



UGANDA BUREAU OF STATISTICS



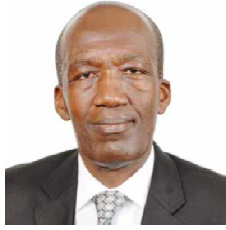
Labour market transition of young people in Uganda

Highlights of the School-to-Work Transition Survey 2015

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May, 2016

PREFACE



Employment of young people is good for sustainable development. Young people globally suffer higher unemployment levels and their jobs are characterised by lower pay and high insecurity than that of other age groups. Therefore, identifying the nature of employment challenge of the young people at country level is necessary for formulating evidence-based integrated policy interventions. The global jobs crisis has, further, exacerbated the vulnerability of young people in terms of: i) higher unemployment, ii) lower quality jobs for those who find work, iii) greater labour market inequalities among different groups of young people, iv) longer and more insecure school-to-work transitions, and v) increased detachment from the labour market. At the global level, these challenges are envisaged to be addressed through the 2015 UN Sustainable Development Goals (SDGs), and at the national level through the Vision 2040 and the Second National Development Plan (NDP II).

To fulfil these policy strategies, countries can rely on the creativity and innovation of young people to deliver. It is, thus, important for government to provide a leadership role and commitment in providing a conducive environment for gainful employment. This can be achieved through collaboration with agencies such as trade unions, employers' organisations, international community and the active participation of donors in supporting efforts by young people to make a good start in the world of work.

The "School-to-Work Transition Survey" (SWTS) was designed by the International Labour Organisation (ILO) and implemented for the first time in Uganda by the Uganda Bureau of Statistics (UBOS) in 2013 as one such collaboration. The second SWTS, undertaken by UBOS in 2015, was sponsored by a partnership between the ILO and The MasterCard Foundation through the Work4Youth (W4Y) Project. The W4Y Project entailed partnership with statistical agencies and policy-makers of 34 low- and middle-income countries to undertake the SWTS and assist governments and the social partners in the use of the data for effective policy design and implementation. This is the report of the second SWTS survey.

All stakeholders including Policy makers, Academia, Civil Society Organisations and the general public can use the results of SWTS to design and implement integrated policies in response to employment challenges faced by young people.


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LIST OF ACRONYMS

CsPro	Census and Survey Processing Software
CV	Coefficient of Variation
EA	Enumeration Area
ILO	International Labour Organisation
IMF	International Monetary Fund
MDGs	Millennium Development Goals
PPS	Population Proportion to Size
SDGs	Sustainable Development Goals
SE	Standard Error
SWTS	School To Work Transition Survey
UBOS	Uganda Bureau of Statistics
UN	United Nations

ACKNOWLEDGMENTS

The School-to-work Transition Survey (SWTS) was implemented by the Uganda Bureau of Statistics (UBOS) with Funding from the “Work4Youth” partnership between the International Labour Organisation (ILO) Youth Employment Programme and the MasterCard Foundation. The partnership supported the SWTS in 34 target countries between 2012 and 2016. In Uganda the first round of the survey was conducted in 2013 and the second round took place between January and April 2015. UBOS is extremely grateful to the ILO for supporting the program.

The Bureau is grateful for the support received from a number of stakeholders involved in the survey. The persons involved in the survey design, data collection and analysis; the ILO Work4Youth Team for financial and technical support throughout all the stages of the survey and report production. The general Survey implementation and editing of the report were supported by Sara Elder and Yonca Gurbuzer of ILO Work4Youth team.

The draft findings of the survey were presented in a workshop involving key stakeholders in the labour market in Uganda. UBOS wishes to thank the participants of the workshop for the validation of the results and for their feedback on the relevance of the survey to the monitoring of the numerous youth-related policies and programmes in the country.

Finally, UBOS extends its gratitude to all the field staff who worked tirelessly to successfully implement the data collection phase of the survey; and the survey respondents who provided the data which formed the basis of this report.

1. INTRODUCTION AND MAIN FINDINGS

1.1 Overview

Uganda has a long term Comprehensive National Development Planning Framework under the Vision 2014. This is segmented into six National Development Plans (NDPs), the second NPD II launched in 2015, has the goal of “Strengthening Uganda’s Competitiveness for Sustainable Wealth Creation, Employment and Inclusive Growth”. These national development strategies have been modelled around regional and international development agenda such as the Millennium Development Goals (MDGs) and now the 2015 Sustainable Development Goals.

Following the implementation of NDP I, findings showed that the percentage of people living below the poverty line decreased from 24.3 percent in 2009/10 to 19.7 percent in 2012/13. There was also an improvement in life expectancy at birth from 51.5 years in 2009/10 to 54.5 years in 2011/12 and then 63.3 years according to the National Population and Housing Census (NPHC) 2014. However, there was a drop in the literacy rate from 73 percent in 2009/10 to 71 percent in 2012/13 (72 percent according to NPHC 2014) mainly due to high school dropout rates at primary level. The percentage of the working labour force increased from 75 percent in 2009/10 to 79 percent by 2011/12. The proportion of the labour force in paid employment was 47.4 percent in 2012/13 while 17 percent of persons in employment were poor. Unemployment rate in Uganda is still low even when statistics are presented according to 2013 ICLS resolutions on work statistics. Using the 2013 definition on work statistics, unemployment rate was 9.4 percent according to 2012/13 UNHS¹.

Uganda’s big challenge remains labour underutilisation with more than one quarter of the working population (27 percent) underutilized in relation to time, inappropriate skills and low pay. The challenge impacts on the youth as evidenced with high youth unemployment rate of 13.3 percent (SWTS2013, relaxed definition)². Identifying the nature and extent of youth challenges at country level guides formulation of strategic and evidence based interventions. The school-to-work transition survey (SWTS) are one of the key tools for detailed assessment of youth characteristics and providing analytical information on the various challenges that affect young men and women in making transition to the labour market. The ILO developed the school-to-work transition survey (SWTS), which was conducted for first time in Uganda in 2013 with the second round in 2015 as household survey of youth aged 15–30 years. The results of the survey can serve as a principle tool for monitoring the impact of youth employment policies and programmes.

Like the 2013 report³ of the SWTS, this report summarizes the results of the second round of the SWTS, implemented in Uganda in 2015, and is intended for the policy-makers and social partners responsible for the implementation of youth-related policies and programmes. The indicators generated from the survey and analysed in this report aim to

¹UNHS is Uganda National Household Survey conducted every three years.

²Includes youth without work and available to work regardless of engagement in an active job search.

³JimrexByamugisha, Leyla Shamchiyeva and TakaakiKizu (2014): Labour market transitions of young women and men in Uganda, Work4Youth Publication Series No. 24 (Geneva, ILO); http://www.ilo.org/employment/areas/youth-employment/work-for-youth/publications/national-reports/WCMS_326255/lang--en/index.htm.

present a much more detailed picture of the youth labour market than is usually available from standard surveys, including the labour force survey. As noted in the Uganda Vision 2040, Unemployment among youth is a major national concern “becoming a social and economic threat”. It is therefore, important to consider the quality of work made available to the youth population, whether it provides the wages and security necessary to empower young Ugandans to move towards self-sufficiency in their pending adulthood. The report also draws attention to the path, duration and characteristics of young people’s transition from school to the labour market, drawing conclusions based on these experiences to allow for a smoother transition.

1.2 Main Findings

A high proportion of the young people is not benefitting fully from the education system, but some progress has been made in the area of education comparing the education levels of the current cohort with previous cohorts.

Notable progress has been made in enrolment at both primary and secondary levels in the Country in the current years. Results from the SWTS shows a progression in that the youth are generally more highly educated than their parents. Young people today are more likely to have easy access to education compared to those in the earlier years. Yet the survey findings reveal that still as much as 68 percent of young people out of school had only completed primary education and only 3.4 percent had completed tertiary education. The level of leaving school early remains high; about half (51 percent) of young persons left school early with the majority (almost 59 percent) being young females. Results also show that too many young Ugandans were leaving school early to take up work. The SWTS results show that as high as 71 per cent of young working Ugandans were undereducated for the work they do. These are concentrated in skilled agriculture, forestry and fishery work, plant and machine operators, and assemblers and craft and related trades work. Under-education can have a negative impact on the productivity of the worker and thus on the output of the place where he/she work and on the young worker’s sense of economic security.

In an effort to improve on educational enrolment and attainment, Government has invested in programmes such as the Universal Primary Education (UPE) and Universal Secondary Education (USE). This is in addition to programs that existed such as affirmative action for the girl child that involved adding 1.5 points for female students during intake at public universities.

The vast majority of young Ugandans were working. However the quality of employment was low for most of them, which results into the majority of young people and the country failing to make the most out of their economic potential.

Nearly two thirds (64 percent) of the young persons aged 15-29 years in Uganda were working in 2015, up from 63 percent in 2013. A sizable proportion of the youth at school were also engaged in employment (15 percent). Of the employed, own-account workers represented 43 percent and contributing family workers represented nearly 28 percent. These two categories, which are considered as vulnerable employment, accounted for 71 percent of the youth. The high shares of vulnerable employment is worrying given that the results from the SWTS that show that only 20 percent who had attained stable and/or satisfactory employment arrived at that stage from a previous position of contributing family worker. If this trend

continues, young contributing family workers will remain in that category for a long time and are unlikely to subsequently attain stable employment or satisfactory self-employment.

Statistics on labour quality indicators showed that informal employment was almost universal among young workers with 92 percent engaged here. In addition nearly three in every four young workers aged 15-29 years were classified under irregular employment and only 18 percent of young people in paid employment benefitted from a written contract. Low pay was common among the young workers in Uganda with 60 percent of paid young employees taking home less than the average monthly wages/salaries.

The unemployment rate among young people in Uganda was 6.5 percent at the time of the survey, with the more educated and the women being more unemployed.

The SWTS results indicate that the unemployment rate among young people in 2015, thus the share of persons without work, available and actively looking for work among the economically active population was 6.5 percent. The unemployment rate among young people increased with each additional level of education attainment with the tertiary level unemployment rate being 11.8 percent and that with no education being 3.6 percent. In addition, young women had a higher unemployment rate (7.4 percent) compared to the males (5.5 percent).

Although the unemployment rate was higher among the better educated, the survey results indicate that investing in education results into positive returns to the young people in form of wages and access to better jobs.

Results from the SWTS indicate that young persons with higher levels of education have higher chances of accessing better jobs. Among the youth who completed their labour market transition, those with the highest education level were three times more likely to find a stable job than to remain in self-employment. The results also show that investing in education brings a clear pay-off in terms of higher wage potential. The average monthly wage increased with the level of education with the highest impact felt at vocational and tertiary level. Young persons of vocational level of education earned more than two times the wage of a young paid employee with no education.

Gender differentials were observed in a number of indicators related to school to work transition among the young persons

Although Uganda has taken various steps aimed at reducing the gender gap in the education system, the proportion of females classified as Neither in Education nor Employment nor Training - NEET (about 19 percent) was nearly three times that of males (7percent). The findings also indicate that 15 percent were female inactive non-students with plans for future work compared to only 4 percent of males. Male young persons had higher chances of completing their school to work transition compared to females. Regarding transition categories, there was no major gender differentials among young people who completed their transition but more females were still in-transition (57 percent) compared to males (54 percent) and more males who had not started their transition compared to females (18 percent and 16 percent respectively).

More men than women attain wage employment; the majority of the self-employed young persons in Uganda did not benefit from institutional financial support.

The proportion of wage earners among the young workers constituted about a quarter of the total workforce of the young persons with the males (32 percent) being more engaged in wage employment compared to their female counterparts (18 percent). The proportion of the self-employed young persons in the country constituted three quarters of the working young persons, including own account workers (43 percent), contributing family workers (28 percent) and employers (4 percent). The SWTS results indicate that 47 percent of the young self-employed persons indicated that they did not need funding to start their present activity. For those who needed funding, own savings (29 percent) and family and friends (20 percent) served as the main source of financing. This information on self-employment highlights limitations of institutional lending opportunities. Further proof is shown by only a quarter (26 percent) of the self-employed young persons indicated that their main challenge in their work was limited financial resources.

About one quarter (27 percent) of the young people successfully completed their labour market transition and the period of completion was still quite lengthy, an average of nearly 3 years when direct transition is excluded.

About one quarter (27 percent) of the young people had transitioned to a stable employment or satisfactory self or temporary employment with majority still in transition (56 percent) and about 17 percent in “transition-not-started” category”. The biggest proportion of the young people (15-29 years) who were still “in-transition” was those in non-satisfactory self-employment (40 percent). There were no gender differentials between among young people who completed transition.

More young people had transitioned to satisfactory self or temporary jobs (66 percent) as compared to stable employment (34 percent). The young people that completed their transition came through mainly direct transition (86 percent) and about 7 percent who transitioned from unemployment. Excluding direct transition, it took a young person on average 31 months to attain a first job deemed to be either stable or satisfactory.

1.3 Structure of the report

Section 2 sets out the socio-economic and labour market conditions for Uganda and introduces the objectives and the methodology of the survey process. Section 3 presents the results of the SWTS with details on major characteristics of the youth and their labour market outcomes. Section 4 highlights youth employment detailing by sector and occupation with unemployment presented in section 5 and inactive population in section 6. The labour market transition classifications and characteristics are handled in section 7 of the report. The section also discusses the length of time that young men and women spent in transition and traces the various labour market experiences they had along the way. The final section of the report (section 8) presents policy implications with strategic suggestions recommended.

2. OVERVIEW OF THE UGANDA LABOUR MARKET AND SURVEY METHODOLOGY

2.1 Introduction

Uganda is governed under the decentralisation arrangement and according to the Uganda constitution (1995), chapter Eleven, 176 (g), the Local Governments are responsible for oversight over the performance of persons employed by the Government to provide services in their areas and to monitor the provision of Government services or the implementation of projects in their areas. The Local Governments are based on the district as a unit under which there are lower local governments and administrative units. The country has an area of 241,039 square kilometres and is administratively divided into 111 districts and Kampala Capital City Authority.

Over the period 2010/11 to 2014/15, Uganda's GDP growth averaged 6.0 percent per annum with the highest growth rate of 9.7 percent registered in 2010/2011. The average per capita income in the same period was USD 719. In 2014/15, the services sector had the highest contribution to GDP of 48 percent, while contribution of agriculture was 24 percent and Industry was 20 percent. Uganda's current population growth rate is 3.0 percent, according to the 2014 National Population and Housing Census.

Table 2.1 Uganda's Macroeconomic Indicators, GDP (2009/10=100); CPI (2005/06=100)

Indicator	2010/11	2011/12	2012/13	2013/14	2014/15
Real GDP Growth Rate at Market prices (percent)	9.7	4.4	3.3	4.8	5.0
Average Per Capita Income (USDs)	638	710	732	778	737
Fiscal Deficit Excluding grants (percent of GDP)	5.5	4.4	5.0	5.1	5.7
Domestic Revenue (percent of GDP)	13.6	11.2	11.5	11.9	12.8
Expenditure (percent of GDP)	19.1	15.6	16.5	17.1	18.7
Headline Inflation	6.5	23.5	5.6	6.7	2.7
Sector contribution to GDP at Market prices (percent)					
Agriculture	24.7	26.5	25.3	25.1	23.7
Industry	20.4	21.3	20.8	20.4	20.4
Services	47.7	45.5	46.8	47.0	47.6
Net Taxes on products	7.2	6.8	7.1	7.5	8.3

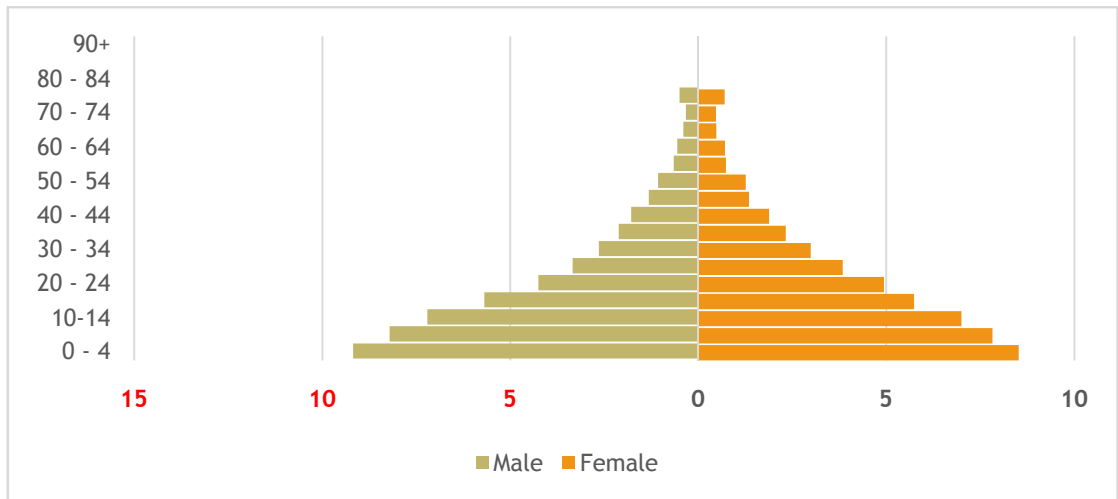
Source: Uganda Bureau of Statistics

The year 2014/15 registered lower headline inflation rate of 2.7 percent as compared to the 6.7 percent that was reported in 2013/14. The highest inflation rate in the last five years of 23.5 percent was registered in 2011/12.

Uganda has a fast growing population which increased from 9.5 million in 1969 to 34.6 million according to NPHC 2014. As a result of the high fertility rate, Uganda has one of the youngest populations in the world. According to the National Population and Housing Census

2014, the population aged between 0-14 years accounted for 47.9 percent of the total population. The population aged below 18 years constituted 51 percent, the working age population (14-64 years) was 52.2 percent, the primary school age population (6-12 years) was 21.3 percent, and elderly persons (60 and above years) was only 3.7 percent. The population pyramid in Figure 2.1 shows the graphical presentation of age and sex composition of a population. The pyramid shows the expected pattern of declines in the length of the bars for each group with advancing age. Uganda's rapidly growing population places great pressure on the economy that struggles to keep up. The country's high fertility coupled with a young population transforms into a continuation in the population growth momentum even if fertility reduced but also a great opportunity for an abundance of work force. What remains is for the work force to be transformed into an economically productive one.

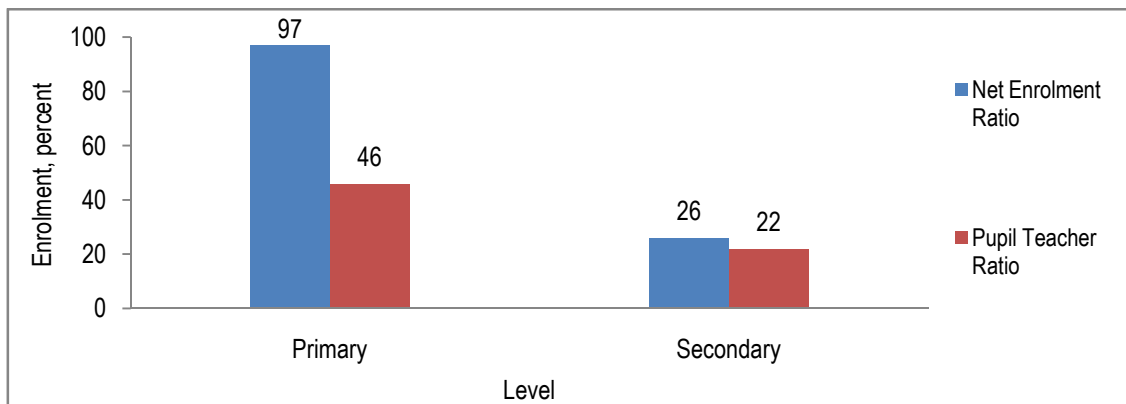
Figure 2.1: Population Pyramid



Source: National Population and Housing Census 2014

The country has a responsibility of providing quality education to its large youthful population. Enrolment at the primary school level increased from 6.5 million in 2000 to over 8.8 million in 2014 (of which female were 50 percent). As presented in Figure 2.2, the primary school net enrolment ratio was 97 percent in 2014 while the pupil teacher ratio was 46 percent. The secondary school net enrolment ratio was only 26 percent in 2014 with student teacher ratio of 22.

Figure 2.2: Primary and Secondary Education Enrolment And Pupil-Teacher Ratio, 2014



Source: Ministry of Education, Science, Technology and Sports (Annual Statistical Abstract 2014)

2.2 The labour market in Uganda

The labour market in Uganda is characterized by a fast-growing working-age population. The Uganda National Population and Housing Census 2014 established that 78 percent of the working age population (14-64 years) was working. According to the UNHS 2012/13, the labour force participation rate of persons aged 15+ years was 86 percent. Men were more active than women, with the labour force participation rate at 89 percent for men and 82 percent for women. The rural population of working age was only somewhat more economically active than the urban population (88 and 79 percent, respectively (see Table 2.2).

Despite recent growth in wage employment, informal employment continues to be predominant in Uganda. The 2012/13 household survey estimated that 3.1 million people representing 79 percent of working persons were employed in the informal sector outside agriculture (table 2.5). Male workers (78 percent) and female workers (80 percent) were almost equally engaged in the informal sector employment.

Table 2.2: Key labour market indicators for working-age population (15+), 2012/13

Labour Market Indicators	Male	Female	Rural	Urban	Total
Working population ('000)	6,890	7,108	10,804	3,194	13,998
Unemployed ('000)	103	179	141	141	282
Labour force ('000)	6,994	7,287	10,945	3,335	14,280
Total employment outside agriculture ('000)	2,271	1,618	2,043	1,847	3,889
Portion in Informal sector outside Agriculture (percent)	77.8	80.2	75.8	82.1	78.8
Employment in the informal sector outside agriculture ('000)	1,767	1,297	1,549	1,515	3,064
Employment-to-population ratio (Percent)	87.5	80.7	86.7	75.9	83.9
Labour force participation rate (percent)	88.8	82.8	87.8	79.2	85.6
Unemployment rate (strict definition) (percent)	1.5	2.5	1.3	4.2	2.0
Unemployment rate (relaxed definition) (percent)	2.6	6.1	3.1	8.6	4.4

Source: Estimates based on Uganda National household Survey 2012/13

With a fast growing population and low levels of education, the country is facing large numbers of low-skilled labour market entrants every year. A successful programme of universal secondary education would significantly reduce the annual number of new labour force entrants as many young people would be engaged in secondary education full time. Educational is one of the key requirements for a country to have a high quality and productive labour force. More females (28 percent) than males (12 percent) did not have any formal education. Overall, more males than females attained different levels of formal education (Table 2.3).

Table 2.3: Working-age population (15+) by educational attainment and sex (for those out of school), 2012/13

Education Attainment	Male	Female	Rural	Urban	Total
	%	%	%	%	%
No formal schooling	12.3	27.6	23.9	11.6	20.8
Primary	56.1	51.4	58.2	40.1	53.5
Secondary	20.9	14.8	12.7	31.4	17.5
Post primary specialised training	4.5	2.3	2.2	6.3	3.2
Post-secondary specialised training	3.2	1.9	1.6	4.9	2.5
Degree and above	1.7	0.9	0.2	4.3	1.3
Do not know	1.4	1.2	1.2	1.5	1.3
Total (Percent)	100	100	100	100	100
Total Population (Number, '000)	6,186	7,644	10,292	3,538	13,831

Source: Estimates based on Uganda National household Survey 2012/13

The 2012/13 Uganda National Household Survey revealed that agriculture employs the highest percentage of the working population. The proportion was higher for females (77 percent) than males (66 percent). Relatively, more people in the rural areas (82 percent) are employed in agriculture compared to urban areas (35 percent) see Table 2.4. Trading was more prominent in urban areas (22 percent).

The disaggregation by occupation shows that the majority of the working population was employed as skilled agricultural and fisheries workers. More females (70 percent) had this as their occupation compared to the males (58 percent). This was followed by elementary occupations where about 14 per cent of the males were employed compared to 11 per cent of the females.

The majority of the working population were own account workers for both males and females. Out of the males, 53 percent were own account workers compared to women who were slightly higher at 59 percent. These were followed by employees who constitute about 20 per cent of the working population.

Table 2.4: Employed population (15+) by main branches of economic activity and sex, 2012/13

Economic Activity/Occupation	Male	Female	Rural	Urban	Total
Main Branch of Economic Activity					
Agriculture, forestry and fishing	66.2	76.5	82.3	34.8	71.4
Trade	9.0	10.1	5.8	22.3	9.6
Manufacturing	5.6	3.5	3.3	8.8	4.5
Education	2.9	2.3	1.9	4.8	2.6
Transport and storage	4.3	0.2	1.5	4.8	2.2
Construction	4.2	0.1	1.4	4.6	2.1
Other service activities	2.4	1.7	1.1	5.1	2.0
Accommodation and food	0.6	2.4	0.7	4.3	1.5
Others	4.7	3.1	2.2	10.6	3.9
Occupation					
Skilled agricultural and fisheries workers	58.4	69.9	74.1	30.9	64.2
Elementary occupations	13.9	10.7	11.8	13.9	12.3
Service workers	9.9	12.7	6.3	28.4	11.3
Craft and related workers	7.9	2.9	4.1	9.8	5.4
Professionals	3	2.1	1.3	5.1	2.5
Plant and machine operators	4.1	0.1	1.2	5.1	2.1
Technicians and associate professionals	1.6	0.9	0.9	4.1	1.3
Others	1.1	0.5	0.4	2.5	0.8
Missing	0.1	0.2	0.1	0.3	0.1
Status in Employment					
Own account workers	52.8	58.7	57.9	48.6	55.8
Contributing family workers	19.1	26.8	26.1	12.4	23
Employees	26.1	13.4	14.8	36	19.7
Employers	1.8	0.9	1	2.6	1.3
Volunteers	0.2	0.2	0.1	0.4	0.2
Total	100	100	100	100	100
Number	6,890	7,108	10,804	3,194	13,999

Source: Estimates based on Uganda National household Survey 2012/13

2.3 School-to-work transition survey in Uganda: Objectives and Methodology

2.3.1 Objectives

The “Work4Youth” project of the ILO in partnership with The Master Card Foundation is helping countries to tackle the unprecedented youth employment crisis through a multi-pronged approach geared towards pro-employment growth and decent job creation following the resolution “The youth employment crisis: A call for action” by the ILO. To assist governments and the social partners in the use of the data for effective policy design and implementation, the “Work4Youth” project collaborates with statistical partners and policy-makers of 34 low- and middle-income countries to undertake the school-to-work transition survey (SWTS).

The broad objective of the SWTS is to generate detailed information on the challenges of young men and women in transition to the labour market. The SWTS offers more detailed additional data over household based labour force surveys. It includes questions of the history of economic activity of young people providing an opportunity to produce indicators on their labour market transitions. The analytical framework of the SWTS allows for the application of indicators relating to areas of ‘good’ jobs. The attainment of stable and/or satisfactory employment is the prime goal of most young people in developing countries. The stages of transition applied to the SWTS results are based on the various combinations of the two variables of stability and satisfaction.

2.3.2 Methodology

The school-to-work transition survey (SWTS) is a detailed household survey covering 15–30 year-olds (see box 1). It is utilised to generate information on the current labour market situation, the history of economic activities and the perceptions and aspirations of young people. Information at sub-national level is not presented except in a few cases where it has been analysed at four regional levels. However, detailed information is disaggregated by sex and residential status⁴.

Box 1. Definition of Young People

While in other contexts, a youth is defined as a person aged between 15 and 24 (United Nations) or between 15 and 35 (African Union), in Uganda, a youth is a person aged 18 to 30 years. For the purpose of the SWTS the upper age limit is 30 years. However, this report discusses labour market condition and transition of young people aged 15-29 years in line with the “Work4Youth” project for the SWTS 2015. This recognizes the fact that some young people remain in education beyond the age of 24, and allows the opportunity to capture more information on the post-graduation employment experiences of young people.

Uganda undertook the first round of the SWTS in 2013 to collect and analyse information on the various challenges that affect young men and women as they make the transition to working life. Both rounds of the survey were implemented by the Uganda Bureau of Statistics (UBOS). The fieldwork of the second round (SWTS 2015) took place in January through April 2015. Funding for the survey came from the “Work4Youth” partnership between the ILO Youth Employment Programme and The MasterCard Foundation (see box 2).

Box 2. Work4Youth: An ILO project in partnership with The MasterCard Foundation

The Work4Youth (W4Y) Project is a partnership between the ILO Youth Employment Programme and The MasterCard Foundation. The project has a budget of US\$14.6 million and will run for 5 years to mid-2016. Its aim is to “promote decent work opportunities for young men and women through knowledge and action”. The immediate objective of the partnership is to produce more and better labour market information specific to youth in developing countries, focusing in particular on transition paths to the labour market. The assumption is that governments and social partners in the project’s 34 target countries will be better prepared to design effective policy and programme initiatives once armed with detailed information on:

- what young people expect in terms of transition paths and quality of work;
- what employers expect in terms of young applicants;
- what issues prevent the two sides – supply and demand – from matching; and
- what policies and programmes can have a real impact.

For more information on the project, see website: www.ilo.org/w4y.

⁴ Although Uganda has three identifiable residential statuses, namely, Rural, Urban and Peri-urban, the SWTS-2015 considered two statuses. These included Rural and Urban areas. The Urban area included Kampala City and other gazette Urban areas like Municipalities, Town Councils and Town Boards. Whatever area was not gazetted as Urban by the time of the survey was considered as Rural area.

2.3.2.1 Questionnaire development

The standard ILO SWTS questionnaire developed in 2013 was adapted to the national context based on the consultative process between the ILO and UBOS. The questionnaire was detailed in nature and collected information on personal information, family and household information, formal education/ training, activity history, working criteria, activities, and non-working youth. A pre-test exercise was carried out before the finalization of the questionnaire.

2.3.2.2 Survey design and sample size

The SWTS sample was designed to allow reliable estimation of key indicators for Uganda and rural-urban. A two-stage stratified sampling design was used. At the first stage, Enumeration Areas (EAs) were grouped by rural-urban location, then drawn using Probability Proportional to Size (PPS). A total of 200 EAs (160 rural and 40 urban) were selected using the 2014 Uganda Population and Housing Census Mapping Frame. For the 200 PSUs (EAs) that were selected from the 2014 PHC sampling frame, a household listing process was carried out to update the number of households in these EAs. At the second stage, 15 households per EA, which were the Ultimate Sampling Units, were drawn using Systematic Sampling. This gave a total sample size of 3,000 households. When determining the required sample size, the degree of precision (reliability) desired for the survey estimates, the cost and operational limitations, and the efficiency of the design were taken into consideration. Basic information was gathered from all persons within the sampled households and the youth aged 15-30 years were filtered out for administration of the detailed questions.

2.3.2.3 Training of Field Staff

The training of field staff was carried out during the period 07th- 13th January 2015. In total 34 persons were centrally trained. The training included lectures, class exercises, mock interviews and field practice. The trainees were later divided into 8 field supervisors, 24 enumerators and 2 editors. The field staff were recruited and deployed based on fluency of local languages spoken in the respective regions of deployment.

2.3.2.4 Data Collection

A centralized approach to data collection was employed whereby eight mobile field teams hired at the headquarters were dispatched to different sampled areas. Each team comprised one Supervisor, three Enumerators and a Driver.

2.3.2.5 Data Processing

At the Central Office a team of two Data Editors, Data Entry Staff and Computer programmers were assigned to undertake respective survey activities. Questionnaires were retrieved from the field and edited before data capture. A data capture application was developed for data entry and processing under the Cspiro platform. Machine editing was also carried out to clean errors in the captured data set before the commencement of data analysis

2.3.3 Response Rates

The actual fully covered sample for the SWTS was 2,712 households, with a total response rate of 90 percent, as shown in Table 2.7. The response rate was slightly higher in rural areas (91 percent compared to urban areas (89 percent).

The individual SWTS questionnaire targeted all persons aged 15-30 years. A total of 3,198 individuals aged 15-30 years were found from the responding households. Completion

of the individual interviews was successful with 3,049 individuals yielding an individual response rate (complete interview) of 95 percent with no marked differences observed by residence (See Table 2.5).

Table 2.5: Response Rates (un-weighted)

Result Code	Rural	%	Urban	%	Total	%
Household interviews						
Completed (C)	1,761	81.2	611	73.6	2,372	79.1
Partially done (PD)	120	5.5	44	5.3	164	5.5
No contact (NC)	29	1.3	12	1.4	41	1.4
Refused (R)	1	0.0	6	0.7	7	0.2
Temporarily absent (TA)	34	1.6	17	2.0	51	1.7
Vacant, demolished (V)	34	1.6	25	3.0	59	2.0
Listing error (LE)	3	0.1	1	0.1	4	0.1
Other reasons/missing	187	8.6	114	13.7	302	10.1
Total	2,169	100.0	830	100.0	3,000	100.0
Household Response Rate		90.5	88.6		90.0	
Individual interviews						
Persons aged 15-30	2,374		824		3,198	
Eligible persons interviewed fully for SWTS questions	2,274		768		3,049	
Eligible respondents response rate		95.8	93.2		95.1	

2.3.4 Reliability of Estimates

The estimates presented in this report were derived from a scientifically selected sample and analysis of survey data was undertaken at national and rural-urban levels. In a few cases, regional estimates have been provided. As presented in Appendix ii, the sampling Errors show that the indicators are quite reliable. The Coefficients of Variation (CVs) of all indicators presented in this report were low (about 10 or less). During the analysis, variables with at least 30 valid responses were deemed reliable enough to be presented given that the CVs were good. Consequently, some variables with fewer observations were merged into related groups to ensure that reliability is maintained.

3. CHARACTERISTICS OF YOUNG PEOPLE

3.1 Individual characteristics of young people

Young people are a wealth of human resource required for socio-economic development in a country. The 2015 SWTS revealed that there are more young people in the rural (about seven of every ten young people) than urban areas as shown in table 3.1. More male (75 percent) than female (70 percent) were residing in the rural areas. Regional distribution showed that minority of the young people (about 19 percent) were from the Western region and the other three regions had an almost equal share of the remaining young people. Majority of the females (31 percent) were from the Central region while 29 percent of the males were from the Northern region.

With regard to age, 41 percent of the young people were teenagers aged 15 to 19 years followed by young persons aged 20-24 years who were 33 percent and the 25 to 29 year-olds who constituted 26 percent. Among the teenagers, the males (45 percent) were more than their female counterparts (38 percent) contrary to the 20-24 and 25-29 age groupings where the females were more than males.

Table 3.1: Distribution of young people by selected characteristics, 2015

Characteristics	Male		Female		Total		
	Number ('000)	percent	Number ('000)	percent	Number ('000)	percent	
Household head	1,147	29.8	218	4.7	1,366	16.1	
Age group	15-19	1,746	45.3	1,765	37.9	3,511	41.3
	20-24	1,176	30.5	1,592	34.2	2,767	32.5
	25-29	931	24.2	1,297	27.9	2,228	26.2
Area of residence	Urban	967	25.1	1,401	30.1	2,368	27.8
	Rural	2,886	74.9	3,253	69.9	6,139	72.2
Region	Central	996	25.9	1,419	30.5	2,416	28.4
	Eastern	998	25.9	1,141	24.5	2,138	25.1
	Northern	1,106	28.7	1,259	27.1	2,366	27.8
	Western	752	19.5	835	17.9	1,587	18.7
Marital status	Single / Never married	2,737	71	2,209	47.5	4,946	58.2
	Married	1,089	28.3	2,257	48.5	3,346	39.4
	Separated / Divorced	26	0.7	172	3.7	198	2.3
	Widowed	0	0.0	13	0.3	13	0.2
Current schooling status	Never went to school	163	4.2	357	7.7	520	6.1
	Left before graduation	1,802	46.8	2,553	54.9	4,355	51.2
	Completed school	343	8.9	457	9.8	801	9.4
	Currently attending school	1,544	40.1	1,286	27.6	2,831	33.3
Level of educational attainment**	No education	163	7.1	357	10.6	520	9.2
	Incomplete Primary	1,024	44.4	1,484	44.2	2,508	44.2
	Primary	552	23.9	824	24.5	1,375	24.3
	Secondary	374	16.2	449	13.4	823	14.5
	Vocational	108	4.7	143	4.3	252	4.4
	Tertiary	87	3.8	104	3.1	191	3.4
Total ('000)	3,853	100	4,654	100	8,507	100	

Note: 1. **Considers young people currently not attending school

2. Vocational education is for those with professional certificate

3. Tertiary includes professional diploma, degree and above

Statistics on marital status showed that more than half of the young people (58 percent) were single or had never been married. There was greater proportion of males (71 percent) than females (48 percent). This could be attributed to the fact that girls especially those in the rural areas, where majority of them are, marry off at an early age compared to boys. As shown in the table, almost twice as many females (49 percent) than males (28 percent) were married.

Table 3.1 further reveals that six (6) percent of the young people (4 and 8 percent for male and female respectively) have never gone to school despite the existence of universal Primary and Secondary school and 33 percent were currently in school. Twice as many females (8 percent) than males (4 percent) had never been to school.

Of the young people currently not in school, 44 percent never completed primary level of education while 9 percent had never been to school for formal education. A combined share of about 8 percent had completed either vocational or tertiary education with some sex differential (9 percent and 7 percent for males and females respectively). The higher the level of education, the less the attainment rate, a similar pattern observed for both young males and females.

3.2 Perceived household's financial situation

The financial situation of households has significant impact on access to the basic needs of life including health and education. Individuals from perceived 'wealthy' households were more likely to attend school than those from 'poor' households. Wealthy families can ably send their children to school let alone provide them with start-up capital upon completing school. During the survey, young people were asked to rank their households according to its financial situation, ranging from poor to well off. Figure 3.1 below shows that half of the young people felt that their household was 'poor'. Only 13 percent of the young people perceived their household to be 'well off'.

Figure 3.1: Percentage distribution of young people by level of perceived household financial situation, 2015

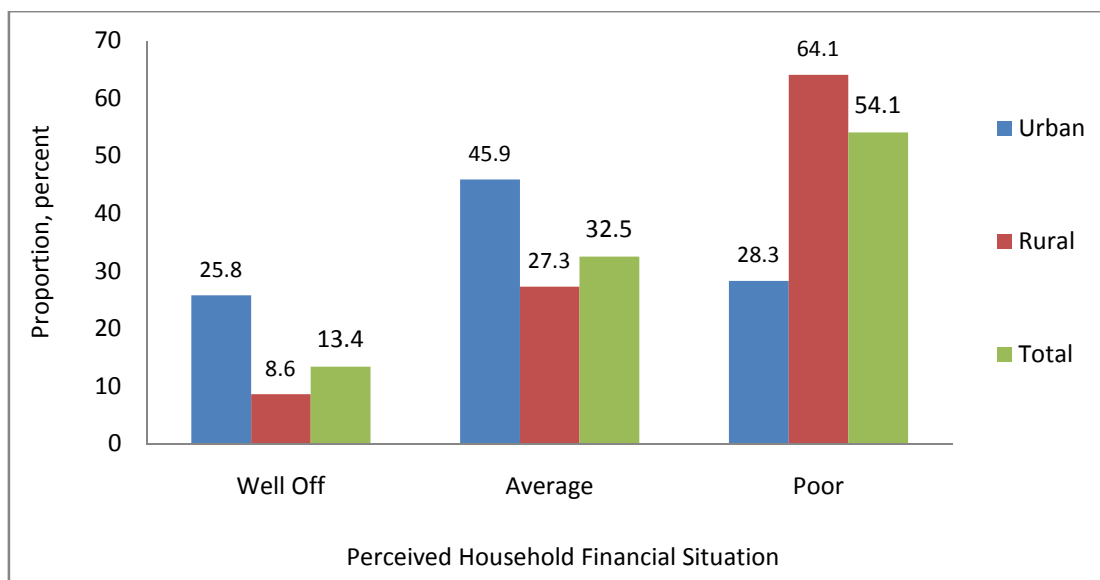
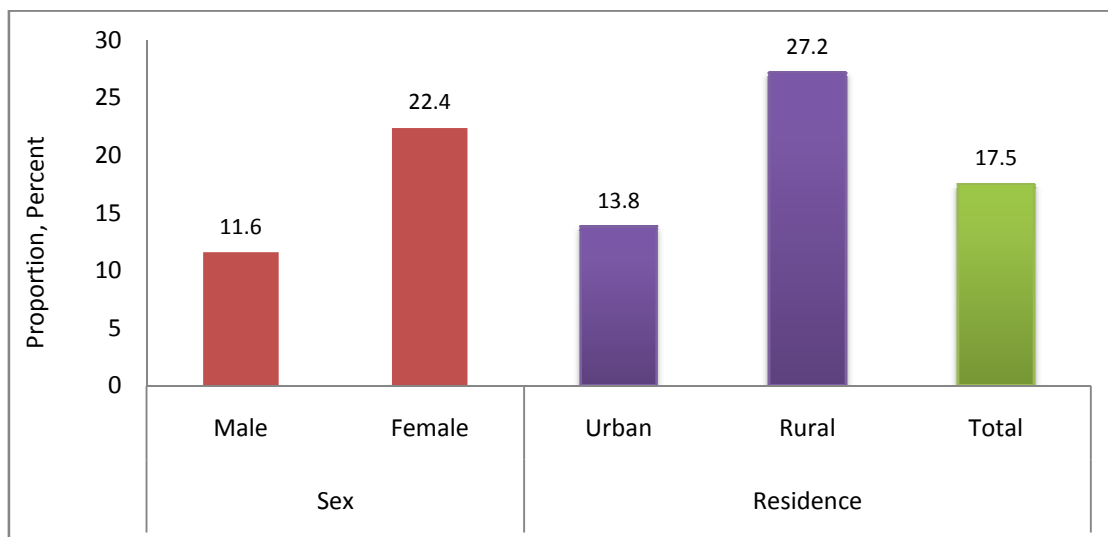


Figure 3.1 further shows that most young people in urban areas (46 percent) described their household as 'average' unlike their counterparts in rural areas (54 percent) who perceived their household's financial situation as 'poor'.

3.3 Migration status of young people

The young people were also asked about their previous areas of residence and reasons why they moved to the current place of residence. Figure 3.2 shows that about 18 percent of the young people moved. Almost twice as many females (22 percent) than males (12 percent) had moved.

Figure 3.2: Proportion of young people that moved by sex and residence, 2015



The main reason attributed to movement among young people was ‘marriage’ (a third) followed by 23 percent ‘to work/for employment’. About one in every ten young people moved for education/training purposes implying that majority study within their local home towns. Most males (35 percent) moved to work and most females (47 percent) moved because of marriage (Table 3.2).

Table 3.2 also shows that 65 percent of the young people moved from rural areas followed by 15 percent from Metropolitan i.e. gazetted urban areas with the least (1 percent) from another country. Most of the young people that moved (57 percent) currently resided in rural areas.

Table 3.2: Percentage distribution of young people by area of current residence, previous residence and main reasons for movement, 2015

Characteristics		Male	Female	Total
Current residence	Urban	43.7	43.1	43.3
	Rural	56.3	56.9	56.8
Area of previous residence	Rural area	59.0	67.6	65.0
	Small town*	13.0	8.4	9.8
	Metropolitan area	15.9	15.1	15.3
	Large city	8.6	5.1	6.2
	Another country	1.3	0.9	1.0
	Missing	2.1	2.9	2.7
Main reason	To accompany family	33.1	18.8	23.1
	Education/training	16.3	7.1	9.9
	Marriage	0.6	48.2	33.8
	To work/for employment	35.2	18.1	23.3
	Others**	14.8	7.8	9.9
Total		100	100	100
Total ('000)		449	1,042	1,491

*Small towns are ungazetted urban areas.

**Others included Farming, draught, landslides, war, etc.

Further analysis of the young people that moved showed that majority of those that moved from rural areas still reside in rural areas similar to those from metropolitan (gazetted urban) areas as shown in table 3.3 below. About 36 percent of the young people moved from rural to urban areas and surprisingly a similar percentage moved from metropolitan to rural areas. Three in every ten of the young people moved from the large city to rural areas.

Table 3.3: Migration matrix for young people that moved by area of previous residence and current residence, 2015

Area of previous residence	Area of current residence		
	Rural	Urban	Total
Rural area	64.1	35.9	100
Small town*	61.4	38.6	100
Metropolitan area	36.2	63.8	100
Large city	33.5	66.6	100
Total	57.4	42.6	100

*Small towns are ungazetted urban areas.

3.4 Education Attainment of Young people

Education is an essential part of one's life both personally and socially. Through education, young people: become economically independent which is a stepping stone to national economic growth, adapt to newer techniques of production, increase their employability potential, among others. The Government of Uganda introduced the Universal Primary Education (UPE) in 1997 and Universal Secondary Education (USE) in 2007 to ensure that all children of school going age (especially those from poor backgrounds) are provided with free primary and secondary education (MoES, 2013⁵).

Table 3.4 shows that, among young people out of school, 24 percent had completed primary education and 44 percent had incomplete primary. About 8 percent completed either tertiary or vocational training. Except for primary level, more males attained higher education levels than females for the rest of the levels. More young people from urban areas attained higher education levels.

The proportion of young people that attained vocational and tertiary education in urban areas more than doubled that in rural areas (14 percent and 5 percent in urban and rural areas respectively). In urban areas, more young people attained tertiary (9 percent) than vocational education (5 percent) while in rural areas vocational education was more common than tertiary (4 and 1 percent, respectively).

Table 3.4: Distribution of completed education level of young people, 2015 (percent)

Level of Education	Sex		Residence		Total
	Male	Female	Rural	Urban	
No education	7.1	10.6	11.6	3.1	9.2
Incomplete Primary	44.4	44.1	50.8	27.5	44.2
Primary	23.9	24.5	23.4	26.4	24.3
Secondary	16.2	13.3	8.9	28.7	14.5
Vocational	4.7	4.3	4.2	5.1	4.4
Tertiary	3.8	3.1	1.1	9.1	3.4
Total	100	100	100	100	100

Early school leavers are those young people who left school without completing all the grades at that given education level. In every ten young persons, five left school early, the majority (almost 59 percent) being young females. More than half of young people (59 percent) reported that they left school early because it was too expensive while 9 percent left school early because they were not willing to attend school further. The portion that left school as a result of pregnancy was 14 percent. Pregnancy and early marriage prevents young females from realising their full academic and economic potential. Survey findings revealed that twice more females than males left school early because their parents did not want them to go to school. About 6 percent of the young people left school early due to poor academic progress (Table 3.5).

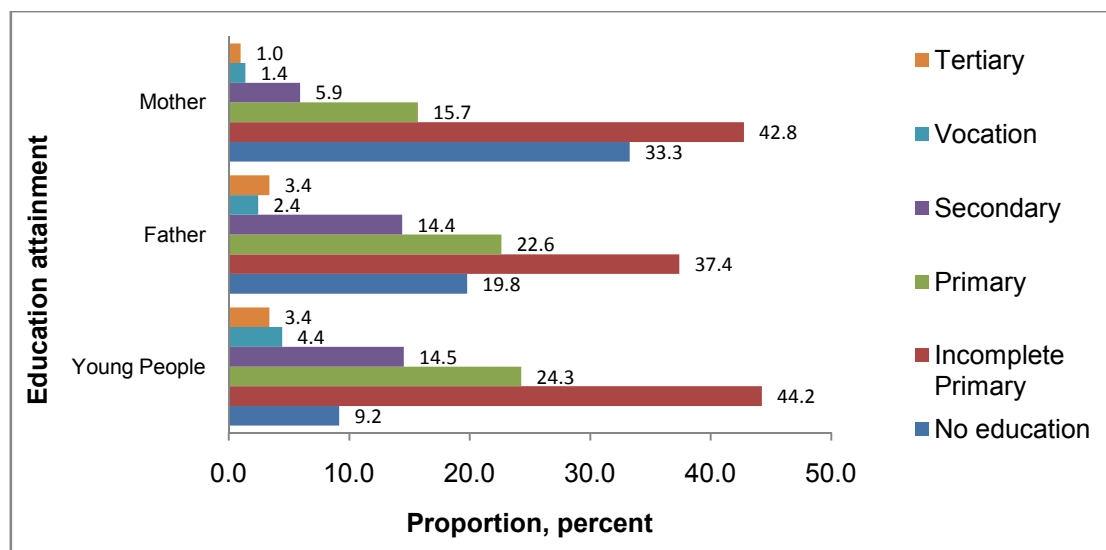
⁵ Ministry of Education and Sports Statistical Abstract, 2013

Table 3.5: Percentage share of early school leavers by reason for leaving school, 2015

Characteristics	Sex		
	Male	Female	Total
Distribution of Early school leavers	41.4	58.6	100
Share of early school leavers	48.8	59.4	54.5
Too expensive	64.4	55.5	59.2
Not willing to attend further	11.8	7.0	8.9
Pregnancy	0.0	13.7	8.2
Main reason Poor academic progress	6.1	5.7	5.8
Sickness or calamity in family	5.1	5.7	5.4
Further schooling not available	2.2	2.6	2.4
Parents did not want	1.4	2.8	2.2
Other Reasons	9.1	7.2	7.8
Total	100	100	100
Total ('000)	1,802	2,553	4,355

The education level of a parent is vital to a child’s education achievement and behavioural outcomes. Educated parents know the value of education and are thus in position to encourage their children to go to school and raise them in a way that they have the self-drive in terms of academic abilities with positive attitude towards learning. Figure 3.3 shows that, among young people’s parents, father had relatively higher levels of completed education compared to mothers. The proportions of those with incomplete primary or no education remained high for both.

Figure 3.3: Percentage distribution of educational attainment of young people and that of their parents, 2015



Others included young people that didn’t know the education attainment of their parents and those whose parents’ education attainment is not any of the mentioned categories.

A comparison of the young people and their parent’s education level showed that overall: more than two-thirds of the young people had the same education levels attained as their parents (72 percent and 89 percent in comparison with father and mother respectively). See Table 3.6. Among the young people that have attained tertiary education, 17 percent have

fathers whose levels are higher while 6 percent have mothers with higher levels of education attained.

Table 3.6: Educational attainment of young people by parental educational attainment, 2015, Percent

Level of completed education**	Comparison with father			Comparison with mother		
	Same level as parent	Parent has lower level education	Parent has higher level education	Same level as parent	Parent has lower level education	Parent has higher level education
No education or incomplete primary	71.8	-	28.2	89.4	-	10.6
Primary	25.0	66.8	8.3	15.1	80.6	4.2
Secondary	10.5	86.5	3.0	7.3	85.7	7.0
Vocational	23.1	76.9	-	10.3	89.7	-
Tertiary	40.4	43.0	16.6	42.9	50.7	6.4
Total	71.8	-	28.2	89.4	-	10.6

Note: **Excludes young people currently attending school

3.5 Young people who were current students

Out of the estimated 8.5 million young people, about 33 percent (or 2.8 million) were in school at the time of the survey. The proportion was higher for males (40 percent) compared to females (28 percent). However, there were minor differentials by residence. The results further indicate that the proportion of students overall reduced from 40 percent to 33 percent during the survey periods (Table 3.7).

Table 3.7: Proportion of young people who were students, 2013 & 2015 (percent)

Background characteristic		2013	2015
Sex	Male	45.9	40.1
	Female	33.7	27.6
Residence	Rural	39.6	33.7
	Urban	39.0	32.1
Total		39.5	33.3

Young people currently attending school were asked which fields of study they expect to complete, the desired future occupation and place of work upon completing school. Majority of the young people (58 percent) expect to complete tertiary followed by those who expect to complete secondary (nearly 22 percent) as shown in Table 3.8.

Table 3.8: Share of current students by level of education expected to complete, 2015 (Percent)

Education level	Sex		Residence		Total
	Male	Female	Urban	Rural	
Tertiary	60.6	53.8	69.1	53.2	57.6
Vocational	12.2	22.2	11.7	18.6	16.7
Secondary	23.3	21.1	17	24.3	22.3
Primary	2.2	2.8	0.8	3.0	2.4
Missing	1.8	0.2	1.5	0.9	1.1
Total	100	100	100	100	100

3.5.1 Field of study of current students

The majority of the current students (88 percent males and 85 percent females) were still studying general programmes, which is to be expected when so many continue to study at the secondary level or lower. The field of studies and choice is diverse between the sexes (Table 3.9). Regarding specialized fields, there was slightly more specialization in business studies than other specialized fields, but with notable gender disparities. More males were in Business studies and Engineering (with no female) while females were more in Training programmes and Education.

Table 3.9: Distribution of field of study of current young students by sex, 2015 (percent)

Field of study	Male	Female	Total
General Education	88.4	84.6	86.6
Business Studies	2.3	1.8	2.1
Training course or apprenticeship/internship programme	1.1	2.3	1.6
Engineering	2.9	0.0	1.6
Education	0.5	2.3	1.3
Health Sciences	1.0	1.5	1.2
Others*	3.9	7.7	5.6
Total	100	100	100

*Others included: Computer studies, public administration, finance, medical, carpentry, brick laying, cosmetology, catering, tourism and hair dressing among others.

3.5.2 Current students by type of preferred future work place and job

The survey results show that more than half of the young people (nearly 66 percent) desired to work in the Government/Public sector (Table 3.10). More females (70 percent) than males (63 percent) desired to work in Government/Public sector. About 19 percent of young people desired to be self-employed mainly the males and young persons in rural areas. More young people in the urban areas desired to work in own business and private companies than their counterparts in the rural areas.

Table 3.10: Current students by desired future occupation and place of work, 2015 (Percent)

Desired place of work (for those currently in school)	Sex				
	Male	Female	Urban	Rural	Total
Government/Public sector	62.5	69.7	57.3	68.9	65.8
Myself (Own business)	19.8	17.9	20.5	18.4	18.9
A private company	14.7	9.5	18.0	10.2	12.3
Others **	3.0	2.9	4.3	2.5	3.0
Total	100	100	100	100	100

Note: **Other desired places of work included international organisations and Family business/farm

Current students were also asked to identify the occupations in which they would like to work in the future. The aim here was to use current circumstances to judge whether students have realistic expectations in terms of future possibilities for execution. Most students expressed an aspiration to work in higher skilled occupations such as professionals (64 percent) as indicated in Table 3.11. Such preferences correspond well with their intention to complete tertiary education but are at odds with the current capacity of the Ugandan labour market. Young people are currently not highly skilled. As indicated earlier in this chapter, only about 8 percent of the youth out of school completed either vocation or tertiary education.

Table 3.11: Distribution of preferred future job of current young students by sex, 2015 (Percent)

Preferred future job of current students	Sex		
	Male	Female	Total
Professionals	62.9	65.2	64.0
Craft and related trades workers	14.7	6.2	10.8
Service and sales workers	5.1	6.8	5.9
Technicians and associate professionals	6.4	13.4	9.6
Plant and machine operators, and assemblers	3.0	0.9	2.0
Others*	7.9	7.6	7.7
Total	100	100	100

*Note: Others included managers, clerical support workers, skilled agricultural, forestry and fishery workers, elementary occupations, armed forces

3.6 Activity Status of the young people

The employment to population ratio (EPR) provides a good indication of the degree to which the economy is using its key productive labor resource. On the other hand the Labour Force Participation Rate (LFPR) tells us the proportion of working age population that is active in the labour market either employed or actively looking for employment.

Table 3.12 shows that the Employment to Population Ratio (EPR) of the young people was 65 percent in 2015 compared to 63 percent in 2013 and the Labour Force Participation Rate (LFPR) of the young people was 69 percent in 2015 compared to 67 percent in 2013. In 2015, both the EPR and LFPR were higher among young people in rural areas implying greater potential and more active involvement by the young people in the rural areas compared to those in the urban areas. In like manner, the young males showed a more active

involvement than their female counterparts. Males were also found to be more active in the labour market than their female counterparts.

Table 3.12: Key labour market indicators of young people by sex, 2013 and 2015 (Percent)

INDICATOR	Sex		Residence		Total
	Male	Female	Urban	Rural	
2013					
Employment to Population Ratio (EPR)	65.2	61.1	56.4	65.4	63.1
Labour Force Participation Rate (LFPR)	68.3	65.2	68.5	66.6	66.6
2015					
Employment to Population Ratio(EPR)	69.1	60.8	60.1	66.2	64.5
Labour Force Participation Rate (LFPR)	73.1	65.6	66.7	69.9	69.0

The traditional classification of current economic activity status of persons has three categories: employed, unemployed or inactive. The employed and unemployed are added together to form the total labour force (also known as the economically active population). Unemployment according to international standards is defined as the situation of a person who: (a) did not work in the reference period, (b) was available to take up a job had offer in the week prior to the reference period, and (c) actively sought work within the 30 days prior to the reference period (for example, by registering at an employment centre or answering a job advertisement). The definition of “relaxed unemployment” (also known as broad unemployment), in contrast, differs in the relaxation of the “seeking work” criterion. According to the international standards, the seeking work criterion may be relaxed “in situations where the conventional means of seeking work are of limited relevance, where the labour market is largely unorganized or of limited scope, where labour absorption is, at the time, inadequate or where the labour force is largely self-employed” (ILO⁶).

Table 3.13 shows that in 2015 about 65 percent of young people were employed with more male (69 percent) than female (61 percent) in employment. With reference to the strict framework, survey results showed that about five percent of the young people were unemployed and four percent non-students were unemployed. Nearly a third of the young people were economically inactive with a higher share of females (34 percent) than males (27 percent).

A labour force participation rate of 69 percent was realised. Once the definition of unemployment is relaxed, the unemployment among young people almost triples that of the strict definition implying that several young people are available for work but not actively looking for work.

⁶Global employment trends for youth 2013, International Labour Organisation (ILO), 2013, Page 31

Table 3.13: Characteristics of the young people by economic activity and sex, 2013 and 2015 (Percent)

Economic activity	2013					2015				
	Male	Female	Rural	Urban	Total	Male	Female	Rural	Urban	Total
Employed	65.2	61.1	65.4	56.4	63.1	69.1	60.8	66.2	60.1	64.5
Strict framework¹										
Unemployed	2.9	3.7	2.8	4.7	3.3	4.1	4.9	3.7	6.6	4.5
Unemployed non-students	2.5	3.5	2.8	3.7	3.0	2.6	4.3	2.9	5.1	3.5
Inactive	31.9	35.2	31.8	38.9	33.6	26.5	33.8	29.6	32.9	30.5
Relaxed framework²										
Unemployed	6.2	12.9	8.4	13.5	9.7	11.3	17.5	12.9	19.4	14.7
Unemployed non-students	4.6	10.3	6.5	10.5	7.6	5.2	12.5	8.3	11.7	9.2
Inactive	28.5	26.0	26.2	30.1	27.2	19.4	21.2	20.4	20.2	20.4
Total	100	100	100	100	100	100	100	100	100	100

¹Refers to individuals not working at all, actively looking for work and are available for work

²Refers to individuals not working at all and are available for work

Employment is not only for persons out of school but even students. The 2015 SWTS revealed that of the young people currently attending school, 15 percent were employed and of these 63 percent were males

Upon completing school or dropping-out of school majority of the young people join the labour market. The results presented in Table 3.14 showed that majority of the young people out of school were employed (about 8 in 10) irrespective of their education attainment status. However, young persons who were more educated were more likely to access employment than their less-educated counterparts. The results further showed that skills training which is associated to vocational education provides young people with higher chances of employment (85 percent) with (6 percent inactive) as compared to general tertiary education with a share of 81 percent employed and 8 percent inactive. The share of young people who were inactive was 15 percent and only 5 percent of the young people were unemployed.

Table 3.14: Educational attainment of young people (out of school) by current activity status, 2015 (Percent)

Level of Completed Education	Activity Status			
	Employed	Unemployed	Inactive	Total
No education	87.0	3.3	9.8	100
Incomplete Primary	78.5	4.0	17.6	100
Primary	78.4	5.3	16.3	100
Secondary	78.3	8.2	13.5	100
Vocational	84.8	9.5	5.7	100
Tertiary	81.2	10.9	8.0	100
Total	79.5	5.3	15.2	100

3.7 Primary Life Goals of Young People

Most young people (37 percent) considered “having lots of money” as their primary life goal. However, the highest proportion of the unemployed (32 percent) had their life goal as having a “good family life” (Table 3.16). It’s surprising that the least desired primary life goal for all young people irrespective of activity status was ‘making a contribution to society’ (Table 3.16).

Table 3.16: Primary life goals of young people by activity status, 2015 (percent)

Characteristics	Activity status			Total
	Employed	Unemployed	Inactive	
Having lots of money	38.1	28.5	37.1	37.4
Having a good family life	33.0	32.4	27.9	31.3
Being successful in work	20.5	28.2	20.4	20.8
Making a contribution to society	8.2	9.6	14.2	10.1
Missing	0.2	1.3	0.4	0.4
Total	100	100	100	100

4. EMPLOYED YOUNG PEOPLE

4.1 Background Characteristics of Young People who were Employed

The employed young people consist of persons who worked for pay, profit or family gain and those persons who had work but were temporarily absent from it during the reference week. As shown earlier in Table 3.13, about 65 percent of the young people were employed in 2015. Table 4.1 below presents the percentage distribution of employed young persons by selected background characteristics. The results reveal that the majority of the employed young persons were in the age group 20-24. The proportion of the married employed young females was higher than that of the males. The findings also revealed that less than one quarter of employed young persons had attained secondary or higher education level.

Table 4.1: Employed young people by selected background characteristics, 2015 (Percent)

Background Characteristic	Male	Female	Total
Age			
15-19	33.9	26.9	30.3
20-24	34.4	37.2	35.9
25-29	31.6	35.9	33.8
Marital status			
Single/never married	61.7	35.5	48.2
Married	37.4	59.6	48.8
Ever married but currently not in union	0.9	4.8	2.9
Area of Residence			
Rural	74.6	73.6	74.1
Urban	25.4	26.4	25.9
Region			
Central	28.3	27.9	28.1
Eastern	23.1	22.9	23.0
Northern	26.5	28.6	27.6
Western	22.1	20.5	21.3
Education Attainment			
No Education	7.0	12.4	10.0
Incomplete Primary	44.2	43.5	43.8
Primary	24.2	23.8	24.0
Secondary	16.3	12.5	14.2
Vocational	4.3	4.8	4.6
Tertiary	4.0	3.0	3.5
Total	100	100	100
Number ('000)	2,662	2,828	5,490

4.2 Sectors and Occupations of Working Young People

The sector-level distribution of young people in employment is shown that the Agriculture sector accounted for the largest share of employment in Uganda (57 percent) as shown in Table 4.2. The share among female workers in this sector (61 percent) was higher than the share of young male workers (53 percent). The sector with the second highest share of employment in Uganda among the young people was the trade sector, where 14 percent of

the young people were engaged with the proportion among females (16 percent) being slightly higher than that of the males (13 percent). The Trade sector was the largest in terms of employment in the urban areas engaging 29 percent of employed compared to 10 percent in the rural areas. There were very few young women in the labour-intensive sectors, such as transport and storage and construction each of which accounted for less than one percent.

Table 4.2: Distribution of young people in employment by Industry and sex, 2015 (percent)

Industry	Male	Female	Rural	Urban	Total
Agriculture, forestry and fishing	53.3	60.9	70.9	18.2	57.2
Trade	12.7	16.0	9.4	28.7	14.4
Manufacturing	6.8	4.5	5.0	7.3	5.6
Transport and storage	9.2	0.4	3.1	9.2	4.7
Construction	7.5	0.3	3.0	5.9	3.8
Education	2.4	4.3	2.3	6.4	3.4
Other service activities	2.0	3.8	1.7	6.4	2.9
Activities of household employers	0.7	4.3	1.1	6.6	2.6
Hotels , restaurant eating places	0.9	2.0	1.0	2.9	1.5
Others	4.2	3.6	2.5	8.5	4.2
Total	100	100	100	100	100
Number ('000)	2,662	2,828	4,066	1,424	5,490

Table 4.3 shows the distribution of employed young persons by the main branch of economic activity. The proportion of young persons employed in the Agriculture sector slightly reduced from 60 percent in 2013 to 57 percent in 2015. The services sector absorbed about one third (32 percent) with a slightly higher share for females (33 percent) than males (31 percent). The results also indicate that only 11 percent of the employed youths were in the industry sector with the share among males (16 percent) being more than two times that of females (6 percent). The sector composition between two survey periods remained nearly the same.

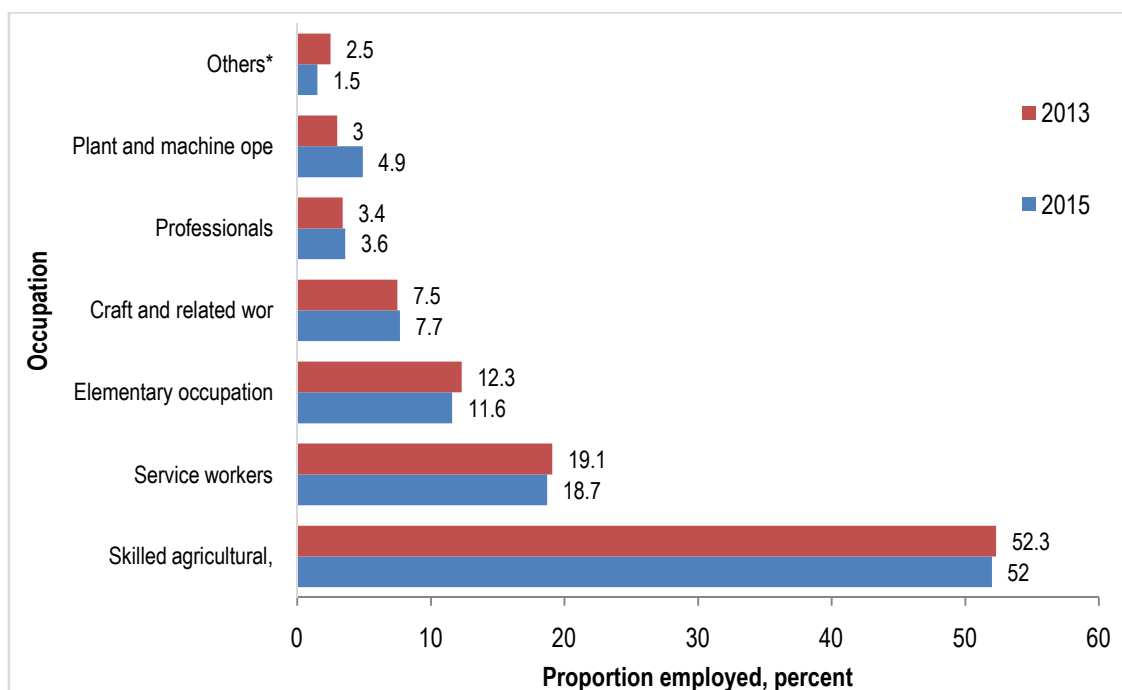
Table 4.3: Proportion of employed young people by sector and sex, 2013 and 2015 (Percent)

Aggregate Sector	2013			2015		
	Male	Female	Total	Male	Female	Total
Agriculture	56.8	63.7	60.3	53.3	60.9	57.2
Industry	12.9	4.4	8.6	15.9	6.1	10.8
Services	30.4	31.9	31.1	30.9	33.0	32.0
Total	100	100	100	100	100	100

The distribution of young workers aged 15-29 years by occupations for the years 2015 and 2013 is presented in Figure 4.1 below. Fifty two percent of employed young persons were engaged as agriculture workers in 2015, almost the same proportion reported in 2013. The results also indicate that 19 percent were service workers while 12 percent were engaged in elementary occupations for both 2015 and 2013. In general, the differences in proportions of persons employed by occupation categories between 2013 and 2015 was less than one percent

apart from among the Plant and machine operators and assemblers where the proportion for 2015 (5 percent) was about 2 percentage points higher than that of 2013 (3 percent).

Figure 4.1: Distribution of employed young people by occupation, 2013 and 2015 (Percent)



*Note: Others include Armed forces, Technicians, Clerks and Managers

The findings in Table 4.4 show that there were more female young workers (57 percent) in agricultural and fishery than the males (47 percent). Similarly, there were more females working as Service and sales workers (24 percent) than males (13 percent). The proportion among employed males in elementary occupations was about three percentage points higher than that of females. The craft and related workers were dominated by males with the male young workers (13 percent) being more than four times that of employed females (3 percent). The results further show that the proportion of young persons employed in occupations requiring high qualifications like professional occupations and managerial occupations was low with no gender disparity observed.

Table 4.4: Share of young people who were employed by occupation and sex, 2015 (percent)

Occupation*	Male	Female	Total
Skilled agricultural, forestry and fishery workers	46.6	57.0	52.0
Service and sales workers	13.0	24.0	18.7
Elementary occupations	13.2	10.1	11.6
Craft and related trades workers	12.7	3.0	7.7
Plant and machine operators, and assemblers	9.3	0.8	4.9
Professionals	3.6	3.6	3.6
Others**	1.7	1.3	1.5
Total	100	100	100

*Classification based on ISCO-08

**Note: Others include Armed forces, Technicians, Clerks and Managers

4.3 Status in Employment

Table 4.5 shows that the highest proportion of young workers in Uganda in 2015 were own account workers (43 percent). Almost equal proportions of young working Ugandans were contributing family workers (28 percent) and wage and salaried workers (25 percent) while employers contributed only about 4 percent.

The proportion of young people in wage employment in urban areas (48 percent) was about three times that of the rural areas (17 percent). Conversely the share of young contributing family workers in rural areas (33 percent) was higher than that of the urban areas (13 percent). Working young persons in Eastern and Northern Regions were less likely to be involved in paid employment compared to their counterparts in the other regions. The majority young workers were engaged in self-employment, with the proportion of young female workers (82 percent) higher than that of males (68 percent). The findings also show that young workers with education attainment of vocational education and tertiary education had higher shares in wage employment compared to those with lower education categories.

The employed workforce in vulnerable employment is the sum of own-account workers and contributing family workers. Vulnerable employment is often characterized by inadequate earnings, low productivity and difficult conditions of work that undermine workers' fundamental rights. Almost three quarters (71 percent) of young workers in Uganda were classified as "vulnerable" in 2015 with females (79 percent), young persons living in rural areas (79 percent) and those from Eastern region (81 percent) and Northern region (83 percent) being more likely to engage in vulnerable employment compared to others. Vulnerable employment was negatively related to education attainment with 91 percent of the young persons with no education in vulnerable employment compared to 34 percent of those with education attainment of Tertiary education.

Table 4.5: Share of employed young persons by status in employment and selected background characteristics, 2015 (Percent)

Background Characteristic	Employees	Employers	Vulnerable Employment			Total Self Employment	Total
			Own account workers	Contributing family workers	Others		
Residence							
Rural	17.0	3.5	46.4	32.9	0.3	83.0	100
Urban	47.5	5.1	33.7	12.9	0.8	52.5	100
Region							
Central	41.1	6.4	32.6	19.5	0.4	58.9	100
Eastern	16.1	3.0	52.8	28.1	0.0	83.9	100
Northern	14.7	1.6	40.1	43.0	0.6	85.3	100
Western	26.2	4.7	50.3	18.2	0.5	73.8	100
Sex							
Male	32.4	5.1	36.3	26.0	0.2	67.6	100
Female	17.8	2.8	49.5	29.4	0.5	82.2	100
Education Attainment							
No Education	7.2	0.8	46.0	45.3	0.7	92.8	100
Incomplete Primary	23.0	3.3	53.8	19.7	0.2	77.0	100
Primary	21.1	5.2	55.6	17.8	0.3	78.9	100
Secondary	40.0	8.2	39.3	12.0	0.5	60.0	100
Vocational	57.6	5.3	33.5	3.6	0.0	42.4	100
Tertiary	56.5	9.4	24.5	9.6	0.0	43.5	100
Total	24.9	3.9	43.1	27.7	0.4	75.1	100
Number ('000)	1,365	216	2,366	1,521	21	4,125	5,490

4.4 Hours of Work

Table 4.6 shows the distribution of the young people in employment by the actual number of hours worked per week. The results indicate that overall, more than a half of the working young persons, 51 percent, worked for less than the standard 40 hours a week. The proportion was higher for females than males. Overall, nearly one quarter of the working young persons (24 percent) were engaged for excessive hours (49+) with the proportion of males (29 percent) being higher than that of females (19 percent).

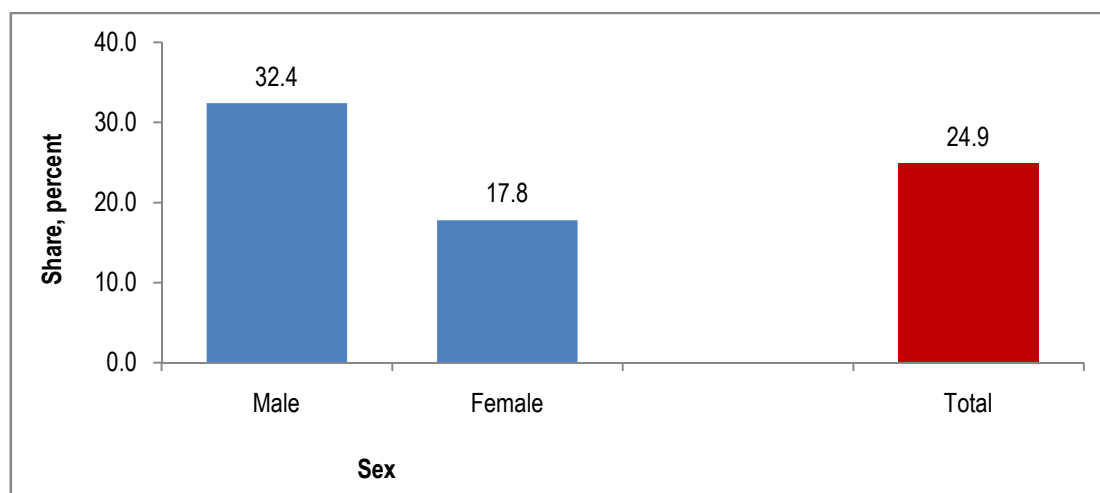
Table 4.6: Proportion of young people who were employed by actual number of hours worked per week

Hours of Work	Male (Percent)	Female (Percent)	Total (Percent)
Absent from work	9.2	8.9	9.1
1-9	8.2	10.2	9.2
10-19	10.4	15.2	12.9
20-29	11.0	17.1	14.2
30-39	15.2	13.9	14.5
40-49	12.3	9.0	10.6
50-59	5.6	3.9	4.7
60+	20.9	13.7	17.2
Missing	7.2	8.1	7.7
Total	100	100	100
49+	28.6	19.1	23.7

4.5 Characteristics of Wage Employment

Figure 4.2 shows that a quarter of (25 percent) of the young workers in 2015 were paid employees. Young paid employees in the country are likely to be disadvantaged because they cannot ably negotiate in terms of wage due to low or no work experience. The share of young males in wage employment (32 percent) was nearly double the share of females (18 percent)

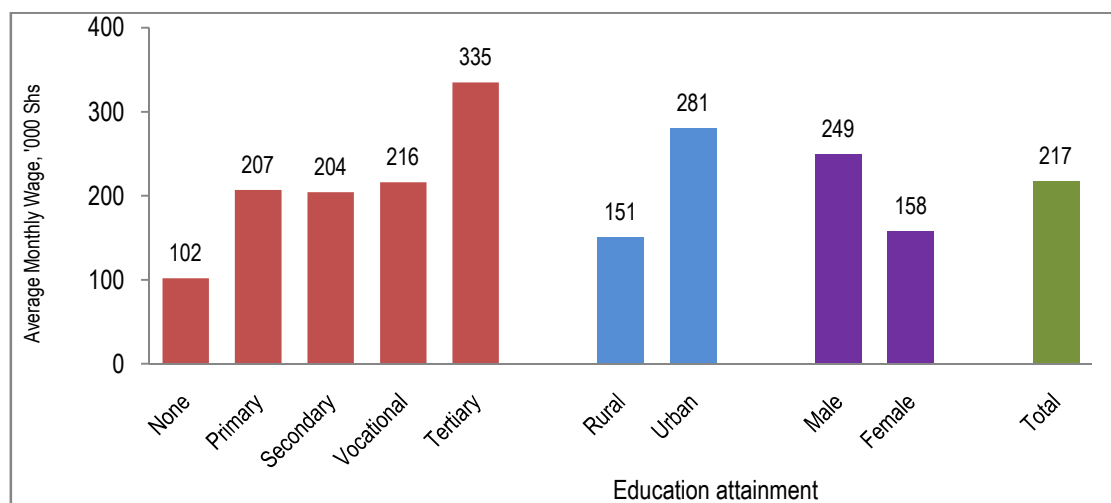
Figure 4.2: Wage employment by sex, 2015 (Percent)



4.5.1 Earnings of Young Workers in Paid Employment

Figure 4.3 presents the average monthly wages of young wage and salaried workers by some selected background characteristics. The young wage and salaried workers earned an average of 217,000 Uganda Shillings per month. The males earned (UGX 249,000) 1.6 times more than their female counterparts (UGX 158,000). The results also show that investing in education brings a clear pay-off in terms of higher wage potential. The average monthly wage increased with the level of education with the highest impact felt at vocational and tertiary level. Young persons with tertiary education earned (UGX 335,000) more than three times the wage of young paid employees with no education (UGX 102,000).

Figure 4.3: Average monthly wages of paid employees ('000) by education attainment, residence and sex



4.5.2 Type, Nature and Duration of Contracts of Young Paid Employees

Results on the type of contracts held by young wage and salaried workers, show that nearly eight in every ten (79 percent) of young employees were engaged on an oral agreement, this was the same proportion reported in 2013. The proportion of females with a written contract in 2015 (22 percent) was slightly higher than that of the males (17 percent). Young persons living in urban areas were more likely to have contracts of unlimited duration (82 percent) compared to those living in the rural areas (60 percent).

Table 4.7: Share of young wage or salaried workers by type of contract, area of residence and sex, 2013 and 2015, (Percent)

Type of Employment Agreement	2015				
	Male	Female	Rural	Urban	Total
A written contract	16.6	21.6	15.6	21.2	18.4
An oral agreement	80.8	74.3	83.1	73.7	78.5
Missing	2.6	4.1	1.2	5.1	3.1
Nature of contract					
Unlimited duration	69.6	72.5	60.1	81.5	70.7
Limited duration	30.4	27.5	39.9	18.5	29.3
	2013				
Type of Employment Agreement	Male	Female	Rural	Urban	Total
a written contract	18.8	25.4	15.8	30.8	21.1
an oral agreement	81.2	74.6	84.2	69.2	78.9
Nature of contract					
unlimited duration	73.1	76.0	69.5	82.5	74.1
limited duration	26.9	24.0	30.5	17.5	25.9
Total	100	100	100	100	100

4.5.3 Access to Benefits and Entitlements by Young Paid Employees

Table 4.8 presents information on access to benefits by young wage / salaried workers. The results show that meals or meal allowances (52 percent in 2015) was the most common entitlement among young employees. Other employee benefits included transport or transport allowance (17 percent), paid sick leave (17 percent), bonus for good performance (16 percent) and maternity / paternity leave (13 percent). A lower share of young female employees was entitled to transport and transport allowance (nearly 9 percent for both 2015 and 2013) than their male employees (21 percent in 2015 and 18 percent in 2013). The other benefits were enjoyed by less than 15 percent of working population. The results also show that nearly two times more young female employees (about 24 percent) than male (13 percent) were covered by paid sick leave benefits in 2015. This disparity between male employees and female employees can partly be explained by the different sectors where the majority of young men and women are employed.

Table 4.8: Share of young wage or salaried workers by access to benefits/entitlements and sex, 2013 and 2015, (Percent)

Entitlement	2015			2013		
	Male	Female	Total	Male	Female	Total
Meals or meal allowance	49.2	57.4	52.2	45.9	49.7	47.2
Transport or transport allowance	20.9	9.3	16.6	17.7	9.2	14.8
Paid sick leave	12.5	23.6	16.6	18.6	22.3	19.9
Bonus for good performance	16.3	15.0	15.8	16.7	16.8	16.7
Maternity / paternity leave	6.1	25.9	13.4	12.9	20.0	15.3
Annual paid leave	10.6	13.7	11.7	10.9	13.5	11.8
Overtime pay	8.1	9.7	8.7	12.8	10.2	11.9
Occupational safety	11.6	2.8	8.4	13.7	8.0	11.8
Medical insurance coverage	6.4	6.7	6.5	8.7	8.4	8.6
Educational or training courses	5.7	6.2	5.9	10.2	11.3	10.6
Social security contribution	5.6	5.7	5.6	8.9	5.2	7.7
Severance / end of service payment	4.5	5.1	4.7	7.9	3.8	6.5
Pension / old age insurance	3.2	4.0	3.5	5.8	6.4	6.0
Childcare facilities	1.0	2.7	1.6	3.4	5.9	4.3

4.6 Self-Employment

4.6.1 Reason for Self-Employment

The self-employed young people were asked why they chose self-employment as opposed to wage/salaried work. As shown in Table 4.9, more than a third of the young persons in self-employment (35 percent) were driven by failure to find a wage or salary job, about one-quarter (22 percent) were driven to self-employment for reasons related to greater independence. The proportion of young female workers who were self-employment as requirement by family (24 percent) was about 3 times that of males (9 percent).

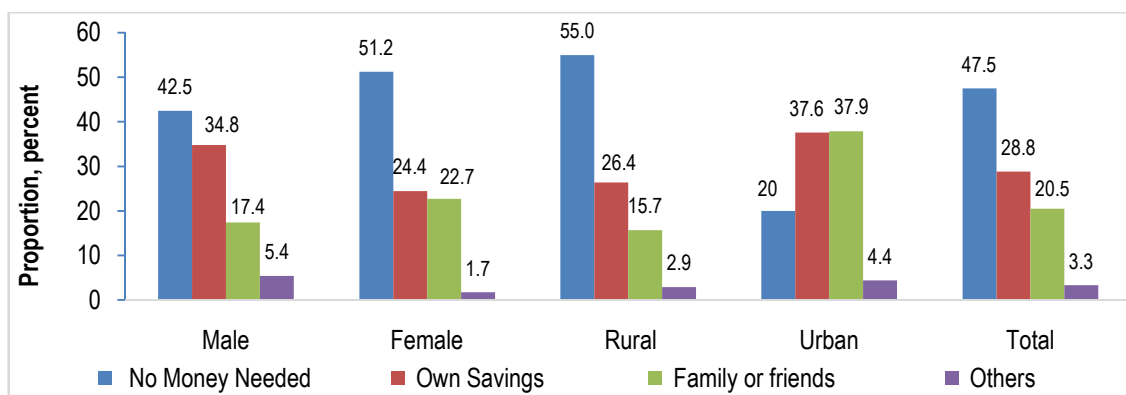
Table 4.9: Young own-account workers by reason for self-employment and area of residence

Reasons for Self-employment	Rural	Urban	Male	Female	Total
Could not find a wage or salary job	40.2	34.1	37.9	33.5	35.4
Greater independence	27.3	20.1	24.9	19.1	21.6
Required by the family	7.3	20.3	8.7	24.1	17.6
Higher income level	12.0	14.7	17.6	11.5	14.1
More flexible hours of work	8.6	6.0	5.9	7.0	6.5
Other	4.6	4.4	4.4	4.4	4.4
Total	100	100	100	100	100

4.6.2 Source of Funding for the Self Employed

Figure 4.4 indicates that most young persons (47 percent) in self-employment did not need funding to start their current activity. For those who needed funding, it was mainly from own savings (29 percent) or family and friends (20 percent). The findings also reveal that the self-employed residents of the urban areas had a higher likelihood of using a startup capital either from friends or own savings compared to those of the rural areas. In addition the proportion of young males who used own funding for their activities (35 percent) was about 11 percentage points more than that of the females and that of young females who used funding from friends or family (23 percent) was five percentage points higher than that of males.

Figure 4.4: Self employed young persons by main source of funding for starting current activity, sex and residence, 2015 (Percent)



4.6.3 Challenges of Self-Employment

Table 4.10 shows the key challenges that self-employed young persons reported to be facing in running their businesses. The most common problem was limited financial resources (26 percent). The findings also indicate that a higher share of young persons in self-employment in urban areas reported limited financial resources, competition in the market and shortage of raw materials as their greatest challenges as compared to those in rural areas. Similarly labour shortage and access to technology was more frequently reported as a challenge by the rural self-employed young persons than their urban counterparts. There were no major gender differences in the type of problems reported.

Table 4.10: Share of young self-employed by main challenges, sex and residence

Challenges	Sex		Residence		Total
	Male	Female	Rural	Urban	
Limited Financial resources	27.9	23.8	23.6	32.7	25.6
Competition in the market	13.4	14.5	13.9	14.4	14.0
Unfavourable weather / pests & diseases in farming	12.5	12.5	13.7	8.3	12.5
Shortages in raw material/insufficient quality	6.2	4.4	4.3	8.6	5.2
Labour shortage	3.7	5.0	4.9	2.7	4.4
Limited access to technology & product development	4.9	2.5	4.2	1.0	3.5
Unfavourable Legal & Tax regulations & bad debts	4.4	2.4	2.6	5.8	3.4
Limited Entrepreneurial skills	0.3	1.5	0.8	1.5	1.0
Others	26.7	33.5	32.1	25.0	30.6
Total	100	100	100	100	100

4.7 Other Indicators of Job Quality

The SWTS also allows measurement of the quality of jobs to which young people have access. Figure 4.5 characterizes the youth labour market in Uganda along the job-quality continuum introduced by the ILO. Regarding the quality of employment, the left-hand side of the figure lists five indicators within the realm of low-quality employment and these are:

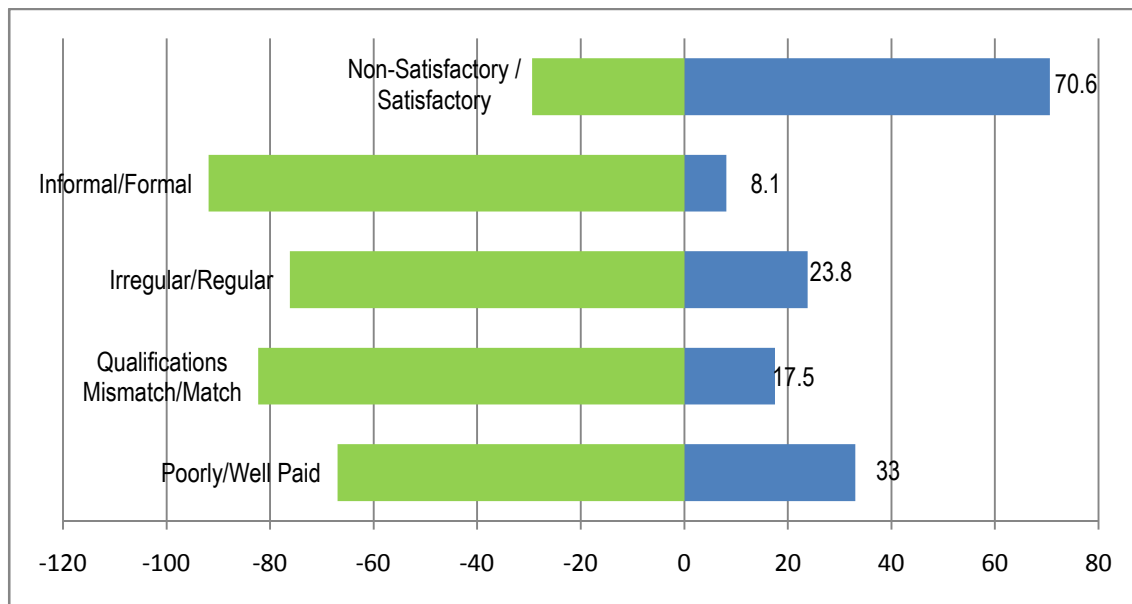
- (i) The proportion of paid employees with below-average monthly wages (poorly paid);
- (ii) The share of workers with contract duration of less than 12 months, own-account workers and contributing (unpaid) family workers (irregular employment).
- (iii) The proportion of over- or undereducated workers (skills mismatch);
- (iv) The proportion of workers in informal employment;
- (v) The share of workers that claim dissatisfaction with their current job (unsatisfactory employment);

According to the ILO⁷, the “under-education” of young workers in developing countries is a concern, and a major hindrance to transformative growth. Low levels of education results in vulnerable employment and low wages of young workers and a subsequent lack of financial means to fund the education of the next generation. As shown in Table 3.1, only about 8 percent of the young people out of school completed vocation training and above leaving the bulk of them with lower levels of education attainment. This combined with 92 percent of working youth classified in informal employment as shown in Figure 4.5 strongly correlates with poor job quality and thus vulnerable employment. In addition data on work irregularity indicates that 76 percent of jobs were classified as irregular in 2015.

The right-hand side of the figure represents indicators of better quality employment based on the above mentioned scale. The information in the figure illustrates that about three quarters of the youths aged 15-29 years were classified under irregular employment, while skills mismatch among employed young persons was about four-fifth (82 percent). Low pay was common among the youth in Uganda with about two thirds (67 percent) of paid youth employees taking home less than the average monthly wages/salaries.

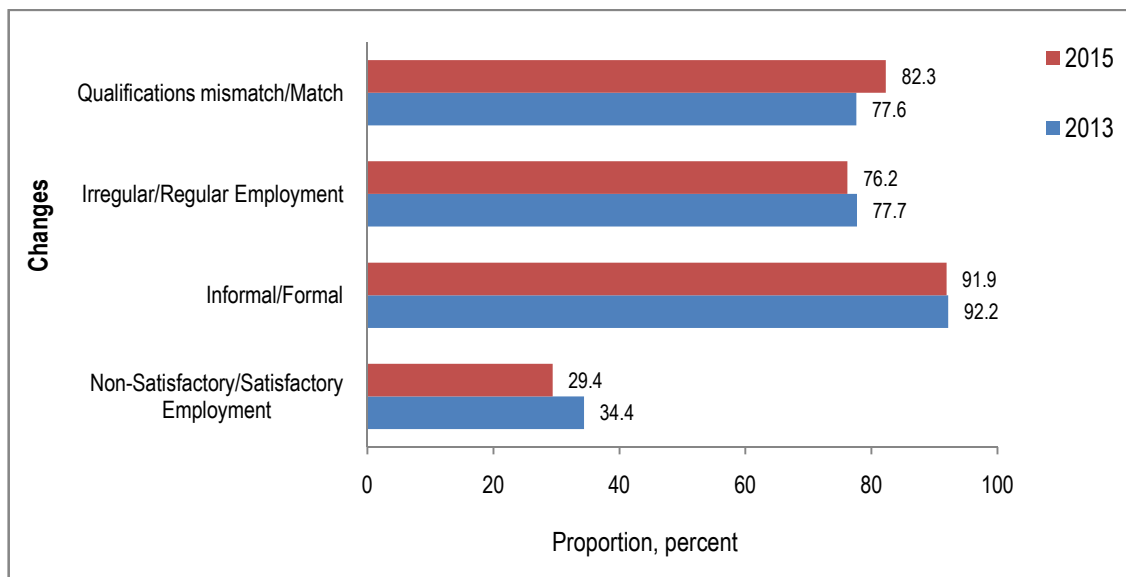
⁷ILO Work4Youth Publication Series No. 23: Is education the solution to decent work for youth in developing economies?:Identifying qualifications mismatch from 28 school-to-work transition surveys: Sparreboom, T. & Staneva A.; 2014

Figure 4.5: Indicators measuring quality of youth employment, 2015 (percent)



The results also show that informal employment rate among the young persons remained high at 92 percent in both the 2013 and 2015 surveys. No big differentials were observed in the indicators of quality of employment among young persons between 2013 and 2015. The proportion of employed young workers with skills mismatch increased from 78 percent to 82 percent while those in irregular employment decreased from 78 percent to 76 percent respectively. The young people categorised to be in non-satisfactory employment decreased by five percentage points (34 percent to 29 percent)-(Figure 4.6).

Figure 4.6: Changes in indicators measuring quality of youth employment, 2013 and 2015 (percent)



4.7.1 Qualifications Mismatch

According to the classification of skills mismatch/match, every employed person is expected to have a minimum of primary education implying that young workers in low-skilled non-manual jobs or skilled manual jobs are undereducated when they do not complete primary level education. The results are, in part, a reflection of the levels of education attained by youth in the country. With a substantial share of employed young people having completed only primary or lower education (54 percent), it is not surprising to find more young people classified as under-educated compared to over-educated.

The results from the Uganda SWTS 2015 indicate that less than one fifth of the young persons in employment (18 percent) were engaged in occupations that matched their level of education, implying that more than four fifths (82 percent) of the working young persons in Uganda were either undereducated or over educated. The findings also reveal that 80 percent of working young people were under-educated for their occupations.

Nine out of every ten young persons employed as agricultural, forestry and fishery workers were undereducated for their occupations. This is because young people who cannot find work elsewhere mostly move to work as agricultural and fishery workers since to be a subsistence farmer no minimum level of education is required.

Table 4.11: Shares of over-educated and under-educated young workers by major occupational category, 2015 (Percent)

Broad Occupations*	Over Educated	Under Educated	Matching Qualifications
Professionals	-	92.7	7.3
Service workers	2.0	62.0	35.6
Skilled agricultural, forestry and fisheries workers	0.6	90.7	8.5
Craft and related workers	-	69.2	30.8
Plant and machine operators	2.6	74.2	23.2
Elementary occupations	16.2	66.8	17.0
Others	7.7	75.2	17.0
Total	2.8	79.5	17.5

*Note: Occupation was classified by ISCO-08

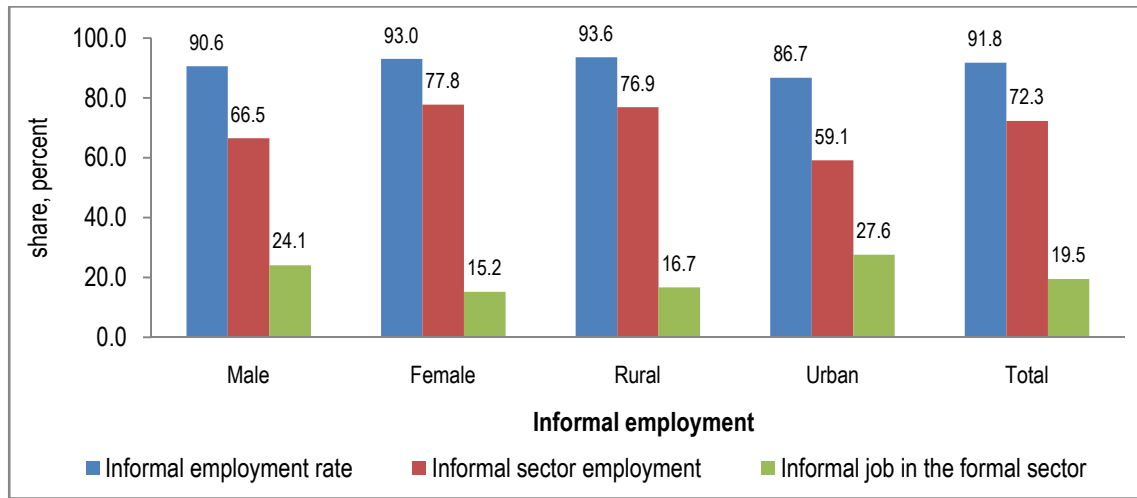
Under-education has an impact on the productivity of the worker, as well as on their levels of confidence and well-being. One way of addressing the qualifications mismatch is to ensure that young workers have the necessary skills to perform available jobs most effectively is to offer on-the-job training. A trained worker has higher chances of being more efficient, effective and better motivated at work than an untrained (and hence insecure) worker.

4.7.2 Informal Employment

Following the guidelines of the International Conference of Labour Statisticians (ICLS) published in 2013, informal employment is composed of two components i.e. workers in the informal sector and paid employees holding informal jobs in the formal sector. Figure 4.7 shows that almost all young workers (92 percent) were involved in informal employment. The major contributor to informal employment was informal sector involvement (72 percent) compared to informal jobs in the formal sector (20 percent). Informal employment among

young women in Uganda (93 percent) was higher than that of young men (91 percent). The results also show that the urban informal employment (87 percent) was lower than that of the rural areas (94 percent).

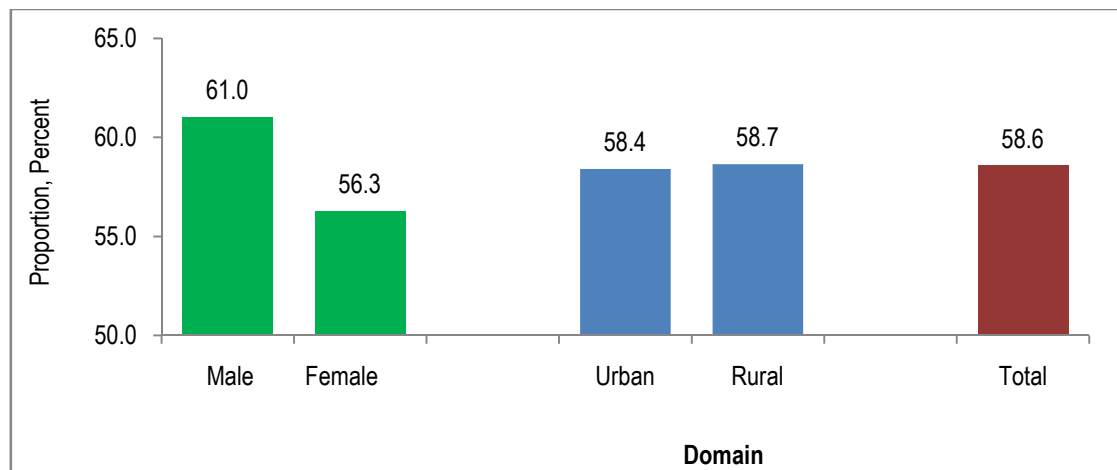
Figure 4.7: Share of employed youth in informal employment by sex and residence, 2015 (Percent)



4.8 Job Security and Satisfaction

The survey examined the degree of satisfaction with the present job by young people by asking whether or not they wanted to change their present jobs. The findings reveal that despite a stated satisfaction rate of 71 percent among young workers; still a majority (59 percent) expressed the desire to change their present employment as shown in Figure 4.8. More males than females were less satisfied with the jobs, 61 percent and 56 percent respectively.

Figure 4.8: Share of employed young people who wanted to change job, 2015 (Percent)



The reasons advanced by those young persons who wanted to change employment are presented in Table 4.12 below. The most common reasons advanced were desire for higher pay (57 percent), improvement of working conditions (20 percent), using better their qualifications/skills (4 percent) and temporary nature of the present job(4 percent).

Table 4.12: Distribution of Employed young people who liked to change their work by reason, 2015 (Percent)

Reasons for desired change	Male	Female	Total
To have a higher pay per hour	57.8	56.8	57.3
To improve working conditions	17.4	22.5	19.9
To use better their qualifications/skills	4.7	4.0	4.4
Present job is temporary	5.0	3.1	4.1
To work more hours paid at current rate	3.1	3.2	3.2
To have more convenient working time	2.1	2.6	2.3
Others	9.9	7.6	8.8
Total	100	100	100

5. LABOUR UNDER-UTILISATION OF YOUNG PEOPLE

Labour underutilization has three major components: 1) Labour slack (including unemployment, time-related underemployment and the marginally attached), 2) skills related and 3) Wage related inadequate employment. Time-related under-employment is a situation where the actual hours worked is insufficient in relation to an alternative employment situation in which the person is willing and available to engage (16th International Conference of Labour Statisticians 1998).

Table 5.0 shows that labour under utilisation of young persons 15-29 years was 33 percent. The biggest component of this under utilisation was labour slack (26 percent). Female young persons were more underutilised (36 percent) compared to the males (30 percent).

The share of young people in time-related under-employment was 17 percent. Although high, this indicator only measures problems related to insufficient volume of work but does not capture problems related to type of work one actually performs. Young persons who were marginally attached to the labour force were more in the urban areas (13 percent) compared to rural areas (9 percent).

Skill-related under-employment was about 4 percent. These were young persons who during the reference week were not already categorized as time-related under-employed and whose educational attainment were higher than the educational level required by their current main jobs. The survey used the minimum level of education to categorize someone to be in skill related inadequate employment as S4. Wage related under-employment was 8 percent and more than double in urban areas compared to rural areas.

Table 5.0: Labour under-utilisation of young people

Variables	Male	Female	Urban	Rural	Total
Unemployment (% of youth population)	4.1	4.9	6.6	3.7	4.5
Time related underemployment ⁽²⁾ (% of working youth)	15.1	18.5	13.0	18.2	16.8
Marginally attached to labour force ⁽¹⁾ (% of youth population)	7.2	12.7	12.8	9.2	10.2
Labour slack (% of youth population)	21.7	28.7	27.2	24.9	25.6
Labour slack (Number, '000)	836	1,338	643	1,531	2,174
Skill related under-employment (% of working youth)	3.9	3.8	8.1	2.3	3.8
Low pay related under-employment ⁽³⁾ (% of working persons)	8.7	7.8	14.3	6.1	8.2
Low pay related under employment ⁽³⁾ (% of working persons in paid employment)	26.9	43.7	30.1	36.0	33.1
Labour underutilisation (% of youth population)	30.4	35.8	40.6	30.5	33.3
Labour underutilisation (Number, '000)	1,171	1,664	962	1,873	2,835

Note: (1) Not actively looking for work, but available for work

(2) National indicator is 40 hours (the person should have wanted or sought to work additional hours).

(3) Two-third of the median wage of young people in full time payment was Shs. 133,000. (i.e. below which is low pay)

5.1 UNEMPLOYMENT AMONG YOUNG PEOPLE

5.1.1 Introduction

Youth employment challenges in Africa are often associated with rapid population growth rates. The relationship however is not always direct, nor that simple. First the youth bulge has not created an even unemployment rate throughout the continent. Second, it is not the numbers of young people that has created unemployment, but structural issues specific to individual countries, like Uganda. About 36percent of the young people in Uganda were still considered “in transition” in 2013 either because they were unemployed or because they worked in conditions that were below the standards of decency.

A persistently high level of youth unemployment and underemployment, coupled with young working poor lacking even primary-level education, unemployment and underemployment remain a serious problem that jeopardizes social inclusion, cohesion and stability⁸. It is estimated that about 133 million young people in Africa are illiterate. Many young people have little or no skills and are therefore largely excluded from productive economic and social life. Those that have some education often exhibit skills irrelevant to current demand in the labour market, in a situation where educational and skill requirements are increasing, resulting in millions of unemployed and underemployment⁹.

5.1.2 Unemployment Levels of Young People

The young people who were unemployed comprised all those aged 15-29 years who during the reference period were;

- a) Without work, that is, were not in paid employment or self-employment during a reference period which was four weeks in our case
- b) Currently available for work, that is, were available for paid employment or self-employment during the reference period and
- c) Seeking work, that is, had taken specific steps in the four weeks prior to the survey to seek paid employment or self-employment

Those who meet all the three criteria are unemployed by the strict definition. In the relaxed definition of unemployment, a person without work and available to work (relaxing the job-seeking criterion of item c above) is included.

Based on the strict definition, the survey reported an overall youth unemployment rate of 6.5 percent (5.5 percent for men and 7.4 percent for women) as shown in Table 5.1. Slight differences were observed by residence where the urban population had a rate of 10 percent compared to the rural population that registered a rate of 5 percent.

⁸UN 2015

⁹ Africa Economic Outlook, 2015

Table 5.1: Unemployment rates (percent) for young people by background characteristics, 2013 and 2015

Background Characteristics	Strict definition		Relaxed definition
	2013	2015	2015
Sex			
Male	4.2	5.5	14.0
Female	5.7	7.4	22.4
Residence			
Rural	4.1	5.3	16.3
Urban	7.6	9.9	24.4
Age group			
15-19	4.0	7.4	24.6
20-24	5.4	7.7	18.4
25-29	5.5	4.4	12.5
Education			
None	9.9	3.6	7.4
Incomplete Primary	-	4.8	14.9
Primary	3.7	6.4	16.2
Secondary	7.4	9.5	17.7
Vocational	-	10.1	14.2
Tertiary	8.6	11.8	14.8
Total	5.0	6.5	18.6

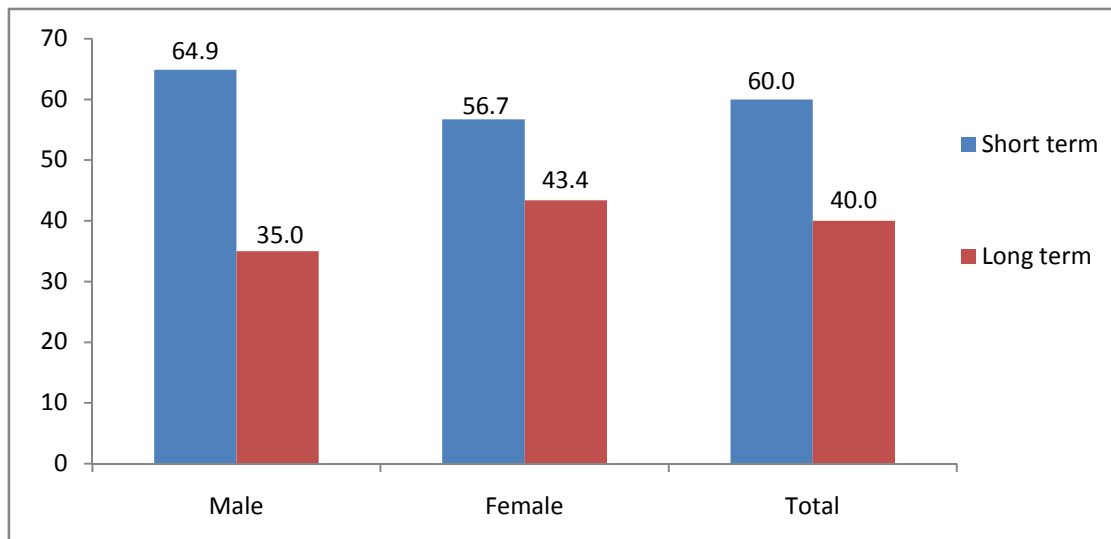
Table 5.1 also shows that, Unemployment rate amongst young people with vocational and tertiary education was 10 percent and 12 percent respectively, compared to 5 percent for young people with primary education. Those that have some education often exhibit skills irrelevant to current demand in the labour market in a situation where educational and skill requirements are increasing. This means that even in settings where those with higher education remain in short supply, unemployment and underemployment of the educated can still result.¹⁰ At the same time, those with higher education are more selective regarding the type of job they will accept, which can also help to explain their comparatively higher unemployment rates.

5.1.3 Unemployed Youth by Duration of Job Search

Periods of unemployment can have an effect on individuals, families, and communities in general when individuals are out of work, their skills may erode through lack of practice. The survey findings show that in Uganda, 40 percent of unemployed young people had been looking for work for more than 1 year. Despite the gradual improvement in the labour market for long term unemployment, the share of the unemployed young people who had been out of work for more than six months remains at very high levels as shown by Figure 5.1 Being out of work for six months or more is associated with lower-well-being among the long term unemployed especially within their household. Each week out of work means more lost in terms of income.

¹⁰ African Commission

Figure 5.1: Share of unemployed youth by duration of job search, 2015 (Percent)



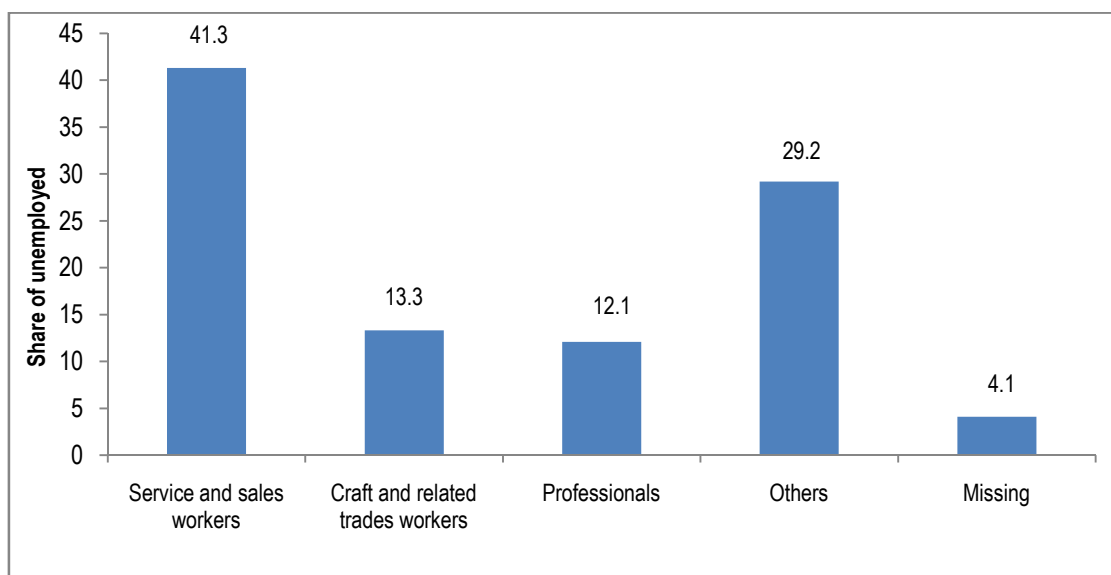
Note: Short term refers to a period of 12 months or less, otherwise it is long term.

Figure 5.1 further shows a slight variation by sex for long term unemployment with the females registering a higher proportion (43 percent) compared to the males (35 percent).

5.1.4 Type of Job Sought by Unemployed Young People

The unemployed young people were asked the type of job they were seeking for during the period of job search and findings indicate that more than half (41percent) of them sought employment in the services and sales occupation. The next most sought occupations were: professionals (12 percent), followed by Crafts and related trades workers (13 percent) as shown in Figure 5.2.

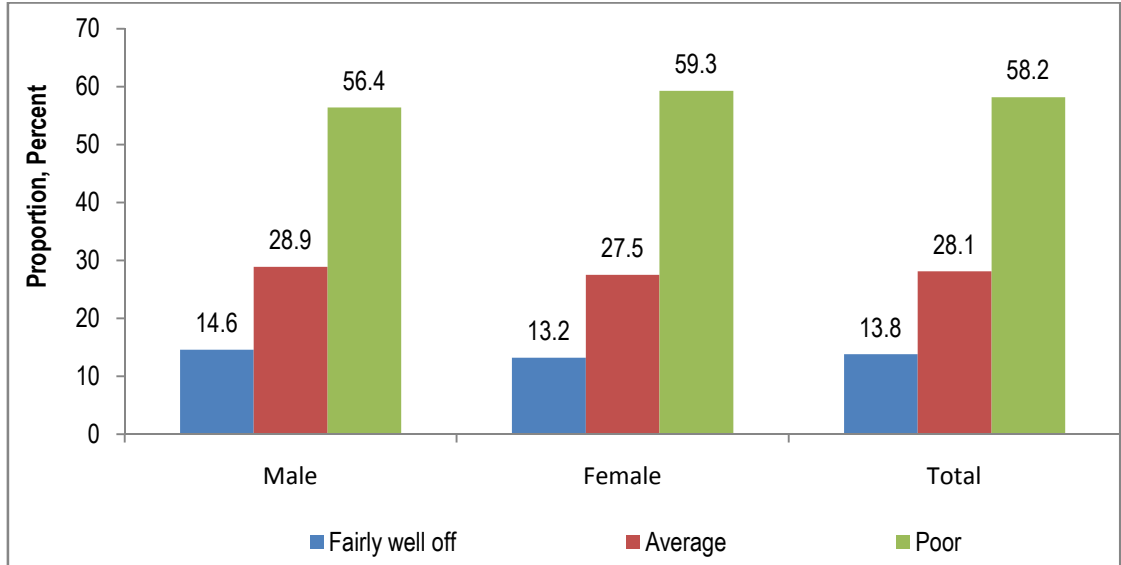
Figure 5.2: Distribution of unemployed young people by type of job sought, 2015 (percent)



5.1.5 Perception about Household overall financial situation

Figure 5.3 indicates that 58percent of the unemployed young people considered the financial situation of their household as poor. It is evident from Figure 5.3 that very few unemployed young people (14percent) perceived their households to be well off. The findings further showed that more females who were unemployed perceived their households to be poor (59 percent) compared to males (56 Percent).

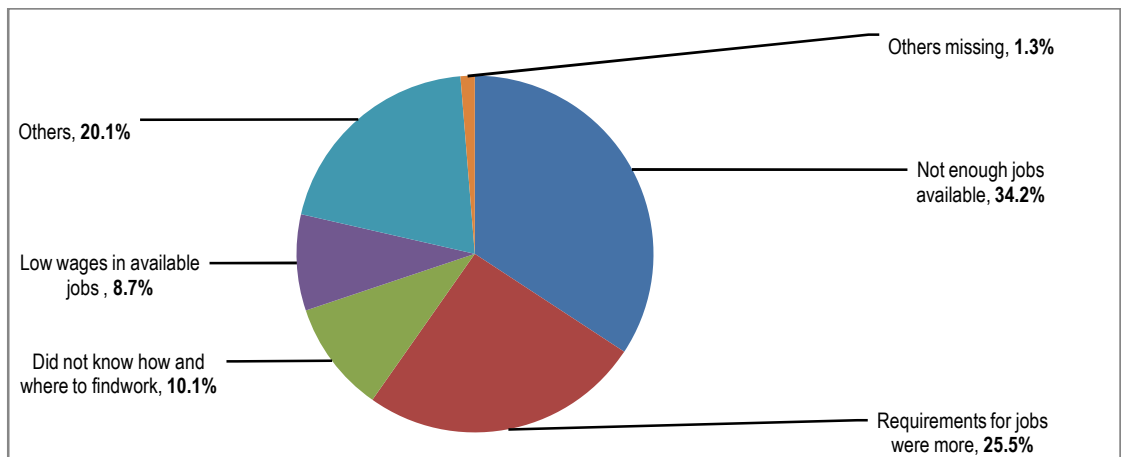
Figure 5.3: Unemployed young people by perceived household financial situation



5.1.6 Main Obstacle of Finding Work for unemployed young People

Many job seekers experience one or more barriers to employment during their job search. Barriers such as not enough jobs available (34percent), Higher requirements for jobs (26 percent) and did not know how or where to find work (10percent) were identified as the principal obstacles to finding work among the Ugandan young people as indicated in Figure 5.4.

Figure 5.4: Young people who were unemployed by opinion about main obstacles to finding work, 2015 (percent)



5.1.7 Not- Working, Available for Work but Not Looking for Work

The difference between the unemployment strict definition and relaxed definition are those who are not working, available to work but not actively seeking work (included in the latter definition and excluded from the former). In Uganda, of the young people in this category, 68 percent were female and 32 percent male. The most common reasons why young people did not seek work were being in school or training (22 percent) and personal family responsibilities (22percent). The proportion that was just unable to find work either because they did not know where or how was 16 percent. Twice more young men than women were inactive due to being in school or training (35 percent and 17 percent, respectively), while young women were more likely to cite personal family responsibilities as a reason for their inactivity (26 percent for young women compared to only 14 percent for young men).

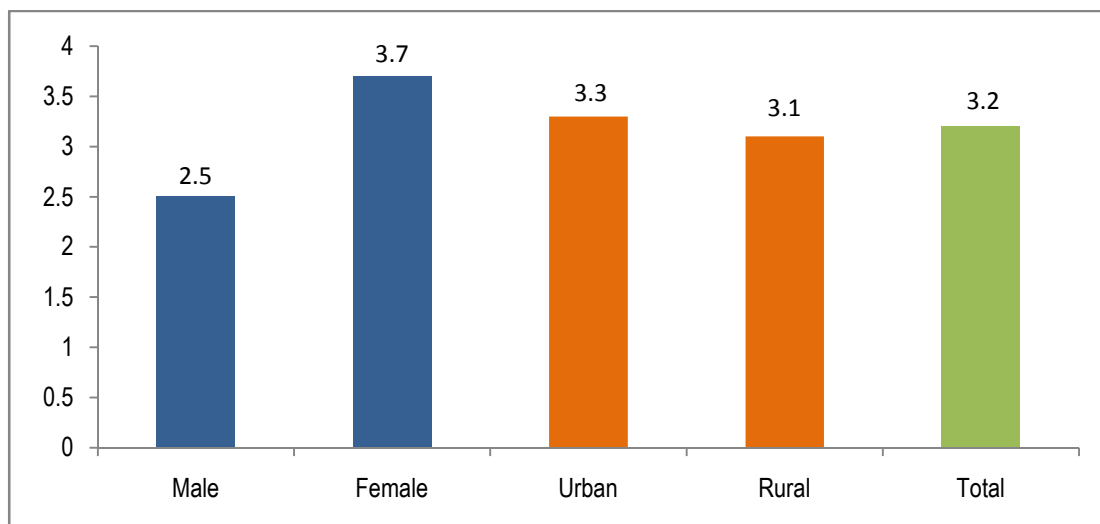
Table 5.2: Distribution of young people without work, available for work but not actively seeking for work by reason for not seeking work, 2015 (percent)

Reason for not seeking work	Male Percent	Female Percent	Total Percent
Education leave or training	35.0	16.5	22.4
Personal family responsibilities	14.4	25.8	22.2
Unable or Don't know how or where to find work	16.5	16.3	16.3
Had looked for job(s)	12.3	12.0	12.1
Was waiting opportunity	8.5	11.0	10.2
Own illness, injury or disability	2.9	5.7	4.8
Too young to find a job	7.4	1.7	3.5
Pregnancy	0.0	4.6	3.1
Other reasons	2.9	6.4	5.3

5.1.8 Discouraged young people

Discouraged workers are the portion of the category not working, available to work but not actively seeking work for a reason implying that they felt that undertaking a job search would be a futile effort. Out of the estimated 8.5 million young people aged 15-29 years, the results in Figure 5.5 show that overall, about three percent (about 272,000 youth) were discouraged at the time of the survey. The proportion was slightly higher for females (about 4 percent) compared to that of males (3 percent). The proportion is almost similar by residence.

Figure 5.5: Proportion of discouraged young people by sex and residence, 2015 (percent)



Nearly one third (32 percent) of discouraged young people said they did not seek work because they did not know where to look for work. The proportion was higher for females (38 percent) compared to that of males (23 percent). Almost one quarter of the discouraged young people said there were no jobs available in the area/district (26 percent). Another one in five of the discouraged youth reported that they were unable to find work that matched their skills (19 percent). About 11 percent of young people considered themselves to be too young to work with more males (21 percent) than females (about 6 percent).

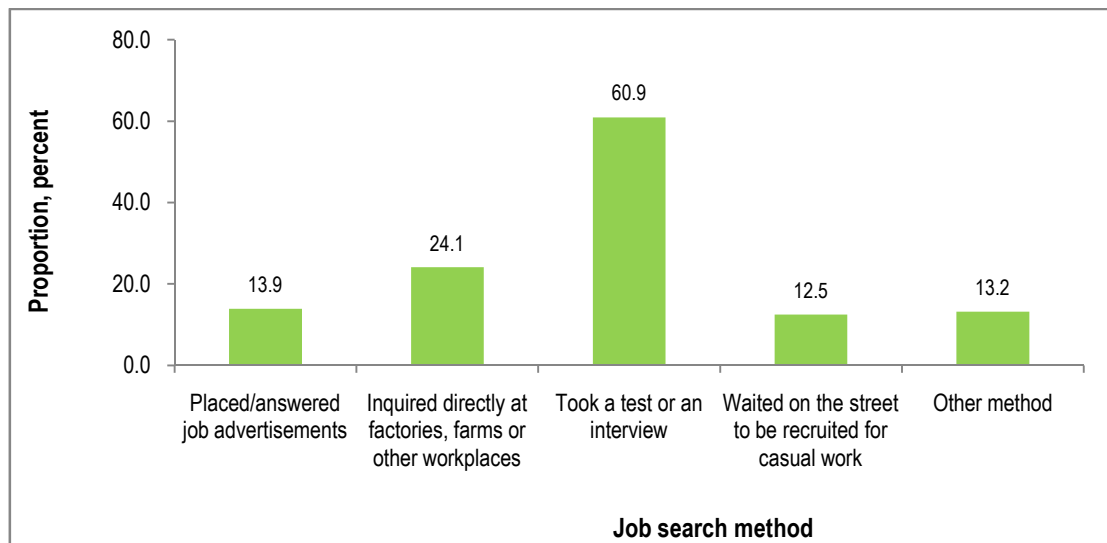
Table 5.3: Distribution of reasons for discouragement by sex, 2015 (percent)

Reasons for Discouragement	Male	Female	Total
Do not know how or where to seek work	23.3	37.6	32.4
No jobs available in the area/district	19.4	29.4	25.8
Unable to find work for his/her skills	21.0	17.7	18.9
Had looked for job(s) before but had not found any	15.4	9.5	11.6
Too young to find a job	20.8	5.8	11.3
Total	100	100	100

5.1.9 Job Search Method of the unemployed

Figure 5.6 shows that, of the unemployed young people engaged in active job search, the most popular method of looking for work was taking a test or an interview (60 per cent). About a quarter (24 per cent) of the young people inquired directly at factories, farms or other workplaces in search for a job.

Figure 5.6: Job search method of unemployed young people, 2015 (percent)



Findings further show that none of the unemployed youth registered with an employment centre, implying that the system of public employment needs to be strengthened in Uganda.

5.1.10 Unemployed Young People who had refused a Job

In the current job market, a good number of the young people had a number of reasons why they would rather not take employment in a given organisation. The survey findings show that about 9 percent of the young people aged 15-29 years turned down a job offer for various reasons. More females (10 percent) than males (7 percent) had turned down job offers.

Figure 5.7: Distribution of unemployed young people who had turned down a job offer by sex, 2015 (Percent)

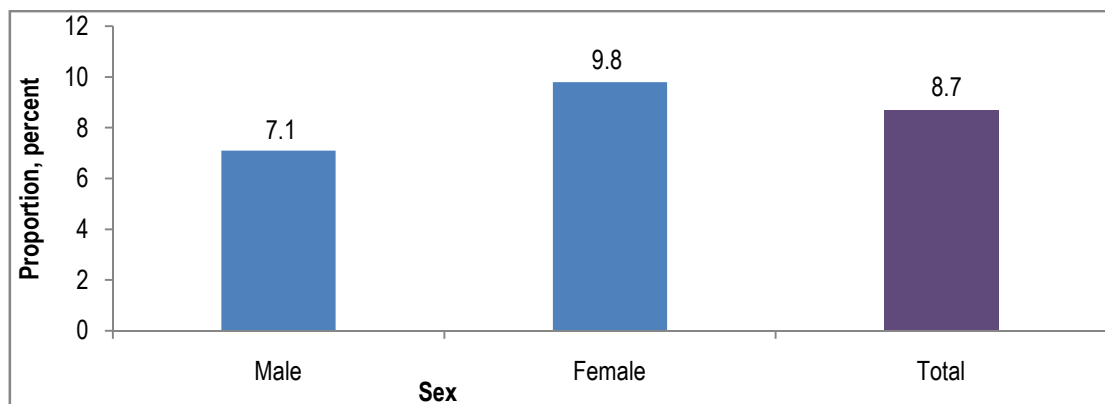


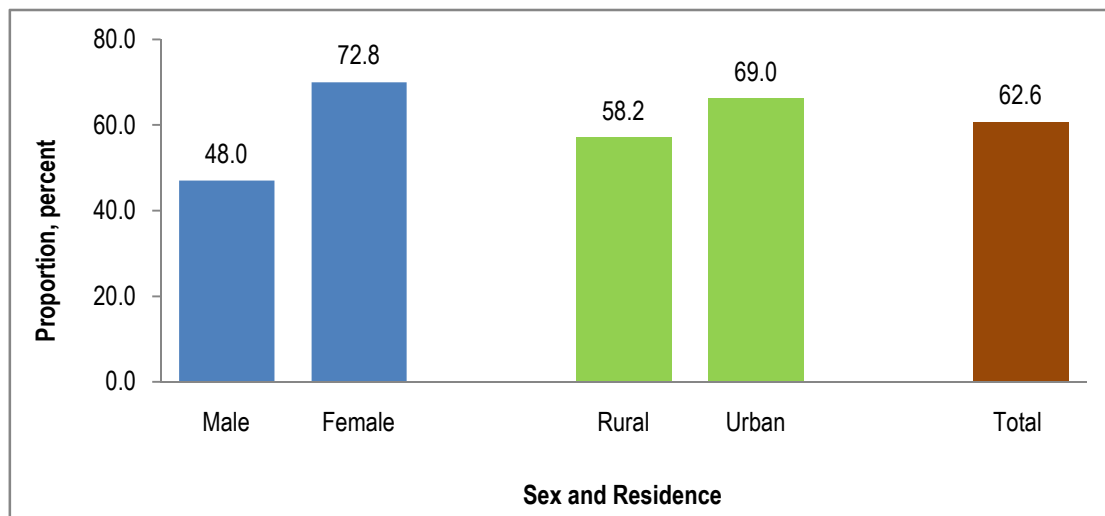
Table 5.4 presents reasons reported by young people for refusing a job offer. Majority of them (50 percent) reported that the wages offered to them were too low. Another 26 percent refused job offers because they felt the jobs were not interesting. Male young people always wanted better job offers (24 percent) compared to no female young person who advanced this as a reason for refusing a job. Reasons associated with location and long hours were only given by the female young people.

Table 5.4: Distribution of reasons for refusing a job, 2015 (Percent)

Reasons for refusing jobs	Male	Female	Total
Wages offered were too low	48.1	50.4	49.6
Work was not interesting	27.8	24.9	25.9
Location was not convenient	0.0	11.9	7.9
Work would require too many hours	0.0	12.8	8.6
Waiting for a better job offer	24.1	0.0	8.0
Total	100	100	100

The findings further showed that about 63 percent of the unemployed young people were not willing to work below a certain wage amount per month. This finding showed pronounced gender variation (48 percent for males and 73 percent for females). Figure 5.8 further indicates that more urban residents (69 percent) were willing to turn down a job offer below a certain wage compared to the rural residents (58 percent).

Figure 5.8: Proportion of unemployed that would not accept a job below a certain wage amount, 2015 (Percent)



6. YOUNG PEOPLE NOT ECONOMICALLY ACTIVE

The population not in the labour force (also referred to as the not economically active population) is generally composed of persons of the working age who during the reference period of seven days were neither working nor actively looking for work, because of various reasons.

As indicated in chapter three, the survey estimated the population of young people aged 15-29 years to be about 8.5 million persons. The results in Table 6.1 indicate that 31 percent (about 2.6 million persons) of the young people aged 15-29 were not economically active. The proportion was higher for females (34percent) compared to that of males (27percent). However, there were minor differentials by residence.

There are variations in the inactivity rates by age. The inactivity rate was highest among those aged 15-19, with almost a half (48 percent) being inactive. The proportion declines with increasing age, reaching the lowest level of 12 percent in the age group of 25-29 as indicated in Figure 6.1. The high inactivity rates exhibited can partly be explained by the fact that this is a school going age and many persons are still not actively looking for work.

Table 6.1: Proportion of young people not economically active by background characteristics, 2013 & 2015 (percent)

	2013	2015
Sex		
Male	31.9	26.5
Female	35.2	33.8
Residence		
Urban	38.9	32.9
Rural	31.8	29.6
Age group		
15-19	48.6	48.3
20-24	22.7	22.5
25-29	12.6	12.3
Total	33.7	30.5

6.1 Reasons for Inactivity by Young People

As indicated in Table 6.2, 71 percent of the total not economically active population of young people were inactive because they were attending education/training accounted. Those taking care of family responsibilities or housework, which includes household chores like cooking, fetching water, washing utensils and clothes, cleaning the house and compound, accounted for 11 percent of the not economically active population.

More young males than females were inactive due to school attendance (83 and 62 percent, respectively), while young females are more likely to cite family responsibilities as a reason for their inactivity (18 percent for young females compared to only 2 percent for young males).

Table 6.2: Reasons for not being economically active, 2013 and 2015 (percent)

	2013			2015		
	Male	Female	Total	Male	Female	Total
Attending education / training	92.7	75.6	84.0	83.2	61.8	71.1
Family responsibilities or housework	1.2	11.8	6.6	2.3	18.0	11.1
Illness, injury or disability	4.3	3.3	3.8	7.5	6.7	7.1
Pregnancy	0.0	2.1	1.1	0.0	5.8	3.3
Other reasons	1.8	7.2	4.6	7.1	7.7	7.4
Total	100	100	100	100	100	100

6.2 Young people Neither in Employment nor Education /Training

The share of young people who were Neither in Employment nor Education/Training (NEET) captures the non-utilized labour potential of the youthful population sometimes referred to as ‘idle youth’. It includes young people who are unemployed as well as those who are inactive for reasons other than participation in education (thus it includes discouraged workers and persons who are inactive for other reasons such as disability or engagement in household duties).

The results in Table 6.5 shows that out of the 8.5 million young people aged 15-29, about 1.2 million (14 percent) were neither in employment nor education/training (NEET). The proportion for female youth who were neither in employment nor education/training was almost three times that of the male counterparts. There also exist variations in the indicator by residence. The proportion was higher in urban areas (17 percent) compared to the rural counterparts (12 percent).

Table 6.5: Proportion of Young people NEET by Sex and Residence, 2013 and 2015 (Percent)

Characteristics	2013	2015
	(Percent)	(Percent)
Sex		
Male	7.1	6.9
Female	16.9	19.0
Residence		
Urban	16.5	16.9
Rural	10.7	12.3
Region		
Central	16.1	15.9
Eastern	14.8	11.1
Northern	13.9	16.5
Western	5.3	8.8
Total (percent)	12.2	13.5
Total ('000)	1,060	1,152

The results also show that the total number of young people who were neither in employment, education / training (NEET) increased by almost 2 percentage points between in 2013 from 2015 irrespective of sex and place of residence. The young people who were NEET at the time of the survey were mostly from the urban areas (17 percent) and females (19 percent).

7. STAGES OF TRANSITION

7.1 Concepts and Definitions¹¹

Defining school-to-work transition calls for careful consideration since it is the definition that determines the interpretation. Most studies define school-to-work transition as the length of time between the exit from education (either upon graduation or early exit without completion) to the first entry into stable employment. However, the SWTS was designed to apply a stricter definition of “stable employment” than is typically used. By starting from the premise that a person has not “transited” until settled in a job that meets very basic criteria of stability, as defined by the duration of the employment contract, the SWTS analytical framework introduces a new element of quality to the standard definition of labour market transition. However, as seen in previous sections, few young people in Uganda attain stable employment and, if the “end goal” does not fit reality, then perhaps the statistics are not framed widely enough. For this reason, the ILO added job satisfaction as a component and built it into the concept of labour market transition.

More specifically, labour market transition is defined as the passage of a young person (aged 15–29) from the end of schooling (or entry to first economic activity) to the first stable or satisfactory job. Based on their experience analysing data from 2012–2013 SWTS datasets, the ILO made slight revisions to the methodology for calculating the stages of transition. The justification for the revisions, based on lessons learned in the analyses, is summarized in the ILO Global Employment Trends for Youth 2015, chapter 4.

The revised definition thus acknowledges the transitory state of current students and also the subjectivity of job satisfaction. The transition is thus considered to be complete only when a young person has attained a stable job based on a written contract of duration greater than 12 months or oral agreement with likelihood of retention or has attained a satisfactory temporary job judged on the young respondent’s willingness to stay there. Since all current students are counted among those “in transition”, unlike for calculations based on the 2013 survey that distributed students according to their labour market status, we are unfortunately not able to compare directly to transition results presented in Byamugisha et al. (2014). Rather, for comparability across the two surveys, this section also applies the revised framework for defining the transition to the 2013 survey.

The full definitions of the stages of transition are presented in the glossary in appendix I.

Two elements of this classification are noteworthy. First, the stages of transition span across the boundaries of economic activity as defined in the standard labour force framework¹². The “transited” category includes a sub-set of young people classified as employed; the remaining employed fall within the category of “in transition”, which includes those who fall under the strict definition of unemployed and portions of the

¹¹This section was drafted by the ILO.

¹² The international guidelines for measuring statistics on the economically active population, set out by the 13th International Conference of Labour Statisticians (ICLS) in 1982, provide the framework for measuring who is counted as employed and as unemployed according to the economic production boundaries set out by the System of National Accounts.

inactive (namely, those without work, available for work but not actively seeking work¹³ and inactive non-students who have stated an intention to join the labour force at a later stage). The “transition-not-yet-started” category is the residual of the inactive population.

Second, the stages of transition are not intended to be a normative framework. Because of the inclusion of young people in satisfactory self-employment and satisfactory temporary employment, one cannot say that all young people in the transited category have transited to a “good” job. In fact, many young people in self-employment – the own-account workers and unpaid family workers – are engaged in the informal economy and, by definition, these make up the bulk of the country’s share of irregularly employed. Yet they have expressed a degree of satisfaction with their job, and they are likely to have finished their transition in the sense that they will remain in the self-employed classification for the remainder of their working lives.

7.2 Stages of transition of young people

Slightly more than one-quarter (27 percent) of young people (15-29 years) completed their labour market transition, with only 9 per cent transiting to a stable job. The largest share of youth in the country remain in transition (about 6 percent) and 17 per cent has not yet started the transition as shown in Table 7.1. Given that labour market transition is measured by job stability or satisfaction, it shows that there is limited stable or satisfactory employment for young people in Uganda. In comparison to 2013, however, there does seem to be some progress in the transition process; between the two years, the share of transited young people increased by 4 percentage points and the share remaining in transition decreased by 3 percentage points.

Table 7.1: Stages of transition of young people by selected background characteristics, 2015 (percent)

Characteristics	Male	Female	Rural	Urban	Total		Total (2013)
					(Share, percent)	(Number, '000)	
Transited	26.9	26.5	25.6	29.5	26.7	2,269	22.5
i) To stable employment	11.7	6.8	6.4	15.6	9.0	764	8.2
ii) To satisfactory employment	15.2	19.7	19.1	13.9	17.7	1,505	14.3
In-Transition	54.2	57.0	56.5	53.8	55.7	4,740	52.8
Transition Not Started	18.1	15.5	17.3	15.1	16.7	1,419	24.6
N/A	0.9	1.0	0.7	1.6	0.9	79	0.1

The statistics provided in Table 7.1 further shows that among young people, there was no difference in the proportion of the males who completed their transition (27 percent) compared to their female counterparts (27 percent). However, more young men were likely to transit to stable employment (12 percent) compared to young women (7 percent). For those in transition, there was a higher proportion among the females (57 percent).

In 2015, more than half of young people residing in urban areas, about 30 percent were likely to complete their transition with about 16 percent to stable jobs. There was a more

¹³ This is the portion added to the “strictly” unemployed category to make up the unemployed (relaxed definition).

likelihood of young people being in transition in rural areas (about 57 percent) compared to urban areas (54 percent).

7.3 Characteristics of Young People who transited

An ILO policy brief on enhancing youth employability¹⁴ indicates that employers are looking for core skills for employability identified and this can be achieved through vocational and tertiary training. The higher the level of completed education, the more likely the young person was to complete labour market transition to stable employment as shown in Table 7.2.

As observed in Sub-Saharan Africa (Elder and Koné, 2013), the likelihood of young people completing their transition increases with increasing age. Table 7.2 shows that transition to stable employment increases with increasing level of education completed. The table also shows that young people from poor households are more likely to transit to satisfactory or self employment (70 percent) compared to those from well off households (64 percent).

Table 7.2: Young people who “Transited” by sub-category - 2015, Percentage share

Characteristics	Stable employment	Satisfactory temp. or Self employment
	Percent	
Perceived Household wealth		
Well off or fairly well off	35.7	64.3
Around the average	37.9	62.1
Poor or fairly poor	29.9	70.1
Level of completed education		
Less than primary	25.5	74.5
Primary	27.9	72.1
Secondary	48.1	51.9
Vocational	67.5	32.5
Tertiary	70.9	29.1
Total	33.7	66.3

Note: i) The statistics by level of education exclude young people currently attending school
ii) Statistics on distribution of transition categories in Appendix Table A7.1 and statistics for 2013 in Appendix iii, Table A7.2

7.3.1 Occupation of young people who transited

Table 7.3 shows that although 40 percent of the young people were employed as skilled agricultural, forestry and fishery workers, only 4 percent transited to stable employment. The highest proportion of young people who transited to stable employment was those with elementary occupation (25 percent) and service workers (22 percent). It may be of concern that the share of young persons with technical or associate professional occupations and above that transited to stable employment is just about 20 percent. This means that only about one in every five youth with associate professional jobs and above is likely to complete their labour market transition to more secure jobs that are stress free.

The youth (15-29 years) completing their labour market transition to temporary employment were mainly in two occupations; working as agricultural, forestry and fishery workers (59 percent) and Service and sales workers (19 percent).

¹⁴ ILO policy brief 2013. Enhancing youth employability: The importance of core work skills.

Table 7.3: Share of young people who “Transited” by sub-category and occupation, 2015 (Percent)

	Stable employment	Satisfactory temp. / self emp.	Total Transited
Skilled agricultural, forestry and fishery workers	3.8	53.7	36.9
Service and sales workers	22.3	21.1	21.5
Elementary occupations	25.1	9.8	15.0
Craft and related trades workers	15.9	7.1	10.1
Plant and machine operators, and assemblers	13.3	6.0	8.4
Professionals	13.8	1.2	5.5
Technicians and associate professionals	3.7	0.6	1.6
Clerical support workers	2.1	-	0.7
Managers	-	0.5	0.4
Total	100	100	100

7.3.2 Previous Activities of Young People who Transited

As shown in Table 7.4, out of the different activities, the young people that that attained their first stable or satisfactory employment came from mainly direct transition (86 percent) followed by unemployment (7 percent). The share of those that came from some form of employment (non satisfactory) was low (all with a combined share of about 4 percent).

Table 7.4: Percentage distribution of young people who transited by previous activity to first stable / satisfactory job (flows), 2015

Flow variable	Male	Female	Total
Direct	85.6	86.0	85.8
From unemployment	8.1	6.5	7.3
From inactivity	1.0	3.1	2.1
From non satisfactory employment	2.1	2.0	2.0
From self-employed (not-satisfactory)	1.8	1.1	1.4
From internship	0.6	0.2	0.4
From temporary employment (Not satisfactory)	0.3	0.0	0.1
N/A	0.5	1.0	0.8

7.4 Average duration of transition for “transited” youth

Table 7.5 provides information on the lengths of the labour market transition. Lengths are calculated from the date of graduation (i) to the first job, (ii) to the first “transited” job and (iii) to the current “transited” job. The various categories might or might not overlap: a young person could have only one job experience which is deemed stable and/or satisfactory (so that the first job = first transited job = current transited job) or the young person might have held several jobs and moved into and out of transition before settling finally into the current stable and/or satisfactory job (so that the first job \neq first transited job \neq current transited job). In a country like Uganda, with so many moving directly to their transited job (see Table 7.4), we will expect to see low lengths of transition when the direct transitions are included.

Table 7.5: Average lengths of labour market transitions from end of school by sex (months)

	Male	Female	Total
To first job (any job, including direct transitions)	6.4	5.8	7.0
To first transited job (including direct transitions)	8.7	8.5	8.9
To first transited job (excluding direct transitions)	12.5	12.0	13.1
To current transited job (including direct transition)	24.2	28.1	21.1
To current transited job (excluding direct transitions)	29.4	33.0	26.2

The results show that it took a young person on average 9 months to attain a first job deemed to be either stable or satisfactory. Taking out the majority share of youth who moved directly to that first transited job, the average length jumped to 12 months (1 year). It takes young women only slightly longer than young men to make the transition to a first job (regardless of quality) and also to the first transited job when the direct transitions are excluded.

Some young people continue their pathway in the labour market even after attaining a first transited job – perhaps they are let go from the job or leave to have children or for other purposes¹⁵. Regardless, it makes sense then that the average lengths to current transited jobs are longer than the lengths to the first transited job. In Uganda, it took a young person an average of 24 months to complete the transition to the current transited job (28 months for young men and 21 months for young women). If we exclude those who moved directly to the current transited job, the transition duration comes to as long as 29 months, or more than two years. Regardless of the measure, it is clear that the labour market does have a significant problem in absorbing many of its young people. Yet still the main problem remains that too many young people are still working too young and in very poor conditions rather than being empowered to invest in their education and then hold out for a job of decent quality.

7.5 Characteristics of Young People “In-transition”

Young people in-transition are classified into four major categories; the unemployed (relaxed definition), those engaged in non-satisfactory self-employment or paid temporary job that they have expressed dissatisfaction with or if they are inactive non-students with desire to work in the future. According to the 2015 school-to-work transition survey, the highest proportion of young people (15-29 years) who were in-transition were in non-satisfactory self-employment (40 percent) (Table 7.6). Nearly 31 percent were combining school with either working or looking for work and 17 percent were in unemployment. The smallest categories

¹⁵The Work4Youth team will soon put out a technical brief examining the reasons that young people leave a job that they deemed as satisfactory and stable. Interested readers should check the website: www.ilo.org/w4y.

are young people in non-satisfactory temporary employment (6 percent) and inactive non-students who aim to work in the future (about 7 percent).

Table 7.6: Young people “in transition” by sub-categories - 2015, Percent

Characteristics		Unemployed (relaxed definition)	In non- satisfactory temporary employment	In non- satisfactory self- employment	Active students	Inactive, non- student, future work plans
Sex	Male	9.7	9.4	37.4	41.4	2.2
	Female	22.0	3.9	41.8	22.5	9.9
Area of residence	Urban	21.8	10.2	26.8	31.6	9.6
	Rural	14.6	4.9	44.6	30.5	5.4
Household wealth	Well off	14.8	4.4	31.9	38.3	10.6
	Fairly well off	14.2	8.1	39.2	32.2	6.3
	Around the average	18.2	5.6	41.8	28.5	5.8
Level of completed education	Less than primary (including no schooling)	21.4	8.2	60.7	-	9.7
	Primary	24.3	7.0	58.7	-	10.0
	Secondary	30.2	12.0	49.0	-	8.7
	Vocational	29.6	25.8	42.1	-	2.5
	Tertiary	30.9	10.7	48.1	-	10.3
Total		16.6	6.3	39.8	30.8	6.5

Both female and male young persons in transition were mostly engaged in non-satisfactory temporary or self employment (42 percent and 37 percent respectively) but the females were more unemployed (22 percent) compared to the males (10 percent). The share of the young people in urban areas that remained in transition due to unemployment was nearly double those in rural areas (22 percent in urban compared to 15 percent in rural areas).

Majority of young persons (15-29 years) who remained in transition due to unemployment considered their household financial situation as well off or fairly well-off (about 29 percent). Young people with higher levels of education were more likely to be in temporary or self employment.

8. RELEVANT POLICY FRAMEWORK AND POLICY IMPLICATIONS

The country is not creating enough quality jobs to meet the employment needs of the large cohorts of young people entering the labour market. Crowding for the few jobs created depresses the wages of young people and leads to compromised working conditions. The survey findings indicate that 92 percent of the employed young people were in the informal employment.

8.1 The relevant policies

The National Employment Policy for Uganda, (2011) aims at employment creation through multi-layered approaches such as accelerated investment; integrated rural development initiatives; infrastructural development schemes; as well as curricular review. The other fundamental priority action area within it is the operationalisation of a functional labour market information and analysis system.

The National Gender Policy, (2007) focuses on gender parity in labour markets. It calls for systematic empowerment of female workers and removal of constraints on the participation of female workers in the labour market. It also prescribes affirmative action to cure defects in the labour markets.

The National Youth Policy (Revised Draft, 2016): The difference between the National Youth Policy, (2001) and this revised (draft) National Youth Policy, (2016) is that it seeks to include young adolescents (14-17) in official Government policies and plans which define a youth as between 18-30 years. This policy once approved, will cater for young male and female workers joining employment markets.

The Oil and Gas Policy (2009) aims to maximise local content through participation in procurement, prospection, exploration and production processes for all categories of workers in the nascent Oil and Gas industry of Uganda.

The Social Protection Policy, (2015) recognises the importance of direct income support to vulnerable groups that include both the young and old and undertakes a co-ordinated approach to social protection and inclusion.

The HIV and the World of Work Policy, (2006) stresses putting HIV/AIDS prevention, care, support and treatment services in the world of work. This policy targets both young and old workers and fights stigma as well.

The Medium, Small and Micro Enterprises Policy lays down detail on supporting evolution and development of medium, small and micro-enterprises for entrepreneurs as a form of employment creation. However, this policy is silent on women entrepreneurship.

8.2 Long and medium term strategies and plans

The BTVET Strategic Plan (2011-2020): The aim of this plan is to review the current technical programmes in the education sub-sector to a comprehensive skills-sets development. This undertaking is dictated by the need to make Uganda's education, particularly, vocational and technical education relevant to Uganda's private sector labour or manpower needs. It operationalises the BTVET Act (2009) which provides for the creation of Directorate of Industrial Training (DoIT) to superintend over apprenticeship schemes for skills creation. This is aimed at equipping young workers with skills ready for Uganda's labour markets. It also

proposes the establishment of a Skills Development Authority (SDA) to co-ordinate the process of skills' implantation.

The Vision 2040 and National Development Plan II (2015/16-19/2020): The operationalisation of the Vision 2040 is based on National Development Plans. These two are hinged on employment creation strategies for the youth through a variety of strategies. The focus is on removing binding constraints to investments, industrialisation and wealth creation. Youth employment is at the core of these two blueprints.

8.3 Policy Implications and Recommendations

Education relevance and quality: The SWTS-2015 findings reveal that young persons with tertiary level of education had higher levels of unemployment (12 percent) than the national average (7 percent). This raises questions as to whether the country can match the education skills received from tertiary institutions with the available vacancies in the labour market. This calls for education institutions to provide graduates with the soft and technical skills needed to prepare youth to enter the labour market.

This can be achieved through:

- (i) Involvement of employers in the identification of skills standards and training needs;
- (ii) Linkage of training and work;
- (iii) Establishment of innovative systems for on-the-job training and youth apprenticeships
- (iv) Introducing regular and independent monitoring of the quality of education.
- (v) Raising awareness of the importance of quality education, BTVET and lifelong learning;

The proportion of young people who dropped out of school before completing primary was 44 percent and nine percent did not attend school at all. Gender differentials show that more females than males did not have any formal education and more than twice more females than males leave school early because parents do not want them to go to school. Such statistics is very critical in assessing the effectiveness of government programs such as UPE in maintaining children in school. It also provides information drop out stage of young people in the education cohort to start economic activities which is the beginning of assessment of transition status of young people. Similarly, the mean years of schooling provides opportunities in placing target age group related interventions.

Skilling for young men and women: The SWTS 2015 results revealed that although the unemployment rate was higher among the better educated, the survey results indicated that investing in education (especially vocational) results into positive returns in wage / salaried employment. Although Uganda continues to face the challenge of inadequacy of skilled labour force, the survey established that most (80 percent) of young working Ugandans were under-educated for the work they were doing which causes doubt in the process of job hiring. Still, with only 3.4 per cent of youth completing tertiary education, the primary bulk of investment in skills development should target the lesser educated.

Under the BTVET Act and Strategic Plan, creation of a Skills Development Authority is envisioned but this has remained on paper. Skilling of young male and female workers may require targeting emerging sectors such as the Oil and Gas industry. Others include, certified skills in hoisting and lifting; machine operations; welding (plating); welding (pipe); welding

(piping); general craftsmen and heavy duty driving which are the major occupations in the country save for the agricultural workers.

For adequate skilling to be attained there will be need to increase skills budget and to ensure that a comprehensive educational curriculum review is undertaken to emphasize skills and practical courses at very early stages of education as opposed to theoretical education. This is given the fact that many young people drop out of education at early stages such as primary to engage in economic activities yet transition is mainly completed in skills related occupations.

Facilitate the financial inclusion of young persons and access to credit for existing enterprises: Access to finance has been consistently listed as a major constraint for enterprises to expand their capacity through investments that lead to the creation of new jobs. This is particularly important in countries like Uganda where a majority of establishments are micro- and small enterprises.

The findings revealed that the most common problem faced by young people in self-employment was limited financial resources (26 percent). However, very many young persons in self-employment did not access funds from formal financial institutions. This could be associated with the fact the age for access to finance is 18 years and above and those below may not have collateral including inability to use inheritance which is considered for adult age.

Consequently, measures aimed at improving financial inclusion are likely to stimulate labour demand and thereby generate new employment opportunities for young people. These may include:

- (i) Increased and targeted funding to programmes such as the Youth Livelihood programme, Operation Wealth Creation (OWC) and National Agricultural Advisory Services (NAADS) which are critical vehicles through which employment creation for the young people can be effected.
- (ii) Inclusion of young adolescents (14-17) in National Youth Policies in conformity with Labour market definition of working age population and to allow early participation by young people. Responsibility starts early since many young people leave school to work as early as primary.

Regularize the Informal sector: The SWTS 2015 has highlighted a series of challenges among which was informal employment which was about 92 percent. Informal employment is associated with widespread decent work deficits and low wages. There is need to pursue formalisation of the informal sector through conscious strategies. There is need for an Informal Sector Development Strategy to provide coherent policy and interventions' direction.

To begin with, there is need for digitalization and getting more information about the informal sector enterprises in Uganda to ensure their traceability, easy monitoring and regulation. To achieve this:

- i. Comprehensive studies should be undertaken to locate its enclaves by determining where they are and what they are doing. It should also be mapped to establish its geospatial or spatial distribution. Location, scoping and mapping of the informal sector enterprises has incidental benefits to it for instance, connection to local, regional and international markets. Products from their cottage industries can be marketed with effective and efficient production processes' arrangement and organisation.

- ii. There is need to have an Informal Sector Management Information System for ease of tracking and monitoring. Informatisation and digitalization have benefits in as far as financial and capacity-enhancement targeting are concerned.
- iii. Uganda's informal sector enterprises are also dotted with widespread decent work deficits. Effective policies in relation to the Employment Law of 2006 can be developed to allow for the regulation of this sector.

Improvement of an Integrated Labour Market Information System: The Government of Uganda has established a labour market information system coordinated by the Ministry of Gender, labour and Social Development. However this system may require improvement as follows:

- i. The system should be integrated with key players in the labour sector to feed in information on the labour market continuously. The systems should be popularized and young persons should be able to easily access information in the system through the common economic means such as social media.
- ii. Real-time and secondary data on the challenges young people face during their transition into the national labour is very critical in designing high impact employment strategies. Labour market information will be required regularly to provide indicators in the labour market as an input to the information system.

8.4 Conclusion

The transition of young people to first transited job takes between 9 to 12 months on average and young people follow difficult paths such as unemployment. The characteristics of the young people and the social dynamics within the country may partly explain the lengthy and difficult path that they take to transit. Further research on the reasons and relationships may be advanced in the following areas, among others.

- About 10 percent of the unemployed young females turn down jobs even when offered one.
- Parents life history and education background is likely to persist in young persons lives. A link between these two groups would be ideal for policy.
- The possibility of examining statistical significant of the indicators changes across the two survey periods-using tests such as *t-tests statistic*.
- Exploring the group that left school before graduation in terms of sustainability of education programmes such as UPE and USE given the high level of financial inputs.
- Exploring the mean years of schooling for this ages cohort to establish dropout rate and putting in place target age group related interventions.

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APPENDICES

Appendix i: Definitions of Labour concepts

1. The following units are defined according to the standards of the International Conference of Labour Statisticians:
 - a. The **employed** include all persons of 15 years of age or more who, during a week of reference:
 - i. worked for wage or profit (in cash or in kind) for at least one hour;
 - ii. were temporarily absent from work (because of illness, leave, studies, a break in the activity of the firm, for example), but had a formal attachment to their job;
 - iii. - performed some work without pay for family gain.
 - b. **Employment to Population Ratio (EPR)**: The proportion of the population that is employed. It is the ratio of the currently employed population 15 years of age or more to the total working age population of the country.
 - c. **Labour Force Participation Rate (LFPR)**: A measure of the active proportion of the labor force in an economy. The participation rate refers to labour force (people who are either employed or are actively looking for work) expressed as a percentage of the working age population. The labour force participation rate is the labour force expressed as a percentage of the total working-age population.
 - d. The unemployed (strictly defined) include all persons of 15 years of age or more who met the following three conditions during the week of reference:
 - i. they did not work (according to the abovementioned definition);
 - ii. they were actively searching for a job or took concrete action to start their own business;
 - iii. they were available to start work within the two weeks following the reference week.
 - e. c. Persons neither included in the employed nor in the unemployed category are classified as **not in the labour force** (also known as inactive).
2. The International Classification of Status in Employment (ICSE) categorizes the employed population on the basis of their explicit or implicit contract of employment, as follows:
 - a. **Employees** (also wage and salaried workers) are all those workers who hold the type of jobs defined as “paid employment jobs”, where the incumbents hold explicit (written or oral) or implicit employment contracts that give them a basic remuneration which is not directly dependent upon the revenue of the unit for which they work.
 - b. **Employers** are those workers who, working on their own account or with one or a few partners, hold the type of jobs defined as “self-employment jobs” (i.e. jobs where the remuneration is directly dependent upon the profits derived from the goods and services produced) and, in this capacity, have engaged, on a continuous basis, one or more persons to work for them as employee(s).
 - c. **Own-account workers** are those who, working on their own account or with one or more partners, hold the type of jobs defined as “self-employment jobs” and have not engaged, on a continuous basis, any employees to work for them.
 - d. **Contributing (unpaid) family workers** are those workers who hold “self-employment jobs” as own-account workers in a market-oriented establishment operated by a related person living in the same household.
3. The employed are also classified by their main **occupation**, in accordance with the International Standard Classification of Occupations (ISCO-08).
4. A **household** is a family or other community of persons living together and jointly spending their income to satisfy the basic necessities of life. The concept of household includes members present in the place where the household resides, as well as individuals who are temporarily absent and living elsewhere, including abroad, for business, education or other purposes, as long as their residence in the foreign country does not exceed one year. A person living alone can also qualify as a household (“single household”) if she or he does not already belong to another unit. The single household can reside in a separate or shared dwelling, and will be considered as an independent unit as long as the household’s income is not shared with

- other residents. Collective households, such as prisons and institutions, and their members are not observed in the Labour Force Survey.
5. **The reporting period**, to which the questions for the economic activity are related, is the week before the day of interview.
 6. The following units are also defined within the SWTS analysis but are outside the scope of those defined within the international framework of labour market statistics mentioned in item 1 above:
 - a. **Labour underutilization rate** – the sum of shares of youth in irregular employment, unemployed (relaxed definition) and youth neither in the labour force nor in education/training (inactive non-students) as a percentage of the youth population.
 - b. **Regular employment** – the sum of employees with a contract (oral or written) of 12 months or more in duration and employers; the indicators are therefore a mix of information on status in employment and contract situations.

TRANSITION CATEGORIES

7. Transited – A young person who has “transited” is one who is currently employed and not in school in:
 - a. a stable job
 - i. based on a written contract of duration at least 12 months, or
 - ii. based on an oral agreement and likely to keep the job over the next 12 months;
 - b. a satisfactory temporary job
 - i. based on a written contract of duration less than 12 months and does not want to change the job, or
 - ii. based on an oral agreement; not certain to keep the job over the next 12 months and does not want to change the job; or
 - c. satisfactory self-employment (in self-employed status and does not want to change the job).
8. In transition – A young person still “in transition” is one who is currently:
 - a. an active student (employed or unemployed);
 - b. unemployed (non-student, relaxed definition);
 - c. employed in a temporary and non-satisfactory job
 - i. based on a written contract of duration less than 12 months and wants to change the job, or
 - ii. based on an oral agreement; not certain to keep the job over the next 12 months and wants to change the job;
 - d. in non-satisfactory self-employment (in self-employed status and wants to change the job); or
 - e. inactive and not in education or training, with the aim of looking for work later.
9. Transition not yet started – A young person whose “transition has not yet started” is one who is currently:
 - a. still in school and inactive (inactive student); or
 - b. inactive and not in education or training (inactive non-student), with no intention of looking for work.

Appendix ii: CVs for selected variables

CHARACTERISTICS OF YOUNG PEOPLE	Estimate	std. Error	CV	Confidence limits		Observations
				Lower	Upper	
Youth population						
Total	8,506,688	238,171	2.8	8,037,275	8,976,101	3,049
Sex						
Male	3,852,665	137,313	3.6	3,582,034	4,123,297	1,390
Female	4,654,023	142,743	3.1	4,372,689	4,935,356	1,659
Residence						
Urban	2,367,967	146,221	6.2	2,079,780	2,656,154	790
Rural	6,138,721	188,002	3.1	5,768,186	6,509,256	2,259
Distribution of the youth population						
Age group						
15–19	0.413	0.011	2.6	0.391	0.434	3,049
20–24	0.325	0.009	2.7	0.308	0.343	3,049
25–29	0.262	0.009	3.4	0.244	0.279	3,049
Marital status						
Single / Never married	0.582	0.012	2.1	0.557	0.606	3,048
Married	0.394	0.013	3.2	0.368	0.419	3,048
Separated / Divorced	0.023	0.003	13.1	0.017	0.029	3,048
Widowed	0.002	0.001	44.4	0.000	0.003	3,048
Current schooling status						
Never went to school	0.061	0.013	21.5	0.035	0.087	3,049
Left before graduation	0.512	0.015	3.0	0.482	0.542	3,049
Completed school	0.094	0.008	8.6	0.078	0.110	3,049
Currently attending school	0.333	0.013	3.9	0.307	0.358	3,049
Distribution of youth by main economic activity						
Employed	0.645	0.016	2.4	0.614	0.677	3,049
Employed students	0.117	0.009	7.6	0.099	0.134	3,049
Unemployed (strict)	0.045	0.005	10.4	0.036	0.054	3,049
Unemployed non-students (strict)	0.035	0.004	11.3	0.027	0.043	3,049
Unemployed (relaxed)	0.146	0.011	7.4	0.124	0.167	3,049
Unemployed non-students (relaxed)	0.092	0.007	7.8	0.077	0.106	3,049
Inactive (strict)	0.306	0.015	4.8	0.278	0.335	3,049
Inactive (relaxed)	0.206	0.010	5.0	0.185	0.226	3,049
Current students	0.333	0.013	3.9	0.307	0.358	3,049
Employed young people by selected background characteristics						
Age						
15-19	0.303	0.013	4.4	0.277	0.330	1,961
20-24	0.359	0.011	3.1	0.336	0.381	1,961
25-29	0.338	0.013	3.8	0.313	0.364	1,961

CHARACTERISTICS OF YOUNG PEOPLE	Estimate	std. Error	CV	Confidence limits		Observations
				Lower	Upper	
Marital status						
Single/never married	0.482	0.016	3.3	0.451	0.514	1,961
Married	0.488	0.016	3.3	0.456	0.520	1,961
Ever married but currently not in union	0.029	0.004	13.7	0.021	0.037	1,961
Missing/Not Stated	0.001	0.001	99.7	(0.001)	0.002	1,961
Area of Residence						
Rural	0.741	0.014	1.9	0.713	0.768	1,961
Urban	0.259	0.014	5.4	0.232	0.287	1,961
Region						
Central	0.281	0.030	10.7	0.222	0.340	1,961
Eastern	0.230	0.031	13.4	0.169	0.291	1,961
Northern	0.276	0.037	13.2	0.204	0.348	1,961
Western	0.213	0.032	15.1	0.150	0.276	1,961
Education Attainment						
No Education	0.100	0.023	22.9	0.055	0.145	1,598
Primary	0.676	0.023	3.3	0.632	0.721	1,598
Secondary	0.142	0.012	8.3	0.119	0.165	1,598
Vocational	0.046	0.006	12.8	0.034	0.058	1,598
Tertiary	0.034	0.006	17.0	0.023	0.046	1,598
Missing	0.002	0.001	70.7	-0.001	0.004	1,598
Distribution of youth employment by aggregate sector						
Agriculture	0.572	0.019	3.3	0.535	0.609	1,961
Industry	0.108	0.010	9.2	0.089	0.128	1,961
Services	0.320	0.017	5.2	0.287	0.353	1,961
Employed youth by occupation (ISCO-08)						
Professionals	0.036	0.005	13.3	0.027	0.045	1,961
Service and sales workers	0.187	0.012	6.5	0.163	0.210	1,961
Skilled agricultural, forestry and fishery workers	0.520	0.019	3.7	0.482	0.557	1,961
Craft and related trades workers	0.077	0.008	9.8	0.062	0.092	1,961
Plant and machine operators, and assemblers	0.049	0.005	10.0	0.039	0.059	1,961
Elementary occupations	0.116	0.011	9.1	0.095	0.137	1,961
Others	0.016	0.003	21.0	0.009	0.022	1,961
Employed youth by status in employment						
Employee	0.249	0.016	6.3	0.218	0.280	1,961
Employer	0.039	0.005	13.1	0.029	0.050	1,961
Own-account worker	0.431	0.018	4.1	0.396	0.466	1,961
Member of a producers' cooperative	0.001	0.001	99.4	-0.001	0.003	1,961
Contributing family workers	0.277	0.019	6.9	0.240	0.314	1,961
Other	0.003	0.001	52.8	0.000	0.006	1,961
Type of Employment Agreement						
A written contract	0.190	0.021	11.0	0.149	0.231	460
An oral agreement	0.810	0.021	2.6	0.769	0.851	460
Nature of contract						
Unlimited duration	0.707	0.026	3.7	0.655	0.759	475

CHARACTERISTICS OF YOUNG PEOPLE	Estimate	std. Error	CV	Confidence limits		Observations
				Lower	Upper	
Limited duration	0.293	0.026	8.9	0.241	0.345	475
Duration of contract						
Less than 12 months	0.685	0.049	7.2	0.587	0.784	142
12 months to less than 36 months	0.239	0.044	18.3	0.152	0.326	142
36 months or more	0.076	0.024	32.4	0.027	0.124	142
Indicators measuring quality of youth employment						
Above average wages (paid employment only)	0.404	0.029	7.1	0.347	0.461	402
Below average wages (paid employment only)	0.596	0.029	4.8	0.539	0.653	402
Matching qualifications	0.253	0.014	5.6	0.225	0.281	1,598
Non-matching qualifications	0.747	0.014	1.9	0.719	0.775	1,598
Regular employment	0.238	0.015	6.5	0.208	0.268	1,961
Irregular employment	0.762	0.015	2.0	0.732	0.792	1,961
Formal employment (outside agriculture)	0.083	0.011	13.6	0.060	0.105	828
Informal employment (outside agriculture)	0.917	0.011	1.2	0.895	0.940	828
Satisfactory employment	0.704	0.015	2.1	0.675	0.734	1,949
In satisfactory employment	0.296	0.015	5.0	0.266	0.325	1,949
Unemployment by selected background characteristics						
Youth unemployment rates (%)						
Total	0.065	0.007	10.7	0.051	0.079	2,098
Sex						
Male	0.055	0.009	15.6	0.038	0.072	1,012
Female	0.074	0.009	12.0	0.057	0.092	1,086
Residence						
Rural	0.053	0.008	14.5	0.038	0.068	1,566
Urban	0.099	0.015	14.8	0.070	0.127	532
Education attained						
15-19	0.074	0.012	16.7	0.050	0.099	650
20-24	0.077	0.010	13.4	0.056	0.097	759
25-29	0.044	0.008	17.9	0.029	0.060	689
None	0.036	0.020	55.6	-0.004	0.076	154
Primary	0.053	0.008	15.3	0.037	0.070	1,163
Secondary	0.095	0.019	20.1	0.057	0.132	242
Vocational	0.101	0.030	29.7	0.042	0.160	84
Tertiary	0.118	0.041	34.7	0.037	0.199	59
Share of unemployed young people by duration of job search						
Short term	0.605	0.044	7.3	0.518	0.693	136
Long term	0.395	0.044	11.2	0.307	0.482	136
Unemployed young people by type of job sought						
Professionals	0.133	0.029	22.2	0.074	0.192	137
Service workers	0.413	0.047	11.5	0.318	0.507	137
Craft and related workers	0.121	0.037	30.8	0.047	0.196	137

CHARACTERISTICS OF YOUNG PEOPLE	Estimate	std. Error	CV	Confidence limits		Observations
				Lower	Upper	
Others	0.333	0.041	12.2	0.252	0.414	137
Unemployed young people by household Financial Situation						
Fairly well off	0.138	0.034	25.0	0.069	0.206	137
Around the national average	0.281	0.042	15.0	0.197	0.365	137
Poor	0.582	0.054	9.3	0.474	0.690	137
Proportion of discouraged youth by sex and residence						
Total	0.032	0.004	11.7	0.025	0.040	3,049
Sex						
Male	0.026	0.005	20.4	0.016	0.036	1,390
Female	0.038	0.005	12.7	0.028	0.047	1,659
Residence						
Rural	0.032	0.005	14.8	0.023	0.041	2,259
Urban	0.034	0.006	18.2	0.022	0.046	790
Reasons for discouragement						
Do not know how or where to seek work	0.327	0.059	17.9	0.210	0.444	102
Unable to find work for his/her skills	0.185	0.041	22.0	0.104	0.267	102
Had looked for job(s) before but had not found any	0.125	0.039	31.4	0.047	0.204	102
Too young to find a job	0.110	0.035	31.8	0.040	0.180	102
No jobs available in the area/district	0.253	0.048	19.0	0.157	0.349	102
Proportion of young people not economically active						
Total	0.307	0.015	4.8	0.278	0.337	3,039
Sex						
Male	0.267	0.016	5.9	0.236	0.298	1,386
Female	0.341	0.018	5.4	0.305	0.377	1,653
Residence						
Urban	0.332	0.025	7.6	0.282	0.382	789
Rural	0.298	0.018	6.0	0.263	0.333	2,250
Age group						
15-19	0.486	0.022	4.5	0.443	0.529	1,271
20-24	0.227	0.019	8.2	0.190	0.264	979
25-29	0.126	0.014	10.9	0.099	0.153	789
Education attained						
No education	0.097	0.028	28.9	0.042	0.153	172
Primary	0.172	0.015	8.6	0.143	0.202	1,406
Secondary	0.138	0.025	18.1	0.089	0.187	280
Vocation	0.057	0.024	42.4	0.009	0.104	89
Tertiary	0.080	0.032	40.9	0.015	0.144	64
Reasons for not being economically active						
Attending education/training	0.679	0.028	4.1	0.624	0.733	624
Family responsibilities	0.108	0.015	14.0	0.078	0.138	624
Pregnancy	0.030	0.007	24.6	0.016	0.045	624
Illness, injury or disease	0.066	0.011	16.2	0.045	0.087	624

CHARACTERISTICS OF YOUNG PEOPLE	Estimate	std. Error	CV	Confidence limits		Observations
				Lower	Upper	
Pregnancy	0.068	0.013	18.7	0.043	0.093	624
Other reasons	0.049	0.011	22.5	0.027	0.071	624
Young people Neither in Employment nor Education Training						
Proportion						
Total	0.136	0.009	6.5	0.119	0.154	3,049
Sex						
Male	0.069	0.008	12.1	0.053	0.086	1,390
Female	0.192	0.013	6.7	0.167	0.217	1,659
Residence						
Urban	0.171	0.017	9.7	0.138	0.204	790
Rural	0.123	0.010	8.5	0.102	0.144	2,259
Region						
Central	0.162	0.016	9.7	0.131	0.192	817
Eastern	0.112	0.020	17.7	0.073	0.151	798
Northern	0.165	0.018	10.8	0.130	0.200	881
Western	0.088	0.014	15.8	0.061	0.116	553

Appendix iii: Additional Statistical Tables

Table A3.0: Key Labour market indicators for Young people (15-29 years) by selected characteristics, 2015

Characteristics	Male	Female	Urban	Rural	Total
Total Population ('000)	3,853	4,654	2,368	6,139	8,507
Total Population ('Percent)	45.3	54.7	27.8	72.2	100
Proportion of household heads (Percent)	29.8	4.7	20.8	14.3	16.1
Age group					
15–19	45.3	37.9	34.2	44.0	41.3
20–24	30.5	34.2	36.3	31.1	32.5
25–29	24.2	27.9	29.5	24.9	26.2
Current Activity Status					
Employed	69.1	60.8	60.1	66.2	64.5
Strict framework1					
Unemployed	4.1	4.9	6.6	3.7	4.5
Unemployed non-students	2.6	4.3	5.1	2.9	3.5
Inactive	26.5	33.8	32.9	29.6	30.5
Relaxed framework2					
Unemployed	11.3	17.5	19.4	12.9	14.7
Unemployed non-students	5.2	12.5	11.7	8.3	9.2
Inactive	19.4	21.2	20.2	20.4	20.4
Employment to Population Ratio (EPR)	69.1	60.8	60.1	66.2	64.5
Labour Force Participation Rate (LFPR)-Strict	73.1	65.6	66.7	69.9	69
Sector of Employment of young people					
Agriculture	53.3	60.9	18.2	70.9	57.2
Industry	15.9	6.1	14.1	9.7	10.8
Services	30.9	33.0	67.6	19.5	32.0
Wage Employment of young people	32.4	17.8	17.0	47.5	24.9
informal employment rate	90.8	93.0	86.9	93.7	91.9
Labour underutilisation (% of youth population)	30.4	35.8	40.6	30.5	33.3
Unemployment rates	5.5	7.4	9.9	5.3	6.5
Unemployment rates (relaxed definition)	14	22.4	24.2	16.2	18.6
Discouraged young people	2.6	3.7	3.7	3.2	3.2
Young people not economically active	26.7	34.1	33.2	29.8	30.7
Young people NEET	6.9	19.0	16.9	12.3	13.5
Stages of transition of young people					
Transited	26.9	26.5	29.5	25.6	26.7
i) To stable employment	11.7	6.8	15.6	6.4	9.0
ii) To satisfactory employment	15.2	19.7	13.9	19.1	17.7
In-Transition	54.2	57.0	53.8	56.5	55.7
Transition Not Started	18.1	15.5	15.1	17.3	16.7
N/A	0.9	1.0	1.6	0.7	0.9

TABLE A7.1: Distribution of transition categories of young people (15-29 Years) by background characteristics, (2015) percent

Characteristics	Transited to stable employment	Transited to satisfactory self- or temp. employment	In transition	Total
	Percent	Percent	Percent	Percent
Sex				
Male	14.4	18.8	66.8	100
Female	8.1	23.6	68.3	100
Area of residence				
Rural	7.8	23.3	68.8	100
Urban	18.7	16.7	64.6	100
Perceived household wealth				
Well off	12.9	23.3	63.7	100
Around the average	13.5	22.2	64.3	100
Poor	8.8	20.6	70.6	100
Level of completed education				
None or lower than primary	10.2	29.9	59.9	100
Primary	10.3	26.8	62.9	100
Secondary	20.8	22.5	56.7	100
Vocational	35.5	17.1	47.4	100
Tertiary	37.3	15.3	47.4	100
Total (Share, percent)	10.9	21.5	67.7	100
Total (Number, '000)	764	1,505	4,740	7,009

Table A7.2: “Transited” youth by sub-category - 2013, Percentage share

Characteristics	15-29		
	Stable employment	Satisfactory temporary employment	Satisfactory self-employment
	%	%	%
Sex			
Male	43.4	4.7	52.0
Female	25.6	2.0	72.4
Area of residence			
Urban	52.8	7.9	39.2
Rural	25.2	1.1	73.7
Household wealth			
Well off	35.7	8.3	56.1
Around the average	37.9	3.5	58.7
Poor	29.9	1.7	68.5
Level of completed education			
No education or less than primary	25.5	2.3	72.2
Completed primary	27.9	4.5	67.6
Secondary	48.1	5.2	46.7
Vocational education	67.5	2.1	30.4
Tertiary	70.9	2.8	26.4
Total	33.7	3.2	63.1

Source: SWTS 2013

Appendix iv: List of Field staff

HEAD OFFICE SUPERVISION

Name	Title
Ben Paul Mungyereza	Executive Director
Imelda Atai Musana	Deputy Executive Director
Andrew Mukulu	Director-Population and Social Statistics
Wilson Nyegenye	Principal Statistician
Michael Ogen Sijje	Senior Statistician
Dorcas Nabukwasi	Senior Statistician
Simon Kyewalyanga	Statistician
Sharon Apio	Statistician

OFFICE EDITORS

No.	First name	Middle name		Sex
1	Namiyonga	Noor F	Kassim	Female
2	Mubiru	Emmanuelson		Male

FIELD SUPERVISORS

No	First name	Middle name		Sex
1	Tumuhikye	Martin		Male
2	Kavuma	Patrick		Male
3	Feni	Benard		Male
4	Kagarura	Gilbert		Male
5	Ilelit	Ebyau	Sam	Male
6	Birungi	Sarah		Female
7	Byawaka	Peter		Male
8	Tabingwa	Joyce	Alice	Female

FIELD INTERVIEWERS

SN	Surname	First name	Other name	Sex
1	Obuya	Patrick		Male
2	Opio	Peter		Male
3	Jjemba	Mahadi		Male
4	Namubiru	Rebecca		Female
5	Nakyambadde	Jane	Gladys	Female
6	Makonje	Grace	Kisombo	Female
7	Nakaayi	Claire	Elizabeth	Female
8	Ssemwanga	Hassan	Hussien	Male
9	Sentuya	Gerald	Majella	Male
10	Achola	Harriet		Female
11	Nono	Polycarp		Male
12	Nyadoi	Faith	Lydia	Female
13	Khisa	Pamela		Female
14	Kantono	Josephine		Female
15	Ojambo	Milton		Male
16	Agani	Richard		Male
17	Opio	Paul		Male
18	Odinia	Gloria		Female
19	Karambe	Fiona	Ley	Female
20	Kwikiriza	Daniel		Male
21	Atuha	Jonah		Female
22	Kobusinge	Lilian		Female
23	Ssensamba	Matia		Male
24	Kobusinge	Eve		Female

DRIVERS

1. Kasunsuni Perterson	4. Sekiranda	7. Tumwine Apollo
2. Nyiiro Charles	5. Kiiiza David	8. Tumwejukye Moses
3. Simbwa Hassan	6. Warukwagana	