



UGANDA BUREAU OF STATISTICS



NATIONAL LABOUR FORCE SURVEY 2016/17

(MAIN REPORT)

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This report presents findings of the National Labour Force Survey 2016/17 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

This report presents the findings of the National Labour Force Survey (NLFS), a nationwide survey carried out between November 2016 and July 2017. The results from the survey provide an opportunity to update labour market indicators in the country in addition to observing the trends in the labour market conditions.

The last such survey was carried out during the period 2011/12. In addition, there have been Annual Urban Labour Force Surveys implemented by UBOS since 2009 covering Kampala and the surrounding areas. The Urban Labour Force Survey (ULFS) has been expanded into Annual Labour Force Surveys (ALFSs) with an additional coverage of the rural areas starting with the financial year 2017/18. Eventually, the labour force surveys will be more regularised into quarterly surveys. The main objective of these surveys is to collect regular, high quality and consistent information on the labour force and the earnings characteristics of individuals in accordance with prevailing international and national standards.

The 2016/17 NLFS results will enhance monitoring and evaluation of the national and international development frameworks such as NDP II, Africa Agenda 2063 and SDGs with a view of improving the welfare of Ugandans. The 2016/17 NLFS also included two separate modules on Crime Victims and Culture participation whose results will be presented in separate reports.

We wish to extend our sincere gratitude to various persons/institutions for their efforts which contributed to the successful completion of the 2016/17 NLFS. Special thanks go to the Government of Uganda for the financial support that enabled the successful implementation of the Survey. We are also grateful to the 2016/17 NLFS Technical Working Group for their close supervision in all stages of implementation of the survey including; pre-enumeration, enumeration and post-enumeration phases. Our gratitude is also extended to all the field staff who worked hard to successfully implement the data collection phase of the survey. Last but not least, we are grateful to the Local Governments for the support given to the field teams during field work and the general public for sparing their time and participating in the interviews to provide useful information that has enabled UBOS to produce this report.

It is our sincere hope that this report will be used for informed planning and decision making.


Imelda Atai Musinga
Ag. EXECUTIVE DIRECTOR

SELECTED LABOUR MARKET INDICATORS

Selected Indicators	Male	Female	Rural	Urban	Total
Total population (number '000)	18,379	19,351	28,822	8,907	37,730
Working age population (number '000)	8,992	9,851	13,701	5,142	18,843
Proportion of working age population to total population (percent)	48.9	50.9	47.5	57.7	49.9
Size of working population (number '000)	7,528	7,761	11,525	3,765	15,290
Working population as a proportion of working age population (Percent)	83.7	78.8	84.1	73.2	81.1
Number of working age population in purely subsistence agriculture, forestry and fishing	2,438	3,815	5,640	613	6,253
Proportion of working age population in purely subsistence agriculture, forestry and fishing	27.1	38.7	41.2	11.9	33.2
Employment					
Size of the employed population (number '000)	5,053	3,921	5,861	3,113	8,973
Employment-to-population ratio (EPR)	56.2	39.8	42.8	60.5	47.6
Youth (18-30 years) EPR	58.9	42.4	45.2	60.0	49.8
Labour force					
Size of the labour force (number '000)	5,505	4,427	6,508	3,424	9,932
Labour Force Participation Rate (LFPR)	61.2	44.9	47.5	66.6	52.7
Youth (18-30 years) LFPR	66.4	49.7	52.2	68.2	57.3
Status in employment					
Paid employee	40.8	26.3	27.4	47.8	34.5
Employer	4.0	1.7	2.3	4.4	3.0
Own account worker	48.8	57.8	58.4	42.1	52.8
Contributing family workers	6.4	14.1	11.9	5.8	9.8
Total	100	100	100	100	100
Industry (sector) of employment					
Agriculture, forestry and fishing	40.0	42.8	56.2	12.9	41.2
Production	20.2	11.4	14.3	20.2	16.4
Services	39.8	45.8	29.4	66.9	42.4
Total	100	100	100	100	100
Occupation in the main job					
Skilled agricultural, forestry and fishery	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
Average daily usual hours of work on main job	7.7	7.0	6.6	8.8	7.4
Median monthly cash earnings for persons in paid employment on the main job ('000)	240	120	120	250	190
Proportion in informal employment outside agriculture (percent)	84.5	85.6	89.6	80.5	84.9
Proportion of youth (18-30 years) in informal employment outside agriculture (percent)	91.0	89.9	94.3	87.5	90.5

Note*: Others include managers and clerical support workers

SELECTED LABOUR MARKET INDICATORS

Selected Indicators (cont'd)	Male	Female	Rural	Urban	Total
Health and Safety					
Proportion of the employed population that suffered from Superficial injuries or open wounds	16.7	11.7	14.4	14.9	14.6
Proportion of the employed population that was exposed to dust/fumes	45.5	36.8	40.2	44.6	41.7
Proportion of the employed population that was exposed to Dangerous tools	40.5	40.8	47.3	28.2	40.6
Proportion of the employed population that was subjected to sexual harassment	0.6	2.7	1.2	2.0	1.5
Labour underutilisation					
Unemployment rate (LU1)	8.2	11.4	9.9	9.1	9.7
Combined rate of unemployment and time-related underemployment (LU2)	19.9	20.8	22.3	16.6	20.3
Combined rate of unemployment and potential labour force (LU3)	21.5	31.8	30.0	18.4	26.4
Composite labour underutilization (LU4)	31.5	39.0	39.6	25.1	35.1
Proportion of the working age population outside the labour force	38.8	55.1	52.5	33.4	47.3
Indicators of the Youth (18-30 years)					
Activity status of youth					
In employment only	54.4	40.7	42.6	56.3	46.9
In school only	10.5	6.0	6.9	10.4	8.0
Both school and employment	4.4	1.6	2.5	3.7	2.9
Neither in Employment nor Education Training (NEET)	29.0	50.5	46.9	27.2	40.7
Not stated	1.6	1.3	1.0	2.5	1.4
Total	100.0	100.0	100.0	100.0	100.0
Proportion in Subsistence agriculture, forestry and fishing	25.0	36.3	41.0	9.9	31.2
Stages of transition					
Transited to stable job	12.6	6.7	6.8	15.0	9.4
Transited to satisfactory job	17.0	18.4	18.9	15.3	17.8
In transition	57.9	65.8	65.2	55.7	62.2
Transition not started	10.4	7.4	8.0	10.5	8.8
Not stated	2.1	1.7	1.1	3.5	1.9
Total	100.0	100.0	100.0	100.0	100.0
Youth Unemployment rate (LU1)	11.4	14.7	13.5	12.0	13.0
Youth composite labour underutilization (LU4)	33.7	42.4	43.5	27.6	38.1
Children 5-17 years					
Population ('000)	6,705	6,911	10,909	2,707	13,616
Proportion to total population	36.5	35.7	37.8	30.4	36.1
Proportion working	28.7	27.1	30.3	18.0	27.9
Proportion in child labour - % of total children	16.8	13.5	15.9	12.1	15.1
Proportion in child labour - % of working children	58.6	49.7	52.3	67.3	54.2

SELECTED LABOUR MARKET INDICATORS FOR 2011/12 AND 2016/17

Indicator Category	2011/12					2016/17				
	Male	Female	Rural	Urban	Total	Male	Female	Rural	Urban	Total
National Population (000's)	15,441	15,876	26,400	4,917	31,316	18,379	19,351	28,822	8,907	37,730
Working age population (000's)	7,668	8,096	12,889	2,875	15,764	8,992	9,851	13,701	5,142	18,843
Labour force (LF-'000's)**	6,238	6,385	10,622	2,017	12,623	5,505	4,427	6,508	3,424	9,932
Labour Force Participation Rate**	81.5	78.9	82.4	70.2	80.2	61.2	44.9	47.5	66.6	52.7
Education of the LF (%) **										
No Formal Schooling	9.3	22.8	17.9	6.7	16.1	6.2	14.4	12.4	5.2	9.9
Primary	57.2	53.7	59.5	33.6	55.4	54.6	52.2	62.0	37.8	53.6
Secondary	26.7	18.5	18.6	42.9	22.5	26.4	21.8	18.6	35.2	24.3
Post-Secondary	5.5	3.6	2.5	15.3	4.5	12.8	11.5	7.1	21.9	12.2
Not stated	1.3	1.5	1.4	1.5	1.4					
% with area of specialization	4.3	3.2	2.3	11.4	3.8	12.8	11.5	7.1	21.8	12.2
Working population ('000)	6,134	6,236	10,507	1,863	12,370	7,528	7,761	11,525	3,765	15,290
Working Population as proportion of working age	80.8	77.6	82.1	65.5	79.1	83.7	78.8	84.1	73.2	81.1
Status in employment for the working population (%)										
Paid employment	23.3	11.3	13.3	39.5	17.3	26.1	13.0	13.1	39.0	19.5
Self-employment	58.1	66.3	63.9	52.6	62.2	69.5	79.8	81.1	55.4	74.8
Contributing family workers	18.6	22.4	22.7	7.9	20.5	3.9	6.9	5.7	4.6	5.4
Other forms of work						0.4	0.3	0.1	1.1	0.4
Sector for the working population										
Agriculture, forestry and fishing	65.9	77.0	80.5	20.3	71.4	63.1	73.4	81.3	29.0	68.3
Manufacturing	9.7	3.9	5.3	15.2	6.8	10.4	3.6	5.1	12.6	6.9
Services	24.4	19.1	14.1	64.5	21.7	26.5	23.0	13.7	58.5	24.9
% in informal employment outside Agriculture**	92.6	95	95.3	91	93.5	84.5	85.6	89.6	80.5	84.9
Average weekly usual hours of work	44.7	38.9	38.3	59.7	41.6	47.0	41.1	38.8	55.8	44.4
Median wages (in 000's per month)	150	88	100	200	123	250	150	150	300	210
Labour underutilisation components**										
a) Unemployment rate	1.8	2.4	1.1	7.7	2.1	8.2	11.4	9.9	9.1	9.7
b) Time related	10.4	8.4	9.8	7.2	9.4	12.7	10.6	13.7	8.2	11.8
c) Skills related	16.6	20.5	15.0	22.3	18.0	6.6	5.8	3.1	12.1	6.2
d) Income related (employees only)	27.9	43.8	37.8	23.7	33.1	38.8	58.5	53.2	36.9	45.4
e) Labour underutilization	18.8	16.0	15.4	26.1	17.4	31.5	39.0	39.6	25.1	35.1

Notes:

** These indicators cannot be directly compared because of change in definition.

Although the definition of **Labour Force** has not changed (ie. Sum of Employed and unemployed population), the definition of employment which is a component of labour force was revised after the survey of 2011/12. For the same reason, **Labour underutilization** cannot be directly compared as well.

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EXECUTIVE SUMMARY

The National Labour Force Survey (NLFS) 2016/17 aimed at generating high quality data on Labour Market Indicators in Uganda following current international standards. Specifically, the survey was to provide information on the labour force status of the population; provide measures of under-utilisation, nature of employment (whether formal or informal) and to generate and build trend on labour market indicators over time. This survey adopted the 2013 resolution concerning statistics of work, employment and labour underutilization by the 19th International Conference of Labour Statisticians (ICLS) which had significant adjustments in the measurement of employment and unemployment statistics. However, the measurement of activities of children including child labour was based on the old concepts of work statistics (especially, the 13th & 16th ICLS resolutions). The NLFS 2016/17 stratified the country into seven statistical regions.

The NLFS 2016/17 estimated the total population of Uganda at nearly 38 million people, with a proportion of females at 51 percent. The biggest proportion of the population were children aged 0-17 years who accounted for 56 percent. The survey estimated prevalence of disability among all persons aged five years and above at about 19 percent. The working age population (14-64 years) was estimated at nearly 19 million with more females than males (52 and 48 percent respectively). Among the working age population, 81 percent were engaged in at least some form of work while 19 percent were not engaged in any form of work. About 27 percent were in purely subsistence agriculture work. The mean age of the working age population was 30 years and about the same for males and females.

Employed population was about 9.0 million, indicating that total Employment-to-Population Ratio (EPR) was about 48 percent with about 16 percentage point difference between the proportion of males and females who were employed. The population engaged in subsistence agriculture work was about 41 percent of the working population. About 10 percent of the employed population did not possess any formal education while 67 percent did not have any trade or technical skills or specialisation. Status in employment showed that Self-employment which constitutes own account workers, employers and contributing family workers formed the majority of the employed, with a proportion of 56 percent.

Services and Agriculture, forestry and fishing industry provided about the same employment share of 42 percent and 41 percent respectively while Production employed about 16 percent. By occupation, most people were employed as skilled agricultural, forestry and fisheries workers (31 percent) followed by Service work (23 percent). About six percent of the employed population was holding professional jobs. On average, the daily actual hours worked by employed persons on their main job was seven hours while those employed on secondary jobs had five hours.

The median monthly earnings of persons in cash paid employment was 190,000/= (one hundred ninety thousand shillings only). The median monthly earnings for males was 240,000/= and that of females was 120,000/=. Elementary occupation workers and Agriculture workers were the least paid, with median monthly salaries/wages at 96,000/= and 100,000/= respectively.

Informal employment outside Agriculture was 85 percent. Although, the region with the highest proportion of informal employment was Central (77%), all other regions exhibited over 80 percent informal employment.

Persons in self-employment faced a number of challenges, mostly harsh weather (26 percent) followed by limited financial resources (25 percent).

Labour under-utilisation manifests itself with a number of components. However, the composite measure of labour under-utilisation (LU4) which is composed of the sum of the population in time-related underemployment, unemployment and the potential labour force as a proportion of the extended labour force was 35 percent. The four components of under-utilisation include: The unemployment rate (LU1) which was about 10 percent with female unemployment rate (11 percent) being higher than that of the male population (eight percent); Out of the 9.0 million employed persons, 12 percent (about 1.1 million in absolute numbers) were in time related underemployment. The combined rate of unemployment and persons classified in time related underemployment as a proportion of the labour force (LU2) was found to be 20 percent.

When unemployment and potential labour force is combined and expressed as a proportion of the extended labour force, the result is LU3 which was estimated to be 18 percent countrywide but higher in rural areas (22 percent) than in urban areas (10 percent).

The survey estimated total labour force of about 9.9 million people of which 55 percent were males and 66 percent were resident in rural areas. The overall Labour Force Participation Rate (LFPR) was 53 percent.

Out of the population of about 19 million aged 14-64 years, about 45 percent (9.9 million people) were not in the labour force (economically inactive). Among females, the proportion was 55 percent while among males it was 39 percent. Inactivity can be as a result of not seeking work, not being available for work or both. Discouragement was the main reason reported by the inactive population for not being available for work with a proportion of 60 percent, where as the main reason for not seeking work was being in school or training (33 percent).

The NLFS 2016/17 made deliberate effort to recognize UCW and its contribution to the economy by analysing, producing and disseminating statistics on UCW by both women and men, making gender inequalities in UCW visible. About nine in every ten females (88 percent) were engaged in UCW compared to six in every ten males (64 percent). Overall, the population aged 5 years and above spent an average of 16 hours a week on UCW. However, the female youth spent an average of 26 hours a week compared with 11 hours for their male counterparts.

Uganda has a sizable proportion of the youth population (18-30 years). Youth population was about 7.7 million (21 percent of total population) of which 11 percent were currently attending school.

About 50 percent of the youth were employed with more males (60 percent) than females (45 percent) in employment including only three percent of the youth combining employment and schooling. The youth Labour Force Participation Rate (LFPR) was 59 percent with higher

proportion of males (68 percent) than females (52 percent). This is the measure of the extent to which the current youth population is economically active.

The youth EPR which is the proportion of youth aged 18-30 years that was employed. The youth EPR was 50 percent, with males accounting for 59 percent and females for 42 percent. The largest proportion (46 percent) of the employed youth were working in the service industry. By occupation, the proportion of youth employed as professionals was about six percent. Among the employed youth, 91 Percent were in informal employment while 69 percent were satisfied with their current main jobs. The majority of the youth (79 percent) were employed on the basis of oral agreement.

Youth unemployment rate (LU1) was 13 percent while the aggregate under-utilisation rate (LU4) was 38 percent. The Proportion of the youth population outside the labour force was 43 percent

Labour market transition which is the passage of a young person from the end of schooling (or entry to first economic activity) to the first stable or satisfactory job was measured during the survey. About 27 percent of the youth had transited into the labour market either in satisfactory employment (19 percent) or stable employment (nine percent). Majority of the youths (62 percent) were in transition and nine percent had not started the transition.

Understanding children's activities in the labour is essential for policy. The survey estimated a population of about 12.5 million children (aged 6-17 years). Among these, six percent were exclusively engaged in work activities and 60 percent were exclusively attending school. However, children engaged in child labour was estimated to be a total of 2,059,000, constituting 15 percent of all children nationally. About 2.0 million were children aged 5-11 years. It should be noted that these estimates are lower bound estimates because they do not include children involved in the "unconditional worst forms" of child labour. However, looking at contributors of child labour, Hazardous work contributed 22 percent of child labour for children 12-17 years.

LIST OF ACRONYMS

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
NLFS	National Labour Force Survey
NLF&CAS	National Labour Force and Child Activities 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 of the labour market that support detailed analysis of the relationships between employment, income and other socio-economic variables necessary for planning and monitoring Government programmes on employment, training and the general livelihood of the population. Information on wages collected from the labour force survey is essential to evaluate the living standards and conditions of work and life of persons in paid employment.

To support generation of detailed labour market indicators, the Uganda Bureau of Statistics (UBOS) initiated a stand-alone National Labour Force Surveys (NLFSs) in 2011/12. Before then, the main source of labour market indicators was the National Population and Housing Census, the Annual Urban Labour Force Surveys – ULFS (only for the greater Kampala area) and labour force modules in the Uganda National Household Surveys (UNHS). However, the 2016/17 NLFS was the second National Labour Force Survey after the NLFS 2011/12. The 2016/17 survey adopted the 2013 resolution concerning statistics of work, employment and labour underutilization by the 19th International Conference of Labour Statisticians (ICLS) which had significant adjustments in the measurement of employment and unemployment statistics.

1.1 Survey objectives

The NLFS 2016/17 aimed at generating quality data on Labour Market Indicators in Uganda in accordance with current international standards.

The specific objectives of the survey were:

- a) to provide information on the labour force status of the population;
- b) to measure underutilisation, formal and informal employment; and
- c) to generate and build a trend on – labour market indicators over time.

1.2 Policy Environment

The Second National Development Plan (NDP II) for Uganda identifies non-stable sources of income and the high level of urban unemployment as some of the binding constraints hindering the growth and development of the country to a middle income status by 2020. In order to address these Labour market concerns, the Bureau found it important to evaluate the public's knowledge of the various laws and exiting policies for monitoring changes in the welfare of the population overtime. Hence, the 2016/17 NLFS collected data on some of these laws and policies that have strong bearing to the Labour Market Conditions in the country, including:

(a) Employment Act No. 6 of 2006

The Uganda Employment Act 2006 was “to revise and consolidate the laws governing individual employment relationships, and to provide for other connected matters”. A bill from this act is before the 10th Parliament for approval.

(b) The Workers Compensation Act Cap. 225 of 2000

The Workers Compensation Act Cap. 225 gives employees automatic compensation for any personal injury from an accident arising out and in the course of his work. The Act further details that, for an injury that leads to death, the compensation should be equivalent to an employer’s monthly pay multiplied by 60 months. Based on the act, compensation in case of occupational injury is automatic.

(c) The Occupational Safety and Health Act No. 9 of 2006

The Act applies health and safety measures to every workplace or working environment as defined in Section 2 of the Act and covers both the private and public sector Employers. The Act necessitates that the Employer provides compensation for any injuries sustained, diseases contracted or death suffered in the course of and as a result of employment. It also provides for general health and welfare provisions, including the provision of sound construction sites, proper ventilation of working environment, cleanliness, proper lighting, water, toilet services and first aid facilities for the workers. The Act applies to all Workers and Employers but excludes Men and Officers of the Armed Forces.

(d) The Labour Unions Act No. 7 of 2006

Under the Labour Unions Act No. 7 of 2006, employees are granted the right to organise themselves into Labour Unions and participate in the management of the said unions; collectively bargain; engage in other lawful activities for the purpose of collective bargaining or any other mutual aid practice; and withdraw their labour and take industrial action. Employers are also prohibited from interfering with the right of association of the different Unions; contravention of this legal position is an offence on the part of the Employer according to Section 5 of the Act.

(e) The Labour Disputes (Arbitration & Settlement) Act No. 8 of 2006

The main purpose of this Act is to provide for avenues of resolving disputes involving workers. The Act provides for the establishment of the Industrial Court, which is mandated to arbitrate on labour disputes and to adjudicate upon questions of Law and fact arising from references to the Industrial Court by any other Law. The Act also provides for other dispute resolution mechanisms such as references to the Labour Officer or a board of inquiry.

(f) The Minimum Wages Advisory Boards and Wages Councils Act Cap.164 of 1964

This Act provides for the establishment of Minimum Wages Advisory Boards and Wage Councils, and for the regulation of the remuneration and conditions of employment of Employees.

(g) Business, Technical, Vocational Education and Training (BTJET) Act 2008

The BTJET Act was put in place to address the redundancy of the different institutions for vocational training in Uganda and unemployment that was resultant from the scholar-oriented education system that provided minimal or no practical skills for students.

(h) The Employment (Recruitment of Ugandan Migrant Workers Abroad) Regulations, No. 62 of 2005

The main objectives of these regulations as per Section 2 are to promote full employment and equality of employment opportunities for all and to uphold the dignity and rights of Ugandan migrant workers; to allow deployment of Ugandans to countries which have existing labour and social laws or are signatories to international agreements protecting the rights of migrants; to protect every Ugandan desiring to work abroad by securing the best possible terms and conditions of employment; to provide a mechanism for issuing licenses to recruitment agencies.

(i) National Youth Policy, 2001

The Policy recognises the right of youth to seek meaningful employment without discrimination.

(j) National Employment Policy, 2011

The Policy sets to stimulate Government objectives and processes for generating jobs and ensuring a better employment environment for all workers.

(k) National Development Plan II

The National Development Plan (NDP) II prioritised the question of job creation and employment. Evidence of this is shown by the theme of the development plan which is "Growth, Employment and Socio-Economic Transformation for Prosperity".

1.3 Sample design

1.3.1 Sample Size and allocation

The survey based on two key variables for the design. The variables are the unemployment rate and the proportion of persons in paid employment. Based on the

available information; the design used a conservative Deft of 1.6 for the national and regional samples (except for North Eastern where Deft of 1 was used) for unemployment and Deft of 2 for proportion in paid employment. The Deft shows how much the sample standard error, and consequently the confidence intervals, increases. Thus, how many times as large as they would for a simple random sample.

As noted by Vijay VERMA (Sampling elusive populations: Applications to studies of child labour, 2013), using fewer larger areas tends to reduce efficiency of the sample (larger design effects). However, in general, for a well-designed study, the design effect usually ranges from 1 to 3 (Gene Shackman, 2001).

A sample size of 360 EAs was selected for the survey. A sample of 15 HHs per EA was used with power allocation (power of 0.2) adjusted for Kampala & Peri-Urban Kampala. The number of households in each region (from NPHC 2014) was the measure of size per stratum resulting to 5400HHs and 4105 expected completed cases of individuals aged 14-64 years nationally. The sample allocation per stratum as well as the expected precision levels are presented in the table below;

Table 1.1: Expected Precision for reference indicators

		Sample Allocation			Expected Precision for unemployment rate			Expected Precision for proportion in paid employment		
SN	Strata	No. of EAs	Sample HHs	Expected Individuals 14-64	Expected RSE for UNEMP	LCL	UCL	Expected RSE for Pd EMP	LCL	UCL
1	Kampala	50	750	570	20.7	5.6	13.4	7.3	48.3	64.9
2	Peri-Urban Kampala	50	750	570	27.5	2.5	8.7	9.1	37.5	54.1
3	Central*	54	810	616	16.7	8.7	17.3	9.6	33.3	49.1
4	Eastern	58	870	662	19.8	5.4	12.6	7.3	45.4	61.0
5	Northern**	53	795	604	20.6	5.4	12.8	9.0	37.1	53.3
6	Karamoja	36	540	410	29.1	1.2	4.4	14.1	23.7	42.3
7	Western	59	885	673	18.2	6.6	14	7.8	41.9	57.3
Uganda		360	5400	4105	7.8	7.9	10.9	3.3	44.3	50.5

*The Central region excludes Kampala and the Peri-Urban Kampala;

** Northern region excludes Karamoja region

The composition of the two regions of Kampala and Peri-Urban Kampala are based on the two strata usually covered under the Urban Labour Force Surveys, as shown in Table 1.2. As such, the Central region includes all districts in Central Uganda except Kampala and Peri-Urban Kampala. Similarly, the Northern region excludes all the districts that form Karamoja region. The detailed composition of each region as of 2016/17 is presented as a map in Figure 1.

Table 1.2: Composition of Kampala and Peri-Urban Kampala

Stratum	Districts	Sub-counties/Divisions
Kampala City	Kampala	All Divisions
Peri-Urban Kampala	Wakiso	Katabi
	Wakiso	Nsangi
	Wakiso	Ssisa
	Wakiso	Wakiso
	Wakiso	Wakiso T.C.
	Wakiso	Entebbe Division A
	Wakiso	Entebbe Division B
	Wakiso	Kiira
	Wakiso	Nabweru
	Wakiso	Nangabo
	Wakiso	Ssabagabo-Makindye
	Mukono	Goma
	Mukono	Mukono Town. Council.
	Mukono	Nama

1.3.2 Sample selection procedures

The primary indicator used for selection in the Labour force Surveys is usually the unemployment rate. However, a labour force survey is a multi-indicator survey and a number of indicators should be considered in determining the sample size. In addition, the desired domains of the study should be considered putting into account the precision requirements, cost considerations and the implementation infrastructure available.

However, to achieve the final sample size, non-response should also be taken into account. During the National Labour force Survey 2016/17, the following were the key considerations in determining the sample size;

- i. Seven domains as strata with implicit stratification for residence (rural /urban);
- ii. Two reference indicators, namely; the Proportion of the population in paid employment and Unemployment rate for the population aged 14-64 years; and
- iii. The measure of size (Household distribution by strata) ranging between 2.3 percent and 26.2 percent.

Table 1.3 Measure of size

STRATA	PROPORTION*
Kampala	0.057
Peri-Urban Kampala	0.088
Central	0.170
Eastern	0.239
Northern	0.161
Karamoja	0.023
Western	0.262
Total	1.000

**Measure of size is the number of households in the strata (from NPHC 2014).*

Kampala and Peri-Urban Kampala are desired for comparison with previous 2011/12 National Labour Force & Child Activities Survey as well as the Annual Urban Labour Force Surveys.

1.3.3 Scope and Coverage

The NLFS 2016/17 covered the entire country. The sample was nationally representative and scientifically chosen using probability proportional to size to determine the distribution of the sample in each stratum.

In 2011/12, the sample size was 600 EAs from which 7,200 households were expected. The survey was designed to allow for estimation of key labour market indicators for 8 Statistical domains of study. In order to facilitate comparability with the 2016/17 Labour market indicators, some of the domains of the NLFS 2011/12 were merged to form seven domains which are consistent. Therefore, the NLFS 2016/17 results were disaggregated using the following 7 domains; Kampala, Peri-Urban Kampala, Eastern, Central, Northern, Karamoja and Western, as indicated in figure 1 below.

1.4 Survey Implementation

A centralized approach was employed during data collection whereby nine 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 based on fluency of local language spoken in the respective regions of deployment. The field data collection commenced in the month of November 2016 and was completed in June 2017

1.4.1 Questionnaire design and Pre-test

The NLFS used both detailed paper questionnaire and CAPI (Computer Aided Personal interviews). CAPI was the main mode of interviews adopted. The questionnaire was developed by UBOS in consultation with other stakeholders in the sector. The instruments alongside the programmes on the CAPI devices were pre-tested to ensure logical understanding of both the questions and the coding system hence collect the desired information. The 2016/17 NLFS questionnaire collected information on the following broad topics;

- i. Identification particulars and eligibility of household members
- ii. Household characteristics
- iii. Personal and household information
- iv. Identification of persons currently employed
- v. Characteristics of main job/activity
- vi. Multiple job holders and characteristics of secondary activity
- vii. Income from employment
- viii. Hours of work for employed persons
- ix. Time related underemployment and inadequate employment
- x. Unemployed and persons not in the labour force
- xi. Usual activity status
- xii. Health and safety issues
- xiii. household Chores and
- xiv. Non-cropping household enterprises/activities
- xv. Labour outflows

The reference period for work was one week, that is, seven days prior to the date of interview. However, some questions required recall over longer periods, such as job search activity in the past four weeks, duration of unemployment, and usual activity with a reference period of the previous 12 months.

1.4.2 Field Staff Training

Upon finalisation of the recruitment process, a team of 36 field staff were identified for the NLFS. Most of them were experienced interviewers in survey data collection. A 15 day rigorous training was conducted for all the field staff. A number of training approaches were used and these included: lectures and presentations in which

survey objectives and key definitions and concepts were discussed. Questionnaire item verifications and cross-linkages with the instruction manual; guest speaker presentations of the need for data for existing government programmes and descriptions of the current situations; open discussions including translations; field practice and pretesting. As part of training, a field practice exercise was conducted in selected EAs of Kampala and Entebbe.

1.4.3 Data collection

Having completed training of field staff, logistics were assembled in preparation for data collection. The data collection lasted a period of eight months (November 2016-June 2017). Data collection was done through face to face interviews with the use of computer assisted personal interview (CAPI).

1.4.4 Publicity

The NLFS was widely publicized by the Bureau in preparation for the actual data collection. Publicity was done through both radio and TV talk shows in addition to organizing publicity field trips where the local leadership in which the sample fell were briefed and given detailed information about the survey. This was conducted before the arrival of the data collection teams in the Enumeration Areas.

1.5 Data management

The 2016/17 NLFS used a computerized system of data collection whereby field staff directly captured information using CAPI during data collection. A data entry platform developed in CSPPro was up loaded on the CAPI with inbuilt range and consistency checks to ensure good quality data. Once data collection for a household was completed, it was verified by the field supervisors and synchronized to the UBOS server for storage.

Data cleaning and validation was adequately done from office where characters that had been wrongly captured in the data were corrected using editing guidelines provided by the flow charts on analysing labour indicators in the revised framework. All the data verification was done using the STATA Statistical Software. The data was finally analysed and generation of statistical tables was conducted to facilitate the report writing process.

1.6 Response rate

A summary of response rates from the household interviews is shown in Table 1.4. Out of the 360 Enumeration Areas (EAs) sampled, three of them were not covered leaving 357 EAs in the sample with sampled households of 5,355. Interviews were fully completed in 4,838 households and partially done in 49 households. These formed an adequate number for analysis resulting in a household response rate of 91 percent. In urban areas, interviews were completed in 1,940 households while in 30 households' interviews were partially done giving a response rate of 85 percent. In rural areas, interviews were fully completed in 2,898 households and partially

completed in 19 households resulting in a response rate of 96 percent in rural areas. The main reason for non-response was failure by interviewer to find respondents at home after at least three visits to the household.

Table 1.4: Household response rate

Response	Number			Proportions		
	Rural	Urban	Total	Rural	Urban	Total
Completed (fully responded)	2898	1940	4838	97.4	93.2	90.3
Partly completed	19	30	49	0.6	1.4	0.9
Non-contact	96	278	374	3.2	13.4	7.0
Refused		24	27	0.1	1.2	0.5
Temporarily absent	17	19	36	0.6	0.9	0.7
Vacant or demolished dwelling	11	6	17	0.4	0.3	0.3
Listing error	2	5	7	0.1	0.2	0.1
Other reasons:	5	2	7	0.2	0.1	0.1
Total	2,974	2,081	5,355	100	100	100

1.7 Challenges

The 2016/17 NLFS had a few limitations as presented below:

1.7.1 Sample Survey

A sample survey cannot generate district level estimates. To obtain estimates at district level, the survey would have required about 10 times the size of the current sample. The results are, therefore, representative up to seven regions. The regions are Northern, Karamoja, Eastern, Western, Buganda, Kampala and Peri-Urban Kampala.

1.7.2 Coverage

The survey was limited to only the household population and did not cover institutions and persons with no fixed locations of residence.

1.7.3 Administratively

The survey was fully funded by the Government of Uganda. The main challenge was that competing activities in the Bureau also required vehicles, hence slowing down data collection phase.

Despite the challenges, the survey findings present reliable indicators on the existing labour market situation in the country.

1.8 Report structure

This report presents findings on the current labour market situation based on the data from the 2016/17 NLFS. The report is structured into ten chapters. Chapter 1 presents the background of the survey alongside the sample allocation procedure used during the survey implementation. Chapter 2 provides information on the characteristics of the population and the households. Characteristics of the working age population (14-64 years) are provided in Chapter 3. Chapter 4 details survey findings of the working population while showing their characteristics including the characteristics of their working environment. The concept that sets the framework for labour force is employment and given that employment is one form of work, it is presented as part of Chapter 4 of this report. Labour under-utilisation (LU) which refers to the mismatches between labour supply and demand is detailed in the 5th chapter with its four components. The employed population together with the unemployed population is referred to as the Labour force and statistics about the labour force is presented in Chapter 6. In addition Chapter 6 also discusses characteristics of the population which was outside the labour force. This is followed by a discussion of unpaid care work in Chapter 7. Part of the working age population which is very vibrant but that requires proper planning to harness their potential is the youth population. The labour conditions of the youth population (18-30 years) are discussed in Chapter 8 followed by a concluding chapter on activities of children (5-17 years) presented in Chapter 9 including child labour. Gender issues have been discussed as cross-cutting variable within the different chapters of the report.

CHAPTER TWO: BACKGROUND CHARACTERISTICS

2.0 Introduction

This chapter covers the characteristics and distribution of the general population of Uganda.

2.1 Population size

According to the National Labour Force Survey (NLFS) 2016/17, the total population of Uganda was estimated at nearly 38 million people. As presented in Table 2.1, seventy six percent (76 Percent) of the population lived in rural areas. Only four percent of the total population was resident in Kampala.

The biggest proportion of the population was children aged 0-17 years who accounted for 56 percent. The proportion of male children were slightly higher (57 percent) compared to the proportion of female children (54 percent).

The findings further revealed that 17 percent of the population was aged 15-24 years and the proportions among males and females were nearly the same.

Table 2.1: Population Distribution by Residence, Region, Age and Sex

Background Characteristic	Male	Female	Total	Number ('000)
Residence				
Rural	76.8	76.0	76.4	28,822
Urban	23.2	24.0	23.6	8,907
Region				
Kampala	4.4	4.2	4.3	1,610
Peri-urban Kampala	4.3	4.6	4.5	1,685
Central	19.9	18	18.9	7,143
Eastern	20.6	20.8	20.7	7,820
Karamoja	4.2	4.6	4.4	1,669
Northern	21.8	21.5	21.7	8,169
Western	24.7	26.3	25.5	9,633
Age-groups				
0-17	56.8	54.3	55.5	20,957
18-30	19.1	21.9	20.5	7,741
31-59	19.8	19.1	19.4	7,336
60+	4.2	4.7	4.5	1,696
15-24	16.8	17.7	17.3	6,514
15-35	30.9	32.7	31.9	12,018
14-64	41.7	41.8	41.8	18,843
Disability status				
With Disability	17.3	19.8	18.6	5,551
Without Disability	82.7	80.2	81.4	24,335
Total (Percent)	48.7	51.3	100	
Total Population ('000)	18,379	19,351		37,730

2.1.1 Disability status of the population (5+ Years)

Table 2.2 shows that the major contributor to disability among the population aged 5 years and above was difficulty in walking (8%). Although all disabilities increased with age, walking difficulties increased much more after the age of 30 years. Difficulty in seeing was more prevalent in the Central region compared to other regions whereas difficulty in remembering was higher in Northern and Western regions.

Table 2.2: Disability status of the Population (5+ years) by selected background characteristics

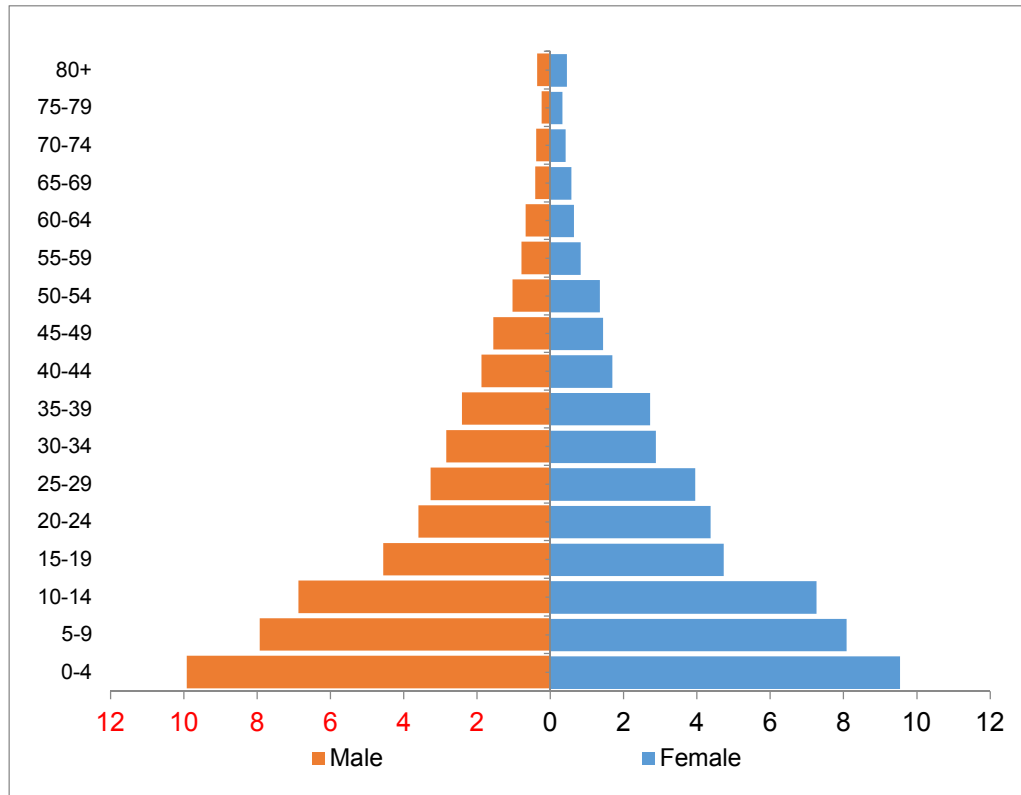
Characteristics	Seeing	Remembering	Walking	Others*	No disability	Total
Sex						
Male	4.1	3.0	6.9	3.3	82.7	100
Female	4.1	3.2	8.9	3.6	80.2	100
Residence						
Rural	4.1	3.3	8.7	3.6	80.2	100
Urban	3.9	2.4	5.2	3.1	85.4	100
Regions						
Kampala	4.9	1.8	3.9	2.1	87.4	100
Peri-urban Kampala	3.5	1.3	3.7	1.3	90.2	100
Central	5.2	2.1	8.2	2.2	82.4	100
Eastern	3.2	2.2	7.6	3.1	83.9	100
Karamoja	2.7	2.8	6.6	4.3	83.6	100
Northern	4.1	4.1	8.8	5.0	78.1	100
Western	4.1	4.4	8.9	4.1	78.5	100
Age group						
0-17	1.1	2.1	1.8	3.2	91.9	100
18-30	3.5	2.9	4.5	2.8	86.3	100
31-59	8.9	4.4	12.3	4.2	70.1	100
60+	9.8	6.5	52.5	6.2	25.1	100
15-24	2.1	2.5	3.6	2.9	88.8	100
15-35	3.3	3.0	4.7	3.0	86.0	100
Total	4.1	3.1	7.9	3.5	81.4	100

Note: *Other disabilities included hearing, communicating and dressing up.

2.1.2 Population Distribution by Age and Sex

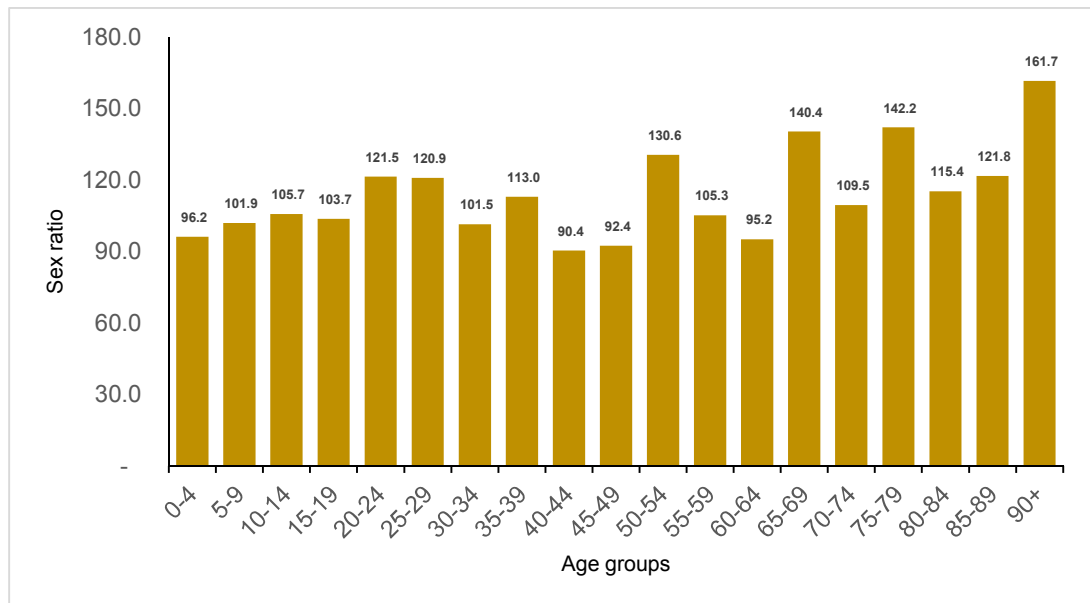
A population pyramid is a pictorial representation of the age distribution of a given population. Its shape is determined by the past birth and death rates in that population. Uganda's population pyramid (Figure 2.1) below is broad based, indicating that the country has a young age structure characteristic of an economy with high fertility.

Figure 2.1: Population pyramid based on the Age-Sex structure of the population



According to Figure 2.2 there are more boys for the age group 0-4, meaning more boys are born compared to girls. However from age group 5-9 there are more females than males, meaning more females survive beyond age five.

Figure 2.2: Sex Ratios by five year age groups



2.1.3 Socio-economic characteristics of the Population

Table 2.3 shows that about 18 percent of the population aged 10 years above had no formal education whereas only about eight percent attained some specialised training. More proportions of males than females attained secondary and higher levels of education.

The proportion of the population aged 10 years and above currently married (46 Percent) was slightly higher than the never-married population (44%).

Table 2.3: Distribution of the Population (10 years and above) by Educational Attainment and Marital Status

Characteristics	Male	Female	Rural	Urban	Total
Educational Attainment					
No education	11.1	23.4	21.1	7.8	17.6
Primary	57.7	54.6	61.2	41.1	56.0
Secondary	21.8	15.8	13.6	32.7	18.6
Post primary/secondary specialized training	6.6	4.7	3.6	11.2	5.6
Degree and above	2.9	1.6	0.4	7.2	2.2
Marital Status					
Never Married	49.2	38.8	43.6	44.3	43.7
Currently Married/Cohabiting	46.7	45.6	46.3	45.5	46.1
Divorced/Separated	3.1	7.0	4.6	6.6	5.1
Widow/Widower	1.0	8.7	5.5	3.6	5.0
Total	100	100	100	100	100

2.2 Household Composition

2.2.1 Household Headship

The characteristics of the household head have a direct bearing on the well-being of the other household members. The results indicate that, overall, the estimated number of household heads was 8.4 million, indicating that the survey estimated about 8.4 million households in Uganda. Although Household headship increased with increasing age, 31 percent of the youth were household heads. There was a small population of households headed by children (0.1%).

In urban areas, the proportion of the population heading households was 40 percent, which was higher than the proportion for rural household heads (33%). This implies higher household sizes in rural areas. The regions with the lowest proportion of household heads were Northern and Eastern regions at 32 percent each (Table 2.4).

Table 2.4 Household headship by selected Background Characteristics (10 years and above)

Background Characteristics	Household head	Not household head	Total
Sex			
Male	50.9	49.1	100
Female	19.7	80.3	100
Residence			
Rural	32.8	67.2	100
Urban	40.0	60.0	100
Age group			
0-17	0.1	99.9	100
18-30	31.4	68.6	100
31-59	63.8	36.2	100
60+	77.6	22.4	100
Region			
Kampala	41.1	58.9	100
Peri-urban Kampala	44.4	55.6	100
Central	38.3	61.7	100
Eastern	32.2	67.8	100
Karamoja	35.5	64.5	100
Northern	31.5	68.5	100
Western	33.3	66.7	100
Total (Percent)	34.6	65.4	100
Total ('000)	8,431	15,918	24,349

2.2.2 Household size by Socio economic characteristics

The survey results showed that the average household size for the de jure population (usual household residents) in Uganda was 4.5 persons as indicated in Table 2.5 below. The male headed households have a slightly higher average household size of 4.8 persons compared to the female headed households with 3.9 persons. The children (0-17 years) had a bigger composition of average household size compared to those in the other age groups.

Rural households had higher average household size compared to households in the urban areas. At the regional level, Karamoja had the highest average household size of 5.4 persons while Peri-urban Kampala had the least size of 3.3 persons.

Table 2.5 Mean number of Household members by selected Characteristics

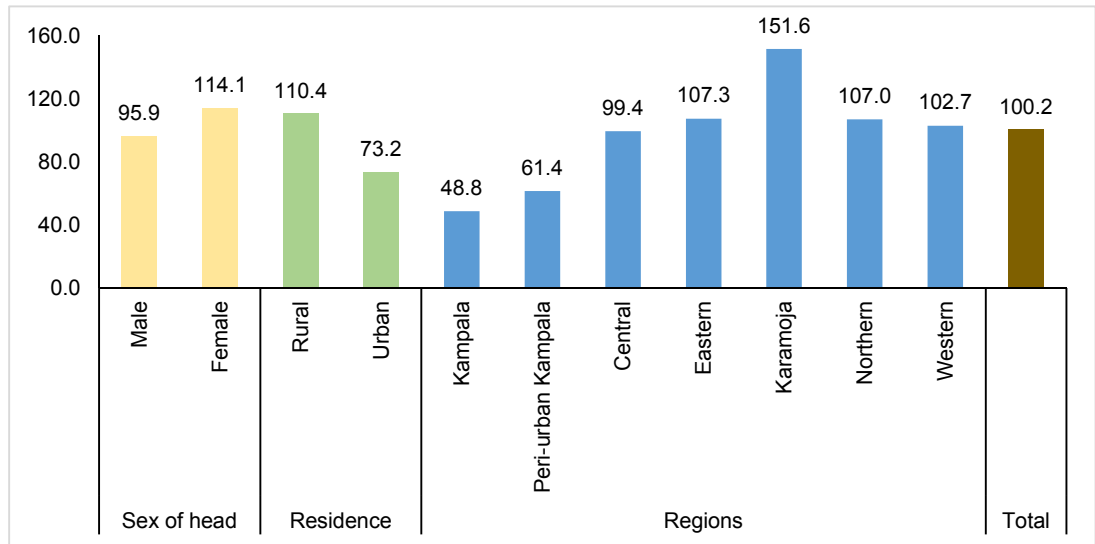
Characteristics	Age of Household Members				Household size
	0-17	18-30	31-59	60+	
Sex of head					
Male	2.6	1.0	1.0	0.2	4.8
Female	2.3	0.7	0.7	0.3	3.9
Residence of head					
Rural	2.8	0.9	0.9	0.2	4.8
Urban	1.8	1.1	0.8	0.1	3.8
Age of head					
0-17	1.1	0.1	0.0	0.0	1.2
18-30	1.6	1.7	0.0	0.0	3.4
31-59	3.1	0.6	1.4	0.0	5.2
60+	2.0	0.6	0.5	1.2	4.3
Region of head					
Kampala	1.5	1.4	0.9	0.1	3.9
Peri-urban Kampala	1.4	1.0	0.8	0.1	3.3
Central	2.2	0.8	0.9	0.2	4.0
Eastern	2.8	0.9	0.9	0.3	4.9
Karamoja	3.4	0.9	0.8	0.3	5.4
Northern	2.9	1.0	0.9	0.2	5.0
Western	2.7	0.9	0.9	0.2	4.7
Total	2.5	0.9	0.9	0.2	4.5

2.2.3 Age Dependency Ratios

The Age Dependency Ratio is an age-population 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). This ratio shows the economic burden of dependency on the productive population.

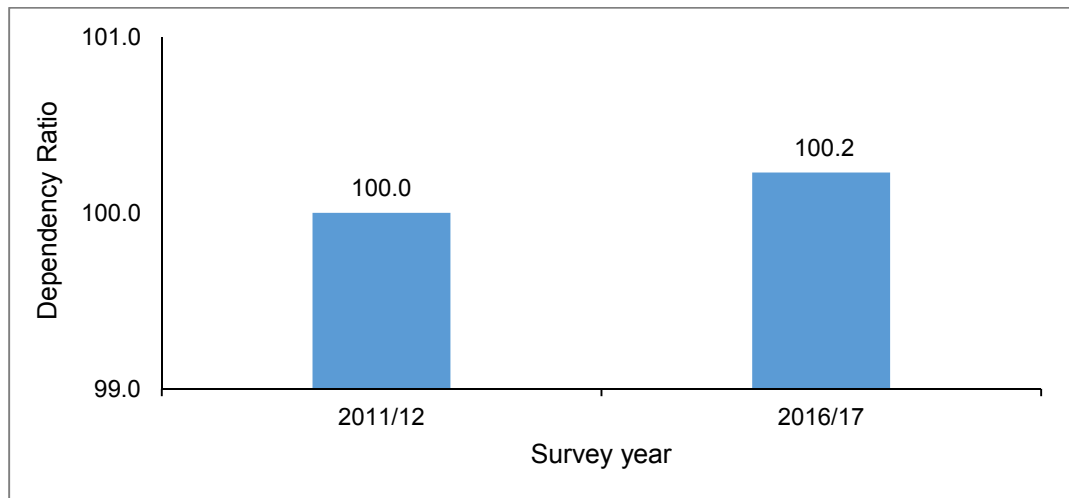
The overall Age Dependency Ratio was 100.2 per 100 persons aged 14-64 years as indicated in Figure 2.3. The dependency ratio was much higher in rural (110.4%) areas than urban areas (73.2%). Regional variations indicate that the Age Dependency Ratio was highest in Karamoja (151.6%) and lowest in Kampala (48.8%).

Figure 2.3 : Dependency Ratios by sex of household head, residence and regions, 2016/17



The overall dependency ratio almost remained the same the survey years. This suggests that there was no increase in the working age population to support some dependents over time.

Figure 2.4: Dependency Ratio by Survey Years



2.2.4 Summary Findings

Total population of Uganda was estimated at nearly 38 million people of which 51 percent were females and 76 percent of the population were rural residents. The higher proportion of the population were children aged 0-17 years who accounted for 56 percent which is a characteristic of an economy with high fertility.

The prevalence of disability among persons aged five years and above was about 19 percent. The males had a higher disability prevalence of 20 percent compared to the females at 17 percent.

3.0 Introduction

The 19th International Conference of Labour Statisticians (ICLS) resolutions of 2013 recognise the fact that although the national system of work statistics should cover the work activities of the population in all age groups, separate statistics are needed for the working-age population to serve different policy concerns. The working-age population is the population at the legal working age and above. The lower age limit is recommended to be set taking into consideration the minimum age for employment and exceptions specified in national laws or regulations, or the age of completion of compulsory schooling. For international comparability, the working-age population is often defined as all persons aged 15 and older but varying according to country practices and national laws. However, in Uganda like many developing countries, people start to work at an early age. Putting these factors into consideration, the working-age for Uganda was set at 14-64 years. However, during the NLFS 2016/17 implementation, data was collected from all persons aged 5 years and above to enable compilation of child labour statistics.

3.1 Characteristics of the Working Age Population

As shown in Table 3.1, Uganda's working age population was estimated at nearly 19 million compared to 15 million in 2011/12. In both years, there were more females than males (52% of females in 2016/17 and 51% in 2011/12). The biggest proportion (73%) of the working age population was resident in rural areas in 2016/17.

The proportion of children was 17 percent in 2016/17 lower than it was in 2011/12 (22%).

About 73% of the working age population was residing in rural areas

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

Background Characteristics	NLF & CAS 2011/12		NLFS 2016/17	
	Working age Population Number ('000)	Share (Percent)	Working age Population Number ('000)	Share (Percent)
Sex				
Male	7,668	48.6	8,992	47.7
Female	8,096	51.4	9,851	52.3
Residence				
Rural	12,889	81.8	13,701	72.7
Urban	2,875	18.2	5,142	27.3
Regions				
Kampala	940	6.0	1083	5.7
Peri-Urban Kampala	628	4.0	1044	5.5
Central	2,766	17.5	3,583	19.0
Eastern	4,260	27.0	3,772	20.0
Karamoja	359	2.3	663	3.5
Northern	2,557	16.2	3,947	20.9
Western	4,254	27.0	4,752	25.2
Disability status				
With Disability			3,842	20.7
Without Disability			14,752	79.3
Age groups				
14-17	3,434	21.8	3,267	17.3
18-30	6,292	39.9	7,741	41.1
31-64	6,038	38.3	7,835	41.6
15-24	6,039	38.3	6,514	34.6
15-35	10,067	63.9	12,018	63.8
Total	15,764	100	18,843	100

During the survey, the population was asked if they ever migrated in recent years indicating the status of the previous areas of residence. Considering the recent five years, the results presented in Table 3.2 shows that, overall, about 68 percent of the working age population that migrated were previously resident in rural areas while 31 percent were previously urban residents (city or other urban residents). Those who were current urban residents in 2016/17, 46 percent of them migrated from rural areas while 53 percent migrated within the urban areas (city or other urban areas). On the other hand, of all the working age population resident in urban areas in 2016/17, only about 11 percent migrated from either the city or other urban areas in the most recent five years. The proportion of immigrants from other countries was less than 2 percent of total migration.

Proportion of immigrants was less than 2% of total migration

By considering a longer period of ten years, the pattern remained the same with overall migration from rural areas at 70 percent and from urban areas at nearly 30 percent. In both cases, there was more rural-rural migration of 89 percent compared to urban-urban migration (53% in recent five years and 51% in recent ten years)

Table 3.2: Migration status of the working age population (14-64 years) by selected background characteristics

Background Characteristics	Previous Area of Residence in the Last 5 years				
	Rural	Urban	City	Other country	Total
Current Residence					
Rural	87.8	9.1	1.7	1.3	100
Urban	45.7	38.8	14.3	1.2	100
Total (Percent)	67.6	23.4	7.8	1.3	100
	Previous Area of Residence in the last 10 Years				
	Rural	Urban	City	Other country	Total
Current Residence					
Rural	87.8	9.4	1.6	1.1	100
Urban	47.4	38.4	12.7	1.4	100
Total (Percent)	69.8	22.3	6.6	1.3	100

3.2 Activity status of the working age population

The proportion of the working age population that was working was 81%

The working age population can be categorised broadly into two groups, those who were working (according to the SNA 2008 production boundary) and those not working. Table 3.3 shows that the proportion of the working age population that was working was 81% nearly the same proportion in 2011/12 (79 percent). This implies that 19 percent of the population aged 14-64 years in 2016/17 was not engaged in any form of work.

The male population had a higher proportion of those who were working (84%) compared to the females (79%), implying that females engage in activities that do not form part of work more than males. Rural residents on the other hand were more engaged in work activities (84%) than their urban counterparts (73%).

Kampala region had the least proportion of the working age population that was working (63%) while the region with the highest proportion of working population was Western (85%).

Table 3.3: Activity status of the working age population (14-64 years) by selected background characteristics

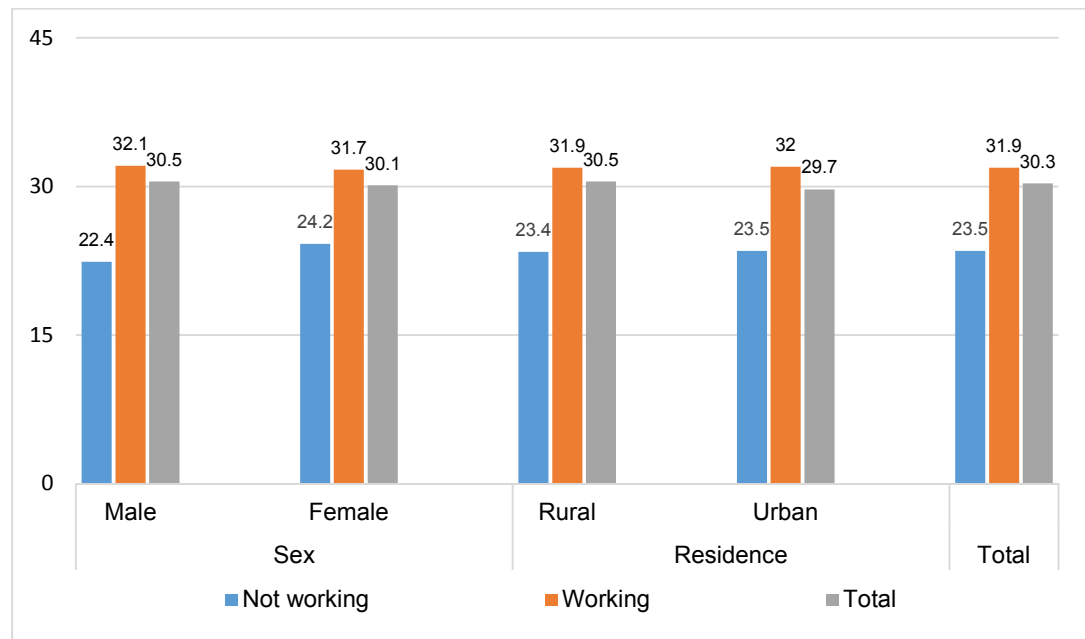
Background Characteristics	NLF & CAS 2011/12			NLFS 2016/17		
	Working age Population	Working Population		Working age Population	Working Population	
	Number ('000)	Number ('000)	Proportion (Percent)	Number ('000)	Number ('000)	Proportion (Percent)
Sex						
Male	7,668	6,134	80.0	8,992	7,528	83.7
Female	8,096	6,236	77.0	9,851	7,761	78.8
Residence						
Rural	12,889	10,507	81.5	13,701	11,525	84.1
Urban	2,875	1,863	64.8	5,142	3,765	73.2
Regions						
Kampala	940	585	62.2	1,083	677	62.5
Peri-Urban Kampala	628	399	63.6	1,044	720	69
Central	2,766	2,309	83.5	3,583	2,994	83.6
Eastern	4,260	3,348	78.6	3,772	3,162	83.8
Karamoja	359	274	76.3	663	527	79.4
Northern	2,557	1,959	76.6	3,947	3,169	80.3
Western	4,254	3,495	82.2	4,752	4,041	85
Age groups						
14-17	3,434	1,928	56.2	3,267	1,808	55.3
18-30	6,292	4,881	77.6	7,741	6,306	81.5
31-64	6,038	5,561	92.1	7,835	7,176	91.6
15-24	6,039	3,933	65.1	6,514	4,573	70.2
15-35	10,067	7,539	74.9	12,018	9,442	78.6
Total	15,764	12,370	78.5	18,843	15,290	81.1

3.3 The mean age of the Working age population

The mean age of the working age population was 30 years, indicating that majority of the working age population are young people

Figure 3.1 shows that the overall mean age of the working age population was 30 years indicating that the working age population is constituted of mostly the young people. The mean age of the working population was higher than for the non-working population indicating that most of the population not working is made of much younger people. The mean age for working males and females were about the same (32 years). However, the mean age for non-working females (24 years) was higher than for non-working males (22 years).

Figure 3.1: Mean Age of the working Age population by Activity Status, 2016/17



3.4 Summary Findings

The population of Uganda that was within the working age group (14-64 years) was estimated at 19 million people of which 52 percent were female and 48 percent were male.

The survey findings revealed that about 19 percent of the working age population (14-64 years) was engaged in some form of work.

The mean age of the working age population was 30 years with the mean age of non-working females (24 years) higher than for non-working males (22 years).

4.0 Introduction

The resolutions by the 19th International Conference of Labour Statisticians (ICLS) October 2013, define the statistical concept of work and differentiate its distinct subsets of work activities, referred to as *forms of work*. Under this resolution, work is defined to comprise any activity performed by persons of any sex and age to produce goods or to provide services for use by others or for own use. The concept of work is aligned with the General production boundary as defined in the System of National Accounts (SNA) 2008 and its concept of economic unit that distinguishes (i) market units, (ii) non-market units and (iii) households that produce goods or services for own final use.

Work activities are presented with reference to the working age population which is set for Uganda at 14-64 years.

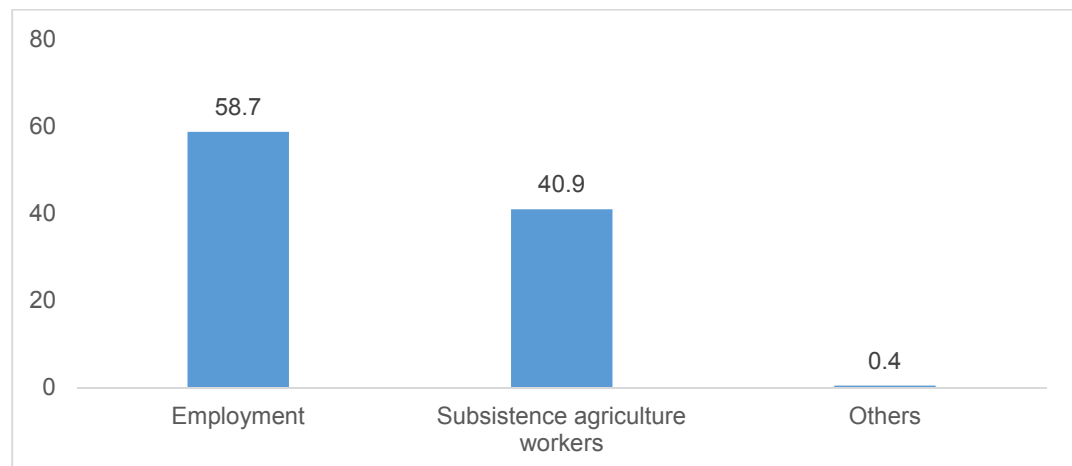
4.1 Composition of the working population

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.

Among the working population, **employment** form of work which comprises *work performed for others in exchange for pay or profit* constituted a share of 59 percent. The rest of the working age population was engaged in own use production work which was purely subsistence agriculture (41%). Other forms of work (including Volunteer work, Unpaid trainee work, and other forms of work) constituted a share of less than one percent (Figure 4.1).

The proportion of the working population in employment was 59%

Figure 4.1: Forms of work among the Working Population, Percentage share



Note: *Others include volunteers, unpaid trainees and other forms of work

Proportion of females in employment was 17 percentage points less than for males

Proportion of children in subsistence agriculture was 65%

4.2 Distribution of the Working Population

Table 4.1 shows that the working population was about 15.3 million persons, of which 59 percent were in employment form of work (that is worked for pay or profit during the reference one work). There was nearly a 17 percentage point difference between the proportion of males and females who were employed. On the other hand, among the working population in subsistence agriculture, the proportion of the females (49%) was similarly about 17 percentage points higher than for males.

In rural areas, the proportion of the working population engaged in subsistence agriculture was about a half of the working population. The age group with the highest proportion engaged in subsistence agriculture was the 14-17 years (65%).

Table 4.1: Distribution of the Working Population by Sex, Residence and Age, 2016/17

Characteristics	Employment	Subsistence Agriculture work	Other Forms of Work	Total (Percent)	Total (Number '000)	Share (Percent)
Sex						
Male	67.1	32.4	0.5	100	7,528	49.2
Female	50.5	49.2	0.4	100	7,761	50.8
Residence						
Rural	50.9	48.9	0.2	100	11,525	75.4
Urban	82.7	16.3	1.1	100	3,765	24.6
Region						
Kampala	98.2	0.9	0.9	100	677	4.4
Peri-urban Kampala	95.2	3.7	1.1	100	720	4.7
Central	67.2	32.4	0.3	100	2,994	19.6
Eastern	40.7	58.7	0.5	100	3,162	20.7
Karamoja	42.8	57.2	0.0	100	527	3.4
Northern without Karamoja	52.6	46.9	0.5	100	3,169	20.7
Western	60.1	39.7	0.2	100	4,041	26.4
Age group						
14-17	34.2	65.1	0.7	100	1,808	11.8
18-30	61.2	38.3	0.5	100	6,306	41.2
31-64	62.7	37.1	0.2	100	7,176	46.9
15-24	52.1	47.1	0.8	100	4,573	29.9
15-35	60.2	39.3	0.6	100	9,442	61.8
Education level attained						
No education	46.2	53.7	0.0	100	1,886	12.3
Primary	55.4	44.3	0.3	100	7,934	51.9
Secondary	76.7	22.6	0.6	100	2,642	17.3
Post primary/secondary specialized training	91.6	7.6	0.8	100	851	5.6
Degree and above	94.5	2.8	2.6	100	320	2.1
Skills/specialisation						
With trade or technical skill and specialisation	90.7	7.7	1.6	100	370	2.4
With trade or technical skill only	68.7	30.7	0.7	100	2,404	15.7
With specialisation only	93.2	5.7	1.2	100	801	5.2
None	56.1	43.6	0.2	100	10,059	65.8
Total (Percent)	58.7	40.9	0.4	100		100
Total (Number '000)	8,973	6,253	63		15,290	

4.3 Status in Employment for the working population

Status in employment divides people into five groups that are largely based on class of worker status or risk taking on their main or secondary job.

Table 4.2 shows that the highest proportion of the working persons in Uganda in 2016/17 were own account workers (73%) with the proportion of female workers (79%) higher than that of males (67%). These were followed by wage and salaried workers (20%). The proportion of working people in wage employment in urban areas (39%) was about three times that of the rural areas (13%). The trend is almost similar to that of the previous surveys.

The employed workforce in vulnerable employment is the sum of own-account workers and contributing family workers. Vulnerable employment is often characterized by inadequate earnings, low productivity and difficult conditions of work that undermine workers' fundamental rights. More than three quarters (78%) of working persons in Uganda were classified as "vulnerable" in 2016/17 with females (86%) and persons living in rural areas (86%) being more likely to engage in vulnerable employment compared to others.

Table 4.2: Status in employment of the main job for working population by sex and residence

	Paid employment	Employers	Own account workers	Contributing family workers	Others*	Total
NLFS 2016/17						
Male	26.1	2.7	66.8	3.9	0.4	100
Female	13.0	1.0	78.8	6.9	0.3	100
Rural	13.1	1.3	79.8	5.7	0.1	100
Urban	39.0	3.7	51.7	4.6	1.1	100
Total	19.5	1.9	72.9	5.4	0.4	100
UNHS 2012/13						
Male	26.1	1.7	69.5	2.6	0.1	100
Female	13.4	0.8	82.3	3.3	0.3	100
Rural	14.7	0.9	81.5	2.7	0.1	100
Urban	36.2	2.5	57.2	3.7	0.4	100
Total	19.6	1.3	76.0	2.9	0.2	100
NLF & CAS 2011/12						
Male	23.4	3.4	70.1	2.7	0.6	100
Female	11.3	2.1	83.0	3.2	0.5	100
Rural	13.4	2.2	51.8	2.8	0.5	100
Urban	39.5	5.3	81.0	3.0	0.6	100
Total	17.3	2.7	76.6	2.9	0.5	100

4.4 Industry of the working population

Industry refers to the description of the activity carried out at a place of work and classified in line with the ISIC Rev 4. It includes all types of establishments or

businesses in which individuals are engaged in the production and/or distribution of goods and services during the reference period.

The industrial level distribution of the working persons shown in Table 4.3 indicate that the agriculture industry accounted for the largest share of working persons in Uganda (68%). The share among female workers in agriculture (73%) was higher than the share of male workers (63%). The Trade sector had the second largest share of working persons in Uganda (10%), the proportion was similar by sex.

The persons engaged in the Trade sector was high in the urban areas engaging 21 percent of the working persons compared to six percent in the rural areas. The results further indicate that the trend remained at most the same compared to the previous surveys.

Table 4.3: Industry of the main job for working population by sex and residence

Survey	Agriculture, forestry, and fishing	Trade	Manufacturing	Education	Transportation and storage	Construction	Accommodation and food service activities	Others	Total
NLFS 2016/17									
Male	63.1	9.5	6.2	3.8	4.7	4.2	1.0	7.5	100
Female	73.4	9.5	3.4	3.4	0.0	0.2	3.0	7.1	100
Rural	81.3	5.6	3.6	2.3	1.2	1.5	1.0	3.6	100
Urban	29.0	21.2	8.3	7.8	5.9	4.3	5.0	18.6	100
Total	68.3	9.5	4.7	3.6	2.4	2.2	2.0	7.4	100
UNHS 2012/13									
Male	66.5	8.8	5.5	2.9	4.4	4.2	0.6	7.1	100
Female	76.7	10.1	3.3	2.3	0.2	0.1	2.4	4.9	100
Rural	82.5	5.8	3.1	1.9	1.5	1.4	0.7	3.1	100
Urban	35.0	22.0	8.7	4.8	4.8	4.7	4.4	15.6	100
Total	71.7	9.5	4.4	2.6	2.2	2.1	1.5	6.0	100
NLF & CAS 2011/12									
Male	65.9	10.4	5.0	3.4	4.0	4.3	0.9	6.1	100
Female	77.0	9.2	3.4	2.1	0.1	0.2	2.9	5.2	100
Rural	80.6	6.4	3.3	2.3	1.2	1.7	1.3	3.2	100
Urban	20.3	28.5	9.1	5.4	6.7	5.3	5.5	19.2	100
Total	71.5	9.8	4.2	2.8	2.0	2.2	1.9	5.6	100

4.5 Occupation of the working population

Occupation refers to the tasks and duties or a job a person usually pursues to earn income in form of pay or profit. If an individual has more than one occupation during

the reference period, the occupation in which the maximum working hours are spent is considered to be his/her main occupation. If equal time is spent in the two occupations, the one that provides the larger share of income is designated as the main occupation.

The distribution of the working persons aged 14-64 years by occupations presented in Table 4.4 shows that 64 percent of the working persons were agricultural, forestry and fishery workers during 2016/17, almost the same proportion reported in the previous two surveys. The results also indicate that another 12 percent were service and sales workers while eight percent were elementary occupations workers.

The findings further revealed that there were more female workers (71%) who were agricultural, forestry and fishery workers than the males (58%). Similarly, there were slightly more females working as service and sales workers (14%) than males (10%).

The craft and related workers were dominated by males with the male workers (9%) being more than four times that of employed females (3%). The results further showed that the proportion of working persons in occupations requiring high qualifications like professional and managerial occupations, was low with no gender disparity observed.

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	Skilled agricultural, forestry and fishery workers	Craft and related trades workers	Plant and machine operators and assemblers	Elementary occupations	Others *	Total
NLFS 2016/17									
Male	4.1	2.1	10.3	57.7	9.1	6.0	9.3	1.5	100
Female	3.1	1.2	13.8	70.5	3.0	0.6	6.8	1.0	100
Rural	2.0	0.9	7.0	76.5	4.3	1.9	7.0	0.5	100
Urban	8.5	3.9	27.7	26.5	11.2	7.6	11.3	3.4	100
Total	3.6	1.6	12.1	64.2	6.0	3.3	8.0	1.2	100
UNHS 2012/13									
Male	1.2	3.3	9.8	58.7	7.8	4.2	14.0	1.1	100
Female	0.7	2.3	12.7	70.3	2.7	0.1	10.7	0.5	100
Rural	0.4	1.7	6.2	74.5	3.9	1.2	11.8	0.3	100
Urban	2.9	6.4	28.3	31.1	9.7	5.1	14.1	2.5	100
Total	1.0	2.8	11.2	64.6	5.2	2.1	12.3	0.8	100
NLF & CAS 2011/12									
Male	3.8	1.4	11.0	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	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

4.6 Employment form of work¹

Employment form of work sets the reference scope of activities for labour force statistics.

According to the 19th ICLS resolution, persons in employment are defined as all 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. 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, flexitime and compensatory leave for overtime).

Employed population was about 9.0 million of which 44% were females.

4.6.1 Age groups of the employed population

Table 4.5 shows that out of the about 9.0 million employed people, 44 percent were females. The age group contributing the highest share of the employed population the adults aged 31-64 years (50%) followed by the youth 18-30 years (43%). Females constituted 44 percent of the employed persons. The children (14-17 years) constituted about seven percent of the employed population.

Table 4.5: The proportion of the Employed Population by age groups, percent

Age Groups	Male	Female	Rural	Urban	Total
14-17	7.1	6.6	8.4	4.1	6.9
18-30	40.9	45.7	40.9	47.0	43.0
31-64	52.0	47.7	50.8	48.9	50.1
Youth 15-24 years	26.4	26.7	26.4	26.7	26.5
Youth 15-35 years	62.7	64.1	62.7	64.1	63.3
Total	100	100	100	100	100
Number ('000's)	5,053	3,921	5,861	3,113	8,973
Percent female		43.7			

4.6.2 Education level attained

The country's policy framework emphasizes the development of a suitably skilled population to enable matching skills supply to the needs of the labour market of today and tomorrow. This is expected to lead to a situation where more and better education and training fuels innovation, investment, economic diversification and

¹The concepts on employed population are based on the 19th ICLS resolutions 2013.

competitiveness, as well as social and occupational mobility – and thus the creation of more productive and more rewarding jobs.

Good-quality education, complemented by relevant vocational training and skills development opportunities, prepare future generations for their productive lives, endowing them with the core skills that enable them to meaningfully participate in production.

Table 4.6 shows that only 13 percent of the persons in employment had education attainment of above secondary level. The proportion was almost similar by sex. There was a slightly higher proportion of persons in employment the labour force with above secondary education among urban residents (23%) compared to the rural residents (8%).

About 10 percent of the employed population did not possess any formal education while 67 percent of them did not have any trade/technical skills or any area of specialisation.

67% of the employed population had no skill or specialisation.

Table 4.6 Education of the employed population by sex and residence, percent

	Male	Female	Rural	Urban	Total
Education					
No education	6.4	15.4	13.1	5.5	10.4
Primary	53.7	50.9	61.1	36.5	52.5
Secondary	26.5	21.3	18.3	35.1	24.2
Post primary/secondary specialized training	9.2	9.5	6.8	13.9	9.3
Degree and above	4.2	2.9	0.7	9.1	3.6
Total	100	100	100	100	100
Skills					
With trade or technical skill and specialisation	3.9	4.1	2.2	7.3	4.0
With trade or technical skill only	20.1	19.2	17.9	23.1	19.7
With specialisation only	9.4	8.2	5.3	15.7	8.9
None	66.6	68.4	74.6	53.9	67.4
Total	100	100	100	100	100

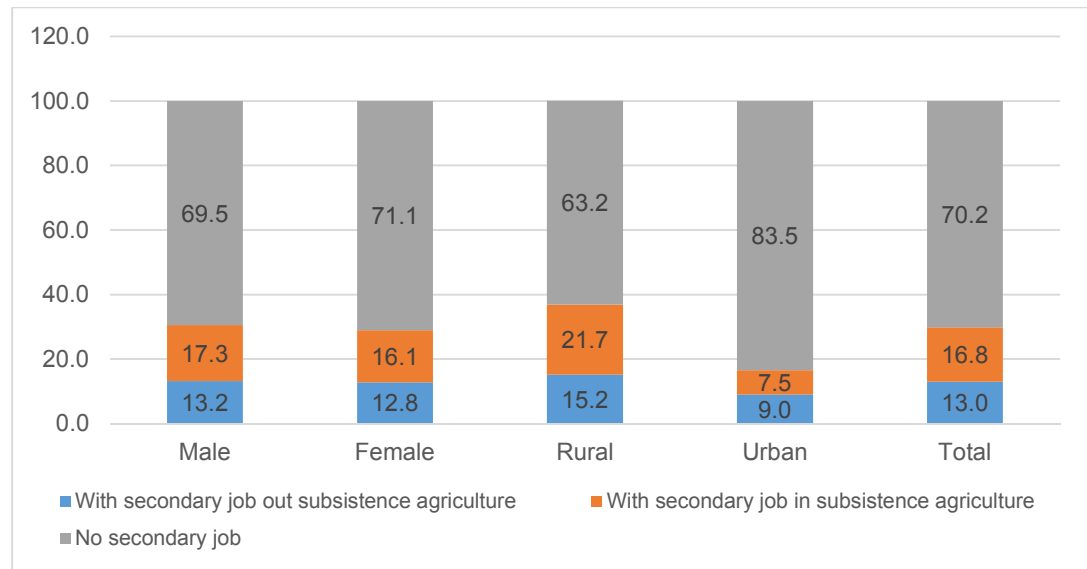
4.6.3 Proportion with secondary job

The survey collected information from both the main and secondary job of the employed persons. The main job/activity during the last 7 days (if more than one) is the one in which the respondent usually worked 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. Secondary job refers to the job the person spent the second most hours during the reference week

Figure 4.2 shows an analysis of employed persons who reported that they had engaged in a secondary job during the last 7 days. The results revealed that, overall

13 percent of the employed population had a secondary job outside subsistence agriculture (equivalent to 1.2 million persons in absolute terms). The proportion was similar by gender, but with variations by residents. Rural residents were more likely to have secondary jobs outside subsistence agriculture (15%) compared to urban residents (9%).

Figure 4.2: Proportion of the employed population with secondary jobs by sex and residence, percentage share



4.6.4 Employment-to-Population Ratio

The Employment-to-Population Ratio (EPR) is the proportion of the working age population that is employed. It refers to the total number of employed persons expressed as a proportion of the population of the same age group. The employment-to-population ratio (EPR) provides a good indication of the degree to which the economy is utilising its key productive labour resource.

As presented in Table 4.7, the overall Employment-to-Population Ratio (EPR) was about 48 percent with a higher ratio in the urban areas (61%) compared to rural areas (43%) indicating a more active involvement in gainful work by the population in the urban areas compared to those in the rural areas. The male population was more likely to be employed with EPR of 56 percent compared to the females at 40 percent.

Among the adult population (31-64 years), 57 percent was employed which means that 43 percent of the adult population (31-64 years) was not engaged in gainful work.

Considering the level of formal education completed, the results show increasing EPR with increasing levels of education completed rising from 50 percent for those who completed primary education to about 85 percent for those with post primary/secondary specialised training. This indicates that more active involvement

EPR was increasing with increasing level of education completed

in gainful work can be achieved with higher education but especially specialised training.

Table 4.7: Employment-to-population ratio by selected background characteristics

Employment to population ratio	Male	Female	Total
Residence			
Rural	50.7	35.4	42.8
Urban	71.4	51.1	60.5
Region			
Kampala City	71.0	52.3	61.4
Peri-Urban Kampala	78.6	54.9	65.7
Central	64.7	47.6	56.2
Eastern	44.9	24.1	34.2
Karamoja	34.2	33.8	34.0
Northern	49.0	36.3	42.3
Western	59.2	44.1	51.1
Age groups			
14-17	22.7	15.4	18.9
18-30	58.9	42.4	49.8
31-64	67.4	47.5	57.4
15-24	43.3	30.5	36.6
15-35	55.7	39.7	47.3
Level of Education Completed			
No formal schooling	48.6	36.0	39.5
Primary	60.1	40.6	49.8
Secondary	75.5	57.1	67.0
Post primary/Secondary specialised training	86.1	83.9	85.1
Degree and above	89.4	76.4	84.3
Total	56.2	39.8	47.6

Majority of the employed population was in Self-employment (66%)

4.6.5 Status in employment

Table 4.8 shows that self-employment which constitutes own account workers, employers and contributing family workers formed the bulk of the employed with a combined proportion of percent. The category of employers and own account workers with a combined proportion of about 56 percent provides an indication of entrepreneurial levels within the country. The proportion of females who were contributing family workers (14 %) was slightly more than double that of males (6 %) where as more males were in paid employment (41 %) compared to females (26 %).

Paid employees were more predominant in urban areas (48 %) compared to rural areas (27 %). Kampala had the highest proportion of the employed persons in paid employment (53 %) followed by Peri-urban Kampala (52 %). Karamoja region had the lowest proportion (18%).

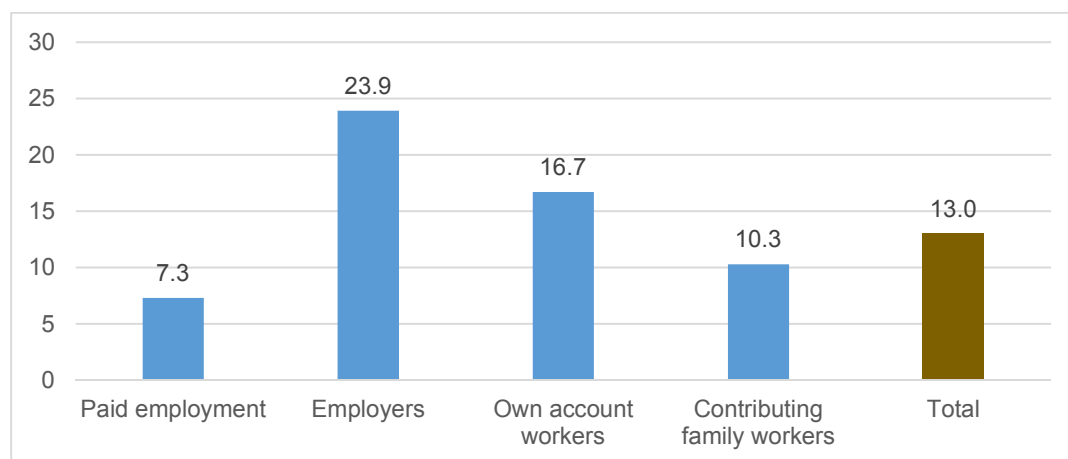
Table 4.8: Status in employment by selected Characteristics, Percent

Characteristics	Paid employee	Employer	Own account worker	Contributing family workers	Total
Sex					
Male	40.8	4.0	48.8	6.4	100
Female	26.3	1.7	57.8	14.1	100
Residence					
Rural	27.4	2.3	58.4	11.9	100
Urban	47.8	4.4	42.1	5.8	100
Regions					
Kampala City	53.1	3.2	40.4	3.4	100
Peri-Urban Kampala	51.7	6.1	37.9	4.2	100
Central	30.8	4.9	47.6	16.6	100
Eastern	39.6	2.0	49.4	9.0	100
Karamoja	18.0	0.2	73.8	8.1	100
Northern	28.4	1.5	58.1	12.0	100
Western	30.5	2.2	60.8	6.5	100
Age Groups					
14-17	26.5	0.3	40.0	33.2	100
18-30	39.5	2.2	48.0	10.4	100
31-64	31.2	4.0	58.7	6.1	100
15-24	37.0	1.4	44.4	17.2	100
15-35	38.5	2.2	48.3	11.0	100
Education level attained					
No education	23.1	1.0	66.3	9.6	100
Primary	27.9	2.7	59.8	9.7	100
Secondary	38.0	4.1	50.7	7.2	100
Post primary/secondary specialized training	70.2	4.2	22.8	2.8	100
Degree and above	70.9	8.6	19.9	0.6	100
Total (Percent)	34.5	3.0	52.8	9.8	100
Number ('000's)	3,079	267	4,713	873	8,933

4.6.5.1 Status in employment of secondary job

Figure 4.3 indicates that of the persons in employment, employers were more likely to engage in secondary activities while those in paid employment had the least proportion of being engaged in secondary activities.

Figure 4.3: Proportion with secondary job by status in employment



4.6.6 Industry and sector of the main job

Industry refers to a complete set of producing units in an economy. An industry is defined as the set of all production units engaged primarily in the same or similar kinds of productive activity. It describes the activity carried out at a place of work. These are disaggregated by ISIC Rev 4.

By grouping the industries into broad sectors of the economy as presented in Figure 4.4, the results show that the agriculture, forestry and fishing as well as the service sectors provided more employment with a share of 41 percent and 42 percent respectively compared to production² sector (16%). The employed females were more likely to be engaged in agriculture, forestry and fishing as well as in services compared to males who were more predominant in the production sector.

Figure 4.4 further shows that more than one half of the rural employed population were engaged in agriculture, forestry and fishing (56%). On the other hand, the employed urban residents were more engaged in services (67%).

Figure 4.4: Sectors of employment by sex and residence, percent

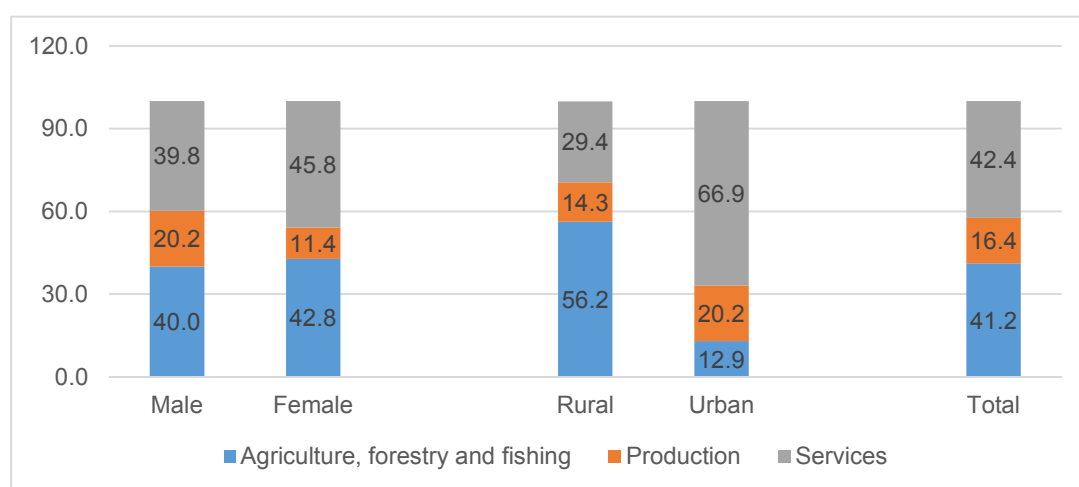


Table 4.9 shows that Karamoja region was more predominant with agriculture, forestry and fishing (68 percent) as the employment industry while Kampala and the Peri-Urban Kampala areas were predominantly engaged in the service industry (79 % and 73 % respectively). Production was the least engaging industry in all regions except for Kampala and the Peri-Urban Kampala area.

The higher the level of education attainment of the employed population, the more likely the population was engaged in services while the reverse was true for the population engagement in Agriculture, forestry and fisheries.

²The **Production sector** included Mining and quarrying, Manufacturing, Electricity & Water generation and Construction

Table 4.9 Sector of employment by selected characteristics, percent

Characteristics	Agriculture, forestry and fishing	Production	Services	Total
Region				
Kampala	1.9	18.8	79.4	100
Peri-urban Kampala	6.5	20.6	73.0	100
Central	51.3	14.9	33.8	100
Eastern	34.2	15.9	49.9	100
Karamoja	68.2	13.2	18.7	100
Northern	34.4	25.5	40.1	100
Western	59.2	10.2	30.6	100
Age groups				
14-17	62.0	18.2	19.8	100
18-30	37.8	16.6	45.6	100
31-64	41.3	16.0	42.7	100
15-24	44.5	19.2	36.4	100
15-35	44.5	19.2	36.4	100
Education level attained				
No education	64.7	14.2	21.2	100
Primary	49.7	16.1	34.2	100
Secondary	26.6	19.1	54.3	100
Post primary/secondary specialized training	7.1	16.1	76.9	100
Degree and above	3.0	13.5	83.5	100
Trade / technical skill and specialisation				
With trade or technical skill and specialisation	6.5	23.9	69.5	100
With trade or technical skill only	30.0	25.9	44.2	100
With specialisation only	5.6	11.5	82.8	100
None	49.5	14.0	36.5	100
Total (Percent)	41.2	16.4	42.4	100
Total (Number'000)	3,683	1,463	3,785	8,931

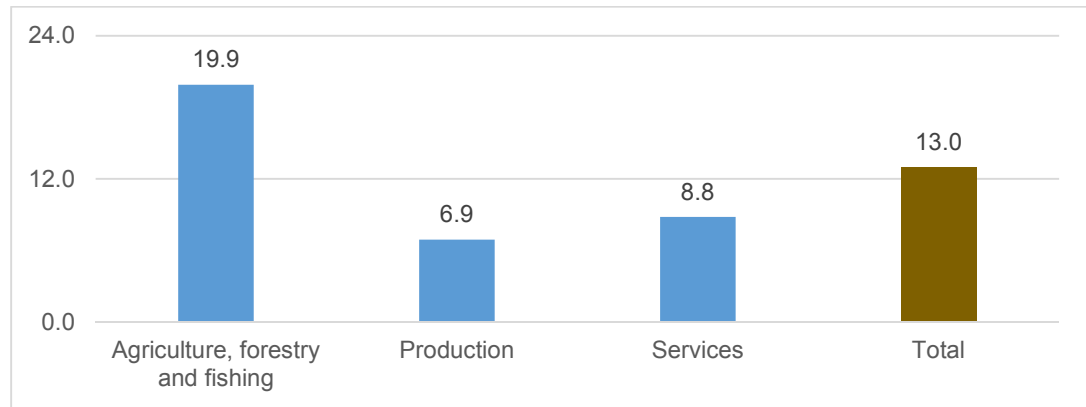
Production was the least engaging industry in all regions except for Kampala and Peri-urban Kampala.

Appendix Table A4.1 provides detailed industries of employment. As shown in the Appendix Table A4.1, the proportion of females employed in the top two predominant industries (Agriculture and Trade) was higher than that of males. However, some industries were also highly associated with males than females, such as, Transport and Storage with a share of seven percent for males and less than one percent for females and the Mining and Quarrying and Construction (9% for males and 2 % for females).

4.6.6.1 Sector of the secondary job

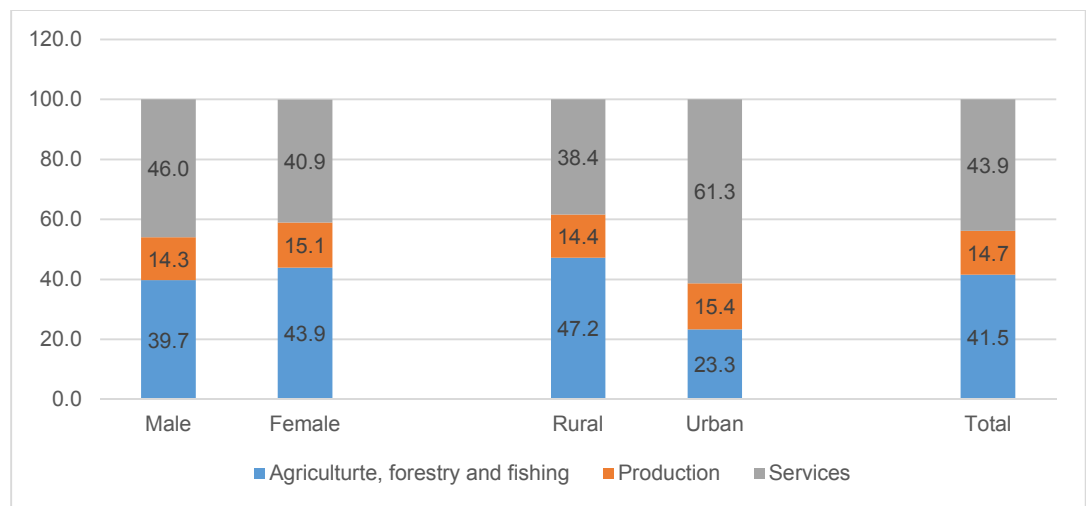
Figure 4.5 indicates that of the persons in employment, persons employed in agriculture, forestry and fishing sector are more likely to engage in secondary activities outside subsistence agriculture (20 %) while persons in production had the least proportion of being engaged in secondary activities (7 %).

Figure 4.5: Proportion with secondary job by status in employment



The Figure 4.6 indicates that 44 percent of the persons in employment who had a secondary occupation outside subsistence agriculture were in services. The proportion was slightly higher for males (46 %) compared to that of females (41 %). Sixty one percent of the persons in employment who had a secondary occupation outside subsistence agriculture residing in urban areas had a secondary job in service sector compared to 38 percent of their rural counterparts.

Figure 4.6: Distribution of the sector of the secondary job for employed persons by sex and residence



4.6.7 Occupation of the main job

An occupation is defined as a set of jobs whose main tasks and duties are characterised by a high degree of similarity. A person may be associated with an occupation through the main job currently held, a second job or a job previously held. The survey obtained information on occupation of the main and secondary jobs.

Table 4.10 presents findings on occupation of the main job grouping according to on ISCO-08. The main job is the one in which a person worked the most number of hours during the reference week. In general, most people were employed as skilled agricultural, forestry and fisheries workers (31%) followed by Service and sales work

The leading occupation is skilled agricultural, forestry and fisheries workers with a share of 31 %.

(23%). These were also the occupations where most females than males were employed. However, the jobs in which most males were employed than females included elementary occupation, crafts and related works and plant and machine operations. There were nearly no gender disparity among professionals but a wide disparity among managers with a proportion of two percent of males against one percent of females.

The findings further showed that one in every three of employed urban residents was working as service worker. Occupation of the employed population by other characteristics is presented in appendix table A4.2.

Table 4.10: Occupation of the employed population by sex and Residence, percent

Occupations of the main job	Sex		Residence		Total
	Male	Female	Rural	Urban	
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 and clerical support staff

4.6.8 Place of work of the employed population

One in every ten employed persons are mobile or do not have fixed places of work.

Majority of the employed population work a farm or agricultural plot (38 %). One in every four employed persons worked in enterprises with fixed locations separate from their homesteads or a fixed stall in the market. On the other hand, about 10 percent of the employed persons did not have fixed locations for their main job (Table 4.11). As detailed in appendix table A4.3, two out of every three employed children were working on agriculture farms or plots.

Table 4.11: Place of work of the employed population by sex, and Residence

Place of work	Sex		Residence		Total	
	Male	Female	Rural	Urban	(Percent)	(Number '000)
On farm or Agric. plot	36.5	40.7	54.5	10.0	38.3	3,133
Enterprise**	28.4	26.2	16.3	47.0	27.4	2,245
Own home/structure attached to own home	7.1	15.8	11.0	10.6	10.8	891
Without fixed location/open place	14.5	5.0	8.1	14.2	10.3	842
Fixed stall in the market/street	4.2	7.2	4.2	7.9	5.5	453
Others	9.3	5.2	6.0	10.3	7.5	616
Total	100	100	100	100	100	8,180

****Note:** Enterprise include: plant, factory, office, shop, workshop etc. (separate from residence)

Employed persons usually worked for about 7.4 hours per day

4.6.9 Actual daily hours worked on the main job

Table 4.12 shows the average actual hours worked per day by the employed population in their main jobs. Overall, this was about Seven hours with males working more hours (8 hours) than females 7 hours). On average, employed persons resident in urban areas actually worked about 2 hours more than their rural counterparts in a day.

The employed population resident in the Kampala and Peri-urban Kampala area spent more hours on average per day (8.9 hours each) compared to other regions. Residents of Karamoja spent the least hours on average per day (5.9 hours) in employment activities. All employed persons that had at least secondary education actually worked 8.2 hours and above in a day. Adults 31-59 years actually spent nearly the national average number of hours on employment activities per day.

Table 4.12: Average daily actual hours of work for employed persons by selected background characteristics

Characteristics	Male	Female	Total
Residence			
Rural	7.0	6.1	6.6
Urban	9.0	8.4	8.8
Region			
Kampala	9.1	8.7	8.9
Peri-urban Kampala	9.8	9.1	9.5
Central	7.1	6.7	7.0
Eastern	7.9	6.8	7.5
Karamoja	6.5	5.5	5.9
Northern	7.0	6.2	6.7
Western	7.4	6.8	7.1
Education level completed			
No education	7.0	6.1	6.4
Primary	7.3	6.6	7.0
Secondary	8.5	7.9	8.2
Post pri/sec Specialized training	8.8	8.4	8.6
Degree and above	8.4	9.2	8.7
Age group			
14-17	5.8	5.5	5.7
18-30	7.9	7.1	7.6
31-59	7.7	7.1	7.4
60+	7.7	5.4	6.7
15-24	7.3	6.8	7.1
15-35	7.9	7.1	7.5
Total	7.7	7.0	7.4

33% of the employed persons actually worked normal average hours per day

The average actual hours worked per week by employed persons were grouped into three categories representing the normal average (8-11 hours), less than normal (less than 7 hours) and excessive hours (over 11 hours). As presented in Table 4.13, about one third (33 %) of the employed population actually worked normal average hours per day.

Majority of salary or wage earners and employers actually worked on average normal hours per day (46 %). On the other hand, most of the contributing family workers usually worked on average for less than normal hours (79 %). Eighty five percent of the skilled agricultural, forestry and fisheries workers actually spent an average of less than 8 hours per day in employment of the main job. The occupations in which most workers actually spent excessive hours on average per day were plant and machine operators and assemblers (30 %) followed by the service and sales workers (25 %).

Table 4.13: Classes of actual hours worked per day by selected background characteristics

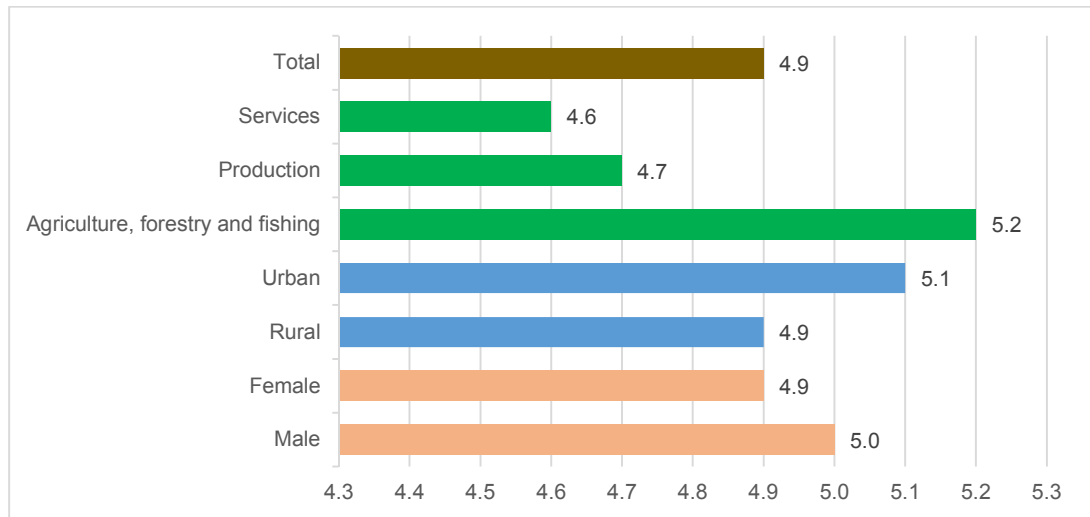
Characteristics	1-7 hours	8-11 hours	12 and more hours	Total
Sex				
Male	50.8	35.3	13.9	100
Female	61.5	28.8	9.6	100
Residence				
Rural	67.7	25.0	7.3	100
Urban	32.7	46.3	21	100
Status in employment				
Paid employment	36.5	46.4	17.1	100
Employers	43.2	41.5	15.3	100
Own-account workers	64.3	25.4	10.3	100
Contributing family workers	78.7	18.6	2.8	100
Industry of the main job				
Agriculture, forestry and fishing	84.6	13.8	1.6	100
Production	43.1	45.2	11.7	100
Services	32.5	45.4	22.1	100
Occupations of main job				
Managers	27.9	47.9	24.2	100
Professionals	23.6	72.2	4.2	100
Technicians and associate professionals	34.6	54.7	10.7	100
Clerical Support Workers	10.4	74.3	15.3	100
Service and sales workers	36.8	38.6	24.6	100
Skilled agricultural, forestry and fishery workers	86.3	12.7	1.1	100
Craft and related trades workers	44.5	42.3	13.2	100
Plant and machine operators and assemblers	29.9	40.4	29.7	100
Elementary occupations	62.0	29.1	8.9	100
Total	55.4	32.5	12.1	100

The average actual daily hours of work was 4.9 hours

4.6.9.1 Actual hours worked on the secondary job

Considering the average actual hours worked during the reference period per day, the overall average hours worked by employed persons in their secondary jobs was 4.9 hours per day. There are no major differentials by sex, residence and sector.

Figure 4.7: Average actual daily hour of work by sex, residence and sector



The median monthly cash income of persons in paid employment in the main job was 190,000/=

4.6.10 Earnings from paid Employment

Table 4.14 shows the median monthly income in the main job for persons in paid employment. Overall, the median cash monthly earnings of persons in paid employment was 190,000/= (one hundred ninety thousand shillings only). The median cash monthly earnings for males was 240,000/= and that of females was 120,000/=. Urban residents were earning twice as much as the cash earnings of rural residents.

The results also show that investing in education brings a clear pay-off in terms of higher wage potential. The median cash monthly wage increased with the level of education with the highest impact felt at post primary/secondary specialized training and above. Persons in paid employment with post primary/secondary specialized training education earned almost four times more than those with no education.

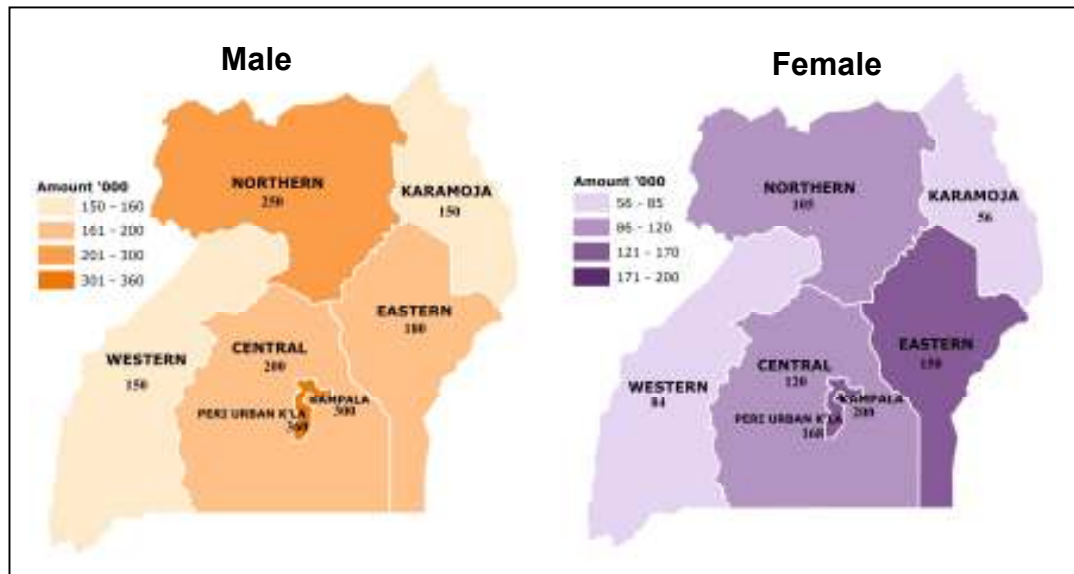
Table 4.14: Median monthly earnings for persons in paid employment on the main job by sex, residence, regions, education and age ('000 Shs)

Background characteristics	Cash payments	Payment in-kind	Total
Sex			
Male	240	80	250
Female	120	70	150
Residence			
Rural	120	58	150
Urban	250	98	290
Region			
Kampala	270	100	300
Peri-urban Kampala	300	96	300
Central	160	96	200
Eastern	160	56	200
Karamoja	150	40	150
Northern	240	60	250
Western	120	72	128
Level of education completed			
No education	90	100	100
Primary	100	70	120
Secondary	200	84	230
Post primary/secondary specialized training	370	60	400
Degree and above	600	150	720
Age groups			
14-17	60	84	72
18-30	150	70	170
31-64	260	95	300
15-24	120	60	140
15-35	150	70	195
Total	190	72	200

Table 4.14 further shows that Kampala and Peri-Urban Kampala regions recorded the highest cash median monthly earnings (270,000/= and 300,000/= respectively) and the region with the least median monthly earning was Karamoja with 150,000/=.

Figure 4.8 indicates that Karamoja had the widest variation in median monthly earnings between males and females with males earning three times the females

Figure 4.8: Map showing regional variation in median cash monthly income by sex



Disaggregation of the median cash monthly income of persons in paid employment by occupation indicated that the amount for the least paying occupation was elementary occupation with its median cash monthly income at Shs. 96,000 as indicated in Table 4.15.

The findings also indicated that paid employees in the public sector earned about 2.7 times those of employees in the private sector. The findings further revealed that while there were relatively small differences in the earnings between the males and females in the public sector the earnings of the males in the private sector was 1.9 times that of females.

On the other hand, the median cash earning of persons who were formally employed earned more than twice than those who were in informal employment depicting the disadvantage the Uganda paid employees are at given that nearly 85 percent were in informal employment.

Table 4.15: Median monthly cash earnings for persons in paid employment in the main job by sex, occupation, institution, and sector ('000 Shs)

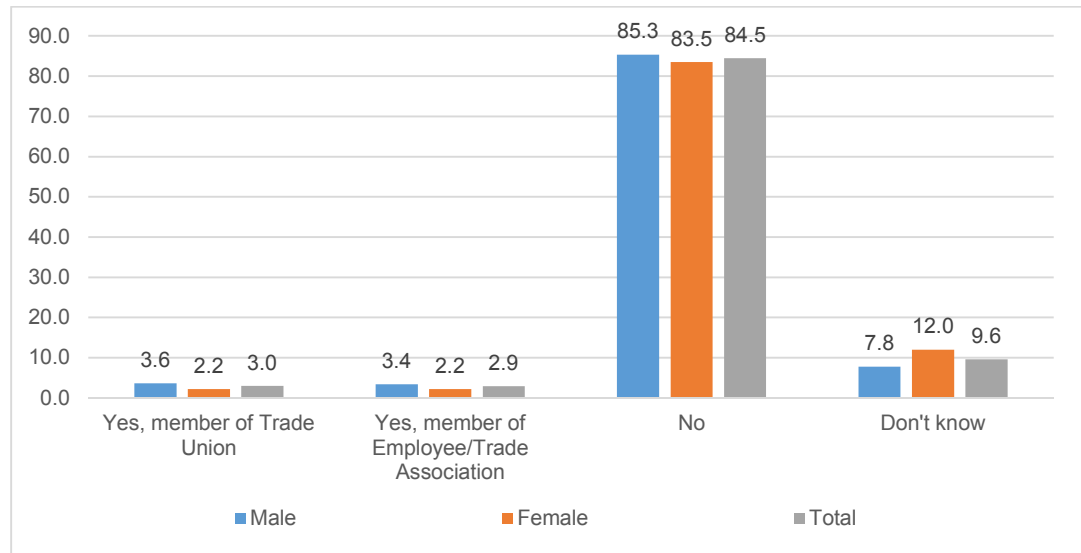
Background characteristics	Male	Female	Total
Occupations			
Managers	700	500	600
Professionals	430	300	400
Technicians and associate professionals	500	350	400
Service and sales workers	200	150	180
Craft and related trades workers	250	120	240
Plant and machine operators and assemblers	300	260	300
Elementary occupations	100	72	96
Industry			
Agriculture, forestry and fishing	96	72	80
Production	250	140	240
Services	300	160	190
Type of Institution			
Private	192	100	150
Public	450	400	400
Sector			
Formal sector	420	400	400
Informal sector	240	150	200
Private household	140	60	70
Informal employment excluding agriculture			
Formal employment	480	408	450
Informal employment	250	130	200
Total	240	120	190

4.6.11 Membership to Trade Unions and similar associations

Results presented in Figure 4.9 show that membership in trade unions or similar employee/trade associations by employed persons was about six percent (about three percent membership in trade unions and in similar trade/employee associations). Majority of the employed population (85 %) did not belong to any trade union or similar employee/trade association with no major sex differentials.

85% of the employed population were not members in any trade unions or similar associations.

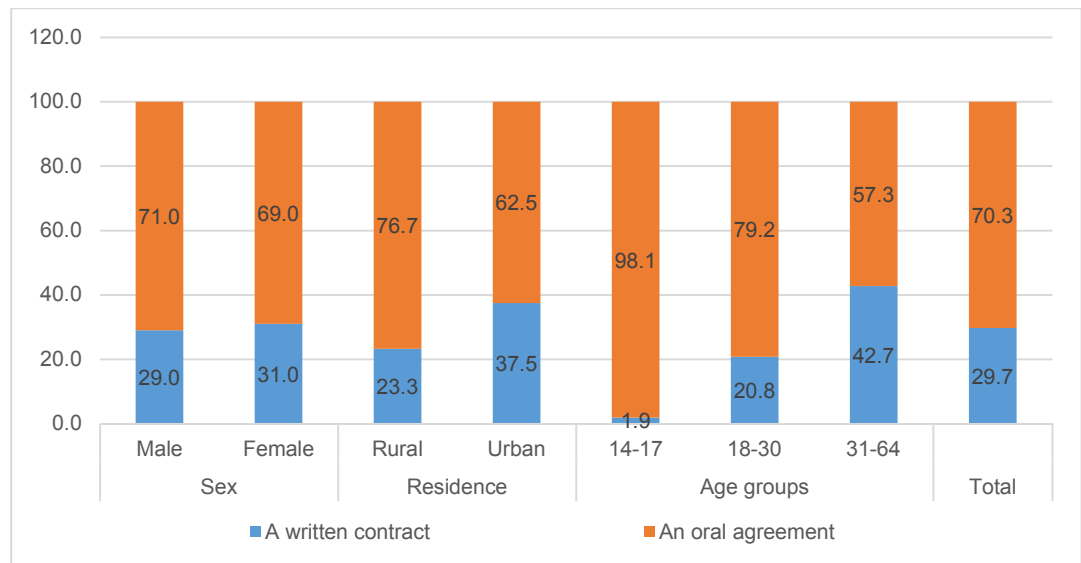
Figure 4.9: Membership to Trade Unions or Similar Employee Associations, Percent



4.6.12 Type of employment agreement for persons in paid employment

Results in Figure 4.10 about the type of contracts held by persons in paid employment show that seven in every ten (70 %) of the persons in paid employment were engaged on an oral agreement. The proportion of females with a written contract (31 %) was almost similar to that of males. Persons in paid employment living in urban areas were more likely to have written contracts (38%) compared to those living in the rural areas (23 %).

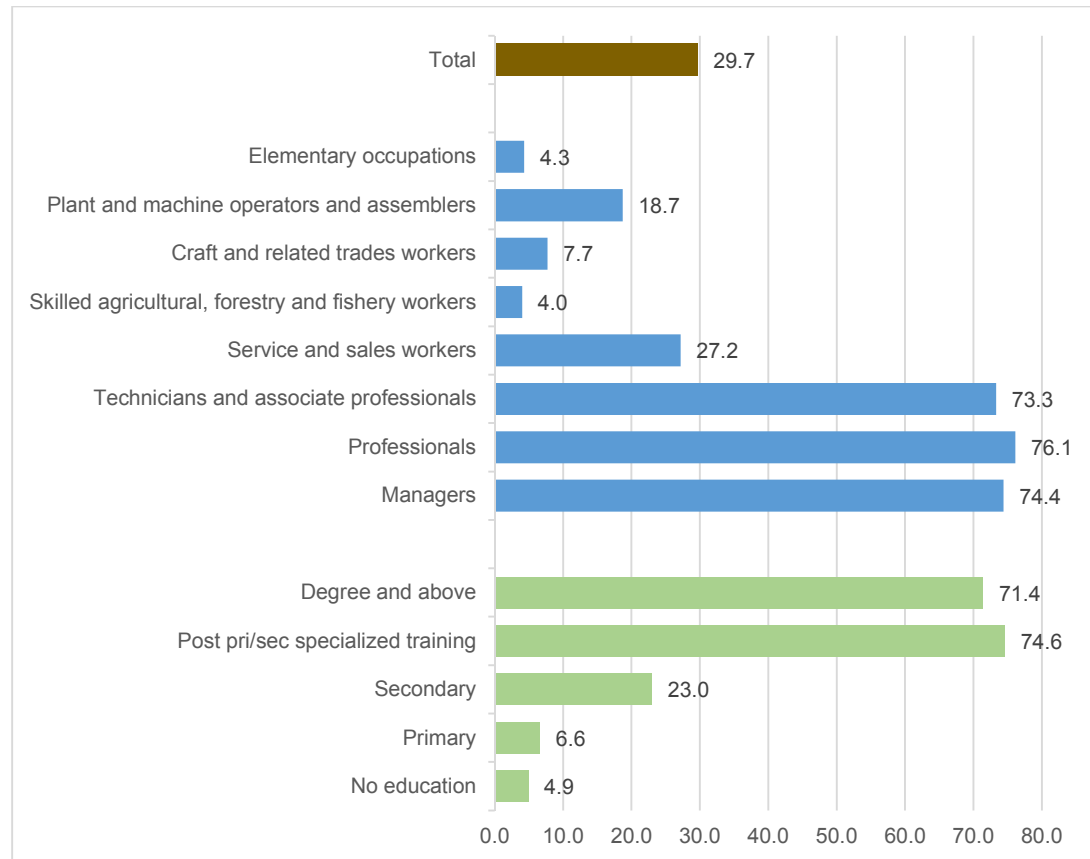
Figure 4.10: Type of employment agreement for persons in paid employment



Results in Figure 4.11 show that about three quarters of the managers, professionals and technicians in paid employment had written contracts compared to only 4 percent of the skilled agricultural, forestry and fishery workers as well as those in elementary occupations (only 4% each). The results further reveal that the

proportion of persons in paid employment with written contracts increased with the increase with the level of education with the highest impact felt with those with post primary/secondary specialised training (75%).

Figure 4.11: Proportion of persons in paid employment with written contract by education and occupation



4.6.13 Entitlements for persons in paid employment

Table 4.16 presents information on access to selected entitlement by persons in paid employment. The results show that maternity or paternity leave (19 %) was the most common entitlement among persons in paid employment followed by paid sick leave. The results also show that more than 1.5 times female employees were entitled to maternity or paternity leave and paid sick leave (about 26 % and 22 % respectively) than males (16 % each). This disparity between male employees and female employees can partly be explained by the different sectors where the majority of young men and women are employed. There exist wide variations by residence.

The results further indicate that, overall, 28 percent of the persons in paid employment were entitled to at least one of the four selected entitlements. However, the proportion with all the selected entitles was minimal at four percent only.

Table 4.16: Entitlements for persons in paid employment

Entitlements	Male	Female	Rural	Urban	Total
Social security contribution	11.5	12.7	7.1	16.8	11.9
Paid annual leave	15.2	19.7	13.5	19.9	16.7
Paid sick leave	16.4	21.7	13.4	23.1	18.2
Maternity or paternity leave	15.6	26.2	14.6	23.9	19.2
Any of the four entitlements	25.1	33.5	19.9	36.6	27.9
All the four entitlements	3.4	5.1	1.5	6.6	3.9

4.6.14 Informal employment outside agriculture

Informal employment comprise of own-account workers and employers employed in their own informal sector enterprises; contributing family workers, irrespective of whether they work in formal or informal sector enterprises; and employees holding informal jobs, whether employed by formal sector enterprises, informal sector enterprises, or as paid domestic workers by households. For the purposes of this survey, employees were considered to hold informal jobs if their 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. On the other hand, an enterprise was considered informal if it was not a registered by Uganda Registration Services Bureau (URSB) as a business or it was not registered by the Uganda Revenue Authority (URA) for Value added tax / income tax.

Informal employment outside agriculture was 85 %

Table 4.17 indicates that informal employment constituted 85 percent of the total non-agriculture employment. There was minimal variation by sex. The results also show that the urban informal employment (81 percent) was lower than that of the rural areas (90 %).

The regions with the highest proportion of informal employment were Karamoja, Northern and Western (88 % each). Informality reduced with increasing levels of education completed ranging from 95 percent for those with no education to 49 percent for persons who completed degree and above.

The results further reveal that informal employment reduced with increase with in the level of education with the highest impact felt with those with degree and above level of education attained (49 %).

Table 4.17: Informal employment outside agriculture by sex, residence, regions, education and age groups, percent

Background characteristics	Male	Female	Total
Residence			
Rural	88.6	91.2	89.6
Urban	80.1	81.0	80.5
Region			
Kampala	73.8	82.8	77.8
Peri-urban Kampala	75.9	82.1	78.7
Central	88.6	83.9	86.4
Eastern	86.6	82.0	85.0
Karamoja	86.5	90.5	88.3
Northern	84.6	93.0	88.4
Western	90.1	85.0	88.1
Education level completed			
No education	92.3	96.2	95.0
Primary	94.5	93.5	94.1
Secondary	85.7	87.0	86.2
Post primary/secondary specialized training	64.5	64.8	64.6
Degree and above	49.3	48.7	49.1
Age groups			
0-17	100.0	98.9	99.5
18-30	91.0	89.9	90.5
31-59	77.0	79.2	77.9
60+	96.4	90.9	94.2
15-24	97.3	93.8	95.7
15-35	88.1	87.0	87.6
Total (percent)	84.5	85.6	84.9
Number ('000)	2,568	1,926	4,494

The results in Table 4.18 indicate the status with the least proportion in informal employment was employers (60 %). On the other hand, persons employed in service sector were less likely to be in informal employment (82 %) compared to their counterparts in production (93 %). The occupation associated with the highest level of informality was the elementary occupations with informal employment of 97 percent compared to 47 percent for managers.

Table 4.18: Informal employment outside agriculture by status in employment, sector and occupation, percent

Background characteristics	Male	Female	Total I
Status in employment			
Paid employment	83.5	80.5	82.5
An employer	61.2	56.6	60.0
An own-account worker	86.9	87.5	87.2
Contributing family worker	100	100	100
Sector			
Production	92.5	93.4	92.8
Services	80.2	83.5	81.7
Occupations			
Managers	46.2	48.2	46.9
Professionals	56.5	63.2	59.5
Technicians and associate professionals	73.2	67.9	71.2
Clerical Support Workers	58.3	58.9	58.7
Service and sales workers	81.1	87.5	84.8
Craft and related trades workers	95.4	91.8	94.4
Plant and machine operators assemblers	94	99.3	94.7
Elementary occupations	94.9	98.6	96.6
Total	84.5	85.6	84.9
Number ('000)	2,568	1,926	4,494

In the statistical Appendix Table A4.5, results are presented for informal employment inclusive of the agriculture sector. The results indicate that 86 percent of the population are engaged in the informal sector (a three-percentage point difference with informality levels excluding those employed in agriculture industry). For employment in the informal sector, details are provided in Appendix Table A4.6.

4.6.15 Characteristics of the self-employed

4.6.15.1 Main reasons for being self-employed

During the survey, persons who were employers and own account workers were asked why they were in self-employment. Table 4.19 shows that the highest proportion (41%) indicated lack of wage or salaried jobs as their main reason. Some 13 percent of the self-employed were as a result of family requirement, with wide sex variation (5 % males and 22% females).

Table 4.19: Main reasons for being self-employed

Main reasons	Male	Female	Rural	Urban	Total	Total
Could not find a wage or salary job	44.1	38.1	42.9	36.7	41.2	2,417
Greater independence	29.9	24.6	24.3	36.1	27.4	1,605
More flexible hours of work	6.1	5.7	5.6	6.7	5.9	346
Higher income level	11.5	6.9	9.6	8.5	9.3	545
Required by the family	5.3	22.2	14.9	9.1	13.4	784
Other reasons	3.1	2.6	2.8	3.0	2.8	165
Total	100	100	100	100	100	5,861

All forms of borrowing (loans) contributed about four percent to start-up capital

4.6.15.2 Source of Start-up Capital

Table 4.20 highlights the major source of start-up capital for persons who were self-employed. The proportion of those who started their activities using own savings was 59 percent while 28 percent did not need any form of financial capital. Borrowing as a source of financial capital is still very low, with all forms of loans accounting for only about four percent of start-up capital for the self-employed.

Table 4.20: Sources of Start-up Capital

Main source of capital	No money needed	Own savings	Money from family or friends within the country	Loans*	Others	Total
Male	23.4	67.0	5.2	3.9	0.5	100
Female	32.7	50.1	12.7	3.5	1.1	100
Rural	32.9	57.2	6.2	3.1	0.7	100
Urban	13.4	63.9	16.1	5.5	1.0	100
region						
Kampala	4.0	61.4	25.1	7.4	2.2	100
Peri-urban Kampala	5.2	69.3	16.2	7.3	1.9	100
Central	19.6	63.2	12.6	4.0	0.6	100
Eastern	42.2	49.1	5.3	3.0	0.4	100
Karamoja	65.3	25.7	3.8	0.6	4.6	100
Northern	37.2	47.5	9.9	4.6	0.7	100
Western	25.8	67.0	4.3	2.7	0.3	100
Education level attained						
No education	42.3	50.4	4.2	2.1	1.0	100
Primary	28.9	59.7	7.1	3.7	0.7	100
Secondary	17.3	63.3	14.8	4.3	0.4	100
Post primary/secondary specialized training	17.0	63.2	14.1	4.1	1.6	100
Degree and above	1.9	70.4	15.1	11.0	1.6	100
Age group						
0-17	55.0	23.7	18.7	0.0	2.6	100
18-30	28.9	56.1	11.2	3.0	0.8	100
31-59	25.9	61.8	7.2	4.3	0.7	100
60+	31.5	64.0	2.2	2.3	0.0	100
15-24	32.9	51.1	15.0	0.6	0.5	100
Industry						
Agriculture, forestry and fishing	39.3	54.1	4.2	1.7	0.7	100
Production	18.4	63.4	15.5	2.7	0.0	100
Services	5.4	68.2	16.8	8.3	1.2	100
Total (Percent)	27.8	59.0	8.8	3.7	0.8	100
Total (Number '000)	1,632	3,455	514	216	45	5,861

Note: *Loans included loans from microfinance institutions (including cooperatives), loans from commercial banks and loans from informal financial operators (money lenders and saving collectors)

4.6.15.3 Problems faced by the self-employed

The main problem facing persons in self-employment was hash weather (43%) followed by limited financial resources (18%) (Table 4.21). The proportion that reported limited financial resources was 18 percent although very small proportions

6% of the self-employed persons are faced with challenges of Hash weather and limited financial resources form

accessed loans for start-up capital as noted in Table 4.20 above. This could be as a result of lack of services or existence of prohibiting conditions. In urban areas, 28 percent noted limited financial resources as their main problem.

Table 4.21: Main problems faced by the self-employed, percent

Main Problems	Male	Female	Rural	Urban	Total	Total
Hash weather (draught or floods)	39.5	46.5	51.5	18.6	42.8	2,511
Limited financial resources	19.4	16.6	14.6	28.0	18.1	1,059
Competition in market	9.4	10.7	6.8	19.1	10.1	589
Shortages in raw materials	2.6	3.6	2.9	3.6	3.1	180
Other reasons	29.1	22.6	24.2	30.7	25.9	1,521
Total	100	100	100	100	100	5,860

4.6.16 Health and Safety of the employed population

Health and safety issues together with social protection provide some parameters to measure the extent to which workers are engaged in decent work. The ILO acknowledges *decent work* as being central to sustainable poverty reduction and as a means for achieving equitable, inclusive and sustainable development.

During the survey, information was collected concerning occupational injuries to working persons and whether any of the selected occupational injuries, diseases or conditions occurred to working persons during the last 12 months prior to the survey because of the nature of their work.

The employed population mostly suffered from Extreme fatigue (22%) and superficial injuries or open wounds (15%)

The results presented in Table 3.22 show the proportion of the employed population that experienced selected occupational injuries, sickness or condition due to the nature of the work. The greatest effect was extreme fatigue which was experienced by nearly 22 percent of the employed population followed by superficial injuries or open wounds (15%). For all the listed conditions, urban residents were more affected than rural residents.

By sector, the highest proportion of the employed persons that experienced most conditions were in production. For instance, 24 percent experienced superficial injuries or open wounds, seven percent experienced eye problems, eight percent experienced skin problems and 30 percent experienced extreme fatigue.

Table 4.22: Proportion that suffered from occupational injuries or illnesses, percent

Background characteristics	Superficial injuries or open wounds	Fractures	Dislocations, sprains or stains	Burns, corrosion, scalds or frostbite	Breathing problems	Eye problems	Skin Problems	Stomach problems / diarrhea	Fever	Extreme fatigue
Sex										
Male	16.7	2.1	4.1	2.7	3.0	3.3	4.3	1.4	5.5	22.3
Female	11.7	0.4	1.4	2.7	1.9	2.4	3.5	0.9	5.4	20.5
Residence										
Rural	14.4	1.1	2.5	1.8	2.3	2.4	3.9	1.0	4.8	20.3
Urban	14.9	1.9	3.7	4.3	3.0	4.0	4.1	1.6	6.7	23.8
Sector										
Agriculture, forestry and fishing	16.1	1.0	2.3	1.9	2.2	1.7	5.0	1.5	6.5	20.5
Production	23.5	1.4	4.9	3.8	4.9	7.1	7.6	1.0	4.5	30.4
Services	9.4	1.7	2.7	3.0	1.9	2.5	1.6	0.9	4.9	18.9
Total (Percent)	14.6	1.4	2.9	2.7	2.5	2.9	4.0	1.2	5.5	21.5
Total (Number '000)	1,282	121	256	237	222	258	348	104	481	1,895

In examining the conditions at the work place, the population was asked about exposure to various harmful working conditions. Table 3.23 shows the proportions of the employed population that were exposed to various conditions. Those who were exposed to dust or fumes accounted for 42 percent with a higher proportion among the males (46%) compared to females (37%). The males and females were equally exposed to dangerous tools at their work places (41% respectively).

Snake bite/ insect stings posed the highest threat to persons employed in rural areas (49%). In urban areas, the biggest threat was exposure to dust or fumes (45%).

The Agriculture, Forestry and Fishing sector exposed the employed population more to snake bites/insect stinging (62%) and dangerous tools (55%). In production and services, most employed persons were exposed to dust or fumes (56% and 43% respectively) followed by dangerous tools (50% and 24% respectively).

The employed population was mostly exposed to fumes and dust (42%) and Dangerous tools (41%)

Table 4.23: Proportion exposed to harmful working conditions, percent

Background characteristics	Dust or fumes	Fire, gas, flames.	Loud noise or vibration	Snake bite/ insect stringing (poisonous)	Dangerous tools (knives etc)	Chemicals (pesticides, glues, etc.)
Sex						
Male	45.5	10.4	17.7	36.8	40.5	12.2
Female	36.8	12.9	11.5	37.8	40.8	10.4
Residence						
Rural	40.2	10.0	10.5	48.7	47.3	13.4
Urban	44.6	14.3	23.4	15.7	28.2	7.8
Sector						
Agriculture, forestry and fishing	34.0	7.2	4.2	62.3	54.6	18.1
Production	56.1	22.1	29.6	30.3	49.5	10.5
Services	43.4	11.6	19.9	15.3	23.6	5.4
Total (Percent)	41.7	11.5	15.0	37.2	40.6	11.4
Total (Number '000)	3,676	1,013	1,320	3,277	3,577	1,006

Physical and emotional abuse can affect performance at work place. Table 4.24 shows that the proportion of the employed population that was constantly shouted at was about nine percent, with minimal variations by sex. On the other hand, the proportion of the employed population that was repeatedly insulted was about seven percent while nearly two percent of the employed population was sexually abused.

The younger employed persons experienced more abuses than older persons. Although more males were constantly shouted at or insulted than females, more females were sexually abused compared to males. The sector with more sexual abuse was services.

The proportion of the employed population that suffered from sexual abuse was less than 2%

Table 4.24: Proportion subjected to physical or emotional abuse at work place, percent

Background characteristics	Constantly shouted at	Repeatedly insulted	Sexually abused
Sex			
Male	9.2	7.0	0.6
Female	8.2	6.7	2.7
Residence			
Rural	6.6	5.4	1.2
Urban	12.8	9.6	2.0
Age group			
14-17	11.4	10.7	2.3
18-30	10.1	7.6	1.7
31-64	7.3	5.8	1.2
15-24	9.4	8.2	1.8
15-35	9.8	7.7	1.6
Sector			
Agriculture, forestry and fishing	5.9	5.7	1.4
Production	11.6	8.7	0.4
Services	10.5	7.4	2.0
Total (Percent)	8.8	6.9	1.5
Total (Number '000)	771	605	131

4.7 Workers in Subsistence Agriculture

For purposes of monitoring conditions of labour market performance as related to insufficient access to, or integration in, markets, or to other factors of production, statistics on subsistence agriculture is here identified and reported separately to serve policy needs.

4.7.1 Characteristics of the working age population in subsistence Agriculture

Table 4.25 shows that, overall, one third (33%) of the working age population was engaged in only subsistence agriculture production. The results further indicate that the proportion was higher for females (39%) than males (27%). On the other hand, the proportion in rural areas was almost four times that in urban areas.

By region disaggregation, Eastern had the highest proportion (49%) of the working age population in subsistence agriculture production only. In Kampala district and Peri-urban Kampala the proportion was negligible.

The proportion of working age population engaged exclusively in subsistence agriculture was 33%

Table 4.25: Characteristics of the working age population in subsistence agricultural

Background characteristics	Working age population	In Purely Subsistence Agriculture	
	Number ('000)	Number ('000)	Proportion (Percent)
Sex			
Male	8,992	2,438	27.1
Female	9,851	3,815	38.7
Residence			
Rural	13,701	5,640	41.2
Urban	5,142	613	11.9
Regions			
Kampala & Peri-Urban Kampala	2,127	32	3.1
Central	3,583	971	27.1
Eastern	3,772	1,855	49.2
Karamoja	663	301	45.4
Other Northern	3,947	1,487	37.7
Western	4,752	1,605	33.8
Age group			
14-17	3,267	1,177	36.0
18-30	7,741	2,415	31.2
31-64	7,835	2,661	34.0
15-24	6,514	2,155	33.1
15-35	12,018	3,710	30.9
Total	18,843	6,253	33.2

4.7.2 Distribution of working age population in subsistence Agriculture

The distribution of Uganda's working age population which was in subsistence agriculture only is presented in Table 4.26. The total working age population that was purely in subsistence agriculture was estimated at 6.3 million people which is a proportion of 33 percent. The survey found that every nine in ten (90 percent) of the

working population in subsistence agriculture was resident in the rural areas. The regional disaggregation of the working age population in subsistence agriculture shows Eastern region having the highest share (30%), while peri-urban Kampala and Kampala had the lowest (less than 1%).

Among the working population engaged exclusively in subsistence agriculture, 90% were resident in rural areas

Education is an essential part of one's life both personally and socially. Through education, persons especially young people become economically independent which is a stepping stone to national economic growth, adapt to newer techniques of production, increase their employability potential, among others.

The results further indicate that for person in subsistence agriculture who were out of school, those with either no formal education or primary level education constituted 87 percent of the working age population involved in subsistence agriculture only. The proportion was higher for females (90%) than the males (82%). The working age population with neither trade, technical skill nor specialisation constituted 84 percent of the population involved in subsistence agriculture only.

Table 4.26: Distribution of the working age population in subsistence agricultural by background characteristics

Background characteristics	Male	Female	Total
Residence			
Rural	91.6	89.3	90.2
Urban	8.4	10.7	9.8
Region			
Kampala & Peri-urban Kampala	0.5	0.6	0.5
Central	15.6	15.5	15.5
Eastern	29.8	29.6	29.7
Karamoja	5.2	4.6	4.8
Northern	23.7	23.9	23.8
Western	25.2	26.0	25.7
Age groups			
14-17	22.1	16.7	18.8
18-30	36.0	40.3	38.6
31-64	41.9	43.0	42.6
15-24	35.7	33.7	34.5
15-35	39.0	61.0	59.3
Education attainment			
No education	11.3	24.3	19.5
Primary	70.7	65.7	67.6
Secondary	15.6	9.1	11.5
Post primary/secondary specialized training	1.9	0.9	1.3
Degree and above	0.5	0	0.2
Trade/Technical Skills			
With trade or technical skill and specialisation	0.6	0.5	0.5
With trade or technical skill only	10.9	16.1	14.2
With specialisation only	1.7	0.4	0.9
None	86.8	83	84.4
Total	100	100	100
Number ('000)	2,438	3,815	6,253

4.7.3 Availability for employment for persons in subsistence agriculture

The results in Table 4.27 indicate that only one in ten (10%) of the persons in subsistence agriculture was unemployed, that is, looked for employment and were available for employment during the last four weeks preceding the survey. The proportion of males was higher than that of females. The proportion was higher for urban residents (15%) than rural residents (9%). The proportion was higher for the youth (14%) compared to other age groups.

Almost one third (32%) of the persons in subsistence agriculture did not look for employment although they were available for employment (potential labour force), implying that there more subsistence agriculture workers who were available for work but not actively seek work than those who actively looked for work. The proportion was higher for males (37%) than females (28%). The proportion was also higher among urban residents (39%) than rural residents (31%) as well as for the youth (38%) compared to other age groups.

Among the working age population engaged exclusively in subsistence agriculture, 90% was not economically active

Table 4.27: Proportion of persons in subsistence agriculture available for employment by background characteristics

Background characteristics	Looked for and available for employment	Did not look for but were available for employment	Did not look for and were not available for employment	Total
Male	12.6	36.8	50.5	100
Female	8.1	28.3	63.6	100
Rural	9.3	30.9	59.8	100
Urban	14.8	38.8	46.4	100
Kampala	48.0	0.0	52.0	100
Peri-urban Kampala	10.6	31.2	58.2	100
Central	9.0	35.3	55.7	100
Eastern	9.3	33.5	57.2	100
Karamoja	3.1	45.3	51.6	100
Northern	14.8	33.5	51.8	100
Western	7.6	23.2	69.2	100
14-17	3.8	21.4	74.8	100
18-30	14.4	37.5	48.2	100
31-64	8.4	30.9	60.6	100
Youth 15-24	11.2	33.0	55.8	100
No education	2.7	25.5	71.8	100
Primary	12.4	35.4	52.2	100
Secondary	19.9	42.6	37.5	100
Post primary/secondary specialized training	18.8	40.9	40.4	100
Degree and above	61.6	18.9	19.6	100
Total	9.9	31.7	58.5	100
Number ('000)	617	1,979	3,657	6,253

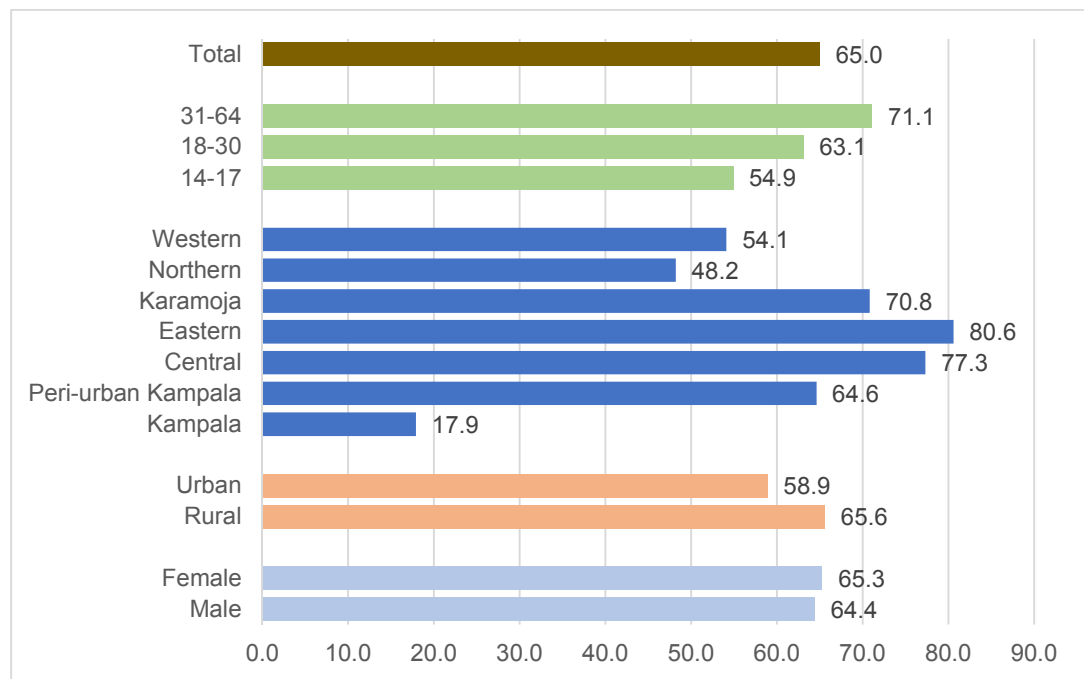
65% of the working age population engaged exclusively in subsistence agriculture was satisfied with it.

4.7.4 Degree of satisfaction by Persons engaged in Subsistence agriculture

The survey examined the degree of satisfaction of the people with their present work. The findings in Figure 4.12 reveal that almost two thirds (65%) of the persons in only subsistence agriculture were either somewhat satisfied or very satisfied with their work.

The proportion was almost similar by gender. More rural residents were satisfied with the subsistence agriculture production (66%) compared to the urban residents (59%). The proportion was highest in Eastern region compared to other regions whereby every 8 in ten of the subsistence agriculture workers were satisfied with their work.

Figure 4.12: Proportion of persons in subsistence agriculture satisfied with their work by background characteristics



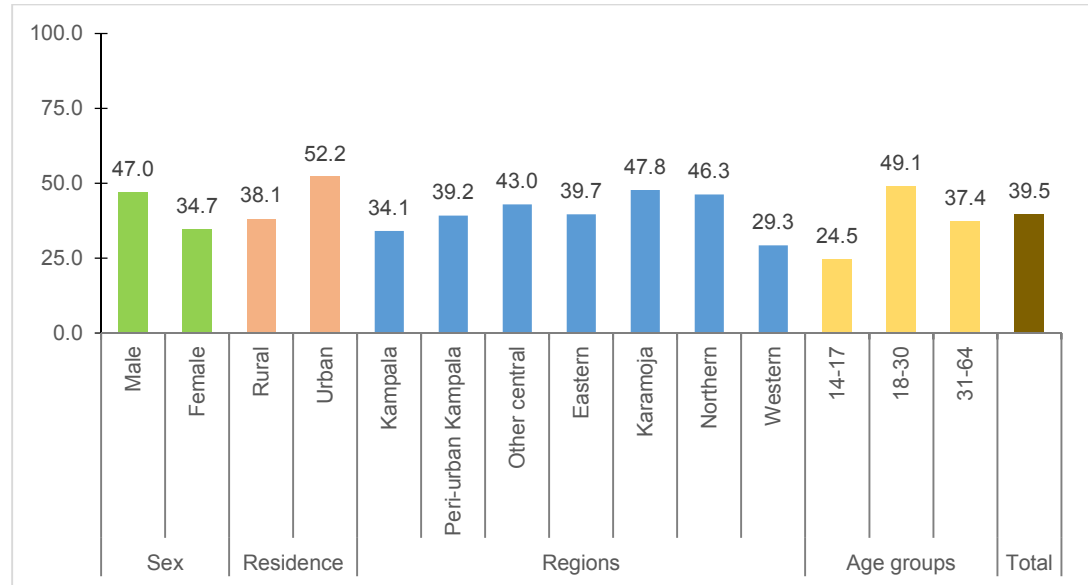
About 40 percent of the subsistence agriculture workers liked to change to employment work

4.7.5 Desire to change from Subsistence agriculture to employment

The survey examined the degree of satisfaction among persons engaged in subsistence agriculture and their need to change. About 40 percent of all persons engaged in subsistence agriculture expressed the desire to change their work situation at the time of the survey as shown in Figure 4.13.

More males than females wanted to change their jobs, 48 percent and 35 percent respectively. The proportion was higher for urban residents (52%) than rural residents (38%).

Figure 4.13: Proportion of subsistence agriculture workers who liked to change to employment jobs by sex, residence and regions

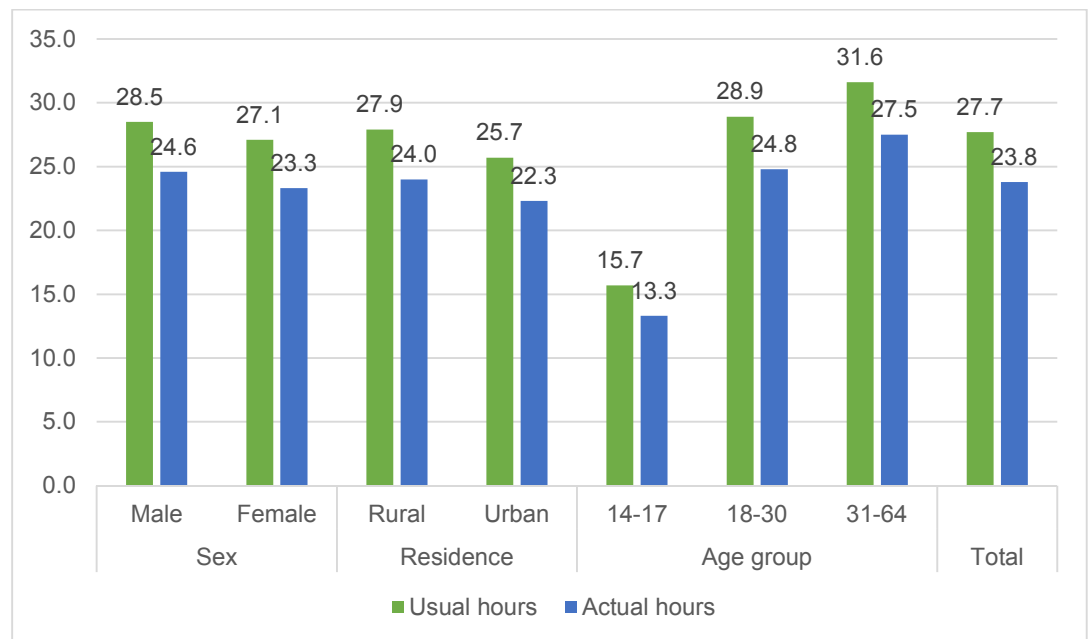


4.7.6 Weekly hours of work for subsistence agriculture workers

Figure 4.14 shows the average usual and actual weekly hours spent by subsistence agriculture workers at work. The results indicate that, overall, subsistence agriculture workers usually spent an average of 28 hours a week at work. The actual mean weekly hours were 24 hours. There were minimal variations of average weekly hours both in the usual and actual hours spent on subsistence agriculture by sex and residence. The average weekly usual and actual hours spent on subsistence agriculture increased with the increase in age.

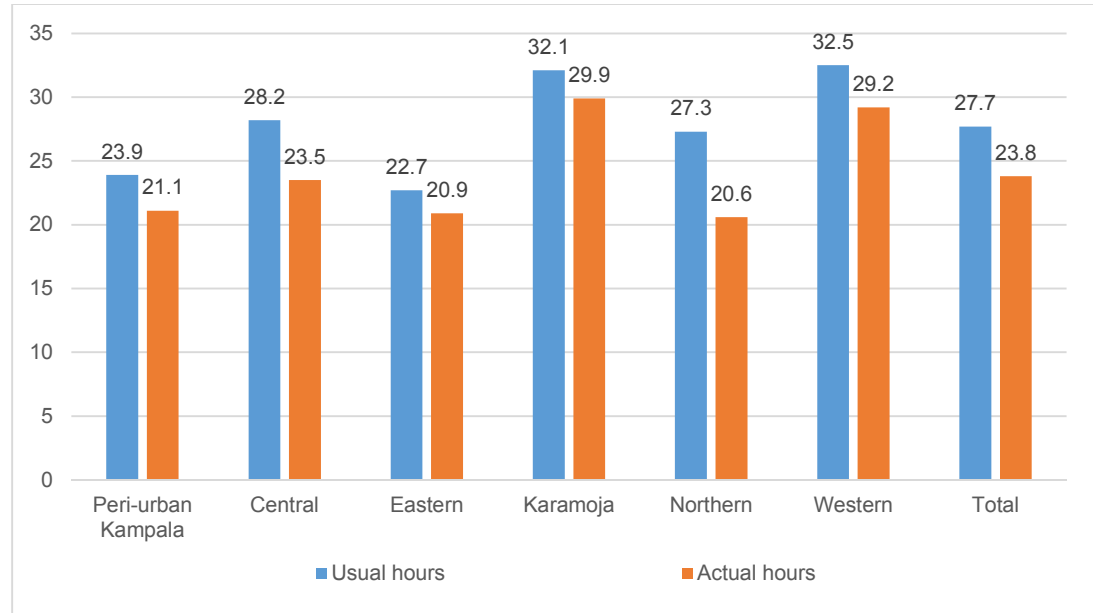
Persons in subsistence agriculture workers usually spent an average of 28 hours a week on their work.

Figure 4.14: Average weekly hours of work for subsistence foodstuff producers by sex, residence and age



Regional disaggregation indicates that the subsistence agriculture workers in Western and Karamoja regions spent the longest time on work (32 usual weekly hours and 30 actual hours for Karamoja) compared to other regions (Figure 4.15). The results further indicate that subsistence agriculture workers in Eastern region spent the shortest time on work (23 usual weekly hours and 21 actual hours) compared to other regions.

Figure 4.15: Average weekly hours of work for subsistence agriculture producers by region



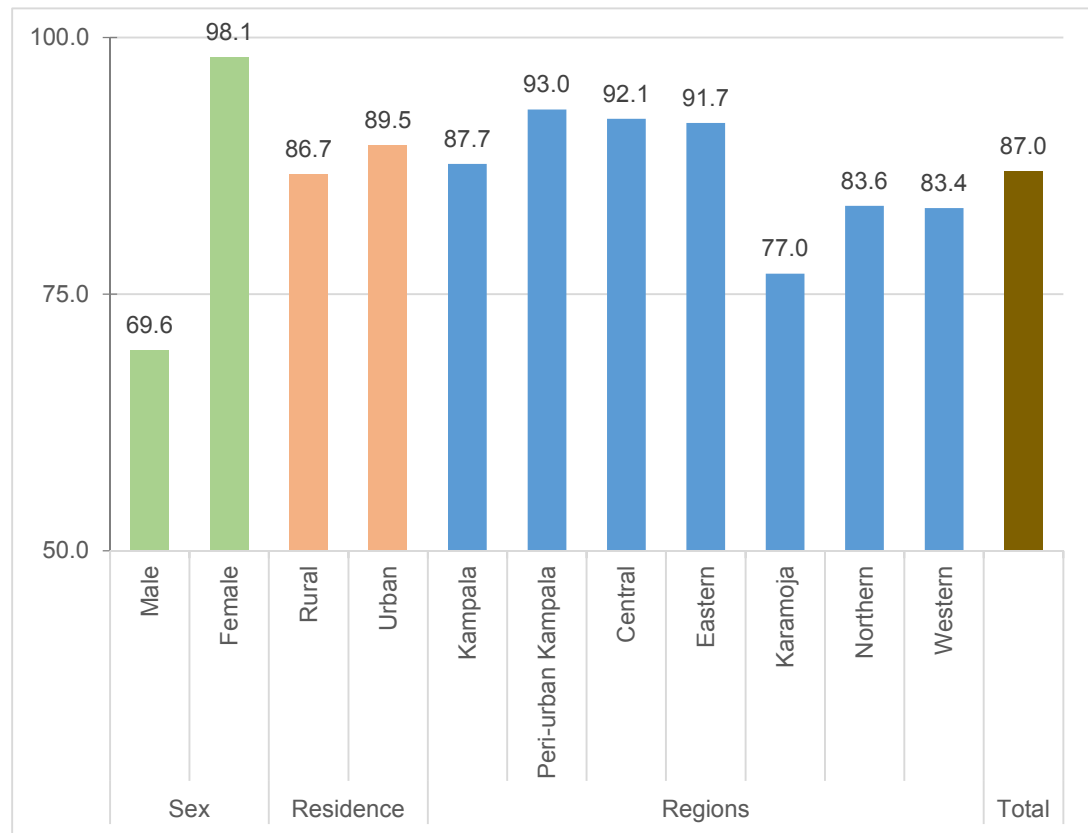
4.7.7 Subsistence agriculture workers involved in household chores

The inclusion of household chores in the Systems of National Accounts (SNA) is important, not only to make visible a category of work for which women are primarily responsible, but also represents a very substantial time and energy allocation on the part of women (World Bank, Paper 73, 2006). Such household chores include fetching water and collection of firewood, cooking, cleaning utensils/house, washing clothes and caring for children/old/sick among others.

Figure 4.16 show that nationally, almost 9 out of every ten (87%) of the persons in subsistence agriculture were involved in household chores. The proportion was almost universal for females (98%) compared to 70 percent of the males. The proportion was almost similar by residence. Kampala peri-urban, Central and Eastern regions had the highest proportion of the subsistence foodstuff producers engaged in household chores (92% each) while Karamoja had the lowest (77%).

87% of Persons engaged in subsistence agriculture work were also involved in household chores.

Figure 4.16: Proportion of subsistence agriculture workers involved in other non-economic activities by sex, residence and regions



4.8 Summary of findings

The working population was 15 million represents 81 percent of the total working age population.

The Employed population was about 9.0 million indicating that total Employment-a to-Population Ratio (EPR) was about 48 percent of which 44 percent were females. The age contributing the highest share of the employed population was 25-29 years (17%) followed by the 20-24 years (16%). The Status in employment showed that self-employment which constitutes own account workers, employers and contributing family workers formed the majority of the employed with a proportion of 66 percent. About 11 percent of the employed population did not possess any formal education while 67 percent of them did not have any trade/technical skills or any area of specialisation.

The results showed that the Agriculture, Forestry and Fishing sector contributed 41 percent to employment, while the Services sector contributed 42 percent and the production sector 16 percent. Similarly, by occupation, most people were employed as skilled Agricultural, Forestry and Fisheries workers (31%) followed by the service and sales workers (23%). Overall, the average usual hours worked per week by the employed population in their main jobs was about 44 hours with males working more hours (47 hours) than females (41 hours). However, 38 percent of the employed population usually worked on average per week less than normal hours (1-39 hours).

The median cash monthly earnings of persons in paid employment was 190,000/= (one hundred ninety thousand shillings only). The median cash monthly earnings for males was 240,000/= and that of females was 120,000/=. Elementary occupation workers were the least paid with median monthly salaries/wages at 96,000/=.

Informal employment outside agriculture was 85 percent, with Eastern and Karamoja regions having the highest proportion of informal employment outside agriculture (88%)

Persons in self-employment faced a number of challenges but the main ones being hash weather (43%) followed by limited financial resources (18%).

The total working age population that was exclusively in subsistence agriculture was estimated at 6.2 million people. This constituted one third (33%) of the working age population. The proportion was higher for females (39 percent) than males (27%). On the other hand, the proportion of rural areas was almost four times than urban areas.

About one third (32%) of the persons in subsistence agriculture did not look for employment but were available for employment, implying that there more subsistence agriculture workers who were available for work but not actively seek work than those who actively looked for work.

Almost two thirds of the persons in subsistence agriculture were either somewhat satisfied or very satisfied with their job. But despite the stated subsistence agriculture satisfaction rate of 65 percent, about 40 percent of them expressed the desire to change their present employment situation.

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. The chapter presents the following 4 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 is 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 Unemployment Rate (LU1)

The unemployment rate was about 9.7%

The unemployment rate is the proportion of the unemployed population to the total labour force. Table 5.1 shows that about 10 percent (959,000 in absolute terms) of the population aged 14-64 years were unemployed during 2016/17. The unemployment rate of the female population (11%) was higher than that of the male population (8%). The results also show that the unemployment rate of the working age population in rural areas of 10 percent was slightly higher than for urban residents (9%).

The eastern and northern regions had the highest unemployment rate (about 15% and 14% respectively) and Western Region the lowest of six percent. By education, the lowest unemployment rate was observed among persons with post primary/post-secondary specialised training (3%) and highest among persons with Primary education (about 12%). Persons with specialisation had lower unemployment rate (5%) compared to those with skills only (10%). The results also indicate that the unemployment rate of the young population was high (15% for 15-24-year olds, 13% for 18-30 and 12 for 15-35) (Table 5.1).

Table 5.1: Unemployment Rate (LU1) by Selected Back ground Characteristics, 2016/17

Background Characteristic	Unemployment Rate (LU1)		
	Male	Female	Total
Residence			
Rural	9.2	10.9	9.9
Urban	6.2	12.4	9.1
Region			
Kampala	8.4	13.6	10.7
Peri-urban Kampala	5.4	14.7	9.9
Central	5.0	9.3	6.9
Eastern	12.2	20.3	15.3
Karamoja	9.1	4.8	6.8
Northern	12.4	14.9	13.5
Western	5.9	5.4	5.6
Education Attainment			
No education	4.3	5.6	5.2
Primary	9.8	14.0	11.6
Secondary	8.0	13.7	10.3
Post primary/secondary specialized training	3.7	3.0	3.4
Degree and above	5.8	11.6	8.0
With Skill or specialisation			
With trade or technical skill and specialisation	3.0	4.0	3.4
With trade or technical skill only	6.2	13.6	9.5
With specialisation only	4.9	5.8	5.3
None	9.6	12.2	10.8
Disability status			
With Disability	8.6	9.5	9.0
Without Disability	8.1	12.1	9.8
Age Group			
14-17	10.0	13.2	11.4
18-30	11.4	14.7	13.0
31-64	5.3	7.8	6.3
15-24	12.7	17.3	14.8
15-35	9.8	13.8	11.6
Total	8.2	11.4	9.7
Number ('000)	452	507	959

5.2 Time Related Underemployment

Persons are considered to be in time related underemployment if they are employed but with insufficient working time and wanting and available to work more hours. The indicator is among those indicators that are used to supplement the unemployment rate to help in enriching the analysis of the efficiency of the labour market in terms of the ability of the country to provide full employment to its population. At the national level the indicator captures the employed population that worked for less than 40

Time related underemployment rate was about 12%

hours during the reference period of one week and were willing and available to work for more hours either in the current or other employment situation.

Table 5.2 shows the time related underemployment rates by selected Background characteristics. The findings indicate that out of about 9.0 million employed persons shown in table 4.5 above, 12 percent (about 1.0million persons in absolute numbers) were in time related underemployment. The time-related underemployment rate in the rural areas of 14 percent was higher than that of the urban areas (8%). The Males recorded higher time-related underemployment rate (13%) compared to females (11%).

Comparisons within regions indicate that Karamoja region recorded the highest time-related underemployment rate of about 20 percent, while the Peri-urban Kampala, Kampala and Western regions recorded the lowest time-related underemployment rates of eight percent respectively. The level of this underemployment was inversely proportional to the level of education reducing from 15 percent among those with no formal education to five percent among those holding University degrees and above. Table 5.2 further shows substantial variations in time related underemployment rates by sex for persons with disability. The time related underemployment rate of male persons with disabilities of 17 percent was higher than that for females (11%).

Table 5.2: Time related Underemployment Rate for Employed Persons (14-64 years) by Selected Background Characteristics, Uganda 2016/17

Background Characteristic	Male	Female	Total
Residence			
Rural	15.0	12.0	13.7
Urban	8.4	8.1	8.2
Region			
Kampala	8.4	7.7	8.1
Peri-urban Kampala	6.4	9.5	7.8
Central	18.7	13.4	16.5
Eastern	9.8	9.6	9.7
Karamoja	20.6	19.2	19.8
Northern	15.5	16.8	16.1
Western	9.8	4.7	7.5
Education Attainment			
No education	23.3	11.0	15.2
Primary	15.0	12.4	13.9
Secondary	11.0	9.9	10.6
Post primary/secondary specialized training	4.1	8.1	5.9
Degree and above	6.9	2.5	5.3
With Skill or specialisation			
With trade or technical skill and specialisation	6.3	5.8	6.1
With trade or technical skill only	13.7	13.9	13.8
With specialisation only	4.4	7.3	5.6
None	14.6	10.8	12.9
Disability status			
With Disability	17.1	10.5	13.9
Without Disability	11.7	10.7	11.3
Age group			
14-17	8.7	10.9	9.6
18-30	12.3	11.1	11.7
31-64	13.7	10.1	12.2
15-24	12.0	9.9	11.1
15-35	11.2	11.3	11.2
Total	12.7	10.6	11.8
Number (000's)	644.2	415.4	1,059.50

5.3 Combined Rate of Unemployment and Time related Underemployment (LU2)

LU2 was estimated to be 20% and nearly the same for males and females.

The combined rate of unemployment and time related underemployment is the sum of the unemployed population and the persons classified in time related underemployment as a proportion of the labour force. Table 5.3 shows that one fifth of the labour force in Uganda was either unemployed or were employed for less than 40 hours in a week and willing and available to work for more hours. The combined rate of unemployment and time related underemployment was nearly the same among males and females at 20 percent. It was, however, higher among residents of rural areas (22%) compared to urban residents (17%). Disaggregation by regions revealed that the highest combined rate of unemployment and time related underemployment was in Northern region (28%) which was more than two times the lowest rate observed in Western Region (13%) indicating high levels of underutilisation among residents in Northern area relative to other regions in the country.

Table 5.3: Combined Rate of Unemployment and Time Related Underemployment (LU2) by Selected Background Characteristics, Uganda 2016/17

Background Characteristic	Male	Female	Total
Residence			
Rural	22.8	21.6	22.3
Urban	14.0	19.5	16.6
Region			
Kampala	16.1	20.2	18
Peri-urban Kampala	11.5	22.8	16.9
Central	22.8	21.5	22.2
Eastern	20.9	27.9	23.6
Karamoja	27.9	23.1	25.3
Northern	26	29.2	27.5
Western	15.1	9.9	12.7
Education Attainment			
No education	26.6	16.0	19.6
Primary	23.3	24.6	23.9
Secondary	18.1	22.2	19.8
Post primary/secondary specialized training	7.6	10.9	9.1
Degree and above	12.3	13.8	12.9
With Skill or specialisation			
With trade or technical skill and specialisation	9.1	9.6	9.3
With trade or technical skill only	19.1	25.5	22.0
With specialisation only	9.1	12.7	10.6
None	22.8	21.8	22.3
Disability status			
With Disability	24.2	18.9	21.7
Without Disability	18.9	21.4	20.0
Age group			
14-17	17.8	22.6	19.9
18-30	22.3	24.1	23.2
31-64	18.2	17.2	17.8
15-24	23.2	25.5	24.3
15-35	19.9	23.5	21.5
Total	19.9	20.8	20.3
Number (000's)	1096	922	2018

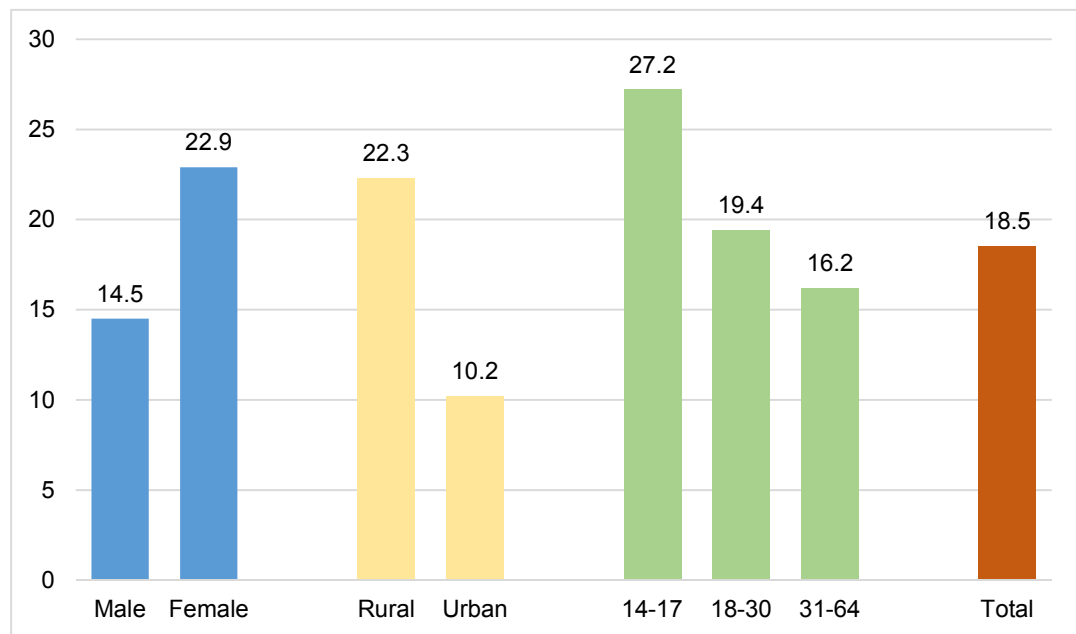
5.4 Combined Rate of Unemployment and Potential Labour Force (LU3)

Potential Labour Force (PLF) refers to 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. This represents the population that was outside the labour but expressed desire for employment despite limiting factors for search or availability expressed as a proportion of the extended labour force. Extended labour force refers to the total population in the labour force (employed and unemployed persons) and the potential labour force.

The proportion in potential labour force was 19%

As presented in Figure 5.1, the rate of potential Labour Force was about 19 percent representing a population of nearly 2.3 million people. The rate of potential labour force among females (23%) was much higher than among males (15%). In rural areas, the rate of potential labour force was double the rate in urban areas.

Figure 5.1: Rate of Potential Labour Force (PLF)



The combined rate of unemployment and potential labour force is the sum of the working age population that is unemployed and the potential labour force expressed as a proportion of the extended labour force.

The proportion of LU3 was 26 but higher in rural areas (30%) than urban (18%)

Table 5.4 shows the combined rate of unemployment and the potential labour force by selected background characteristics. Overall the combined rate of unemployment and the potential labour force was 26 percent. The population living in rural areas had a higher rate of LU3 of 30 percent compared to those in urban areas (18%). The rate for the females of 32 percent was higher than that for males, 22 percent. The combined rate of unemployment and potential labour force was highest in the Eastern Region (48 percent) and lowest in the Western Region (16 percent).

Table 5.4: Combined Rate of Unemployment and Potential Labour Force by Selected Background Characteristics, Uganda 2016/17

Background Characteristic	Male	Female	Total
Residence			
Rural	25.6	35.0	30.0
Urban	12.0	25.0	18.4
Region			
Kampala	12.0	24.6	18.0
Peri-urban Kampala	7.8	24.7	16.4
Central	14.4	27.7	20.5
Eastern	37.8	58.9	47.6
Karamoja	43.4	38.5	40.8
Northern	24.9	30.0	27.3
Western	15.1	17.0	16.0
Education Attainment			
No education	22.5	27.3	25.7
Primary	25.9	38.1	31.7
Secondary	16.1	26.2	20.4
Post primary/secondary specialized training	7.6	7.8	7.7
Degree and above	6.8	14.4	9.7
With Skill or specialisation			
With trade or technical skill and specialisation	6.7	7.2	6.9
With trade or technical skill only	14.1	30.8	22.2
With specialisation only	7.6	10.6	8.8
None	25.2	34.6	29.8
Disability status			
With Disability	20.5	29.3	25
Without Disability	21.8	32.5	26.7
Age group			
14-17	31.3	40.4	35.4
18-30	24.4	35.2	29.8
31-64	17.5	26.5	21.5
15-24	27.1	41.4	34.2
15-35	22.8	34.4	28.4
Total	21.5	31.8	26.4
Number (000's)	1,386	1,825	3,211

5.5 Composite measure of labour underutilization (LU4)

The composite measure of labour underutilisation 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.

As presented in Table 5.5, more than one third (35%) of the working age population were in Labour underutilisation with the proportion in rural areas (40%) being higher

The composite Labour underutilisation (LU4) was 35%

than in urban areas (25%). Overall, the composite measure of labour underutilisation among females of 39 percent was higher than the rate among males (32%).

Table 5.5 also shows that the composite underutilisation was lowest among the population having Post Primary/Post-Secondary specialised training (13%) and highest among those with Primary (41%). Persons who did not possess any trade/technical skill or did not have any specialisation had high composite underutilisation of 39 percent. The rate of Labour underutilisation among persons with disability was about the same as the national rate.

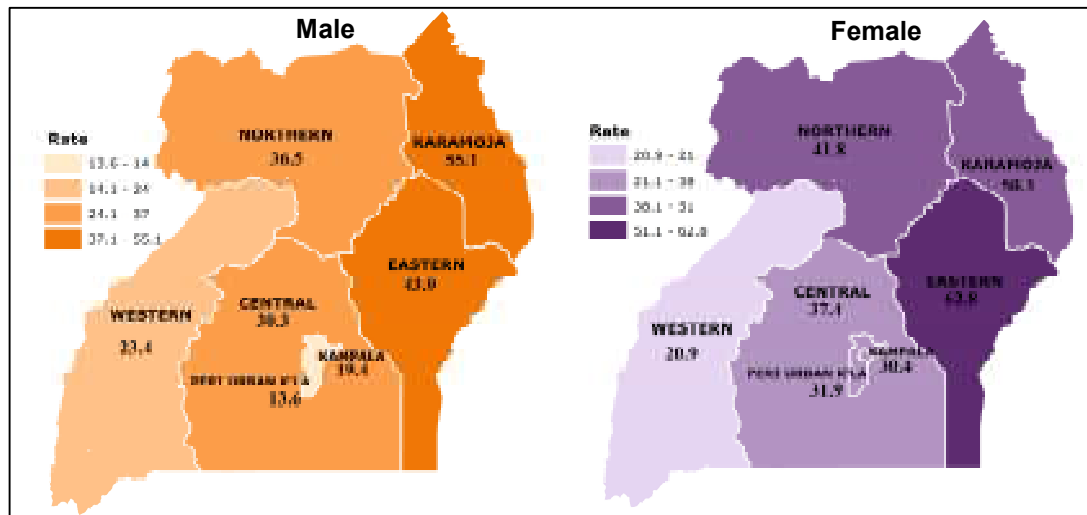
Table 5.5: The Composite measure of labour underutilization by Selected Background Characteristics, Uganda 2016/17

Background Characteristic	Male	Female	Total
Residence			
Rural	36.8	42.9	39.6
Urban	19.4	31.0	25.1
Region			
Kampala	19.4	30.4	24.7
Peri-urban Kampala	13.6	31.9	22.9
Central	30.3	37.4	33.6
Eastern	43.9	62.8	52.7
Karamoja	55.1	50.3	52.5
Northern	36.5	41.8	39.0
Western	23.4	20.9	22.3
Education Attainment			
No education	40.6	35.3	37.0
Primary	37.0	45.8	41.2
Secondary	25.4	33.5	28.8
Post primary/secondary specialized training	11.4	15.3	13.2
Degree and above	13.2	16.6	14.5
With Skill or specialisation			
With trade or technical skill and specialisation	12.6	12.6	12.6
With trade or technical skill only	25.9	40.4	33.0
With specialisation only	11.7	17.1	14.0
None	36.2	41.7	38.8
Disability status			
With Disability	34.1	36.7	35.4
Without Disability	30.9	39.7	35.0
Age group			
14-17	37.3	46.9	41.6
18-30	33.7	42.4	38.1
31-64	28.7	33.9	31.0
15-24	35.9	47.2	41.5
15-35	31.5	41.8	36.4
Total	31.5	39.0	35.1
Number (000's)	2,031	2,240	4,271

Regional comparison as indicated in Table 5.5 shows that majority of the extended labour force in Eastern and Karamoja regions were in composite labour underutilisation of about 53 percent respectively. The lowest rate was in Western region of 22 percent and Peri-urban Kampala at 23 percent.

Sex variations indicated in Figure 5.2 shows that Karamoja had the highest rate of males in underutilisation (43%) while the rate for females was highest in Eastern (59%). In Kampala, underutilisation rate (LU4) among females (25%) was double the rate for males (12%). The variation was even wider for Peri-Urban Kampala (8 for males and 25 for females).

Figure 5.2: Regional Labour Underutilisation Rate by sex



5.6 Inadequate Employment Situations

This section presents findings on skills/qualification related inadequate employment and income-related inadequate employment.

5.6.1 Skill/qualification Related Inadequate Employment

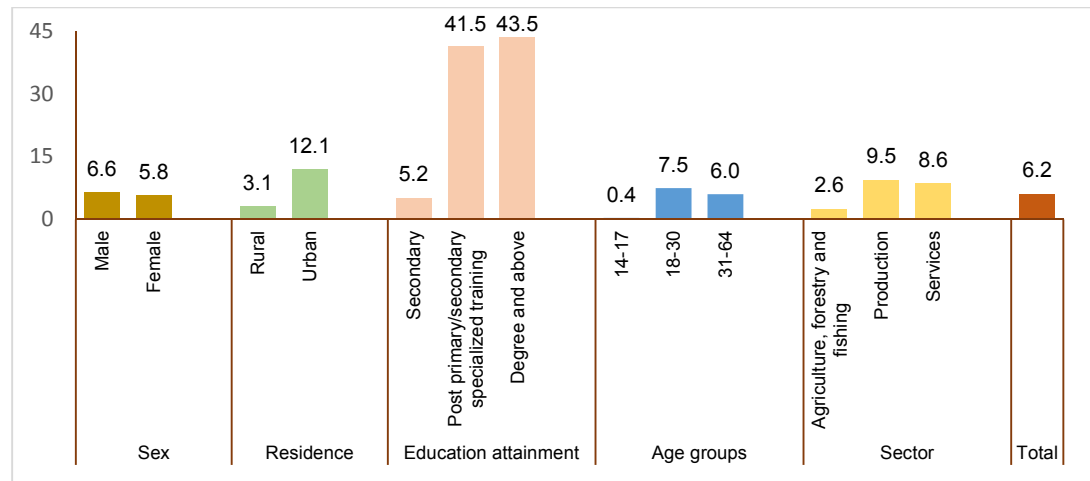
The working age population categorised in skill/qualification related inadequate employment was that which during the reference period of one week were employed and not already categorized as time-related underemployed but whose educational attainment were higher than the educational level required by their current main jobs. This category of the working age population was also wanting or seeking to change their current work situation in order to use their current occupational skills more fully and was always available to do so. The minimum education level used to categorise someone to be in skill-related inadequate employment in this survey was senior four.

Skill related inadequate employment rate was about 6%

Figure 5.3 shows that the skill related inadequate employment rate was about six percent with the likelihood of employed persons in urban areas (12%) being nearly four times to be categorised in skill related inadequate employment relative to that of the rural areas (3%). Among the sectors, Agriculture had the lowest rate of skill related inadequate employment rate (3%) while the other two sectors almost had the same rate (9% for services and 10% for the production sector). This finding can be partly explained by the shying away of the highly educated population from working in the Agriculture sector. The skill related inadequate employment rate was lowest

among those persons with secondary education, 5 percent and highest among those persons with a degree and above (44%), an indication that this group is willing to be employed in jobs below their qualifications if they are available. The youth aged 18-30 and the older persons 31-64 years had higher rates compared to the persons in other age groups.

Figure 5.3: Skill related Inadequate Employment rate by selected Background Characteristics



Wage (income) related inadequate employment rate was 47%

5.6.2 Income Related Inadequate Employment

The employed population in wage (income) related inadequate employment were those paid employees with low monthly earnings. It reflects the paid employees who were earning less than two-thirds of the median monthly earnings of wage earners in full employment i.e. working 40-48 hours a week, (which was 200,000/=). The rate is the proportion of paid employees earning less than two-thirds of the median monthly earnings to the total population in paid employment.

Forty seven percent of paid employees, i.e. about 1.4 million in absolute terms were inadequately paid. Urban-rural differentials were observed with the wage earners in rural areas having a higher income related inadequate employment rate of 55 percent relative to 38 percent in urban areas. Sex variations were also evident with income related inadequate employment rate for females being at 59 percent compared to 40 percent for males. Regional variations reveal that the paid employees in Western Uganda (61%) and Other Central (52%) had higher proportions of paid employees earning less than two-thirds of median wage earnings of paid employees while Northern region and Peri-Urban Kampala areas had the lowest proportions of 33 percent and 34 percent respectively. The proportions of persons in wage related inadequate employment decreased with increasing age and education (Table 5.6). The findings also reveal that the Agriculture, forestry and fishing sector (81%), private institutions (58%) and informal employment (53%) were associated with high income related inadequate employment rates (Table 5.6).

Table 5.6: Income related Inadequate Employment Rate by Selected Background Characteristics, Uganda 2016/17

Background Characteristic	Male	Female	Total
Residence			
Rural	48.9	70.9	55.0
Urban	29.6	50.1	37.6
Region			
Kampala	29.6	44.5	35.7
Peri-urban Kampala	20.7	53.5	34.1
Central	46.1	64.3	51.7
Eastern	42.0	52.9	47.8
Karamoja	45.9	41.3	44.9
Northern	27.0	48.3	33.3
Western	52.6	77.4	61.0
Education Attainment			
No education	57.9	68.2	62.4
Primary	57.1	83.2	64.6
Secondary	34.6	68.5	44.4
Post primary/secondary specialized training	11.0	3.6	21.2
Degree and above	3.6	4.2	3.6
With Skill or specialisation			
With trade or technical skill and specialisation	5.1	24.1	13.5
With trade or technical skill only	38.2	80.2	50.9
With specialisation only	9.9	27.0	17.3
None	52.6	75.0	59.3
Age group			
14-17	82.0	85.7	83.4
18-30	46.3	64.6	53.1
31-64	30.3	47.7	35.3
15-24	58.5	73.2	64.1
15-35	43.3	63.0	50.1
Sector			
Agriculture, forestry and fishing	76.1	89.1	80.5
Production	30.4	48.3	32.9
Services	29.0	49.9	37.5
Institution			
Private	49.5	73.3	57.5
Public	12.2	20.2	15.0
Informality in Employment			
Formal employment	1.8	9.1	4.5
Informal employment	46.0	68.3	53.3
Total	40.4	59.1	46.6
Number(000's)	826	599	1,425

5.7 Summary of findings

The unemployment rate was 9.7 percent, arising from about 959,000 of the working age population that were without a job, actively looking for employment and available for work during the reference period. The unemployment rate of the female population of 11 percent was higher than that of the male population (8%). Regional variations were also observed in the employment rates with the eastern and northern regions having the highest unemployment rates of 15 percent and 14 percent respectively with the western region recording the lowest of six percent.

Time related underemployment rate 12 percent of the employed population with the rates for the rural areas of 14 percent being higher than that of the urban areas of 8 percent. Additionally, about a fifth of the labour force in Uganda was either unemployed or were employed for less than 40 hours in a week and willing and available to work for more hours. The combined rate of unemployment and the potential labour force was 20 percent; with the extended labour force living in rural areas having a higher rate of 22 percent compared to those in urban areas of 17 percent. The combined rate of unemployment and the potential labour force for the females of 21 percent was nearly the same as that for the males, 20 percent.

The composite measure of labour underutilisation was 35 percent of the extended labour force with the rate for persons living in rural areas (40%) being higher than that of the urban areas of 25 percent. The skill related inadequate employment rate was about 6 percent, higher in urban areas (12%) and nearly four times the rate in rural areas (3%). The findings further revealed that 47 percent of the paid employees were categorized in income related inadequate employment with those in the agriculture, forestry and fishing sector having a rate of 81 percent being more than twice the rate in other sectors of production (33 percent) and services (38%).

CHAPTER SIX: POPULATION IN AND OUTSIDE THE LABOUR FORCE

6.0 Population in the Labour Force

The working age population in the labour force was about 10 million

The labour force refers to the active section of the working age population and includes the sum of persons in employment and persons in unemployment. The two groups of the population represent the current supply of labour for the production of goods and services in the country through market transactions in exchange for remuneration.

The survey estimated total labour force of about 9.9 million people of which 55 percent were males and 66 percent were resident in rural areas. Majority of the labour force (54%) had attained primary education as the highest level. Only about four percent had both trade/technical skills and specialisation and 68 percent did not possess any trade/technical skills or specialisation (Table 6.1).

Table 6.1: Distribution of the Labour Force by background characteristics, Percent

Characteristics	Male	Female	Total
Residence			
Rural	67.0	63.7	65.5
Urban	33.0	36.3	34.5
Age groups			
14-17	7.3	6.8	7.0
18-30	42.4	47.5	44.6
31-64	50.4	45.8	48.3
15-24	27.8	28.6	28.1
15-35	63.8	65.8	64.7
Education Attainment			
No education	6.2	14.4	9.9
Primary	54.6	52.2	53.6
Secondary	26.4	21.8	24.3
Post primary/secondary specialized training	8.7	8.6	8.7
Degree and above	4.1	2.9	3.5
Trade/technical skills and specialisation			
With trade or technical skill and specialisation	3.7	3.8	3.7
With trade or technical skill only	19.6	19.7	19.6
With specialisation only	9.1	7.7	8.5
With None	67.6	68.8	68.1
Total (Percent)	100	100	100
Total (Number '000)	5,505	4,427	9,932
Percentage Share	54.8	45.2	100

6.1 Labour Force Participation Rate (LFPR)

The labour force participation rate was 53 percent

The population in the labour force (the employed and unemployed) expressed as a percentage of the working age population is referred to as the Labour Force Participation Rate (LFPR). The results presented in Table 6.2 show that the overall Labour Force Participation Rate (LFPR) was 53 percent. It was higher in urban areas (67%) than rural areas (48%) implying a more active participation of the urban population in the labour market than the rural population. The LFPR was generally higher for males than females in both rural and urban areas.

The adult population (31-64 years) had a higher labour participation rate (63%) compared to the children (14-17 years) and the youth (18-30 years).

The results further show that labour force participation rate increases with increasing level of education attainment for both the males and the females. It was also high for the population with a trade/technical skill and/or specialization (90%).

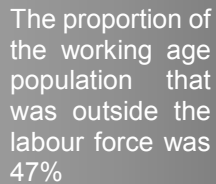
Table 6.2: Labour Force participation rates by selected background characteristics, Percent

Characteristics	Male	Female	Total
Residence			
Rural	55.8	39.7	47.5
Urban	76.1	58.4	66.6
Region			
Kampala	77.5	60.5	68.8
Peri-urban Kampala	83.1	64.4	72.9
Central	68.1	52.4	60.3
Eastern	51.1	30.2	40.3
Karamoja	37.7	35.5	36.4
Northern	55.9	42.6	48.9
Western	62.9	46.6	54.2
Age groups			
14-17	25.2	17.7	21.4
18-30	66.4	49.7	57.3
31-64	71.1	51.5	61.3
15-24	49.6	36.9	42.9
15-35	61.7	46.0	53.5
Education Attainment			
No education	50.7	38.2	41.7
Primary	66.6	47.1	56.3
Secondary	82.0	66.2	74.7
Post primary/secondary specialized training	89.4	86.5	88.1
Degree and above	94.9	86.4	91.6
Trade/technical Skills and Specialisation			
With trade or technical skill and Specialisation	89.9	90.0	89.9
With trade or technical skill only	84.5	59.2	70.8
With specialization only	91.6	84.9	88.7
With None	65.5	46.4	55.1
Total	61.2	44.9	52.7

6.2 Population outside the labour force

6.2.1 Introduction

This section presents some of the major findings of the survey on the economically inactive population as measured using the current status approach. The population not economically active or, equivalently, persons not in the labour force, comprises of persons aged 14-64 years who were neither employed nor unemployed for the production of goods and services in the seven day period prior to the survey. This population may have sought employment in the past but was not available to work during the reference period, or did not seek employment but available or did not seek employment and was not available to take up one. In this chapter, highlights on 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 before the survey are provided.



The proportion of the working age population that was outside the labour force was 47%

6.2.2 Proportion of the population outside the labour force

Figure 6.1 shows that, overall, about 47 percent of the working age population (14 - 64 years) were outside the labour force (neither in employment nor unemployed). This represented a population of about 8.9 million persons. This implies that 47 percent of the population aged 14 to 64 years not only lacked gainful work (i.e. work for pay or profit) but also did not engage actively in the labour market to find or start gainful work. Among females, the percentage was 55 percent while among males it was 39 percent. More than one half (52%) of the working age population in rural areas was outside the labour force and among urban residents it was about one third (33%).

The education attainment of the inactive population shows that the higher the level of education completed, the lower the inactivity, with the proportion among persons who never attended formal education as high as 58 percent compared to eight percent for persons with university degree and above. Among adults (18 years and above), the age group with the highest proportion of the persons outside the labour force was the 14-17 years (79%).

Figure 6.1: Proportion of the working age population outside the labour force (14-64 years) by background characteristics

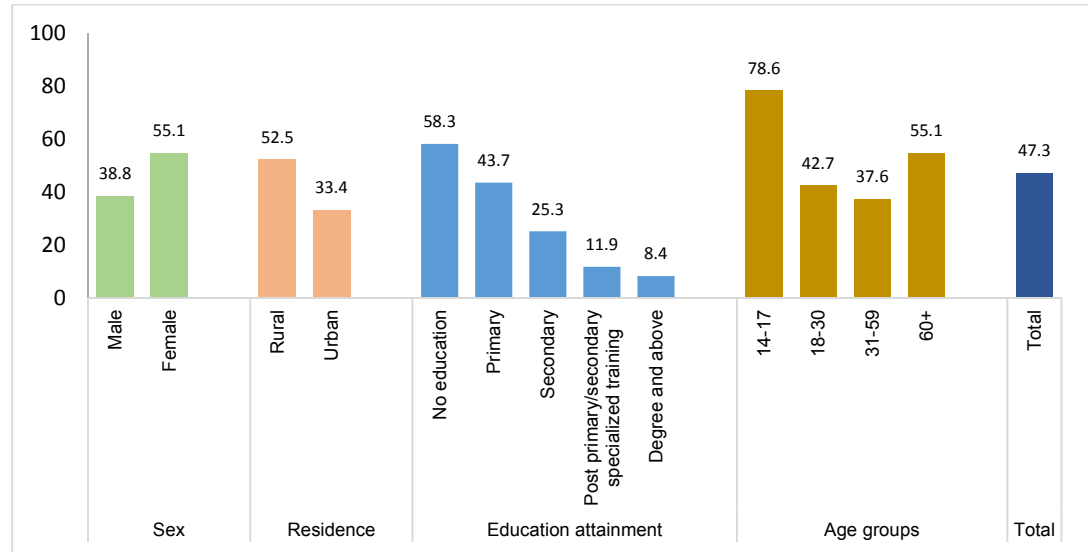
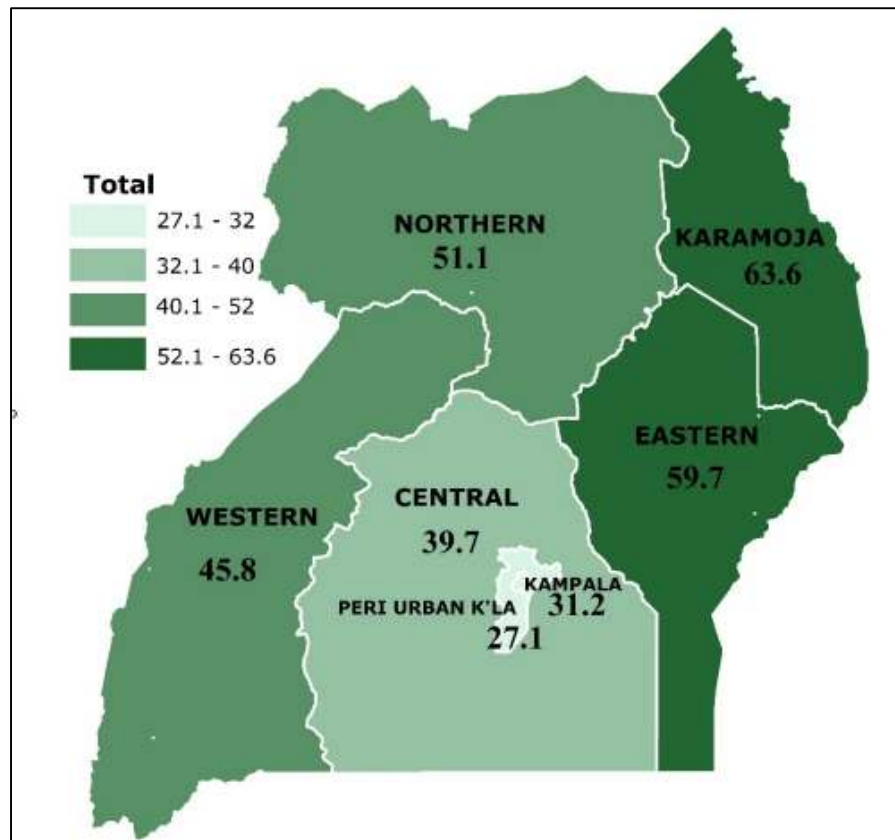


Figure 6.2 shows the regional variations in the proportion of the population outside the labour force. The highest proportion of the population outside the labour force of 64 percent was in Karamoja region followed by Eastern region (60 percent) while the least was of 27 percent in the Peri-Urban Kampala region.

Figure 6.2: Map showing regional variations in the proportion of the working age population outside the labour



6.2.3 Characteristics of the population outside the labour force

One quarter of persons outside the labour force did not look for work but was available for work

The persons outside the labour force were categorized into two, that is, those who did not actively look for work during the last 30 days preceding the survey but were available for work and those who did not look for work and were also not available for work.

The results in Table 6.3 indicate that, overall, about one out of every four of the persons outside the labour force were available for work but did not actively look for work during the 30 days preceding the survey. The proportion was slightly higher for males (27%) compared to females (24%). The proportion was also higher for rural residents (26%) compared to urban residents (23%). About 72 percent of all persons outside the labour force were not available for employment.

Eastern region had the highest proportion of the persons outside the labour force who were available for work but did not actively look for work during the last 30 days preceding the survey (42%) while Western region had the lowest (15%).

Table 6.3: Characteristics of the population outside the labour force by background characteristics

	Available but did not look for work	Did not look for work and not available for work	Missing	Total
Sex				
Male	26.8	69.4	3.8	100
Female	24.2	73.3	2.5	100
Residence				
Rural	25.9	72.2	1.9	100
Urban	22.5	69.9	7.6	100
Regions				
Kampala	19.1	62.9	18.0	100
Peri-urban Kampala	20.9	72.3	6.8	100
Central	26.1	72.1	1.8	100
Eastern	41.6	57.2	1.2	100
Karamoja	32.9	64.6	2.5	100
Northern	18.0	77.8	4.2	100
Western	14.5	83.6	1.9	100
Age groups				
14-17	10.1	87.5	2.3	100
18-30	32.1	64.0	3.9	100
31-59	31.5	65.8	2.8	100
60+	20.6	77.4	2.0	100
15-24	22.0	75.2	2.8	100
15-35	26.9	69.7	3.3	100
Total	25.2	71.7	3.0	100
Number ('000)	2,249	6,393	269	8,911

6.2.4 Reasons for being outside the labour force

During the survey, all persons who were not employed were asked whether they looked for employment work and made any steps to start a business (job search). For those who did not, the survey determined whether they were available for employment work despite the fact that they did search for any. Reasons were obtained for both not searching and not being available or for not searching despite being available for employment work.

6.2.4.1 Reasons for not seeking employment for those who were available

The proportion of the population that was inactive due to family responsibilities was 19%

Table 7.2 highlights different reasons provided by persons who were available to take up employment but did not actively look for any during the 30 days preceding the survey. The main reason reported was discouragement which accounted for 58 percent. More rural residents were discouraged (61%) compared to urban residents (47%). About 19 percent of persons who did not seek employment but were available cited family responsibilities as their main reason with wide gender disparity of 30 percent among females and four percent among males.

The results further show that the main reason given for not being available for work in all regions was discouragement but in varying proportions. The regions with most discouraged persons were Karamoja (72%) and Western (71%). On the other hand, the region most affected by seasonal work was Northern (14%).

By age groups, the results indicated that discouragement as a reason for inactivity increased with increasing age from 47 percent among children (14-17 Years) to 71 percent among older persons (60 years and above). However, family responsibility as a deterrent factor to economic activity was more prevalent among the youth and the adult population (21% respectively).

Table 6.4: Reasons for not seeking employment for those who were available, percent

	Discouraged*	Family responsibilities or housework	Attended school or training courses	Awaiting the season for work	Other reasons	Total
Sex						
Male	73.0	3.5	8.1	6.7	8.7	100
Female	47.7	30.2	5.7	5.5	10.9	100
Residence						
Rural	60.7	17.8	5.1	7.0	9.4	100
Urban	46.5	25.4	13.9	1.2	13.0	100
Region						
Kampala	37.6	18.9	29.4	0.0	14.1	100
Peri-urban Kampala	47.1	23.9	8.0	4.0	17.0	100
Central	54.5	21.6	5.7	0.8	17.4	100
Eastern	56.2	19.7	7.2	7.9	9.0	100
Karamoja	71.5	15.5	2.4	1.6	9.0	100
Northern	57.0	19.0	1.9	14.4	7.7	100
Western	70.8	15.5	8.3	0.6	4.8	100
Age						
14-17	47.0	8.6	33.7	5.8	4.9	100
18-30	57.8	21.3	5.6	4.0	11.3	100
31-59	61.3	20.6	0.2	8.1	9.8	100
60+	71.1	3.9	0.0	12.2	12.8	100
15-24	52.8	18.4	14.6	5.2	9.0	100
15-35	58.3	19.1	6.6	6.0	10.0	100
Total (Percent)	58.3	19.1	6.7	6.0	9.9	100
Number ('000)	1,310	430	149	135	225	2,249

*Note: Discouraged persons included persons who did not know how and where to look for work, unable to find work for their skills, had looked for job(s) before but had not found any, felt too young or too old to find a job and believed no jobs were available for them or there were none for which they would qualify for in their respective areas/districts.

About 25% of persons who neither sought employment nor were available was due to satisfaction with subsistence agriculture work

6.2.4.2 Reasons for not seeking and not being available for employment

Part of the inactivate population did not seek employment nor was available to take up any. As indicated in Table 7.3, their main reason was attending school or training (33%) with proportion for males more than for females (44% of males and 28% of females).

Among the different reasons, there were big variations observed between rural and urban residents in the proportions of those who were inactive due to schooling/training (higher proportion in urban areas) and those satisfied with subsistence agriculture work (higher proportion in rural areas). In Karamoja region, unlike other regions, the main reason for not seeking employment nor being available was family responsibility with a proportion of 37 percent. In Central and

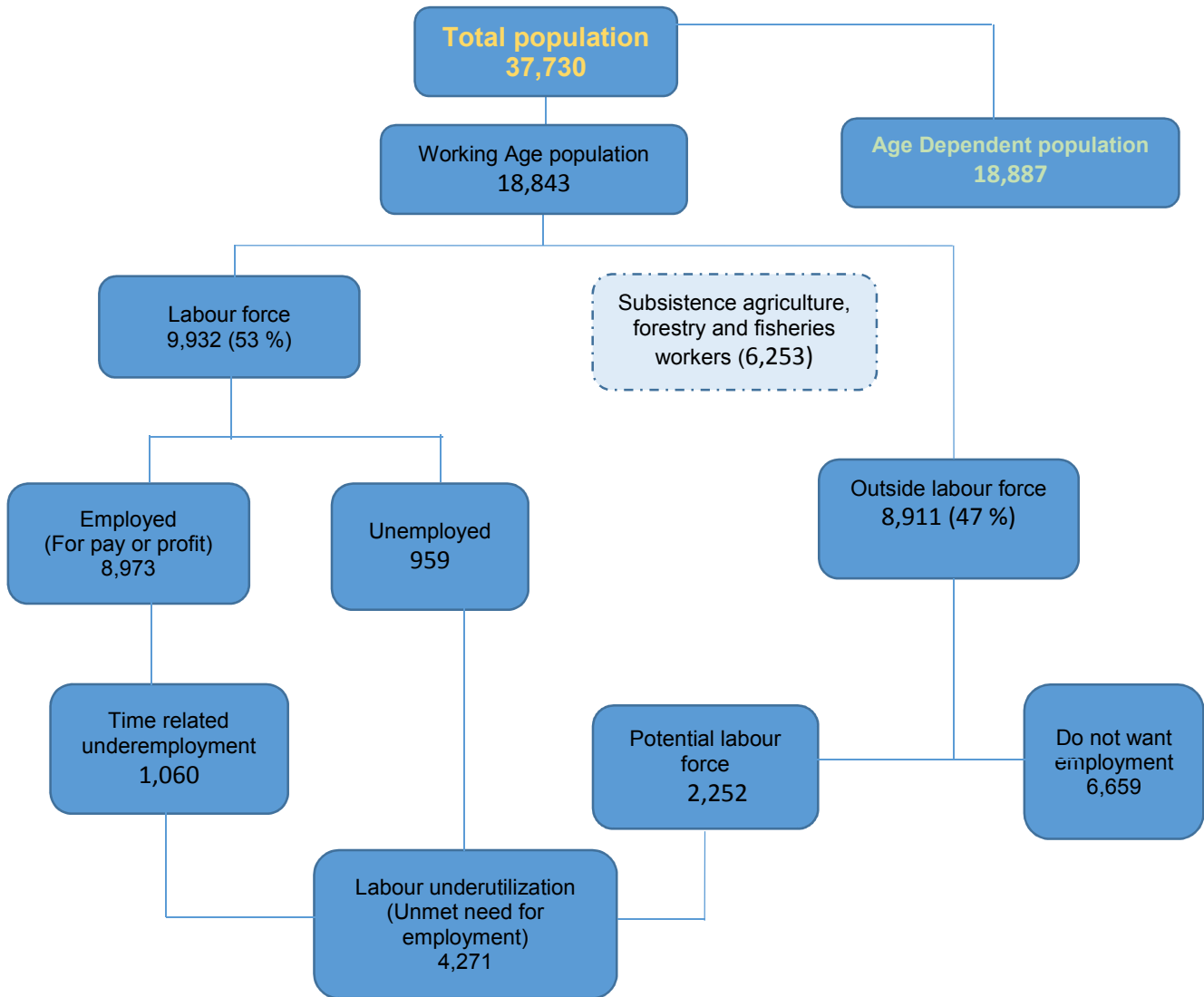
Western, the highest proportions were satisfied with subsistence agriculture work (32% and 34%) respectively.

The reasons provided according to age groups were varying. The main reason for the younger population was being in school or training while the older persons were mainly satisfied with subsistence agriculture or family responsibilities or housework.

Table 6.5: Reasons for not seeking and not being available for employment by sex and residence, percent

	In school or training	Satisfied with subsistence Agriculture	Family responsibilities or housework	Illness, injury or disability	Others	Total
Sex						
Male	44.1	26.1	7.2	8.5	14.1	100
Female	26.7	23.5	28.3	7.3	14.2	100
Residence						
Rural	29.7	27.9	19.9	8.2	14.3	100
Urban	48.8	9.7	22.0	5.9	13.6	100
Regions						
Kampala	56.5	0.6	17.1	5.4	20.4	100
Peri-urban Kampala	52.8	3.1	27.7	5.1	11.3	100
Central	27.1	31.8	18.6	7.6	14.9	100
Eastern	43.3	18.4	18.7	7.7	11.9	100
Karamoja	11.5	21.6	36.6	5.9	24.4	100
Northern	35.3	19.8	24.1	8.1	12.7	100
Western	26.2	34.2	16.3	8.5	14.8	100
Age						
14-17	72.9	3.6	7.1	4.6	11.8	100
18-30	22.8	26.1	29.4	6.9	14.8	100
31-59	0.1	47.0	27.4	11.6	13.9	100
60+	0.0	36.6	9.5	17.3	36.6	100
Total (Percent)	33.2	24.5	20.3	7.8	14.2	100
Number ('000)	2,124	1,563	1,299	496	908	6,390

Figure 6.3: The Labour force framework, 2016/17 (Numbers, '000)



6.3 Summary Findings

Out of the working age population of nearly 19 million (14-64 years), about 53 percent were in the Labour Force while about 47 percent (8.9 million people) were not in the labour force (economically inactive). Among females, the proportion not in the labour force was 55 percent while among males it was 39 percent. Inactivity can be as a result of not seeking work, not being available for work or both. Discouragement was the main reason reported by the inactive population for not being available for work with a proportion of 60 percent, where as the main reason for not seeking work was being in school or training (33%).

The rate of labour underutilisation was about 35 percent representing a population of about 4.3 million. The unemployment rate, which is a component of labour underutilisation, was 9.7 percent.

7.0 Introduction

Unpaid Care Work (UCW) is a critical, yet hidden dimension of our well-being that provides essential domestic services within households, for other households and to community members. This work is carried out in the person's own home and is unpaid. Unpaid means the person doing the activity does not receive a wage, and their work is therefore not counted in GDP calculations. 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.

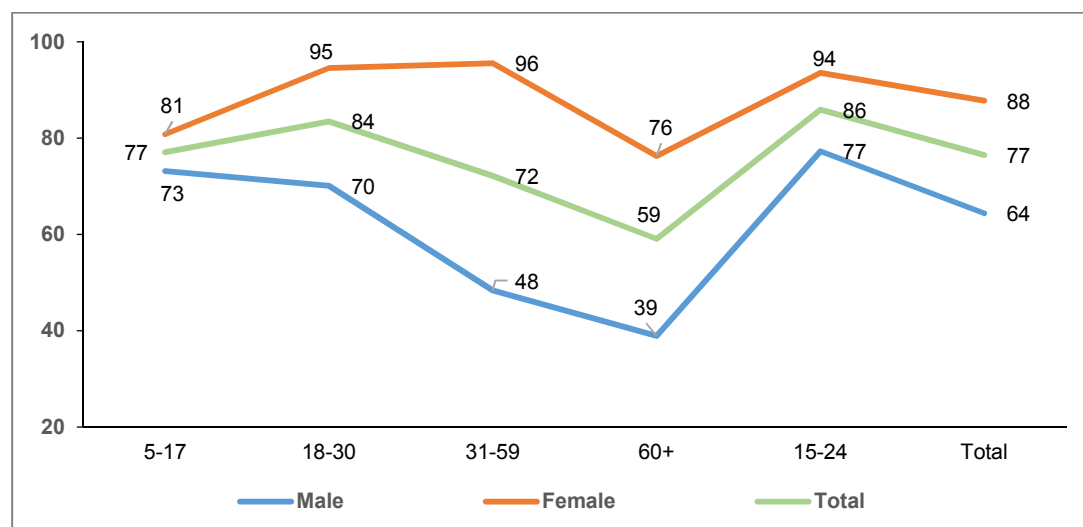
In the measurement of GDP, anything that you could theoretically pay someone else to do for you, e.g. teaching, nursing, cooking, caring for children, etc. is included. Therefore, the SNA (2008) definition excludes services produced for own use by a household, such as fuel and water collection, child care, elderly care, etc. Furthermore, the ILO uses SNA definitions to define employment, so services that are not counted in GDP, are also not counted as employment. As a result: a lot of "work" is not counted and, therefore excluded from GDP. 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.

The 2016 NLFS made deliberate effort to recognize UCW and its contribution to the economy by analysing, producing and disseminating statistics on UCW by both women and men, making any gender inequalities in UCW visible.

7.1 Characteristics of persons engaged in UCW

Findings presented in figure 7.1 show that about nine in every ten females (88%) were engaged in UCW compared to six in every ten males (64%). There were more female youth and adults (about 95%) engaged in UCW than girls (81%). On the contrary, more boys (73%) were engaged in UCW than the male youth and adults.

Figure 7.1: Proportion of persons engaged in UCW by sex and age group, (5+ years)



The results in table 7.1 show that males in the rural areas (66%) were more engaged in UCW than those in the urban areas (61%). There was no marked difference in engagement of UCW by females in both urban and rural areas. Karamoja, and Northern region in general had the least proportion of the population engaged in UCW (71%) while the East and Central regions had the highest proportions of the population engaged in UCW.

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

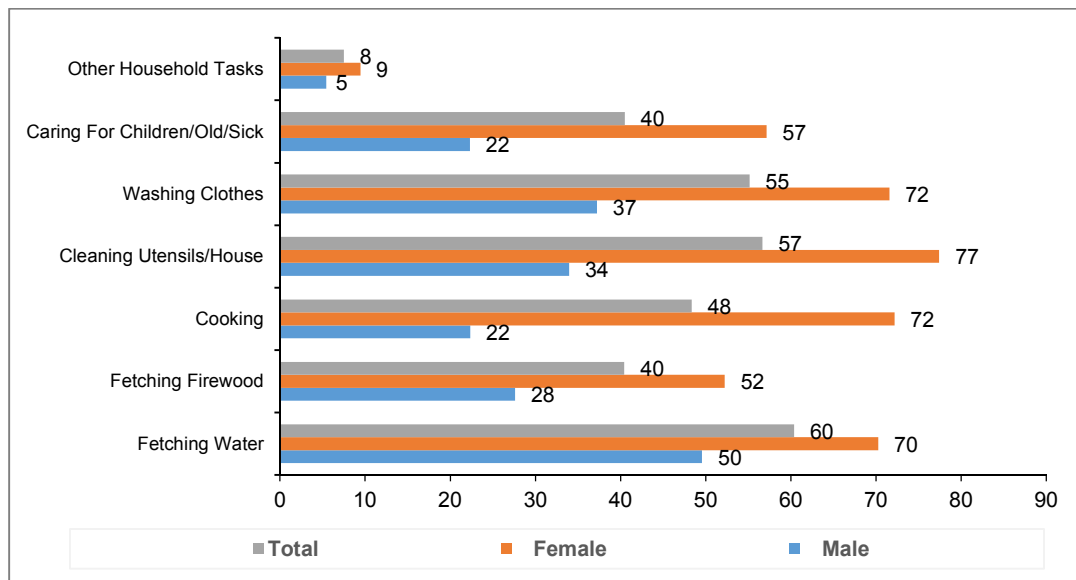
Background Characteristics	Male	Female	Total
Residence			
Rural	65.6	87.6	76.9
Urban	60.5	88.4	75.2
Region			
Kampala	61.8	84.3	73.2
Peri-urban Kampala	60.5	85.8	74.2
Central	73.3	88.7	80.9
Eastern	74.9	89.1	82.3
Karamoja	53.5	85.9	70.9
Northern	55.2	86.3	71.4
Western	59.1	88.4	74.7
Education level attained			
No education	44.8	79.2	67.3
Primary	58.4	94.7	77.3
Secondary	60.1	95.9	76.3
Post primary/Secondary specialized training	51.1	92.4	69.7
Degree and above	53.0	86.4	65.9
Disability Status			
With Disability	53.6	87.1	72.1
Without Disability	66.6	87.9	77.5
Total (Percent), 2016/17	64.4	87.8	76.5
Total (Percent), 2011/12	54.8	78.3	66.7

77% of the population 5 years and above was engaged in UCW

7.2 Distribution of UCW

Findings in figure 7.2 show that the most engaging activity overall was fetching water (60%). Among the sexes, this was true for males (50%), whereas cleaning utensils/house was the most engaging for females (77%). Other household tasks, other than those specified were the least engaging.

Figure 7.2: Distribution of UCW by type and sex, (5+ years, Percent)



7.3 Average number of hours per week spent on UCW

Time is a key factor in UCW. This is not only due to the opportunity cost of engaging in work for pay or profit, rather than UCW, but also due to the expenditures of energy involved. Sustainable Development Goal Five (5), Target 5.4 calls for the recognition and valuation of unpaid care and domestic work through the provision of public services, infrastructure and social protection policies, and the promotion of shared responsibility within the household and the family as nationally appropriate. In order to measure this, one of the proposed indicator is “Average number of hours spent on paid and UCW”

The average hours a week on UCW was 16.

The findings in table 7.2 show that, overall, the population aged 5 years and above spent an average of 16 hours a week on UCW. Females specifically spent an average of 20 hours a week, compared to 10 hours for males. Overall, the youth spent the most average number of hours per week (20 hours), while children spent the least (12 hours). There was no marked difference in hours spent on UCW between the urban and rural populations.

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

Background Characteristics	Male	Female	Total
Residence			
Rural	10.5	20.0	16.1
Urban	9.6	19.6	15.8
Age			
5-17	10.7	13.7	12.3
18-30	10.5	25.9	20.1
31-59	9.4	22.8	18.4
60+	9.5	18.2	15.7
15-24	11.4	23.6	18.4
Region			
Kampala	10.1	22.1	17.1
Peri-urban Kampala	10.4	20.2	16.6
Central	11.9	19.6	16.1
Eastern	9.6	19.7	15.3
Karamoja	11.4	21.0	17.6
Northern	10.4	21.6	17.5
Western	9.3	18.3	15.0
Education level attained			
No education	11.0	21.4	19.0
Primary	10.3	25.0	19.8
Secondary	9.5	24.8	18.3
Post primary/secondary specialized training	10.0	21.7	17.0
Degree and above	9.7	17.1	13.4
Total Average (Hours), 2016/17	10.3	19.9	16.1
Total Average (Hours), 2011/12	11.9	23.1	18.6

Female youth spent an average of 26 hours in UCW a week

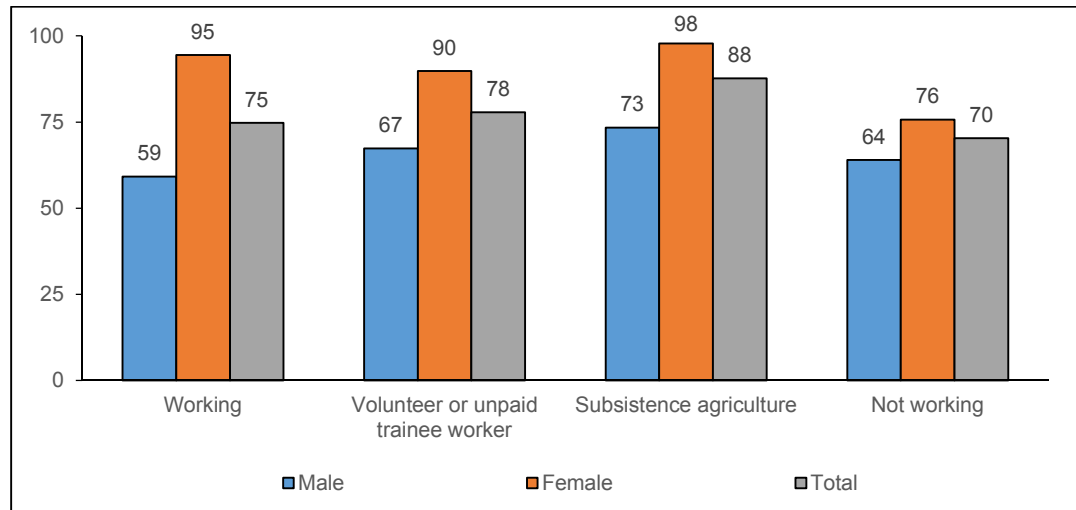
7.4 Activity status of persons engaged in UCW

While UCW, has a number of benefits including: preparing people for work during the day, ensuring the household's well-being, raising children to assume their household and social responsibilities, and building human and social capital; it has the opportunity cost of working. This implies that there will always be a trade-off between work and UCW. The activity status of persons engaged in UCW was therefore captured to obtain information in this regard.

Subsistence agriculture workers were the most engaged in UCW (88%)

The findings in figure 7.3 show that the population in subsistence agriculture was most engaged in UCW (88%), while those not working were least engaged (70%). Nine in every ten working women, volunteers and those engaged in subsistence agriculture were found to be engaged in UCW. On the contrary, working men were found to be least engaged (59%).

Figure 7.3: Activity status of persons engaged in UCW (5+ years, percent)

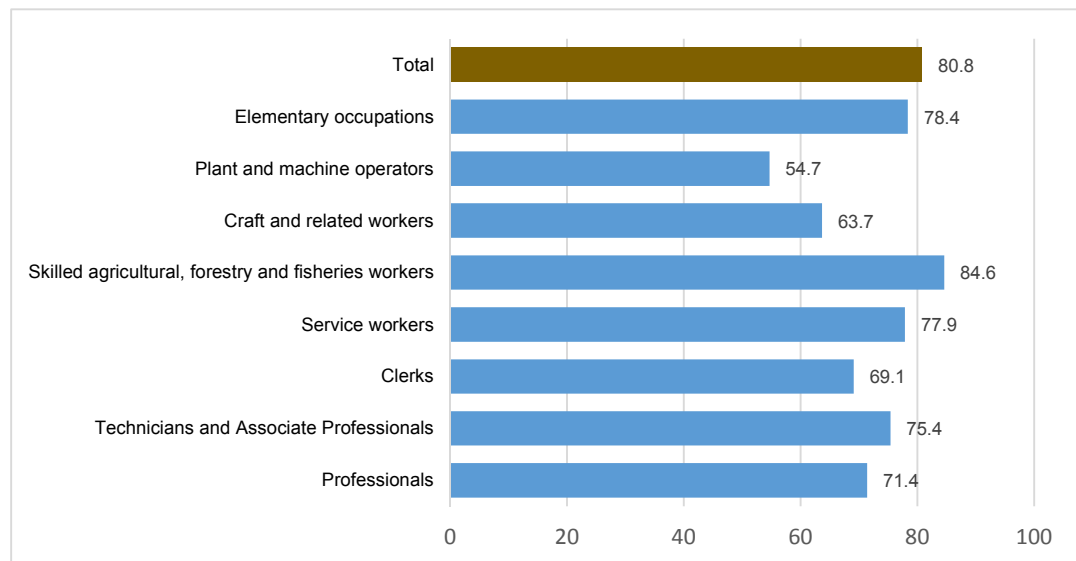


7.5 Main jobs of persons engaged in UCW

Engagement in UCW leads to wage differentials and occupational segregation. This specifically implies that wages are foregone, labour supply is reduced and occupational choices, earnings and leisure are affected. In cases, where one chooses to combine UCW with paid work, flexible (closer proximity and less hours) work/jobs are chosen, which are usually less paying. The 2016/17 collected information on the main and secondary jobs of persons engaged in UCW.

The findings in figure 7.4 show that among persons having at least a main job, eight in every ten were engaged in UCW. Skilled agricultural, forestry and fisheries workers were most likely to be engaged in UCW (85%), while the least proportion was among the plant and machine operators (55%).

Figure 7.4: Occupation of main job for persons engaged in UCW, (5+ years, percent)



7.6 Engagement in UCW by persons out of the labour force

The findings in table 7.3 show that among persons outside the labour force who were engaged in UCW, 15 percent were those who were available but did not seek work while. Eastern region had the highest proportion of the population available but did not seek work (25%), while Western region had the least (7%). On the hand, 85 percent did not seek work and were not available for work.

Table 7.3: Persons engaged in UCW who did not seek for work, and were either available or not. (5+ years, percent)

Background Characteristics	Available but did not seek	Did not seek and not available	Missing	Total
Sex				
Male	14.4	85.3	0.3	100.0
Female	15.2	84.6	0.2	100.0
Age				
5-17	4.2	95.7	0.1	100.0
18-30	35.4	64.1	0.5	100.0
31-59	34.0	65.5	0.5	100.0
60+	14.2	85.0	0.8	100.0
Residence				
Rural	15.1	84.7	0.2	100.0
Urban	13.8	85.6	0.6	100.0
Region				
Kampala	16.1	83.3	0.6	100.0
Peri-urban Kampala	12.7	86.8	0.5	100.0
Central	14.1	85.8	0.1	100.0
Eastern	25.2	74.5	0.3	100.0
Karamoja	20.6	79.3	0.0	100.0
Northern	10.7	88.9	0.5	100.0
Western	7.2	92.8	0.1	100.0
Education level attained				
No education	14.2	85.5	0.3	100.0
Primary	38.0	61.7	0.3	100.0
Secondary	38.0	61.2	0.9	100.0
Post primary/secondary specialized training	41.7	56.5	1.8	100.0
Degree and above	27.2	43.1	29.7	100.0
Total	14.9	84.9	0.3	100.0

7.7 Summary of findings

Findings from the 2016/17 NLFS show that 77 percent of the population aged 5 years and above was engaged in UCW. Of these, there were more females (88%) compared to males (64%). Engagement in UCW was found to be lower for girls (81%), and increased with age up to 31-59 years, while it was higher for boys (73%) and reduced with age.

The most engaging activities were fetching water among the males (50%), and cleaning utensils/house among females (77%). Overall, the population aged 5 years and above spent 16 hours a day on UCW. Females specifically spent 20 hours a day on UCW compared to 10 hours for males. Working women were found to be overly engaged in UCW (95%) compared to working men (59%). Eight in every ten persons with a main job was engaged in UCW.

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 2016/17 about the Youth aged 18-30 unless otherwise stated.

Youth population was about 7.7 million of which 11% were currently attending school

8.1 Characteristics of the Youth Population

As presented in Table 8.1, the population of the youth was estimated to be 7.7 million which was 21 percent of the total population estimated. The females were more than the males by about 719,000. Most of the youth (69%) lived in rural areas. The Western region had the highest proportion of youths (24%) and about 14 percent of the youth had a disability.

Majority of the youth (58%) had attained primary education while only two percent had a degree and above. The proportion of the youth currently attending school was 11 percent with the proportion of males double that of females.

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

Background characteristic	Male	Female	Total
Age Group			
18-19	17.0	15.6	16.3
20-24	38.7	39.0	38.9
25-30	44.3	45.3	44.8
Residence			
Rural	70.1	67.2	68.5
Urban	29.9	32.8	31.5
Region			
Kampala	8.0	7.4	7.7
Peri-urban Kampala	6.3	7.6	7.0
Central	18.8	17.0	17.8
Eastern	20.6	18.4	19.4
Karamoja	3.2	3.9	3.6
Northern	20.0	20.8	20.4
Western	23.1	24.9	24.1
Disability Status			
With Disability	13.1	14.2	13.7
Without Disability	86.9	85.8	86.3
Education Attainment			
No education	5.6	9.6	7.9
Primary	58.2	58.3	58.2
Secondary	27.5	24.2	25.6
Post primary/secondary Specialized training	5.6	5.9	5.8
Degree and above	3.0	2.0	2.4
Current schooling status			
Attending school	15.2	7.7	11.1
Out of school	80.0	83.6	82.0
Never been to school	4.8	8.7	6.9
Total	100	100	100
Number (000's)	3,511	4,230	7,741

8.2 Youth Activity status

Youth activity status shown in Table 8.2 revealed that almost half (47%) of the youth were in employment with more males (54%) than the females (41%). Eight percent of the youths were exclusively in school with about three percent combining school and employment. It can be noted that 41 percent of the youth were Neither in Employment nor Education nor Training (NEET) with more females (51%) than males (29%). The proportion of the youth engaged in subsistence agriculture was 31 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	Neither in Employment nor Education Training (NEET)	Not stated	Total	Proportion in Subsistence Agriculture *
Sex							
Male	54.4	10.5	4.4	29.0	1.6	100	25.0
Female	40.7	6.0	1.6	50.5	1.3	100	36.3
Age group							
18-19	27.1	26.4	6.3	38.8	1.5	100	35.7
20-24	45.3	8.2	3.6	41.6	1.2	100	31.0
25-30	55.6	1.2	1.1	40.5	1.6	100	29.8
Residence							
Rural	42.6	6.9	2.5	46.9	1.0	100	41.0
Urban	56.3	10.4	3.7	27.2	2.5	100	9.9
Region							
Kampala	53.9	15.4	3.9	20.6	6.1	100	0.3
Peri-urban Kampala	61.3	9.8	2.2	24.6	2.1	100	1.9
Central	58.1	5.9	1.4	34.5	0.2	100	23.9
Eastern	34.3	11.5	3.3	50.7	0.2	100	47.9
Karamoja	34.9	3.2	0.7	59.3	1.8	100	45.6
Northern	41.2	6.3	2.3	48.4	1.8	100	39.2
Western	49.2	6.2	4.4	39.0	1.2	100	32.5
Total	46.9	8.0	2.9	40.7	1.4	100	31.2
Number ('000)	3,634	621	224	3,150	111	7,741	2,415

Note: *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, nearly four million youth were in employment. Of the employed youth, 62 percent resided in rural areas. More than two-thirds of the employed youth (68%) had neither technical skills nor specialization in training.

Table 8.3: Distribution of the Employed Youth by sex

Background characteristics	Male	Female	Total
Residence			
Rural	63.2	60.7	62.1
Urban	36.8	39.3	37.9
Region			
Kampala	9.1	8.6	8.9
Peri-urban Kampala	8.3	9.6	8.9
Central	22.1	20.3	21.3
Eastern	17.2	11.7	14.7
Karamoja	2.0	3.2	2.6
Northern	16.4	19.5	17.8
Western	25.0	27.0	25.9
Education			
No education	4.1	6.9	5.4
Primary	54.1	50.5	52.4
Secondary	30.5	29.5	30.0
Post primary/secondary specialized training	7.4	10.0	8.6
Degree and above	4.0	3.2	3.6
Specialised training			
With trade or technical skill and specialisation	3.2	4.5	3.8
With trade or technical skill only	19.8	20.9	20.3
With specialisation only	8.1	8.6	8.3
None	68.9	66	67.5
Age groups			
18-19	10.3	11.5	10.9
20-24	40.2	35.8	38.2
25-30	49.5	52.6	51.0
Total	100	100	100
Number ('000)	2,066	1,792	3,859

8.3.1 Youth Employment-to-Population Ratio

The youth Employment to Population Ratio (EPR) refers to the proportion of youth aged 18-30 years that was employed. Table 8.4 shows that the EPR among youths was 50 percent with 59 percent among males and 42 percent among females. The Employment to Population Ratios in urban areas were higher than those in the rural with a total of 60 percent and 45 percent youth in employment respectively. Youths with post primary/secondary specialised training and those with degree and above

Youth employment-to-population ratio was **50%**

had the highest EPR of 80 percent and 79 percent respectively while those with no education had the least ratio of 37 percent.

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

Background characteristic	Male	Female	Total
Residence			
Rural	53.1	38.3	45.2
Urban	72.4	50.7	60.0
Region			
Kampala	67.6	49.1	57.8
Peri-urban Kampala	77.6	53.8	63.5
Central	69.0	50.6	59.4
Eastern	49.1	27.0	37.6
Karamoja	36.7	35.0	35.7
Northern	48.1	39.8	43.5
Western	63.5	45.9	53.6
Education Attainment			
No education	47.8	31.9	36.8
Primary	60.7	38.7	48.2
Secondary	72.3	54.5	62.7
Post primary/secondary specialized training	85.1	75.5	79.5
Degree and above	85.2	70.8	78.5
Age Group			
18-19	35.6	31.3	33.3
20-24	61.1	38.9	48.9
25-30	65.9	49.2	56.7
Specialised training			
With trade or technical skill and specialisation	90.1	76.4	81.9
With trade or technical skill only	77.0	52.7	62.9
With specialisation only	83.3	73.3	78.1
None	60.4	39.6	48.6
Total	58.9	42.4	49.8

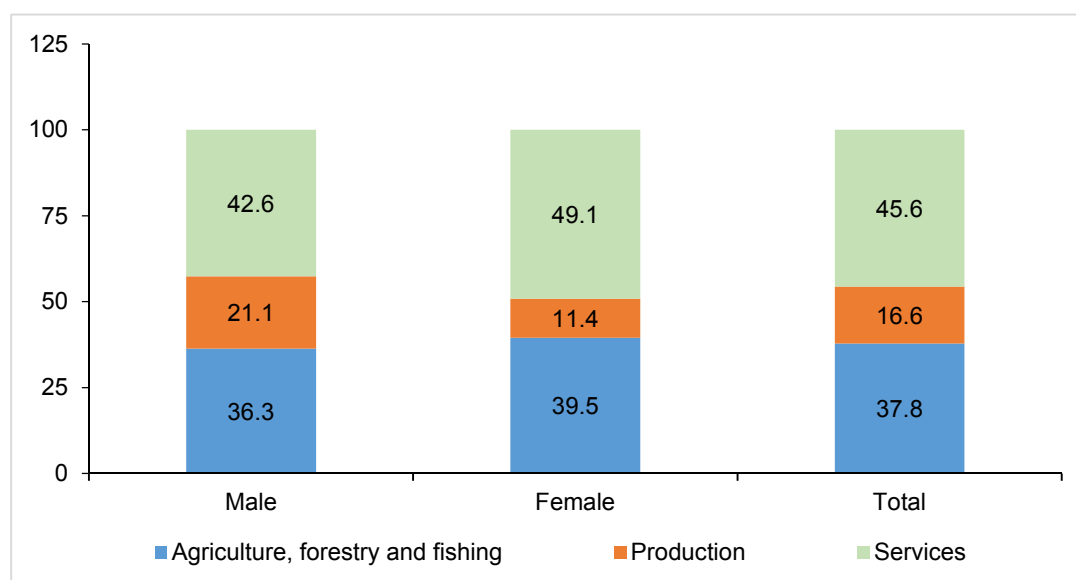
8.3.2 Industry of the Youths in Employment

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.

Figure 8.1 shows that the largest proportion (46%) of the employed youth were working as service workers followed by Agricultural, forestry and fishing (38%). More females than males were engaged in Services and agriculture while more males than females were engaged in production.

38% of the employed youth were working in the agricultural industry

Figure 8.1: Industry of the main job of the employed youth (18-30 years) by sex



Two of the youth were employed in activities of households

Variations by residence showed that majority of the youth in employment from rural areas were in the agriculture, forestry and fishing industry (55%) while majority of those from urban areas were in the trade industry (27%) (Table 8.5). The proportion of the youth employed in activities of households was about two percent.

Table 8.5: Industry of Employment of the youth by Residence and Sex, Percent

INDUSTRY	Sex		Residence		Total
	Male	Female	Rural	Urban	
Agriculture, forestry and fishing	36.3	39.5	55.1	9.5	37.8
Trade	17.0	21.4	14.4	26.7	19.0
Manufacturing	10.6	8.9	9.0	11.0	9.8
Education	5.0	7.4	3.9	9.7	6.1
Transport and storage	10.0	0.1	4.0	7.6	5.4
Construction	8.2	0.6	4.1	5.6	4.6
Hotels, restaurant eating places	1.7	6.2	1.9	6.9	3.8
Other service activities	3.0	5.1	2.4	6.4	4.0
Activities of households as employers	0.7	4.1	0.8	4.7	2.3
Others	7.6	6.8	4.3	11.8	7.2
Total (Percent)	100	100	100	100	100
Number (000's)	2,060	1,786	2,390	1,456	3,846

8.3.3 Occupation of the 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 8.6 shows that the largest proportion of youths in employment (28%) were skilled agricultural,

forestry and fisheries workers. In urban areas most youth (36%) were employed as service workers. The proportion of the youth who were professionals or associate professionals was about six percent. Employed youth in jobs where no skills are required (elementary occupations) were a proportion of 17 percent of all total youth employment.

Table 8.6: Occupations of the Youths by Sex and Residence, Percent

Background Characteristic	Sex		Residence		TOTAL
	Male	Female	Rural	Urban	
Skilled agricultural, forestry and fisheries workers	25.3	30.8	41.1	6.1	27.9
Service workers	17.2	31.9	17.0	35.6	24.0
Elementary occupations	18.1	16.7	18.2	16.2	17.4
Craft and related workers	16.9	8.1	11.4	15.2	12.8
Plant and machine operators	12.5	1.4	5.3	10.5	7.3
Professionals	4.9	6.5	3.8	8.8	5.7
Technicians and associate professionals	3.7	2.9	2.5	4.7	3.3
Others	1.3	1.8	0.7	2.8	1.6
Total	100	100	100	100	100
Number ('000)	2,060	1,785	2,389	1,456	3,845

Note: Others include managers, clerical support staff

The proportion of youth employed as professionals was about 6%

8.3.4 Status in employment of the youth

Table 8.7 shows that 48 percent of the youth in employment were own account workers and about 40 percent were in paid employment. The proportion of the male youth in paid employment was higher (46%) than that of females (32%). On the other hand, the share of youth in paid employment in urban areas (54%) was much higher than the proportion for rural residents (31%).

67% of females were in vulnerable employment compared 51% of males

Employed youth in Karamoja and Northern regions were less likely to be involved in paid employment (22% and 30% respectively) compared to their counterparts in other regions. The employed youth in vulnerable employment is the sum of own-account workers and contributing family workers. Vulnerable employment is often characterized by inadequate earnings, low productivity and difficult conditions of work that undermine workers' fundamental rights. About 58 percent of the employed youth were classified as "in vulnerable employment", with the proportion for females at 67 percent. The youth from Karamoja region were more engaged in vulnerable employment (78%) compared to others.

Table 9.7: Status in employment of the Youths by background characteristics (%)

Background characteristics	Paid employees	Employers	Own account workers	Contributing family workers	Total
Sex					
Male	46.3	2.7	44.3	6.8	100
Female	31.7	1.7	52.2	14.5	100
Residence					
Rural	31.0	1.8	54.1	13.2	100
Urban	53.5	2.9	38.0	5.7	100
Region					
Kampala	61.8	2.9	31.1	4.3	100
Peri-urban Kampala	58.3	2.3	34.2	5.2	100
Central	36.9	3.7	39.5	19.9	100
Eastern	42.9	2.3	43.5	11.3	100
Karamoja	22.4	0.0	70.7	6.9	100
Northern	29.6	1.1	58.8	10.5	100
Western	34.0	1.6	58.3	6.1	100
Total	39.5	2.2	48.0	10.4	100
Number ('000)	1,519	85	1,844	398	3,846

8.3.5 Nature of employment and Job Satisfaction

91% of the employed Youth were in informal employment

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 period³. In Table 8.8, it can be observed that majority of the youth were in Informal employment (91%).

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. The Table further reveals that majority of the youths (70%) were in irregular employment. Results on education attainment showed that the higher the education level, the more likely a youth was engaged in regular employment. For example, only 20 percent of youth with no formal education and about 52 percent with a degree and above were in regular employment. Despite the informality and irregular nature of jobs by the youth, most youths (69%) were satisfied with their current jobs.

³17th International Conference of Labour Statisticians

Table 8.8: Nature of Employment and Job Satisfaction of the Youth in Employment in the main job by Selected Background Characteristics, 2016

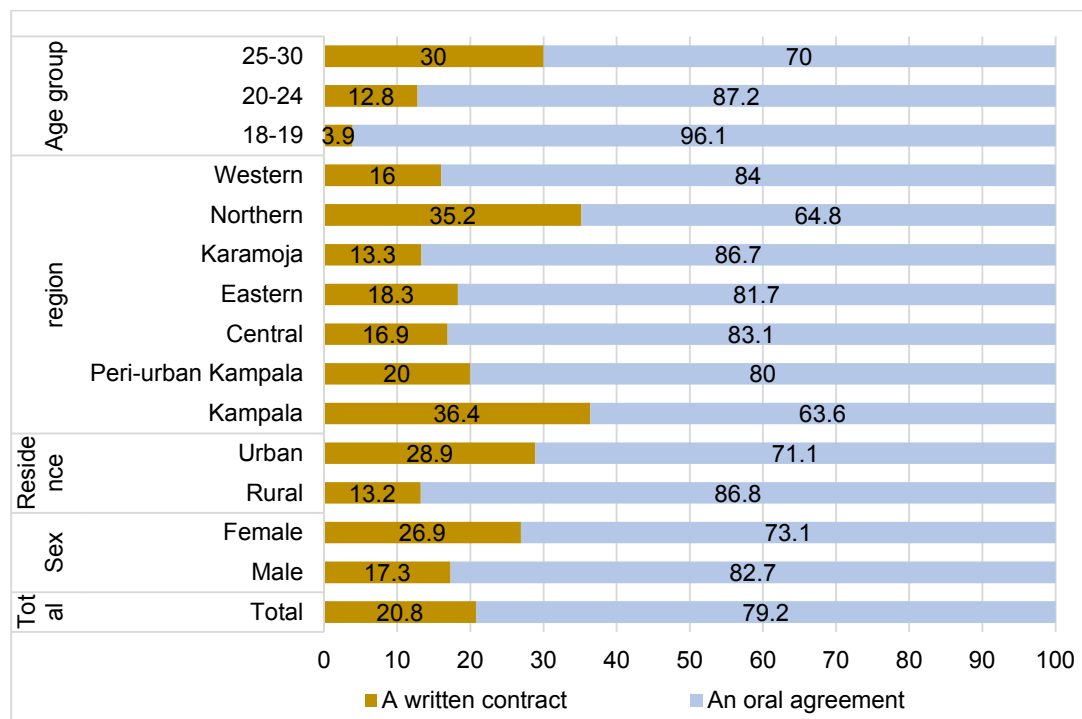
Background characteristics	Formality of employment (outside agriculture)		Type of employment		Job Satisfaction		Total
	Formal	Informal	Regular	Irregular	Satisfactory	Not Satisfactory	
Sex							
Male	9.0	91.0	34.1	65.9	68.9	31.1	100.0
Female	10.1	89.9	24.3	75.7	68.8	31.2	100.0
Residence							
Rural	5.7	94.3	20.4	79.6	68.0	32.0	100.0
Urban	12.5	87.5	44.3	55.7	70.4	29.6	100.0
Region							
Kampala	16.6	83.4	48.7	51.3	67.7	32.3	100.0
Peri-urban Kampala	12.7	87.3	53.5	46.5	78.1	21.9	100.0
Central	9.2	90.8	27.9	72.1	78.1	21.9	100.0
Eastern	7.7	92.3	35.4	64.6	86.7	13.3	100.0
Karamoja	6.1	93.9	13.8	86.2	77.4	22.6	100.0
Northern	4.6	95.4	15.5	84.5	64.2	35.8	100.0
Western	8.5	91.5	23.5	76.5	50.8	49.2	100.0
Education attainment							
No education	6.4	93.6	20.3	79.7	72.3	27.7	100.0
Primary	3.8	96.2	21.2	78.8	67.8	32.2	100.0
Secondary	8.9	91.1	36.3	63.7	70.8	29.2	100.0
Post primary/secondary	17.5	82.5	57.0	43.0	72.5	27.5	100.0
Degree and above	34.2	65.8	52.0	48.0	75.6	24.4	100.0
Total	9.5	90.5	29.6	70.4	68.9	31.1	100.0

8.3.6 Basis of employment

79% of the employed youth had oral agreements

The basis of employment in this case refers to agreement for the main job which was categorised into written and oral agreement. Figure 8.2 shows that only two out of 10 employed youths were working on the basis of written contracts while the majority (79%) were working on oral agreements with a higher proportion among males (83%) than males (73%). As the age increased, the proportion of those with written contracts increased.

Figure 8.2: Percentage distribution of Youth by basis of employment and Selected Background Characteristics



91% of employed youth do not make social security contributions

Some of the indicators about social protection include contribution to social security fund and entitlement to paid annual leave by employed persons while written contracts may indicate some levels of job security. Table 8.9 indicates that only nine percent of youths made social security contributions while one in ten employed youths were entitled to paid annual leave.

Table 8.9: Percentage distribution of youths (18-30) by status in employment and selected background characteristics

Background characteristic	Social Security Contribution	Paid annual leave	Maternity/paternity leave	Paid sick leave
Sex				
Male	7.8	9.6	8.7	12.0
Female	10.0	15.6	21.0	19.7
Age group				
18-19	0.2	1.7	0.5	2.4
20-24	5.3	6.8	8.5	11.2
25-30	12.7	17.5	19.3	20.0
Residence				
Rural	4.2	8.2	10.2	9.7
Urban	12.6	15.1	16.0	19.6
Region				
Kampala	17.7	17.9	18.8	21.9
Peri-urban Kampala	11.0	15.6	17.3	19.1
Central	7.7	10.2	17.5	15.4
Eastern	5.3	11.9	14.9	13.8
Karamoja	1.9	8.1	12.0	15.2
Northern	1.5	12.1	12.5	12.2
Western	8.5	7.3	2.9	9.5
Total	8.6	11.8	13.3	14.9

Almost (48%) half of employed youth were under-educated for the job they were performing

8.3.7 Education mismatch of the employed youth

Education mismatch is a situation in the labour market where the level of Education of individuals do not match the level of education required in the jobs. Almost one half of the youths (48%) were under educated for the jobs in the market and 42 percent had matching education and job requirements. More females than males were over educated and under educated in comparison to their job requirements while more males than females had matching skills required in the main job (Table 8.10).

Table 8.10: Education Mismatch of the Youth in Employment by Selected Background Characteristics

Background characteristic	Matching	Over educated	Under educated	Total
Sex				
Male	44.5	8.8	46.7	100
Female	39.9	10.4	49.7	100
Residence				
Rural	37.0	5.5	57.5	100
Urban	51.4	16.6	32.1	100
Region				
Kampala	56.2	21.9	21.9	100
Peri-urban Kampala	59.5	19.2	21.3	100
Central	41.5	8.9	49.5	100
Eastern	40.0	6.6	53.3	100
Karamoja	43.9	2.8	53.4	100
Northern	33.3	6.7	60.0	100
Western	39.6	7.1	53.2	100
Education Attainment				
No education	29.4	-	70.6	100
Primary	20.0	-	80.0	100
Secondary	79.0	14.1	6.9	100
Post primary/secondary specialized training	54.2	45.8	0.0	100
Degree and above	54.3	45.7	0.0	100
Sector of employment				
Agriculture, forestry and fishing	35.9	4.4	59.8	100
Production	40.7	15.6	43.7	100
Services	48.6	12.0	39.4	100
Total	42.3	9.6	48.2	100
Number ('000)	1,585	359	1,805	3,748

8.4 Youth Labour Under-utilisation

Labour Underutilisation (LU) refers to mismatches between labour supply and demand which translates into an unmet need for employment among the population⁴. 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.

Table 8.11 shows that the unemployment rate (LU1) for the youth stood at 13 percent while the time related underemployment was 12 percent. The combined rate of time-related underemployment and unemployment (LU2) was 19 percent i.e. over one million youth were affected by either unemployment or time related underemployment.

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 30 percent.

The aggregate labour under-utilisation rate (LU4) of the youth was 38 percent. The aggregate labour under-utilisation rate for females (42%) was higher than for males (34%), and was higher for rural youth (44%) compared to their urban counterparts (28%).

Youth unemployment rate (LU1) was 13%

Youth Aggregate under-utilisation rate (LU4) was 38%

⁴19th ICLS, 2013. Paragraph 40, Resolution I

⁵Includes those in the labour force and the potential labour force.

Table 8.11: Measures of Labour Under-utilisation by background characteristics

Background characteristics	LU1	TRUEMP	LU2	PLF	LU3	LU4
Sex						
Male	11.4	12.3	19.0	14.7	24.4	33.7
Female	14.7	11.1	19.0	24.1	35.2	42.4
Residence						
Rural	13.5	14.5	24.1	23.5	33.9	43.5
Urban	12.0	7.1	9.9	11.5	22.1	27.6
Region						
Kampala	15.8	7.5	7.9	9.6	23.9	29.6
Peri-urban Kampala	12.3	7.0	7.1	9.8	20.8	26.4
Central	9.4	17.2	20.6	15.2	23.1	36.4
Eastern	19.7	7.0	21.2	37.0	49.4	52.9
Karamoja	7.6	20.8	24.0	37.4	42.2	54.2
Northern	16.5	18.6	30.8	19.9	33.1	45.6
Western	8.7	7.3	14.4	11.2	18.9	24.8
Education						
No education	7.5	17.4	20.3	24.1	29.8	42.0
Primary	14.3	13.8	23.1	24.1	35.0	43.9
Secondary	14.1	10.3	17.4	12.5	24.8	32.5
Post primary/secondary specialized training	3.5	5.3	6.6	8.0	11.2	15.9
Degree and above	14.8	3.1	7.1	1.6	16.2	18.8
Total	13.0	11.7	19.0	19.4	29.8	38.1
Total (Number '000)	575	452	1,027	1,067	1,642	2,094

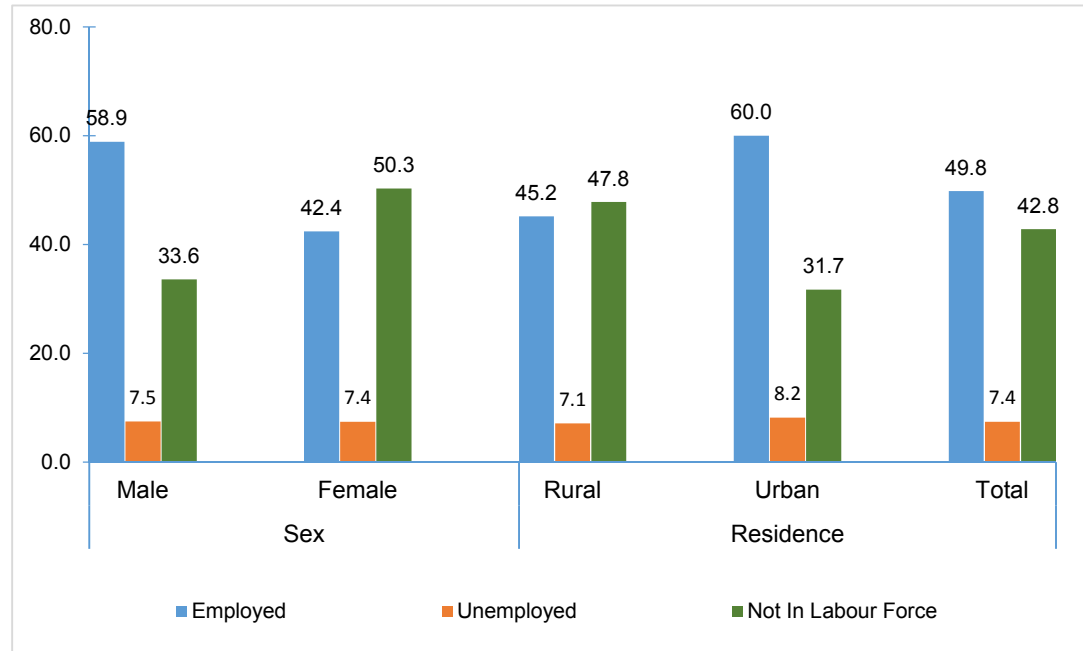
8.5 Youth in the Labour Force

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.

Figure 9.3 shows that about 50 percent of the youth were employed with more males (59%) than females (42%) in employment. About 43 percent of the youth were outside the labour force with a higher share of females (50%) than that of males (34%).

Proportion of the youth population outside the labour force was 43%

Figure 8.3: Labour Force status of the Youth population (18-30 years) by sex and residence



Labour Force 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.

68% of the Youth in the Labour Force lacked technical skills or specialisation

Table 8.12 shows that the population of the youth in the labour force was 4.4 million youths of these 53 percent were males while 47 percent were females. The older the youth the higher the percentage in the labour force. Majority of the youths in the labour force (63%) resided in rural areas. A small proportion of the youth in the labour force was attending school (6%) while majority (90%) had left school. Despite the high proportion that left school, a big proportion of youth in the labour force (68%) did not have any technical skills or specialized training.

Table 8.12: Distribution of Youth in the Labour Force by background characteristics, 2016

Background characteristic	Male	Female	Total
Age group			
18-19	11.1	11.4	11.2
20-24	40.5	38.1	39.3
25-30	48.4	50.5	49.4
Residence			
Rural	64.4	60.3	62.5
Urban	35.6	39.7	37.5
Region			
Kampala	9.2	9.2	9.2
Peri-urban Kampala	7.9	9.9	8.9
Central	21.2	19.6	20.4
Eastern	18.2	13.3	15.9
Karamoja	2.0	2.9	2.4
Northern	17.5	19.7	18.6
Western	24.1	25.3	24.7
Current Schooling status			
Never	3.5	6	4.7
Left School	88.9	90.2	89.6
At school	7.5	3.7	5.7
Education attainment			
No education	3.8	6.5	5.1
Primary (p1-p7)	54.9	51.2	53.1
Secondary (s1-s6)	30.7	30.0	30.4
Post pri./sec specialised training	6.6	8.9	7.7
Degree and above	4.0	3.3	3.7
Specialised training			
With trade or technical skill and specialization	2.9	4.2	3.5
With trade or technical skill only	19.7	21.2	20.4
With specialization only	7.7	8.1	7.9
None	69.7	66.6	68.2
Total (Percent)	52.6	47.4	100
Total (Number '000)	2,333	2,101	4,434

8.5.1 Youth Labour Force Participation Rate

Youth Labour Force Participation rate was 57%

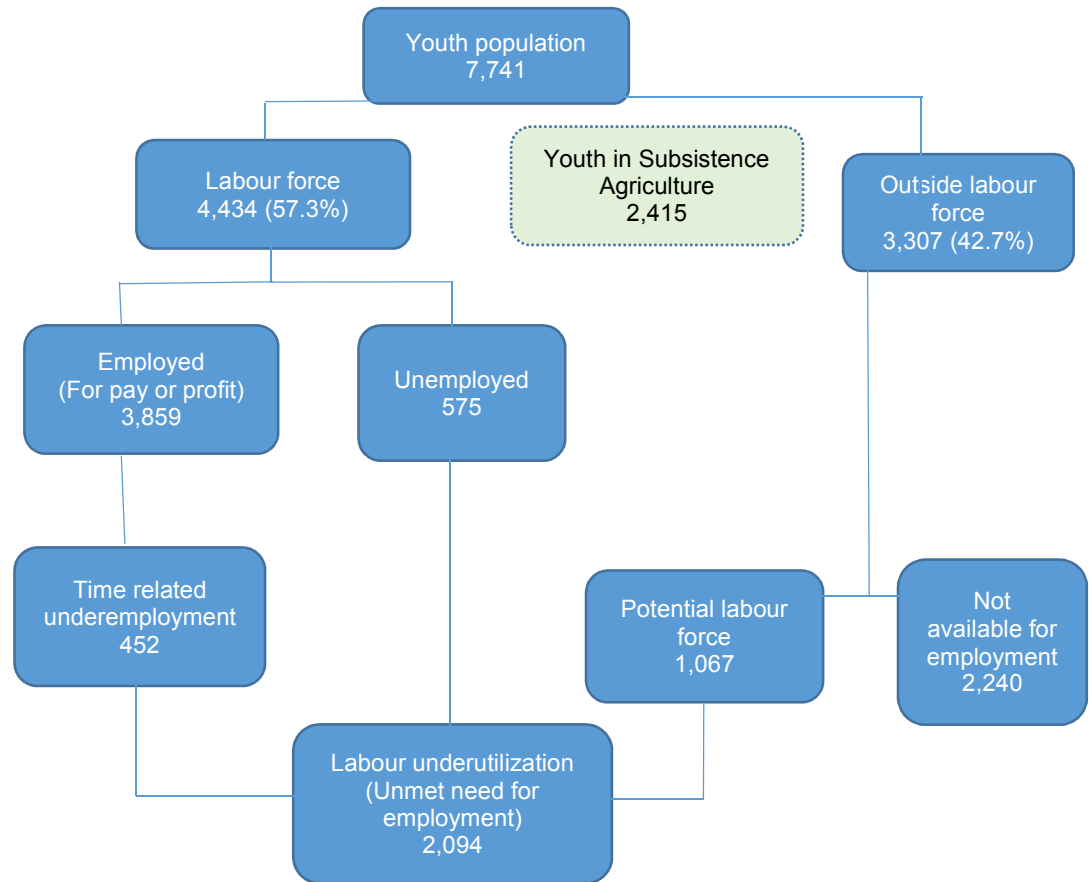
The Labour Force Participation Rate is a measure of the extent to which the current working age population is economically active. Youth labour force participation rate indicates the proportion of the youth either currently employed or seeking employment. Table 8.13 shows that the youth Labour Force Participation Rate was 57 percent with higher proportion for males (66%) than females (50%).

Youth from urban areas had a higher participation rate (68%) than those from rural areas (52%). The LFPR increased with increase in the age groups. The higher the level of education attained, the higher the Labour Force Participation Rates (LFPR). Peri-urban Kampala had the highest proportion of youth LFPR of 72 percent while Karamoja had the least (39%).

Table 8.13: Youth Labour Force Participation Rates by selected Background Characteristics, Percent

Characteristic	Male	Female	Total
Residence			
Rural	61.0	44.6	52.2
Urban	79.2	60.0	68.2
Age group			
18-19	43.3	36.2	39.6
20-24	69.5	48.5	57.9
25-30	72.7	55.3	63.1
Region			
Kampala	76.6	61.6	68.7
Peri-urban Kampala	83.2	64.9	72.4
Central	74.7	57.3	65.6
Eastern	58.5	36.0	46.8
Karamoja	41.7	36.5	38.6
Northern	58.2	47.2	52.1
Western	69.3	50.5	58.7
Education attainment			
No education	50.0	35.3	39.8
Primary (p1-p7)	69.5	46.1	56.2
Secondary (s1-s6)	82.3	65.0	73.0
Post primary/secondary specialised training	86.7	79.3	82.4
Degree and above	95.7	88.0	92.2
Specialised training			
With trade or technical skill and specialisation	91.3	82.6	86.0
With trade or technical skill only	86.6	62.8	72.8
With specialisation only	89.3	81.0	85.0
None	68.9	46.9	56.4
Total	66.4	49.7	57.3

Figure 8.4: Youth Labour Force Framework

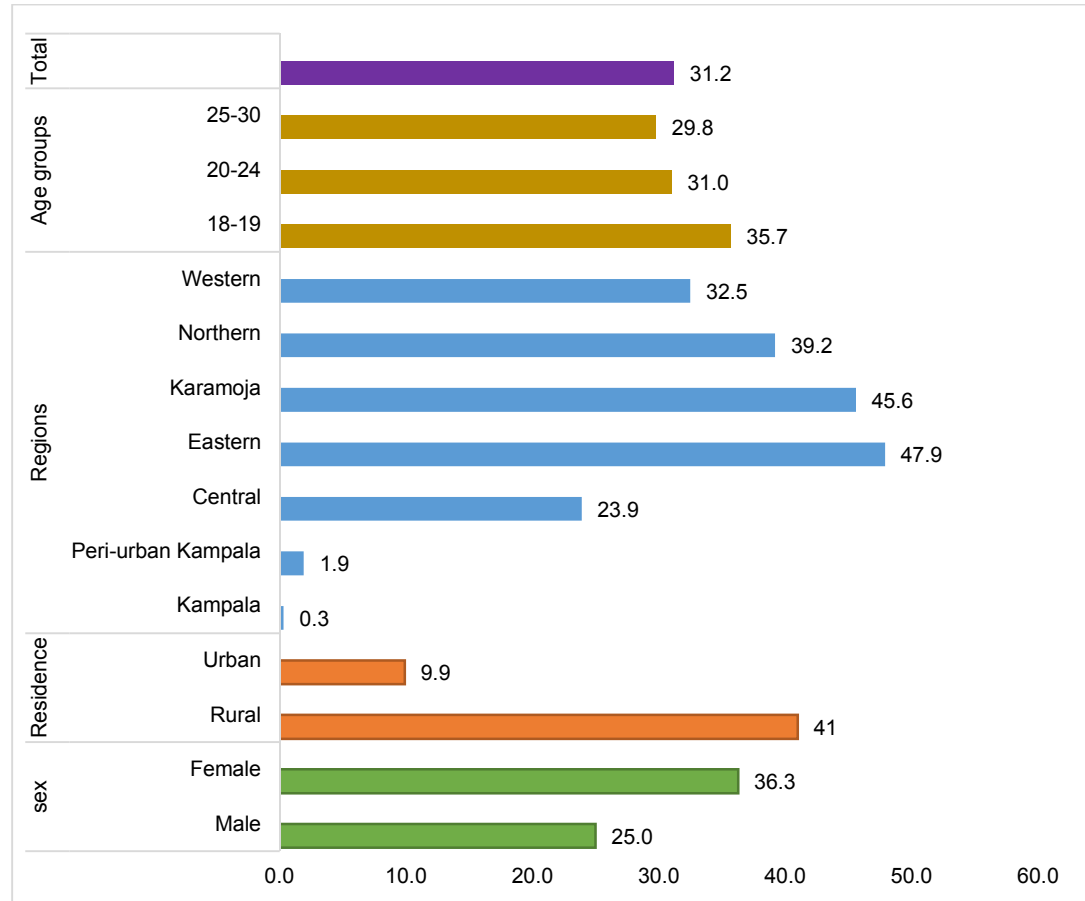


8.6 Youth in subsistence agriculture

31% of the youth were engaged in subsistence agriculture

Figure 8.5 shows that, overall, 31 percent of the total youth population was engaged exclusively in subsistence agriculture production only. The results further indicate a higher proportion of females (36%) than males (25%). On the other hand, the proportion of rural youth was about four times than urban youth. By regional disaggregation, Eastern and Karamoja had the highest proportion of youth in subsistence agriculture (48% and 46% respectively) compared to the rest of the regions.

Figure 8.5: Proportion of youth in subsistence agriculture production only by sex and residence (%)



8.7 Youth Transition to Employment

Upon completing or leaving school, one is expected to find work from which s/he can earn a living and support themselves including those under their care. The International Labour Organisation defines labour market transition as the passage of a young person from the end of schooling (or entry to first economic activity) to the first stable or satisfactory job. The basic criteria for stability of any employment are that it should be based on written contract of duration greater than 12 months or oral agreement with likelihood of retention or has attained a satisfactory temporary job judged on the young respondent's willingness to stay there. All current students are counted among those "in transition".

8.7.1 Stages of transition

The stages of transition to employment are categorised into three broad groups namely; transited, in transition and not yet started transition. These are defined in detail below.

- 1) **Transited** – A young person who has "transited" is one who is currently employed and not in school and in:

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

The proportion of youth who transited either to stable or satisfactory jobs was 27%

Table 8.14 shows that about 27 percent of the youth had transited into employment either in satisfactory (18%) or stable jobs (9%). This shows that there is inadequate stable or satisfactory employment for working youth in Uganda. The results further indicate that more females than males had transited to satisfactory jobs while more males than females had transited to stable jobs. Transition into stable job increased with increasing levels of education attained up Post primary/secondary specialized training. Majority of the youths (62%) were in transition and nine percent had not started the transition.

Table 8.14: Stages of transition of the Youth by Sex and Residence

Characteristic	Transited to stable job	Transited to satisfactory job	In transition	Transition not started	Not stated	Total
Sex						
Male	12.6	17.0	57.9	10.4	2.1	100
Female	6.7	18.4	65.8	7.4	1.7	100
Age						
18-19	5.7	11.2	51.9	29.0	2.2	100
20-24	8.9	18.6	57.2	13.9	1.4	100
25-30	11.2	21.7	54.4	10.9	1.7	100
Residence						
Rural	6.8	18.9	65.2	8.0	1.1	100
Urban	15.0	15.3	55.7	10.5	3.5	100
Region						
Kampala	15.9	8.5	52.5	15.3	7.8	100
Peri-urban Kampala	17.7	14.9	55.2	9.6	2.7	100
Central	12.0	20.3	61.6	5.6	0.5	100
Eastern	7.9	11.5	70.1	9.8	0.7	100
Karamoja	3.7	13.2	75.7	5.6	1.8	100
Northern	5.1	15.9	68.7	7.8	2.5	100
Western	8.7	26.9	53.9	9.2	1.3	100
Education attainment						
No education	4.3	20.6	64.2	10.9	0.0	100
Primary	7.5	19.7	71.0	1.4	0.4	100
Secondary	13.0	22.8	62.2	1.5	0.5	100
Post primary/secondary specialized training	34.4	14.1	50.4	0.7	0.4	100
Degree and above	27.5	18.7	48.1	2.3	3.4	100
Total	9.4	17.8	62.2	8.8	1.9	100
Number ('000)	728	1,374	4,814	678	147	7,741

8.7.2 Occupation of the youth who transited

The proportion of the youth who transited in Agriculture was 38%

Overall, 65 percent of the youth transited to satisfactory jobs while 35 percent transited to stable jobs. Table 8.15 shows that the youth who were professionals had a higher likelihood of transiting to stable jobs (79%) followed by those in elementary occupations (75%). On the other hand, almost all the skilled agricultural, forestry and fisheries workers had transited to satisfactory jobs. The occupation with the highest share of transited youth was skilled agricultural, forestry and fishery workers (27%).

Majority of the youth transited to satisfactory employment in all industries. However, the highest proportion that transited to stable employment was in production (47%) which also had the least overall share of all transited youth (16%).

Table 8.15: Share of young people who “Transited” by sub-category and occupation, (Percent)

Occupations of main job	Transited to stable job	Transited to satisfactory job	Total	Share (Percent)
Professionals	79.1	21.0	100	6.0
Technicians and Associate Professionals	59.8	40.2	100	4.0
Clerical Support Work	73.2	26.8	100	0.6
Service and sales workers	19.7	80.3	100	24.0
Skilled agricultural, forestry and fishery workers	2.7	97.3	100	27.2
Craft and related trades workers	36.4	63.6	100	13.0
Plant and machine operators and assemblers	44.7	55.3	100	7.1
Elementary occupations	75.3	24.8	100	17.3
Others				0.8
Sector of employment				
Agriculture, forestry	21.7	78.3	100	37.6
Production	47.0	53.1	100	16.0
Services	40.9	59.2	100	46.4
Total	34.6	65.4		100

8.8 Summary Findings

The population of the youth was estimated to be 7.7 million i.e. 21 percent of the total population estimated. Almost half (47%) of the youth were in employment with more males (54%) than the females (41%). It was noted that 41 percent of the youth were Neither in Employment nor Education nor Training (NEET).

The Employment to Population Ratios (EPR) among youths was 50 percent while the youth Labour Force Participation Rate was 57 percent with higher proportion for males (66%) than females (50%). The largest proportion of youths in employment (28%) were skilled agricultural, forestry and fisheries workers. In urban areas most youth (36%) were employed as service workers.

About 48 percent of the youth in employment were own account workers and 40 percent were in paid employment. The majority of the youth were in Informal employment (91%) while 70 percent were in irregular employment. Only two out of 10 employed youths were working on the basis of written contracts. Almost one half of the youths (48%) were under educated for the jobs in the market

The unemployment rate (LU1) for the youth stood at 13 percent while aggregate labour under-utilisation rate (LU4) was 38 percent.

About 27 percent of the youth had transited into the labour market either in satisfactory employment (19%) or stable employment (9%). Majority of the youths (62%) were in transition and nine percent had not started the transition.

9.0 Introduction⁶

Child work refers to engaging children in activities to produce goods or services for use by themselves, their households or other households. Children, like any other person, may be engaged in any of the five forms of work: Employment, Volunteer, Unpaid trainee, Own-use production or other forms of work.

Child labour constitutes a key obstacle to achieving the Sustainable Development Goals in Uganda such as Ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all through Universal Primary Education. It not only harms the welfare of individual children, but also slows broader national poverty reduction and development efforts. Children forced out of school and into labour to help their families make ends meet are denied the opportunity to acquire the knowledge and skills needed for gainful future employment, thereby perpetuating the cycle of poverty. The worst of child labourers face immediate threats to their safety and well-being, and therefore constitute an urgent policy priority.

The Government of Uganda has been committed to efforts to eliminate child labour especially its worst forms. Child labour manifests itself in different sectors of the economy presenting grave situations, potential hazards, exploitation, deprivation and abuse to the victims.

This chapter presents key findings on main activities of children in Uganda, focusing on the extent of children's involvement in economic activities, non-economic activities and schooling. Ideally children aged 6-17 years are expected to be attending school in either primary or secondary schools. In addition the characteristics of work the children aged 5-17 years were engaged in during the survey are presented. This includes; sector of employment, status in employment, children occupations, intensity of children work, involvement of children in household chores among others. The extent to which children's work constitutes child labour, relevant information for policy design and targeting purposes is also presented in this chapter. Estimates of child labour are presented based to the extent possible on the national child labour legislation.

⁶In discussing children's activities, the concepts of work statistics are based on the resolutions of the 13th International Conference of Labour Statisticians (1982).

The proportion of children out of school was 16 percent.

It was 63% for Karamoja region

9.1 Characteristics of children by sex

9.1.1 Schooling and disability status of children (5-17 years)

Table 9.1 shows that among children (5-17 years), about 16 percent were not at school. In rural areas, the proportion (16%) was higher than urban (12%). Majority of the children in Karamoja region (63%) were not schooling.

The proportion of children with a disability was about 8 percent and higher in the regions of Western (11%) and Northern (10%).

Table 9.1: Children Schooling and disability status by background characteristics

Background Characteristics	Total Children	Schooling status		Disability Status		Total
		In school	Out of school	With Disability	Without disability	
Sex						
Male	6,563	83.7	16.3	7.6	92.4	100
Female	6,757	84.4	15.6	8.6	91.4	100
Residence						
Rural	10,712	83.1	16.9	8.3	91.7	100
Urban	2,608	88.0	12.0	7.1	92.9	100
Region						
Kampala	348	87.4	12.6	5.5	94.5	100
Peri-urban Kampala	393	92.0	8.0	4.3	95.7	100
Central	2,492	88.8	11.2	5.1	94.9	100
Eastern	2,958	89.1	10.9	5.8	94.2	100
Karamoja	549	37.3	62.7	5.6	94.4	100
Northern	3,150	78.0	22.0	10.2	89.8	100
Western	3,431	88.0	12.0	11.4	88.6	100
Age group						
5-11	7,965	85.3	14.7	7.4	92.6	100
12-13	2,145	94.5	5.5	7.4	92.6	100
14-17	3,210	73.9	26.1	10.3	89.7	100
Total (Percent)	100	84.1	15.9	8.1	91.9	100
Total Number ('000)	13,320	11,196	2,124	1,077	12,239	13,320

9.1.2 Orphan-hood and Foster-hood of Children

2% of children were total orphans while 16% lived with neither of their parents

The proportion of children (5 to 17 years) with at least one of their parents deceased was about 13 percent including two percent who were total orphans (both parents deceased). The proportion of children with single parents was higher for those with surviving mothers (8%) than fathers (2%). Although 87 percent of children had both parents alive, only 66 percent were living with both parents. About 16 percent of the children lived with neither of their parents (Table 9.2).

Table 9.2: Orphan hood and Foster hood of Children (5-17 Years) by background characteristics, Percent

Background Characteristics	Total Number of Children ('000)	Orphan hood status				Foster hood status				Total (Percent)
		Both parents alive	Mother alive and father dead	Father alive and mother dead	Both parents dead	Living with both parents	Living with mother only	Living with father only	Living with neither parent	
Sex										
Male	6,638	87.2	8.6	2.2	2.1	66.9	12.3	6.1	14.8	100
Female	6,846	87.7	8.1	2.0	2.2	65.2	12.3	5.4	17.1	100
Residence										
Rural	10,795	87.7	8.0	2.1	2.1	68.4	10.8	5.7	15.1	100
Urban	2,689	86.1	9.9	1.8	2.2	56.3	18.4	5.8	19.5	100
Region										
Kampala	382	83.9	10.5	2.0	3.5	51.6	21.2	5.6	21.6	100
Peri-urban Kampala	407	90.8	6.2	1.7	1.2	52.3	22.6	4.6	20.5	100
Central	2,528	86.7	8.3	2.9	2.1	58.3	14.2	9.8	17.7	100
Eastern	2,976	90.2	7.2	1.7	0.9	64.0	12.3	5.2	18.5	100
Karamoja	565	84.7	8.8	1.9	4.5	78.7	9.9	1.5	9.9	100
Northern	3,199	82.1	12.6	2.5	2.8	66.9	11.7	5.9	15.5	100
Western	3,426	91.0	5.4	1.5	2.2	73.7	9.7	4.0	12.7	100
Age group										
5-11	8,081	91.0	6.1	1.5	1.4	68.1	12.6	5.0	14.3	100
12-13	2,157	85.2	9.2	2.6	3.0	61.2	12.2	7.0	19.5	100
14-17	3,246	80.1	13.4	3.1	3.5	63.5	11.5	7.0	18.0	100
Total(Percent)		87.4	8.4	2.1	2.2	66.1	12.3	5.7	15.9	100
Total Number ('000)	13,484	11,788	1,126	279	290	7,773	1,445	673.7514	1,876	

9.2 Activities of children 6-17 years

The survey estimated a population of about 12.5 million children (aged 6-17 years) in 2016/17 as indicated in Table 9.3. This represented 33 percent to the total population. The results showed that more than one half (60%) of all children aged 6-17 years attended school exclusively, while another one quarter (24%) combined working and attending school at the same time. The findings also reveal that a further 10 percent of children 6-17 year-olds were neither involved in employment nor in schooling.

The activity patterns differed with the age of children. As age increased, a smaller share got involved in school exclusively and a greater share was in employment exclusively. Exclusive school involvement among children aged 6-11 years was about 74 percent, for the age group 12-13 years, the share was 52 percent and for the age group 14-17 years was 36 percent. The corresponding proportions for those in employment exclusively were one percent, three percent and 19 percent respectively. More female children aged 6-17 years (61%) were involved in only schooling compared to males (59%).

The proportion of children (6-17 years) exclusively engaged in work was 6%

Table 9.3: Children (6-17 years) activities by Selected Background Characteristics

Background characteristic	Work only	School only	Both school and work	Neither school nor work	Total
Sex					
Male	6.6	59.3	24.7	9.4	100
Female	5.7	61.0	23.7	9.7	100
Residence					
Rural	6.5	57.5	26.5	9.5	100
Urban	4.8	70.7	14.9	9.6	100
Region					
Central	6.0	66.8	21.0	6.3	100
Eastern	4.0	56.9	33.4	5.6	100
Karamoja	18.4	29.6	7.4	44.7	100
Northern	6.0	58.2	21.3	14.5	100
Western	6.3	63.3	24.6	5.9	100
Age group					
6-11	1.0	73.5	13.6	11.9	100
12-13	3.2	52.4	40.5	3.9	100
14-17	19.1	36.4	36.3	8.2	100
Total (Percent), 2016/17	6.1	60.1	24.2	9.5	100
Total (Number '000), 2016/17	768	7,524	3,025	1,194	12,512
Total (Percent), 2011/12	5.4	55.4	33.4	5.7	100
Total (Number '000), 2011/12	605	6,197	3,736	639	11,448

Another way of viewing children's involvement in work and schooling is by disaggregating the child population into two categories; the total involved in schooling and the total involved in work. It is worth noting that working relates only to engagement in economic activities and excludes the other productive activities i.e. household chores performed within one's own home, where girls tend to be heavily involved.

As shown in Table 9.4, about 3.8 million children aged 6-17 (30%) were involved in work. These very young child workers constitute a particular policy concern, as they are most vulnerable to workplace abuses, and most at risk of work-related ill-health or injury. They are also most affected by compromised education. The results further indicate that about 10.5 million (86%) children aged 6-17 were attending school. There were no major differences in children's involvement in employment by sex, suggesting that gender considerations did not play an important role in the assignment of children to economic activities in Uganda.

The level of children's involvement in work was closely linked to residence, 33 percent of children aged 6-17 from rural areas were involved in work compared to 20 percent from urban areas. Rural children's greater involvement in employment did not however translate into greater disadvantage in terms of school attendance; the proportion of children aged 6-17 attending school in 2016/17 was almost similar

3.8 million Children (30%) were involved in work including 24% combining work with school

for rural and urban areas (85% and 89% respectively). The results also revealed regional differences with the Eastern region having the highest proportion of children involved in work (37%) compared to other regions. There existed major differences observed in children school attendance by region with the Eastern having the highest proportion (92%) and Karamoja region the lowest (38%).

Table 9.4: Children in School and at Work by Background Characteristics (6-17 years), percent

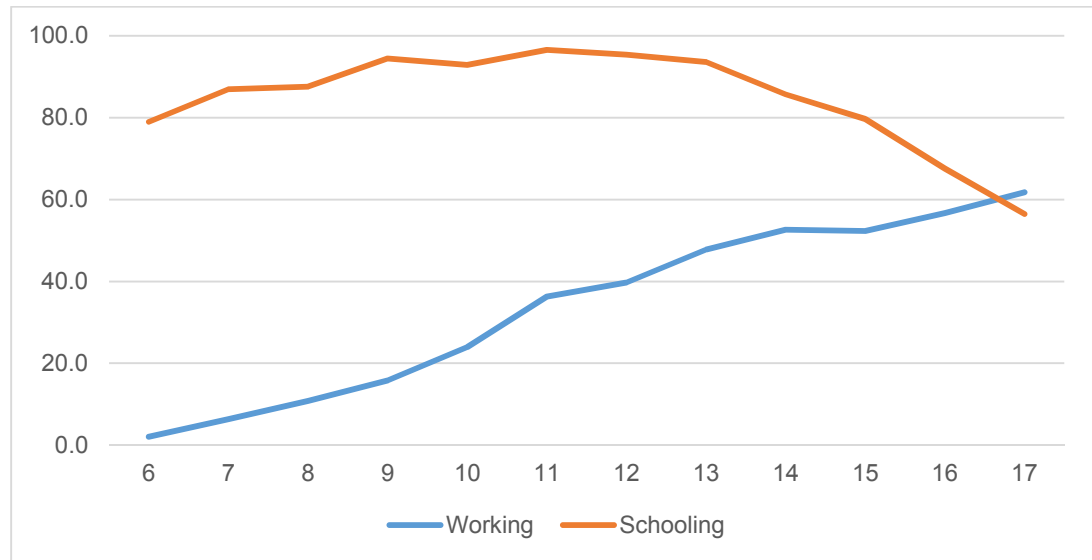
Background characteristics	Total working (Percentage)	Total in school (Percentage)
Sex		
Male	31.3	85.7
Female	29.4	86.4
Residence		
Rural	32.9	85.4
Urban	19.7	88.5
Region		
Central	27.0	90.2
Eastern	37.4	91.5
Karamoja	25.8	38.0
Northern	27.3	81.4
Western	30.9	89.2
Age		
6-11	14.6	89.0
12-13	43.7	94.5
14-17	55.4	73.9
Total (Percent), 2016/17	30.3	86.0
Total Number ('000), 2016/17	3,794	10,549
Total (Percent), 2011/12	38.8	88.9
Total Number ('000), 2011/12	4,341	9,933

Figure 9.1 illustrates children's working status and schooling status for children 6-17 years by single years. About 79 percent of the children aged 6-17 were enrolled in school at the age six years, the official age for primary school entrance, pointing to substantial levels of late entry. School attendance rose (i.e. late entrants exceeded early drop-outs) in the subsequent ages, reaching 97 percent at the age of 11 years and slowly declining thereafter.

About two percent of children were already working at the age of six years, and more than one half were working by the age of 14 years, the recommended minimum age for entering the job market. Involvement in employment increased steadily reaching 62 percent at the age of 17 years. The results further indicate that between ages 16 and 17, the proportions working and schooling are similar at about 60 percent.

About 2% of children were already working by the age of 6.

Figure 9.1: Working and Schooling status by age



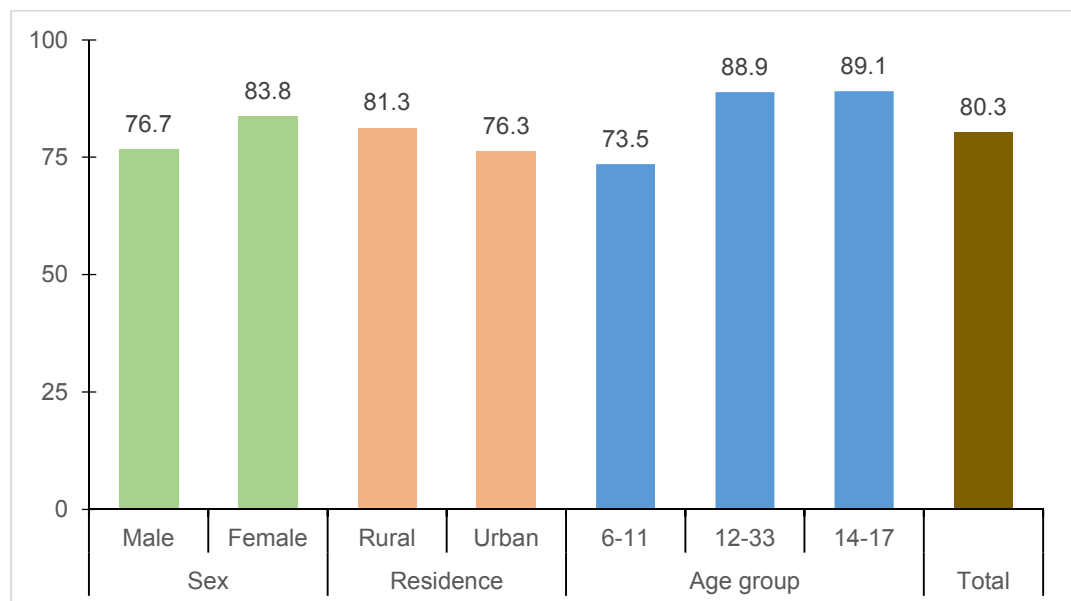
9.2.1 Children engagement in household chores

Children are known to engage in non-economic activities, and specifically household chores. This form of work falls outside the International System of National Accounts (SNA) production boundary and is typically excluded from published estimates of the labour force, including child labour.

80% of children were involved in household chores.

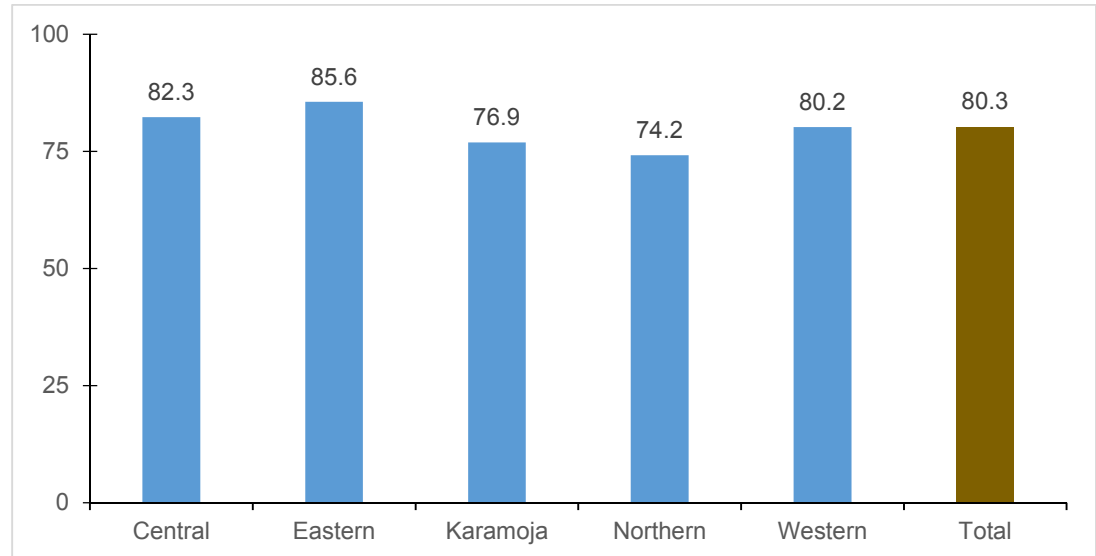
Figure 9.2 shows children engagement in household chores. Overall, eight in every ten (80%) of children aged 6-17 were involved in household chores. The results when disaggregated by sex reveal that more females (84%) were engaged in household chores than males (77%). The findings also indicate that children in rural areas (81%) were more engaged in household chores compared to children from urban areas (76%).

Figure 9.2: Children Involvement in household Chores by Sex and Residence



Regional variations indicate that the Eastern region registered the highest proportion (86%) of children involved in household chores while Northern region had the lowest (74%) (Figure 9.3).

Figure 9.3: Children Involvement in household chores by regions

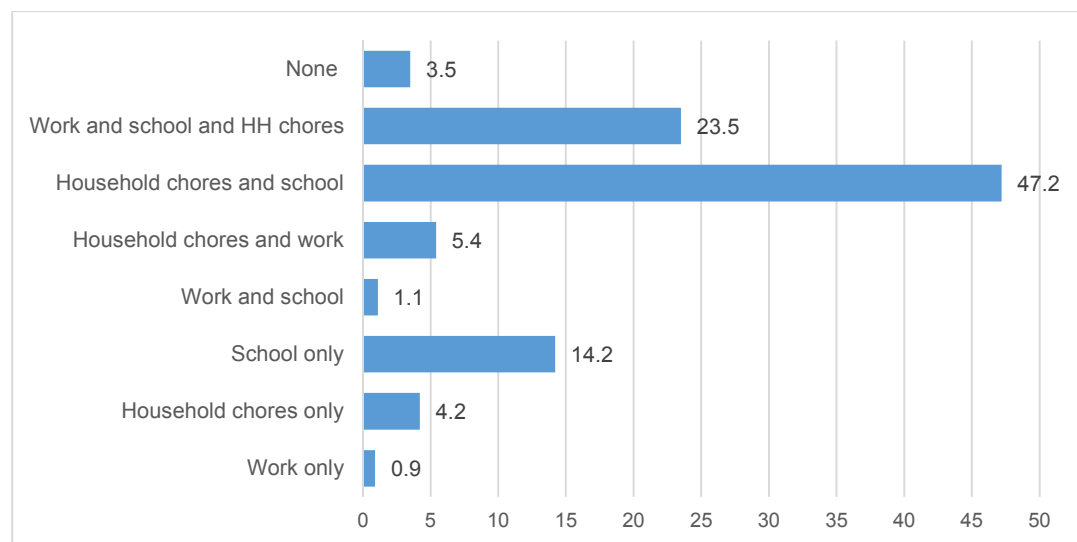


24% of all children aged 6-17 years were involved in work, schooling and household chores concurrently.

9.2.2 Involvement in Work, Household Chores and Schooling

Figure 9.4 shows that, overall, 24 percent of all children aged 6-17 years were involved in all the three activities namely, employment, schooling and household chores. This could have consequences on their time for study, rest and leisure. An additional 47 percent of children combined working and household chores. Only 14 percent of the children aged 6-17 were able to attend school unencumbered by any form of work responsibilities. Approximately four percent of children were completely inactive, i.e., neither attending school nor performing any form of productive activity.

Figure 9.4: Distribution of children' involvement in work, household chores and schooling



9.3 Working children 5-17 years

The concept of work used for this survey is the one adopted by the thirteenth International Conference of Labour Statisticians. It is defined broadly in terms of the production of goods and services as set forth in the System of National Accounts (SNA). Persons are considered working if (and only if) they contribute to the production of goods and services falling within the SNA production boundary.

The SNA production boundary includes production of all services by market enterprises, government and non-profit institutions (religious institutions and charities). An important exception is domestic and personal services produced by employing paid domestic staff, which is included within the SNA production boundary. Working persons are those engaged in economic activities for a specified time period and they fall into two categories:

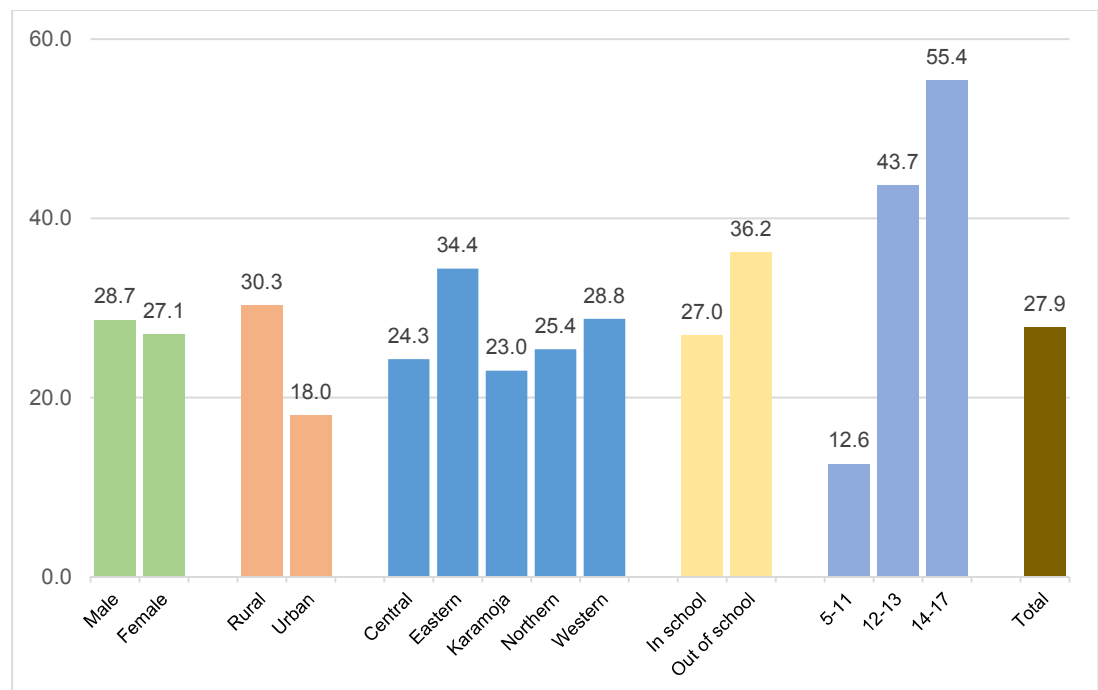
- (a) Those working during the reference week
- (b) Those not working during the reference week but with an attachment to a job or with an enterprise that continues to exist.

9.3.1 Proportion of working children 5-17 years

The results in Figure 9.5 shows that, overall, 28 percent of children aged 5-17 were working. This represents about 3.8 million children. The results further indicate that the proportion of working children was almost similar by sex. The proportion of working children was higher for children residing in rural areas (30%) compared to urban children (18%).

By region disaggregation, Eastern had the highest proportion of working children (34%) and Karamoja had the lowest (23%). Children out of school are more likely to be working (36%) compared to those attending school (27%). The proportion of working children increased with the increase in age.

Figure 9.5: Proportion of working children 5-17 years



9.3.2 Status in Employment for working children

83% of the working children were own account workers.

The results reveal that, overall, majority of the working children in Uganda were predominantly own account workers accounting for 83 percent. The results further show that only six percent of the working children were in paid employment. Male children (7%) were about two times likely to be involved in paid employment compared to the females (4%). Working children residing in urban areas were almost three times (12%) more likely to be involved here compared to their rural counterparts (5%) (Table 9.5).

Table 9.5: Status in employment of working children

Background characteristics	Paid employment	Own account workers	Contributing family workers	Others	Total
Sex					
Male	7.3	81.2	10.9	0.6	100
Female	3.8	84.9	10.4	0.8	100
Residence					
Rural	4.6	85.5	9.4	0.5	100
Urban	12.2	66.2	19.0	2.5	100
Age					
6-11	1.8	86.4	11.5	0.4	100
12-13	3.5	85.9	9.7	1.0	100
14-17	8.9	79.7	10.7	0.8	100
Total	5.6	83.0	10.7	0.7	100
Number ('000)	212	3,151	404	27	3,794

Nine in every ten of the working children aged 6-17 years were involved in the agriculture sector.

9.3.3 Working children by sector and occupation

Table 9.6 indicates that nine in every ten (92%) of the working children were engaged in agriculture sector (includes agriculture, forestry and fishing). This is not surprising given Uganda's economy is predominately agricultural in nature and the majority of the working population is engaged in that sector. Overall, the proportion of male and female children found in the agriculture sector is similar. The proportion of males in the production sector was slightly higher than for females. However, the proportion of females in service sector was higher for females than males.

Occupation refers to the actual tasks and duties performed by an individual or the job description. Table 9.6 shows that almost nine in every 10 (89%) working children were agricultural and fishery workers with a slightly higher proportion of girls compared to that of boys. The other categories which engaged a small proportion of children i.e. the elementary occupations and service workers (4% and 3% respectively).

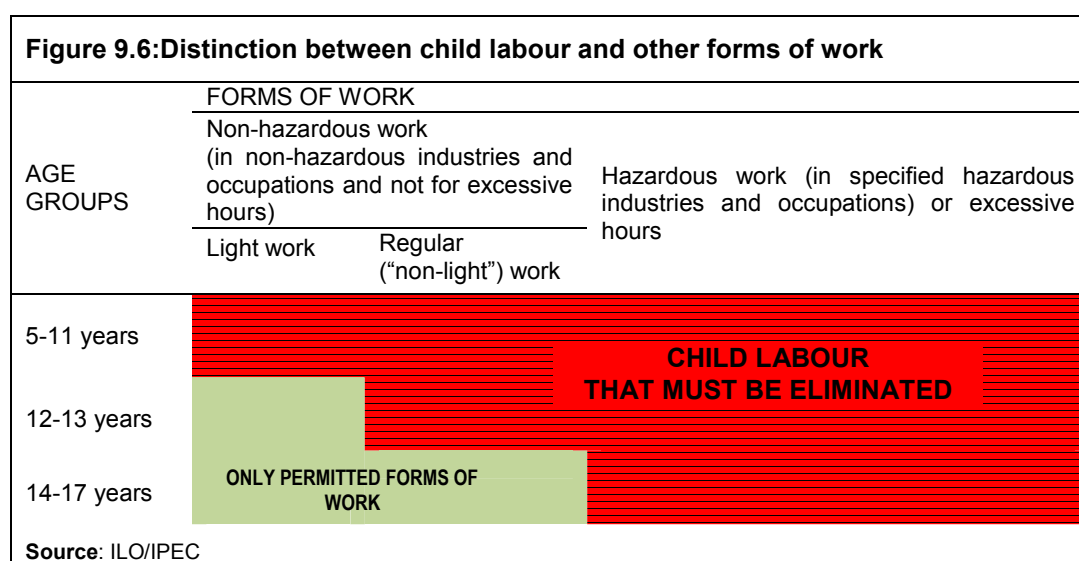
Table 9.6: Proportion of working children (5-17 Years) by sector and occupation, 2016/17 & 2011/12

Sector and Occupation	2016/17					Total 2011/12
	Male	Female	Rural	Urban	Total	
Sector						
Agriculture, forestry and fishing	91.9	92.0	94.4	74.9	91.9	93.0
Production	4.6	1.7	2.9	5.2	3.2	2.3
Services	3.5	6.3	2.7	19.9	4.9	4.7
Occupation						
Service workers	2.0	4.6	1.9	13.1	3.3	3.0
Skilled agricultural, forestry and fisheries workers	88.7	90.1	91.7	73.6	89.4	90.0
Elementary occupations	5.1	3.7	4.0	7.2	4.4	4.6
Others	4.2	1.6	2.4	6.0	2.9	2.4
Total	100	100	100	100	100	100

9.4 Child labour

This section looks at the extent to which children’s work constitutes child labour and the estimates are presented based to the extent possible on the national child labour legislation. For the purposes of this report children are child labourers if they satisfy the following conditions:

- They are aged 5-11 years and they are at work but 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 labour or working for an equivalent of 43 hours in a week or beyond.



The NLFS 2016/17, being a household-based survey measured only the worst forms of child labour constituting “work which by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children”. This category

is also called hazardous work by children. It may be noted that some economic activities that children engage in are generally acceptable but may become hazardous if certain conditions are not met.

According to the Employment Act No. 6, 2006, hazardous work by children includes;

- Children working in industries gazetted as hazardous
- Children working in occupations gazetted as hazardous
- Children aged 14-17 working for long hours i.e. more than 43 hours a week in non-hazardous work
- Children aged 12-13 working for more than 14 hours a week in non-hazardous work
- Working conditions e.g. working at night, carrying heavy loads

Other child labour includes;

- Children aged 5-11 working in non-hazardous work

Therefore an estimate of child labour in this report (in accordance with national legislation), includes all at-work 5-11 year-olds, work for 12-13 year-olds except those in light work, and all 14-17 year olds in hazardous work or working excessive hours⁷.

It is here emphasized that this child labour estimate is a lower bound estimate because it does not include children involvement in the "unconditional worst forms" of child labour such as child trafficking and children involved in obscure non-economic activities.

9.4.1 Child labour estimate

Based on the above definition, a total of 2 million children were engaged in some form of child labour (Table 9.7). These constituted 15 percent of all children nationally. The results further indicate that of the total children engaged in child labour, about 1,031,000 were children aged 5-11 years engaged in child work. The proportion of the 5-11 year olds involved in work was almost similar by gender (13% for males and 12% for females) but there was a wide variation by residence and regions.

Overall about 476,000 children (22%) aged 12-13 year-old were in non-light economic activity below the minimum age for this type of work or hazardous work. The proportion was slightly higher for males (24 %) compared to that of females (20%) and also higher in rural areas (23%) compared to urban areas (16%). Regional comparisons depict that Karamoja region had the highest proportion of working children aged 12-13 years who were in non-light economic activity or hazardous work (34%) compared to other regions.

The results further indicate that 550,000 children (17%) aged 14-17 year-old were hazardous work or working excessive hours. The proportion was slightly higher for

⁷A list of hazardous forms of labour was compiled following the adoption of the National Labour Policy in 2006.

About 2 million children (15%) were engaged in child labour

2

males (21%) compared to that of females (13%) and was almost similar by residence. Regional comparisons depict that Central and Northern regions had the highest proportion of working children aged 14-17 years who were in non-light economic activity or hazardous work (21% each) compared to 12 percent in Eastern region.

Table 9.7: Child Labour by Age of the Child, Percent of total children

Sex, Residence and Region	2016/17 Proportion as percent of Total children			
	Working Children aged 5-11	Working Children aged 12-13 excluding those in light economic activity	Children aged 14-17 years in hazardous work or working excessive hours(ii)	Total in child labour, 5-17 years
Sex				
Male	13.4	24.1	20.7	16.8
Female	11.9	19.6	13.2	13.5
Residence				
Rural	13.6	23.1	16.6	15.9
Urban	8.8	15.8	17.7	12.1
Region				
Central	10.6	21.8	21.1	14.9
Eastern	17.7	12.8	11.9	15.5
Karamoja	12.9	34.0	17.6	16.2
Northern	9.1	26.9	21.0	14.9
Western	13.4	23.8	12.8	15.0
Total (Percent), 2016/17	12.6	21.8	16.8	15.1
Total (Number '000), 2016/17	1,031	476	550	2,057

9.4.2 Comparison of child labour with 2011/12 Survey

The results in Table 9.8 indicate that, overall, the total number of children that were estimated to have been engaged in child labour has remained at about 2 million during the 2016/17 and 2011/2012 surveys respectively. These represented 15 percent and 16 percent during the 2016/17 and 2011/12 surveys respectively. The number of children aged 5 – 11 working but not supposed to work decreased in absolute numbers from 1,450,000 in 2011/12 survey to 1,029,000 in 2016/17 survey, indicating a decrease from 21 percent to 13 percent.

The number of children aged 12-13 years engaged in economic activities excluding those in light economic activities increased from about 252,000 (12%) to 476,000 (22%) of all the children in the age group.

On the other hand the number of children aged 14 -17 years engaged in hazardous work or working excessive hours increased from about 307,000 to about 550,000. The same proportion has increased from nine to 17 percent.

The emerging overall picture therefore is that, there was a decrease in child labour for the children 5-11 years who are not supposed to be engaged in work from 21 percent to 13 percent.

Table 9.8: Estimate of child labour 2011/12 and 2016/17, percent of total children

Background Characteristics	Children aged 5-11 years in economic activity	Children aged 12-13 years in economic activity excluding those in light economic activity	Children aged 14-17 years in hazardous work or working excessive hours(ii)	Total in child labour, 5-17 years (Percent)
2016/17				
Male	13.3	24.1	20.7	15.9
Female	11.9	19.6	13.2	12.1
Total	12.6	21.8	16.8	15.1
Total (Number '000)	1,029	476	550	2,057
2011/2012				
Male	21.5	12.4	10.5	16.9
Female	21.1	11.3	7.3	15.6
Total (Percent)	21.3	11.9	8.9	16.3
Total (Number '000)	1,450	252	307	2,055

9.4.3 Components Contribution to Child Labour Measurement

Children involved in the worst forms of child labour, as set out in ILO Convention No. 182 (C182), are the sub-group of child labourers whose rights are most compromised and whose well-being is most threatened.

From the table above, about 1,026,000 of the children aged 12-17 in child labour out of the 5,449,100 in that age group (19%) were in hazardous work. It should be noted that children aged 5-11 are not supposed to work at all and are excluded in Figure 9.7.

Figure 9.7 indicates the components of child labour for children aged 12-17. Overall, long hours of work constituted the highest proportion (44%) of the proportion of child labour among that age group. The proportion was almost similar by sex.

This was followed by children in child labour in hazardous working conditions (working at night, carrying heavy loads or working in water) at 35 percent. The proportion was higher for females (41%) compared to males (30%).

The results further overall, hazardous occupation/industry constituted about 22 percent of child labour among age group of 12-17. The proportion was higher for males (26%) compared to their female counterparts (16%).

Hazardous occupation/industries contributed 22% of child labour for children 12-17 years

Figure 9.7: Components of child labour (12-17 years)

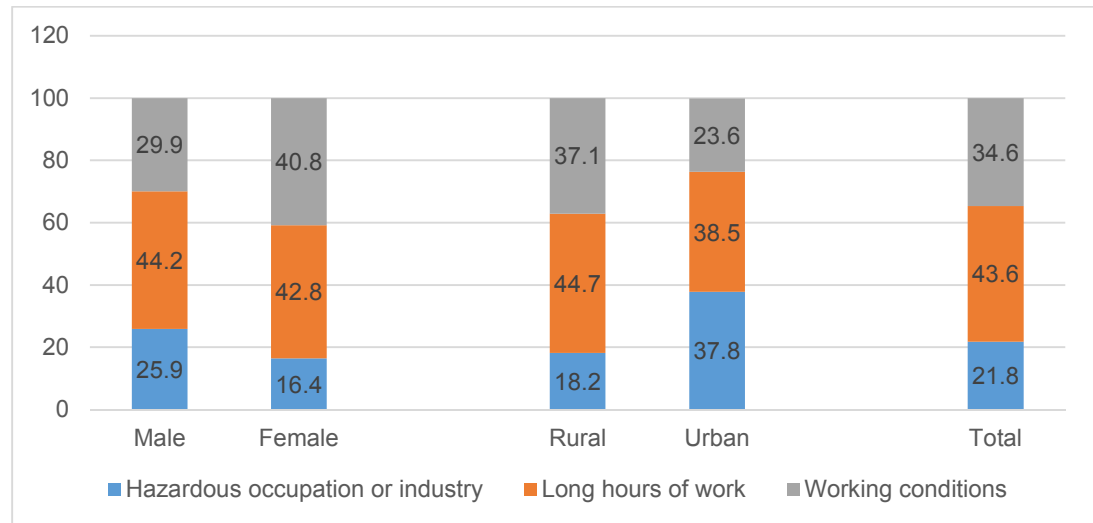
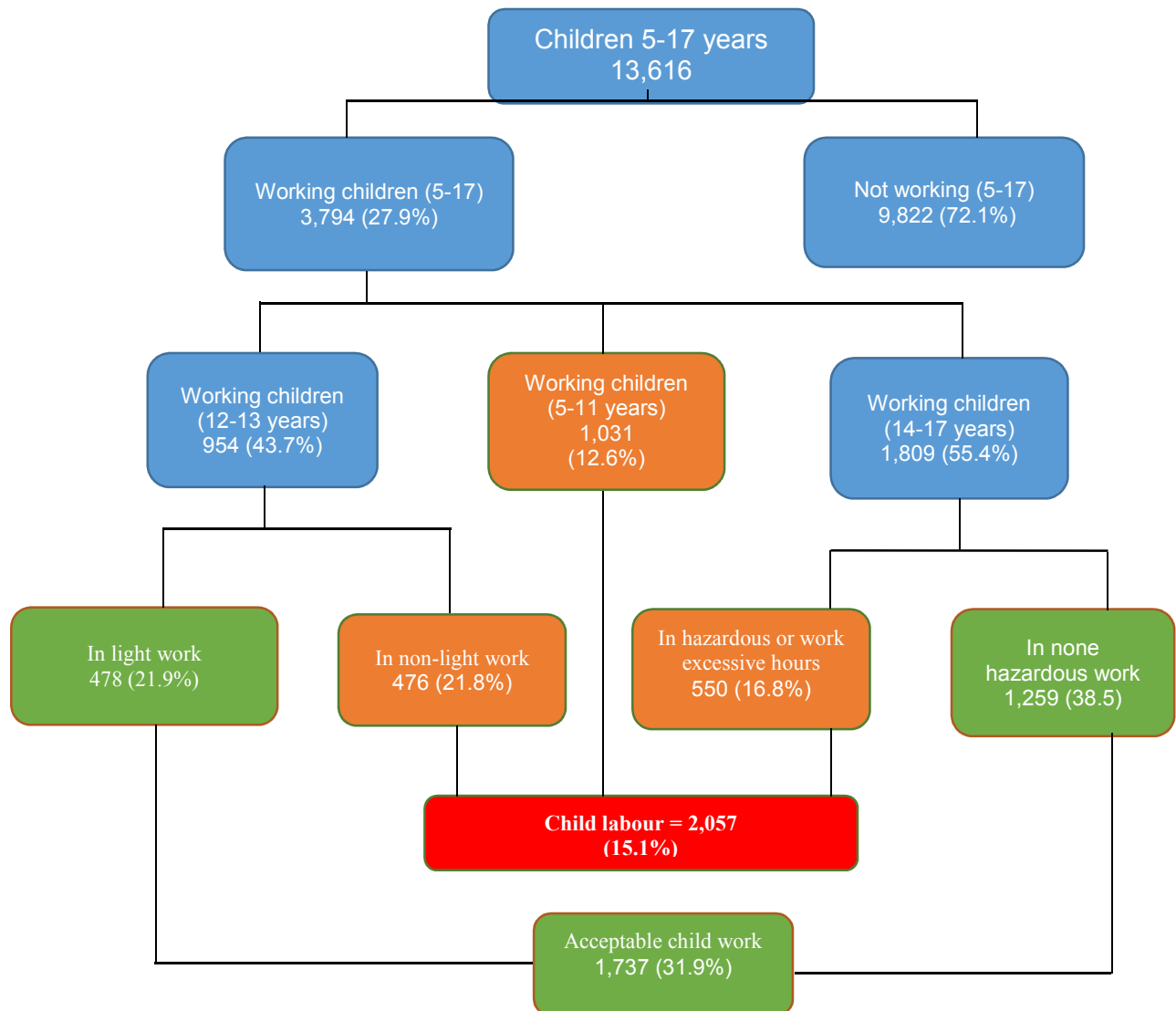


Figure 9.8: Child Work and Child Labour Framework (5-17 Years)



9.5 Summary findings

Overall, 3.8 million (30%) children aged 6-17 were involved in work. These very young child workers constitute a particular policy concern, as they are most vulnerable to workplace abuses, and most at risk of work-related ill-health or injury. They are also most affected by compromised education. The results further indicate that about 10.5 million (86%) children aged 6-17 were attending school

A total of about 3,794,000 (28%) children aged 5-17 years were working. The children engaged in the primary sector accounted for about 92 percent of the total working children. Almost 83 percent of the working children were own account workers.

About 2,057,000 children (15%) were in child labour. On the other hand, about 1,031,000 children (13%) who were in child labour were aged 5-11 years, and this age group is not supposed to work at all. However, almost all of them were in agriculture. Furthermore, about 1,026,000 (19%) of children aged 12-17 out of the 5,449,000 children in that age group were in hazardous work.

APPENDICES

Definition of concepts

Dependency Ratio: The Age Dependency Ratio is an age-population 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, 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 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 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.

Transition to employment: This refers to the passage of a young person from the end of schooling (or entry to first economic activity) to the first stable or satisfactory job.

Stable job: This is a job based on a written contract of duration at least 12 months, or based on an oral agreement and likely to be kept over the next 12 months.

Satisfactory temporary job: This is a job based on a written contract of duration less than 12 months and the holder does not want to change the job, or based on an oral agreement and the holder is not certain to be kept over the next 12 months but does not want to change the job.

Satisfactory self-employment: Refers to a self-employment job in which the holder does not want to change the job.

Child Labour: This refers to Children 5-11 years engaged in any economic activity; or children 12-13 years doing work other than 'light work' or do work beyond 14 hours a week; or children 14-17 years involved in hazardous forms of labour or working for an equivalent of 43 hours in a week or beyond.

Table A3.1: Median Monthly Income in the secondary job ('000 Shs)

Characteristics	In the Secondary job			Combined Main and Secondary jobs		
	Male	Female	Total	Male	Female	Total
Residence						
Rural	66	66	66	132	88	110
Urban	110	66	100	300	180	251
Region						
Kampala	100	170	100	350	240	300
Peri-urban Kampala	400	50	330	350	244	300
Central	66	88	88	200	110	165
Eastern	100	66	80	198	150	165
Karamoja	50	44	50	150	66	110
Northern	81	2	60	200	66	150
Western	88	77	77	132	100	110
Level of education completed						
No education	14	66	55	88	70	88
Primary	87	42	66	110	70	100
Secondary	110	66	83	263	120	214
Post primary/secondary specialized training	250	100	250	440	300	400
Degree and above	200	500	500	750	600	713
Age group						
14-17	55	60	60	66	50	55
18-30	66	50	66	176	116	150
31-64	90	66	77	300	150	250
15-24	55	60	60	120	100	110
15-29	66	55	66	154	110	132
Sector of the job						
Agriculture, forestry and fishing	66	60	66	88	66	77
Production	150	60	110	264	120	250
Services	110	60	80	300	190	270
Occupations of the job						
Legislators, Managers, etc	83	288	200	795	510	600
Professionals	80	85	80	450	350	424
Technicians and Associate Professionals	66	45	60	480	350	400
Clerks	66	-	55	300	440	300
Service workers	110	3	110	250	150	200
Skilled agricultural, forestry and fisheries workers	154	-	154	90	66	88
Craft and related workers	66	66	66	280	110	264
Plant and machine operators	0	2	2	300	260	300
Elementary occupations	66	60	66	100	70	88
Institution						
Private	66	60	66	176	100	132
Public	-	55	-	450	408	450
Informal employment on the job						
Formal employment	200	550	200	610	520	530
Informal employment	66	60	66	200	110	150
Total	66	60	66	200	120	157

Table A3.2: Informal employment by Industry and occupation, Percent

Industry	Formal employment	Informal employment	Total
Activities of household employers	-	100.0	100.0
Mining and quarrying	0.6	99.4	100.0
Manufacturing	3.7	96.3	100.0
Construction	4.1	95.9	100.0
Transport and storage	4.5	95.5	100.0
Hotels , restaurant eating places	5.7	94.3	100.0
Electricity generation	5.8	94.2	100.0
Other service activities	6.6	93.4	100.0
Total	7.7	92.3	100.0
Trade	8.4	91.6	100.0
Education	9.2	90.8	100.0
Human health and social work activities	11.2	88.8	100.0
Water generation	12.6	87.4	100.0
Arts, entertainment and recreation	16.6	83.4	100.0
Public administration	18.6	81.4	100.0
Professional, scientific and technical activities	19.4	80.6	100.0
Administrative and support activities	23.0	77.0	100.0
Activities of extra-territorial organisations and bodies	30.1	69.9	100.0
Information and communications	40.9	59.1	100.0
Real estate activities	51.2	48.8	100.0
Financial and Insurance activities	56.5	43.5	100.0
Occupation			
Skilled agricultural, forestry and fishery workers	-	100.0	100.0
Elementary occupations	1.4	98.6	100.0
Craft and related trades workers	2.5	97.5	100.0
Plant and machine operators and assemblers	3.5	96.5	100.0
Service and sales workers	9.4	90.6	100.0
Technicians and Associate Professionals	13.0	87.0	100.0
Clerical Support Workers	14.3	85.7	100.0
Professionals	15.7	84.3	100.0
Managers	22.3	77.7	100.0
Others	6.2	93.8	100.0
Total (Percent)	7.7	92.3	100.0
Total (Number '000)	362	4,311	4,672

Table A4.1: Industry of the employed population, Percent

Characteristics	Agriculture, forestry and fishing	Mining and quarrying and construction	Manufacturing	Trade	Transport and storage	Other service activities	Others	Total
Sex								
Male	42.5	9.1	10.2	14.8	7.3	15.7	0.3	100
Female	47.0	2.4	8.1	20.2	0.1	21.6	0.5	100
Residence								
Rural	59.5	4.6	8.7	13.1	2.6	11.4	0.1	100
Urban	14.6	8.9	10.6	25.3	7.0	32.5	1.0	100
Region								
Kampala	1.9	6.7	11.8	29.2	7.9	41.9	0.5	100
Peri-urban Kampala	6.8	7.0	12.8	26.5	9.4	35.9	1.8	100
Central	53.5	3.8	10.4	14.6	3.5	14.1	0.2	100
Eastern	41.8	4.7	9.3	19.0	4.7	20.3	0.5	100
Karamoja	71.7	4.3	7.4	8.9	0.4	7.0	0.2	100
Northern	36.5	13.3	11.3	17.4	2.7	18.3	0.5	100
Western	62.0	3.7	5.7	13.5	3.1	12.0	0.1	100
Age group								
14-17	71.6	6.0	7.6	5.7	0.3	8.8	0.0	100
18-30	40.3	6.3	9.4	18.3	5.2	20.0	0.5	100
31-64	43.4	5.8	9.5	18.3	3.8	18.7	0.5	100
15-24	49.8	7.1	10.2	13.9	3.4	15.2	0.2	100
Education level attained								
No education	67.3	5.6	7.5	12.6	1.1	6.0	0.0	100
Primary	52.4	5.9	9.3	17.6	4.6	10.1	0.0	100
Secondary	28.5	7.0	11.6	24.0	6.6	22.0	0.4	100
Post primary/secondary specialized training	6.8	8.7	6.8	11.2	2.3	62.1	2.1	100
Degree and above	3.0	4.8	7.9	17.2	2.2	61.2	3.8	100
Trade or technical skill and specialisation								
With trade or technical skill and specialisation	6.5	12.2	11.5	17.1	2.6	48.5	1.6	100
With trade or technical skill only	32.4	7.8	17.1	21.2	4.4	17.0	0.2	100
With specialisation only	5.4	5.5	5.1	10.9	2.1	67.7	3.1	100
None	52.2	5.7	7.6	18.0	4.8	11.8	0.1	100
Total (percent)	42.6	6.4	9.4	18.0	4.4	18.9	0.4	100
Total (Number ' 000)	3,707	551	818	1,565	384	1,645	38	8,707

Table A4.2: Occupation of the employed population, Percent

Characteristics	Managers	Professionals	Technicians and Associate Professionals	Clerical Support Workers	Service and sales workers	Skilled agricultural, forestry and fishery workers	Craft and related trades workers	Plant and machine operators and assemblers	Elementary occupations	Others	Total
Region											
Kampala	2.6	8.5	5.7	1.9	40.0	1.5	16.1	8.6	15.0	0.1	100
Peri-urban Kampala	4.0	9.9	5.9	1.7	34.4	5.6	14.6	10.6	12.9	0.5	100
Central	0.4	3.7	2.1	0.8	19.8	43.2	9.9	5.8	14.2	0.1	100
Eastern	2.0	8.6	2.1	0.3	21.5	36.4	12.8	4.7	11.4	0.1	100
Karamoja	0.0	2.0	0.9	0.2	8.9	43.9	7.2	2.2	34.2	0.5	100
Northern	0.7	5.7	3.2	0.5	20.9	32.0	17.3	9.2	10.0	0.4	100
Western	0.8	4.1	2.0	0.2	15.7	50.3	8.0	3.6	15.2	0.1	100
Age group											
14-17	0.0	0.0	0.1	0.0	9.4	62.8	7.7	4.1	15.9	0.0	100
18-30	0.5	5.4	3.2	0.8	22.4	31.8	12.3	7.0	16.4	0.1	100
31-64	2.0	6.9	2.8	0.6	22.5	35.9	12.3	5.7	11.2	0.3	100
15-24	0.2	2.7	1.3	0.4	17.8	40.5	11.8	6.6	18.6	0.0	100
Education level attained											
No education	0.1	0.1	0.2	0.0	14.0	50.3	9.0	3.9	22.3	0.2	100
Primary	0.3	0.1	0.7	0.0	20.9	42.1	12.3	6.3	17.1	0.2	100
Secondary	0.9	2.8	2.6	0.7	32.4	24.4	15.9	8.8	11.3	0.2	100
Post primary/secondary specialized training	3.4	40.4	14.4	3.3	15.1	6.0	9.3	6.4	1.5	0.3	100
Degree and above	14.9	40.7	13.9	5.1	17.8	1.5	4.5	1.1	0.3	0.2	100
Trade or technical skill and specialisation											
With trade or technical skill and specialisation	5.9	29.1	14.1	4.0	19.8	6.0	12.3	8.0	0.5	0.3	100
With trade or technical skill only	0.5	0.7	1.2	0.4	28.3	26.0	25.3	5.7	11.7	0.2	100
With specialisation only	6.9	45.6	14.4	3.7	14.0	4.2	6.0	3.5	1.5	0.3	100
None	0.5	0.9	1.2	0.2	21.7	41.8	9.3	7.0	17.4	0.2	100
Total (percent)	1.2	5.7	2.8	0.6	21.3	36.5	11.9	6.1	13.8	0.2	100
Total (Number ' 000)	114	535	261	59	2,014	3,451	1,122	575	1,304	18	9,450

Table A4.3: Distribution of Place of work of the employed population by selected characteristics, Percent

Characteristics	Own home/structure attached to own home	Client's or employer's home	Enterprise, plant, factory, office, shop, workshop etc. (separate from house)	On a farm or agricultural plot	Construction site	Fixed stall in the market/street	Without fixed location/mobile/open space	Others	Total
Region									
Kampala	9.5	5.5	53.7	1.5	3.3	10.3	15.7	0.5	100
Peri-urban Kampala	10.2	5.6	51.2	5.9	5.1	6.8	13.8	1.3	100
Central	16.0	2.9	20.5	47.2	2.0	3.3	6.7	1.5	100
Eastern	8.6	2.8	29.1	39.9	3.1	5.9	10.2	0.5	100
Karamoja	9.1	1.9	8.9	32.1	2.0	6.8	34.6	4.7	100
Northern	12.5	0.8	24.2	35.6	6.1	9.1	10.6	1.0	100
Western	7.2	1.2	16.3	62.4	1.8	2.4	6.4	2.4	100
Age group									
14-17	10.7	4.1	7.6	67.9	2.0	2.7	4.7	0.3	100
18-30	10.4	3.2	27.8	37.5	3.9	5.4	10.3	1.6	100
31-64	11.0	1.5	27.4	40.3	2.6	5.5	10.0	1.7	100
15-24	0.0								
	10.5	4.8	19.1	47.9	3.8	4.5	8.2	1.1	100
Education level attained									
No education	14.1	3.3	5.0	57.8	0.6	3.8	12.7	2.6	100
Primary	11.0	2.9	14.0	51.4	2.9	6.1	10.6	1.2	100
Secondary	10.9	2.8	36.5	26.2	4.6	6.3	11.6	1.1	100
Post primary/secondary specialized training	6.9	0.8	72.9	5.4	3.9	1.5	5.0	3.5	100
Degree and above	1.9	0.7	83.1	1.1	2.3	3.9	4.2	2.8	100
Trade or technical skill and specialisation									
With trade or technical skill and specialisation	6.8	0.7	66.7	5.1	5.4	3.5	4.8	7.0	100
With trade or technical skill only	15.1	1.7	30.4	31.6	5.1	4.7	9.7	1.8	100
With specialisation only	5.0	0.8	79.9	3.8	2.5	1.6	4.7	1.6	100
None	10.2	3.3	16.0	49.1	2.5	6.3	11.5	1.2	100
Total (percent)	10.7	2.5	25.8	41.6	3.1	5.2	9.6	1.5	100
Total (Number ' 000)	933	214	2,247	3,623	268	453	839	132	8,709

Table A4.4: Usual hours of work by employed population in the secondary job and for primary and secondary jobs combined by selected characteristics

Characteristics	Average weekly usual hours in Secondary job			Average weekly usual hours in Primary and Secondary Jobs combined		
	Male	Female	Total	Male	Female	Total
Residence						
Rural	23.3	21.4	22.5	45.0	37.6	41.8
Urban	22.6	21.9	22.3	61.2	53.5	57.6
region						
Kampala	18.0	54.0	24.1	62.5	59.2	61.2
Peri-urban Kampala	21.0	20.4	20.8	63.8	58.5	61.4
Central	22.3	21.8	22.1	50.6	43.8	47.6
Eastern	21.7	18.1	20.7	52.1	37.7	46.3
Karamoja	16.6	20.7	19.1	36.2	30.9	33.2
Northern	22.8	20.0	21.6	43.3	36.9	40.3
Western	25.4	23.2	24.4	47.6	43.4	45.6
Education level completed						
No education	22.3	18.7	19.3	40.8	36.2	37.6
Primary	24.8	23.1	24.2	50.8	42.7	47.2
Secondary	23.1	19.0	21.8	58.7	51.1	55.6
Post pri/Sec Specialized training	13.0	21.0	17.3	53.7	54.5	54.0
Degree and above	21.5	8.9	18.8	56.3	51.7	54.7
Age group						
14-17	19.6	14.5	18.2	25.5	24.0	24.8
18-30	23.4	21.7	22.7	53.6	44.2	49.0
31-59	23.2	22.2	22.8	51.7	45.7	49.2
60+	24.0	11.1	17.7	50.7	32.8	43.3
Special age groups						
15-24	23.7	20.4	22.3	44.0	39.9	42.0
Total	23.1	21.5	22.5	49.9	42.8	46.7

Table A4.5: Proportion in Informal employment including persons employed in Agriculture, forestry and fishing, percent

Characteristics	Formal employment	Informal employment	Total	Characteristics	Formal employment	Informal employment	Total
Sex				Status in employment			
Male	12.9	87.1	100	Paid employee	13.7	86.3	100
Female	15.3	84.7	100				
Residence				Sector			
Rural	11.2	88.8	100	Agriculture, forestry and fishing	1.5	98.5	100
Urban	16.3	83.7	100	Production	6.1	93.9	100
Region				Services	22.1	77.9	100
Kampala	18.0	82.0	100	occupation			
Peri-urban Kampala	17.8	82.2	100	Managers	46.7	53.3	100
Central	10.5	89.5	100	Professionals	40.1	59.9	100
Eastern	15.9	84.1	100	Technicians and Associate Professionals	28.4	71.6	100
Karamoja	13.5	86.5	100	Clerical Support Workers	40.8	59.2	100
Northern	15.9	84.1	100	Service and sales workers	12.3	87.7	100
Western	9.3	90.7	100	Skilled agricultural, forestry and fishery workers	0.7	99.3	100
Education level completed				Craft and related trades workers	1.6	98.4	100
No education	0.7	99.3	100	Plant and machine operators and assemblers	8.0	92.0	100
Primary	1.7	98.3	100	Elementary occupations	2.0	98.0	100
Secondary	8.0	92.0	100				
Post primary/secondary specialized training	38.2	61.8	100	Total (Percent)	13.7	86.3	100
Degree and above	47.2	52.8	100	Total (Number ' 000)	421	2,658	3,079
Age groups							
0-17	0.0	100.0	100				
18-30	7.1	92.9	100				
31-59	23.1	76.9	100				
60+	2.0	98.0	100				
15-24	1.6	98.4	100				

Table A4.6: Distribution of Employment in the Informal sector including persons employed in Agriculture, forestry and fishing, percent

Characteristics	Formal sector	Informal sector	Private House holds	Total	Characteristics	Formal employment	Informal employment	Private House holds	Total
Sex									
Male	13.7	85.9	0.4	100	Status in employment				
Female	10.2	86.9	2.9	100	Paid employee	23.8	71.5	4.7	100
Residence					Employer	34.1	65.9	0.0	100
Rural	7.1	92.3	0.5	100	Own account worker	6.2	93.8	0.0	100
Urban	22.3	74.2	3.5	100	Contributing family workers	0.0	100.0	0.0	100
Region					Member of producer cooperative	100.0	0.0	0.0	100
Kampala	28.5	66.0	5.5	100	Sector				
Peri-urban Kampala	22.9	71.6	5.5	100	Agriculture, forestry and fishing	0.9	99.1	0.0	100
Central	10.9	88.1	1.0	100	Production	12.4	87.6	0.0	100
Eastern	12.7	85.7	1.6	100	Services	24.6	71.6	3.8	100
Karamoja	6.2	92.9	0.9	100	occupation				
Northern	12.8	86.4	0.7	100	Managers	58.4	41.6	0.0	100
Western	6.0	93.5	0.5	100	Professionals	62.6	37.4	0.0	100
Education level completed					Technicians and Associate Professionals	49.8	50.2	0.0	100
No education	2.8	96.0	1.2	100	Clerical Support Workers	65.9	34.1	0.0	100
Primary	4.3	93.8	1.9	100	Service and sales workers	17.5	82.0	0.4	100
Secondary	14.1	84.1	1.8	100	Skilled agricultural, forestry and fishery workers	0.9	99.1	0.0	100
Post primary/secondary specialized training	49.5	50.3	0.2	100	Craft and related trades workers	6.6	93.4	0.0	100
Degree and above	62.5	36.5	1.1	100	Plant and machine operators and assemblers	9.6	89.6	0.7	100
Age groups					Elementary occupations	3.8	86.1	10.1	100
0-17	0.3	96.4	3.3	100	Others	87.0	13.0	0.0	100
18-30	9.0	88.8	2.2	100	Total (Percent)	12.1	86.3	1.5	100
31-59	17.5	82.0	0.5	100	Total (Number ' 000)	1,149	8,166	145	9,459
60+	5.8	90.7	3.5	100					
15-24	4.2	92.5	3.3	100					

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	Estimate	Standard error	CV	Confidence interval	
				Lower	Upper
Chapter 2					
Population					
Total	37,700,000	1,544,847	4.09	34,700,000	40,800,000
Male	18,400,000	785,603	4.27	16,800,000	19,900,000
Female	19,400,000	786,764	4.07	17,800,000	20,900,000
Rural	28,800,000	1,671,874	5.80	25,500,000	32,100,000
Urban	8,907,400	838,211	9.41	7,258,804	10,600,000
Kampala	1,610,279	138,791	8.62	1,337,303	1,883,254
Peri-urban Kampala	1,685,071	124,046	7.36	1,441,096	1,929,046
Central	7,143,016	524,434	7.34	6,111,558	8,174,474
Eastern	7,820,499	366,323	4.68	7,100,014	8,540,985
Karamoja	1,668,892	239,489	14.35	1,197,865	2,139,920
Northern	8,168,632	567,543	6.95	7,052,386	9,284,878
Western	9,633,275	1,250,288	12.98	7,174,203	12,100,000
0-17	21,000,000	1,002,342	4.78	19,000,000	22,900,000
18-30	7,740,668	291,209	3.76	7,167,916	8,313,419
31-59	7,335,975	263,384	3.59	6,817,951	7,853,999
60+	1,695,819	94,219	5.56	1,510,509	1,881,128
15-24	6,513,648	271,707	4.17	5,979,254	7,048,043
15-35	12,000,000	457,861	3.81	11,100,000	12,900,000
Proportion to total population					
Male	0.487	0.004	0.80	0.479	0.495
Female	0.513	0.004	0.76	0.505	0.521
Rural	0.764	0.023	3.04	0.715	0.806
Urban	0.236	0.023	9.83	0.194	0.285
Kampala	0.043	0.004	9.20	0.036	0.051
Peri-urban Kampala	0.045	0.004	8.13	0.038	0.052
Central	0.189	0.013	7.09	0.164	0.217
Eastern	0.207	0.011	5.44	0.186	0.230
Karamoja	0.044	0.006	14.30	0.033	0.058
Northern	0.217	0.014	6.64	0.190	0.246
Western	0.255	0.025	9.96	0.209	0.308
0-17	0.555	0.005	0.96	0.545	0.566

	Estimate	Standard error	CV	Confidence interval		Observations
				Lower	Upper	
18-30	0.205	0.004	1.82	0.198	0.213	21,105
31-59	0.194	0.003	1.58	0.188	0.201	21,105
60+	0.045	0.002	4.86	0.041	0.049	21,105
15-24	0.173	0.004	2.06	0.166	0.180	21,105
15-35	0.319	0.004	1.39	0.310	0.327	21,105
Education attainment for 10 years and above						
No education	0.176	0.007	4.11	0.163	0.191	9,610
Primary	0.560	0.010	1.80	0.540	0.580	9,610
Secondary	0.186	0.007	3.96	0.172	0.200	9,610
Post primary/secondary specialized training	0.056	0.004	7.79	0.048	0.065	9,610
Degree and above	0.022	0.002	11.10	0.018	0.027	9,610
Marital status for 10 years and above						
Never Married	0.437	0.006	1.35	0.426	0.449	13,646
Currently Married/Cohabiting	0.461	0.006	1.33	0.449	0.473	13,646
Divorced/Separated	0.051	0.003	5.84	0.046	0.057	13,646
Widow/Widower	0.050	0.003	5.86	0.045	0.057	13,646
Proportion of household heads for 10 years and above						
Total	0.346	0.005	1.50	0.336	0.357	13,650
Male	0.509	0.008	1.55	0.494	0.525	6,480
Female	0.197	0.007	3.50	0.183	0.211	7,170
Rural	0.328	0.005	1.65	0.318	0.339	8,794
Urban	0.400	0.010	2.57	0.380	0.420	4,856
10-17	0.001	0.001	40.25	0.001	0.003	3,956
18-30	0.314	0.009	2.84	0.297	0.332	4,640
31-59	0.638	0.007	1.06	0.624	0.651	4,149
60+	0.776	0.016	2.04	0.743	0.805	905

	Estimate	Standard error	CV	Confidence interval		Observations
				Lower	Upper	
Average household size						
Total	4.545	0.083	1.82	4.382	4.708	4,899
Male headed	4.804	0.091	1.90	4.625	4.984	3,339
Female headed	3.929	0.084	2.15	3.764	4.095	1,560
Rural	4.844	0.094	1.94	4.659	5.029	2,918
Urban	3.810	0.133	3.50	3.548	4.072	1,981
Kampala	3.876	0.458	11.81	2.976	4.776	665
Peri-urban Kampala	3.250	0.121	3.73	3.012	3.489	640
Central	4.044	0.138	3.42	3.772	4.317	712
Eastern	4.874	0.140	2.86	4.599	5.148	837
Karamoja	5.399	0.165	3.06	5.075	5.724	490
Northern	4.989	0.097	1.94	4.799	5.180	731
Western	4.724	0.250	5.29	4.233	5.216	824
10-17	1.178	0.181	15.38	0.822	1.534	9
18-30	3.353	0.078	2.34	3.199	3.507	1,534
31-59	5.233	0.103	1.97	5.030	5.436	2,658
60+	4.326	0.125	2.90	4.080	4.573	698
Chapter 3						
Working age population						
Total	18,800,000	707,702	3.76	17,500,000	20,200,000	10,787
Male	8,991,864	343,928	3.82	8,315,426	9,668,303	5,086
Female	9,851,344	386,242	3.92	9,091,682	10,600,000	5,701
Rural	13,700,000	761,241	5.56	12,200,000	15,200,000	6,588
Urban	5,142,179	458,106	8.91	4,241,173	6,043,184	4,199
Kampala	1,082,523	87,200	8.06	911,018	1,254,028	1,462
Peri-urban Kampala	1,043,813	78,096	7.48	890,214	1,197,412	1,283
Central	3,582,992	257,346	7.18	3,076,843	4,089,141	1,410
Eastern	3,772,479	176,084	4.67	3,426,156	4,118,802	1,984
Karamoja	663,300	91,505	13.80	483,328	843,271	1,043
Northern	3,946,574	294,512	7.46	3,367,327	4,525,822	1,744
Western	4,751,527	542,952	11.43	3,683,647	5,819,406	1,861

	Estimate	Standard error	CV	Confidence interval		Observations
				Lower	Upper	
Chapter 4						
Working population						
Total	15,300,000	622,624	4.07	14,100,000	16,500,000	8,416
Male	7,528,056	308,522	4.10	6,921,253	8,134,859	4,151
Female	7,761,495	336,556	4.34	7,099,556	8,423,434	4,265
Rural	11,500,000	664,753	5.77	10,200,000	12,800,000	5,481
Urban	3,765,017	361,150	9.59	3,054,706	4,475,327	2,935
Kampala	676,552	53,667	7.93	571,000	782,104	921
Peri-urban Kampala	720,311	51,492	7.15	619,037	821,586	889
Central	2,994,352	217,992	7.28	2,565,605	3,423,098	1,176
Eastern	3,162,176	175,133	5.54	2,817,724	3,506,628	1,635
Karamoja	526,572	71,377	13.56	386,187	666,958	829
Northern	3,168,722	258,496	8.16	2,660,311	3,677,132	1,390
Western	4,040,867	481,688	11.92	3,093,481	4,988,252	1,576
Components of working						
Employment	0.587	0.016	2.79	0.554	0.619	8,416
Other forms of work	0.004	0.001	19.65	0.003	0.006	8,416
Subsistence agriculture	0.409	0.017	4.04	0.377	0.442	8,416
Status in employment of working population						
Paid employment	0.195	0.012	5.98	0.173	0.219	8,316
Employer	0.018	0.002	12.52	0.014	0.024	8,316
Own account worker	0.729	0.013	1.75	0.703	0.753	8,316
Contributing family worker	0.054	0.006	10.44	0.044	0.067	8,316
Others	0.004	0.001	20.07	0.002	0.005	8,316
Industry of the main job						
Agriculture, forestry, and fishing	0.683	0.018	2.58	0.648	0.717	8,316
Trade	0.047	0.005	10.79	0.038	0.059	8,316
Manufacturing	0.022	0.002	10.47	0.018	0.027	8,316
Education	0.095	0.007	6.97	0.083	0.109	8,316
Transportation and storage	0.023	0.002	9.00	0.020	0.028	8,316
Construction	0.020	0.002	10.73	0.016	0.025	8,316
Accommodation and food service activities	0.036	0.004	10.60	0.029	0.044	8,316
Others	0.073	0.006	8.31	0.062	0.086	8,316

	Estimate	Standard error	CV	Confidence interval		Observations
				Lower	Upper	
Occupation of the main job						
Professionals	0.035	0.004	10.61	0.029	0.044	8,316
Technicians and associate professionals	0.016	0.002	11.52	0.013	0.020	8,316
Service and sales workers	0.120	0.008	6.47	0.106	0.136	8,316
Skilled agricultural, forestry and fishery workers	0.637	0.019	2.91	0.600	0.673	8,316
Craft and related trades workers	0.060	0.004	6.94	0.052	0.069	8,316
Plant and machine operators and assemblers	0.032	0.004	13.04	0.025	0.042	8,316
Elementary occupations	0.080	0.005	6.84	0.070	0.091	8,316
Others*	0.019	0.002	10.39	0.015	0.023	8,316
Population in employment						
Total	8,973,272	343,019	3.82	8,298,620	9,647,924	5,290
Male	5,052,744	196,907	3.90	4,665,467	5,440,021	2,933
Female	3,920,529	176,205	4.49	3,573,969	4,267,088	2,357
Rural	5,860,743	334,367	5.71	5,203,110	6,518,377	2,692
Urban	3,112,529	272,773	8.76	2,576,039	3,649,019	2,598
Kampala	664,622	53,040	7.98	560,302	768,942	905
Peri-urban Kampala	685,853	47,274	6.89	592,874	778,831	850
Central	2,012,920	177,063	8.80	1,664,671	2,361,168	769
Eastern	1,288,531	108,683	8.43	1,074,772	1,502,289	675
Karamoja	225,424	36,549	16.21	153,540	297,308	352
Northern	1,667,693	199,348	11.95	1,275,615	2,059,772	731
Western	2,428,230	168,450	6.94	2,096,922	2,759,539	1,008
Education of the persons in employment						
No education	0.104	0.008	7.34	0.090	0.120	4,977
Primary	0.525	0.013	2.44	0.500	0.550	4,977
Secondary	0.242	0.010	3.95	0.224	0.261	4,977
Post primary/secondary specialized training	0.093	0.007	7.48	0.080	0.108	4,977
Degree and above	0.036	0.004	11.57	0.029	0.045	4,977
Skills of the persons in employment						
With trade or technical skill and specialisation	0.040	0.004	10.47	0.033	0.049	4,976
With trade or technical skill only	0.197	0.008	4.09	0.182	0.213	4,976
With specialisation only	0.089	0.007	7.31	0.077	0.103	4,976
None	0.674	0.013	1.86	0.649	0.698	4,976

	Estimate	Standard error	CV	Confidence interval		Observations
				Lower	Upper	
Employment - to - Population Ratio (EPR)						
Total	0.476	0.012	2.57	0.452	0.500	10,787
Male	0.562	0.015	2.74	0.531	0.592	5,086
Female	0.398	0.012	2.99	0.375	0.422	5,701
Rural	0.428	0.015	3.40	0.399	0.457	6,588
Urban	0.605	0.014	2.24	0.578	0.632	4,199
Kampala	0.614	0.018	2.99	0.577	0.649	1,462
Peri-urban Kampala	0.657	0.019	2.92	0.618	0.694	1,462
Central	0.562	0.027	4.78	0.508	0.614	1,462
Eastern	0.342	0.023	6.66	0.298	0.388	1,462
Karamoja	0.340	0.038	11.21	0.269	0.418	1,462
Northern	0.423	0.030	7.21	0.364	0.483	1,462
Western	0.511	0.033	6.53	0.446	0.576	1,462
Status in employment of the persons in employment						
Paid employee	0.345	0.014	4.20	0.317	0.374	5,261
Employer	0.030	0.004	11.83	0.024	0.038	5,261
Own account worker	0.528	0.013	2.44	0.502	0.553	5,261
Contributing family workers	0.098	0.010	9.98	0.080	0.119	5,261
Sector of the persons in employment						
Agriculture, forestry and fishing	0.412	0.021	5.06	0.372	0.454	5,257
Production	0.164	0.014	8.84	0.137	0.194	5,257
Services	0.424	0.018	4.32	0.388	0.460	5,257
Occupation of the persons in employment						
Professionals	0.060	0.006	9.63	0.050	0.072	5,257
Technicians and Associate Profes	0.029	0.003	10.25	0.024	0.036	5,257
Service and sales workers	0.232	0.011	4.76	0.211	0.254	5,257
Skilled agricultural, forestry a	0.313	0.021	6.58	0.274	0.355	5,257
Craft and related trades workers	0.128	0.007	5.26	0.115	0.142	5,257
Plant and machine operators and	0.065	0.011	17.28	0.046	0.092	5,257
Elementary occupations	0.150	0.008	5.52	0.134	0.167	5,257
Others	0.021	0.003	11.73	0.017	0.027	5,257

	Estimate	Standard error	CV	Confidence interval		Observations
				Lower	Upper	
Mean actual hours of work per day on main job						
Total	7.356	0.105	1.43	7.149	7.563	4,949
Male	7.658	0.111	1.45	7.440	7.876	2,771
Female	6.955	0.127	1.82	6.706	7.204	2,178
Rural	6.596	0.109	1.65	6.382	6.810	2,492
Urban	8.756	0.121	1.38	8.517	8.994	2,457
Kampala	8.885	0.160	1.81	8.570	9.200	853
Peri-urban Kampala	9.484	0.113	1.20	9.261	9.707	817
Central	6.951	0.297	4.27	6.367	7.535	724
Eastern	7.497	0.313	4.18	6.882	8.113	643
Karamoja	5.921	0.262	4.42	5.406	6.436	340
Northern	6.684	0.179	2.68	6.332	7.036	608
Western	7.133	0.177	2.49	6.784	7.482	964
Hour classes of the main job						
0-7	0.554	0.017	3.12	0.520	0.588	4,949
8-11	0.325	0.013	3.99	0.300	0.351	4,949
12 and above	0.121	0.008	6.46	0.106	0.137	4,949
Mean actual hours of work per day on secondary job						
Total	4.9	0.1	2.43	4.7	5.2	878
Male	5.0	0.2	3.18	4.6	5.3	497
Female	4.9	0.2	3.48	4.6	5.3	381
Rural	4.9	0.1	2.72	4.6	5.2	630
Urban	5.1	0.3	5.71	4.5	5.7	248
Kampala	4.4	0.5	10.63	3.5	5.3	53
Peri-urban Kampala	4.7	0.4	9.05	3.9	5.6	67
Central	4.5	0.3	6.46	4.0	5.1	124
Eastern	4.3	0.2	5.34	3.9	4.8	148
Karamoja	4.7	0.6	12.02	3.6	5.8	73
Northern	5.3	0.3	5.21	4.8	5.8	177
Western	5.3	0.2	3.93	4.9	5.7	236
Membership to Trade Unions or Similar Employee Associations						
Yes, a member of trade union	0.030	0.004	12.49	0.023	0.038	4,891
Yes, a member of employee/trade association	0.029	0.004	13.50	0.022	0.038	4,891
No	0.845	0.018	2.10	0.807	0.877	4,891
Do not know	0.096	0.017	18.13	0.067	0.136	4,891
Type of employment agreement for persons in paid employment						
A written contract	0.297	0.018	6.05	0.263	0.334	1,533
An oral agreement	0.703	0.018	2.55	0.666	0.737	1,533
Entitlements for persons in paid employment						
Social security contribution	0.119	0.010	8.53	0.101	0.141	1,923

	Estimate	Standard error	CV	Confidence interval		Observations
				Lower	Upper	
Paid annual leave	0.167	0.015	8.71	0.140	0.198	1,923
Paid sick leave	0.182	0.016	8.60	0.153	0.215	1,923
Maternity or paternity leave	0.192	0.014	7.32	0.166	0.221	1,923
Any of the four entitlements	0.279	0.020	7.21	0.241	0.320	2,010
All the four entitlements	0.039	0.005	13.46	0.030	0.051	2,010
Informal employment outside agriculture						
Total	0.849	0.010	1.16	0.829	0.868	3,541
Male	0.845	0.011	1.30	0.822	0.865	1,987
Female	0.856	0.014	1.67	0.825	0.882	1,554
Rural	0.896	0.011	1.26	0.872	0.917	1,191
Urban	0.805	0.015	1.81	0.775	0.832	2,350
Kampala	0.778	0.020	2.56	0.736	0.815	887
Peri-urban Kampala	0.787	0.018	2.31	0.749	0.820	803
Central	0.864	0.020	2.32	0.819	0.899	389
Eastern	0.850	0.030	3.50	0.781	0.899	424
Karamoja	0.883	0.041	4.68	0.775	0.944	132
Northern	0.884	0.025	2.83	0.825	0.925	482
Western	0.881	0.021	2.39	0.833	0.917	424
Workers in Subsistence Agriculture						
Number						
Total	6,252,615	417,841	6.68	5,429,694	7,075,536	3,080
Male	2,437,839	199,327	8.18	2,045,272	2,830,407	1,192
Female	3,814,776	235,489	6.17	3,350,990	4,278,561	1,888
Rural	5,639,638	428,115	7.59	4,796,483	6,482,793	2,776
Urban	612,977	122,878	20.05	370,973	854,981	304
Kampala & Peri-urban Kampala	32,622	7,097	21.76	18,645	46,599	34
Central	971,432	108,310	11.15	758,120	1,184,744	404
Eastern	1,855,374	147,675	7.96	1,564,533	2,146,215	950
Karamoja	300,996	52,253	17.36	198,085	403,906	476
Northern	1,487,179	136,401	9.17	1,218,543	1,755,816	652
Western	1,605,012	345,928	21.55	923,721	2,286,303	564
Subsistence agriculture rate						
Total	0.332	0.015	4.45	0.303	0.362	10,787

	Estimate	Standard error	CV	Confidence interval		Observations
				Lower	Upper	
Male	0.271	0.016	5.99	0.240	0.304	5,086
Female	0.387	0.016	4.06	0.357	0.419	5,701
Rural	0.412	0.016	3.97	0.380	0.444	6,588
Urban	0.119	0.018	15.07	0.088	0.159	4,199
Kampala & Peri-urban Kampala	0.015	0.004	27.98	0.009	0.027	2,745
Central	0.271	0.027	10.10	0.221	0.328	1,410
Eastern	0.492	0.033	6.73	0.427	0.557	1,984
Karamoja	0.454	0.051	11.29	0.356	0.555	1,043
Northern	0.377	0.030	7.99	0.320	0.438	1,744
Western	0.338	0.039	11.42	0.267	0.417	1,861
Chapter 5						
Labour underutilisation						
Unemployment rate (LU1)	0.097	0.006	6.13	0.086	0.109	5,870
Time related underemployment	0.118	0.007	6.07	0.105	0.133	5,290
Combined rate of unemployment and time related uneremployment (LU2)	0.203	0.008	4.14	0.187	0.220	5,870
Combined rate of unemployment and potential labour force (LU3)	0.264	0.011	4.24	0.242	0.286	7,145
Composite labour underutilisation (%)	0.351	0.012	3.32	0.328	0.374	7,145
Composite labour underutilisation (Number)	4,270,695	172,863	4.05	3,930,694	4,610,696	2,453
Inadequate employment situations						
Skill related inadequate employment	0.062	0.005	8.51	0.053	0.074	5,290
Income related inadequate employment	0.454	0.018	4.04	0.418	0.490	2,010

QUESTIONNAIRES

NATIONAL LABOUR FORCE SURVEY, 2016/17



Batch Number:

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UGANDA BUREAU OF STATISTICS

PART A1: Identification particulars and eligibility

HA1	Stratum			
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. Main language of interviews:

English = 1
 Other = 2
 (Specify.....)

- 4=Refused
- 5=Temporarily absent/ Inappropriate informant
- 6=Vacant, demolished dwelling, change of status
- 7=Listing error
- 8=Other reasons:

Field staff

Interviewer's Comments (if any problems encountered):

Supervisor's Comments:

Name: Signature: Date:	6. Interviewer	<input type="text"/>	7. Field supervisor	<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
 P.O. BOX 7186, KAMPALA.
 TEL: 0414-706000; Fax: 0414 - 237553
 E-mail: ubos@ubos.org ; Website: www.ubos.org

GPS Location: Northings.
Eastings.

Questionnaire SN

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PART B: HOUSEHOLD SCHEDULE:

Complete List of Household Members (Usual and regular residents)

P E R S O N I D	Names	Sex	Relationship	Age	Residential status	Marital status (For those aged 10 years and above)		For those below 18 years					
						HB7a. What is [NAME'S] marital status?	For CODES: 1-4 What was your [NAME'S] Age at first marriage?	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? 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	
	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 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? 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	
HB0	HB1	HB3	HB4	HB5	HB6	HB7a	HB7b	HB8A	HB8B	HB9A	HB9B	HB10	HB11
1													
2													
3													
4													
5													
6													

HB 12: [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)

P E R S O N I D	Names	Sex	Relationship	Age	Residential status	Marital status (For those aged 10 years and above)		For those below 18 years						
						HB7a. What is [NAME'S] marital status?	For CODES: 1-4 What was your [NAME'S] Age at first marriage?	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	Mother	Father
	<p>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.)</p> <p>B. What are the names of the other members of this household?</p> <p>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?</p>	<p>READ IF NECESSARY:</p> <p>What is [NAME'S] sex?</p> <p>1=Male 2=Female</p>	<p>What is [NAME'S] relationship to the head of household??</p> <p>1= Household head 2= Spouse 3= Child 4= Step child 5= Grandchild 6= Parent of head or spouse 7= Other Relative 8= Non relative</p>	<p>What is [NAME'S] age in completed years?</p> <p>IF LESS THAN ONE WRITE 0</p>	<p>What is the residential status of [NAME]</p> <p>1=Usual member present 2=Usual member absent 3=Regular member present 4=Regular member absent 5=Guest 9=N/A (for those less than 10 years).</p> <p>IF CODE 5, ASK NO FURTHER QUESTIONS FOR THAT PERSON</p>	<p>HB7a. What is [NAME'S] marital status?</p> <p>1= Currently married/Cohabiting 2= Divorced 3= Separated 4= Widow/ Widower 5= Never married 9=N/A (for those less than 10 years).</p>	<p>For CODES: 1-4 What was your [NAME'S] Age at first marriage?</p>	<p>Is the mother of [NAME] still alive?</p> <p>1=Yes 2=No 8=Don't know 9=N/A (for persons 18 years & above)</p>	<p>Indicate the mother's serial number.</p> <p>(Write 99 if absent or not applicable).</p>	<p>Is the father of [NAME] still alive?</p> <p>1=Yes 2=No 8=Don't know 9=N/A (for persons 18 years & above)</p>	<p>Indicate the Father's serial number.</p> <p>(Write 99 if absent or not applicable).</p>	<p>IS HB8A=1? Yes>>HB10 No>>HB11</p> <p>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?</p> <p>IS HB9A=1? Yes>>HB11 No>> GO TO NEXT PERSON</p> <p>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?</p> <p>CODES for HB10 HB11 1=Yes 2=No 8=Don't know</p>		
HB0	HB1	HB3	HB4	HB5	HB6	HB7a	HB7b	HB8A	HB8B	HB9A	HB9B	HB10	HB11	
7														
8														
9														
10														
11														
12														

PART C: HOUSEHOLD CHARACTERISTICS:

HC 1	[ID of person reporting] which household member is providing data on the household schedule? (Write serial number from HB0))	<table border="1" style="width: 100px; height: 20px; margin: auto;"> <tr> <td style="width: 50px;"></td> <td style="width: 50px;"></td> </tr> </table>			Skip Pattern
HC2	How would you describe your household's overall financial situation? 1=Well off 2=Fairly well off 3=Average 4=Fairly poor 5=Poor	1 2 3 4 5			
HC3	What is your Household's main source of income/livelihood? 10=Subsistence Agricultural and fishing activities 11=Commercial agricultural and fishing activities 12= Mining and quarrying 13= Manufacturing 14= Construction 15= Wholesale and retail trade (including repair of motor vehicles and motorcycles) 16= Transportation and storage 17= Accommodation and food service activities 18= Information and communication 19= Professional, scientific and technical activities 20= Administrative and support service activities 21= Education 22= Human health and social work activities 23= Arts, entertainment and recreation 24= Activities of households as employers 96= Other (Specify).....	10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 96			

PART C: HOUSEHOLD CHARACTERISTICS:

HC 1	[ID of person reporting] which household member is providing data on the household schedule? (Write serial number from HB0))	<table border="1" style="width: 100px; height: 20px; margin: auto;"> <tr> <td style="width: 50px;"></td> <td style="width: 50px;"></td> </tr> </table>			Skip Pattern
HC4	<p>Are you aware of the following government programmes?</p> <ul style="list-style-type: none"> a. Operation Wealth Creation/NAADS b. Universal Primary Education (UPE) c. Universal Secondary Education (USE) d. Decent Country Work Programme e. National Youth Livelihoods f. Uganda Women Entrepreneurship Programme g. East African Community Common Market Protocol h. Common Market for East and Southern Africa Free Trade Agreement (COMESA) i. Africa Growth and Opportunities Act (AGOA) j. COMESA-EAC-SADC Tripartite Free Trade Agreement 	<p>Yes=1; No=2]</p> <p>1 : 2</p> <p>1 : 2</p> <p>1 : 2</p> <p>1 : 2</p> <p>1 : 2</p> <p>1 : 2</p> <p>1 : 2</p> <p>1 : 2</p> <p>1 : 2</p> <p>1 : 2</p>			
HC5	<p>Have you ever read or heard about any of the following laws [1=Yes, read; 2=Yes, heard not read; 3=Not seen or heard]</p> <ul style="list-style-type: none"> a. The Constitution of the Republic of Uganda, 1995; (article 40); b. Employment Act, No. 6, 2006; c. Occupational Safety & Health Act, No. 9, 2006; d. Workers' Compensation Act, No. 5, 2000; e. Labour Disputes (Arbitration and Settlement) Act, No. 7, 2006; f. Labour Unions Act, 2006; g. Children Act, 1997 (Cap. 59 Laws of Uganda); h. Minimum Wages Boards and Wages Councils Act, 2000; i. Prevention of Trafficking in Human Persons Act, 2009; j. Equal Opportunities Act, 2005; 	<p>1 : 2 : 3</p> <p>1 : 2 : 3</p> <p>1 : 2 : 3</p> <p>1 : 2 : 3</p> <p>1 : 2 : 3</p> <p>1 : 2 : 3</p> <p>1 : 2 : 3</p> <p>1 : 2 : 3</p> <p>1 : 2 : 3</p> <p>1 : 2 : 3</p> <p>1 : 2 : 3</p>			

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	1	1	1	1	1	1	1	1	1	If 1>>A5
		2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	
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=Ungazetted 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	1	1	1	1	1	1	1	1	1	
		2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	
		3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
		4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	
		6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	
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	10	10	10	10	10	10	10	10	10	
		11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	
		12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	
		13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	
		14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	
		15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	
		16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	
		17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	
96	96	96	96	96	96	96	96	96	96	96	96	96	96	96	96	96			

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						
	DISABILITY	1 = No Difficulty 2 = Some Difficulty 3 = A Lot Of Difficulty 4 = Cannot At All 8 = Don't Know	1 = No Difficulty 2 = Some Difficulty 3 = A Lot Of Difficulty 4 = Cannot At All 8 = Don't Know	1 = No Difficulty 2 = Some Difficulty 3 = A Lot Of Difficulty 4 = Cannot At All 8 = Don't Know	1 = No Difficulty 2 = Some Difficulty 3 = A Lot Of Difficulty 4 = Cannot At All 8 = Don't Know	1 = No Difficulty 2 = Some Difficulty 3 = A Lot Of Difficulty 4 = Cannot At All 8 = Don't Know	
A5	I would like to know if (NAME) has difficulty seeing even when wearing glasses or contact lenses . Would you say that (NAME) has no difficulty seeing, some difficulty, a lot of difficulty, or cannot see at all?	1 2 3 4 8	1 2 3 4 8	1 2 3 4 8	1 2 3 4 8	1 2 3 4 8	
A6	I would like to know if (NAME) has difficulty hearing even when using a hearing aid . Would you say that (NAME) has no difficulty hearing, some difficulty, a lot of difficulty, or cannot hear at all?	1 2 3 4 8	1 2 3 4 8	1 2 3 4 8	1 2 3 4 8	1 2 3 4 8	
A7	I would like to know if (NAME) has difficulty communicating when using his/her usual language . Would you say that (NAME) has no difficulty understanding or being understood, some difficulty, a lot of difficulty, or cannot communicate at all?	1 2 3 4 8	1 2 3 4 8	1 2 3 4 8	1 2 3 4 8	1 2 3 4 8	
A8	I would like to know if (NAME) has difficulty remembering or concentrating . Would you say that (NAME) has no difficulty remembering or concentrating, some difficulty, a lot of difficulty, or cannot remember or concentrate at all?	1 2 3 4 8	1 2 3 4 8	1 2 3 4 8	1 2 3 4 8	1 2 3 4 8	
A9	I would like to know if (NAME) has difficulty washing all over or dressing . Would you say that (NAME) has no difficulty washing all over or dressing, some difficulty, a lot of difficulty, or cannot wash all over or dress at all?	1 2 3 4 8	1 2 3 4 8	1 2 3 4 8	1 2 3 4 8	1 2 3 4 8	
A10	I would like to know if (NAME) has difficulty walking or climbing steps . Would you say that (NAME) has no difficulty walking or climbing steps, some difficulty, a lot of difficulty, or cannot walk or climb steps at all?	1 2 3 4 8	1 2 3 4 8	1 2 3 4 8	1 2 3 4 8	1 2 3 4 8	

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									
EDUCATION										
A11	Have you [NAME] ever attended formal school/training program? 1=Yes 2=No	1	1	1	1	1	1	1	1	If 1>>A13
A12	What was the main reason for never starting your education/training? (SEE APPENDIX 2 and ENTER RELEVANT CODE)									>> A26
A13	Is (NAME) currently attending school or pre-school? 1=Yes 2=Yes, Special Needs Education 3=No	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	IF 3>>A22
CURRENT STUDENTS (5 years and above)										
A14	At what age did (NAME) begin primary school? [00 IF IN PRE-PRIMARY]									
A15	In which district is [NAME] schooling? A15A: Name A15B: District/country code									
A16	What is the highest level of education that You have/[NAME] has successfully completed? (SEE APPENDIX 4: CODES 09-99)									
A17	At what level are you/[NAME] currently studying / learning? (SEE APPENDIX 5: CODES 01-99)									
A18	What level of education would you/[NAME] wish to complete? (SEE APPENDIX 4: CODES 09-99)									
A19	[ASK IF A16 >= 41] In what area did (you/Name) specialise? (SEE APPENDIX 6: CODES 09-99)									
A20	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 A20A: Description A20B: ISCO Code									
A21	Ideally, who would (you/NAME) like to work for? (Select main preference only) 10=Myself (Own business farm) 11=Government/Public sector 12=A private company 13=An international or non-profit organization 14=Family business/farm 15=Do not wish to work 96=Others (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	10 11 12 13 14 15 96	10 11 12 13 14 15 96	>>A26

SECTION A: INDIVIDUAL INFORMATION FOR ALL AGED 5+ YEARS

PERSONS WHO LEFT EDUCATION/TRAINING							
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						
A22	What was the main reason for stopping your education/training? (SEE APPENDIX 3)						
A23	At what age did you/ (NAME) begin primary school?						
A24	What is your / [NAME'S] highest level of completed formal education/training? (SEE APPENDIX 4: CODES 09-99)						
A25	What field did you/ [NAME] study? (REFER TO APPENDIX 6: CODES 09-99)						
A26	Has (NAME) ever learnt or ever participated in any trade, technical, business, entrepreneurship, or microenterprise skills development training? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	If 2>>A28
A27	What was the most recent type of skill that (you/Name) learned? (SEE CODES FOR SKILLS BELOW)						
A28	What financial services do you personally use? (Multiple answers are possible) A=None B=Loans C=Savings D=Money transfer services/Mobile Money Services E=Other service (SPECIFY)	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	
A29	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 (A27): SKILLS CODES

- | | | | | |
|-----------------|--------------------------|------------------------------|--|------------------------------|
| 10=Welding | 14=Electrician | 18=Sewing/Tailoring/Textiles | 22=Beautician/Hair/Nails | 26= Book Keeping |
| 11=Carpentry | 15=Plumbing | 19=Crafts/Basket Weaving | 23=Health care/Traditional Medicine | 27=Business/Entrepreneurship |
| 12=Construction | 16=IT or Computer Repair | 20=Catering/Food Service | 24=Massage/Reflexology | 28=Foreign Language |
| 13=Masonry | 17=Phone Repair | 21=Laundry/Dry Cleaning | 25=Agriculture/Land Management/Fishery | 96=Other (Specify.....) |

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

HB0i	Serial number in HH Roster						Skip Pattern
HB1i	Name of household member						
HB5i	Age of household member						
B0	Serial Number of person providing data on the Individual						
B1a(i)	In the last week, did you work for a wage, salary, commission or any payment in kind, including doing paid domestic work, even if it was for only one hour OR did you have such work, from which you were temporarily absent and to which you will definitely return to? <i>Examples: a regular job, contract, casual or piece work for pay, work in exchange for food or housing, paid domestic work.</i> 1=Yes, Worked 2=Yes, but was absent from work 3=No	1	1	1	1	1	If 1>>B1b(i)
		2	2	2	2	2	
		3	3	3	3	3	If 3>>B1b(i)
B1a(ii)	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	10	10	10	10	
		11	11	11	11	11	
		12	12	12	12	12	
		13	13	13	13	13	
		14	14	14	14	14	
		15	15	15	15	15	
		16	16	16	16	16	
		17	17	17	17	17	
		18	18	18	18	18	
		19	19	19	19	19	
B1a(iii)	Check B1a (ii): If code is 10-15 or 18-19 then circle 1; Otherwise circle 2.	1	1	1	1	1	
		2	2	2	2	2	
B1b(i)	In the last week, did you run a business of any size, for yourself or with one or more partners, even if it was for only one hour OR did you have such work, from which you were temporarily absent and to which you will definitely return to? <i>Examples: Commercial farming, selling things, making things for sale, construction, repairing things, brewing beer for sale, collecting wood or water for sale, hairdressing, crèche businesses, having a legal or medical practice, performing, having a public phone shop.</i> 1=Yes, Worked 2=Yes, but was absent from work 3=No	1	1	1	1	1	If 1>>B1c(i)
		2	2	2	2	2	
		3	3	3	3	3	If 3>>B1c(i)

SECTION B: IDENTIFICATION OF PERSONS CURRENTLY EMPLOYED (FOR PERSONS AGED 5YEARS 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						
B1b(ii)	Why were you absent from work last week?	10	10	10	10	10	
	10=Vacation, holidays, annual leave	11	11	11	11	11	
	11=Illness, injury, temporary disability	12	12	12	12	12	
	12=Maternity, paternity leave	13	13	13	13	13	
	13=Temporary slack work for technical or economic reasons	14	14	14	14	14	
	14=Bad weather	15	15	15	15	15	
	15=Strike or labour dispute	16	16	16	16	16	
	16=Off season (self-employment)	17	17	17	17	17	
	17=Off season (wage employment)	18	18	18	18	18	
	18=Education or training	19	19	19	19	19	
	19=Family/community responsibilities	96	96	96	96	96	
	96=Other (specify): _____						
B1b(iii)	Check B1b(ii): If code is 10-15 or 18-19 then circle 1; Otherwise circle 2.	1	1	1	1	1	
		2	2	2	2	2	
B1c(i)	In the last week, did you help without being paid in any kind of business run by your household, even if it was only for one hour OR did you have such work, from which you were temporarily absent and to which you will definitely return to? <i>Examples: help to sell things, make things for sale or exchange, doing the accounts, cleaning up for the business, etc.</i>	1	1	1	1	1	If 1>>B1d(i)
		2	2	2	2	2	
		3	3	3	3	3	
B1c(ii)	Why were you absent from work last week?	10	10	10	10	10	
	10=Vacation, holidays, annual leave	11	11	11	11	11	
	11=Illness, injury, temporary disability	12	12	12	12	12	
	12=Maternity, paternity leave	13	13	13	13	13	
	13=Temporary slack work for technical or economic reasons	14	14	14	14	14	
	14=Bad weather	15	15	15	15	15	
	15=Strike or labour dispute	16	16	16	16	16	
	16=Off season (self-employment)	17	17	17	17	17	
	17=Off season (wage employment)	18	18	18	18	18	
	18=Education or training	19	19	19	19	19	
	19=Family/community responsibilities	96	96	96	96	96	
	96=Other (specify): _____						
B1c(iii)	Check B1c(ii): If code is 10-15 or 18-19 then circle 1; Otherwise circle 2.	1	1	1	1	1	
		2	2	2	2	2	

SECTION B: IDENTIFICATION OF PERSONS CURRENTLY EMPLOYED (FOR PERSONS AGED 5YEARS 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						
B1d(i)	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	1	1	1	1	If 1>>B2
		2	2	2	2	2	
		3	3	3	3	3	If 3>>B2 If 4>>B2
		4	4	4	4	4	
B1d(ii)	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	10	10	10	10	
		11	11	11	11	11	
		12	12	12	12	12	
		13	13	13	13	13	
		14	14	14	14	14	
		15	15	15	15	15	
		16	16	16	16	16	
		17	17	17	17	17	
		18	18	18	18	18	
		19	19	19	19	19	
		96	96	96	96	96	
B1d(iii)	Check B1c(ii): If code is 10-15 or 18-19 then circle 1; Otherwise circle 2.	1	1	1	1	1	
		2	2	2	2	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	1	1	1	1	
		2	2	2	2	2	

SECTION B: IDENTIFICATION OF PERSONS CURRENTLY EMPLOYED (FOR PERSONS AGED 5YEARS 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						
B3(i)	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? (Examples: tending crops, feeding animals, collecting eggs, milking cows, repairing tools, weeding) 1=Yes, Worked 2=Yes, but was absent from work 3=No	1	1	1	1	1	If 1>>B4
		2	2	2	2	2	
		3	3	3	3	3	3
B3(ii)	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	10	10	10	10	
		11	11	11	11	11	
		12	12	12	12	12	
		13	13	13	13	13	
		14	14	14	14	14	
		15	15	15	15	15	
		16	16	16	16	16	
17	17	17	17	17			
18	18	18	18	18			
19	19	19	19	19			
96	96	96	96	96	96		
B3(iii)	Check B1c(ii): If code is 10-15 or 18-19 then circle 1; Otherwise circle 2.	1	1	1	1	1	If 2>>CHK1
		2	2	2	2	2	
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	1	1	1	1	1	
		2	2	2	2	2	
		3	3	3	3	3	
		4	4	4	4	4	
		4	4	4	4	4	
CHK1	CHECK If any response is code 1 in B1a(i) or B1a(iii) or B1b(i) or B1b(iii) or B1c(i) or B1c(iii) or B1d(i) or B1d(iii) OR response is codes 1 or 2 in B4, Then Circle 1, If response is code 2 in B1d or response is code 1 in B2 or response is code (3 or 4) in B4, Then Circle 2, Otherwise circle 3.	1	1	1	1	1	} 1 or 2 >>C1 3>>SEC I
		2	2	2	2	2	
		3	3	3	3	3	

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

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.

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																			
C1	<p>What kind of work do you usually do in the <u>MAIN</u> job/activity that you had last week or from which you were absent? 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></p> <p style="text-align: right;">Occupational title</p>																			
C2	<p>What are your main tasks or duties? Short description of the main tasks or duties:</p> <p style="text-align: right;">ISCO Code</p>																			
C3	<p>What kind of industry, business or service is carried out at your place of work? Write the main industry, business or service which may be business or service of the person's employer or company <i>Examples: 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></p>																			
C4	<p>What are the main goods or services produced at your place of work or its main functions? <i>Examples: selling fish, raising cattle, teaching in primary school, caring for the sick, manufacture of shoes.</i></p> <p style="text-align: right;">ISIC Code</p>																			

C5	What is your status in employment on this job/activity?						
	READ	1	1	1	1	1	
	1=Employee (working for pay in cash or in kind) ⁸						} IF 2or3 >>C22
	2=An employer (a person who pays one or more people to work for him)	2	2	2	2	2	
	3=An own-account worker (a person running a business with no employees)	3	3	3	3	3	
	4=Contributing family worker in a household	4	4	4	4	4	If 4>>C28
	5=Members of Producers' cooperatives	5	5	5	5	5	If 5>>C22
6=Volunteer (Unpaid workers)	6	6	6	6	6	If 6>>C28	
7=Unpaid trainee worker	7	7	7	7	7	If 7>>C28	

⁸ Include paid domestic workers, paid workers in household businesses, gardeners, security guards, etc. Payment may be in cash or in kind (eg. Food, accommodation, etc). This category includes all employees: part-time, casual worker and piecework.

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 FOR EMPLOYEES (IF CODE 1 IN B5)						
C6a	Are you currently employed on the basis of? 1=A written contract 2=An oral agreement	1 2	1 2	1 2	1 2	1 2	
C6b	Is your contract or agreement of? 1=Unlimited duration 2=Limited duration	1 2	1 2	1 2	1 2	1 2	IF 1>>C9
C7	Why is your contract or agreement of limited duration? 10=On the job training, internship 11=Probation period 12=Seasonal work 13=Occasional/daily work 14=Work as a replacement/substitute 15=Public employment programme 16=Specific service or task 96=Other reason (SPECIFY).....	10 11 12 13 14 15 16 96	10 11 12 13 14 15 16 96	10 11 12 13 14 15 16 96	10 11 12 13 14 15 16 96	10 11 12 13 14 15 16 96	
C8	What is the duration of your contract or agreement? 1=Less than 12 months 2=12 months to 36 months 3=More than 36 months 8=Don't know	1 2 3 8	1 2 3 8	1 2 3 8	1 2 3 8	1 2 3 8	
C9	In your current job, can you benefit from the following?						
C9a	Social security contribution? 1=Yes 2=No 8=Don't know	1 2 8	1 2 8	1 2 8	1 2 8	1 2 8	
C9b	Transport or transport allowance 1=Yes 2=No 8=Don't Know	1 2 8	1 2 8	1 2 8	1 2 8	1 2 8	
C9c	Meals or meal allowance 1=Yes 2=No 8=Don't Know	1 2 8	1 2 8	1 2 8	1 2 8	1 2 8	
C9d	Paid annual leave (holiday time) 1=Yes 2=No 8=Don't Know	1 2 8	1 2 8	1 2 8	1 2 8	1 2 8	
C9e	Paid sick leave 1=Yes 2=No 8=Don't Know	1 2 8	1 2 8	1 2 8	1 2 8	1 2 8	
C9f	Pension/old age insurance schemes 1=Yes 2=No 8=Don't Know	1 2 8	1 2 8	1 2 8	1 2 8	1 2 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						
C9g	Severance/end of service payment						
	1=Yes	1	1	1	1	1	
	2=No	2	2	2	2	2	
	8=Don't Know	8	8	8	8	8	
C9h	Overtime pay						
	1=Yes	1	1	1	1	1	
	2=No	2	2	2	2	2	
	8=Don't Know	8	8	8	8	8	
C9i	Medical insurance coverage						
	1=Yes	1	1	1	1	1	
	2=No	2	2	2	2	2	
	8=Don't Know	8	8	8	8	8	
C9j	Bonus/reward for good performance						
	1=Yes	1	1	1	1	1	
	2=No	2	2	2	2	2	
	8=Don't Know	8	8	8	8	8	
C9k	Educational or training courses						
	1=Yes	1	1	1	1	1	
	2=No	2	2	2	2	2	
	8=Don't Know	8	8	8	8	8	
C9l	Occupational safety/protective equipment or clothing						
	1=Yes	1	1	1	1	1	
	2=No	2	2	2	2	2	
	8=Don't Know	8	8	8	8	8	
C9m	Childcare facilities						
	1=Yes	1	1	1	1	1	
	2=No	2	2	2	2	2	
	8=Don't Know	8	8	8	8	8	
C10	In your current job, can you benefit from Maternity/ paternity leave						
	1=Yes	1	1	1	1	1	
	2=No	2	2	2	2	2	
	8=Don't Know	8	8	8	8	8	
C11	In your current job, can you benefit from Housing allowance/benefits						
	1=Yes	1	1	1	1	1	
	2=No	2	2	2	2	2	
	8=Don't Know	8	8	8	8	8	
C12	On this job, does your employer deduct income tax from your salary/wages?						
	1=Yes	1	1	1	1	1	
	2=No	2	2	2	2	2	
	8=Don't Know	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									
C13	Have you received any training for your current job in the last 12 months? 1=Yes, in apprenticeship/internship 2=Yes (non-apprenticeship/internship) 3=No	1	1	1	1	1	If 3>> C15			
		2	2	2	2	2				
		3	3	3	3	3				
C14	What was/is the main field of training (Choose the main one) 11=Education 19= life sciences 12=Humanities and Arts 20=Agriculture forestry, and fishery 13=Social science, business and law 21=Veterinary 14=Physical sciences 22=Health and welfare 15=Mathematics and statistics 23=Social services 16=Computing 24=Other Services 17=Engineering and engineering trades 96=Others (specify.....) 18= Manufacturing and processing 98=Don't know	11	11	11	11	11				
		12	12	12	12	12				
		13	13	13	13	13				
		14	14	14	14	14				
		15	15	15	15	15				
		16	16	16	16	16				
		17	17	17	17	17				
		18	18	18	18	18				
		19	19	19	19	19				
		20	20	20	20	20				
		21	21	21	21	21				
		22	22	22	22	22				
		23	23	23	23	23				
		24	24	24	24	24				
		96	96	96	96	96				
		98	98	98	98	98				
		C15	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=Waited on the street to be recruited for casual work 15=Joined the family establishment 96=Other (SPECIFY)	10	10	10		10	10	
				11	11	11		11	11	
12	12			12	12	12				
13	13			13	13	13				
14	14			14	14	14				
15	15			15	15	15				
96	96			96	96	96				
96	96			96	96	96				

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						
C16	What kind of assistance did you receive from an employment office?						
	1=None	1	1	1	1	1	
	2=Advice on how to search for a job	2	2	2	2	2	
	3=Information on vacancies	3	3	3	3	3	
	4=Guidance on education and training opportunities	4	4	4	4	4	
	5=Placement in education or training programmes	5	5	5	5	5	
	6=Other (SPECIFY.....)	6	6	6	6	6	
C17	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)	1	1	1	1	1	
	2=Less than a week	2	2	2	2	2	
	3=1 week to less than 1 month	3	3	3	3	3	
	4=1 month to less than 3 months	4	4	4	4	4	
	5=3 to less than 6 months	5	5	5	5	5	
	6=6 months to less than 1 year	6	6	6	6	6	
	7=1 year to less than 2 years	7	7	7	7	7	
	8=2 years or more	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						
C18	Have you ever refused a job that was offered to you? 1=Yes 2=No	1	1	1	1	1	If 2>>C20
		2	2	2	2	2	
C19	Why did you refuse? (Select the main reason) 10=Wages/salary offered were too low 11=Work was not interesting 12=Location was not convenient 13=Work would not match my level of qualifications 14=Work would require too few hours 15=Work would require too many hours 16=Family did not approve of the job offered 17=Waiting for a better job offer 18=There was no contract length offered or contract length was too short 19=Saw no possibilities for advancement 20=Business was about to close 96=Others (Specify).....	10	10	10	10	10	
		11	11	11	11	11	
		12	12	12	12	12	
		13	13	13	13	13	
		14	14	14	14	14	
		15	15	15	15	15	
		16	16	16	16	16	
		17	17	17	17	17	
		18	18	18	18	18	
		19	19	19	19	19	
	20	20	20	20	20		
	96	96	96	96	96		
C20	Was there a minimum level of income per month below which you would not accept a job? 1=Yes 2=No	1	1	1	1	1	If 2>>C28
		2	2	2	2	2	
C21	How much was it? ENTER AMOUNT IN UGANDA SHILLINGS						>>C28

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						
FOR EMPLOYERS, OWN ACCOUNT WORKERS AND MEMBERS' OF PRODUCER COOPERATIVE (CODES 2,3 and 5 IN C5)							
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	
		2	2	2	2	2	
		3	3	3	3	3	
		4	4	4	4	4	
		5	5	5	5	5	
		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	
		12	12	12	12	12	
		13	13	13	13	13	
		14	14	14	14	14	
		15	15	15	15	15	
		16	16	16	16	16	
		17	17	17	17	17	
		18	18	18	18	18	
		19	19	19	19	19	
		96	96	96	96	96	

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						
C24	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	
C25	What is the type of ownership of your business/farm? 1=Individual owner (or with other household members) 2=Partnership with members of other households 3=Incorporated enterprise (Private Limited Co., Public Limited Co. Inc.) 6=Other (specify):_____	1 2 3 6	1 2 3 6	1 2 3 6	1 2 3 6	1 2 3 6	
C26a	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	
C26b	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	
C27	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	

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						
C28a	Do you work in a ...?	10	10	10	10	10	
	10=Government institution	11	11	11	11	11	
	11=State-owned enterprise	12	12	12	12	12	
	12=Non-governmental/non-profit organization	13	13	13	13	13	
	13=Private business or farm	14	14	14	14	14	
	14=Private household	15	15	15	15	15	
	15=Embassy, international organization	96	96	96	96	96	
C28b	On this job, are you a member of a trade union or a similar employee/trade association?						1>>C29
	1=Yes, Member of Trade Union	1	1	1	1	1	
	2=Yes, Member of Employee/Trade Association	2	2	2	2	2	2>>C29
	3=No	3	3	3	3	3	
	8=Don't Know	8	8	8	8	8	8>>C29
C28c	Why are you not a member of a trade union or a similar employee/trade association?	11	11	11	11	11	
	11=Have a negative view of trade unionism	12	12	12	12	12	
	12=Not aware of any unions to join in my workplace	13	13	13	13	13	
	13=It is discouraged by my employer	14	14	14	14	14	
	14=Not sure what a union can do to help me	15	15	15	15	15	
	15=Never been approached to join	16	16	16	16	16	
	16=Never considered joining	17	17	17	17	17	
	17=Do not have time	18	18	18	18	18	
	18=Not interested in public affairs	19	19	19	19	19	
	19=Too expensive	96	96	96	96	96	
	96=Other (SPECIFY)						
C29	How many persons, including yourself, work at your place of work?	1	1	1	1	1	} >>C31
	1=1-4	2	2	2	2	2	
	2=5-9						
	3=10-19	3	3	3	3	3	
	4=20-49	4	4	4	4	4	
	5=50-99	5	5	5	5	5	
	6=100 or more	6	6	6	6	6	
	8=Don't know	8	8	8	8	8	
C30	Please specify the exact number of workers						

SECTION C: CHARACTERISTICS OF MAIN JOB/ACTIVITY 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						
C31	Where is your usual place of work located? 1=In your home 2=Structure attached to your home 3=At the client's or employer's home 4=Enterprise, plant, factory, office, shop, workshop etc. (separate from house) 5=On a farm or agricultural plot 6=Construction site 7=Fixed stall in the market/street 8=Without fixed location/mobile/open space 9=Other (specify): _____	1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9	
C32	In which district is your place of work located? 1=In this district 3=Another country 2=Another district 4=Mobile	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	If 4>>C34
C33	Name of District/Country Name C33a: District C33b: District Code						
C34	How long have you worked in this business/activity (or for this employer)? 1=Less than 1 year 2=1 year to less than 3 years 3=3 years to less than 5 years 4=5 years to less than 10 years 5=10 years or more years	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	

SECTION D: MULTIPLE JOB HOLDERS AND CHARACTERISTICS OF SECONDARY ACTIVITY FOR PERSONS AGED 5 YEARS AND ABOVE

The following questions refer to the respondent's secondary job/ activity, if any, during the last week.

HB0i	Serial number in HH Roster																				Skip Pattern
HB1i	Name of household member																				
HB5i	Age of household member																				
D0	Serial Number of person providing data on the																				
D1	Last week, did you have any secondary job/activity from which you or your households obtain any income in cash or in kind? 1=Yes 2=No	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	If 2>>SEC E
		2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	
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: 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> D5(b) ISIC Code																				

D6	In this job/activity, were you...?						
	READ	1	1	1	1	1	
	1=Employee (working for pay in cash or in kind) ⁹	2	2	2	2	2	
	2=An employer (a person who pays one or more people to work for him)	3	3	3	3	3	
	3=An own-account worker (a person running a business with no employees)	4	4	4	4	4	
	4=Helping without pay in a household	5	5	5	5	5	
5=Members of Producers' cooperatives	6	6	6	6	6		
6 =Volunteer(Unpaid workers)							

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

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 2	Check HB5. Is HB5 = 5-17 Years 1=Yes 2=No	1	1	1	1	1	If 2>>SEC F
		2	2	2	2	2	
E1	During the past week when did you usually carry out these activities? (READ OPTIONS) <u>For ALL children (including children attending school):</u> 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	A	A	A	A	
		B	B	B	B	B	
		C	C	C	C	C	
		D	D	D	D	D	
		E	E	E	E	E	
CHK 3	Check A13. Is A13 code 1 or 2?: 1=Yes 2=No	1	1	1	1	1	If 2>>SEC F
		2	2	2	2	2	
E2	During the past week when did you usually carry out these activities? (READ OPTIONS) <u>For children attending school ONLY</u> A. After school B. Before school C. On the week-end D. During missed school hours/days E. During Holidays	A	A	A	A	A	
		B	B	B	B	B	
		C	C	C	C	C	
		D	D	D	D	D	
		E	E	E	E	E	

⁹ Include paid domestic workers, paid workers in household businesses, gardeners, security guards, etc. Payment may be in cash or in kind (eg. Food, accommodation). This category includes all employees: part-time, casual worker and piecework.

SECTION F: HOURS OF WORK FOR EMPLOYED PERSONS AGED 5 YEARS AND ABOVE

HB0i	Serial number in HH Roster										
HB1i	Name of household member										
HB5i	Age of household member										
F0	Serial Number of person providing data on the Individual										
F1	How many hours do you usually work per week...? F1a: In your main job/activity (M) F1b: In any other job(s)/activity(ies)(O)	MAIN JOB	OTHER JOBS	MAIN JOB	OTHER JOBS	MAIN JOB	OTHER JOBS	MAIN JOB	OTHER JOBS	MAIN JOB	OTHER JOBS
	<i>Interviewer: Add the hours usually worked per week in the main job/ activity (F1a) and in any other job(s)/ activities (F1b). Record the total in F1c. Read the total to the respondent and ask to confirm if correct.</i>										
	DO NOT READ F1c. Total for all jobs/activities										
F2	Thinking of each day last week, how many hours did you actually work on... F2a: In your main job/activity (M) F2b: In any other job(s)/activity(ies)(O)	MAIN JOB	OTHER JOBS	MAIN JOB	OTHER JOBS	MAIN JOB	OTHER JOBS	MAIN JOB	OTHER JOBS	MAIN JOB	OTHER JOBS
	Monday?										
	Tuesday?										
	Wednesday?										
	Thursday?										
	Friday?										
	Saturday?										
	Sunday?										
	DO NOT READ D2c. Total for all jobs/activities										

SECTION G: TIME RELATED UNDEREMPLOYMENT AND INADQUATE EMPLOYMENT SITUATIONS FOR PERSONS AGED 5 YEARS & ABOVE

HB0i	Serial number in HH Roster									Skip Pattern
HB1i	Name of household member									
HB5i	Age of household member									
G0	Serial Number of person providing data on the Individual									
G1	Last week, would you have liked to work more hours than you actually worked? 1=Yes 2=No	1	1	1	1	1				If 2>>G4
		2	2	2	2	2				
G2	How many additional hours could you have worked last week? Number of additional hours									If 0hrs>>G4
G3	How would you like to increase your working hours? 1=Increase number of hours in current job(s)/activity(ies) 2=Take an additional job/activity 3=Replace current job(s)/activity(ies) with another job/activity with more hours	1	1	1	1	1				
		2	2	2	2	2				
		3	3	3	3	3				
G4	Would you like to change your current employment situation? 1=Yes 2=No	1	1	1	1	1				IF 2 >> G8
		2	2	2	2	2				
G5	What is the main reason why you want to change your current employment situation? 10=Present job(s) is(are) temporary 11=Fear of losing the present job(s) 12=To work more hours paid at your current rate 13=To have a higher pay 14=To work less hours with a reduction in pay 15=To use better your qualifications/skills.. 16=To have more convenient working time, shorter commuting time 17=To improve working conditions 96=Other reason (specify): _____	10	10	10	10	10				
		11	11	11	11	11				
		12	12	12	12	12				
		13	13	13	13	13				
		14	14	14	14	14				
		15	15	15	15	15				
		16	16	16	16	16				
		17	17	17	17	17				
		96	96	96	96	96				
G6	During the last four weeks, did you look for another job/activity to replace your current one(s)? 1=Yes 2=No	1	1	1	1	1				
		2	2	2	2	2				
G7	During the last four weeks, did you look for extra work in addition to your current job(s)/activity(ies)? 1=Yes 2=No	1	1	1	1	1				
		2	2	2	2	2				

HB0i	Serial number in HH Roster						Skip Pattern
HB1i	Name of household member						
HB5i	Age of household member						
G0	Serial Number of person providing data on the						
G8	Thinking about the next 12 months, how likely do you believe it is that you will be able to keep your main job if you want to? 1=Very likely 2=Likely, but not certain 3=Not likely 8=Do not know	1 2 3 8	1 2 3 8	1 2 3 8	1 2 3 8	1 2 3 8	
G9	To what extent are you satisfied with this job? 1=Very satisfied 2=Somewhat satisfied 3=Somewhat unsatisfied 4=Very unsatisfied	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	

SECTION H: INCOME FROM EMPLOYMENT

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						
CHK 4	1=CHECK IF C5 IS 1 (EMPLOYEE ON MAIN JOB) THEN CIRCLE 1;	1	1	1	1	1	If 1>>H1
	2=CHECK IF D6 IS 1 (EMPLOYEE ON SECOND JOB) CIRCLE 2;	2	2	2	2	2	If 2>>CHK5
	3=CHECK IF CHK1 IS CODE 2 & (B1d(i) is 3 or B2 IS CODE 1 OR B4 IS CODES 3 OR 4) CIRCLE 3;	3	3	3	3	3	If 3>>SECTION I
	4=OTHERWISE, CIRCLE 4	4	4	4	4	4	If 4>>SECTION J
MAIN JOB (EMPLOYEE only)							
H1	On your (main) job, are you paid....						
	1 =a set rate	1	1	1	1	1	
	2 = both a set rate and on the commission basis of sales	2	2	2	2	2	
	3 = commission on the basis of sales	3	3	3	3	3	If 3>>H4
	4 = in kind only	4	4	4	4	4	If 4>>H7
6 =some other way, specify	6	6	6	6	6	If 6>>H5	
H2	What is the set rate you are paid? <i>This should be the pay rate before taxes or other deductions are taken out.</i> (ENTER AMOUNT IN SHILLINGS)						
H3	What is the periodicity of this?						} >> H6
	10=Hourly	10	10	10	10	10	
	11=Daily	11	11	11	11	11	
	12=Weekly	12	12	12	12	12	
	13=Bi-weekly	13	13	13	13	13	
	14= Monthly	14	14	14	14	14	
	15=Annually	15	15	15	15	15	
96=Other, specify.....	96	96	96	96	96		
H4	In the last month, how much were you paid on earnings from sales? <i>This should be earnings before taxes or other deductions are taken out.</i> ENTER AMOUNT IN SHILLINGS						>>H6
H5	In the last month, how much did you earn? <i>This should be earnings before taxes or other deductions are taken out.</i> ENTER AMOUNT IN SHILLINGS						

SECTION H: INCOME FROM EMPLOYMENT

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						
H6	Did you receive any payments in kind such as food or housing from your (MAIN) job? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	If 2>>CHK 5
H7	What is the estimated value of these payments in kind? ENTER AMOUNT IN SHILLINGS						
H8	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	
CHK 5	CHECK IF D6 IS 1 (WORKING FOR SOMEONE ELSE FOR PAY IN SECONDARY JOB) 1=YES 2=NO	1 2	1 2	1 2	1 2	1 2	IF 2 >> SECTION J
SECOND JOB (EMPLOYEE only)							
H9	On your (SECOND) job, are you paid... 1 =a set rate 2 = both a set rate and on the basis of sales 3 = 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>>H12 If 4>>H15 If 6>>H13
H10	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						
H11	That rate is... 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	} >>H14

SECTION H: INCOME FROM EMPLOYMENT

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						
H12	In the last month, how much were you paid on earnings from sales? <i>This should be earnings before taxes or other deductions are taken out.</i>						>>H14
H13	In the last month, how much did you earn? <i>This should be earnings before taxes or other deductions are taken out.</i> ENTER AMOUNT IN SHILLINGS						
H14	Did you receive any payments in kind such as food or housing from your (SECOND) job? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	IF 2>>SECTION J
H15	What is the estimated value of these payments in kind? ENTER AMOUNT IN SHILLINGS						
H16	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	} >> SECTION J

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						
I0	Serial Number of person providing data on the Individual						
CHK6	Check if CHK1 is code 1? Yes=1; No=2	1 2	1 2	1 2	1 2	1 2	If 1>>SEC J
I1a	In the last four weeks, were you looking for a job? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	1>>I2
I1b	In the last four weeks, were you trying to start a business? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	2>>I3a
I2	In the last four weeks, what have you done to look for work or to start a business? A=Registered at an employment centre B=Placed /answered job advertisement(s) C=Inquired directly at factories, farms, markets, shops, or other workplaces D=Took a test or interview E=Asked friends, relatives, acquaintances F=Waited on the street to be recruited for casual work G=Sought financial assistance to look for work or start a business H=Looked for land, building, equipment, machinery to start own business or farming I=Applied for permit or license to start a business J=Other (specify): _____ K=No method	A B C D E F G H I J K	A B C D E F G H I J K	A B C D E F G H I J K	A B C D E F G H I J K	A B C D E F G H I J K	} >>I7
I3a	Was this because you have already found a job to start at a later date? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	IF 1>>I7
I3b	Was this because you have undertaken all necessary steps to start a business at a later date? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	IF 1>>I7
I4	Last week, would you have liked to work if there had been an opportunity to work? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	IF 2 >>I9

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						
I0	Serial Number of person providing data on the Individual						
I5	What was the main reason why you did not seek work or try to start a business in the last four weeks?						
	10=Was waiting for the results of a vacancy competition or an interview	10	10	10	10	10	If 10>>I8a
	11=Awaiting the season for work	11	11	11	11	11	If 11>>I8a
	12=Attended school or training courses	12	12	12	12	12	If 12>>I8a
	13=Family responsibilities or housework	13	13	13	13	13	If 13>>I8a
	14=Pregnancy	14	14	14	14	14	If 14>>I8a
	15=Illness, injury or disability	15	15	15	15	15	If 15>>I8a
	16=Does not know how and where to look for work	16	16	16	16	16	If 16>>I8a
	17=Unable to find work for his/her skills	17	17	17	17	17	
	18=Had looked for job(s) before but had not found any	18	18	18	18	18	
	19=Too young or too old to find a job	19	19	19	19	19	
20=No jobs available in the area/district	20	20	20	20	20		
96=Other reason (specify): _____	96	96	96	96	96	96>>I8a	
I6	During the last 12 months, did you do anything to look for work or to start a business?						} >>I8a
	1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	
I7	For how long have you been without work and trying to find a job or start a business?						
	1=Less than 3 months	1	1	1	1	1	
	2=3 months to less than 6 months	2	2	2	2	2	
	3=6 months to less than 1 year	3	3	3	3	3	
	4=1 year to less than 3 years	4	4	4	4	4	
	5=3 years to less than 5 years	5	5	5	5	5	
	6=5 years or more	6	6	6	6	6	
8=Don't know	8	8	8	8	8		
I8a	Last week, could you have started to work if a job had been offered to you?						If 1>>J1
	1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	
I8b	Last week, could you have started to work if an opportunity to open a business had been offered to you?						If 1>>J1
	1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	

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						
I0	Serial Number of person providing data on the Individual						
I9	What was the main reason why you did not want to work for pay/gain last week?	10	10	10	10	10	
	10=In school or training	11	11	11	11	11	
	11=Family responsibilities or housework	12	12	12	12	12	
	12=Pregnancy	13	13	13	13	13	
	13=Illness, injury or disability	14	14	14	14	14	
	14=Retired or too old for work	15	15	15	15	15	
	15=Too young to work.	16	16	16	16	16	
	16=No desire to work	17	17	17	17	17	
	17=Off-season	18	18	18	18	18	
	18=Satisfied with Subsistence Agriculture						
96=Other reason (specify): _____	96	96	96	96	96		
I10	Do you want to work in the future?						} All >>J1
	1=Yes	1	1	1	1	1	
	2=No	2	2	2	2	2	

SECTION J: USUAL ACTIVITY STATUS 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						
J0	Serial Number of person providing data on the Individual						
PRE J	Now I'd like to ask about the income generating activity you spent the most time doing in the past 12 months. This could be work at a job, your own business, a household enterprise, or a farm. It could be work that you still do or work that you have stopped doing.						
J1	<p>You have told me that last week you were doing, Is it the same task that you spent most time in the past 12 months? (READ)</p> <p>1= Main job last week (C1) 2=Second job last week (D1) 3= Other economic activity/work 4=Has never worked at all</p>	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	<p>If 1>>SEC K If 2>>SEC K If 4>>SEC L</p>
J2	<p>What were the main goods or services produced at that workplace or its main functions? Examples: selling fish, raising cattle, teaching children, caring for the sick J2A: Activity description</p> <p style="text-align: right;">J2B: ISIC Code</p>						
J3	<p>What kind of work did you do in your last job/activity? Examples: street trader, subsistence farmer, school teacher, registered nurse, domestic worker, truck driver ... Occupational title:</p>						
J4	<p>What were your main tasks or duties in this work? Short description of the main tasks or duties: J4A: Activity description</p> <p style="text-align: right;">J4B: ISCO Code</p>						
J5	<p>In this job/activity, were you...? READ 1=Employee (working for pay in cash or in kind) ¹⁰ 2=An employer (a person who pays one or more people to work for him) 3=An own-account worker (a person running a business with no employees) 4=Helping without pay in a household 5=Members of Producers' cooperatives 6 =Volunteer(Unpaid workers)</p>	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	

¹⁰ Include paid domestic workers, paid workers in household businesses, gardeners, security guards, etc. Payment may be in cash or in kind (eg. Food, accommodation). This category includes all employees: part-time, casual worker and piecework.

SECTION K: HEALTH AND SAFETY ISSUES 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						
K0	Serial Number of person providing data on the Individual						
K1	<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>	<p>1=Yes 2=No</p> <p>01 02 03 04 05 06 07 08 09 10 96 </p>	<p>1=Yes 2=No</p> <p>01 02 03 04 05 06 07 08 09 10 96 </p>	<p>1=Yes 2=No</p> <p>01 02 03 04 05 06 07 08 09 10 96 </p>	<p>1=Yes 2=No</p> <p>01 02 03 04 05 06 07 08 09 10 96 </p>	<p>1=Yes 2=No</p> <p>01 02 03 04 05 06 07 08 09 10 96 </p>	<p>If 2 in ALL>>K4</p>
K2	<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>	<p>1 2 3</p>	<p>1 2 3</p>	<p>1 2 3</p>	<p>1 2 3</p>	<p>1 2 3</p>	
K3a	<p>Think about your most serious illness/injury, what were you doing when this happened?</p> <p>Job/Task description</p>						
K3b	Enter ISCO CODE						
K4	<p>Do you carry heavy loads at work?</p> <p>1=Yes</p> <p>2=No</p>	<p>1 2</p>	<p>1 2</p>	<p>1 2</p>	<p>1 2</p>	<p>1 2</p>	
K5	<p>Do you operate any machinery/heavy equipment at work?</p> <p>1=Yes</p> <p>2=No</p>	<p>1 2</p>	<p>1 2</p>	<p>1 2</p>	<p>1 2</p>	<p>1 2</p>	<p>If 2>>K7</p>

SECTION L: HEALTH AND SAFETY ISSUES 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						
K0	Serial Number of person providing data on the Individual						
K6	What type of tools, equipment or machines do you usually use at work? <i>(Write down 2 mostly used)</i> (Refer to Codelist K6 for List of tools, equipment and machines)	1.....	1.....	1.....	1.....	1.....	
		2.....	2.....	2.....	2.....	2.....	
K7	Are you exposed to any of the following at work? (Read each of the following options and mark “1=YES” 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	1=Yes 2=No	1=Yes 2=No	1=Yes 2=No	1=Yes 2=No	
		01	01	01	01	01	
		02	02	02	02	02	
		03	03	03	03	03	
		04	04	04	04	04	
		05	05	05	05	05	
		06	06	06	06	06	
		07	07	07	07	07	
		08	08	08	08	08	
		09	09	09	09	09	
		10	10	10	10	10	
		11	11	11	11	11	
		12	12	12	12	12	
		96	96	96	96	96	
K8	Have you ever been subjected to the following at work? (Read each of the following options and mark “YES” or “NO” for all options) 1. Constantly shouted at 2. Repeatedly insulted 3. Beaten /physically hurt 4. Sexually abused (touched or done things to you that you did not want) 6. Other (Specify).....	1=Yes 2=No	1=Yes 2=No	1=Yes 2=No	1=Yes 2=No	1=Yes 2=No	
		1	1	1	1	1	
		2	2	2	2	2	
		3	3	3	3	3	
		4	4	4	4	4	
		6	6	6	6	6	

CODELIST K6: Dangerous tools and equipment

- | | | |
|---------------------------------------|----------------------------------|--------------------------|
| A. Hand-held manual tools | B. Portable Abrasive Wheel Tools | C. Powder-Actuated Tools |
| D. Hand-held power tools | E. Pneumatic Tools | F. Hydraulic Power Tools |
| G. Electric Tools: All electric tools | H. Liquid Fuel Tools | |

SECTION L: HOUSEHOLD ACTIVITIES 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						
L0	Serial Number of person providing data on the Individual						
L1	During the past week did you do any of the tasks indicated below for this household? <i>(Read each of the following options and mark "YES" or "NO" for all options)</i> 1. Fetching water 2. Fetching firewood 3. Cooking 4. Cleaning utensils/house 5. Washing clothes 6. Caring for children/old/sick 7. Other household tasks.	1=Yes 2=No 1 2 3 4 5 6 7	1=Yes 2=No 1 2 3 4 5 6 7	1=Yes 2=No 1 2 3 4 5 6 7	1=Yes 2=No 1 2 3 4 5 6 7	1=Yes 2=No 1 2 3 4 5 6 7	If any 1>>L2 If 2 in All>>L3
L2	During each day of the past week how many hours did you do such household tasks? <i>(Record for each day separately)</i> 1 .Monday 2. Tuesday 3. Wednesday 4. Thursday 5.Friday 6.Saturday 7.Sunday						
L3	[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 2 3	1 2 3	1 2 3	1 2 3	1 2 3	
L4	INDIVIDUAL INTERVIEW RESULT 1=Completed (fully responding Individual) 2=Partly completed 3=Non-contact 4=Refused 5=Temporarily absent, inadequate informant	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5	

SECTION M: NON-CROPPING HOUSEHOLD ENTERPRISES/ACTIVITIES

M1. Over the past 12months, has anyone in your household operated any non-crop farming enterprise which produces goods or services (for example artisan, metal working, tailoring, repair work, including processing and selling outputs from your own crops if done regularly) or has anyone in your household owned a shop or operated a trading business or profession?

- 1 = Yes
- 2 = No

If 2 >> SECTION N

E N T E R P R I S E I D	Description of enterprise	Industry code <i>SEE CODE SHEET (ISIC)</i>	ID code of person responsible	When was this enterprise started?		Where is this business operated? 10 = Home inside the residence 11 = Home outside the residence 12 = Industrial site 13 = Traditional market 14 = Commercial district shop 15 = Roadside 16 = Other fixed place 17 = Mobile	What was the main source of money used for setting up this business? 10= Didn't need any money 11= Own savings 12= Commercial/development bank 13= Microfinance institutions 14= Local group 15= NGO 96= Other (Specify)	How many people work in this enterprise or activity?		Does the person responsible for the Enterprise also work in it? 1=Yes 2=No	Did this business receive a credit to operate or expand during the past 12 months ? 1=Yes 2=No>>NEXT Enterprise	What was the major source of credit? USE CODES BELOW
				MONTH	YEAR			Male	Female			
M2	M3A	M3B	M4	M5A	M5B	M6	M7	M8A	M8B	M8C	M9	M10
1												
2												
3												
4												
5												

CODES FOR M10

- | | |
|------------------------|------------------------------------|
| 10= Bank | 16= Micro finance institutions |
| 11= Relative | 17= NGO |
| 12= Friend | 18= Informal Saving & Credit Group |
| 13= Local money lender | 19= SACCO |
| 14= Landlord | 96= Other (Specify)..... |
| 15= Employer | |

SECTION N: LABOUR OUTFLOWS (All persons aged 14 years and above)

Now, I would like to ask you some questions relating to all persons aged 14 years and above who used to be members of this household for at least six months, and left the country to live outside Uganda, since Jan 2011. The data will help provide information on the number of persons who left Uganda and what they are doing outside the country.

N0. Are there any persons aged 14 years and above who used to be usual members of this household for at least six months, and left the country to live outside Uganda, since Jan 2011. 1=Ye 2=No if 2>>N21

N0		Person Number				
		1	2	3	4	5
N1	Could you give me the names of all persons who were members of this household who left to live abroad since Jan 2011? <i>Write the names of all persons</i>					
N2	What was [NAME's] residential status before s/he left to live abroad? 1=Usual member 2=Regular Member	1 2	1 2	1 2	1 2	1 2
N3	What is the relationship of (NAME) to the head of household? 1. Spouse 2. Son/Daughter 3. Brother/Sister 4. Nephew/Niece/Cousin 5. Grand child 6. Parent 7. Other relative 8. Not related 9. DK	1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9
N4	Is (NAME) male or female	Male..... 1 Female 2	Male..... 1 Female 2	Male..... 1 Female 2	Male..... 1 Female 2	Male..... 1 Female 2

SECTION N: LABOUR OUTFLOWS (All persons aged 14 years and above)

N0		Person Number																																									
		1								2								3								4								5									
N5	How old was (NAME) at his/her last birthday?	[] []		[] []		[] []		[] []		[] []		[] []		[] []		[] []		[] []		[] []		[] []		[] []		[] []		[] []		[] []		[] []		[] []		[] []		[] []					
N6	If (NAME) has biological children, how many of (name's) children under 15 years, currently live in Uganda?	[] []		[] []		[] []		[] []		[] []		[] []		[] []		[] []		[] []		[] []		[] []		[] []		[] []		[] []		[] []		[] []		[] []		[] []		[] []					
N7	What was the highest level of education (name) had completed at the time of departure? 1. None 2. Primary 1-6 3. Primary 7 4. Secondary 1-6 5. Diploma/Certificate after Primary 6. Diploma/Certificate after Secondary 7. Graduate 8. Postgraduate	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		
N8	When did (NAME) leave this household to live abroad?	M	M	Y	Y	Y	Y	M	M	Y	Y	Y	Y	M	M	Y	Y	Y	Y	M	M	Y	Y	Y	Y	M	M	Y	Y	Y	Y	M	M	Y	Y	Y	Y	M	M	Y	Y	Y	Y
N9a	Which country is (NAME) staying? <i>Write the country names in the spaces provided</i>																																										
N9b	Country Code (Selected major countries from Census 2014)	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]		
N9c	When (NAME) left the country to live abroad, who facilitated his/her travel? 1. Relative 2. Friend 3. Employment Bureau 4. It was Not clear 8. Don't Know	1	2	3	4	8	1	2	3	4	8	1	2	3	4	8	1	2	3	4	8	1	2	3	4	8																	
N10	Is (NAME) working abroad?	Yes 1 → N.12 No 2 DK 3	Yes 1 → N.12 No 2 DK 3	Yes 1 → N.12 No 2 DK 3	Yes 1 → N.12 No 2 DK 3	Yes 1 → N.12 No 2 DK 3																																					
N11	Is (NAME) looking for work abroad?	Yes 1 DK 3 No 2	Yes 1 DK 3 No 2	Yes 1 DK 3 No 2	Yes 1 DK 3 No 2	Yes 1 DK 3 No 2																																					
FOR QUESTIONS N12-N14: Where necessary [9998 – For DK]		9710 – For “full time student” 9720 – For in “household chores”								9730 – For persons who are “retired” 9740 – for those who are “ill/Sick/Too old”								9750 –For those who are “Too young” to work 9800 –For the Unemployed (Actively looking for work)																									
N12a	What was (NAME) mainly doing at the time of departure from Uganda? Occupation- For example: Secondary School Teaching, Bus driving, Medical Doctor, Full time student, Homemaker, Retired, Ill/Sick/Too Old																																										
N12b	ISCO Code	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]	[]		
CHK 6	Check N10: Is N10=1; (1=Yes; 2=No)	1 → N13a 2 → N14a		1 → N13a 2 → N14a		1 → N13a 2 → N14a		1 → N13a 2 → N14a		1 → N13a 2 → N14a		1 → N13a 2 → N14a		1 → N13a 2 → N14a		1 → N13a 2 → N14a																											
N13a	What is (NAME) mainly doing abroad? For example: Secondary School Teaching, Bus driving, Medical Doctor, Full time student, Homemaker, Retired, Ill/Sick/Too Old N13b: ISCO Code																																										

SECTION N: LABOUR OUTFLOWS (All persons aged 14 years and above)

No		Person Number																			
		1				2				3				4				5			
N14	<p>Check N11: If code 1, then ask then ask What work is [NAME] looking for abroad? Occupation - For example: Secondary School Teaching, Bus driving, Medical Doctor, Full time student, Homemaker, Retired, Ill/Sick/ Too Old</p> <p><i>N14b: ISCO Code</i></p>																				
N15	<p>What was the main reason why (name) decided to go abroad?</p> <p>1. Job transfer</p> <p>2. To increase income of the household</p> <p>3. To gain experience and career advancement</p> <p>4. Study</p> <p>5. Poor working conditions in Uganda</p> <p>6. Family reasons (reunite family, follow spouse, marriage, etc.)</p> <p>7. Lack of work opportunities in Uganda</p> <p>8. Desire to live abroad</p> <p>9. Don't Know</p> <p>10. Other (Specify).....</p>	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
N16	<p>Is (name) planning to return to Uganda on a permanent basis within the next 12 months?</p> <p>Yes 1</p> <p>No 2</p> <p>DK 3</p>	Yes 1	No 2	DK 3	Yes 1	No 2	DK 3	Yes 1	No 2	DK 3	Yes 1	No 2	DK 3	Yes 1	No 2	DK 3	Yes 1	No 2	DK 3		
N17	<p>Since (name) left, has he/she sent any money or goods back to this household?</p> <p>1. Yes, money only</p> <p>2. Yes, goods only</p> <p>3. Yes, money and goods</p> <p>4. No 'If no, go to next person'</p>	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
N18	<p>How often did/has (name) assisted/supported with money or goods back to the household?</p> <p>1. Weekly</p> <p>2. Bi-weekly/twice a month</p> <p>3. Monthly</p> <p>4. Quarterly</p> <p>5. Annually</p> <p>6. Other (specify).....</p>	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
N19	<p>Check N16: If code 2 in question 16, write N/A</p> <p>During the last 12 months, how much money did (name) assist/ support the household with? (write the amount in USD)</p>																				
N20	<p>Migration Outflow Individual Interview Result</p> <p>1=Completed (fully responding Individual)</p> <p>2=Partly completed</p> <p>3=Non-contact</p> <p>4=Refused</p> <p>5=Temporarily absent, inadequate informant</p>	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4

N21: END TIME: (HH:MM)

CODEBOOK

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 4: CODES FOR HIGHEST LEVEL OF EDUCATION SUCCESSFULLY COMPLETED

None.....	09
Some schooling but not Completed P.1.....	10
Completed P.1.....	11
Completed P.2.....	12
Completed P.3.....	13
Completed P.4.....	14
Completed P.5.....	15
Completed P.6.....	16
Completed P.7.....	17
Completed J.1.....	21
Completed J.2.....	22
Completed J.3.....	23
Completed S.1.....	31
Completed S.2.....	32
Completed S.3.....	33
Completed S.4.....	34
Completed S.5.....	35
Completed S.6.....	36
Completed Post primary Specialized training or Certificate.....	41
Completed Post secondary Specialized training or diploma.....	51
Completed Degree and above.....	61
Don't Know.....	99

APPENDIX 1: AGE/BIRTH-DATE CONSISTENCY CHART

Current age	Has not had birthday in 2016	Has already had birthday in 2016	Current age	Has not had birthday in 2016	Has already had birthday in 2016
0	2015		47	1968	1969
1	2014	2015	48	1967	1968
2	2013	2014	49	1966	1967
3	2012	2013	50	1965	1966
4	2011	2012	51	1964	1965
5	2010	2011	52	1963	1964
6	2009	2010	53	1962	1963
7	2008	2009	54	1961	1962
8	2007	2008	55	1960	1961
9	2006	2007	56	1959	1960
10	2005	2006	57	1958	1959
11	2004	2005	58	1957	1958
12	2003	2004	59	1956	1957
13	2002	2003	60	1955	1956
14	2001	2002	61	1954	1955
15	2000	2001	62	1953	1954
16	1999	2000	63	1952	1953
17	1998	1999	64	1951	1952
18	1997	1998	65	1950	1951
19	1996	1997	66	1949	1950
20	1995	1996	67	1948	1949
21	1994	1995	68	1947	1948
22	1993	1994	69	1946	1947
23	1992	1993	70	1945	1946
24	1991	1992	71	1944	1945
25	1990	1991	72	1943	1944
26	1989	1990	73	1942	1943
27	1988	1989	74	1941	1942
28	1987	1988	75	1940	1941
29	1986	1987	76	1939	1940
30	1985	1986	77	1938	1939
31	1984	1985	78	1937	1938
32	1983	1984	79	1936	1937
33	1982	1983	80	1935	1936
34	1981	1982	81	1934	1935
35	1980	1981	82	1933	1934
36	1979	1980	83	1932	1933
37	1978	1979	84	1931	1932
38	1977	1978	85	1930	1931
39	1976	1977	86	1929	1930
40	1975	1976	87	1928	1929
41	1974	1975	88	1927	1928
42	1973	1974	89	1926	1927
43	1972	1973	90	1925	1926
44	1971	1972	91	1924	1925
45	1970	1971	92	1923	1924
46	1969	1970	93	1922	1923

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