



UGANDA BUREAU OF STATISTICS



UGANDA NATIONAL HOUSEHOLD SURVEY 2002/2003

REPORT ON THE

LABOUR FORCE SURVEY

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PREFACE

The Uganda National Household Survey 2002/03 was the eighth in a series of household surveys that started in 1988. The UNHS 2002/03 collected information on the economic characteristics of the population and its activity status at the household level. The main objective of the survey was to collect high quality and timely data on population and socio-economic characteristics of households for monitoring development performance. The UNHS 2002/03 comprised of four modules namely the Socio-economic, Labour force, the Informal Sector, and Community modules.

This report presents the major findings based on the labourforce module of the UNHS 2002/03. It shows the levels of different indicators and wherever possible, their respective trends over time. Indicators on population characteristics, labourforce participation rates among others have been presented at national, regional and at rural-urban levels.

While this report presents the key findings of UNHS 2002/03, a lot more can still be studied from the data. The Uganda Bureau of Statistics would like to encourage stakeholders to utilize this rich data set that exists at the UBOS to do more detailed analyses so as to inform further the policy debate. It is my hope that the findings will contribute to the knowledge base and assist stakeholders in planning and in policy formulation.

I am most grateful to the Government of Uganda and the World Bank for the financial assistance that enabled the survey to take place. I acknowledge the Economic Policy Research Centre (EPRC) and Dr. Simon Appleton of Nottingham University for their technical contribution during the data processing and analysis phases of the survey. I would also like to express my gratitude to all the field staff who worked hard to successfully implement the survey. Finally, I am grateful to the survey respondents who generously provided the information on which this report is based.

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ACRONYMS

AIDS	Acquired Immune Deficiency Syndrome
CRC	Convention on the Rights of the Child
CV	Coefficient of Variation
EA	Enumeration Area
HBS	Household Budget Survey
IHS	Integrated Household Survey
ILO	International Labour Office
NGO	Non - Government Organisation
NGO	Non Governmental Organisation
PEAP	Poverty eradication Action Plan
UBOS	Uganda Bureau of Statistics
UN	United Nations
UNHS	Uganda National Household Survey
UPE	Universal Primary Education

EXECUTIVE SUMMARY

Nearly 90 percent of the persons aged 10 years and above were usually active during the 12 months prior to the survey. About 60 percent of these were own account workers followed by unpaid family workers (26 percent). The distribution of usually active persons by Industry show that the agricultural sector is still dominant accounting for 68 percent of the employed persons .

Considering the last seven days, a higher proportion of persons aged 10 years and above were own account workers (54 percent). The Northern and Eastern Regions recorded the highest proportion of persons employed in agriculture. It is noted that most of the urban dwellers are employed in the sales and service sector.

Occupational categories of household members show that 2 in every 3 persons were engaged in agriculture, only 4 percent were involved in Market Oriented Agriculture Production. A higher proportion of women than men was recorded for those who were engaged in domestic duties. Those who did not participate in economic activities during the last 7 days, stated being ill as the dominant reason.

Among reasons for not being usually active during the last 12 months, attending school featured as the prominent reason followed by attending to domestic duties.

Nearly 25 percent of the employed population were engaged in secondary activities and the service workers were more likely to engage in secondary activities than any other occupational category.

The current labourforce participation rate is 67 percent. Participation levels by selected background characteristics show that persons without education had higher participation levels than those with primary education. The findings further show that rural women had higher participation rates than their urban counterparts.

Twenty percent of the persons in paid employment earn at most shillings 20,000. Of those persons earning more than shillings 60,000, 63 percent were men while only 37 percent were women.

Of the currently economically active persons, 3 percent are unemployed. Youth unemployment (5.3 percent) rate was higher than the national rate (3.2 percent). Central region had unemployment rate higher than other regions.

Sixty five percent of the unemployed had attempted to look for work. This was mainly through friends and relatives. Most of the unemployed depended on relatives or spouses for survival with females depending more on spouses.

The underemployment rate is highest among youth but steadily declines among those aged 50 years and over. The national underemployment rate stood at 15 percent. The survey results show that the underemployed are mainly in the agricultural sector. The underemployed were willing to do any job to earn more money.

Findings show that although one in every five working children is an orphan, three out of every four children were non-orphans. Children whose parent survival status is not known are more likely to work. Children who were not attending school engaged in paid employment than those attending school. Furthermore, those who engaged in paid domestic services were more likely to work for more hours in a day than those engaged in other activities.

CHAPTER ONE

INTRODUCTION

1.1 Background

Government has developed the Poverty Eradication Action Plan (PEAP) with the overall objective of reducing mass poverty to less than 10 percent by the year 2017. The extent and magnitude of employment and unemployment problem has long been recognised as a serious gap in the country's efforts to reduce poverty. The draft National Employment Policy for Uganda is an attempt by government to formulate a comprehensive policy on employment. The draft policy emphasises the importance government attaches to the creation, protection and promotion of employment opportunities. The objectives of the employment policy are among others to:

- ◆ Promote the goal of full employment,
- ◆ Secure improvement in the productivity of labour,
- ◆ Provide full opportunity to each worker,
- ◆ Safeguard the basic rights and interests of workers and
- ◆ Stimulate economic growth and development.

The draft Employment Policy sets out the principles and strategies and, the institutional framework for the implementation of the employment policy.

Information on the status of employment has been scarce in Uganda. The last manpower survey was conducted in 1987. The 1991 Population and Housing Census provided some of the labour force indicators. The household surveys conducted by the Uganda Bureau of Statistics since 1988 have addressed some of the data gaps. These started with the conducting of the Household Budget Survey in 1988/89. This was followed by the Integrated Household Survey (IHS) in 1992/93, Monitoring Surveys of 1993/94, 1994/95, 1995/96.

The 1997 household survey had a labour force module that was piloted countrywide. This round of survey provided useful insights into the size and structure of the labour force in Uganda. It became the only available source of information that provided indicators on unemployment since the last manpower survey of 1987. Although some information on the usual activity status of household members could be derived from all the previous household surveys, very little could be obtained in terms of informing policy about the employment and the unemployment issues.

In 1999/2000, another household survey was undertaken covering a much larger sample than the previous monitoring surveys. Its modules focused on the

socio-economic characteristics and not labour force. The Uganda National Household Survey 2002/2003 (UNHS 2002/2003) is the latest in a series of household surveys undertaken by UBOS. Its core module was labour force and it is the major source of the information in this report.

1.2 Survey Objectives

Objectives of the UNHS 2002/2003 Survey

The main objective of the Uganda National Household Survey 2002/2003 was to collect high quality and timely data on demographic and socio-economic characteristics of household population for monitoring development performance of the country. Specifically, the survey aimed at:

- (a) Providing information on the economic characteristics of the population and its economic activity status i.e. the employment, unemployment and underemployment.
- (b) Generating data for calculating gross output, value added, and other economic indicators required for National Accounts purposes.
- (c) Integrating household socio-economic and community level surveys in the overall survey programme so as to provide an integrated data set. This will provide an understanding of the mechanisms and effects of various government programmes and policy measures on a comparative basis over time;
- (d) Meeting special data needs of users from the Ministries of Health; Education; Gender, Labour and Social Development and other collaborating Institutions, together with donors and the NGO community so as to monitor the progress of their activities and interventions
- (e) Generating and building social and economic indicators for monitoring the progress made towards social and economic development goals of the country

1.3 Scope and Coverage

Scope and Coverage

The UNHS 2002/2003 was conducted in all districts in the country, except Pader. Some parts of Kitgum and Gulu districts were also not covered due to insecurity.

The survey included the following modules:

- **Socio-economic module:** This provided information on characteristics of household members, health seeking behaviour of household members, prevention, channels of communication and HIV/AIDS, education and literacy, housing and household conditions, household consumption and non consumption expenditure, household and enterprise assets and welfare indicators.
- **Labour Force module:** This was for determining the total work force and deriving related parameters; current and usual activity status of household members, number of hours worked, previous employment, unemployment details, and the extent of child labour. This report is based on this module.
- **Informal Sector:** This module collected information about household enterprises and rural-based small-scale establishments. These are businesses undertaken by households with or without a fixed locationⁱ. In addition, inputs and outputs of these enterprises for the major items were also collected. The components of the informal sector survey included;
 - Livestock, poultry, bee-keeping, and fishing,
 - Forestry
 - Mining, quarrying and manufacturing
 - Hotels, lodges and eating places
 - Trade and services

In addition, the household survey investigated household and non-household based enterprises/establishments and was limited to:

1. Household based Enterprises in both rural and urban areas identified at listing stage.
 2. Non-household based Enterprises in the rural areasⁱⁱ. These were identified at the listing stage with assistance of a guide.
- **The Community Survey:** This module gathered information about the community (LC1). The information collected related to;
 - (i) Community characteristics,
 - (ii) Community history and major events including access to and availability of social services namely schools clinics, outlets for agricultural and non agricultural produce,
 - (iii) Land tenure,

ⁱ Businesses managed by households without a fixed location were classified as household enterprises. On the other hand, those with fixed location but employing less than five employees were classified as establishments.

- (iv) Whether or not the community received the 25 percent Graduated Tax remitted from the subcounty,
- (v) Community projects undertaken in the three years preceding the survey and,
- (vi) Characteristic of the Education and Health infrastructure used by the community

Sampling Design

The UNHS sample was drawn through a stratified two-stage sampling design. The Enumeration Area (EA) was the first stage sampling unit and the household as the second stage-sampling unit. The sampling frame used for selection of first stage units (fsus) was the list of EAs with the number of households based on the cartographic work of the 2002 Population and Housing Census. A total of 970 EAs (565 in rural and 407 in urban areas) were actually coveredⁱⁱ. In order to select the second stage units, which are the households, a listing exercise using listing schedules was done in all selected EAs. The detail of the sampling design is given in Appendix IV.

Sample Size

The size required for a sample was determined by taking into consideration several factors, the three most important being: the degree of precision (reliability) desired for the survey estimates, the cost and operational limitations, and the efficiency of the design. UNHS 2002/2003 covered a sample size of about 9,700 households.

Survey Organisation

The Survey comprised of a total of 15 field teams. Fieldwork was undertaken with the use of centrally recruited field teams whereby work was programmed from the headquarters to all the sampled areas. There are four Statistical Regions, and the teams were recruited based on the languages most prevalent in each region. Four teams were recruited for each region. The data collection exercise started in May 2002 through April 2003 with a break in September 2003 allow the conducting of the National Population and Housing Census.

Questionnaires

Nine types of questionnaires were used during the UNHS 2002/2003 namely, the Household listing questionnaire, the socio-economic questionnaire, the labourforce questionnaire, the community questionnaire, Forestry questionnaire, Trade and Services questionnaire, Manufacturing, mining and quarrying questionnaire, Livestock questionnaire and Hotels questionnaire. The last five questionnaires were administered to small scale establishments and household enterprises. These were developed in consultation with various stakeholders. The household listing questionnaire was used to list all houses and households

ⁱⁱ While a total of 1000 EAs was initially selected for the UNHS, some of them were left out due to insecurity


in the selected Enumeration Areas (EAs). Finally, the community questionnaire was administered at community level.

Data Processing

All questionnaires for were returned to UBOS for data processing. A manual system of editing questionnaires was set up and a set of scrutiny notes to guide in manual checking was developed. In addition, range and consistency checks were included in the data-entry program. More intensive and thorough checks were carried out using MS-ACCESS by the processing team. Data entry and editing started in June 2002.

Coverage Rates

The response rate for the UNHS 2002/2003 was about 97%. A total of 9711 households were selected and interviewed out of the 10,000 households initially targeted. A total of 289 households could not be interviewed mainly due to insecurity.



CHAPTER TWO

CHARACTERISTICS OF THE POPULATION AGED 10 YEARS AND ABOVE

2.1 Age Distribution of the Population

The study of the labourforce is restricted to the population 10 years and over. For purposes of this study, the population aged 10 years and above is what is defined to be in the labourforce. This chapter provides the background characteristics of this population, before highlighting employment characteristics and labourforce participation rates, presented in the subsequent chapters.

In Table 2.1 the age distribution of the population is provided. The total population in Uganda is estimated to be 25.2 million. Females outnumber males by about 800,000 persons, they thus constitute 52 percent of the population. The proportion of the population aged 14 and below is about 52 percent. Children aged less than 4 years account for almost 20 percent of the population. The proportion share of each age group decreases consistently as one progresses from the younger to the older groups.

The table also shows that the population aged less than age 10 years is 37 percent. This implies that the population in the labourforce i.e. those aged 10 and above is estimated to be 63 percent of the population in Uganda, which is about 15.9 million people. It is this population (aged 10 and above) that is the main focus of the rest of this report.

Table 2.1: Age Distribution of the Population (%)

Age group	Sex		
	Male	Female	Total
0 – 4	20.2	18.6	19.4
5 – 9	17.8	17.5	17.6
10 – 14	15.4	15.3	15.3
15 – 19	10.1	9.4	9.8
20 – 24	6.9	9.2	8.1
25 – 29	6.8	8.1	7.5
30 – 34	5.8	5.8	5.8
35 – 39	4.5	4.5	4.5
40 – 44	3.2	3.1	3.1
45 – 49	2.5	2.5	2.5
50 – 54	1.8	1.9	1.8
55 – 59	1.2	1.2	1.2
60 – 64	1.3	0.9	1.1
65 +	2.4	2.0	2.2
0-9	38.0	36.1	37.0
10+	62.0	63.9	63.0
0-14	53.3	51.4	52.4
15-64	44.3	46.6	45.5
65+	2.4	2.0	2.2
Total Population	12,200,000	13,000,000	25,200,000

2.2 Dependency Ratio

The dependency ratio is a measure of the proportion of the population composed of dependants i.e. people too young or too old to work. It is defined as:

$$\frac{\text{population aged below 15 years + above 64 years}}{\text{Population aged 15 to 64 years}}$$

The dependency ratio in 2002/03 is 115.2 percent, implying that on average every 100 people who are economically active support 115 people who are outside the economically active range. These people who are not economically active are more than those who are economically active

Table 2.2 shows that 30 percent of the population resides in the central region, 27 percent in the eastern region and 25 percent in the western region. The northern region has 18 percent of the population. Furthermore, 14 percent of

the population is estimated to be residing in the urban areas and 86 percent in rural areas.

Table 2.2: Regional and Rural-Urban Distribution of the Population (%)

Region/Area	Sex		
	Male	Female	Total
Central	29.5	29.7	29.6
Eastern	27.8	27.1	27.4
Northern	17.6	18.8	18.2
Western	25.0	24.4	24.7
Urban	13.4	14.0	13.7
Rural	86.6	86.0	86.3
Total Population	100.0	100.0	100.0

2.3 Marital Status

The distribution of the marital status of the population aged 10 years and above is shown in Table 2.3. The table shows that more males than females are unmarried, and that more females than males are widowed, divorced or separated.

Table 2.3: Marital Status of the Population Aged 10 Years and Above (%)

Marital Status	Sex		
	Male	Female	Total
Unmarried	51.4	41.0	46.0
Married	45.3	45.6	45.5
Divorced/separated	2.1	5.8	4.1
Widowed	1.1	7.5	4.5
Total Population	100.0	100.0	100.0

2.4 Education Attainment

Information was collected about the highest education level of each member of the household. The data show that about 14 of the population aged 10 years and above had never received any formal schooling, with twice as many females (19 percent) having no formal education compared to the males (8 percent).

The majority of the population has had some formal education

The table also shows that there are rural/urban differences in education attainment, with 15 percent of the rural population aged 10 years and above having reported receiving no formal education compared with just 6 percent of the urban population. Wide gender differences exist in education attainment especially in the rural setting. The proportion that reported having had some primary education (without completing Primary 7) is 59 percent in rural areas and 39 percent in the urban areas. Although the majority of the population had some formal education, the percent of those who completed S4 and above are very small (3 percent). The proportion is lower for females than males (2 and 4 percent), and lower rural than urban (2 and 11 percent) respectively.

Table 2.4: Educational Attainment of the Population (%)

Category	Rural			Urban			Total		
	M	F	T	M	F	T	M	F	T
Total	100	100	100	100	100	100	100	100	100
No Education	9.1	21.2	15.4	2.6	8.3	5.7	8.1	19.1	13.9
P1 - P6	59.2	58.5	58.9	38.6	39.0	38.8	56.2	55.5	55.8
Primary 7	12.2	8.6	10.3	13.8	13.6	13.7	12.5	9.4	10.9
S1-S3	16.7	10.7	13.6	31.4	30.7	31.0	18.9	13.9	16.3
S4-S6	2.5	0.8	1.5	5.4	2.8	4.1	1.8	0.9	1.3
Above S6	0.3	0.2	0.3	8.2	5.6	6.7	2.5	1.2	1.8

2.5 Literacy Status

Literacy estimated to be 70 percent

In the survey respondents who have attended school beyond the primary level were assumed to be literate, and were not asked whether they are literate or not. Respondents who did not have an education level higher than Primary 7 were asked whether they could read and write in any language.

Table 2.5 shows that the literacy status for the population aged 10 years and above was 70 percent, with the female literacy rate being lower at 63 percent while the male literacy rate is higher at 77 percent. The table also shows that there are rural-urban differentials, with the literacy rates being significantly higher in the urban areas (87 percent) than in the rural areas (67 percent).

Table 2.5: Literacy Rates of the Population (%)

	Rural			Urban			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Uganda	74	60	67	90	84	86	77	63	70
Central	78	73	75	92	90	91	82	79	80
Eastern	70	52	61	85	75	80	72	54	63
Northern	71	40	54	82	63	72	72	42	56
Western	74	67	73	87	80	83	79	69	74

Wide regional differences exist in the literacy rate, with the central region having the highest rate (80 percent) while the northern region has the least (56 percent). Moreover, gender differences are consistent across the regions with the male population being more literate than the female population.

2.6 Vocational Training

Vocational education involves the acquiring of artisan skills like brick laying, vehicle repair, and tailoring, making arts and crafts. This is different from the formal education, which largely involves the passing on of academic skills. Table 2.6 shows only 10 percent of the population aged 10 years and above (which translates into an estimated 1.5 million people) as having had any vocational training and that the proportion of males is slightly higher than that of females (12 and 8 percent respectively).

Table 2.6: Population Aged 10 and Above that had Vocational Training (%)

	Male	Female	Total
Total	100	100	100
Vocational Training	11.7	8.0	9.8
No Vocational Training	88.3	92.0	90.2

For the population who trained in the vocational skills, Table 2.5 shows the distribution of the population by type of vocational skills. Slightly more than half of the female population trained in arts and crafts and another 13 percent

Only 10 percent of persons aged 10 + had Vocational Training

trained in teaching. Males prefer a wider variety including crafts, teaching, brick laying/construction and mechanics while more than half of the females trained in crafts.

Table 2.7: Vocational Training of the Household Members (%)

Type of Vocational Training	Male	Female	Total
Total	100	100	100
Crafts	15.5	52.4	31.0
Teaching	13.8	12.8	13.4
Brick Laying/construction	18.8	0.5	11.1
Mechanics	15.5	0.5	9.2
Agriculture, Forestry, Fisheries	4.0	0.7	2.6
Metal work	2.2	0.2	1.3
Hotel & Tourism	0.6	2.0	1.2
Electricity	1.7	-	1.0
Police	1.0	0.0	0.6
Others	26.9	30.8	28.5

2.6 Orphanhood

In Uganda, a child is defined as a person below eighteen years. An orphan is a child who has lost at least one of the parents.

Fourteen percent of the children below 18 years have lost a parent

Table 2.8 shows the proportion of children by sex, location and age by survival status of their parents. It can be noted that overall, about 14 percent of the children are orphans (have lost one or both parents). Out of all the children, 3.2 percent had lost both parents, while 2.2 percent had lost their mothers. 8.4 percent of the orphans reported having lost their fathers.

Table 2.8: Children Aged Less than 18 Years by Survival Status of their Parents (%)

Background characteristics	Both parents alive	Only mother alive	Only father alive	None Alive	Do not know/Missing	Total
	Percent					
Uganda	85.8	8.4	2.2	3.2	0.3	100
Male	86.0	8.2	2.3	3.3	0.2	100
Female	85.5	8.7	2.2	3.2	0.4	100
Rural	79.0	11.4	3.4	4.3	0.6	100
Urban	84.2	8.0	2.1	3.1	0.3	100
Central	83.7	8.8	2.9	4.1	0.5	100
Eastern	88.5	7.4	1.9	2.0	0.2	100
Northern	86.0	8.4	2.2	3.6	0.3	100
Western	84.8	10.0	2.2	3.3	0.3	100
0-4	95.0	3.3	0.7	0.8	0.2	100
5-9	87.8	7.7	2.1	2.1	0.3	100
10-14	78.0	12.4	3.4	5.8	0.4	100
15-17	72.4	15.3	4.3	7.1	0.9	100

CHAPTER THREE

USUALLY ACTIVE POPULATION

3.1 Introduction

The "usually active population" is defined as all persons aged 10 years and above whose main activity status during the last 12 months was either employed or unemployed. This is based on the number of months the individual was employed or unemployed during the long reference period. Those persons whose employment months were greater than or equal to 6 months, were classified as "usually active". Persons whose employment months were less than 6 months were classified as "not usually active". Active population consists of the usually and not usually active population.

Amongst the "usually active" persons, those who had employment months greater or equal to unemployed months were termed as "usually active, employed". If the unemployed months were greater than the employed months, then the person was classified as "usually active unemployed". A diagrammatic illustration known as the framework for the measurement of the usually active population is presented in Appendix I.

This chapter focuses on the proportion of population that is usually active, their economic activity status, occupational as well as industrial classifications of employment. Respondents' responses on occupation were recorded using the International Standard Classification of Occupation (ISCO), 1988. The industrial categories were recorded using the International Standard Industrial Classification (ISIC), Revision 3, while the analysis is based on the major ISIC divisions. Although the non active persons do not fall in the category of usually active persons, reasons for their not being usually active, are included in this chapter.

3.2 Main Activity Status

The main activity status refers to the status in employment of an economically active person with respect to his/her employment and his or her mode of operation. As previously observed, usually active population is composed of the population "usually active employed" and population "usually active unemployed". Table 3.1 shows the proportion usually active by residence and sex.

About nine in ten persons were usually active

Table 3.1: Main Activity Status of Persons Aged 10 Years and Above, by Region and Residence (%)

Main Activity Status	Rural			Urban			Total		
	M	F	T	M	F	T	M	F	T
Usually Active	85.7	88.6	87.2	95.1	95.2	95.2	87.0	89.4	88.2
Usually Active Employed	85.1	88.0	86.6	93.6	90.4	92.1	86.3	88.3	87.3
Usually Active Unemployed	0.6	0.6	0.6	1.5	4.8	3.1	0.7	1.1	0.9
Non Active Population	14.3	11.4	12.8	5.0	4.8	4.9	13.0	10.6	11.8
<i>Total</i>	100	100	100	100	100	100	100	100	100
<i>Numbers ('000)</i>	3,985	4,075	8,061	647	583	1,230	4,632	4,658	9,290

The results indicate that the majority of Uganda's population is usually active (88 percent) with females exhibiting slightly higher percentages than males. The findings further show that urban dwellers are more likely to be "usually active employed" than their rural counterparts. Generally, the proportion of usually active unemployed is very small across residence compared to the usually active employed.

About 60 percent of the population are own account workers

Usually active persons during the 12 months prior to the survey, were requested to provide information regarding their economic activity status and Table 3.2 summarises the findings.

Table 3.2: Economic Activity Status of Usually Active Employed Persons Aged 10 Years and Above, by Region (%)

Usual Economic Activity Status	Central*	East	North	West	Uganda		
					M	F	T
Self Employed							
Employers	0.2	0.4	0.0	0.1	0.4	0.2	0.3
Own Account Workers	57.3	62.4	54.5	59.0	67.2	51.9	59.2
Unpaid Family Workers	26.1	28.5	36.0	33.7	10.3	40.5	26.1
Paid Employees							
Govt. Permanent	2.2	2.3	2.3	2.3	4.0	1.6	2.8
Govt. Temp./casual	0.3	0.4	1.0	0.4	1.0	0.2	0.6
Private permanent	3.1	0.8	0.4	0.4	2.9	1.3	2.0
Private Temporary/Casual	10.6	5.3	5.7	4.1	14.3	4.3	9.1
Total	100	100	100	100	100	100	100
Numbers	2,191	2,470	1,726	2,333	4,412	4,845	9,257

Note *: Kampala is excluded from central but included in the total for Uganda

The results show that the largest share of the usually active population in Uganda aged 10 years and above are own account workers followed by unpaid family workers. Men constitute a relatively higher percentage than

The proportion of females as unpaid family workers is higher than that for men

women for own account workers while women recorded a relatively higher percentage than males for the unpaid family workers category. The results further show that for every 100 usually active persons aged 10 years and above, only about 3 of them are Government workers (including Permanent and Temporary/casual workers). Regional comparison depict the Northern Region as having the smallest percentage of own account workers with percentages for other regions being very close to each other. On the other hand, the regions have equal proportions for the category of Government permanent employees.

3.3 Industry

Industry refers to the main type of activity or branch of economic activity carried out by the establishment, the enterprise or other similar unit where a person is working.

Table 3.3: Usually Active Employed Persons Aged 10 Years and Above, by Industry, Residence and Sex (%)

Industry	Rural			Urban			Total		
	M	F	T	M	F	T	M	F	T
Agriculture Hunting and Forestry	66.6	85.8	76.8	11.1	20.5	15.7	58.4	77.4	68.3
Fishing	1.9	0.1	0.9	0.7	0.0	0.4	1.7	0.1	0.8
Mining and quarrying	0.3	0.1	0.2	0.6	0.4	0.5	0.4	0.1	0.3
Manufacturing	6.4	3.1	4.7	13.8	12.8	13.3	7.5	4.3	5.9
Electricity Gas and Water Supply	0.1	0.0	0.0	0.3	0.3	0.3	0.1	0.0	0.1
Construction	2.0	1.0	1.0	6.6	0.1	3.4	2.7	0.0	1.3
Sales & Repair Services	11.2	8.1	8.1	30.2	31.6	30.9	14.0	8.7	11.2
Hotels and Restaurants	1.1	1.7	1.7	1.6	11.7	6.5	1.1	3.4	2.3
Transport, Storage and Communications	2.6	1.2	1.2	11.6	0.5	6.2	3.9	0.1	1.9
Financial Intermediation	0.0	0.0	0.0	0.2	0.2	0.2	0.0	0.1	0.1
Real Estate, Renting and business activities	0.4	0.2	0.2	2.1	1.0	1.6	0.6	0.2	0.4
Public administration and defence	1.0	0.5	0.5	5.7	1.1	3.5	1.7	0.2	0.9
Education	3.7	2.5	2.5	3.5	5.1	4.3	3.6	2.0	2.8
Health and social work	0.7	0.7	0.7	1.6	2.4	2.0	0.8	0.8	0.8
Other community services	1.6	1.1	1.0	7.8	4.6	6.3	2.5	1.2	1.8
Private Households with employed Persons	0.4	0.4	0.4	2.2	7.0	4.5	0.6	1.2	0.9
Total	100	100	100	100	100	100	100	100	100
Numbers ('000)	3,757	4,223	7,980	6,55	621	1,276	4,412	4,845	9,257

The agricultural sector employs 68 percent of persons aged 10 years and above

Results in Table 3.3 reveal that agriculture is the mainstay of Uganda's economy with 68 percent of persons aged 10 years and over, being employed in this sector. About three quarters of the rural dwellers and 16 percent of the urban dwellers, aged 10 years and above, are engaged in agricultural activities. However, agriculture is of less importance in urban areas. The women dominate over men in agricultural activities in both rural and urban areas. In urban areas, Hotels and Restaurants, as well as Private Households with employed persons, account for larger proportions of females than males. Urban areas have nearly one third of the employed persons in sales and service industry and 13 percent in manufacturing industry.

3.4 Occupation

Occupation refers to the kind of work done during the reference period by the person employed, irrespective of the industry or the status in employment of the person. Such information usually provides a description of a person's job. Respondents were asked to describe the nature of the main type of work they usually engage in, in the 12 months that preceded the interview.

Table 3.4: Main Occupation of Usually Active Employed Persons Aged 10 Years and Above, by Residence and Sex, (%)

Main Occupation	Rural			Urban			Total		
	M	F	T	M	F	T	M	F	T
Managers and Administrators	0.1	0.0	0.1	1.2	0.4	0.8	0.3	0.1	0.2
Professionals	1.7	0.6	1.0	4.5	2.8	3.7	2.1	0.9	2.5
Associate professionals	3.3	1.4	2.3	6.9	6.1	6.5	3.9	2.0	2.9
Clerks	0.2	0.2	0.2	1.6	2.3	1.9	0.4	0.5	0.4
Service Workers and Market sales workers	12.4	8.4	10.3	30.0	48.5	39.0	15.0	13.6	14.2
Market Oriented Agriculture Production	3.1	1.7	2.4	1.7	0.8	1.3	2.9	1.6	2.2
Subsistence Agricultural and Fishery Workers	60.7	82.8	72.4	8.0	19.1	13.4	52.9	74.6	64.2
Craft and Related workers	5.8	2.1	3.9	15.4	7.3	11.4	7.2	2.8	4.9
Plant Machine Operators and Assemblers	1.1	0.0	0.5	3.6	0.3	2.0	1.5	0.1	0.7
Elementary Occupations	11.7	2.5	6.8	27.1	12.5	19.9	13.9	3.8	8.6
Total	100	100	100	100	100	100	100	100	100
Numbers ('000)	3,757	4,223	7,980	655	621	1,276	4,412	4,845	9,257

67 percent of the household population are agricultural workers

Table 3.4 indicates that the majority of household population in Uganda are agricultural workers (66 percent), (i.e. market oriented agricultural production and subsistence agricultural and fishery workers) followed by service workers (14 percent). This is close to the 68 percent obtained in the 1997 Pilot Labourforce Survey. This reveals that there has been no significant change in the proportion of persons engaged in agricultural activities since 1997. The pattern in the rural areas is quite different from the urban setting, whereby service workers are the dominant group (39 percent) followed by elementary occupations. It is evident that a relatively higher proportion of the rural women (85 percent) were engaged in agricultural activities than that of men (64 percent). Wider gender differentials are observed for those employed in elementary occupations with men dominating in this category.

3.5 Reasons for not Being Economically Active (not Usually Active Population)

A person is classified as not usually active when his/her main activity status was neither employed nor unemployed. This category of population normally includes students, those who declared that they were too young or too old to work, persons with disabilities, e.t.c. The results are presented in Table 3.5

Attending school was the prominent reason for not being usually active

Attending school featured as the prominent reason for not being usually active among persons aged 10 years and over (83 percent) followed by engagement in domestic duties (8 percent). The same pattern is true for both rural and urban areas. However the proportion of women engaged in domestic duties (29 percent) is significantly higher than that for men (3 percent).

Table 3.5: Reasons for Not Being Usually Economically Active, by Residence and Sex, for Persons Aged 10 Years and Above, (%)


Reason	Rural			Urban			Total		
	M	F	T	M	F	T	M	F	T
Too young or old	3.5	4.4	3.4	1.6	3.4	2.6	3.2	4.2	3.7
Disabled & not able to work	3.4	2.7	3.0	2.9	2.1	2.5	3.4	2.6	3.0
Student	88.6	81.1	84.8	87.0	61.8	72.4	88.4	77.7	82.8
Domestic Duties	1.8	9.3	5.6	3.3	28.5	17.9	2.0	12.8	7.5
Others	1.7	2.5	2.6	5.3	4.3	4.7	3.1	2.8	2.9
Total	100	100	100	100	100	100	100	100	100
Numbers ('000)	2,260	2,722	5,372	429	589	1018	3,079	3,310	6,390

3.6 Summary of Findings

The findings in this chapter reveal that nearly 90 percent of the persons aged 10 years and above were usually active during the 12 months prior to the survey. About 60 percent of these were own account workers followed by unpaid family workers (26 percent). The agricultural sector is still dominant accounting for 68 percent of the persons engaged in this sector, and the majority of these are in subsistence agriculture.

It is noted that most of the urban dwellers are employed in the sales and service sector. Occupational categories of household members show that 2 in every 3 persons were engaged in agriculture. The proportion for those involved in Market Oriented Agriculture Production was only 2 percent.

Reasons for not being usually active during the last 12 months revealed that attending school featured as the prominent reason followed by attending to domestic duties. A higher proportion of women than men was recorded for those who were engaged in domestic duties.



CHAPTER FOUR

CURRENTLY ACTIVE POPULATION

4.1 Introduction

The classification of persons as currently active uses a short reference period (7 days prior to the survey period). This differs from the usually active population which categorises such persons based on a long reference period (12 months prior to the survey) as seen in the previous chapter.

Persons during the survey were asked whether they had engaged in a family enterprise or any kind of work for pay, for profit, 7 days prior to the survey period. Those who declared so were requested to provide the hours of work spent on the main and secondary activities. A one-hour criterion was used to describe employment. A person was employed if (s)he had worked a minimum of one hourⁱⁱⁱ 7 days prior to the survey period. The derivation of the currently employed persons is based on the labourforce framework which categorises the population aged 10 years and above into those currently active and inactive. The currently active (who are referred to as the labourforce), includes those who were employed and the unemployed. The employed population constitutes those who are fully employed and the underemployed. Underemployment is discussed in detail in chapter 6 of this report.

The employed persons are classified into those who were at work and those who were not at work (but had a job) during the last 7 days. These details are outlined in Appendix II.

This chapter discusses the current employment status, industry, main and secondary occupation, reasons for not working during the last seven days, and economic activity rate by selected background characteristics.

4.2 Currently Employed Persons

This section of this chapter discusses the employed persons by employment status, industry and occupation.

ⁱⁱⁱ This is referred to as the one-hour criterion was used to describe employment.

4.2.1 Current Employment Status

All those persons who participated in economic activities during the last seven days prior to the survey were asked to state whether they were employed or self employed. The findings are shown by place of residence and sex in table 4.1.

Table 4.1: Employment Status of Currently Employed Persons
Aged 10 Years and Above, by Residence and Sex, (%)

Employment Status	Rural			Urban			Total		
	M	F	T	M	F	T	M	F	T
Self Employed	84.0	95.3	89.6	54.3	68.7	61.0	79.9	91.9	85.9
Employers	0.4	0.1	0.2	0.4	0.5	0.4	0.4	0.1	0.3
Own account Workers	61.6	47.6	54.5	47.1	54.8	50.7	59.6	48.5	54.0
Unpaid Family Workers	22.0	47.6	34.9	6.8	13.4	9.9	19.9	43.3	31.6
Paid Employees	16.0	5.0	9.7	45.9	31.3	39.0	20.3	8.2	4.3
Government permanent	2.9	1.1	1.2	7.0	3.9	5.5	3.4	1.5	2.5
Govt. Temporary/casual	0.7	0.2	0.5	0.8	0.7	0.7	0.8	0.2	0.5
Government Casual	0.0	0.1	0.1	0.2	0.0	0.1	0.1	0.1	0.1
Private permanent	1.6	0.5	1.0	9.2	7.1	8.2	2.7	1.3	2.0
Private Temporary/Casual	10.8	3.1	6.9	28.7	19.6	24.5	13.3	5.1	9.2
Total	100	100	100	100	100	100	100	100	100
Numbers ('000)	3,972	4,060	8,033	646	582	1,228	4,618	4,642	9,260

The distribution of currently active employed persons is similar to what was earlier observed for usually active persons. The results in Table 4.1 shows that 54 percent of currently the employed are own account workers followed by unpaid family workers (32 percent). Differentials by residence reveal that the proportion of women who are own account workers is higher in the urban areas than in the rural areas. Overall, men dominate as own account workers. The findings further show that like the usually active population Government employees (permanent, temporary and casual) account for only 3 percent of the persons aged 10 years and above.

A higher proportion of women who are own account workers in the urban areas than in the rural areas

4.2.2 Industry

The agricultural sector employs 75 percent of the women and 60 percent of the men

Classification of employed persons by industry gives an insight into which sectors of the economy are likely to employ more persons. Table 4.2 shows that the majority of currently employed persons are in the agricultural sector (68 percent), emphasizing that the agricultural sector dominates the country's economy. This is similar to what was observed under usual activity status in the previous chapter. The results show that 75 percent of the women and 60 percent of the men are employed in the agricultural sector. Sale and repair of household /personal goods was the second major industry in the country.

Classification by rural-urban shows that, sale and repair of household goods was the dominant sector in the urban setting, followed by the agriculture sector. In the rural areas the order was the reverse.

Table 4.2: Currently Active Employed Persons Aged 10 Years and Above, by Industry, Residence and Sex, (%)

Industry	Rural			Urban			Total		
	M	F	T	M	F	T	M	F	T
Agriculture Hunting and Forestry	68.0	83.5	75.8	11.7	18.9	15.1	60.1	75.4	67.8
Fishing	1.8	0.1	0.9	0.8	0.0	0.4	1.7	0.1	0.9
Mining and quarrying	0.4	0.2	0.3	0.5	0.3	0.4	0.4	0.2	0.3
Manufacturing	6.3	3.9	5.1	13.5	12.6	13.1	7.3	4.9	6.1
Electricity Gas and Water	0.1	0.0	0.0	0.3	0.3	0.3	0.1	0.0	0.1
Construction	1.9	0.0	1.0	6.3	0.1	3.3	2.5	0.0	1.3
Sale, Maintenance, Repair of M/Vehicles & Personal H/hold goods	11.1	6.3	8.7	30.2	31.2	30.6	13.8	9.4	11.6
Hotels and Restaurants	1.4	2.6	2.0	1.7	12.2	6.7	1.4	3.8	2.6
Transport, Storage and Communications	2.5	0.1	1.3	11.8	0.4	6.4	3.8	0.1	1.9
Financial Intermediation	0.0	0.0	0.0	0.2	0.1	0.2	0.0	0.0	0.0
Real Estate, Renting and business activities	0.3	0.1	0.2	2.2	1.0	1.6	0.5	0.2	0.4
Public administration and defence	0.8	0.1	0.4	5.3	1.1	3.3	1.4	0.2	0.8
Education	3.3	1.4	2.3	3.6	4.7	4.1	3.3	1.8	2.6
Health and social work	0.6	0.6	0.6	1.6	2.3	1.9	0.7	0.8	0.8
Other community, social & Personal Service Activities	1.2	0.7	0.9	7.7	4.4	6.1	2.1	1.2	1.6
Private Households with employed Persons	0.0	0.5	0.4	2.4	9.8	5.9	0.6	1.7	1.2
Total	100	100	100	100	100	100	100	100	100
Numbers ('000)	3,972	4,060	8,033	646	582	1,228	4,618	4,642	9,260

4.2.3 Occupation

Given the likelihood of participating in various economic activities, respondents who were currently economically active were required to provide their main occupation and secondary occupation (if any). Persons with more than one, two or more jobs were requested to rank the two major occupations. The respondent determined the main occupation as that type of work where (s)he spent more hours, irrespective of the earnings from that type of job. Similarly, the secondary occupation was determined as that job which ranked second in terms of hours spent on that job.

4.2.3.1 Main Occupation

Table 4.4 shows the main occupation of persons aged 10 years and above by Residence. Similar to what was observed for usual active employed persons, the that majority of Uganda's population is currently employed in Agriculture (66 percent), with females showing higher likelihood of engaging in Agriculture. Regional variations show that the Northern and Eastern Regions had the highest proportion of agricultural workers.

The Northern and Eastern Regions had three quarters of the currently employed persons in agriculture

Table 4.3: Main Occupation of Employed Persons Aged 10 Years and Above, During the Last 7 days, (%)

Main Occupation	Cent. *	East.	North.	West	Total		
					M	F	T
Managers and Administrators	0.1	0.1	0.1	0.1	0.2	0.1	0.1
Professionals	1.1	0.8	0.6	2.5	1.8	0.9	1.4
Associate professionals	3.4	2.1	2.2	2.4	3.6	2.0	2.8
Clerks	0.5	0.3	0.3	0.3	0.4	0.5	0.4
Service Workers and Market sales workers	15.6	11.6	9.8	14.7	14.8	14.4	14.6
Agricultural and fishery Workers	62.4	74.1	74.7	67.1	57.9	74.2	66.1
Craft and Related workers	5.7	3.0	6.4	3.9	6.9	3.1	5.0
Plant Machine Operators and Assemblers	0.9	0.5	0.4	0.8	1.3	0.1	0.7
Elementary Occupations	10.3	7.5	5.6	8.2	13.0	4.8	8.9
TOTAL	100	100	100	100	100	100	100
Numbers ('000)	2,203	2,429	1,658	2,401	4,618	4,642	9,260

* Central Region excludes Kampala, but it is included in the total.

The results further show that 15 percent of persons outside agricultural activities are engaged in sales and services followed by elementary

occupations (9 percent). Generally, the results reveal that there are minimal variations in occupation patterns across regions.

4.2.3.2 Secondary Occupation

Table 4.4 shows an analysis of economically active persons who reported that they had engaged in a secondary occupation during the last 7 days. The results reveal that, overall 24 percent of the population aged 10 years and above had engaged in secondary activities. Persons employed as service workers were more likely to engage in secondary activities while persons in craft and related workers had the least proportion of being engaged in secondary activities.

24 percent of the persons aged 10 years + were engaged in secondary employment

Table 4.4: Main and Secondary Occupation of Employed Persons Aged 10 Years and Above, During the Last 7 days, (%)

Main Occupation	Number engaged in Main Activity ('000)	Number Engaged in Secondary Activity ('000)	Percentage engaged in Secondary Activity
Managers and Administrators	12,500	4,500	36.2
Professionals	126,600	5,600	4.5
Associate professionals	257,100	33,700	13.1
Clerks	40,100	1,800	4.6
Service Workers and Market sales workers	1,353,000	628,600	46.5
Agricultural and fishery Workers	6,118,500	997,600	16.3
Craft and Related workers	463,100	268,000	0.1
Plant Machine Operators and Assemblers	65,100	4,000	6.4
Elementary Occupations	822,900	277,000	33.8
Not reported	745	2,000	-
Uganda ('000)	9,260	2,224	24.0

4.3 Reasons for Not Currently Working

During the last 7 days, persons who did not participate in any economic activity were asked whether they had job attachments or not. Those who had a job or an enterprise were requested to provide reasons for not working. The results are presented in Table 4.5.

Table 4.5: Reasons for not Working for Persons aged 10 Years and Above , During the Last 7 days, by Residence and Sex

Reason	Rural			Urban			Total		
	M	F	T	M	F	T	M	F	T
Illness	31.7	31.9	31.8	20.8	23.3	22.5	30.6	30.9	30.8
Injury	3.8	0.9	2.0	1.2	0.4	0.7	3.6	0.8	1.8
Pregnancy	-	5.5	3.5	-	4.9	3.2	-	5.5	3.5
Attending to the sick	7.4	14.1	11.7	3.0	19.0	13.6	7.0	14.7	11.9
Leave or holiday	5.4	3.6	4.3	21.6	10.8	14.4	7.1	4.5	5.4
Off Season	25.0	21.7	22.9	17.9	12.4	14.2	24.3	20.6	21.9
Shortage of raw materials	2.0	2.3	2.2	6.1	6.3	6.3	2.4	2.8	2.7
Temporary lay off or closure	2.0	0.2	0.9	8.5	10.0	9.5	2.6	1.4	1.8
Others	22.7	19.8	20.8	20.9	12.9	15.6	22.5	19.0	20.2
Total	100	100	100	100	100	100	100	100	100
Numbers ('000)	335	581	916	39	76	115	374	657	1,031

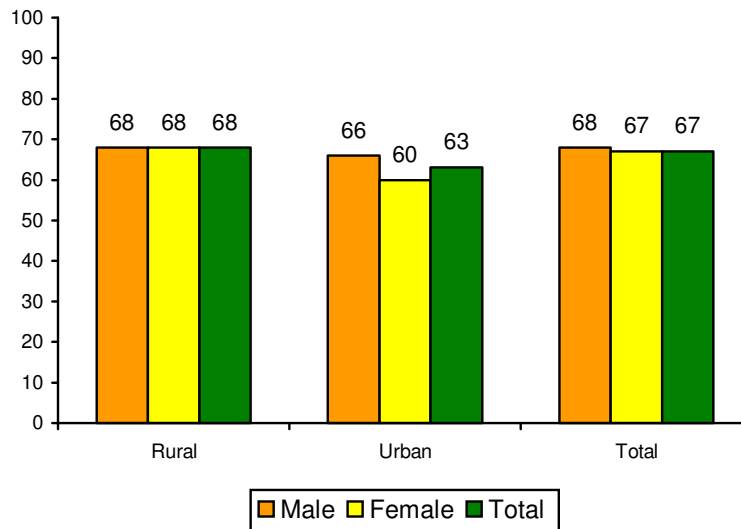
The proportion of females attending to the sick was twice as much as that for males

Table 4.5 reveals that illness (31 percent) was the most dominant reason for non-participation in the labourforce, in the last 7 days, followed by being an off season (22 percent). The proportion of females attending to the sick was twice as much as that for males. About 6 percent of the women reported that they were pregnant and thereby not able to work, during the 7 days prior to the survey.

4.4 Labourforce Participation Rate

The labourforce participation rate is a measure of participation of the economically active population. Basically, it is a computation of all those persons who are recorded as employed and unemployed above a certain age, divided by the total population in the same age range. In simple terms, it is the proportion of all unemployed persons and employed persons above 10 years of age, to the total population above 10 years of age. The result is then multiplied by 100. The labourforce participation rate is usually referred to as the economic activity rate. These terms are used interchangeably throughout this report.

Figure 4.1: Labourforce Participation Rates, by Residence



The current labourforce participation rate is 67 percent

Figure 4.1 shows the labourforce participation rate by residence and sex. Overall, the current labourforce participation rate is 67 percent with the proportion of males almost similar to that of females. The figure further shows that there are no variations by sex among the rural dwellers.

4.6.1 Age Specific Economic Activity Rate

Participation in the labourforce is highest in the age group 40-44

Age is an important factor since it provides information as to when one is likely to join the labourforce or when is expected to leave it. Table 4.6 show the labourforce participation rates for 5 year age groups. The data shows low levels of participation among those aged 5-9 was 4 percent). Thereafter, a sharp increase is noted for the age group 10-14. The sharp increase denotes a higher rate of joining the labourforce after 9 years of age. The participation levels reach a peak in the age group 20-44 and thereafter begin to steadily decline.

Table 4.6: Age specific Labourforce Participation Rate, (%)

Age Group	Male	Female	Total
5-9	4.7	2.8	3.7
10-14	21.2	17.7	19.4
15-19	47.1	52.3	49.7
20-24	83.6	85.6	84.7
25-29	97.4	90.6	93.6
30-34	98.4	94.5	96.4
35-39	98.2	94.3	96.2
40-44	97.1	97.1	97.1
45-49	97.1	93.5	95.2
50-54	94.6	92.2	93.3
55-59	93.9	87.1	90.4
60-64	91.4	80.3	86.7
65+	72.9	53.7	63.9
Total	67.9	66.7	67.3

The data further shows that there are small differences in the participation rates between men and women. However bigger differences are realised after the age group 50-59, where males have higher rates than females.

4.6.2 Economic Activity Rate by Selected Background Characteristics

Persons with no education have higher participation levels than those with primary education

An analysis of economic activity rate by different background characteristics such as education, literacy, residence, region, household income and marital status, is provided in table 4.7.

From table 4.7 it is seen that there is a negative relationship between labourforce participation levels and education levels of respondents. Persons aged 10 years and above with no education have higher participation levels than those with primary education. It is noted that participation levels increase after primary level. Similarly, the illiterate have higher participation levels than the literate, although the reverse is observed for men.

Persons with vocational training have higher participation rates than those without

Training helps individuals to develop and upgrade their skills and improve their productivity at work. Differentials of economically active persons by vocational training show that those who have never attained any vocational training have lower participation levels (65 percent) than those with vocational training. Sex differentials show that men with vocational training are more likely to participate in the labourforce than females.

Rural women are more economically active than their urban counterparts

Rural urban variations show that, the rural dwellers are more likely to participate in the labourforce than the urban dwellers. The probable reasons could be that the majority of the rural dwellers are employed in subsistence agriculture which is the dominant occupation both at national level and in the rural areas. The figures show that rural women have a higher participation rate than their urban counterparts.

At the regional level, the rates vary marginally with the Northern region showing the highest participation rate, while the Western region displayed the least participation rate.

The results in Table 4.7 further show that the economic activity rate is inversely related to household income. Household members in the richest quintile are less likely to participate in the labourforce, than those members belonging to the poorer households.

Women belonging to the poorest quintile are more economically active than men

There are minimal sex differential variations in economic activity participation rate by household income quintiles. Men generally have slightly higher participation rates than women except in the poorest quintile.

Various studies have shown that getting married affects economic activity participation especially for females. The results show that the unmarried are less likely to participate in the labourforce than the currently married. This is true for both males and female respondents aged 10 years and above. One of the reasons could be that the never married category constitute of persons who are young, attending school and unmarried and have not yet joined the labourforce.

Table 4.7: Economic Activity Rate for Persons Aged 10 Years and Above by Selected Background Characteristics, (%)

Background Characteristic		Economic Activity Rates		
		Male	Female	Total
Educational Attainment	None	85.7	85.3	85.4
	Primary	62.0	60.4	61.2
	Secondary +	79.0	70.5	75.4
Literacy status	Literate	69.3	62.4	66.0
	Illiterate	63.5	74.1	70.2
Vocational Training	None	64.3	64.7	64.5
	Attained Vocational Training	95.0	89.7	92.7
Place of Residence	Rural	68.3	68.0	68.1
	Urban	65.9	60.0	62.8
Region	Central	68.9	63.4	66.0
	Eastern	66.7	69.4	68.1
	Northern	70.1	72.4	71.3
	Western	66.7	64.1	65.3
Income Quintile	Poorest Quintile	74.8	79.2	77.1
	Second Quintile	75.2	72.6	73.6
	Middle Quintile	68.4	68.3	68.4
	Fourth Quintile	65.8	62.0	63.8
	Richest Quintile	59.6	56.9	58.2
Marital status	Never married	41.1	33.2	37.4
	Currently married	96.9	91.3	94.0
	Ever married	83.3	85.1	84.7
	Total	67.9	66.7	67.3

4.7 Monthly Earnings for Paid Employees

Respondents who reported that they were in paid employment (either government or private) during the seven days that preceded the survey were asked whether they earned a wage or salary. Information was solicited only on earnings for the main occupation. Table 4.8 shows the results from these findings.

**Table 4.8: Monthly Earnings of Currently Employed Persons
Aged 10 Years and Above, During the Last 7 days, by
Residence (%)**

Monthly Earnings	Rural			Urban			Total		
	M	F	T	M	F	T	M	F	T
Less than 20,000	21.2	29.3	23.1	8.3	26.9	15.4	16.9	28.1	20.2
20,001 – 40,000	20.1	28.4	22.1	11.2	24.4	16.2	17.2	26.4	19.9
40,001 – 60,000	15.3	8.1	13.6	13.1	8.0	11.2	14.6	8.1	12.7
60,001 – 100,000	18.8	16.5	18.3	23.1	16.5	20.6	20.2	16.5	19.1
100,001 – 200,000	16.5	12.2	15.5	26.6	10.7	20.5	19.9	11.4	17.4
200,001+	8.1	5.5	7.5	17.6	13.5	16.1	11.2	9.5	10.7
Total	100	100	100	100	100	100	100	100	100

One in every five employed persons earns only shillings 20,000 per month from his/her main occupation

It seems from Table 4.9 that in Uganda, one in every five employed persons earns at most shillings 20,000 per month^{iv}, for the main occupation. This proportion is higher for rural areas than the urban areas. Those who earn more than shs. 100,000 constitute 37 percent in urban areas and 23 percent in rural areas. The results further show that those who earn more than shillings 200,000 are only 11 percent of the employed population. Only one third of the urban dwellers earn less than 40,000 shillings as compared to 45 percent for their rural counterparts.

Overall, for those persons whose monthly earnings for the main occupation are above shillings 60,000 the findings show that the proportion for men is 51 percent while only 37 percent of the females are in this category

4.8 Summary of Findings

Similar to what was observed in the previous chapter, a higher proportion of persons aged 10 years and above were own account workers accounting for 54 percent, during the last 7 days. The agricultural sector employs two in every three persons. The northern and Eastern Regions recorded the highest proportion of persons employed in agriculture.

Nearly 25 percent of the employed population was engaged in secondary activities and the service workers were more likely to engage in secondary activities than any other occupational category. Among those who did not participate in economic activities during the last 7 days, being ill was reported as the dominant reason.

^{iv} Currently 1 dollar US is equivalent to 2,000 shillings.

The current labourforce participation rate is 67 percent. Participation rates were higher for persons without education than for those with primary education. The findings further show that rural women had higher participation rates than their urban counterparts.

Concerning monthly earnings, 20 percent reported earning at most shillings 20,000 from their main occupation. Overall, among those earning more than shillings 60,000, the proportion is higher for men (51 percent) than for women (37 percent).

CHAPTER FIVE

CURRENT UNEMPLOYMENT

5.0 Introduction

The absence of statistical data on economic activities of the population as regards the magnitude and nature of unemployment makes it extremely difficult for the government and other stakeholders to formulate appropriate programmes and allocate the necessary resources for improving the situation and eventually solving various problems relating to the unemployed. The results for 2002-2003 UNHS provide the unemployment situation in Uganda for the first time in many years. It explores the sex, education, region, location and age composition of unemployed persons aged 10 and above. In addition the survey collected information about working experience, methods used in searching for work, type of work sought and sources of assistance.

The unemployed persons are defined as those persons within the economically active population who:

- a) Were without work during the last 7 days prior to the interview
- b) Were willing to work and were available to start work within a week of the interview
- c) Did not necessarily take any steps to look for work or start some form of self-employment in the 4 weeks prior to the interview.

The respondents were asked whether they were engaged in any family enterprise or in any kind of work for pay or for profit 7 days prior to the time of the survey. A person was classified as currently working if he/she worked at least for one hour for the last 7 days prior to the interview. If not, they were further asked whether they had a job, an enterprise, without work but were available and looking for work. Those respondents who reported that they were without work but were available for work are the ones hereby considered as the unemployed persons.

5.1 The Unemployment Situation In Uganda

Basing on the figures for the current activity status discussed in the previous chapter, Table 5.1 show the number and percentage of persons aged 10 years and over who are unemployed are shown in the Table 5.1 below

Table 5.1: The Numbers and Rates of Unemployed Persons Aged 10 and Above by Sex and Residence

Residence	Number of Unemployed (000s)			Unemployment rate (%)		
	Male	Female	Total	Male	Female	Total
Urban	56	130	186	7.5	16.3	12.0
Rural	72	88	160	1.6	1.8	1.7
Total	128	218	346	2.5	3.9	3.2

Unemployment rate is higher among women and also higher in rural areas than urban areas

Table 5.1 shows that Uganda has 346,000 unemployed people, with females nearly doubling males. As expected, unemployment is higher in urban areas with 12 percent compared to about 2 percent in the rural areas. The gender differential is also more evident in the urban areas where the unemployment rate for females is about 16 percent while the corresponding rate for males is about 8 percent. This means in urban areas that females are less likely to get jobs than their male counterparts.

Highest unemployment rates are among 20-29 age groups

Table 5.2 shows the highest unemployment rates are observed in the younger age groups with a peak in the 20-29 age brackets. These age groups mostly constitute the youth and children. Female unemployment is higher than that of male unemployment for all ages less than 50 years.

Table 5.2: Unemployment Rate for All Persons Aged 10 and Above by Location and Age

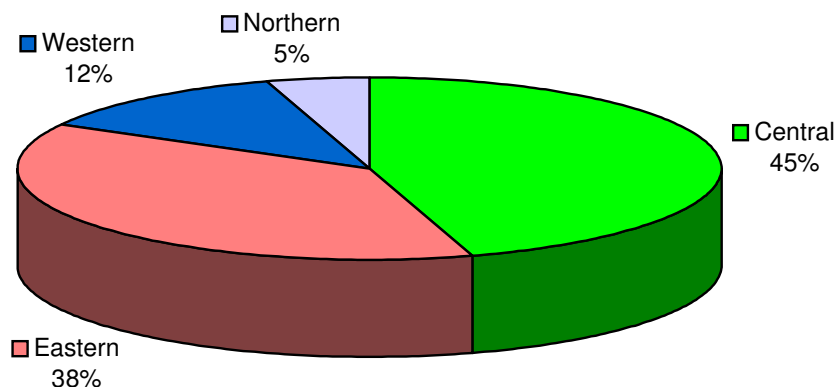
Age group	Sex		
	Male	Female	Total
10-19	2.6	5.9	4.3
20-29	4.7	6.0	5.5
30-39	1.2	2.0	1.6
40-49	0.9	1.1	1.0
50+	1.3	0.7	1.0
Total	2.5	3.9	3.2

5.1.2 Unemployment by Region

More than half of the unemployed persons are in central region

Figure 1 shows that more than half of the unemployed are in central region (59 percent), followed by eastern region (19 percent), western region with 16 percent and Northern with the lowest (6 percent).

Figure 5.1: Regional Distribution by Sex (percent)



Unemployment rate for Kampala is about 17 percent

Table 5.3 shows the unemployment rate in the four regions of Uganda with Kampala separated from Central region. There are notable regional variations in the unemployment rate between central region and other regions. Eastern and Western regions have unemployment rate of about 2 percent, Northern 1percent but central has about 4 percent. Unemployment rate is notably high for Kampala District. In Kampala District and Central region unemployment is higher among females, while in other region there are no major difference.

Table 5.3: Unemployment Rate by Sex and Region

Region	Sex		Total
	Male	Female	
Kampala	10.0	22.5	16.5
Central*	2.5	5.2	3.9
Eastern	2.1	2.4	2.3
Northern	0.9	1.1	1.0
Western	2.2	1.9	2.1
Total	2.5	3.9	3.2

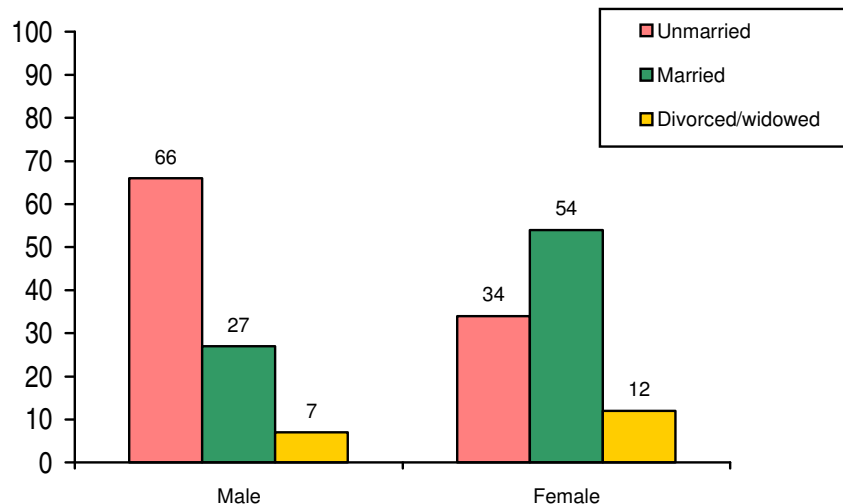
*Excludes Kampala District

5.1.3 Unemployment by Marital Status

Marital status and unemployment rate are not strongly related

Figure 2 below shows the distribution of the unemployed persons by marital status. Two thirds of the unemployed males were unmarried, while more half of the unemployed females are married.

Figure 5.2: Percentage of the Unemployed Persons by Marital Status and Sex (Percent)



5.1.4 Unemployment by Educational Attainment

Highest unemployment rates found amongst those with secondary education and above.

Table 5.4 indicates that there is an inverse relationship between education and unemployment. The lowest unemployment rate is found among those with no schooling (about 2 percent), followed by those whose educational level is below secondary. The highest unemployment rate is among those with secondary education and above.

Unemployment rate for women is higher than that of males for nearly all-educational categories except for those with no schooling.

Table 5.4: Unemployment by Sex, Educational Attainment for Persons Aged 10 Years and Above

Educational Attainment	Sex		Total
	Male	Female	
No schooling	2.5	1.5	1.8
Primary	1.6	3.1	2.3
Secondary	4.5	11.2	7.2
Above Secondary	3.6	7.4	5.0
Total	2.5	3.9	3.2

5.1.5 Unemployment Among the Youths

Urban unemployment rates for the youth is about 6 times the rural rates

According to the National Youth Statute, a youth is a person aged 18 to 30 years. Although the overall unemployment rate is low at 3.2 percent, unemployment rate among the youth is high at 5.3 percent. Female Youths have a higher unemployment rate of 22 percent compared to males, which stands at 10 percent. There is no observed sex in differential in unemployment rates in rural areas.

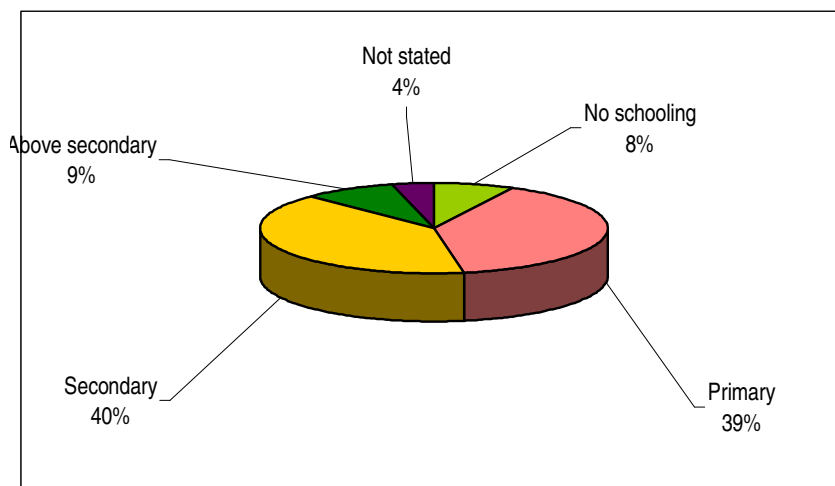
Table 5.5: Youth Unemployment Rate by Sex and Residence (%)

Residence	Male	Female	Total
	Rural	2.8	2.8
Urban	10.4	21.8	16.6
Total	4.2	6.2	5.3

5.1.6 Unemployed Youth by Educational Attainment

Figure 3 shows the distribution of unemployed youth by education level. The result show that most of the unemployed youth had either completed primary education or secondary education. Only 8 percent of them had no education.

Figure 5.3: Distribution of Unemployed Youth by Educational Attainment



5.2 Method of Looking for Work

During the survey, those who were unemployed were asked whether they had looked for work in the last 4 weeks. About 224,000 (65 percent) persons reported that they were looking for work in the last 4 weeks.

Those who were actively looking for work were asked which method they had used in search of work. The results are presented in Table 5.6. The majority (62 percent) used personal contacts or relatives, while 25 percent said they had visited employment sites. About 8 percent reported starting their own business.

Major source of employment information was through personal contacts and relatives.

37 percent of the unemployed persons targeted the private sector for a job

The survey also asked questions on what kind of work unemployed persons were looking for. Table 5.6 indicates that 43 percent of the unemployed were willing to work given any job, while 37 percent were targeting the private sector for employment. Only 4 percent were targeting the public sector for employment.

Table 5.6: Percentage of Persons Aged 10 and Above by Sex, Kind of Work Sought and Method of Looking for Work

Method of looking for work	Male		Female		Total
Personal Contacts	43		29		34
Contacted relatives	16		36		28
Employment sites	29		22		25
Set up own Enterprise	3		11		8
Answered adverts	9		2		5
Sub-total	100		100		100
Kind of work sought					
Any available Work	51		39		43
Private paid Employment	35		39		37
Self Employed	6		21		15
Government paid Employment	6		2		4
Others	2		0		1
Subtotal	100		100		100

5.3: Employment History of the Currently Unemployed

Fifty four percent of the unemployed had worked before

The unemployed persons were asked about their employment history. For those that had a job before, they were asked about the reasons for leaving their previous job. Slightly over 54 percent of the currently unemployed had ever worked before as shown in Table 5.7. There were more females than males who had never worked before. Among the males only 37 percent never worked before, while for females the distribution is almost the same.

Table 5.7: Distribution of the Currently Unemployed Population Aged 10 Years and Above by Sex, Previous Work Experience, Location

Employment History	Number 'in 000'			Percentage		
	Male	Female	Total	Male	Female	Total
Total	128	218	346	100	100	100
Work Before	81	106	187	63	49	54
Never worked	47	112	159	37	51	46

Note: not stated cases are excluded

Most women left their jobs because of low pay and disagreement with employers.

Table 5.8 shows the reasons why the unemployed who had worked before left their previous jobs. The highest percentage among men (35 percent) had completed their contracts. Other major reasons given were disagreement with employers and closure of enterprises.

Table 5.8: Distribution of the Unemployed Population Aged 10 Years and Above by Sex and by Reasons for Leaving Previous Work

Reasons	Sex		Total
	Male	Female	
Completion of Contract	35	3	16
Disagreement with the Employer	11	14	13
Closure of Enterprise	10	13	12
Due to low payment	8	14	11
Retrenched	10	6	8
Incompatible with Marriage	1	12	7
Made redundant	7	4	5
Illness/Injury	4	6	5
Family Responsibility	3	5	4
Studies	4	1	2
Others	10	21	16
	100	100	100

5.4 Source of Assistance for the Unemployed

Dependence on the family is higher among females than males

The unemployed persons were asked about the source of assistance during the unemployed period. Table 5.9 shows that 57 percent indicated that they depended on their parents/other relatives while 33 percent depended on their spouses. Dependence on spouses was more pronounced among females. This clearly demonstrates the role of the family in supporting individuals as a social protection measure.

Table 5.9: Distribution of the Currently Unemployed Population Aged 10 Years and Above by Source of Assistance

Source of Assistance	Percent		Total
	Male	Female	
Relatives	73	48	57
Spouse	9	49	33
Savings	6	1	3
Property Income	3	2	3
Pension	4	0	2
Others	5	1	2
Total	100	100	100

5.5 Summary of Findings

Three percent of the currently economically active persons are unemployed. The youth unemployment rate is 5.3 percent and this was higher than the national rate (3.2 percent). Central region had unemployment rate higher than other regions. Sixty five percent of the unemployed attempted to look

for work and this was mainly through friends and relatives. Most of the unemployed depended on relatives or spouses for assistance during the unemployed period, with females depending more on spouses.

CHAPTER SIX

UNDEREMPLOYMENT

6.0 Introduction

This chapter will look at the distribution of hours of work in detail to identify and describe the underemployed situation in Uganda. There is no legal minimum or maximum number of hours one should work per day in the informal sector to be described as one fully employed and yet it is the largest employer in Uganda. However basing, on The employment Decree 1975, ILO recommendations and hours of work in countries with similar socio-economic conditions like Kenya and Tanzania a person^v who worked at least 40 hours was regarded as fully employed, even (s)he might have liked to work for more hours in the week preceding the survey.

It has been shown that the overall unemployment rate was 3 percent. This is because the bulk of the population do engage in some economic activity, however little or inadequate it may be. Even with inadequate work or seeking other or additional work, they should not be considered as unemployed. In this situation, unemployment data alone cannot fully explain the state of unemployment; we should therefore supplement this information with data on underemployment.

6.1 Underemployment

Information on hours of work during the survey was collected on all economic activities that the person was engaged in, during the last 7 days prior to the interview. It is used as the basis for measurement of underemployment, whereby working 8 hours per day (for 5 working days in a week) is regarded as the normal hours of work. For purposes of this study, a person is regarded as "underemployed" if she or he worked less than 40 hours in a week, prior to the survey. Otherwise the person was regarded as "fully employed" .

65 percent of all the employed persons are underemployed.

Table 6.1 presents the percentage distribution of the underemployed and the fully employed. The results show that 65 percent of the currently employed persons work for less than 40 hours each week. Within this group, there are contrasts depending on the person's employment status. Only 43 percent of paid employees work less than 40 hours a week,

^v Occupationally specific norms, such as 30 hours a week for subsistence farmers and 40 hours a week for others, have been suggested, but these complicate the discussion of data derived and have not been considered in this survey.

whereas 62 percent of unpaid family workers and 86 percent of self-employed people work less than 40 hours.

Table 6.1: Persons Aged 10 Years and Abover by Current Employment Status, and Underemployment Status (%)

Employment status/Sex	Underemployed (Worked less than 40 hours)	Fully Employed (Worked for 40 hours or more)	Total
Males			
Paid employee	33	67	100
Unpaid family workers	55	45	100
Other self-employed	83	17	100
All Males	56	44	100
Female			
Paid employee	34	66	100
Unpaid family workers	69	31	100
Other self-employed	87	13	100
All Females	75	25	100
Paid employee	43	68	100
Unpaid family workers	62	39	100
Other self-employed	86	14	100
Uganda	65	35	100
Total ('000)	6,033	3,181	9,214

6.2 Visible underemployment

An underemployed person is referred as to as visibly underemployed, if he/she worked for less than 40 hours in his or her particular activity, while being available for additional hours of work during the last 7 days prior to survey period. Examples of such persons include those who look for additional work but cannot find any, or those who do not work because they say there is lack of business. Lack of finance or lack of raw materials is another reason why people might not be able to work more hours. Other involuntary reasons may include an industrial dispute, breakdown of equipment, or seasonality of activity.

Table 6.2 shows the visibly underemployed as a percentage of the total labourforce, for different age groups.

Overall, 15 percent of the labourforce is visibly underemployed. It should be noted that the visibly underemployment rate is highest amongst youth adults (20-29) at 18 percent and steadily declines to 9 percent for those aged 50 and above.

The underemployment rates were higher for men than for women in rural areas and almost the same in urban areas.

Visibly underemployed rate is 15 percent

Table 6.2: Distribution of the Underemployed as a Percentage of the Labourforce

Age group	Rural			Urban			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
10-19	12	12	12	8	5	6	12	11	12
20-29	24	17	20	8	9	8	21	16	18
30-39	19	15	17	11	12	12	18	15	16
40-49	18	13	15	7	11	9	16	13	15
50+	12	6	9	7	8	8	11	6	9
All	18	14	16	9	9	9	16	13	15

6.3 Occupation and Industry of the Visibly Underemployed

Majority of the visibly underemployed are in subsistence agriculture

About three-quarters of the visibly underemployed are engaged in subsistence agriculture. Elementary occupations and service workers each account for 8 percent.

Table 6.3: Characteristics of the Visibly Underemployed Persons

	Male			Female			Total		
	('000)			Percentages					
By Occupation									
Subsistence Agriculture	622	580	1,202	72	79	76			
Elementary Occupation	92	39	130	11	5	8			
Service Workers	56	69	124	7	9	8			
Crafts and Related trade workers	49	32	81	6	4	5			
Other Occupations	31	14	45	4	3	3			
	850	734	1,584	100	100	100			
By industry									
Agriculture, Fishery									
Hunting,	678	596	1,273	80	81	80			
Manufacturing	55	55	110	6	8	7			
Sales	49	39	87	6	5	6			
Other Industries	70	43	12	8	6	7			
	850	734	1,584	100	100	100			

Note: Not stated cases are excluded

6.4 Type of Additional Work

Table 6.4 below shows the type of work for which the underemployed were available to spend additional working time. The results show that a higher percentage of males (40 percent) than females (31 percent) were willing to work more hours in any other job to earn more money. About 40 percent of females were available for more hours in any other self-employed jobs in addition to the current one, compared to 27 percent of males in the same category.

Table 6.4: Visibly Underemployed Persons Aged 10 Years and Above by Sex and Kind of Work to Spend Additional Working Time

	Male	Female	Total	Male	Female	Total
	(In thousands)			Percentages		
At present job with orientation	56	51	107	7	7	7
Other self employed jobs in addition to the present job	232	302	534	27	41	40
Other paid employment jobs in addition to the present job	225	154	378	27	21	24
Any other job to earn more	335	223	558	40	31	35
Total	848	730	1,577	100	100	100

Note: Not stated cases are excluded

6.5 Summary of Findings

Underemployment rate is at 65 percent and the majority are in agriculture. The national visible underemployment rate stood at 15 percent. The survey results show that three quarters of the visibly underemployed are mainly in the agricultural sector. Thirty five percent of the underemployed are willing to do any job to earn more money.

CHAPTER SEVEN

CHILD LABOUR

7.0 Introduction

The definition of child labour is derived from ILO Convention No. 138 (1973) on minimum age of employment and the ILO Convention No 182 (1999) on the worst forms of child labour. Both of these Conventions are complementary to the 1989 UN Convention on the Rights of the Child (CRC). The CRC stipulates that children should be protected from economic exploitation and any work that is hazardous and interferes with schooling or is harmful to their health and development. Therefore, child labour can be described as work that is inconsistent with the principles set under the Conventions and Recommendations, namely that the child is below the minimum age for a given occupation or type of work; or works in an otherwise non-hazardous occupation under conditions that render the work hazardous for children. Since it is sometimes difficult to differentiate between light work and child labour, this chapter attempts to highlight some of the activities where children were reported to be engaged in some work.

Child labour has long been recognized as a problem in Uganda and is considered a norm in some communities that have limited resources. Moreover, many people are not aware of the dangers and negative consequences associated with child labour. The AIDS scourge has compounded the problem by contributing immensely to the number of orphans in Uganda.

The Government of Uganda has taken measures to eliminate child labour through legal and policy interventions. Legal interventions are enshrined in the Constitution of Uganda 1995 (Chapter 1 Article 34 (4)), the Employment Decree 1975 and the Children's Statute 1996. Uganda is also a signatory to the UN conventions to eliminate child labour.

7.1 Characteristics of Children Aged 5-17 Years

The study of child labour is limited to children aged 5-17 years. Table 7.1 shows the relationship of children to the household head and the household size. The results show that overall, 77 percent of the household members aged 5 – 17 years were children to the head of household while 9 percent were grand children.

Most of the children were residing in large sized households with 5 or more persons compared to 13 percent of the children who stayed in households with less than 5 usual members.

Table 7.1: Children Aged 5-17 by Relationship to Household Head and Household Size

Characteristic	Male	Female	Total
Relationship to H/Head			
Spouse	0.0	0.6	0.3
Son/Daughter	78.6	76.2	77.4
Grand child	9.6	9.1	9.3
Step child	0.7	1.0	0.9
Sister/Brother of head or spouse	2.7	2.8	2.7
Nephew/Niece	4.2	4.7	4.5
Other Relative	3.1	4.6	3.9
Others (Servants, non relatives)	0.9	0.9	0.9
Household Size			
Less than 5	13.2	13.6	13.4
5 – 8	55.8	56.7	56.3
Over 9	31.0	29.7	30.3
TOTAL	100.0	100.0	100.0

7.2 Participation Rate of Children in Economic activities

This section presents the participation of children in economic activities and the characteristics of the working children by the current schooling status, region, residence and orphan hood.

Table 7.2 shows that the total number of working children aged 5-17 years was 1.5 million. This implies that 15 percent of these children were engaged in child labour. Central region had more children (467,000) than the rest of the regions while the Western region had the lowest number of working children (323,000). In all regions, there are more working children within the 10-14 age bracket than in the other age brackets.

Fifteen percent of the children were engaged in Child Labour

Table 7.2 Number of working Children aged 5-17 years by Age and Region.

Age group	Region				Total
	Central	Eastern	Northern	Western	
5-9	60	37	37	33	166
10-14	209	193	202	148	752
15-17	198	140	124	142	604
Total	467	370	363	323	1,522

7.2.1 Orphanhood Status of Working children

Table 7.3 shows that about 23 percent of the working children aged 5 – 17 years in Uganda were orphans compared to 21 percent in 2000 (UDHS). The majority of orphans had lost a father (13%) compared to about 4 percent that had lost only a mother. Central region had the highest proportion of orphans (31 percent) followed by the Eastern Region (25 percent). Majority of the working children (76%) were not orphans (i.e. Both parents were still alive).

Table 7.3: Working Children Aged 5 – 17 by Orphanhood Status and Living Arrangements by Region (%)

Orphanhood Status	Central	Eastern	Northern	Western	Total
Both Parents Alive	67.4	73.5	83.7	76.2	75.6
Only Father Alive	7.6	6.1	1.7	2.6	4.3
Only Mother Alive	15.3	12.7	9.7	13.9	12.7
Both Parents Dead	7.7	6.1	4.7	6.9	6.2
Don't Know	2.0	1.6	0.2	0.4	0.8
TOTAL	100.0	100.0	100.0	100.0	100.0

7.2.2 Children's Participation Rates by Background characteristics

Children who do not know survival status of their parents are more likely to work

Table 7.4 presents the participation of children in economic activities by age, sex, orphanhood, region, residence and education status. The participation varies with orphan hood, regardless of sex of child; children with both parents alive are less likely to work (14 percent) compared to their counterparts who have lost at least one parent (19 percent).

Information was collected on the schooling status of children during the survey period. Table 7.4 shows that the participation of children in economic activities is highest among children who have attended school before and dropped out (68 percent) compared to those currently attending (12 percent) and those who have never been to school (14 percent).

One in every five children in Northern Uganda is working.

Table 7.4 shows that labourforce participation rate of children increases with age. Overall the participation rate rises from 4 percent for children

between 5-9 years, to 39 percent for those aged 15-17 years. More children in Northern region (20 percent) are engaged in economic activities compared to 13 percent in the western region.

Child Labour is more pronounced in rural areas

Table 7.4 shows that children in the rural areas (17 percent) are more likely to be working than those in urban areas (7 percent). Across gender, there seems to be no major difference between girls (14 percent) and boys (17 percent) in participating in economic activities.

Table 7.4: Children (aged 5-17) Participation Rate in Economic Activities by Background Characteristics

Background Characteristics		Number	Rates (percent)
Age	5-9	166	4
	10-14	752	19
	15-17	604	39
Sex	Male	841	17
	Female	681	14
Orphan hood	Both Parents Alive	1,157	14
	Only Father Alive	59	19
	Only Mother Alive	199	18
	Both Parents Dead	88	19
	Don't Know	19	24
Region	Central	466	16
	Eastern	370	14
	Northern	363	20
	Western	323	13
Residence	Rural	88	7
	Urban	1,434	17
Education	Currently Attending	1,033	12
	Left school	353	68
	Never Attended	136	14
Total		1,522	15

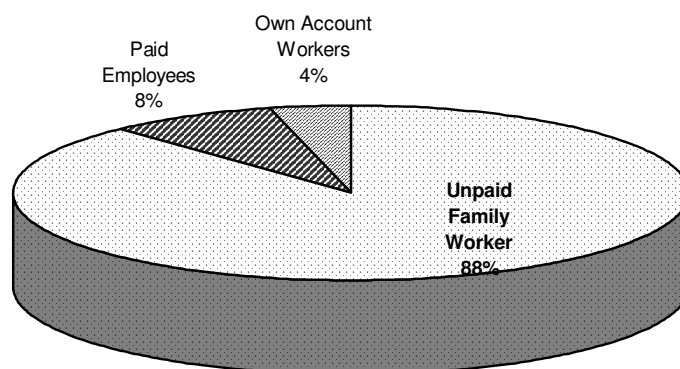
7.3 Working Children by Employment status, Occupation and Industry

This section focused on employment status, occupation and Industry of the children who worked in the last 7 days prior to the survey.

7.3.1: Employment Status

The bulk of the children engaged in economic activities were unpaid family workers, constituting 88 percent, followed by those in paid employment. Only 4 percent were own account workers.

Figure 7.1: Percentage Distribution of Working Children by Employment Status



7.3.2: Occupation

Most of the working children (91 percent) were in Agriculture and Fisheries, which usually does not need specialised skills. Elementary and service workers constitute 11 percent while other occupation are negligible as shown in Table 7.5. In urban areas 40 percent of the working children were in agriculture but elementary and service workers constitute 56 percent.

Table 7.5: Percentage Distribution by Occupation and Residence

Occupation	Residence		Total
	Rural	Urban	
Agriculture and Fisheries workers	90.7	40.1	87.7
Elementary Occupations	5.7	32.4	7.2
Service, shop and market Workers	2.7	23.3	3.9
Others	1.0	4.3	1.1
Total	100	100	100

Note: Elementary occupations include: labourers in agriculture, in sales etc

7.3.3 Working Children by Sector

Nearly all the working children (89 percent) are engaged in the Agricultural sector. Private households with the employed persons (especially in urban areas) and the sales sector constitute the other noticeable sectors in Table 7.6.

Table 7.6: Percentage Distribution Working Children by Industry

Industry	Residence		
	Rural	Urban	Total
Agriculture, Hunting, Fishing	93.0	41.0	89.0
Sales	1.6	17.5	2.6
Manufacturing	1.6	7.1	1.9
Private households with employed persons	1.5	22.2	2.7
Hotels and Restaurant	0.7	4.6	0.9
Other	1.7	7.6	2.1
Total	100	100	100

7.4 Work Places

Children aged 5 – 17 years who indicated that they worked at any time in the last 7 days were required to provide the place where they carried out their work.

Table 7.7 shows that majority of the working children worked at the family dwelling (82 percent for currently attending and 70 percent for those out of school), followed by those on plantations. It should be noted that if children work at an employer's place, like on a street, shop, market or kiosk is an indication of the existence of child labour.

7.7: Percentage Distribution of Children by Place of Work

Place of work	Currently attending			Not Currently attending		
	Male	Female	Total	Male	Female	Total
At Family Dwelling	78	85	82	59	80	70
Plantation/Farm/Garden	20	15	17	28	12	19
Others *	2	1	1	13	8	11
Total	100	100	100	100	100	100

*Includes those working at employer's House, Industry, Factory, Street, Market and Kiosks

7.5 Hours of Work

Girls in paid domestic employment worked for more hours

Information on the hours worked by children was collected to investigate the time spent on various activities. Table 7.8 shows that children in paid domestic employment work for longest hours while those engaged unpaid domestic services worked the least hours. In general, boys reportedly worked for longer hours than girls.

Table 7.8: Average Number of Hours of Work per Day for Children not Attending School by Activity

Activity	Male	Female	Total
Assisting on Household Farm	5.4	4.6	5.1
Assisting Household Enterprise	8.0	5.3	7.1
Paid Employment –Agriculture	7.4	6.1	7.3
Paid Employment - non Agriculture	7.7	6.9	7.6
Paid Employment-Domestic services	7.2	8.8	8.5
Unpaid Domestic Services	3.6	3.9	3.8
Self employed	7.5	5.6	6.9
Not Stated	3.3	2.7	2.8

7.6 Housekeeping Activities

Children carry out various housekeeping activities such as cooking washing utensils, looking after young ones or the elderly, shopping for the household, washing clothes and so on

Table 7.9 shows that 55 percent of the children did housekeeping activities. Children between 10-14 are more likely to engage in house keeping activities compare to other age groups for both rural and urban areas.

Table 7.9: Housekeeping Activities by Residence and Age

Age Group	Rural	Urban	Total
5-9	47	50	48
10-14	64	73	65
15-17	47	52	48
Total	54	60	55

7.7 Summary of Findings

Findings show that the child participation rate is 15 percent. The majority of the children are engaged in domestic activities. Furthermore, although one in every five working children is an orphan, three out of every four children were non-orphans. Children who have lost at least a parent are more likely to engage in child labour compared to those children with both parents.

Children who were not attending school were reported to engage more in employment (participation rate of 68 percent) compared to those attending school (participation rate of 12 percent). Furthermore, those who engaged in paid domestic services were more likely to work for long (8.5 hours) on a typical day than those engaged in any other activity.

APPENDICES

APPENDIX I

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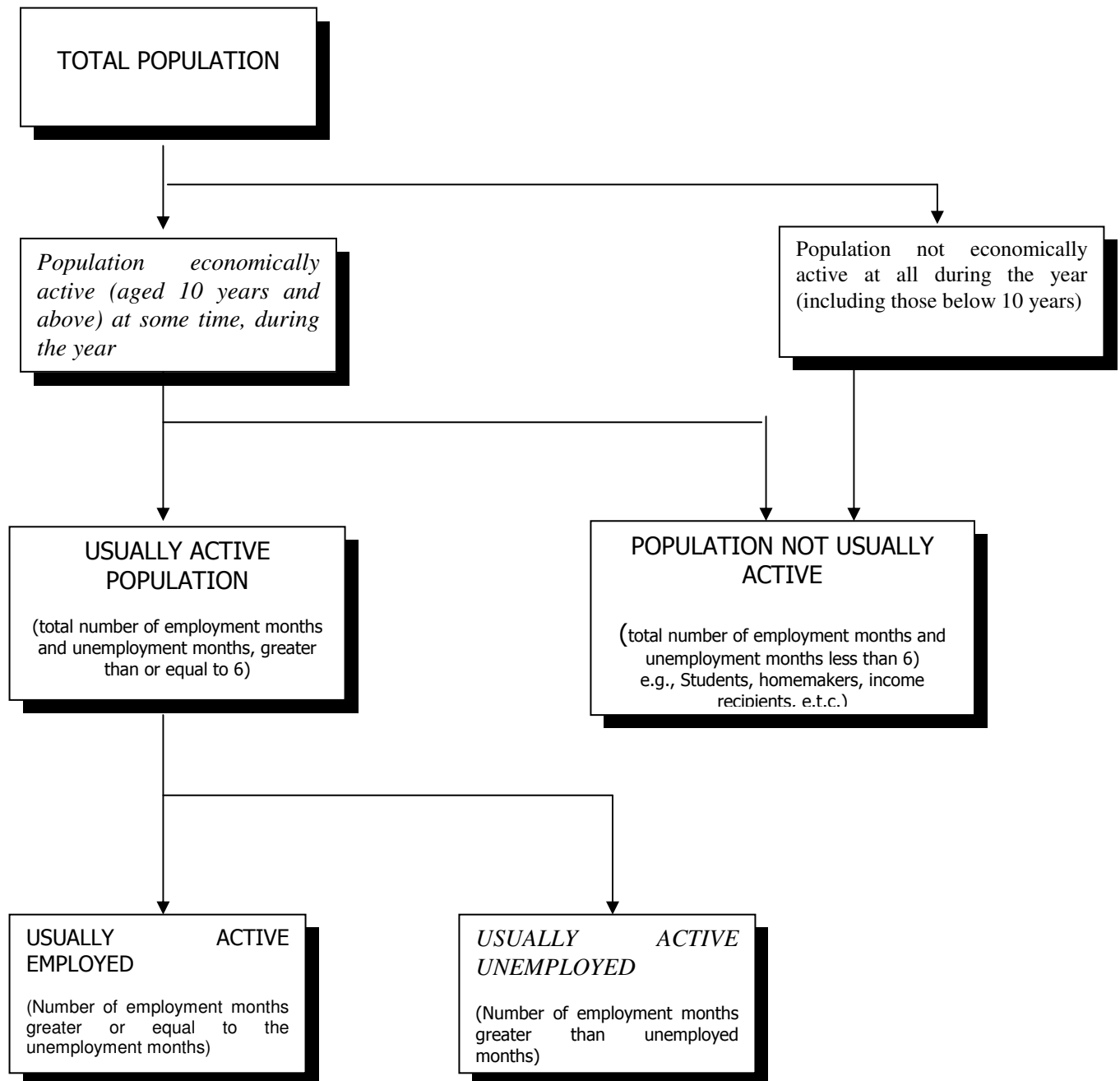
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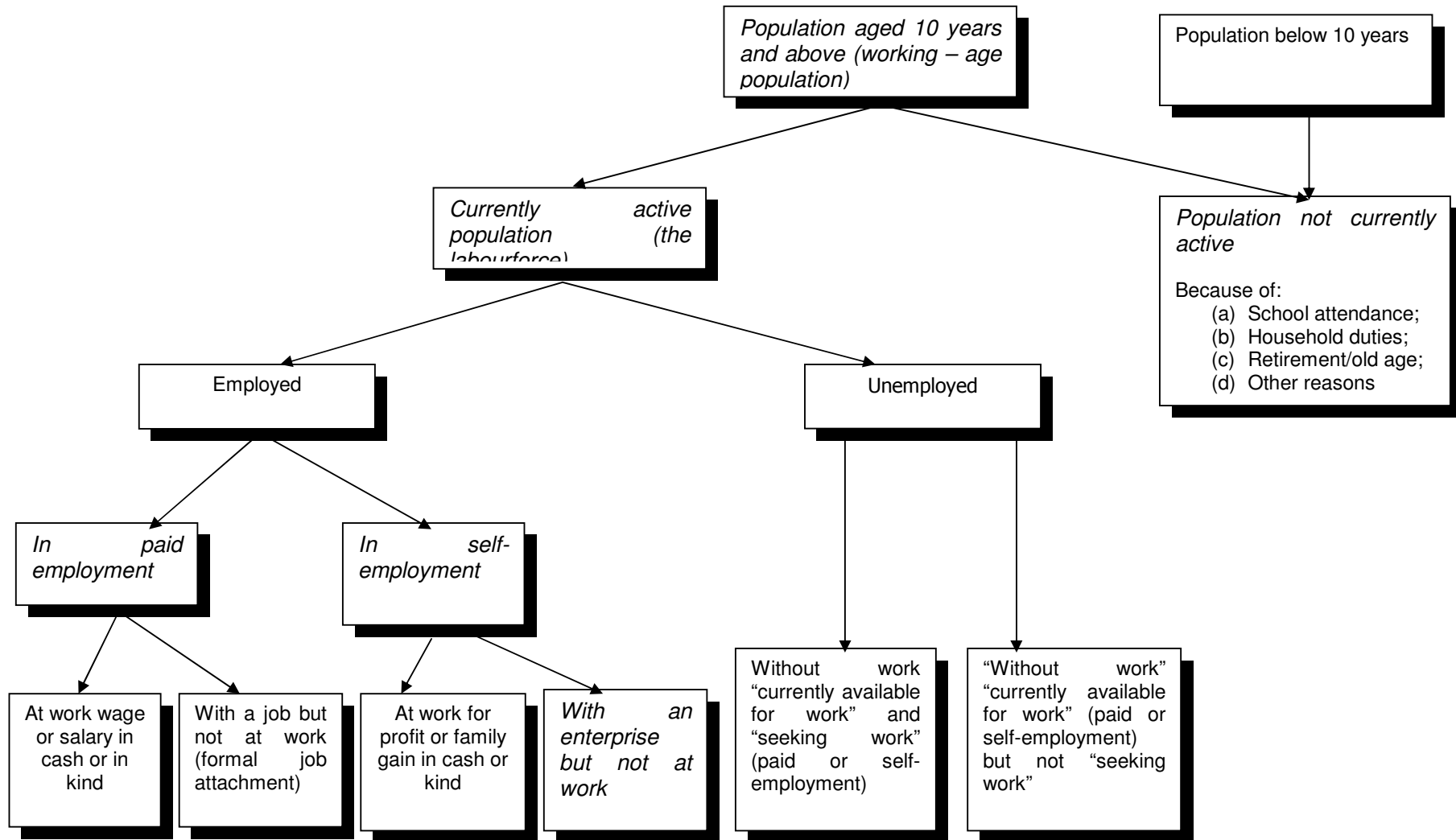
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Appendix II: Framework for Measurement of The Usually Active Population



Appendix III: Framework for the Measurement of the Currently Active Population



APPENDIX IV

DEFINITIONS AND CONCEPTS

Usually active employed

A person is to be classified as usually active if he / she has been economically active (employed or unemployed) for more than a certain number of months during the reference period. Those individuals whose duration of employment and unemployment during the last 12 months exceeds in total a specific minimum period (6 months) are to be classified as “usually active” and others as “not usually active”

Amongst “usually active” persons so defined, those who have employment months greater or equal to unemployed months will be termed as “usually active, employed”.

Usually active unemployed

If unemployed months are greater than employed months for a person, he / she should be termed as “usually active unemployed”.

The labourforce (the currently active population)

The Labourforce or “Currently active population” comprises all persons who fulfil the requirements for inclusion among the employed or the unemployed as defined below.

Employed persons

(l) The “employed” comprise of all persons above 5 years of age, who during the last one week, were paid employees or self employed

(a) “**paid employees**”

- (1) Paid employees include persons who were at work during the last 7 days who had job and performed some work for wage or salary, in cash or in kind;
- (2) “With a job but not at work”: who, having already worked in their present job, were temporarily not at work during the last 7 days and had a formal attachment to their job.

(b) “**Self-employed**”:

- (1) “at work”: persons who during the reference period performed some work for profit or family gain, in cash or in kind;
- (3) “with an enterprise but not at work”: persons with an enterprise, which may be a business enterprise, a farm or a service undertaking, who were temporarily not at work during the reference period for any specific reason.

In general, the employed are those persons engaged in an economic activity on a permanent basis for a specified period during the last 7 days.

- Unpaid family workers at work should be considered as in self-employment irrespective of the number of hours worked during the reference period.
- Students, home makers and others mainly engaged in non-economic activities during the reference period, who at the same time were in paid employment or self-employment as defined in subparagraph (i) above, should be considered as employed on the same basis as other categories of employed persons and be identified separately, where possible.

Economic activity rate or Labourforce participation rate is derived as all those economically active persons aged 10 years and above, divided by the total number of persons aged 10 years+

Employment to population refers to the proportion of the target population that is employed (rate of utilisation of labour)

Unemployed

The “unemployed” comprises all persons aged 10 years and over with the following characteristics

- (a) Did not work during the last 7 days prior to the interview
- (b) Want to work and available to start work within a week of Interview
- (c) Not necessarily took steps to look for work or start some form of self employment in the last 4 weeks (**Relaxed definition of ILO**).

Stricter definition of unemployment of ILO

Includes (a) + (b) and actively looking for work in the last 4 weeks

Population not economically active (non active population)

This comprises all persons who are not engaged in economic activities during the last 7 days and did not look for work i.e. those engaged in domestic duties, voluntary unemployment etc.

The population not usually active

The “population not usually active” comprises all persons whose main activity status during the *last 12 months* was neither employed nor unemployed. It comprises the following functional categories:

- (a) students
- (b) homemakers
- (c) income recipients (pensioners, rentiers, etc); and
- (d) others (recipients of public aid or private support, children not attending school, etc.) as defined by the United Nations Principles and Recommendations for Population and Housing Census (1980)
- (e) Persons engaged in unpaid community and volunteer services, and
- (f) other persons engaged in marginal activities, which fall outside the boundary of economic activities.

The population not currently active.

Same as population not usually active but refers to a short reference period

Unemployment rate: is derived by dividing the total number of unemployed persons, as indicated above, by the total number of economically active persons. The result is multiplied by 100.

Employment status refers to the status of an economically active person with respect to his/her position at his/her place of work and his/her mode of enumeration.

Industry means the type of activity carried out by the enterprise where a person is working.

Occupation refers to the nature of task and duties performed during the reference period preceding the interview by persons in paid employment, unpaid family worker or self-employment jobs, i.e. refers to the actual type of work carried out by the person.

Current main activity refers to the most important economic activity in terms of time spent, during the last 7 days preceding the date of interview.

Current Secondary activity is the employment, which is the second in order of importance in terms of time spent in the last 7 days. For example, if a teacher spends most of his time teaching but he also owns a retail shop where he works for a few hours in the evening, the usual activity will be teaching and the secondary activity will be retail trade.

An occupational accident is an unwanted occurrence at a person's workplace resulting in: -

- (a) Body harm (injuries) or death
- (b) damage of property and equipment

Underemployment

A person is said to be underemployed if his or her employment is inadequate in terms of hours of work (visible underemployed), or occupational skill (training and work experience (invisible underemployed)).

An underemployed person" is an employed person who during the last 7 days, has worked involuntarily for less than the normal duration of work in his or her particular activity, while being available for additional hours of work.

The visibly underemployed includes the following criteria

- i) working less than normal duration
- ii) working on an involuntary basis
- iii) seeking or being available for additional work

note : the 3 criteria above must be satisfied simultaneously according to ILO definitions

(An **Under employed person** is an employed person who during the last 7 days had worked less than 40 hours)

Hours of work

This variable measure the time spent on an economic activity. This does not measure the intensity of efficiency with which the work was

performed. It excludes journey time, hours paid for but not worked e.g. paid leave, sick leave.

Child labour

refers to work carried out by children aged between 5 to 17 that:

- Mentally, physically, socially or morally dangerous and harmful to children; and
- Interferes with their schooling by
 - depriving them of the opportunity to attend school;
 - obliging them to leave school prematurely; or by requiring them to attempt to combine school with excessively long and heavy work.

Formal Vocational training

This is a short or long-term skill/ability development training programme given in or outside classroom, in theory or in practice or both, that has resulted in an award or a certificate to the trainee, otherwise the person is regarded as informally trained.

APPENDIX IV

SAMPLING DESIGN FOR THE UNHS 2002/2003

Sampling Design and Sample Size

The major objective of the labourforce survey was to provide information on economic characteristics of the population, economic activity status i.e. the employment, unemployment, underemployment and underemployment. A stratified two stage sampling design was adopted, but with a few refinements such as over-sampling of urban areas, and possibly of some rural areas with concentrated informal sector activity. The sampling frame for selection of first stage units (fsus) was the list of EAs with the number of households based on cartographic work for the 2002 Population and Housing Census. For selection of the second stage units, which were the households, listing exercise through listing schedules for all households was done in selected EAs. A sample of ten households in each selected EA was drawn.

Each district was a stratum and was divided into rural and urban sub-strata. The Urban area was further sub-divided into district town and other urban areas. This deep stratification enabled a better spread and representation of the sample, thereby increasing the efficiency of the estimates. Additionally, the continuity over rounds was maintained to enable pooling of results over rounds, if ever considered necessary. The total number of fsus i.e. about 1,000 was firstly allocated between urban and rural in the proportion of 40:60. Thereafter, the urban and rural sample was generally allocated between the strata in proportion to the number of households with certain adjustments. The allocated sample was selected with probability proportional to number of households. A suitable plan for sub-stratification and selection of households at the listing stage, was introduced to ensure adequate representation of households with at least one unemployed person and an informal sector enterprise activity.

The households were at first divided into 2 groups namely; households with at least one unemployed person and households with no unemployed person. The total 10 sample households in an EA were allocated between the unemployed and employed groups. Half of the sample from the unemployed was selected from households having one or more household enterprises, while the other was selected from the households having no enterprise activity. In case any one of the sub-groups did not exist, the total sample would be allocated to the existing sub-group. For odd sample sizes, the group with household enterprises got preference.

The households to be selected from the group that did not have any unemployed person were sub-stratified by kind of informal sector activity. The allocation between the sub-groups was in proportion to the number of households, with a minimum of 1 from each group.

Allocation of Sample between Strata and Balancing the Design

As explained earlier, the allocation of the total sample between strata, was not strictly proportional to the number of households. Another refinement in the design, which was made was to have a balanced independent inter-penetrating network of sub-samples (IPNS), on a quarterly basis to enable studying seasonality of some survey variables, to provide independent quarterly estimates and to eliminate seasonal effects while taking the average over four quarters. As mentioned earlier, the need for spreading the survey over a 12-month period and balancing the design arose because of inclusion of labour-force and informal sector survey modules in this round. Ugandan experience indicates the presence of seasonality especially in self-employed activities.

Estimation Procedure and Calculation of Weights/Multipliers

Estimates were built initially at the basic stratum-level and then added over strata to obtain the needed final estimates. As an illustration, in order to derive the necessary formulae for estimation, an estimate of the total Y_R , say total number of gainfully employed persons in the R^{th} stratum (say rural areas of a district) can be obtained using the following steps:

First Step

There are nine sub-strata of households by employed/unemployed and kind of informal enterprises formed in each selected EA. The first step will be to get an estimate of gainfully employed in the i -th selected EA by adding all the estimates of all the sub-strata by using the formula given below:

$$\hat{Y}_{Ri} = \sum_{l=1}^9 \frac{N_l}{n_l} \sum_{k=1}^{n_l} y_{ilk} \dots\dots\dots(1)$$

Where;

Y_{ilk} = gainfully employed persons in the k -th household in the l -th sub-stratum of the i -th EA;

N_l = total number of households in the l -th sub-stratum;

n_l = number of sample households in the l-th sub-stratum.

Second step

The next step will be to build estimates for the district rural (Y_R) by deriving estimates from each sample EA and averaging over all sample EAs using the formula given below:

$$\hat{Y}_R = \frac{1}{m} \sum_{i=1}^m \frac{h_o}{h_i} \sum_{l=1}^9 \frac{N_l}{n_l} \sum_{k=1}^{n_l} y_{ilk} \dots\dots\dots (2)$$

Where;

M = number of sample EAs selected in the district rural stratum;

h_o = total number of households in the district – rural stratum as per the latest available records used for sample selection;

h_i = total number of households in the i-th sample EA as per the latest available records.

Estimates of district total can be got by adding estimates over two or three strata as the case may be. Similarly, regional and national estimates can be prepared by simple additions.

The table below gives the stratum-wise distribution of allocated sample of first stage units (fsus) for UNHS 2002/03. The fsus were the EAs.

Stratum-wise Distribution of the Allocated Sample of First Stage Units (EAs) – UNHS 2002/03.

Central Region

Ser. No.	District	District Town	Other Urban	Rural	Total
1	KALANGALA	4	-	4	8
2	KAMPALA	28	-	-	28
3	KAYUNGA	4	4	8	16
4	KIBOGA	4	-	8	12
5	LUWERO	4	4	16	24
6	MASAKA	12	8	20	40
7	MPIGI	2	2	16	20
8	MUBENDE	4	4	16	24
9	MUKONO	4	8	20	32
10	NAKASONGOLA	2	2	4	8
11	RAKAI	2	2	16	20
12	SEMBABULE	2	2	8	12
13	WAKISO	12	12	16	40
Total		84	48	152	284

Eastern Region

Ser. No.	District	District Town	Other Urban	Rural	Total
1	BUGIRI	3	1	12	16
2	BUSIA	8	-	8	16
3	IGANGA	6	2	16	24
4	JINJA	16	4	8	28
5	KABERAMAIDO	4	-	4	8
6	KAMULI	3	1	16	20
7	KAPCHORWA	4	-	8	12
8	KATAKWI	4	-	8	12
9	KUMI	4	-	8	12
10	MAYUGE	-	4	8	12
11	MPALE	14	2	16	32
12	PALLISA	4	-	12	16
13	SIRONKO	4	-	12	16
14	SOROTI	10	2	8	20
15	TORORO	8	4	12	24
Total		92	20	156	268

Northern Region

Ser. No.	District	District Town	Other Urban	Rural	Total
1	ADJUMANI	4	-	4	8
2	APAC	4	-	16	20
3	ARUA	4	4	16	24
4	GULU	12	-	12	24
5	KITGUM	4	-	8	12
6	KOTIDO	4	4	8	16
7	LIRA	8	-	24	32
8	MOROTO	4	-	8	12
9	MOYO	4	-	8	12
10	NAKAPIRIPIT	2	2	4	8
11	NEBBI	4	4	8	16
12	PADER	-	4	8	12
13	YUMBE	-	-	4	4
Total		54	18	128	200

Western Region

Ser. No.	District	District Town	Other Urban	Rural	Total
1	BUNDIBUGYO	2	2	4	8
2	BUSHENYI	4	-	16	20
3	HOIMA	4	-	8	12
4	KABALE	8	-	16	24
5	KABAROLE	10	2	12	24
6	KAMWENGE	4	-	8	12
7	KANUNGU	-	4	8	12
8	KASESE	6	6	12	24
9	KIBAALE	4	-	4	8
10	KISORO	4	-	8	12
11	KYENJOJO	-	4	8	12
12	MASINDI	4	4	8	16
13	MBARARA	12	4	24	40
14	NTUNGAMO	4	-	8	12
15	RUKUNGIRI	4	-	8	12
Total		70	26	152	248
Total – All Uganda		300	112	588	1000

Note: Out of the originally selected 1000 EAs, a total of 973 EAs were covered. 27 EAs could not be covered because of insecurity.

APPENDIX VI

SAMPLING ERRORS

Introduction

The statistics in this report are estimates derived from a sample survey. There are two types of errors possible in any estimate based on a sample survey – *sampling* and *non-sampling* errors.

Non-sampling errors can be attributed to many sources which include: definitional difficulties, differences in the interpretation of questions by the interviewers, inability or unwillingness to provide correct responses on part of the respondents, mistakes in coding or recording the data, et cetera. Non sampling errors would also occur in a complete census.

On the other hand, sampling errors occur because observations are made only on a sample, and not the entire population. Thus the accuracy of survey results is determined by the joint effects of the sampling and non sampling errors.

For a given indicator, the sampling error is usually measured by the standard error. The standard error of a survey estimate is a measure of the variation among the estimates from all possible samples, and is a measure of the precision with which an estimate from a particular sample approximates the results from all possible samples. The accuracy of a survey result depends on both the sampling and non sampling error measured by the standard error and the bias; and other types of non sampling errors not measured by the standard error.

The standard errors of the rates presented in this appendix were computed using the SAS[®] PROC SURVEYMEANS procedure. This procedure does not assume that the data was taken from a simple random sample, but rather from a more complex design. The SurveyMeans procedure takes into account the effect of clustering and stratifying in the calculation of the variances and standard errors, using the Taylor expansion method to estimate these sampling errors.

The sampling errors are computed for selected variables considered to be of interest, but can be computed for all variables in the dataset. The sampling errors are presented for the country as a whole, for women and men where relevant, and for rural and urban areas and for each of the four regions: Central, East, West and North. For each variable the type of statistic (mean, sum, rate) are given as well as the standard error, the 95% confidence limits, and the coefficient of variation.

Generally the standard errors of most national estimates are small and within acceptable limits, but there is wider variability for the estimates of the sub-populations. For example for the unemployment rate, the standard error for the whole country is 6.2 percent, while for urban and rural areas it is 9.9 and 7.4 percent respectively.

SELECTED KEY LABOUR MARKET INDICATORS

	Indicator	Percentage	Standard Error	95% Confidence Interval		CV (%)	No. of obs.
				Lower	Upper		
Unemployment rate	Total	3.2	0.2	2.8	3.6	6.2	18,188
	Rural	1.7	0.2	1.4	2.1	9.9	11,211
	Urban	11.6	0.9	9.9	13.3	7.4	6,977
	Central	3.6	0.4	2.8	4.5	12.1	4,586
	Eastern	19.2	0.3	1.4	2.4	12.9	5,051
	Northern	13.9	0.3	0.8	2.0	21.1	3,224
	Western	17.5	0.3	1.2	2.3	15.7	4,823
	Kampala	17.8	1.9	14.0	21.5	10.8	504
Youth Unemployment Rate	Total	5.0	3.2	3.8	5.1	7.1	8,542
	Rural	1.9	0.3	1.5	2.4	13.0	5,051
	Urban	15.9	1.3	13.3	18.5	8.2	3,491
Underemployment Rate	Total	15.4	0.4	14.5	16.2	2.9	20,419
Visible Underemployment	Total						
Labourforce Participation rate	Total	67	0.5	66.0	68.0	0.8	31,066
	Rural	67.9	0.6	66.7	69.0	0.9	18,654
	Urban	62.5	1.0	60.6	67.3	1.6	12,412
	Central	65.5	0.9	63.6	69.9	1.4	7,978
	Eastern	68.0	1.0	66.0	73.7	1.5	8,643
	Northern	71.0	1.4	68.3	67.0	2.0	5,464
	Western	65.0	1.0	63.1	67.0	1.5	8,196
	Kampala	66.1	2.2	61.7	70.5	3.4	785
	Child Labour Participation rate	Total	15.0	0.7	14.3	16.9	4.3
Rural		16.6	0.8	15.1	18.1	4.6	11,908
Urban		7.4	0.7	7.1	9.8	8.3	6,836
Central		15.8	1.4	14.9	20.2	7.7	4,947
Eastern		13.9	1.2	11.7	16.2	8.3	5,230
Northern		19.5	1.8	15.8	23.1	9.6	3,474
Western		13.4	1.3	10.9	16.2	9.9	4,774