



UGANDA BUREAU OF STATISTICS



ANNUAL LABOUR FORCE SURVEY 2018/19 REPORT



AUGUST 2019

This report presents findings of the Annual Labour Force Survey 2018/19 undertaken by the Uganda Bureau of Statistics (UBOS). Additional information about the Survey may be obtained from the UBOS Head Office, Statistics House. Plot 9 Colville Street, P. O. Box 7186, Kampala, Uganda; Telephone: +256-414 706000 Fax: +256-414 237553; E-mail: ubos@ubos.org; Website: www.ubos.org

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FOREWORD



The Uganda Bureau of Statistics (UBOS) is committed to the fulfilment of its mandate of production and dissemination of quality official statistical information that meet National and International data requirements. To fulfil this mandate, the Bureau embarked on nation-wide Annual Labour Force Surveys (ALFSs) since 2016/17 to provide an opportunity for updating of key labour market indicators in the country in addition to observing trends in the labour market conditions annually.

The ALFS 2018/19 is a follow-up to the ALFS 2017/18 survey. This report provides key findings from the ALFS 2018/19 which focussed on providing high quality and consistent information on the labour force in accordance with prevailing international and national standards.

With a view of improving the welfare of Ugandans, the survey results will enhance monitoring and evaluation of the national and international development frameworks such as Vision 2040, National Development Plans (NDPs), Africa Agenda 2063 and the 2030 Sustainable Development Goals (SDGs) Agenda.

We wish to extend our sincere gratitude to the Government of Uganda for supporting the implementation of Labour Force Surveys in Uganda. Special thanks go to the field staff who collected the data and UBOS staff who undertook the data analysis and report writing. Finally, we wish to recognise the input of the general public who provided responses to the questions without which we would not have produced this report.

We urge all to make use of the statistics presented in this report for evidence based decision making.

A handwritten signature in black ink, appearing to be 'Chris N. Mukiza', written in a cursive style.

Chris N. Mukiza (PhD)
EXECUTIVE DIRECTOR

Selected Labour Market Indicators

Selected Indicators	NLFS 2016/17	ALFS 2017/18	ALFS 2018/19
Population			
Total population (number '000)	37,730	37,970	39,756
Working age population (number '000)	18,843	19,333	20,219
Proportion of working age population to total population (percent)	49.9	50.9	50.9
Working population			
Size of working population (number '000)	15,290	16,073	16,339
Working population as a proportion of working age population (Percent)	81.1	83.1	80.8
Number of working age population in purely subsistence agriculture, forestry and fishing	6,253	5,987	5,885
Proportion of working age population in purely subsistence agriculture, forestry and fishing	33.2	31.0	29.1
Components of work			
Number			
Employment	8,973	10,023	10,201
Subsistence Agriculture work	6,253	5,987	5,885
Other Forms of Work	63	64	252
Total	15,289	16,073	16,339
Percent			
Employment	58.7	62.4	62.4
Subsistence Agriculture work	40.9	37.2	36.0
Other Forms of Work	0.4	0.4	1.5
Total	100	100	100
Status at work			
Paid employment	19.5	22.1	18.8
Employer	1.9	1.9	3.5
Own account worker	72.9	65.7	64.7
Contributing family worker	5.4	9.7	8.6
Others	0.4	0.6	4.3
Total	100	100	100
Industry			
Agriculture, forestry and fishing	68.3	65.6	63.5
Trade	9.5	11.4	12.1
Manufacturing	4.7	5.9	5.8
Education	3.6	3.2	3.6
Construction	2.2	2.7	3.0
Transport and storage	2.4	2.5	3.3
Others	9.3	8.7	8.7
Total	100	100	100
Occupation in the main work			
Professionals	3.6	2.9	3.8

Selected Indicators	NLFS 2016/17	ALFS 2017/18	ALFS 2018/19
Technicians and associate professionals	1.6	1.5	1.5
Service and sales workers	12.1	14.6	13.5
Skilled agricultural, forestry and fishery workers	64.2	58.6	60.1
Craft and related trades workers	6.0	7.6	8.2
Plant and machine operators and assemblers	3.3	3.0	4.0
Elementary occupations	8.0	10.0	7.0
Others*	1.2	1.8	1.9
Total	100	100	100
<i>Note*: Others include managers and clerical support workers</i>			
Employment			
Size of the employed population (number '000)	8,973	10,023	10,201
Employment-to-population ratio (EPR)	47.6	51.8	50.5
Youth (18-30 years) EPR	49.8	53.8	51.6
Status in employment			
Paid employee	34.5	35.4	30.1
Employer	3.0	3.0	5.6
Own account worker	52.8	46.2	49.8
Contributing family workers	9.8	15.4	13.9
Missing		0.0	0.6
Total	100	100	100
Sector of employment			
Agriculture, forestry and fishing	41.2	43.2	37.4
Production	16.4	15.0	17.0
Services	42.4	41.8	45.6
Total	100	100	100
Occupation in the main job of employment			
Skilled agricultural, forestry and fishery workers	31.3	29.3	30.6
Service and sales workers	23.2	24.3	23.9
Elementary occupations	15.0	19.2	13.0
Craft and related trades workers	12.8	13.3	14.6
Plant and machine operators and assemblers	6.5	4.8	6.4
Professionals	6.0	4.7	6.5
Technicians and associate professionals	2.9	2.6	2.5
Others*	2.2	1.8	2.5
Total	100	100	100
<i>Note*: Others include managers and clerical support workers and not stated</i>			
Average daily usual hours of work on main job	7.4	7.4	7.6

Selected Indicators	NLFS 2016/17	ALFS 2017/18	ALFS 2018/19
Median monthly cash earnings for persons in paid employment on the main job ('000)	190	192	200
Proportion in informal employment outside agriculture (percent)	84.9	87.0	87.3
Proportion of youth (18-30 years) in informal employment outside agriculture (percent)	90.5	89.9	91.0
Labour underutilisation			
Unemployment rate (LU1)	9.7	12.4	11.8
Combined rate of unemployment and time-related underemployment (LU2)	20.3	22.4	24.4
Combined rate of unemployment and potential labour force (LU3)	26.4	28.9	26.8
Composite labour underutilization (LU4)	35.1	37.0	37.2
Labour force			
Size of the labour force (number '000)	9,932	11,446	11,572
Labour Force Participation Rate (LFPR)	52.7	59.2	57.2
Youth (18-30 years) LFPR	57.3	65.6	61.9

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Executive Summary

The Annual Labour Force Survey (ALFS) 2018/19 was a follow up of the ALFS 2017/18. It was a national survey covering the whole country. The sample size included 360 EAs covering 15 households per EA.

The Annual Labour Force Survey (ALFS) 2018/19 estimated the total population of Uganda at about 40 million people of which the working age population (14-64 years) was about half (51 %) giving an overall age dependency ratio of 96.6 per 100 persons aged 14-64 years. Of the WAP, a total of 16.3 million persons were working of which nearly three quarters (62%) were in employment form of work in 2018/19 while another 36 percent was involved in subsistence agriculture.

The Employment to Population Ratio (EPR) which is the employment rate during the period 2018/19 was 51 percent implying that about a half of the working age population were employed in 2018/19. Own account workers formed the majority (53 %) of the persons in employment. The two sectors that offered the highest employment opportunities in 2018/19 included Services (42%) and Agriculture, forestry and fishing (41 %). This pattern was the same for the previous years. By occupation, the largest proportion of the employed was engaged as skilled agricultural, forestry and fisheries workers (ranging from 29% to 31% in the last three survey years).

Among the employed population, the daily actual mean hours spent on the main job was nearly similar during the three surveys (7.4 for both 2016/17 and 2017/18 and 7.6 for 2018/19), males spent on average one hour more on their main job compared to females in 2018/19. Persons employed in the Agriculture, forestry and fishing spent the lowest number of hours on the main job (about 6 hours) while those in the services sector spent the highest (about 9 hours). On the secondary job, the average daily actual hours worked was five.

Persons in paid employment earned a median monthly cash wage of Uganda shillings 200,000 in 2018/19 with males receiving Uganda shillings 240,000 compared to Uganda shillings 150,000 for females. Persons in formal employment received more than twice those in informal employment although 87 percent of the employed population outside agriculture were in informal employment. Subsistence Agriculture, which involves production for own or family use, is still very largely common in Uganda with 29 percent of the Working Age Population only engaged in it in 2018/19. The proportion of females in subsistence farming (36%) was more than that of males (22%).

Labour Underutilisation (LU) which is the mismatch between labour supply and demand remained high at 37 percent in 2018/19 similar to 2017/18. However, the first component of labour underutilisation which is unemployment rate (LU1) was 12 percent in 2018/19 with the rate for females (17 %) more than double that of males (8 %).

List of Acronyms

ALFS	Annual Labour Force Survey
BTVET	Business, Technical, Vocational Education and Training
EA	Enumeration Area
EPR	Employment-to-Population Ratio
HH	Households
ICLS	International Conference of Labour Statisticians
ILO	International Labour Organisation
ISCO	International Standard Classification of Occupations
ISIC	International Standards Industrial Classifications
LU	Labour Underutilisation
LFPR	Labour Force Participation Rate
NDP	National Development Plan
NLFS	National Labour Force Survey
NLFS	National Labour Force Survey
NPHC	National Population and Housing Census
SDGs	Sustainable Development Goals
SNA	System of National Accounts
UBOS	Uganda Bureau of Statistics
UCW	Unpaid Care Work
ULFS	Urban Labour Force Survey
UNHS	Uganda National Household Surveys
URSB	Uganda Registration Services Bureau

1.0 Background

Statistics on Labour are critical in the measurement of economic growth and development of a country. These statistics provide indicators promote understanding of common labour market problems and the actions that may be undertaken to address them. They have a significant part to play in the achievement of decent work for all, by informing on the formulation, implementation and evaluation of policies and programmes for the labour market. The indicators are also used to inform monitoring of national and international development efforts such as National Development Plan (NDP) II, Africa Agenda 2063 and the Sustainable Development Goals (SDGs).

To support generation of trend in core labour market indicators, the Uganda Bureau of Statistics (UBOS) embarked on Annual Labour Force Surveys (ALFSs) in 2017/18. This followed two comprehensive National Labour Force Surveys covered in 2010/11 and 2016/17, as well as the Uganda National Household Surveys (UNHS) conducted every three years.

This report provides findings of the Annual Labour Force Survey (ALFS) 2018/19 with trends from previous Annual National Labour Force Surveys 2017/18, National Labour Force Survey 2016/17. Since the National Labour Force Survey 2016/17, data was analysed based on the 2013 resolution concerning statistics of work, employment and labour underutilization by the 19th International Conference of Labour Statisticians (ICLS).

1.1 Survey objectives

The ALFS 2018/19 aimed at generating quality Labour Market Indicators at national level in accordance with current international standards.

The specific objectives of the survey were to:

- a) Provide information on the core labour indicators of the national population;
- b) Measure labour underutilisation; and
- c) Generate and build trend on – labour market indicators over time.

1.2 Sample design

1.2.1 Sample Size and allocation

The Annual Labour Force Survey (ALFS) 2018/19 had a national coverage. The sample was nationally representative with three main reporting domains, namely; National, Residence (Rural and Urban) and disaggregated by sex. However, where particular indicators had sufficient data, further disaggregation was made by age groups and other characteristics.

The ALFS-2018/19 sampling design was similar to the NLFS 2016/17 which covered 360 Enumeration Areas (EAs). NLFS 2016/17 used a two stage cluster sampling method. From the results of the NLFS 2016/17, the data was split into two systematically selected samples and precision of the most desired variable (Unemployment rate) was estimated for both samples. The two samples had expected coverage of 2,700 households (15 households per EA).

The precision levels for Unemployment rate at national level, rural-urban dichotomy and sex

disaggregation is presented in table 1.1. The table shows that each sample would yield unemployment rate ranging between 8.5 percent and 9.1 percent with Coefficient of Variation (CVs) of 9.8 and 8.8 respectively and within about the same confidence interval at national level. The results also show that for the rural-urban and the sex disaggregation, the CVs would not vary from 10, which is reasonable given that unemployment rate is a rare indicator.

Table 1.1: Sampling Errors based on the ALFS 2017/18

ALL	Linearized		[95% Conf. Interval]			
National	Proportion	Std. Err.	Lower limit	Upper limit	CV (%)	Obs
Ran. Sample1	0.0854	0.0084	0.0702	0.1034	9.8	3,026
Ran. Sample1	0.0912	0.0080	0.0766	0.1082	8.8	3,033
RURAL						
Ran. Sample1	0.0853	0.0116	0.0650	0.1112	13.6	1,566
Ran. Sample1	0.0914	0.0104	0.0728	0.1141	11.4	1,612
URBAN						
Ran. Sample1	0.0855	0.0095	0.0685	0.1061	11.1	1,460
Ran. Sample1	0.0908	0.0119	0.0699	0.1172	13.1	1,421
MALE						
Ran. Sample1	0.0734	0.0095	0.0567	0.0945	13.0	1,659
Ran. Sample1	0.0798	0.0084	0.0647	0.0981	10.6	1,613
FEMALE						
Ran. Sample1	0.1008	0.0109	0.0814	0.1243	10.8	1,367
Ran. Sample1	0.1042	0.0120	0.0828	0.1303	11.5	1,420

With this design, the Initial plan was to conduct quarterly Labour Force Surveys covering 130 EAs per quarter with 15 households per EA resulting into 1,950 households to be aggregated for the four quarters. However, taking consideration of the available resources, the quarterly samples were covered on annual basis from 2017/18.

1.2.2 Sample selection procedures

The primary indicator used for selection in the Annual Labour Force Survey 2018/19 was the unemployment rate given that it is a rare indicator but highly demanded by users. However, a labour force survey is a multi-indicator survey and a number of indicators are provided. In addition, the desired domains of the study was considered putting into account the precision requirements, cost considerations and the implementation infrastructure available.

During the ALFS 2018/19, the following were the key considerations in allocating the sample;

- i. Two strata were considered (Rural and Urban),
- ii. One reference indicator was used, namely; unemployment rate.

For each quarterly sample of 130 EAs, the sample was allocated to the two strata as follows;

- Rural (70 EAs)
- Urban (60 EAs)

For both strata, Probability Proportional to Size (PPS) allocation was considered across the 7 strata of the NLFS 2017/18 for national representation and to enable regional reporting where possible.

1.2.3 Scope and Coverage

The ALFS 2018/19 covered the entire country. The sample was nationally representative and scientifically chosen using probability proportional to size to determine the distribution of the sample nationally.

1.3 Survey Implementation

A centralized approach was adopted during data collection whereby six field teams hired at the headquarters were dispatched to different sampled areas. Each team comprised of one Supervisor, three to four Enumerators and a Driver. The field interviewers were recruited basing on fluency of local language spoken in the respective regions of enumeration.

The field data collection commenced in the month of November 2018 and was completed in December 2019. Data collection was done through face to face interviews with the use of Computer Assisted Personal Interview (CAPI) devices.

1.4 Response rate

The overall household response rate was 97 percent with minimal discrepancy between rural and urban households.

Table 1.4: Household response rate

Result	Residence				2018/19		2017/18	
	Urban		Rural		Total		Total	
	Number	%	Number	%	Number	%	Number	%
Total Households selected	990	100	901	100	1,891	100	1,747	100
Households completed fully (Hcf)	947	95.7	885	98.2	1,832	96.9	1,693	96.9
Households partly completed ¹ (Hpc)	6	0.6	5	0.6	11	0.6	7.0	0.4
No-contact (Nc)	14	1.4	5	0.6	19	1.0	26.0	1.5
Household refused (Hr)	13	1.3	3	0.3	16	0.9	4.0	0.2
Temporarily absent, inadequate information (Ta)	5	0.5	3	0.3	8	0.4	5.0	0.3
Vacant, demolished dwelling, change of status	5	0.5	0	0.0	5	0.3	5.0	0.3
Others ² (O)							7.0	0.4
Household response rate³ (%)	96.1		98.2		97.1		97.2	

1 Partly completed household means that the household was identified and the screening done but the eligible respondent selected for interview was not interviewed for one reason or another. For purposes of calculating household response rates, it is considered as done.

2 Others includes any other results not listed

3 The Household Response Rate is calculated as:
$$\text{Response rate} = \frac{Hcf}{Hcf + Hpc + Nc + Hr + Ta + O} * 100$$

1.5 Report structure

This report presents information on the current labour market situation based on the data from the ALFS 2018/19. It is structured into seven chapters. Chapter 1 presents the survey objectives and the methodology used. Chapter 2 provides information on the characteristics of the population and the households. The characteristics of the working age population (14-64 years) is provided in Chapter 3. Chapter 4 details survey findings of the working population. This is followed with statistics on Labour under-utilisation (LU) in Chapter 5. The population in the Labour force and that outside the labour force are discussed in chapter six followed by unpaid care work presented in Chapter 7. Chapter 8 presents statistics on Youth employment and Chapter nine provides conclusion and policy recommendations based on findings from the ALFS 2018/19.

Chapter Two: Background Characteristics



2.0 Introduction

This chapter provides the general characteristics and distribution of the population of Uganda from the National Labour Force Survey (NLFS) 2016/17, Annual Labour Force Survey (ALFS) 2017/18 and ALFS 2018/19.

2.1 Population size

The Annual Labour Force Survey (ALFS) 2018/19 estimated the total population of Uganda at about 38 million people. As presented in Table 2.1, fifty one percent (51%) of the population were females which were similar to the proportion estimated during NLFS 2016/17.

The largest proportion of the population was children aged 0-17 years who accounted for 54 percent in 2017/18. Older persons (60+ years) comprised less than five percent of the total population. Of the total population, the proportion that was in the working age group (14-64) was estimated at 51 percent in 2017/18.

The population of the youth, according to the Ugandan definition (18-30 years), was a proportion of 21 percent. The results further indicate that among the population five years and above, the proportion with disability was 19 percent, and the trend is similar in comparison with the two previous surveys.

Table 2.1: Population distribution by sex residence, age and disability status, (%)

Background Characteristic	NLFS 2016/17			ALFS 2017/18			ALFS 2018/19		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Residence									
Rural	76.8	76.0	76.4	71.4	69.2	70.2	69.5	67.8	68.6
Urban	23.2	24.0	23.6	28.6	30.8	29.8	30.5	32.2	31.4
Age-groups									
0-17	56.8	54.3	55.5	56.0	52.1	54.0	57.6	52.4	54.9
18-30	19.1	21.9	20.5	19.1	23.0	21.1	19.3	22.7	21.0
31-59	19.8	19.1	19.4	20.7	20.2	20.5	19.2	19.8	19.5
60+	4.2	4.7	4.5	4.3	4.6	4.4	3.9	5.1	4.5
15-24	16.8	17.7	17.3	17.0	18.4	17.7	17.8	19.0	18.4
15-35	30.9	32.7	31.9	30.6	34.0	32.3	31.6	33.0	32.3
14-64	48.9	50.9	49.9	49.4	52.2	50.9	49.6	52.1	50.9
Disability status (5+ years)									
With disability	17.3	19.8	18.6	17.4	19.2	18.3	17.2	20.4	18.8
Without disability	82.7	80.2	81.4	82.6	80.8	81.7	82.8	79.6	81.2
Total (%)	100	100	100	100	100	100	100.0	100.0	100.0
Total Population ('000)	18,379	19,351	37,730	18,474	19,496	37,970	19,494	20,262	39,756
Proportion by sex (%)	48.7	51.3	100	48.7	51.3	100	49.0	51.0	100

2.2 Current schooling status, education attainment and marital status of the population 15 years and above

This section indicates some social characteristics of the population 15 years and above and includes their current schooling status, education attainment for those currently out of school and marital status.

2.2.1 Current schooling status

Considering the fact that age at first enrolment into school is relatively high according to household surveys, it is likely that a person who has not started attending school by the age of 15 will not attend school. Table 2.2 shows the distribution of persons 15 years and above by current schooling status. Overall, 15 percent of persons 15 years and above had never attended school while 72 percent were attending school, and 13 percent were still attending school during 2018/19 survey. The proportions are similar in comparison with the previous two surveys.

The results further indicate that the proportion of females as well as rural residents that has never attended school is consistently almost double that of their male and urban counterparts for all the three surveys.

Table 2.2: Distribution of the population 15 years and above by current schooling, sex and residence - 2016/17, 2017/18 and 2018/19

Background characteristics	Never went to school	Left school	Currently attending school	Total
NLFS 2018/19				
Sex				
Male	8.5	76.5	15.1	100
Female	20.0	68.3	11.8	100
Residence				
Rural	17.5	69.6	12.9	100
Urban	8.7	77.2	14.1	100
Total	14.5	72.2	13.3	100
ALFS 2017/18				
Sex				
Male	9.0	77.6	13.4	100
Female	20.7	69.3	10.1	100
Residence				
Rural	18.3	70.0	11.7	100
Urban	8.3	80.2	11.5	100
Total	15.2	73.2	11.7	100
NLFS 2016/17				
Sex				
Male	8.4	76.5	15.0	100
Female	19.9	69.4	10.8	100
Residence				
Rural	17.4	70.3	12.3	100
Urban	6.3	79.5	14.2	100
Total	14.4	72.8	12.8	100

2.2.2 Education attainment

Education attainment refers to the highest level of education an individual has completed. Higher educational attainment, in terms of recognized qualifications, is associated with a range of positive outcomes, including better income, employment, and health among others. As the requirements for many jobs and the related expectations of employers are rising, education that provides the necessary skills and knowledge has become essential for fuller participation in society and a productive workforce. Table 2.3 shows the distribution of the population aged 10 years and above by highest level of education completed for those currently out of school. Overall, 18 percent of persons aged 10 years and above did not have any formal education; more than half (52%) had attained some primary education or

completed primary education while about one in every five persons (21%) had completed secondary education during 2018/19 survey. The trend is uniform in comparison with the previous two surveys. The proportion of females with no formal education (23%) was more than twice that of their male counterparts (10%). By residence, more persons in rural areas had no formal education (21%) compared to urban areas (11%). About only three percent of the population 10 years above had education attainment of degree and above.

Table 2.3: Distribution of the population 10years and above by education level attained, sex and residence - 2016/17, 2017/18 and 2018/19

Background characteristics	No formal education	Primary	Secondary	Post primary/sec ndary training	Degree and above	Total
ALFS 2018/19						
Sex						
Male	11.2	53.8	23.7	8.1	3.2	100
Female	23.3	50.3	18.6	6.1	1.8	100
Residence						
Rural	21.1	58.5	15.5	4.4	0.5	100
Urban	10.6	38.5	32.0	12.5	6.4	100
Total	17.6	51.9	21.0	7.1	2.4	100
ALFS 2017/18						
Sex						
Male	11.3	54.3	25.2	7.1	2.0	100
Female	24.3	52.2	18.1	4.2	1.2	100
Residence						
Rural	21.8	59.3	15.2	3.4	0.3	100
Urban	10.6	39.6	35.0	10.4	4.4	100
Total	18.3	53.1	21.4	5.6	1.6	100
NLFS 2016/17						
Sex						
Male	11.1	57.7	21.8	6.6	2.9	100
Female	23.4	54.6	15.8	4.7	1.6	100
Residence						
Rural	21.1	61.2	13.6	3.6	0.4	100
Urban	7.8	41.1	32.7	11.2	7.2	100
Total	17.6	56.0	18.6	5.6	2.2	100

2.2.3 Marital status

Table 2.4 also shows that the proportion of the population 10 years and above that was married was 45 percent while those who never-married was 44 percent. Married persons include those who reported being married or living together with a partner at the time of the survey. The results further indicated that 39 percent of the females and 50 percent males have never been married.

Females are more likely than males to be divorced or separated (8% versus 4%). Nearly 1 in 10 females (8%) are widowed, as compared to only one percent males who were widowers.

Table 2.4: Distribution of the population 10 years and above by marital, sex and residence - 2016/17, 2017/18 and 2018/19

Background characteristics	Never married	Currently married	Divorced/separated	Widow/Widower	Total
ALFS 2018/19					
Sex					
Male	50.1	45.1	3.9	0.8	100
Female	38.7	45.1	7.9	8.3	100
Residence					
Rural	43.4	46.3	5.2	5.1	100
Urban	45.7	42.8	7.7	3.8	100
Total	44.1	45.1	6.0	4.7	100
ALFS 2017/18					
Sex					
Male	48.3	47.0	3.4	1.3	100
Female	38.7	45.4	7.4	8.5	100
Residence					
Rural	42.3	47.0	5.1	5.6	100
Urban	45.8	44.0	6.3	3.9	100
Total	43.3	46.1	5.5	5.1	100
NLFS 2016/17					
Sex					
Male	49.2	46.7	3.1	1.0	100
Female	38.8	45.6	7.0	8.7	100
Residence					
Rural	43.6	46.3	4.6	5.5	100
Urban	44.3	45.5	6.6	3.6	100
Total	43.7	46.1	5.1	5.0	100

2.3 Household Composition

Household composition is a description of the household according to certain characteristics of its membership, such as age, relationship to the head of the household, and number of marital pairs or nuclear families it contains.

2.3.1 Household Headship

The results in Table 2.5 indicate that the estimated number of household heads was 9.2 million and this constituted 35 percent of the population 10 years and above during 2018/19 survey. This implies that the survey estimated about 9.2 million households in Uganda compared to 8.9 million and 8.4 million in 2017/18 and 2016/17 respectively.

The proportion of the population 10 years and above who were male household heads (51 percent) was more than double that of their female counterparts (20 percent). The proportion of the population who were household heads in urban areas (39%) was higher than the proportion in rural areas (34%). A sizable proportion of the youth (35%) were household heads.

Table 2.5 Household headship for population 10 years and above by selected background characteristics

Background Characteristic	NLFS 2016/17	ALFS 2017/18	ALFS 2018/19
Sex			
Male	50.9	51.8	52.2
Female	19.7	20.7	19.7
Residence			
Rural	32.8	33.9	33.5
Urban	40.0	39.6	38.8
Age group			
10-17	0.1	0.3	0.3
18-30	31.4	31.6	34.7
31-59	63.8	65.4	63.9
60+	77.6	77.1	75.8
Total (%)	34.6	35.6	35.2
Number ('000)	8,431	8,942	9,245

2.3.2 Household size by Socio economic characteristics

The average household size for the de jure population (usual household residents) in Uganda was estimated at 4.3 persons during 2018/19 as indicated in Table 2.6. The male headed households had a slightly higher average household size of 4.6 persons compared to the female headed households with 3.8 persons, and similar pattern to 2017/18 and 2016/17 surveys. On average, children (0-17 years) formed a bigger composition of the household size (2.4 persons in 2018/19) compared to those in the other age groups. The trend is uniform in comparison to the previous two surveys.

Table 2.6 Mean number of household members by selected background characteristics, (%)

Background characteristics	AGE OF HOUSE HOLD MEMBERS				Household size
	0-17	18-30	31-59	60+	
ALFS 2018/19					
Sex of head					
Male	2.4	1.0	1.0	0.2	4.6
Female	2.3	0.7	0.6	0.3	3.8
Residence of head					
Rural	2.7	0.9	0.9	0.2	4.7
Urban	1.9	1.0	0.8	0.1	3.8
Age of head					
0-17	1.3	0.6	0.0	0.3	2.3
18-30	1.3	1.7	0.0	0.0	3.0
31-59	3.2	0.6	1.5	0.0	5.3
60+	1.8	0.6	0.4	1.2	4.0
Total	2.4	0.9	0.8	0.2	4.3

Table 2.6 Mean number of household members by selected background characteristics, (%), CONT'D

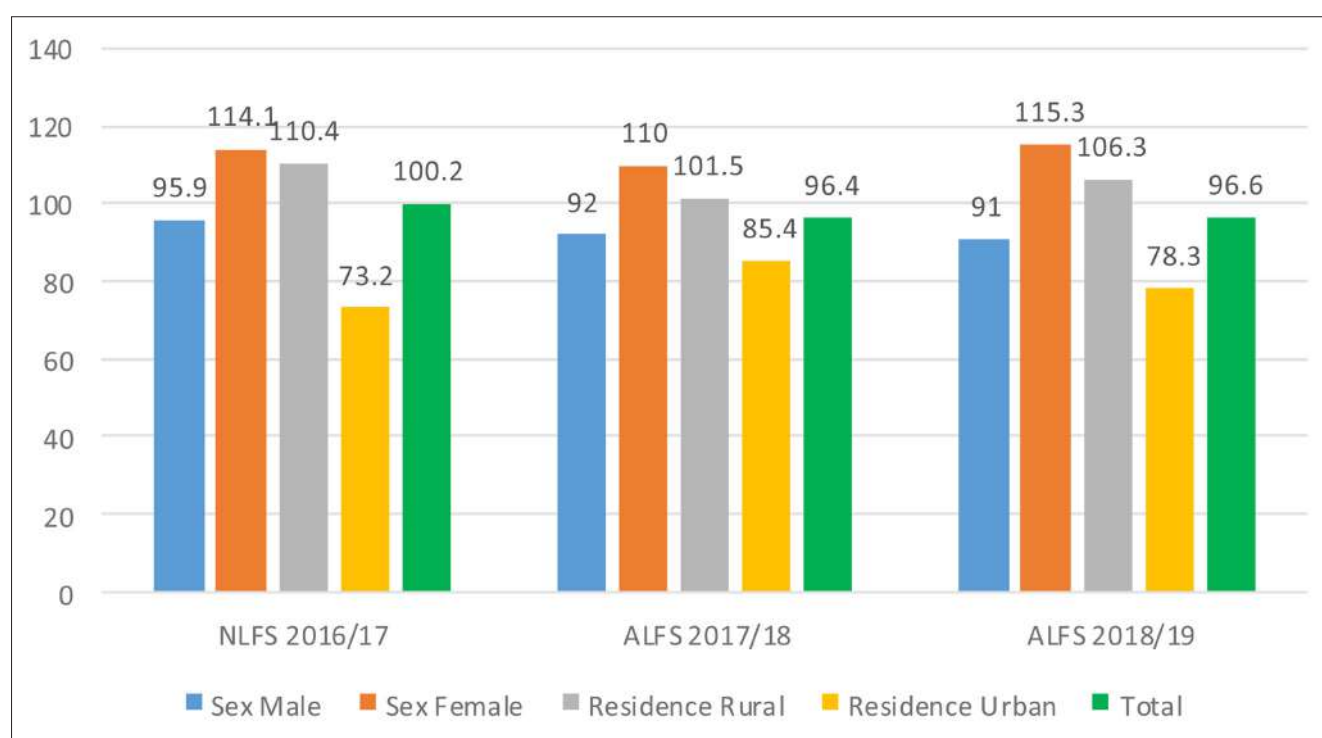
ALFS 2017/18					
Sex of head					
Male	2.4	1.0	1.0	0.2	4.5
Female	2.1	0.6	0.7	0.2	3.6
Residence of head					
Rural	2.5	0.9	0.9	0.2	4.5
Urban	1.9	1.0	0.8	0.1	3.8
Age of Head					
0-17	1.8	0.0	0.0	0.0	1.8
18-30	1.3	1.5	0.0	0.0	3.0
31-59	2.9	0.6	1.4	0.0	4.9
60+	1.9	0.6	0.4	1.2	4.0
Total	2.3	0.9	0.9	0.2	4.2
NLFS 2016/17					
Sex of head					
Male	2.6	1.0	1.0	0.2	4.8
Femal	2.3	0.7	0.7	0.3	3.9
Residence of head					
Rural	2.8	0.9	0.9	0.2	4.8
Urban	1.8	1.1	0.8	0.1	3.8
Age of head					
0-17	1.1	0.1	0.0	0.0	1.2
18-30	1.6	1.7	0.0	0.0	3.4
31-59	3.1	0.6	1.4	0.0	5.2
60+	2.0	0.6	0.5	1.2	4.3
Total	2.5	0.9	0.9	0.2	4.5

2.3.3 Age Dependency Ratios

The working age population in Uganda is 14 to 64 years. The age dependency ratio is the proportion of the population not in the working age group (the dependent ages less than 14 and 65+ years) to those in the working age group (the productive portion of the population, 14 to 64 years). This ratio shows the implied economic burden of dependency on the productive population.

The overall age dependency ratio was 96.6 per 100 persons 14-64 years in 2018/19, compared to 96.4 persons and 100.2 persons during 2017/18 and 2016/17 respectively as indicated in Figure 2.1. The dependency ratio was much higher in rural areas than urban areas for all the three surveys. It was also higher among females than males for the two years implying that less females than males are within the economically productive age group (14-64 years) of the population.

Figure 2.3 : Age Dependency Ratios by sex of household head, and residence, 2016/17, 2017/18 and 2018/19.



Chapter Three: The Working-Age Population (WAP)



3.0 Introduction

In Uganda the working-age population is the population aged 14-64 years, and so most of the indicators in this report are based on this age group. Nevertheless, during the implementation of the Annual Labour force survey, data was collected from all persons 5 years and above to determine how early the population entered the labour market and also to measure the extent to which the older persons aged 65 years and above were engaged in economic activities.

3.1 Characteristics of the Working Age Population

Table 3.1 shows that the working age population in Uganda has been increasing over the years from about 18.8 million persons in 2016/17 to 20.2 million in 2018/19 an increase of more than four million persons during the seven year period. The proportion of males of the working age was lower than that of the females throughout the reference periods. On the other hand the population of the working age population living in urban areas increased from 27 percent in 2016/17 to 35 percent in 2018/19. The increase in the population living in the urban can be partly explained by the gazettement of more urban areas and the rural-urban migration.

The age disaggregation shows that the children aged 14-17 years constituted nearly one fifth (18%) of the working age population in 2018/19 while the proportions of the adults aged 31-64 years and the youth 18-30 years each constituted 41 percent in 2018/19.

Table 3.1: Distribution of the working age population (14-64 years) by selected background characteristics

Background Characteristics	2016/17	2017/18	2018/19
Sex			
Male	47.7	47.3	47.8
Female	52.3	52.7	52.2
Residence			
Rural	72.7	68.5	65.4
Urban	27.3	31.5	34.6
Age groups			
14-17	17.3	16.0	17.7
18-30	41.1	41.4	41.4
31-54	41.6	42.6	41.0
15-24	34.6	34.8	36.2
15-35	63.8	63.5	63.6
Total	100	100	100
Number (000's)	18,843	19,333	20,219

The information in Figure 3.1 shows that the majority of the working age population had education attainment of primary education and below. The working age population with education level of primary education and below slightly reduced from 72 percent in 2016/17 to 68 percent in 2018/19 a reduction of four percentage points during the two year period.

Figure 3.1: Percentage distribution of the working age population by Education attainment

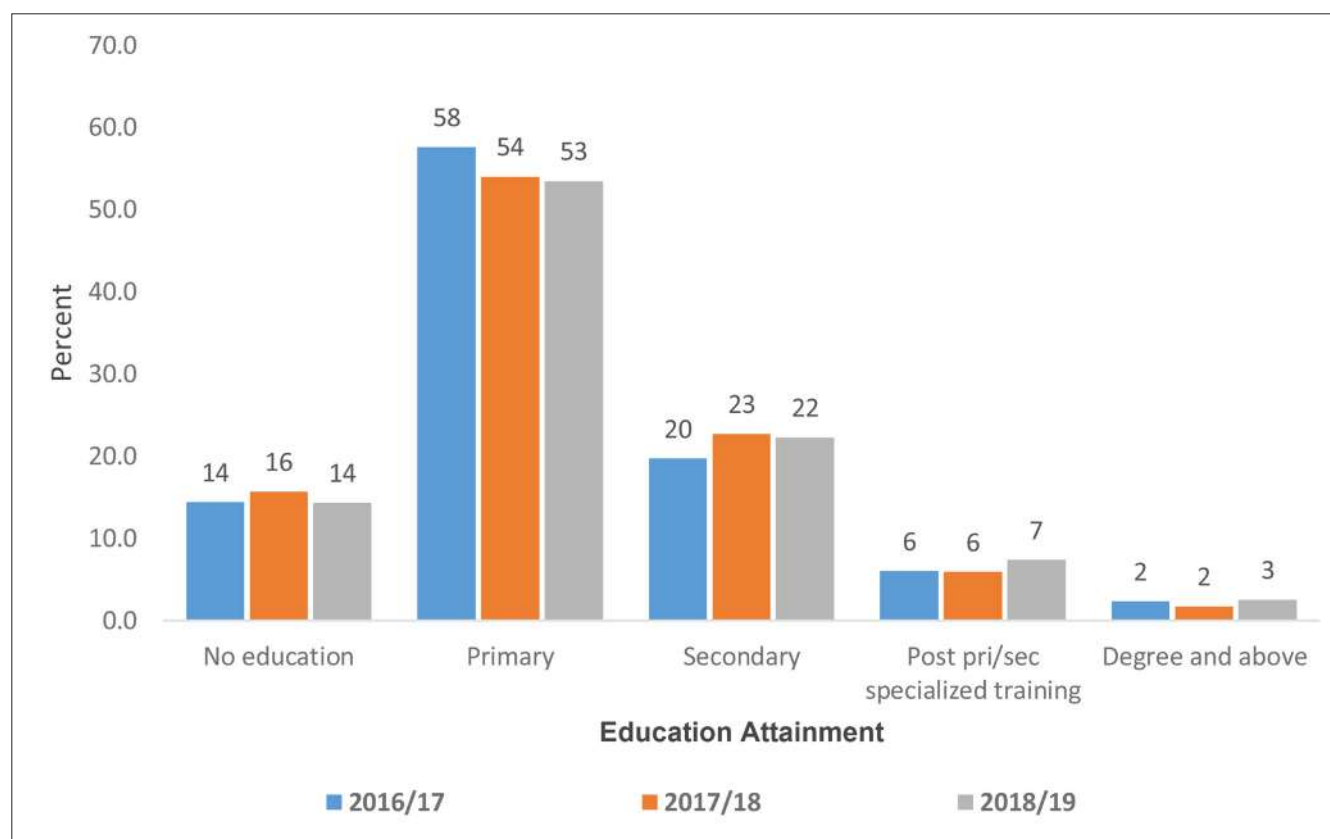


Table 3.2 presents the distribution of the migrant working age population by the previous area of residence and the residence of enumeration. About 68 percent of the migrant working age population had previously resided in rural areas during the last 5 years and nearly 31 percent were previously urban residents and two percent were residing in some other country. This pattern was similar to the previous year surveys although the magnitude of the proportions somewhat differed by survey year.

When a period of ten years was considered, the pattern remained the same with the migration from rural areas increasing slightly to 72 percent and that of the urban areas decreasing by five percentage points to 26 percent.

Among the rural migrant population that moved in during the last 5 years, 88 percent were previously rural residents and 12 percent urban residents and less than one percent from some other country. However the corresponding proportions to urban areas were 47 percent, 49 percent from rural and urban areas respectively.

Table 3.2: Status of migrant working age population (14-64 years) by residence

Background Characteristic	Previous area of residence in the last 5 years				Previous area of residence in the last 5 years				Previous area of residence in the last 5 years			
	Rural	Urban	Other country	Total	Rural	Urban	Other country	Total	Rural	Urban	Other country	Total
Current Residence												
Rural	87.8	10.8	1.3	100	83.0	13.7	3.3	100	88.3	11.5	0.2	100
Urban	45.7	53.1	1.2	100	51.0	46.3	2.8	100	47.2	49.0	3.8	100
Total (%)	67.6	31.2	1.3	100	66.4	30.7	3.0	100	67.5	30.5	2.0	100
	Previous area of residence in the last 10 years				Previous area of residence in the last 10 years				Previous area of residence in the last 10 years			
	Rural	Urban	Other country	Total	Rural	Urban	Other country	Total	Rural	Urban	Other country	Total
Current Residence												
Rural	87.8	11.0	1.1	100	85.7	11.9	2.4	100	90.4	8.8	0.7	100
Urban	47.4	51.1	1.4	100	54.9	42.7	2.4	100	50.3	46.0	3.7	100
Total (%)	69.8	28.9	1.3	100	70.2	27.5	2.4	100	72.0	25.9	2.1	100

3.2 Distribution of the working age population

Table 3.3 presents the proportion of the working population (according to the SNA 2008 production boundary) by some selected background characteristics. The results reveal that about four-fifths (82%) of the working age population were working in 2018/19, nearly the same share that was reported during the other survey periods. The findings also indicate that throughout all the survey periods, the proportion of the working population in rural areas was higher than that of the urban areas. The proportion of children (14-17 years) who were working in 2018/19 was 62 percent and generally the share of the working population increased with age.

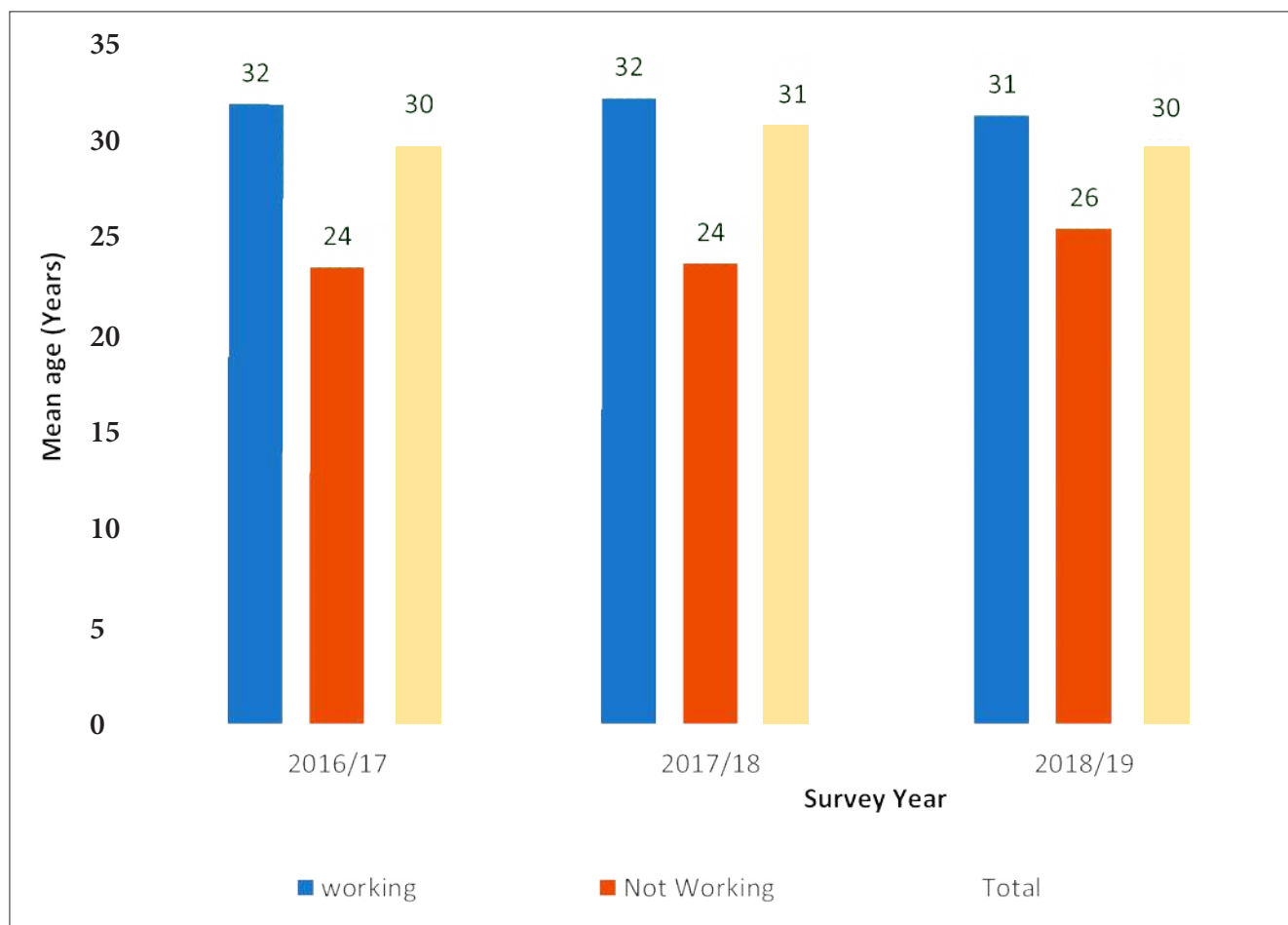
Table 3.3: Distribution of the working age population by working status and selected Background characteristics (2011/12 to 2016/17)

Background characteristics	NLFS 2018/17	ALFS 2017/18	ALFS 2018/19
Sex			
Male	83.7	86.3	83.6
Female	78.8	80.3	77.0
Residence			
Rural	84.1	86.5	84.7
Urban	73.2	76.0	71.5
Age groups			
14-17	55.3	58.1	62.3
18-30	81.5	83.3	79.7
31-64	91.6	92.5	88.3
15-24	70.2	73.4	73.0
15-35	78.6	81.1	78.2
Total working	81.1	83.1	81.6
Number	15,290	16,073	16,210

3.3 The mean age of the Working age population

The mean age of the working age population in 2018/19 was 30 years, nearly the same value that was reported during the other survey periods. The results also reveal that the working population mean age (31 Years) was about five years more than that of the population that was not working (26 years). The values for mean age and the pattern by working status was similar in the three survey periods (Figure 3.2). The variation in the mean age among the working population and the population that was not working can be partly explained by a large number of young people who were not working because they were still in school.

Figure 3.2: Mean Age of the working Age population by Activity Status, and survey year, (%)



Chapter Four: The Working Population



4.0 Introduction

The current concepts and definitions outline work to be composed of any activities performed by persons to produce goods or to provide services for use by others or for own use. These concepts and definitions identifies five mutually exclusive forms of work distinguished based on the intended destination of the production and the nature of the transaction.

4.1 Composition of the working population

The Working-Age Population (WAP) in Uganda was set at 14-64 years. However, data was collected from all persons 5 years and above to determine how early the population enter the labour market. Working population is the population that is engaged in the production of goods and services within the SNA production boundary. Five mutually exclusive forms of work are identified for separate measurement. These include own-use production work (mainly subsistence agriculture), employment work, unpaid trainee work, volunteer work and other work activities.

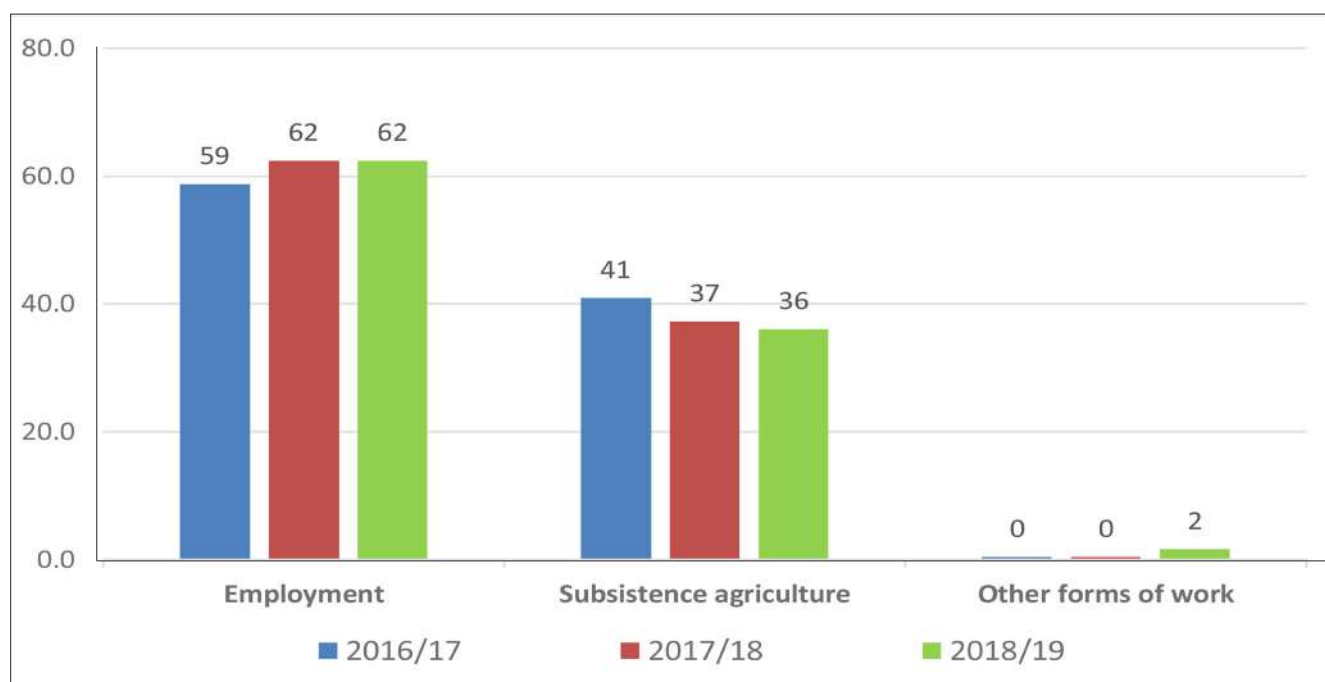
Table 4.1 shows that of the 16.3 million persons that were working more than three quarters (62%) were in employment form of work in 2018/19 while another 36 percent was involved in subsistence agriculture. The proportion of the working persons aged 14-64 years in the other forms of work (including volunteer work, unpaid trainee work, among others) constituted a share of less than two percent. The findings also reveal that the share of the working population in employment among the males and urban areas was higher than those among the females and rural dwellers. Employment form of work was nearly universal in Kampala (97%) while subsistence agriculture was predominant in the eastern region (60%). The results also show that the proportion of persons engaged in employment among the workforce increases with increasing age and increasing education level.

Table 4.1: Distribution of the working population by forms of work and Background Characteristics, 2018/19 (%)

Background Characteristic	Employment	Purely Subsistence agriculture	Apprentice/trainee	Volunteer	Missing/ Not Stated	Total
Sex						
Male	72.5	25.8	0.4	1.2	0.0	100
Female	52.5	46.1	0.3	0.9	0.2	100
Residence						
Rural	54.9	43.7	0.3	1.1	0.1	100
Urban	79.5	18.8	0.7	1.0	0.0	100
Region						
Kampala	96.6	1.5	0.5	1.4	0.0	100
Central	65.9	32.7	0.7	0.6	0.2	100
Eastern	39.0	60.2	0.1	0.7	0.0	100
Northern	74.6	23.2	0.2	1.8	0.1	100
Western	64.9	33.4	0.4	1.2	0.1	100
Age						
14-17	29.5	68.9	1.0	0.6	0.1	100
18-30	64.1	33.9	0.5	1.4	0.1	100
31-64	71.1	27.9	0.1	0.9	0.1	100
youth15_24	49.5	48.3	1.0	1.0	0.2	100
youth15_35	60.6	37.5	0.6	1.2	0.1	100
Education level attained						
No education	50.9	47.1	0.0	1.6	0.4	100
Primary	64.8	34.0	0.4	0.8	0.0	100
Secondary	72.3	25.1	0.6	1.7	0.2	100
Post primary/secondary specialized	90.8	8.5	0.0	0.6	0.0	100
Degree and above	98.1	0.8	0.0	1.1	0.0	100
Total	62.4	36.0	0.4	1.1	0.1	100
Number(000's)	10,201	5,885	63	173	17	16,339

Figure 4.1 shows that the working population in employment increased from about 59 percent in 2016/17 to 62 percent in 2018/19 and this was mostly caused by a decrease in the working population engaged in subsistence farming during the same reference period.

Figure 4.1: Distribution of the working population by forms of work and survey period (%)



Note: *Other forms of work include volunteers, unpaid trainees and other forms of work and “missing”

4.2 Status in Employment for the working population

Status in employment for the working population divides working people into five groups that are largely based on class of work status or risk taking on their main or secondary work activity. The indicator on status in employment of the working population divides this category into five groups that are largely based on class of work status or type of economic risk on their main or secondary job. The five groups include paid employment, employers, own account workers, contributing family workers and Others.

The information in Table 4.2 shows that more than half (65%) of the working population were own account workers while 19% were paid employees. Disaggregation by sex and residence indicates that a higher proportion of the females and persons living in rural areas than males and urban dwellers were own account workers and contributing family workers while the paid employees and employers were predominately males and urban residents. Table 4.2 also shows that the proportion of the working population engaged as employees increased with increasing education level

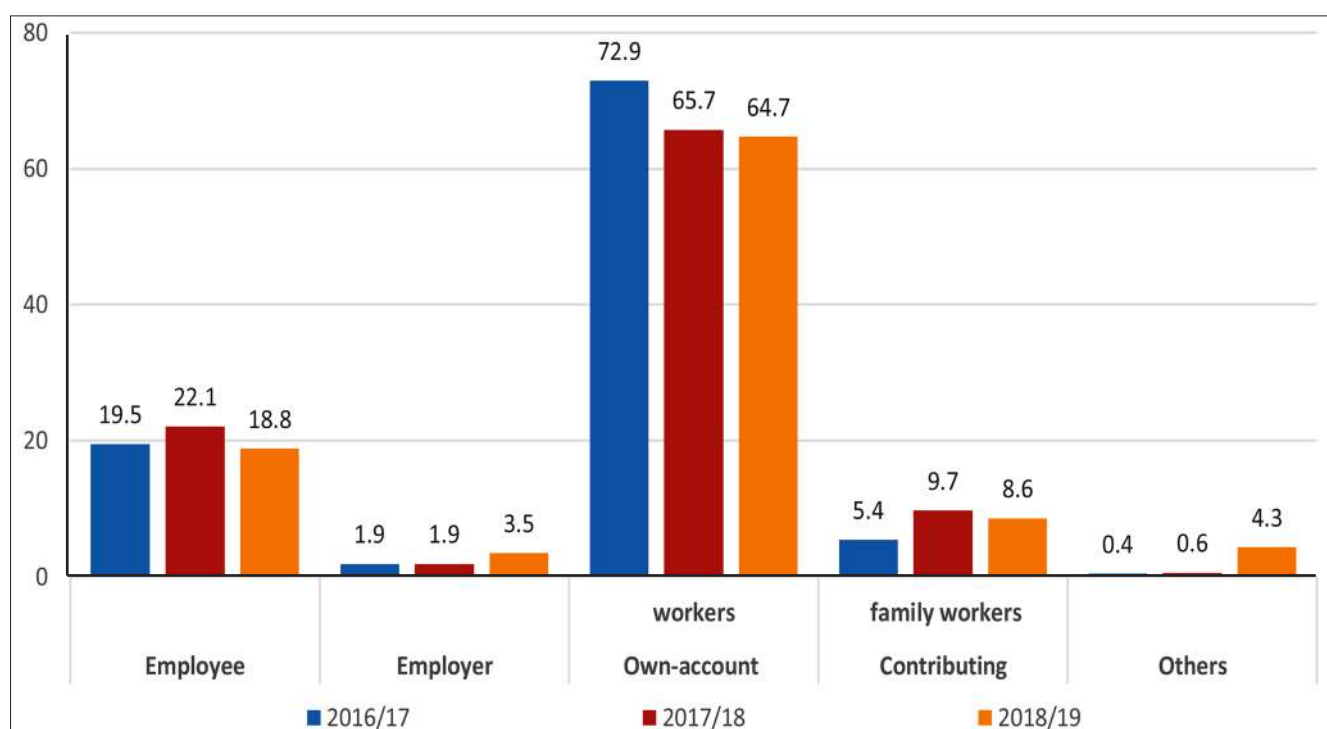
Table 4.2: Distribution of the working population by status in employment on the main job and selected Background Characteristics, 2018/19

Background Characteristic	Employee	Employer	Own-account workers	Contributing family workers	Others*	Total
Sex						
Male	24.7	4.2	62.6	5.1	3.4	100
Female	13.0	2.8	66.8	12.2	5.2	100
Residence						
Rural	12.9	2.0	69.8	10.3	5.0	100
Urban	32.2	6.9	53.4	4.9	2.7	100
Region						
Kampala	44.9	5.1	41.8	5.8	2.4	100
Central	22.9	10.5	59.0	3.8	3.7	100
Eastern	14.7	1.5	79.3	0.9	3.6	100
Northern	17.8	0.7	57.6	15.7	8.3	100
Western	15.3	0.5	66.3	14.9	3.1	100
Age group						
14-17	8.1	0.2	68.0	14.7	9.0	100
18-30	22.7	2.7	59.6	10.7	4.3	100
31-64	18.5	5.3	68.5	4.9	2.9	100
15-24	16.8	1.3	60.2	14.9	6.8	100
15-35	20.3	3.0	61.3	10.6	4.9	100
Education Attainment						
No education	10.2	1.3	76.5	7.3	4.7	100
Primary	14.5	3.3	70.2	8.9	3.1	100
Secondary	23.5	5.7	59.2	7.0	4.6	100
Post pri./secondary specialized training	54.5	7.4	34.4	2.4	1.4	100
Degree and above	69.9	9.2	18.9	0.9	1.1	100
Total	18.8	3.5	64.7	8.6	4.3	100
Number (000's)	3,074	571	10,577	1,413	704	16,339

**Note: Others also includes missing*

The information in figure 4.2 shows that although most of the working population in 2018/19 were engaged as own account workers (52%), the proportion in this status of employment has reduced from more than three quarters (77%) in 2011/12 to 52 percent in 2018/19. However the proportion of persons categorised as paid employees nearly doubled from 17 percent in 2011/12 to 30 percent in 2018/19. There were also increases in the proportion of persons working as contributing family workers while no clear trend is observed among the employers category.

Figure 4.2: Distribution of the working population by status in employment on the main job and survey year



Note: OAW stands for Own Account Workers, CFW stands for Contributing Family Workers, Others also include missing

4.3 Industry of the working population

Industry is the main activity of the place in which a person works during a specified reference period. This is classified according to International Standard of Industrial Classification Revision 4 in this report. Industry does not depend on the specific duties or functions of the person's work, but on the characteristics of the establishment in which this person works.

The distribution of the working persons by broad industry groups as shown in Table 4.3 indicate that the majority of the Ugandan working population was involved in the Agricultural industry. The workforce in the agriculture, forestry and fishing industry has slightly reduced in the recent past from 68 percent in 2016/17 to 64 percent in 2018/19 with the likelihood of the females being involved higher than that of males. The findings further indicate that the majority of the working population involved in agriculture worked in mainly own household consumption with 45 percent of the population engaged here in 2018/19. The proportion of the working population in mainly market oriented agriculture was 18% - 19% during the three survey periods. The second largest industry in the country was trade engaging 12 percent of the working population in 2018/19 a minimal increase from the 10 percent observed in 2016/17.

Table 4.3: Distribution of the Working Population by Industry (%)

Industry of main job	NLFS 2016/17			NLFS 2017/18			NLFS 2018/19		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	63.1	73.4	68.3	60.1	70.9	65.6	56.4	70.5	63.5
Mainly market oriented	19	17.2	18.1	22.1	15.3	18.6	21.8	14.4	18.1
Mainly own household consumption	44.6	56.8	50.8	38.4	55.5	47.1	34.1	54.9	44.6
Trade	9.5	9.5	9.5	12.0	10.7	11.4	11.7	12.4	12.1
Manufacturing	6.2	3.4	4.7	6.7	5.1	5.9	6.3	5.2	5.8
Education	3.0	3.4	3.6	3.5	2.9	3.2	4.6	2.6	3.6
Transportation and storage	4.7	0.0	2.4	5.0	0.0	2.5	6.6	0.1	3.3
Construction	4.2	0.2	2.2	5.4	0.1	2.7	6.0	0.0	3.0
Accommodation and food service activities	1.0	3.0	2.0	0.9	3.1	2.0	1.1	3.2	2.1
Others	7.5	7.1	7.4	6.4	7.2	6.7	7.3	6.0	6.6
Total	100	100	100	100	100	100	100	100	100

4.4 Occupation of the working population

The occupation of a person at work are the tasks and duties or a job a person usually performs at the place of work. In this section the analysis is based on the main occupations of the working persons. The criteria used to select the main occupation when an individual is engaged in more than one occupation depends on the time spent on the occupation and the share of income earned by performing the duties.

Table 4.4 shows that the majority of the working population in 2018/19 (58%) were Agricultural, forestry and fishery workers almost similar to the proportion recorded in 2017/18. Further, 13 percent of the working population were service and sales workers in 2018/19 with the proportion of urban areas (23%) being higher than that of the rural areas (9%). The proportion of females engaged as Agriculture, forestry and fishery workers and Craft and related trades workers was higher than that of males throughout all the survey periods. The findings also indicate that in all the survey periods, working males had a higher likelihood of being professionals, craft and related workers and Plant and machine operators and assemblers compared to females.

Table 4.4: Occupation of the main job for working population by sex and residence

Survey	Professionals	Technicians and associate professionals	Service and sales workers	Agricultural, forestry and fishery workers	Craft and related trades workers	Plant and machine operators and assemblers	Elementary occupations	Others	Total
NLFS 2018/19									
Male	5.1	1.7	11.3	53.1	11.7	7.9	7.1	2.1	100
Female	2.6	1.3	15.7	67.1	4.8	0.2	7.0	1.3	100
Rural	2.2	0.5	9.4	73.0	5.8	3.0	5.4	0.7	100
Urban	7.5	3.6	22.7	31.0	13.8	6.4	10.6	4.4	100
Total	3.8	1.5	13.5	60.1	8.2	4.0	7.0	1.9	100
NLFS 2017/18									
Male	3.5	1.9	12.4	52.0	11.5	5.4	11.2	2.1	100
Female	2.4	1.1	16.8	65.0	3.9	0.6	8.8	1.4	100
Rural	1.7	0.7	8.1	71.3	5.7	2.4	9.5	0.6	100
Urban	5.9	3.6	30.8	27.3	12.4	4.3	11.3	4.4	100
Total	2.9	1.5	14.6	58.6	7.6	3.0	10.0	1.8	100
NLFS 2016/17									
Male	4.1	2.1	10.3	57.7	9.1	6	9.3	1.5	100
Female	3.1	1.2	13.8	70.5	3	0.6	6.8	1	100
Rural	2.0	0.9	7	76.5	4.3	1.9	7	0.5	100
Urban	8.5	3.9	27.7	26.5	11.2	7.6	11.3	3.4	100
Total	3.9	1.6	12.1	64.2	6	3.3	8	1.2	100
NLF & CAS 2011/12									
Male	3.8	1.4	11	59.1	9.8	4.5	9.6	0.9	100
Female	2.0	0.9	14.5	73.1	3.5	0.3	5.2	0.4	100
Rural	2.1	0.7	8.3	74.7	5.4	1.4	7	0.4	100
Urban	7.5	3.7	37.8	18.2	13.5	7.6	9.3	2.5	100
Total	2.9	1.2	12.8	66.1	6.7	2.3	7.4	0.7	100

4.5 EMPLOYMENT

The population in employment is the working age population (14-64 years) who, during a short reference period (last 7 days), was engaged in any activity to produce goods or provide services for pay or profit.

The employed persons is composed of; employed persons “at work”, that is, who worked in a job for at least one hour during the reference week and employed persons “not at work” due to temporary absence from a job, or to working-time arrangements (such as shift work, flexitime and compensatory leave for overtime).

4.5.1 Characteristics of the employed population

The employed population increased from nearly 10 million in 2016/17 to about 10.2 million in 2017 (Table 4.5). The share of females of the employed population was lower than that of the males throughout the reference period (44%-42%). This is in contrast to the share of the female working age population being higher than the male working age population, depicting the disadvantage of females to males in the labour market.

The rural-urban divide indicates that the proportion of the working population slightly increased from 35 percent during 2016/17 to 39 percent in 2018/19. Furthermore, disaggregation by age group shows that in 2018/19 the youth (18-30 years) comprised 42 percent of the employed population and the children were about seven percent. On the other hand 10 percent of the employed population did not have any formal training in 2018/19.

Table 4.5: Distribution of the Employed Population by selected Background characteristics and survey year (%)

Background Characteristics	2016/17		2017/18		2018/19	
	Share (%)	Number (000)	Share (%)	Number (000)	Share (%)	Number (000)
Sex						
Male	56.3	5,053	56.8	5,697	57.7	5,884
Female	43.7	3,921	43.2	4,326	42.3	4,317
Residence						
Rural	65.3	5,861	62.8	6,297	60.9	6,215
Urban	34.7	3,113	37.2	3,726	39.1	3,987
Age Groups						
14-17	6.9	619	7.1	713	6.5	664
18-30	43.0	3,858	43.0	4,312	42.3	4,317
31- 64	50.1	4,495	49.9	4,997	51.2	5,221
15 - 24	26.5	2,378	26.9	2,689	26.3	2,678
15 - 36	63.3	5,680	62.4	6,250	60.2	6,146
Education Attainment						
No Education	10.4	933	11.5	1080	9.9	945
Primary	52.5	4,711	52.9	4,964	52.8	5,044
Secondary	24.2	2,171	24.3	2,278	23.5	2,247
Post Primary/Secondary specialized training	9.3	834	8.9	836	10.2	979
Degree and above	3.6	323	2.4	222	3.6	345
Total	100	8,973	100	10,023	100	10,201

4.5.2 Employment-to-Population Ratio (EPR)

The Employment-to-Population Ratio (EPR) is the proportion of the working age population that is employed. High population to Employment ratios imply that a large proportion of the population is employed, while a low ratio means that a large share of the population is either unemployed or out of the labour force. The indicator measures the extent of employment creation in the economy. Changes in the EPR reflect net changes in the number of the employed relative to changes in the working age population.

The employment to population ratio during the period 2018/19 was 51 percent implying that about a half of the working age population were employed in 2018/19. The indicator was higher for males and residents of urban areas compared to females and rural residents for all the survey years. EPR increased with increasing age and did not depict any difference by disability status of the working age population throughout the reference period (Table 4.6).

Table 4.6: Employment-to-population ratio by selected background characteristics

Employment to population ratio	2016/17			2017/18			2018/19		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Residence									
Rural	50.7	35.4	42.8	58	37.5	47.6	56.8	37.7	47.0
Urban	71.4	51.1	60.5	73	52	61.1	69.1	46.6	57.0
Age groups									
14-17	22.7	15.4	22.7	26	20.2	23.1	21.5	15.3	18.6
18-30	58.9	42.4	58.9	65.9	44.3	53.8	65.2	40.4	51.6
31-64	67.7	47.5	67.4	73.2	48.5	60.7	75.7	51.3	63.0
15-24	43.3	30.5	43.3	46.2	34.6	40.0	43.8	30.1	36.6
15-35	55.7	39.7	55.7	60.9	42.5	51.0	58.0	38.4	47.8
Disability Status									
With Disability	56.7	42.5	48.9	61.9	44.6	52.4	59.5	46.6	52.3
Without Disability	56.8	39.5	47.9	62.8	42.0	52.0	62.5	40.2	51.1
Total	56.1	39.7	47.5	62.3	42.4	51.8	60.9	40.9	50.5

4.5.3 Status in employment

Based on the findings in Table 4.7 own account workers form the majority of the persons in employment in Uganda averaging about half of the working age population throughout the three survey periods. Persons in self - employment which is comprised of own account workers, employers and contributing family workers had a share of 70 percent in 2018/19 with 30 percent being engaged as paid employees.

Comparisons by sex and residence reveal that males had a higher likelihood of being employed as paid employees (34%) than females (25%), while the proportion of paid employees in urban areas (41%) was nearly twice that of rural areas (24%). The large numbers of the self-employed in Uganda call for the necessary policies to help the self-employed to boost their earnings for the work they are engaged in.

Table 4.7: Status in employment by selected Characteristics, 2016/17 – 2018/19 (%)

Characteristics	Paid employee	Employer	Own account worker	Contributing family workers	Total
2018/19					
Sex					
Male	34.2	5.9	52.9	7.1	100
Female	24.9	5.3	46.5	23.3	100
Residence					
Rural	23.9	3.7	53.5	19.0	100
Urban	40.6	8.7	44.6	6.1	100
Total	30.3	5.6	50.1	13.9	100
Number(000's)	3,074	571	5,094	1,413	10,153
2017/18					
Sex					
Male	39.4	3.4	49.6	7.6	100
Female	30.1	2.4	41.7	25.6	100
Residence					
Rural	30.4	1.6	47.1	20.8	100
Urban	43.8	5.3	44.6	6.2	100
Total (%)	35.4	3.0	46.2	15.4	100
Number ('000's)	3,543	300	4,628	1,542	10,014
2016/17					
Sex					
Male	40.8	4	48.8	6.4	100
Female	26.3	1.7	57.8	14.4	100
Residence					
Rural	27.4	2.3	58.4	11.9	100
Urban	47.8	4.4	42.1	5.8	100
Total (%)	34.5	3.0	52.8	9.8	100
Number ('000's)	3,079	267	4,713	873	8,933

4.5.4 Sector of the main job

Table 4.8 groups industry into three broad economic sectors of the economy. In terms of economic sector, the two sectors of Services and Agriculture, forestry and fishing offered the highest employment opportunities in Uganda accounting for 46percent and 37 respectively of the employed persons in 2018/19.

Residential differentials showed that the employed persons in the rural areas were predominately employed in the Agriculture, forestry and fishing sector (52%) while those in the urban areas were mostly engaged in the services sector (66%).

Table 4.8: Sectors of employment in the main job by sex and residence, percent

Survey Year	Agriculture, forestry and fishing	Production	Services	Total
2018/19				
Sex				
Male	37.5	20.0	42.5	100
Female	37.4	12.9	49.7	100
Total	37.4	17.0	45.6	100
Residence				
Rural	51.7	16.1	32.2	100
Urban	15.2	18.4	66.4	100
Total	37.4	17.0	45.6	100
Number	3,820	1,734	4,647	10,201
2017/18				
Sex				
Male	43.1	17.9	39.1	100
Female	43.3	11.2	45.5	100
Residence				
Rural	59.7	13.5	26.9	100
Urban	15.2	17.6	67.2	100
Total (%)	43.2	15.0	41.8	100
Number ('000)	4,322	1,502	4,191	10,014
2016/17				
Sex				
Male	40.0	20.2	39.8	100
Female	42.8	11.4	45.8	100
Residence				
Rural	56.2	14.3	29.4	100
Urban	12.9	20.2	66.9	100
Total (%)	41.4	16.4	42.2	100
Number ('000)	3,683	1,463	3,785	8,931

4.5.5 Occupation of the main job

The distribution of the employed population by occupation (ISCO-08) on the main job based on the most recent labour force surveys is presented in Table 4.9. It is observed that in Uganda the largest proportion of the employed were engaged as skilled agricultural, forestry and fisheries workers (range of 29%-31% during the three survey years).

Sex disaggregation reveals that the share of females engaged as service and sales workers among the employed working age population was consistently higher than that of males throughout the three survey periods, while the males were predominant in the occupations of craft and related workers and plant and machine operators and assemblers.

The findings also reveal that with the exception of agricultural work and elementary occupations, the proportion of the urban employed population was higher than that of the rural counterparts in all other occupations throughout the three survey periods.

Table 4.9: Occupation of the employed population by sex and Residence, percent

Occupations of the main job	Sex		Residence		Total
	Male	Female	Rural	Urban	
2018/19					
Skilled agricultural, forestry and fishery workers	31.4	29.4	42.4	12.1	30.6
Service and sales workers	16.7	33.6	20.3	29.3	23.9
Craft and related trades workers	17.2	11.0	12.6	17.7	14.6
Elementary occupations	11.4	15.2	12.4	13.9	13.0
Professionals	7.2	5.6	4.3	10.0	6.5
Plant and machine operators and assemblers	11.0	0.4	5.5	8.1	6.5
Technicians and Associate Professionals	2.5	2.4	1.1	4.7	2.5
Others*	2.6	2.4	1.4	4.2	2.4
Total	100	100	100	100	100
Number ('000)	5,884	4,317	6,215	3,987	10,201
2017/18					
Skilled agricultural, forestry and fishery workers	29.3	29.3	41.7	8.4	29.3
Service and sales workers	17.8	32.9	15.8	38.7	24.3
Elementary occupations	18.3	20.3	21.3	15.6	19.2
Craft and related trades workers	17.0	8.4	11.8	15.9	13.3
Professionals	4.8	4.5	3.1	7.3	4.7
Plant and machine operators and assemblers	7.6	1.1	4.4	5.4	4.8
Technicians and associate professionals	2.9	2.2	1.4	4.6	2.6
Others*	2.3	1.3	0.5	4.1	1.8
Total	100	100	100	100	100
Number ('000)	5,689	4,326	6,297	3,718	10,014
2016/17					
Skilled agricultural, forestry and fishery workers	29.2	34.1	43.3	8.7	31.3
Service and sales workers	17.5	30.6	17.8	33.4	23.2
Elementary occupations	15.3	14.6	15.4	14.2	15.0
Craft and related trades workers	16.1	8.6	11.8	14.7	12.8
Plant and machine operators and assemblers	10.2	1.8	4.6	10.2	6.5
Professionals	6.0	6.0	3.8	10.1	6.0
Technicians and associate professionals	3.4	2.4	2.1	4.5	2.9
Others*	2.4	1.9	1.2	4.1	2.2
Total	100	100	100	100	100
Number ('000)	5,033	3,896	5,842	3,088	8,930

Note: Others include managers, clerical support staff and those not stated

4.5.6 Daily actual hours worked on the main job

Table 4.10 presents the average actual daily hours the employed population spent on their main job. The actual mean hours spent on the main job was nearly similar during the three surveys (7.4 for both 2016/17 and 2017/18 and 7.6 for 2018/19). The mean actual hours spent on the main job per day by the male employed population was higher than that of the females for all the survey years and in 2018/19, males spent on average one hour more on their main job compared to females.

Similarly the daily actual hours of work spent on the main job by the employed population living in urban areas (about 9 hours) was more than that of the rural residents (about 7 hours). A comparison of the actual hours worked by the sector of employment shows that persons employed in the Agriculture, forestry and fishing spent the lowest number of hours on the main job (about 6 hours) while those in the services sector spent the highest (about 9 hours).

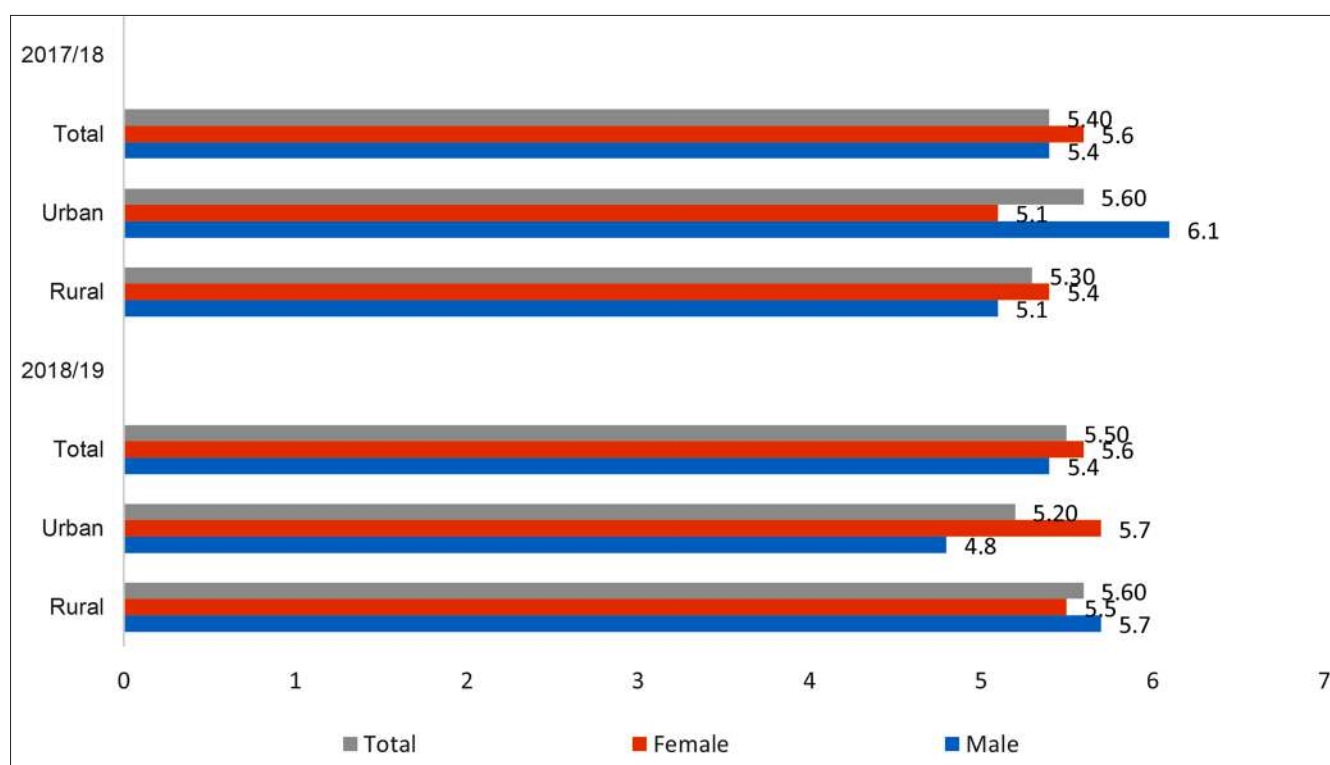
Table 4.10: Average actual hours worked per day by selected background characteristics

Characteristics	2016/17			2017/18			2017/18		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Residence									
Rural	7.0	6.1	6.6	7.1	6.1	6.7	7.3	6.2	6.9
Urban	9.0	8.4	8.8	9.1	8.3	8.7	9.2	8.2	8.7
Age group									
14-17	5.8	5.5	5.7	5.4	5.8	5.6	6.0	6.3	6.1
18-30	7.9	7.1	7.6	8.1	6.9	7.6	8.3	7.2	7.8
31-64	7.7	7.1	7.4	7.8	7.3	7.6	7.9	6.8	7.4
15-24	7.3	6.8	7.1	7.4	6.5	7.0	7.4	6.7	7.1
15-35	7.9	7.1	7.5	7.9	7.0	7.5	8.2	7.2	7.8
Sector of employment in the main job									
Agri, forestry and fishing	5.8	5.4	5.6	6.0	5.4	5.8	5.8	5.4	5.6
Production	8.4	6.5	7.9	8.6	6.7	8.0	9.0	6.6	8.3
Services	9.1	8.5	8.8	9.3	8.6	9.0	9.5	8.3	9.0
Total	7.7	7.0	7.4	7.8	7.0	7.4	8.0	7.0	7.6

4.5.6.1 Actual hours worked on the secondary job

Figure 4.3 presents the actual daily hours worked on the secondary job based on the two last survey carried out during the period 2017/18 and 2018/19. On average the actual hours worked on the secondary job during the two survey periods were nearly the same. There were no major variations observed by either sex or residence.

Figure 4.3: Average actual daily hours of work by sex and residence



4.5.7 Earnings from paid Employment

The analysis of earnings from employment on the main job for paid employees is made using the median income. The results in Table 4.11 reveals that overall, persons in paid employment earned a median monthly cash wage of Uganda shillings 200,000 in 2018/19 with males receiving Uganda shillings 240,000 compared to Uganda shillings 150,000 for females. Agriculture, forestry and fishing was the least paying sector throughout the three survey periods.

The results further reveal that overall; persons employed in the public sector earned more than thrice those in private sector in 2018/19. Monthly earnings were also related to the informality of employment with persons in formal employment receiving more than twice those in informal employment in all the three survey reference periods. Abundance of unskilled labour and low levels of human capital can partly explain the lower wages/salaries in the private sector and for paid employees in informal employment.

Table 4.11: Median monthly cash earnings for persons in paid employment on the main job by sex, residence, regions, education and age ('000 Shs)

Background characteristics	In-Cash 2016/17			In-Cash 2017/18			In-Cash 2018/19		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Residence									
Rural	150	96	120	150	88	110	150	88	120
Urban	300	150	250	220	150	200	330	160	250
Age groups									
14-17	70	40	60	110	50	66	88	66	70
18-30	200	120	150	154	110	140	200	150	180
31-64	300	180	260	220	120	200	330	150	280
15-24	140	100	120	140	80	110	150	88	112
15-35	200	120	150	154	110	140	200	140	176
Sector of the main job									
Agriculture, forestry and fishing	96	72	80	110	88	100	88	66	88
Production	250	140	240	220	140	200	264	165	240
Services	300	160	250	250	150	210	330	200	250
Type of Institution									
Private	192	100	150	150	100	130	200	110	150
Public	450	400	400	420	480	450	543	466	534
Informal employment excluding agriculture									
Formal employment	480	408	450	450	460	450	570	560	570
Informal employment	250	130	200	220	120	198	240	150	200
Total	240	120	190	180	110	150	240	150	200

4.5.8 Informal employment outside agriculture

Informal employment broadly includes employment of an informal nature in formal enterprises, as well as wage and self-employment in informal enterprises and households. The analysis in this section specifically considers informal employment to consist of cases where employment relationship was, in law or in practice, not subject to social protection (i.e. no provision for pension or contribution to National Social Security Fund) or entitlement to paid annual or paid sick leave. Further informal enterprises were taken as those ones which were not registered by Uganda Registration Services Bureau (URSB) as a business or by the Uganda Revenue Authority (URA) for Value added tax / income tax returns.

The results presented in Table 4.12 show that 87 percent of the employed population outside agriculture were in informal employment. The sex disaggregation shows that proportion of males (87 percent) was nearly similar to that of females (88%). Persons in the rural areas engaged in non-agriculture employment were more likely to be informally employed compared to those in urban areas. Furthermore informal employment was universal among the children aged 14-17 years and 91 percent of the youth aged 18-30 years were informally employed in 2018/19.

Table 4.12: Informal employment outside agriculture by sex, residence, and age groups, (%)

Background characteristics	2016/17	2017/18	2018/19
Sex			
Male	84.5	85.9	86.9
Female	85.6	88.4	87.9
Residence			
Rural	89.6	89.9	92.1
Urban	80.5	84.6	83.1
Age groups			
14-17	99.5	100.0	100.0
18-30	90.5	89.9	91.0
31-64	78.6	83.1	83.4
15-24	95.7	95.1	96.7
15-35	87.6	89.9	91.0
Total (%)	84.9	87.0	87.3
Number ('000)	4,494	4,934	5,555

4.6 Workers in Subsistence Agriculture

Subsistence Agriculture consist of a form of Agriculture in which most of the crops grown or livestock kept are used to sustain the farmer or the household where the farmer is staying, with non or little left for sale. Subsistence Agriculture is very common in Uganda today, and therefore to have a holistic understanding of the Labour market there is need to analyse this information separately.

Table 4.13 shows that the working age population engaged in only agricultural own use production work was 29 percent in 2018/19, nearly the same share that was reported during the last two surveys. The proportion of females in subsistence farming (36%) was more than that of males (22%). There were also differentials observed by residence with persons living in rural (37%) in 2018/19 being over two times more likely to engage in subsistence agriculture compared to those in urban areas (14%).

Table 4.13: Working age population in subsistence agriculture

Background characteristics	2016/17		2017/18		2018/19	
	Number ('000)	Proportion (%)	Number ('000)	Proportion (%)	Number ('000)	Proportion (%)
Sex						
Male	2,438	27.1	2,444	26.7	2,090	21.6
Female	3,815	38.7	4,107	40.3	3,795	35.9
Residence						
Rural	5,640	41.2	5,469	41.3	4,944	37.4
Urban	613	11.9	1,083	17.8	941	13.5
Age group						
14-17	1,177	36.0	1,233	40.0	1,554	43.5
18-30	2,415	31.2	2,503	31.2	2,286	27.3
31-64	2,661	34.0	2,816	34.2	2,046	24.7
15-24	2,155	33.1	2,456	36.5	2,611	35.7
15-35	3710	30.9	3,964	32.3	3,797	29.5
Total	6,253	33.2	6,551	33.9	5,885	29.1

Chapter Five: Labour Underutilisation



5.0 Introduction

Labour Underutilisation (LU) refers to mismatches between labour supply and demand i.e. unmet need for employment. It is therefore comprised of unemployed persons, potential labour force and persons in employment but with unmet need. Labour underutilisation focuses on issues of insufficient labour absorption and gives information that is necessary in broader labour market monitoring. It provides more comprehensive information on the state of the labour market, and measures the extent to which all available labour force resources are not fully used in the economy. This chapter presents the following four measures of Labour Underutilisation (LU):

(i) The Unemployment rate (LU1);

(ii) The Combined rate of time-related underemployment and unemployment (LU2);

(iii) The Combined rate of unemployment and potential labour force (LU3);

(iv) The Composite measure of labour underutilization (LU4).

To supplement the above measures in the labour market monitoring, information on skill related and income related inadequate employment situations are also included.

The measurement of Labour Underutilisation (LU) presented in this chapter is based on the 19th ICLS resolutions of 2013 on work statistics concepts.

5.1 Labour underutilization components (LU1-LU4)

The first component of labour underutilisation is the unemployment rate (LU1) which is the proportion of the unemployed population to the total labour force. Table 5.1 shows that about 12 percent (1.4 million persons) of the population aged 14-64 years were unemployed during 2018/19 reflecting minimal difference when compared to ALFS 2017/18. The female unemployment rate in 2018/19 was two times that of the males (17 % for females and 8 % for males). Differentials by place of residence in the unemployment rate is so small. The youth (18-30 years) unemployment rate was 17 percent showing a decline from 18 percent in 2017/18.

Time related underemployment refers to persons who worked for less than forty hours a week and were available for additional work. Time related underemployment was 14 percent. This implies that one in every ten persons worked for less than 40 hours a week and were available for additional work. The Combined rate of the working age population in time related underemployment and unemployment (LU 2) was 24 percent. Potential Labour Force (PLF) refers to persons not in employment who expressed interest in employment but existing conditions limited their active job search or availability therefore the PLF rate was 17 percent. On the other hand, LU3 is a combined rate of unemployment and the potential labour force (unemployment and potential labour force) and the rate was 27 percent. The composite measure of labour underutilisation (LU4) is composed of the sum of the population in time-related underemployment, unemployment and the potential labour force expressed as a proportion of the extended labour force. Composite labour underutilisation rate was estimated at 37 percent in 2018/19 as exhibited in 2017/18. It should be noted that the LU 2, LU 3 and LU 4 rates for females were higher than that of males.

Table 5.1: Labour Underutilisation by components (Percent), 2016/17, 2017/18 and 2018/19

Background Characteristic	2016/17			2017/18			2018/19		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
LU1: Unemployment Rate									
Residence									
Rural	9.2	10.9	9.9	9.6	15.5	12.0	8.7	15.6	11.7
Urban	6.2	12.4	9.1	8.8	17.3	13.1	6.7	18.1	12.1
Age Group									
14-17	10.0	13.2	11.4	12.6	7.0	10.3	13.7	20.5	16.5
18-30	11.4	14.7	13.0	12.2	23.6	17.9	10.7	23.4	16.6
31-64	5.3	7.8	6.3	6.4	9.0	7.4	4.7	9.4	6.8
15-24	12.7	17.3	14.8	15.9	24.7	20.2	11.7	27.4	19.2
15-35	9.8	13.8	11.6	11.6	20.3	15.7	9.9	21.3	15.1
Disability Status									
With Disability	8.6	9.5	9.0	7.5	13.9	10.6	6.2	7.3	6.8
Without Disability	8.1	12.1	9.8	9.7	16.9	12.9	8.3	19.4	13.1
Total (Rate of LU1, %)	8.2	11.4	9.7	9.3	16.3	12.4	7.9	16.7	11.8
Total (Number '000)	452	507	959	583	840	1,423	508	863	1,371
TRUEMP: Time related underemployment									
Rural	15	12	13.7	12.3	14.7	13.2	14.3	22.0	17.5
Urban	8.4	8.1	8.2	8.1	8.6	8.3	9.1	9.2	9.2
Total	12.7	10.6	11.8	10.9	12.2	11.4	12.3	16.8	14.2
Total Number ('000)	644	413	1,057	619	526	1,145	726	726	1,452
LU2: Combined LU1 and TRUEMP									
Rural	22.8	21.6	22.3	20.7	27.9	23.7	21.7	34.2	27.1
Urban	14	19.5	16.6	16.1	24.5	20.4	15.2	25.6	20.2
Total	19.9	20.8	20.3	19.1	26.4	22.4	19.3	30.7	24.4
Total Number ('000)	1,096	922	2,018	1,202	1,366	2,568	1,234	1,589	2,823
Potential Labour Force (PLF)									
Rural	18.1	27.2	22.3	15.8	29.7	22.2	14	26.8	20
Urban	6.2	14.3	10.2	5.9	17.8	12.3	6.1	17	11.6
Total	14.5	23	18.5	12.7	25.2	18.8	11.2	23	16.9
Total Number ('000)	935	1,318	2,252	915	1,762	2,676	805	1,501	2,306
LU3: Combined LU1 & PLF									
Rural	25.6	35	30	23.8	40.6	31.6	21.5	38.2	29.4
Urban	12	25	18.4	14.1	32.0	23.8	12.4	32.0	22.3
Total	21.5	31.8	26.4	20.8	37.3	28.9	18.3	35.8	26.8
Total Number ('000)	1,386	1,825	3,211	1,49	2,575	4,071	1,317	2,412	3,729
LU4: Composite measure of Labour Underutilisation									
Rural	36.8	42.9	39.6	33.2	49.3	40.6	32.7	51.9	41.7
Urban	19.4	31	25.1	21.0	37.9	30.2	20.4	38.3	29.4
Age groups									
14-17	37.3	46.9	41.6	40.2	45.0	42.4	35.2	53.5	43.2
18-30	33.7	42.4	38.1	30.0	50.8	41.0	33.6	52.9	43.5
31-64	28.7	33.9	31	26.9	38.3	32.1	22.5	38.7	30.0
15-24	35.9	47.2	41.5	39.0	52.5	45.9	36.8	57.9	47.9
15-35	31.5	41.8	36.4	30.1	48.9	39.8	31.9	50.4	41.0
Total (Rate LU4, %)	31.5	39	35.1	29.4	45.0	37.0	28.4	46.6	37.2
Total Number ('000)	2,031	2,240	4,271	2,11	3,101	5,215	2,043	3,138	5,181

5.2 Other measures of inadequate employment situations

Two measures of inadequate employment situations presented in this section include skills/qualification and income-related inadequate employment.

5.2.1 Skill related inadequate employment

Skill/qualification related inadequate employment refers to the working age population who, during the reference period of one week, were employed and not categorized in time-related underemployed but whose educational attainment were higher than the educational level required by their current main jobs. The minimum education level used to categorise someone to be in skill-related inadequate employment in this survey was senior four.

Table 5.2 shows that the skill related inadequate employment rate was about eight percent in 2018/19 and was slightly higher than that observed in 2017/18. The rates for urban areas were higher compared to rural areas in all the survey years. One in every ten youth (18-30 years) experienced inadequate employment situation.

Table 5.2: Skill related inadequate Employment Rate by Selected Background Characteristics (Percent), 2016/17 and 2017/18

Background Characteristic	2016/17			2017/18			2018/19		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Residence									
Rural	3.7	2.4	3.1	2.3	1.6	2.0	5.7	2.1	4.2
Urban	12.2	12.0	12.1	9.1	10.7	9.9	12.9	12.2	12.6
Age Group									
14-17	0.0	1.0	0.4	3.3	0.0	1.9	0.0	0.0	0.0
18-30	7.3	7.8	7.5	5.1	9.3	7.1	12.0	8.8	10.6
31-64	6.9	4.6	6.0	4.4	2.4	3.5	6.6	4.8	5.8
15-24	3.1	6.0	4.3	2.9	5.1	4.0	3.7	4.3	4.0
15-35	6.7	7.5	7.0	4.5	6.9	5.6	10.2	7.2	8.9
Total (Rate, %)	6.6	5.8	6.2	4.6	5.4	4.9	8.4	6.2	7.5
Total (Number '000)	332	229	561	262	234	496	468	241	709

5.2.2 Income related inadequate employment

The income related inadequate employment were those paid employees with low monthly earnings. It reflects the persons in paid employment who were earning less than two-thirds of the median monthly earnings of all wage earners in full time employment (which median was 352,000/=) in 2018/19. Wage earners in full time employment were those working for weekly hours in the range of 40 to 48. Therefore the income related inadequate employment rate is the proportion of persons in paid employment whose monthly earnings were less than 235,000.

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Table 5.3: Income related Inadequate Employment Rate by Selected Background Characteristics, 2016/17, 2017/18 and 2018/19

Chapter Six: Population In And Outside The Labour Force



6.0 Population in the Labour Force

The labour force refers to the total sum of persons who are either employed or unemployed. The two groups of the population represent the current supply of labour for the production of goods and services. It includes persons who have a paid job; running a business (i.e. farm or non-farm) or contributing family workers within a specified reference period (i.e. in one week). It also includes those who are not in employment but are actively seeking and are available for paid work and/or business opportunities.

The 2018/19 ALFS estimated a total labour force of about 12 million people of which 45 percent were females while 39 percent were resident in urban areas. Nearly two thirds of the labour force (62%) had attained either primary level education or no education (Table 6.1).

Table 6.1: Distribution of the Labour Force by background characteristics, (%)

Characteristics	2016/17			2017/18			2018/19		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Residence									
Rural	67.0	63.7	65.5	66.3	57.9	62.5	62.6	58.6	60.8
Urban	33.0	36.3	34.5	33.7	42.1	37.5	37.4	41.4	39.2
Age groups									
14-17	7.3	6.8	7.0	7.4	6.4	6.9	7.4	6.2	6.9
18-30	42.4	47.5	44.6	42.1	50.5	45.9	43.0	46.9	44.7
31-64	50.4	45.8	48.3	50.5	43.1	47.2	49.5	47.0	48.4
15-24	27.8	28.6	28.1	27.4	31.9	29.4	26.9	30.9	28.7
15-35	63.8	65.8	64.7	61.9	68.6	64.9	62.1	63.1	62.5
Education Attainment									
No education	6.2	14.4	9.9	7.9	16.6	11.9	6.5	14.4	10.0
Primary	54.6	52.2	53.6	52.1	52.2	52.1	53.1	51.5	52.4
Secondary	26.4	21.8	24.3	28.6	21.7	25.4	26.5	21.4	24.2
Post primary/secondary specialized training	8.7	8.6	8.7	8.9	7.4	8.2	10.0	9.8	9.9
Degree and above	4.1	2.9	3.5	2.4	2.1	2.3	4.0	3.0	3.5
Total (%)	100.0	100.0	100.0	100	100	100	100.0	100.0	100.0
Total (Number '000)	5,505	4,427	9,932	6,281	5,165	11,446	6,392	5,180	11,572
Percentage Share	54.8	45.2	100	54.9	45.1	100	55.2	44.8	100

6.1 Labour Force Participation Rate (LFPR)

The labour force participation rate refers to the proportion of the economically active population to the total working age population. The Labour Force Participation Rate (LFPR) which is the population in the labour force (the employed and unemployed) expressed as a percentage of the working age population (16,339 persons) was 57 percent.

Table 6.2 shows that the overall Labour Force Participation Rate (LFPR) in 2018/19 was 57 percent compared to 59 percent and 53 percent exhibited in 2017/18 and 2016/17 surveys. In 2018/19, the

LFPF was higher among males (66%) than females (49%); a similar pattern was observed in the last two surveys. This indicates that males are more actively participating population in the labour market than their female counterparts. The urban population was more active (65%) in the labour market compared to the rural population (53%).

The results also show that LFPF increases with increasing level of education attainment and age for both the males and the females. The LFPF for persons with disability (56%) was slightly lower than that of persons without disability (59%).

Table 6.2: Labour Force participation rates by selected background characteristics, (%)

Characteristics	2016/17			2017/18			2018/19		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Residence									
Rural	55.8	39.7	47.5	64.1	44.4	54.1	62.2	44.7	53.2
Urban	76.1	58.4	66.6	80.0	62.9	70.3	74.0	56.9	64.8
Age groups									
14-17	25.2	17.7	21.4	29.7	21.7	25.8	24.9	19.2	22.3
18-30	66.4	49.7	57.3	75.1	58.1	65.6	73.0	52.8	61.9
31-64	71.1	51.5	61.3	78.1	53.3	65.5	79.4	56.6	67.6
15-24	49.6	36.9	42.9	54.9	46.0	50.1	49.6	41.5	45.3
15-35	61.7	46.0	53.5	68.8	53.4	60.5	64.4	48.9	56.3
Education Attainment									
No education	50.7	38.2	41.7	62.1	45.4	50.2	53.7	43.3	46.5
Primary	66.6	47.1	56.3	75.3	54.6	64.2	76.0	55.2	65.1
Secondary	82.0	66.2	74.7	84.8	62.9	74.6	83.5	59.8	72.1
Post primary/secondary specialized training	89.4	86.5	88.1	92.2	91.6	92.0	93.5	84.8	89.4
Degree and above	94.9	86.4	91.6	91.5	90.8	91.2	93.9	87.7	91.4
Disability status 5 years and above									
With Disability	62.0	47.0	53.8	66.9	51.8	58.6	63.5	50.3	56.1
Without Disability	61.9	44.9	53.1	69.6	50.6	59.7	68.2	49.9	58.8
Total	61.2	44.9	52.7	68.7	50.7	59.2	66.2	49.1	57.2

6.2 Population outside the Labour Force

6.2.1 Introduction

The population outside the labour force comprises all persons aged 14-64 years who were neither employed nor unemployed during the reference period. This population may have sought employment in the past but was not available to work during the reference period. It also includes those who did not seek employment but were available and those that were not available.

In this section, highlights the socio economic characteristics of the population outside the labour force detailing reasons for not being available for employment or for not seeking employment (for the unemployed) in the seven days prior to the survey.

6.2.2 Proportion of the population outside the Labour force

In 2018/19, about 43 percent of the working age population (14 - 64 years) were outside the labour force (neither in employment nor unemployed) representing a population of about 8.6 million persons.

Figure 6.1 shows that among the females, 51 percent were outside the labour force and about 34 percent of the males were in the same category (outside the labour force). Nearly half (47 %) of the working age population in rural areas was outside the labour force compared to 35 percent among urban residents. Overall the proportion of the working age population outside the labour force by sex and residence in ALFS 2018/19 has been higher than results from the ALFS 2017/18.

Figure 6.1: Proportion of the working age population (14-64 years) outside the labour force by sex and residence, 2016/17 , 2017/18 and 2018/19

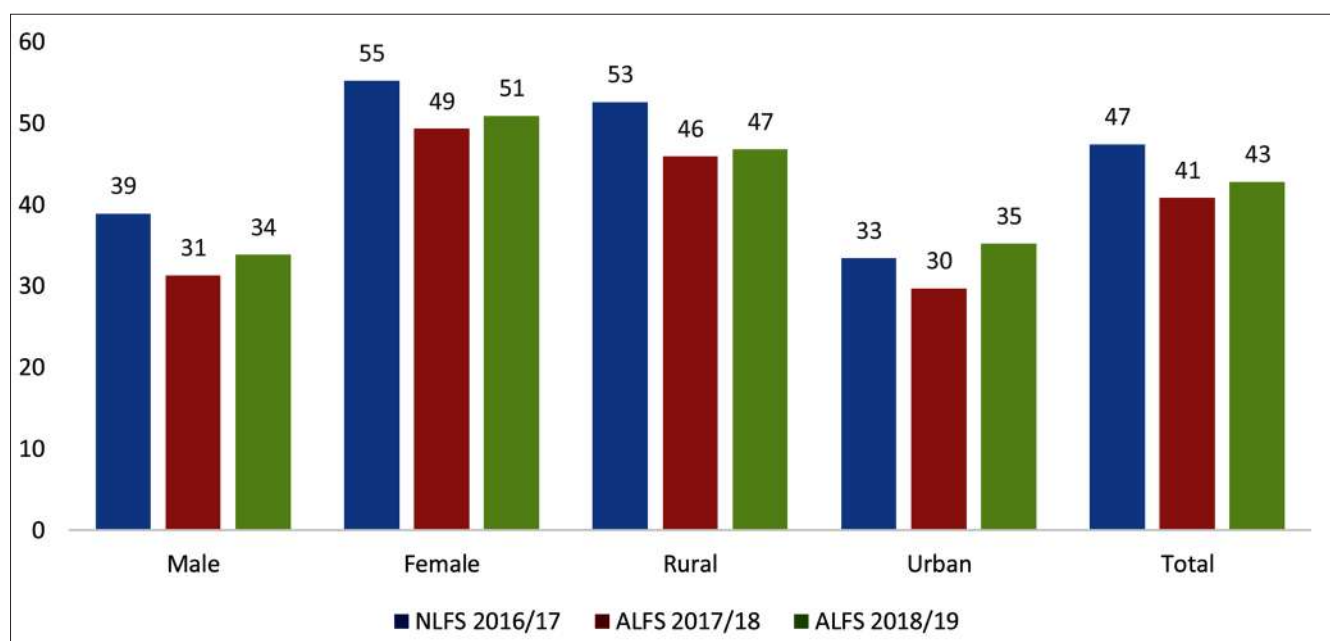


Table 6.3 shows the population outside the labour force by education attainment and age groups. The results showed that persons with higher levels of education completed were less likely to be outside the labour force. More than half (54%) of the population that had no formal education was outside the labour force in 2018/19 compared to nine percent of those that had a degree and above.

The children (14-17 years) and older persons (60-64 years) had higher proportions of persons outside the labour force (78% and 57% respectively). There was an increase in the proportion of persons outside the labour force with secondary education over the last three surveys. On the other hand, a decline in the proportion of the population outside the labour force was observed among those in the age group of 31-59 years over the same period.

Table 6.3: The working age population (14-64 years) outside the labour force by education attainment and age group, 2016/17, 2017/18 and 2018/19, (percent)

Education and Age group	2016/17	2017/18	2018/19
Education Attainment			
No education	58.3	49.8	53.5
Primary	43.7	35.8	34.9
Secondary	25.3	25.4	27.9
Post primary/secondary specialized training	11.9	8.1	10.6
Degree and above	8.4	8.8	8.6
Age group			
14-17	78.6	74.2	77.7
18-30	42.7	34.4	38.1
31-59	37.6	32.8	30.7
60-64	55.1	61.4	56.6
Total (%)	47.3	40.8	42.8
Total Number ('000)	8,911	7,887	8,647

6.2.3 Characteristics of the population outside the Labour force

The persons outside the Labour force were divided into two groups, including;

- 1) Potential Labour Force (PLF); those who did not actively look for work during the last 30 days preceding the survey but were available for work and
- 2) Do not want employment; those who did not look for work and were also not available for work.

The results in Table 6.4 indicate that, overall, more than a quarter (27%) of the persons outside the Labour force were available for work although did not actively look for work during the 30 days preceding the survey period. This proportion was lower than what was observed in the previous survey (34%). However, in both years, the proportion among females was slightly higher than that for their male counterparts. In the rural areas, the proportion was 28 percent compared to 24 percent in urban areas.

About 68 percent of all persons outside the Labour force were not available for employment during 2018/19. Overall, this proportion is higher than what was reported in 2017/18 for both male and female as well as by residence.

Table 6.4: Characteristics of the population outside the labour force by sex and residence, percent (2016/17, 2017/18 and 2018/19)

2016/17					2017/18				2018/19			
	Potential Labour Force	Do not want employment	Not stated	Total	Potential Labour Force	Do not want employment	Not stated	Total	Potential Labour Force	Do not want employment	Not stated	Total
Sex												
Male	26.8	69.4	3.8	100	32	64.1	3.9	100	24.6	68.2	7.2	100
Female	24.2	73.3	2.5	100	35	63.2	1.7	100	27.9	67.3	4.8	100
Residence												
Rural	25.9	72.2	1.9	100	33.9	64.4	1.7	100	27.9	68.3	3.9	100
Urban	22.5	69.9	7.6	100	34.1	60.5	5.4	100	23.7	66.1	10.2	100
Total	25.2	71.7	3	100	33.9	63.5	2.5	100	26.7	67.6	5.7	100
Number ('000)	2,249	6,393	269	8,911	2,676	5,011	200	7,887	2,306	5,849	491	8,647

6.2.4 Reasons for not being in the Labour force

6.2.4.1 Available for work, but did look for work

Some of the working age population (14-64 years) that was not in the labour force did not seek employment (never looked for a job) or start a business but were available. This is population that was generally willing to engage in employment but did not actively search for any for various reasons. Table 6.5 shows the distribution of reasons why they did not look for employment and yet they were available and willing to such work. About a half of the respondents, indicated discouragement as the main reasons for not seeking jobs or trying to start business. The second main reason was family responsibilities (31 %). Those who did not seek employment due to school attendance were a proportion of about seven percent. This group has the potential to join the Labour market after completing their studies.

Table 6.5: Main reasons for not seeking work or trying to start a business by persons (14-64 years) not in the Labour force, percent (2016/17, 2017/18 and 2018/19)

2016/17				2017/18			2018/19		
Reasons	Male	Female	Total	Male	Female	Total	Male	Female	Total
Discouraged	73	46.5	58.3	69.6	42.7	51.9	63.2	42.1	49.5
Family responsibilities	3.5	25.4	19.1	8.7	41.6	30.4	16.4	39.2	31.2
Attended school or training	8.0	13.9	6.6	13.6	7.7	9.7	9.6	4.9	6.5
Awaiting the season for work	6.7	1.2	6.0	3.6	5.6	4.9	7.7	2.3	4.2
Others	8.8	12.9	10.0	4.6	2.3	3.1	3.1	11.5	8.6
Total	100	100	100	100	100	100	100	100	100
Number ('000)	935	387	2,249	914	1,762	2,676	805	1,501	2,306

Note: Discouraged includes Does not know how and where to look for work, Unable to find work for his/her skills, Had looked for job(s) before but had not found any, Too young or too old to find a job, No jobs available in the area/district

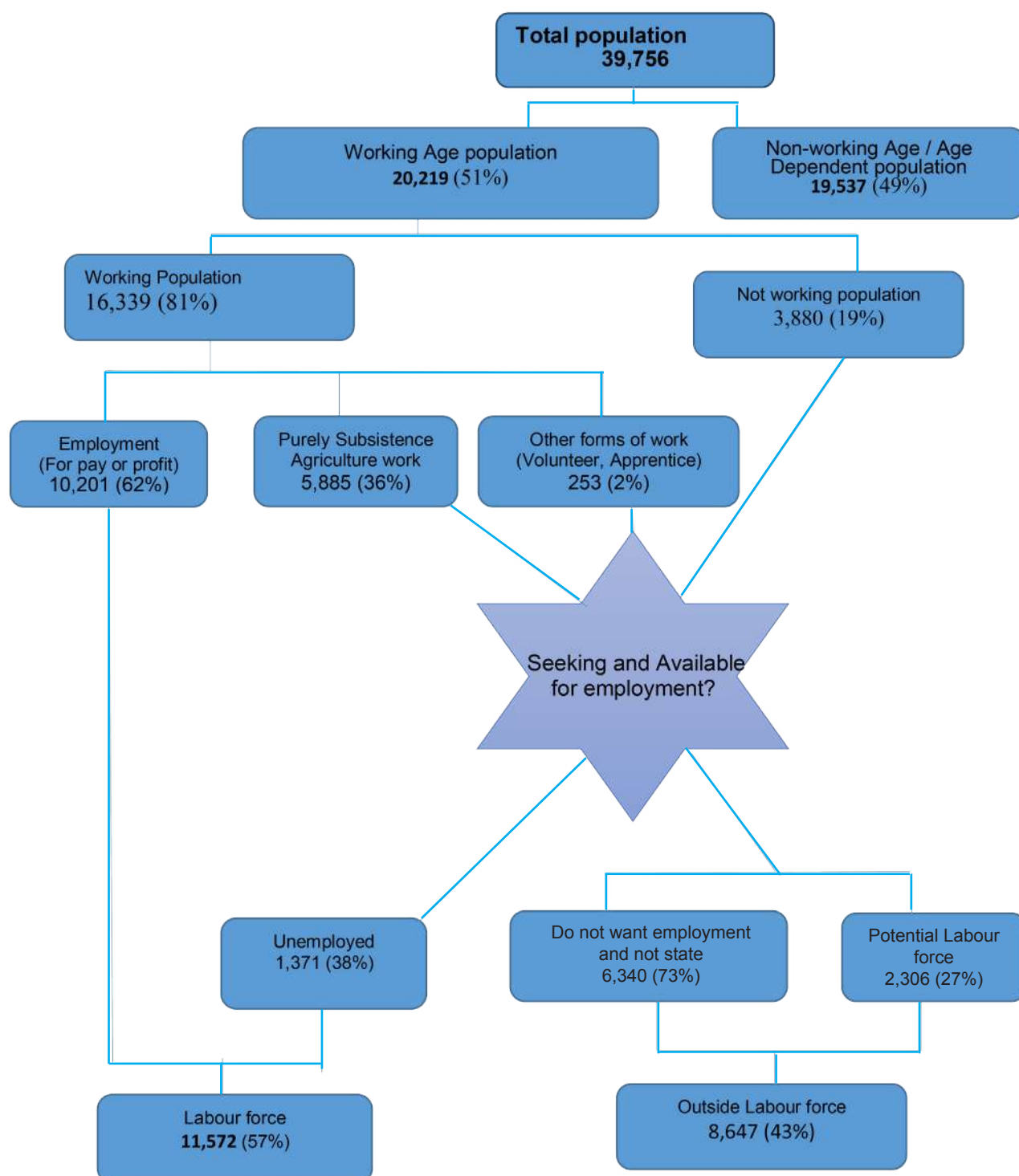
6.2.4.2 Not search and not available for work

Another part of the working age population (14-64 years) that was not in the Labour force did not look for employment and were also not available for work. Various reasons were put forward and as shown in Table 6.6, the main reason reported was school attendance (40%) followed by family responsibilities (23%). Among the males, illness, injury or disability was the third major reason for not being available and not seeking employment work.

Table 6.6: Reasons for not being available and not seeking employment, 2016/17, 2017/18 and 2018/19, (%)

Reason	2016/17			2017/18			2018/19		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
In school or training	44.1	26.7	33.2	49.4	31.3	37.9	51.0	33.7	40.3
Family responsibilities or housework	7.2	28.3	20.3	12.8	27.0	21.8	9.3	32.1	23.4
Satisfied with subsistence agriculture	26.1	23.5	24.5	16.5	18.2	17.6	15.0	14.1	14.5
Illness, injury or disability	8.5	7.3	7.8	6.6	7.6	7.2	13.4	7.2	9.6
Retired or too old for work	2.5	3.1	2.9	4.7	6.6	5.9	3.9	4.7	4.4
Pregnancy	0.0	2.8	1.8	0.0	4.6	2.9	0.0	3.4	2.1
Others	11.7	8.3	9.6	10.0	4.7	6.7	7.4	4.8	5.7
Total	100	100	100	100	100	100	100	100	100
Number ('000)	2,418	3,972	6,390	1,792	3,144	4,936	2,228	3,621	5,849

Figure 6.2: The Labour Force Framework, 2018/19 (N0. '000 And %)



Chapter Seven: Unpaid Care Work



7.0 Introduction

Unpaid Care Work (UCW) is a hidden dimension of our well-being in terms of domestic services within households, for other households and to community members. Information was collected on work carried out in the person's own home and unpaid. Unpaid means the person doing the activity does not receive a wage and as such their work is not counted in GDP compilation. Care means serving people and their well-being; it includes both personal care and care-related activities, such as cooking, cleaning and washing clothes. Work means it entails expenditures of time and energy.

The System of National Accounts (SNA) 2008 production boundary excludes services produced for own use by a household, such as fuel and water collection, child care, elderly care, etc. As a result: a lot of "work" is not counted and, therefore excluded from GDP compilation. Because of this invisibility in national statistics and less valuation, the relevant local and national authorities fail to design social and economic policies that can recognize, reduce and redistribute the overall responsibility for UCW.

7.1 Characteristics of persons engaged in Unpaid Care Work

In 2018/19, about 77 percent of the population five years and above were engaged in unpaid care work similar to the proportion in 2017/18. More females (88 %) than males (65%) were engaged in UCW. The youth (18-30 years) were more engaged (85 %) than any other age groups, (Table 7.1).

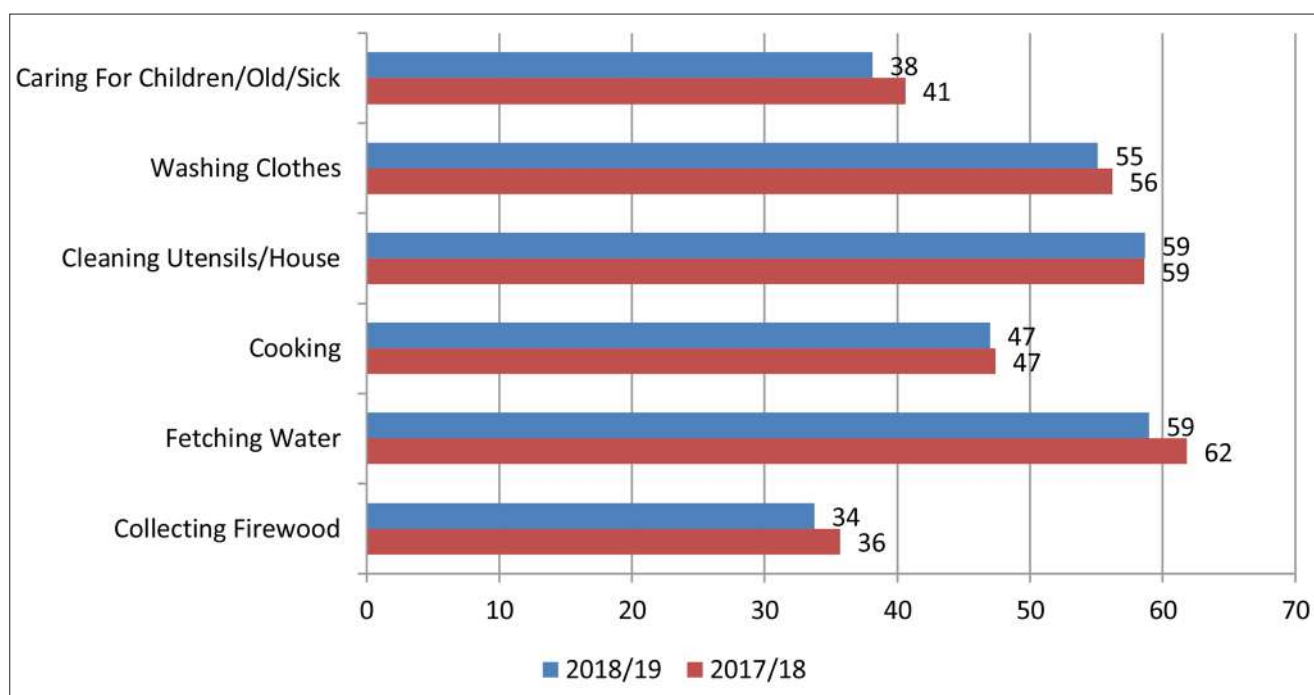
Table 7.1: Proportion of persons engaged in UCW by background characteristics, 2017/18, (5+ years), (%)

Background Characteristics	2016/17			2017/18			2018/19		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Residence									
Rural	65.6	87.6	76.9	63.4	89.8	76.8	65.5	87.5	76.8
Urban	60.5	88.4	75.2	62.5	87.7	76.0	62.9	89.1	76.8
Age groups									
5-17	73.2	80.8	77.1	75.3	81.6	78.4	76.9	81.3	78.9
18-30	70.1	94.6	83.5	64.8	96.8	82.8	70.9	95.7	87.7
31-59	48.4	95.6	72.2	43.9	95.9	70.2	42.7	93.8	69
60+	38.9	76.3	59.1	40.1	78.5	60.5	29.2	77.9	57.4
15-24	77.3	93.6	85.9	77.2	94.8	86.6	79.4	95.3	87.9
15-35				65.6	96.2	82.2	70.2	95.7	83.5
Disability Status									
With Disability	53.6	87.1	72.1	56.8	89.8	74.6	50.6	86.3	70.8
Without Disability	66.6	87.9	77.5	64.4	89.0	77.0	67.6	88.5	78.2
Total (%)	64.4	87.8	76.5	63.1	89.0	76.5	64.7	88.0	76.8

7.2 Distribution of Unpaid Care Work (UCW)

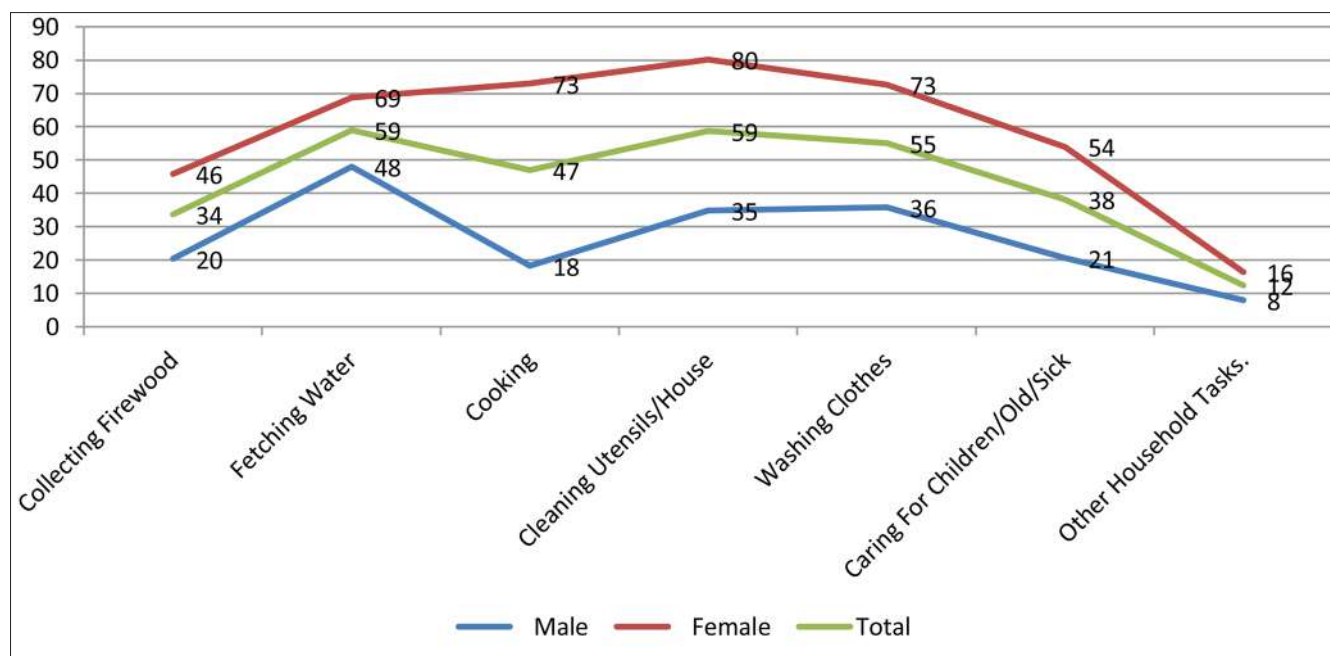
Findings in figure 7.1 shows that the most engaging activity over the two years was fetching water (62 % in 2017/18 and 60% in 2018/19). This was followed by cleaning of utensils/house and washing of clothes.

Figure 7.1: Distribution of UCW by type, 2017/18 and 2018/19 (5+ years, %)



In 2018/19, sex disaggregation of UCW showed that females were generally more engaged in UCW compared to their male counterparts. However, the gap was widest in cooking with 55 percentage points' difference between the proportions of females and males engaged (Figure 7.2).

Figure 7.2: Distribution of UCW by sex, 2018/19 (5+ years, %)



7.3 Average number of hours per week spent on Unpaid Care Work

Time is a key factor in any kind of work. This is due to the opportunity cost of engaging in different forms of work as well as the energy used.

Table 7.2 provides the average number of hours spent on UCW. The findings show that, overall, the population aged 5 years and above spent an average of 17 hours a week on UCW in 2018/19. Females specifically spent an average of more 10 hours a week than males; about the same difference was observed in 2017/18. The youth spent the highest average number of hours per week (21 hours), while older persons spent more time (17 hours) than children (13 hours). There was no marked difference in average time spent on UCW between the urban and rural populations during both surveys.

Table 7.2: Average weekly number of hours spent on UCW by background characteristics (5+ years)

Background Characteristics	2016/17			2017/18			2018/19		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Residence									
Rural	10.5	20.0	16.1	11.8	21.4	17.6	10.3	21.5	16.9
Urban	9.6	19.6	15.8	9.9	20.8	16.7	10.1	21.2	17.0
Age									
5-17	10.7	13.7	12.3	11.1	14	12.6	10.5	14.9	12.8
18-30	10.5	25.9	20.1	11.7	27.8	22.4	10	27.3	20.9
31-59	9.4	22.8	18.4	11.2	24.4	20.5	9.7	24.6	20.4
60+	9.5	18.2	15.7	11.1	19.1	16.7	10.3	19.2	17.5
15-24	11.4	23.6	18.4	12.4	25.2	20.0	10.8	25.4	19.3
15-35				12.0	26.3	21.1	10.5	26	19.9
Education level attained									
No education	11.0	21.4	19.0	13.2	24.7	22.1	11.9	22.1	19.7
Primary	10.3	25.0	19.8	11.5	25.7	21.3	10	27.1	21.3
Secondary	9.5	24.8	18.3	12.6	28.2	22.1	9.5	26.5	20
Post primary/secondary specialized training	10.0	21.7	17.0	9.3	22.9	17.3	9.3	20.2	15.9
Degree and above	9.7	17.1	13.4	10.3	17.3	14.1	8.2	19.6	14.5
Total Average (Hours)	10.3	19.9	16.1	11.2	21.2	17.3	10.2	21.4	17.0

Chapter Eight: Youth Employment



8.0 Introduction

Youth is a socially constructed intermediary phase that stands between childhood and adulthood. The UN defines a Youth as someone between the ages of 15 and 24 years old. In Uganda, the Ministry of Gender Labour and Social Development defines Youth as persons aged between 18-30 years. This chapter therefore presents the findings of the National Labour Force Survey 2017/18 about the Youth aged 18-30 unless otherwise stated.

8.1 Characteristics of the Youth Population

As presented in Table 8.1, the population of the youth was estimated to be 8 million which was 21 percent of the total population estimated. Most of the youth (62%) lived in rural areas.

Table 8.1: The Youth (18-30 years) population by background characteristics

Background characteristic	Male	Female	Total
Age Group			
18-19	18.5	17.9	18.2
20-24	35.3	41.6	90.1
25-30	46.2	40.5	43.0
Residence			
Rural	63.9	61.7	61.7
Urban	36.1	38.3	38.3
Region			
Kampala	7.8	8.4	8.1
Central	28.2	28.7	28.5
Eastern	23.8	20.6	22.0
Northern	15.8	18.8	17.4
Western	24.4	23.5	23.9
Total	100	100	100
Number (000's)	3,767	4,598	8,365

8.2 Youth Activity status

Youth activity status shown in Table 8.2 revealed that 49 percent of the youth were in employment with more males (62%) than the females (38%). It can be noted that 39 percent of the youth were Neither in Employment nor Education nor Training (NEET) with more females (52%) than males (24%). The proportion of the youth engaged in subsistence agriculture only was 28 percent.

Table 8.2: Percentage distribution of youth (18-30 years) by activity status and selected background characteristics, (%)

Background characteristics	In employment only	In school only	Both school and employment	NEET*	Not stated	Total	Proportion in Subsistence Agriculture**
Sex							
Male	61.8	9.3	3.5	23.7	1.7	100	20.5
Female	38.1	6.7	2.3	51.7	1.1	100	34.8
Age group							
18-19	30.3	21.5	9.1	37.6	1.5	100	36.9
20-24	44.7	9.1	2.6	42.7	0.9	100	30.2
25-30	60.2	1.1	0.4	36.5	1.8	100	23.1
Residence							
Rural	45.3	5.6	3.1	45.1	0.9	100	39.6
Urban	54.4	11.6	2.3	29.5	2.2	100	10.2
Region							
Kampala	49.5	21.2	2.0	25.3	2.0	100	0.0
Central	52.9	6.7	1.1	36.1	3.2	100	24.5
Eastern	27.6	10.8	1.6	58.8	1.0	100	49
Northern	59.6	4.9	3.7	31.3	0.5	100	20.3
Western	55.3	4.3	5.7	34.8	0.0	100	29.4
Total	48.8	7.9	2.8	39.1	1.4	100	28.4
Number ('000)	4,080	661	236	3,270	117	8,365	2,373

Note: *Neither in Employment nor Education Training (NEET)

**The proportion in subsistence agriculture includes those combining schooling and subsistence agriculture. Likewise, the youth in school only also include those combining schooling with subsistence agriculture.

8.3 Youth in employment

Youth in employment refers to the population aged 18-30 years, who during the reference period (7 days prior to the survey date), were engaged in any activity for at least one (hour) to produce goods or provide services for pay or profit. As noted in Table 8.3, four million youth were in employment. Of the employed youth, 60 percent resided in rural areas.

Table 8.3: Distribution of the Employed Youth by sex, (%)

Background characteristics	Male	Female	Total
Age group			
18-19	14.0	13.7	13.9
20-24	33.4	38.4	35.6
25-30	52.5	48.0	50.6
Residence			
Rural	61.1	53.7	57.9
Urban	38.9	46.3	42.1
Region			
Kampala	7.5	9.0	8.1
Central	32.9	25.7	29.8
Eastern	14.0	10.5	12.5
Northern	16.9	27.3	21.4
Western	28.8	27.5	28.2
Total	100	100	100
Number ('000)	2,458	1,859	4,317

Figure 8 1: Trend in Youth EPR

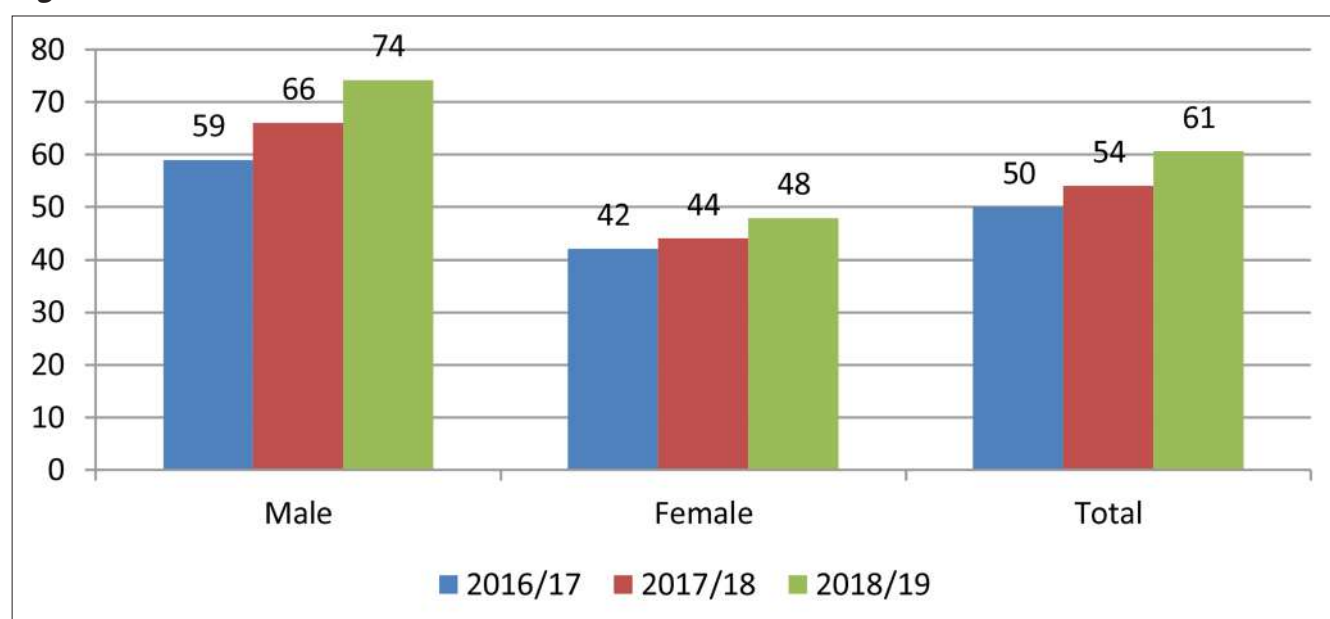


Table 8.4 shows that the EPR in urban areas were higher than those in the rural areas with a total of 57 percent and 48 percent youth in employment respectively.

Table 8.4: Employment-to-Population Ratio of the Youth (18-30 years) by selected background characteristics, (%)

Background characteristics	Male	Female	Total
Age group			
18-19	49.4	30.8	39.4
20-24	61.8	37.3	47.3
25-30	74.2	47.9	60.6
Residence			
Rural	62.4	36.2	48.4
Urban	70.2	46.7	56.7
Region			
Kampala	62.6	43	51.4
Central	75.9	36.2	53.9
Eastern	38.4	20.7	29.3
Northern	69.9	58.7	63.3
Western	76.8	47.4	60.9
Total	65.2	40.4	51.6

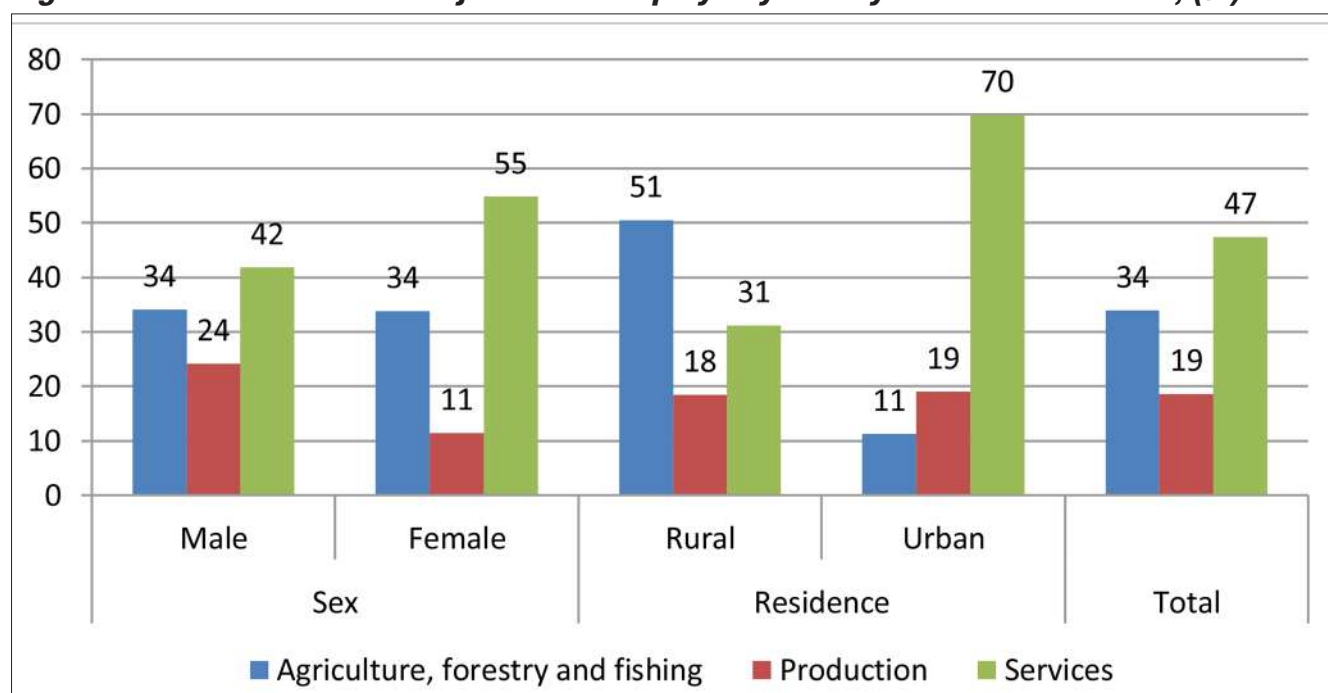
8.3.2 Sector of main job for Youths in Employment

Industry describes the activity carried out in the place where employed youths perform their work. In order to capture the right industry, during the survey, respondents were asked what their place of work produces or what its function was. Industries are grouped into three broad sectors of the economy namely; agriculture, fishing and forestry, production and services.

Figure 8.2 shows that the largest proportion (47%) of the employed youth were working as service workers followed by Agriculture, forestry and fishing (34%).

More females than males were engaged in Services and agriculture while more males than females were engaged in production. Variations by residence showed that majority of the youth in employment from rural areas were in the agriculture, forestry and fishing industry (51%) while majority of those from urban areas were in the services industry (70%).

Figure 8 2: Sector of the main job of the employed youth by Sex and Residence, (%)



8.3.3 Occupation of the main job for Youths in Employment

Occupation is the tasks and duties that a person pursues to earn income in cash and/or in kind irrespective of the industry at his/her place of work.

Table 8.5 shows that the largest proportion of youths in employment (28% each) were skilled agricultural, forestry and fisheries workers and services and sales workers. In urban areas most youth (35%) were employed as service and sales workers. The proportion of the youth who were professionals or associate professionals was about nine percent. Employed youth in jobs where no skills are required (elementary occupations) were a proportion of 15 percent of all total youth in employment.

Table 8.5: Occupations of the Youths in the main job by Sex and Residence, (%)

Occupation	Sex		Residence		Total
	Male	Female	Rural	Urban	
Managers	0.3	1.6	0.0	2.0	0.8
Professionals	6.9	7.1	5.5	9.0	7.0
Technicians and Associate Professionals	2.1	2.2	0.9	3.8	2.1
Clerical Support Workers	0.9	0.5	0.4	1.1	0.7
Service and sales workers	15.7	35	16.2	34.9	24.0
Skilled agricultural, forestry and fishery workers	28.3	27.8	41.9	9.2	28.1
Craft and related trades workers	19.0	7.7	12.6	16.2	14.1
Plant and machine operators and assemblers	11.6	0.7	6.8	7.0	6.9
Elementary occupations	14.5	16.8	14.6	16.7	15.5
Not stated	0.8	0.7	1.3	0.1	0.8
Total	100	100	100	100	100
Number ('000)	2,458	1,859	2,501	1,816	4,317

8.3.4 Status in employment of the youth

Table 8.6 shows that 43 percent of the youth in employment were own account workers with the proportion of the male youth higher (39%) than that of females (31%). On the other hand, the share of youth in paid employment in urban areas (45%) was much higher than the proportion for rural residents (28%). Vulnerable employment is often characterized by inadequate earnings, low productivity and difficult conditions of work that undermine workers' fundamental rights. The employed youth in vulnerable employment is the sum of own-account workers and contributing family workers. About 57 percent of the employed youth were classified as "in vulnerable employment", with the proportion for females at 64 percent.

Table 8.6: Status in employment of the Youths by background characteristics, (%)

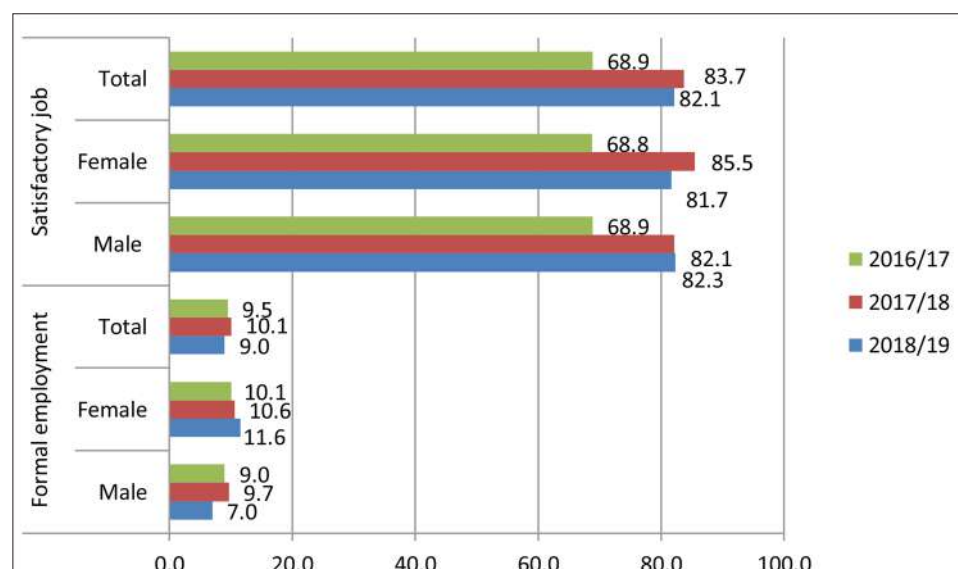
Background characteristics	Employee	Employer	Own-account workers	Contributing family workers	Not stated	Total
Sex						
Male	38.9	3.9	48.4	8.0	0.8	100
Female	31.0	4.6	35.6	28.1	0.7	100
Residence						
Rural	28.4	3.4	43.4	23.5	1.3	100
Urban	45.3	5.2	42.1	7.3	0.1	100
Total	35.5	4.2	42.9	16.7	0.8	100
Number ('000)	1,532	180	1,851	720	33	4,317

8.3.5 Nature of employment and Job Satisfaction

Informal employment is a broader, jobs-based concept comprising of the total number of informal jobs, whether carried out in formal sector enterprises, informal sector enterprises, or households, during a given reference period.

Figure 8.3 below shows that though minority of the youth are in formal employment (about 10%), about 82% were satisfied with their jobs; a slight decline from 84 percent reported in 2017/18.

Figure 8 3: Trend in nature of employment and job satisfaction among Youth, (%)



Regular employment on the other hand refers someone who is hired into a position with a predetermined duration of six months or greater and does his/her work in a usual/continuing manner. Satisfactory employment is when regardless of the status in employment, one is comfortable thus does not want to change the job.

In Table 8.7, it can be observed that majority of the youth were in Informal employment (91%). The Table further reveals that majority of the youths (64%) were in irregular employment. Despite the informality and irregular nature of jobs by the youth, most youths (82%) were satisfied with their current jobs.

Table 8.7: Nature of Employment and Job Satisfaction of the Youth in Employment in the main job by Selected Background Characteristics, (%)

Background Characteristics	Formal employment	Informal employment	Regular employment	Irregular employment	Satisfactory job	Not Satisfactory job	Total
Sex							
Male	7.0	93.0	37.7	62.3	82.3	17.7	100
Female	11.6	88.4	33.3	66.7	81.7	18.3	100
Age group							
18-19	0.0	100.0	27.8	72.2	77.8	22.2	100
20-24	4.9	95.1	38.4	61.6	83.3	16.7	100
25-30	13.6	86.4	36.3	63.7	82.3	17.7	100
Residence							
Rural	5.6	94.4	28.7	71.3	82.4	17.6	100
Urban	11.6	88.4	45.5	54.5	81.5	18.5	100
Total	9.0	91.0	35.8	64.2	82.1	17.9	100

8.3.6 Education mismatch of the employed youth

Education mismatch is a situation in the labour market where the level of Education of individuals does not match the level of education required in the jobs. Almost half of the youths (46%) were under educated for the jobs in the market and 41 percent had matching education and job requirements (Table 8.8).

Table 8.8: Education Mismatch of the Youth in employment by Selected background characteristics

Background Characteristics	Matching	Over educated	Under educated	Total
Sex				
Male	42.5	13.8	43.7	100
Female	39.2	11.5	49.3	100
Residence				
Rural	34.8	8.2	57.1	100
Urban	49.5	19	31.5	100
Education level attained				
No education	38.0	0.0	62.0	100
Primary	19.4	0.0	80.6	100
Secondary	76.0	13.3	10.7	100
Post primary/secondary specialized training	36.0	64.0	0.0	100
Degree and above	57.2	42.8	0.0	100
Sector of employment for the main job				
Agriculture, forestry and fishing	37.6	4.7	57.7	100
Production	33.6	19.9	46.5	100
Services	46.2	15.9	37.9	100
Total	41.1	12.8	46.1	100

8.4 Youth Labour Under-utilisation

Youth Labour Underutilisation (LU) refers to mismatches between labour supply and demand i.e. unmet need for youth employment. It is therefore comprised of unemployed youth, potential labour force and persons in youth employment but with unmet need.

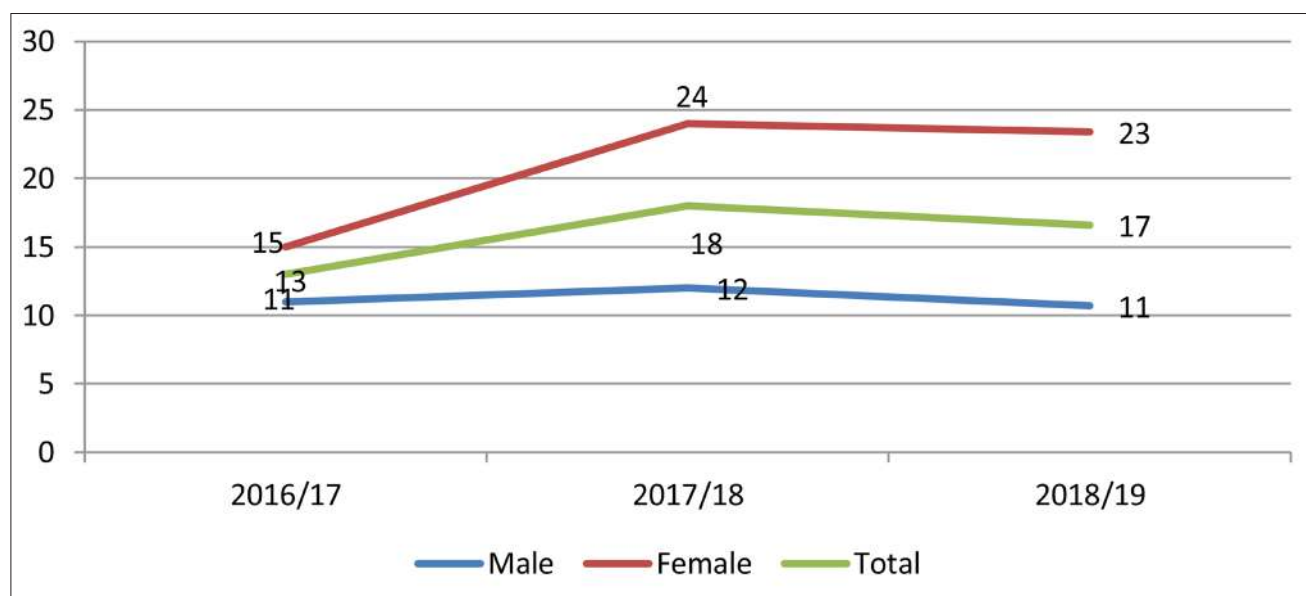
It reflects the level of insufficiency in labour absorption within the economy and can be used for labour market monitoring.

In order to assess the nature of LU throughout the business cycle, four key indicators are measured and these include.

- 1) LU1: Unemployment Rate, that is, persons in unemployment per 100 people in the labour force.
- 2) LU2: Combined rate of time-related underemployment and unemployment.
- 3) LU3: Combined rate of potential labour force (PLF) and unemployment.
- 4) LU4: Aggregate measure of labour underutilization i.e. the proportion of the extended labour force⁵ that was either in unemployment, time related underemployment or potential labour force.

The Unemployment rate among youth (LU1) was 17 percent in 2018/19; a decrease from 18% in 2017/18 as shown in Figure 8.4; with higher unemployment rates among females than males.

Figure 8 4: Trend in Unemployment rate (LU1) among youths, (%)



The time related underemployment (TRUEMP) was 16 percent. The combined rate of time-related underemployment and unemployment (LU2) was 29 percent.

The potential labour force (PLF) includes those who were: a) available for work but did not look for work because of various reasons like discouragement, and b) looked for work but were not available for work. The results indicate that, overall, 19 percent of the youth were classified as potential labour force. However, the rate of Labour Underutilisation (LU3) which combines potential labour force and unemployment was 33 percent.

The aggregate labour under-utilisation rate (LU4) of the youth was 43 percent. The aggregate labour under-utilisation rate for females (53%) was higher than for males (34%), and was higher for rural youth (49%) compared to their urban counterparts (35%).

Table 8.9: Measures of Labour Under-utilisation by selected background characteristics

Background characteristics	LU1	TRUEMP	LU2	PLF	LU3	LU4
Residence						
Rural	17.0	19.7	33.3	23.1	36.2	48.8
Urban	16.2	10.5	25.0	13.6	27.6	35.2
Sex						
Male	10.7	15.2	24.3	12.3	21.6	33.6
Female	23.4	16.6	36.1	26.2	43.5	52.9
Broad age of youth						
18-19	17.1	18.0	32.0	26.9	39.4	50.3
20-24	20.7	15.7	33.1	22.6	38.7	48.3
25-30	13.4	15.3	26.7	14.1	25.6	37.0
Total	16.6	15.8	29.8	19.4	32.8	43.5

8.5 Youth in the Labour Force

The classification of current economic activity status of persons has three categories namely employed, unemployed and outside the labour force. The employed and unemployed added together form the labour force. Labour Force therefore refers to the current supply of labour for the production of goods and services in exchange for pay or profit. Therefore, for one to be in the labour force, s/he is either employed or unemployed.

Table 8.10 shows that the population of the youth in the labour force was 5.2 million persons with more males than females. The older the youth the higher the percentage in the labour force. Majority of the youths in the labour force (58%) resided in rural areas.

Table 8.10: Distribution of Youth in the Labour Force by selected background characteristics

Background characteristics	Male	Female	Total
Age group			
18-19	13.6	14.4	13.9
20-24	34.1	41.1	37.4
25-30	52.3	44.5	48.7
Residence			
Rural	62.1	53.7	58.2
Urban	37.9	46.3	41.8
Total	100	100	100
Number ('000)	2,751	2,427	5,178

8.5.1 Youth Labour Force Participation Rate

The Labour Force Participation Rate is a measure of the extent to which the current working age population is economically active. Youth labour force participation rate indicates the proportion of the youth either currently employed or seeking employment. Figure 8.5 shows that the youth Labour Force Participation Rate was 62 percent in 2018/19, a decrease from 66% in 2017/18. Analysis by sex showed that there was a higher LFPR for males (73%) than females (53) with a notable decrease between the two time periods.

Figure 8 5: Trend in Youth LFPR, (%)

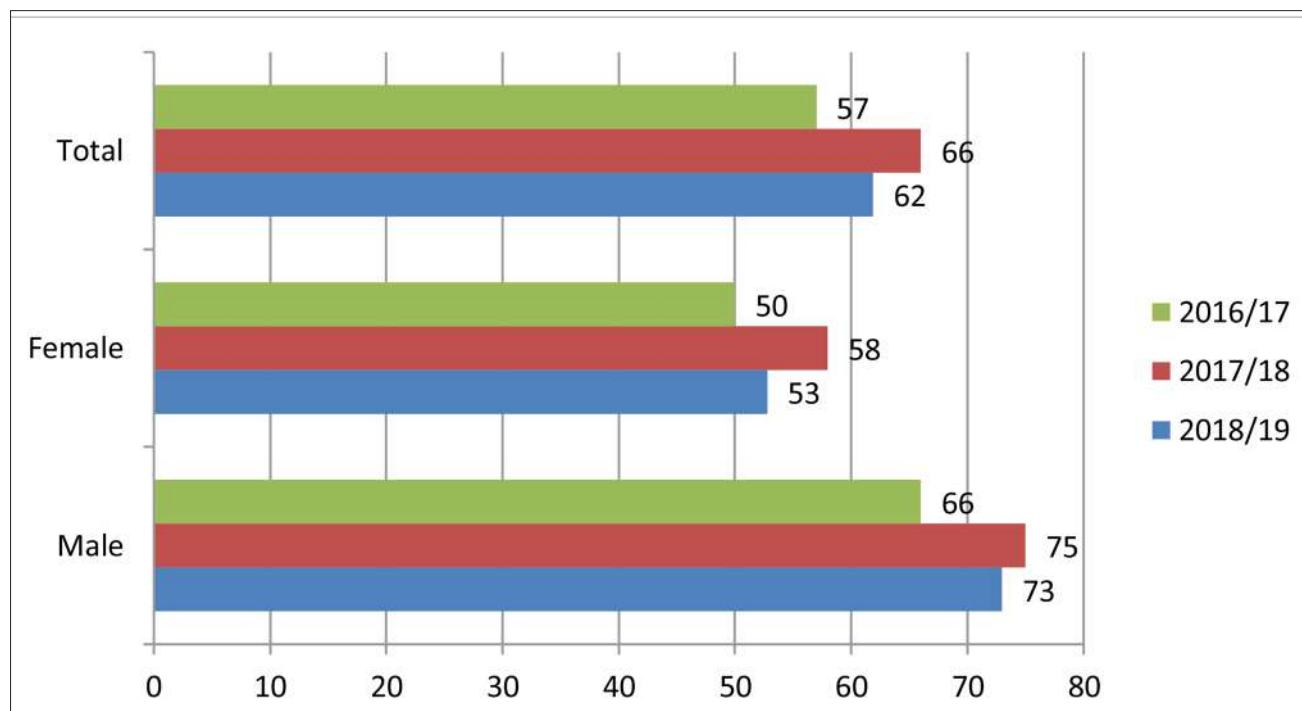


Table 8.11 shows that Youth from urban areas had a higher participation rate (68%) than those from rural areas (58%). The LFPR increased with increase in the age groups.

Table 8.11: Youth LFPR by selected background characteristics

Background characteristics	Male	Female	Total
Age group			
18-19			
20-24	70.6	52.1	59.7
25-30			
Residence			
Rural	71.0	47.3	58.4
Urban			
Total	73.0	52.8	61.9

9.1 CONCLUSION

The main purpose of the ALFS 2018/19 was to generate information on the core labour indicators of the national population, measure Labour underutilisation and provide trend on labour market indicators over time. The survey had a sample size of 360 Enumeration Areas (EAs) nationally distributed. A total of 15 households were covered per EA. The overall household response rate was 97 percent with minimal discrepancy between rural and urban households.

Findings from the survey showed that Uganda's Working Age Population (WAP) was estimated at nearly 20.2 million in 2018/19 compared to the 19.3 million in 2017/18. The mean age of the working age population was 30 years in 2018/19 thus a majority of the WAP were young people. Of the WAP, 10.2 million were in employment with a higher share of the educated compared to those who have never been to school (9.9%).

Agriculture, forestry and fishing were the least paying sector throughout the three survey periods with a median monthly income ranging from UGX. 80,000 to UGX. 100,000. From the study, it was reported that only 41 percent of the youth had acquired education levels matching with those required on the jobs they are undertaking. The rest are either under (46%) or over (13%) qualified.

About 12 percent (1.4 million persons) of the population aged 14-64 years were unemployed in 2018/19 a similar proportion was estimated in 2017/18. The female unemployment rate was much higher than that for males (17 % for females and 8 % for males). The youth unemployment rate was estimated at nearly 17 percent in 2018/19 compared to 18 percent in 2017/18.

Overall, LFPR in 2018/19 was 57 percent compared to 59 percent in 2017/18. With a higher proportion among males (66%) than females (49%); a similar pattern was observed in 2017/18. This implies more active participation of males in the labour market than females.

9.2 Recommendation

Strengthen Skilling Uganda and Policies on Universal Primary and Universal Secondary education. A high proportion of Ugandans, especially the youth finish school without the appropriate set of skills demanded by employers. In response, governments can provide public-funded training or financial support for private provision of such measures, which should focus on more specific vocational skills. Skill mismatch is a major concern where educated youths acquire skills that are not required by the labour market. One approach to tackle the problem of a skill mismatch is to combine formal education with work-based training.

Social Protection. In many sectors, especially in the commercial agriculture sector, workers are exploited i.e. very little pay is given for their produce. Government should put in place a minimum wage to protect the vulnerable workers who cannot negotiate better wages with the employers. This will facilitate them more out of poverty.

Labour Market Information System (LMIS): Regular update and analysis of the Labour Market Information System is critical in ascertaining the required skills given the evolving job market particularly in the field of Information, Science and Technology (ICT).

Appendix 1: Glossary of concepts

Dependency Ratio: The Age Dependency Ratio is an agepopulation ratio of those not in the working age group (the dependent ages less than 14 and 65+ years) to those in the working age group (the productive portion of the population, aged 14 to 64).

Working-age Population: The working-age population is the population from the minimum legal working age. For Uganda, the minimum legal working age is 14 years. For statistical purposes, the working age for Uganda is set at 14-64 years.

Work: This is the production process as described in the System of National Accounts (SNA) which can be described in general terms as an activity in which an enterprise uses inputs to produce outputs, for at least one hour. It includes employed persons “at work” and those “not at work” due to temporary absence.

Employment-to-Population Ratio (EPR): This refers to the proportion of the working age population that is employed. By age mainly goods or services.

Working population: This is the population that is engaged in the production of goods and services within the SNA production boundary.

Industry: This is a description of the activity carried out at a place of work. It may be an establishment or business in which individuals are engaged in the production and/or distribution of goods and services.

Occupation: It refers to the tasks or duties or job a person usually pursues to earn income in form of pay or profit.

Main Job: In case of more than one job, the main job/activity during the reference period is the one in which the respondent usually worked the greatest number of hours. If the usual hours worked are the same, the main job/activity is the one that generates the highest income. Secondary job refers to the job the person spent the second most hours during the reference week

Employment: Employed persons are those of working age who, during a period of one week preceding the interview, were engaged in any activity to produce goods or provide services for pay or profit group, it refers to the total number of employed persons expressed as a proportion of the population of the same age group.

Persons in Unemployment: Refers to all those of working age who were not in employment, carried out activities to seek employment during a specified recent period and were currently available to take up employment given a job opportunity.

Labour Force: This refers to the current supply of labour for the production of goods and services in exchange for pay or profit. The sum of persons in employment and in unemployment equals the labour force.

Labour Force Participation Rate (LFPR): This is the proportion of the working age population in the labour force. The labour force (employed and unemployed persons) expressed as a percentage of the working age population is the Labour Force Participation Rate (LFPR).

Potential Labour Force (PLF) refers to persons not in employment who expressed an interest in

employment but for whom existing conditions limited their active job search and/or their availability. This is expressed as a proportion of the extended labour force which is the total population in the labour force and the potential labour force.

Persons outside the labour force: These are persons of working age who were neither in employment nor in unemployment in the short reference period.

Unpaid Care Work (UCW): This is work carried out in the person's own home and is unpaid and does not contribute to GDP. It includes both personal care work and care-related activities, such as cooking, cleaning and washing clothes.

Appendix 2: ALFS 2018/19 Survey Errors

SAMPLING ERRORS

Household survey findings are usually estimates based on a sample of households selected using appropriate sample designs. Estimates are affected by two types of errors; sampling and non-sampling errors. Non- Sampling errors result from wrong interpretation of results; mistakes in recording of responses, definitional problems, improper recording of data, etc. and are mainly committed during the implementation of the survey.

Sampling errors, on the other hand, arise because observations are based on only one of the many samples that could have been selected from the same population using the same design and expected size. They are a measure of the variability between all possible samples. Sampling errors are usually measured using Standard Errors (SE). A SE is the square root of the variance and can be used to calculate confidence intervals for the various estimates. In addition, sometimes it is appropriate to measure the relative errors of some of the variables and the Coefficient of Variation (CV) is one such measure. It is the quotient of the SE divided by the value of the variable of interest. The SE and CVs were computed using Statistical Analysis Software (STATA) and they each take into account the multi-stage nature of the survey design. The results below indicate the SE and CVs computed for the selected variables in the report. The SEs and CVs are presented at national, sex, and residence (rural-urban) levels (where necessary).

Characteristics	Value (R)	Standard Error (SE)	Relative Error (CV)	[95% Confidence interval		Design Effect (DEFT)	Un weighted Obs
				Lower	Upper		
Chapter 2: Background characteristics							
Population							
Total	39,800,000	2,511,239	6.3	34,800,000	44,700,000	0.000	7,815
Sex							
Male	19,500,000	1,378,763	7.1	16,800,000	22,200,000	6.132	3,777
Female	20,300,000	1,186,485	5.9	17,900,000	22,600,000	5.277	4,038
Residence							
Rural	27,300,000	2,330,571	8.5	22,700,000	31,900,000	11.167	4,153
Urban	12,500,000	935,287	7.5	10,600,000	14,300,000	4.481	3,662
Household size							
Total	4.3	0.1	2.3	4.1	4.5	1.617	1,863
Sex of household head							
Male	4.6	0.1	2.3	4.4	4.8	1.405	1,296
Female	3.8	0.1	3.5	3.5	4.0	1.285	567
Residence							
Rural	4.7	0.1	2.8	4.4	4.9	1.672	900
Urban	3.8	0.1	3.3	3.5	4.0	1.287	963
CHAPTER 3: Working age population							
Working age population							
Total	20,200,000	1,258,254	6.2	17,700,000	22,700,000	0.000	4,076
Sex							
Male	9,660,172	745,084	7.7	8,187,009	11,100,000	4.709	1,905
Female	10,600,000	551,551	5.2	9,468,381	11,600,000	3.486	2,171
Residence							
Rural	13,200,000	1,160,864	8.8	10,900,000	15,500,000	7.705	2,014
Urban	6,995,371	485,385	6.9	6,035,677	7,955,064	3.222	2,062
Age groups							
14-17	3,573,552	342,648	9.6	2,896,076	4,251,028	2.836	686
18-30	8,365,353	566,361	6.8	7,245,556	9,485,149	3.631	1,697
31-64	8,280,162	453,772	5.5	7,382,974	9,177,350	2.913	1,693
CHAPTER 4: Working population							
Working population							
Total	16,300,000	1,109,806	6.8	14,100,000	18,500,000	0.000	3,223
Sex							
Male	8,112,484	654,135	8.1	6,819,144	9,405,825	4.545	1,585
Female	8,226,933	488,759	5.9	7,260,570	9,193,297	3.396	1,638
Residence							
Rural	11,300,000	1,056,196	9.3	9,236,090	13,400,000	7.955	1,720
Urban	5,015,040	340,763	6.8	4,341,292	5,688,789	2.567	1,503
Age groups							
14-17	2,255,114	295,663	13.1	1,670,536	2,839,692	2.978	398
18-30	6,738,371	508,458	7.5	5,733,059	7,743,682	3.588	1,321
31-64	7,345,932	394,845	5.4	6,565,254	8,126,611	2.757	1,504

Characteristics	Value (R)	Standard Error (SE)	Relative Error (CV)	[95% Confidence interval		Design Effect (DEFT)	Un weighted Obs
				Lower	Upper		
Proportion of working to working age population							
Total	0.808	0.014	1.7	0.779	0.834	2.253	4,076
Sex							
Male	0.840	0.012	1.5	0.814	0.863	1.492	1,905
Female	0.779	0.018	2.3	0.742	0.812	1.983	2,171
Residence							
Rural	0.856	0.015	1.8	0.823	0.884	2.251	2,014
Urban	0.717	0.022	3.1	0.671	0.759	1.860	2,062
Age groups							
14-17	0.631	0.035	5.5	0.560	0.697	1.935	686
18-30	0.806	0.019	2.4	0.765	0.840	1.967	1,697
31-64	0.887	0.011	1.2	0.863	0.907	1.425	1,693
Components of work (number)							
Employment	10,200,000	759,288	7.4	8,700,232	11,700,000	5.447	2,194
Subsistence agriculture	5,885,480	550,729	9.4	4,796,592	6,974,369	3.985	977
Apprentice/trainee/volunteer	235,447	45,224	19.2	146,031	324,863	1.318	48
Missing	17,011	9,831	57.8	(2,426)	36,448	1.059	4
Components of work (proportion)							
Employment	0.624	0.022	3.5	0.581	0.666	2.542	3,223
Subsistence agriculture	0.360	0.022	6.2	0.317	0.405	2.637	3,223
Apprentice/trainee/volunteer	0.014	0.002	16.5	0.010	0.020	1.133	3,223
Missing	0.001	0.001	58.1	0.000	0.003	1.065	3,223
Status at work							
Employee	0.188	0.014	7.7	0.161	0.218	2.104	3,223
Employer	0.035	0.006	18.2	0.024	0.050	1.967	3,223
Own-account worker	0.647	0.017	2.6	0.614	0.679	1.972	3,223
Contributing family worker	0.086	0.013	14.8	0.064	0.115	2.592	3,223
Others	0.043	0.006	14.7	0.032	0.058	1.770	3,223
Industry of working population							
Agriculture, forestry, and fishing	0.635	0.024	3.7	0.587	0.680	7.707	3,223
Manufacturing	0.058	0.007	12.9	0.045	0.074	3.310	3,223
Construction	0.030	0.004	13.9	0.023	0.039	1.914	3,223
Trade	0.121	0.010	8.1	0.103	0.141	2.928	3,223
Transport and storage	0.033	0.004	10.7	0.027	0.041	1.270	3,223
Hotels , restaurants, eating places and bars	0.021	0.003	14.4	0.016	0.028	1.463	3,223
Education	0.036	0.005	13.9	0.027	0.047	2.318	3,223
Not stated	0.066	0.007	10.0	0.054	0.081	2.281	3,223

Characteristics	Value (R)	Standard Error (SE)	Relative Error (CV)	[95% Confidence interval		Design Effect (DEFT)	Un weighted Obs
				Lower	Upper		
Occupation of working population							
Professionals	0.038	0.005	14.1	0.029	0.051	1.596	3,223
Technicians and associate professionals	0.015	0.002	15.5	0.011	0.020	1.080	3,223
Service and sales workers	0.135	0.011	7.9	0.115	0.158	1.774	3,223
Skilled agricultural, forestry and fishery workers	0.601	0.025	4.2	0.550	0.650	2.953	3,223
Craft and related trades workers	0.082	0.007	8.9	0.069	0.098	1.505	3,223
Plant and machine operators and assemblers	0.040	0.005	12.3	0.032	0.051	1.429	3,223
Elementary occupations	0.070	0.008	11.7	0.056	0.088	1.822	3,223
Others	0.018	0.003	16.1	0.013	0.024	1.225	3,223
Employment							
Total	10,200,000	759,288	7.4	8,700,232	11,700,000	0.000	2,194
Sex							
Male	5,884,258	494,979	8.4	4,905,597	6,862,919	4.599	1,213
Female	4,317,222	309,172	7.2	3,705,935	4,928,509	2.873	981
Residence							
Rural	6,214,578	706,084	11.4	4,818,524	7,610,632	6.643	953
Urban	3,986,902	279,220	7.0	3,434,835	4,538,969	2.627	1,241
Age groups							
14-17	664,406	90,167	13.6	486,131	842,682	1.677	139
18-30	4,316,550	389,169	9.0	3,547,093	5,086,007	3.616	922
31-64	5,220,524	348,337	6.7	4,531,799	5,909,248	3.199	1,133
Employment to population ratio							
Total	50.5	1.9	3.7	46.7	54.2	2.398	4,076
Sex							
Male	60.9	2.2	3.5	56.6	65.2	1.954	1,905
Female	40.9	2.0	4.9	36.9	44.9	1.890	2,171
Residence							
Rural	47.0	2.7	5.7	41.7	52.3	2.761	2,014
Urban	57.0	2.3	4.0	52.5	61.5	1.724	2,062
Age groups							
14-17	18.6	2.1	11.1	14.5	22.7	1.424	686
18-30	51.6	2.4	4.7	46.8	56.4	2.012	1,697
31-64	63.0	2.0	3.2	59.1	67.0	1.703	1,693
Education of persons in employment							
No education	0.099	0.015	15.0	0.073	0.132	2.254	2,059
Primary	0.528	0.019	3.6	0.490	0.565	1.736	2,059
Secondary	0.235	0.014	6.1	0.208	0.265	1.533	2,059
Post primary/secondary specialized training	0.102	0.010	9.5	0.085	0.123	1.451	2,059
Degree and above	0.036	0.007	18.1	0.025	0.051	1.585	2,059
Status in employment							
Paid employee	0.301	0.022	7.3	0.260	0.346	2.241	2,194
Employer	0.056	0.010	18.0	0.039	0.080	2.053	2,194
Own account worker	0.499	0.016	3.3	0.467	0.532	1.545	2,194
Contributing family workers	0.139	0.019	13.7	0.105	0.180	2.570	2,194

Characteristics	Value (R)	Standard Error (SE)	Relative Error (CV)	[95% Confidence interval		Design Effect (DEFT)	Un weighted Obs
				Lower	Upper		
Sector							
Agriculture, forestry and fishing	0.374	0.033	8.7	0.312	0.441	2194.000	3.15758
Production	0.170	0.014	8.4	0.144	0.200	2194.000	1.77616
Services	0.456	0.025	5.4	0.407	0.505	2194.000	2.32183
Occupation							
Professionals	0.065	0.009	13.7	0.050	0.086	1.703	2,194
Technicians and Associate Professionals	0.025	0.004	15.3	0.018	0.034	1.150	2,194
Service and sales workers	0.239	0.014	5.9	0.212	0.268	1.555	2,194
Skilled agricultural, forestry and fishery workers	0.306	0.036	11.7	0.240	0.381	3.649	2,194
Craft and related trades workers	0.146	0.012	8.2	0.124	0.171	1.597	2,194
Plant and machine operators and assemblers	0.065	0.008	12.5	0.051	0.083	1.543	2,194
Elementary occupations	0.130	0.014	11.0	0.104	0.161	1.987	2,194
Others	0.024	0.004	15.1	0.018	0.032	1.110	2,194
Average actual hours worked per day on main job	7.6	0.224	2.9	7.2	8.1	3.078	1,959
Informal employment outside agriculture	0.873	0.011	1.3	0.849	0.894	1.338	1,498
Chapter5: Labour underutilization							
Unemployment							
Unemployment Rate (LU1)	0.118	0.010	8.7	0.100	0.140	1.589	2,486
Number	1,370,797	103,217	7.5	1,166,245	1,575,349	0.000	292
Time related underemployment							
TRUEMP Rate	0.142	0.013	9.0	0.119	0.169	2.924	2,194
Number	1,451,970	173,675	12.0	1,107,037	1,796,904	0.000	297
Combined rate of unemployment and time-related underemployment (LU2)							
LU2 Rate	0.244	0.013	5.2	0.220	0.270	1.479	2,486
Number	2,822,767	232,221	8.2	2,363,208	3,282,326	0.000	589
Combined rate of unemployment and potential labour force (LU3)							
LU3 Rate	0.268	0.021	7.8	0.228	0.311	6.476	2,889
Number	3,729,089	301,207	8.1	3,133,271	4,324,907	0.000	695
Composite measure of Labour Underutilisation (LU4)							
LU4 Rate	0.372	0.017	4.7	0.338	0.407	1.933	2,889
Number	5,181,059	359,561	6.9	4,470,005	5,892,112	0.000	992

Characteristics	Value (R)	Standard Error (SE)	Relative Error (CV)	[95% Confidence interval		Design Effect (DEFT)	Un weighted Obs
				Lower	Upper		
Chapter 6							
Population in the labour force							
Total	11,600,000.00	799,799.60	6.9	9,990,931	13,200,000	0.000	2,486
Male	6,392,345.00	521,686.00	8.2	5,360,879	7,423,811	4.519	1,320
Female	5,179,931.00	333,554.80	6.4	4,520,434	5,839,428	2.890	1,166
Rural	7,036,808.00	732,377.10	10.4	5,588,768	8,484,848	6.462	1,081
Urban	4,535,468.00	321,407.90	7.1	3,899,988	5,170,949	2.836	1,405
14-17	795,220.40	99,034.16	12.5	599,412	991,029	1.686	162
18-30	5,178,466.00	426,957.70	8.2	4,334,295	6,022,637	3.699	1,106
31-64	5,598,590.00	353,250.30	6.3	4,900,152	6,297,029	3.045	1,218
Labour Force Participation Rate							
Total	0.572	0.019	3.2	0.535	0.609	2.396	4,076
Male	0.662	0.020	3.1	0.620	0.701	1.908	1,905
Female	0.491	0.021	4.3	0.449	0.532	1.943	2,171
Rural	0.532	0.026	4.8	0.481	0.582	2.642	2,014
Urban	0.648	0.025	3.8	0.599	0.695	1.927	2,062
14-17	0.223	0.023	10.2	0.181	0.271	1.469	686
18-30	0.619	0.024	3.9	0.570	0.666	2.048	1,697
31-64	0.676	0.019	2.9	0.637	0.713	1.699	1,693

Questionnaire



ANNUAL LABOUR FORCE SURVEY, 2018/19

Batch Number:

UGANDA BUREAU OF STATISTICS



THE REPUBLIC OF UGANDA

PART A1: Identification particulars and eligibility

HA1	Stratum	1=Rural	2=Urban	
HA2	District			
HA3	Urban code	(1= Rural 2 = Ungazetted Urban 3=Gazetted Urban 4=City)		
HA4	Municipality/County			
HA5	Sub-county / TC			
HA6	Parish / Ward			
HA7	LC I/Village			
HA8	Enumeration area			
HA9	Structure/House Number			
HA10	Household number			
HA11	Sample number			
HA12	Household head	(Name)		
HA13a	Respondent	Name	HA13b Phone:	
HA14	Household Location Address			

PART A2: Interview control

Visits	Date (DD/MM/YY)	Start time (HH:MM)	End time (HH:MM)	5. Household Interview results:
1	/ /	: Hours	: hours	1=Completed (fully responding household)
2	/ /	: Hours	: hours	2=Partly completed
3	/ /	: Hours	: hours	3=Non-contact
				4=Refused
				5=Temporarily absent/Inappropriate informant
				6=Vacant, demolished dwelling, change of status
				7=Listing error
				8=Other reasons:

4. Main language of interviews:

☐ English = 1

☐ Other = 2

(Specify.....)

Field staff

Interviewer's Comments (if any problems encountered):

Supervisor's Comments:

6. Interviewer		7. Field supervisor	
Name:	<input type="text"/>	Name:	<input type="text"/>
Signature:	<input type="text"/>	Signature:	<input type="text"/>
Date:	(DD/MM/YY) / /	Date:	(DD/MM/YY) / /

THIS SURVEY IS BEING CONDUCTED BY THE UGANDA BUREAU OF STATISTICS UNDER THE AUTHORITY OF THE UGANDA BUREAU OF STATISTICS ACT, 1998.

THE UGANDA BUREAU OF STATISTICS
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GPS Location: Northings.

Eastings.

Questionnaire SN

PART B: HOUSEHOLD SCHEDULE:

Complete List of Household Members (Usual and regular residents)

	Names	Sex	Relationship	Age	Residential status	Marital status (For those aged 10 years and above)	For those below 18 years						
	A. What is the name of the head of this household? (This is usually the person who is the main decision maker, who manages the income/expenses of the household, or who owns or rents the house.) B. What are the names of the other members of this household? C. Are there any other members of this household who we have missed like babies, students at boarding school, or people temporarily away for work? What are their names?	READ IF NECESSARY: What is [NAME'S] sex? 1=Male 2=Female	What is [NAME'S] relationship to the head of household? 1= Household head 2= Spouse 3=Child 4= Step child/Adopted child to head 5=Grandchild 6= Parent of head or spouse 7= Other Relative 8= Non relative	What is [NAME'S] age in completed years? IF LESS THAN ONE WRITE 0	What is the residential status of [NAME]? 1=Usual member present 2=Usual member absent 3=Regular member present 4=Regular member absent 5=Guest IF CODE 5, ASK NO FURTHER QUESTIONS FOR THAT PERSON	HB7a. What is [NAME'S] marital status? 1= Currently married/Cohabiting 2= Divorced 3=Separated 4= Widow/Widower 5= Never married/Single 9=N/A (for those less than 10 years). SKIP TO HB8A	Is the mother of [NAME] still alive? 1=Yes 2=No 8=Don't know 9=N/A (for persons 18 years & above) SKIP TO HB9A	Indicate the mother's serial number. (Write 99 if absent or not applicable).	Is the father of [NAME] still alive? 1=Yes 2=No 8=Don't know 9=N/A (for persons 18 years & above) SKIP TO HB10	Indicate the father's serial number. (Write 99 if absent or not applicable).	IS HB8A=1? Yes>>HB10 No>>HB11 HB10: Has (NAME'S) mother been very sick for at least 3 months during the past 12 months, that she was too sick to work or do normal activities? HB11: IS HB9A=1? Yes>>HB11 No>>GO TO NEXT PERSON HB11: Has (NAME'S) father been very sick for at least 3 months during the past 12 months, that he was too sick to work or do normal activities? CODES for HB10 HB11 1=Yes 2=No 8=Don't know Mother Father		
HB0	HB1	HB3	HB4	HB5	HB6	HB7a	HB7b	HB8A	HB8B	HB9A	HB9B	HB10	HB11
1													
2													
3													
4													
5													
6													

HB12: [ID of person reporting] which household member is providing data on the household schedule? (Write serial number from HB0) [] []

PART B: HOUSEHOLD SCHEDULE:

Complete List of Household Members (Usual and regular residents)

			Sex	Relationship	Age	Residential status	Marital status (For those aged 10 years and above)		For those below 18 years				
	Names								Is the mother of [NAME] still alive?	Indicate the mother's serial number	Is the father of [NAME] still alive?	Indicate the father's serial number	IS HB8A=1? Yes>>HB10 No>>HB11 HB10: Has (NAME'S) mother been very sick for at least 3 months during the past 12 months, that she was too sick to work or do normal activities? IS HB9A=1? Yes>>HB11 No>> GO TO NEXT PERSON HB11: Has (NAME'S) father been very sick for at least 3 months during the past 12 months, that he was too sick to work or do normal activities? CODES for HB10 HB11 1=Yes 2=No 8=Don't know
	A. What is the name of the head of this household? (This is usually the person who is the main decision maker, who manages the income/expenses of the household, or who owns or rents the house.)	What is [NAME'S] sex? 1=Male 2=Female	What is [NAME'S] relationship to the head of household? 1=Household head 2=Spouse 3=Child 4=Step child 5=Grandchild 6=Parent of head or spouse 7=Other Relative 8=Non relative	What is [NAME'S] age in completed years? IF LESS THAN ONE, WRITE 0	What is the Residential status of [NAME]? 1=Usual member present 2=Usual member absent 3=Regular member present 4=Regular member absent 5=Guest IF CODE 5, ASK NO FURTHER QUESTIONS FOR THAT PERSON	HB7a. What is [NAME'S] marital status? 1= Currently married/Cohabiting 2= Divorced 3= Separated 4= Widower 5= Never married/single 9=N/A (for those less than 10 years).	For CODES: 1-4 What was your [NAME'S] Age at first marriage?	Is the mother of [NAME] still alive? 1=Yes 2=No 8=Don't know 9=N/A (for persons 18 years & above)	Indicate the mother's serial number (Write 99 if absent or not applicable).	Is the father of [NAME] still alive? 1=Yes 2=No 8=Don't know 9=N/A (for persons 18 years & above)	Indicate the father's serial number (Write 99 if absent or not applicable).	IS HB8A=1? Yes>>HB10 No>>HB11 HB10: Has (NAME'S) mother been very sick for at least 3 months during the past 12 months, that she was too sick to work or do normal activities? IS HB9A=1? Yes>>HB11 No>> GO TO NEXT PERSON HB11: Has (NAME'S) father been very sick for at least 3 months during the past 12 months, that he was too sick to work or do normal activities? CODES for HB10 HB11 1=Yes 2=No 8=Don't know	
P	B. What are the names of the other members of this household?												
E	C. Are there any other members of this household who we have missed like babies, students at boarding school, or people temporarily away for work? What are their names?												
R													
S													
O													
N													
I													
D													
HB0	HB1	HB3	HB4	HB5	HB6	HB7a	HB7b	HB8A	HB8B	HB9A	HB9B	HB10	HB11
7													
8													
9													
10													
11													
12													

SECTION A: PERSONAL AND HOUSEHOLD INFORMATION FOR ALL AGED 5+ YEARS

HB0i	Serial number in HH Roster									Skip Pattern
HB1i	Name of household member									
HB5i	Age of household member									
A0	Serial number of the person providing information about the individual									
A1	As you may be aware, many times people move from one place and settle in another for a number of reasons. They may move within the sub-county, district or to another district. Have you [NAME] always lived in this administrative area (LC)? 1=Yes 2=No	1	1	1	1	1	1	1	1	If 1>>A5
A2	When did You / [Name] move to this administrative area? Month(MM) (If Don't Know Month, indicate 98 for Month) Year (YYYY)									
A3	Describe the administrative area that YOU/[NAME] resided in previously: 1=Rural area 2=Un gazetted Urban areas (Trading Centres) 3=Gazetted Urban areas (Town board/Town Council/Municipality) 4=City 6=Other country	1	1	1	1	1	1	1	1	
A4	What was the main reason for moving to your current residence? 10=To accompany family 11=Education/training 12=Marriage 13=To work/for employment-related reasons 14=War 15=Land slides 16=Farming 17=Drought 96=Other reasons (Specify)_____	10	10	10	10	10	10	10	10	

[illegible]

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SECTION A: INDIVIDUAL INFORMATION FOR ALL AGED 5+ YEARS

HB0i	Serial number in HH Roster									Skip Pattern
HB1i	Name of household member									
HB5i	Age of household member									
A0	Serial number of the person providing information about the individual									
CURRENT STUDENTS (5 years and above)										
A20	What type of school is [NAME] currently attending? 1= Day only 2= Boarding only 3= Day and Boarding	1	1	1	1	1	1	1	1	If 1>>A20b If 2>>A21
A20a	Is [NAME] in the day section or boarding section? 1= Day Section 2 = Boarding Section	1	1	1	1	1	1	1	1	If 2>>A21
A20b	Who provides you/ [NAME] with Lunch while at school? 1=Lunch at school 2=Packed from Home 3=Go back home 4=Buy from food Vendor/ canteen/Restaurant 5=No lunch 6=Other (specify)	1	1	1	1	1	1	1	1	
A21	Does your/ (NAME)'s parents/guardian participate in your Academic Affairs? (Read out and circle the right code if you agree) A= Parents visit the school for class teachers, and pupils academic meetings and other forms of meetings B= Parents are willing to give support to school when called upon C= Parents provide all that you/ (NAME) requires at school like uniform and books D= Parents encourage you/ (NAME) to read hard at school, home and also during holidays E= Other (specify....)	A	A	A	A	A	A	A	A	
A22	Ideally, what type of work would you like to do? (SEE APPENDIX 8: FOR OCCUPATION) If Don't Know write DK in A20A and Enter Code 9998 in A20B									

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SECTION A: INDIVIDUAL INFORMATION FOR ALL AGED 5+ YEARS

HB0i	Serial number in HH Roster						
HB1i	Name of household member						
HB5i	Age of household member						
A0	Serial number of the person providing information about the individual						
A29	What was the most recent type of skill that (you/Name) learned? (SEE CODES FOR SKILLS BELOW)						
A30	What are your main sources of financial intermediaries? A=Bank B=Insurance company C=Microfinance Institution (including Cooperatives) D=Money transfer operators (Money Gram, Western Union, etc...) E=Informal financial operators (Money Lenders) F=Friends and Relatives G=SACCOs H=Informal Saving Group I=Mobile Money Operators Z=Other service (SPECIFY).....	A B C D E F G H I Z	A B C D E F G H I Z	A B C D E F G H I Z	A B C D E F G H I Z	A B C D E F G H I Z	

CODES FOR SKILLS (A29): SKILLS CODES

10=Welding
11=Carpentry
12=Construction
13=Masonry
14=Electrician
15=Plumbing
16='IT' or Computer Repair
17=Phone Repair
18=Sewing/Tailoring/Textiles
19=Crafts/Basket Weaving
20=Catering/Food Service
21=Laundry/Dry Cleaning

22=Beautician/Hair/Nails
23=Health care/Traditional Medicine
24=Massage/Reflexology
25=Agriculture/Land Management/Fishery

26=Book Keeping
27=Business/Entrepreneurship
28=Foreign Language
96=Other (Specify.....)

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SECTION B: IDENTIFICATION OF PERSONS CURRENTLY EMPLOYED (FOR PERSONS AGED 5 YEARS AND ABOVE)

HB0i	Serial number in HH Roster								
HB1i	Name of household member								
HB5i	Age of household member								
B0	Serial Number of person providing data on the Individual								
B1b2	<p>Why were you absent from work last week?</p> <p>10=Vacation, holidays, annual leave</p> <p>11=Illness, injury, temporary disability</p> <p>12=Maternity, paternity leave</p> <p>13=Temporary slack work for technical or economic reasons</p> <p>14=Bad weather</p> <p>15=Strike or labour dispute</p> <p>16=Off season (self-employment)</p> <p>17=Off season (wage employment)</p> <p>18=Education or training</p> <p>19=Family/community responsibilities</p> <p>96=Other (specify): _____</p>	10 11 12 13 14 15 16 17 18 19 96	10 11 12 13 14 15 16 17 18 19 96	10 11 12 13 14 15 16 17 18 19 96	10 11 12 13 14 15 16 17 18 19 96	10 11 12 13 14 15 16 17 18 19 96	10 11 12 13 14 15 16 17 18 19 96	10 11 12 13 14 15 16 17 18 19 96	
B1b3	<p>Check B1b(ii): If code is 10-15 or 18-19 then circle 1;</p> <p>Otherwise circle 2.</p>	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2
B1c1	<p>In the last week, did you assist without being paid a related person living in your household, in a paid or profit making enterprise or job held by the related person, even if it was only for one hour</p> <p>OR did you have such work, from which you were temporarily absent and to which you will definitely return to?</p> <p><i>Examples: help to sell things, make things for sale or exchange, doing the accounts, cleaning up for the business, etc.</i></p> <p>1=Yes, Worked</p> <p>2=Yes, but was absent from work</p> <p>3=No</p>	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	<p>If 1>>B1d(i)</p> <p>If 3>>B1d(i)</p>
B1c2	<p>Why were you absent from work last week?</p> <p>10=Vacation, holidays, annual leave</p> <p>11=Illness, injury, temporary disability</p> <p>12=Maternity, paternity leave</p> <p>13=Temporary slack work for technical or economic reasons</p> <p>14=Bad weather</p> <p>15=Strike or labour dispute</p> <p>16=Off season (self-employment)</p> <p>17=Off season (wage employment)</p> <p>18=Education or training</p> <p>19=Family/community responsibilities</p> <p>96=Other (specify): _____</p>	10 11 12 13 14 15 16 17 18 19 96	10 11 12 13 14 15 16 17 18 19 96	10 11 12 13 14 15 16 17 18 19 96	10 11 12 13 14 15 16 17 18 19 96	10 11 12 13 14 15 16 17 18 19 96	10 11 12 13 14 15 16 17 18 19 96	10 11 12 13 14 15 16 17 18 19 96	
B1c3	<p>Check B1c(ii): If code is 10-15 or 18-19 then circle 1;</p> <p>Otherwise circle 2.</p>	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2

SECTION B: IDENTIFICATION OF PERSONS CURRENTLY EMPLOYED (FOR PERSONS AGED 5 YEARS AND ABOVE)

HB0i	Serial number in HH Roster							
HB1i	Name of household member							
HB5i	Age of household member							
C0	Serial Number of person providing data on the Individual							
B1d1	In the last week, were you an apprentice OR did you have such work, from which you were temporarily absent and to which you will definitely return to? (INCLUDE APPRENTICESHIPS THAT ARE PAID, OR FOR WHICH THE APPRENTICE PAYS TO PARTICIPATE.) 1=Yes (paid), Worked 2=Yes (paid), but was absent from work 3=Yes, not paid 4=No	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	If 1>>B2 If 3>>B2 If 4>>B2
B1d2	Why were you absent from work last week? 10=Vacation, holidays, annual leave 11=Illness, injury, temporary disability 12=Maternity, paternity leave 13=Temporary slack work for technical or economic reasons 14=Bad weather 15=Strike or labour dispute 16=Off season (self-employment) 17=Off season (wage employment) 18=Education or training 19=Family/community responsibilities 96=Other (specify): _____	10 11 12 13 14 15 16 17 18 19 96	10 11 12 13 14 15 16 17 18 19 96	10 11 12 13 14 15 16 17 18 19 96	10 11 12 13 14 15 16 17 18 19 96	10 11 12 13 14 15 16 17 18 19 96	10 11 12 13 14 15 16 17 18 19 96	
B1d3	Check B1c(ii): If code is 10-15 or 18-19 then circle 1; Otherwise circle 2.	1 2	1 2	1 2	1 2	1 2	1 2	
B2	In the last week, did you work as a volunteer, even if it was for only one hour? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	1 2	1 2

SECTION B: IDENTIFICATION OF PERSONS CURRENTLY EMPLOYED (FOR PERSONS AGED 5 YEARS AND ABOVE)

HB0i	Serial number in HH Roster								
HB1i	Name of household member								
HB5i	Age of household member								
C0	Serial Number of person providing data on the Individual								
B3A	In the last week, did you work on your household's farm/forest/fish/hunt OR did you have such work, from which you were temporarily absent and to which you will definitely return to? <i>(Examples: tending crops, feeding animals, collecting eggs, milking cows, repairing tools, weeding)</i> 1=Yes, Worked 2=Yes, but was absent from work 3=No	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	If 1>>B4 If 3>>CHK1
B3B	Why were you absent from work last week? 10=Vacation, holidays, annual leave 11=Illness, injury, temporary disability 12=Maternity, paternity leave 13=Temporary slack work for technical or economic reasons 14=Bad weather 15=Strike or labour dispute 16=Off season (self-employment) 17=Off season (wage employment) 18=Education or training 19=Family/community responsibilities 96=Other (specify): _____	10 11 12 13 14 15 16 17 18 19 96	10 11 12 13 14 15 16 17 18 19 96	10 11 12 13 14 15 16 17 18 19 96	10 11 12 13 14 15 16 17 18 19 96	10 11 12 13 14 15 16 17 18 19 96	10 11 12 13 14 15 16 17 18 19 96	10 11 12 13 14 15 16 17 18 19 96	
B3C	Check B1c(ii): If code is 10-15 or 18-19 then circle 1; Otherwise circle 2.	1 2	1 2	1 2	1 2	1 2	1 2	1 2	If 2>>CHK1
B4	In general, are the products obtained from this land for sale/barter or mainly for your own family consumption? 1=Only for sale/barter 2=Mainly for sale/barter but partly for own or family use 3=Mainly for own or family use but partly for sale/barter 4=Only for own or family use								
CHK1	CHECK If any response is code 1 in B1a(1) or B1a(3) or B1b(1) or B1b(3) or B1c(1) or B1c(3) or B1d(1) or B1d(3) OR response is codes 1 or 2 in B4, Then Circle 1; Otherwise circle 2.	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 >>B5 2 >>SECJ
B5	In the last week did you [NAME] have more than one job or business? 1=Yes 2=No 3=DK	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	ALL >> SEC C

The following questions refer to the respondent's main job/activity (if more than one) during the last week. The main job/activity is the one in which the respondent usually works the greatest number of hours per week. If the usual hours of work are the same in each job/activity, the main job/activity is the one that generates the highest income.

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The following questions refer to the respondent's main job/activity (if more than one) during the last week. The main job/activity is the one in which the respondent usually works the greatest number of hours per week. If the usual hours of work are the same in each job/activity, the main job/activity is the one that generates the highest income.

$$\left. \begin{array}{l} \text{IF } 2 \text{ or } 3 \\ > > \text{C20} \end{array} \right\} \quad \begin{array}{l} \text{IF } 4 > \text{SEC} \\ \text{D} \\ \text{IF } 5 > \text{C20} \end{array}$$

	C0	C12	C13	C14	C15	C16
HB0 Serial number in HH Roster						
HB1i Name of household member						
HB5 Age of household member						
	Serial Number of person providing data on the Individual					
	FOR EMPLOYEES (IF CODE 1 IN B1I)					Skip Pattern
	Are you currently employed based on specified hours of work?					
	1=Specified hours of work 2=Non-Specified hours of work					
	Are you currently employed on the basis of an oral or written agreement?					
	1=A Written contract 2=An oral agreement					
	Is your contract or agreement of?					
	1=Unlimited duration 2=Limited duration					
	What is the duration of your contract or agreement?					
	1=Less than 1 Month 2=1 month to 3 months 3=6 months to 12 months 4=12 months to 36 months 5=More than 36 months 8=Don't know					
	In your current job, can you benefit from the following?					
	Social security contribution?					
	1=Yes 2=No 8=Don't know					
	Paid annual leave (holiday time)					
	1=Yes 2=No 8=Don't Know					
	Paid sick leave					
	1=Yes 2=No 8=Don't Know					
	Pension/old age insurance schemes					
	1=Yes 2=No 8=Don't Know					
	Medical insurance coverage					
	1=Yes 2=No 8=Don't Know					
	In your current job, can you benefit from paid Maternity/paternity leave					
	1=Yes 2=No 8=Don't Know					

	Serial number in HH Roster								Skip Pattern
HB0i	Name of household member								
HB5i	Age of household member								
C0	Serial Number of person providing data on the Individual								
C17a	How did you get your present job? 10=Registered at an employment center 11=Job advertisement(s) 12=Inquired directly at factories, farms, markets, shops, or other workplaces 13=Through friends, relatives, acquaintances 14=Waived on the street to be recruited for casual work 15=Joined the family establishment 96=Other (SPECIFY)	10 11 12 13 14 15 96	10 11 12 13 14 15 96	10 11 12 13 14 15 96	10 11 12 13 14 15 96	10 11 12 13 14 15 96	10 11 12 13 14 15 96	If 11-96 >> (C19)	
C17b	What is the name of the employment centre?								
C18	What kind of assistance did you receive from an employment office? 1=None 2=Advice on how to search for a job 3=Information on vacancies 4=Guidance on education and training opportunities 5=Placement in education or training programmes 6=Other (SPECIFY).....	1 2 3 4 5 6	1 2 3 4 5 6	1 2 3 4 5 6	1 2 3 4 5 6	1 2 3 4 5 6	1 2 3 4 5 6		
C19	How long were you available and actively looking for work before finding your current job (or establishing your current business)? 1=0 days (Got the job immediately without waiting) 2=Less than a week 3=1 week to less than 1 month 4=1 month to less than 3 months 5=3 to less than 6 months 6=6 months to less than 1 year 7=1 year to less than 2 years 8=2 years or more	1 2 3 4 5 6 7 8	1 2 3 4 5 6 7 8	1 2 3 4 5 6 7 8	1 2 3 4 5 6 7 8	1 2 3 4 5 6 7 8	1 2 3 4 5 6 7 8	ALL>>SEC D	

	Serial number in HH Roster								Skip Pattern
HB0i	Name of household member								
HBli	Age of household member								
HB5i	Serial Number of person providing data on the Individual								
C0	FOR EMPLOYERS, OWN ACCOUNT WORKERS AND MEMBERS OF PRODUCERS' COOPERATIVES(CODES 2,3 and 5 IN C1i)								
C20	What is the type of ownership of your business/farm? 1=HH Market Enterprise (Individual owner or with other household members) 2=HHH Market Enterprise in Partnership with members of other households 3=Incorporated enterprise (Private Limited Co., Public Limited Co. Inc.) with employees 4=Incorporated enterprise (Private Limited Co., Public Limited Co. Inc.) without employees 8=Don't Know	1	1	1	1	1	1	1	1
		2	2	2	2	2	2	2	2
		3	3	3	3	3	3	3	3
		4	4	4	4	4	4	4	4
		8	8	8	8	8	8	8	8
C21	When was this enterprise started? (MM/YYYY								
C22	Why did you choose to be self-employed rather than to work for someone else as a wage & salaried worker? 1=Could not find a wage or salary job 2=Greater independence 3=More flexible hours of work 4=Higher income level 5=Required by the family 6=Other SPECIFY).....	1	1	1	1	1	1	1	1
		2	2	2	2	2	2	2	2
		3	3	3	3	3	3	3	3
		4	4	4	4	4	4	4	4
		5	5	5	5	5	5	5	5
		6	6	6	6	6	6	6	6
C23	What was your main source of funding for starting your current activity? 11=No money needed 12=Own savings 13=Money from family or friends within the country 14=Loan from microfinance institutions (including cooperative 15=Loan from bank 16=Loan from an informal financial operator (money lender, pawn shop, saving collector) 17=Loan/assistance from government institution 18=Loan/assistance from NGO, donor project, etc 19=Remittances from abroad 96=Other (SPECIFY).....	11	11	11	11	11	11	11	11
		12	12	12	12	12	12	12	12
		13	13	13	13	13	13	13	13
		14	14	14	14	14	14	14	14
		15	15	15	15	15	15	15	15
		16	16	16	16	16	16	16	16
		17	17	17	17	17	17	17	17
		18	18	18	18	18	18	18	18
		19	19	19	19	19	19	19	19
		96	96	96	96	96	96	96	96
C24	Did this enterprise receive any credit to operate or expand during the past 12 months? 1=Ycs 2=No8=Don't know	1	1	1	1	1	1	1	1
		2	2	2	2	2	2	2	2
		8	8	8	8	8	8	8	8

SECTION C: CHARACTERISTICS OF MAIN JOB/ACTIVITY FOR PERSONS AGED 5 YEARS AND ABOVE

HB0i	Serial number in HH Roster									Skip Pattern
HB1i	Name of household member									
HB5i	Age of household member									
C0	Serial Number of person providing data on the Individual									
C25	What was the major source of credit? 10= Bank 11= Relative 12= Friend 13= Local money lender 14= Landlord 15= Employer 16= Micro finance institutions 17= NGO 18= Informal Saving & Credit Group 19= SACCO 20= Government Credit Scheme 96= Other (Specify).....	10 11 12 13 14 15 16 17 18 19 20 96	10 11 12 13 14 15 16 17 18 19 20 96	10 11 12 13 14 15 16 17 18 19 20 96	10 11 12 13 14 15 16 17 18 19 20 96	10 11 12 13 14 15 16 17 18 19 20 96	10 11 12 13 14 15 16 17 18 19 20 96	10 11 12 13 14 15 16 17 18 19 20 96		
C26	What is the most pressing problem you face in engaging in your economic activity? 10=Limited Financial resources 11=Labour shortage 12=Insufficient Quality Staff 13=Legal regulations 14=Shortages in raw materials (breakdowns in the supply chain) 15=Limited Entrepreneurial Skills 16=Political uncertainties 17=Access to technology 18=Product development 19=Competition in the market 20=Taxes 21=Hash Weather (Draught or Floods) 96=Other (SPECIFY).....	10 11 12 13 14 15 16 17 18 19 20 21 96	10 11 12 13 14 15 16 17 18 19 20 21 96	10 11 12 13 14 15 16 17 18 19 20 21 96	10 11 12 13 14 15 16 17 18 19 20 21 96	10 11 12 13 14 15 16 17 18 19 20 21 96	10 11 12 13 14 15 16 17 18 19 20 21 96	10 11 12 13 14 15 16 17 18 19 20 21 96		
C27	Is your business registered for VAT? 1=Yes 2=No 8=Don't know 9=Refused	1 2 8 9	1 2 8 9	1 2 8 9	1 2 8 9	1 2 8 9	1 2 8 9	1 2 8 9		
C28	Is your business/farm registered for income tax? 1=Yes 2=No 8=Don't know 9=refused	1 2 8 9	1 2 8 9	1 2 8 9	1 2 8 9	1 2 8 9	1 2 8 9	1 2 8 9		
C29	Does your business/farm keep a complete record of accounts (assets and expenditures)? 1=Yes 2=No 8=Don't know	1 2 8	1 2 8	1 2 8	1 2 8	1 2 8	1 2 8	1 2 8		

	D0	HB5	HB1	HB0
	Serial Number of person providing data on the Individual	Age of household member	Name of household member	Serial number in HH Roster
CHK2	Check if B5=1. 1=Yes 2=N _o			
	The following questions refer to your secondary job/ activity, during the last week..			
D1	Last week, did you have any secondary job/ activity from which you or your households obtained any income in cash or in kind? 1=Yes 2=N _o			
D2	What kind of work do you usually do in this secondary job/ activity? DESCRIBE THE OCCUPATION AND MAIN TASKS OR DUTIES IN AT LEAST 2 WORDS. <i>Examples: street seller, subsistence farmer, primary school teacher, registered nurse, domestic worker, truck driver</i> Occupational title			
D3	What are your main tasks or duties? Short description of the main tasks or duties: ISCO Code:			
D4	What kind of industry, business, service or activity is carried out at your place of work where you had your secondary job/ activity? <i>Examples:</i> <i>Write the main industry, economic activity, product or service of the person's employer or company (e.g. supermarket, police service). If self-employed, write the activity of the person (e.g. subsistence farming, fishing). If paid domestic work in private household, write Domestic Service</i>			
D5	What are the main goods or services produced at this place of work or its main functions? D5(a) Description <i>Examples: selling fish, raising cattle, teaching children</i>			
D6	In this job/ activity, were you...? 1= Employee 2= Employer 3=Own-account workers 4= Contributing family workers 5= Members of producers' cooperatives			

SECTION E: TIME OF WORK FOR CHILDREN AGED 5-17YEARS

HB0i	Serial number in HH Roster								Skip Pattern
HB1i	Name of household member								
HB5i	Age of household member								
E0	Serial Number of person providing data on the Individual								
CHK 3	Check HB5. Is HB5 = 5-17 Years 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	1 2	1 2	If 2>>SEC F
E1	During the past week when did you usually carry out these activities? (READ OPTIONS) <i>For ALL children (including children attending school):</i> A. During the day (between 6 a.m. and 6 p.m.) B. In the evening or at night (after 6 p.m.) C. During both the day and the evening (for the entire day). D. On the week-end E. Sometimes during the day, sometimes in the evening	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E	A B C D E	
E2	Do you carry heavy loads at work? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	1 2	1 2	
E3	Are you exposed to any of the following at work? (Read each of the following options and mark "1=Y/1;" or "2=NO" for all options) 01. Dust, fumes, 02. Fire, gas, flames. 03. Loud noise or vibration 04. Snake bite/ insect stringing(poisonous) 05. Dangerous tools (knives etc) 06. Work underground 07. Work at heights 08. Work in water/lake/pond/river 09. Workplace too dark or confined 10. Insufficient ventilation 11. Chemicals (pesticides, glues, etc.) 12. Explosives 96. Other things, processes or conditions bad for your health or safety (specify.....)	1=Yes 2=No 01 ... 02 ... 03 ... 04 ... 05 ... 06 ... 07 ... 08 ... 09 ... 10 ... 11 ... 12 ... 96 ...	1=Yes 2=No 01 ... 02 ... 03 ... 04 ... 05 ... 06 ... 07 ... 08 ... 09 ... 10 ... 11 ... 12 ... 96 ...	1=Yes 2=No 01 ... 02 ... 03 ... 04 ... 05 ... 06 ... 07 ... 08 ... 09 ... 10 ... 11 ... 12 ... 96 ...	1=Yes 2=No 01 ... 02 ... 03 ... 04 ... 05 ... 06 ... 07 ... 08 ... 09 ... 10 ... 11 ... 12 ... 96 ...	1=Yes 2=No 01 ... 02 ... 03 ... 04 ... 05 ... 06 ... 07 ... 08 ... 09 ... 10 ... 11 ... 12 ... 96 ...	1=Yes 2=No 01 ... 02 ... 03 ... 04 ... 05 ... 06 ... 07 ... 08 ... 09 ... 10 ... 11 ... 12 ... 96 ...		

[illegible]

[illegible]

SECTION H: HEALTH AND SAFETY ISSUES FOR EMPLOYED PERSONS AGED 5 YEARS AND ABOVE

HB0i	Serial number in HH Roster								Skip Pattern		
HB1i	Name of household member										
HB5i	Age of household member										
H0	Serial Number of person providing data on the Individual										
H1	<p>Did you have any of the following in the past 12 months because of your work? (Read each of the following options and mark "Yes=1" or "No=2" for all options)</p> <p>01. Superficial injuries or open wounds</p> <p>02. Fractures</p> <p>03. Dislocations, sprains or stains</p> <p>04. Burns, corrosions, scalds or frostbite</p> <p>05. Breathing problems.</p> <p>06. Eye problems.</p> <p>07. Skin problems</p> <p>08. Stomach problems / diarrhea</p> <p>09. Fever.</p> <p>10. Extreme fatigue</p> <p>96. Other (specify).....</p>	1=Yes 2=No	01 02 03 04 05 06 07 08 09 10 96	1=Yes 2=No	01 02 03 04 05 06 07 08 09 10 96	1=Yes 2=No	01 02 03 04 05 06 07 08 09 10 96	1=Yes 2=No	01 02 03 04 05 06 07 08 09 10 96	1=Yes 2=No	If 2 in ALL > H4
H2	<p>Think about your most serious illness/injury, how did this/these affect your work/schooling?</p> <p>1=Not serious- did not stop work/schooling.</p> <p>2=Stopped work or school for a short time</p> <p>3=Stopped work or school completely.</p>	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3		
H3a	<p>Think about your most serious illness/injury, what were you doing when this happened?</p> <p>Job/Task description</p>										
H3b	OCCUPATION CODE										
H4	<p>At your place of work, do you use or are you provided with protective gear?</p> <p>1=Yes</p> <p>2=No</p> <p>3=DK</p>	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	ALL >> SEC I	

	Serial number in HH Roster						Skip Pattern
HB0i	Name of household member						
HB1i	Age of household member						
I0	Serial Number of person providing data on the Individual						
CHK 4	1=CHECK IF C11 IS 1 (EMPLOYEE ON MAIN JOB) THEN CIRCLE 1; 2=CHECK IF D6 IS 1 (EMPLOYEE ON SECOND JOB) CIRCLE 2; 3=OTHERWISE, CIRCLE 3	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	If 1>>I1 If 2>>CHK5 If 3>>SECTION
	MAIN JOB(EMPLOYEE only)						
I1	On your (main) job, are you paid.... 1 =a set rate 2 = both a set rate and on the commission basis of sales 3 = commission on the basis of sales 4 = in kind only 6 =some other way, specify	1 2 3 4 6	1 2 3 4 6	1 2 3 4 6	1 2 3 4 6	1 2 3 4 6	If 3>>I4 If 4>>I7 If 6>>I5
I2	What is the set rate you are paid? This should be the pay rate before taxes or other deductions are taken out. (ENTER AMOUNT IN SHILLINGS						
I3	What is the periodicity of this? 10=Hourly 11=Daily 12=Weekly 13=Bi-weekly 14= Monthly 15=Annually 96=Other, specify.....	10 11 12 13 14 15 96	10 11 12 13 14 15 96	10 11 12 13 14 15 96	10 11 12 13 14 15 96	10 11 12 13 14 15 96	>>I6
I4	In the last month, how much were you paid on earnings from sales? This should be earnings before taxes or other deductions are taken out. ENTER AMOUNT IN SHILLINGS						>>I6
I5	In the last month, how much did you earn? This should be earnings before taxes or other deductions are taken out. ENTER AMOUNT IN SHILLINGS						

[illegible]

	Serial number in HH Roster							Skip Pattern
HB0i	Name of household member							
HB1i	Age of household member							
H0	Serial Number of person providing data on the Individual							>>I14
I12	In the last month, how much were you paid on earnings from sales? This should be earnings before taxes or other deductions are taken out.							
I13	In the last month, how much did you earn? This should be earnings before taxes or other deductions are taken out. ENTER AMOUNT IN SHILLINGS							
I14	Did you receive any payments in kind such as food or housing from your (SECOND) job? 1=Yes 2=No	1	1	1	1	1	1	IF 2>>SECTION K
I15	What is the estimated value of these payments in kind? ENTER AMOUNT IN SHILLINGS							
I16	What is the periodicity of this? 10=Hourly 11=Daily 12=Weekly 13=Bi-weekly / Twice Monthly 14=Monthly 15=Annually 96=Other, specify.....	10 11 12 13 14 15 96	10 11 12 13 14 15 96	10 11 12 13 14 15 96	10 11 12 13 14 15 96	10 11 12 13 14 15 96	10 11 12 13 14 15 96	}> ANY SECTION K

[illegible]

SECTION I: UNEMPLOYED AND PERSONS NOT IN THE LABOUR FORCE AGED 5 YEARS AND ABOVE

HB0i	Serial number in HH Roster									Skip Pattern
HB1i	Name of household member									
HB5i	Age of household member									
J0	Serial Number of person providing data on the Individual									
J5	<p>What was the main reason why you did not seek work or try to start a business in the last four weeks?</p> <p>10=Was waiting for the results of a vacancy competition or an interview</p> <p>11=Awaiting the season for work</p> <p>12=Attended school or training courses</p> <p>13=Family responsibilities or housework</p> <p>14=Pregnancy</p> <p>15=Illness, injury or disability</p> <p>16=Does not know how and where to look for work</p> <p>17=Unable to find work for his/her skills</p> <p>18=Had looked for job(s) before but had not found any</p> <p>19=Too young or too old to find a job</p> <p>20=No jobs available in the area/district</p> <p>96=Other reason (specify):</p>	10 11 12 13 14 15 16 17 18 19 20 96	10 11 12 13 14 15 16 17 18 19 20 96	10 11 12 13 14 15 16 17 18 19 20 96	10 11 12 13 14 15 16 17 18 19 20 96	10 11 12 13 14 15 16 17 18 19 20 96	10 11 12 13 14 15 16 17 18 19 20 96	10 11 12 13 14 15 16 17 18 19 20 96		
J6	<p>During the last 12 months, did you do anything to look for work or to start a business?</p> <p>1=Yes</p> <p>2=No</p>	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	<p>}>J10</p>
J7	<p>For how long have you been without work and trying to find a job or start a business?</p> <p>1=Less than 3 months</p> <p>2=3 months to less than 6 months</p> <p>3=6 months to less than 1 year</p> <p>4=1 year to less than 3 years</p> <p>5=3 years to less than 5 years</p> <p>6=5 years or more</p> <p>8=Don't know</p>	1 2 3 4 5 6 8	1 2 3 4 5 6 8	1 2 3 4 5 6 8	1 2 3 4 5 6 8	1 2 3 4 5 6 8	1 2 3 4 5 6 8	1 2 3 4 5 6 8	1 2 3 4 5 6 8	
J8a	<p>Last week, could you have started to work if a job had been offered to you?</p> <p>1=Yes</p> <p>2=No</p>	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	<p>If 1>>K1</p>
J8b	<p>Last week, could you have started to work if an opportunity to open a business had been offered to you?</p> <p>1=Yes</p> <p>2=No</p>	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	<p>If 1>>K1</p>

SECTION J: UNEMPLOYED AND PERSONS NOT IN THE LABOUR FORCE AGED 5 YEARS AND ABOVE

HB0i	Serial number in HH Roster								Skip Pattern
HB1i	Name of household member								
HB5i	Age of household member								
I0	Serial Number of person providing data on the Individual								
J9	<p>What was the main reason why you did not want to work for pay/gain last week?</p> <p>10=In school or training</p> <p>11=Family responsibilities or housework</p> <p>12=Pregnancy</p> <p>13=Illness, injury or disability</p> <p>14=Retired or too old for work</p> <p>15=Too young to work.</p> <p>16=No desire to work</p> <p>17=Off-season</p> <p>18=Satisfied with Subsistence Agriculture</p> <p>96=Other reason (specify): _____</p>	10 11 12 13 14 15 16 17 18 96	10 11 12 13 14 15 16 17 18 96	10 11 12 13 14 15 16 17 18 96	10 11 12 13 14 15 16 17 18 96	10 11 12 13 14 15 16 17 18 96	10 11 12 13 14 15 16 17 18 96		
J10	<p>Do you want to work in the future?</p> <p>1=Yes</p> <p>2=No</p>	1=Yes 2=No	1=Yes 2=No	1=Yes 2=No	1=Yes 2=No	1=Yes 2=No	1=Yes 2=No	<p>1=Yes</p> <p>2=No</p> <p>>>K1</p>	

These questions are about own-use production activities that people engage in without any pay to care for or maintain their household

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SECTION K: NON-MARKET ACTIVITIES FOR PERSONS AGED 5 YEARS AND ABOVE

HIB0i	Serial number in HH Roster								
HIB1i	Name of household member								
HIB5i	Age of household member								
K0	Serial Number of person providing data on the Individual								
K4	During each day of the past week how many hours did (NAME) spend on these activities? <i>(Record for each day separately)</i>								
	1. Monday								
	2. Tuesday								
	3. Wednesday								
	4. Thursday								
	5. Friday								
	6. Saturday								
	7. Sunday								
K5	[FOR CHILDREN AGED 5-17 YEARS] Has (NAME) been interviewed in the company of an adult or an older child? 1=Yes 2=No 3=Proxy Interview	1	1	1	1	1	1	1	1
		2	2	2	2	2	2	2	2
		3	3	3	3	3	3	3	3
K6	INDIVIDUAL INTERVIEW RESULT 1=Completed (fully responding Individual) 2=Partly completed 3=Non-contact 4=Refused 5=Temporarily absent, inadequate informant	1	1	1	1	1	1	1	1
		2	2	2	2	2	2	2	2
		3	3	3	3	3	3	3	3
		4	4	4	4	4	4	4	4
		5	5	5	5	5	5	5	5

CODEBOOK

APPENDIX 2: CODES FOR MAIN REASON FOR NEVER STARTING EDUCATION/TRAINING

- 1= Too expensive
- 2= Too far away
- 3= Poor school quality
- 4= Had to help at home
- 5= Had to help with farm work
- 6= Had to help with family business
- 7= Education not useful
- 8= Parents did not want
- 9= Not willing to attend
- 10= Too young
- 11= Orphaned
- 12= Displaced
- 13= Disabled
- 14= Insecurity
- 96= Other (specify)

APPENDIX 5: CODES FOR CURRENT SCHOOLING LEVEL

Attending nursery, kindergarten etc (lower than P.1)	01
Attending P.1.....	10
Attending P.2.....	11
Attending P.3.....	12
Attending P.4.....	13
Attending P.5.....	14
Attending P.6.....	15
Attending P.7.....	16
Attending S.1.....	30
Attending S.2.....	31
Attending S.3.....	32
Attending S.4.....	33
Attending S.5.....	34
Attending S.6.....	35
Attending post primary/junior specialized training or certificate or diploma....	40
Attending Post secondary Specialized training or diploma.....	50
Attending Degree and above.....	61
Don't Know.....	99

APPENDIX 6: CODES FOR FIELD OF SPECIALISATION

09 = General Education
10 =Health Sciences
11= Life & Biological Sciences
12 =Animal Sciences
13=Physical/Natural Sciences
14= Sport Sciences
15= Engineering
16 =Social Sciences & History
17 =Agriculture
18= Computer & Information Sciences
19 =Arts
20 =Food sciences
21= Business Studies
22 =Mathematics
23 =Economics
24 =Demography and Population
25 =Community and Development studies
26= Languages & Literature
27 =Education
28 =Gender Studies
29 =Psychology
30 =Sociology
31 =Special Needs Education
32= Peace and conflict studies
33= Law & Legal Studies
34 =Visual & Performing Arts
35 =Commerce
36 =Procurement and Supply Mgt
37 =Administration and Human Resource
38 =Communications and Journalism
40 =Philosophy & Religion
41 =Architecture & Physical Planning
42 =Home Economics
43 =Library and Archives Sciences
44 =Tourism and hospitality
45 =Statistics
46 =Ethnic Studies
96 =Other specify.....

APPENDIX 7: District Codes

Central Region		Eastern Region		Northern Region		Western Region	
Code	District	Code	District	Code	District	Code	District
101	KALANGALA	201	BUGIRI	301	ADJUMANI	401	BUNDIBUGYO
102	KAMPALA	202	BUSIA	302	APAC	402	BUSHENYI
103	KIBOGA	203	IGANGA	303	ARUA	403	HOIMA
104	LUWERO	204	JINJA	304	GULU	404	KABALE
105	MASAKA	205	KAMULI	305	KITGUM	405	KABAROLE
106	MPIGI	206	KAPCHORWA	306	KOTIDO	406	KASESE
107	MUBENDE	207	KATAKWI	307	LIRA	407	KIBAALE
108	MUKONO	208	KUMI	308	MOROTO	408	KISORO
109	NAKASONGOLA	209	MBALE	309	MOYO	409	MASINDI
110	RAKAI	210	PALLISA	310	NEBBI	410	MBARARA
111	SSEMBABULE	211	SOROTI	311	NAKAPIRIPIT	411	NTUNGAMO
112	KAYUNGA	212	TORORO	312	PADER	412	RUKUNGIRI
113	WAKISO	213	KABERAMAIDO	313	YUMBE	413	KAMWENGGE
114	LYANTONDE	214	MAYUGE	314	ABIM	414	KANUNGU
115	MITYANA	215	SIRONKO	315	AMOLATAR	415	KYENJOJO
116	NAKASEKE	216	AMURIA	316	AMURU	416	BULIISA
117	BUIKWE	217	BUDAKA	317	DOKOLO	417	IBANDA
118	BUKOMANSIMBI	218	BUDUDA	318	KAABONG	418	ISINGIRO
119	BUTAMBALA	219	BUKEDEA	319	KOBOKO	419	KIRUHURA
120	BUVUMA	220	BUKWO	320	MARACHA	420	BUHWEJU
121	GOMBA	221	BUTALEJA	321	OYAM	421	KIRYANDONGO
122	KALUNGU	222	KALIRO	322	AGAGO	422	KYEGEGWA
123	KYANKWANZI	223	MANAFWA	323	ALEBTONG	423	MITOOMA
124	LWENGO	224	NAMUTUMBA	324	AMUDAT	424	NTOROKO
125	KYOTERA	225	BULAMBULI	325	KOLE	425	RUBIRIZI
		226	BUYENDE	326	LAMWO	426	SHEEMA
		227	KIBUKU	327	NAPAK	427	KAGADI
		228	KWEEN	328	NWOYA	428	KAKUMIRO
		229	LUUKA	329	OTUKE	429	RUBANDA
		230	NAMAYINGO	330	ZOMBO	430	BUNYARUGURU
		231	NGORA	331	OMORO	431	RUKIGA
		232	SERERE	332	PAKWACH		
		233	BUTEBEO				
		234	NAMISINDWA				
OUTSIDE UGANDA				501			

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