



UGANDA BUREAU OF STATISTICS



THE REPUBLIC OF UGANDA

# Dissemination of National Labour Force Survey (NLFS) 2021 **THEMATIC REPORTS**

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Dissemination Workshop  
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# ABOUT UBOS

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THE REPUBLIC OF UGANDA

**Vision:** A World Class National Statistical Office

**Culture:** Evidence Based

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



# INTRODUCTION

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- The primary objective of Uganda's economic policy is to improve the material welfare and the quality of life of the population of the country.
- NDP III (2020/21-2024/25) Goal is to Increase Average Household Incomes and Improve the Quality of Life of Ugandans and contributes towards achieving the Uganda Vision 2040.
- The 2030 Agenda for Sustainable Development; goal 8 objective is to "Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all".
- To realize the objectives of the NDP III and other development frameworks; there is need for *updated and quality statistics on the labour market*.



# INTRODUCTION

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- UBOS Mandate (*UBOS Act 1998*) is to generate quality and official Labour market indicators
  - UBOS initiated stand-alone National Labour Force Surveys (NLFSs) in 2011/12
  - The NLFSs are conducted every 5years with NLFS 2021 being the third in a series
- Other sources include;
  1. National Population and Housing Census – *every 10yrs*
  2. Uganda National Household Survey (UNHS) - *every 3yrs*
  3. Annual Labour Force Survey
  4. Manpower Survey - *every 5yrs*
  5. Annual Uganda Business Inquiry
  6. Administrative data



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## RATIONALE

- At the national dissemination of the NLFS 2021 report on the 16<sup>th</sup> of November 2022, there was high stakeholder demand for the survey dataset and further analysis on issues of national importance regarding the Labour market *such as Informal employment, Youth employment, Child Labour, Labour migration, etc.*
- *Several interventions have been undertaken to address these issues however there is lack of adequate statistics for monitoring attainment of the set objectives.*



# *Methodology for compiling the reports*



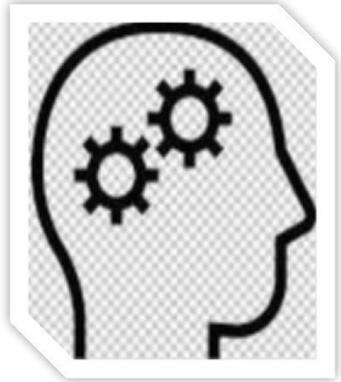
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**Stakeholder Engagement** to develop tabulation plans, prioritize key indicators, draft the report chapters and review final thematic reports with corresponding policy briefs.

**There was a Tripartite plus arrangement, including representatives from;**

1. Uganda Bureau of Statistics (UBOS)
2. Ministry of Gender, Labour and Social Development (MGLSD)
3. National Planning Authority (NPA)
4. Federation of Uganda Employers (FUE)
5. Central Organisations of Free Trade Unions (COFTU)
6. Economic Policy and Research Centre (EPRC) and
7. Ministry of Finance, Planning and Economic Development (MoFPED)
8. The ILO provided technical and financial support throughout the process.

**Data sources:** Re-analysis of the National Labour Force Survey (2016/17 and 2021) and Uganda National Household Survey 2019/20. Household based and Nationally representative at 15 sub-regions





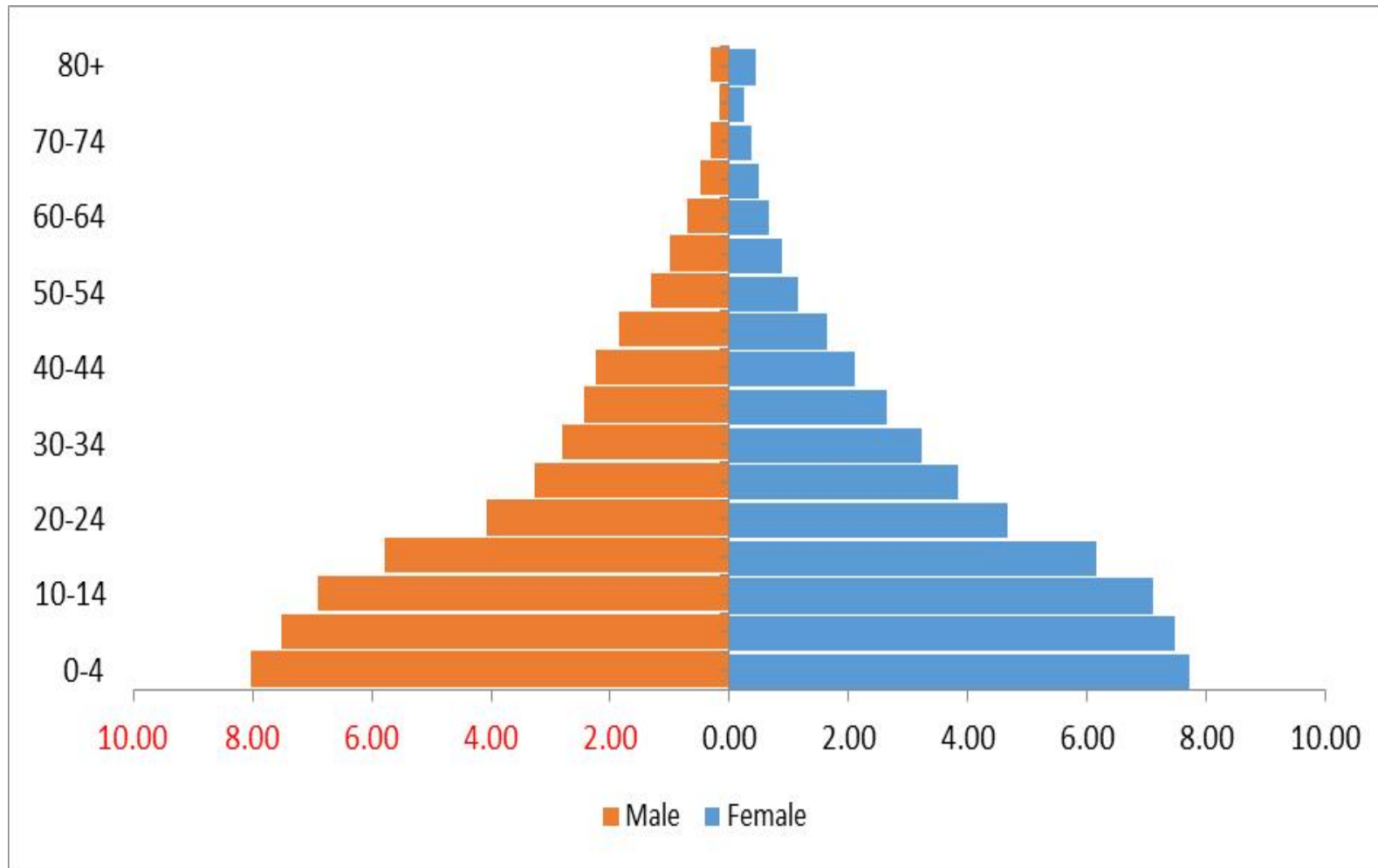
# Uganda population structure



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NLFS 2021		2022		2023	
Age-groups	%	No. '000	%	No. '000	No. '000
0-17	52.4	22,472	51.6	22,798	23,276
18-30	21.8	9,349	23.9	10,581	10,976
31-59	21.6	9,263	20.7	9,173	9,576
60+	4.2	1,801	3.8	1,661	1,734
<b>Total</b>	100	42,886	100	44,213	45,562
<b>Special Age groups</b>					
15-24	19.9	8,534	21.8	9,643	9,927
15-35	34.2	14,667	37.1	16,419	17,006
14-64	54.8	23,502	55.8	24,654	25,594

**Figure 1.1: Uganda's population pyramid, 2021**



Broad based,  
indicating that  
Uganda's  
population is  
young,  
characteristic of  
a country with  
high fertility

(Female=51%,  
Rural=71%)



# KEY CONCEPTS

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## Working Population

- **Work comprises** any activity performed by persons of any sex and age to produce goods and to provide services for use by others or for own use.
- **Excluded are:**
  - activities that do not involve production of goods or services (e.g., begging and stealing)
  - self-care (personal; grooming and hygiene) and
  - activities that cannot be performed by another person on behalf of someone else e.g., sleeping, own recreation and learning).



# KEY CONCEPTS

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**EMPLOYMENT** refers to all those of persons of working age who, during a period of one week preceding the date of interview, were engaged in any activity to produce goods or provide services for others in exchange for pay or profit.

They comprise:

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



# Activity status of working age population



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Background Characteristics	Working Age Population  Number ('000)	Working Population		Population in employment	
		Number ('000)	Proportion (%)	Number ('000)	Proportion (%)
<b>Sex</b>					
Male	11,388	10,219	89.7	5,906	57.7
Female	12,106	10,265	84.8	4,090	40.0
<b>Residence</b>					
Rural	159,710	14,370	90.3	6,113	42.6
Urban	7,583	6,115	80.6	3,883	63.5
<b>Age groups</b>					
14-17	4,282	3,477	81.2	673	19.5
18-30	9,347	8,067	86.3	3,964	49.2
31-64	9,865	8,941	90.6	5,359	59.9
<b>Total (14-64)</b>	<b>23,494</b>	<b>20,485</b>	<b>87.2</b>	<b>9,996</b>	<b>48.8</b>

\*NLFS 2021



# INFORMAL EMPLOYMENT





# Importance of thematic report on informal employment



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- ☐ Dominant sector that absorbs unskilled labour force
- ☐ NDP III aspire to reduce to 45% by 2024/25
- ☐ NSSF Act 2025, OSH, Labour Union Act 2009
- ☐ SDGs aspire not to leave anyone behind
  - accelerated growth bottleneck



# OBJECTIVE

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To provide a comprehensive analysis of the nature, composition and extent of informal employment and the informal sector in Uganda.

***Informal employment*** refers to employment relationships where in law or in practice, persons in employment are not subject to social protection (i.e. no provision for pension or contribution to National Social Security Fund) and have no entitlement to paid annual leave or paid sick leave.

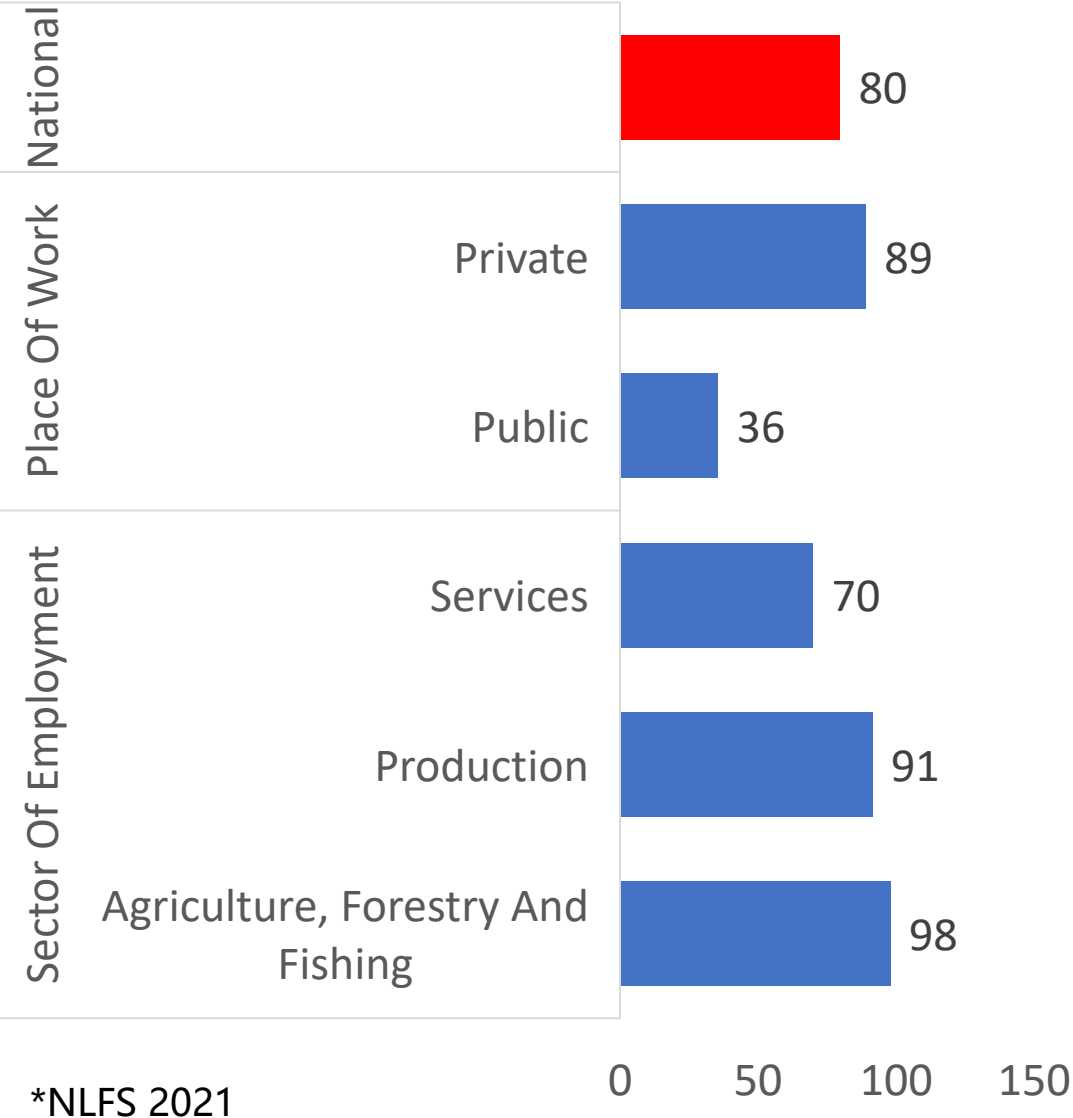


# Components of Informal Employment



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## Employer does not pay social security



## No workplace Benefits

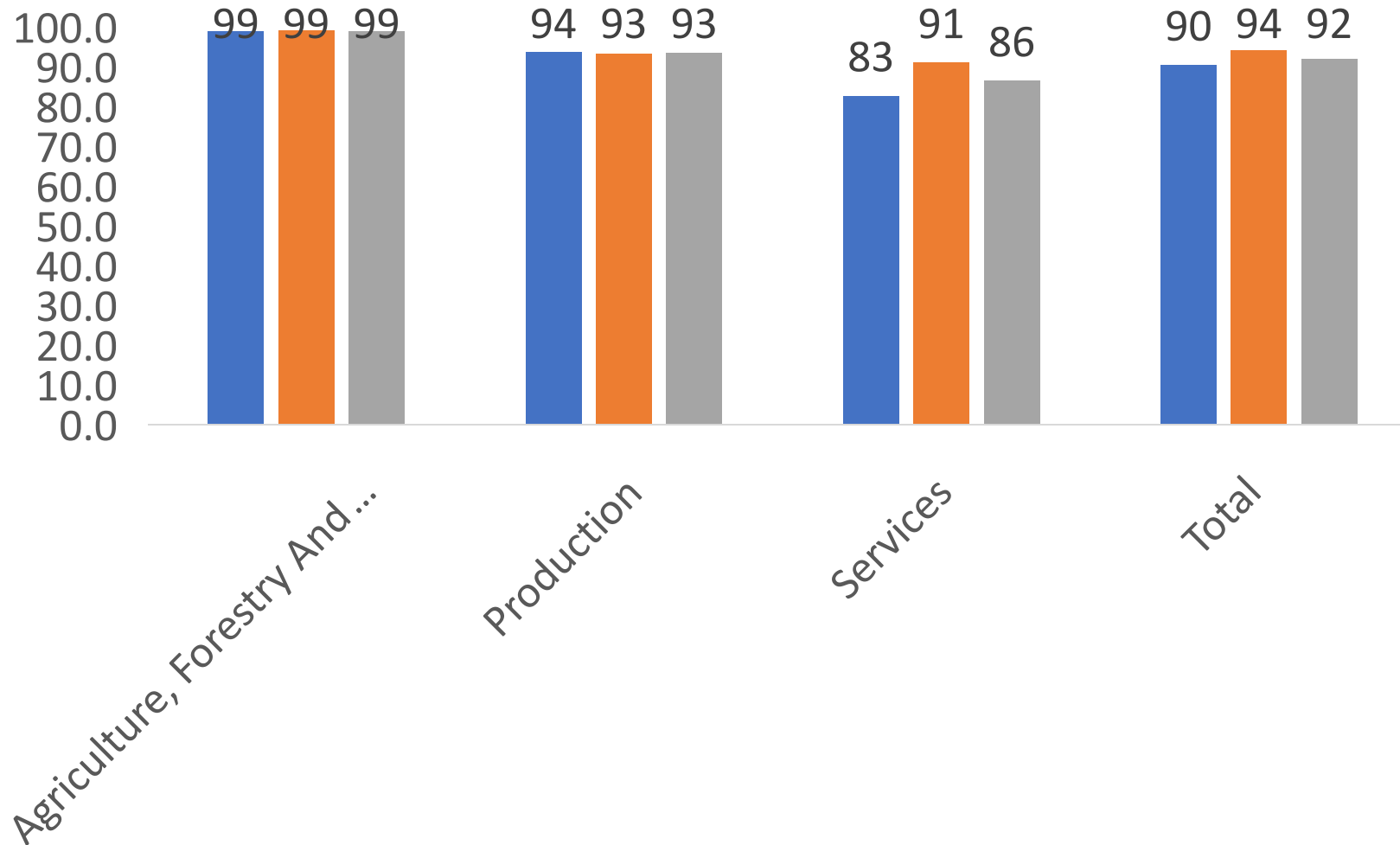
Background characteristic	Paid Annual Leave (Holiday Time)	Paid Sick Leave	Paid Maternity/ Paternity Leave	Entitled To Pension/Old Age/Retirement Insurance Schemes	Medical/Health Insurance Coverage
Sex					
Male	80.8	74.8	80.2	82.9	80.0
Female	80.7	75.9	79.7	83.8	82.3
Sector Of Employment					
Agriculture, Forestry and Fishing	98.7	98.2	99.4	99.2	98.8
Production	94.2	91.5	95.1	97.8	94.3
Services	70.7	62.4	69	73.4	70.5
Place Of Work					
Public	5.3	6.9	7.3	8.3	9.5
Private	89.4	89.7	95.6	99.2	95.9
National	80.8	75.1	80.0	83.2	80.7



# Persons in informal employment including agriculture



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**92%** of employees  
were in informal  
employment  
including  
agriculture

**88%** of employees  
were in informal  
employment  
excluding  
agriculture

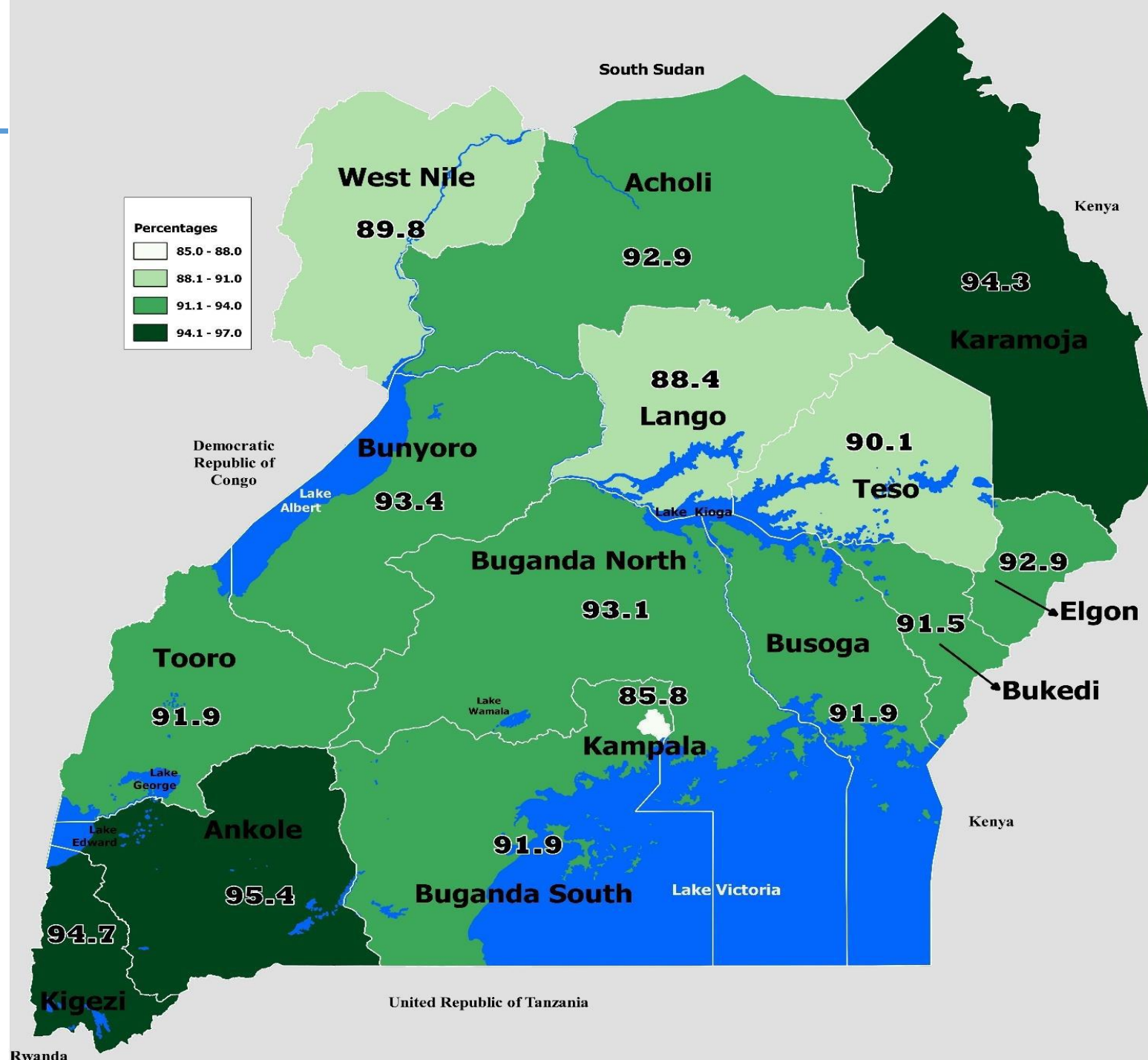
■ Male ■ Female ■ National

\*NLFS 2021



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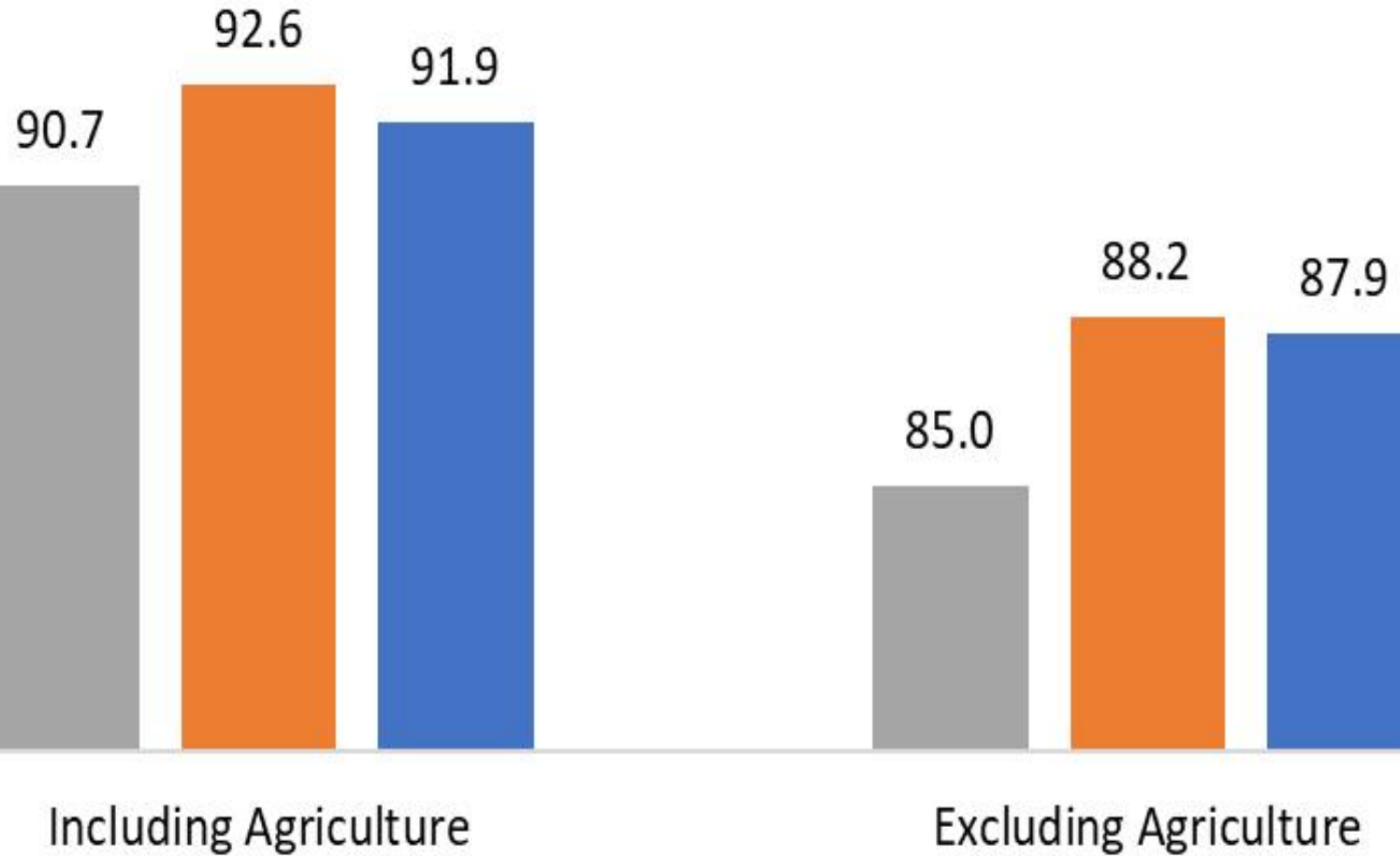
## Proportion of Employees in informal employment INcluding agriculture by sub-region, (%)



\*NLFS 2021

# Trend in in informal employment

■ NLFS 2016/17   ■ UNHS 2019/20   ■ NLFS 2021



Informal employment is reducing but at a very slow rate



# Features of Informal Sector



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**95%** of enterprises not registered with URSB

**75%** of enterprises do not keep books of accounts





# Composition of persons in informal employment including agriculture



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Characteristic	Formal Employment	Informal Employment
<b>Sex</b>		
Male	70.1	58.1
Female	29.9	41.9
<b>Residence</b>		
Rural	46.9	62.4
Urban	53.1	37.6
<b>Education Level Attained</b>		
No Education	1.3	7.8
Some Primary	7.0	31.5
Completed Primary	4.8	16.0
Some Secondary	20.9	28.4
Completed Secondary	7.1	4.4
Post Primary Specialized Training and Above	59.0	11.8
<b>Total</b>	<b>100</b>	<b>100</b>

More than half (58%) of workers in informal employment including agriculture were male

62% reside in rural areas

48% have attained primary education

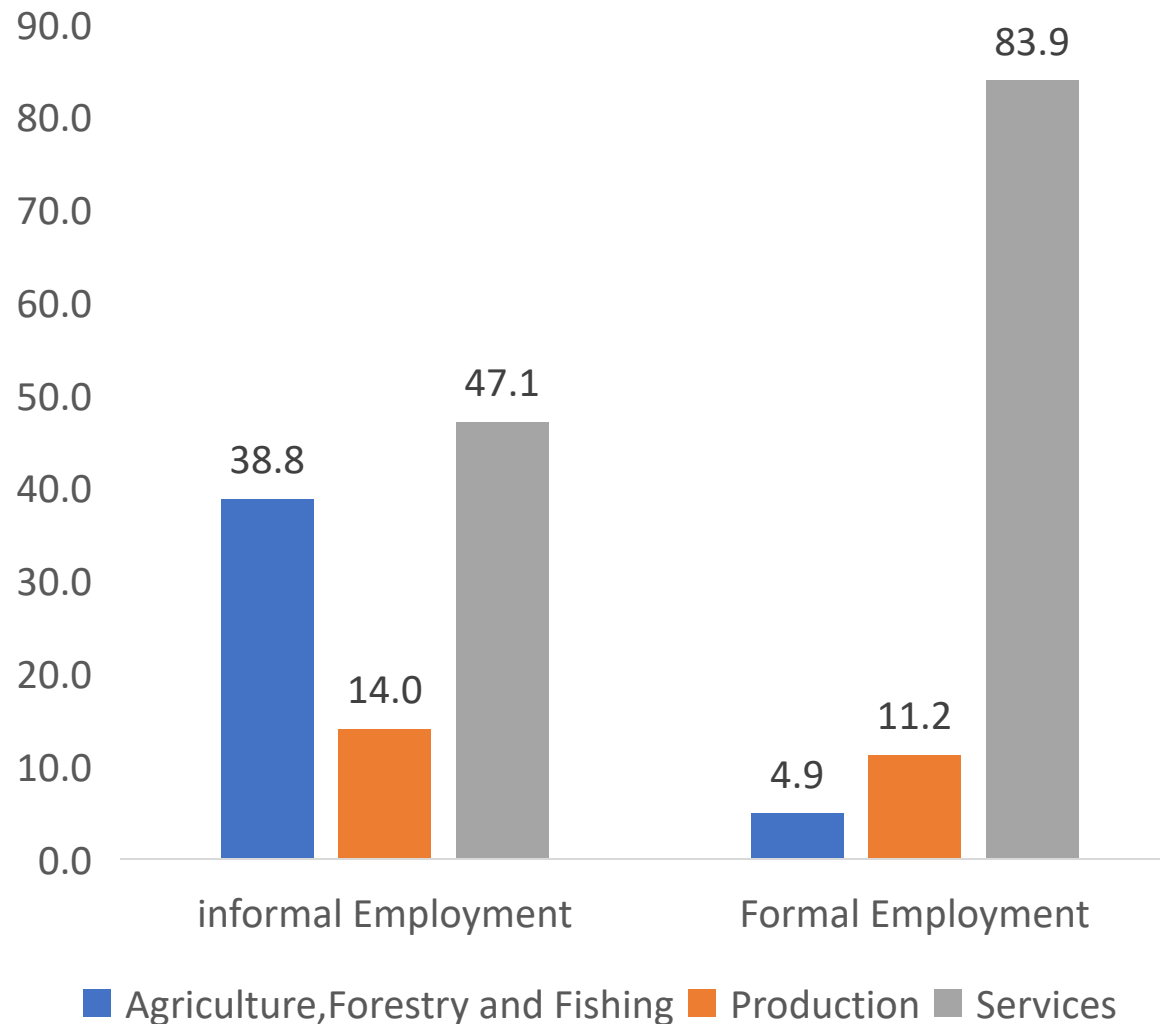


# Composition of persons in informal employment including agriculture

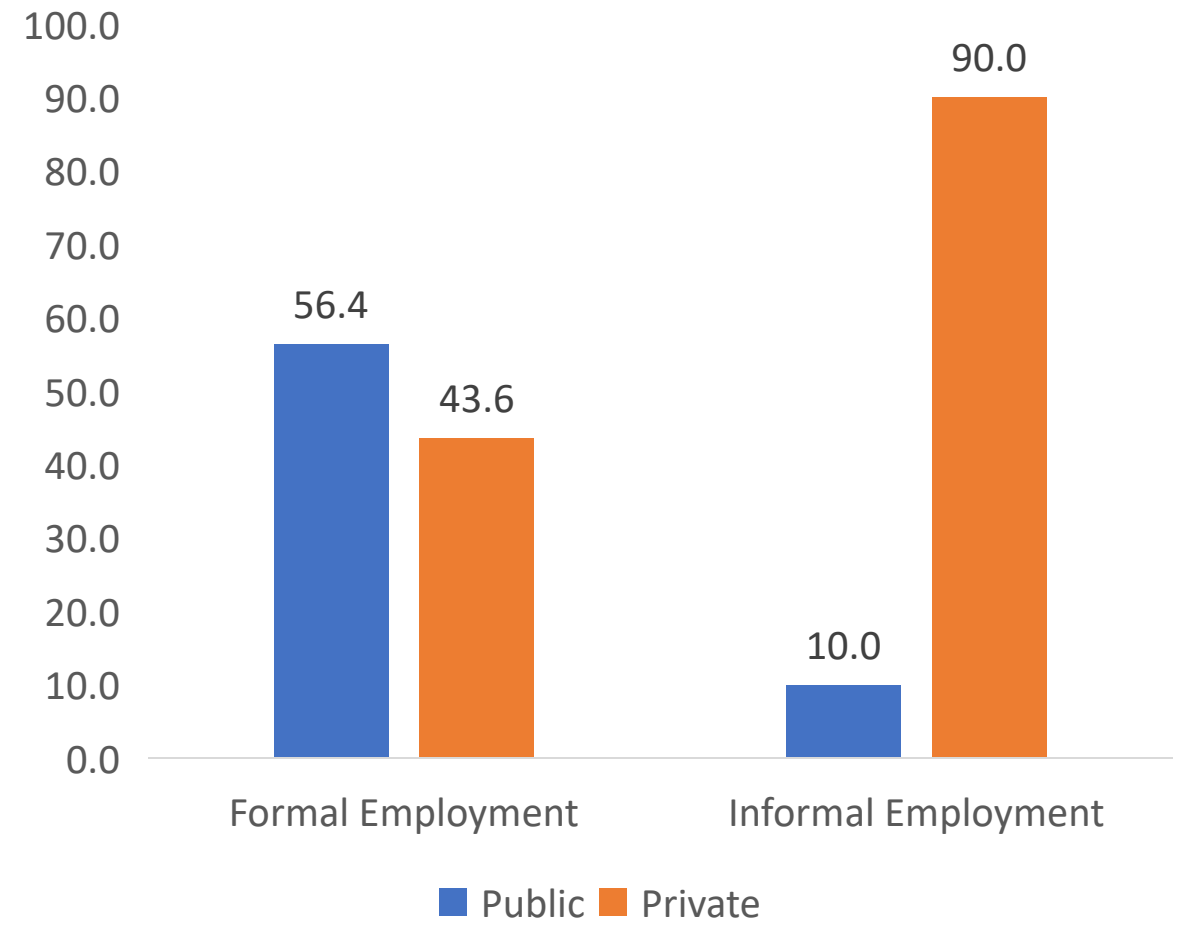


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## Sector of employment



## Place of Work



\*NLFS 2021



# Composition of persons in informal employment by industry



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Industry Of Employment for Main Job	Formal Employment	Informal Employment
Agriculture, Forestry and Fishing	4.9	38.8
Manufacturing	7.9	8.3
Construction	2.5	4.9
Trade	17.6	23.2
Transport And Storage	3.8	6.5
Hotels, Restaurant Eating Places	2.7	4.3
Information And Communications	2.0	0.3
Financial And Insurance Activities	2.4	0.2
Professional, Scientific and Technical Activities	1.8	0.5
Administrative And Support Activities	3.8	1.3
Public Administration	12.5	1.2
Education	21.4	2.4
Human Health and Social Work Activities	12.5	1.3
Other Service Activities	2.0	3.1
Other industries*	2.2	3.7
<b>Total</b>	<b>100</b>	<b>100</b>

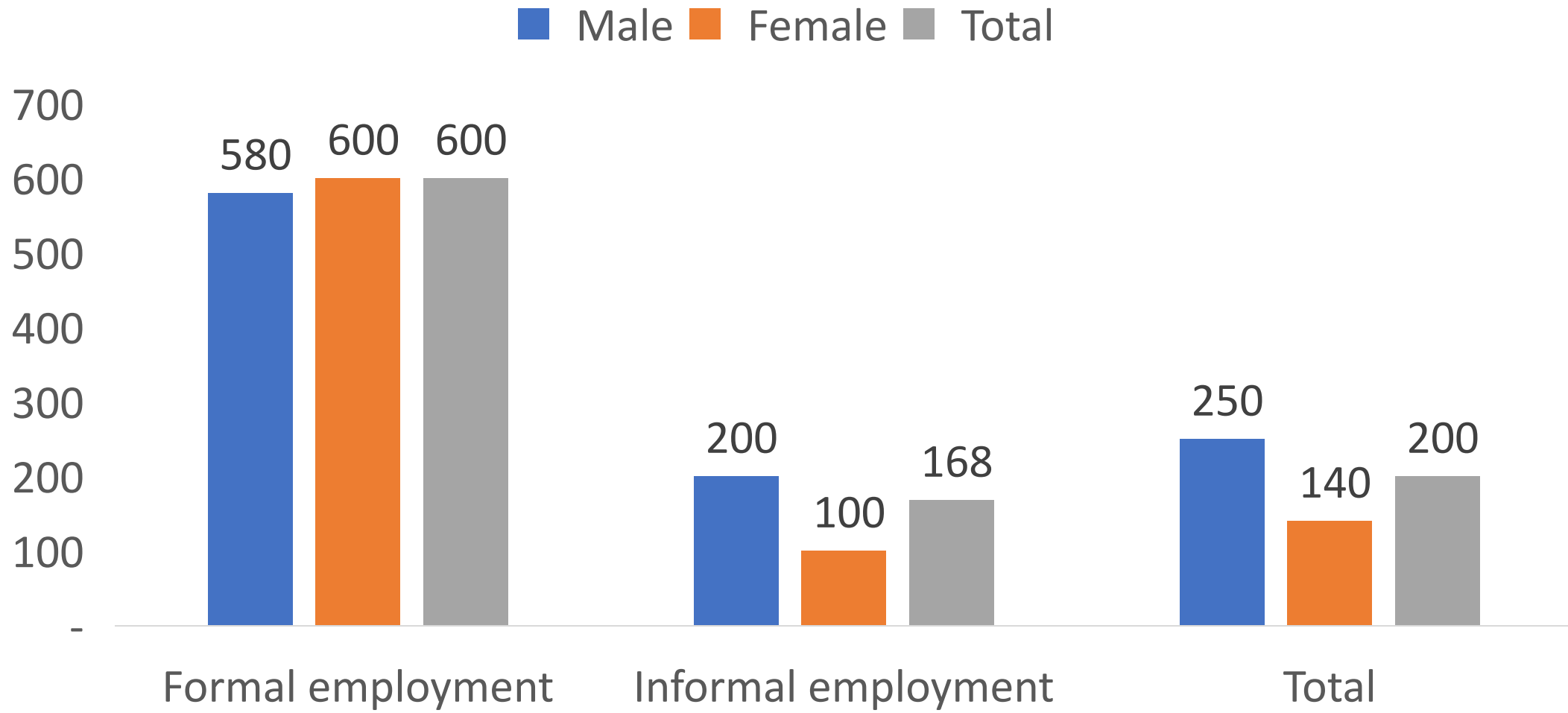
*\*Includes mining and quarrying, electricity and water generation, creative arts, real estate etc*



# Median monthly earnings (UGX '000) of persons with an informal or a formal job by sex



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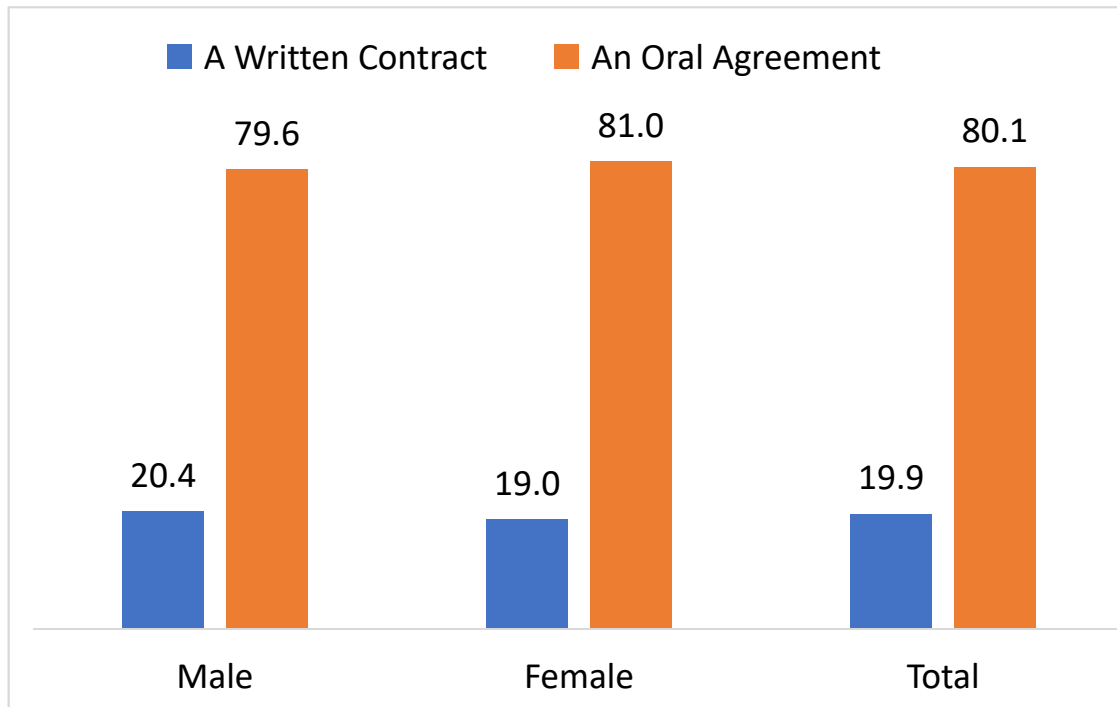


# Type and duration of employment agreement among employees in informal employment



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8 in 10 have oral/verbal agreements



Background characteristics	Duration Of Contract Agreement				
	Less Than 1 Month	1 To Less Than 12 Months	1 Year and Above	Not stated	Total
Sex					
Male	29.7	26.7	11.6	32.1	100
Female	46.1	19.6	11.7	22.6	100
Residence					
Rural	43.8	22.5	8	25.7	100
Urban	19.3	28.1	17.2	35.4	100
Sector of Employment					
Agriculture, Forestry and Fishing	59.1	16.6	0.8	23.5	100
Production	21.8	39.2	8.3	30.6	100
Services	12.7	21.2	29.6	36.5	100
National	34.1	24.7	11.6	29.5	100

34% have contracts less than 1 month

30% don't know duration of employment

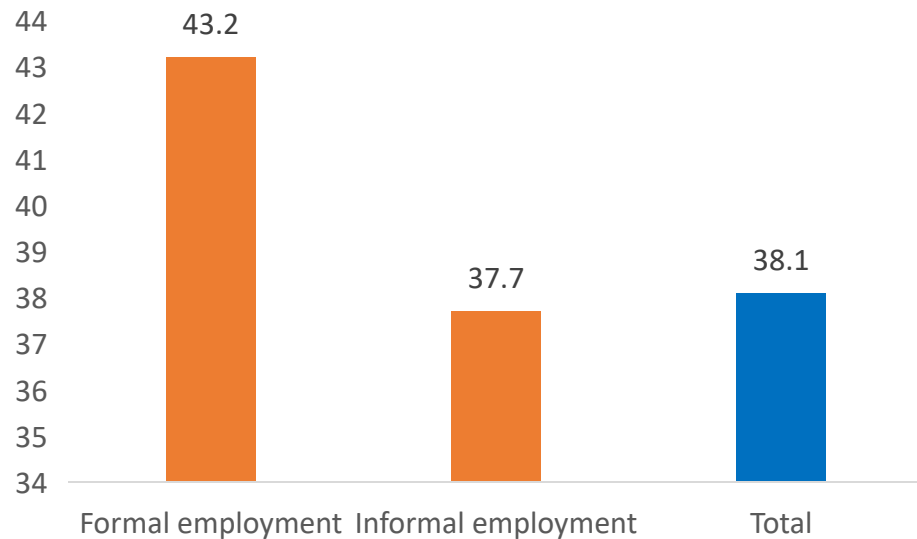


# ACTUAL weekly hours worked by Persons in informal employment including agriculture

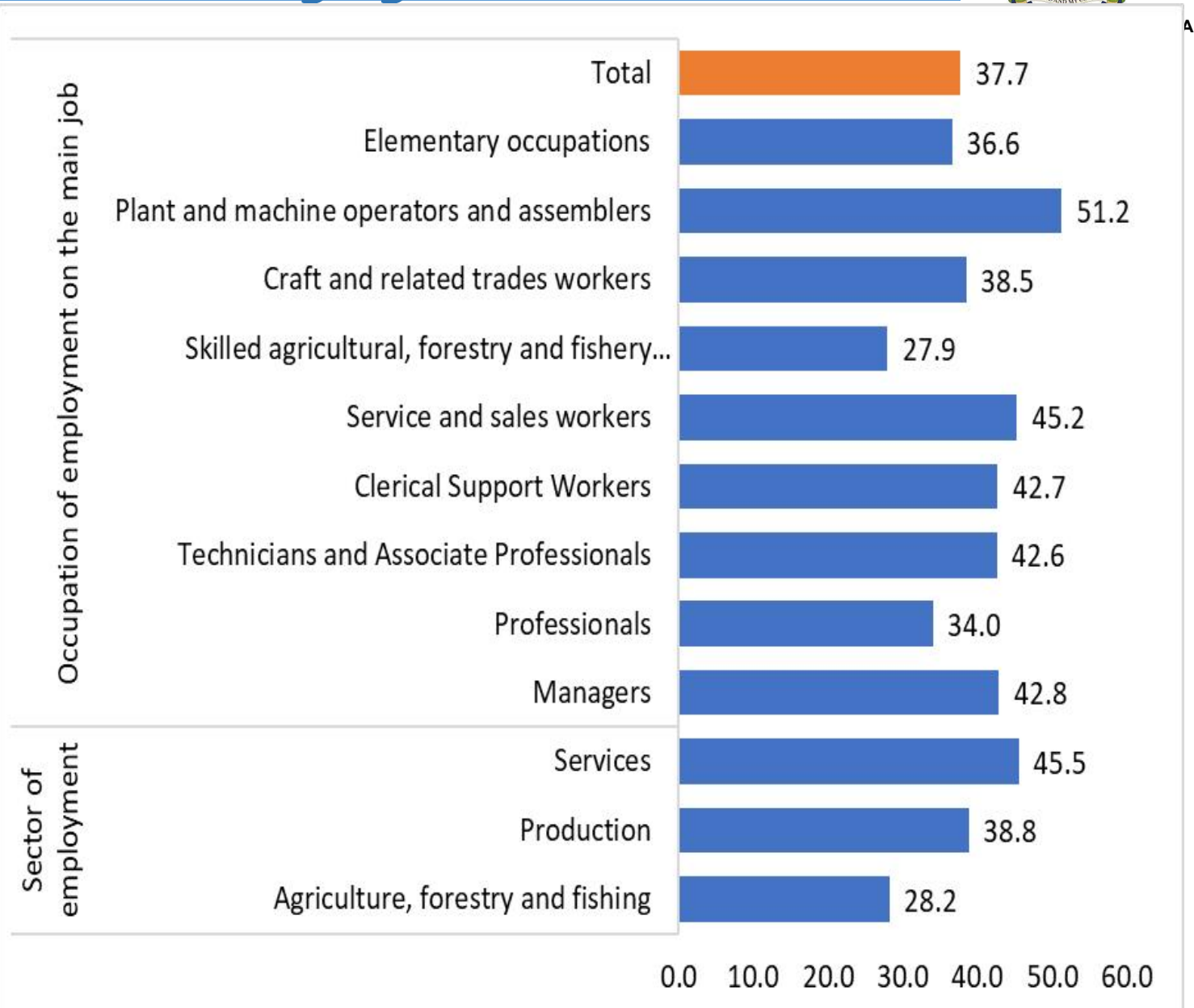


Persons in informal employment spend on average 38 hours a week on work

(R=35hrs, U=43hrs)



\*NLFS 2021



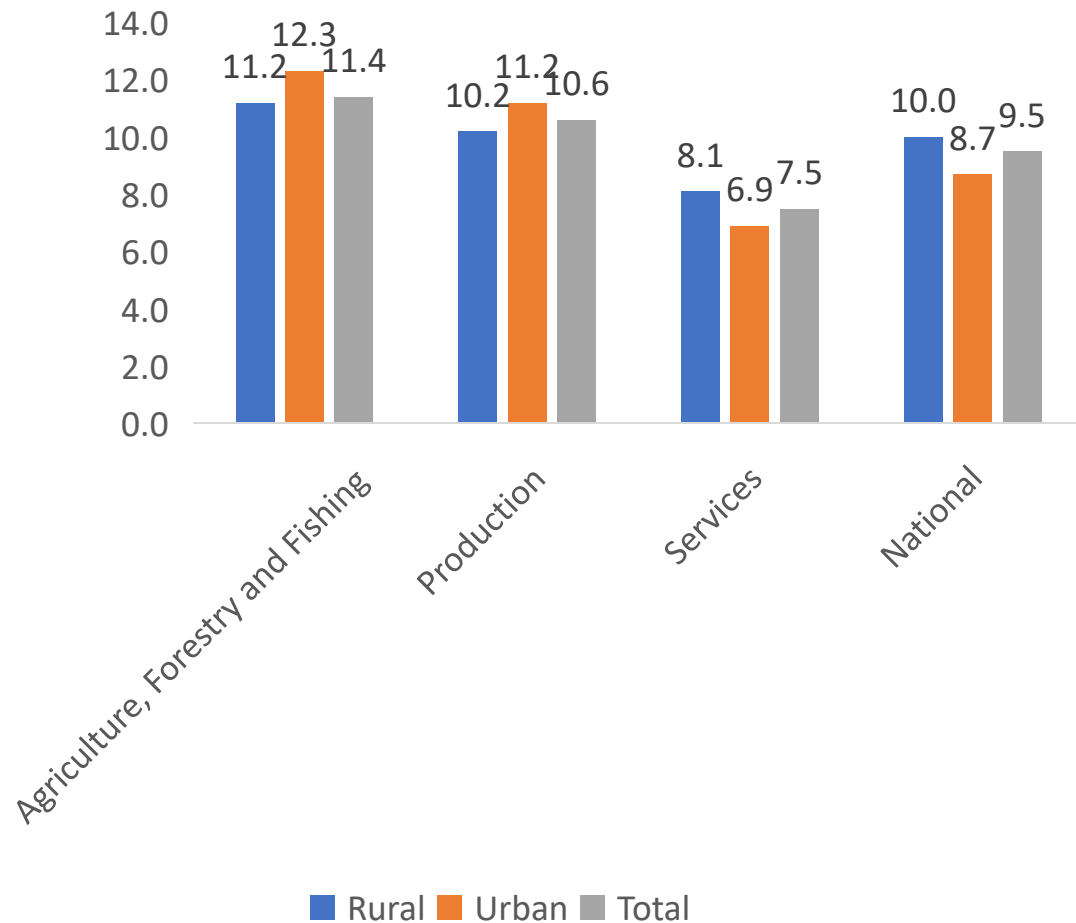


# Inadequate employment situations among employees in informal employment including agriculture



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Time related Under-employment



Background characteristic	Education Mismatch		
	Matching	Over Educated	Under Educated
Residence			
Rural	39	7.9	53.1
Urban	49.4	16.1	34.5
Sector Of Employment			
Agriculture, Forestry and Fishing	37.3	8.1	54.6
Production	42.1	16.6	41.3
Services	47.3	11.4	41.2
Place Of Work			
Public	69.8	14.9	15.4
Private	57.2	17.0	25.8
National	42.9	11.0	46.1



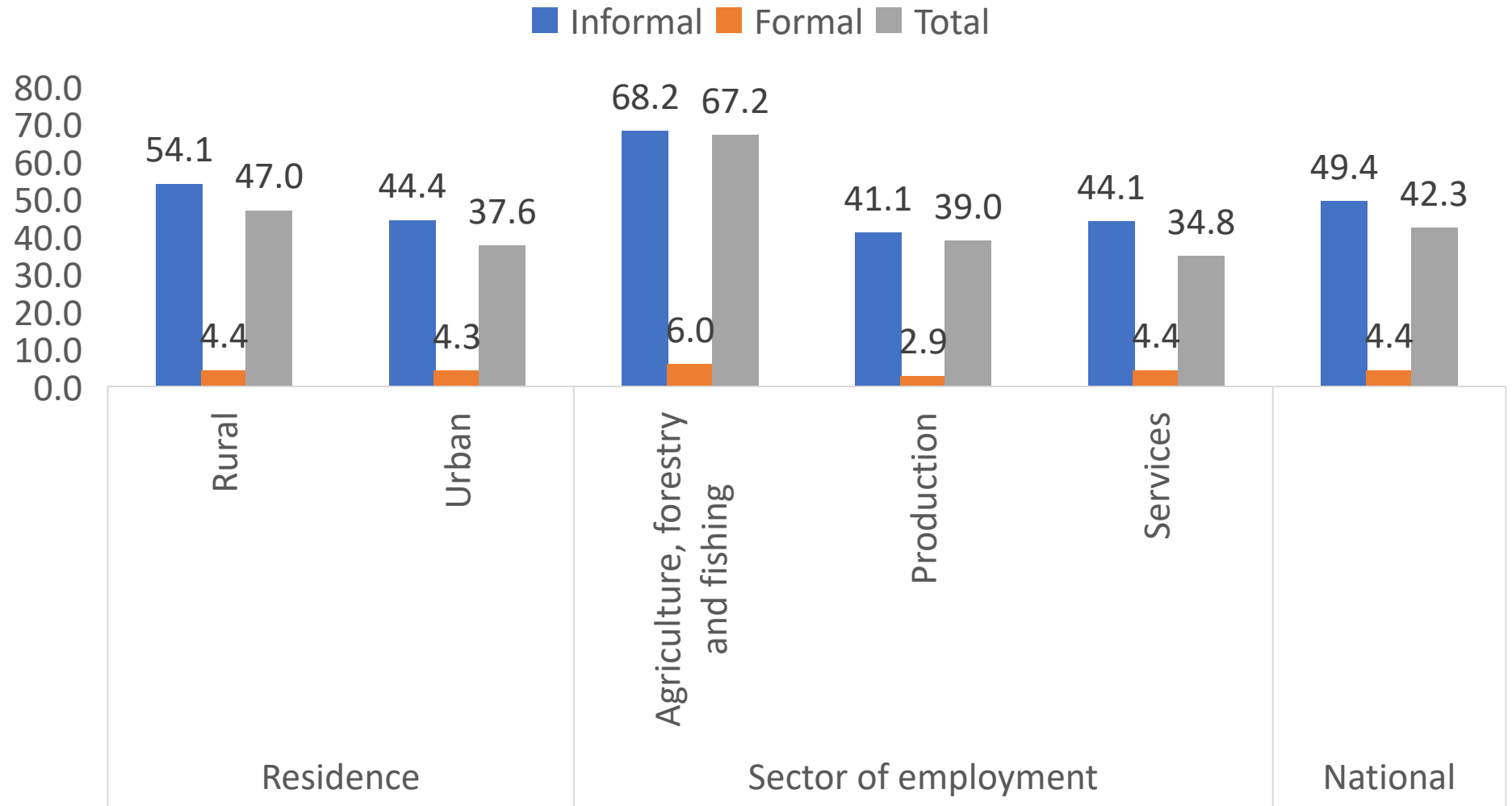
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## Wages related inadequate employment



Paid employees earning less than two-thirds of the median monthly earnings to the total population in paid employment.

**49%** of persons in informal employment earn less than 2/3 of median monthly earnings (UGX 168,000)





# Occupational Safety and Health issues among persons in informal employment



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Work condition	Sex		Residence		Total
	Male	Female	Rural	Urban	
Dust, fumes, or Chemicals	37.6	31.2	37.3	30.9	37.6
Fire, gas, flames, Explosives, Loud noise or vibration	14.0	14.1	13.9	14.3	14.0
Snake bite/ insect stinging (poisonous)	18.5	17.6	23.8	8.4	18.5
Dangerous tools (knives etc)	25.7	21.4	27.2	18.4	25.7
Work underground, at heights or in water/lake/pond/river	7.3	1.3	5.2	4.2	7.3
Workplace too dark or confined, Insufficient ventilation or Crowded room	2.0	1.2	1.9	1.3	2.0
Work on roads, crossroads, highways	13.3	6.5	8.7	13.3	13.3
Body is in awkward position while working (for example standing, kneeling, crouching for prolonged periods)	21.3	16.5	19.1	19.5	21.3
Other things, processes or conditions bad for your health or safety	1.3	0.6	0.8	1.3	1.3

**8%** experienced accident/injury related to work

**15%** were financially abused

Only **22%** used protective gear at work

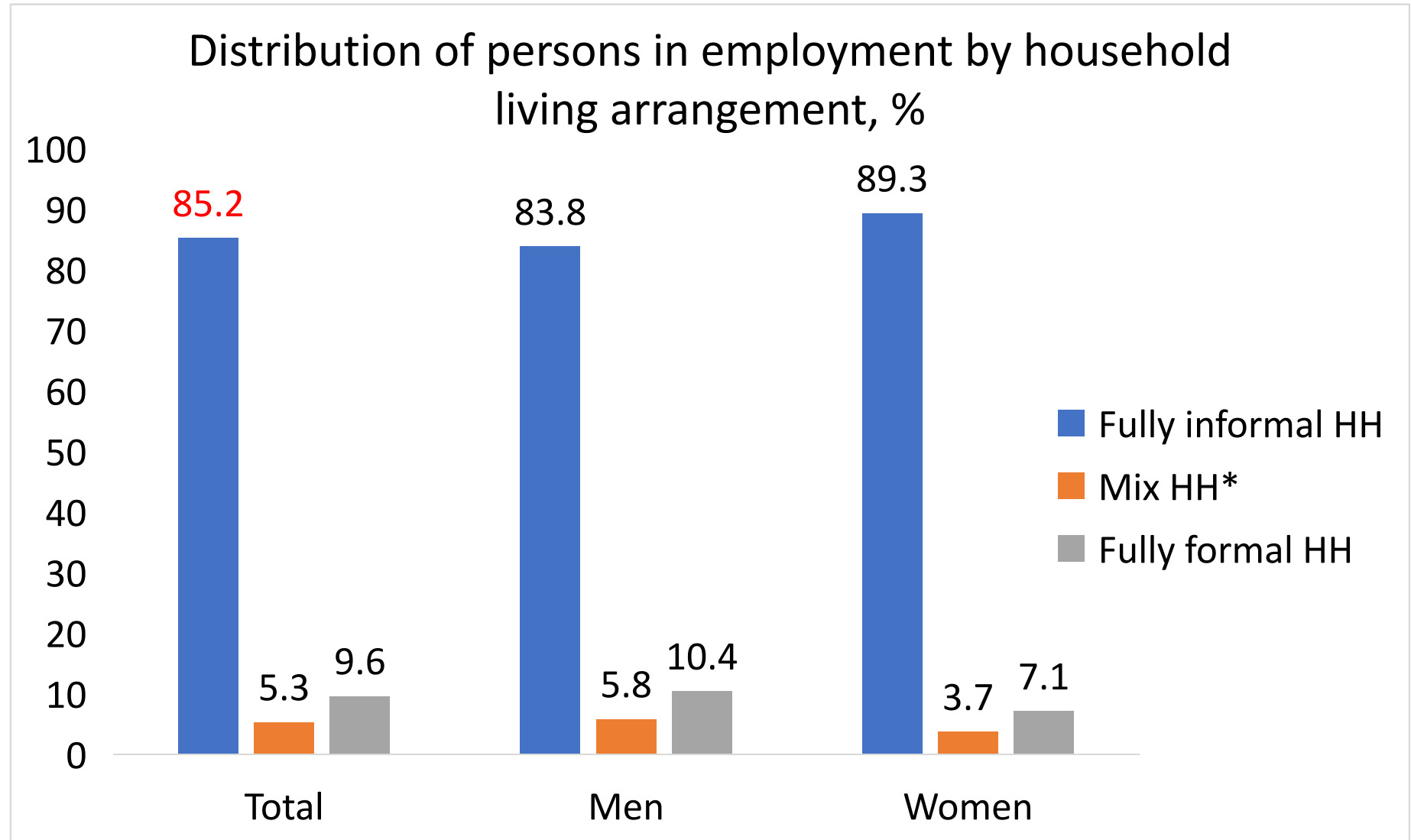


# Informality and household living arrangements



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**85%**  
Of persons in  
Employment  
live in fully  
Informal  
Households

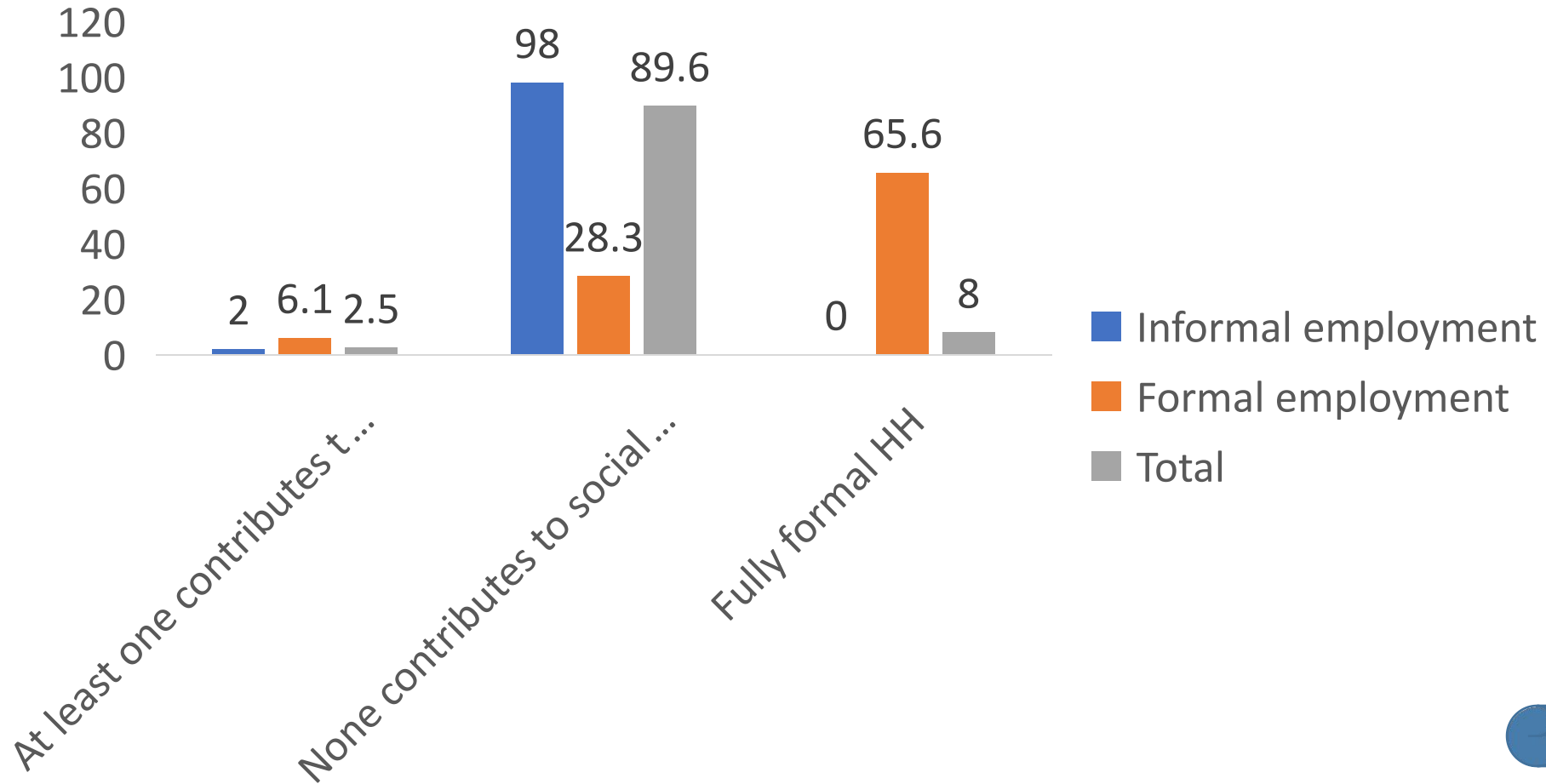




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## Households with social security contributors



**89.6%** of persons in employment live in households where no one contributes to social security

\*NLFS 2021



# Poverty and Informality



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Background Characteristic	Total Poverty (P0)		
	Headcount Ratio		
	Non poor	Poor	Total
<b>INFORMAL employment</b>			
<b>Residence</b>			
Rural	95.2	4.8	100.0
Urban	86.8	13.2	100.0
Total	90.7	9.3	100.0
<b>FORMAL employment</b>			
<b>Residence</b>			
Rural	94.8	5.2	100.0
Urban	99.2	0.8	100.0
Total	97.4	2.6	100.0
<b>TOTAL</b>			
<b>Residence</b>			
Rural	78.6	21.4	100.0
Urban	89.6	10.4	100.0
<b>Total</b>	<b>88.2</b>	<b>11.8</b>	<b>100.0</b>

**P0** is “headcount” refers to the percentage of individuals estimated to be living in households with real private consumption per adult equivalent or below the national poverty line.

The headcount ratio of poverty (P0) among persons in informal employment.

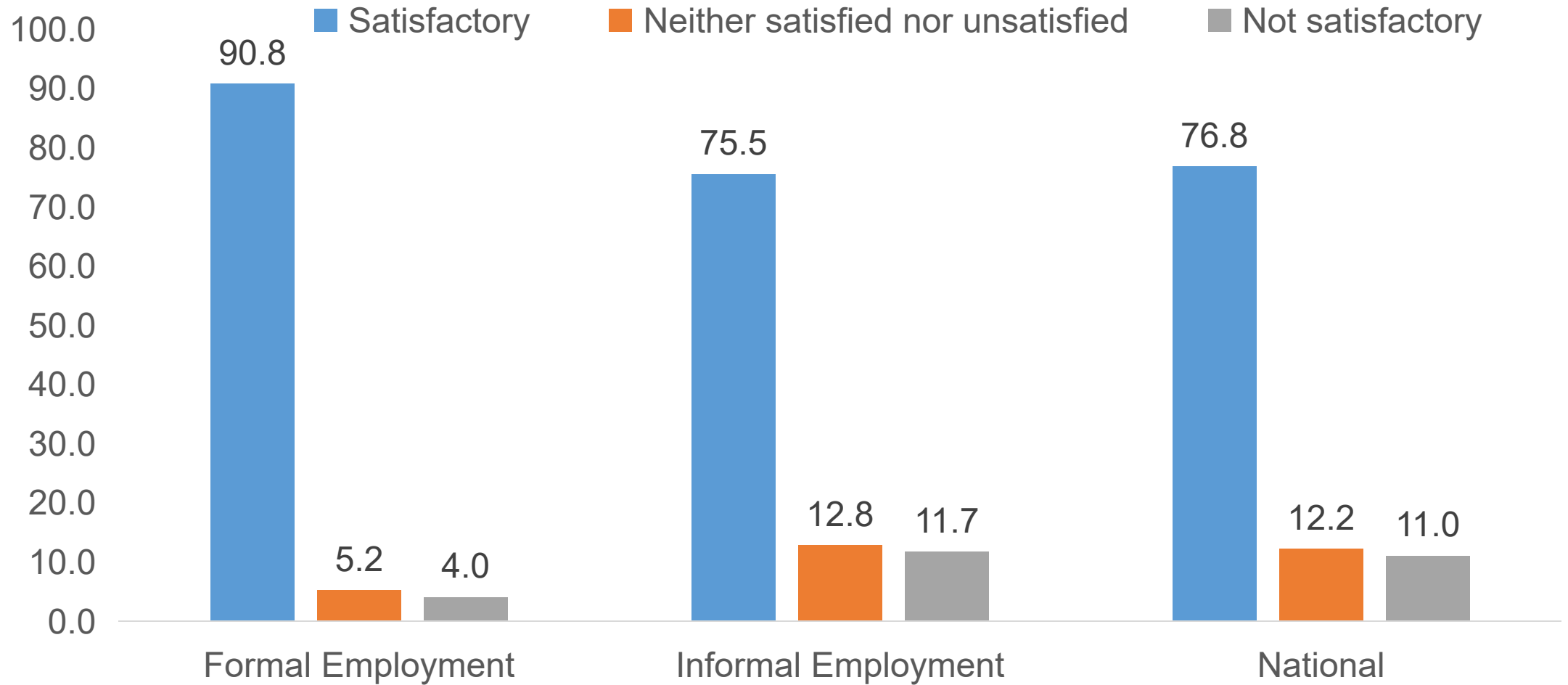
Being in employment reduces chances of being poor and reduces further for persons in formal employment



# Job Satisfaction



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# Summary on Informal employment

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- ❖ 80% of employees did not have their social security contributions paid by their employers and 4 in every 5 employees did not receive any workplace benefits.
- ❖ 8 in 10 of persons in informal employment have oral/verbal agreements
- ❖ 92% of persons in employment were in informal employment excluding agriculture
- ❖ 47% of persons in informal employment were in the services sector followed by 39% in agriculture.
- ❖ Employees in informal employment earn a median monthly income (UGX 168,000) that is less compared to formal employees (UGX 600,000).
- ❖ 76% of persons in informal employment including agriculture were satisfied with their jobs



# YOUTH ACTIVITIES





# DEFINITION

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**Youth** typically refers to the period of life between childhood and adulthood. The exact age range can vary depending on cultural and social contexts of different countries

- ❖ **15-24 years** - youth age group as defined by UN Member States
- ❖ **15-35 years**-East African Community youth age group
- ❖ **18-30 years**- Uganda' s youth age group



# OBJECTIVE

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## FOCUS:

The Uganda Youth Act defines **Youth** as persons in the age group 18-30 years.

## Main Objective

To provide detailed demographic and socio-economic information on youth to inform policy and evidence-based planning for the youths.



# Importance of doing a separate youth thematic report?



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- ☐ Youth constitute a large proportion of the population (22% of total population)
- ☐ SDGs aspire not to leave anyone behind
- ☐ NDP III aspire to reap demographic dividend.



- ❑ 66% of the youth reside in rural areas
- ❑ 47% of the youth have attained primary education

*NLFS 2021	6 133	3 213	9 347
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# Use of ICT Equipment



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**83%** used any ICT equipment  
(*M*=84%,  
*F*=82%)

☐ Radio usage  
-71%

☐ Telephone -  
69%

☐ Tablets-  
0.1%

Background characteristics	Desktop	Laptop	Tablets	Adaptive Technology for PWDs	Radio	Telephone	Any ICT equipment
<b>Sex</b>							
Male	3.6	4.9	0.1	1.0	73.2	71.3	83.9
Female	1.6	2.6	0.1	0.9	69.9	67.9	81.7
<b>Residence</b>							
Rural	1.5	1.7	0.0	0.4	71.2	64.2	79.8
Urban	4.5	7.4	0.1	1.8	71.9	79.4	88.2
<b>Education Attainment</b>							
No Education	0.5	0.2	0.0	0.1	37.2	32.5	46.9
Some Primary	0.1	0.3	0.0	0.1	68.2	61.8	77.3
Completed Primary	0.4	0.2	0.1	0.4	75.5	73.3	85.7
Some Secondary	1.0	1.6	0.1	0.7	76.2	76.7	88.1
Completed Secondary	5.7	3.0	0.0	1.9	75.9	84.4	91.1
Post Primary Specialized Training	6.7	4.7	0.0	1.1	80.0	79.3	88.2
Post-Secondary Specialized Training	7.5	11.9	0.2	2.9	80.9	85.9	92.4
Degree and above	12.6	33.5	0.1	5.8	70.2	90.8	95.2
Married	2.5	2.5	0.1	2.0	71.1	69.1	83.5
Never married	2.5	2.5	0.1	2.0	71.1	69.1	83.5

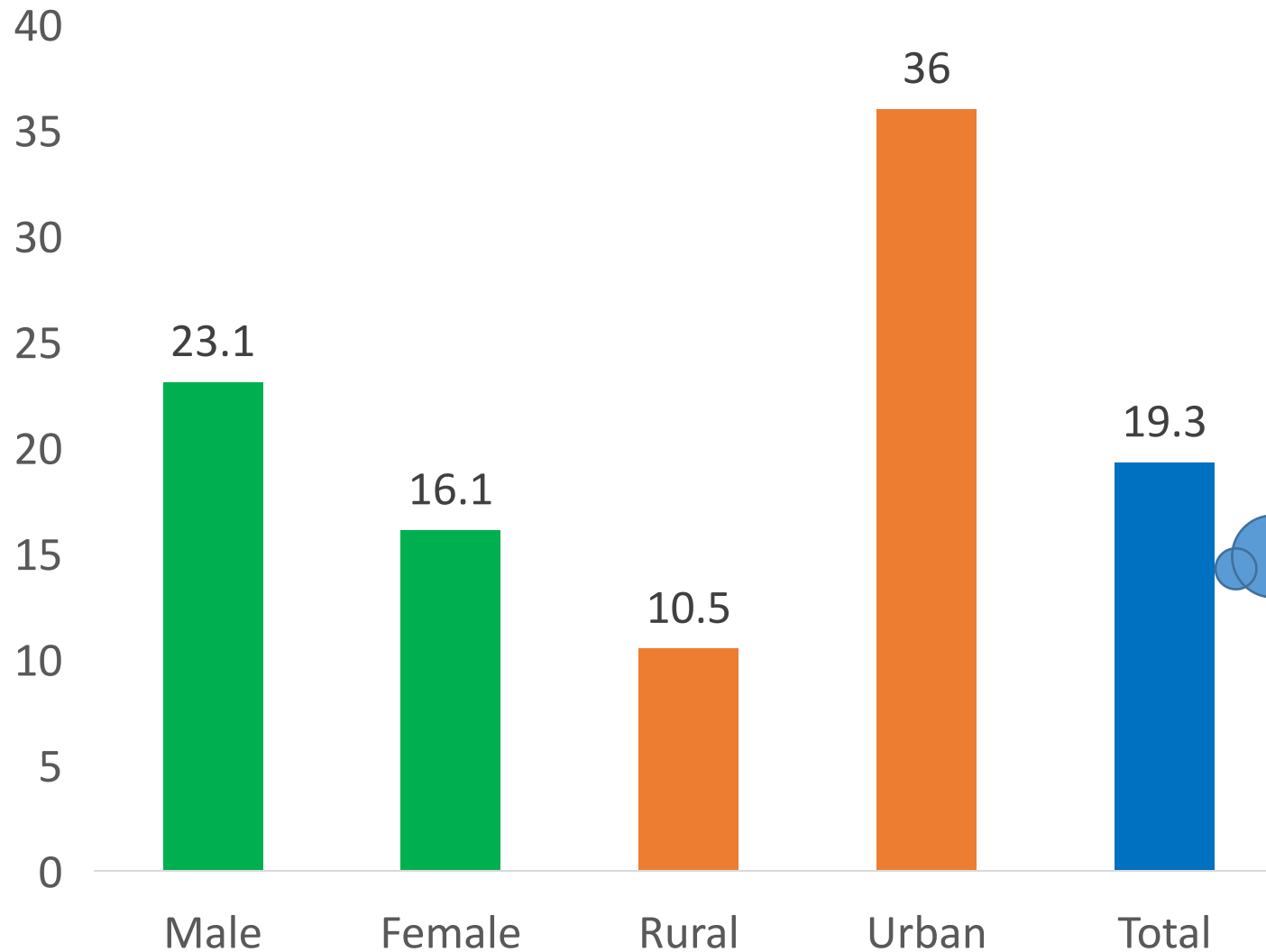
\*NLFS 2021



# Internet Use among the Youth, %



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## Purpose of internet use

- Social networking- **97%**
- Academic work-32%
- Online jobs- 10%



# Having functional account, %



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Background characteristics	Bank/ MDI account only	MFI/SACCO Account only	Both Bank/ MDI and MFI/SACCO Account	None	Not stated	Total
<b>Sex</b>						
Male	10.2	2.3	0.5	85.9	1.1	100
Female	6.5	2.2	0.2	90.8	0.3	100
<b>Residence</b>						
Rural	4.3	2.0	0.3	92.8	0.6	100
Urban	15.6	2.7	0.3	80.5	0.9	100
<b>Labour force status</b>						
In labour force	12.9	3.3	0.5	82.4	0.9	100
Outside labour force	3.4	1.1	0.1	94.9	0.4	100
<b>National</b>	<b>8.2</b>	<b>2.3</b>	<b>0.3</b>	<b>88.6</b>	<b>0.7</b>	<b>100</b>

About **11%** have Functional accounts



# Activity Status of the Youth



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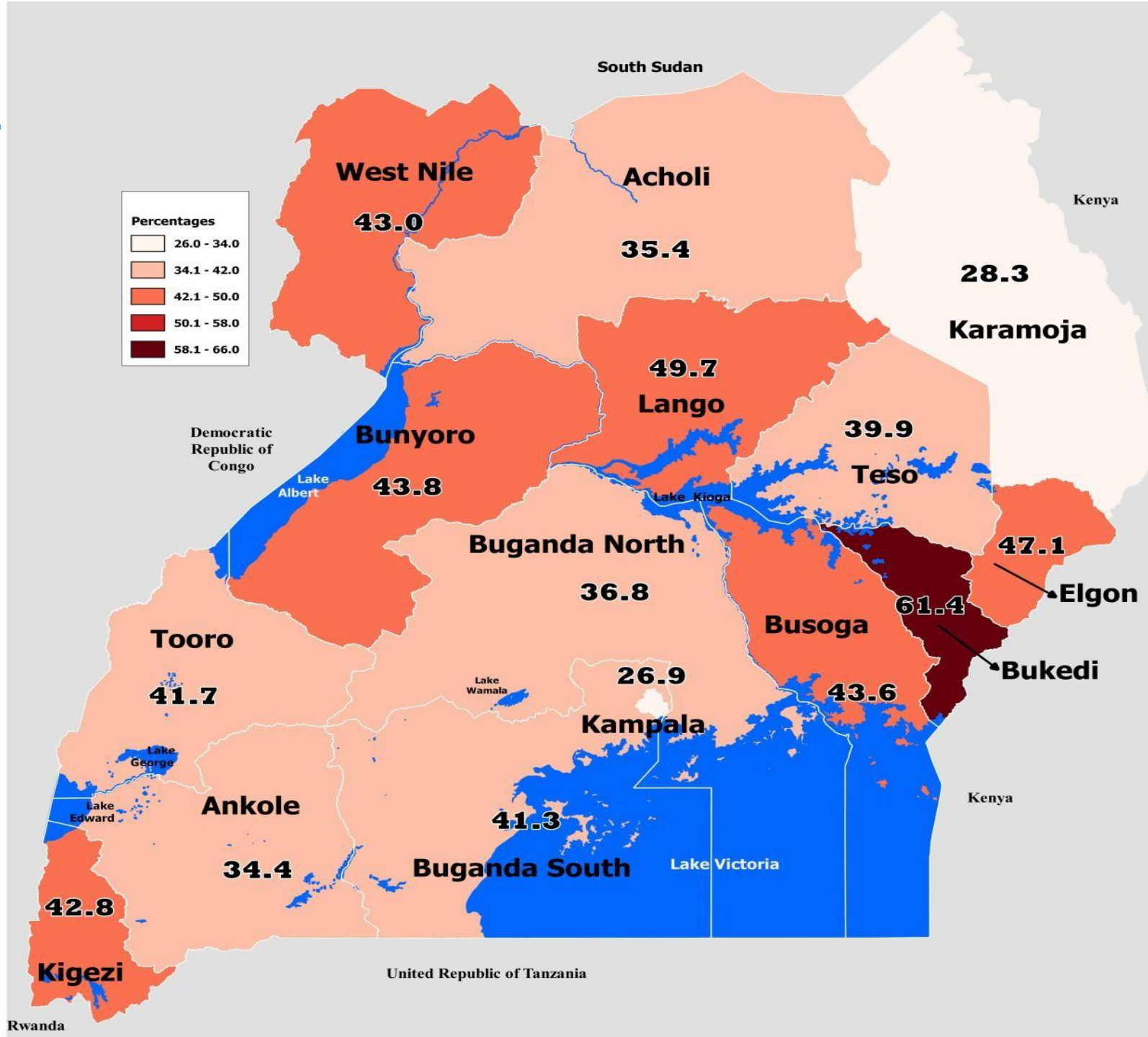
Background Characteristics	In Employment Only	In School Only	Both School And Employment	Neither In Employment Nor Education Training (NEET)
<b>Sex</b>				
Male	45.4	18.3	8.2	28.1
Female	29.1	14.8	3.8	52.3
<b>Residence</b>				
Rural	33.8	15.6	5.5	45.1
Urban	41.8	17.9	6.6	33.8
<b>Disability</b>				
With A Disability	27.1	11.8	4.4	56.8
Without A Disability	36.9	16.6	5.9	40.6
<b>National</b>	36.5	16.4	5.8	41.2

- 41% were Neither in Employment Nor Education Training (F=52%, M=28%)
- 37% were in employment



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# Youth NEET by Sub-region



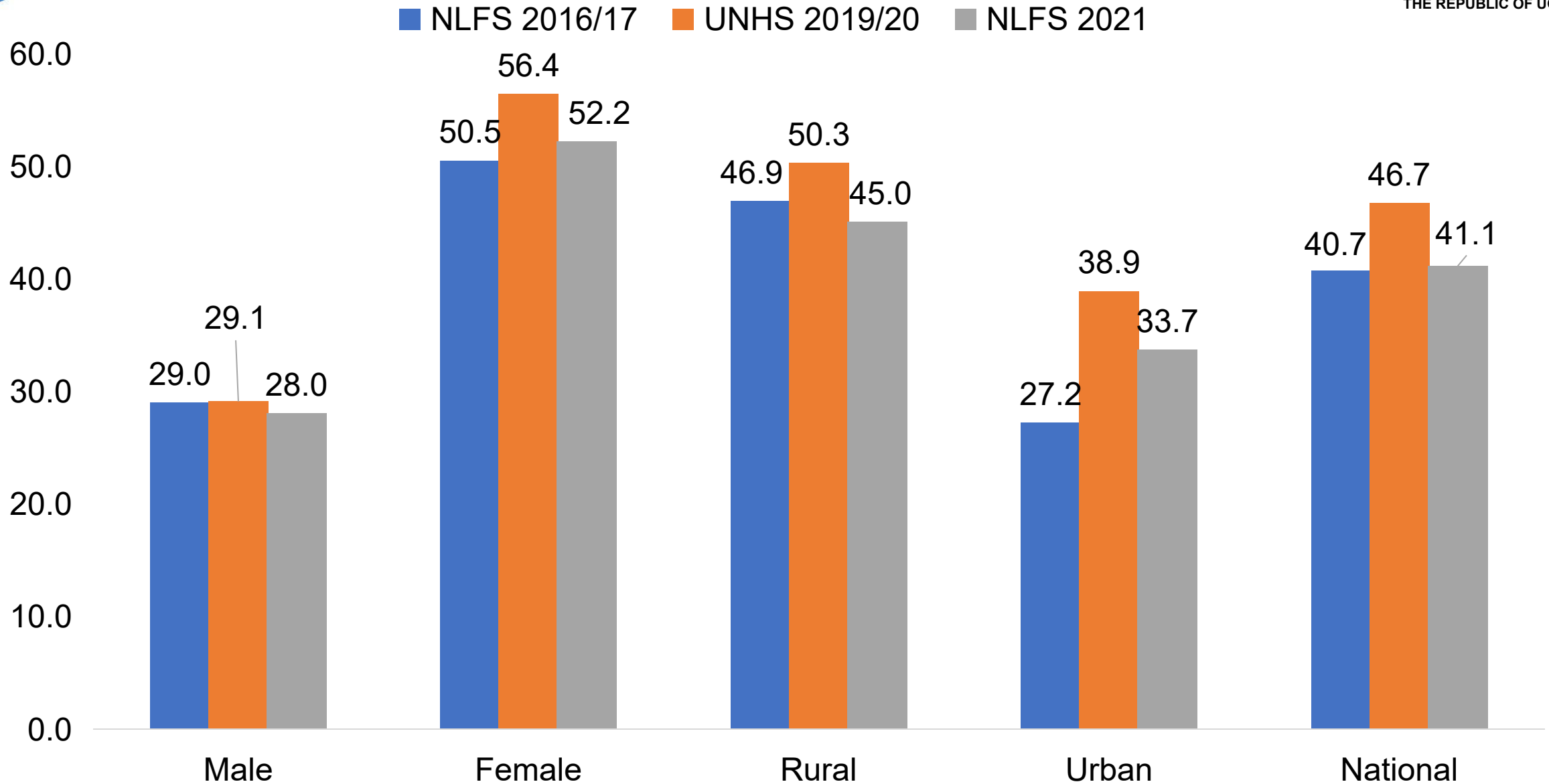
**National 41%**



# Trends in Youth NEET by Sex and Residence



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\*NLFS 2021

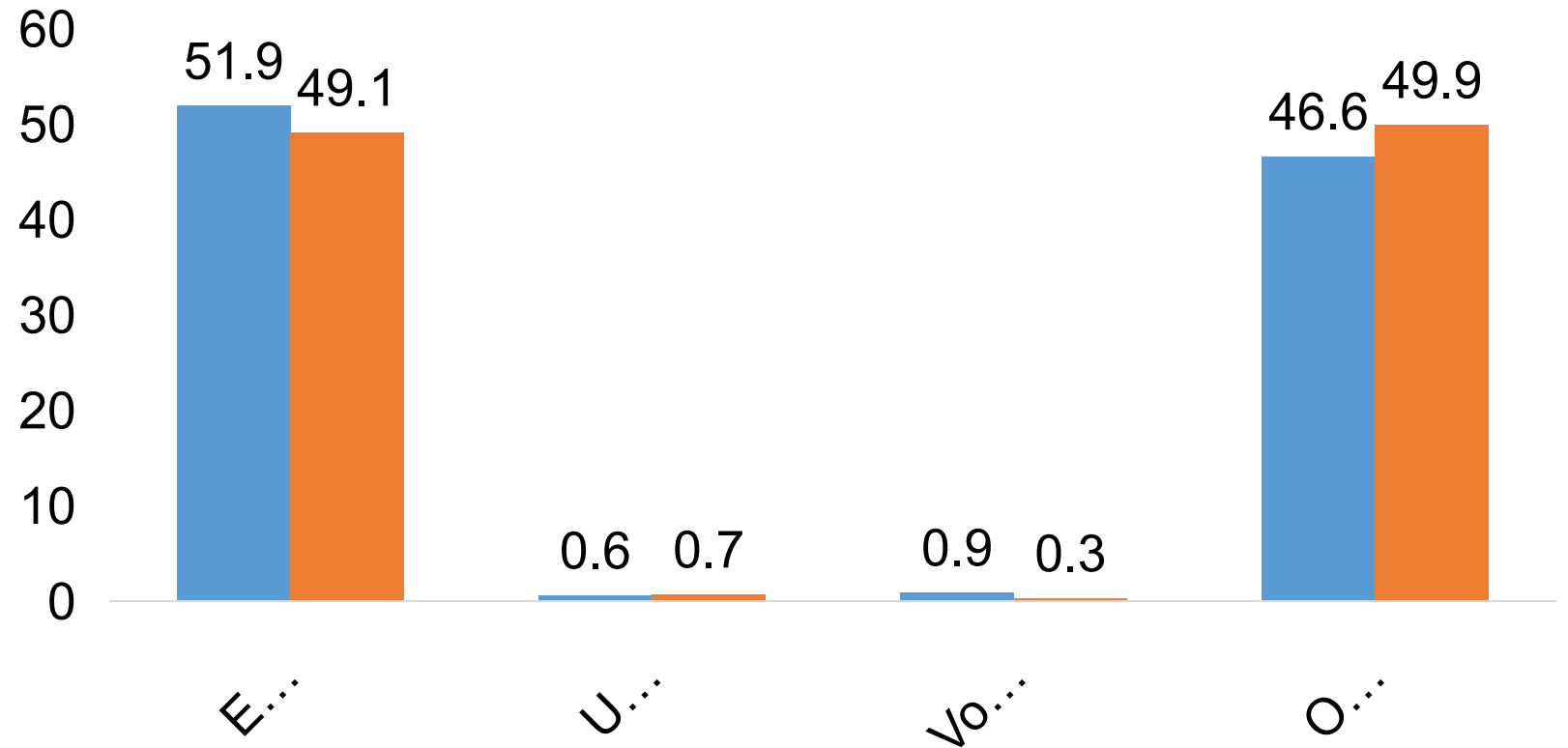


# Trend in forms of work



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■ UNHS 2019/20 ■ NLFS 2021



**86%** were working;

**Decline** in employment

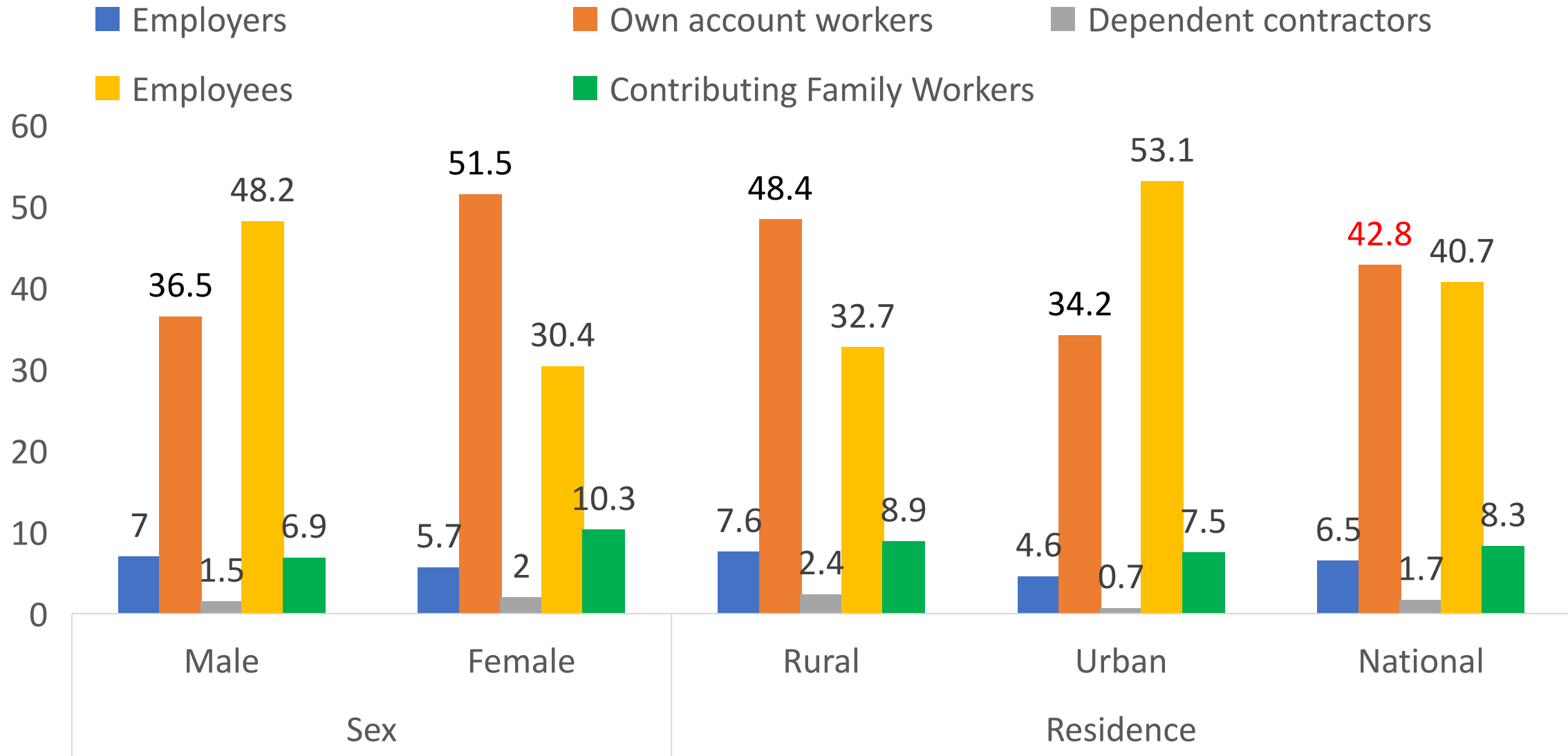
**Increase** in own use production



# Status in employment



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# Industry of employment



Background characteristic	Agriculture, Forestry and Fishing	Manufacturing	Construction	Trade	Transport And Storage	Administrative And Support Activities	Other Service Activities	Other Industry
<b>Sex</b>								
Male	34.6	9.7	9.8	16.6	12.4	2.4	2.9	11.5
Female	29.7	8.8	0.1	33.2	0.1	0.5	4.8	22.7
<b>Residence</b>								
Rural	45.0	8.6	5.7	18.1	7.5	0.7	3.1	11.3
Urban	13.3	10.5	5.7	32.1	6.7	3.1	4.7	23.9
<b>Education Level Attained</b>								
No Education	46.3	13.2	2.1	20.9	1.2	0.6	4.9	10.8
Some Primary	43.4	10.1	5.2	18.2	10.6	0.1	2.8	9.6
Completed Primary	36.2	9.2	5.8	23.6	9.0	3.9	3.6	8.7
Some Secondary	21.8	10.0	5.8	28.6	8.4	1.9	6.2	17.3
Completed Secondary	16.1	13.3	8.3	37.0	3.9	2.1	1.1	18.3
Post Primary Specialized Training And Above	11.6	7.1	7.2	21.2	3.5	2.7	3.1	43.7
<b>Skills Acquired</b>								
With Trade Or Technical Skill And Specialisation	7.8	20.0	11.2	20.8	5.0	4.6	4.5	26.1
With Trade Or Technical Skill Only	16.1	19.4	9.6	27.1	5.0	2.2	9.0	11.5
With Specialisation Only	14.1	3.8	6.0	22.5	2.9	2.1	2.5	46.0
None	37.8	8.4	5.1	23.4	8.2	1.4	3.2	12.5
<b>National</b>	<b>32.5</b>	<b>9.3</b>	<b>5.7</b>	<b>23.6</b>	<b>7.2</b>	<b>1.6</b>	<b>3.7</b>	<b>16.2</b>

\*NLFS 2021



# Youth Unemployment Rate



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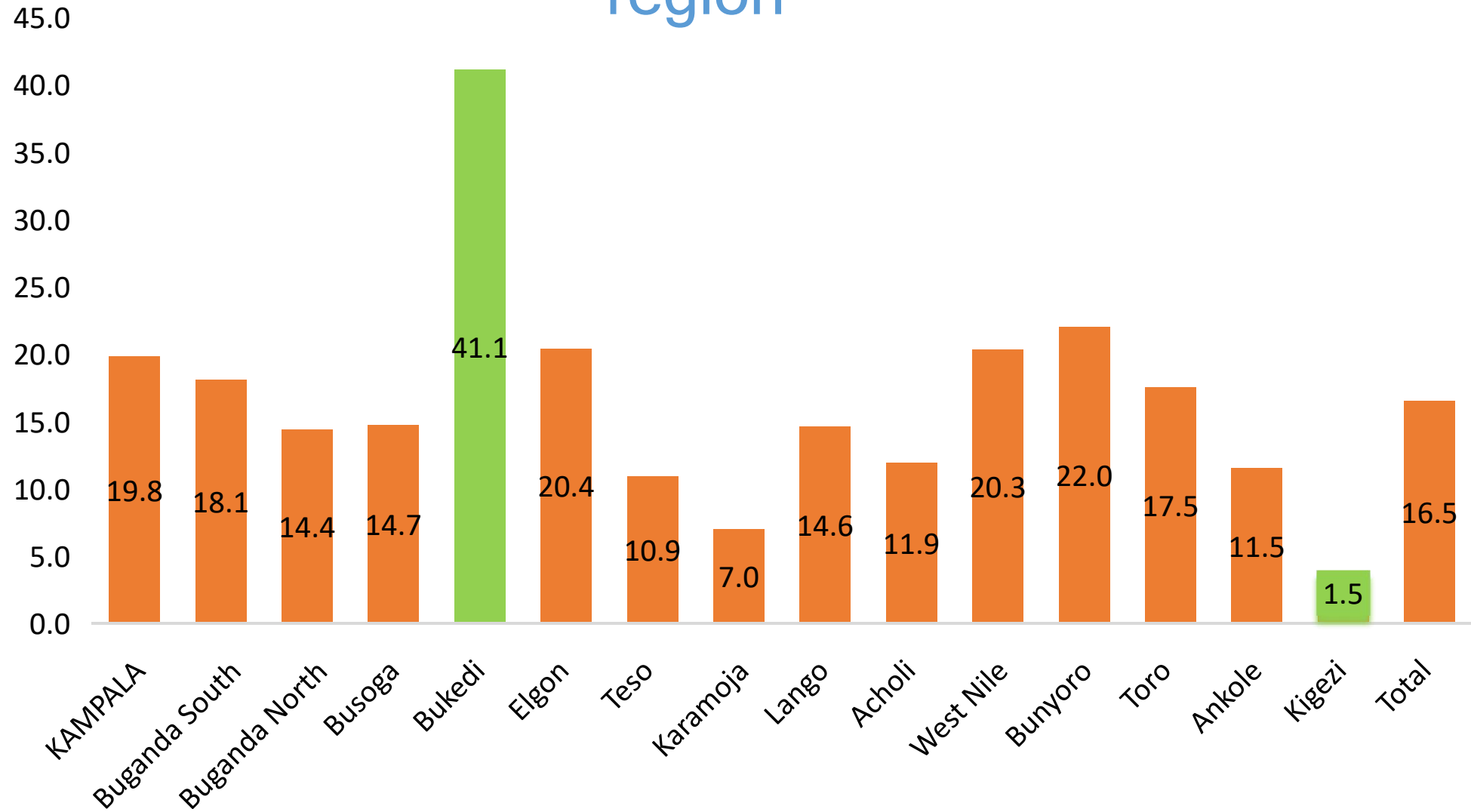
Education attainment	Sex		
	Male	Female	Total
No education	3.2	12.0	8.1
Some Primary	11.8	15.6	13.4
Completed primary	10.0	17.0	13.0
Some Secondary	12.0	23.6	17.7
Completed Secondary	17.3	22.1	18.8
Post primary specialized training	12.4	22.4	17.3
Post-Secondary specialized training	14.4	22.2	18.8
Degree and above	26.2	35.7	30.5
<b>National</b>	<b>13.5</b>	<b>20.4</b>	<b>16.5</b>

Higher than  
National  
unemployment  
rate of 12%



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# Youth Unemployment rate by sub region

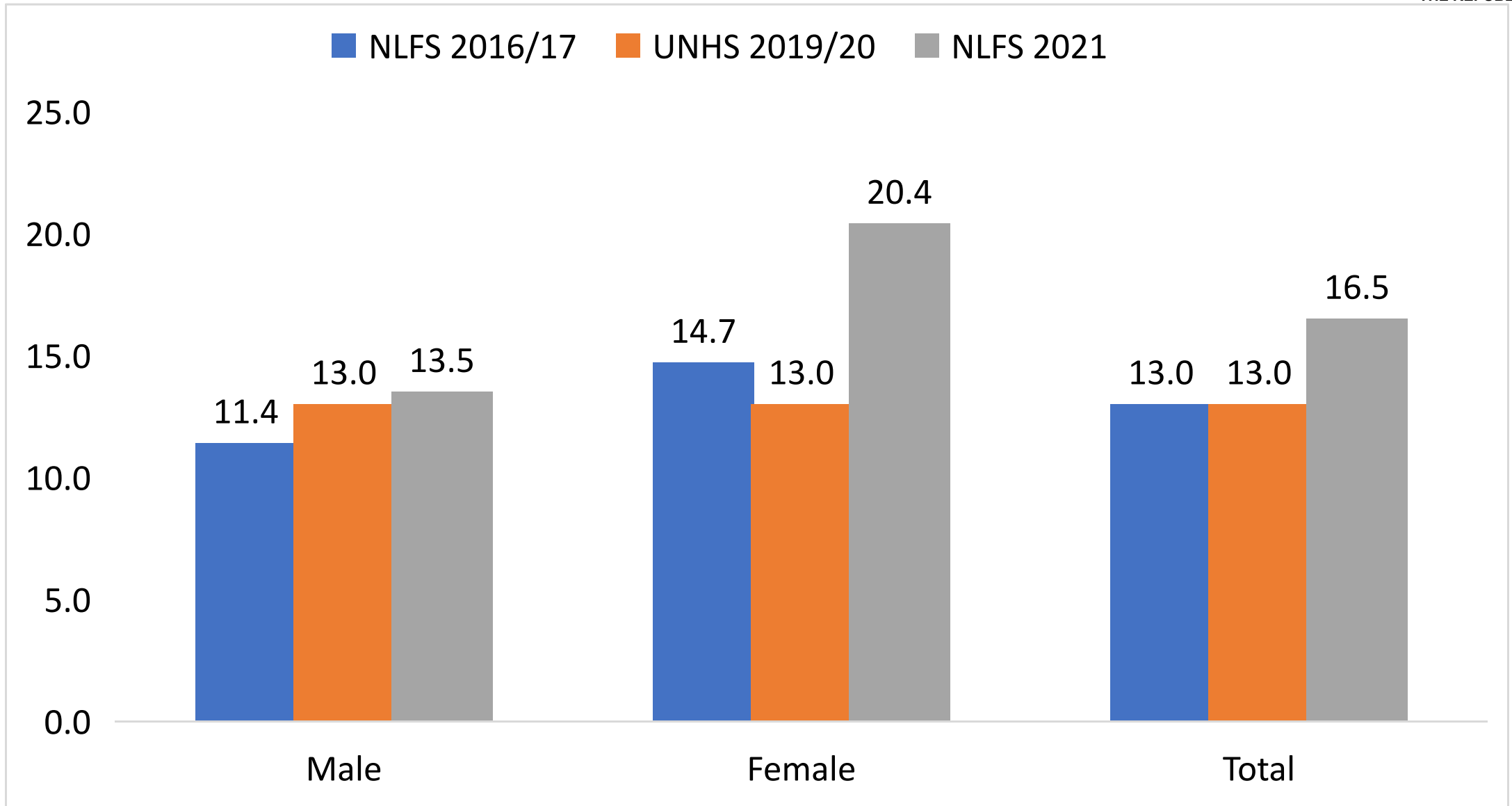




# Trend in Youth Unemployment Rate



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# Reasons for not being available and not seeking employment



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Background characteristics	In school or training	Family responsibilities or housework	Pregnancy	Illness, injury or disability	Too young to work	No desire to work	Satisfied with Subsistence Agriculture	Disability	Other reasons	Total
<b>Sex</b>										
Female	52.6	22.4	0.0	1.2	2.6	1.8	15.8	0.1	3.5	100
Male	26.4	47.0	8.1	1.2	2.7	2.5	8.8	0.1	3.2	100
<b>Residence</b>										
Rural	28.6	43.1	5.7	1.2	2.0	2.4	13.7	0.1	3.2	100
Urban	49.4	30.5	5.8	1.3	4.6	2.1	3.2	0.1	3.0	100
<b>National</b>	<b>34.2</b>	<b>39.7</b>	<b>5.7</b>	<b>1.2</b>	<b>2.7</b>	<b>2.3</b>	<b>10.9</b>	<b>0.1</b>	<b>3.2</b>	<b>100</b>



# Youth Labour Underutilization



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Mismatches between Labour supply and demand; unmet need for employment

## Four measures;

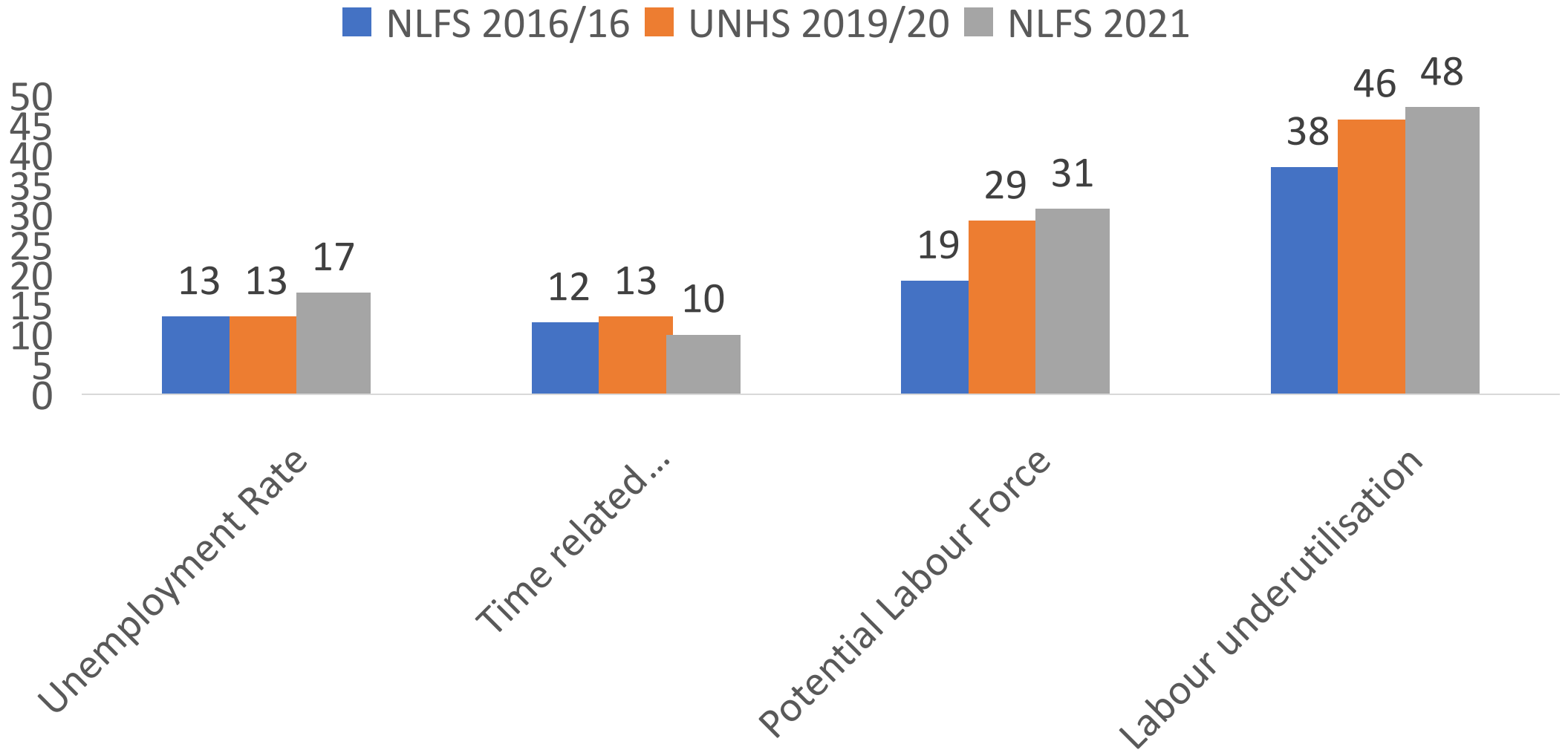
- **LU1:** The Unemployment rate  
Not in employment, available for and taking steps to look for work
- **LU2:** The Combined rate of time-related underemployment (employed but with insufficient working time and wanting and available to work more hours) and unemployment
- **LU3:** The Combined rate of unemployment and Potential Labour Force (persons not in employment who expressed an interest in this form of work but for whom existing conditions limit their active job search and/or their availability)
- **LU4:** The Composite measure of Labour underutilization



# Trend in Youth Labour underutilization



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\*NLFS 2021



# Labour force Participation Rate(LFPR)



Background Characteristics	Sex		Residence		Total
	Male	Female	Rural	Urban	
<b>Education Attainment</b>					
No Education level attained	51.7	37.5	40.3	57.3	42.8
Some Primary	63.9	34.5	45.8	52.0	47.1
Completed primary	73.6	38.5	48.5	63.5	52.9
Some secondary	72.4	50.0	52.8	69.7	59.5
Completed secondary	80.0	63.9	69.2	76.6	74.1
Post-primary specialized training	79.8	59.9	66.8	71.1	68.6
Post-secondary specialized training	78.2	79.1	75	82.1	78.7
Degree and above	90.6	71.9	80.1	81.5	81.1
<b>Skills acquired</b>					
With trade or technical skill and specialization	84.7	80.4	68.5	91.5	82.9
With trade or technical skill only	77.0	59.3	66.9	67.9	67.3
With specialization only	77.7	66.3	67.6	74.6	71.2
None	58.7	36.8	43.0	55.2	46.8
<b>National</b>	<b>62.0</b>	<b>41.4</b>	<b>29.4</b>	<b>35.1</b>	<b>50.8</b>



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# Youth transition to employment

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

## Categorized into 3 stages

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

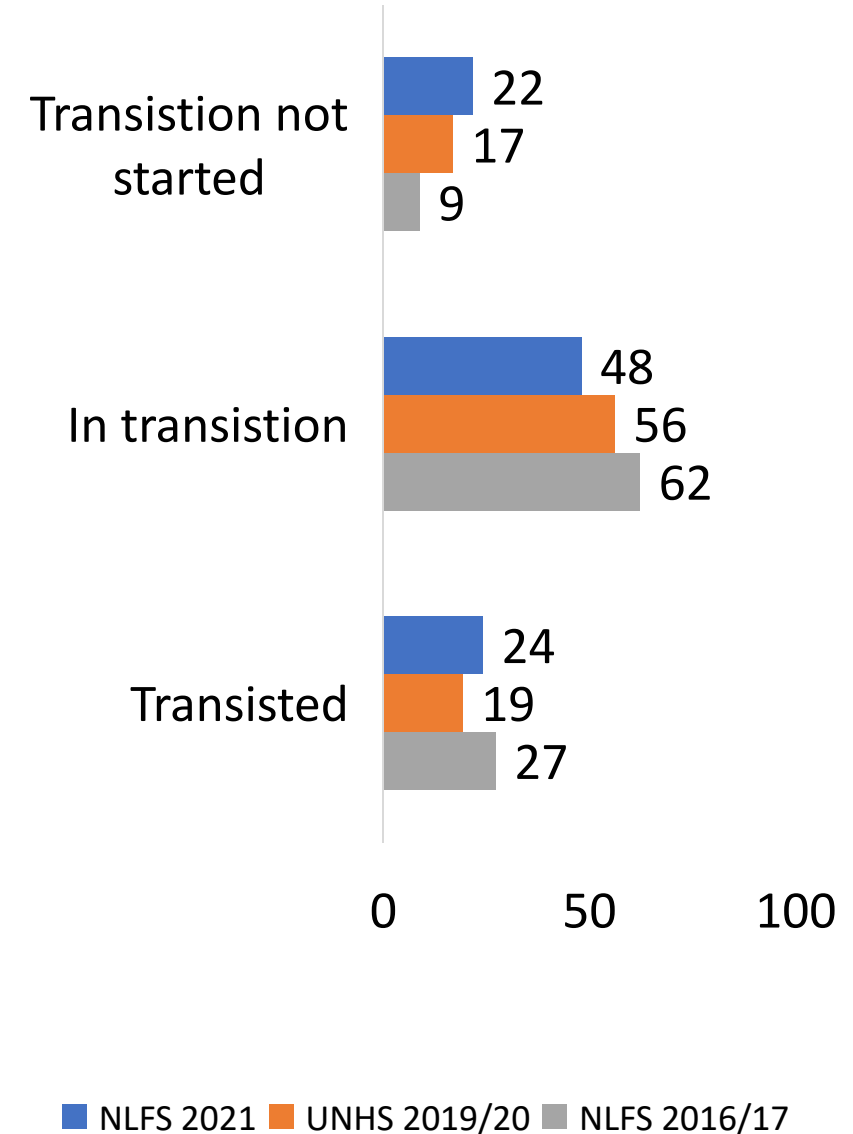


# Youth Transition to Employment



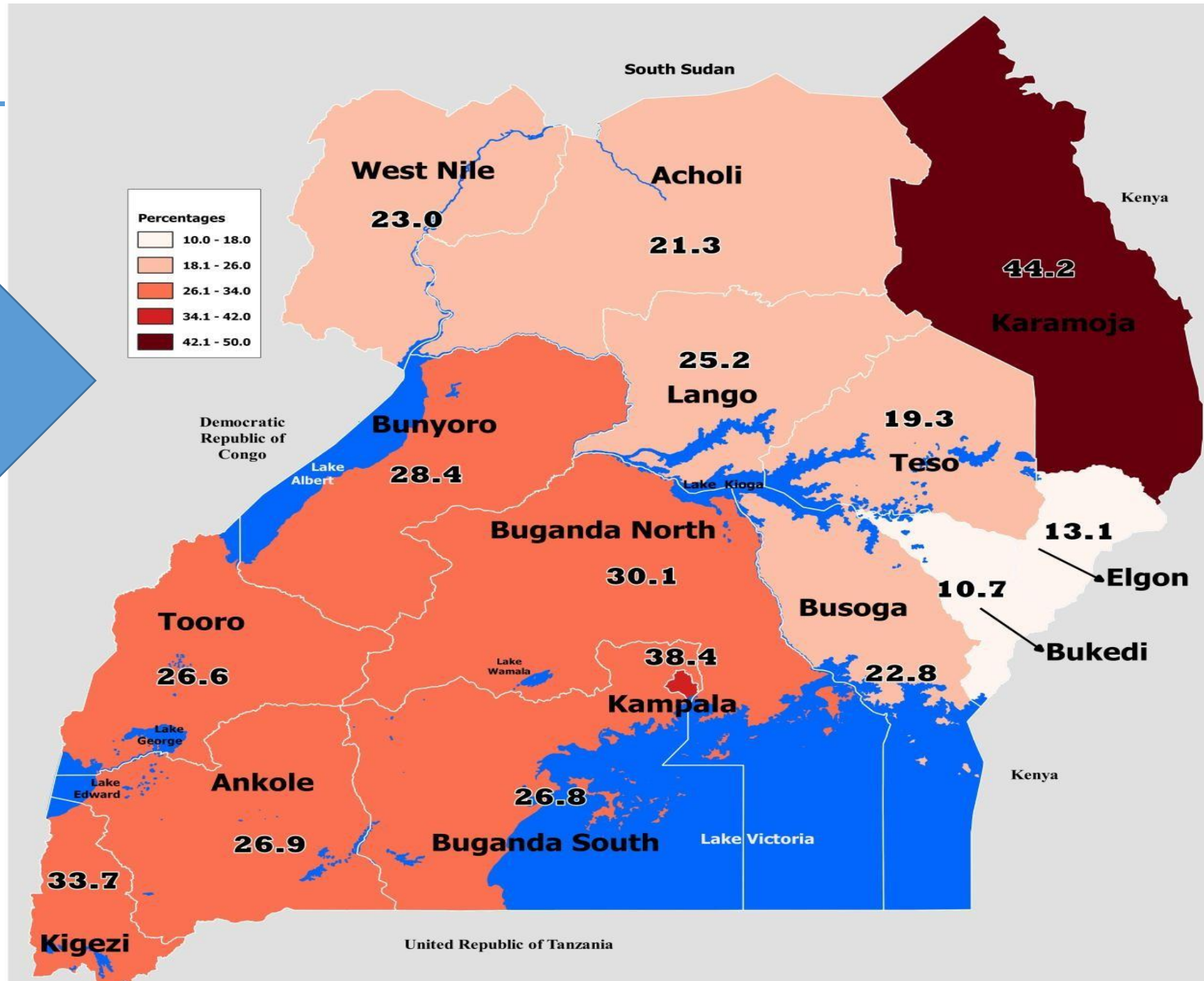
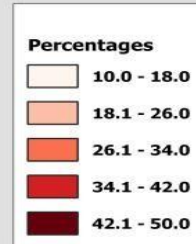
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Background characteristic	Transited	In transition	Transition not started	Not stated	Total
<b>Education level attained</b>					
No education	29.8	36.8	32.2	1.2	100
Some Primary	26.9	48.1	23.7	1.2	100
Completed primary	30.8	45.1	22.7	1.5	100
Some Secondary	32.4	45.4	20.8	1.3	100
Completed Secondary	39.6	44.7	12.6	3.1	100
Post primary specialized training and above	37.6	46.7	11.3	4.4	100
<b>Specialisation and technical/skill training</b>					
With trade or technical skill and specialisation	41.1	46.3	9.5	3.1	100
With trade or technical skill only	32.6	51.7	11.7	4.0	100
With specialisation only	32.9	48.4	12.3	6.4	100
None	22.3	47.9	23.6	6.1	100
National	<b>24.1</b>	<b>48</b>	<b>21.6</b>	<b>6.2</b>	<b>100</b>



Youth who  
transited to  
employment  
by sub-  
region, %

**National-  
24%**



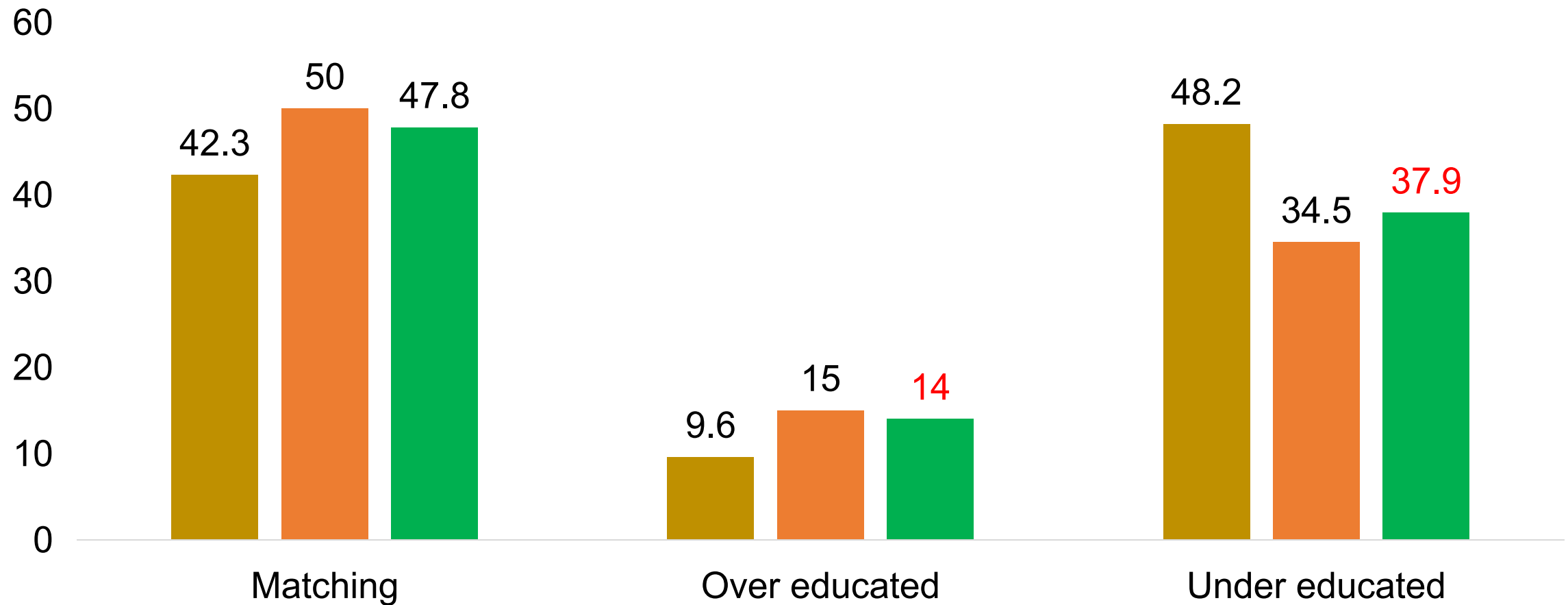


# Education mismatch of the youth in employment



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■ NLFS 2016/17 ■ UNHS 2019/20 ■ NLFS 2021





# SUMMARY OF YOUTH ACTIVITIES

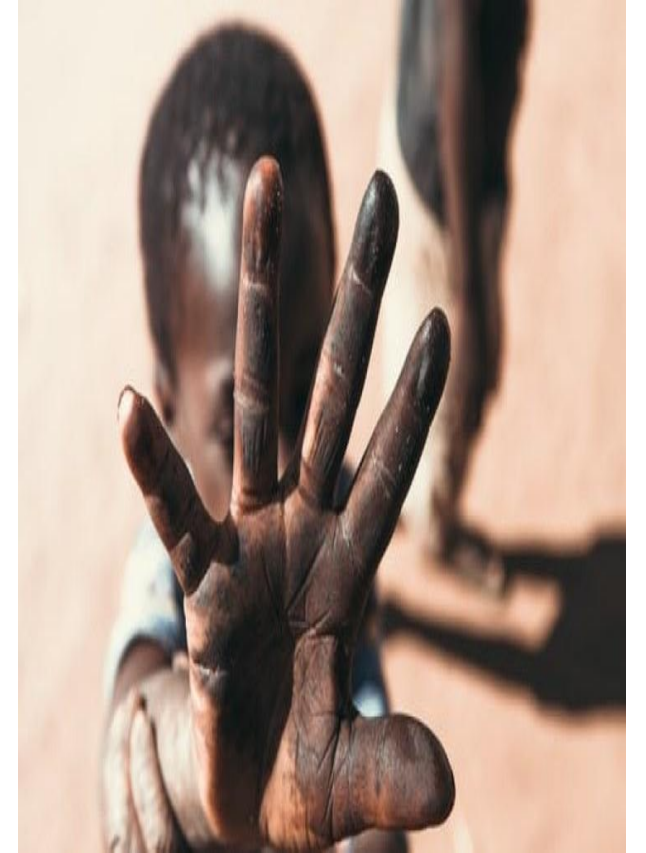
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- a) Only 11% have Functional accounts in Bank/SACCO/MFI
- b) 19% use internet (Social networking-97%, Academic work-32%, Online jobs-10%)
- c) High proportion of youth (41%) were Not in Employment Education or Training (NEET). This potentially points to a high dependence burden on the working population.
- d) Labour underutilization was 48%.
- e) High unemployment rate of 17%; higher than the national average of 12%. About 7% have been in unemployment for more than 4 years.
- f) 24% of youth transited to employment.
- g) 14% of the youth were over-educated while 38% are under-educated for the jobs they are employed in

# CHILD LABOUR





# Objective of the Report

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To raise awareness about Child labour and provide recommendations for policy and programmatic interventions to address child labour.

SDGs aspire to leave no one behind

Key focus is on children 5 to 17 years



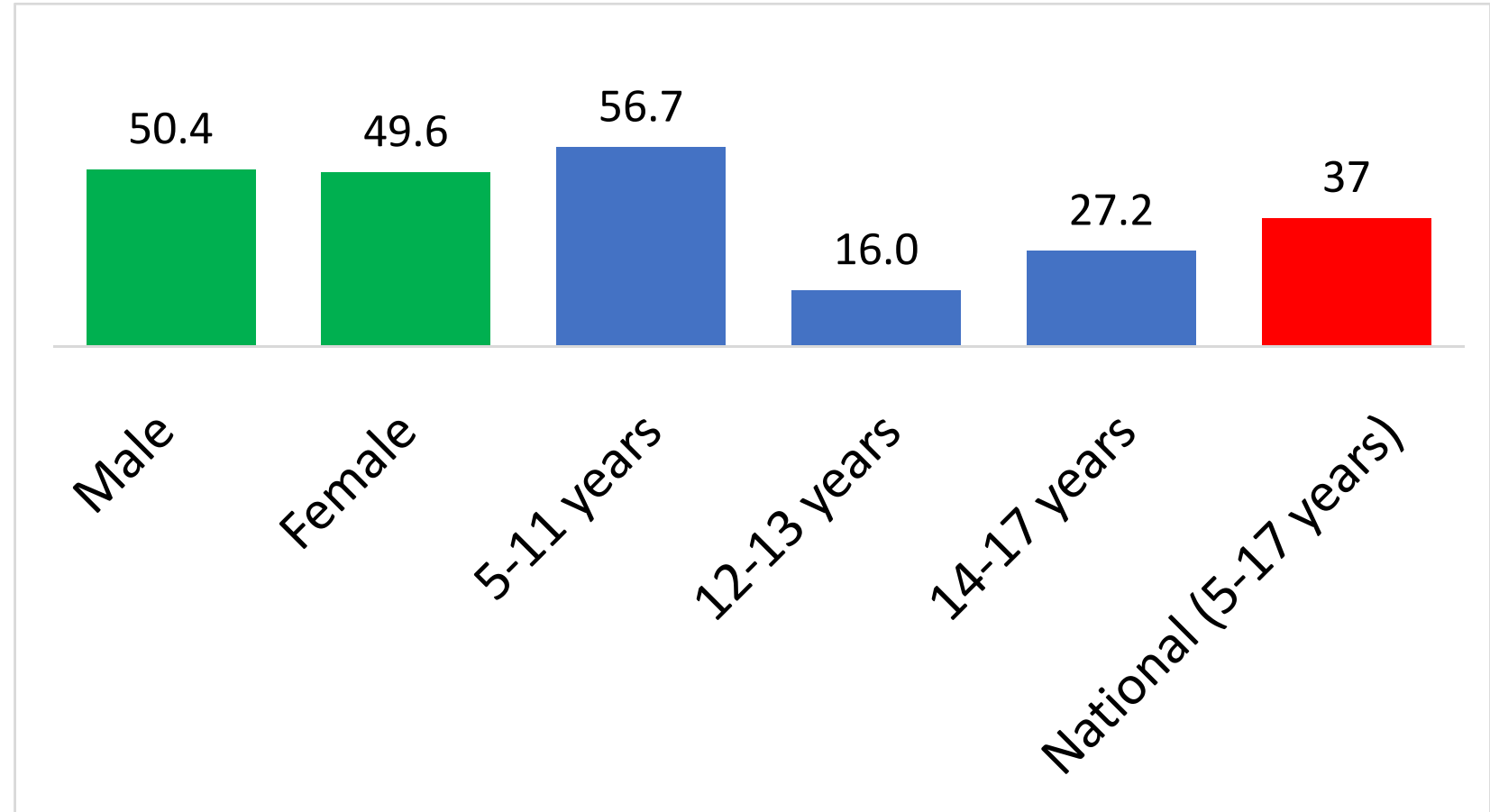
# Selected Child population characteristics, %



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**52%**  
(23,276,000) of  
total population  
in 2023 are  
children  
(0-17yrs)

*\*Population projections,  
UBOS*



*\*NLFS 2021*





# Selected Child Population characteristics ctd..

---



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- **86%** children aged 5 to 17 years were attending school
- **68%** of the children (5 to 11 years) were working
  - *Working children refers to those involved in any form of economic activity*
- 47% of the working children were in other subsistence work
- 42% - were in subsistence agriculture
- 11 percent were in other forms of work



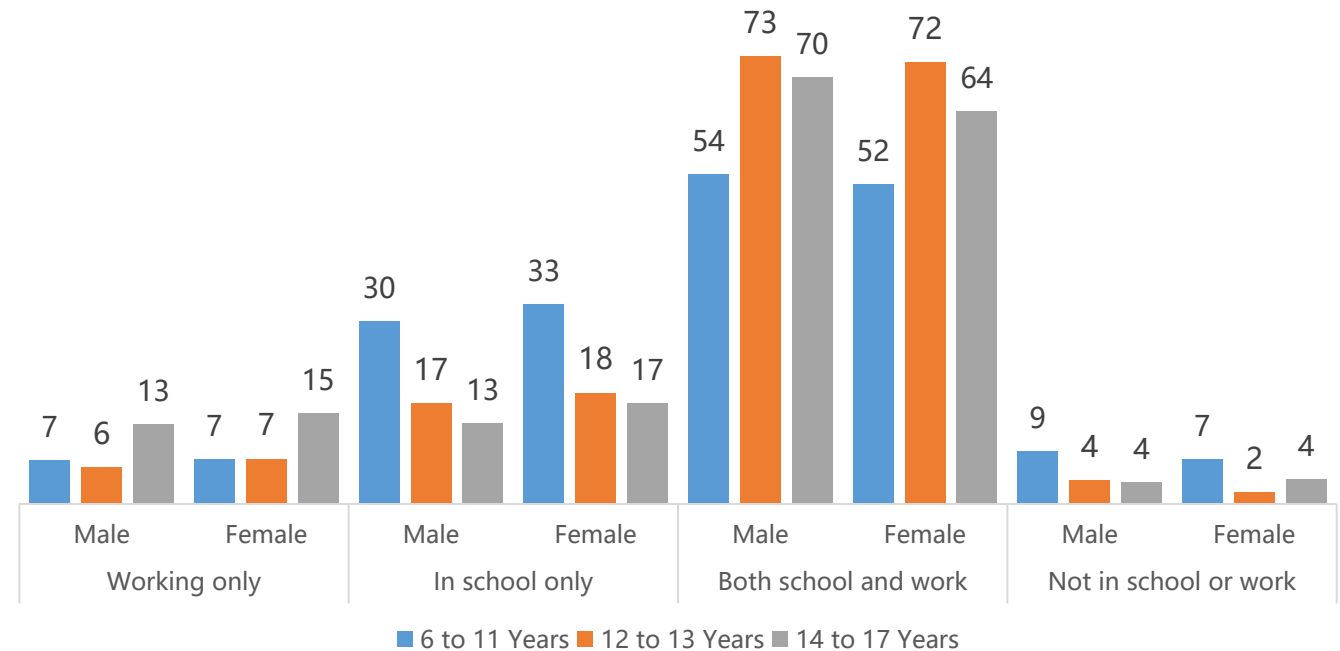
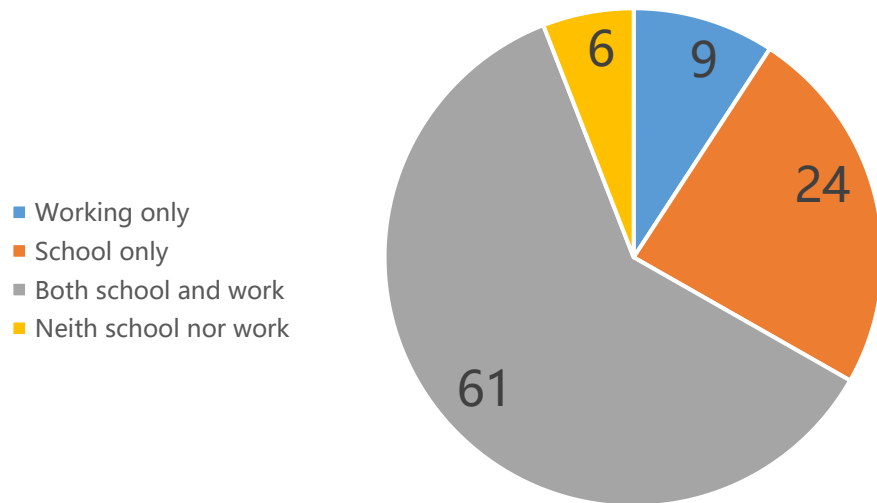
# Where are the children of school going age (6 to 17 years)?



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By Age group (%)

National (%) (6 to 17 Years)



- **3 in every 5** were in **both school and work**
- **9%** are **working only**

**Age 14 to 17 who were working only**

- **13% - Males**
- **15% - Females**



# What is Child labour?



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## WHAT WRONG I DID....?

"According to UNICEF, there are an estimated 250 million children aged 5 to 14 in child labour worldwide, excluding child domestic labour."



- It is **work for Children that exploits or harms them in some way** ( Physically, Mentally or Socially or by blocking access to education)
- The NEP 2011 describes it as work which by its nature or circumstances in which it is performed, **is likely to harm the health, safety or morals of children.**
- It is work that exceeds a minimum number of hours depending on the age of the child



# What is Child labour?



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## FORMS OF WORK

### AGE GROUPS

Non-hazardous work (In non-hazardous industries and occupations and not for excessive hours)

Light work

Regular  
("non-light") work

Hazardous work (in specified hazardous industries and occupations) or excessive hours

5-11 years

12-13 years

14-17 years

ONLY PERMITTED  
FORMS OF  
WORK

CHILD LABOUR  
THAT MUST BE  
ELIMINATED



# Examples of Hazardous forms of work

---



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- Construction
- Mining and quarrying
- Carrying heavy loads
- Working at night
- Making and laying bricks
- Fishing including catching, smoking and selling of fish
- Agriculture working in tea, coffee or rice plantations
- Manufacturing, working in carpentry shops



# Initiatives against Child labour



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- National Plan of Action (NAP) for the elimination of child Labour (2020/2021 – 2024/2025)
  - **aims to create an enabling environment for the prevention, protection, rehabilitation and reduction of the risk of children removed from work being pushed or pulled back into Child labour.**
- The NDP III
  - **underscores the initiatives for retaining children in formal school for at least 11 years.**

***To realize the above objectives, there is need to have updated statistics on the Children activities and more specifically Child Labour.***





# Children Labour Concept (5-17years)

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❖ Children are child laborers if they satisfy the following conditions:

- ✓ They are aged 5-11 years and they are at work.
  - *These children are not expected to work.*
- ✓ They are aged 12-13 years doing work other than 'light work' or do work beyond 14 hours a week.
- ✓ Aged 14-17 years involved in hazardous forms of work or working for an equivalent of 43 hours in a week or beyond.
- ✓ For children 5-14 years, additional criterion of working beyond 21 hours a week in HH chores is considered



# Child Labour categorization

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Child Labour was categorised in two groupings

Child Labour Including household chores

Child Labour Excluding household chores

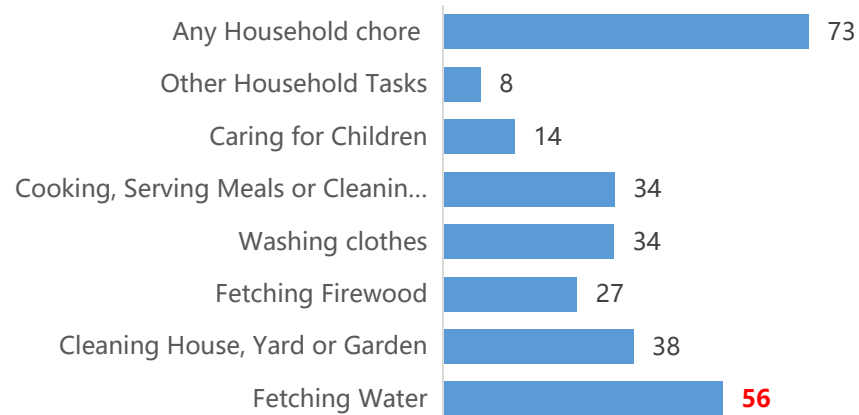


# Main household chores performed by children (%)

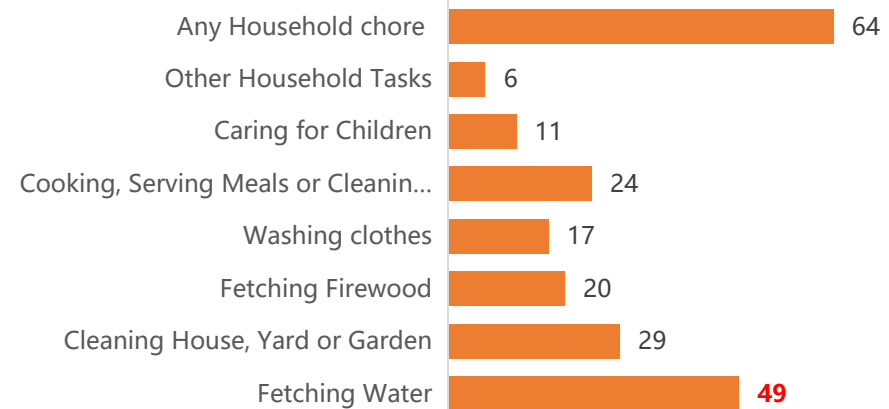


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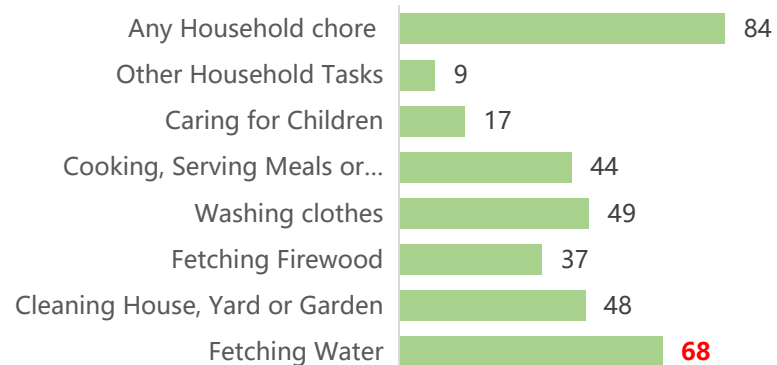
## National (5 to 17 Years)



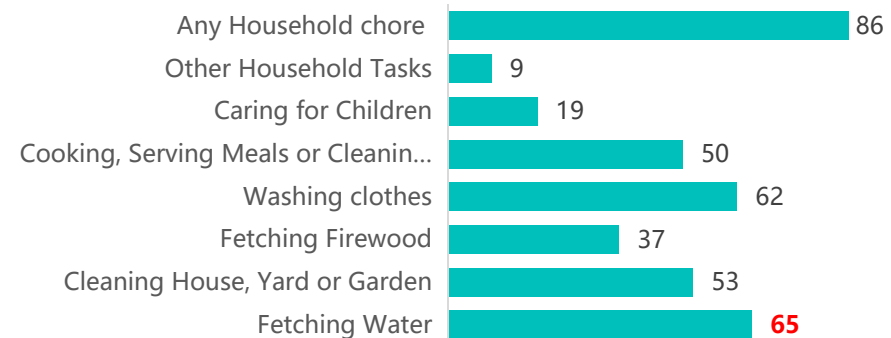
## 5 to 11 Years



## 12 to 13 Years



## 14 to 17 Years





# Child Labourers: How many are they?

---



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- **43%** of child workers (5 – 17yrs) were involved in child labour **IN**cluding household chores
- **40%** of child workers (5 – 17yrs) were involved in child labour **EX**cluding household chores



# Child Labourers: How many are they?



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**Including – 46%**  
**Excluding – 42%**



**Including – 35%**  
**Excluding – 32%**



**Including – 43%**  
**Excluding – 41%**



**Including – 43%**  
**Excluding – 38%**



\*NLFS 2021





# Child Labourers: How many are they?



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Background characteristics	5 to 11 years		12 to 13 years		14 to 17 years		National, 5 -17 years	
	Excluding hhchores	Including hhchores	Excluding hhchores	Including hhchores	Excluding hhchores	Including hhchores	Excluding hhchores	Including hhchores
<b>Sex</b>								
Male	56.2	57.5	19.2	34.6	21	20.7	41	43.3
Female	55.2	57.3	12.7	45.2	18.2	18.3	37.9	43.4
<b>Orphan hood status</b>								
Orphan	61.8	63.2	14.1	43.2	21.7	21.7	37.7	42.9
Non-Orphan	55.3	56.8	16.3	39.5	19.1	19	39.9	43.4
<b>Disability</b>								
With disability	53.1	54.7	13.8	29.8	12.8	12.8	33.9	36
Without disability	55.8	57.5	15.9	40.3	19.8	19.7	39.6	43.5
<b>Perceived financial situation of the household</b>								
Well off	35.6	36.2	6.0	27.5	19.0	19.0	25.7	29.2
Average	51.0	53.4	15.3	36.2	18.7	18.6	36.1	39.4
Not Well off	59.5	60.8	16.6	43.2	20.3	20.1	42.3	46.5
<b>Foster hood</b>								
Living with both parents	55.6	57.0	16.2	37.2	18.1	18	40.1	43.3
Living with Mother only	52.7	54.4	16.4	41.4	20.6	20.7	37.4	41.4
Living with Father only	58.9	60.8	17.1	48.3	16.2	16.2	39.1	44.4
Not living with father and mother	57.7	60.1	14.2	43.4	23.5	23.3	39.5	44.7
<b>National</b>	<b>55.7</b>	<b>57.4</b>	<b>15.9</b>	<b>40.1</b>	<b>19.5</b>	<b>19.5</b>	<b>39.5</b>	<b>43.3</b>

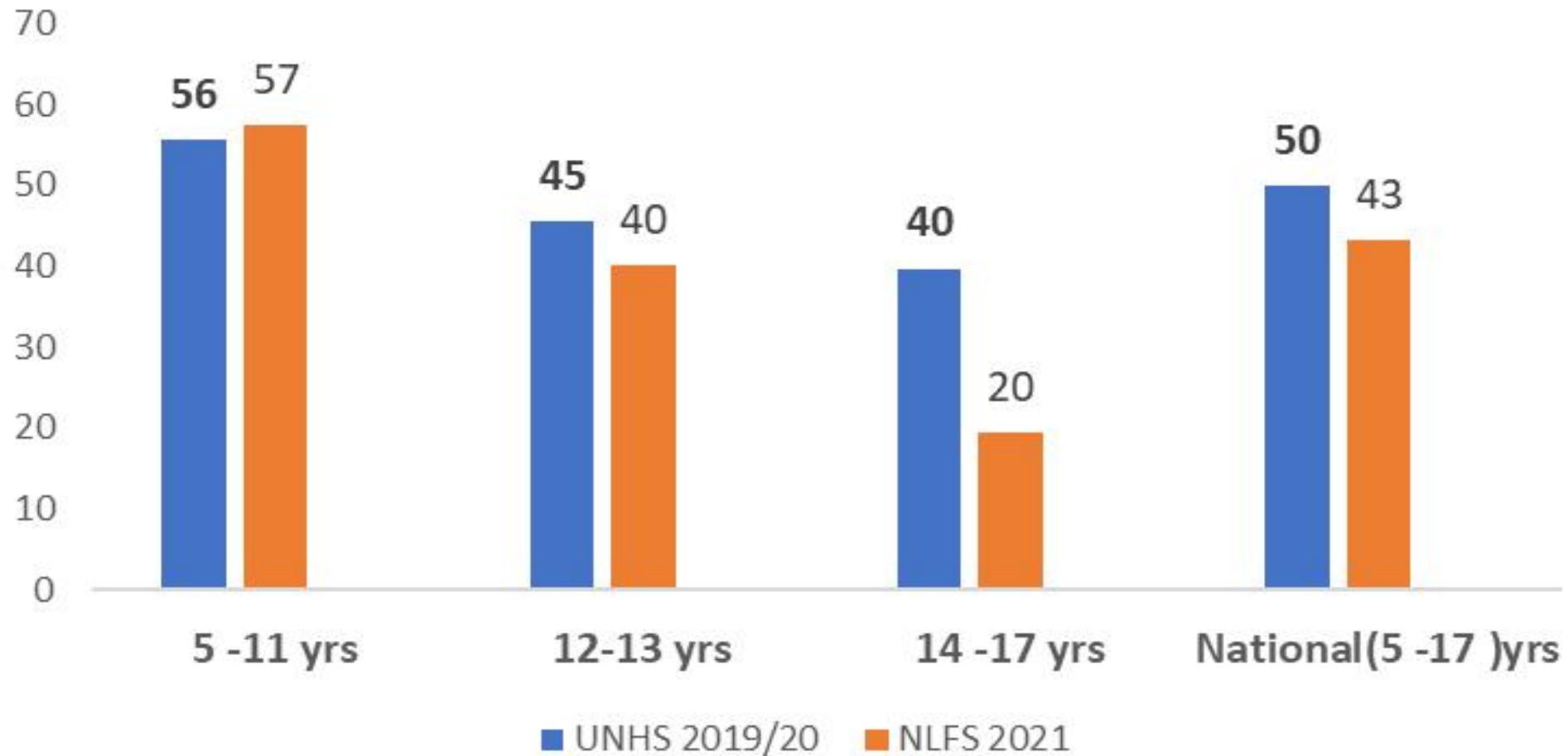


# Child Labourers: How many are they?



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## Trends in Child Labour Prevalence Including Household Chores



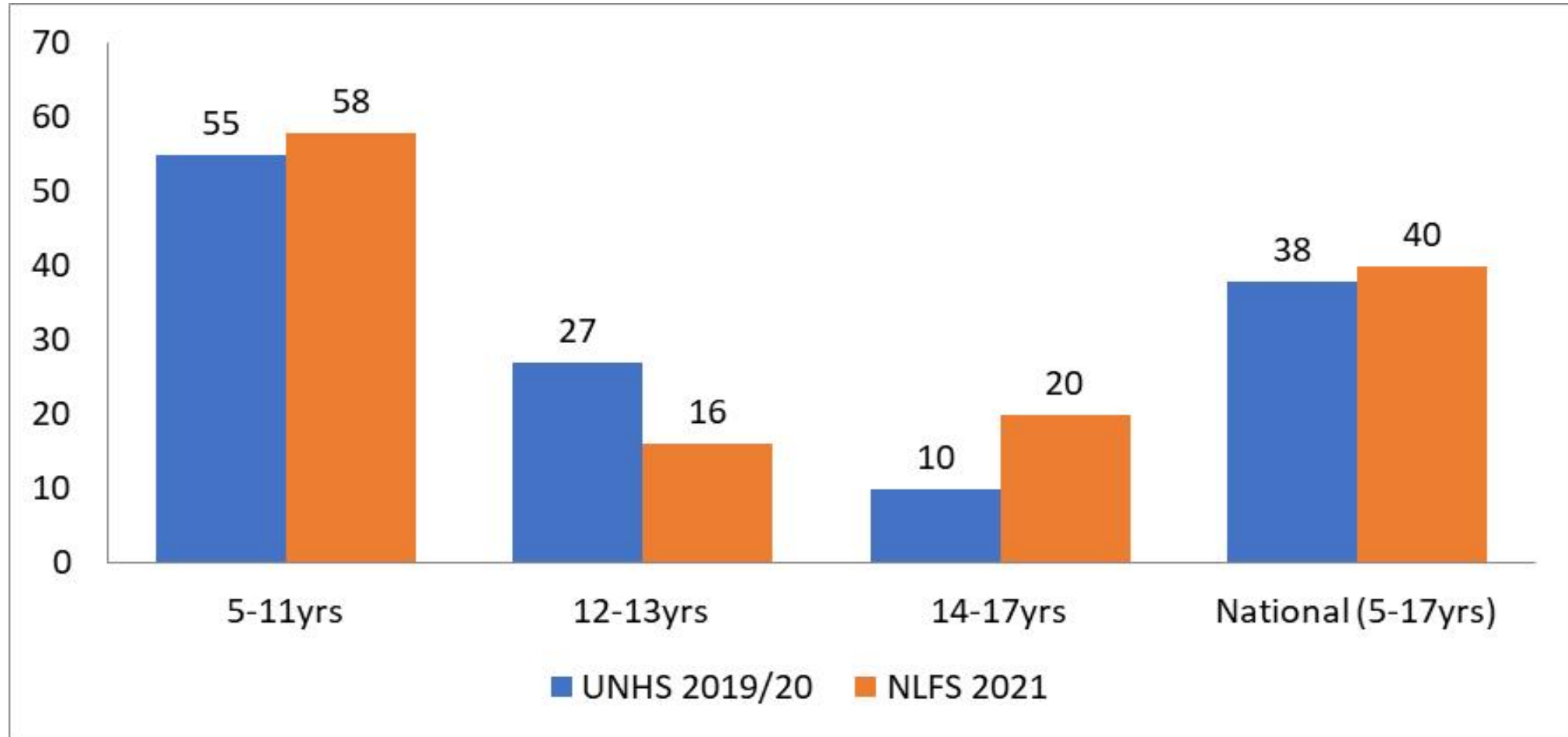


# Child Labourers: How many are they?



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## Trends in Child Labour Prevalence Excluding Household chores





# Industries where the children in Child Labour Including HH Chores are exploited (%)



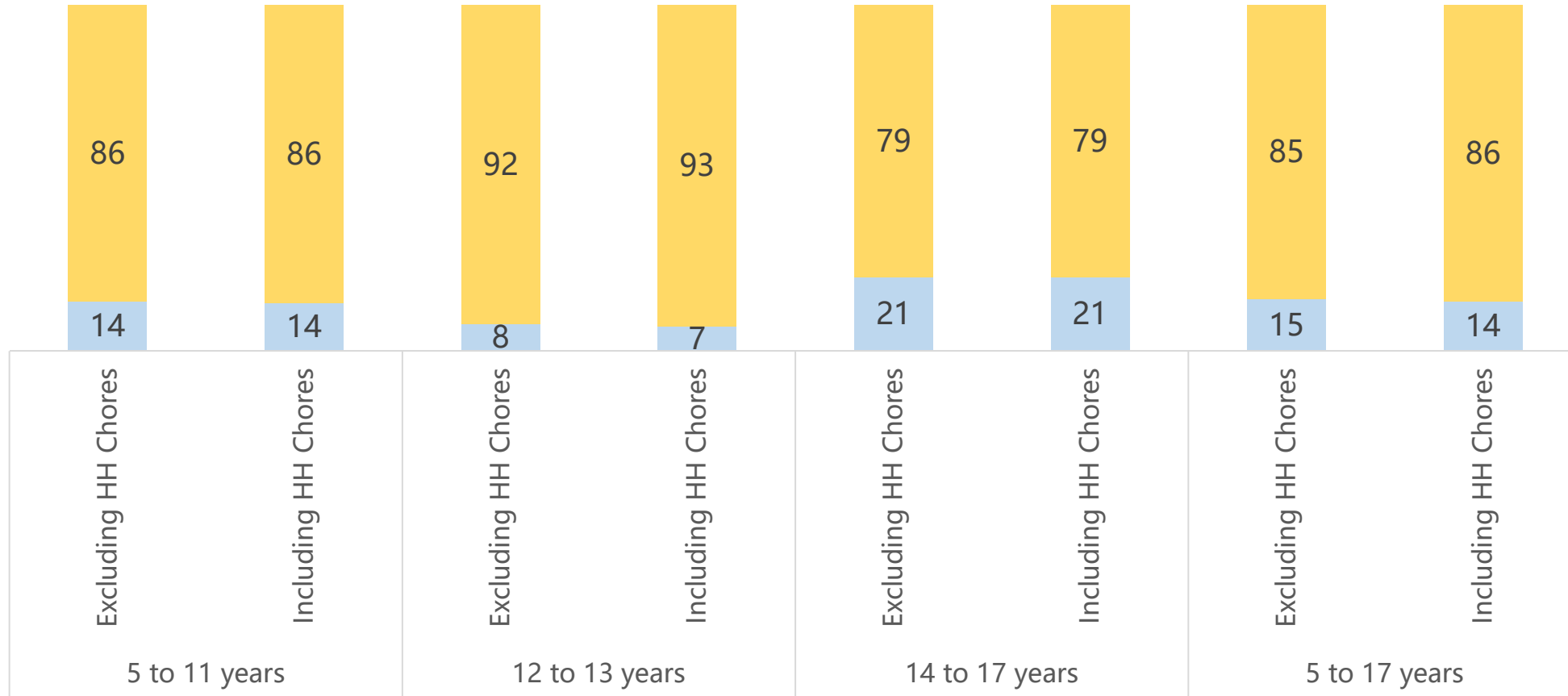
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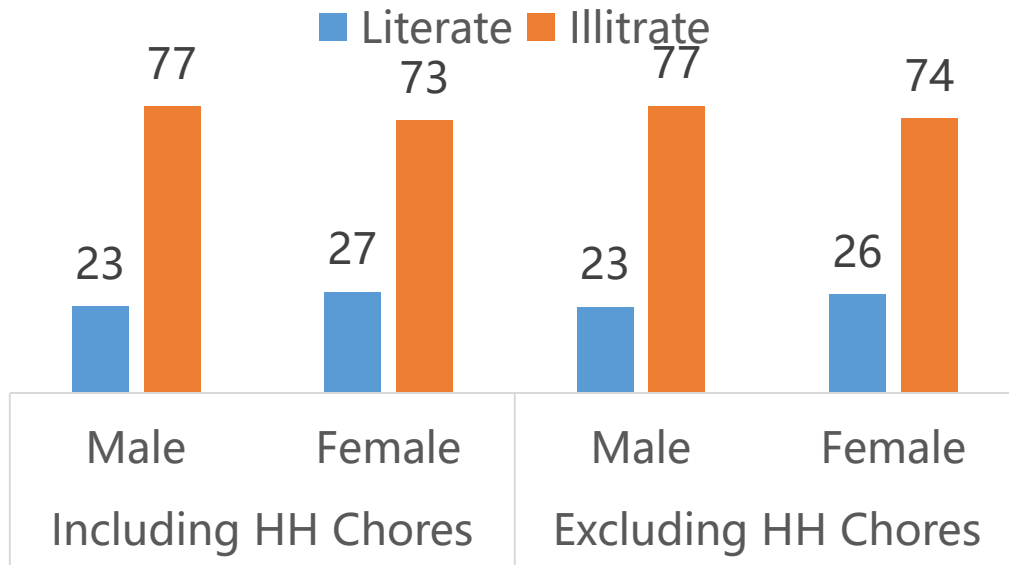
	5 to 11	12 to 13	14 to 17	National (5 to 17 Years)	Number
Agriculture, forestry	85.4	73.5	58.0	<b>68.5</b>	681,015
Mining and quarrying	1.2	1.5	1.5	1.4	14,282
Manufacturing	0.9	5.6	7.9	<b>5.6</b>	55,365
Construction	0.3	0.9	2.8	<b>1.7</b>	17,085
Trade	8.7	11.4	12.1	<b>11.1</b>	110,130
Transport and storage	0.0	0.0	0.6	0.3	3,252
Hotels , restaurant	1.3	5.6	5.9	4.6	45,923
Other service activit	0.9	0.0	1.0	0.7	7,330
Activities of household	1.3	1.5	10.2	5.9	58,924

# School attendance and Child labour



■ Not Attending School ■ Child Curently Attending School





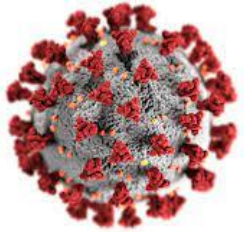
- **75%** of Child Labourers who were not attending school were illiterate
- Children who do not go to school are likely to remain illiterate, limiting their own ability to contribute to their own wellbeing as well as the community in which they live



# Reasons for involvement in child labour



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57%



22%

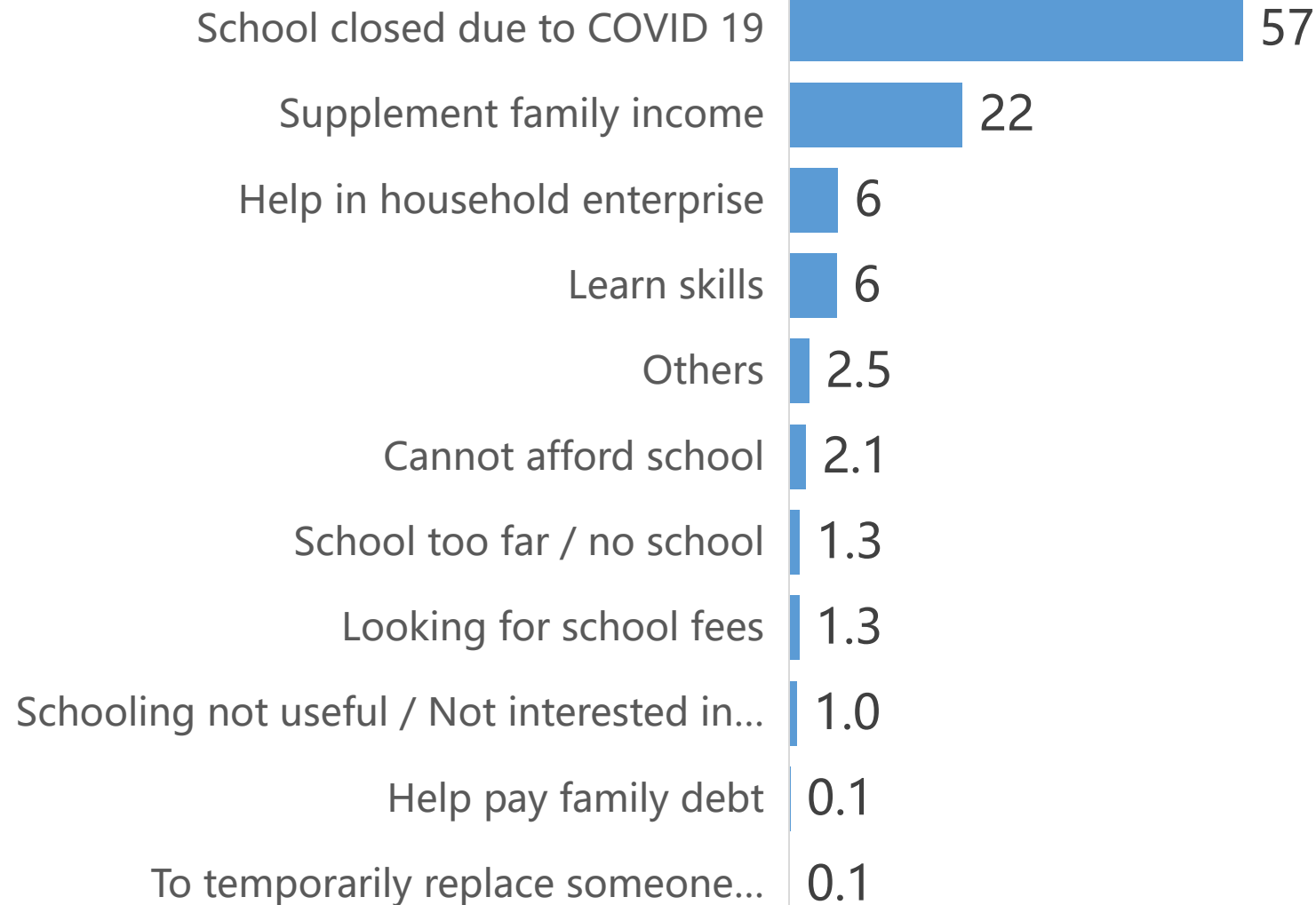


6%



6%

shutterstock.com · 30183025-4



\*NLFS 2021





## Summary of findings on Child Labour

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- ❖ Of all children 5-17 years, 40% were in child labour excluding household chores; an increase from 38% registered in 2019/20
- ❖ Eight in every ten of the children in child labour who were not attending school were illiterate.
- ❖ 57% were in child labour because schools closed due to Covid-19 while 22% was because of need to supplement family income



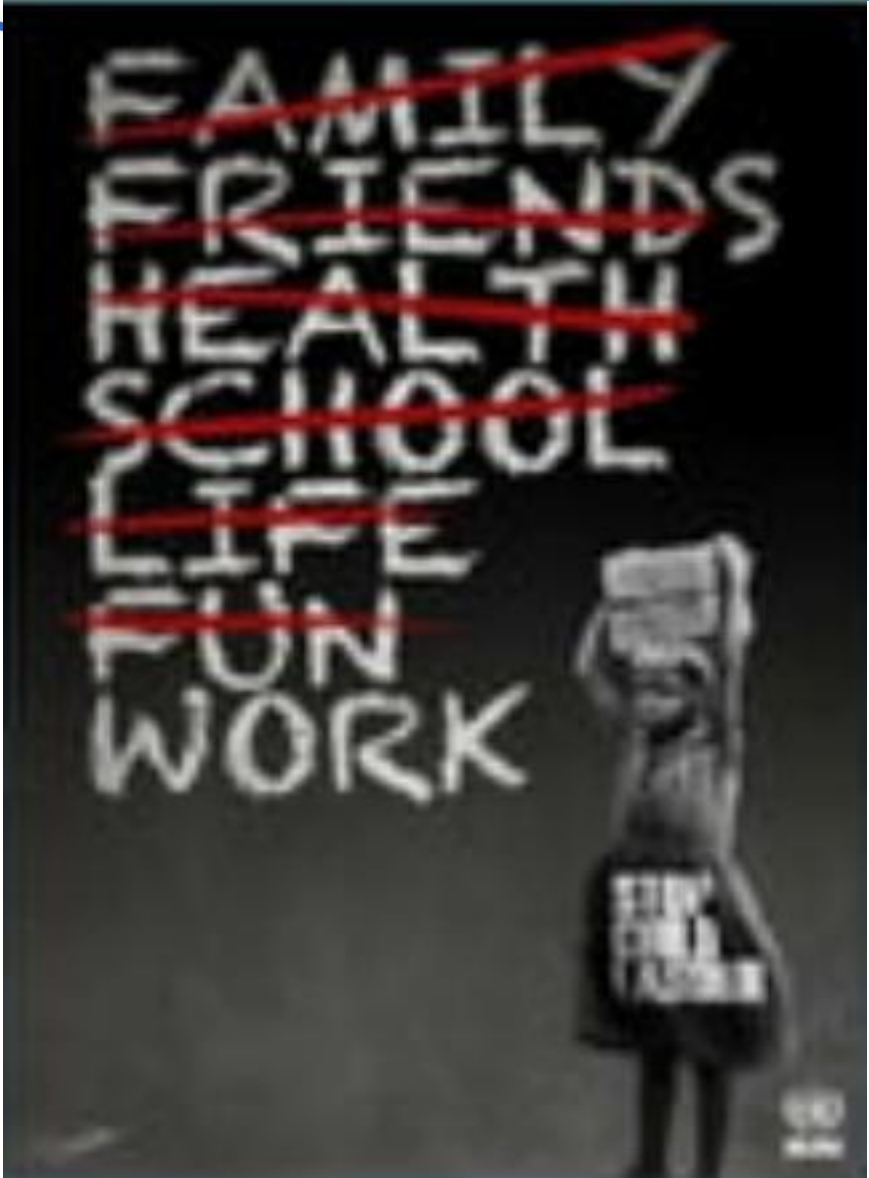
# Summary of findings on Child Labour

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- Children who work could fail to get the necessary education and therefore may not get the chance to develop physically, intellectually, emotionally and psychologically.
- Children are not ready for long monotonous work because they become exhausted more quickly than adults. This reduces their physical conditions and may even make the susceptible to disease. Children in hazardous working conditions are even worse off
- Children who do not go to school are likely to remain illiterate, limiting their own ability to contribute to their own wellbeing as well as the community in which they live



Families with normal lives and a steady income have parents who go to work and children who go to school and have time to play  
- *Anonymous*

Children are the future of this country....

The change starts within each one of us and ends only when all children are free to be children – *Craig Kielburger*



UBLIC OF UGANDA



ENOUGH IS ENOUGH

**STOP**

**CHILD LABOUR**

**THANK YOU**



# UGANDA BUREAU OF STATISTICS



THE REPUBLIC OF UGANDA

## CONCLUSION

- ❑ Uganda' s population is growing at 3% per annum and currently 4th youngest country globally (75% of the population is 30years and below).
- ❑ There is need to harness this **demographic dividend** by;
  - a) Eliminating child labour in all its forms
  - b) Equipping the young people with the right skills, creating jobs and fully utilising their productive potential.
- ❑ **Human Capital Development** is a continuous process hence need for investment in it for a quality population that is productive and globally competitive.
- ❑ **Enhance Public Private Partnerships** for attainment of National and International commitments geared toward decent work and transformation of economy from informal to formal

**'If you cant measure it, Make sense out of it, You cant manage it', Peter Drucker**



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# UGANDA BUREAU OF STATISTICS



Thank you  
It matters to be counted

