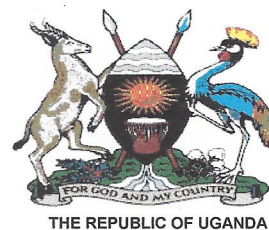


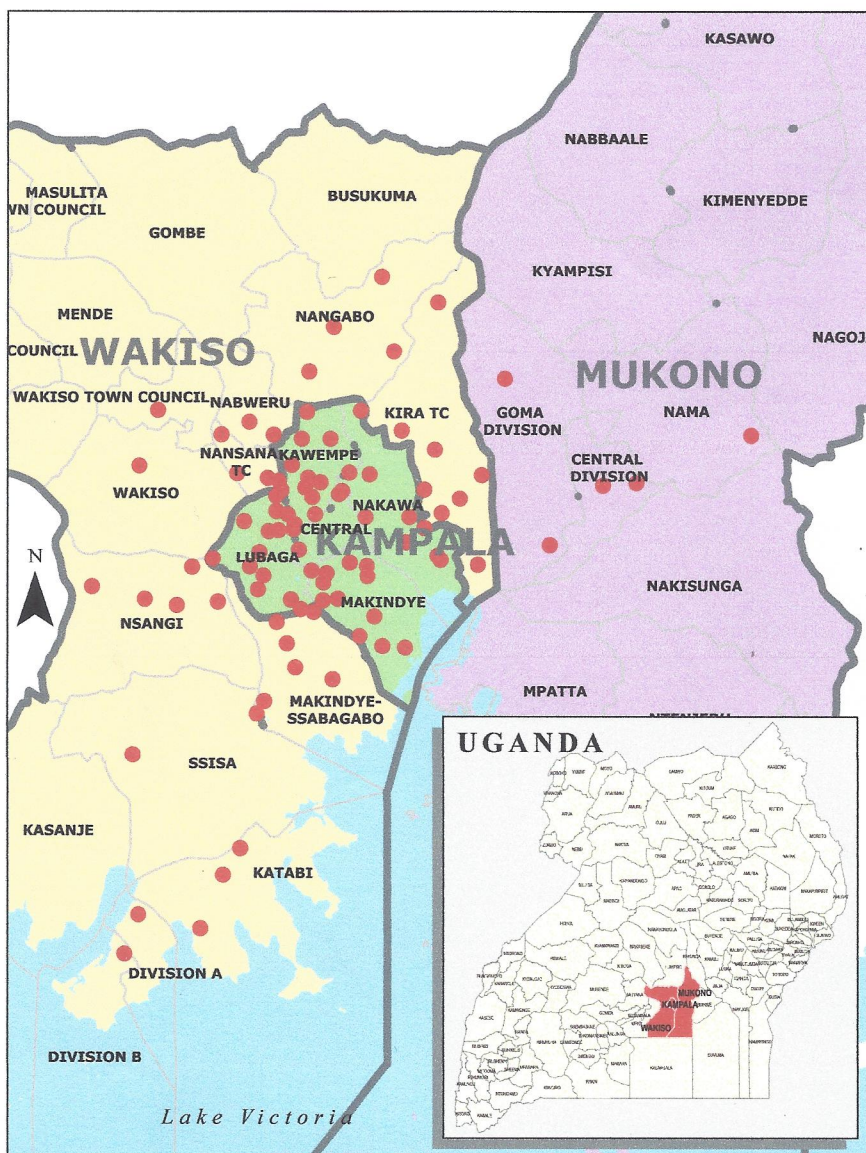


UGANDA BUREAU OF STATISTICS



URBAN LABOUR FORCE SURVEY 2015

Fact Sheet



November, 2016

FOREWORD



Labour market conditions are among the critical socio-economic indicators which are required for monitoring a country's development agenda. To this regard, the Uganda Bureau of Statistics has been conducting annual Urban Labour Force Surveys (ULFS) since 2009. The 2015 ULFS which is the 5th in a series was a household based survey with the objective to collect high quality, consistent data on the labour force, and earnings characteristics of individuals in accordance with prevailing international standards. The survey covered the Greater Kampala area which includes Kampala Capital City and the surrounding urban areas of Wakiso and Mukono districts.

The 2015 ULFS collected high quality data on the size of the labour force, its characteristics and earnings of individuals. The Bureau is pleased to share with the general public the findings of the ULFS 2015. These findings are based on the current standards on statistics of work, employment and labour underutilization which were adopted by 19th International Conference of Labour Statisticians in 2013.

The Uganda Bureau of Statistics would like to register appreciation to all actors involved in the conduct of the 5th ULFS. Special appreciation goes to the Government of Uganda for providing the required resources, the respondents for providing the information and to the UBOS staff for their different roles during the activity.

The Bureau would like to encourage all stakeholders including, the policy makers, the researchers and the general public to make use of the information in this report to inform policy formulation and decision making related to the labour market conditions in Uganda.

Ben Paul Mungyereza
Executive Director

SELECTED URBAN LABOUR FORCE SURVEY 2015 INDICATORS

| Indicator | Male | Female | Kampala City | Peri-urban | Total |
|---|--------------|--------------|--------------|--------------|--------------|
| Size of the Working age population ('000) | | | | | |
| Working age population (14-64 years) | 932.2 | 915.6 | 1,082.0 | 915.6 | 1,997.6 |
| Size of the Labour Force | | | | | |
| Labour force ('000) | 753.5 | 689.8 | 666.1 | 777.1 | 1,443.2 |
| Working population ('000) | 739.5 | 637.3 | 614.7 | 762.1 | 1,376.8 |
| Employed population ('000) | 715.4 | 602.9 | 599.8 | 718.5 | 1,318.3 |
| Labour Force Participation Rate (LFPR) | 80.8 | 64.7 | 72.7 | 71.8 | 72.3 |
| Employment to Population Ratio (EPR) | 76.7 | 56.6 | 65.5 | 66.4 | 66.0 |
| Quality of the labour force | | | | | |
| Proportion of the labour force with secondary education or higher | 76.0 | 65.4 | 72.3 | 69.6 | 70.9 |
| Specialization and skill of the Labour Force | | | | | |
| None | 41.0 | 39.6 | 43.8 | 37.4 | 40.3 |
| Trade or technical skill and an area of specialization | 15.5 | 11.8 | 12.1 | 15.2 | 13.8 |
| Trade or technical skill only | 28.3 | 33.7 | 27.8 | 33.5 | 30.9 |
| Specialization only | 15.2 | 14.9 | 16.3 | 14.0 | 15.1 |
| Status in employment (%) | | | | | |
| (a) Employees | 53.3 | 44.1 | 51.1 | 47.5 | 49.1 |
| (b) Employers | 12.0 | 8.3 | 8.9 | 11.5 | 10.3 |
| (c) Own-account worker | 30.4 | 41.3 | 37.2 | 33.8 | 35.4 |
| (d) Contributing family workers | 3.9 | 5.9 | 2.8 | 6.5 | 4.8 |
| (e) Others ¹ | 0.4 | 0.4 | 0.1 | 0.7 | 0.4 |
| Industry of the main job (%) | | | | | |
| Sales, maintenance and repair (trade) | 26.7 | 37.2 | 34.9 | 28.7 | 31.5 |
| Manufacturing | 9.8 | 7.4 | 7.8 | 9.4 | 8.7 |
| Transport and storage | 14.6 | 0.3 | 7.3 | 8.7 | 8.0 |
| Construction | 11.7 | 0.2 | 5.0 | 7.6 | 6.4 |
| Agriculture, forestry and fishing | 6.1 | 5.9 | 1.8 | 9.5 | 6.0 |
| Others ² | 31.2 | 31.2 | 31.2 | 31.2 | 31.2 |
| Total | 100.1 | 100.1 | 100.1 | 100.1 | 100.1 |
| Occupation of the main job (%) | | | | | |
| Service and sales workers | 30.0 | 61.8 | 49.9 | 40.2 | 44.6 |
| Craft and related trades workers | 19.6 | 6.4 | 13.0 | 14.1 | 13.6 |
| Plant and machine operators, and assemblers | 16.1 | 0.7 | 8.4 | 9.6 | 9.0 |
| Professionals | 8.6 | 8.7 | 8.6 | 8.7 | 8.7 |
| Elementary occupations | 9.4 | 6.4 | 6.7 | 9.1 | 8.0 |
| Technicians and associate professionals | 7.6 | 5.2 | 7.1 | 6.0 | 6.5 |
| Skilled agricultural, forestry and fishery workers | 3.5 | 4.9 | 1.0 | 6.9 | 4.2 |
| Managers | 3.3 | 2.6 | 2.3 | 3.6 | 3.0 |
| Clerical support workers | 1.8 | 3.2 | 3.1 | 1.9 | 2.5 |
| Total | 100 | 100 | 100 | 100 | 100 |

¹ Others include Members of producer cooperatives and other forms of employment

² Others include Accommodation and food service activities, Education, Human health and social work, Activities of households as employers and other service activities.

SELECTED URBAN LABOUR FORCE SURVEY 2015 INDICATORS

| Indicator | Male | Female | Kampala City | Peri-urban | Total |
|--|-------------|-------------|--------------|-------------|-------------|
| Hours of work | | | | | |
| Average actual hours of work per week | 53.3 | 49.9 | 52.1 | 51.5 | 51.8 |
| Average hours per week spent on non-economic activities | 9.3 | 20.1 | 16.0 | 14.6 | 15.3 |
| Proportion of employed persons working for excessive hours a week (more than 48 hours) | 71.7 | 62.8 | 66.1 | 68.9 | 67.6 |
| Monthly earnings (Ugx '000) | | | | | |
| Median monthly earnings (Paid employment) | 400 | 154 | 300 | 300 | 300 |
| Selected Decent Work Indicators | | | | | |
| Proportion of own-account workers and contributing family workers to total employment | 34.5 | 47.3 | 40.0 | 40.7 | 40.4 |
| Share of wage employment in non-agricultural employment | 54.0 | 46.0 | 51.0 | 49.6 | 50.3 |
| Unionised or in similar association (%) – paid employment | 15.0 | 9.6 | 12.9 | 12.7 | 12.8 |
| Labour under-utilisation | | | | | |
| Unemployment rate (working age 14-64 years) | 5.0 | 12.6 | 10.0 | 7.5 | 8.7 |
| Youth unemployment rate (18-30 years) | 7.8 | 17.5 | 14.4 | 11.4 | 12.7 |
| Time related labour under-utilisation | 8.0 | 11.9 | 9.0 | 10.5 | 9.8 |
| Combined rate of unemployment and time-related under-employment | 10.5 | 15.3 | 13.4 | 12.8 | 13.0 |
| Potential labour force (marginally attached to the labour force) | 2.5 | 9.5 | 5.9 | 6.5 | 6.2 |
| Combined rate of unemployment and potential labour force | 6.6 | 17.6 | 13.1 | 11.9 | 12.4 |
| Composite labour under-utilisation | 12.9 | 24.5 | 19.2 | 19.1 | 19.1 |
| Additional measures for monitoring labour market performance | | | | | |
| Skills-related inadequate employment | 17.7 | 14.8 | 16.3 | 16.5 | 16.4 |
| Wage-related inadequate employment rates (paid employment). | 32.9 | 68.3 | 50.6 | 45.2 | 47.8 |
| Proportion of working population in informal employment (%). | 84.2 | 88.6 | 85.8 | 86.6 | 86.2 |
| Population aged 14-30 Neither in Employment nor Education Training (NEET) | 7.2 | 27.4 | 18.8 | 18.4 | 18.6 |
| Household Enterprises | | | | | |
| Proportion of households with a household based enterprise | 33.8 | 39.8 | 37.1 | 34.2 | 35.5 |
| Industry of household enterprise | | | | | |
| Trade | 54.0 | 59.0 | 61.2 | 50.3 | 55.5 |
| Other service activities | 8.0 | 13.3 | 11.4 | 8.0 | 9.6 |
| Manufacturing | 10.4 | 6.7 | 7.2 | 11.3 | 9.3 |
| Agriculture | 6.1 | 8.2 | 2.7 | 10.4 | 6.7 |
| Transport and storage | 7.9 | 1.1 | 4.7 | 6.9 | 5.8 |
| Hotels , bars and restaurants | 3.8 | 6.2 | 5.4 | 3.7 | 4.5 |
| Others | 9.8 | 5.4 | 7.4 | 9.5 | 8.5 |
| Total | 100 | 100 | 100 | 100 | 100 |

Appendix 1: Concepts and Definitions on Work Statistics

| Concept | Definitions based on the 19 th ICLS Of 2013 |
|--|--|
| Persons in employment (a) | All those of working age (14-64 years) who, during one reference week, were engaged in any activity to produce goods or provide services for pay or profit . There must be remuneration or market transaction comprising: (a) employed persons “at work”, i.e. who worked in a job for at least one hour; excluding purely subsistence workers, volunteers and Unpaid Trainees (b) 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). |
| Unemployed persons (b) | Unemployed population comprises all persons 14-64years of age who satisfy the following criteria: <ul style="list-style-type: none"> • were without work in the reference week; • were available for work in the reference week; and • had taken active steps to look for a job or to start a business in the last four weeks; or <ul style="list-style-type: none"> • had not taken active steps to look for a job or to start a business in the last four weeks because: -had already found a job to start at a later date; or -had undertaken all necessary steps to start a business at a later date. <p>Note: Purely subsistence workers, volunteers and unpaid trainees are regarded as either unemployed or inactive depending on whether they satisfied criteria for unemployment above or not.</p> |
| In-active population/Population Not in the Labour Force (c) | All persons aged 14-64 years who were neither in employment nor in unemployment as defined above in the short reference period. In addition, it includes subsistence activities workers that do not satisfy criteria to be categorized as unemployed. |
| Time related under employment | Comprised all persons in employment who, during the reference week, satisfy the following three criteria: <ul style="list-style-type: none"> • Would have liked to work more hours than the hours actually worked in all jobs; • Were available to work additional hours; and • Worked less than N hours (N=40hrs for Uganda) in all jobs. |
| Potential labour force | Refers to persons not in employment who express an interest in this form of work but for whom existing conditions limit their active job search and/or their availability. |
| Employment in the informal sector | Comprised all persons 14-64 years who, in the reference week, were employed in the main job in an informal sector enterprise, irrespective of their status in employment. |
| Informal employment | Comprised all persons 14-64 years who, in the reference week, were employed in an informal job as the main job, irrespective of whether the job is carried out in formal sector enterprises, informal sector enterprises, or households. |

Notes:

Employed population: The number reduces since purely subsistence agriculture workers are no longer considered as employed.

Unemployment rate: The rate of unemployment is now higher because some of the purely subsistence workers are now categorized as unemployed.

Inactive population: The rate of inactivity (population not in labour force) is now higher because some of the purely subsistence workers are now categorized as inactive if they do not satisfy the criteria for unemployed population.

Sectoral Share of employment: Share for agriculture reduces because subsistence workers are majorly in the agriculture sector.

Conclusion: Since most of the derived labour market indicators largely depend on the above three and given the current definitions of these variables, values of most of the derived indicators changed and may not be comparable with those based on old definitions.

URBAN LABOUR FORCE SURVEY 2015 – ADDITIONAL INDICATORS

| Key Indicators of informality | Total | Women | Men |
|--|-------|-------|-------|
| Informal employment as % of total employment (2015) | 87.2 | 89.5 | 85.3 |
| Informal employment as % of non-agricultural employment (2015) | 86.2 | 88.6 | 84.2 |
| Informal sector as % of non-agricultural employment (2015) | 34.4 | 32.7 | 35.9 |
| Women's share of non-agricultural informal employment (2015) | 88.6 | 47.2 | 52.9 |
| Location of usual place of work for the main Job by All workers | | | |
| Enterprise, plant, factory, office, shop, workshop etc. (separate from house) (2015) | 57.5 | 56.8 | 58.1 |
| Without fixed location/mobile/open space (2015) | 15.1 | 6.2 | 22.2 |
| Fixed stall in the market/street (2015) | 11.7 | 15.5 | 8.7 |
| Own home or structure attached to own home (2015) | 11.3 | 19.3 | 5.0 |
| Others (2015)* | 4.4 | 2.3 | 6.0 |
| Total | 100.0 | 100.0 | 100.0 |

Source: Urban Labour Force Survey (ULFS) 2015 (Covering the “Greater Kampala” area – see text box)

Note: *Others include: Clients’ or employers’ homes, construction sites and other locations

Text Box: The “Greater Kampala” area

The ULFS 2015 covered the “Greater Kampala” area which includes Kampala City and parts of Mukono and Wakiso districts which enclave Kampala City and have similar characteristics to that of the City. The indicators are in reference to the study population which is the population of the “Greater Kampala”.

| Concept | Definitions based on the 19 th ICLS of 2013 |
|---------------------|--|
| Informal employment | <p>For Employees: It refers to those not paid Social Security contribution, no paid annual leave or paid sick leave.</p> <p>For Self-employed: Including; Employers, own account workers, contributing family workers and Members of producer cooperatives engaged in Informal enterprises/sector.</p> |
| Informal sector | Refers to unincorporated businesses or enterprises (individual or partnership) that were not registered for tax or did not keep complete books of accounts. |