



UGANDA BUREAU OF STATISTICS



NATIONAL LABOUR FORCE SURVEY 2021

MAIN REPORT



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This report presents findings of the National Labour Force Survey 2021 undertaken by the Uganda Bureau of Statistics (UBOS).

Additional information about the Survey may be obtained from the Uganda Bureau of Statistics (UBOS), Plot 9 Colville Street, P.O. Box 7186, Kampala Uganda; Telephone: (256-414) 706000; Fax: (256-414) 237553/230370; Email: ubos@ubos.org; Website: www.ubos.org

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PREFACE



Labour statistics are vital in the measurement of economic growth and development of a nation. These statistics provide indicators on the number of persons who, during a specified period, contributed to the production of goods and services in the country and their characteristics. The Goal for NDPIII (2020/21-2024/25) is to Increase Average Household Incomes and Improve the Quality of Life of Ugandans and contributes towards achieving the Uganda Vision 2040. The 2030 Agenda for Sustainable Development envisages a World free of poverty, hunger, disease through 17 Goals. Specifically the objective under Goal 8 is to “Promote inclusive and sustainable economic growth, full and productive employment and decent work for all”. For these indicators to be monitored, there is strong need for reliable and timely statistics on Labour market of the country.

The Uganda Bureau of Statistics (UBOS) has been generating information on Labour Market Indicators through the National Labour Force Survey (NLFS) undertaken every five years with the latest being NLFS 2016/17, Annual National Labour Force Surveys (ALFS)-the latest being NLFS 2018/19 and the Uganda National Household Surveys (UNHS) conducted every three years-the latest is UNHS 2019/20.

This report presents the findings of NLFS 2021 which is, a nationwide survey carried out between July and November 2021. The NLFS 2021 is the first standalone national Labour force survey to be representative at the 15 sub-regional levels of Uganda. The main objective of the NLFS 2021 was to collect consistent statistical data and information on the Labour force from the supply side (households) based on international and national standards. 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. Therefore, the NLFS 2021 results will facilitate planning, decision making, policy formulation as well as monitoring and evaluation of the national and international development frameworks.

Special thanks go to the Government of Uganda and the European Union for the financial support that enabled successful implementation of the Survey. We would also like to acknowledge the technical contribution provided by the Technical Working Group which comprised of various stakeholders in the Labour Sector during the entire survey process. 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. We are greatly indebted to you all for the invaluable cooperation.

It is our sincere hope that this report will be used for informed planning and decision making. The report can be accessed on the UBOS website while the data can be obtained by request through the following email address: ubos@ubos.org.

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LIST OF ACRONYMS/ABBREVIATIONS

CAPI	Computer Assisted Personal Interviews
CFW	Contributing Family Worker
EA	Enumeration Area
EPR	Employment-to-Population Ratio
FL	Forced Labour
HH	Households
ICLS	International Conference of Labour Statisticians
ICSE	International Classification of Status in Employment
ICT	Information Communication Technology
ILO	International Labour Organisation
ISCO	International Standard Classification of Occupations
ISIC	International Standards Industrial Classifications
LFPR	Labour Force Participation Rate
LU	Labour Underutilisation
LU1	Unemployment Rate
LU2	Combined rate of time-related underemployment and unemployment
LU3	Combined rate of potential Labour force and unemployment.
LU4	Aggregate measure of Labour underutilization
MDI	Microfinance Limited
MGLSD	Ministry of Gender Labour and Social Development
NCM	National Coordination Mechanism
NDP	National Development Plan
NEET	Neither in Employment nor Education
NGOS	Non Governmental Organisations
NLF&CAS	National Labour Force and Child Activities Survey
NLFS	National Labour Force Survey
NPHC	National Population and Housing Census
PAYE	Pay as You Earn
PLF	Potential Labour Force
PSU	Population Sub Units
PWD	People with disabilities
RECS	Regional Economic Communities
SACCOS	Savings and Credit Cooperative Societies
SDGs	Sustainable Development Goals
SNA	System of National Accounts
TRUEMP	Time related Under Employment
UAE	United Arab Emirates
UBOS	Uganda Bureau of Statistics
UCW	Unpaid Care Work
ULFS	Urban Labour Force Survey
UNHS	Uganda National Household Surveys
UPE	Universal Primary Education
URSB	Uganda Registration Services Bureau
USE	Universal Secondary Education
UW	Unpaid Work
WAP	Working Age Population

GLOSSARY OF KEY TERMS

1. **Working-Age Population:** The population aged 14-64 years in Ugandan context. Internationally, this is population 15years and above
2. **Work:** comprises any activity performed by persons of any sex and age to produce goods and to provide services for use by others or for own use”. Excluded are activities that do not involve production of goods or services (e.g., begging and stealing), self-care (personal; grooming and hygiene) and other activities that cannot be performed by another person on behalf of someone else e.g., sleeping, own recreation and learning). The concept of work is aligned to the System of National Accounts (SNA) general production boundary which distinguishes between:
 - i. Market units (i.e., Corporations, quasi-corporations and household unincorporated market enterprises
 - ii. Non-market units (i.e., Government and non-profit institutions serving households)
 - iii. Households that produce goods or services for own final use.
3. **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. When categorized into three broad groups they constitute sector namely; Agricultural, Services and Production.
4. **Employment.** Persons in employment are defined as all those of working age who, during a period of one week preceding the date of interview, were engaged in any activity to produce goods or provide services for others in exchange for pay or profit. They comprise:
 - a. Employed persons “at work”, that is, who worked in a job for at least one hour during the reference week;
 - b. Employed persons “not at work” due to temporary absence from a job, or to working-time arrangements (such as shift work, flextime and compensatory leave for overtime).
5. **Employment-to-Population Ratio (EPR)** refers to the proportion of the working age population that was employed i.e., the total number of employed persons expressed as a proportion of the population of the same age group. It is also known as employment rate.
6. **Skills mismatch** is a discrepancy between the skills that are sought by employers and the skills that are possessed by individuals, that is, imbalances between skills offered and skills needed in the world of work.
7. **Educational mismatch is defined as the discrepancy between the worker's level of education and the level of education which is required for the job** in the Labour market. Employed persons were considered to be in education/qualification related inadequate employment situations if during the reference period of one week were employed and not categorized as time-related underemployed but whose educational attainment were higher than the educational level required by their current main jobs.
8. **Informal employment** refers to cases where employment relationships were in law or in practice, not subject to social protection (i.e., no provision for pension or contribution to

National Social Security Fund) and no entitlement to paid annual leave or paid sick leave. Further, **informal enterprises** were those not registered by Uganda Registration Services Bureau (URSB) as a business or by the Uganda Revenue Authority (URA) for Value added tax / income tax returns and did not keep complete books of accounts.

9. **Subsistence Agriculture** refers to the growing of crops or rearing of animals mainly for consumption by the household. This means that production takes place but its intent to a large extent is for non-commercial purposes.
10. **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.
11. **Labour Underutilization** refers to mismatches between Labour supply and demand. This in essence is the unmet need for employment. It comprises of unemployed persons, potential Labour force and persons in employment but with unmet need. Labour underutilization focuses on issues of insufficient Labour absorption and gives information that is necessary in broader Labour market monitoring.
12. **Labour underemployment**
13. **Unemployment rate** is the proportion of the unemployed population to the total Labour force. According to the 19th ICLS, a person is considered unemployed if they;
 - a) Had no work from which they derive some income,
 - b) Had taken active steps to look for employment and
 - c) Were willing to be employed if an employment opportunity had presented itself.
14. **Potential Labour Force** (PLF) refers to persons not in employment who expressed an interest in working for pay/profit but for whom existing conditions limit either their active job search or their availability.
15. **Labour force** refers to the active section of the working age population and is computed as the sum of persons in Employment and persons in Unemployment.
16. **Labour Force Participation Rate** (LFPR) is the population in the Labour force (employed and unemployed) expressed as a percentage of the working age population. It indicates the proportion of Working Age Population that is active in the Labour market as either employed or actively looking for employment.
17. **Special age groups** in the survey were;
 - 15-24 years - youth age group as defined by Member States¹
 - 15-35 years-East African Community youth age group
 - 18-30 years- Uganda's youth age group
 - 14-64 years- Uganda's working age population
 - 15+years-International Working age
 - 18+years-Adults

¹ <https://www.un.org/esa/socdev/documents/youth/fact-sheets/youth-definition.pdf>

EXECUTIVE SUMMARY

Overview

The Uganda Bureau of Statistics (UBOS) conducted the National Labour Force Survey 2021 to provide information for updating the Labour market indicators and observe trends in the Labour market conditions in Uganda to facilitate evidence-based decision making and policy formulation. The NLFS2021 sample covered the entire country and was selected in such a way as to generate estimates for, urban and rural, 15 sub regions and cities at 4 regional levels. Overall, the survey registered a response rate of 95%.

Socio-Demographic Characteristics of the Population

The NLFS 2021 estimated the total population of Uganda at nearly 43 million people (51% female). An analysis by residence showed that 71% were in rural area which is low compared to 76% registered in NLFS 2016/2017; attributed to rural-urban migration. Findings by age group showed that 52% of the population were aged 0-17 years, 22% were youth (18-30) and 55% were 14-64years. With regard to education attainment, 35% had attained some level of primary education which is lower compared to 42% reported in NLFS 2016/17. Forty four percent of the population was single whereas 46% were currently married/cohabiting. Household headship showed that 74% of the households were male headed. The national average household size was 5 persons (5 rural, 4 urban). Age dependency ratio was 83 per 100 persons aged 14-64 years. Sixty two percent of persons aged 10years and above reported radio as the main source of information and the main source of income for households in Uganda was household farming or fishing (48%).

Working Age Population

The WAP in Uganda is composed of persons aged 14-64 years. Survey findings showed that there was 23.5 million in the working age group; an increase from 20.2 million in NLFS 2016/17. Of these the majority (35%) had attained some Primary education with about 10 percent having never attended any formal education. The average age of the working age population in 2021 was 30 years. Seven percent of the Working Age Population had migrated since 2015 with the main reason cited as to work/for employment-related reasons (23%).

Working Population

A total of 20.5 million persons aged 14-64 years were working in 2021. the majority (51%) were Own-use production workers, followed by (49%) in Employment. Results by sector revealed that Agriculture, forestry and fishing has been the dominant sector overtime with 6 in 10 of the total workers. Only 23 percent of the working population was provided with protective gear at the work place and 22% exposed to multiple workplace hazards.

Population in employment

These are persons who during the one week preceding the date of interview were engaged in an activity to produce goods and services in exchange for pay or profit. It was found that in 2021, 49% of the working population was in employment (10million). The EPR was 43 in 100 persons; an increase from 39% in UNHS 2019/20. Findings on status in employment showed that majority (47%) were independent workers without employees while 34% were employees. The average actual daily hours of work were 8 and the median monthly cash earnings was reported at UGX. 200,000/=. Over a quarter (77%) of the population in employment were satisfied with their jobs, In relation to Education mismatch, 43 forty three percent of the persons in employment were under-educated for the jobs they were holding while 45 percent had education requirements matching their main jobs. Nearly three in ten (27%) of employees were entitled to any workplace benefit. Only four percent of businesses registered with Uganda Registration Services Bureau. Less than ten percent (8%) of the employed population had secondary jobs.

Subsistence agriculture workers

Working persons in Agriculture largely work for non-commercial purposes (35%) and of these 58% did not look for work and were not available for employment. The main activity for persons in subsistence agriculture was growing of crops (80%) followed by mixed farming (17%). Workers in subsistence agriculture spent an average of 24 hours weekly on these agricultural activities.

Unpaid work

Unpaid Work (UW) constitutes any activity performed by an individual for self-benefit or for the benefit of others without pay namely; subsistence agriculture (41%), other unpaid work (39%) and unpaid care work (21%). Overall, UW is largely a rural phenomenon with 7 in every 10 of the population aged 5years and above engaged in UW residing in rural areas irrespective of sex. Unpaid workers spent on average 38 hours per week on UW (22hrs in subsistence agriculture, 27hrs in other unpaid work and 24hrs on Unpaid Care work).

Labour underutilization and inadequate employment

This refers to the mismatches between Labour supply and demand. The unemployment rate was recorded at 12 percent in 2021. Relatedly, long term unemployment (over one year) was registered at 47%. Time related underemployment rate was nine percent. Combined rate of unemployment and time related underemployment was reported at 20%. Overall, the potential Labour force was estimated at 28 percent (4.4million). The Combined Rate of Unemployment and Potential Labour Force was 36% while the composite measure of Labour underutilisation was estimated at 42% (6.6million); an increase from 41% registered in UNHS 2019/20. The skill related inadequate employment rate was about 9 percent (970,000 people). Forty two percent of those employed reported earning less than two thirds of national median average earning (UGX 200,000) in 2021.

Population in and outside the Labour Force

This is comprised of the employed and unemployed (in Labour Force) estimated at 11.3 million and 12.1 million people (outside the Labour Force). The Labour Force Participation Rate (LFPR) was registered at 48% (39% female 58% male). This was an increase from 43% reported in UNSH 2019/20. Discouragement was the main reason (45%) reported by the inactive population for not looking for work despite being available to work. About a third (32%) reported being in school or training as the main reason for not seeking and not being available for work.

Youth Activities

The youth population was estimated at 9.3 million (22% of total population). Among the youth aged 18 to 30 years in 2021, 37 percent were in employment only and 41 percent were in NEET. Almost all employed youth (9 in10) were in informal employment excluding agriculture though 72% were satisfied with their main jobs. The Youth unemployment rate in Uganda was estimated at 17 percent in 2021. The Youth LFPR was estimated at 51 percent compared to 43 percent registered during 2019/20 showing an increase by 8 percentage points within a period of one year. About half of the youth had education matching with the requirements of the job while about 38 percent were under-educated.

Youth transition to employment

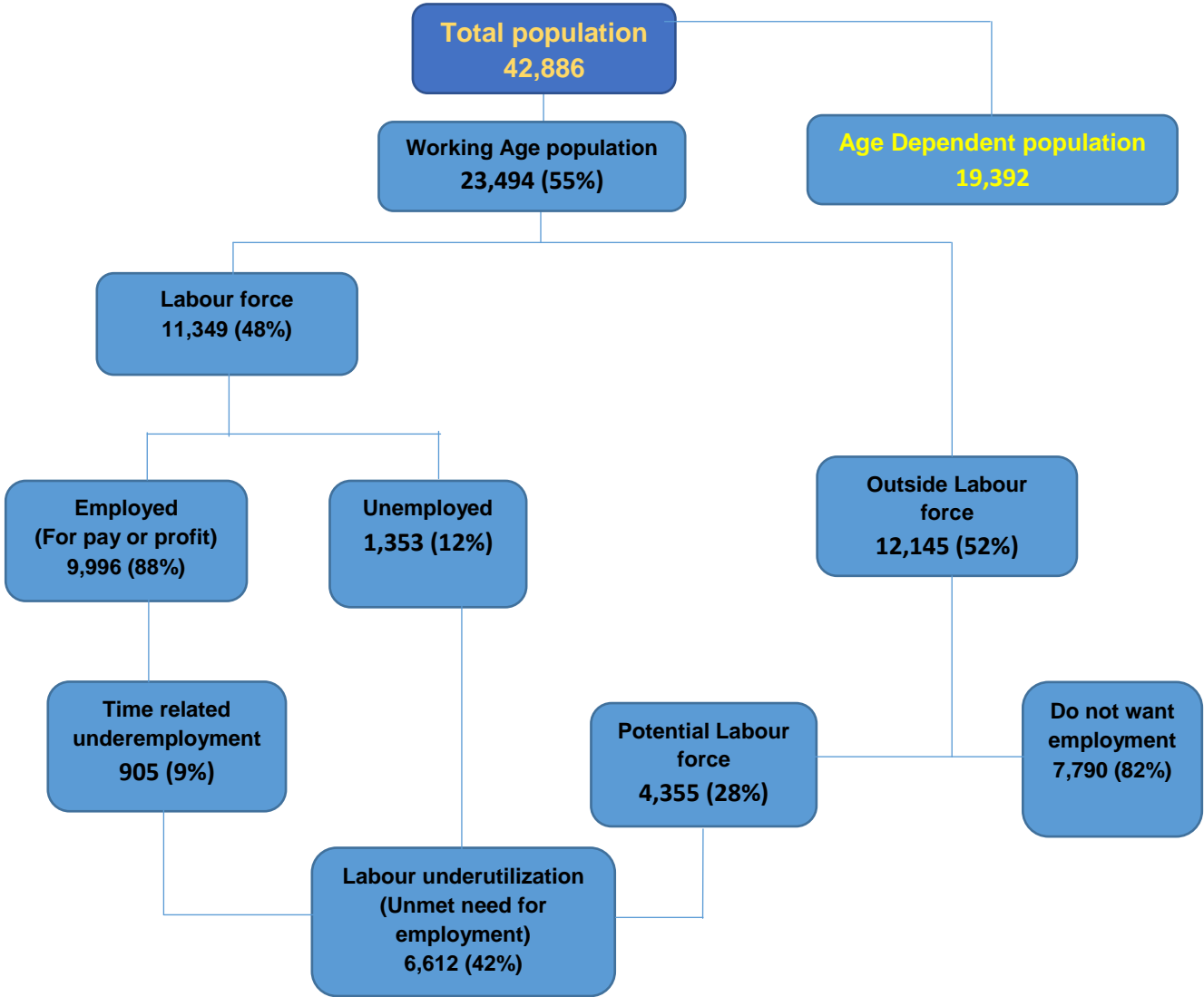
More than half of the youth (48%) were in transition, 24% had transited to employment and 22% had not yet started transition. Of the youth that transited to employment, more than half (51%) had transited to satisfactory self-employment while 47% were in stable jobs (employees).

Children's Activities

Children aged 5-17 years constituted 37% (15.7million) of the total population. Six percent of the children (6-17years) were neither in school nor working. Only 24% were exclusively in school. More than half (67%) of the children aged 5-17 years were working. On average, children spent 43 hours per week on work (girls 47hrs; boys 38hrs). Forty percent of children aged 5-17 years were in child Labour excluding household chores with more males than females.

Figure 1 1 Flow chart of Uganda's Labour Force, 2021

(Number '000, %)



KEY LABOUR MARKET INDICATORS

Number	Indicator	NLFS 2016/17	UNHS 2019/20	NLFS 2021
KLMI - 1	Labour Force Participation Rate (LFPR)			
	Total	52.6	42.5	48.3
	Male	61.1	51.8	57.9
	Female	44.8	34.0	39.3
KLMI - 2	Employment to Population Ratio (EPR)			
	Total	47.6	38.8	42.5
	Male	56.2	47.3	51.9
	Female	39.8	31.0	33.8
KLMI - 3	Status in employment			
	Employers	3.0	6.4	10.1
	Independent workers without employees	52.8	41.6	47.1
	Dependent contractors	-	1.4	2.0
	Employees	34.5	40.1	34.3
	Contributing family workers	9.8	9.9	6.6
KLMI - 4	Employment by sector			
	Agriculture, forestry and fisheries	41.2	39.6	36.0
	Production	16.4	14.0	13.8
	Services	42.4	46.2	50.3
KLMI - 5	Employment by occupation			
	Professionals	6.0	6.3	5.3
	Technicians and associate professionals	2.9	2.5	3.0
	Service and sales workers	23.2	24.3	27.1
	Agricultural, forestry and fishery workers	31.3	25.1	28.8
	Craft and related trades workers	12.8	10.9	12.4
	Plant and machine operators and assemblers	6.5	6.3	6.8
	Plant and machine operators and assemblers	15.0	22.3	14.2
	Elementary occupations	2.2	2.3	2.3
	Others			
KLMI - 7	Average actual hours worked per day per person			
	Male	7.7	8.1	7.9
	Female	7.0	7.2	7.2
	Total	7.4	7.7	7.6
SDG 8.3.1	Proportion informal employment excluding agriculture			
	Male	93.1	86.5	85.6
	Female	95.9	90.6	91.2
	Total	93.6	88.2	87.9
KLMI - 9 SDG 8.5.2	Unemployment rate			
	Male	8.2	8.7	10.4
	Female	11.5	8.9	14.1
	Total	9.7	8.8	11.9
KLMI - 10	Youth (18-30yrs) unemployment rate			
	Male	11.4	13.0	13.5
	Female	14.7	13.0	20.4
	Total	13.0	13.0	16.5

Number	Indicator	NLFS 2016/17	UNHS 2019/20	NLFS 2021
KLMI - 12	Time Related Under-employment (TRUEMP)			
	Male	12.8	11.2	8.6
	Female	10.6	13.3	9.7
	Total	11.8	12.1	9.0
KLMI - 13	Persons outside the Labour force ('000)			
	Male	3,494	4,932	4,798
	Female	5,437	7,352	7,347
	Total	8,931	12,284	12,145
KLMI - 14	Education attainment of Labour force			
	No formal education	9.9	10.4	7.0
	Some primary	38.0	34.0	28.9
	Completed primary	15.5	13.7	14.5
	Some secondary	21.6	17.5	27.7
	Completed secondary	2.8	11.2	4.8
	Post primary/secondary specialized training and above	12.2	13.3	16.2
SDG 8.6.1	Proportion of youth (aged 18-30 years) not in education, employment or training (NEET)	29.0	56.4	28.0
	Male	50.5	35.1	52.2
	Female	40.7	46.7	41.1
	Total			
KLM - 17	Median monthly cash earnings for persons in paid employment on main job ('000)			
	Male	240	250	250
	Female	120	120	140
	Total	190	200	200
SDG 8.7.1	Proportion of children aged 5-17 years engaged in child Labour excluding household chores			
	Male	16.8	20.3	40.9
	Female	13.5	14.5	38.0
	Total	15.1	17.5	39.5

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CHAPTER ONE: INTRODUCTION

1.1 Background

The primary objective of Uganda's economic policy is to improve the material welfare and the quality of life of the population of the country. A sure way of achieving this objective is through a broad-based economic growth which ensures that an increasing number of workers are gainfully employed. In a bid to respond to the need for reducing poverty and improving the welfare of the people, the Government has made the issue of investment and employment creation an urgent and long-term priority area reflected in the theme of National Development Plan III (NDP III) "Sustainable Industrialization for inclusive growth, employment and sustainable wealth creation". This is a follow-up on the NDP II, which had the theme "Strengthening Uganda's Competitiveness for Sustainable Wealth Creation, Employment and Inclusive Growth". To realize the objectives of the NDP III, there is need to have updated statistics on the Labour market to 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.

In order to generate 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). In 2016/17 NLFS, the second NLFS was conducted. The 2021 NLFS was the third in the series and adopted the 20th International Conference of Labour Statisticians (ICLS) of October 2018 resolutions concerning statistics on work relationships, child Labour and the methodology of SDG indicators on Labour rights and youth employment.

1.2 Survey objectives

The overall objective of the NLFS 2021 was to provide current information for use in the generation of Labour Market indicators to facilitate decision-making across all age groups. The specific objectives of the Survey were to:

- a) Provide information on the Labour force status of the population
- b) Measure Labour underutilization, formal and informal employment
- c) Generate and build a trend on – Labour market indicators over time
- d) Provide Labour force statistics disaggregated up to 15 sub regions and cities.

1.3 Sample design

The NLFS Surveys and other Labour surveys follow the methods, concepts and definitions in accordance to the recommendations of the 20th International Conference of Labour Statisticians (20th ICLS). The surveys are based on a scientific sample design, which allows for the calculation of reliable estimates of the different population parameters on Labour for the target areas. The NLFS 2021 was conducted among a random sample representative of the population living in Uganda. The survey followed a multiple-stage cluster sampling design. In the first stage, enumeration areas (EAs) were selected; in the second stage, ten households were selected in each EA. The EAs were drawn from a sampling frame based on the 2014 National Population and Housing Census. Given the objectives of the survey, the country was divided into 15 sub regions (strata) to cater for estimates at sub regional level.

1.3.1 Sample Size and allocation

The sample size for a particular survey is determined by the accuracy required for the survey estimates for each domain, available resources and operational constraints. The accuracy of the survey results depends on both the sampling error, which can be measured by variance estimation, and the non-sampling error which is extremely difficult to measure due to errors accruing from all other sources, such as response and other measurement errors, coding and data entry errors. The sampling error is inversely proportional to the square root of the sample size. On the other hand, the non-sampling error may actually increase with the sample size, since it is more difficult to control the quality of a larger operation. It is therefore important that the overall sample size be manageable for quality and operational control purposes. The Overall sample for NLFS 2021 was 11,000 households. The sample allocation is shown in Table 1.1. The sample was designed to produce reliable indicators at the national and urban-rural residence levels, 15 sub regions and the regional cities

1.3.2 Sample Allocation

Table 1 below shows the sample allocation of EAs and households by region and by study domain.

Table 1.1: Sample allocation of households and EAs by region and by study domain

Sub region	Rural	Urban	Total
Acholi	43	19	62
Ankole	54	36	90
Bukedi	50	10	60
Bunyoro	51	19	70
Busoga	67	24	91
Elgon	59	14	73
Kampala	-	60	60
Karamoja	43	7	50
Kigezi	39	11	50
Lango	53	7	60
North Buganda	62	33	95
South Buganda	48	56	104
Teso	56	11	67
Tooro	61	19	80
West Nile	70	18	88
National	756	344	1,100

1.4 Scope and Coverage

1.4.1 Scope

The NLFS 2021 had one all-inclusive Questionnaire that covered a number of sub sections therein including; Household roster, household characteristics, Main Activity, Characteristics of Main job for working persons, characteristics of second job for multiple job holders, hours of work, time related underemployment, income from employment, health and safety issues, time of work and exposure to hazardous condition for working children, transition to work, forced Labour, unemployed and persons outside the labor force, own account workers and international migration & Labour outflows.

1.4.1 Coverage

The NLFS 2021 covered all the 135 Districts and 11 Cities in Uganda as of July 2020. The survey was mainly conducted for the household-based population and excluded the population in institutions and other special areas. Field data collection was spread over a period of six months which started in June and ended in December 2021. The Sample covered all the 15 Sub regions disaggregated by rural and urban as well as the cities. A total of 1,100 EAs were targeted during the NLFS 2021 and this would translate into 11,000 household a sample big enough to generate up to our desired level of disaggregation.

1.4.2 Stratification

Stratification is the process by which the survey population is divided into subgroups or strata that are as homogeneous as possible using certain criteria. The NLFS 2021 had 15 strata normally referred to as explicit stratification. The PSUs within the explicit strata were sorted geographically and this is called implicit stratification. The country currently has 135 districts and 11 Cities and these are grouped into the following 15 sub regions:

1. Kampala: Kampala
2. Buganda South: Butambala, Gomba, Mpigi, Bukomansimbi, Kalangala, Kalungu, Kyotera, Lwengo, Lyantonde, Masaka, Rakai, Sembabule, Wakiso, Masaka City
3. Buganda North: Buikwe, Buvuma, Kassanda, Kayunga, Kiboga, Kyankwanzi, Luwero, Mityana, Mubende, Mukono, Nakaseke, Nakasongola
4. Busoga: Bugiri, Bugweri, Namutumba, Buyende, Iganga, Jinja, Kaliro, Kamuli, Luuka, Mayuge, Jinja City
5. Bukedi: Budaka, Butaleja, Butebo, Kibuku, Pallisa, Tororo, Busia, Namayingo
6. Elgon: Bududa, Bulambuli, Kapchorwa, Kween, Manafwa, Mbale, Namisindwa, Sironko, Bukwo, Mbale City
7. Teso: Amuria, Bukedea, Kaberamaido, Kalaki, Kapelebyong, Katakwi, Kumi, Ngora, Serere, Soroti, Soroti City
8. Lango: Alebtong, Amolatar, Dokolo, Lira, Otuke, Apac, Kole, Kwania, Oyam, Lira city
9. Acholi: Agago, Amuru, Gulu, Lamwo, Pader, Kitgum, Nwoya, Omoro, Gulu City
10. Karamoja: Abim, Amudat, Kaabong, Karenga, Kotido, Moroto, Nabilatuk, Nakapiripirit, Napak
11. West Nile: Adjumani, Arua, Koboko, Madi-Okollo, Maracha, Moyo, Nebbi, Obongi, Pakwach, Yumbe, Zombo, Arua City
12. Bunyoro: Buliisa, Hoima, Kagadi, Kakumiro, Kibaale, Kiryandongo, Masindi, Kikuube, Hoima City
13. Tooro: Bundibugyo, Bunyangabu, Kabarole, Kasese, Kitagwenda, Ntoroko, Kyenjojo, Kamwenge, Kyegegwa, Fort Portal City
14. Ankole: Buhweju, Bushenyi, Ibanda, Isingiro, Kazo, Kiruhura, Mbarara, Mitooma, Ntungamo, Rubirizi, Rwampara, Sheema, Mbarara City
15. Kigezi: Kabale, Kanungu, Kisoro, Rubanda, Rukiga, Rukungiri

The NLFS 2021 sample allows for disaggregation of indicators by cities (categorized into 4 regions), residence and 15 statistical sub-regions.

Map 1.1: Distribution of NLFS 2021 EAs in the 15 Sub-regions



1.5 Survey Implementation

The NLFS 2021 employed a centralized approach for managing the survey operations. The enumerators and their supervisors were centrally recruited with special consideration for the language differences for the different teams. In this regard, a total of sixteen teams were deployed in the different sub regions with each team comprising of four to five team members (one Supervisor and three to four enumerators). All the teams had a car and driver for ease of mobility during the data collection process. The field data collection commenced in the month of June 2021 and was interrupted shortly after commencing by the Lockdown which hit the country from 18th June to 30th July, 2021. Thus, field operations commenced again in August and were concluded in December 2021.

1.5.1 Questionnaire design and Pre-test

The Questionnaire design process follow a participatory approach where the various stakeholders of the Technical Working Group actively contributed towards the general content of the tool. The Questionnaire also followed the latest recommendations of the 20th ICLS and these were also quality assured by the team from International Labour Organization (ILO) who provided invaluable guidance to the whole process of questionnaire development. New areas were recommended for inclusion namely; Forced Labour questions, international migration and Labour outflows and question for dependent contactors among others.

1.5.2 Pre-test

Prior to the main fieldwork, the data collection tool was pretested to ensure that the questions were clear, flowing and easily understood by the respondents. A team of 20 experienced field workers comprising both male and female were recruited and trained on how to administer the questionnaire. After the training, four teams of fieldworkers were constituted in respect to the four main regions and deployed to pretest the tools. The pretest fieldwork was done over a period of five days and feedback on the flow and ease of administering questions was provided and discussed. The feedback formed the basis for further refinement in preparation for the main training. Valuable information on the duration of an interview was also obtained from the pretest.

1.5.2 Field Staff Training

A total of 96 field staff were recruited and trained for the main survey. The non-residential training was conducted for a period of fourteen days. The mixed methods training comprised instructions in relation to interviewing techniques and field procedures, a detailed review of the data collection modules, tests and practice using hand-held Computer Assisted Personal Interviews (CAPI) devices. The interviewers were also subjected to classroom mock interviews and field practice in selected EAs in Kayunga and Mukono Districts which EAs were outside the targeted final sample. Team supervisors were further trained in data quality control procedures, work allocation and other fieldwork coordination activities.

1.5.3 Data collection

Having completed training of field staff, field logistics were organised in preparation for data collection. The data collection lasted a period of Six Months (June 2021- December 2021) including two months break as a result of the COVID related lock down. Data collection was done through face-to-face interviews with the use of computer assisted personal interview (CAPI) devices. The field staffs were recruited based on fluency of the local language spoken in the respective region of deployment while the supervisors were balanced between males and females. Prior to the deployment of main survey fieldwork teams, sixteen listing teams each comprising of a team leader and two listers were constituted to update the number of households within the sampled EAs. The listing exercise is always carried out to get current names of household heads in addition to getting any new households that may have come up after the census enumeration exercise of 2014.

The Headquarter staff which comprised of UBOS Supervisors, UBOS Management and Members of the Technical Working Group undertook several other survey activities in line with the survey including data scrutiny, field monitoring, coordination and supervision among others. During each of the data collection trips, the supervisors would equally follow-up on the teams to ensure consistency and improved data quality but also as a way of publicizing the exercise. On return from the field, the team leaders would meet with the headquarter survey team for debrief meetings. The main issues discussed included logistical and data collection challenges which were resolved before the teams could proceed back to the field.

1.6 Data Processing and Management

The NLFS 2021 data was collected and directly captured electronically using tablets (Computer Assisted Personal Interviews (CAPI)) devices while in the field. Before the deployment process, the application was designed for the NLFS questionnaire and field interviewers were trained on how to use the application using both paper and CAPI versions. The hardware used included Tablets (Samsung Model) and Power Banks for interviewers. Field supervisors were also provided with tablets and Internet Modems to facilitate synchronization, scrutinizing, editing and submission of data collected to the UBOS Headquarters on a daily basis. The software used was Survey Solutions Version 40. The data processing largely involved the design of questionnaires in the Survey Solution's Designer Interface as well as inclusion of consistency checks, skip patterns and validation rules in the application.

The advent of CAPI for data collection during Surveys and Censuses has seen number of gains related to cost, printing costs and those related to data entry. The field data edits are first undertaken by the supervisors who then transferred the data to the headquarters for further scrutiny on the Survey Solution's Cloud. Data was converted and exported to STATA format for further checks and quality assurance as well as for generation of statistical tables. Regarding quality, the data is received in real time thus allowing for checking, scrutiny and feedback to data collectors in time resulting into timely production of survey results. Data collection for this NLFS was based on the October 2018 resolution concerning statistics on work relationships, child Labour and the methodology of SDG indicators on Labour rights and youth employment by the 20th International Conference of Labour Statisticians (ICLS).

1.7 Response Levels

A summary of response rates from the household interviews is shown in Table 1.2. In the survey, 8,668 (95%) of interviews were successfully completed, 237 were partially interviewed while another 147 could not be interviewed for a number of the reasons the main been failure to find eligible respondents at home after several attempts.

Table 1.2: Results of household interviews (un-weighted)

Interview results	Number			Proportions		
	Rural	Urban	Total	Rural	Urban	Total
Interview result				Response Rate		
Completed	1,894	6,774	8,668	20.8	74.3	95.0
Partially done	62	175	237	0.7	1.9	2.6
Not done	69	147	216	0.8	1.6	2.4
National	2,025	7,096	9,121	22.2	77.8	100.0

1.8 Individual Response rate

At the individual level, all household members aged 5years and above were eligible for interview. Overall, 39,522 individual interviews were fully conducted yielding a response rate of 99 percent.

Table 1.3: Results of individual interviews for eligible respondents aged 5years and above, (un-weighted)

Interview results	Number			Response rate		
	Rural	Urban	National	Rural	Urban	National
Completed	28,828	10,694	39,522	98.7	98.8	98.8
Partially done	31	14	45	0.1	0.1	0.1
No contact	29	12	41	0.1	0.1	0.1
Refused	7	2	9	0.0	0.0	0.0
Temporarily absent, no competent informant	299	102	401	1.0	0.9	1.0
Total	29,194	10,824	40,018	100.0	100.0	100

1.9 Limitations of the survey

The survey estimates presented is disaggregated up to the 15 sub-regional groups thus districts estimates cannot be generated given the sample size. The forced Labour module was not comprehensive as per 20th ICLS recommendations. The sampling frame (NPHC 2014) was inadequate to capture statistics on Labour migration (outflows and inflows).

1.10 Report outlay

This report presents findings on the current Labour market situation based on the data from the NLFS 2021. The report is structured into fifteen chapters.

Chapter 1 provides an introduction of the survey alongside the sample allocation procedure used during the survey implementation. Chapter 2 presents Socio-Demographic Characteristics of the Population. The 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 5 of this report. Given that Uganda is predominantly a subsistence economy, chapter 6 discusses this population of interest. This is followed by a discussion of unpaid care work in Chapter 7. Labour underutilisation (LU) which refers to the mismatches between Labour supply and demand is detailed in the 8th chapter with its four components followed by Chapter 9 which discusses characteristics of the population inside and outside the Labour force. 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 10. In addition, chapter 11 presents statistics on transition of youths to employment. Activities of children (5-17 years) are presented in Chapter 12 including child Labour. This is followed by Chapter 13 and 14 on participation of older persons in the Labour force and population in forced Labour (first of its kind). Chapter 15 is a concluding chapter addressing survey objectives and policy recommendations (Chapter 15). Gender issues including disability have been discussed as cross-cutting variable within the different chapters of the report.

CHAPTER TWO: SOCIO-DEMOGRAPHIC CHARACTERISTICS OF THE POPULATION

2.1 Introduction

This chapter provides information on key socio-demographic characteristics of the household population of Uganda from the NLFS 2021 such as population size, composition and distribution by age, education, marital status and disability among others. These characteristics are useful for understanding the composition of the Labour force in the country and provide the context to interpret the Labour-force indicators.

2.2 Population size

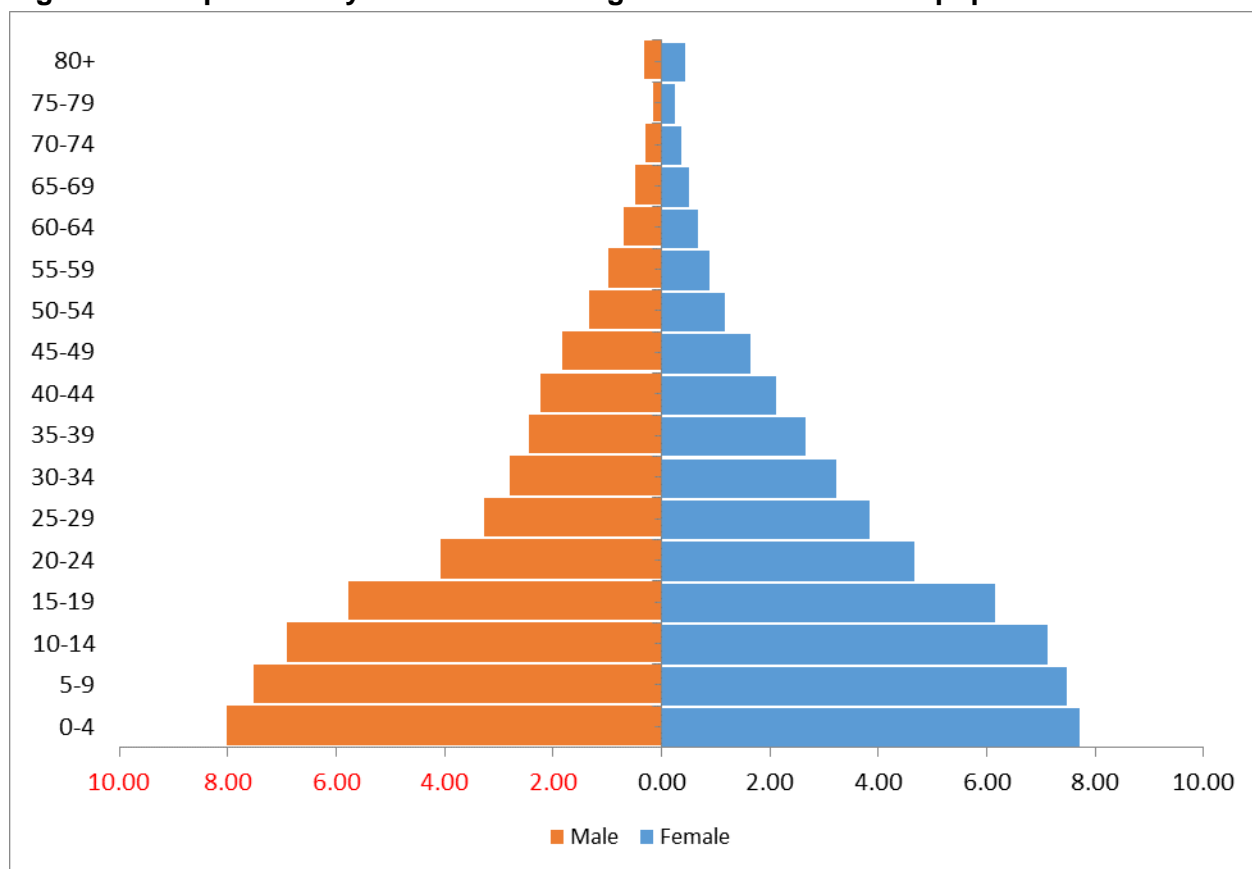
The age, sex and size of the population are important indicators for Labour-force estimation. The population has been categorized into broad age-groups and special age-groups. Table 2.1 shows that NLFS 2021 estimated the total population of Uganda at nearly 43 million people of which 51 percent were female and 49 percent were male. Seven in every ten people (71%) lived in rural areas compared to three in ten (30%) in urban areas. More than half of the population (52%) was aged 0-17 years. Comparison with NLFS 2016/17 and UNHS 2019/20 generally depict a similar trend. The proportion of households in rural areas has generally been reducing from 76 percent reported in NLFS 2016/17 to 71 percent reported in NLFS 2021.

Table 2. 1: Population distribution by sex, residence and age-group

Background Characteristic	NLFS 2016/17			UNHS 2019/20			NLFS 2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Residence									
Rural	76.8	76.0	76.4	73.9	72.9	73.4	71.4	69.7	70.5
Urban	23.2	24.0	23.6	26.1	27.1	26.6	28.6	30.3	29.5
Age-groups									
0-17	56.8	54.3	55.5	55.8	52.2	54.0	53.7	51.2	52.4
18-30	19.1	21.9	20.5	17.8	20.4	19.1	20.3	23.3	21.8
31-59	19.8	19.1	19.4	21.5	21.6	21.5	22.1	21.2	21.6
60+	4.2	4.7	4.5	5.0	5.8	5.4	4.0	4.4	4.2
Special Age groups									
15-24	16.8	17.7	17.3	17.9	18.9	18.4	19.2	20.6	19.9
15-35	30.9	32.7	31.9	30.2	32.5	31.4	32.5	35.9	34.2
14-64	51.1	46.7	49.9	50.9	53.4	52.2	54.0	55.5	54.8
15+	50.9	48.9	50.4	51.5	54.7	53.1	53.5	55.8	54.7
18+	45.4	41.6	44.5	44.2	47.8	46.0	46.3	48.8	47.6
Total	100	100	100	100	100	100	100	100	100
Proportion (%)	48.7	51.3	100	49.1	50.9	100	49.2	50.8	100
Number ('000)	18,379	19,351	37,330	20,104	20,842	40,946	21,089	21,797	42,886

A population pyramid provides a graphical representation of a given population’s age-sex distribution. The shape is determined by the past birth and death rates in that population. Uganda’s population pyramid (Figure 2.1) is broad based, indicating that Uganda’s population is young, characteristic of a country with high fertility. Forty five percent of the population was under age 15, compared to 52% age 15-64, and only 3% are age 65 or older.

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



2.3 Characteristics of the Population

This section presents the socioeconomic characteristics of the general population such as disability status, current schooling status, educational attainment and marital status. These characteristics may have a bearing on Labour force indicators.

2.3.1 Current schooling status

The NLFS 2021 collected information on the current schooling status of all household members aged 5 years and above. The analysis presented in Table 2.2 focuses on the age-group 5 years plus and youths only.

The findings indicate that overall, 60 percent of the population aged 5-30 years was attending school while a third (33%) was not attending school. It should be noted that the category “Attending School” included those waiting for school/class to open upon relaxation of the Covid-19 lockdown measures. Dis-aggregation by sex indicates a higher percentage of males (62%) than females (57%) were attending school at the time of the survey. In both rural and urban areas, 60 percent of the population aged 5-30 years was currently attending school. Comparison with previous surveys indicates that overall, the percentage of persons aged 5-30 currently attending school decreased from 63 percent in UNHS 2019/20 and declined to 60 percent in NLFS 2021.

Table 2. 2: Distribution of the population 5-30 years by current schooling, sex and residence.

Background characteristics	Attending school			Total	Ever attended school
	Currently attending school*	Attending Special Needs Education	Not attending school *		
NLFS 2021					
Sex					
Male	62.4	0.0	29.9	100	94.8
Female	57.3	0.1	35.6	100	95.7
Residence					
Rural	60.0	0.0	31.5	100	94.7
Urban	59.1	0.1	35.9	100	96.5
National	59.8	0.0	32.5	100	95.3
UNHS 2019/20					
Sex					
Male	65.8	0.0	34.2	100	93.0
Female	60.9	0.0	39.1	100	93.0
Residence					
Rural	63.8	0.0	36.2	100	92.0
Urban	62.0	0.0	38.0	100	95.7
National	63.3	0.0	36.7	100	93.0
NLFS 2016/17					
Sex					
Male	65.2	0.0	34.8	100	92.1
Female	60.4	0.1	39.5	100	91.0
Residence					
Rural	65.4	0.0	34.6	100	90.1
Urban	54.7	0.2	45.1	100	96.4
National	59.7	0.1	32.8	100	91.2

*Included those waiting for school/class to open upon relaxation of the SOPs

2.3.2 Education Attainment

Education attainment refers to the highest level of education an individual has completed. Education and training enhance employment opportunities through improving the skills and hence the quality of Labour-force. Formal education is categorized into pre-primary, primary, secondary, post primary/ secondary (including vocational training) and university.

Table 2.3 presents information on the highest level of education completed for all household members aged 10 years and above. The results indicate that overall, in the NLFS 2021, the highest percentage of the population had attained some primary level of education (35%) while 23 %) had attained some secondary level of education. Dis-aggregation by sex indicates that the percentage of females (16%) with no formal education was double that of males.

Table 2. 3: Distribution of the population 10 years and above by highest education level attained, sex, residence

Background characteristics	No formal education	Some primary	Completed Primary	Some secondary	Completed Secondary	Post primary/secondary training	Degree and above	Not stated/Don't know	Total
NLFS 2021									
Sex									
Male	8.2	33.2	15.1	25.1	4.5	8.0	4.8	1.2	100
Female	16.2	37.1	13.4	21.8	2.1	6.3	2.4	0.7	100
Residence									
Rural	15.2	40.2	14.7	20.5	1.8	5.6	1.4	0.7	100
Urban	6.3	24.4	13.2	29.6	6.4	10.4	8.3	1.4	100
National	12.4	35.3	14.2	23.3	3.2	7.1	3.5	0.9	100
UNHS 2019/20									
Sex									
Male	21.8	38.7	12.4	18.3	1.4	5.4	1.9	0.2	100
Female	10.5	38.1	14.6	21.8	3.1	7.8	3.7	0.4	100
Residence									
Rural	18.8	43.7	13.9	16.5	1.2	4.8	1.0	0.2	100
Urban	10.7	25.0	12.2	28.7	4.7	10.8	7.2	0.7	100
National	16.5	38.4	13.4	20.0	2.2	6.5	2.8	0.3	100
NLFS 2016/17									
Sex									
Male	11.1	41.4	16.2	19.1	2.7	6.6	2.9	0.1	100
Female	23.3	42.1	12.3	14.6	1.1	4.7	1.6	0.2	100
Residence									
Rural	21.1	46.8	14.4	12.8	0.8	3.6	0.4	0.1	100
Urban	7.7	27.5	13.4	27.9	4.7	11.2	7.2	0.3	100
National	17.6	41.8	14.1	16.7	1.8	5.6	2.2	0.1	100

2.4 Marital Status

Marital status refers to the categorization of the population in relation to whether an individual is married/cohabiting, separated, divorced, widowed or never married. Marriage is one of the principal factors that influence household size. In marriage a couple is highly exposed to the chance of producing children which in turn increases the dependency burden to the household. Marriage in the context of the survey includes all types of marriages - e.g., civil, traditional and common law – with legal, religious and cultural obligations. In line with the definition, all persons who are currently cohabiting may classify themselves either as “married” if they consider themselves as such or as "never married." In the NLFS 2021, information was collected on the current marital status of all household members aged 10 years and above. The results in Table 2.4 indicate that according to the NLFS 2021, overall, 47 percent of the population aged 10 years and above had never been married. Forty four percent were married at the time of the survey. The trend is generally similar when compared to the previous surveys.

Table 2.4: Distribution of the population 10 years and above by marital status, sex, residence and year

Background characteristics	Never married / Single	Currently married / cohabiting	Divorced / separated	Widowed	Total
NLFS 2021					
Sex					
Male	51.4	44.5	2.4	1.1	100
Female	43.2	43.1	6.8	6.6	100
Residence					
Rural	46.5	44.8	4.2	4.0	100
Urban	48.5	41.5	5.7	3.7	100
National	47.1	43.8	4.7	3.9	100
UNHS 2019/20					
Sex					
Male	50.6	44.7	3.7	1.1	100
Female	41.3	42.0	8.3	8.3	100
Residence					
Rural	46.4	41.1	8.3	4.2	100
Urban	45.6	44.1	5.2	5.1	100
National	45.8	43.3	6.1	4.8	100
NLFS 2016/17					
Sex					
Male	49.2	46.7	3.1	1.0	100
Female	38.8	45.6	7.0	8.7	100
Residence					
Rural	43.6	46.3	4.6	5.5	100
Urban	44.3	45.5	6.6	3.6	100
National	43.7	46.1	5.1	5.0	100

2.5 Household composition and Size

This section presents information on household membership and size. Household composition and size are descriptions of the characteristics of the household according to certain characteristics such as age, household headship, number of persons, among others. The composition or membership of households has important consequences for the well-being of families and individuals.

2.5.1 Household Headship

The headship of a household is considered an important demographic factor. The household head is the person considered by members of the household as responsible for day to day running of the household and making the main decisions within the household although he/she is not necessarily the main income earner of the household. The results in table 2.5 show that overall, in the NLFS 2021, 74 percent of households were male headed compared to 26 percent that were female headed. Majority of household heads were in the age-group 31-59 years (61%) followed by the age-group 18-30 years (25%). Across the three survey periods the trend was generally similar.

Table 2.5: Household headship by selected Background Characteristics (10+ years) and survey year

Background Characteristic	NLFS 2016/17			UNHS 2019/20			NLFS 2021		
	Rural	Urban	National	Rural	Urban	National	Rural	Urban	National
Sex									
Male	71.3	68.8	70.6	70	66.1	68.8	75.7	69.7	73.7
Female	28.7	31.2	29.4	30	33.9	31.2	24.3	30.3	26.3
Age group of household head									
10-17	0.1	0.2	0.1	0.1	0.1	0.1	0.2	0.0	0.1
18-30	25.2	37.6	28.8	20.1	26	21.9	23.8	26.4	24.7
31-59	56.0	54.3	55.5	59.4	60.7	59.8	60.3	62.3	61.0
60+	18.7	7.9	15.6	20.4	13.1	18.2	15.7	11.3	14.2
Total	100	100	100	100	100	100	100	100	100
Number of households ('000)	5,994	2,347	8,341	6,330	2,697	9,027	6,070	2,969	9,039

2.5.2 Average Household size

Household size refers to the number of usual members in a household. Household size is important in understanding the structure of the population and in assessing the burden carried by the working persons and the positions of households to furnish Labour in the workforce.

Table 2.6 indicates that the average household size was about five persons broken down as follows; 3 members aged 0-17 years, 1 member aged 18-30 years and 1 member aged 31-59 years. Male headed households were on average bigger (5 persons) than female headed households (4 persons). Households in urban areas on average had 4 persons compared to 5 persons in households in rural areas. Average household size was highest among household heads in the 31-59 years age-group (6 persons) and lowest among household heads in the under 18 years age-group (2 persons).

Table 2.6: Average number of Household members by selected Characteristics

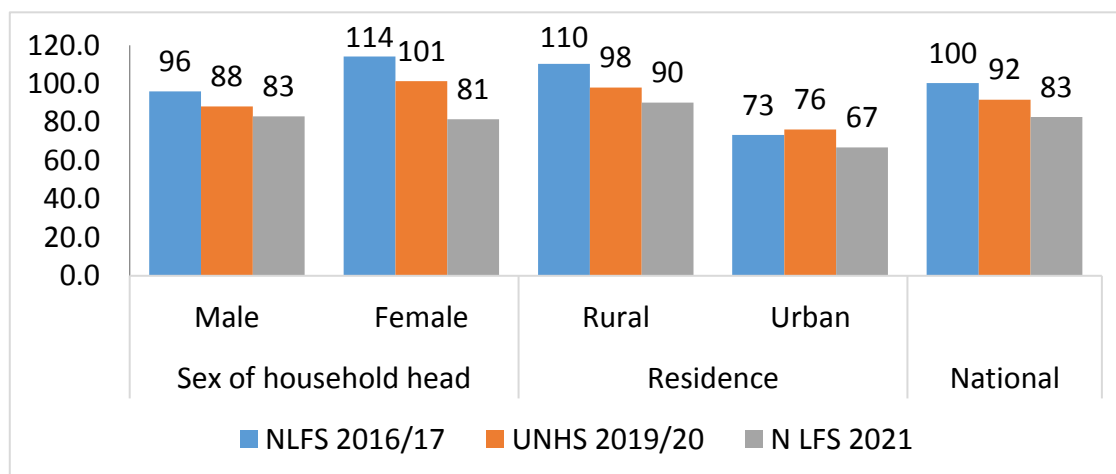
Background Characteristic	Age group of Household members				Average Household size
	0-17	18-30	31-59	60+	
Sex of household heads					
Male	2.6	1.1	1.1	0.2	5.0
Female	2.3	0.9	0.8	0.3	4.3
Residence					
Rural	2.8	1.0	1.1	0.2	5.1
Urban	2.1	1.1	1.0	0.2	4.4
Age of household head					
10-17	1.6	0.0	0.2	0.0	1.8
18-30	1.5	1.7	0.1	0.0	3.3
31-59	3.1	0.8	1.6	0.0	5.5
60+	2.2	0.9	0.6	1.2	4.9
National	2.5	1.1	1.0	0.2	4.9

2.6 Age Dependency Ratios

The age dependency ratio is defined as the proportion of the population not in the working age group (less than 14 years and above 64 years) to those in the working age-group (14-64 years). This ratio shows the implied economic burden of dependency on the productive population.

The NLFS 2021 showed that age dependency ratio was 83 per 100 persons aged 14-64 years (Figure 2.2). Dis-aggregation by sex shows male dependency ratio (83 per 100 males aged 14-64 years) was higher than female dependency ratio (82 per 100 females aged 14-64 years). Dependency ratio was higher in rural areas (90 per 100 persons aged 14-64 years) than in urban areas (67 per 100 persons aged 14-64 years). Comparison of dependency ratios across surveys generally depicts a picture of decline apart from rural areas where it has risen after a decline.

Figure 2.2: Age Dependency Ratios by sex of household head, residence and year



2.7 Nationality

The NLFS 2021 collected information on the nationality of all household members. The results in Table 2.7 indicate that 99 percent of the population were Ugandans and less than one percent were non-Ugandans.

Table 2.7: Percentage distribution of population by nationality and selected background characteristics

Background characteristic	Ugandan	Non-Ugandans	Total
Sex			
Male	99.4	0.6	100
Female	99.4	0.7	100
Residence			
Rural	99.7	0.3	100
Urban	98.7	1.4	100
National	99.4	0.6	100
Number ('000)	42,627	238	42,885

2.8 Ownership of a functional or MDI account

Having a bank account is one of the assets of financial inclusion, as it gives people an important financial tool, providing a safe way to store money and build savings for the future as well as a way to pay bills, access credit, make purchases, and send or receive remittances. Information was collected for all household members aged 10 years and above about whether each one owned a functional account in the bank, Micro Deposit-taking Institutions (MDI) SACCO, or MFI.

Table 2.8 shows that overall, 87 percent of population aged 10 years and above did not own a functional bank/MDI account or MFI/SACCO account. Only nine percent of the population had a functional bank/MDI account while only three percent had an MFI/SACCO account. A higher percentage of males (12%) than females (6%) had a functional Bank/MDI account. A higher percentage of the population in urban areas (17%) had functional Bank/MDI accounts compared to the population in rural areas (6%). Considering the sub-regions, Kampala (27%) and Buganda South (12%) had the highest percentage of the population owning functional bank/MDI accounts while Karamoja had the lowest (4%).

Table 2.8: Percentage distribution of population 10 years and above by ownership of functional bank/MDI account, institution type and selected background characteristics

Background Characteristic	Bank/ MDI account only	MFI/SACCO Account only	Both Bank/ MDI and MFI/SACCO Account	None	Not stated	Total
Sex						
Male	12.4	2.5	0.7	83.4	0.9	100
Female	6.3	2.5	0.4	90.5	0.3	100
Residence						
Rural	5.7	2.3	0.5	91.0	0.5	100
Urban	17.2	3.0	0.7	78.3	0.8	100
Sub-region						
Kampala	26.6	2.5	0.2	69.7	1.0	100
Buganda South	11.9	2.0	0.1	84.8	1.0	100
Buganda North	9.9	2.4	0.1	86.9	0.7	100
Busoga	6.9	1.8	1.5	88.8	1.0	100
Bukedi	7.9	0.0	0.4	90.8	0.8	100
Elgon	6.1	0.1	0.3	92.8	0.7	100
Teso	5.1	0.7	0.0	93.8	0.4	100
Karamoja	4.2	0.2	0.2	95.3	0.1	100
Lango	4.5	4.1	0.1	91.0	0.3	100
Acholi	10.1	4.2	0.8	84.6	0.3	100
West Nile	9.1	2.7	1.0	87.0	0.3	100
Bunyoro	9.5	1.4	0.6	87.8	0.6	100
Toro	7.6	2.3	0.3	89.6	0.1	100
Ankole	9.3	7.9	1.5	80.9	0.3	100
Kigezi	9.0	4.2	0.1	86.4	0.3	100
National	9.3	2.5	0.5	87.0	0.6	100

2.9 Access to Information and Communication Technology (ICT)

Globally, the Information and Communication Technology (ICT) sector has been identified as pivotal in raising Labour productivity and enhancing a country's competitiveness. This section presents information on sources of information and access to and usage of mobile phones and internet by individual household members. It also presents information on the activities often performed using internet and the different ICT equipment.

2.9.1 Source of Information

Table 2.9 shows information for the household population aged 10 years and above however, is limited to the household population aged 10 years and above. The results show that nationally, 62 percent reported radio as the main source of information followed by TV (18%) and friends/relatives (16%). This point to a wide gap between access to newer technologies such as internet and traditional technologies such as radios and TVs. Sex differentials showed a similar pattern with minimal variation in proportions. In rural areas, a higher percentage reported radio (68%) and friends/relatives (20%) than the urban areas (48% and 7% respectively). As expected, the proportion that reported TV as main source of information was 39 percent in urban areas compared to nine percent in rural areas.

Dis-aggregation by broad age-groups generally shows that for all age-groups, radio was the main source of information. The percentage that reported friends/relatives as main source of information was highest in the age-group 0-17 (24%) and lowest in the age-group 18-30 years and 31-59 years (11%). Dis-aggregation by disability status shows no variation from the general pattern.

Table 2.9: Percentage distribution of persons 10 years and above by main source of information and selected background characteristics.

Background characteristic	Radio	TV	Friends/relatives	Community Announcers	Internet	Others	Total
Sex							
Male	62.9	17.4	15.0	1.5	2.2	1.1	100
Female	60.2	19.3	16.5	1.7	1.4	0.9	100
Residence							
Rural	67.6	9.2	19.5	2.0	0.8	1.0	100
Urban	47.9	39.1	7.4	0.8	4.1	0.8	100
Age groups							
10 -17	55.1	18.2	24.4	1.2	0.3	0.9	100
18 - 30	62.6	20.3	11.1	1.7	3.6	0.8	100
31 - 59	66.5	18.3	10.7	1.6	1.9	1.1	100
60+	63.6	9.5	21.8	3.5	0.3	1.4	100
Disability Status							
With a disability	60.0	11.3	21.5	3.8	1.5	1.7	100
Without a disability	61.7	19.0	15.2	1.4	1.8	0.8	100
Not stated	2.9	34.2	49.7	13.1	0	0	100
National	61.5	18.4	15.8	1.6	1.8	0.9	100
Number ('000)	18,281	5,464	4,688	477	538	262	29,710

*Others includes Newspapers, Books/ Magazine/Journals, Community Barazas among others.
See appendix Table A2.1 for details by sub-region.

2.9.2 Use of mobile phones

Table 2.10 indicates that overall, 49 percent of the population aged 10 years and above used own mobile phones while 39 percent did not use mobile phones. Among those who used their own mobile phones, Males (55%) were higher than females (44%) and majority resided in the urban areas (63%) while (43%) were in rural areas. Considering age-groups, use of own mobile phone was highest in the 31-59 years age-group (77%) and lowest in the age-group 10-17 years (7%). Dis-aggregation by disability status showed a higher percentage of the population without disability (50%) use own mobile phone compared to those with disability (47%).

Table 2.10: Percentage distribution of persons 10 years and above by mobile phone use and selected background characteristics

Background Characteristic	Use own mobile phone	Use someone else's mobile phone	Use shared phone	Does not use mobile phone	Total
Sex					
Male	55.3	6.7	1.4	36.6	100
Female	43.8	11.3	3.0	41.9	100
Residence					
Rural	43.1	10.2	2.6	44.1	100
Urban	63.4	6.5	1.6	28.5	100
Age group					
10-17	7.0	9.9	1.9	81.2	100
18-30	64.8	9.7	2.6	22.8	100
31-59	76.5	7.1	2.1	14.3	100
60+	49.2	11.3	2.7	36.7	100
Disability Status					
With disability	47.4	11	2.8	38.9	100
Without disability	49.6	8.9	2.2	39.3	100
Not stated	47.6	13.8	0	38.6	100
National	49.4	9.1	2.3	39.3	100

See appendix table A2.2 for details by sub-region.

2.9.3 Internet use

Table 2.11 showed that the proportion of persons 10 years and above who ever used internet was 12%. Of these, majority 63 percent used internet daily, 30 percent used internet weekly and those who used internet monthly were 7 percent.

Table 2.11: Distribution of persons 10 years and above by frequency of internet use and selected background characteristics

Background characteristics	Frequency of internet usage				Proportion ever used internet
	Daily	Weekly	Monthly	Total	
Sex					
Male	63.7	29.4	6.9	100	14.0
Female	61.7	31.6	6.7	100	9.4
Residence					
Rural	53.4	35.5	11.1	100	5.8
Urban	67.9	27.5	4.6	100	24.6
Age groups					
10 - 17	52.5	40.2	7.3	100	2.5
18 -30	63.1	30.2	6.7	100	19.3
31 -59	64.9	28.6	6.6	100	14.5
60+	52.9	33.5	13.7	100	3.8
Disability Status					
With a disability	55.9	34	10.1	100	6.1
Without a disability	63.2	30.1	6.7	100	12.0
National	62.9	30.3	6.8	100	11.6

Persons who reported using internet were further asked which services they used internet for. This was a multiple response question so the percentages do not add up to 100 percent. The results in Table 2.12 show that nationally, the type of service for which internet was most used was social networking (96%) followed by information (68%) and entertainment (45%). Ten percent used it for searching for online jobs. Dis-aggregation by sex, residence and disability status generally depicts a similar pattern. Considering age-groups, 61 percent of the population aged 10-17 years used it for academic work and the percentages decreased with increasing age-group. The results also indicate that use of internet for business increased with increasing age.

Table 2.12: Proportion of internet users by purpose and background characteristics.

Background characteristics	Social Networking	Academic Work	Business	Meetings	Information	Online Gaming	Betting	Online Shopping	On-Line Jobs	Entertainment
Sex										
Male	94.9	29.3	19.1	15.5	73.0	7.2	7.9	4.3	10.3	48.5
Female	96.9	26.2	14.7	8.5	61.2	3.2	0.3	7.0	9.2	40.9
Residence										
Rural	93.2	28.1	12.7	9.6	69.4	5.4	7.6	2.8	11.4	47.6
Urban	97.1	28.0	19.7	14.2	67.5	5.6	3.2	6.9	9.0	44.1
Age Groups										
10-17	83.5	61.4	2.9	5.0	45.7	11.3	1.8	1.9	2.1	41.4
18-30	96.9	31.5	11.7	7.4	67.4	6.9	6.2	5.1	10.2	49.6
31-59	96.2	18.4	26.0	20.4	72.9	3.0	3.6	6.6	11.1	41.3
60+	96.4	4.8	32.5	18.0	66.3	0.0	0.0	3.8	2.5	25.0
Disability status										
With A Disability	92.6	21.9	20.2	13.5	71.6	2.2	5.6	4.8	11.2	50.1
Without A Disability	95.9	28.4	17.1	12.5	68.0	5.7	4.7	5.5	9.8	45.1
National	95.8	28.0	17.3	12.6	68.2	5.5	4.7	5.4	9.8	45.3

2.9.4 Use of ICT equipment

For each person aged 5 years and above, the NLFS 2021 collected information on whether he/she had used any ICT equipment including desktop, laptop, tablets, adaptive technology for PWDs, radio and telephone in the last 3 months preceding the survey. However, the analysis is limited to the population aged 10 years and above. This was a multiple response question so the percentages do not add up to 100 percent. The findings presented in Table 2.13 shows that nationally, the majority of the population aged 10 years and above indicated radio (66%) followed by Telephone (mobile/fixed) (55%) as the most commonly used ICT equipment. Higher percentages of males used both radio (68%) and telephone (57%) compared to females (65% radio and 54% telephone respectively). Both radio and telephone usage was higher in urban areas than rural areas.

Table 2.13: Proportion of ICT Equipment use by persons 10 years and above by selected background characteristics

Background Characteristic	Desktop	Laptop	Tablet/ handheld computer	Adaptive technology for PWD	Radio	Telephone (mobile/ fixed)	Any ICT equipment
Sex							
Male	2.4	3.3	0.2	0.9	68.0	56.8	76.7
Female	1.1	1.6	0.1	0.5	64.6	54.0	74.1
Residence							
Rural	0.9	1.1	0.1	0.3	65.4	50.1	72.5
Urban	3.6	5.5	0.1	1.6	68.2	67.3	81.9
Age group							
10-17	0.6	0.8	0.1	0.2	56.2	23.3	60.5
18-30	2.5	3.7	0.1	0.9	71.4	69.4	82.7
31-59	2.3	3.2	0.2	1.1	72.0	73.5	83.9
60+	0.6	0.7	0.3	0.3	61.8	55.2	70.4
Disability Status							
With disability	1.0	1.5	0.8	0.6	64.8	57.4	74.0
Without disability	1.8	2.5	0.1	0.7	66.4	55.2	75.5
National	1.8	2.4	0.1	0.7	66.3	55.4	69.4

See appendix table A2.3 for details by sub-region.

Persons who had used ICT equipment were further asked the location where they had used the ICT equipment in the last 3 months preceding the survey. This was a multiple response question so the percentages do not add up to 100 percent. The results are presented in Table 2.14 show that overall, most persons (53%) used ICT equipment at their place of work, followed by use at place of education (36%). Of the population that used desktop computers, more than half (53%) used them at place of work while 36 percent used them at place of education. Interestingly, for radio and TV, higher percentages were reported to have used them at work (50% and 55% respectively) and place of education (39% and 35% respectively) compared to at home (19% and 23% respectively).

Table 2.14: Proportion of ICT Equipment used by location

ICT equipment type	At home	At work	Place of education	At another person's	Community facility	Commercial, but not work place
Desktop	21.9	52.6	36.1	4.2	5.6	8.4
Laptop	29.4	65.2	26.4	8.2	7.4	9.4
Tablet/ handheld computer	30.5	66.2	34.0	8.4	4.4	16.0
Adaptive technology for PWD	6.2	23.6	51.1	0.0	0.0	0.0
Radio	19.0	49.7	39.0	4.4	6.4	9.4
Telephone (mobile/ fixed)	22.8	55.2	34.6	4.7	6.2	9.3
Any ICT	21.9	52.6	36.1	4.2	5.6	8.4

2.10 Household Characteristics

This section presents household level information on the financial situation, main sources of income, changes in household income as well as the reasons for the changes.

2.10.1 Perceived Financial Situation of Households

Household respondents were asked to describe their household's overall financial situation. Results in Table 2.15 present the household respondents perception of their households' financial situation. Overall, the majority of households (58%) perceived their households as not financially well off while only two percent perceived their households as well-off. Dis-aggregation by background characteristics generally shows a similar pattern.

Table 2.15: Percentage distribution of households by perceived financial situation and selected background characteristics

Background characteristics	Perceived financial situation			Total
	Well off	Average	Not well off	
Sex of household head				
Male	2.1	42.3	55.6	100
Female	1.4	32.6	65.9	100
Residence				
Rural	1.6	37.6	60.9	100
Urban	2.7	44.2	53.1	100
Age groups				
10-17	7.2	29.4	63.4	100
18-30	1.0	38.3	60.7	100
31-59	2.1	42.3	55.6	100
60+	2.4	31.5	66.1	100
Sub-region				
Kampala	2.7	44.9	52.4	100
Buganda South	1.0	47.0	52.0	100
Buganda North	3.5	38.1	58.4	100
Busoga	1.6	38.8	59.6	100
Bukedi	2.7	46.2	51.2	100
Elgon	1.2	41.0	57.8	100
Teso	0.6	37.5	61.9	100
Karamoja	0.7	31.1	68.2	100
Lango	0.4	41.4	58.2	100
Acholi	1.5	34.9	63.6	100
West Nile	0.6	33.3	66.1	100
Bunyoro	3.4	40.2	56.4	100
Toro	3.4	27.9	68.7	100
Ankole	1.9	37.4	60.7	100
Kigezi	3.2	49.9	46.9	100
National	1.9	39.7	58.3	100
Number of households ('000)	174	3,592	5,274	9,039

2.10.2 Main source of household income

In order to meet the day-to-day household expenses, a household needs income which is usually accrued from wages, self-employment or agriculture. The NLFS 2021 included questions concerning the source of household income/livelihood in the last 12 months preceding the survey.

Table 2.16 shows that overall, household farming or fishing was the main source of household income/livelihood (48%). Differentials by background characteristics showed that there were more male headed households (49%) compared to female headed households (44%) whose main source of income/livelihood was from household farming or fishing and the reverse was true for households whose main source of income/livelihood was household business (other than farming/fishing). Higher percentages of households in urban areas had main source of income from household businesses and paid jobs (34%) and (35%) respectively while sixty percent of households in the rural areas had main source of income from household farming or fishing.

Generally, across all age-groups, the highest percentages had household farming or fishing as their main source of income/livelihood. In comparison with sub-regions, Kampala had the highest percentage of households whose main source of income/livelihood was paid job (46%) and household business (42%) respective and reported the least proportion of households whose main source of income/livelihood was faming or fishing paid job (46%) while Elgon sub-region ranked the highest at (65%) households whose main source of income was faming or fishing.

Table 2.16: Percentage distribution of households by main source of income in the last 12 months and selected background characteristics

Background characteristic	Households' main source of income /livelihood (last 12 months)					Total
	Household farming or fishing	Household business (other than farming or fishing)	Paid job (held by a household member)	Support from other households in the country	Others*	
Sex of household head						
Male	49.3	23.4	24.0	2.0	1.3	100
Female	43.5	28.1	16.3	8.4	3.8	100
Residence						
Rural	60.4	19.8	15.8	2.9	1.1	100
Urban	21.9	34.3	34.8	5.2	3.8	100
Age group of Household heads						
10-17	38.6	4.9	32.0	24.4	0.0	100
18-30	35.9	27.4	32.0	3.3	1.3	100
31-59	48.6	26.4	21.4	2.0	1.6	100
60+	64.5	12.3	7.2	11.2	4.8	100
Sub-region						
Kampala	0.3	41.5	46.2	6.5	5.6	100
Buganda South	34.6	30.9	25.8	5.5	3.2	100
Buganda North	40.8	28.6	26.4	2.3	2.0	100
Busoga	46.7	24.6	21.9	4.9	1.8	100
Bukedi	60.2	15.0	17.2	4.8	2.9	100
Elgon	64.6	13.0	15.9	5.4	1.1	100
Teso	59.0	22.0	15.1	2.7	1.2	100
Karamoja	43.3	38.1	12.9	0.9	4.9	100
Lango	71.3	16.2	10.6	2.0	0.0	100
Acholi	61.6	18.4	17.3	2.0	0.7	100
West Nile	54.7	19.4	22.1	1.9	1.8	100
Bunyoro	50.0	27.6	18.3	3.5	0.7	100
Toro	59.0	19.7	19.3	1.4	0.6	100
Ankole	44.8	27.0	22.2	4.6	1.4	100
Kigezi	62.7	13.2	20.3	1.8	2.1	100
National	47.7	24.6	22.0	3.7	1.9	100

Others includes Support from people living abroad; Income from properties, investments or savings; Private or state pension or [other Government support]; Charity from NGOs or other charitable organizations*

2.10.3 Changes in household income

Information was further collected from households on whether their income from the main source changed since the onset of the lockdown due to Covid-19 i.e., 20th March 2020 when all schools were closed down.

The results presented in Table 2.17 indicate that nationally, for two thirds of households (67%), their income from the main source reduced while for a quarter of the households (24%), their income stayed the same. Dis-aggregation by sex of household head, residence, age-group and sub-region indicated a similar pattern.

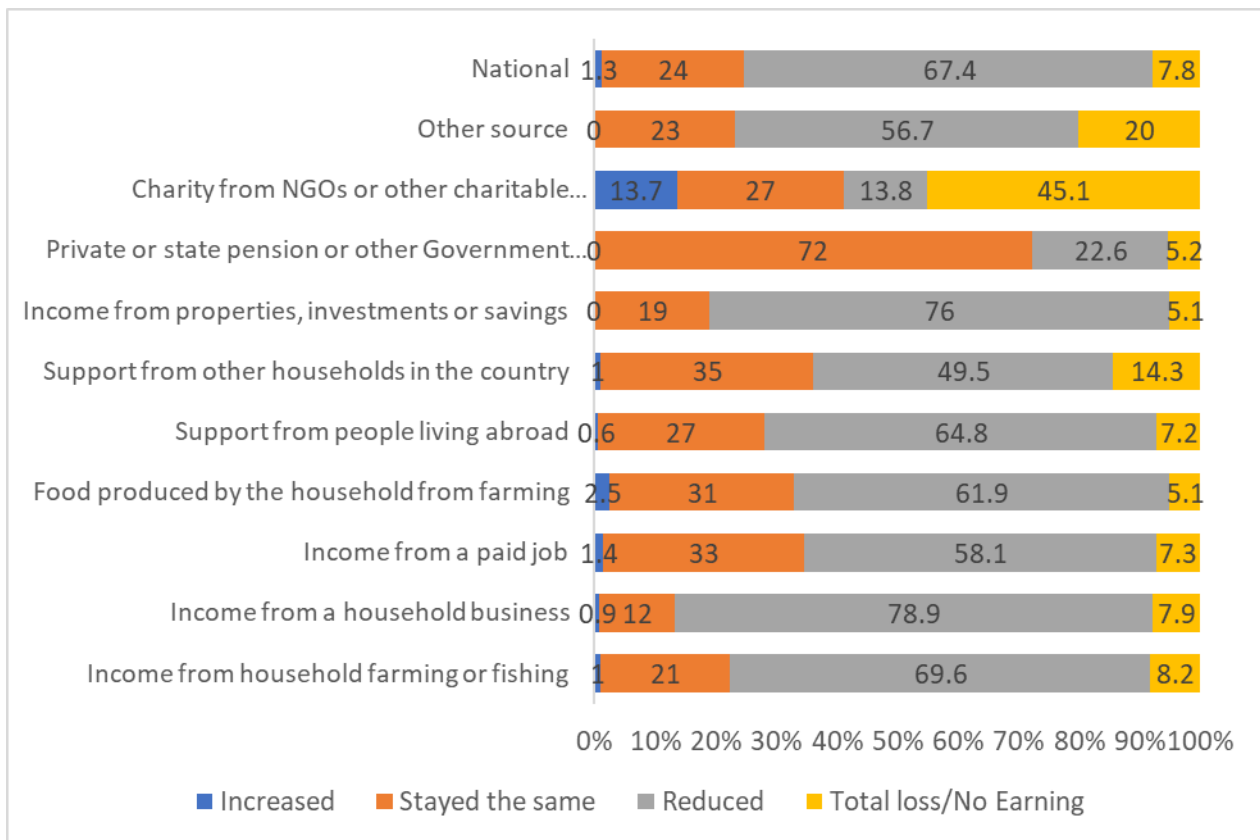
Table 2.17: Percentage distribution of households by changes in income from the main source since 20th March 2020 and selected background characteristics

Background characteristic	Changes in income				Total
	Increased	Stayed the same	Reduced	Total loss/ No Earning	
Sex of household head					
Male	1.4	23.0	68.3	7.3	100
Female	0.7	25.0	65.0	9.3	100
Residence					
Rural	1.5	24.5	67.1	6.9	100
Urban	0.7	21.4	68.2	9.7	100
Age groups					
10-17	0.0	29.1	63.2	7.7	100
18-30	1.6	21.8	69.0	7.5	100
31-59	1.2	22.5	68.5	7.9	100
60+	1.0	30.8	60.3	7.9	100
Sub-region					
Kampala	0.8	15.7	69.8	13.7	100
Buganda South	0.3	24.3	65.7	9.7	100
Buganda North	0.4	20.2	69.5	9.8	100
Busoga	2.2	28.1	61.5	8.3	100
Bukedi	0.8	37.3	52.9	9.0	100
Elgon	2.2	23.2	66.7	8.0	100
Teso	0.8	19.3	74.4	5.5	100
Karamoja	0.6	26.5	69.1	3.8	100
Lango	1.9	19.5	74.8	3.8	100
Acholi	3.3	26.5	60.1	10.1	100
West Nile	4.5	37.5	52.5	5.5	100
Bunyoro	1.1	17.6	77.8	3.5	100
Toro	0.7	19.2	70.4	9.7	100
Ankole	0.2	16.4	77.2	6.2	100
Kigezi	0.2	21.6	75.7	2.6	100
National	1.3	23.5	67.4	7.8	100

Figure 2.3 presents the distribution of households by changes in main source of income since 20th March 2020 when lockdown was instituted. Overall, most respondents indicated that their incomes had reduced with the exception of those who benefited from charity or pension schemes. Of the households whose main source of income was from farming or fishing, 68 percent reported that the income from this source reduced, 24 percent reported stagnation while

7 percent reported total loss/no earnings. The pattern was generally the same for the other sources of income where the highest percentages reported reduced incomes apart from those households whose main source of income was private or state pension or other government support where for the majority (73%) incomes stayed the same and for those households that depend on charity from NGOs or other charitable organizations where the majority (54%) reported total loss/no earnings.

Figure 2.3: Percentage distribution of changes in household's income by main source since 20th March 2020



2.10.3 Reason for changes in household income

For households where income from the main source reduced or there were no earnings, respondents were asked the main reason to this change. Table 2.18 indicates that overall, 41 percent of households whose incomes reduced /or had no earnings was due to no customers/fewer customers followed by can't travel/transport goods for trade (10%) and seasonal/not farming season (9%). Dis-aggregation by sex of household head and residence generally indicated a similar pattern.

Table 2.18: Distribution of reasons for reduction in household income or no earnings by selected household characteristics (%)

Reason for Reduction in household earnings or no earnings	Sex of household head		Residence		National	Number of households ('000)
	Male	Female	Rural	Urban		
No customers / fewer customers	40.6	41	38.2	45.5	40.7	2,767
Usual place of business closed due to corona virus legal restrictions	21.2	21.7	21.3	16.9	21.3	1,451
Can't travel / transport goods for trade	11.1	8.4	12.3	6.8	10.4	706
Seasonal /Not farming season	9.3	8.9	12.3	3.1	9.2	626
Can't get inputs	3.0	3.8	4.1	1.5	3.2	220
Ill / quarantined due to corona virus	3.1	2.4	3.0	2.9	3.0	201
Usual place of business closed for another reason	1.6	1.4	1.5	1.8	1.6	107
Laid off while business continues	0.9	1.7	0.7	1.9	1.1	75
Ill with another disease	0.6	1.0	0.7	0.7	0.7	48
Others	8.5	9.6	10.3	5.9	8.8	596
Total	100	100	100	100	100	6,800

2.11 Summary Findings

Uganda's total population was estimated at nearly 43 million people of which 51 percent were female while 71% lived in rural areas. Disability prevalence was low with only seven percent of the population reportedly having any disability. Nationally, 60 percent of the population aged 5-30 years was attending school. "Attending School" includes those waiting for school/class to open upon relaxation of the Covid-19 lockdown measures. Most respondents (53%) used ICT equipment at work followed by place of education (36%). Seventy percent of households were male headed and majority of household heads were in the age-group 31-59 years (62%) followed by the age-group 18-30 years (26%). The national average household size was about five persons and the age dependency ratio was 83 per 100 persons aged 14-64 years. Financial inclusion was still low as 87 percent of the population aged 10 years and above did not own functional bank or MDI accounts. The main source of household income was household farming or fishing (48%) followed by household business other than farming or fishing (25%).

CHAPTER THREE: WORKING AGE POPULATION

3.1 Introduction

Globally, the working age population is defined as all persons aged 15 years and above. In Uganda the working-age population is defined as the population aged 14-64 years. The working-age population is a central concept in Labour statistics and so most of the indicators in this report are based on this age group. The lower age limit is set taking into consideration the minimum age for employment and exceptions specified in the national laws or regulations, or the age of completion of compulsory schooling. During the implementation of the National Labour force survey, data was collected from all persons 5 years and above to determine how early the population entered the Labour market.

3.2 Distribution of the working age population

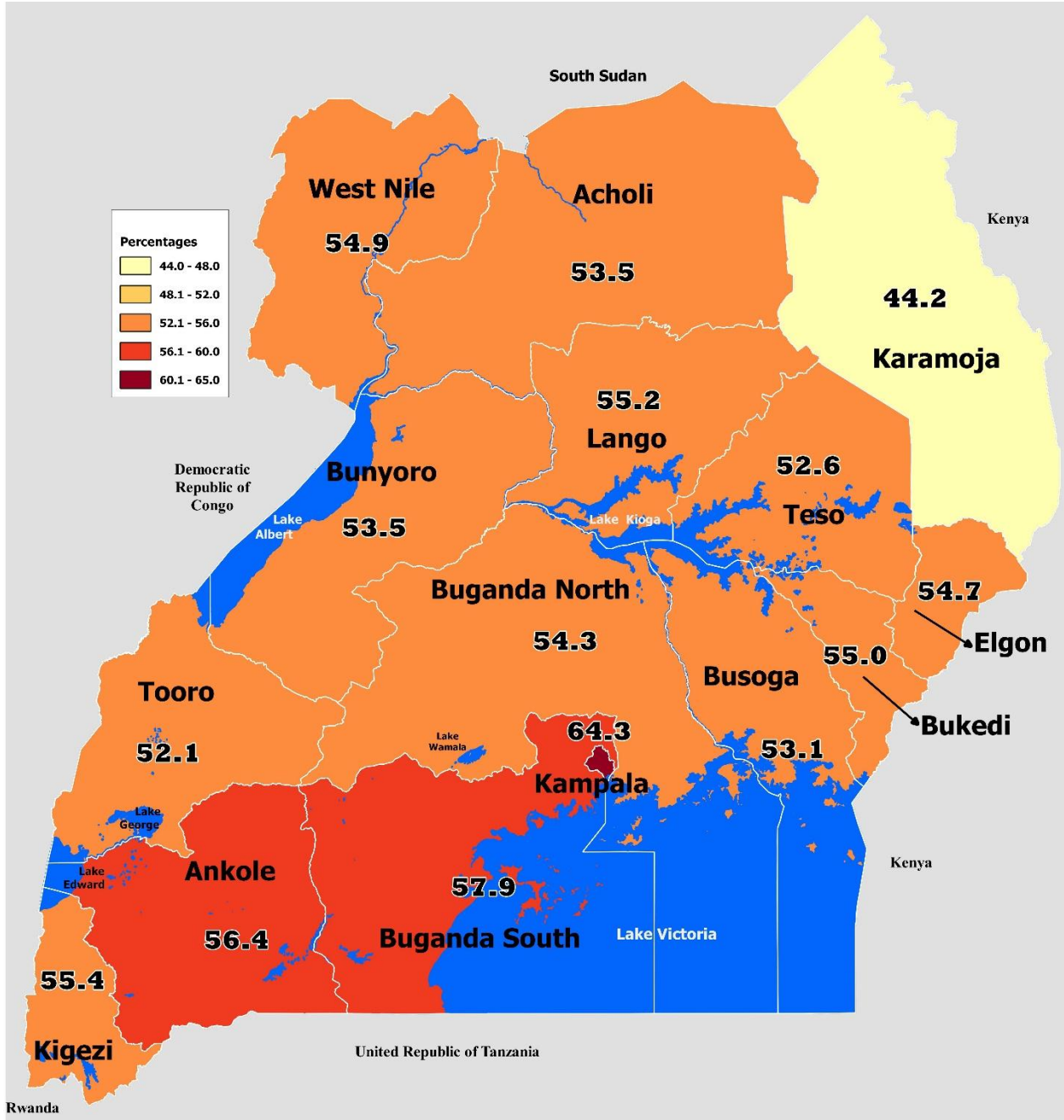
Table 3.1 shows that the working age population in Uganda has been increasing over the years from about 20.2 million persons in 2018/19 to 23.5 million in 2021 an increase of more than three million persons during the three-year period. The proportion of females in the working age population was higher than that of the males over the three-year period. On the other hand, the population of the working age living in urban areas reduced from 34.6 percent in 2016/17 to 32.3 percent in 2021.

Table 3.1: Distribution of WAP by selected background characteristics

Background Characteristics	NLFS 2016/17	UNHS 2019/20	NLFS 2021
Sex			
Male	47.8	47.9	48.5
Female	52.2	52.1	51.5
Residence			
Rural	65.4	71.1	67.7
Urban	34.6	28.9	32.3
Age groups			
14-17	17.7	18.9	18.2
18-30	41.4	36.6	39.8
31-64	41.0	44.5	42.0
Special age group			
15-24	36.2	35.3	36.3
15-35	63.6	60.1	62.4
Total	100	100	100
Number '000	20,219	21,372	23,494
% Share to total population	54.2	52.2	54.9

Map 3.1 shows the distribution of the working age population by sub-region. Majority of the working age population was in Kampala (64%) followed by South Buganda (58%) and Karamoja had the least at (44%).

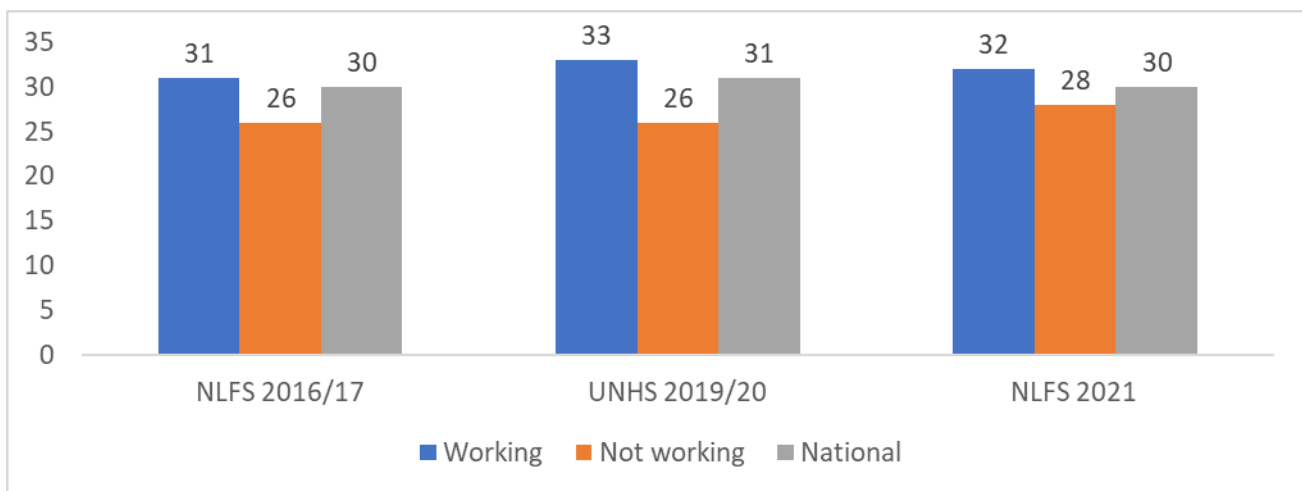
Map 3.1: Distribution of Working Age Population by sub-region



3.3 The Average age of the Working Age Population

The average age of the working age population in 2021 was 30 years, nearly the same value that was reported during the previous survey periods. The results also reveal that the average age of the working population (32 years) was four years more than that of the population that was not working (28 years). The values for average age and the pattern by working status was similar in the three survey periods (Figure 3.1). The variation in the average age among the working population and the population that was not working can be partly explained by a large number of young people who were not working due to the breakdown of COVID 19 pandemic.

Figure 3.1: Average Age of the working Age population by Activity Status

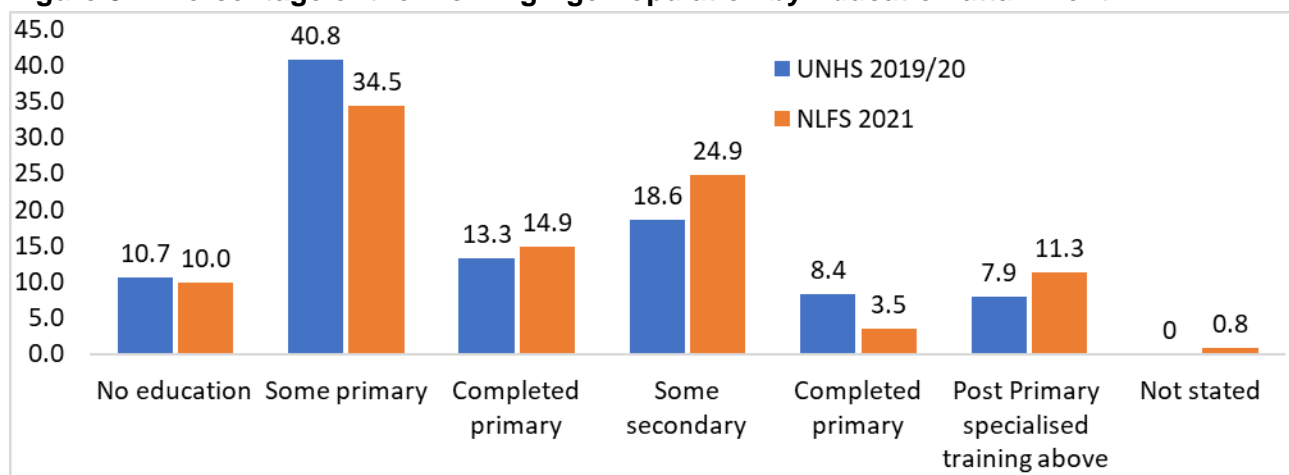


**Excluding other subsistence work*

3.4 Education attainment of the Working Age Population

Figure 3.2 shows that the majority of the working age population had attended some primary education. The working age population with some primary level of education reduced from 41 percent in 2019/20 to 35 percent in 2021. The results also show the highest increase in the working population with some secondary level from 19 percent in 2019/20 to 25 percent in 2021. Likewise, the WAP with post primary education specialized training increased from eight percent in 2019/20 to eleven percent in 2021.

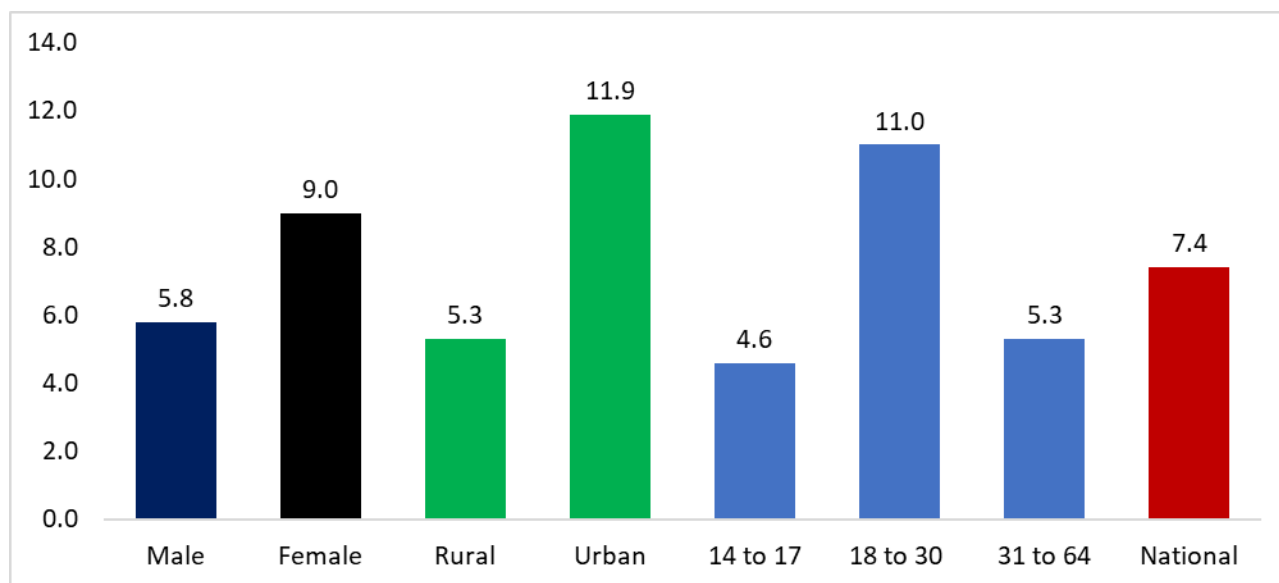
Figure 3.2: Percentage of the Working Age Population by Education attainment



3.5 Migration Status of Working Age Population

Migration is defined as a change in place of usual residence i.e., movement from one place to another and living there for 6 or more months at one time. The unit used to define migration was a district. Movement from one residence to another within the same district was not considered as migration. Likewise, movement for trading trips, business trips or any kind of short-term travel were excluded. Figure 3.3 shows that since 2015, only seven percent of the working age population had migrated. Twelve percent of the working age population in the urban areas had migrated since 2015 compared to those in the rural areas (5%). The findings also shows that 11% of the youth had migrated followed by those in age group 31-64 years (5.3%) and those between 14 to 17 years were the least at 5%.

Figure 3.3: Proportion of Working Age Population that migrated since 2015 by sex, residence, and age group



3.5.1 Previous place of residence

Of the seven percent of the WAP that had migrated, the survey asked respondents to state whether the place where they resided previously was rural, urban or other country. The findings show that the majority (60%) of the WAP were from rural areas with two percent from outside Uganda. More than half (56%) of the urban dwellers were from rural areas.

Table 3.2: Distribution of the Working Age Population that migrated since 2015 by previous place of residence selected background characteristics

Background characteristics	Previous place of residence			Total
	Rural	Urban	Other country	
Sex				
Male	59.7	37.6	2.7	100
Female	60.7	37.7	1.7	100
Current place of residence				
Rural	64.7	34.5	0.8	100
Urban	56.2	40.6	3.2	100
National	60.3	37.7	2.0	100
Number '000	1,053	658	36	1,747

3.5.2 Reasons for migration of the working age population

Table 3.3 shows the reasons for migration of the working age population. The results show that overall, the major reason (37%) for migration was to work/for employment-related reasons. Among the gazzeted urban, to work/for employment-related was the major reason for migration at 46 percent followed by to accompany family at 23 percent. For the rural migrants, to work/for employment-related was the major reason at 28 percent followed by marriage at 26 percent. There were more males (56%) than females (26%) who reported their main reason for migration being to work/for employment -related reasons.

Table 3.3: Main reasons for Migration

Reasons for migration	Sex		Residence		Age group			National
	Male	Female	Rural	Urban	14 to 17 years	18 to 30 years	31 to 64 years	
To accompany family	18.8	26.1	23.4	23.3	54.3	19.8	18.6	23.3
Education/training	3.0	4.1	2.4	4.8	11.1	4.1	0.0	3.7
Marriage	0.5	29.4	25.5	12.0	4.3	26.0	9.2	18.5
To work/for employment-related reasons	55.7	26.1	27.9	45.9	20.1	39.9	38.4	37.2
Lost job elsewhere	2.2	0.7	2.1	0.4	0.0	1.6	1.1	1.3
Farming	3.8	1.3	4.1	0.5	1.0	1.1	4.9	2.2
Moved to own dwelling	9.1	4.8	6.2	6.5	0.4	2.0	17.3	6.4
Other reasons	7.0	7.6	8.3	6.4	8.8	5.5	10.5	7.4
Total	100	100	100	100	100	100	100	100

3.6 Summary Findings

The working age population in 2021 stood at 23.5million (54% of the total population) Out of these the majority resided in the rural areas (68%) while (32%) were in the urban areas. The average age for the working age population in 2021 was 30 years. Majority (35%) had attained some Primary education while about 10 percent had never attended any formal education. Seven percent of the WAP had migrated by 2021 with the main reason cited as to work/for employment-related reasons 37%. Of the seven percent of the working age population who had migrated, Twelve percent of the working age population in the urban areas had migrated since 2015 compared to those in the rural areas (5%).

CHAPTER FOUR: WORKING POPULATION

4.0 Introduction

According to the Resolution concerning statistics of work, employment and Labour underutilization by the 19th International Conference of Labour Statisticians, “Work comprises any activity performed by persons of any sex and age to produce goods and to provide services for use by others or for own use”. Excluded are activities that do not involve production of goods or services (e.g., begging and stealing), self-care (personal; grooming and hygiene) and other activities that cannot be performed by another person on behalf of someone else e.g., sleeping, own recreation and learning).

The concept of work is aligned to the System of National Accounts (SNA) general production boundary. The fundamental units identified in the SNA are the economic units that distinguish between:

- i. Market units (i.e., Corporations, quasi-corporations and household unincorporated market enterprises)
- ii. Non-market units (i.e., Government and non-profit institutions serving households)
- iii. Households that produce goods or services for own final use.²

4.1 Activity status of the Working Age Population

Table 4.1 presents the proportion of the working population (according to the SNA 2008 production boundary) by some selected background characteristics. The results reveal that more than three-quarters (87%) of the working age population were working in 2021. The findings also indicate that, the proportion of the working population in rural areas was higher than that of the urban areas.

² https://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms_230304.pdf

Table 4.1: Activity status of the Working Age Population (14-64 years) by selected background characteristics

NLFS 2021					
Background Characteristics	Working age Population	Working Population (INCLUDING other subsistence work)		Working Population (EXCLUDING other subsistence work)	
	Number ('000)	Number ('000)	Proportion (%)	Number ('000)	Proportion (%)
Sex					
Male	11,388	10,219	89.7	9,507	83.5
Female	12,106	10,265	84.8	8,847	73.1
Residence					
Rural	15,9710	14,370	90.3	13,116	82.4
Urban	7,583	6,115	80.6	5,238	69.1
Age groups					
14-17	4,282	3,477	81.2	2,580	60.2
18-30	9,347	8,067	86.3	7,111	76.1
31-64	9,865	8,941	90.6	8,664	87.8
Special age group					
15-24	8,524	7,093	83.2	5,776	67.8
15-35	14,667	12,636	86.2	10,966	74.8
Total (14-64)	23,494	20,485	87.2	18,354	78.1

*Other subsistence work includes economic activities classified in the SNA but undertaken for own final use by the household or individual e.g., brick making to build one's own house.
See appendix table A3.1 for details by sub-region.

4.2 Composition of the working population

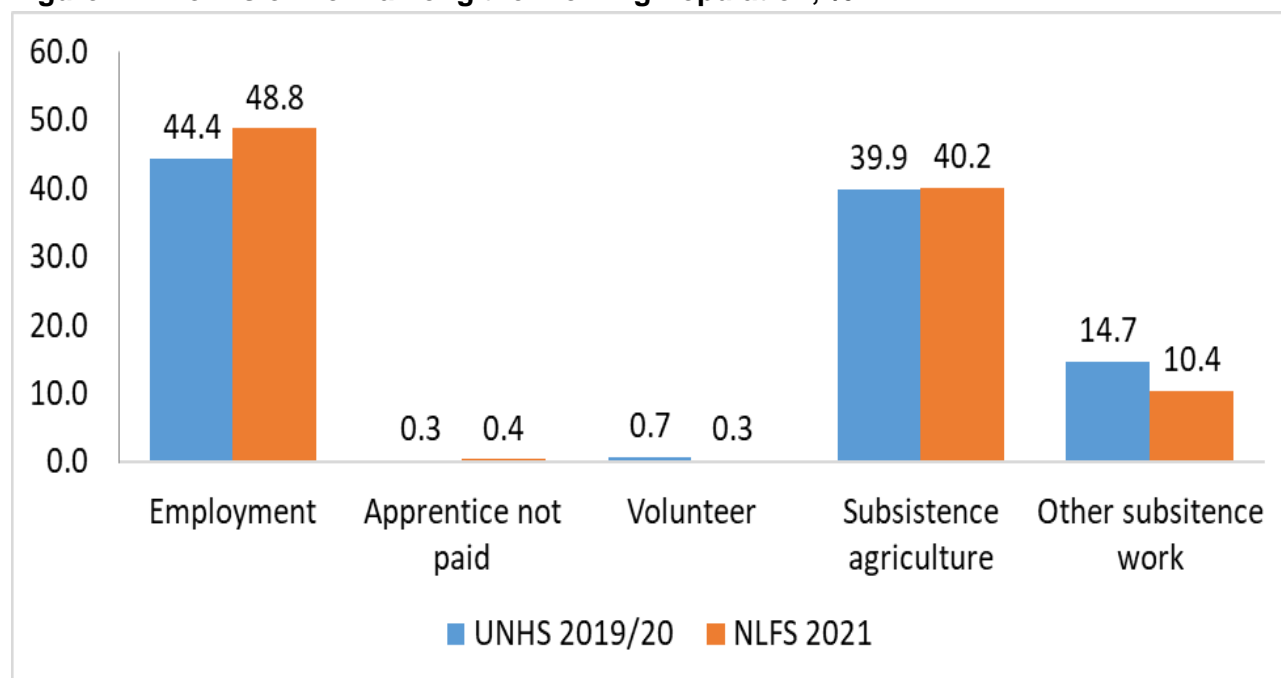
According to the 19th ICLS resolution, the working population is categorized into five mutually exclusive forms of work. These forms of work are distinguished on the basis of the intended destination of the production (for own final use; or for use by others, i.e., other economic units) and the nature of the transaction (i.e., monetary or non-monetary transactions, and transfers), as follows:

- I. Own-use production work** comprising production of goods and services for own final use. This includes other subsistence work and work in subsistence agriculture, forestry and fishing.
- II. Employment work** comprising work performed for others in exchange for pay or profit
- III. Unpaid trainee work** comprising work performed for others without pay to acquire workplace experience or skills
- IV. Volunteer work** comprising non-compulsory work performed for others without pay
- V. Other work** activities not defined above like community service.

Table 4.1 showed that about 20.5 million people were working (including other subsistence work) in 2021. Figure 4.1 illustrates that half of the working population were engaged in own-use production work (51%) followed by those in employment (49%) whereas those in unpaid Apprenticeship/trainee and Volunteer work were the least.

Findings also show that 10 percent of the working population in other subsistence work were not engaged in other form of work except subsistence work outside agriculture which included collecting firewood, fetching water, construction or repairs and milling and other food processing purely for own or household use. There was a four percent increase in the percentage in employment between 2019/20 and 2021.

Figure 4.1: Forms of work among the Working Population, %



4.3.2 Sector of the working population

The agriculture, forestry and fishing sector has been the dominant sector over the years engaging over 61 percent of the working population followed by the services sector as presented in Table 4.4. The proportion of working females has been higher than that of working males in the agriculture, forestry and fishing sector while the reverse was true in the other two sectors. It should be noted that there was a drop among the working population in Agriculture, forestry and fishing from 68% in UNHS 2019/20 to 61% in NLFS 2021. This could be attributed to lifting of the COVID-19 Standard Operating Procedures (SOPs) which enabled people to return to their usual businesses that were not agricultural in nature.

4.2.1 Distribution of the Forms of work

Table 4.2 shows that the proportion of males (58%) in employment was higher than that of females (40%) while more females were engaged in subsistence work (both agriculture and other forms; 46%) compared to their male counterparts (34%). Age distribution indicated that the proportion in employment increased with increasing age groups from 19 percent for 14-17 years to 60 percent for 31-64 years.

Considering areas of residence, rural residents were more engaged in subsistence agriculture (48%) compared to their urban counterparts who were more engaged in employment (64%). With regard to education attainment, the proportion in employment increased with increasing levels of education while proportion in subsistence agriculture reduced with increasing levels of education indicating that as the working population attains higher education levels, there is a shift from subsistence work to employment work.

Table 4.2: Distribution of the forms of work by Background Characteristics 14-64years (%)

Background Characteristics	Employment	Subsistence agriculture only	Unpaid trainee	Volunteer work	Other subsistence work	Total
Sex						
Male	57.8	34.4	0.5	0.3	7.0	100
Female	39.8	45.9	0.2	0.2	13.8	100
Residence						
Rural	42.5	48.2	0.3	0.3	8.8	100
Urban	63.5	21.3	0.6	0.3	14.3	100
Age group						
14 to 17 years	19.3	54.2	0.4	0.2	25.8	100
18 to 30 years	49.1	38.0	0.7	0.3	11.9	100
31 to 64 years	59.9	36.6	0.0	0.3	3.1	100
Special Age group						
15-24 years	34.7	45.5	0.9	0.3	18.6	100
15-35 years	46.2	39.7	0.6	0.2	13.3	100
Education level attained						
No education	41.3	53.0	0.0	0.2	5.4	100
Some Primary	46.1	47.1	0.1	0.1	6.6	100
Completed primary	54.9	38.0	0.3	0.5	6.3	100
Some Secondary	62.9	28.7	0.6	0.2	7.7	100
Completed Secondary	77.4	15.5	1.2	0.1	5.8	100
Post primary specialized training	71.4	22.0	0.5	0.7	5.4	100
Post-secondary specialized training	81.3	13.4	0.3	0.3	4.8	100
Degree and above	85.3	9.2	0.1	1.4	3.9	100
Sub-region						
Kampala	83.5	1.4	1.2	0.1	13.8	100

Background Characteristics	Employment	Subsistence agriculture only	Unpaid trainee	Volunteer work	Other subsistence work	Total
Buganda South	62.1	24.6	1.1	0.5	11.7	100
Buganda North	59.7	29.1	0.1	0.1	10.9	100
Busoga	39.2	48.8	0.2	0.2	11.5	100
Bukedi	28.1	59.3	0.2	0.3	12.1	100
Elgon	28.3	62.5	0.2	0.2	8.7	100
Teso	46.8	46.7	0.3	0.3	5.9	100
Karamoja	62.7	33.2	0.0	0.4	3.7	100
Lango	41.3	49.7	0.2	0.2	8.6	100
Acholi	55.1	38.4	0.1	0.3	6.1	100
West Nile	40.6	46.4	0.2	0.5	12.4	100
Bunyoro	49.2	38.5	0.4	0.1	11.6	100
Toro	45.7	43.7	0.5	0.1	10.0	100
Ankole	50.1	40.7	0.0	0.3	8.9	100
Kigezi	42.1	41.9	0.5	0.2	15.4	100
National	48.8	40.2	0.4	0.3	10.4	100
Number '000	9,996	8,224	74	55	2,124	20,485

See appendix table A4.1 for details by sub-regions.

4.3 Industry and Sector of the working population

4.3.1 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 non-market-oriented agriculture, forestry and fishing industry accounted for the largest share of working persons (50%). The share among female workers in non-market-oriented agriculture, forestry and fishing (55%) was higher than the share of male workers (44%). The Market oriented agriculture, forestry and fishing sector had the second largest share of working persons (12%) with slight variations by sex. The persons engaged in the Market oriented agriculture, forestry and fishing sector was higher in the rural areas (13%) compared to (8%) percent in the urban areas. See appendix table A4.2 for industry of working population by sub-regions.

Table 4.3: Industry of the working population by sex and Residence

Industry of working	UNHS 2019/20			NLFS 2021		
	Male	Female	National	Male	Female	National
Market oriented agriculture, forestry and fishing	9.2	5.2	7.1	13.4	9.8	11.6
Non-market-oriented agriculture, forestry and fishing	51.7	63.1	57.7	44.3	55.3	49.8
Trade	9.0	8.8	8.9	10.3	12.2	11.3
Water generation and supply	5.5	9.3	7.5	4.4	7.9	6.2
Manufacturing	3.8	4.6	4.3	5.1	3.9	4.5
Construction	4.5	0.2	2.2	4.7	0.0	2.4
Transport and storage	5.2	0.1	2.5	6.1	0.0	3.0
Hotels, restaurant eating places	0.6	2.2	1.4	0.9	3.2	2.0
Education	2.7	1.9	2.3	2.3	1.6	2.0
Other service activities	2.5	1.4	1.9	1.6	1.4	1.5
Public administration	1.1	0.3	0.6	1.8	0.4	1.1
Human health and social work activities	0.8	0.8	0.8	1.1	1.1	1.1
Activities of household employers	0.5	1.1	0.8	0.6	1.8	1.2
Other industry*	2.4	0.9	1.6	2.9	1.1	1.9
Not stated	0.6	0.3	0.4	0.5	0.3	0.4
Total	100	100	100	100	100	100
% Working in agriculture, forestry and fishing	60.9	68.3	64.8	57.7	65.1	61.4

*Includes Activities of extra territorial organisations and bodies, Real estate activities, Arts, entertainment and recreation, Electricity generation among others

Table 4.4: Distribution of the working Population by sector of work (%)

Background Characteristics	Agriculture, forestry and fishing	Industry	Services	Not stated	Total
NLFS 2021					
Male	57.7	14.6	27.2	0.5	100
Female	65.1	12.2	22.4	0.3	100
National	61.4	13.4	24.8	0.4	100
UNHS 2019/20					
Male	63	9.5	26.7	0.8	100
Female	73.1	4.9	21.1	0.9	100
National	68.1	7.2	23.9	0.8	100
NLFS 2016/17					
Male	59.1	13.6	27.1	0.2	100
Female	70.6	5.8	23.3	0.3	100
National	64.9	9.6	25.2	0.3	100

4.4 Occupational Safety and Health at Work Place

4.4.1 Exposure to hazards at place of work

This section presents findings on an array of hazardous conditions of the place in which workers are engaged. Workers were asked if they were exposed to the different conditions at work place during the preceding 12 months. A worker could have been exposed to one or more of the listed conditions. Table 4.5 shows that 35 percent of the working population was exposed to dust, fumes, or chemicals while the proportion exposed to dangerous tools was (25%). The proportion of male workers exposed to the different hazardous working conditions was higher than the proportion of females.

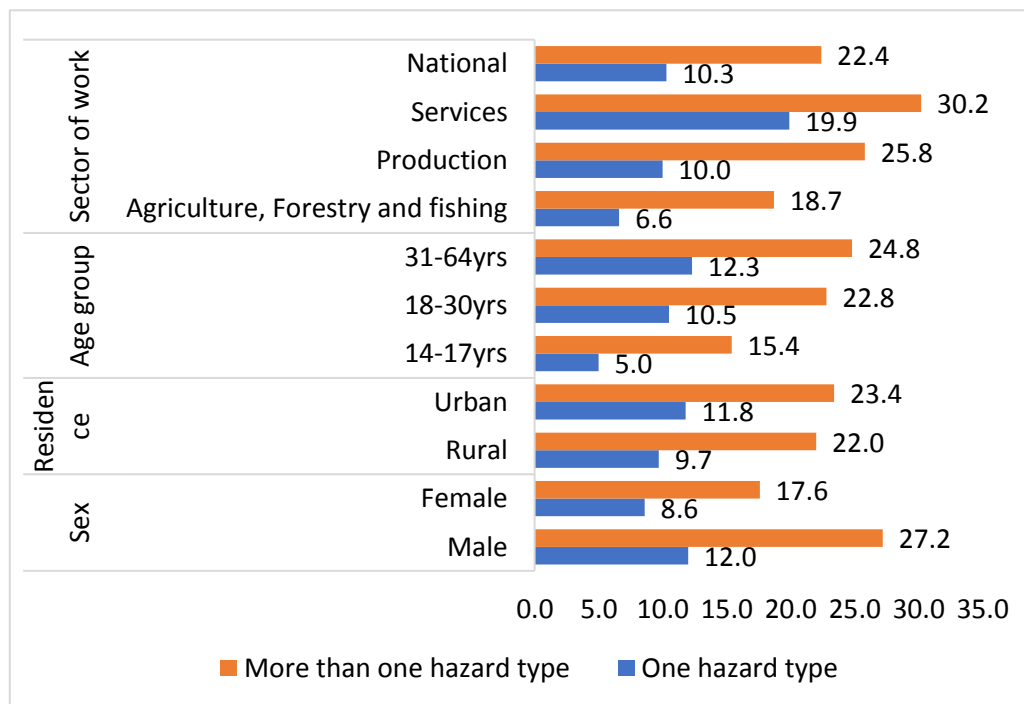
Sectorial differences revealed that the top most hazardous condition was exposure to Dust, fumes, or Chemicals with proportions of (42%) in Industry, 39 percent in Agriculture and 30 percent in services. The services sector also registered high proportion of workers on roads, crossroads, highways (17%) and proportion of workers who worked while their bodies were in awkward position (16%).

Table 4.5: Proportion of the working population exposed to hazardous work by background characteristics (%)

Background Characteristics	Dust, fumes, or Chemicals	Dangerous tools (knives etc)	Snake bite/ insect stinging (poisonous)	Fire, gas, flames, Explosives, Loud noise or vibration	Body is in awkward position while working (for example standing, kneeling, crouching for prolonged periods)	Work on roads, crossroads, highways	Work Under Ground , at heights or in water/ lake/pond/river	Workplace too dark or confined, Insufficient ventilation or Crowded room	Other things, processes or conditions bad for your health or safety
Residence									
Rural	37.6	28.8	26.3	12.9	18.2	7.3	4.8	1.5	0.8
Urban	30.4	18.6	9.5	13.7	18.7	12.0	4.1	1.5	1.2
Sex									
Male	37.3	26.4	20.5	13.7	20.5	12.0	6.9	2.0	1.1
Female	32.1	23.7	20.3	12.5	15.7	5.1	1.6	1.0	0.7
Age group									
14-17	36.3	33.9	33.8	11.9	17.1	2.9	3.3	0.5	0.2
18-30	35.3	24.8	19.2	13.6	18.6	9.1	4.4	1.4	0.9
31-64	34.5	23.6	18.5	13.1	18.5	10.1	4.9	1.9	1.1
Disability status									
With Disability	39.9	32.1	27.1	12.1	26.4	10.7	5.1	2.5	1.6
Without Disability	34.7	24.7	20.0	13.3	17.8	8.8	4.5	1.5	0.9
Sector of work									
Agriculture	38.5	33.3	37.8	8.7	18.4	1.5	4.1	0.5	0.5
Industry	42.0	35.1	9.2	28.1	28.3	7.6	16.3	3.3	1.7
Services	29.5	13.7	4.7	13.5	15.6	17.1	1.7	2.1	1.2
National	35.0	25.2	20.4	13.2	18.4	8.9	4.5	1.5	0.9

Additionally, 1 in 10 of the working population was exposed to one hazardous work condition while 2 in 10 were exposed to multiple hazardous work conditions (Fig 4.2).

Figure 4.2: Exposure to hazardous workplace conditions, %



4.3.2 Work place injuries/accidents

Sometimes workers get accidents/injuries in the course of their work. In some cases, these occupational injuries result in workers being absent from work or unable to work. During this survey, data on occupational injuries or accidents was collected a period of 12 months preceding the survey. Additionally, among those who got injured, the severity of the accident was considered whether it caused absence from work for at least one day and if so, how many times they experienced such accidents/injuries in the 12 months preceding the survey.

Table 4.6 shows that nearly eight percent of the working population was involved in an accident or got injured as a result of their work. More males (9.6) than females (4.8) got injured while persons with disabilities (15%) were twice more prone to injuries than their working counterparts without disabilities (7%). The industry sector had a high rate of injuries/accidents (13%) compared to Agriculture (8%) and Services (5%). Among all the injury cases, 40 percent were severe that the workers missed at least a day of work. Most of the severely injured workers (49%) experienced such incidence once in the 12 months preceding the survey.

Table 4.6: Proportion of persons that suffered work place accidents/Injuries by number of times

Background Characteristics	Proportion of working population that Ever-Suffered accidents/Injuries (%)	Proportion that suffered serious accidents that caused absence from work	Proportion that suffered serious accidents that caused absence from work according to Number of times such accidents occurred			
			Once	Twice	Thrice	3+ times
Residence						
Rural	7.8	41.0	48.9	16.3	11.4	23.4
Urban	6.9	37.0	47.5	18.8	11.0	22.8
Sex						
Male	9.6	41.9	50.4	15.2	11.0	23.3
Female	4.8	34.3	42.6	22.5	12.0	22.9
Disability status						
With Disability	14.6	45.7	45.8	19.3	12.8	22.2
Without Disability	7.0	38.9	48.9	16.7	11.0	23.4
Sector of work						
Agriculture	8.3	38.3	42.9	15.0	11.0	31.1
Industry	12.5	41.7	51.8	23.8	4.9	19.5
services	5.3	40.8	55.1	15.8	16.0	13.1
Age groups						
14-17	5.2	25.6	53.5	10.7	4.2	31.7
18-30	7.8	41.3	49.6	14.9	12.6	22.9
31-64	7.8	40.5	47.1	19.4	10.8	22.8
Special age group						
15-24	7.0	30.7	46.3	18.5	14.5	20.7
15-35	7.3	40.3	51.7	16.3	11.5	20.5
National	7.5	39.7	48.5	17.0	11.3	23.2
Number (000's)	898	357	172	60	40	82

4.3.3 Violence at place of work

Violence at workplace is any acts or threats at the work site and may take a number of different forms such as physical violence, harassment, intimidation, or other threatening disruptive behavior. The survey collected information on five forms of work place violence.

As shown in Table 4.7 in the 12 months preceding the survey, the highest proportion of workers experienced non-payment of wages/salaries/benefits (13%). Sub-regional disparities showed that Elgon sub-region had the highest proportion of working population (22%) who experienced non-payment of wages/salaries/benefits followed by Buganda North (21%) and Karamoja registering the least (2%). The proportion of the working population who were constantly shouted at was highest in Kampala (16%) followed by Elgon (15%) while Ankole sub-region had the least share of (3%).

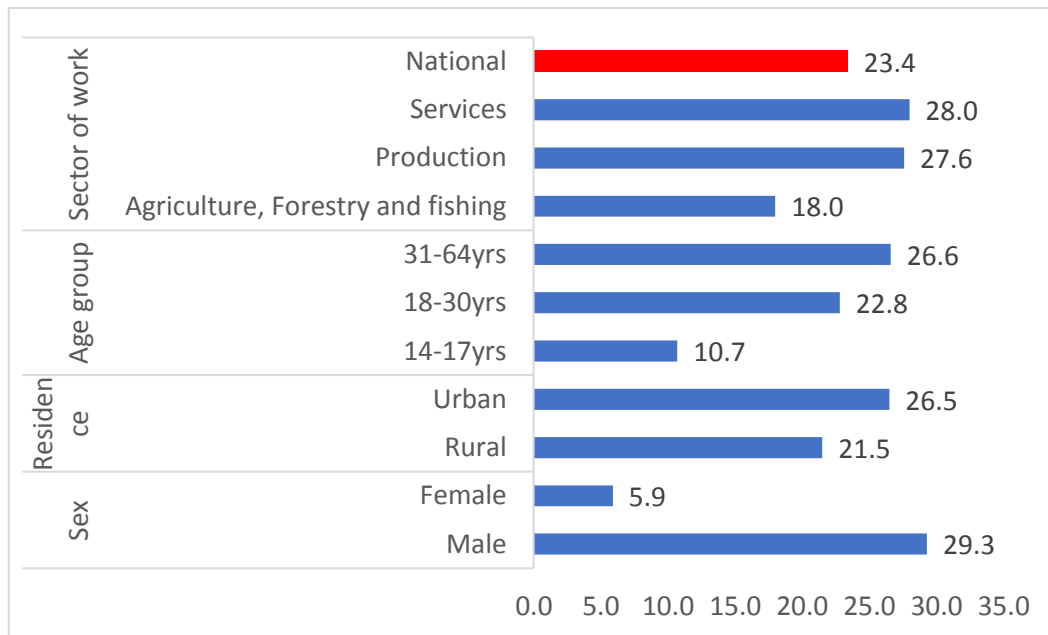
Table 4.7: Proportion of working population experiencing violence at place of work by form of violence (%)

Background Characteristic	Constantly shouted at	Repeatedly insulted	physically assault	Sexual abuse	Non-payment of wages/ salaries/ benefits
Sex					
Male	8.0	4.9	1.1	0.2	13.6
Female	5.8	3.3	0.4	1.6	11.2
Residence					
Rural	6.0	3.3	0.9	0.7	11.1
Urban	8.8	5.8	0.6	1.1	15.1
Age groups					
14-17	5.3	2.3	0.6	0.2	3.3
18-30	8.7	5.2	0.6	1.1	12.6
31-64	6.0	3.8	1.0	0.8	14.4
Sub-region					
Kampala	16.3	10.4	0.7	1.0	19.7
Buganda South	8.4	5.2	1.3	0.9	18.7
Buganda North	5.2	4.8	0.7	0.4	21.4
Busoga	5.3	3.0	0.8	1.6	4.4
Bukedi	8.1	5.0	0.0	0.6	3.4
Elgon	15.4	9.5	4.3	0.2	21.7
Teso	7.0	3.6	0.3	1.4	3.2
Karamoja	5.1	2.7	0.0	0.9	1.5
Lango	3.9	2.4	0.9	0.8	9.6
Acholi	3.4	1.2	0.3	0.1	3.9
West Nile	6.1	2.6	0.3	1.1	12.5
Bunyoro	8.7	4.8	0.4	1.2	17.3
Toro	9.2	5.2	0.6	1.3	15.3
Ankole	2.7	1.2	0.9	0.3	7.6
Kigezi	3.4	1.9	0.4	0.1	2.6
National	7.0	4.2	0.8	0.9	12.5
Number (000's)	802	473	89	96	1,450

4.3.4 Working population with protective gear

Protective gears are equipment that protect workers from exposure to occupational hazards as a barrier against the hazard. This equipment may include Helmets for head injuries, Gumboots, Overalls, gloves for hand injuries, burns from chemicals, bruises among others. Figure 4.3 shows that, 23 percent of the working population was provided with or used protective gear at the work place. The proportion of of male workers (29%) with protective gear was nearly double that of their female counterparts (16%).

Figure 4.3: Proportion of working population with protective gear by background characteristics (%)



4.4 Summary of finding

The survey result showed that of the 20.5 million working persons in 2021, the majority (51%) were Own-use production workers, followed by (49%) in Employment. Findings by Sector revealed that Agriculture, forestry and fishing had the biggest share of 61 percent of the working population followed by Services (25%). The most common work place hazard was dust, fumes, or Chemicals that was experienced by one in five workers. Twenty three percent of the working population was provided with protective gear at the work place. The most experienced form of violence at place of work was non-payment of wages/salaries/benefits as reported by (13%) of the working population.

CHAPTER FIVE: POPULATION IN EMPLOYMENT

5.1 Introduction

Employment is one of the five forms of work. 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 date of interview, were engaged in any activity to produce goods or provide services for others in exchange for pay or profit. They comprise:

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

5.2 Population in employment

Table 5.1 shows the total population in the working age that was employed in 2021. It is estimated that about 10 million persons (49% of the Working Population) were in employment; an increase from 8.3 million reported in 2019/20. The proportion of employed females was 41 percent in 2021 nearly the same proportion in 2019/20. By age group, the proportion in employment increased with increasing age. Disaggregation of the employed population by education attainment showed that majority of employed persons were those whose highest level of education attained was Primary (29%) and some secondary (28%) while those with post primary/secondary and above were 16 percent.

Table 5.1: Distribution of the Population in employment by selected Background characteristics and survey year (%)

Background Characteristics	NLFS 2016/17		UNHS 2019/20		NLFS 2021	
	Share (%)	Number ('000)	Share (%)	Number ('000)	Share (%)	Number ('000)
Sex						
Male	56.3	5,053	58.4	4,835	59.1	5,906
Female	43.7	3,921	41.6	3,447	40.9	4,090
Residence						
Rural	65.3	5,861	64.5	5,342	61.2	6,113
Urban	34.7	3,113	35.5	2,940	38.8	3,883
Age Groups						
14-17	6.9	619	3.6	297	6.7	673
18-30	43.0	3,858	35.3	2,927	39.7	3,964
31-64	50.1	4,495	61.1	5,059	53.6	5,359
Special age group						
15-24	26.5	2,378	19.0	1,570	24.6	2,463
15-35	63.3	5,680	53.0	4,387	58.4	5,836
Education Attainment						
No education	10.4	866	10.5	868	7.2	640
Some Primary	37.1	3,102	33.6	2,780	29.0	2,595
Completed Primary	15.4	1,285	13.5	1,119	14.9	1,331
Some secondary and above	21.4	1,788	17.3	1,434	27.5	2,461
Completed Secondary	2.9	239	11.1	915	4.6	414
Post primary specialized training	3.0	254	4.6	368	4.1	365
Post-secondary specialized training	6.3	526	5.2	418	6.4	574
Degree and above	3.6	303	4.6	370	5.4	479
Not stated	3.0	254	4.6	368	1.0	89
Disability Status						
With disability	21.0	1,881	8.0	658	6.5	654
Without disability	78.9	7,060	92.0	7,616	93.5	9,343
National	58.7	8,973	52.1	8,282	48.8	9,996

5.3 Employment-to-Population Ratio

The Employment-to-Population Ratio (EPR) refers to the proportion of the working age population that was employed. This is 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 utilizing its key productive Labour resource. This is also known as the employment rate.

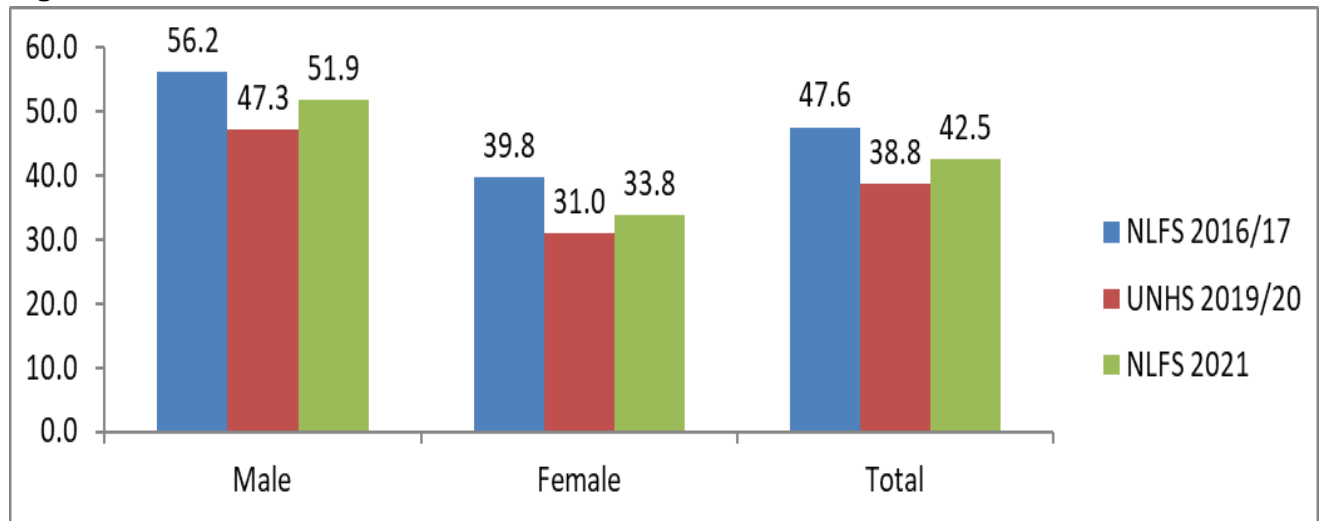
Table 5.2 provides the EPRs for the last three survey years 2016/17, 2019/20 to 2021 the overall Employment-to-Population Ratio (EPR) in 2021 was 43 percent indicating that 2 out of 5 persons aged 14-64 years were employed, an increase from the ratio for the previous year of 39 percent in 2019/20. The EPR was higher among males (52%) than females (34%) as it has been over the recent years.

Table 5.2: Employment-to-Population Ratio by selected background characteristics

Background characteristic	NLFS 2016/17			UNHS 2019/20			NLFS 2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Residence									
Rural	50.7	35.4	42.8	43.7	27.2	35.2	47.5	29.6	38.4
Urban	71.4	51.1	60.5	56.4	39.9	47.6	61.6	42.1	51.2
Age groups									
14-17	22.7	15.4	18.9	8.2	6.5	7.4	17.3	14.1	15.7
18-30	58.9	42.4	49.8	46.2	30.0	37.4	53.7	32.9	42.4
31-64	67.4	47.5	57.4	65.0	41.9	53.2	65.1	43.3	54.3
Special age group									
15-24	43.3	30.5	36.6	24.2	17.8	20.9	34.8	23.6	28.9
15-35	55.7	39.7	47.3	41.6	27.5	34.2	48.7	32.0	39.8
Disability Status									
With Disability	56.7	42.5	48.9	44.9	33.2	38.7	44.7	31.7	37.8
Without Disability	56.8	39.5	47.9	47.6	30.6	38.8	52.4	34.0	42.9
Education Attainment									
No education	48.6	35.7	39.3	46.0	35.1	38.4	44.9	31.5	35.8
Some Primary	56.7	40.0	47.6	39.5	26.1	32.4	53.0	33.5	42.0
Primary	68.0	41.6	55.5	49.9	30.1	40.0	63.1	36.8	49.8
Some secondary	73.5	56.9	65.6	45.1	28.7	36.7	67.7	42.9	55.3
Secondary	88.9	60.6	79.7	60.6	40.2	51.5	71.0	57.2	66.2
Post primary/secondary and above	87.1	82.0	84.9	72.3	54.9	65.1	76.6	61.4	70.0
National	56.2	39.8	47.6	47.3	31.0	38.8	51.9	33.8	42.5

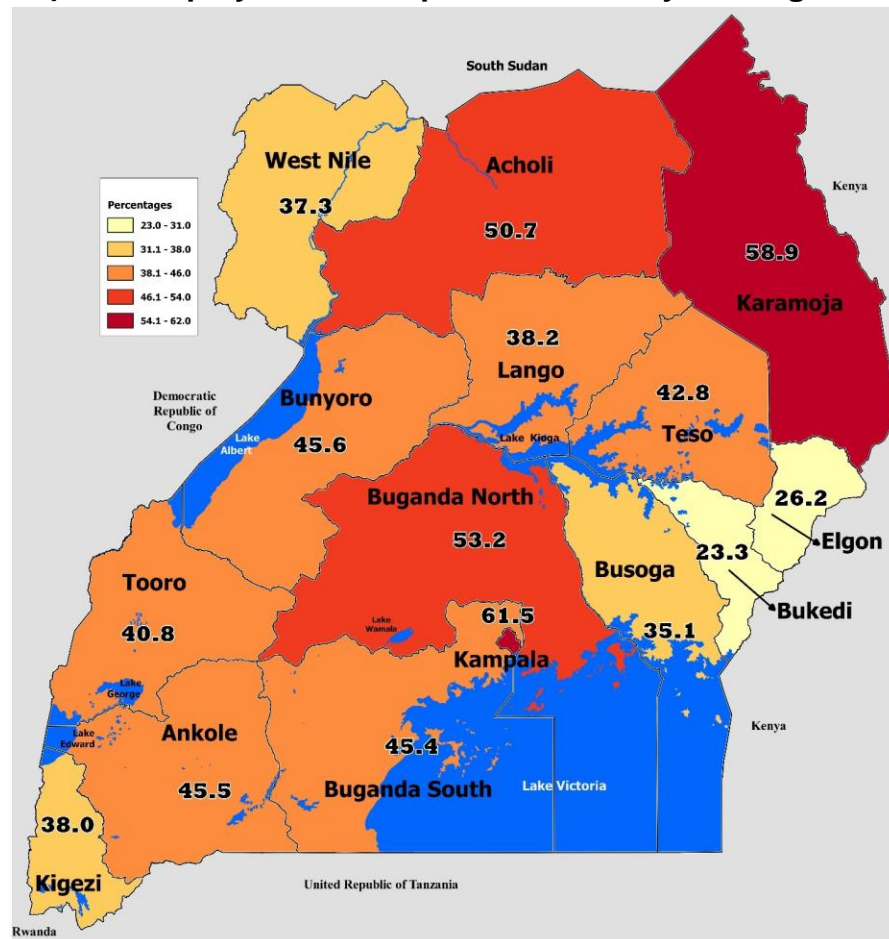
The EPR was on a downward trend between 2016/17 and 2019/20 (48 to 39) then increased from 39 percent in 2019/20 to 43 percent in 2021 as shown in the Figure 5.1. A similar pattern was shown by sex. The decrease in EPR could be attributed to the Covid-19 pandemic that led to closure and loss of jobs by many employed persons. With the economy starting to recover following lifting of the travel ban were more persons are starting to regain their jobs or start up their own businesses.

Figure 5.1: Trend in EPR



Map 5.1 shows that Kampala had the highest (62%) EPR followed by Karamoja (61%) and Bukedi sub-region had the least EPR at (24%).

Map 5.1: Employment-to-Population Ratio by sub-region



5.4 Industry and Sector of the main job

5.4.1 Industry of employment on the main job

Industry refers to a complete set of a producing unit. These have been classified using International Standard Industrial Classification of All Economic Activities (4 ISIC), Revision 4 standard guidelines. Table 5.3 shows that the highest proportion of employed persons was engaged in Agriculture, forestry and fishing (36%) followed by those in Trade (23%). The proportion of employed persons in trade was higher among females (30%) than males (18%) and the reverse was true for employed persons in transport and construction.

Table 5.3: Distribution of the employed Population by Industry (%)

Industry of main job	NLFS 2016/17			UNHS 2019/20			NLFS 2021		
	Male	Female	National	Male	Female	National	Male	Female	National
Agriculture, forestry and fishing	39.8	42.4	40.9	40.0	39.6	39.8	36.2	35.5	35.9
Trade	15.4	21.7	18.1	16.5	25.3	20.2	17.6	30.2	22.8
Manufacturing	10.6	8.8	9.8	6.8	10.4	8.3	8.4	8.1	8.3
Transport and storage	7.6	0.1	4.3	9.6	0.2	5.7	10.5	0.1	6.2
Hotels, restaurant eating places	1.6	5.9	3.5	1.1	6.3	3.3	1.5	7.8	4.1
Activities of household employers	0.5	3.1	1.6	0.9	3.1	1.8	1.0	4.6	2.5
Education	5.6	6.7	6.1	4.9	5.4	5.1	3.8	4.1	3.9
Other service activities	3.0	3.6	3.3	4.6	4.0	4.3	2.7	3.5	3.0
Human health and social work activities	1.3	1.9	1.6	1.4	2.2	1.7	1.9	2.7	2.2
Construction	7.2	0.5	4.3	7.8	0.2	4.6	7.9	0.1	4.7
Public administration	1.7	0.7	1.3	1.9	0.8	1.4	3.1	0.9	2.2
Other Activities	5.5	4.5	5.2	4.5	2.5	3.8	5.0	2.0	4.0
Total	100	100	100	100	100	100	100	100	100

See appendix Table A5.1 for details by subregion.

5.4.1 Sector of employment on the main job

Economic activities are grouped into three broad economic sectors. The two major sectors of Uganda's economy in terms of employment include the Services sector and Agriculture, forestry and fishing. These two combined employed 84 percent of total employed population in 2021 with more persons likely to be employed in the services sector. Differentials by residence showed that, over the years, rural residents were predominantly in the agriculture, forestry and fishing sector while those in the urban areas were mostly engaged in the services sector.

Table 5.4: Sectors of employment in the main job by sex and residence, %

Background characteristics	Agriculture, forestry and fishing	Production	Services	Total
NLFS 2021				
Sex				
Male	36.2	17.1	46.7	100
Female	35.5	8.9	55.5	100
Residence				
Rural	47.4	12.8	39.8	100
Urban	18.0	15.3	66.7	100
National	36.0	13.8	50.3	100
Number ('000)	3,592	1,375	5,024	9,991
UNHS 2019/20				
Sex				
Male	40.0	15.8	44.2	100
Female	39.6	11.5	49.0	100
Residence				
Rural	51.5	14.0	34.5	100
Urban	18.7	14.0	67.3	100
National	39.6	14.0	46.2	100
Number ('000)	3,276	1,152	3,801	8,229
NLFS 2016/17				
Sex				
Male	40.0	20.2	39.8	100
Female	42.8	11.4	45.8	100
Residence				
Rural	56.2	14.3	29.4	100
Urban	12.9	20.2	66.9	100
National	41.2	16.4	42.4	100
Number ('000)	3,680	1,465	3,788	8,933

See Appendix Table A5.2 for details by sub region.

5.5 Occupation of the main job

Occupation refers to the set of jobs whose main tasks and duties are characterized 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 5.5 presents occupation of employed persons in their main jobs. Nearly a third of the employed persons were working as skilled agriculture, forestry and fishery workers. This was followed by employed persons working as service and sales workers (27%). Occupations that required higher levels of specialization or skill had lower proportions.

Table 5.5: Occupation of employment in the main job by sex and residence, (%)

Occupations of the main job	Sex		Residence		National
	Male	Female	Rural	Urban	
NLFS 2021					
Skilled agricultural, forestry and fishery workers	29.0	28.6	38.0	14.3	28.8
Service and sales workers	19.5	38.2	22.0	35.2	27.1
Craft and related trades workers	15.1	8.6	11.7	13.7	12.4
Elementary occupations	13.8	14.8	13.9	14.8	14.2
Professionals	5.5	4.9	4.2	7.0	5.3
Plant and machine operators and assemblers	11.2	0.5	6.2	7.7	6.8
Technicians and Associate Professionals	3.1	2.9	2.3	4.2	3.0
Others	2.7	1.7	1.8	3.0	2.3
Total	100	100	100	100	100
Number ('000)	5,906	4,090	6,113	3,883	9,996
UNHS 2019/20					
Skilled agricultural, forestry and fishery workers	25.2	24.9	32.0	12.6	25.1
Service and sales workers	17.7	33.7	18.5	34.8	24.3
Elementary occupations	23.3	20.9	24.8	17.6	22.3
Craft and related trades workers	11.8	9.7	10.9	10.9	10.9
Plant and machine operators and assemblers	10.3	0.7	5.3	8.1	6.3
Professionals	6.7	5.6	4.9	8.6	6.3
Technicians and Associate Professionals	2.7	2.3	1.6	4.2	2.5
Others	2.4	2.2	1.8	3.1	2.3
Total	100	100	100	100	100
Number ('000)	4,835	3,447	5,342	2,940	8,282
NLFS 2016/17					
Skilled agricultural, forestry and fishery workers	29.2	34.1	43.3	8.7	31.3
Service and sales workers	17.5	30.6	17.8	33.4	23.2
Elementary occupations	15.3	14.6	15.4	14.2	15.0
Craft and related trades workers	16.1	8.6	11.8	14.7	12.8
Plant and machine operators and assemblers	10.2	1.8	4.6	10.2	6.5
Professionals	6.0	6.0	3.8	10.1	6.0
Technicians and associate professionals	3.4	2.4	2.1	4.5	2.9
Others	2.4	1.9	1.2	4.1	2.2
Total	100	100	100	100	100
Number ('000)	5,033	3,896	5,842	3,088	8,930

See appendix Table A5.3 for details by subregion.

5.6 Status in Employment

According to the 20th International Conference of Labour Statisticians (ICLS) resolution of 2018, the International Classification of Status in Employment (ICSE-18) classifies jobs in employment for pay or profit into ten detailed categories based on the International Classification of Status in Employment concepts of type of authority (ICSE-18-A) and type of economic risk (ICSE-18-R).

In line with the 20th ICLS resolution, the status in employment below is presented according to ICSE-18-A. This can broadly be categorized into two;

- a) Independent workers: A person is considered to be an independent worker if s/he owns the economic unit for which they work and control its activities³. They include;
 - i. **Employers** - Employers in corporations and Employers in household market enterprises
 - ii. **Independent workers without employees** - Owner-operators of corporations without employees and Own-account workers in household market enterprises without employees.
- b) Dependent workers: These are workers who do not have complete authority or control over the economic unit for which they work. If they are in employment for profit they have no employees, and do not make the most important decisions about the activities of the economic unit for which they work. They include;
 - i. Dependent contractors
 - ii. Employees (permanent, fixed, short-term and casual employees, paid apprenticeship and interns)
 - iii. Contributing family workers.

Table 5.6 provides detailed categorization of workers according to ICSE-18-A with some minor groups merged together. The independent workers were mainly own account workers (47% of total employment) while among the dependent workers the majority (34%) were employees (Paid apprentices, trainees or interns inclusive). Under dependent workers is a unique category of *Dependent contractors*. These are workers employed for profit, but dependent on other entities that exercise control over their productive activities and directly benefits from the work performed by them. As shown in Table 5.6 the proportion of dependent contractors was two percent of total employment.

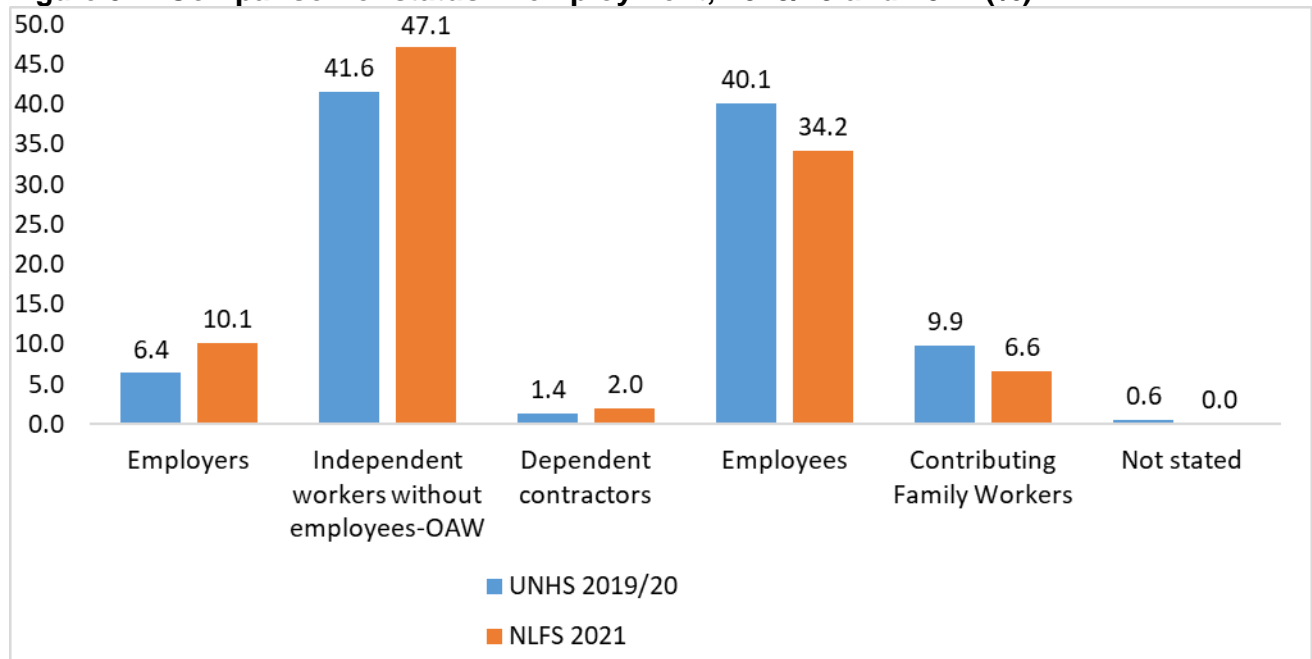
³ ICLS-20-Report, page 18; See Resolution concerning statistics on work relationships, 2018

Table 5.6: Status in employment by selected background characteristics, (%)

Background Characteristics	Independent Workers		Dependent workers			Total
	Employers	Independent workers without employees	Dependent contractors	Employees	Contributing Family Workers	
Sex						
Male	11.5	41.1	1.8	40.1	5.4	100
Female	8.0	55.8	2.3	25.6	8.2	100
Residence						
Rural	9.3	52.0	2.8	28.5	7.4	100
Urban	11.3	39.3	0.8	43.5	5.2	100
Education level						
No formal education	5.4	61.9	3.4	27.8	1.6	100
Some primary	8.5	57.6	2.9	28.1	2.8	100
Completed primary	11.9	55.7	2.6	27.1	2.7	100
Some secondary	13.7	49.5	1.6	32.8	2.4	100
Completed secondary	13.9	37.9	1.3	44.2	2.7	100
Post primary specialized	8.1	36.7	1.3	52.8	1.3	100
Post-Secondary specialized training	10.9	24.8	0.7	62.2	1.5	100
Degree and above	13.4	19.2	0.6	65.2	1.5	100
Sub-regions						
Kampala	9.9	34.6	0.5	51.5	3.5	100
Buganda South	11.7	46.7	0.2	36.9	4.6	100
Buganda North	13.3	43.9	2.6	31.0	9.4	100
Busoga	7.4	51.0	0.6	38.3	2.7	100
Bukedi	5.9	48.6	0.3	39.2	6.0	100
Elgon	9.4	48.3	3.4	32.2	6.5	100
Teso	11.1	51.6	0.3	22.0	14.9	100
Karamoja	3.9	66.6	5.4	21.8	2.3	100
Lango		59.1	2.8	22.6	8.1	100
Acholi	8.0	48.2	4.0	31.8	8.1	100
West Nile	11.4	43.9	6.8	34.1	3.8	100
Bunyoro	13.9	48.6	1.1	29.1	7.2	100
Toro	8.3	46.0	3.8	36.7	5.1	100
Ankole	10.1	43.6	0.4	34.6	11.3	100
Kigezi	6.1	44.0	2.6	45.0	2.3	100
National	10.0	47.1	2.0	34.3	6.6	100
Number '000		4,709	201	3,422	656	9,996

A trend analysis of status in employment showed an increase in the percentage of independent workers between 2019/20 and 2021. On the other hand, the proportion of dependent workers reduced during the same period with the exception of dependent contractors.

Figure 5.2: Comparison of status in employment, 2019/20 and 2021 (%)



5.7 Average Actual hours worked on the main job

5.7.1 Actual of daily and weekly hours worked

According to ILO Conventions 1 and 30, the standard or normal working hours should not exceed forty-eight hours in a week and eight hours in a day. This has been adopted by the Ministry of Public Service standing order as enshrined in the Employment Act 2006. Respondents were asked how many hours per day they spend doing work in the Last 7 days.

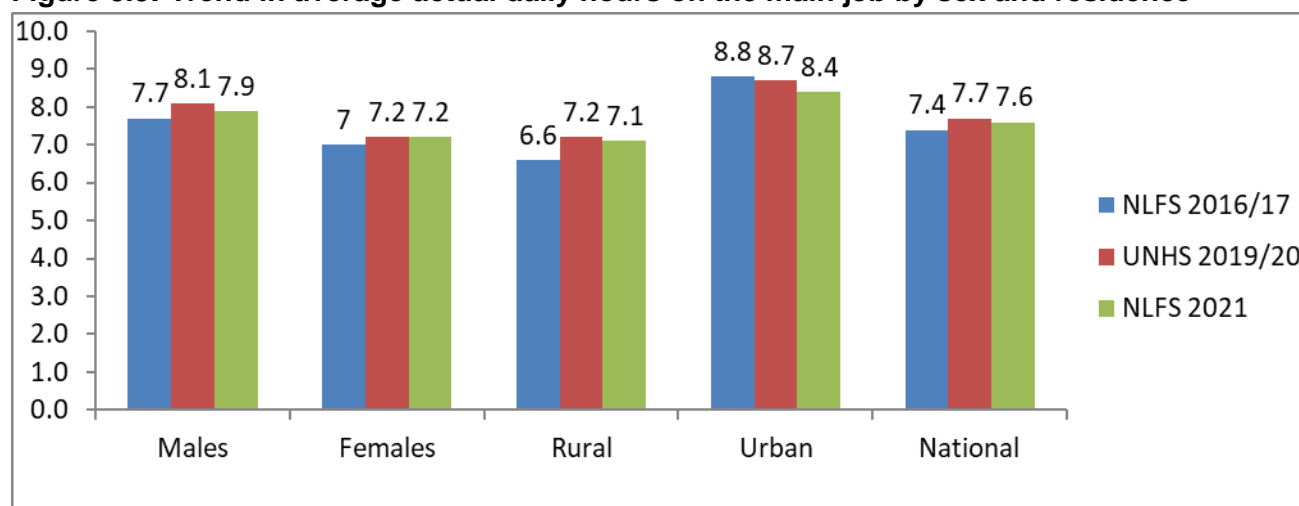
Table 5.7 shows that the actual daily hours worked by the employed population in their main jobs was about eight hours on average. Employed males worked for longer hours (8 hours) than females (7 hours). On the other hand, resident in urban areas worked for longer hours (8 hours) than their rural counterparts (7 hours) per day. Workers in the service sector actually spent more hours per day (9 hours) compared to production (8 hours) and agriculture, forestry and fishing (6 hours). By occupation, Plant and machine operators and assemblers worked more hours (10 hours) than persons employed in other occupations followed by Service and sales workers, and technicians and associate professionals (9 hours each).

Table 5.7: Average actual hours worked on main job by selected background characteristics

Background Characteristics	Average actual DAILY hours			Average actual WEEKLY hours		
	Male	Female	National	Male	Female	National
Residence						
Rural	7.5	6.6	7.2	37.2	32.0	34.9
Urban	8.6	8.1	8.4	43.9	41.4	42.7
Sector of employment						
Agriculture, forestry and fishing	6.3	5.6	6.0	30.1	25.5	28.2
Production	8.7	7.1	8.3	42.3	30.5	39.2
Services	9.0	8.4	8.7	46.5	43.8	45.3
Disability Status						
With disability	7.4	7.0	7.2	35.4	33.0	33.3
Without disability	7.9	7.3	7.7	39.9	36.1	38.4
Occupation						
Skilled agricultural, forestry and fishery workers	6.1	5.5	5.8	29.3	26.0	28.0
Service and sales workers	9.1	8.3	8.6	48.7	43.4	45.7
Elementary occupations	7.7	7.6	7.6	37.0	36.2	36.6
Craft and related trades workers	8.6	6.8	8.1	42.2	30.1	38.7
Professionals	8.2	8.3	8.2	34.5	37.4	35.4
Plant and machine operators and assemblers	9.6	8.5	9.6	51.2	44.3	51.0
Technicians and associate professionals	8.5	9.0	8.7	40.3	46.0	42.5
National	7.9	7.2	7.6	39.7	35.9	38.1

A trend analysis of the average actual daily hours worked showed that employed persons worked almost equal hours over the years ranging from 7-8hours per day (Figure 5.3). Notably, urban residents worked more hours (8hours daily) compared to their rural counterparts.

Figure 5.3: Trend in average actual daily hours on the main job by sex and residence



5.7.2 Classes of actual daily hours worked

Table 5.8 shows the range of average actual hours worked per day on the main job. Findings showed that overall, majority of the employed population worked for 1 to 8 hours per day (61%). On the other hand, about 4 in 10 of the employed population worked overtime (more than 8 hours a day) during the reference week. Comparison by residence shows that majority of rural residents (68%) actually worked eight hours or less per day compared to urban residents (49%) who worked for 9 to 11 hours. Additionally, about 11% of the employed persons worked 12 hours and above per day during the reference week. Whereas most persons in the agricultural sector (86%) spent on average 1-8 hours daily, majority of their counterparts in the services and production sectors worked overtime (beyond 8 hours).

Table 5.8: Range of average actual hours worked per day by selected background Characteristics

Background characteristics	1-8 hours	9-11 hours	12 and above hours	Total
Sex				
Male	56.4	31.8	11.8	100
Female	66.6	23.8	9.6	100
Residence				
Rural	68.1	23.7	8.3	100
Urban	48.7	36.3	15.1	100
Age group				
14-17	78.3	14.7	7.0	100
18-30	57.6	30.1	12.4	100
31-64	60.5	29.2	10.3	100
Special age group				
15-24	64.0	25.2	10.7	100
15-35	59.2	29.1	11.7	100
Disability Status				
With disability	66.6	24.7	8.7	100
Without disability	60.2	28.8	11.0	100
Sector of employment				
Agriculture, forestry and fishing	86.2	10.8	3.0	100
Production	49.7	39.4	10.9	100
Services	44.3	38.9	16.8	100
Occupation				
Skilled agricultural, forestry and fishery workers	87.8	9.7	2.5	100
Service and sales workers	44.5	39.8	15.7	100
Elementary occupations	62.9	24.3	12.8	100
Craft and related trades workers	51.3	38.2	10.5	100
Professionals	60.4	32.8	6.9	100
Plant and machine operators and assemblers	29.5	48.1	22.5	100
Technicians and associate professionals	49.6	33.9	16.4	100
National	60.6	28.5	10.9	100

5.8 Earnings from paid Employment

Earnings refer to the remuneration in cash or/and in kind paid to employees, as a rule at regular intervals, for time worked or work done together with remuneration for time not worked such as annual vacation and other paid leave or holidays. It includes direct wages and salaries, remuneration for time not worked, bonuses and gratuities, and payments in kind. It excludes Employers' contributions to social security and pension schemes, severance and termination pay (12th ICLS, 1973). Table 5.9 shows that, persons in paid employment earned a median monthly cash wage of Uganda shillings 200,000 in 2021. Males earned Uganda shillings 250,000 compared to Uganda shillings 140,000 earned by females. The highest paying sector was services that paid median monthly cash wage of Uganda shillings 300,000. The median monthly wage for works in the public sector (UGX 532,000) was almost triple the wage earned by workers in the private sector (UGX 170,000).

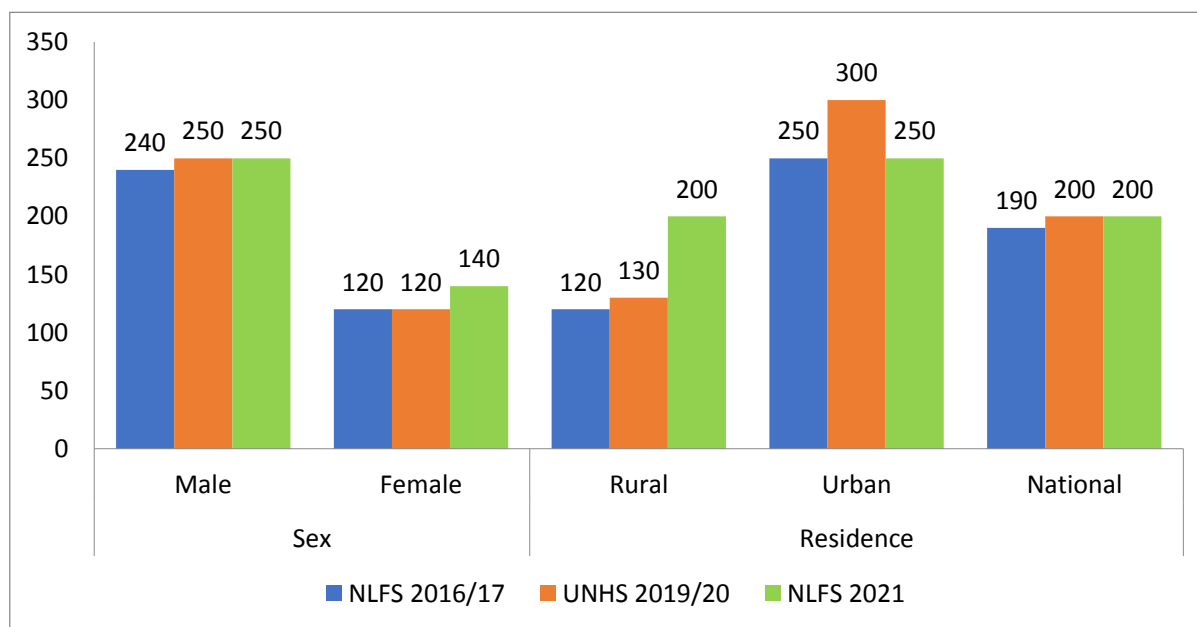
Table 5.9: Median monthly earnings for persons in paid employment on the main job by type of payment and selected background characteristics ('000 UGX)

Background characteristics	In-Cash			In-Kind			In-Cash & In-kind		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Residence									
Rural	200	100	200	80	100	80	240	130	200
Urban	300	150	250	100	96	100	350	200	285
Sector of employment									
Agriculture, forestry and fishing	100	60	80	72	30	70	110	64	100
Production	240	200	240	60	60	60	264	200	250
Services	350	180	300	100	100	100	400	224	320
Type of Institution									
Private	200	100	170	75	96	80	240	150	200
Public	540	530	532	100	100	100	568	542	560
Disability Status									
With disability	250	80	200	100	100	100	300	126	220
Without disability	250	140	200	90	96	96	300	180	250
Nature of employment									
Formal employment	580	600	600	140	120	120	630	610	612
Informal employment	250	140	200	72	96	80	270	190	240
Occupation									
Professionals	568	480	535	150	80	120	600	500	550
Skilled agricultural, forestry and fishery workers	120	80	100	40	150	50	130	80	100
Technicians and associate professionals	500	500	500	100	100	100	500	550	500
Craft and related trades workers	250	160	250	72	100	72	300	200	280
Plant and machine operators and assemblers	250	300	250	80	60	80	280	360	280
Service and sales workers	250	150	200	90	80	80	300	160	240
Elementary occupations	120	80	100	60	100	80	150	100	122
National	250	140	200	90	96	96	300	180	250

See appendix Table A5.4 for details by sub-regions and education level attained.

A trend in the median monthly cash earnings showed minimal increase at about UGX 200,000 between 2016/17 and 2021 (Figure 5.4). However, there was a notable increase in the median cash earnings of workers in rural areas from UGX 120,000 in 2016/17 to UGX 200,000 in 2021. Urban workers on the other hand reported an increase in median cash earnings from UGX 250,000 in 2016/17 to UGX 300,000 in 2019/20; this was then followed by a UGX 50,000 drop in the earnings as reported in 2021. Males generally had more cash earnings (double) than their female counterparts over the years. Among employees residing in urban areas, there was a reduction a UGX 50,000 increment in their earnings from 2016/17 to 2019/20; a decrease by similar rate was recorded between 2019/20 and 2021. This could be largely attributed to reduction in payments due to Covid-19 effects.

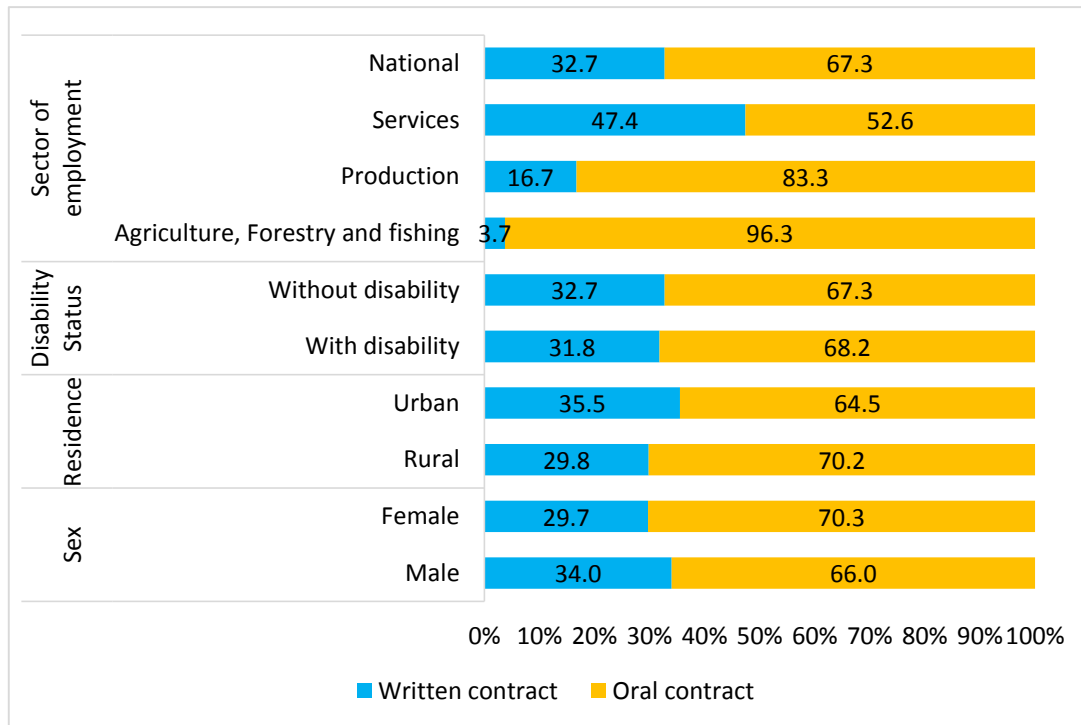
Figure 5.4: Trend in median monthly CASH earnings for persons in paid employment on the main job by type of payment and selected background characteristics ('000 UGX)



5.9 Type of employment agreement

Upon employment, one is given either a written or oral contract agreement specifying his or her terms and conditions of work including pay and time of work among others. Figure 5.5 shows that, regardless of the disaggregation level, majority of employed persons (67%) were employed on the basis of an oral agreement. Overall, only 33% of employed persons were engaged on the basis of written agreements. Notably about half (47%) of the employees in the services sector had written contracts.

Figure 5.5: Type of employment agreement for persons in paid employment



See appendix Table A5.5 for details by sub-region.

5.10 Job Satisfaction

Job satisfaction is defined as the extent to which an employee feels self-motivated, content & satisfied with his/her job. Job satisfaction happens when an employee feels he or she is having job stability, career growth and a comfortable work life balance⁴. Table 5.10 shows that overall, about eight in ten (77%) of the employed persons were satisfied with their main jobs during the reference week. The higher the level of education attained, the more satisfied one was with their main job.

⁴ <https://www.mbaskool.com/business-concepts/human-resources-hr-terms/4394-job-satisfaction.html>

Table 5.10: Proportion of the population in Employment by Job Satisfaction status on the main job by Selected Background Characteristics

Background characteristics	Satisfactory job	Neither satisfied nor unsatisfied	Not Satisfactory job	Total
Sex				
Male	77.7	11.8	10.6	100
Female	75.3	12.8	11.8	100
Residence				
Rural	76.7	11.8	11.5	100
Urban	76.7	12.9	10.4	100
Age group				
14-17	72.2	15.5	12.3	100
18-30	72.1	13.9	14.0	100
31-64	80.7	10.5	8.8	100
Special age group				
15-24	70.9	14.8	14.3	100
15-35	74.0	13.2	12.7	100
Disability Status				
With disability	72.5	14.3	13.2	100
Without disability	77.0	12.1	10.9	100
Education attainment				
No education	71.5	12.7	15.7	100
Some primary	72.8	13.6	13.5	100
Primary	78.7	11.1	10.3	100
Some secondary	77.0	12.8	10.2	100
Secondary	79.9	13.4	6.8	100
Post primary specialized	86.5	5.8	7.6	100
Post-Secondary specialized	85.7	6.3	8.0	100
Degree+	88.6	5.4	6.0	100
Sector of employment				
Agricultural	73.4	13.1	13.5	100
Production	76.0	13.5	10.5	100
Services	79.3	11.2	9.5	100
National	76.8	12.2	11.0	100

5.11 Job search

Job search refers to the act of looking for employment, due to unemployment, underemployment, discontent with a current position, or a desire for a better position. It entails instances of active contact with a potential employer to apply for a job, contact by phone or in person, submitting a written application, or by attending a job interview among others. The NLFS 2021, employees were asked how they found their current main job.

Table 5.11 shows that majority (about 60%) of the employees acquired their current main jobs through friends or relatives. Nearly 20% were recruited directly by the employer whereas only 16% found the jobs through a Newspaper job advert.

Table 5.11: Distribution of persons in employment by method of job search and selected background characteristics, %

Background characteristics	Friends / relatives	Directly by employer	Newspaper advertisement	Recruiter in / out country	Other method	Total
Sex						
Male	59.3	19.3	16.6	2.1	2.7	100
Female	60.5	19.1	14.9	1.5	4.0	100
Residence						
Rural	58.1	19.7	17.0	2.1	3.2	100
Urban	61.4	18.7	15.2	1.8	2.9	100
Disability Status						
With a disability	52.8	20.9	18.4	3.3	4.5	100
Without a disability	60.1	19.1	16.0	1.9	3.0	100
Education level attained						
No education	70.5	21.6	1.2	1.2	5.5	100
Some Primary	70.4	25.2	1.8	1.2	1.5	100
Completed primary	73.3	20.1	3.2	2.6	0.9	100
Some Secondary	65.3	19.3	10.8	2.9	1.6	100
Completed Secondary	55.6	14.9	23.7	2.1	3.7	100
Post primary specialized training	44.8	18.4	30.0	1.6	5.1	100
Post-Secondary specialized training	34.7	16.8	42.5	2.8	3.1	100
Degree+	24.5	10.0	55.5	1.5	8.5	100
Sector of employment						
Agriculture, forestry and fishing	71.1	26.3	0.2	0.2	2.1	100
Production	71.7	17.2	6.2	2.2	2.7	100
Services	52.3	17.4	24.4	2.4	3.4	100
National	59.7	19.2	16.1	1.9	3.1	100

Employees were further asked how long they had been actively looking for work before finding their current job. Survey findings revealed that the highest proportion (26%) obtained their current job between one- and six-months of job search. These were followed by 23% who took less than a day between job search and job acquisition. Majority of employees in the agricultural (30%) and services (21%) sector acquired their jobs in less than a day while majority in the production sector (28%) took 1-6months before acquiring the job.

Table 5.12: Percentage distribution of persons in employment by duration between job search and finding current job

Background characteristics	Less than a day	less than a week	less than a month	1-less than 6 months	6 moths - less than 1 year	1-Less than 2 years	2 years and above	Total
Sex								
Male	22.6	8.4	11.5	25.8	11.0	10.9	9.9	100
Female	23.1	12.5	12.4	27.7	8.6	9.4	6.3	100
Residence								
Rural	22.8	10.2	12.6	24.9	9.4	10.0	10.2	100
Urban	22.7	9.1	10.9	27.9	11.1	10.9	7.4	100
Disability Status								
With a disability	28.3	11.3	8.3	20.0	10.9	9.2	12.0	100
Without a disability	22.4	9.6	11.9	26.7	10.2	10.5	8.6	100
Education level attained								
No education	27.5	16.0	17.5	24.0	5.4	3.3	6.3	100
Some Primary	25.5	10.9	15.9	27.4	9.2	6.7	4.3	100
Completed primary	20.0	12.8	13.7	24.0	10.5	9.9	9.1	100
Some Secondary	17.3	8.5	10.6	29.3	10.7	12.2	11.3	100
Completed Secondary	22.0	7.9	8.5	24.9	17.0	12.6	7.0	100
Post primary specialized training and above	24.2	5.3	7.8	23.7	11.0	15.4	12.7	100
Sector of employment								
Agriculture, forestry and fishing	29.6	17.6	17.0	22.8	6.0	3.3	3.8	100
Production	19.7	9.2	15.4	27.9	10.1	11.9	5.8	100
Services	21.4	7.1	8.8	27.1	11.7	12.4	11.4	100
National	22.7	9.7	11.8	26.4	10.2	10.4	8.8	100

5.12 Education Mismatch

Educational mismatch is defined as the discrepancy between the worker's level of education and the level of education which is required for the job in the Labour market⁵.

⁵ <https://ilostat.ilo.org/resources/concepts-and-definitions/description-education-and-mismatch-indicators/>

Employed persons of minimum education of S.4 were considered to be in education/qualification related inadequate employment situations if during the reference period of one week were employed and not categorized as time-related underemployed but whose educational attainment were higher than the educational level required by their current main jobs. Table 5.13 shows that about 43 percent of the persons in employment were under-educated for the jobs they were holding while 45 percent had education requirements matching those on their main jobs. The results also show that most persons residing in urban areas (51%) had education levels matching their jobs while half of those residing in rural areas (51%) were under educated.

Table 5.13: Education mismatch of the population in employment by selected background characteristics

Background characteristics	Matching	Over educated	Under educated	Not stated	Total
Sex					
Male	45.7	11.8	40.8	1.7	100
Female	42.9	10.5	45.9	0.7	100
Residence					
Rural	40.4	7.9	50.6	1.1	100
Urban	51.0	16.3	31.0	1.6	100
Age groups					
14-17	51.6	4.5	43.9	0.0	100
18-30	47.8	14.0	37.8	0.3	100
31-64	42.2	9.7	46.1	2.0	100
Special age group					
15-24	47.1	10.8	41.9	0.2	100
15-35	47.0	13.4	38.9	0.7	100
Disability Status					
With disability	36.5	7.4	53.7	2.4	100
Without disability	45.2	11.5	42.1	1.2	100
Sector of employment					
Agriculture, forestry and fishing	37.0	8.1	54.1	0.8	100
Production	42.4	17.1	40.1	0.5	100
Services	49.9	11.7	36.6	1.8	100
National	44.6	11.2	42.9	1.3	100

See appendix Table A5.6 for details by sub-region, education level attained and occupation on the main job.

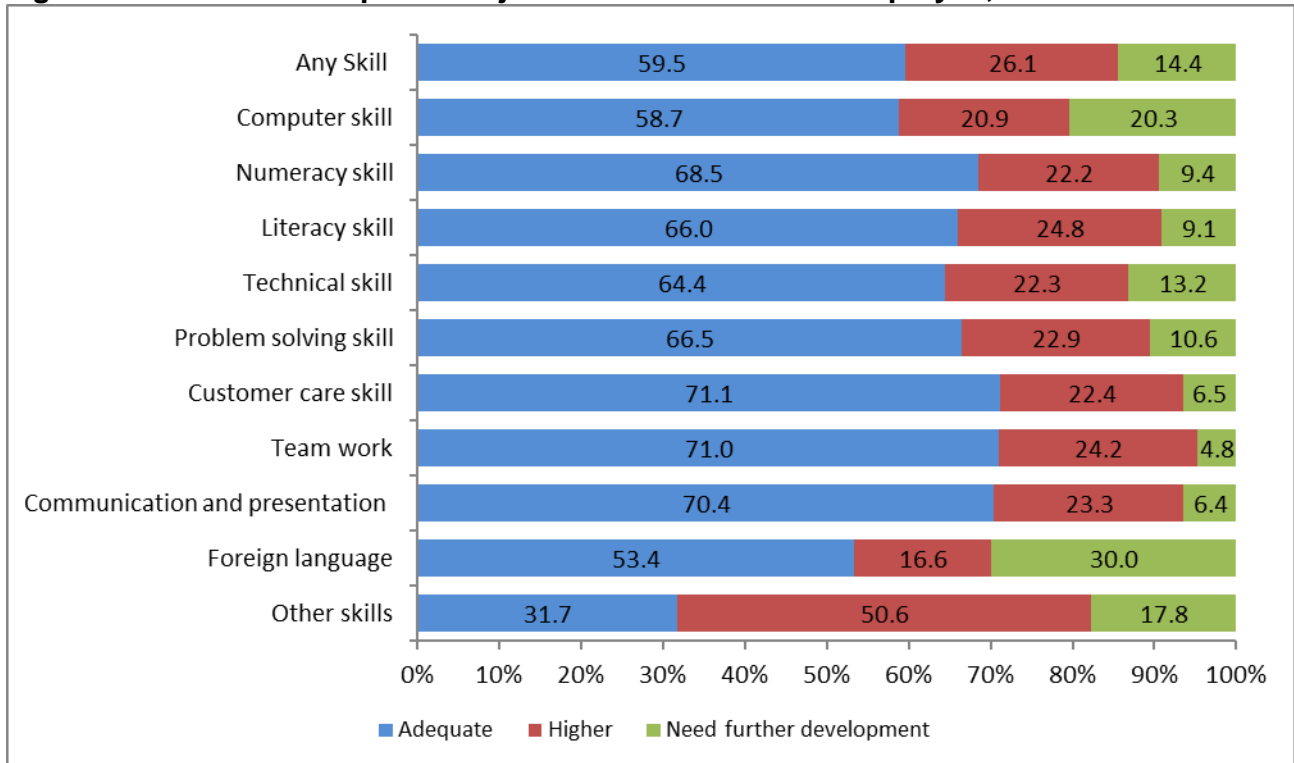
5.13 Skills Mismatch

Skills mismatch is a discrepancy between the skills that are sought by employers and the skills that are possessed by workers, that is, imbalances between skills offered and skills needed in the world of work⁶. In order to determine the skill mismatch, respondents were asked to state the type of skills required to carry out their job and describe their ability to apply the required skills.

⁶ <https://unevoc.unesco.org/home/TVETipedia+Glossary/filt=all/id=568>

Figure 5.6 shows that more than half (60%) of the employed population had adequate skills while and (26%) had skills higher than those required on the job. Learning is a continued process hence some respondents (14%) who had low skills had stated that they needed further development in skills required on the job.

Figure 5.6: Skill level required on job versus skill level of employee, %



*Need further development implies that the respondent's ability to apply the required skill on job is low

5.14 Place of work characteristics

The place of work is the location at which a currently employed person performs his or her primary job. Table 5.14 shows that majority (82%) of the employed population works in the private sector. About (69%) worked in private businesses or firms. Sex and residential differentials showed a similar pattern. Only 14% of employees worked in Government institutions with males having a higher share (15%) than females (13%). Additionally, rural residents had a higher proportion of government employees (15%) than urban residents (13%).

Table 5.14: Place of work of the employed population by sex, and residence

Place of work	Sex		Residence		National
	Male	Female	Rural	Urban	
Employees, apprentices or assisting family members					
Private business or farm	70.4	66.3	68.8	69.2	69.0
Government Institution	15.0	12.7	15.2	13.1	14.2
Private household as a Domestic Worker	8.4	17.5	10.8	12.2	11.5
Non-governmental/non-profit organization	3.9	2.2	2.9	3.7	3.3
State-owned enterprise	0.8	0.1	0.5	0.7	0.6
Embassy, international organization	0.2	0.1	0.0	0.3	0.2
Other	1.3	1.1	1.7	0.7	1.2
All persons in employment					
Own home/house	10.9	22.1	16.2	14.4	15.5
Client or employer's home	6.3	6.1	5.2	7.8	6.2
On farm or Agricultural plot	28.4	26.9	37.5	12.6	27.8
Enterprise**	35.5	32.5	26.4	46.7	34.3
Without fixed location/open place	9.1	9.8	8.8	10.4	9.4
Fixed stall in the market/street	6.3	0.1	3.1	4.9	3.8
Door to door	1.7	1.5	1.4	1.9	1.6
Others	1.2	0.8	1.2	0.9	1.1
Cannot say	0.4	0.1	0.3	0.3	0.3
Institution type					
Public	18.0	16.8	19.7	15.5	17.6
Private	82.0	83.2	80.3	84.5	82.4
Total	100	100	100	100	100

**Note: Enterprise include: plant, factory, office, shop, workshop etc.

5.15 Informal employment

Informal employment comprises all informal jobs, whether carried out in formal sector enterprises, informal sector enterprises, or households, during the reference period. The analysis in this section specifically considered *informal employment* to consist of cases where employment relationships were, in law or in practice, not subject to social protection (i.e., no provision for pension or contribution to National Social Security Fund) and no entitlement to paid annual leave or paid sick leave. **Informal enterprises** were those not registered by Uganda Registration Services Bureau (URSB) as a business or by the Uganda Revenue Authority (URA) for Value added tax / income tax returns and did not keep complete books of accounts.

5.15.1 Informal employment excluding agriculture

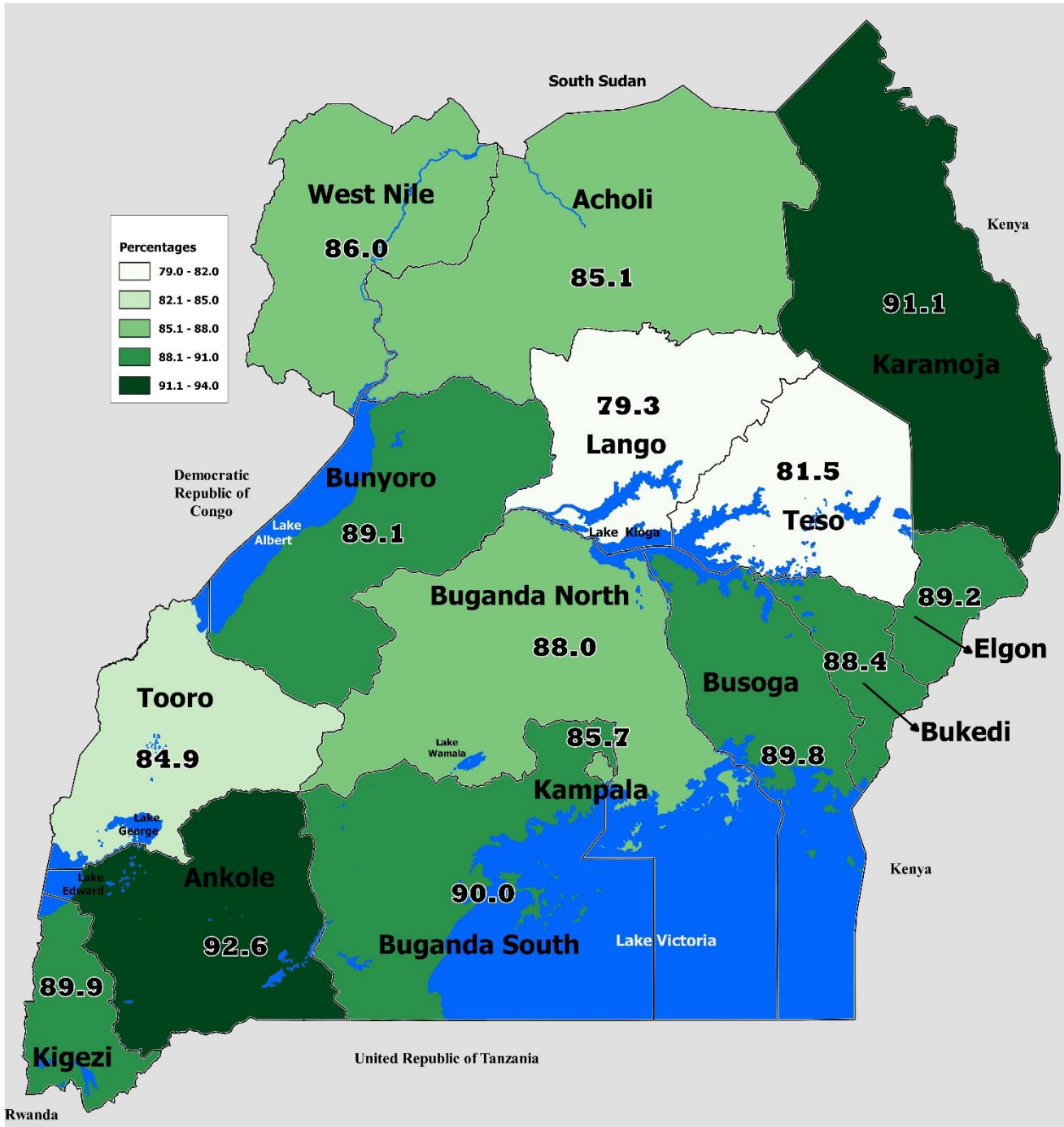
Statistics on informality are key to assessing the quality of employment in an economy. This indicator therefore presents the share of employment which is classified as informal employment in the total economy, and separately in agriculture and in non-agriculture. Table 5.15 shows that overtime, the proportion of the employed population in informal employment excluding agriculture was at 88% in 2019/20 and 2021; an increase from 85% registered in 2016/17. The higher the level of education level attained, the less likely one is to be engaged in informal employment excluding agriculture.

Table 5.15: Proportion of informal employment in total employment excluding agriculture by sex, residence and age groups, (%)

Background characteristics	NLFS 2016/17	UNHS 2019/20	NLFS 2021
Sex			
Male	84.5	86.5	85.6
Female	85.6	90.6	91.2
Residence			
Rural	89.6	91.2	89.0
Urban	80.5	84.9	86.8
Age groups			
14-17	99.5	100.0	98.7
18-30	90.5	92.9	91.8
31-64	78.6	84.8	84.1
Special age group			
15-24	95.7	96.2	95.8
15-35	87.6	91.2	91.0
Disability Status			
With disability	88.4	84.7	91.1
Without disability	84.1	88.5	87.7
Education level attained			
No education	95.0	98.0	97.8
Some primary	94.1	97.4	96.8
Primary	86.2	97.5	95.8
Some secondary	64.6	85.3	91.7
Secondary	49.5	89.9	84.2
Post primary/secondary and above	95.0	67.7	63.4
National	85.0	88.2	87.9
Number'000	4,495	4,417	5,629

Map 5.2 shows that the highest proportion of employed persons in informal employment excluding agriculture were in Ankole sub-region (93%) followed by Karamoja (91%) while Lango was the least with (79%) of persons in informal employment excluding agriculture.

Map 5.2: Proportion of informal employment in total employment excluding agriculture by sub-region, %



5.15.2 Informal employment including agriculture

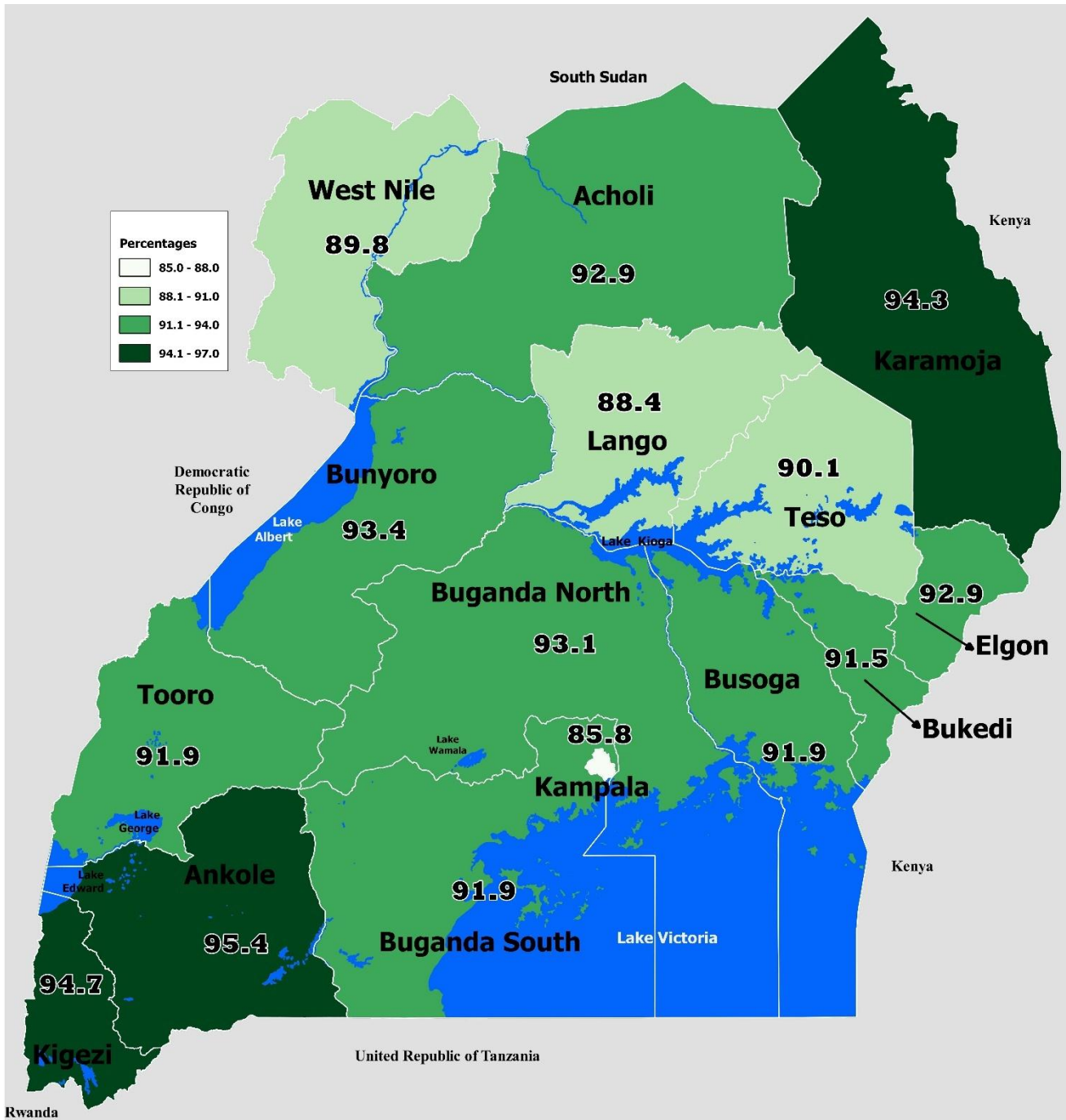
Table 5.16 shows that about 92% of the employed population was in informal employment including agriculture; a decrease from 93% reported in 2019/20. However, more persons with disability engaged in informal employment including agriculture (from 90% in 2019/20 to 95% in 2021).

Table 5.16: Proportion of employed population in informal employment including agriculture by background characteristics, (%)

Background characteristics	NLFS 2016/17	UNHS 2019/20	NLFS 2021
Sex			
Male	90.2	91.5	90.3
Female	91.3	94.2	94.0
Residence			
Rural	95.0	95.4	93.8
Urban	82.5	87.5	88.9
Age groups			
14-17	99.8	100.0	99.3
18-30	93.8	95.4	94.2
31-64	86.7	90.6	89.2
Special age group			
15-24	97.4	97.8	97.3
15-35	92.0	94.3	93.8
Disability Status			
With disability	93.1	89.7	94.5
Without disability	90.0	92.8	91.7
Education level attained			
No education	98.2	99.0	98.5
Some Primary	97.7	98.5	97.9
Completed primary	94.3	98.6	97.2
Some Secondary	90.8	89.2	93.4
Completed Secondary	77.6	92.5	86.6
Post primary/secondary specialized training	61.4	71.3	67.4
National	90.7	92.6	91.9
Number ('000)	8,106	7,671	9,182

Map 5.3 shows that the highest proportion of employed persons in informal employment including agriculture were in Ankole sub-region (95%) while Kampala was the least with (86%) of persons in informal employment including agriculture.

Map 5.3: Proportion of informal employment in total employment Including agriculture by sub-region, (%)



5.16 Access to Decent work

5.16.1 Social protection

Social protection is a set of interventions whose objective is to reduce social and economic risk and vulnerability, and to alleviate extreme poverty and deprivation⁷. Table 5.17 shows that only a quarter of employees pay for NSSF. Over three-quarters (76%) do not contribute towards any form of social protection.

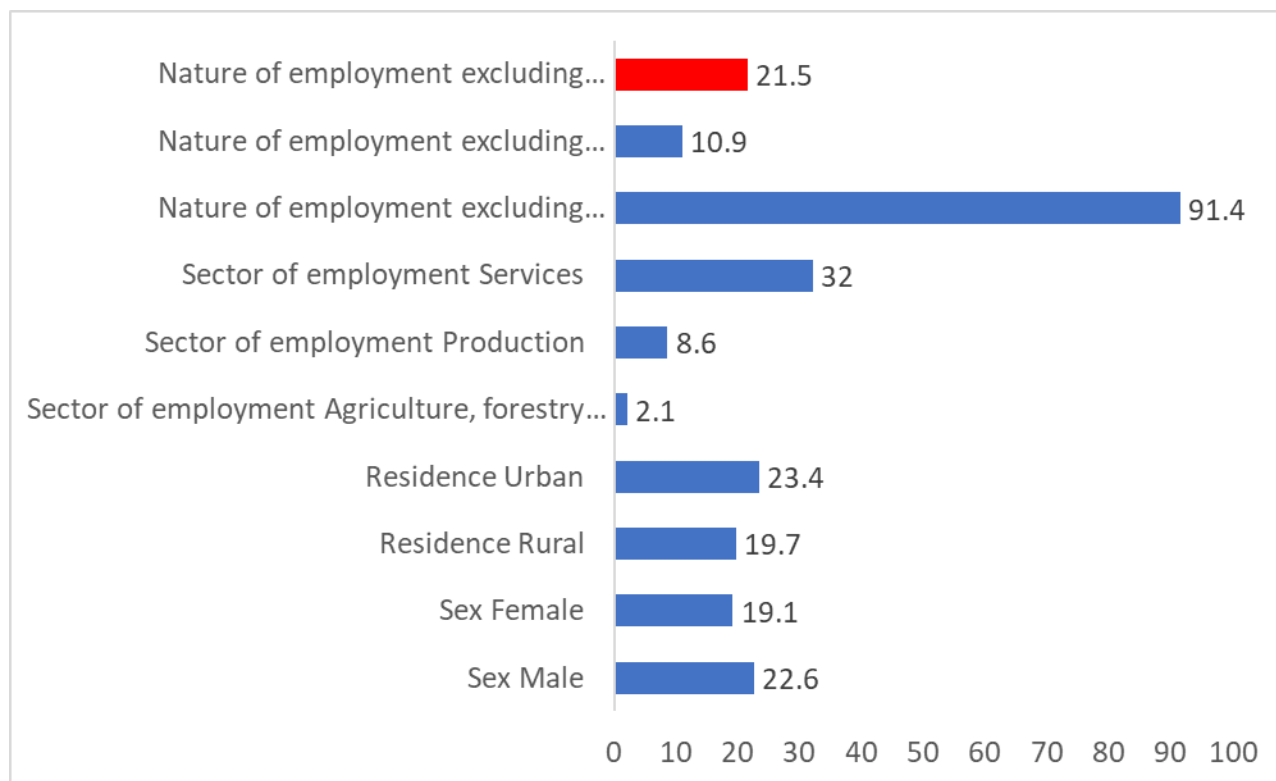
Table 5.17: Distribution of persons in paid employment by type of social security and selected background characteristics, %

Background Characteristics	Employer					Total
	Pays for NSSF	Pays for other Provident fund	Pays for pension	None	Don't know	
Sex						
Male	15.7	0.3	5.7	73.8	4.4	100
Female	11.9	0.5	4.7	79.6	3.2	100
Residence						
Rural	12.0	0.4	6.6	76.3	4.7	100
Urban	17.1	0.4	4.2	74.8	3.4	100
Sector of employment						
Agriculture, forestry and fishing	2.0	0.0	0.1	96.2	1.7	100
Production	8.5	0.1	0.0	87.5	3.9	100
Services	20.6	0.6	8.8	65.0	4.9	100
Type of Institution						
Public	33.3	1.5	29.8	24.8	10.7	100
Private	10.6	0.2	0.2	86.4	2.6	100
Disability Status						
With disability	11.5	0.0	7.8	76.6	4.1	100
Without disability	14.7	0.4	5.3	75.5	4.1	100
National	14.5	0.4	5.4	75.6	4.1	100

PAYE is a tax charged on all employees earning a monthly salary income above the stated threshold as per the Income Tax Act 2020. Figure 5.7 shows that overall, 22% of the persons in employment have PAYE deducted from their salaries or wages. The proportion is higher among public employees (70%) compared to eleven percent among private sector employees. More employees in the services (32%) compared to other sectors stated that PAYE is deducted. There was an almost equal share among PWDs, sex and residential status.

⁷ <https://www.fao.org/social-protection/overview/whatispp/en/>

Figure 5 7: Proportion of employees whose employers deduct PAYE from their salaries/wages by selected background characteristics



5.16.2 Employment benefits at the workplace

Rights at work is one of the strategic pillars of decent work agenda. A benefit is something extra, such as money or goods that is given to employees because of their job in addition to their salary. The NLFS 2021 asked employed persons whether they are entitled to paid annual leave, paid sick leave, paid maternity leave, retirement benefits and medical / health insurance. Table 5.18 shows that overall, 27% of employees received any workplace benefit where majority of these were aged between 31-64 years (32%) and majority being urban dwellers. Findings further revealed that the least percentage of the employed persons benefited from old age/pension, retirement insurance schemes (17%). On the other hand, 73% of employees do not receive any workplace benefit. This can be attributed to informal employment and working in private establishments that may not adhere to existing laws on workplace benefits.

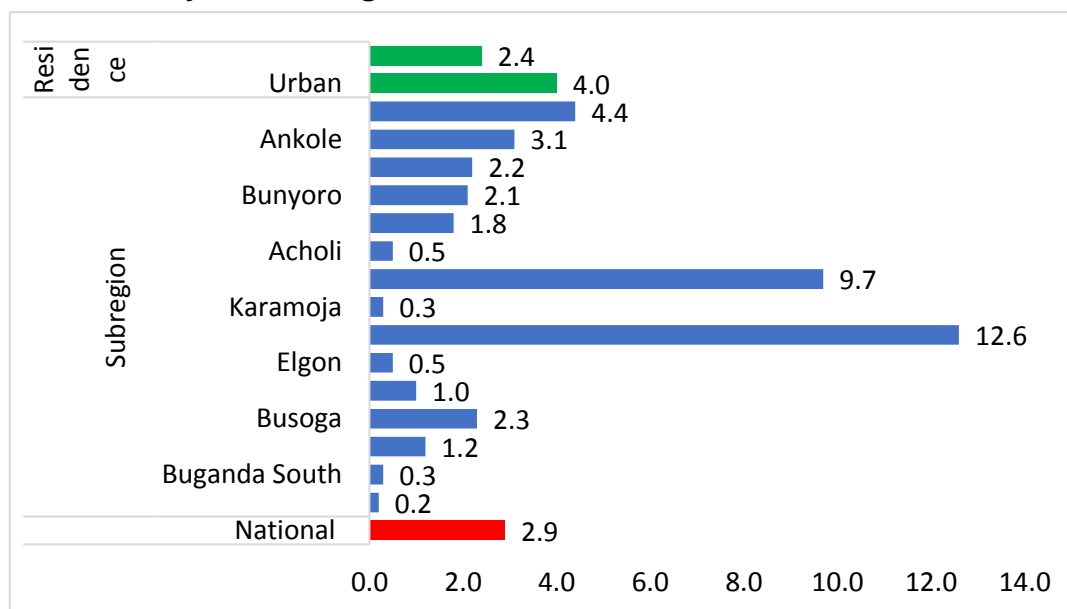
Table 5.18: Distribution of persons in employment by type of workplace benefit and selected background characteristics, %

Background characteristics	Paid annual leave (holiday time)	Paid sick leave in case of illness	Paid Maternity / Paternity leave	Entitled to Pension/Old age/Retirement insurance schemes	Medical/ Health insurance coverage	Any of the benefits	None of the benefits
Sex							
Male	19.2	25.2	19.8	17.1	20.0	26.8	72.6
Female	19.3	24.1	20.3	16.2	17.7	26.4	72.8
Residence							
Rural	17.1	23.9	20.2	19.0	20.1	25.1	73.9
Urban	21.4	25.9	19.8	14.6	18.6	28.4	71.3
Institution type							
Public	59.9	93.1	92.7	91.7	90.5	95.7	4.3
Private	10.6	10.3	4.4	0.8	4.1	12.1	87.8
Sector of employment							
Agriculture, forestry and fishing	1.3	1.8	0.6	0.8	1.2	2.5	95.6
Production	5.8	8.5	4.9	2.2	5.7	9.2	90.1
Services	29.3	37.6	31.0	26.6	29.5	40.3	59.5
Nature of employment excluding agriculture							
Formal employment	94.2	89.9	71.5	58.2	68.6	96.2	3.8
Informal employment	6.9	16.6	13.8	12.0	13.3	17.9	81.7
Occupation on the main job							
Managers	60.7	73.9	56.2	52.5	56.3	80.8	19.2
Professionals	56.6	71.8	62.2	54.2	58.1	75.8	24.2
Technicians and Associate Professionals	43.9	60.2	50.0	43.1	46.5	62.0	37.7
Clerical Support Workers	43.7	52.4	40.4	25.3	40.8	55.1	44.9
Service and sales workers	19.4	25.4	19.3	15.6	18.0	27.0	72.8
Skilled agricultural, forestry and fishery workers	0.8	1.8	1.8	1.5	1.5	1.8	95.7
Craft and related trades workers	3.6	4.8	3.0	1.7	3.8	6.2	93.4
Plant and machine operators and assemblers	9.7	12.0	4.3	2.1	5.6	12.4	87.2
Elementary occupations	3.5	4.3	3.0	2.3	3.6	6.1	92.6
National	19.2	24.9	20.0	16.8	19.3	26.7	72.6
Number '000	652	845	679	572	657	913	2,486

5.17 Corporations

Incorporation is the legal process used to form a corporate entity or company⁸. A corporation is a separate legal entity from its owners, with its own rights and obligations. A corporation is created for the purpose of producing goods or services for the market, which may be a source of profit or other financial gain to its owner(s); it is collectively owned by shareholders who have the authority to appoint directors responsible for its general management. Household unincorporated market enterprises are created for the purpose of producing goods or services for sale or barter on the market. They can be engaged in virtually any kind of productive activity and they include unincorporated partnerships but the liability of the partners for the debts of the businesses must be unlimited for the partnerships to be treated as unincorporated enterprises. The NLFS 2021 asked all persons identified as independent workers with or without employees whether the business they work for is incorporated. Figure 5.8 shows that in 2021, very few (3%) of the self-employed persons had their businesses incorporated. Lango (13%) and Teso (10%) sub-regions had the highest percentage of companies or business within their sub-regions incorporated.

Figure 5.8: Percentage distribution of self-employed population with incorporated businesses by location, Uganda, 2020



⁸ <https://www.investopedia.com/terms/i/incorporate.asp>

5.17.1 Keeping Books of Accounts

Book keeping is the process of recording of all financial transactions of a business to monitor its financial performance in a given period. It involves preparing source documents for all transactions, operations, and other events of a business. Such transactions include purchases, sales, receipts and payments by an individual person or an organization/corporation. Table 5.19 shows that in 2021, only 26% of the self-employed persons stated that their work places keep any form of books of accounts. Of these, almost 9 in 10 keep informal records.

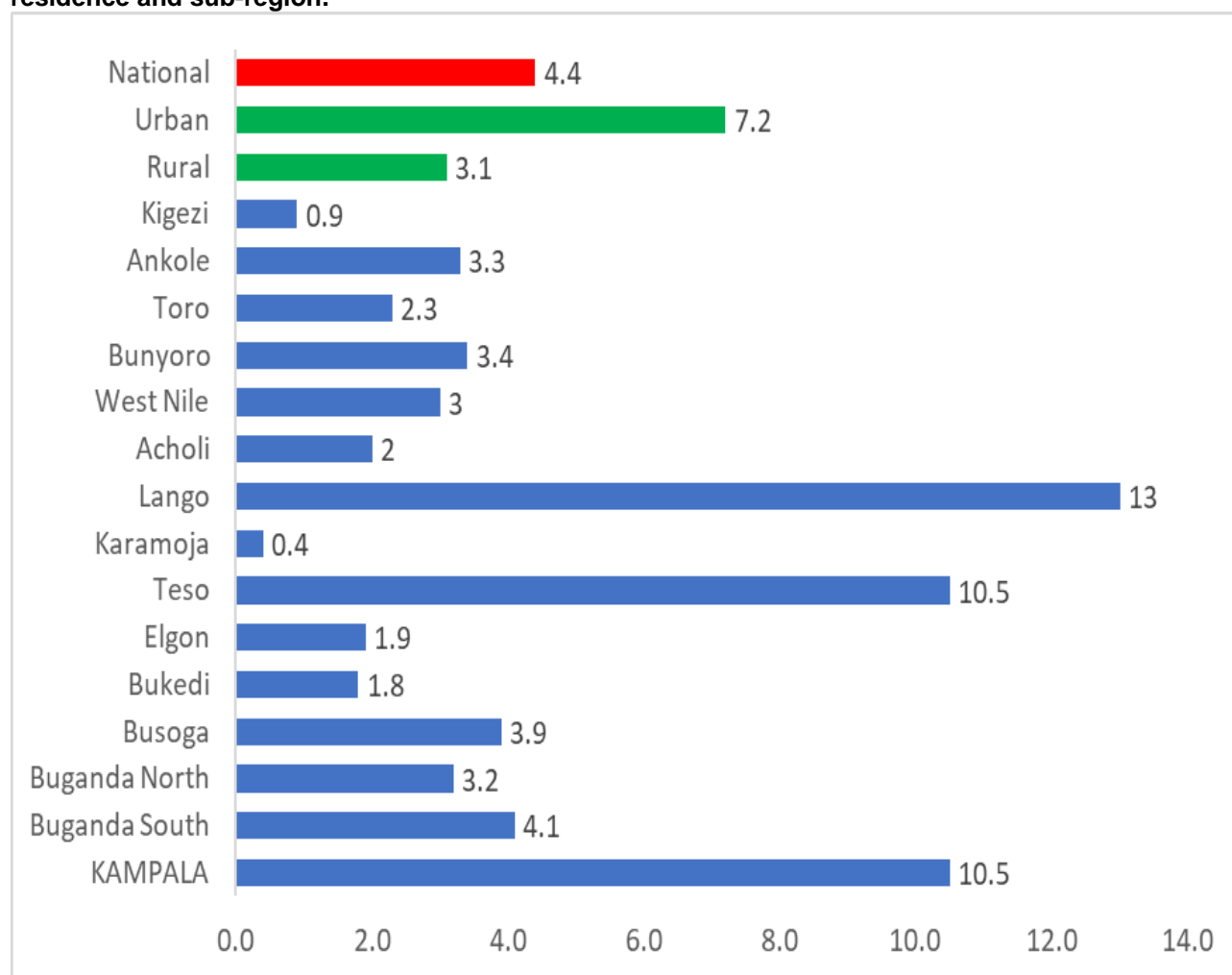
Table 5.19: Percentage distribution of self-employed persons by nature of books of account kept at their place of work, residence and sub-region

Background characteristics	A complete (Audited) set of written accounts	Simplified (Unaudited) written accounts	Informal records of orders, sales, purchases	Total	Proportion that kept Books of Account
Residence					
Rural	1.9	9.5	88.7	100	21.4
Urban	1.4	13.1	85.5	100	34.0
Sector of employment					
Agriculture, forestry and fisheries	2.3	12.7	85.1	100	19.8
Production	0.5	7.4	92.0	100	22.7
Services	1.6	10.9	87.6	100	31.5
Subregion					
Kampala	0.7	15.2	84.1	100	37.6
Buganda South	2.7	9.2	88.1	100	34.0
Buganda North	2.2	15.1	82.8	100	21.5
Busoga	1.7	6.9	91.4	100	14.9
Bukedi	0.0	30.2	69.8	100	22.5
Elgon	0.0	19.5	80.5	100	13.1
Teso	2.2	5.3	92.4	100	25.8
Karamoja	1.1	2.5	96.5	100	17.8
Lango	2.5	14.5	82.9	100	34.1
Acholi	0.5	20.7	78.8	100	33.0
West Nile	0.8	0.0	99.2	100	31.0
Bunyoro	1.3	7.8	90.8	100	25.8
Toro	0.8	9.2	90.0	100	22.6
Ankole	2.5	13.4	84.1	100	23.9
Kigezi	0.0	9.9	90.1	100	8.1
National	1.7	11.1	87.3	100	25.6

5.17.2 Registration with URSB

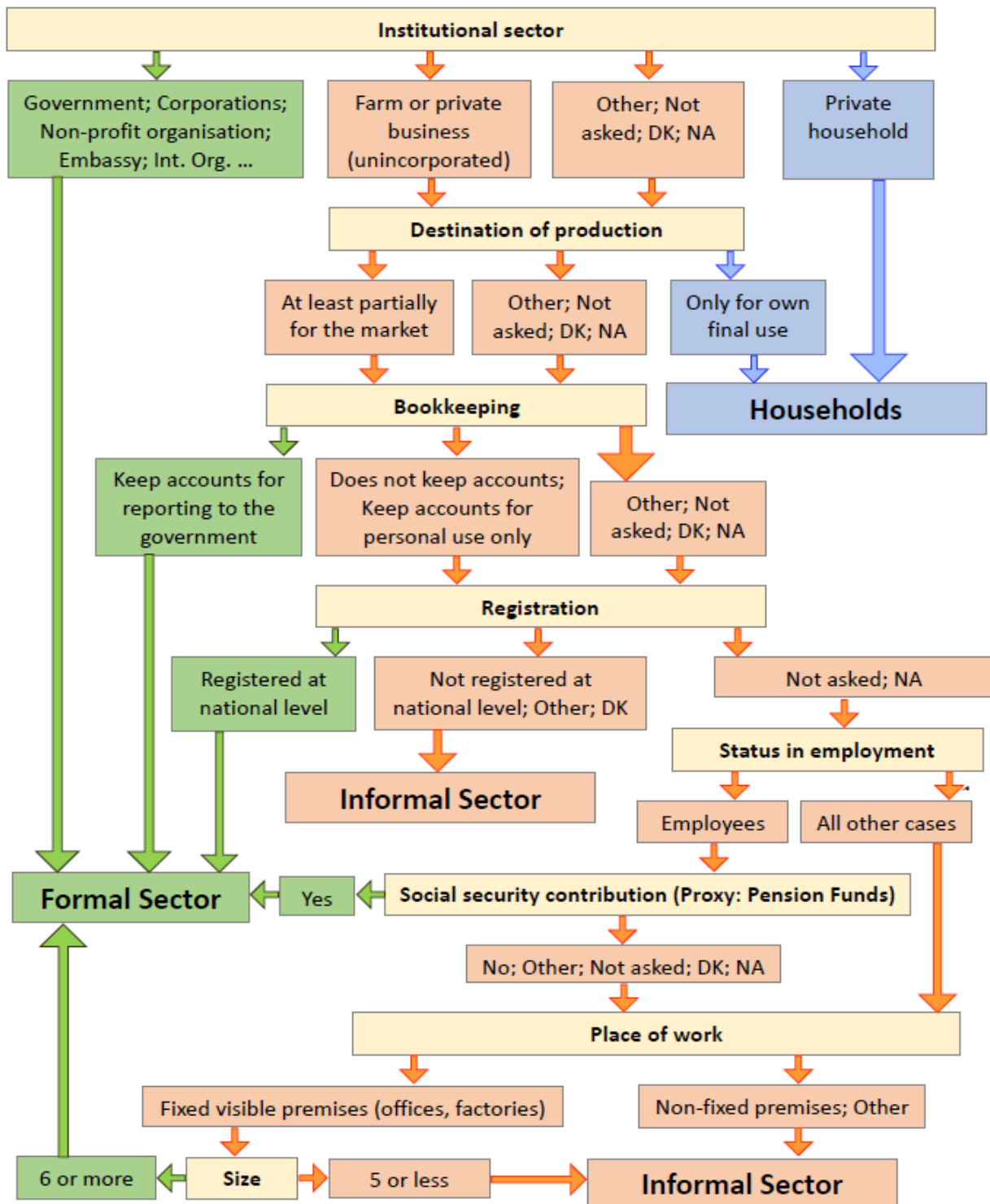
The Uganda Registration Services Bureau is mandated under URSB Act Cap 210 to register all business entities in Uganda which are required by law to be registered. Figure 5.9 shows that less than five (4%) of the businesses in Uganda were registered with URSB. Lango had the highest percentage of registered businesses (13%) within the sub-region followed by Teso and Kampala sub-regions (11% each).

Figure 5.9: Percentage of self-employed persons whose business is registered with URSB by residence and sub-region.



5.18 Informal sector

Figure 5.10: presents a model flowchart measuring descent work⁹



⁹ <https://ilostat.ilo.org/resources/concepts-and-definitions/description-labour-force-statistics/>

5.18.1 Composition of the informal sector

Informal sector includes all workers in unincorporated enterprises that produce at least partly for the market and are not registered. It excludes households that produce exclusively for own final use, subsistence agriculture, construction of own dwellings, etc.¹⁰ Table 5.20 shows that 67% of the employed population in 2021 was working in the informal sector. The higher the level of education attained, the less likely one is to work in the informal sector.

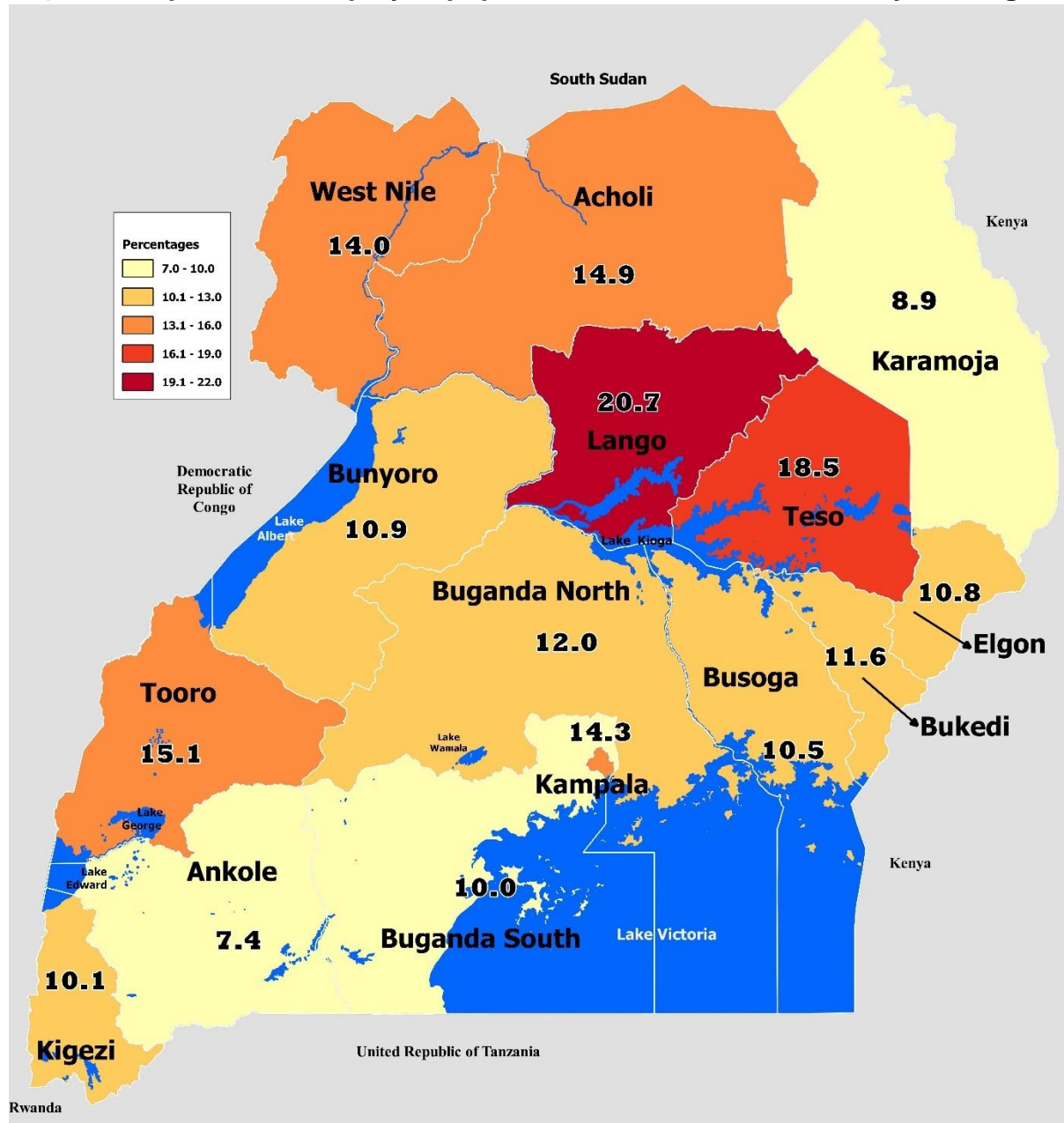
Table 5.20: Proportion of employed population in the informal and formal sector by selected characteristics, (%)

Background characteristics	Works in formal sector	Works in informal sector	Works in household	Total
Sex				
Male	14.6	70.5	14.8	100
Female	8.9	60.9	30.2	100
Residence				
Rural	11.1	65.5	23.4	100
Urban	13.4	67.7	18.9	100
Age group				
14-17	1.3	60.7	38.0	100
18-30	8.4	69.1	22.6	100
31-64	16.1	65.1	18.8	100
Special age group				
15-24	4.2	68.2	27.6	100
15-35	9.1	68.0	22.9	100
Disability type				
With a disability	8.9	64.8	26.2	100
Without a disability	12.5	66.7	20.9	100
Education level attained				
No education	2.2	61.8	36.0	100
Some Primary	3.2	69.2	27.6	100
Completed primary	4.3	71.2	24.5	100
Some Secondary	8.7	71.3	20.1	100
Completed Secondary	15.9	67.4	16.7	100
Post primary specialized training	26.1	55.1	18.7	100
Post-secondary specialized training	36.0	56.6	7.5	100
Degree+	45.0	48.4	6.6	100
National	12.3	66.6	21.2	100
Number '000	784	4,264	1,355	6,405

Map 5.4 shows that the highest proportion of employed persons in formal sector were in Teso sub-region (19%) while Ankole was the least with (7%) of persons in formal sector.

¹⁰ <https://ilostat.ilo.org/resources/concepts-and-definitions/description-labour-force-statistics/>

Map 5.4: Proportion of employed population in the Formal sector by sub-region



5.18.2 Vulnerable Employment

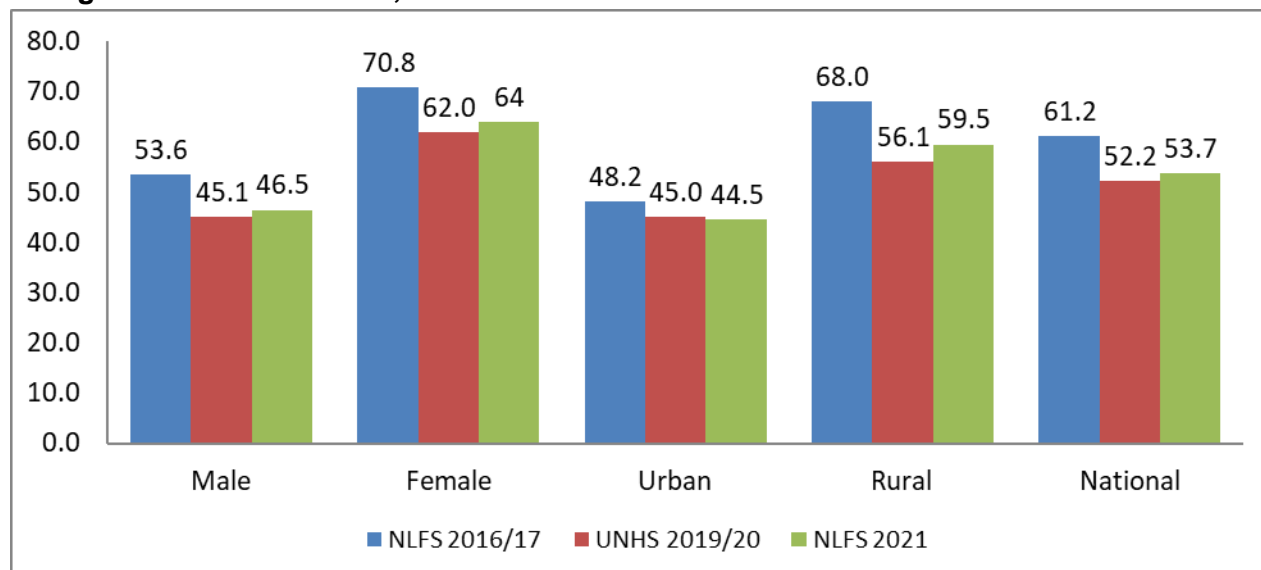
The ILO defines vulnerable employment to constitute the employed workforce who are own account workers or contributing family workers¹¹. Vulnerable employment is often characterized by;

- 1) Inadequate earnings
- 2) Low productivity
- 3) Difficult conditions of work that undermines workers fundamental rights

¹¹ 15th ICLS, 1993

Figure 5.11 shows that in 2021, more than half (54%) of the employed population were in vulnerable employment. There is no significant increase change from 2019/20; but a decrease from 61% reported in 2016/17. A similar pattern can be noted by sex and residential differentials.

Figure 5.11: Percentage distribution of persons in vulnerable employment by selected background characteristics, 2016/17-2021



5.18.3 Independent workers

A person is considered to be an independent worker if s/he owns the economic unit for which they work and control its activities¹². They include;

- A. **Employers** - Employers in corporations and Employers in household market enterprises
- B. **Independent workers without employees** - Owner-operators of corporations without employees and Own-account workers in household market enterprises without employees.

Table 5.21 shows that in 2021, 57% (5.7million) of the population in employment (about 10million) was independent workers. The highest proportion of these had completed some primary level of education attained (34%) and residing in rural areas (66%). Education differentials showed that 67% of the employed population without any formal education were independent workers. Almost two-thirds (65%) of PWDs were independent workers.

¹² ICLS-20-Report, page 18; See Resolution concerning statistics on work relationships, 2018

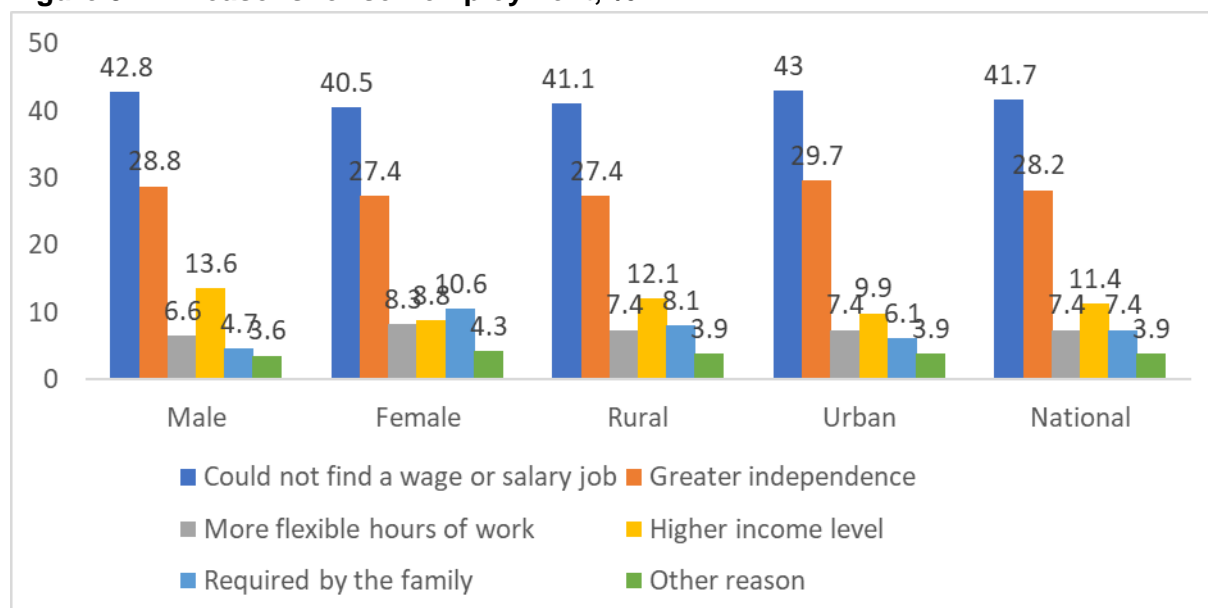
Table 5.21: Distribution of independent workers by selected background characteristics

Background characteristics	Sex			Percentage to employed population
	Male	Female	National	
Residence				
Rural	68.2	62.6	65.6	61.4
Urban	31.8	37.4	34.4	50.6
Age groups				
14-17	3.7	2.5	3.2	26.9
18-30	32.1	36.6	34.2	49.3
31-64	64.2	60.9	62.7	66.8
Special age groups				
15-24	17.0	17.2	17.1	39.7
15-35	49.5	55.6	52.3	51.2
Education level attained				
No education	5.3	11.1	8.0	67.3
Some Primary	29.8	33.9	31.7	66.1
Completed primary	18.1	15.0	16.6	67.6
Some Secondary	30.4	26.9	28.8	63.3
Completed Secondary	4.2	3.6	4.0	51.8
Post primary specialized training	3.1	2.9	3.0	37.0
Post-secondary specialized training	3.9	3.7	3.8	
Degree and above	3.5	2.2	2.9	75.2
Any disability 5 years and above				
With a disability	6.6	8.4	7.5	65.3
Without a disability	93.4	91.6	92.5	56.6
Total	100	100	100	57.2
Number '000	3,105	2,612	5,717	

5.18.4 Reason for self-employment

Independent workers whose businesses were not incorporated were further asked why they chose not to work for others, source of startup capital and challenges they face in their businesses. Figure 5.12 shows that majority (42%) could not find a wage/salary job followed by 28% who needed greater independence while at work. A similar pattern was observed by sex and residence. More males (14%) than females (9%) desired higher income while more females (11%) than males (5%) chose not to work for others as it was a family requirement.

Figure 5.12: Reasons for self-employment, %



5.18.5 Source of Start-up Capital

Startup capital is the money needed to start a new business. Startup capital might be needed to pay for office space, permits, licenses, inventory, product development, manufacturing, marketing, or any other expense that results from starting a new business. Table 5.22 shows that 59% of the persons in self-employment used their own savings for startup capital while 17% got the money from family or friends within the country. On the other hand, 16% did not need any money to start up their businesses.

Table 5.22: Source of funds to START activity for persons in self-employment by selected background characteristics

Source of capital	Male	Female	Rural	Urban	National
Own savings	63.1	54.8	58.8	60.1	59.3
Money from family or friends within the country	12.2	23.5	15.3	21.6	17.4
No money needed(inheritance etc)	17.1	15.1	19.0	10.5	16.2
Loan from an informal financial operator (money lender, pawn shop, saving collector)	1.7	2.4	1.7	2.7	2.0
Loan from microfinance institutions (including cooperatives)	2.1	1.0	1.5	1.9	1.6
Loan from bank	1.6	1.2	1.5	1.2	1.4
Loan from SACCO	0.9	1.1	1.1	0.9	1.0
Remittances from abroad	0.0	0.1	0.1	0.1	0.1
Other sources*	1.4	0.7	1.1	1.0	1.1
Total	100	100	100	100	100
Number '000	3,100	2,642	3,827	1,915	5,742

*Includes loan/assistance from Government, NGO, donor etc.

See appendix Table A5.7 for details by sub-region and special age group.

Business expansion means balancing an increase in production with efficient production processes. It is a way to grow the business and generate more money for the company's shareholders by tapping into new markets or increasing sales in the current markets¹³. Table 5.23 shows that a third of the persons in self-employment acquired money from informal saving and credit groups to expand their businesses (34%). This was followed by 19%, 13% and 12% who got the credit from SACCOs, Banks and Microfinance institutions respectively.

Table 5.23: Source of credit to operate or EXPAND business activity during the past 12 months prior to the survey for persons in self-employment by selected background characteristics

Indicator	Males	Female	Rural	Urban	National
Proportion that received credit to EXPAND	6.7	7.3	6.0	8.9	7.0
Source of credit					
Informal Saving & Credit Group	23.7	44.8	38.4	27.8	33.9
SACCO	20.9	17.7	18.2	20.8	19.3
Bank	16.5	8.7	12.5	13.0	12.7
Micro finance institutions	13.3	9.5	9.2	14.5	11.5
Relative	7.3	5.2	5.7	7.1	6.3
Friend	9.1	4.2	7.2	6.2	6.8
Local money lender	5.5	7.7	5.2	8.3	6.5
NGO	1.8	1.3	1.2	2.0	1.5
Government Credit Scheme	1.5	0.0	1.3	0.0	0.8
Other source	0.5	0.8	1.0	0.2	0.7
Total	100	100	100	100	100

See appendix Table A5.8 for details by sub-region.

5.18.6 Challenges of self-employment

The survey also asked respondents in self-employment some of the key challenges they face in their day today business undertakings. From Table 5.24, it can be noted that limited financial resources is the most pressing challenge reported by 37% of the persons in self-employment irrespective of sex and residence.

¹³ <https://penpoin.com/business-expansion>
<https://www.tonyrobbins.com/business/expanding-your-business>

Table 5.24: Challenges Faced by self-employed persons at work by selected background characteristics

Challenge faced	Males	Female	Rural	Urban	National
Limited Financial resources	34.1	40.3	34.2	42.4	36.9
Fluctuating prices	14.3	13.4	15.1	11.5	13.9
Harsh Weather (Draught or Floods)	11.3	10.7	13.8	5.5	11.0
Competition in the market	9.8	10.1	9.1	11.5	9.9
Legal regulations	5.2	3.3	4.0	5.0	4.3
Labour shortage	2.7	2.4	2.9	2.0	2.6
Shortages in raw materials /breakdowns in the supply chain	2.7	3.4	3.4	2.1	3.0
Poor transport infrastructure	4.5	1.9	3.7	2.5	3.3
Taxes	2.0	2.0	1.4	3.1	2.0
Limited Entrepreneurial Skills	0.9	1.3	1.3	0.5	1.1
Other challenges*	12.3	10.7	10.4	13.8	1.9
Total	100	100	100	100	100

**Include inadequate quality staff, political uncertainties, limited access to technology, unstable power. See appendix Table A5.9 for details by sub-region.*

5.19 Disability friendly work places

A company's culture should be inclusive of everyone including persons with disabilities. Creating a disability friendly workplace entail eliminating barriers, modification or replacement of equipment, training the employees with special needs, providing the needed information and making the workplace flexible for persons with varying disability types. Disability-friendly workplaces are not only inclusive but also reflect the diversity found amongst an organisation's clients and customers. Employees with disabilities need to feel that they are doing their best for the business hence the employer should help them by identifying certain areas for improvement or modification. This will allow an employee particularly those with disclosed disabilities the best possible opportunity to be successful in a given task.

The NLFS 2021 asked employed persons with disabilities whether their work tasks or schedules were arranged to account for the difficulties they have. Figure 5.13 shows that 36 percent of the PWDs in employment said that their work tasks fully or partially accommodate for the difficulties they have. A higher proportion of PWDs employed in the public sector (50%) reported that their work places were adaptive compared to their counterparts in private workplaces (29%).

Figure 5.13: Percentage distribution of employed persons with disability whose work tasks or schedules are arranged to account for the difficulty they have

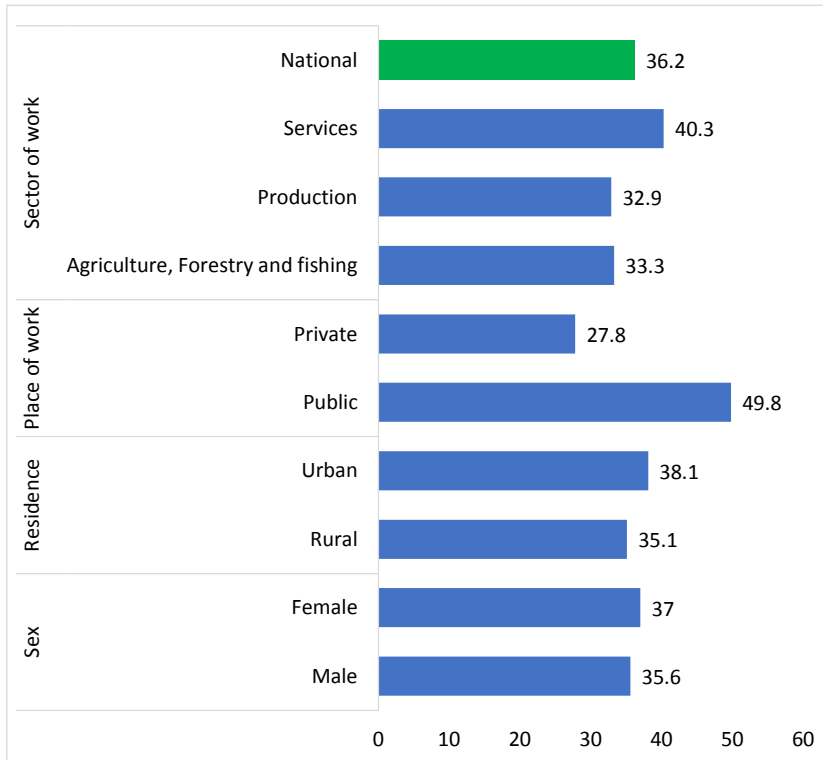
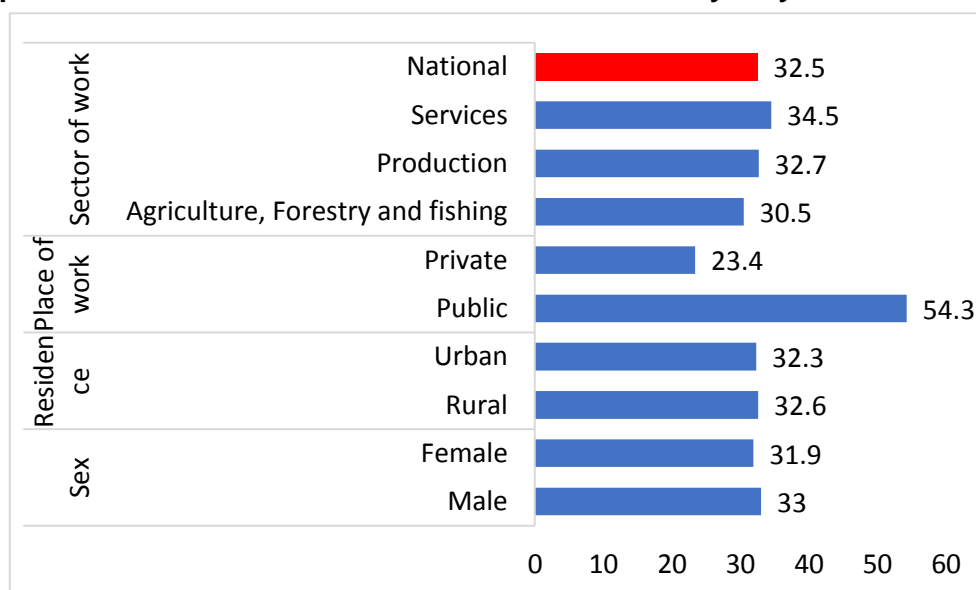


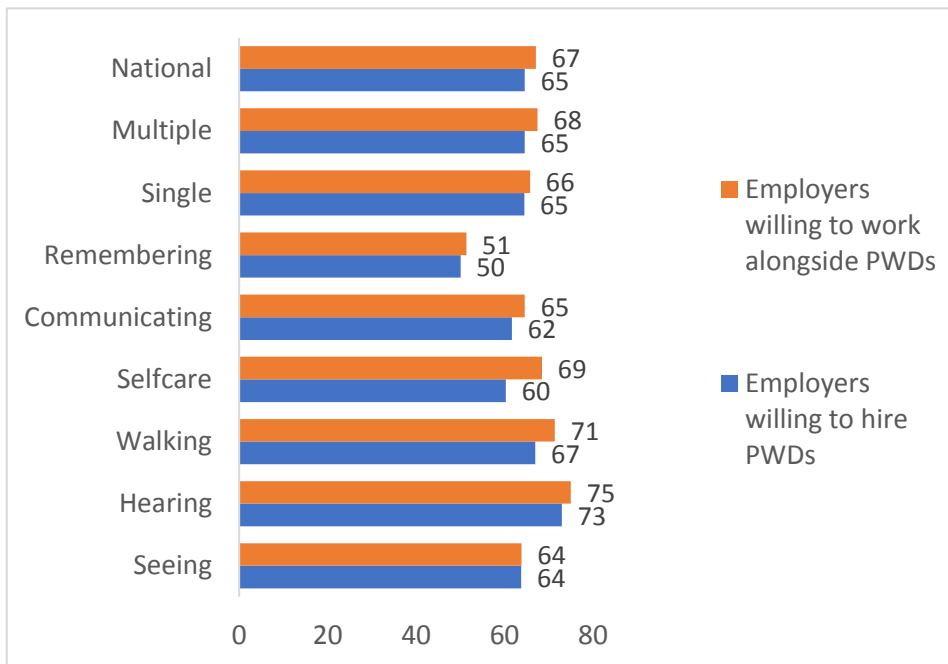
Figure 5.14 shows that 33 percent of the employed persons with disabilities reported that their work place had been modified to fully or partially account for the difficulty they have. Data disaggregation by place of work showed that 54% of PWDs employed in public places of work said that their workplace was modified to suit persons with disabilities compared to those in private workplaces (23%).

Figure 5.14: Percentage distribution of employed persons with disability whose work place has been modified to account for the difficulty they have



Additionally, all employed persons with disabilities were asked whether employers are willing to employ PWDs and if co-workers are willing to work with PWDs. Survey findings revealed that more than half of persons with disability (65%) said that employers were willing to hire PWDs irrespective of disability type with the exception of those with remembering/concentration difficulties. Generally, six in ten of employers were willing to hire PWDs; a similar share among PWDs saying workers were willing to work alongside them (Figure 5.15).

Figure 5.15: Perception of PWDs regarding willingness of employers to employ PWDs and employees' willingness to work with PWDs by selected background characteristics, %



5.20 Multiple Job Holders

Persons with more than one job are said to have multiple (secondary) jobs. All persons in employment were asked if they had more than one job in the week before the survey date.

5.20.1 Characteristics of persons with multiple jobs

Table 5.25 shows that about eight percent of the population in employment had multiple jobs in 2021; a slight decrease from 8.4 percent reported in 2019/20. Males are more likely to have multiple jobs compared to their female counterparts.

Table 5.25: Distribution of the Employed Population with multiple jobs by selected Background characteristics, (%)

Background Characteristics	UNHS 2019/20		NLFS 2021	
	Share (%)	Number ('000)	Share (%)	Number ('000)
Sex				
Male	8.9	432	8.9	523
Female	7.7	265	6.4	260
Residence				
Rural	9.9	530	9.4	577
Urban	5.7	167	5.3	206
Age Groups				
14-17	4.0	12	1.2	8
18-30	7.1	209	6.4	253
31-64	9.3	475	9.7	522
Special age group				
15-24	6.1	95.0	4.0	99
15-35	7.4	324	6.5	380
National	8.4	696	7.8	783

5.20.2 Occupation of the secondary job

Among employed persons with secondary jobs, more than one-third (38%) were employed as Skilled agricultural, forestry and fishery workers. This was followed by service and sales workers (22%), and elementary workers (14% each). Very few (5%) employed persons with high skills (professionals or technicians and associate professionals) had secondary jobs (Table 5.26).

Table 5.26: Distribution of occupation of employed persons in the secondary jobs by sex and residence, %

Occupations on the secondary job	Sex		Residence		National
	Male	Female	Rural	Urban	
NLFS 2021					
Skilled agricultural, forestry and fishery workers	43.1	28.8	40.4	32.6	38.4
Service and sales workers	17.7	31.0	21.6	23.6	22.1
Elementary occupations	9.4	20.9	13.4	12.6	13.2
Craft and related trades workers	13.2	14.4	14.2	11.9	13.6
Plant and machine operators and assemblers	6.2	0.3	4.2	4.4	4.2
Professionals	3.1	2.5	1.9	5.6	2.9
Technicians and associate professionals	4.7	1.6	2.9	5.8	3.7
Others	2.2	0.6	1.0	3.5	1.6
Total	100	100	100	100	100
Number ('000)	547	273	608	212	820
UNHS 2019/20					
Skilled agricultural, forestry and fishery workers	35.8	28.5	34.2	29.4	33.0
Service and sales workers	20.6	34.8	24.6	30.8	26.0
Elementary occupations	20.8	20.9	23.0	14.1	20.9
Craft and related trades workers	8.7	13.1	10.0	11.5	10.4
Plant and machine operators and assemblers	4.7	0.4	3.3	2.2	3.1
Professionals	3.5	1.5	1.6	6.2	2.7
Technicians and associate professionals	3.3	0.2	1.5	4.1	2.1
Others	2.5	0.6	1.7	1.8	1.7
Total	100	100	100	100	100
Number ('000)	426	265	526	165	691

5.20.3 Industry and Sector of the secondary job

The distribution of employed persons across their secondary jobs was similar to the primary jobs with majority engaged in the two predominant sectors; Agriculture, forestry and fishing (45%) and Services (40%). However, it is noteworthy, that for primary jobs the service sector was more predominant whereas for secondary jobs the agriculture, forestry and fishery sector was more predominant.

Table 5.27: Distribution of industry and sector of employment for employed persons on the secondary job by selected background characteristics, %

Background characteristics	NLFS 2016/17			UNHS 2019/20			NLFS 2021		
	Male	Female	National	Male	Female	National	Male	Female	National
Industry of employment									
Agriculture, forestry and fishing	40.2	41.8	40.9	40.0	39.6	39.8	48.0	40.0	45.4
Trade	16.5	25.2	20.2	16.5	25.3	20.2	16.5	24.1	19.0
Manufacturing	10.7	13.8	12.0	6.8	10.4	8.3	7.0	14.8	9.6
Transport and storage	5.8	0.0	3.4	9.6	0.2	5.7	5.9	0.0	3.9
Education	4.5	4.2	4.4	4.9	5.4	5.1	3.1	2.5	2.9
Construction	8.7	0.8	5.4	7.8	0.2	4.6	6.5	0.7	4.6
Other service activities	3.2	2.2	2.8	4.6	4.0	4.3	3.1	5.7	4.0
Hotels, restaurant eating places	2.0	3.8	2.8	1.1	6.3	3.3	1.8	7.1	3.5
Others	8.5	8.2	8.4	8.7	8.6	8.7	8.2	5.0	7.2
Sector of employment									
Agriculture, forestry and fishing	40.2	41.8	40.9	45.8	45.0	45.5	48.0	39.9	45.3
Production	23.3	19.4	21.7	12.4	15.4	13.6	14.2	16.2	14.9
Services	36.5	38.8	37.5	41.8	39.6	40.9	37.8	43.7	39.7
Total	100	100	100	100	100	100	100	100	100

5.20.4 Status in employment on secondary job

As shown in Table 5.28, majority of the persons with multiple activities were working in their own enterprises while nearly one fifth were working as employees. Looking at the disaggregation by sex, males with multiple jobs and engaged in their own business activities were slightly more (71%) than their female counterparts (70%). It was also noted that people who had completed secondary school and above had the lowest involvement in own business activities; but the highest in serving as employees.

Table 5.28: Status in employment on the secondary job by selected Characteristics, (%)

Background characteristics	Employees	Own business	Contributing Family Workers	Paid apprentices	Total
Sex					
Male	19.2	71.2	9.1	0.5	100
Female	16.3	69.5	14.2	0.0	100
Residence					
Rural	16.4	70.9	12.8	0.0	100
Urban	23.4	70.1	5.4	1.2	100
Age group					
14-17	33.4	25.1	41.5	0.0	33.4
18-30	25.2	59.5	14.3	0.9	25.2
31-64	14.6	76.8	8.6	0.0	14.6
Special Age group					
15-24	33.4	43.5	20.6	2.4	100
15-35	20.8	65.2	13.4	0.6	100
Disability Status					
With disability	12.5	77.0	10.4	0.0	100
Without disability	18.9	69.9	10.9	0.3	100
National	18.2	70.7	10.8	0.3	100
Number '000	149.0	579.0	88.0	2.0	819

5.20.5 Average Actual hours worked on the secondary job

The average actual hours worked per day on the secondary job was 5hours. The average actual hours worked per day was lowest in Agriculture, forestry and fishing (4.8 hours) and highest in production (5.8 hours) as shown in Table 5.29. However, male workers spent more hours in the production sector (6.3 hours) while female workers spent more hours in services (4.9 hours).

Table 5.29: Average actual hours worked on secondary job by selected background characteristics

Background Characteristics	Average actual WEEKLY hours			Average actual DAILY hours		
	Male	Female	National	Male	Female	National
Residence						
Rural	21.7	21.0	21.4	5.2	4.8	5.1
Urban	23.9	21.9	23.1	5.4	4.6	5.1
Age groups						
14-17	20.6	11.7	15.7	4.9	4.5	4.7
18-30	21.5	21.0	21.3	5.3	4.7	5.1
31-64	22.5	21.6	22.2	5.2	4.8	5.1
Special age group						
15-24	22.6	22.1	22.4	5.8	5.0	5.5
15-35	23.1	20.5	22.2	5.4	4.7	5.1
Sector of employment						
Agriculture, forestry and fishing	20.5	19.2	20.1	4.9	4.6	4.8
Production	19.8	16.6	18.7	6.3	4.8	5.8
Services	25.2	24.7	25.0	5.4	4.9	5.2
Disability Status						
With disability	18.7	21.0	19.5	5.2	4.7	5.0
Without disability	22.5	21.3	22.1	5.3	4.7	5.1
National	22.2	21.3	21.9	5.3	4.7	5.1

5.20.6 Income from secondary job

Table 5.30 shows that, persons in paid employment earned a median monthly cash wage of Uganda shillings 120,000 in 2021 from the secondary job with males earning Uganda shillings 120,000 compared to Uganda shillings 100,000 earned by females. The highest paying sector for the secondary job workers was Agriculture, forestry and fisheries followed by services at a median monthly cash wage of Uganda shillings 150,000 and 140,000 respectively.

Table 5.30: Median monthly cash earnings for persons in paid employment on the secondary job by type of payment and selected background characteristics ('000 UGX.)

Background characteristics	In-Cash only			In-Kind only			Both In-Cash & In-kind		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Residence									
Rural	100	48	100	32	X	32	100	48	96
Urban	120	150	120	150	25	140	152	150	150
Sector of employment									
Agriculture, forestry and fishing	96	32	56	150	X	150	100	32	56
Production	120	40	96	100	X	100	120	40	120
Services	200	200	200	140	25	32	204	200	204
Disability Status									
With disability	200	100	192	140	X	140	192	100	192
Without disability	120	96	120	150	25	100	120	96	120
National	120	100	120	140	25	100	120	100	120

X=no employees with secondary job in that category

5.21 Summary of findings

Survey findings revealed that the total population in employment in 2021 was about 10 million persons (49% of the Working Population); an increase from 8.3 million reported in 2019/20. The Employment-to-Population Ratio (EPR) was 43 percent. Majority (29%) of the persons in employment were working as skilled agriculture, forestry and fishery workers. On the other hand, the services sector was employed the highest percentage of workers (50%).

The average actual daily hours worked on the main job was about eight hours and 38 hours a week. Persons in paid employment earned a median monthly cash wage of UGX 200,000 in 2021 (Males 250,000/=; Female 140,000/=). Overall, about eight in ten (77%) of the employed persons were satisfied with their main jobs despite the fact that only a third were employed on the basis of written agreements. Education mismatch showed that 43 percent of the persons in employment were under educated for the jobs they were holding. More than half (60%) of the employed population had skills that were adequate for their job.

The private sector employs majority (8 in 10) of the employed population. The proportion of the employed population in informal employment excluding agriculture stood at 88 percent; an increase from 85% in 2016/17. Only 27 percent of the persons in employment benefited from at least one of the workplace benefits (Paid annual leave, Paid sick leave, Paid maternity/ paternity leave, old age/ Retirement benefit and medical insurance).

More than a third (36%) of the PWDs in employment said that their work tasks fully or partially account for the difficulties they have. On the other hand, 33 percent of the employed population with disabilities reported that their work place had been modified to fully or partially account for the difficulty they have.

Only eight percent of the population in employment had multiple jobs in 2021. The mean actual hours worked per day on the secondary job was 5 hours with the highest time (5.8 hours) registered by employees in the production sector. Persons in paid employment earned a median monthly cash wage of UGX 120,000 in 2021 from the secondary job.

CHAPTER SIX: WORKERS IN SUBSISTENCE AGRICULTURE

6.1 Introduction

Subsistence Agriculture refers to the growing of crops or rearing of animals mainly for consumption by the household. This means that production takes place but its intent to a large extent is for non-commercial purposes. This chapter focuses on persons working in the agriculture sector largely for non-commercial purposes.

6.2 Characteristics of the Working Age Population (WAP) in Subsistence Agriculture and in Employment

In Uganda, 35% of the population within the working age was engaged in purely subsistence farming, while 6% of the working age population was engaged in employment as well as in subsistence agriculture. The population residing in rural areas was more likely to be in pure subsistence agriculture (44%) than the population in urban (17%) residence. Assessing the population by education attainment, it was found that the proportion of the population in purely subsistence agriculture reduced with increase in level of education attained. The proportion with no education in purely subsistence agriculture was 46% while those with post-secondary education engaged in pure subsistence agriculture were 12%. A comparison of the sub-region (Table 6.1) shows that Elgon sub-region had the highest proportion of the population engaged in pure subsistence agriculture (58%) followed by Bukedi (49%) while Kampala had the lowest (1%).

Table 6.1: Working age population in subsistence agriculture and in employment by selected background characteristics

Background Characteristics	Working Age Population	Both in Employment and Subsistence Agriculture		In Purely Subsistence Agriculture		Total number of persons in Subsistence Agriculture
	Number ('000)	Number ('000)	Proportion (%)	Number ('000)	Proportion (%)	Number ('000)
Sex						
Male	11,388	740	6.5	3,510	30.8	4,250
Female	12,106	618	5.1	4,714	38.9	5,333
Residence						
Rural	15,910	1,023	6.4	6,924	43.5	7,947
Urban	7,583	336	4.4	1,300	17.2	1,636
Age group						
14-17	4,282	80.0	1.9	1,885	44.0	1,964
18-30	9,347	510	5.5	3,066	32.8	3,575
31-64	9,865	769	7.8	3,280	33.2	4,044
Special age group						
15-24	8,525	313	3.7	3,232	37.9	3,541
15-35	14,667	779	5.3	5,032	34.2	5,802
Education attainment						
No education	1,789	116	6.5	821	45.9	937
Some primary	6,172	425	6.9	2,653	42.9	3,074
Completed primary	2,671	198	7.4	924	34.5	1,120
Some Secondary	4,446	273	6.1	1,125	25.2	1,395
Completed Secondary	625	28	4.5	83	13.2	111
Post primary specialized training	551	63	11.5	113	20.4	176
Post-Secondary specialized training	801	79	9.9	94	11.8	174
Degree+	676	47	7.0	52	7.7	99
Disability status						
With disability	1,729	101	5.8	565	32.7	665
Without disability	21,757	1,257	5.8	7,671	35.3	8,918
Sub-region						
Kampala	1,099	5	0.4	12	1.1	17
Buganda South	3,331	64	1.9	601	18.0	665
Buganda North	2,438	114	4.7	635	25.9	747
Busoga	2,326	147	6.3	1,020	43.7	1,165
Bukedi	1,260	24	1.9	620	49.2	644
Elgon	1,197	58	4.8	692	57.9	750
Teso	1,211	140	11.5	519	42.8	657
Karamoja	533	108	20.3	166	31.2	275
Lango	1,388	75	5.4	638	45.9	713
Acholi	988	102	10.4	349	35.3	451
West Nile	1,812	193	10.6	772	42.6	965
Bunyoro	1,477	81	5.5	527	35.7	608
Toro	1,673	94	5.6	654	39.0	746
Ankole	1,902	127	6.7	706	37.0	831
Kigezi	859	25	3.0	325	37.8	350
National	23,494	1,358	5.8	8,224	35.0	9,583

6.3 Characteristics of the working age population in Purely Subsistence Agriculture

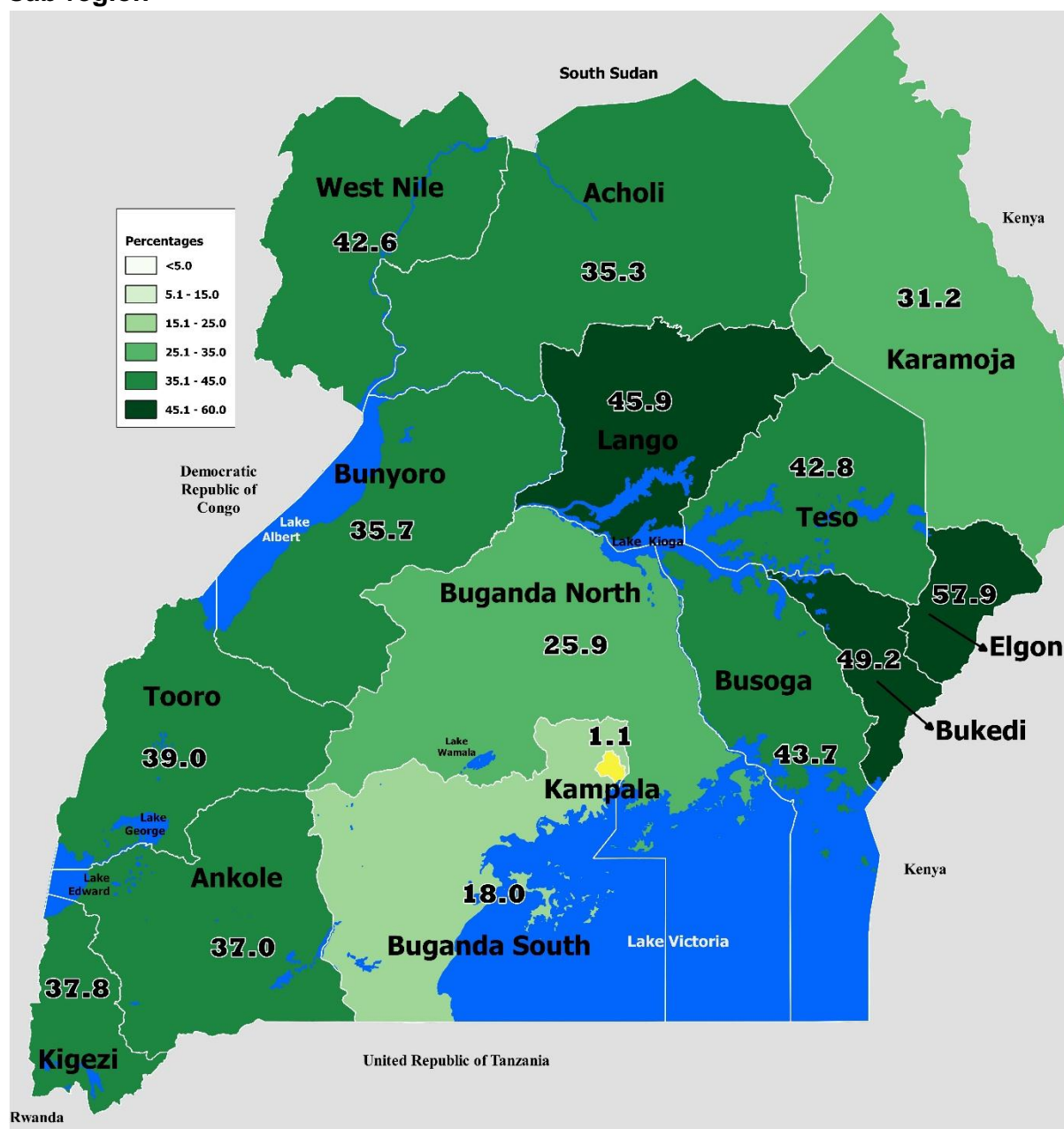
Table 6.2 presents trend analysis in the characteristics of the above-mentioned population. Assessment of the population in purely subsistence agriculture in 2021 indicates that there was an increase in the proportion of the population engaged in purely subsistence agriculture from 33 percent in 2016/17 to 35 percent in 2021 regardless of age, sex or education attainment.

Table 6.2: Percentage of working age population engaged in purely subsistence agriculture by selected background characteristics and survey years

Background characteristics	NLFS 2016/17		UNHS 2019/20		NLFS 2021	
	Number ('000)	Proportion (%)	Number ('000)	Proportion (%)	Number ('000)	Proportion (%)
Sex						
Male	2,438	27.1	3,065	29.9	3,510	30.8
Female	3,815	38.7	4,371	39.2	4,714	38.9
Residence						
Rural	5,640	41.2	1,139	41.5	6,924	43.5
Urban	613	11.9	6,296	18.4	1,301	17.2
Age group						
14-17	1,177	36	1,776	44	1,885	44.0
18-30	2415	31.2	2,626	33.5	3,066	32.8
31-64	2661	34	3,033	31.9	3,274	33.2
Special age group						
15-24	2155	33.1	2,991	39.7	3,228	33.4
15-35	3710	30.9	4,510	35.1	5,023	37.9
Education attainment						
No education	1,020	19.6	885	39.1	821	45.9
Some Primary	2,740	52.5	3,741	43.6	2,648	42.9
Completed primary	784	15	1,029	36.7	923	34.5
Some Secondary	578	11.1	1,222	31.2	1,122	25.2
Completed Secondary	21	0.4	426	24	83	13.2
Post-primary specialized training	35	11.0	94	16.7	113	20.4
Post-Secondary specialized training	30	5.1	71.0	12.2	94	11.8
Degree+	9.0	2.5	21.0	4.3	52	7.7
Disability status						
With disability	1,387	42.3	606	34.1	564	32.6
Without disability	4,877	40.7	6,957	35.5	7,661	35.2
National	6,253	33.2	7,436	34.8	8,225	35.0

Map 6.1 shows that highest percentages of persons engaged in purely subsistence agriculture were found in the sub-regions of Elgon (58%), followed by Bukedi (49%), while Kampala had the least at 1%.

Map 6.1: Working Age Population engaged in purely subsistence agriculture by sub-region



6.4 Distribution of Working Age Population (WAP) in Purely Subsistence Agriculture

Table 6.3 shows the distribution of persons engaged in purely subsistence agriculture by selected background characteristics. With respect to education attainment, the proportion of females in purely subsistence agriculture with no education (17%) was nearly double the proportion of males with no education (10%). The proportion of males in purely subsistence agriculture with secondary and above education was greater than the proportion of females with the same education level.

Table 6.3: Sex differentials of WAP in purely subsistence agriculture by selected background characteristics, (%)

Background Characteristics	Male	Female	National
Residence			
Rural	85.9	82.9	84.2
Urban	14.1	17.1	15.8
Age Groups			
14-17	28.0	19.1	22.9
18-30	34.2	39.6	37.3
31-64	37.8	41.3	39.8
Special age group			
15-24	42.8	36.6	39.2
15-35	60.3	61.7	61.1
Education Attainment			
No education	9.8	16.5	14.0
Some primary	43.8	45.8	45.0
Completed primary	15.4	15.8	15.7
Some secondary	21.9	17.3	19.1
Completed secondary	2.4	0.8	1.4
Post primary specialized training	2.4	1.6	1.9
Post-Secondary specialized	2.2	1.2	1.6
Degree+	1.4	0.6	0.9
Disability status			
With disability	6.6	7.1	6.9
Without disability	93.4	92.9	93.1
Sub-region			
Kampala	0.2	0.1	0.1
Buganda South	9.2	5.9	7.3
Buganda North	6.8	8.4	7.7
Busoga	11.6	13.0	12.4
Bukedi	8.2	7.0	7.5
Elgon	9.6	7.5	8.4
Teso	5.6	6.8	6.3
Karamoja	2.1	2.0	2.0
Lango	8.6	7.1	7.7
Acholi	4.4	4.1	4.2
West Nile	9.9	9.0	9.4
Bunyoro	5.8	6.9	6.4
Toro	7.4	8.3	7.9
Ankole	7.7	9.2	8.6
Kigezi	3.0	4.7	3.9
Total	100	100	100
Total ('000)	3,516	4,714	8,225

6.5 Availability for Employment for Persons in Purely Subsistence Agriculture

The results in Table 6.4 show that of all persons in purely subsistence agriculture, only 8 percent looked for and were available for work and the highest percentage was in Bunyoro sub-region (16%) followed by Karamoja sub-region (14%) and Kampala had the least percentage at (8%) while nearly six in every ten (58%) of those in purely subsistence agriculture didn't look for work and were not available for employment. About six in ten of those with no education did not look for work and were not available for employment as compared to 55% of those who completed secondary education.

Table 6.4: Proportion of persons in purely subsistence agriculture available for employment by selected 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
Residence				
Rural	5.0	36.8	58.2	100
Urban	7.3	34.3	58.4	100
Age Groups				
14-17	1.7	25.8	72.5	100
18-30	7.5	45.4	47.1	100
31-64	5.4	34.2	60.4	100
Education Attainment				
No education	4.7	33.5	61.8	100
Some primary	5.4	42.6	52.0	100
Completed primary	6.3	42.5	51.2	100
Some secondary	8.4	40.6	51.0	100
Completed secondary	13.9	31.2	54.9	100
Post primary specialized training	12.7	36.2	51.2	100
Post-Secondary specialized	25.7	33.7	40.5	100
Degree+	23.1	20.9	56.0	100
Sub-region				
Kampala	7.9	38.9	53.2	100
Buganda South	4.3	17.9	77.8	100
Buganda North	9.0	31.2	59.8	100
Busoga	3.4	34.1	62.5	100
Bukedi	3.7	33.9	62.4	100
Elgon	3.1	36.9	60.0	100
Teso	3.6	40.5	56.0	100
Karamoja	13.7	37.8	48.5	100
Lango	4.4	48.3	47.3	100
Acholi	3.2	38.9	57.9	100
West Nile	5.7	44.7	49.5	100
Bunyoro	15.7	37.8	46.5	100
Toro	8.4	35.2	56.3	100
Ankole	1.8	41.8	56.5	100
Kigezi	0.8	27.2	72.0	100
National	5.3	36.4	58.2	100

6.6 Main Products from Purely Subsistence Agriculture

The results in Table 6.5 show that majority of the persons involved in subsistence agriculture are engaged in growing of crops (80%) and about 17% were involved in the combination of growing crops and rearing animals while fishing and aquaculture had the least participants (0.3%). An analysis by sex showed that most females (83%) participated in crop farming. It was also noted that Ankole and Teso sub-regions had the highest proportion of persons involved in crop farming (9 in every 10).

Table 6.5: Proportion of persons in purely subsistence agriculture by main products from farming and selected background characteristics

Background characteristics	Crop farming	Animal farming	Both crop and animal farming	Fishing and aquaculture farming	Total
Sex					
Male	77.2	4.2	18.0	0.6	100
Female	82.9	1.7	15.4	0.0	100
Residence					
Rural	80.5	2.2	17.0	0.3	100
Urban	80.2	6.2	13.6	0.1	100
Age Groups					
14-17	77.5	4.8	17.6	0.0	100
18-30	82.1	2.9	14.7	0.3	100
31-64	80.6	1.5	17.5	0.4	100
Special age group					
15-24	79.5	3.9	16.3	0.2	100
15-35	80.9	3.1	15.8	0.3	100
Sub-region					
Kampala	93.4	6.6	0.0	0.0	100
Buganda South	85.1	4.9	9.4	0.6	100
Buganda North	89.9	1.8	8.2	0.0	100
Busoga	59.3	2.7	37.5	0.4	100
Bukedi	72.0	1.4	26.6	0.0	100
Elgon	73.2	4.4	22.5	0.0	100
Teso	83.9	4.2	11.0	0.9	100
Karamoja	69.1	10.0	21.0	0.0	100
Lango	71.6	5.9	21.7	0.9	100
Acholi	93.9	0.4	5.7	0.0	100
West Nile	88.1	2.7	8.9	0.3	100
Bunyoro	83.2	1.7	15.0	0.2	100
Toro	88.6	0.4	11.1	0.0	100
Ankole	89.1	1.5	9.5	0.0	100
Kigezi	96.7	1.0	2.3	0.0	100
National	80.4	2.8	16.5	0.3	100
Total '000	6,544	227	1,341	22	8,135

6.7 Average Weekly Hours of Work for Purely Subsistence Agriculture Workers

Table 6.6 presents the average weekly hours worked in purely subsistence agriculture. On average, in 2021 the WAP in subsistence agriculture spent 24 hours weekly in this kind of work with males spending more hours (24hrs) than female (23hrs). Assessing time spent doing subsistence work by education attainment, among males with no education a similar trend was observed(29hrs) while females who had completed secondary education spent the least number of hours doing purely subsistence agriculture (18hrs).

Table 6.6: Average weekly hours of work for purely subsistence agricultural workers by sex and selected background characteristics

Background characteristics	Male	Female	Total
Residence			
Rural	24.7	23.7	24.1
Urban	22.9	22.4	22.6
Age Groups			
14-17	21.7	20.3	21
18-30	24.3	23	23.5
31-64	26.8	25.4	25.9
15-24	25.7	24.4	24.9
15-35	22.8	21.8	22.3
Education Attainment			
No education	29.0	27.2	27.7
Some primary	26.0	24.4	25.0
Completed primary	26.0	23.7	24.6
Some secondary	25.1	23.7	24.3
Completed secondary	25.1	18.2	22.7
Post primary specialized	23.8	20.6	22.1
Post-Secondary specialized	27.9	18.7	23.7
Degree+	23.5	20.2	22.3
Sub-region			
Kampala	44.2	23.1	34
Buganda South	26.8	23.4	25.3
Buganda North	22.1	21.2	21.5
Busoga	22.1	22.1	22.1
Bukedi	23.8	22.4	23.1
Elgon	22.9	21.7	22.3
Teso	21.5	20.4	20.9
Karamoja	43.4	34.5	38.3
Lango	22.5	21.3	21.8
Acholi	25.1	23.5	24.2
West Nile	22.4	20.7	21.4
Bunyoro	25.7	25.4	25.5
Toro	24.8	24.9	24.9
Ankole	26.9	26.2	26.5
Kigezi	32.3	31.8	31.9
National	24.5	23.4	23.9

6.8 Summary of finding

In Uganda, 35% of the working age population was engaged in purely subsistence agriculture. The proportion with no education in purely subsistence agriculture was 46% while those with post-secondary education engaged in purely subsistence agriculture were 13%; implying that the higher the level of education, the less likely one is to be in purely subsistence agriculture. There was a larger proportion of females (39%; 4,719,000) than males (31%; 3,516,000) engaged in purely subsistence agriculture. Nearly six in every ten (58%) of those in purely subsistence agriculture didn't look for work and were not available for employment.

CHAPTER SEVEN: UNPAID WORK

7.1 Introduction

Unpaid Work (UW) refers to activities performed by an individual for self-benefit or for the benefit of others without any pay. The NLFS 2021 made deliberate effort to recognize UW particularly unpaid care work and its contribution to the economy by analyzing, producing and disseminating statistics on UW by both women and men, making any gender inequalities in UW visible. The survey findings discussed in proceeding sections of this chapter categorized UW into three broad categories namely;

1. *Subsistence agricultural work*. This includes persons involved in farming, fishing or forestry mainly for home consumption.
2. *Other Unpaid work*. This includes production of goods within the SNA production boundary e.g., making of handcraft, bricks for home use
3. *Unpaid care work*

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 carrying out the activity does not receive a wage, and their work is therefore not included 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 computation 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 included in GDP, are also not regarded as employment. As a result, a lot of "work" is not included 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.

7.2 Characteristics of persons engaged in Unpaid Work

Findings presented in figure 7.1 show that more than a quarter (27million) of the persons aged 5years and above were engaged in some form of unpaid work. Of these, 41% were in subsistence agriculture followed by other unpaid work (39%) and Unpaid Care work (21%). A similar pattern was observed by sex. However residential differentials showed that majority of the rural dwellers (48%) were in subsistence agriculture whereas majority of the urban counterparts (40%) were in other unpaid work.

Table 7.1: Proportion of persons engaged in Unpaid Work, (5+ years)

Background characteristics	Subsistence agriculture	Other unpaid work	Unpaid Care work	Total	Proportion (5+yrs) involve in any unpaid work
Sex					
Male	42.6	40.3	17.1	100	66.6
Female	39.1	37.5	23.4	100	84.8
Residence					
Rural	48.2	38.1	13.7	100	77.3
Urban	21.8	40.2	38.0	100	72.4
National	40.6	38.7	20.7	100	75.8
Number '000	11,123	10,606	5,675	27,405	

The findings further revealed that the proportion of persons engaged in unpaid work averagely lowers with age for both males and females from 34 percent at the age of 5-14yrs to three percent by the age of 65 years and above. Contrastingly, Unpaid Work is higher among young males (5-24years) compared to their female counterparts; thereafter females constitute the majority.

Figure 7.1: Proportion of persons (5+ years) engaged in Unpaid Work by sex and 10year age group

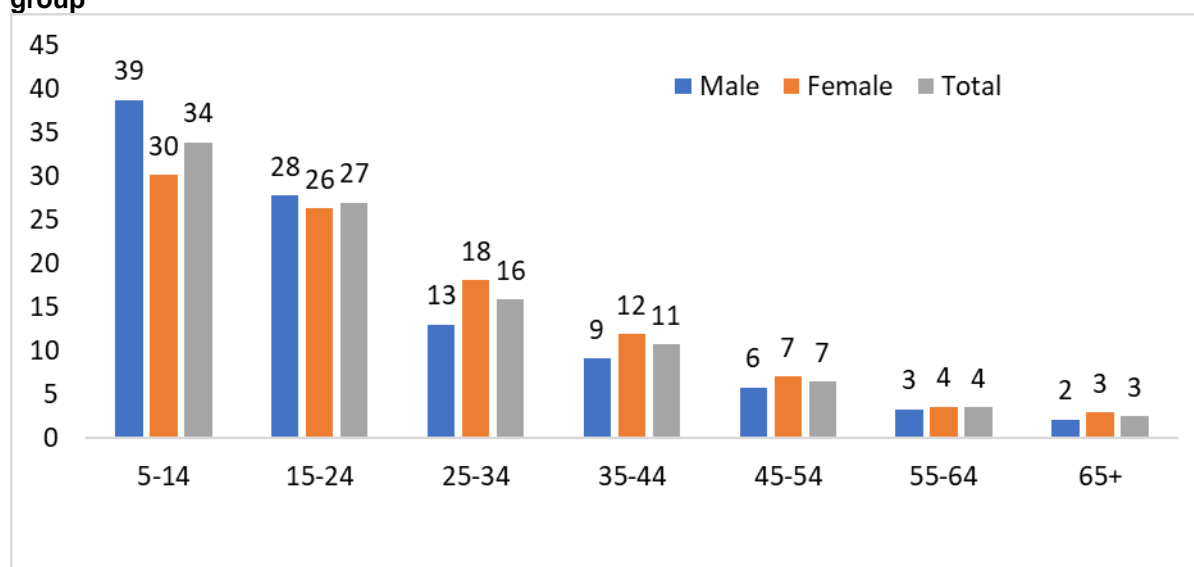


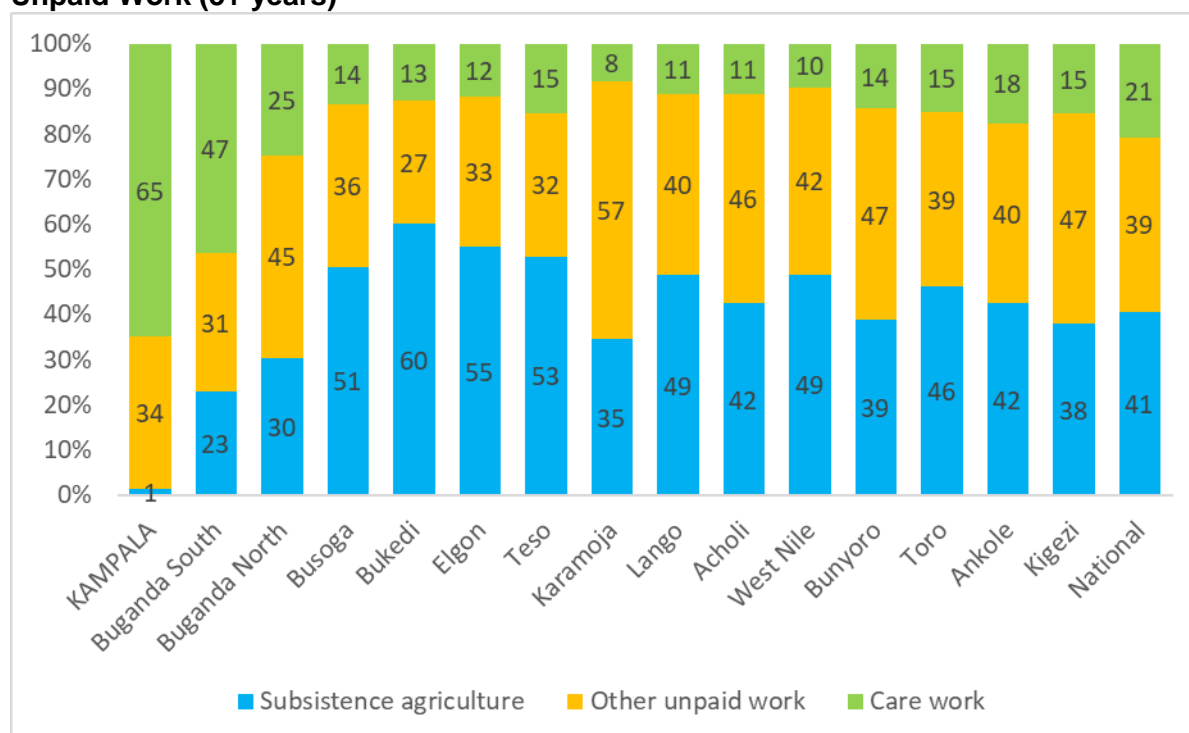
Table 7.2 show that Unpaid Work (UW) is largely a rural phenomenon where by seven in every ten persons engaged in UCW were rural residents. However, there was no remarkable difference between males and females in terms of engagement in UW both in rural and urban. The results further indicate that UW is highest among people with some primary education (over 36%) but this proportion lowers as one transcends to higher education levels. Furthermore, the findings indicate that UW is high among persons without disability compared to their counterparts. As noted earlier, involvement in unpaid work decreases with increase in age.

Table 7.2 Proportion of persons (5+ years) engaged in Unpaid Work by selected background characteristics and type of Unpaid Work,

Background Characteristic	MALE				FEMALE				NATIONAL			
	Subsistence agriculture	Other unpaid work	Unpaid Care work	Total unpaid work	Subsistence agriculture	Other unpaid work	Unpaid Care work	Total unpaid work	Subsistence agriculture	Other unpaid work	Unpaid Care work	Total unpaid work
Residence												
Rural	86.1	69.9	50.5	73.5	83.4	70.4	45.6	69.7	84.6	70.2	47.3	71.3
Urban	13.9	30.1	49.5	26.5	16.6	29.6	54.4	30.3	15.4	29.8	52.7	28.7
Education level attained												
No education	12.9	17.6	9.2	13.8	20.4	18.2	12.3	17.6	17.5	18	11.3	16.1
Some Primary	43.3	30	25.4	34.9	44.6	37.3	24.6	37.0	44.1	34.4	24.9	36.2
Completed primary	14.9	13.7	15.4	14.6	14.7	12.9	11.7	13.4	14.8	13.2	12.9	13.8
Some Secondary	20.4	24.5	24	22.6	16.0	22.3	29.1	21.4	17.7	23.2	27.4	21.9
Completed Secondary	2.3	4.6	7.2	4.1	0.7	1.5	4.7	2.0	1.3	2.8	5.5	2.8
Post-primary specialized training	2.2	3.3	3.0	2.8	1.5	2.8	3.8	2.5	1.7	3.0	3.6	2.6
Post-secondary specialized training	2.2	3.1	6.4	3.4	1.1	3.7	6.9	3.5	1.5	3.5	6.8	3.4
Degree +	1.3	3.0	8.6	3.4	0.5	1.0	6.2	2.2	0.8	1.8	7.0	2.6
Disability status												
With a disability	7.0	4.8	5.8	5.9	7.6	5.6	7.6	6.8	7.3	5.2	6.9	6.4
Without a disability	93.0	95.2	94.2	94.1	92.4	94.4	92.4	93.2	92.7	94.8	93.1	93.6
Age group												
5-17	46.4	58.5	38.8	50.0	33.5	50.0	30.9	39.1	39.3	53.8	33.7	43.7
18-30	23.9	25.9	32.9	26.3	30.5	29.3	30.4	30.0	27.6	27.8	31.3	28.4
31-64	26.5	14.7	26.2	21.7	31.9	19.7	35.0	28.0	29.5	17.4	31.9	25.3
65+	3.2	1.0	2.0	2.1	4.1	1.1	3.7	2.9	3.7	1.0	3.1	2.5
Special age group												
15-24	29.9	26.2	26.5	27.8	28.3	26.0	23.6	26.3	29.0	26.1	24.6	27
15-35	12.3	13.4	21.4	14.3	19.3	18.2	23.7	19.9	16.2	16.0	22.9	17.5
14-64	6.5	7.0	5.7	6.6	4.5	6.2	4.4	5.1	5.4	6.6	4.8	5.7
Total	100	100	100	100	100	100	100	100	100	100	100	100

Sub-regional differentials showed that most unpaid workers (65%) in Kampala were engaged in unpaid care work. Bukedi sub-region had the highest proportion (60%) of persons aged 5yrs and above engaged in subsistence agriculture.

Figure 7.2: Proportion of persons engaged in Unpaid Work by sub regions and type of Unpaid Work (5+ years)



7.3 Activity distribution of persons in Unpaid Work

Findings in table 7.3 show that the most engaging activity overall was Washing clothes (44%), followed by cooking (43%), cleaning utensils (40%), subsistence agriculture (41%) and fetching water (39%). More females (over 50%) are engaged in any of the four most demanding unpaid activities (Washing clothes, cooking, cleaning utensils), subsistence agriculture and fetching water) compared to males. The least demanding activities were making handicrafts and construction or repairs each with less than one percent on average.

Table 7.3: Distribution of persons aged 5years and above in Unpaid Work by age group, sex, residence and type of Work

Activity	Age				Residence		Sex		National
	5 - 17	18-30	14-64	65+	Rural	Urban	Male	Female	
Unpaid Care Work	16.0	22.8	22.5	20.7	13.7	38.0	17.1	23.4	20.7
Other Household tasks	7.5	12.3	10.4	9.0	8.2	11.0	6.1	11.9	9.0
Caring for Children/Old/Sick	14.4	34.4	29.3	23.4	23.1	24.2	9.8	36.4	23.4
Washing clothes	34.3	64.0	54.4	43.8	42.7	46.3	27.0	59.7	43.8
Cleaning Utensils/House	38.2	52.1	44.6	40.1	39.1	42.6	22.9	56.5	40.1
Cooking	34.4	55.1	50.2	42.8	41.5	45.7	15.7	68.1	42.8
Subsistence agriculture	36.5	39.4	44.4	40.6	48.2	21.8	42.6	39.1	40.6
Other unpaid work	47.6	37.8	33.1	38.7	38.0	40.2	40.2	37.5	38.7
Fetching Firewood	26.5	28.6	26.5	25.0	29.9	13.4	17.0	32.6	21.0
Fetching water	55.9	52.6	44.4	46.0	50.0	36.7	40.2	51.5	38.7
Construction or repairs	0.2	1.3	1.2	0.8	1.0	0.6	1.4	0.3	0.7
Milling and other food processing	1.2	3.6	3.2	2.4	3.0	1.0	0.6	4.1	2.0
Making handicrafts	0.1	0.6	0.9	0.7	0.7	0.5	0.3	1.0	0.6

7.4 Average number of hours per week spent on Unpaid Work

Time is a key factor in UW particularly Unpaid Care Work. This is not only due to the opportunity cost of engaging in work for pay or profit, rather than UW, 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 indicators is “Average number of hours spent on paid and UCW”.

The findings in table 7.4 show that, overall, the population aged 5 years and above spent an average of 38 hours a week on UW. Females specifically spent an average of 46 hours a week, compared to 28 hours for males. Overall, the youth spent the most average number of hours per week (44 hours), while children spent the least (33 hours). Persons in the rural areas spent an additional 4 hours weekly on Unpaid work compared to those in urban areas.

Table 7.4: Average weekly hours spent on Unpaid Work by background characteristics (5+ years)

Background Characteristics	Subsistence agriculture	Other unpaid work	Unpaid Care work	Total (Unpaid Work)
Residence				
Rural	22.6	27.5	24.0	39.4
Urban	21.3	27.3	23.4	35.2
Sex				
Male	22.7	25.8	13.0	28.0
Female	22.1	28.8	29.7	45.6
Age Group				
5-17	19.2	28.8	16.7	32.9
18-30	23.5	27.7	28.8	43.9
31-64	25.9	23.1	29.3	40.9
65+	20.4	22.2	22.9	31.9
Special Age Group				
15-24	22.3	28.9	23.9	40.5
15-35	25.2	25.9	33	45.9
15+	25.1	22.3	27.1	38.4
14-64	19.9	28.1	16.8	32.1
National	22.4	27.4	23.8	38.0

7.5 Main jobs of persons engaged in Unpaid Work.

Engagement in Unpaid Work 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 Unpaid Work with paid work, flexible (closer proximity and less hours) work/jobs are chosen, which are usually less paying. The NLFS 2021 collected information on the occupations of persons engaged in Unpaid Work. The findings in figure 7.3 show that elementary workers irrespective of their sex are more likely to engage in unpaid work.

Figure 7.3: Occupation on main job for persons engaged in Unpaid Work by Sex, (5+ years, %)



7.6 Engagement in Unpaid Work by persons outside the Labour force

The population outside the Labour force comprises of persons aged 14-64 years who were neither employed nor unemployed in the week prior to the survey. This population may have sought employment in the past but was not available to work during the reference period. The findings in table 7.5 show that 88% of the persons outside the Labour force aged 5 years and above were engaged in some form of unpaid work. More females (90%) than males (85%) and rural (90%) compared to urban dwellers (84%) were engaged in unpaid work. In addition, the findings revealed two thirds of the youth outside the Labour force were available though did not look for work. Additionally, 81% of those in the working age group (14-64) did not seek work and were not available despite the fact that they were outside the Labour Force.

Table 7.5: Persons outside the Labour force engaged in Unpaid Work. (5+ years, %)

Background Characteristics	Available but did not seek for employment	Neither sought nor available for employment	Total	Total (Outside Labour Force in any UW)
Sex				
Male	35.1	64.8	100	85.2
Female	36.4	63.6	100	90.4
Residence				
Rural	35.7	64.3	100	89.7
Urban	36.5	63.5	100	83.5
Age group				
5 -17	17.1	82.9	100	84.1
18-30	65.8	34.2	100	92.7
31-64	51.8	48.2	100	94.1
65+	14.7	85.3	100	90.7
Special Age group				
15-24	53.6	46.4	100	91.9
15-35	67.8	32.2	100	94.4
15+	43.0	57.0	100	93.3
14-64	18.8	81.2	100	75.0
Education level attained				
No education	29.2	70.8	100	81.5
Some Primary	54.9	45.1	100	93.0
Completed primary	62.0	38.0	100	94.4
Some Secondary	63.9	36.1	100	92.9
Completed Secondary	68.3	30.8	100	85.0
Post-primary specialized training	79.4	20.6	100	87.7
Post-secondary specialized training	82.8	17.2	100	84.8
Degree+	67.3	32.7	100	89.7
National	53.2	46.8	100	88.2

7.7 Summary of findings

The 2021 National Labour Force Survey identified unpaid care work to be consisting of subsistence agriculture, care work and unpaid care work which is consistent with the previous Uganda National Household Survey 2019/2020. Overall, Unpaid Work is largely a rural phenomenon where by seven in every ten persons in rural area engage in Unpaid Work compared to two in ten in urban areas. There were more females (23%) than males (17%) engaged in unpaid care work with reverse true among those in subsistence agriculture. Majority of the WAP was engaged in subsistence agriculture (41%) followed by other unpaid work (39%) and the least (21%) were in unpaid care work.

CHAPTER EIGHT: LABOUR UNDERUTILISATION AND INADEQUATE EMPLOYMENT

8.1 Introduction

Labour Underutilization (LU) refers to mismatches between Labour supply and demand. This in essence is the unmet need for employment. It comprises of unemployed persons, potential Labour force and persons in employment but with unmet need. Labour underutilization 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) *LU1: The Unemployment rate*
- (ii) *LU2: The Combined rate of time-related underemployment and unemployment*
- (iii) *LU3: The Combined rate of unemployment and potential Labour force*
- (iv) *LU4: The Composite measure of Labour underutilization*

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.

8.2 Labour Underutilization Components

8.2.1 LU1: Unemployment Rate

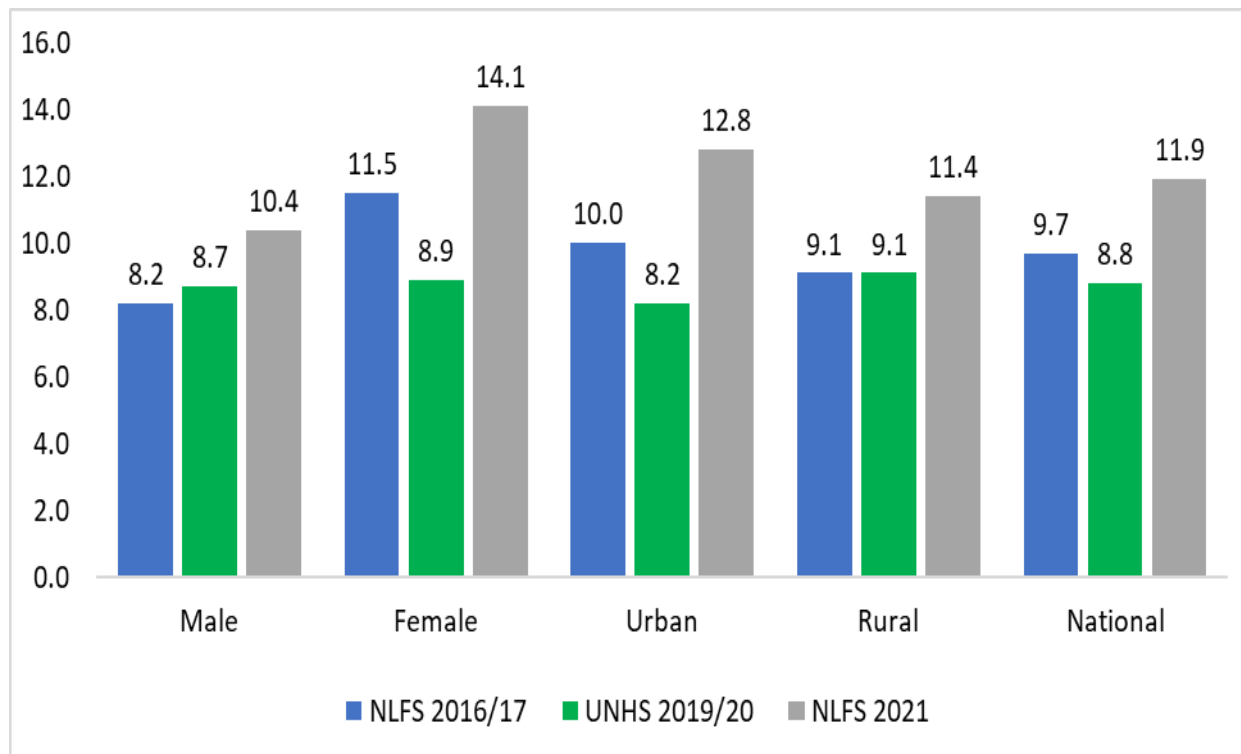
Unemployment rate is the proportion of the unemployed population to the total Labour force.

According to the 19th ICLS, a person is considered unemployed if they;

- a) Had no work from which they derive some income,
- b) Had taken active steps to look for employment and
- c) Were willing to be employed if an employment opportunity had presented itself.

Nationally, the unemployment rate was 12 percent in 2021 which is an increase from the 9 percent reported in 2019/2020. Unemployment rate was higher among females compared to males in all the survey years.

Figure 8.1: Trend in Unemployment Rate by Sex and residence



The findings in Table 8.1 show that about 12 percent (about 1.4million) of the population aged 14-64 years were unemployed during 2021. The unemployment rate of the female population (14%) was higher than that of the male population (10%).

The results also show that the unemployment rate of the working age population in urban areas of 13 percent was slightly higher than that of rural residents (11%). Bukedi and Bunyoro sub regions had the highest unemployment rate (25% and 17% respectively) and Kigezi sub region had the lowest at (2%) percent.

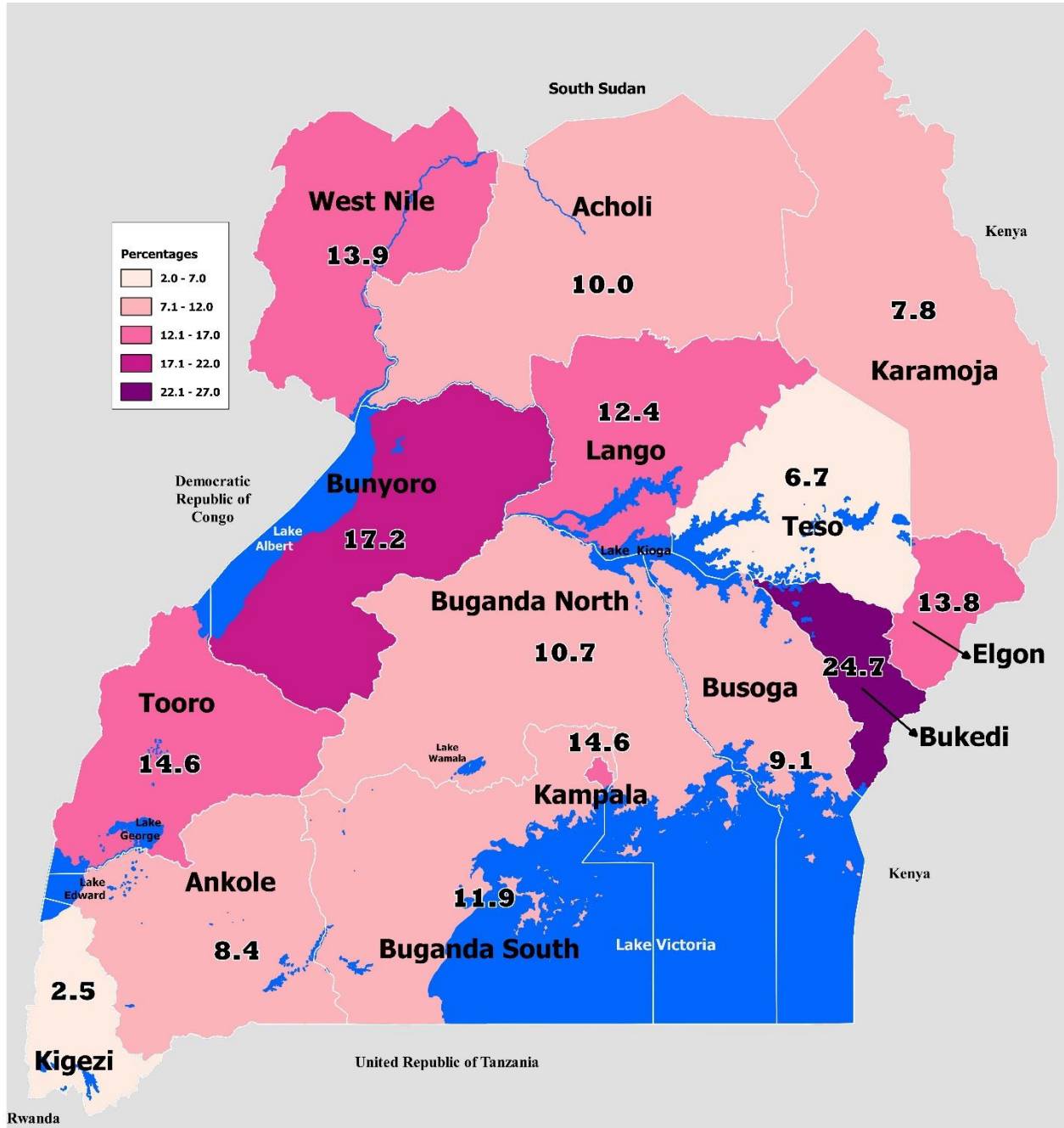
Education attainment differentials showed that the lowest unemployment rate was among persons with no education and those that completed primary (9%) and highest among persons that completed secondary education (14%). Persons with disability had slightly lower unemployment rate (10%) compared to those without disability (12%) as shown in Table 8.1 below.

Table 8.1: Unemployment Rate (LU1) by Selected Background Characteristics, 2021

Background characteristics	Unemployment rate (LU1)		
	Male	Female	Total
Residence			
Rural	10.6	12.5	11.4
Urban	9.9	16.2	12.8
Sub region			
Kampala	8.3	21.6	14.6
Buganda South	9.1	15.0	11.9
Buganda North	8.9	13.6	10.7
Busoga	8.6	10.0	9.1
Bukedi	25.0	23.9	24.7
Elgon	13.1	15.4	13.9
Teso	7.1	6.2	6.7
Karamoja	7.1	8.3	7.8
Lango	10.9	14.3	12.4
Acholi	10.4	9.6	10.0
West Nile	13.0	15.2	14.0
Bunyoro	14.4	21.5	17.3
Tooro	13.2	16.8	14.6
Ankole	7.9	9.1	8.4
Kigezi	1.8	3.9	2.5
Education attainment			
No education	7.1	11.0	9.5
Some Primary	11.1	10.8	11.0
Completed primary	7.6	12.2	9.3
Some Secondary	8.5	17.2	12.1
Completed Secondary	12.8	17.0	14.1
Post primary/secondary specialized training	10.4	17.0	13.1
Not stated	2.3	1.7	2.2
Disability status (5+ years)			
With a disability	10.0	10.8	10.3
Without a disability	10.4	14.3	12.0
Age group			
14 - 17	16.8	13.0	15.1
18 - 30	13.5	20.4	16.5
31- 64	7.2	8.5	7.7
Special age group			
15-24	16.8	21.8	19.0
15-35	12.8	17.5	14.9
National	10.4	14.1	11.9
Number (000)	684	669	1,353

Map 8.1 shows that highest percentages of unemployment were found in the sub-regions of Bukedi (25%) followed by Bunyoro (17%), while Kigezi had the least at about three percent.

Map 8.1: Unemployment Rate by sub-region



8.2.2.1 Measures taken to look for employment

The population that is unemployed have different job search options to choose from in the event that they are looking for employment. The findings in Table 8.2 show that asking friends, relatives and acquaintances (79%); inquiring directly at the factory, farms, markets, shops or work places (25%) and seeking financial assistance to look for work or start business (19%) are the three most used options by job seekers. The three options also stand out from the rest when disaggregated by either place of residence or sex of the job seeker. See appendix table A8.1 for details by education attainment and sub-region.

Table 8.2: Measures taken to look for employment in the 4 weeks preceding to the survey

Background characteristics	Sex		Residence		National
	Male	Female	Rural	Urban	
Asked friends, relatives, acquaintances	82.8	74.5	78.6	78.9	78.7
Inquired directly at factories, farms, markets, shops, or other workplaces	25.9	23.16	23.9	25.4	24.6
Sought financial assistance to look for work or start a business	12.9	25.5	17.8	20.7	19.0
Placed or answered job advertisement(s)	14.4	15.3	8.5	23.3	14.8
Took a test or interview	7.2	6.2	4.3	10.0	6.7
Waited on the street to be recruited for casual work	8.7	1.4	5.9	4.1	5.1
Registered at an employment center	4.1	3.5	2.1	6.0	3.8
Looked for land, building, equipment, machinery to start own business or farming	5.3	2.0	4.6	2.5	3.7
Applied for permit or license to start a business	0.6	0.0	0.3	0.4	0.3
Others	0.3	0.15	0.2	0.3	0.2

8.2.2.2 Duration of unemployment

The survey asked all unemployed persons in the working age group how long they had been without work and trying to find a job or start a business. The majority (30%) had been jobless for 1-3years as shown in Table 8.3. Long term unemployment refers to persons who have been unemployed for one year or longer¹⁴. Survey findings revealed that 47% of the unemployed population had been looking for work or trying to start a business for over one year. See appendix table A8.2 for details by disability status, broad age groups and sub-region.

¹⁴ https://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/publication/wcms_422451.pdf

Table 8.3: Duration of unemployment

Background Characteristics	Less than 3 months	3 months to less than 6 months	6 months to less than 1 year	1 year to less than 3 years	3 years to less than 5 years	5 years or more	Not stated	Total	1 year and above
Sex									
Male	24.3	14.7	15.2	27.9	9.3	6.1	2.5	100	43.3
Female	17.6	13.5	16.8	32.7	8.9	8.7	1.7	100	50.3
Residence									
Rural	22.6	14.0	16.0	27.5	9.2	8.5	2.3	100	45.2
Urban	18.9	14.3	16.1	34.0	9.0	5.8	1.9	100	48.8
Age group									
14 -17	26.6	23.2	18.0	24.8	1.2	1.3	4.9	100	27.3
18 -30	17.5	15.0	16.4	31.9	11.2	7.1	1.0	100	50.2
31 -64	25.7	10.1	14.8	28.9	7.5	9.6	3.4	100	46.0
Special Age group									
15-24	19.5	18.6	19.4	31.6	7.2	2.0	1.7	100	40.8
15-35	18.9	14.9	16.3	31.2	10.0	6.9	1.8	100	48.1
Education Attainment									
No education	18.4	12.4	16.4	30.8	4.8	15.4	1.9	100	51.0
Some Primary	21.8	11.9	18.4	25.3	9.6	9.9	3.2	100	44.8
Completed primary	17.0	16.0	17.7	29.9	7.9	8.2	3.3	100	46.0
Some Secondary	21.0	18.2	16.3	27.6	10.0	5.6	1.2	100	43.2
Completed Secondary	19.7	12.9	12.5	38.3	9.6	5.9	1.2	100	53.8
Post primary/secondary specialized training	28.7	6.7	8.4	42.5	7.8	5.3	0.7	100	55.6
Degree and above	16.0	13.4	17.6	36.1	9.5	3.8	3.6	100	49.4
National	21.0	14.1	16.0	30.3	9.1	7.4	2.1	100	46.8

8.2.2 LU2: Combined Rate of Unemployment and 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. Table 8.4 shows that nine percent of the Labour force in Uganda was employed for less hours than they would have desired and another 21 percent were both unemployed and had time related underemployment.

The *combined rate of unemployment and time related underemployment* is the sum of the unemployed population and persons in time related underemployment expressed as a proportion of the Labour force. The LU2 in 2021 stood at 20% with a higher percentage among females (22%) compared to the males (18%). Disaggregation by age group showed that youth (18-30 years) have the highest combined rate of unemployment and time related underemployment (25%) compared to other case groups (14-17 years 21% and 31-64 years 16%).

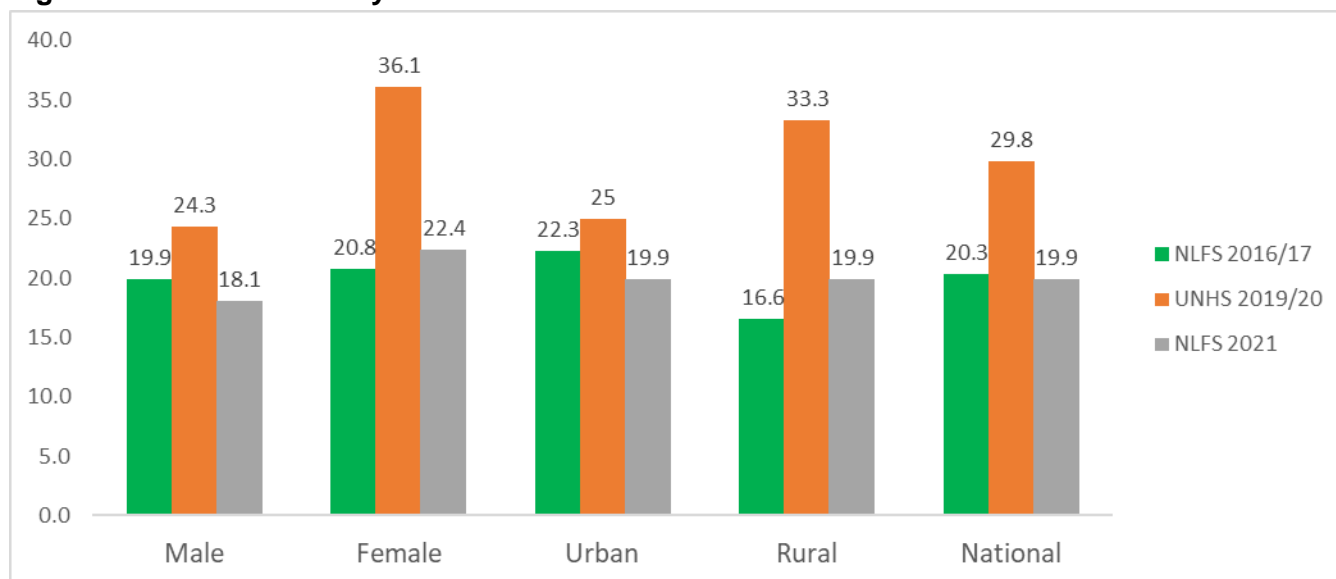
Table 8.4: Time Related under employment and Combined Rate of Unemployment and Time Related Underemployment by Selected Background Characteristics, 2021

Background characteristics	Time-related underemployment			Combined Rate of Unemployment and Time-related underemployment (LU2)		
	Male	Female	Total	Male	Female	Total
Residence						
Rural	9.7	9.5	9.6	19.3	20.7	19.9
Urban	6.8	10.1	8.2	16.0	24.6	19.9
Sub region						
Kampala	5.5	12.6	8.6	13.3	31.5	22.0
Buganda South	7.4	9.9	8.5	15.8	23.4	19.4
Buganda North	11.8	10.3	11.2	19.6	22.4	20.7
Busoga	5.2	5.9	5.5	13.3	15.3	14.0
Bukedi	6.2	9.6	7.3	29.7	31.3	30.2
Elgon	11.3	15.5	12.7	22.9	28.5	24.9
Teso	10.8	10.5	10.7	17.1	16	16.7
Karamoja	12.5	13.0	12.8	18.7	20.3	19.6
Lango	10.2	6.8	8.8	19.9	20.2	20.0
Acholi	14.8	11.8	13.4	23.7	20.3	22.1
West Nile	14.4	17.5	15.8	25.5	30	27.6
Bunyoro	8.3	7.7	8.1	21.6	27.5	24.0
Tooro	5.1	5.4	5.2	17.6	21.3	19.0
Ankole	6.0	5.8	5.9	13.4	14.4	13.8
Kigezi	2.4	3.1	2.7	4.1	6.9	5.1
Disability status (5+ years)						
With a disability	11.4	9.4	10.5	20.3	19.1	19.8
Without a disability	8.4	9.7	8.9	17.9	22.6	19.9
Age group						
14 – 17	9.0	4.8	7.1	24.3	17.2	21.2
18 - 30	9.0	11.3	10.0	21.3	29.4	24.9
31- 64	8.2	9.2	8.6	14.8	16.9	15.6
Special age group						
15-24	9.9	10.6	10.2	25.0	30.1	27.3
15-35	9.0	10.6	9.7	20.6	26.3	23.1
National	8.6	9.7	9.0	18.1	22.4	19.9
Number (000)	508	397	905	1,191	1,066	2,257

Figure 8.2 shows combined rate of unemployment and time related underemployment was the same in NLFS 2016/17 and NLFS 2021 at 20%. There were more females than males across the survey years.

Disaggregation by residence revealed that the highest combined rate of unemployment and time related underemployment was highest in the rural areas as compared to the Urban with exception in NLFS 2021 were it appeared to be the same at 20 percent.

Figure 8.2: Trend in LU2 by sex and residence



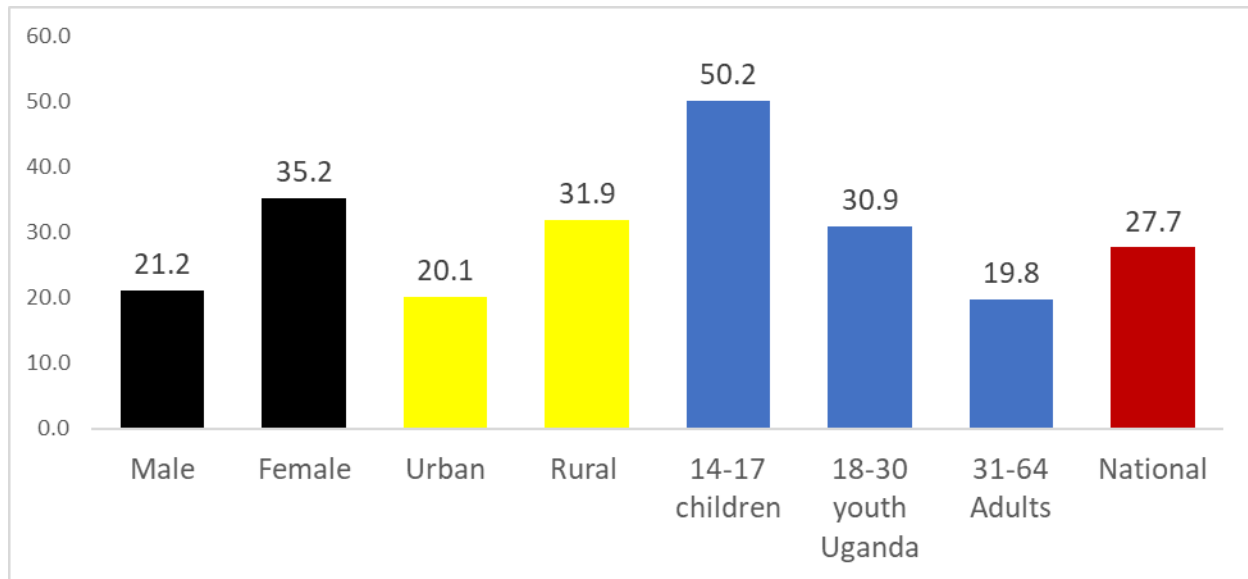
8.2.3 LU3: Combined Rate of Unemployment and Potential Labour Force

Potential Labour Force (PLF) refers to persons not in employment who expressed an interest in working for pay/profit but for whom existing conditions limit either their active job search or their availability. This represents the population that was outside the Labour Force but expressed desire for employment despite limiting factors for search or availability expressed as a proportion of the extended Labour force¹⁵. As presented in Figure 8.3, the rate of potential Labour Force was about 28 percent representing a population of nearly 4.3 million people. The rate of potential Labour force among females (35%) was much higher than among males (21%). In rural areas, the rate of potential Labour force was much higher than the rate in urban areas (32% and 20% respectively).

The disaggregation by age shows that the rate of Potential Labour force was highest among the younger age group (14-17 years) and lowest among the older group (31-64 years).

¹⁵ *Extended Labour force refers to the total population in the Labour force (employed and unemployed persons) and the potential Labour force.*

Figure 8.3: Rate of Potential Labour Force (PLF)



The LU3: 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. Table 8.5 shows the combined rate of unemployment and the potential Labour force by selected background characteristics.

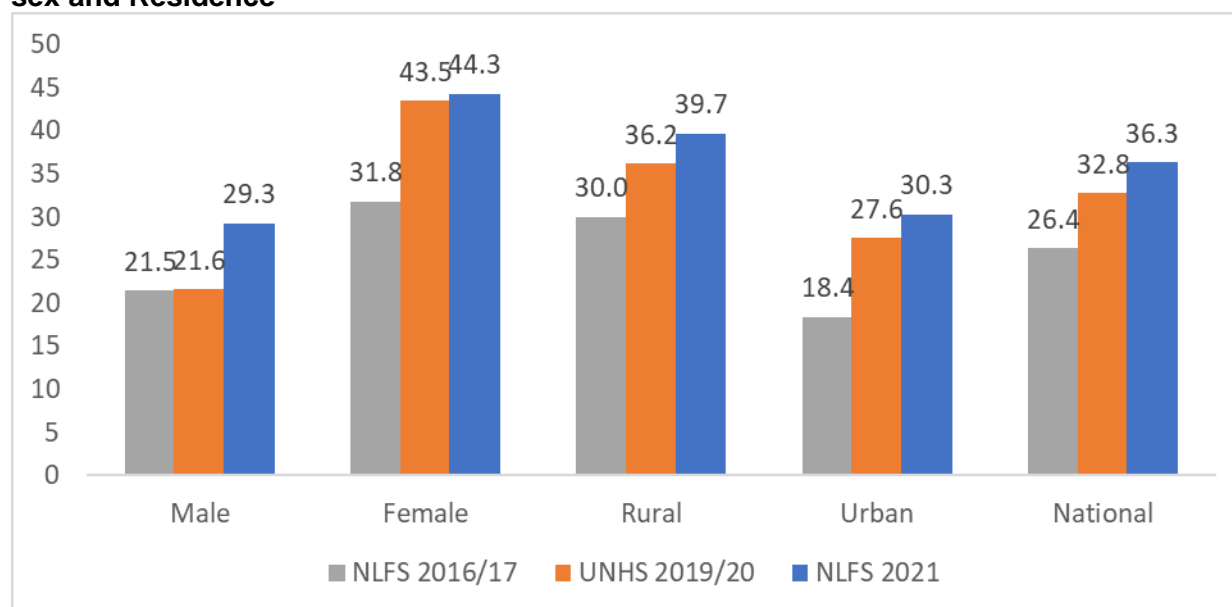
Overall, the combined rate of unemployment and the potential Labour force was 36 percent and this accounts for about 4 million people. The population living in rural areas had a higher rate of LU3 of 40 percent compared to those in urban areas (30%). The rate of LU3 for the females of 44 percent was higher than that for males, 29 percent. The combined rate of unemployment and potential Labour force was highest in Bukedi and Elgon sub regions (54% each) and lowest in Karamoja sub region (24%).

Table 8.5: Rate of Potential Labour Force (PLF) and Combined Rate of Unemployment and Potential Labour Force by Selected Background Characteristics, 2021

Background characteristics	Potential Labor Force (PLF)			LU3: Combined Rate of Unemployment and Potential Labour Force		
	Male	Female	Total	Male	Female	Total
Residence						
Rural	25.3	40.1	31.9	33.2	47.6	39.7
Urban	13.0	27.2	20.1	21.6	39.0	30.3
Sub region						
Kampala	8.1	16.3	12.2	15.7	34.4	25.1
Buganda South	17.8	27.3	22.6	25.2	38.2	31.8
Buganda North	10.2	26.9	17.6	18.1	36.8	26.4
Busoga	22.7	48.0	33.9	29.3	53.2	39.9
Bukedi	32.1	51.8	39.6	49.0	63.4	54.5
Elgon	38.9	56.7	46.6	46.9	63.4	54.0
Teso	22.9	41.4	31.6	28.4	45.0	36.2
Karamoja	18.6	16.6	17.5	24.4	23.6	24.0
Lango	33.9	44.1	38.7	41.0	52.1	46.2
Acholi	20.3	28.2	24.2	28.6	35.1	31.8
West Nile	29.6	42.1	35.8	38.8	50.9	44.8
Bunyoro	15.4	32.8	23.5	27.6	47.2	36.8
Tooro	19.9	37.5	27.6	30.4	48.0	38.1
Ankole	21.8	38.9	30.0	27.9	44.5	35.8
Kigezi	20.6	32.2	25.2	22.0	34.9	27.1
Education attainment						
No education	26.2	37.0	33.2	31.5	44.0	39.5
Some Primary	24.0	40.5	32.4	32.4	46.9	39.8
Completed primary	18.6	36.5	26.6	24.8	44.3	33.4
Some Secondary	13.2	29.1	20.6	20.6	41.3	30.2
Completed Secondary	9.3	17.1	11.9	20.9	31.2	24.3
Post primary/secondary specialized training and above	6.3	13.5	9.3	16.0	28.2	21.2
Not stated/Don't know	7.7	29.4	14.9	9.8	30.6	16.8
Disability status (for persons 5 years and above)						
With a disability	21.0	29.0	24.8	28.9	36.6	32.5
Without a disability	21.2	35.6	27.9	29.4	44.8	36.6
Age group						
14 - 17	48.5	52.2	50.2	57.2	58.4	57.8
18 - 30	22.6	39.1	30.9	33.0	51.5	42.3
31- 64	14.1	27.0	19.8	20.3	33.2	26.0
Special age group						
15-24	34.1	45.6	39.8	45.2	57.5	51.2
15-35	24.3	38.5	31.4	34.0	49.3	41.6
National	21.2	35.2	27.7	29.3	44.3	36.3
Number ('000)	1,769	2,586	4,355	2,453	3,255	5,708

The proportion of combined rate of unemployment and potential labor force has been increasing over the years from the 26 percent reported in 2016/17 to the current 36 percent in 2021 as shown in Figure 8.4. The proportion of females in combined rate of unemployment and potential Labour force is higher than that of their male counterparts over the years. Differentials by residence showed that there were more persons in the combined rate of unemployment and potential Labour force in rural areas compared to the Urban areas across the survey years.

Figure 8.4: Trend in LU3: Combined Rate of Unemployment and Potential Labour force by sex and Residence



8.2.3.1 Reasons for not seeking work but available for work

The proportion of the population who did not seek for work and yet were available for work were asked for the reasons. The findings in Table 8.6 show family responsibility (34%), not knowing where and how to look for work (14%) and not having jobs available in the area/district (13%) were the three main reasons cited.

Table 8.6: Reasons for not seeking employment but available for work

Background characteristics	Attended school or training courses	Family responsibilities or housework	Does not know how and where to look for work	No jobs available in the area/district	Had looked for job(s) before but had not found any	Unable to find work for his/her skills	Awaiting the season for work	Illness, injury or disability	Too young or too old to find a job	Other reason	Total
Sex											
Male	10.3	20.1	18.1	17.8	11.4	7.4	4.2	1.6	3.8	5.3	100
Female	6.9	44.0	11.8	10.0	5.4	6.1	2.7	1.7	2.2	9.2	100
Residence											
Rural	6.9	33.4	14.9	14.8	8.2	6.5	3.4	1.7	2.6	7.6	100
Urban	12.4	36.8	12.8	8.3	6.9	6.9	2.9	1.7	3.4	7.8	100
Education level attained											
No education	2.0	42.4	13.8	16.3	8.0	5.1	2.0	2.7	2.6	5.0	100
Some Primary	1.3	39.1	17.3	13.8	7.5	6.9	3.3	1.8	1.7	7.4	100
Completed primary	1.9	40.2	11.5	13.3	9.5	5.6	5.0	1.8	0.7	10.4	100
Some Secondary	3.2	38.7	10.9	12.8	10.9	7.8	3.3	1.7	1.5	9.2	100
Completed Secondary	9.6	24.9	9.4	11.8	12.2	3.0	6.1	7.7	0.0	15.2	100
Post primary specialized training	0.3	17.9	7.1	16.6	15.0	18.8	8.0	2.0	0.4	14.1	100
Post-Secondary specialized training	0.0	45.0	4.8	18.5	9.4	5.1	0.0	8.3	0.0	8.9	100
Degree and above	2.0	38.2	13.8	13.9	9.1	7.2	3.7	2.0	1.5	8.6	100
Disability status											
With a disability	3.4	28.7	15.5	11.7	12.2	4.9	0.6	12.3	3.2	7.4	100
Without a disability	8.6	34.6	14.3	13.2	7.6	6.7	3.4	1.1	2.8	7.7	100
Age group											
14-17	22.1	24.5	20.2	10.0	4.5	3.4	1.3	0.6	8.8	4.5	100
18-30	8.6	35.0	13.2	12.8	9.2	7.5	3.0	1.6	0.9	8.1	100
31-64	0.2	38.7	12.8	15.4	7.7	7.1	4.8	2.4	2.3	8.5	100
Special age group											
15-24	15.4	29.3	15.6	12.2	7.0	6.2	2.2	1.1	3.4	7.6	100
15-35	10.3	32.9	14.9	12.6	8.2	6.7	2.9	1.5	2.2	7.9	100
National	8.3	34.3	14.4	13.1	7.8	6.6	3.3	1.7	2.8	7.6	100

*others include pregnancy, awaiting results for an interview done etc.

8.2.4 Composite measure of Labour underutilization (LU4)

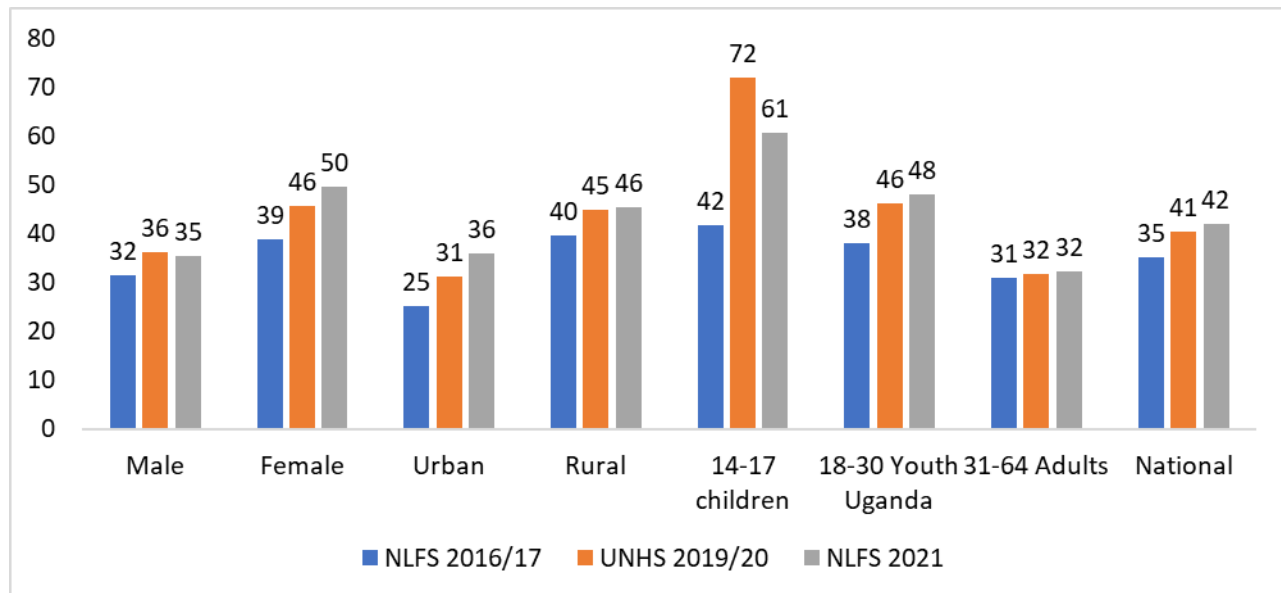
The composite measure of Labour Underutilisation is composed of the sum of the population in time-related underemployment, unemployment and the potential Labour force expressed as a proportion of the extended Labour force. More than four in every ten (42%) of the working age population were in Labour Underutilisation with the proportion in rural areas (46%) higher than in urban areas (36%). Overall, the composite measure of Labour underutilisation among females of 50 percent was higher than the rate among males (35%). Disaggregation by education level shows that the composite underutilisation was lowest among the population having degree and above (28%) and highest among those with some Primary and those with no education (47%).

Table 8.7: The Composite measure of Labour underutilization by Selected Background Characteristics, 2021

Background characteristics	Male	Female	Total
Residence			
Rural	39.7	52.5	45.5
Urban	26.9	45.1	36.0
Sub region			
Kampala	20.3	42.6	31.5
Buganda South	30.7	44.4	37.7
Buganda North	27.8	43.3	34.7
Busoga	33.0	56.0	43.2
Bukedi	52.2	66.9	57.8
Elgon	52.9	69.1	59.9
Teso	36.1	50.8	43.0
Karamoia	33.9	33.5	33.7
Lang'o	47.0	55.4	51.0
Acholi	39.2	42.8	41.0
West Nile	47.6	59.5	53.5
Bunyoro	33.6	51.3	41.9
Tooro	34.0	50.8	41.3
Ankole	32.2	47.7	39.6
Kigezi	23.9	36.9	29.0
Education attainment			
No education	37.2	51.4	46.4
Some Primary	39.4	53.4	46.5
Completed primary	30.0	49.1	38.5
Some Secondary	26.6	46.5	35.7
Completed Secondary	26.8	32.0	28.5
Post primary specialized training and above	23.4	33.5	27.7
Not stated	14.6	30.6	20.0
Disability status			
With a disability	37.0	42.5	39.6
Without a disability	35.3	50.2	42.3
Age group			
14 - 17	61.1	60.4	60.8
18 - 30	39.1	57.0	48.1
31- 64	26.9	39.3	32.3
Special age group			
15-24	50.6	62.0	56.2
15-35	40.0	54.7	47.2
National	35.4	49.7	42.1
Number ('000)	2,961	3,652	6,612

Figure 8.5 shows that the percentage of the population unemployed, in time related underemployment and potential Labour force has steadily increased over the years. More proportion of females are in this composite measure of underutilization compared to males. The disaggregation by age shows higher proportion of younger age groups (14-17 years) in the composite measure compared to the other older age groups.

Figure 8.5: Trend in LU4: Composite measure of Labour underutilization



8.3 Inadequate Employment

8.3.1 Skill related inadequate employment

The working age population categorized 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 categorize someone to be in skill-related inadequate employment in this survey was senior four. Table 8.8 shows that the skill related inadequate employment rate was about nine percent with employed persons in urban areas (14%) being nearly two times to be categorized in skill related inadequate employment relative to that of the rural areas (6%).

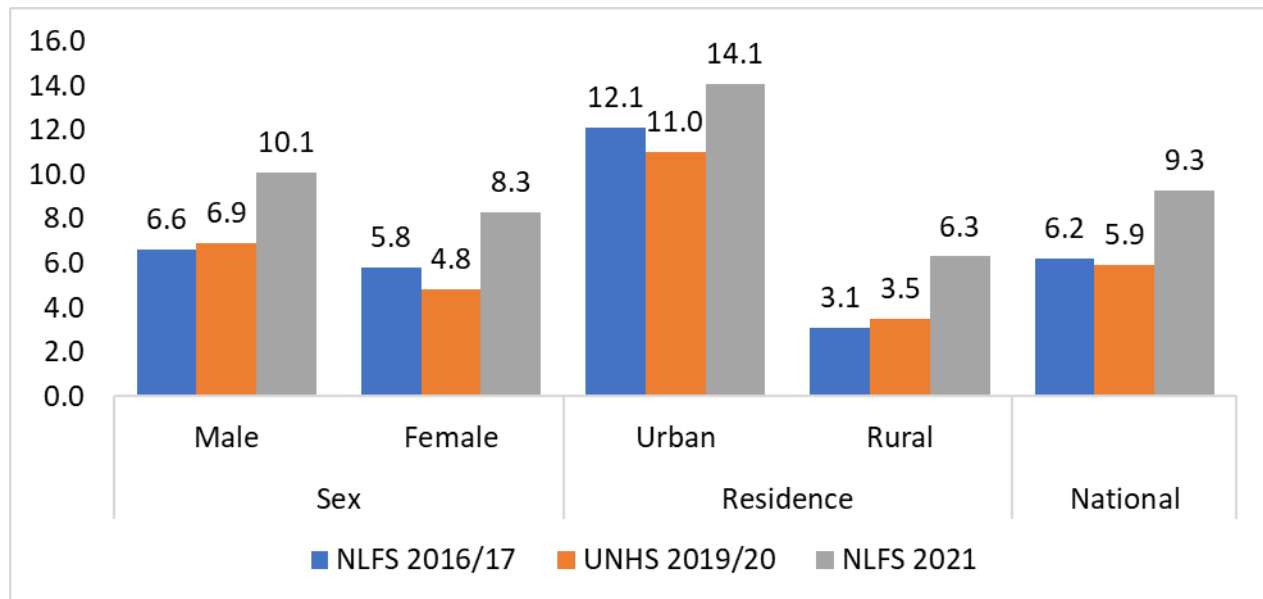
The skill related inadequate employment rate was lowest among those persons with some secondary education (5%) and highest among those persons with Post primary specialized training and above (52%), an indication that this group is willing to be employed in jobs below their qualifications if they are available. The youth aged 18-30 and the older persons 31-64 years had higher rates compared to the persons in other age groups.

Table 8.8: Skill related inadequate employment by Selected Background Characteristics

Background characteristics	Male	Female	Total
Residence			
Rural	7.3	4.7	6.3
Urban	14.7	13.3	14.1
Sub region			
Kampala	23.0	16.6	20.2
Buganda South	10.5	10.8	10.6
Buganda North	6.4	7.8	7.0
Busoga	6.8	7.4	7.0
Bukedi	10.8	13.7	11.7
Elgon	7.8	11.3	9.0
Teso	8.3	3.3	6.3
Karamoja	2.9	0.6	1.6
Lango	13.8	5.6	10.4
Acholi	17.7	7.9	13.1
West Nile	10.6	4.5	7.9
Bunyoro	8.8	4.8	7.2
Tooro	7.0	4.3	6.0
Ankole	10.7	11.9	11.2
Kigezi	7.1	9.9	8.1
Education Attainment			
Some Secondary	5.4	3.4	4.6
Completed Secondary	7.5	5.6	6.9
Post primary specialized training and above	51.7	50.4	51.2
Disability status (5+ years)			
With a disability	9.4	3.5	6.8
Without a disability	10.1	8.6	9.5
Age group			
14 - 17	0.3	0.7	0.5
18 - 30	11.4	10.8	11.1
31- 64	10.2	7.4	9.1
Special age group			
15-24	6.6	6.5	6.6
15-35	10.7	9.5	10.2
National	10.1	8.3	9.3
Number ('000)	620	349	970

Figure 8.6 shows that there was an increase in percentage of working age population in employment that had skills below those required on the main job from 6 percent in 2019/20 to nine percent in 2021. Residential differentials showed that urban residents (41%) had higher skills inadequacy compared to rural dwellers (6%).

Figure 8.6: Trend in skill related inadequate employment



8.3.2 Wages (low pay) 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 233,400/=). 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 three 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 47 percent relative to 38 percent in urban areas.

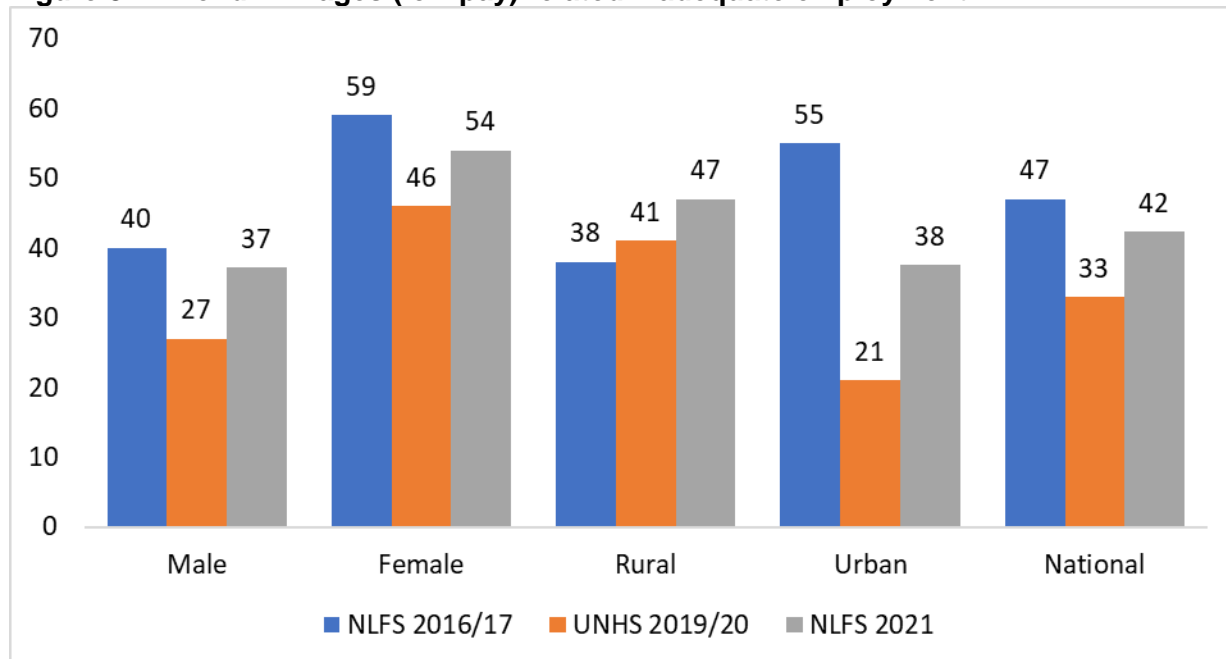
Sex variations were also evident with income related inadequate employment rate for females being at 55 percent compared to 37 percent for males. Regional variations revealed that the wage related inadequate employment ranges from 29 percent in Busoga and 58 percent in Teso and Kigezi subregions. The proportion of persons in wage related inadequate employment decreased with increasing age and education (Table 8.9).

Table 8.9: Wages related inadequate employment by Selected Background Characteristics, 2021

Background characteristics	Male	Female	Total
Residence			
Rural	43.5	56.5	47.0
Urban	29.9	52	37.6
Sub-region			
Kampala	20.0	57.2	33
Buganda South	28	53.4	37.2
Buganda North	37	53.8	42.3
Busoga	28.9	28.7	28.9
Bukedi	31.2	37.1	32.6
Elgon	39.6	48.3	41.5
Teso	51.5	74.2	58.3
Karamoja	28.7	39.2	33.1
Lango	44.9	76.7	52.1
Acholi	48.4	62.3	54.2
West Nile	35.7	37.2	36
Bunyoro	43.4	49.9	45.1
Tooro	44.8	63.4	50.5
Ankole	52.3	63.8	55.8
Kigezi	53.5	68.2	56.9
Education attainment			
No education	57.6	63.8	60.5
Some Primary	59.6	78	65.2
Completed primary	49.4	72.8	54.7
Some Secondary	33.2	60.2	40.9
Completed Secondary	17.3	48.4	22
Post primary specialized training and above	9.1	17.5	12.1
Disability status			
With a disability	39.0	60.8	43.9
Without a disability	37.1	53.7	42.3
Age group			
14 - 17	68.8	82.0	75.6
18 - 30	45.6	60.6	50.4
31- 64	27.2	40.9	30.9
Special age group			
15-24	57.2	74.2	63.4
15-35	43.9	58.8	48.8
National	37.2	54.0	42.3

The findings in Figure 8.7 show that overall, 42 percent of employed population were earning less than two thirds of the median earnings of employed persons in 2021. This was an increase from the 33 percent reported in 2019/2020. More female employees reported cases of low pay compared to their male counterparts.

Figure 8.7: Trend in Wages (low pay) related inadequate employment



8.4 Summary of findings

The unemployment rate was 12 percent with regional variations showing that Bukedi sub region having the highest unemployment rates of 25 percent with Kigezi sub region recording the lowest at three percent. The unemployment rate increased from 9 percent in 2019/20 to 12 percent in 2021. Time related underemployment rate was nine percent while the combined rate of unemployment and time related underemployment (LU2) was reported at 20% with female reporting a higher rate (22%) compared to males (18%).

Overall, the potential Labour force was 28 percent (4.3 million persons) with rural areas reporting a higher rate (32%) compared to the urban areas (20%). Overall, 42% of employed persons were underutilized (49% females and 35% males). The skills related inadequate employment rate was 9 percent. Forty two percent of those employed reported earning less than two thirds of national median average cash earnings (UGX 200,000).

CHAPTER NINE: POPULATION IN AND OUTSIDE THE LABOUR FORCE

9.1 Introduction

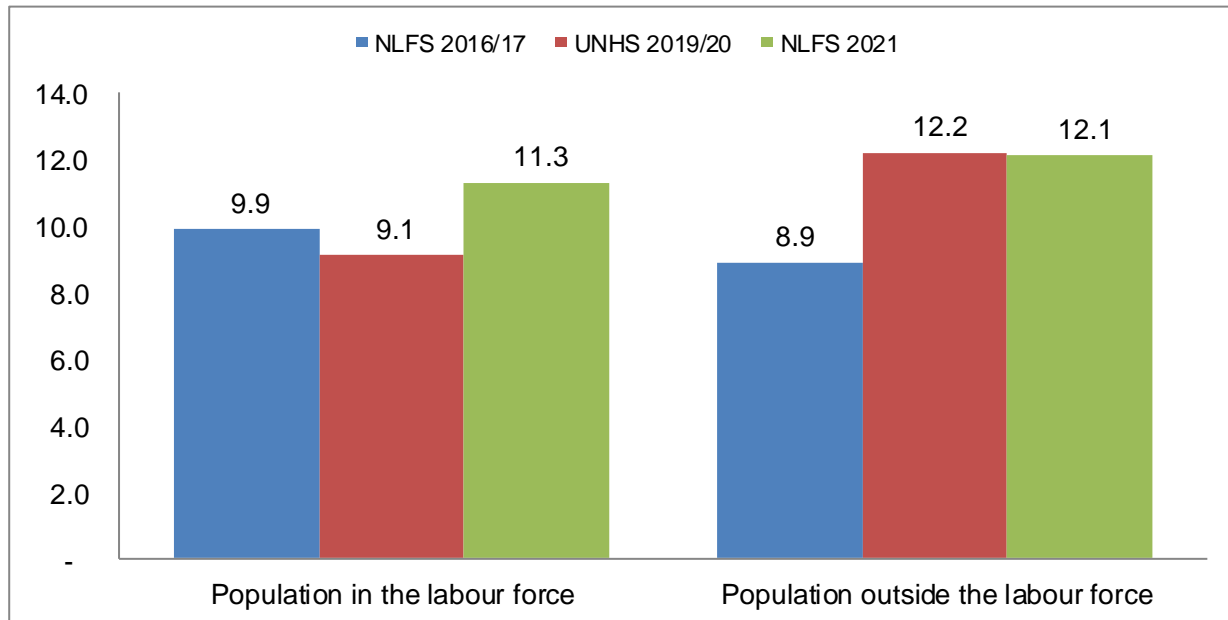
This chapter highlights the findings about the population in and outside the Labour force. It further details regarding the Labour Force Participation Rate (LFPR) as well as reasons for not being available for employment or not seeking employment (for the unemployed) in the seven days before the survey. A trend analysis of the findings from the most recent surveys has also been provided.

9.2 Population in and outside the Labour Force

The labor force includes people of working age (14-64 years) employed or unemployed, who are either working or looking for work. The population in the labor force in the NLFS 2021 was estimated at about 11.3 million persons. This is an increase from the previous survey results including the NLFS 2016/17 that reported almost 10 million, and UNHS 2019/20 that reported 9.1 million persons.

The population outside the Labour force comprises of persons aged 14-64 years who were neither employed nor unemployed during the reference period. This population may have sought employment in the past but was not available to work during the reference period. The population outside the Labour force in the NLFS 2021 was estimated at 12.1 million persons. The UNHS 2019/20 survey estimated this population at 12.2million persons, while the NLFS 2016/17 had a slightly lower figure of 8.9 million persons. The communities visited reported that the Pandemic (Covid-19) left so many without work and were undoubtedly not available to work. This could have contributed to the differences in this population over the Labour force survey years. A comparison of the findings across the surveys is illustrated in Figure 9.1.

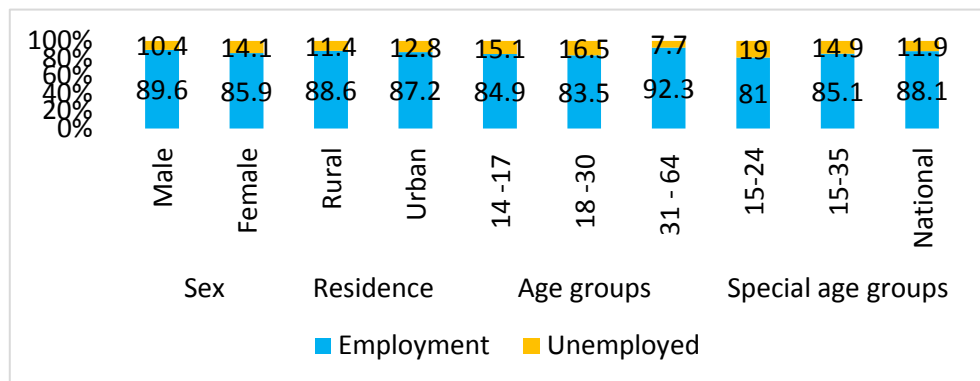
Figure 9.1: Composition of Working Age Population in and outside the Labour Force, (Millions)



9.3. Composition of the Population in the Labour force

The Labour force refers to the active section of the working age population and is computed as the sum of persons in Employment and persons in Unemployment. This value therefore represents the current supply of Labour for the production of goods and services in the country through market transactions in exchange for remuneration. The NLFS 2021 findings reveal that 88 percent of the Labour force was in employment. The concern of employment is usually focused on the youth and results indicate that, persons in the ages of (18- 30 years) had an 84 percent likelihood of employment. The probability of employment for the official working age group of persons aged (31- 64yrs) was highest with 92 percent. The composition of the population in Labour force is illustrated in figure 9.2.

Figure 9.2: Composition of Population in the Labour Force, %



Defining the Labour force by their background characteristics indicates that of the total 11.3 million persons that were estimated to be in the Labour force in the NLFS 2021, 58% were males indicating an increase from 55% reported in 2016/17. Majority (61%) lived in the rural areas and nearly 50% of the Labour force population had attained secondary education and above as the highest level. This is a shift from previous results of NLFS 2016/17 which indicated that most of the Labour force (54%) reported primary as the highest level.

Further on their age composition, results show that the proportion of the Labour force in the age category of (31-64yrs) has been increasing from 48 percent in NLFS 2016/17 to 51 percent in NLFS 2021. Despite the fact that the UNHS is undertaken with a different approach handling Labour only as a module, an attempt to compare the findings with the UNHS data also presents comparable results specifically for characteristics regarding residence and age. A cross section of the findings for the respective surveys is illustrated in table 9.1.

Table 9.1: Distribution of the population in the Labour Force by selected background characteristics, (%)

Background Characteristics	NLFS 2016/17			UNHS 2019/20			NLFS 2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Residence									
Rural	67.0	63.7	65.6	66.8	61.8	64.7	63.2	57.4	60.8
Urban	33.0	36.3	34.5	33.2	38.2	35.3	36.8	42.6	39.2
Age groups									
14-17	7.3	6.8	7.0	4.0	3.9	4.0	6.8	7.3	7.0
18-30	42.4	47.5	44.6	35.9	38.7	37.1	40.2	44.1	41.9
31-64	50.4	45.8	48.3	60.1	57.3	59.0	53.0	48.6	51.2
Education attainment									
No formal education	6.2	14.3	9.9	6.7	15.5	10.4	4.8	10.0	7.0
Some primary	36.9	39.3	38.0	33.7	34.5	34.0	27.6	30.5	28.9
Completed primary	17.7	12.9	15.5	14.5	12.5	13.7	15.6	13.2	14.5
Some secondary	22.6	20.3	21.6	17.9	16.8	17.5	28.4	26.8	27.7
Completed secondary	3.8	1.6	2.8	12.4	9.5	11.2	5.7	3.5	4.8
Post primary/secondary specialized training and	12.8	11.6	12.2	14.8	11.3	13.3	16.8	15.3	16.2
Total	100	100	100	100	100	100	100	100	100
Number ('000)	5,505	4,427	9,932	5,296	3,782	9,078	6,590	4,759	11,349
% Share	55.4	44.6	100	58.3	41.7	100	58.1	41.9	100

9.3.2 Labour Force Participation Rate (LFPR)

Labour Force Participation Rate (LFPR) is the population in the Labour force (employed and unemployed) expressed as a percentage of the working age population. It indicates the proportion of Working Age Population that is active in the Labour market as either employed or actively looking for employment. This indicator shows the relative size of the supply of Labour available for production of market goods and services in the country.

Analysis of the LFPR across the survey years indicates that the overall rate reduced from 53 percent in NLFS 2016/17 to 48 percent in NLFS 2021. A closer look at the characteristics indicates that the male population recorded a predominately higher LFPR across the survey years (61 percent 2016/17 and 58 percent in 2021). Urban areas recorded a more active Labour force as compared to their rural counterparts (67 percent in 2016/17 and 59 percent in 2021).

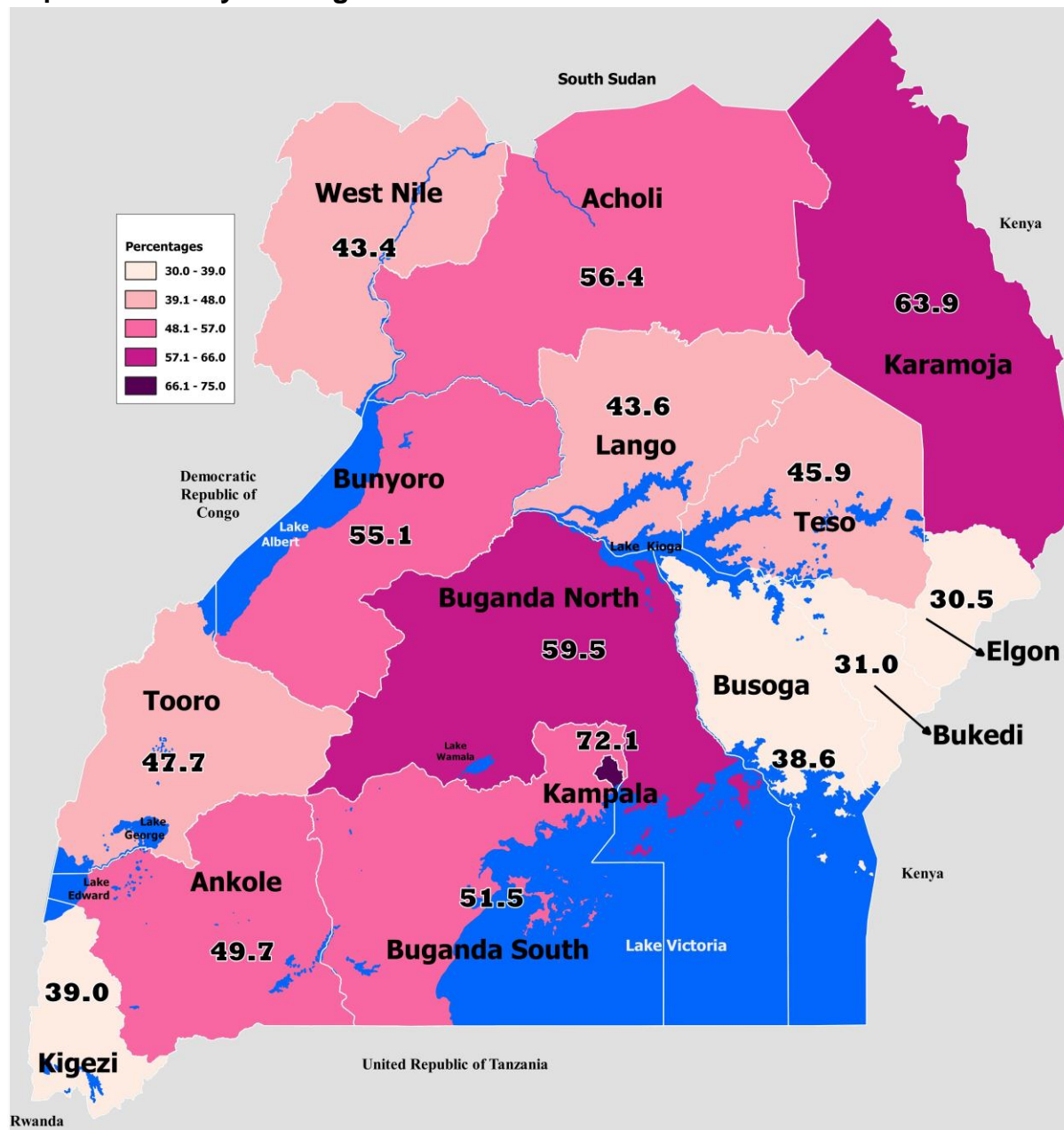
Findings about this group also indicate that their highest LFPR was among persons with education level of post-primary/secondary and above (81%), showing an increase from 72 percent as reported in UNHS 2019/20 and a reduction when compared to the estimate in NLFS 2016/17 of about 89 percent. Looking at their age composition, results further indicate that the active Labour market is mainly comprised of the persons between 31-64 years, and was reported at almost 59 percent in the NLFS 2021 a slight reduction from the 61 percent of NLFS 2016/17. More details on related characteristics of the population in the active Labour market are indicated in table 9.2.

Table 9.2: Trend in LFPR

Background Characteristics	NLFS 2016/17			UNHS 2019/20			NLFS 2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Residence									
Rural	55.7	39.5	47.4	48.2	29.8	38.7	53.1	33.9	43.3
Urban	76.1	58.4	66.6	61.0	43.8	51.8	68.4	50.2	58.7
Education attainment									
No formal education	50.7	37.8	41.4	50.8	36.9	41.1	48.3	35.4	39.5
Some primary	63.6	46.2	54.1	43.5	28.6	35.7	59.6	37.6	47.2
Completed primary	73.5	49.7	62.3	54.3	33.5	43.9	68.3	41.9	55.0
Some secondary	80.3	65.8	73.4	49.3	31.4	40.2	73.9	51.9	63.0
Completed secondary	93.9	70.8	86.4	65.8	45.1	56.6	81.4	68.9	77.1
Post-primary/ secondary specialized training and above	91.1	86.5	89.1	78.6	61.5	71.5	85.5	74.0	80.5
Disability status									
With Disability	62.0	47.0	53.8	47.2	34.1	40.5	59.6	35.5	42.1
Without Disability	61.9	44.9	53.1	52.2	33.9	42.7	58.5	39.6	48.8
Age Group									
14-17	25.1	17.6	21.2	10.6	7.4	9.0	20.9	16.2	18.5
18-30	66.4	49.6	57.2	53.1	34.5	43.0	62.0	41.4	50.8
31-64	71.1	51.3	61.2	68.6	44.6	56.3	70.2	47.3	58.9
Special age group									
15-24	49.5	36.7	42.7	29.8	20.8	25.1	41.8	30.2	35.7
15-35	61.6	45.9	53.3	47.2	31.2	38.8	58.5	39.6	48.8
National	61.1	44.8	52.6	51.8	34.0	42.5	57.9	39.3	48.3

The Labour Force Participation Rates for the NLFS 2021 as compared regionally indicate the highest rate was in the Kampala at 72 percent followed by Karamoja sub region at 66 percent. Bukedi sub region indicated the lowest LFPR at 31 percent. Figure 9.3 illustrates the respective rates for the fifteen sub regions of Uganda. Map 9.1 shows that, Kampala sub-region had the highest percentage of Labour Force participation at (72%) followed by Karamoja sub-region (64%) while Elgon and Bukedi sub-region had the least at (31%)

Map 9.1: LFPR by Sub region



9.4 Population outside the Labour force

The Population outside the Labour force comprises of persons, aged 14-64 years who were neither employed nor unemployed. This information is obtained by inquiring about the current status of employment of the individual during the seven-day period prior to the survey.

It should be noted that these people may;

- a) Have sought employment in the past but were not available to work during the reference period, or
- b) Did not seek employment but were available or
- c) Did not seek employment and were not available to take up one.

9.4.1 Composition of the Population outside the Labour Force

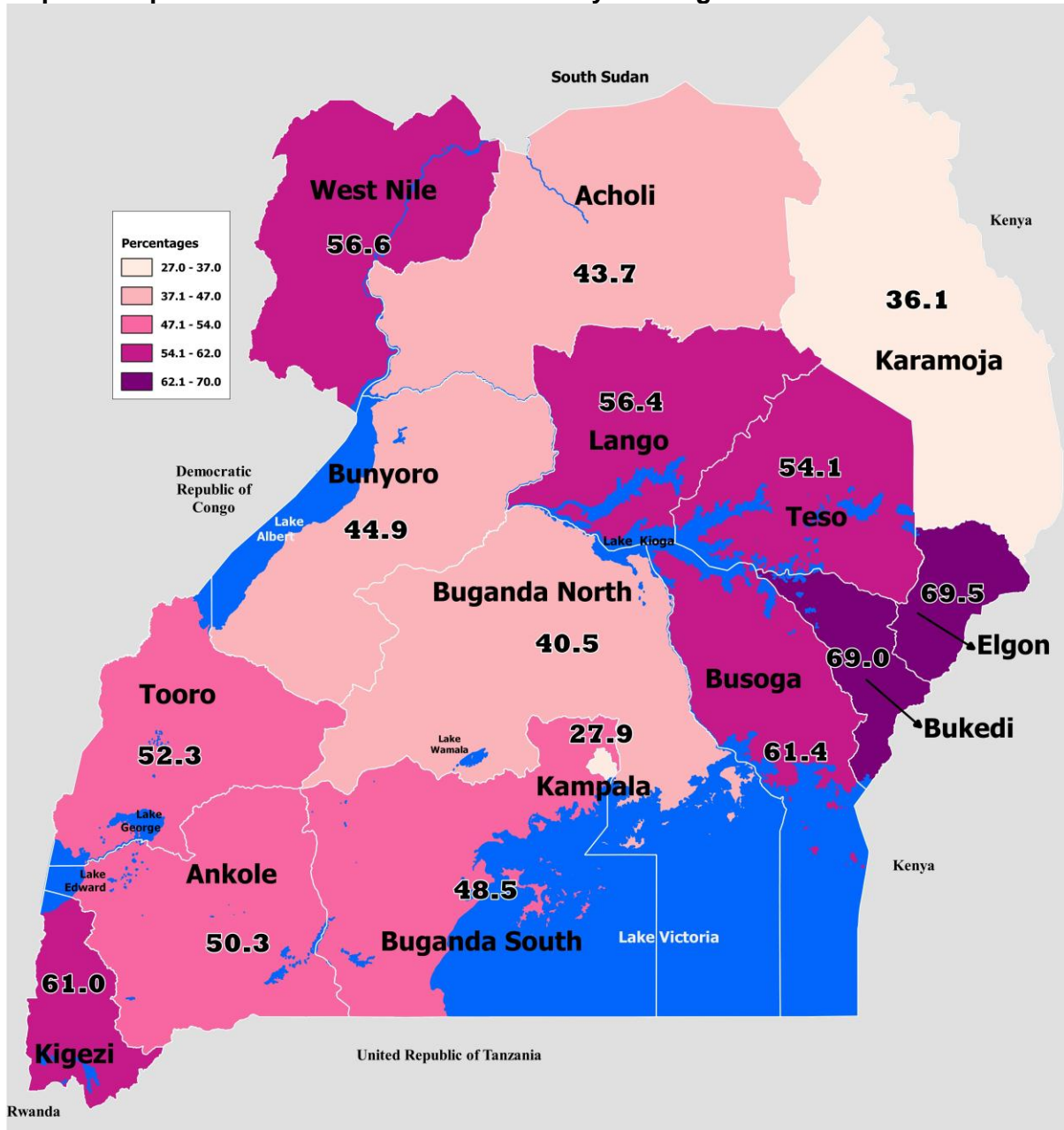
The population outside the Labour force comprises of three categories, that is, those who were available but did not look for work during the last days preceding the survey and those who did not look for work and were also not available for work and those who looked for work but were not available. The overall results show that, those that were available but did not look for and were not available for work during the 30 days preceding the survey made a bigger percentage (64%) of the population outside the Labour force. On the overall, analysis of the number of persons outside the Labour force as a proportion of the working age group indicates that they are mainly women (61%) and mostly reside in rural areas (74%).

Table 9.3: Composition of the Population outside the Labour Force

Background characteristics	Did not look for work but available	Looked for work but not available	Did not look for work and not available	Total	Number ('000)	% Share
Sex						
Male	36.9	0.4	62.7	100	4,798	39.5
Female	35.2	0.5	64.4	100	7,347	60.5
Residence						
Rural	35.9	0.4	64.1	100	9,013	74.2
Urban	35.7	0.5	64.3	100	3,132	25.8
Age groups						
14-17	22.9	0.1	77.0	100	3,489	28.7
18-30	46.1	0.4	53.5	100	4,597	37.9
31-64	35.3	0.8	63.9	100	4,059	33.4
Special Age groups						
15-24	36.6	0.2	63.2	100	5,484	45.2
15-35	40.0	0.4	59.6	100	7,813	64.3
Education attainment						
No education	32.5	0.3	67.3	100	1,082	8.9
Some Primary	42.8	0.4	56.8	100	3,258	26.8
Completed primary	44.2	0.6	55.2	100	1,203	9.9
Some Secondary	43.9	0.6	55.5	100	1,647	13.6
Completed Secondary	45.3	1.3	53.4	100	143	1.2
Post primary specialized training	46.1	1.7	52.2	100	143	1.2
Post -Secondary specialized training	44.4	2.1	53.5	100	142	1.2
Degree	34.7	2.4	62.9	100	111	0.9
National	35.8	0.4	63.7	100	12,145	
Number '000	4,353	52	7,740			

Map 9.2 shows that Bukedi and Elgon sub-regions had the highest percentages of population outside the Labour Force (69% each) whereas Kampala had the least at 28 percent.

Map 9 2: Population outside the Labour Force by Sub-region



9.4.2 Trend in proportion of the Population outside the Labor force

In order to describe the composition of the population outside the Labour force, results of the NLFS 2021 were categorized by sex on specific background characteristics, and compared across the survey years. The findings show a downward shift in the population outside the Labour force that resides in rural areas from 81 percent in NLFS 2016/17 to 74 percent in 2021.

There were also improvements in the education attainment over the survey years considering that NLFS 2016/17 reported 21 percent of the persons outside the Labour force having no formal education and by NLFS 2021, 14 percent had no formal education. Only a small fraction of about 5 percent had post primary training and was outside the Labour force unlike what had been the case in the previous survey years. More comparisons have been illustrated in table 9.4.

Table 9.4: Distribution of the working age population outside the Labour force by background characteristics

Background Characteristic	NLFS 2016/17			UNHS 2019/20			NLFS 2021		
	Male	Female	National	Male	Female	National	Male	Female	National
Residence									
Rural	83.6	78.9	80.8	77.2	74.8	75.8	76.6	72.7	74.2
Urban	16.4	21.1	19.2	22.8	25.2	24.2	23.4	27.3	25.8
Education attainment									
No formal education	14.8	24.7	21.3	7.1	13.8	11.1	11.2	15.3	13.9
Some primary	52.1	48.0	49.4	48	44.6	46.0	40.9	42.3	41.8
Completed primary	15.7	13.7	14.4	13.4	12.9	13.1	15.8	15.3	15.4
Some secondary	13.7	11.0	11.9	20.1	19.1	19.5	21.9	20.8	21.2
Completed secondary	0.6	0.7	0.7	7.1	6.0	6.4	2.8	1.3	1.8
Post-primary/secondary specialized training	3.1	1.9	2.3	4.4	3.7	4.0	6.2	4.5	5.1
Disability status									
With Disability	19.5	21.0	20.4	9.3	8.2	8.6	8.5	8	8.2
Without Disability	80.5	79.0	79.6	90.7	91.8	91.4	91.3	91.9	91.7
Age Group									
14-17	33.9	25.5	28.8	36.4	25.4	29.8	35.2	24.5	28.7
18-30	33.8	39.2	37.1	34	37.9	36.3	33.8	40.5	37.8
31-64	32.3	35.2	34.1	29.5	36.7	33.8	31	35	33.4
Special age group									
15-24	44.5	40.0	41.8	51.1	42.4	45.9	49.2	42.5	45.2
15-35	62.5	63.0	62.8	64.9	63.5	64.0	63.0	65.2	64.3
Total	100	100	100	100	100	100	100	100	100
Number ('000)	3,494	5,437	8,931	4,932	7,352	12,284	4,798	7,347	12,145

9.4.3 Reasons for being outside the Labour force

9.4.3.1 Reasons for not seeking employment for those who were available

It is expected that one would continue to look for work if they are not engaged; however, there are situations when one does not seek employment even when they are available. Different reasons were provided by persons who were available to take up employment but did not actively look for work during the 30 days preceding the survey. On the overall, the main reason reported was discouragement which accounted for about 45 percent followed by family responsibilities at about 34 percent.

Further analysis to describe this group by their background characteristics indicates that there were more discouraged men at 59 percent, as compared to their female counterparts. The discouraged were residents in rural areas (47 percent) and were mainly those who had some post primary specialized training at 67 percent (Table 9.5).

Table 9.5: Reasons for not seeking employment for those who were available, %

Background characteristics	Discouraged	Family responsibility	Attending school	Awaiting work season	Other reasons	Total
Sex						
Male	58.5	20.1	10.3	4.1	6.9	100
Female	35.4	44.1	6.9	2.7	10.9	100
Residence						
Rural	47.1	33.4	6.9	3.4	9.3	100
Urban	38.2	36.8	12.5	2.9	9.5	100
Education attainment						
No formal education	45.8	42.4	2.0	2.0	7.7	100
Some primary	47.1	39.1	1.3	3.3	9.2	100
Completed primary	40.5	40.2	1.9	5.0	12.2	100
Some secondary	43.9	38.8	3.2	3.2	11.0	100
Completed secondary	36.4	24.9	9.6	6.1	22.9	100
Post primary specialized training	62	15	0.0	6.8	16.1	100
Post-Secondary specialized training	65.6	14.9	0.8	8.2	10.7	100
Degree+	37.9	27.7	0.0	9.6	24.8	100
Age Group						
14-17	46.9	24.5	21.9	1.3	5.1	100
18-30	43.6	35.1	8.6	2.9	9.7	100
31-64	45.3	38.7	0.2	4.8	10.9	100
National	44.8	34.3	8.3	3.3	9.3	100

**Includes pregnancy, illness, awaiting interview results among others*

9.4.3.2 Reasons for not seeking and not being available for employment

Table 9.6 presents the part of the working age population (14-64 years) that was not in the Labour force did not look for employment and was also not available for work. The main reason reported was that the persons were in school or training (32%) followed by family responsibilities (30%). A closer look at the results shows that more males (41%) than females (27%) were in school or training while females were preoccupied with family responsibilities with (37%). By education attainment, family responsibility was the main reason as to why people in the working age category neither sought nor were available for work.

Table 9.6: Reasons for not being available and not seeking employment, NLF 2021

Background characteristics	In school or training	Family responsibility	Pregnancy	Illness, injury or disability	Retired	Too young to work	No desire to work	Satisfied with subsistence agriculture	Other	Total
Sex										
Male	41.4	18.7	0.0	1.5	3.8	11.1	3.5	17.4	2.5	100
Female	26.8	36.7	3.3	2.0	6.7	7.6	2.7	11.8	2.4	100
Residence										
Rural	28.1	31.2	2.1	1.8	6.3	8.6	3.0	16.5	2.5	100
Urban	45.4	26.4	2.0	1.9	3.3	9.8	2.9	5.7	2.5	100
Age-groups										
14-17	58.3	10.9	0.1	0.5	0.0	21.1	2.7	4.0	2.3	100
18-30	34.2	39.7	5.7	1.2	0.3	2.7	2.3	10.9	3.0	100
31-64	0.4	43.8	1.1	3.8	16.7	0.2	4.0	27.9	2.0	100
Education attainment										
No formal education	1.1	40.3	2.7	3.6	19.7	0.3	5.1	23.9	3.3	100
Some primary	4.5	45.6	2.5	3.5	10.0	2.9	3.5	24.7	2.9	100
Completed primary	6.0	46.8	5.3	3.1	6.9	2.3	3.0	24.2	2.4	100
Some secondary	7.3	52.8	6.6	2.7	6.1	1.8	3.8	16.5	2.5	100
Completed secondary	17.9	63.4	0.0	3.4	1.3	0.0	1.2	9.6	3.3	100
Post primary specialized training	5.0	50.0	8.8	1.6	0.0	0.0	12.2	10.0	12.5	100
Post-Secondary specialized training	0.0	51.3	0.0	0.0	2.9	9.3	8.4	28.1	0.0	100
Degree+	6.1	57.7	0.0	0.0	0.0	0.0	22.2	5.2	8.8	100
National	32.2	30	2.1	1.8	5.6	8.9	3	13.9	2.5	100

9.5 Summary of Findings

The NLFS 2021 findings revealed that of the 24 million persons in the working age group (14-64 years), a total of 11.3 million (48%) was estimated to be in the Labour force; of these 58 percent were males. Majority of the Labour force (61 percent) lived in the rural areas and about 29 percent of the Labour force had attained some primary education. On the other hand, the population outside the Labour force was nearly 12.1 million persons (52%). The Labour Force Participation Rate (LFPR) was 48% with a higher share of males (58%). 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 (45%) for not seeking employment despite being available for work.

CHAPTER TEN: YOUTH ACTIVITIES

10.1 Introduction

The UN defines a Youth as someone between the ages of 15 and 24 years old; however, member states of the UN are allowed to give their own definitions of the Youth. In Uganda, the Ministry of Gender, Labour, and Social Development defines Youth as persons aged between 18-30 years. This chapter presents the findings of the National Labour Force Survey 2021 about the Youth based on Uganda's definition unless otherwise stated.

10.2 Characteristics of Youths Population

Table 10.1 shows that the population of the youth was estimated at about 9.3 million and this represents about one fifth (22%) of the overall population. This was an increase from 7.8 million reported in UNHS 2019/20 and 7.7 million in NLFS 2016/17. The proportion of the youth living in rural areas (66%) was nearly two-fold that living in urban areas (34%). Disaggregation by sex indicates that the proportion of female youth was about nine percentage points higher than their counterparts.

The findings also indicate that less than one-quarter of the youth (15%) had completed secondary or higher education levels. The results further revealed that majority of the youth never complete a full cycle of an education level. For instance, three in every ten youth did not complete primary education (32%). Likewise, three in every ten youth did not complete secondary education (31%). The proportion of youth with some primary education is higher in rural (38%) while that of youth with some secondary education is higher in urban (37%). The results further revealed that the number of youths increases with age.

Notably, the majority of the youth were aged between 25-30 years representing 41%, followed by those aged 20-24 years with 39 percent. The survey results also showed that the majority of the youth (83%) lack any trade or technical skills or any form of specialisation. There were no differentials observed by sex although lack of skills was 10 percentage points higher in rural than in urban. The findings also indicate that less than five percent of the youth live with some form of disability irrespective of residence or sex.

Table 10.1: Distribution of Youths (18-30 years) Population by Background Characteristics against Sex and Residence (%)

Background Characteristics	Sex		Residence		National
	Male	Female	Rural	Urban	
Education attainment					
No education	4.8	6.2	7.1	2.5	5.6
Some primary	31.4	31.9	37.7	19.8	31.7
Completed primary	15.1	16.6	16.9	14.0	15.9
Some secondary	30.7	31.9	28.6	36.8	31.4
Completed secondary	6.5	2.9	2.3	8.7	4.4
Post primary specialized training	3.9	3.7	3.2	4.9	3.8
Post-Secondary specialized training	4.2	4.2	3.0	6.5	4.2
Degree+	3.2	2.5	1.1	6.4	2.8
Not stated	0.1	0.1	0.1	0.3	0.1
Skills/ Specialization					
With trade or technical skill and specialization	1.8	1.1	0.8	2.6	1.4
With trade or technical skill only	7.6	7.7	6.8	9.4	7.7
With specialization only	7.5	8.2	5.7	12.0	7.9
None	83.1	83.0	86.7	76.0	83.0
Disability Status					
With Disability	4.4	3.7	4.3	3.4	4.0
Without Disability	95.6	96.3	95.6	96.6	96.0
Age Group					
18-19	18.6	20.5	20.0	18.7	19.6
20-24	40.9	37.6	40.0	37.5	39.1
25-30	40.5	41.9	40.0	43.8	41.3
Total	100	100	100	100	100
Number ('000)	4,273	5,074	6,133	3,213	9,346
% Share	45.7	54.3	65.6	34.4	

10.3 Youths Activity Status

Table 10.2 classifies the youth aged 18-30 years into four categories i.e., youth in education, those who are in employment and no longer attending school, those in employment and attend school and those Not in Employment, Education or Training (NEET). Among the Ugandan Youth aged 18 to 30 years in 2021, 37 percent were no longer in school and were in employment, while 16 percent were still in school and about 41 percent were neither in employment nor education training. Findings further show that, males (18%) and youth living in urban areas (18%) were more likely to be in school whereas females (52%) and rural youths (45%) were more likely to be neither in employment nor attending school. Young people aged 18 to 30 with disability were particularly at risk of finding themselves in a NEET situation (57%). Further detailed can be found in Appendix A10.1 by sub-region.

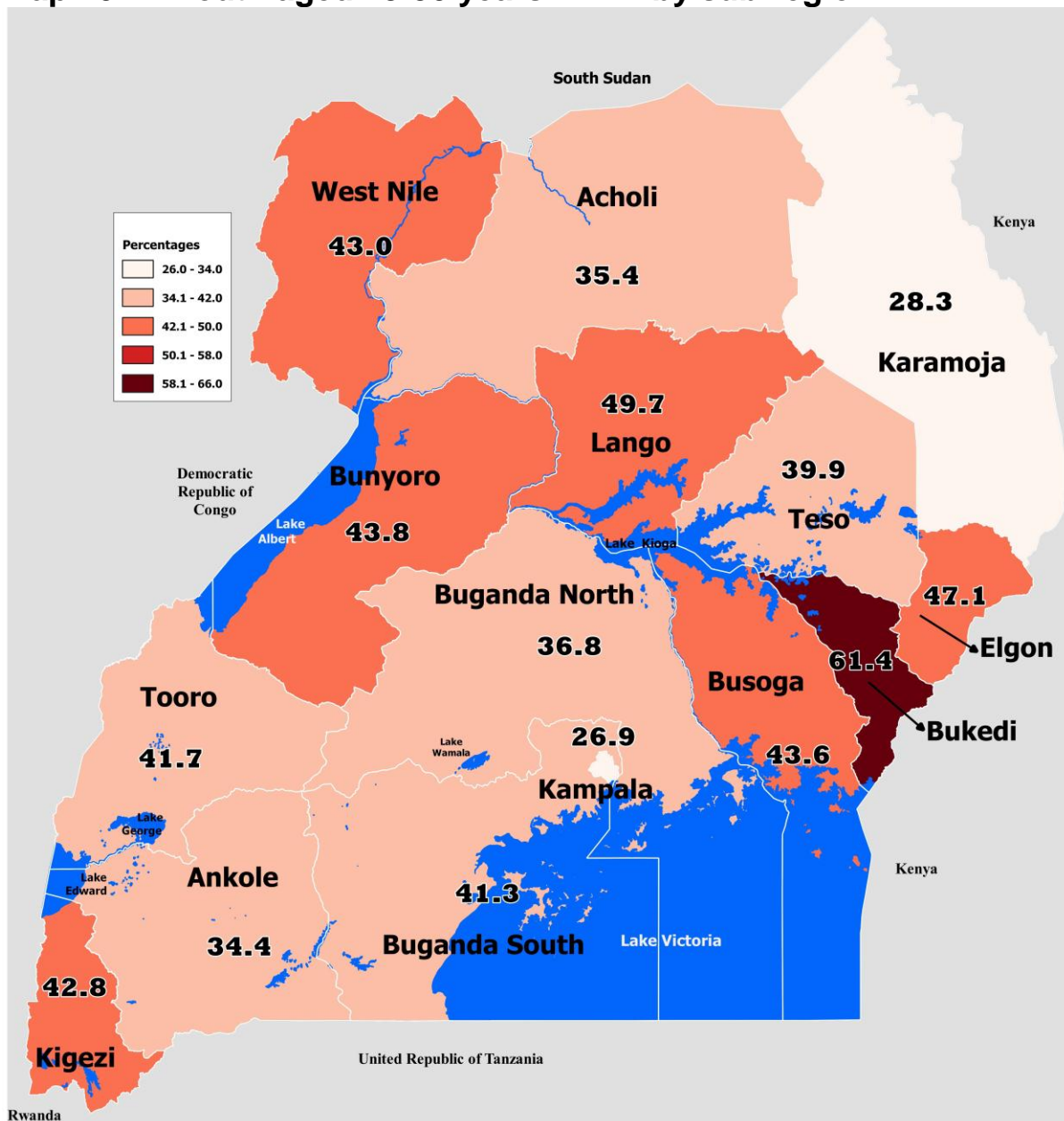
Table 10.2: Percentage Distribution of Youths (18-30 years) Activity Status by Selected Background Characteristics (%)

Background characteristics	Activity Status					Total
	In employment only	In school only*	Both in school and employment	Not in Employment, Education or Training (NEET)	Not stated	
Sex						
Male	45.3	18.3	8.2	28.0	0.2	100
Female	29.0	14.7	3.8	52.2	0.3	100
Residence						
Rural	33.7	15.6	5.4	45.0	0.2	100
Urban	41.7	17.8	6.6	33.7	0.2	100
Disability status						
With Disability	27.1	11.8	4.4	56.8	0.0	100
Without Disability	36.9	16.6	5.9	40.5	0.2	100
Age Group						
18-19	14.0	42.8	11.3	31.7	0.2	100
20-24	32.4	17.7	7.7	41.9	0.2	100
25-30	50.9	2.5	1.5	44.8	0.2	100
National (18-30)	36.5	16.4	5.8	41.1	0.2	100
Number ('000)	3,407	1,530	545	3,845	20	9,347

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

Map 10.1 showed that the highest proportions of youth aged 18-30 years were in Bukedi region at 61% followed by Lango at 50 % while the least proportion of NEET was in Kampala at 27 %

Map 10.1: Youth aged 18-30 years NEET by sub-region



10.4 Youths in employment

10.4.1 Youths in Employment

The employed youth are those who spent at least one hour doing work either for pay or profit in the reference week of 7 days, and those who had a paid or profit job that they were temporarily absent from during the reference week. Table 10.3 shows the trend of youth in employment over different survey years.

Between 2019/20 and 2021, the population of youth in employment increased to about 4.0 million from 2.9 million. Sex differentials showed that the population of female youths in employment decreased to about 1.7 million from nearly 1.8 million while for their male counterparts, there was an increase over the period 2016-2021 to about 2.3 million from 2.1 million.

Table 10.3: Trend Distribution of Employed Youths by Background Characteristics & Sex

Background characteristics	NLFS 2016/17			UNHS 2019/20			NLFS 2021		
	Male	Female	National	Male	Female	National	Male	Female	National
Residence									
Rural	63.2	60.7	62.1	65.9	57.4	62.2	63.7	56.7	60.8
Urban	36.8	39.3	37.9	34.1	42.6	37.8	36.3	43.3	39.2
Education attainment									
No education	4.1	6.8	5.4	4.9	8.9	6.7	3.9	5.7	4.7
Some Primary	35.6	37.1	36.3	34.2	28.8	31.8	28.7	26.0	27.5
Completed primary	18.5	13.4	16.1	14.4	13.1	13.8	16.2	14.8	15.6
Some Secondary	25.5	27.0	26.2	29.0	30.2	29.6	31.7	34.1	32.7
Completed Secondary	5.0	2.7	3.9	5.5	3.0	4.4	6.9	4.0	5.7
Post primary specialized training	3.0	3.9	3.4	4.2	5.4	4.7	4.4	4.9	4.6
Post-secondary specialized training	4.4	6.1	5.2	4.3	6.4	5.2	4.5	7.3	5.7
Degree and above	4.0	3.2	3.6	3.2	4.1	3.6	3.5	3.3	3.4
Disability status									
With Disability	11.8	16.7	14.1	5.3	3.6	4.6	3.2	2.6	3.0
Without Disability	88.2	83.3	85.9	94.7	96.4	95.4	96.8	97.4	97.0
Age Group									
18-19	10.3	11.5	10.9	9.8	8.9	9.4	11.2	12.5	11.7
20-24	40.2	35.8	38.2	34.8	36.9	35.7	37.4	36.7	37.1
25-30	49.5	52.6	51.0	55.4	54.2	54.9	51.4	50.8	51.2
Total	100	100	100	100	100	100	100	100	100
Number ('000)	2,066	1,792	3,859	1,65	1,275	2,927	2,29	1,672	3,964

10.4.2 Youths Employment to Population Ratio

The employment-to-population ratio (EPR) indicates the ability of an economy to create employment. In the youth context, it refers to the proportion of the youth aged 18-30 years that is employed. The NLFS 2021 estimated the Youth EPR also known as employment rate as 42 percent representing an increment of 5 percentage points within a period of two years (2019/20-2021). The EPR was higher among males (54%) than females (33%) which are similar in the previous survey years. Employment rate among the youth increased with education attainment. It was also noted that the youth who had either technical or trade skill and specialization had the highest employment rate (69%) followed by those with technical or trade skill only and specialization only estimated at 57 percent.

Table 10.4: Youths Employment to Population Ratio by Selected Background Characteristics

Background characteristics	NFLS 2016/17			UNHS 2019/20			NLFS 2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Residence									
Rural	53.1	38.3	45.2	43.4	25.9	34.1	50.6	29.2	39.3
Urban	72.4	50.7	60.0	52.6	38.2	44.4	60.0	39.6	48.4
Education attainment									
No education	47.8	31.9	36.8	43.1	38.8	40.4	50.0	33.0	39.3
Some primary				48.3	25.8	35.9	56.4	29.1	40.8
Completed primary	60.7	38.7	48.2	50.3	28.3	37.9	66.2	32.0	46.0
Some secondary				40.4	28.3	33.7	63.7	38.2	49.0
Completed secondary	72.3	54.5	62.7	48.3	35.8	42.0	66.2	49.8	60.1
Post primary/secondary specialized training and above	85.1	75.5	79.5	55.9	44.0	49.9	67.9	52.5	59.4
Specialization with skill training									
specialization with additional trade or technical skill training	90.1	76.4	81.9	-	-	-	67.9	63.8	66.2
With trade or technical skill training only	77.0	52.7	62.9	-	-	-	68.1	46.4	56.2
With specialization only	83.3	73.3	78.1	-	-	-	64.8	49.0	55.9
None	60.4	39.6	48.6	-	-	-	50.9	29.7	39.4
National (18-30yrs)	58.9	42.4	49.8	46.2	30.0	37.4	53.7	32.9	42.4

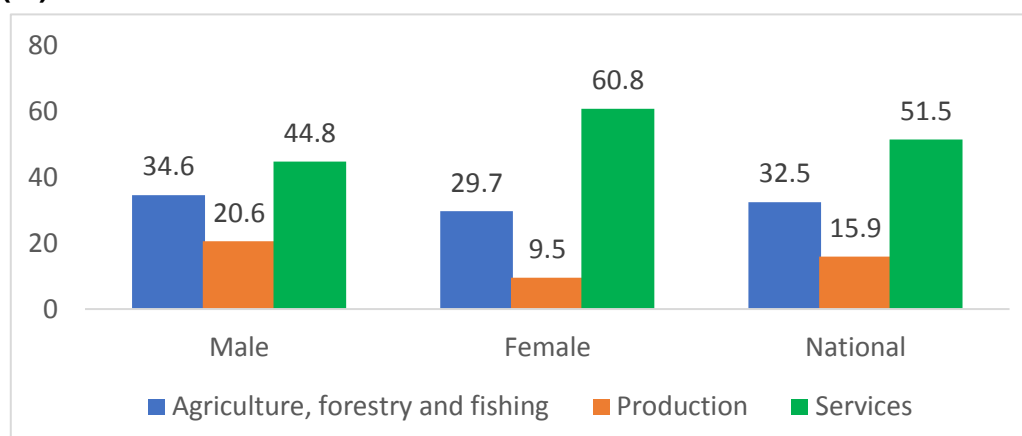
*-- questions not asked

10.4.3 Sector of Employment

In order to capture the industry of employment, the NLFS 2021 asked employed respondents what their place of work produced or what its function was. Figure 10.1 divides employed youth into three broad sectors of economic activity namely; agriculture, fishing and forestry, production and services.

Figure 10.1 shows that the highest proportion of youth were employed in the services sector (52%) followed by the proportion in agriculture, forestry and fishing (33%) while the least proportion was in production (16%). By sex, there were more females (61%) employed in the services sector than males (45%) while a higher proportion of males (21%) than females (10%) were employed in the production sector.

Figure 10.1: Sector of the main job of employed youths (18-30 years) by Sex, (%)



10.4.4 Occupations of Youths in Employment

Occupation is defined as a set of tasks and duties that a person pursues to earn income in cash and/or in kind. The findings in Table 10.5 reveal that high proportions of the youth were employed as services and sales workers (29%) followed by skilled agricultural, forestry and fishery workers (25%) and elementary occupations taking about 18%. Most female youth in employment (42%) were service and sales workers while most males were engaged as skilled agricultural, forestry and fishery workers (26%). In the urban areas the most common occupation among the youth was service and sales workers (39%) while the corresponding occupation among the youth in rural areas was skilled agricultural, forestry and fishery workers estimated at 34 percent.

Table 10.5: Occupations of Youths in Employment by Sex and Residence (%)

Occupations	Sex		Residence		
	Male	Female	Rural	Urban	National
Service and sales workers	18.6	42.0	21.6	39.2	28.5
Skilled agricultural, forestry and fishery workers	26.0	23.3	34.2	10.4	24.9
Elementary occupations	19.5	16.1	17.3	19.2	18.0
Craft and related workers	16.1	9.0	12.9	13.4	13.1
Plant and machine operators and assemblers	12.5	0.7	8.2	6.5	7.5
Professionals	2.8	4.0	2.7	4.2	3.3
Technicians and associate professionals	2.6	4.1	2.3	4.7	3.2
Others*	1.9	1.0	0.9	2.4	1.4
Total	100	100	100	100	100
Number (000's)	2,293	1,672	2,409	1,555	3,964

10.4.5 Youths Status in Employment

Findings on status of employment for youth aged 18-30years showed that independent workers without employees estimated at 1.7 million representing 42 percent had the highest proportion of employed youth. Moreover, employees comprised of 40 percent while the proportion of employers was only 8 percent. The youth in rural areas were twice more likely to be categorized as employers (10%) compared to urban dwellers (5%). The findings further reveal that a higher proportion of females is more likely to constitute own-account workers (50%) than their male counterparts (36%). By education status, the proportion of youth working as employees was generally higher than the category that was working as employers. It was also noted that most of the employees were urban residents (53%) while most youth working as own-account workers dwelled in rural areas (47%). The proportion of youth engaged as own-account workers decreased with education attainment while for employees, the proportion of employees increased with advancement in one's education.

Table 10.6: Distribution of Youths by Status in Employment and selected Background Characteristics (%)

Background Characteristics	Independent Workers		Dependent workers			Total
	Employers	Independent workers without employees	Dependent contractors	Employees	Contributing Family Workers	
Sex						
Male	7.0	36.5	1.5	48.2	6.9	100
Female	5.7	51.5	2.0	30.4	10.3	100
Residence						
Rural	7.6	48.4	2.4	32.7	8.9	100
Urban	4.6	34.2	0.7	53.1	7.5	100
Education level						
No education	4.5	54.5	3.8	35.6	1.6	100
Some Primary	5.3	49.4	2.0	38.1	5.3	100
Completed primary	8.1	48.8	2.2	36.8	4.2	100
Some Secondary	7.4	47.5	1.5	39.4	4.3	100
Completed	9.2	33.1	1.5	51.9	4.3	100
Post primary specialized training	8.9	35.7	0.9	52.6	1.9	100
Post-Secondary specialized training	6.4	25.5	0.3	65.4	2.4	100
Degree+	6.7	24.9	0.0	65.9	2.3	100
Age-group						
18-19	2.8	29.2	1.1	42.0	24.9	100
20-24	4.7	41.5	1.5	41.0	11.4	100
25-30	8.6	46.9	2.0	40.2	2.3	100
National	6.5	42.8	1.7	40.7	8.3	100
Number '000	256	1,698	67	1,613	330	3,964

10.4.6 Youths in Vulnerable Employment

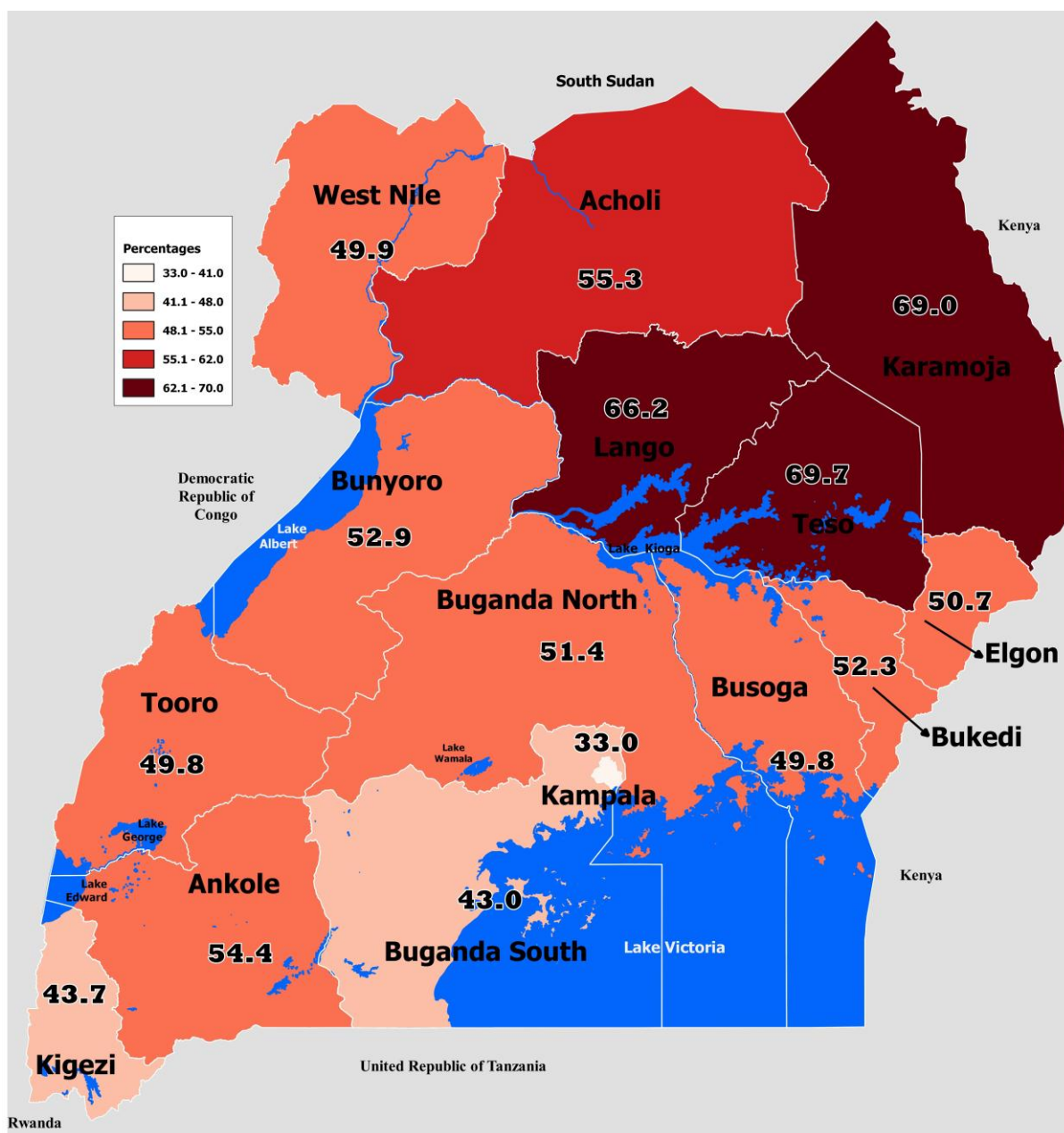
The ILO defines vulnerable employment to constitute the employed workforce who are own account workers or contributing family workers. Vulnerable employment is often characterized by inadequate earnings, low productivity and difficult conditions of work that undermine workers' fundamental rights. During 2021, 2.0 million youth were found to be in vulnerable employment, an increment from 1.4 million presented in UNHS 2019/20. There were more females (1million) than males in vulnerable employment; a similar pattern was presented in UNHS 2019/20. Most youth (over third) in vulnerable employment had attained some secondary level of education.

Table 10.7: Distribution of Youths in Vulnerable Employment by Background Characteristics & Sex (%)

Background Characteristic	Sex								
	NLFS 2016/17			UNHS 2019/20			NLFS 2021		
	Male	Female	National	Male	Female	National	Male	Female	National
Residence									
Rural	72.7	70.7	71.7	72.1	64.9	68.3	73.2	63.1	68.0
Urban	27.3	29.3	28.3	27.9	35.1	31.7	26.8	36.9	32.0
Disability status									
With disability	14.0	17.9	16.1	4.4	4.2	4.3	3.6	2.7	3.2
Without disability	86.0	82.1	83.9	95.6	95.8	95.7	96.4	97.3	96.8
Age- group									
18-19	11.3	11.8	11.6	8.7	8.2	8.5	12.4	12.4	12.4
20-24	43.5	34.0	38.5	33.6	35.9	34.8	40.5	36.3	38.4
25-30	45.2	54.1	50.0	57.7	55.9	56.8	47.1	51.3	49.2
Education attainment									
No education	5.1	8.1	6.8	5.4	9.5	7.6	4.5	6.1	5.3
Some Primary	41.8	42.2	42.0	33.5	30.7	32.0	31.3	29.7	30.5
Completed primary	21.3	15.9	18.4	17.4	15.7	16.5	17.8	15.9	16.8
Some secondary	22.8	27.1	25.2	19.7	22.3	21.1	33.5	35.1	34.3
Completed secondary	4.0	1.6	2.7	13.9	13.3	13.6	5.1	3.6	4.3
Post primary/ secondary training and above	5.0	5.1	5.0	10.1	8.4	9.2	7.5	9.6	8.6
Total	100	100	100	100	100	100	100	100	100
Number ('000)	1,052	1,190	2,243	682	748	1,429	995	1,033	2,028

Map 10.2 showed that the highest proportions of youth aged 18-30 years in vulnerable employment were in Teso sub- region at 70% followed by Karamoja at 69 % while the least proportion of NEET was in Kampala at 33 %.

Map 10.2: Percentage of Youth (18-30) in vulnerable employment by sub-region



10.4.7 Nature of Employment and Job Satisfaction

The survey established the nature of employment in which the population is involved and the degree to which employees were satisfied with their jobs. Overall, results in Table 10.8 show that about nine in ten youth were in informal employment (92%). Although minimal variations are observed by sex and residence, results strongly suggest that the proportion of youth in informal employment reduces with education attainment i.e. from 100 percent among youth with no education to about 73 percent among the youth with post-primary/secondary training and above.

Nonetheless, the proportion of youth in formal employment is highest among post-primary/secondary training and above (27.3%) and relatively higher in Teso (17.3%), Lango (15.8%), and Kampala (12.1%) among the sub regions. Overall, youth living in urban and males also seem to have a higher likelihood of being in formal employment compared to their counterparts' youth. On the other hand, the survey results revealed that the majority of the youth were satisfied with their jobs (72%) and no major differentials were observed by background characteristics. Nevertheless, results showed that Bunyoro (58%) and Acholi (62%) sub-regions had the lowest proportion of youth satisfied with their jobs.

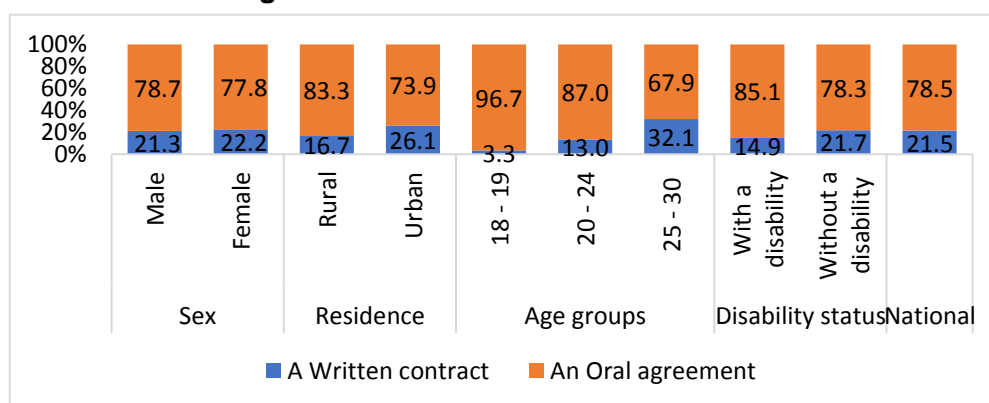
Table 10.8: Nature of Employment and Job Satisfaction of Youths in Employment in the Main Job by Selected Background Characteristics (%)

Background characteristics	Formality of Employment (Outside Agriculture)		Job Satisfaction			Total
	Formal	Informal	Satisfactory	Neither satisfied / unsatisfied	Not Satisfactory	
Sex						
Male	9.5	90.5	72.3	13.8	14.0	100
Female	6.6	93.4	71.8	14.1	14.1	100
Residence						
Rural	7.2	92.8	72.5	13.4	14.1	100
Urban	9.2	90.8	71.5	14.6	13.9	100
Sub-region						
Kampala	12.1	87.9	67.6	14.2	18.2	100
Buganda South	6.6	93.4	73.1	16.1	10.8	100
Buganda North	8.5	91.5	71.7	13.9	14.3	100
Busoga	5.8	94.2	72.2	14.2	13.6	100
Bukedi	2.9	97.1	63.1	19.4	17.4	100
Elgon	5.7	94.3	69.9	23.0	7.1	100
Teso	17.3	82.7	80.9	9.4	9.6	100
Karamoja	4.9	95.1	67.1	10.4	22.5	100
Lango	15.8	84.2	86.3	9.6	4.1	100
Acholi	9.8	90.2	61.7	11.2	26.8	100
West Nile	9.5	90.5	87.2	5.5	7.3	100
Bunyoro	7.3	92.7	57.9	24.3	17.7	100
Tooro	7.8	92.2	63.3	14.6	22.1	100
Ankole	4.3	95.7	74.5	13.9	11.6	100
Kigezi	4.7	95.3	90.6	2.5	6.9	100
Education level						
No education	0.0	100.0	71.6	10.9	17.5	100
Some primary	3.0	97.0	68.5	15.2	16.4	100
Completed primary	4.1	95.9	76.1	12.3	11.6	100
Some secondary	5.2	94.8	70.9	14.4	14.7	100
Completed secondary	11.6	88.4	74.1	14.5	11.4	100
Post-primary/secondary training and above	27.3	72.7	79.7	9.7	10.6	100
National (%)	8.2	91.8	72.1	13.9	14.0	100

10.4.8 Contractual arrangements on employment

Figure 10.2 indicates the contractual arrangements upon which the youth were employed. The findings indicate that majority of the youth work on oral contracts i.e., nearly eight in ten youth were employed on oral agreement (78.5%) while 22 percent were employed on written contracts. Results also showed that youth with disability were 10 percent more likely to be employed on oral contracts than those without a disability. On the other hand, youth in urban areas were more likely to have written contracts compared to their rural counterparts. It was further revealed that the likelihood of having a written contract increases with age where by the youth aged between 25 and 30 years had a higher likelihood of written contracts.

Figure 10.2: Percentage distribution of employed Youth with contractual arrangement and Selected Background Characteristics



10.5 Youth Labour Under-utilization

According to ILO, the Labour force is underutilized if there is a mismatch between the Labour offered by workers (supply), and the employment opportunities available to them (demand). It reflects the level of insufficiency in Labour absorption within the economy and can be used for Labour market monitoring. It is comprised of:

- (i) Unemployed youth;
- (ii) Potential Labour Force of the Youth;
- (iii) Youths in employment but with unmet need

This concept is measured using the following indicators:

- 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 force that was either in unemployment, time related underemployment or potential Labour force.

The Youth unemployment rate in Uganda was estimated at 17 percent in 2021 showing an increase of 4 percentage points from the survey year 2019/20. The unemployment rate was higher for females (20%) than males (14%). By residence, the rate of unemployment was higher among youth in urban areas (19%) than those dwelling in rural areas (15%). At sub-region level, the rate of youth unemployment was highest in Bukedi (41%) followed by Bunyoro (22%) and lowest registered in Kigezi (2%). The findings further reveal that time related unemployment was estimated at 10 percent and was higher among females than males. The combined rate of time-related underemployment and unemployment (LU2) was estimated at 25 percent.

The Potential Labour force was 31 percent while the rate of Labour Underutilization (LU3) which combines the potential Labour force and unemployment was 42 percent an increase from 39 percent that was observed in 2019/20. The aggregate Labour underutilization rate (LU4) among the Ugandan youth was 48 percent in 2021, an increase from 46 percent in 2019/20. The estimated aggregate Labour underutilization rate for females (57%) and youth living in rural areas (51%) was higher compared to that among males (39%) and among youth living in urban areas (44%).

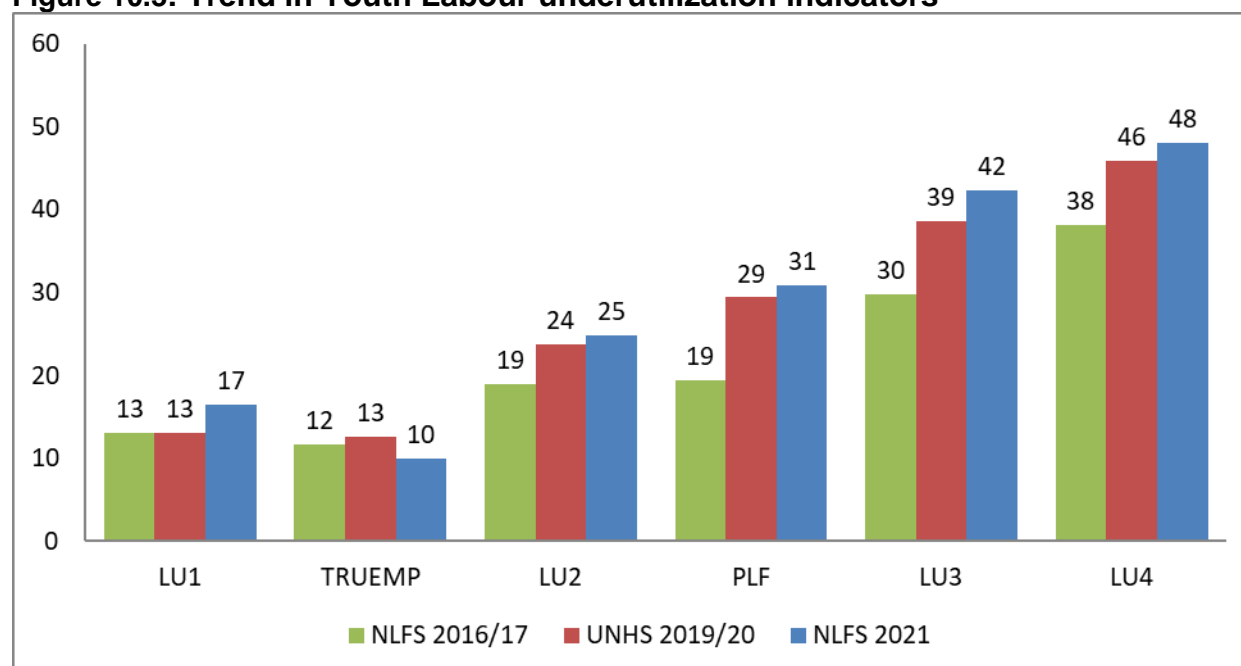
Table 10.9: Measures of Labour Under-utilization by Selected Background Characteristics (%)

Background Characteristic	Labour Under-utilization measures					
	LU1	TRUEMP	LU2	PLF	LU3	LU4
Sex						
Male	13.5	9.0	21.3	22.6	33.0	39.1
Female	20.4	11.3	29.4	39.1	51.5	57.0
Residence						
Rural	14.9	11.1	24.4	34.9	44.6	50.7
Urban	18.9	8.3	25.6	24.0	38.4	43.5
Sub-region						
Kampala	19.8	9.0	27.0	13.6	30.7	36.9
Buganda South	18.1	9.6	26.0	27.3	40.5	46.2
Buganda North	14.4	11.3	24.1	20.8	32.2	39.9
Busoga	14.7	8.8	22.2	37.5	46.7	51.4
Bukedi	41.1	7.0	45.2	48.5	69.7	71.8
Elgon	20.4	18.6	35.2	50.6	60.7	68.0

Background Characteristic	Labour Under-utilization measures					
	LU1	TRUEMP	LU2	PLF	LU3	LU4
Teso	10.9	9.0	18.9	35.6	42.6	47.8
Karamoja	7.0	12.3	18.4	14.8	20.8	30.5
Lango	14.6	8.3	21.7	39.3	48.2	52.5
Acholi	11.9	16.2	26.2	25.8	34.6	45.2
West Nile	20.3	17.7	34.4	40.6	52.7	61.1
Bunyoro	22.0	8.8	28.9	23.1	40.0	45.3
Toro	17.5	7.0	23.3	31.2	43.2	47.2
Ankole	11.5	5.7	16.5	35.2	42.6	45.9
Kigezi	1.5	3.1	4.6	33.3	34.3	36.4
Education Attainment						
No education	8.1	11.2	18.4	36.9	42.0	48.5
Some Primary	13.4	12.7	24.4	38.1	46.4	53.2
Completed primary	13.0	6.3	18.5	31.5	40.4	44.1
Some Secondary	17.7	8.9	25.0	24.6	37.9	43.5
Completed Secondary	18.8	5.8	23.5	14.9	30.9	34.9
Post primary specialized training and above	21.6	11.9	30.9	14.5	33.0	40.9
National	16.5	10.0	24.9	30.9	42.3	48.1
Number ('000)	785	396	1,182	2,123	2,908	3,304

From Figure 10.3, the youth unemployment rate (LU1) was estimated at 17 percent. It was also noted that over the survey years 2019/20-2021 and 2016/17-2021, LU1 rose by about 4 percent points from 13 percent.

Figure 10.3: Trend in Youth Labour underutilization indicators



Skills related inadequate employment was estimated at 11 percent while wage related inadequate employment was estimated at 50 percent. Kampala recorded the highest proportion of youth facing skills related inadequate employment (23%) among sub-regions while Karamoja had the lowest of about three percent. On the other hand, female youth were more likely to experience wage related inadequate employment (60%) as well as youth in rural (56%) compared to their counterparts. In terms of sub-regions, Teso recorded the highest (77%) wage related inadequate employment while Kampala had the least proportion (35%).

Table 10.10: Measures of Inadequate employment by Selected Background Characteristics (%)

Background characteristics	Skills related inadequate employment			Wage related inadequate employment		
	Male	Female	National	Male	Female	National
Residence						
Rural	9.0	6.2	7.9	54.1	62.9	56.4
Urban	15.5	16.8	16.1	35.8	58.4	44.1
Age groups						
18 -19	6.6	5.6	6.1	53.8	80.9	63.5
20 -24	8.7	9.0	8.9	55.0	67.9	59.2
25 -30	14.3	13.3	13.9	36.9	48.0	40.2
Education level attained						
No education	0.0	0.0	0.0	51.5	63.9	56.2
Some Primary	0.0	0.0	0.0	61.7	75.3	65.1
Completed primary	0.0	0.0	0.0	52.3	75.7	58.3
Some Secondary	9.3	5.0	7.4	40.0	65.8	49.0
Completed Secondary	9.6	5.1	8.2	21.8	56.9	28.8
Post primary specialized training	75.2	60.1	68.3	18.3	56.7	33.9
Post-secondary specialized training	53.7	50.8	52.1	25.7	28.2	27.0
Degree and above	61.8	64.8	63.1	14.4	1.1	9.5
Sub-region						
Kampala	22.8	22.5	22.7	22.4	60.5	35.0
Buganda South	7.9	14.2	10.9	31.5	55.5	40.7
Buganda North	9.7	9.2	9.5	44.3	66.5	51.1
Busoga	9.7	12.8	10.8	39.1	44.2	40.6
Bukedi	11.8	11.6	11.7	60.7	63.8	61.8
Elgon	5.6	16.1	9.3	54.0	63.8	56.3
Teso	9.6	6.0	8.2	71.7	87.5	76.5
Karamoja	5.9	0.5	2.8	41.1	44.7	42.6
Lango	15.4	8.8	12.6	51.4	78.0	57.9
Acholi	24.3	7.3	16.1	62.6	66.0	64.1
West Nile	5.8	5.5	5.7	58.3	30.9	51.5
Bunyoro	9.6	5.7	8.0	53.8	56.1	54.4
Toro	8.3	3.1	6.3	58.9	71.8	63.0
Ankole	13.8	16.6	15.1	54.9	67.2	58.8
Kigezi	6.6	12.6	8.8	62.4	62.1	62.3
Disability Status						
With a disability	7.9	0.6	5.2	51.7	66.1	56.2
Without a disability	11.5	11.0	11.3	45.2	60.1	49.9
National	11.4	10.8	11.1	45.4	60.2	50.1

10.6 Youths LFPR

The youth Labour force therefore is the sum of the employed youth and the unemployed. During 2021 the population of the youth in the Labour force was 4.8 million persons with more males than females. The male youth in Labour force (2.7 million) outnumbered that of females (2.1 million). The results also reveal that males in rural areas were more likely to be in the Labour force (63%) than their female counterparts while the converse was true in urban area. The Youth Labour force participation rate was estimated at 51 percent. By residence, the LFPR was higher among youth dwelling in urban areas (60%) than in rural areas (40%). It was also noted that the LFPR increases with the education level attained whereby the highest was registered among youth who had completed post-primary/secondary training and above (76%).

Table 10.11: Youth LFPR by selected background characteristics (%)

Background Characteristic	LFPR		
	Male	Female	National
Residence			
Rural	58.1	35.6	46.2
Urban	70.2	51.7	59.7
Sub-region			
Kampala	82.6	68.7	75.2
Buganda South	60.3	44.5	51.0
Buganda North	80.1	46.5	61.9
Busoga	63.0	30.0	44.3
Bukedi	43.0	20.1	30.7
Elgon	38.0	23.4	31.0
Teso	60.4	33.4	45.9
Karamoja	67.3	67.5	67.4
Lango	55.5	40.5	47.8
Acholi	61.5	54.5	57.9
West Nile	50.9	36.6	42.8
Bunyoro	76.9	46.9	60.6
Toro	62.0	38.0	49.5
Ankole	59.0	44.3	51.1
Kigezi	52.7	24.2	38.1
Education Attainment			
No education	51.7	37.5	42.8
Some primary	63.9	34.5	47.1
Completed primary	73.6	38.5	52.9
Some secondary	72.4	50.0	59.5
Completed secondary	80.0	63.9	74.1
Post primary training and above	79.8	59.9	68.6
Post-Secondary specialized training	78.2	79.1	78.7
Degree+	90.6	71.9	81.1
Total	62.0	41.4	50.8

10.7 Education Mismatch

Education mismatch is a discrepancy between the level of education required by the jobs in the Labour market and the level of education of the individuals.

Table 10.12 shows that nearly half of the youth in employment (48%) had education requirements matching their job while about 38 percent were under-educated. The results also show that persons residing in urban areas were more likely to have education levels matching their jobs (54%) compared to those residing in rural areas (44%). By occupation, professionals are more likely to have jobs matching their qualifications (83%) than other occupations.

Table 10.12: Education mismatch of the youth in employment by selected background characteristics

Background characteristics	Matching	Over educated	Under educated	Not stated	Total
Sex					
Male	47.5	14.2	37.8	0.5	100
Female	48.3	13.7	37.9	0.1	100
Residence					
Rural	43.6	10.2	46.0	0.1	100
Urban	54.3	19.8	25.3	0.5	100
Sector of employment					
Agriculture, forestry and fishing	40.5	10.0	49.3	0.2	100
Production	47.0	19.4	33.6	0.0	100
Services	52.0	14.6	32.9	0.4	100
Occupation of employment					
Managers	65.0	0.0	35.0	0.0	100
Professionals	83.1	0.0	16.9	0.0	100
Technicians and Associate Professionals	68.5	0.0	31.5	0.0	100
Clerical Support Workers	31.1	61.0	8.0	0.0	100
Service and sales workers	50.5	11.7	37.8	0.0	100
Skilled agricultural, forestry and fishery workers	29.4	6.8	63.8	0.1	100
Craft and related trades workers	42.4	12.1	45.5	0.0	100
Plant and machine operators and assemblers	41.1	5.7	52.6	0.6	100
Elementary occupations	64.7	35	0.0	0.3	100
National	47.8	14.0	37.9	0.3	100
Number '000	1,630	478	1,290	10.0	3,407
UNHS 2019/20	50.0	15.0	34.5	0.4	100
NLFS 2016/17	42.3	9.6	48.2	0.0	100

* See appendix Table A10.2 for details by sub-regions

10.8 Skill Level Required versus Skills Possessed

Skills mismatch is a discrepancy between the skills that are sought by employers and the skills that are possessed by individuals, that is, imbalances between skills offered and skills needed in the world of work. In order to determine the skill mismatch, respondents were asked to state the type of skills required to carry out their job and describe their ability to apply the required skills.

This was a perception question though a more accurate source would have been to ask the employers for the required skills and whether the employees possess them or not. Table 10.13 shows that more than half (65%) of the youth had adequate technical skills that are required on their main job. About one quarter (25%) had higher skills than was required on their jobs. By sex, more females had adequate skills for their jobs (61%) than their male counterparts (60%).

Table 10.13: Skill mismatch among employed youth, (%)

Skill	Adequate			Higher			Inadequate		
	Males	Female	Total	Males	Female	Total	Males	Female	Total
Any skill*	59.8	61.0	60.3	24.4	25.5	24.9	15.7	13.5	14.8
Technical skills	65.1	64.9	65.1	21.7	21.9	21.8	13.2	13.2	13.2
Literacy skills	63.8	66.9	65.2	23.8	23.9	23.8	12.4	9.2	10.9
Numeracy skills	68.0	70.3	69.1	21.1	23.4	22.2	10.9	6.3	8.7
Computer skills	53.9	60.2	56.4	22.3	29.4	25.0	23.7	10.4	18.6
Foreign language skill	42.6	58.9	48.4	21.9	9.7	17.6	35.5	31.4	34.1
Problem solving skills	64.7	66.8	65.5	21.0	22.4	21.6	14.3	10.8	12.9
Communication and presentation	70.5	69.0	69.8	20.9	23.7	22.2	8.6	7.3	8.0
Team-work	70.8	73.4	71.8	23.4	21.3	22.6	5.8	5.3	5.6
Customer handling	72.2	70.4	71.4	19.9	22.6	21.2	7.9	7.0	7.5
Other**	13.6	25.9	18.3	68.0	68.3	68.1	18.5	5.8	13.6

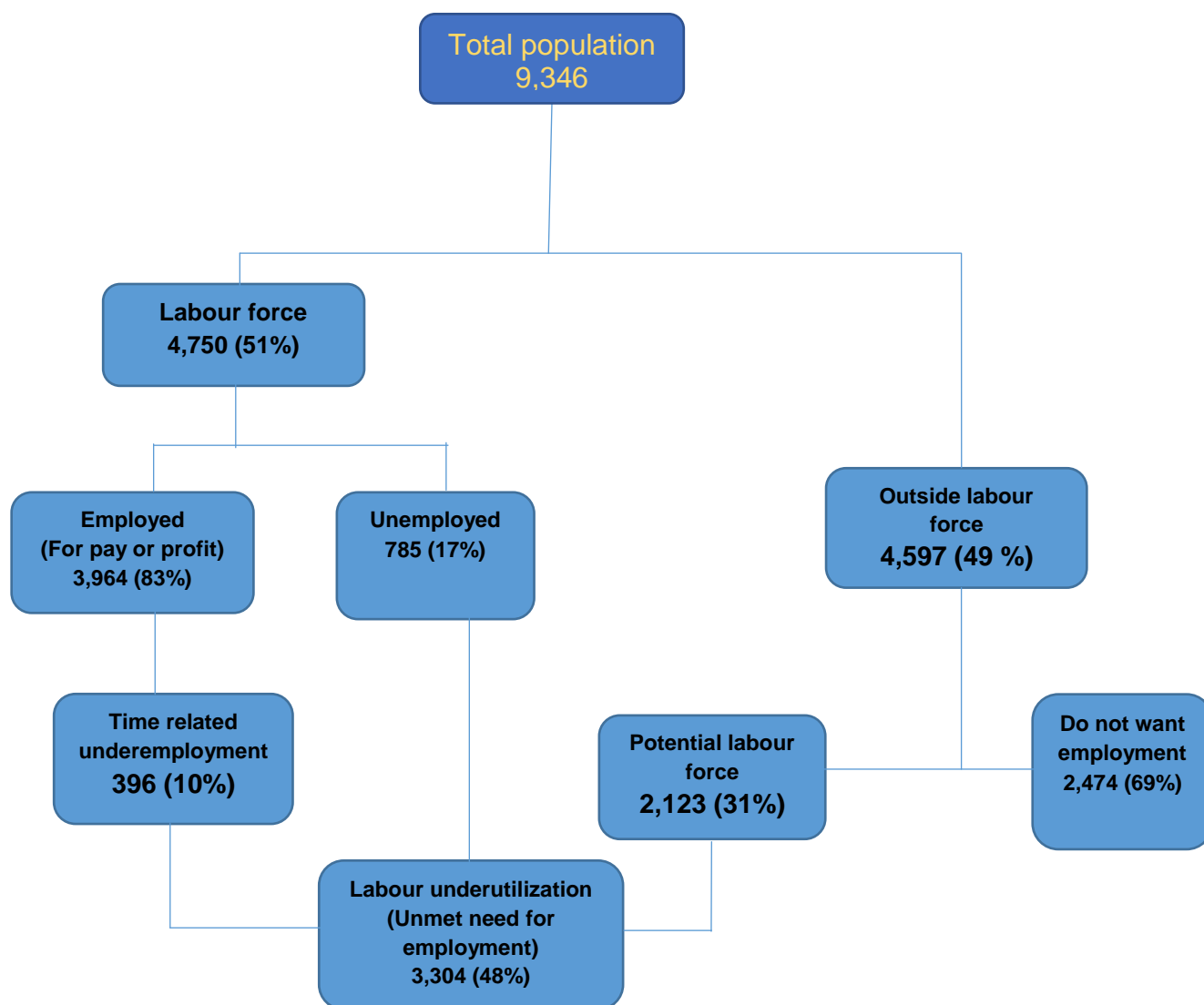
*Any skill includes all skills identified by respondent as required on their main job

**Skills other than those listed in the table

10.9 Summary of findings

The youth population was estimated at 9.3 million. Of these, about 54 percent were female and 46 percent male. Among the Ugandan youth aged 18 to 30 years in 2021, 41 percent were Not in Employment, Education or Training (NEET). Majority of the youth (52%) were employed in the services sector. High proportions of the youth were employed as services and sales workers (29%) followed by skilled agricultural, forestry and fishery workers (25%). The Youth unemployment rate in Uganda was estimated at 17 percent in 2021 while 31% were in time related underemployment. The Youth LFPR was estimated at 51 percent compared to 43 percent registered during 2019/20. Forty eight percent of the youth had education matching with the requirements of the job while about 35 percent were under-educated.

**Figure 10 4: The Labour Force framework for Youths (18-30 years),
(Number '000, %)**



CHAPTER ELEVEN: YOUTH TRANSITION TO EMPLOYMENT

11.1 Introduction

Youth transitions refer to young people's journeys from school to post school study and on to employment. This is the time when young people experience rapid biological, psychological and physical changes, as well as changing social and economic situations, as they begin to take on the responsibilities of adulthood. This chapter focuses on youth transition to employment. The International Labour Organization 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 respondent's willingness to stay on the job. The stages of transition to employment are categorized into three broad groups namely; transited, in transition and not yet started transition. All current students are counted among those "in transition".

Transited refers to youth who are currently employed and not in school and in 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. Those in 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 satisfactory self-employment (in self-employed status and does not want to change the job).

The youth are regarded as **in transition** if they are;

1. Currently students (employed or unemployed);
2. LU3: Unemployed and PLF (non-students)
3. Employed in a temporary and non-satisfactory job based on a written contract of duration less than 12 months and wants to change the job, or based on an oral agreement; not certain to keep the job over the next 12 months and wants to change the job;
4. In non-satisfactory self-employment (In self-employed status and wants to change the job)
5. Inactive and not in education or training, with the aim of looking for work later.

Transition not yet started refers to youth who are;

1. Currently in school or training and not in Labour force
2. Not in school or training and with no intention of looking for work.

11.2 Youth Transition to Employment

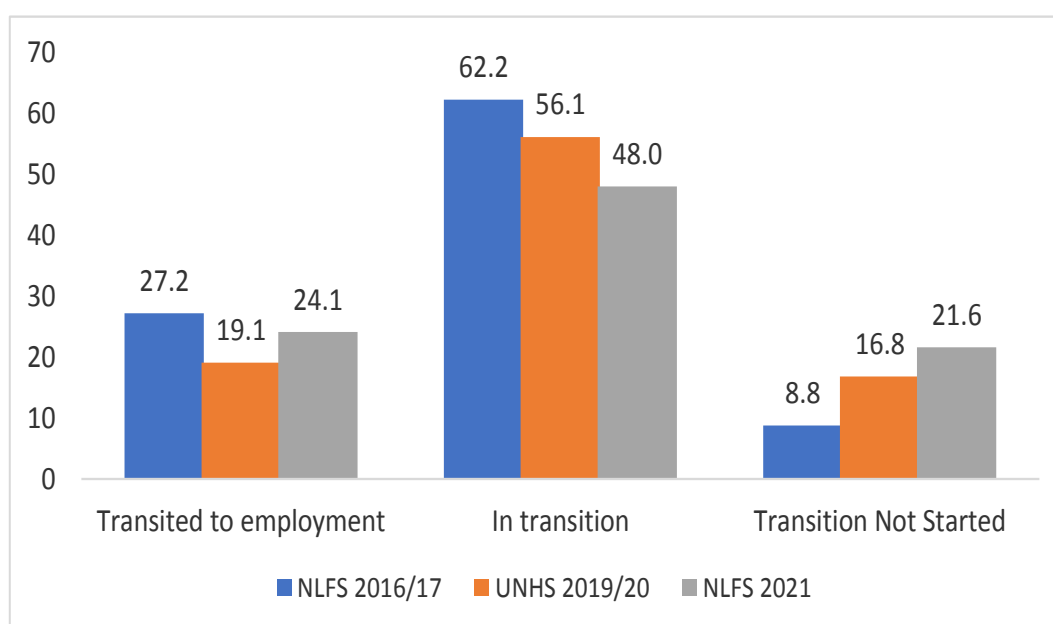
Table 11.1 shows that (48%) of the youth were in transition to employment while (26%) had transitioned in employment. The transition to employment rate among the male youth (30%) was higher than that of the female youth (19%). Transition into employment rates were also higher among the youth who had completed post-secondary specialized training (40%) and those residing in urban areas (29%). The results further show that 22% were either in school or out of school and inactive (transition not yet started).

Table 11.1: Youth transition to employment by selected background characteristics

Background Characteristics	Transitioned to employment	In transition	Transition Not Started	Not stated	Total
Sex					
Male	30.0	47.8	14.6	7.5	100
Female	19.3	48.1	27.5	5.0	100
Residence					
Rural	21.9	48.0	24.2	5.9	100
Urban	28.5	48.0	16.8	6.7	100
Education Attainment					
No Education level attained	29.8	36.8	32.2	1.2	100
Some Primary	26.9	48.1	23.7	1.2	100
Completed primary	30.8	45.1	22.7	1.5	100
Some Secondary	32.4	45.4	20.8	1.3	100
Completed Secondary	39.6	44.7	12.6	3.1	100
Post primary specialized training	37.0	46.3	13.6	3.2	100
Post-secondary specialized training	40.0	46.8	10.2	3.0	100
Degree	34.9	47.0	10.1	8.0	100
Disability status					100
With Disability	16.6	38.7	39.2	5.5	100
Without Disability	24.5	48.4	20.9	6.2	100
Skills acquired					
With trade or technical skill and specialisation	41.1	46.3	9.5	3.1	100
With trade or technical skill only	32.6	51.7	11.7	4.0	100
With specialisation only	32.9	48.4	12.3	6.4	100
None	22.3	47.9	23.6	6.1	100
National	24.1	48.0	21.6	6.2	100

Figure 11.1 illustrates the trend in stages of transition to employment in the three surveys. The three surveys reveal that the majority of the youth were in transition stage but the proportions declined from 62 percent in 2016/17 to 51 percent in 2021. The rates for the youth who transited to employment declined between 2016/17 and 2019 but rose to 26 percent in 2021. There has been a steady increase in the proportions of the youth whose transition has not yet started. They increased from 9 percent in 2016/17 to 23 percent in 2021.

Figure 11.1: Trend in stages of transition to employment among youth aged 18-30 years



11.3 Characteristics of Youth who have transited to Employment

Table 11.2 shows that of the youth who transited to employment (2.3million), the majority (51%) transited to satisfactory self-employment and the least (3%) transited to satisfactory employment. The results further indicate that whereas more males (56%) than females (36%) had transited to stable jobs, more females (63%) than males (41%) had transited to satisfactory self-employment. Transition into stable jobs increased with increasing levels of education attained and the reverse is true for transition to satisfactory self-employment.

Table 11.2: Percentage Share of Youths who “Transited” by Sub-category and Selected Background Characteristics

Background Characteristics	Transited to stable job	Transited to satisfactory job	Satisfactory self-employment	Total
Sex				
Male	55.5	3.3	41.2	100
Female	35.6	1.5	62.9	100
Residence				
Rural	37.6	2.3	60.0	100
Urban	60.5	2.7	36.8	100
Education Attainment				
No Education level attained	37.4	2.5	60.1	100
Some Primary	42.4	2.1	55.5	100
Completed primary	41.8	2.9	55.3	100
Some secondary	45.4	2.1	52.5	100
Completed secondary	62.8	0.0	37.2	100
Post-primary specialized training	52.4	8.4	39.2	100
Post-secondary specialized training	66.9	4.4	28.7	100
Degree+	71.7	0.5	27.8	100
Disability status				
With Disability	49.4	0.0	50.6	100
Without Disability	46.8	2.6	50.6	100
Skills acquired				
With trade or technical skill and specialisation	60.8	4.6	34.5	100
With trade or technical skill only	49.3	1.7	49.0	100
With specialisation only	63.5	4.9	31.6	100
None	43.8	2.2	54	100
Age-group				
18- 19	58.1	2.2	39.6	100
20 -24	50.1	2.8	47.2	100
25- 30	43.5	2.4	54.1	100
National	46.9	2.5	50.6	100
Number '000	1,060	56	1,144	2,260

Map 11.1 shows that Karamoja sub-region had the highest proportions of the youth who transited to employment (44%) followed by Kampala (38%) and Bukedi with the least at (11%).

Map 11.1: Total youth who transited to employment by sub-region

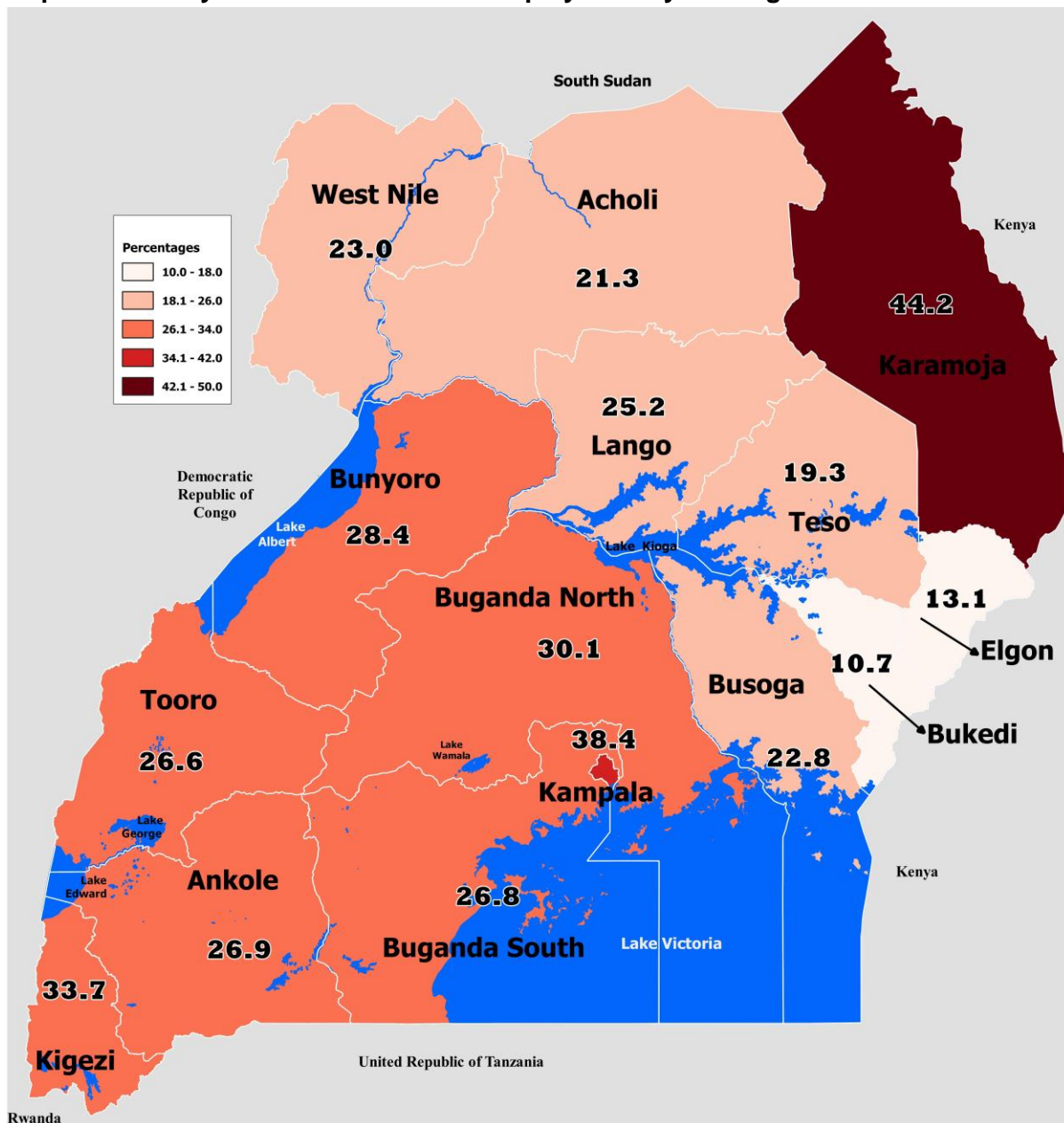
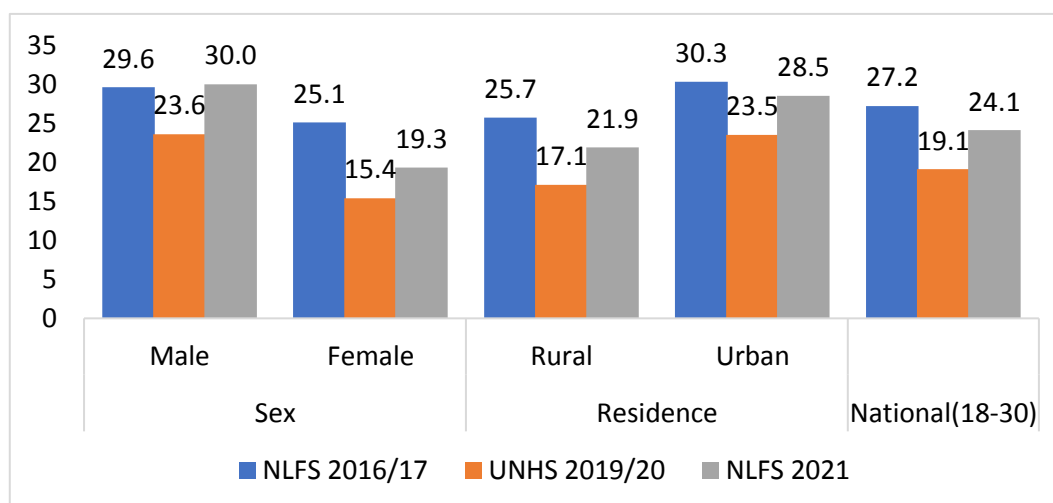


Figure 11.2 shows the trend in the share of the youth who transited into employment in the last three surveys. The three surveys revealed that shares of the male youth who had transited in employment were generally higher than those of their female counterparts. The rates among males were highest in 2021 (32%) The rates of the youth who transited to employment by place of residence were higher in urban areas compared to rural areas.

Figure 11.2: Trend in Share of youths who “Transited” by selected background characteristics



11.3 Characteristics of Youth in Transition

In summary the economically active youth are those in employment plus the unemployed (those who are available for and actively seeking work). Active students are learners who are as well in employment. The economically inactive youth are those who are neither in employment nor unemployed and therefore are outside the Labour force. Table 11.3 shows that overall, (51%) of the youth were unemployed. About one quarter (26%) were active students implying that they were both employed and studying while about one fifth (19%) were in non-satisfactory self-employment. The proportions of the active students were higher among the male youth (34%), those residing in urban areas (30%). The female youth were predominantly unemployed (61%).

Table 11.3: Share of youths in transition by sub-category and selected background characteristics, (Percent)

Occupations of main job	Active students (Working)	Unemployed and PLF	Employed in temporary and non-satisfactory job	In non-satisfactory self-employment	Inactive and not in education	Total
Sex						
Male	34.0	38.5	6.2	21.3	0.0	100
Female	19.2	61.4	2.8	16.1	0.4	100
Residence						
Rural	23.8	53.5	3.0	19.5	0.3	100
Urban	30.1	46.3	6.9	16.5	0.1	100
Education attainment						
No education	-	77.4	2.5	20.0	0.0	100
Some Primary	-	73.6	4.8	21.4	0.1	100
Completed primary	-	69.2	3.8	26.9	0.1	100
Some Secondary	-	65.9	5.5	27.9	0.7	100
Completed Secondary	-	60.2	7.2	31.8	0.9	100
Post primary specialized training	-	64.0	9.1	26.9	0.0	100
Post-Secondary specialized training		55.4	21.8	22.8	0.0	100
Degree+		71.2	8.6	20.2	0.0	100
Skills acquired						
With trade or technical skill and specialisation	15.2	46.1	12.5	26.2	0.0	100
With trade or technical skill only	18.6	47.6	7.2	26.3	0.3	100
With specialisation only	10.8	57	12.3	19.9	0.0	100
None	28.3	50.9	3.2	17.4	0.3	100
National	26.0	51.0	4.3	18.5	0.2	100
Number '000	1,167	2,289	195	829	11	4,487

Map 11.2 shows that Acholi sub-region had the highest proportions of the youth who were in transition to employment (57%) followed by Teso (53%) and Kigezi with the least at (27%)

Map 11.2: Percentage of Youth (18-30) who are 'in transition' by sub-region

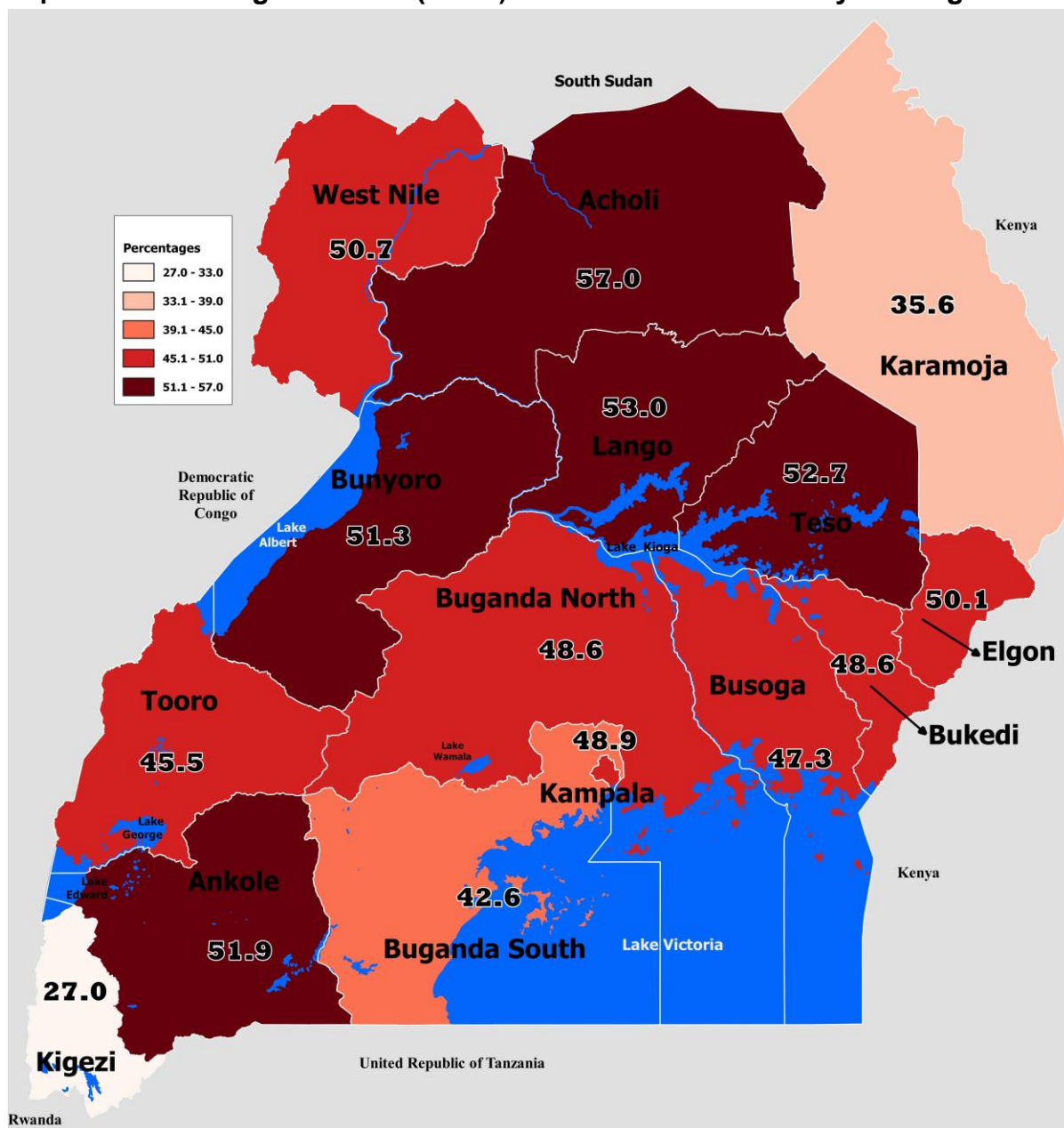
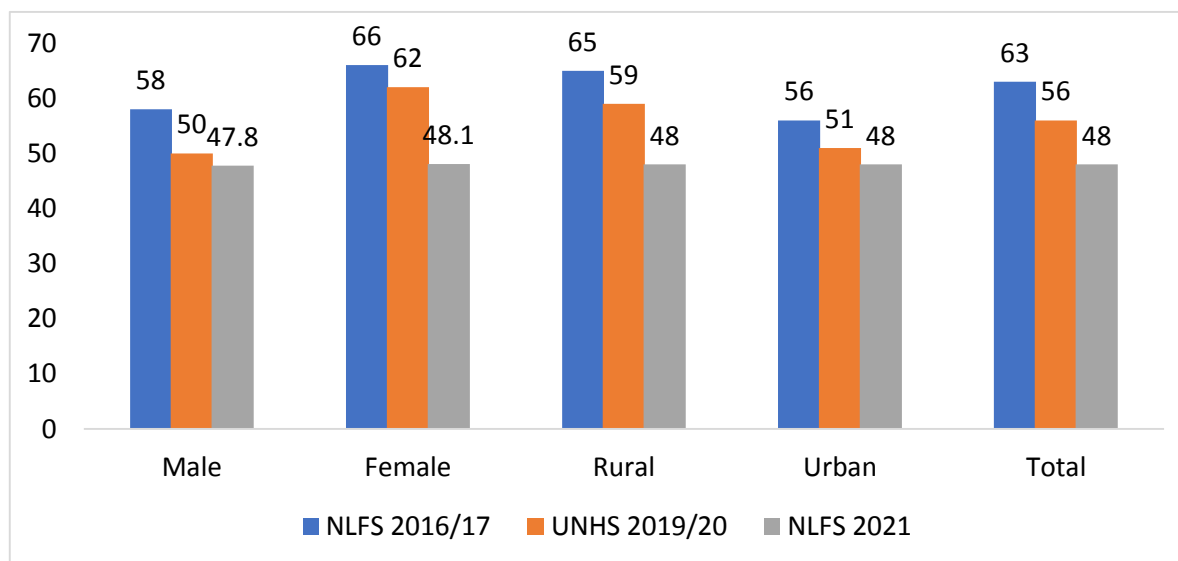


Figure 11.3 shows the trend in the overall share of the youth in transition in the last three surveys had declined from 62 percent in 2016/17 to 48 percent in 2021. The three surveys reveal that shares of the female youth who were in transition remained higher than those of their male counterparts across all the three surveys. The transition rates declined between 2016/17 and 2021 (male from 58% to 48% and female 66% to 51%). The rates of the youth in transition by place of residence were generally higher in urban areas compared to rural areas.

Figure 11.3: Trend in Percentage Share of youths in transition by selected background characteristics



11.4 Characteristics of Youth whose Transition has not yet started

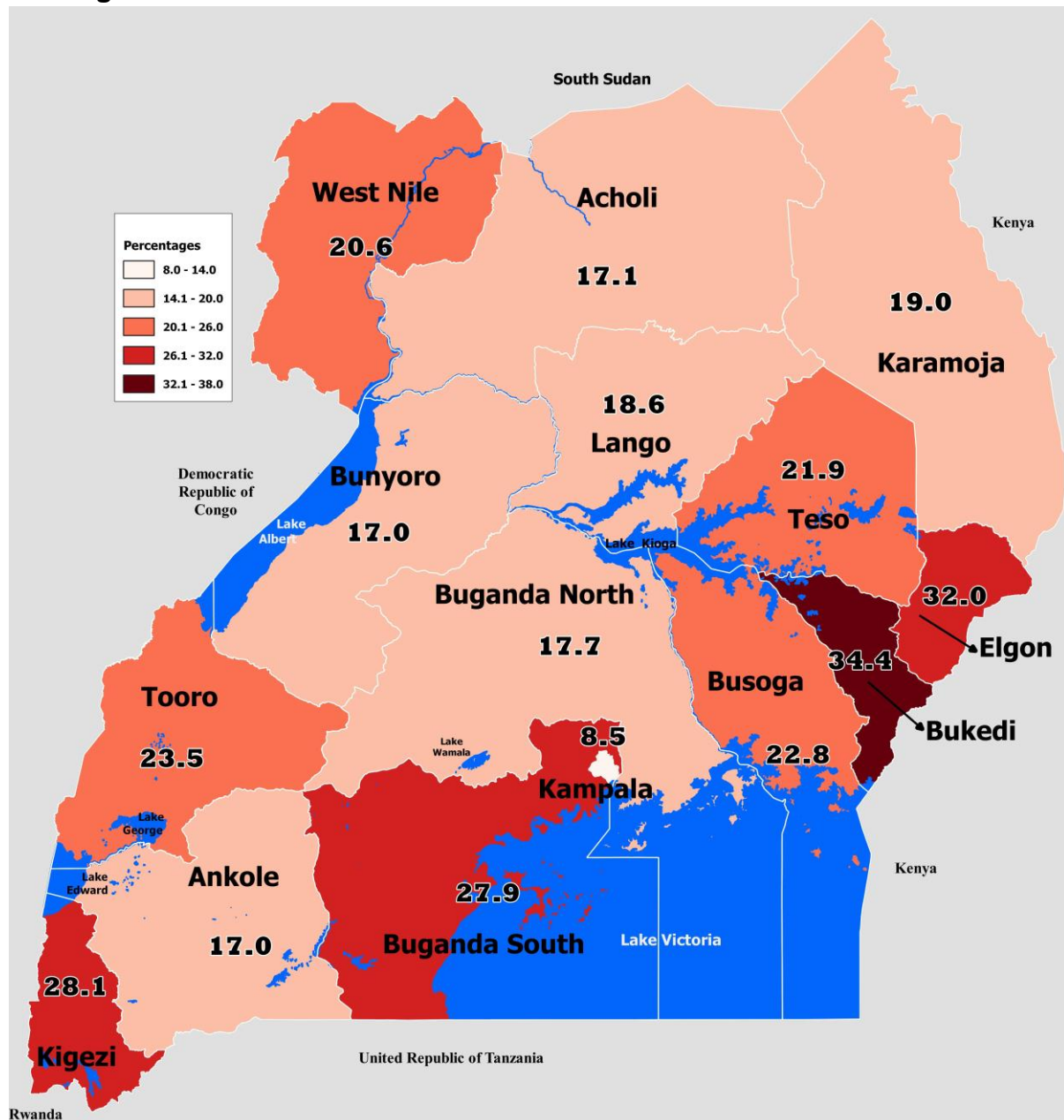
Transition not yet started refers to youth who are either currently still in school or not and inactive with no intention of looking for work. Table 11.4 shows that of the youth whose transition has not yet started, majority (76%) were inactive and not in education implying that they are not studying and yet not employed and hence idle. This status is more predominant among female youth (81%), rural youth (80%).

Table 11.4: Percentage share of youths whose transition has not yet started by sub-category and selected background characteristics

Occupations of main job	Still in school and Inactive	Inactive and not in education	Total
Sex			
Male	34.6	65.4	100
Female	18.6	81.4	100
Residence			
Rural	20.4	79.6	100
Urban	32.2	67.8	100
National	23.6	76.4	100
Number '000	476	1,540	2,022

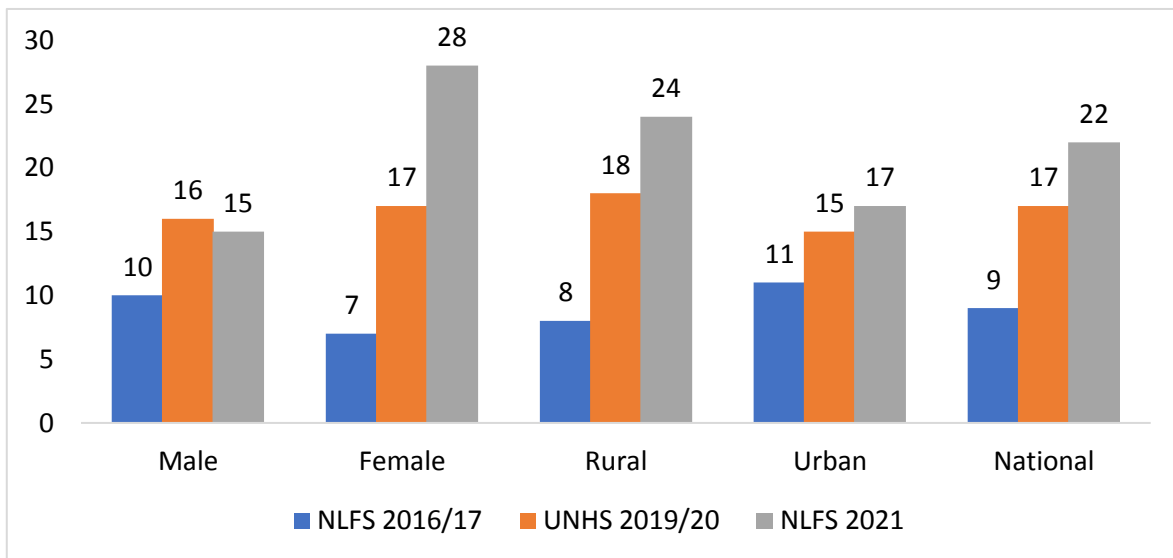
Map 11.3 shows that Bukedi (34%) and Kampala (9%) had the highest percentage and lowest percentage share of youth (18-30) whose transition had not yet started.

Map 11.3: Percentage of Youths (18-30) whose transition has not yet started by sub-region



Overall, results show an increase in the proportion of youth whose transition to employment has not started over the three surveys. Notably, Figure 11.4 shows that youth whose transition had not started increased from 9 percent in 2016/17 to 22 percent in 2021. Sharp variations are observed by sex and place of residence of the youth. In fact, the share of proportion of female youth multiplied by four folds i.e., from seven percent in 2016/17 to 28 percent 2021 while that of youth in rural increased by three folds (from 8% to 23%) over the same period.

Figure 11.4: Trend in Share of youths whose transition has not started by sex, residence and age group



11.5 Summary of findings

Forty eight percent of the youth were in transition to employment while (24%) had transitioned to employment while 48% were in transition. About half of the youths (47%) had transitioned into stable employment. About 22 percent of the youth had not started transition to employment

CHAPTER TWELVE: CHILDREN'S ACTIVITIES

12.1 Introduction

Children refer to persons 0-17years as per the Children (Amendment) Act 2016¹⁶. This chapter presents key findings on the main activities of children in Uganda in 2021, 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's occupation, intensity of children's 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 to the extent possible based on the national child Labour legislation.

12.2 Socio-economic Characteristics of children

Figure 12.1 shows that 37% of the total population in Uganda were children 5-17years. Of these children, majority (57%) were 5-11 years followed by those aged 14-17 years (27%) while those aged 12-13 years reported least at (16%). There were no major sex differentials between children aged 5-17 years as reported to be at (50%) for both males and females.

¹⁶ <https://www.ilo.org/dyn/natlex/docs/ELECTRONIC/104395/127307/F-171961747/UGA104395.pdf>

Figure 12.1: Distribution of children (5-17 Years), %

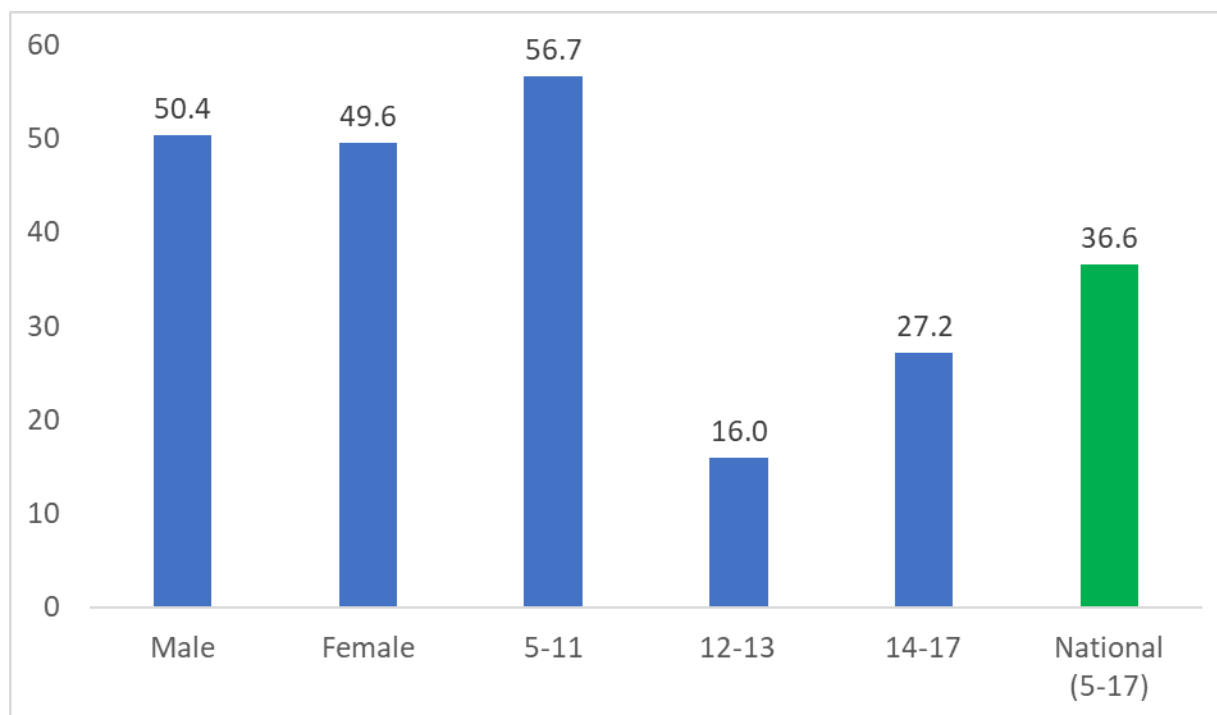


Table 12.1 shows the proportion of children by selected characteristics. The survey estimated a total of 15.7 million children between 5 and 17 years representing 37 percent of the total population. The proportion of males and females was similar (50%). The majority (73%) of the children resided in rural areas with 74% of the males and 72% of the females from rural areas. The findings also showed that (82%) of children aged 5-17 years were currently attending school whereas nine percent had left school with a similar proportion for those who had never been at school. About three percent of the children in Uganda had a disability while (13%) were orphaned. See *appendix Table 12.1A for details by sub-region*.

Table 12.1: Distribution of Children (5-17years) by sex, age group and selected Background Characteristics

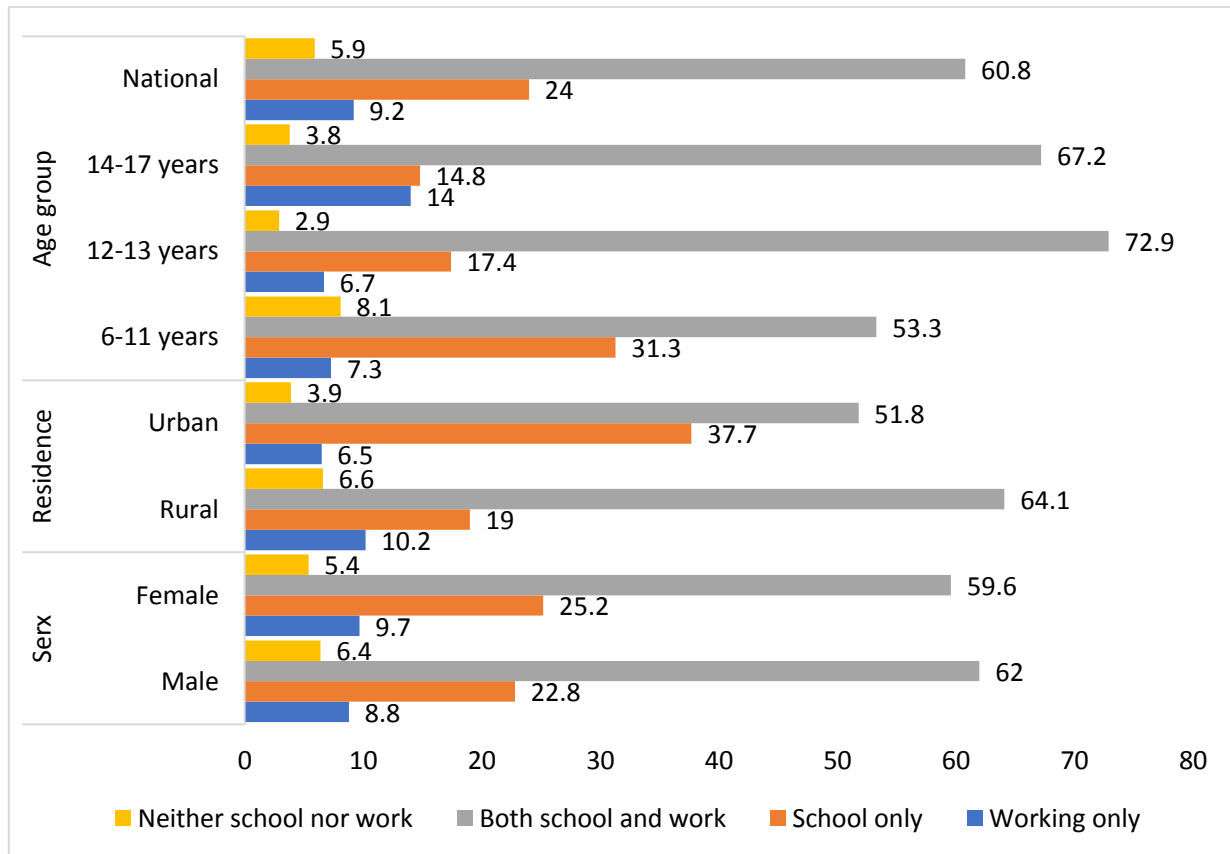
Background Characteristics	Sex		Age group			National (5-17)
	Male	Female	5-11	12-13	14-17	
Residence						
Rural	74.1	72.0	73.3	75.5	71.2	73.1
Urban	25.9	28.0	26.7	24.5	28.8	26.9
Current School Attendance						
Never been to school	9.6	8.6	14.6	1.9	1.9	9.1
Currently Attending school	81.9	82.2	79.8	90.2	81.8	82.0
Attending special needs Education	0.0	0.1	0.0	0.1	0.2	0.1
Left school	8.3	9.0	5.5	7.7	15.9	8.7
Disability status						
Has disability	2.9	2.7	2.6	2.3	3.6	2.8
No disability	97.0	97.3	97.4	97.7	96.3	97.2
Perceived financial situation of household*						
Well off	1.9	2.0	1.8	2.0	2.2	2.0
Fairly well off	40.3	40.5	39.7	40.4	42.1	40.4
Not well off	57.8	57.4	58.5	57.6	55.7	57.6
Marital status						
Not married	98.5	97.3	95.6	99.6	98.2	97.8
Married	0.0	1.3	0.0	0.0	1.5	0.8
Not stated	1.5	1.4	4.4	0.4	0.3	1.4
Orphan hood status						
Orphan	12.7	12.5	1.9	3.8	3.7	12.6
Not Orphan	87.3	87.5	98.1	96.2	96.3	87.4
Total	100	100	100	100	100	100
Number '000	7,918	7,796	8,915	2,518	4,282	15,715

*Refers to household the child lives

12.3 Activities of children

Information was collected about the activities that children aged 5-17 years were engaged in during the 7 days prior to the survey. The analysis by activity status was however done for children of school going age (6-17 years). Figure 12.2 shows that majority of the children were both in school and working (61%) while less than a quarter (24%) were schooling only with a higher share among females (25%) compared to males (23%). More children in urban areas (38%) were schooling only compared to their rural (19%) counterparts.

Figure 12.2: Distribution of Children (6-17years) by Activity status and Selected Background Characteristics



The results in table 12.2 shows a reduction in the proportion of children in School only across the survey years from 28% in 2019/20 to 25% and 23% in 2021 among females and males respectively. This could be attributed to Covid-19 lockdown since schooling was mainly done online which greatly affected school attendance. It should be noted however that these results refer to a period after lock down ensued where by a number of children were at home and doing home schooling. The survey questions however were asked in reference to the time when the child would have been schooling

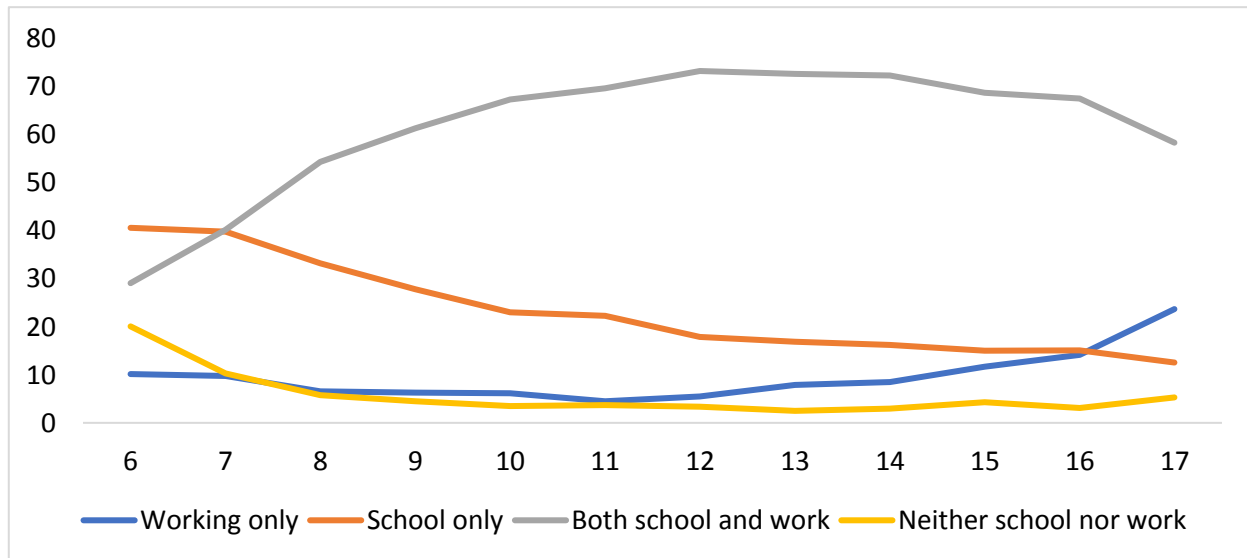
There was an increase in the proportion of children working from (8%) to (9%) for males and (8%) to (10%) for females. Male children were slightly more likely (62%) to be both at school and work compared to their female counterparts (60%). The findings also reveal that five percent of females and six percent of males are neither in School or work; a two-percentage point increase from reported figures in 2019/20. Older children are seen to be more economically active than younger ones which suggest possibilities of these teenagers being breadwinners in their households.

Table 12.2: Trend in distribution of Children (6-17years) by Activity status and Selected Background Characteristics

Background characteristic	Working only		In school only		Both school		Not in school	
	Male	Female	Male	Female	Male	Female	Male	Female
NLFS 2021								
Age group								
6-11	7.2	7.4	30.0	32.7	54.1	52.4	8.6	7.4
12 -13	6.0	7.4	16.5	18.2	73.4	72.4	3.9	1.9
14 -17	13.1	14.9	13.2	16.5	69.9	64.4	3.6	4.1
Residence								
Rural	10.0	10.5	18.2	19.7	64.5	63.6	7.1	6.1
Urban	5.3	7.6	35.9	39.4	54.6	49.2	4.1	3.8
National	8.8	9.7	22.8	25.2	62.0	59.6	6.4	5.4
Number ('000)	637	692	1,655	1,808	4,506	4,274	463	390
UNHS 2019/20								
Age group								
6 -11	4.8	4.3	36.6	35.4	53.5	55.7	5.1	4.6
12 -13	4.4	4.9	19.1	20.3	74.4	73.7	2.2	1.1
14 -17	17.0	17.3	17.5	18.3	62.2	61.9	3.3	2.5
Residence								
Rural	8.9	8.8	24.1	24.2	62.9	63.3	4.1	3.7
Urban	5.6	6.3	41.4	38.4	49.0	52.9	4.0	2.5
National	8.1	8.2	28.3	27.8	59.5	60.7	4.1	3.4
Number ('000)	587	570	2,050	1,936	4,308	4,233	296	234

Figure 12.3 presents the children's school/work status by single years of age. At the age of 6, there were more children schooling only compared to other categories. This steadily decreases from 7years while the proportion of children working and schooling increases fast then flattens at the age 12years. It can be noted that the proportion of children working only was relatively low though increases with age. There was a generally low percentage share of children neither schooling nor working. See appendix Table A12.2 for details by sub region.

Figure 12.3: Distribution of Children aged 6-17 years by Activity status and Single years, %



12.4 Children engagement in household chores

In Uganda, it is a usual practice for children to be engaged in household chores as a way of supporting the family such as washing clothes, fetching water and firewood, cleaning the house and other household tasks. Table 12.3 shows that nearly three quarters (73 %) of the children aged 5-17 years were engaged in some household chores with majority of them (56%) being involved in fetching water. Fewer children were reported to be engaged in caring for the children/old/sick person (14%).

Significant sex differences are seen between chores performed by males and females for activities relating to cleaning the house, yard or gardening, fetching firewood, washing clothes, cooking and related activities, caring for children and other household tasks. The proportion of males and females that reported to be involved in fetching water was the same (56%). More children in rural areas were involved in fetching water (60%) than those in urban areas (45%). Elgon sub-region had the highest proportion of children involved in fetching for water (76%) followed by Lango sub region (71%) while Kampala reported the lowest proportion (26%).

Table 12.3: Main type of Household Chores Performed by Children Aged 5-17 Years by Selected Background Characteristics (%)

Background characteristics	Fetching Water	Cleaning House, Yard or Garden	Fetching Firewood	Washing clothes	Cooking, Serving Meals or Cleaning Dishes	Caring for Children	Other Household Tasks	Any Household chore
Sex								
Male	56.0	29.7	23.5	28.9	20.0	8.8	6.7	70.6
Female	56.3	46.8	30.4	39.7	48.9	20.0	8.3	76.2
Age group								
5-11	48.6	28.7	19.5	16.8	24.0	11.4	6.2	64.4
12-13	67.6	47.8	36.7	48.8	44.3	16.9	9.2	83.7
14-17	65.3	52.6	36.7	62.1	50.4	19.2	9.3	86.0
Residence								
Rural	60.2	36.8	30.9	34.0	33.0	14.4	7.1	74.0
Urban	45.2	42.1	16.2	35.1	38.1	14.3	8.7	71.8
School attendance								
Never been to	34.1	17.6	12.7	10.7	14.2	13.1	4.2	46.2
Currently Attending	59.6	40.7	28.4	36.4	36.6	14.6	7.9	77.0
Not Attending	47.0	36.4	27.6	39.4	34.8	13.5	6.9	68.2
Sub-Region								
Kampala	25.9	46.4	0.8	36.7	44.5	21.5	17.8	71.9
Buganda South	31.3	39.9	10.2	33.1	36.3	14.1	11.3	64.7
Buganda North	57.3	41.9	31.4	32.2	39.8	15.3	9.2	75.0
Busoga	65.2	39.1	30.9	43.0	29.4	5.9	5.8	76.7
Bukedi	52.1	40.9	34.9	23.5	28.0	6.9	3.1	68.5
Elgon	76.2	45.0	21.3	42.1	37.5	31.0	19.1	88.6
Teso	48.6	34.7	18.9	27.1	32.8	9.0	9.3	67.1
Karamoja	63.3	38.6	28.6	38.6	32.2	39.0	3.2	71.9
Lango	70.7	57.0	24.0	48.7	47.3	23.4	4.9	87.7
Acholi	64.0	47.5	23.1	33.5	40.0	12.3	8.6	72.3
West Nile	59.0	29.4	18.6	37.4	31.8	12.8	5.7	67.4
Bunyoro	61.8	29.3	35.8	27.2	28.9	16.7	5.1	73.2
Tooro	58.6	28.0	38.9	24.2	27.0	15.4	6.2	68.7
Ankole	60.6	35.9	43.4	31.7	29.9	6.6	2.4	78.6
Kigezi	59.2	25.6	43.2	35.9	39.2	7.1	1.9	76.7
National	56.1	38.2	26.9	34.3	34.4	14.4	7.5	73.4

12.5 Working children 5-17 years

The 19th International Conference of Labor Statisticians defines work broadly in terms of the activities relating to production of goods and services as set forth in the System of National Accounts (SNA). Any Person is considered to be working if (and only if) they contribute to the Production of goods and provision of services falling within the SNA production boundary.

The SNA production boundary relates to the production of all goods/services by market enterprises, government and non-profit institutions (religious institutions and charities). However, domestic and personal services produced by employing paid domestic staff, is the only exception included within this boundary. Working persons are therefore those engaged in economic activities for a specified time period and they fall into two major 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.

12.5.1 Characteristics of working children

Table 12.4 shows the distribution of working children by sex and selected background characteristics. The total number of children working was estimated at about 10.4 million with rural areas having a higher share (71%) compared to urban areas (55%). The proportion of girls in rural areas that were working was higher (71%) than those in urban areas (54%). By perceived overall financial situation, most (7 in 10) of the working children from not well-off households were working. Ankole, Acholi, Karamoja and Busoga had the highest percentage share of working children within the subregion.

Table 12.4: Percentage distribution of working children by sex and selected background characteristics

Background characteristics	Male	Female	Total
Residence			
Urban	55.9	53.8	54.8
Rural	70.9	70.7	70.8
Age group			
5-11	56.2	55.2	55.7
12-13	79.5	79.9	79.7
14-17	83.0	79.4	81.2
Orphan hood status			
Orphan	72.5	72.6	72.6
Non-Orphan	66.3	65.2	65.8
Disability			
With disability	34.7	29.6	32.3
Without disability	37.9	33.1	35.5
Perceived financial situation of the household			
Well off	45.3	50.1	47.8
Average	63.2	61.0	62.1
Not well off	70.4	70.0	70.2
National	67.0	65.9	66.5
Number ('000)	5,308	5,141	10,449

Figure 12.4 shows that about 67 percent of the children aged 5-17years in Uganda were involved in any form of work. Regional differentials showed that Elgon and Lango sub-regions had the highest (83% each) proportions of children working while Kampala had the least (32%).

Figure 12.4: Percentage distribution of working children by sub-region

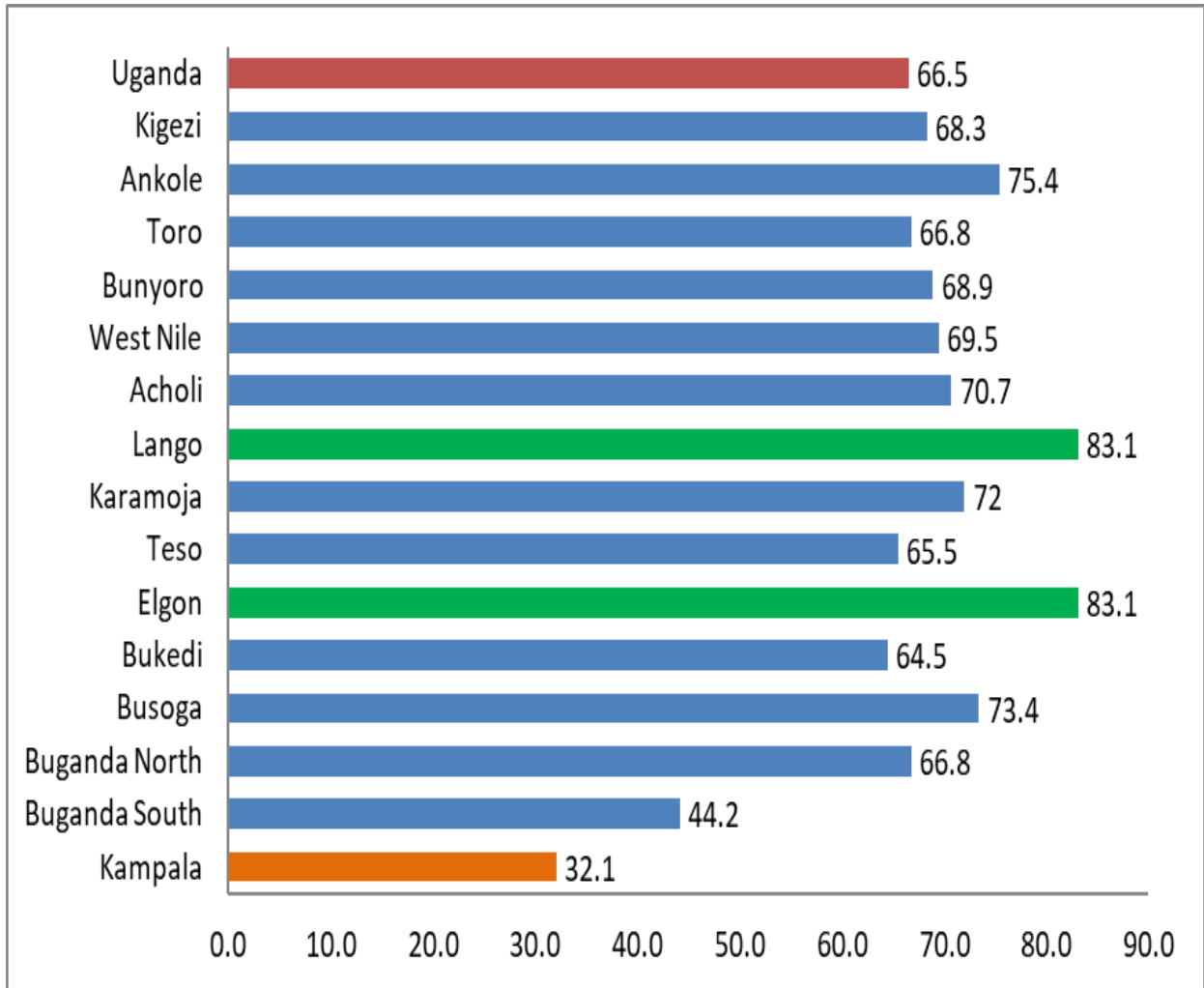
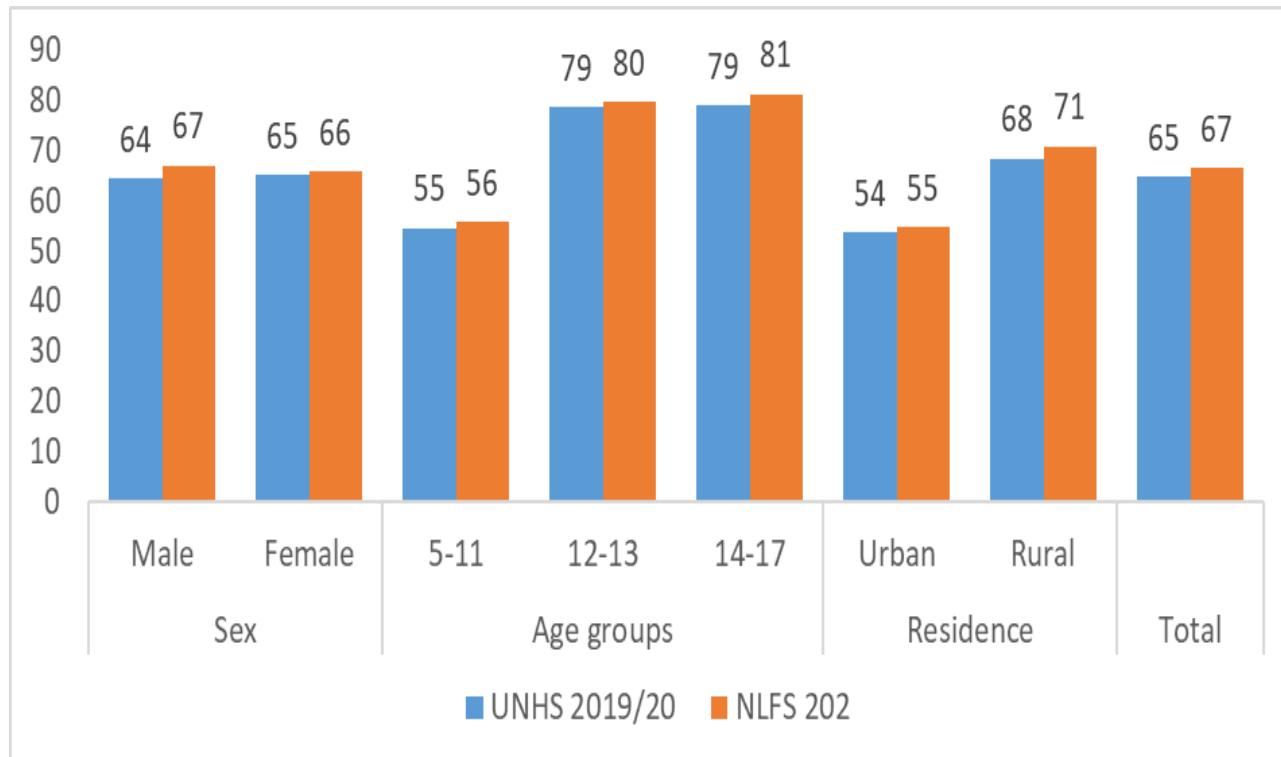


Figure 12.5 illustrates the trend of working children over different survey years by sex, residence and age. Generally, there has been an increasing trend of working children between the survey years 2016/17 and 2021. The proportion of working children increased slightly to 67 percent in 2021 from 65 percent in 2019/20. This high percentage of working children in 2019/20 and 2021 could be attributed to the Covid-19 containment measures that included lockdown and thus driving more children into different forms of work in absence of schooling.

Figure 12.5: Trends of working children 5-17years, %

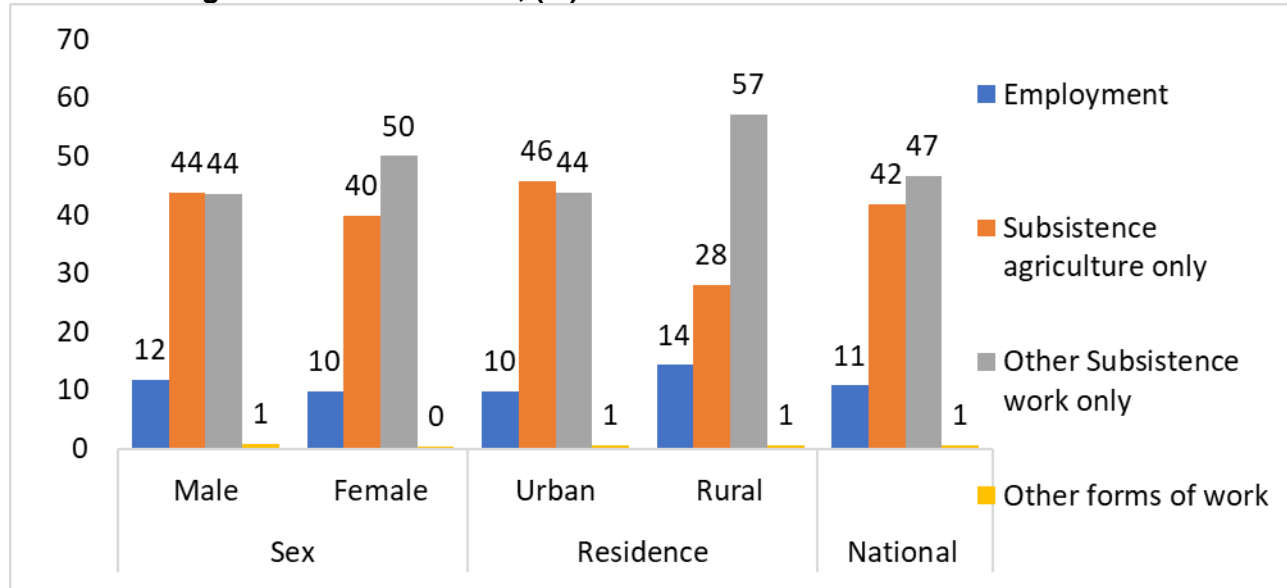


**Trends in working children exclude children doing other subsistence work given this information was not collected in NLFS 2016/17.*

12.5.2 Forms of Work performed by the working children

Persons are involved in any different forms of work as defined in the 19th ICLS include; employment, subsistence work or apprenticeship, training or volunteering. Figure 12.6 shows that most (47%) of the working children were in other subsistence work followed by those in subsistence agriculture (42%). This implies that almost to 9 in 10 children are involved in subsistence activities “not for pay” such as subsistence agriculture, fetching water, weaving mats, brick laying for home use, collecting fire wood among others. The proportion of children in employment was higher among the males (12%) than their female counterparts. Fourteen percent of working children in rural areas were in employment.

Figure 12.6: Distribution of working children by Forms of Work of Children by Age and selected background characteristics, (%)



**Other work includes volunteers and unpaid trainees*

12.5.3 Time of Work

Information was collected on amount of time children spend on work. The survey revealed that 8 in 10 children are involved in work during the day specifically between 6 am and 6 pm (Table 12.5). About twenty three percent of all the working children reported that they were involved in work during the weekend, while 26 percent worked sometimes during day and sometimes in the evening. This implies that on average, children work during any time of the day. More males (84%), urban (81%) children as well as all those attending SNE reported to work during the day.

Table 12.5: Time of work for ALL children, (%)

Background characteristic	During the day (6 a.m. - 6 p.m)	In the evening or at night (After 6 p.m.)	During both the day and the evening (For the entire day).	On the week-end	Sometimes during the day, sometimes in the evening
Sex					
Male	83.6	2.1	1.5	23.7	27.0
Female	78.2	3.6	2.9	22.9	25.2
Age-groups					
5-11	81.3	1.4	1.0	22.7	25.6
12-13	81.9	2.6	1.9	27.0	29.5
14-17	80.6	3.7	3.0	22.2	25.2
Residence					
Urban	81.3	2.5	1.5	23.7	26.7
Rural	80.2	3.6	4.3	22.1	24.3
Current Schooling Status					
Never been to School	82.8	3.3	5.0	15.1	9.1
Currently Attending School	80.9	2.4	1.4	24.1	28.2
Not Attending School	82.5	4.6	6.4	20.2	15.5
National	81.1	2.5	2.2	23.3	26.2

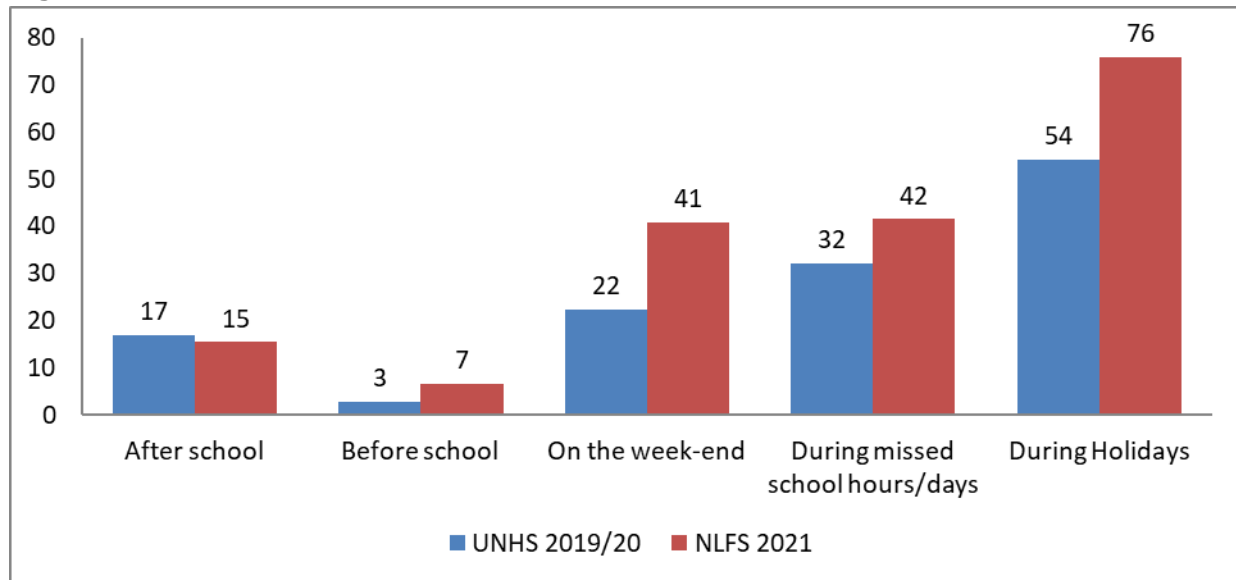
The time of work also varies among those going to school and those not going. For those going to school, children were asked if they worked after school, before school, or any other time. In Table 12.6, reveals that majority of the school going children were involved in work during holidays (76%) while about 4 in every ten children worked over the weekend or during missed school hours/days. More females (44%) than males (40%) worked during missed school hours/days.

Table 12.6: Time of work for children attending school, (%)

Background characteristic	After school	Before school	On the week-end	During missed school hours/days	During Holidays
Sex					
Male	13	9.6	37.6	39.7	76.4
Female	19	1.7	46	44.3	74.8
Residence					
Rural	17.2	5.8	43	44.4	76.1
Urban	8.4	8.9	33.1	30.7	74.9
National	15.4	6.5	40.9	41.5	75.8

Figure 12.7 shows a notable increase in the time of work for school going children. Children who reported to be working before going to school more than doubled from 2.8 percent to 6.5 percent between 2019 and 2021. Although most of the information was collected during COVID-19 lockdown, children who were found at home were asked if they would have been at school if the lockdown was not in place. Large differences were also observed for those who reported to be working over the weekend and during holidays.

Figure 12.7: Time of work for children ATTENDING school



12.6 Average Hours Worked

All children were asked for the number of hours that they actually spent working and doing household chores within the 7 days prior to the survey. Figure 12.8 shows differentials in average hours of work by residence and sex of the children. The average time spent by children working was estimated at 43 hours per week. Clearly, irrespective of the area of residence, girls (47hours) are reported to have been engaged in work for longer hours than boys (38hours). This could be attributed to the societal/cultural gender roles attributed to females.

Figure 12.8: Average hours worked per week by sex and residence

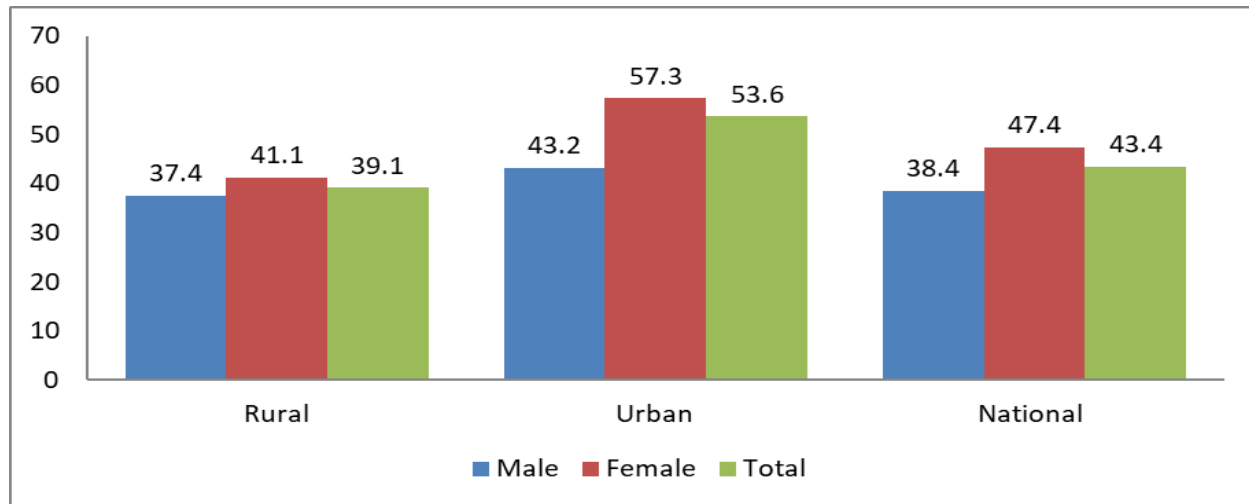


Table 12.7 shows weekly variations between average hours spent on an economic activity and those doing household chores by the schooling status of the children. Male children currently attending school are more involved in economic work where they spent about 31 hours per week compared to household chores (15 hours). However, as age increases, hours of work spent by children doing work (both economic and household chores) increases irrespective of the schooling status. In terms of residence, the hours of work didn't vary much between rural and urban children who were currently attending school.

Table 12.7: Average Hours Worked per Week on Economic Activity and Household Chores by selected background characteristics

Background characteristics	Children currently attending school			Children currently not attending school		
	Economic work	Household Chores	Both economic activity and hhd chores	Economic work	Household Chores	Both economic activity and hhd chores
Sex						
Male	31.1	17.0	20.3	38.4	15.4	20.1
Female	27.5	24.8	26.8	47.4	25.2	31.5
Age-group						
5 -11	26.7	17.7	18.8	27.4	16.9	17.6
12 -13	26.5	23.5	26.1	29.4	22.4	26.4
14-17	32.0	24.7	29.4	47.0	25.5	37.3
Residence						
Urban	28.9	21.3	23.8	39.1	20.8	25.2
Rural	31.3	20.3	23.0	53.6	20.0	30.3
National	29.6	21.1	23.6	43.4	20.7	26.2

12.7 Child Labour

12.7.1 Introduction

Child Labour refers to work that is hazardous or exploitative and threatens the health, safety, physical growth and mental development of children and therefore constitutes an urgent policy priority. Child Labour constitutes a key obstacle to socio-economic development to ensuring inclusive and equitable quality education and promoting life-long learning opportunities for all through Universal Primary and Secondary Education (UPE & USE). It not only harms the welfare of individual children, but also slows broader national poverty reduction and development efforts. Children who are forced out of school and are 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 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. 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;

- a) Children working in industries gazetted as hazardous
- b) Children working in occupations gazetted as hazardous
- c) Hazardous Working conditions e.g., working at night, carrying heavy loads

This section looks at the extent to which children's activities mentioned above constitutes child Labour and for the purposes of this report children are regarded child laborers if they are involved in the following conditions:

- a) They are aged 5-11 years and they are at work but not expected to work.
- b) They are aged 12-13 years doing work other than 'light¹⁷ work' or do work beyond 14 hours a week.
- c) Aged 14-17 years involved in hazardous forms of Labour or working for an equivalent of 43 hours in a week or beyond.

¹⁷ Light work is defined by ILO Convention No. 138 in Article 7 as work that should, (a) not be harmful to a child's health and development and, (b) not prejudice attendance at school and participation in vocational training or "the capacity to benefit from the instruction received".

The NLFS 2021, being a household-based survey measured only the worst forms of child Labour constituting “work which by its nature or circumstances in which it is carried out, is likely to harm the health, safety or morals of children” as per ILO framework in Figure 12.9.

Figure 12.9: Distinction between Child Labour and other forms of work

FORMS OF WORK		
AGE GROUPS	Non-hazardous work (In non-hazardous industries and occupations and not for excessive hours)	Hazardous work (in specified hazardous industries and occupations) or excessive hours
	Light work	Regular (“non-light”) work
5-11 years	CHILD LABOUR THAT MUST BE ELIMINATED	
12-13 years		
14-17 years		
	ONLY PERMITTED FORMS OF WORK	

Source: ILO/IPEC

12.7.2 Prevalence of Child Labour Excluding household chores

Table 12.8 shows that in Uganda 6.2million (40%) of the children aged 5-17 years were involved in child Labour excluding household chores. More than half (56%) of the children aged 5-11 years were involved in some form of economic activity, and this is higher among the rural residents (60%), those from not well-off households (60%) and those currently attending school (60%).

Table 12.8: Estimates of Child Labour excluding household chores by Age and selected background characteristics

Background characteristics	Children aged 5- 11 years in economic activities	Children aged 12 - 13 years in economic activity excluding those in light	Children aged 14 - 17 years in hazardous work or working excessive	Total in child Labour, 5 -17 years
Sex				
Male	56.2	19.2	21.0	41.0
Female	55.2	12.7	18.2	37.9
Residence				
Rural	59.8	17.0	20.5	42.3
Urban	44.3	12.2	17.2	31.7
Orphan hood status				
Orphan	61.8	14.1	21.7	37.7
Non-Orphan	55.3	16.3	19.1	39.9
Disability				

Background characteristics	Children aged 5- 11 years in economic activities	Children aged 12 - 13 years in economic activity excluding those in light	Children aged 14 - 17 years in hazardous work or working excessive	Total in child Labour, 5 -17 years
With disability	53.1	13.8	12.8	33.9
Without disability	55.8	15.9	19.8	39.6
Perceived financial situation of the household				
Well off	35.6	6.0	19.0	25.7
Average	51.0	15.3	18.7	36.1
Not Well off	59.5	16.6	20.3	42.3
Parental sickness				
With very sick father	59.6	19.0	19.0	41.5
With very sick mother	58.6	22.0	16.0	40.4
Foster hood				
Living with both parents	55.6	16.2	18.1	40.1
Living with Mother only	52.7	16.4	20.6	37.4
Living with Father only	58.9	17.1	16.2	39.1
Not living with father and mother	57.7	14.2	23.5	39.5
Current schooling status				
Never been to school	36.5	22.1	31.2	35.7
Currently attending school	59.7	16.0	18.9	40.9
Not attending school	48.4	11.9	22.1	30.1
National	55.7	15.9	19.5	39.5
Number '000	4,965	401	834	6,200
UNHS 2019/20				
National	54.5	26.7	10.3	38.5
Number '000	4878	666	415	5,690

Map 12.1 shows that the prevalence of child Labour excluding household chores was highest in Karamoja (56%) followed by Lango at (52%) while Kampala had the least at (19%)

Map 12.1: Prevalence of Child Labour excluding household chores by sub-region, 5-17years

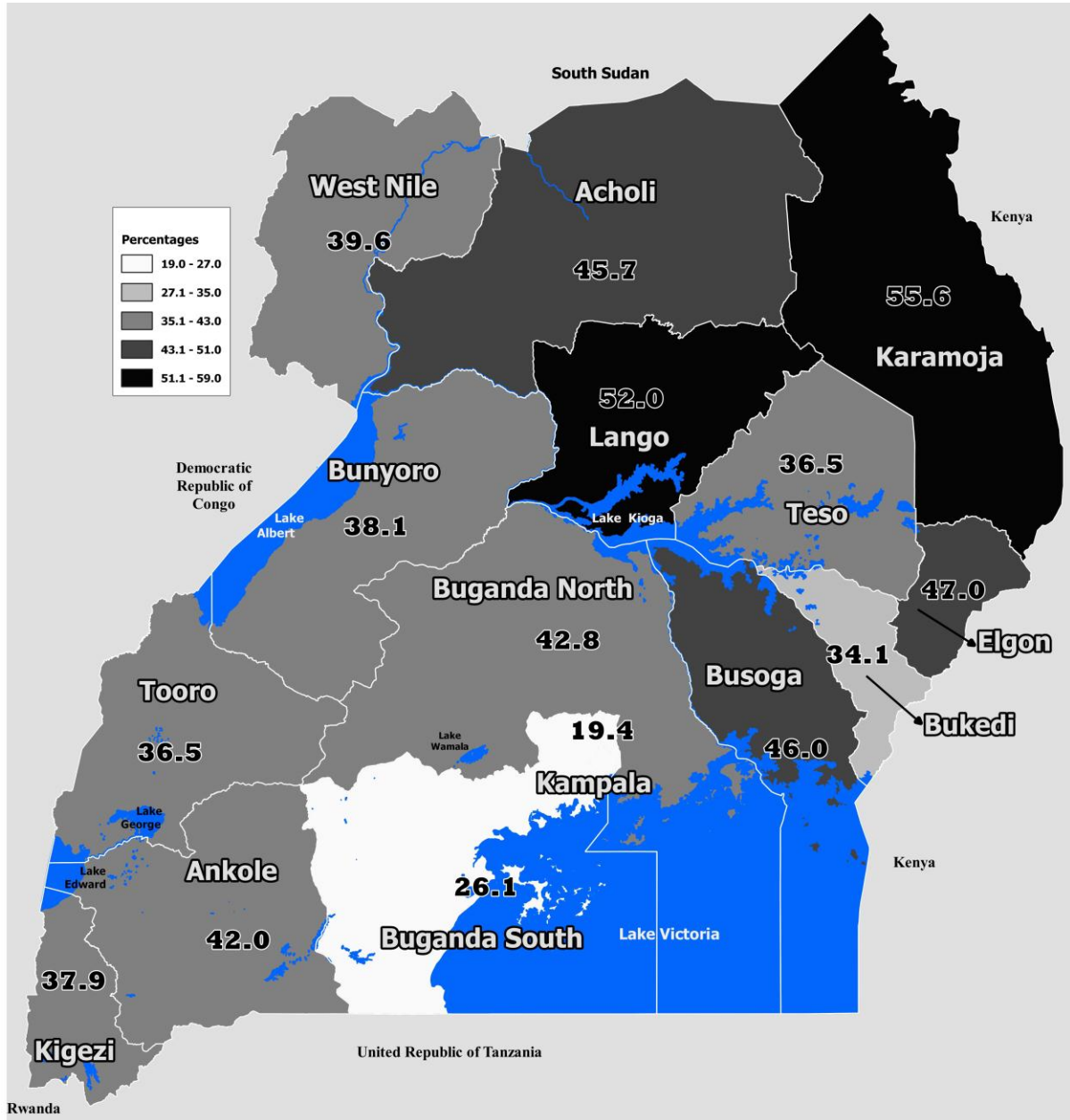
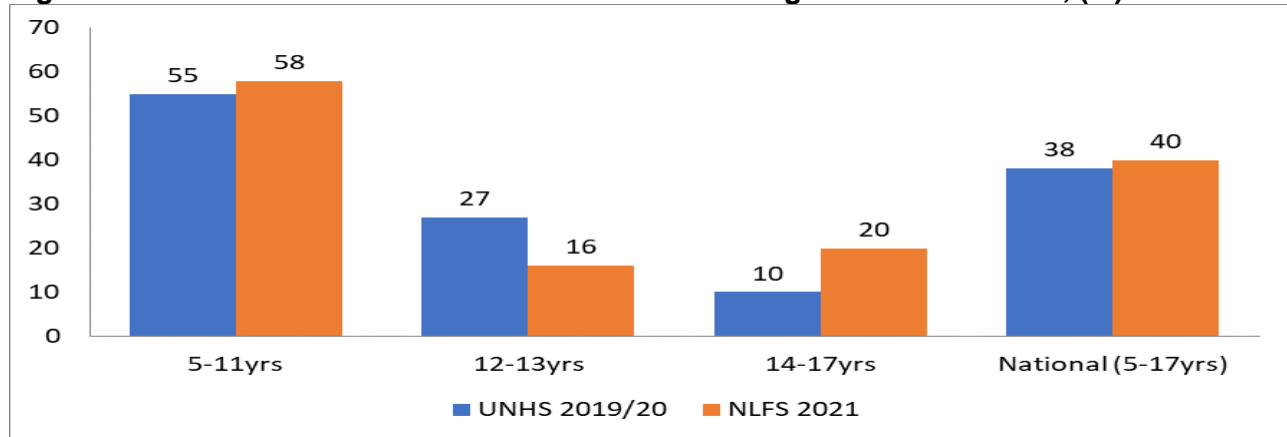


Figure 12.10 shows how child Labour excluding household chores has evolved over the years. Generally, the estimate of child Labour excluding household chores increased to about 40 percent during the survey year 2021 from 38 percent in 2019/20. The steepest in child Labour of

about 8 percent points was observed among children aged between 5-11 years. However, child Labour excluding household chores decreased among those aged 12-13years from 27% in UNHS 2016/17 to 16 percent in NLFS 2021.

Figure 12.10 Trends in Child Labour Estimates excluding household chores, (%)



12.7.3 Components of Child Labour Measurement

According to Article 3 of ILO Convention No.182, children involved in the worst forms of child Labour are a sub-group of child Labourers whose rights and well-being are denied. Table 12.9 shows the distribution of the different components of child Labour. The findings reveal that eight in ten of the children aged 5-11years were working yet such children are not supposed to work at all. The proportion of children aged 12-17years involved in hazardous occupations or industries, and long hours of work (more than 14hours a day) was almost the same (3%).

Table 12.9: Components of Child Labour excluding household chores by selected background characteristics, (%)

Background characteristics	Working children (5-11yrs)	12-17years			Total
		Hazardous occupation or industry	Long hours of work	Hazardous Working conditions	
Sex					
Male	79.1	4.5	3.6	12.8	100
Female	81.1	3.2	3.6	12	100
Residence					
Rural	80.5	3.2	3.1	13.1	100
Urban	78.5	6.2	5.4	9.9	100
Perceived financial situation					
Well off	73.7	4.8	12.7	8.8	100
Average	78.6	4.2	4.3	13.0	100
Not well off	81.1	3.6	3.0	12.2	100
School Attendance					
Attending school	80.6	3.5	3.0	12.9	100
Not attending school	77.5	5.7	7.1	9.7	100
National	80.1	3.8	3.6	12.4	100
Number "000	4,965	239	224	771	6,200

12.7.4 Prevalence of Child Labour Including household chores

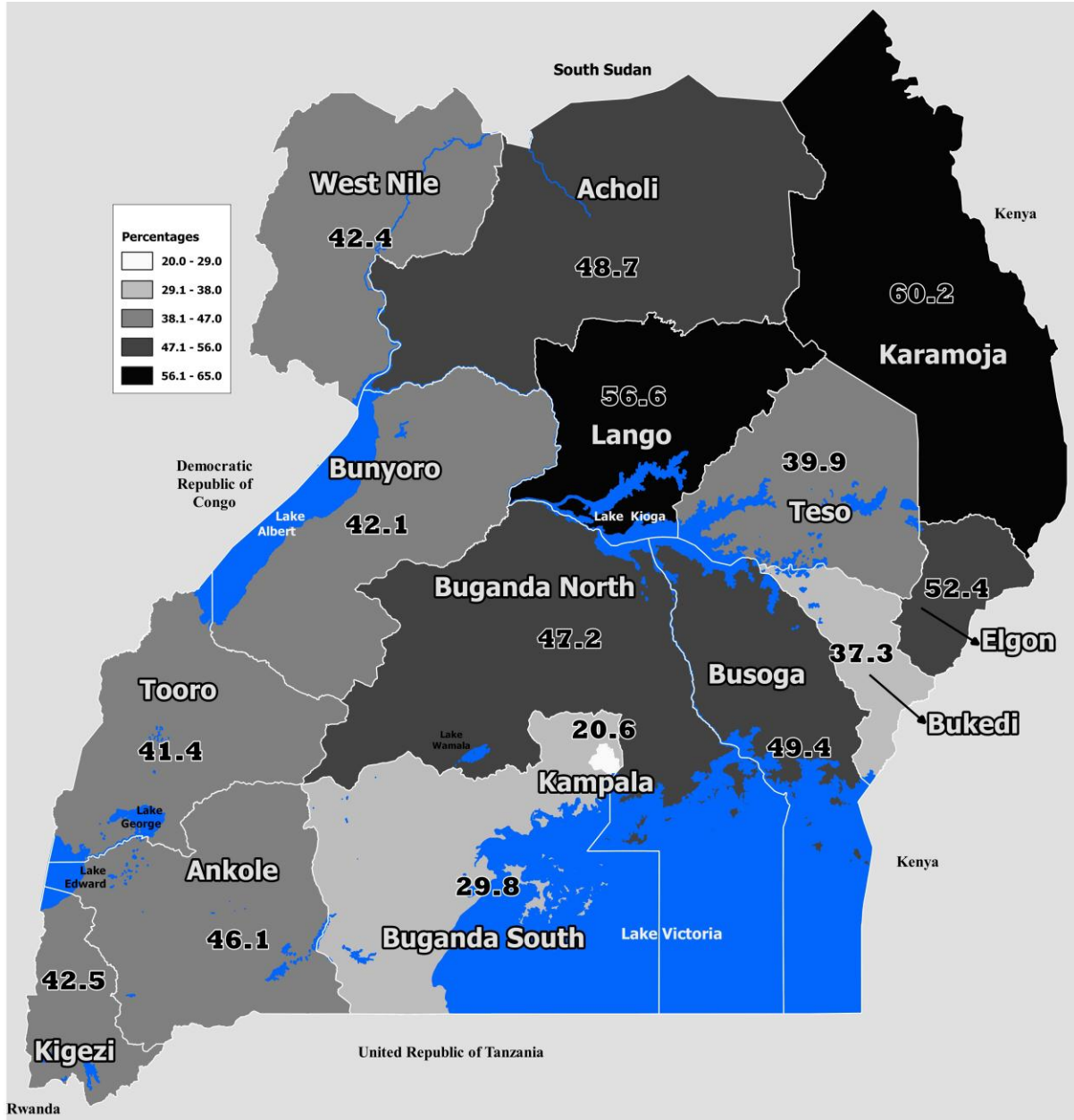
In addition to child Labour a child was considered to be in child Labour if s/he performed household chores for more than 14 hours a week. Table 12.10 shows revealed that 43 percent of the children aged 5-17 years were in Child Labour (including household chores) with an almost equal proportion between females and males. Residential differentials showed that the proportion of children in the rural areas (46%) engaged in child Labour including household chores was higher than those in urban areas (35%). Looking at the perceived financial status, the rate of child Labour including household chores was highest (47%) among children from households who perceived their financial status as not well off. Noteworthy is that though child Labour estimates among children aged 5-17 years reduced between 2019/20 and 2021, the prevalence among children 5-1years increased with an almost 20 percentage points decrease in child Labour among children aged 14-17years during the same period.

Table 12 10: Estimates of Child Labour including household chores by Age of the Child and selected background characteristics

Background characteristics	Children aged 5-11 years in economic	Children aged 12 - 13 years in economic activity excluding those in light economic	Children aged 14 - 17 years in hazardous work or working excessive hours	Total in child Labour, 5 -17 years
Sex				
Male	57.5	34.6	20.7	43.3
Female	57.3	45.2	18.3	43.4
Residence				
Rural	61.2	41.8	20.4	46.4
Urban	47.0	34.6	17.1	35.0
Orphan hood status				
Orphan	63.2	43.2	21.7	42.9
Non-Orphan	56.8	39.5	19.0	43.4
Disability status				
With disability	54.7	29.8	12.8	36.0
Without disability	57.5	40.3	19.7	43.5
Household financial situation				
Well off	36.2	27.5	19.0	29.2
Average	53.4	36.2	18.6	39.4
Not Well off	60.8	43.2	20.1	46.5
School attendance				
Attending school	61.4	41.1	18.7	45.3
Not attending school	41.5	29.5	22.8	34.3
Foster hood				
Living with both parents	57.0	37.2	18.0	43.3
Mother only	54.4	41.4	20.7	41.4
Father only	60.8	48.3	16.2	44.4
Not with father and mother	60.1	43.4	23.3	44.7
National	57.4	40.1	19.5	43.3
Number '000	5,116	1,009	834	6,807
UNHS 2019/20	55.5	45.4	39.7	49.8

Map 12.2 shows that the prevalence of child Labour including household chores was highest in Elgon sub-region (52%) while Kampala had the least at (21%).

Map 12.2: Estimates of Child Labour including household chores by sub-region



12.7.5 Components of Child Labour including household chores

Table 12.11 shows the distribution of the different components of child Labour. The findings reveal that six in ten of the children aged 5-11 years were working yet such children are not supposed to work at all. The proportion of children involved in hazardous work and long hours of

work (more than 14hours a day) was almost the same (3%). About one in ten of the children aged 5-13years were working more than 21hours a week on household chores.

Table 12.11: Components of Child Labour excluding household chores by selected background characteristics, (%)

Background characteristics	Working children (5-11yrs)	12-17years			Long hours on household chores (5-13yrs)	Total
		Hazardous occupation or industry	Long hours of work	Hazardous Working conditions		
Sex						
Male	74.8	4.2	3.4	12.1	5.5	100
Female	71.1	2.8	3.2	10.5	12.4	100
Residence						
Rural	73.4	2.9	2.8	12.0	8.8	100
Urban	71.3	5.6	4.9	9.0	9.2	100
Perceived financial situation						
Well off	64.8	4.2	11.2	7.8	12.0	100
Average	71.9	3.8	3.9	11.9	8.4	100
Not well off	73.7	3.3	2.8	11.1	9.1	100
School Attendance						
Attending school	72.8	3.2	2.7	11.7	9.7	100
Not attending school	74.3	5.5	6.9	9.3	4.0	100
Living arrangement						
Living with both parents	76.4	3.0	2.6	10.6	7.4	100
Living with mother only	69.3	5.1	2.9	13.1	9.6	100
Living with father only	70.7	3.1	3.6	10.7	11.9	100
Living with neither parent	66.9	3.9	5.5	12.1	11.7	100
Orphanhood						
Yes	62.2	5.2	5.0	15.4	12.1	100
No	74.5	3.3	3.0	10.7	8.5	100
National	72.9	3.5	3.3	11.3	8.9	100
Number "000	4,965	239	224	771	608	6,807

12.8 Summary of findings

The NLFS 2021 estimated that there were about 15.7 million children aged 5-17years in Uganda with more males (50.4%) than female (49.6%). Of these, 10.4million (67%) were working with an equal share (6 in 10) by sex. Most children carried out this work between 6am-6pm (81%) and over the weekend (41%) for those attending school. On average, the children spent 43 hours per week on work, with girls engaged longer hours of work (47 hours) than boys (38 hours). Findings on child Labour revealed that; 40 percent of children 5-17 years were in child Labour excluding household chores with rates higher in rural (42%) compared to urban (32%) areas. On the other hand, children in child Labour including household chores were about 43% with a higher share of children in rural (46%) compared to urban (35%) areas.

CHAPTER THIRTEEN: OLDER PERSONS' ACTIVITIES

13.0 Introduction

Uganda adopted the UN definition of older persons as those aged 60 years and above. The NLFS had a question on age and therefore the labour related information can be generated about older persons. The Constitution (Article 32) of Uganda recognizes the rights of older persons and provides the basis for the enactment of laws and development of policies that address their concerns. The Local Governments Act (Cap 243). Section 10(1) (f) provides for two older persons, a male and female, elected by Structures of the Council to represent them in the local governments' councils. The National Policy for Older Persons (2009) provides for the establishment of a National Council for Older Persons to coordinate various stakeholders involved in the implementation of programmes for older persons. This requires evidence-based data to be used for planning and development of interventions on older persons.

13.1 Background characteristics

The NLFS 2021 showed that there were about 1.8 million older persons of which three in every four (75%) were living in rural areas (Table 13.1). One in every three older persons had not attended school and only 16% had education level of secondary and above. About 47 percent of the older persons had a disability and more than half (57%) were currently married.

Table 13.1: Distribution of Older persons by selected background characteristics, %

Background characteristics	Male	Female	Total	Number '000
Residence				
Rural	76.0	73.6	74.7	1,342
Urban	24.0	26.4	25.3	454
Education attainment				
No education	20.6	51.9	37.2	668
Primary	52.5	37.4	44.6	800
Secondary and over	25.3	8.6	16.4	295
Not stated/Don't know	1.6	2.1	1.8	33
Disability Status				
With a disability	42.4	50.2	46.5	835
Without a disability	57.6	49.8	53.5	961
Marital status				
Never married	0.8	1.4	1.1	20
Currently married	82.7	34.3	57.0	1,024
Divorced/separated	4.0	6.8	5.5	99
Widow/Widower	12.6	57.5	36.4	654
Total	100	100	100	1,796

13.2 Perceived Financial Situation

To better understand how people perceive or think about and experience their financial circumstances, the NLFS 2021 had questions for respondents to state their perceived “financial well-being”; a term that encompasses a household’s holistic financial state in regard to access to basic needs and major purchases. Table 13.2 shows that two in every three older persons (66%) reported that their households were not well off. More than half (58%) of the older persons residing in urban areas reported that their households were not well-off.

Table 13.2: Older persons by perceived financial situation, sex and place of residence

Background Characteristics	Well off	Average	Not well off	Total
Sex				
Male	3.2	35.9	60.9	100
Female	1.3	24.7	74.0	100
Residence				
Rural	1.6	29.4	69.1	100
Urban	4.9	37.4	57.7	100
National	2.4	31.5	66.1	100

13.3 Main source of income

In order to meet day to day household expenses, a household needs income which is usually accrued from wages, self-employment or agriculture, support and donations. Source of household income is important as it provides extra information when analyzing the well-being of the population. Table 13.3 shows that 46% of older persons reported income from household farming or fishing as the main source of income. This was followed by income from food produced by the household from farming raising of animals or fishing that accounted for 18 percent. About 11% reported support from other households in the country as the main source of income with no difference in place of residence.

Table 13.3: Older persons by main source of income, sex and place of residence

Background Characteristics	Income from household farming or fishing	Income from a household business (other than farming or fishing)	Income from a paid job (held by a household member or yourself)	Support from other households in the country	Food produced by the household from farming, raising animals or fishing	others
Sex						
Male	49.5	14	8.0	7.0	17.8	3.7
Female	41.2	9.8	5.9	17.4	19.1	6.6
Residence						
Rural	49.8	8.8	5.0	11.1	22.1	3.2
Urban	35.9	22.3	13.4	11.3	7.6	9.5
National	46.2	12.3	7.2	11.2	18.3	4.8

13.4 Working older persons

Among the working older persons, 59% were engaged in own use production work which was purely subsistence agriculture. Employment form of work which comprises work performed for others in exchange for pay or profit constituted a share of 41 percent. Other forms of work (including Volunteer work, unpaid trainee work, and other forms of work) constituted a share of less than one percent (Figure 13.1). The proportion female older persons employed subsistence agriculture (69%) was higher than that of their male counterparts (50%). On the other hand, the proportion of the male older persons in employment (50%) was higher than that of the females (31%)

Figure 13 1: Forms of work among the older persons

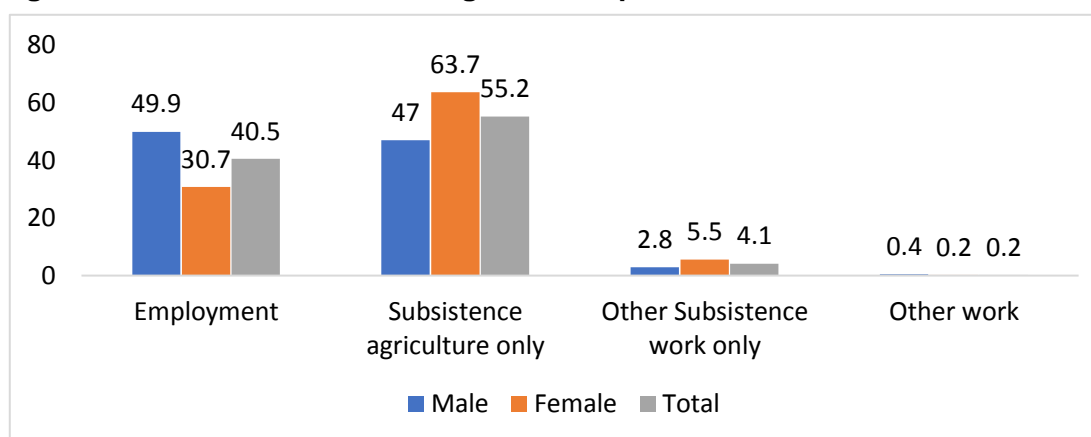


Table 13.4 shows that the proportion of older persons employed in subsistence activities increase by an increase in age. It increased for 55% for those aged 60-69 years to 71% among those aged 80 or more years. Similarly, the proportion of older persons in employment decrease with an increase in age. Older persons in rural areas are prone to be employed in subsistence work (66%) compared to those residing in urban areas (38%). On the other hand, the proportion of older persons in employment is higher in urban areas (62%).

Table 13.4: Distribution of working Older persons by age group and place of residence, %

Background characteristics	Employment	Subsistence agriculture only	Other Subsistence work only	Other forms of work*	Total
Older age groups					
60-69	44.3	52.8	2.5	0.3	100
70-79	33.4	58.0	8.3	0.2	100
80+	29.0	66.4	4.6	0.0	100
Residence					
Rural	33.7	61.5	4.4	0.4	100
Urban	61.9	35.1	3.0	0.0	100
National	40.5	55.2	4.1	0.2	100
Number ('000)	484	660	49	3	1,196

*Includes volunteer and unpaid trainee work

13.5 Occupation in employment

Table 13.5 shows that more than half (57%) of the older persons were employed in skilled agricultural, forestry and fishery work. About 23% were employed in elementary occupations, 8% in service and sales workers and 9% in crafts and related trade work. The proportion of the male older persons (63%) employed in in skilled agricultural, forestry and fishery work is higher compared to their female counterparts (50%). The proportion of older persons employed in elementary occupations was higher compared to the older male persons.

Table 13.5: Older persons by occupation and selected background characteristics

Background Characteristics	Service and sales workers	Skilled agricultural, forestry and fishery workers	Craft and related trades workers	Elementary occupations	Others	Total
Sex						
Male	7.0	63.0	8.3	14.8	6.9	100
Female	8.3	49.7	9.1	30.5	2.4	100
Residence						
Rural	5.7	58.3	7.7	25.0	3.3	100
Urban	13.9	50.7	11.8	14.5	9.1	100
Older age groups						
60-69	9.0	56.8	8.9	20.6	4.7	100
70-79	6.1	55.2	8.0	26.4	4.3	100
80+	1.5	57.5	8.9	26.7	5.4	100
National	7.7	56.5	8.7	22.5	4.6	100

13.6 Industry of employment

Table 13.6 shows that 55% of the older persons were employed in agriculture, forestry and fishing industry. This was followed by Trade (18%) and Manufacturing (11%) industries.

Table 13.6: Older persons by Industry, sex and place of residence

Background characteristic	Agriculture, forestry and fishing	Manufacturing	Trade	Public administration	Others	Total
Sex						
Male	58.1	9.6	15.3	2.5	14.5	100
Female	50.3	12.8	23.4	3.2	10.3	100
Residence						
Rural	63.4	10.6	14.1	1.7	10.2	100
Urban	41.0	11.0	25.5	4.5	18.0	100
Older age groups						
60-69	54.8	10.9	18.8	3.5	12.0	100
70-79	58.8	6.3	19.9	0.6	14.4	100
80+	48.3	23.6	6.6	0.0	21.5	100
National	55.2	10.7	18.3	2.8	13.0	100

13.7 Median Monthly Earnings

Table 13.7 shows that the median monthly income for older persons was UGX 150,000 with females having a highest median monthly income of UGX 200,000 compared to the male income of UGX140, 000. The results also indicate the older persons received the median monthly income of UGX 50,000 in kind. The median monthly income earned by older persons in urban areas (UGX 410,000) is four times that received by those residing in rural areas (UGX 100,000).

Table 13.7: Older persons by median monthly income and selected background characteristics

Background Characteristics	In cash	In kind	Both cash and in-kind
Sex			
Male	120,000	50,000	140,000
Female	120,000	80,000	200,000
Residence			
Rural	84,000	80,000	100,000
Urban	420,000	48,000	412,000
Older age groups			
60-69	150,000	50,000	200,000
70-79	120,000	80,000	120,000
80+	60,000	20,000	20,000
National	120,000	50,000	150,000

13.8 Measures of Labour underutilisation

As discussed in chapter eight of this report, selected measures of Labour underutilisation were analyzed for older persons as shown in Table 13.8. Survey findings revealed that the unemployment rate among older persons was six percent in 2021. Unemployment rate was higher among males (7%) compared to females (4%). The results also show that six percent of the older persons in employment were working less hours than what they are willing and available to offer. Overall, 28% of the older persons were underutilized with half of those in paid employment earning less than 2/3 of the median monthly earnings for employees in Uganda.

Table 13.8: Prevalence in selected measures of Labour underutilisation among older persons, %

Background characteristics	Unemployment Rate	Time Related Underemployment	Composite measure of Labour underutilisation	Wages related underemployment
Sex				
Male	7.1	6.5	25.1	52.1
Female	3.8	6.1	32.7	44.2
Residence				
Rural	7.2	7.7	33.0	64.4
Urban	3.7	4.1	18.3	30.8
National	5.9	6.4	28.1	50.0

13.9 Unpaid work

Unpaid Care Work 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 without any direct remuneration. The results in Table 13.8 show that 60 of the unpaid workers were engaged in subsistence agriculture and about 24% were care workers. Unpaid workers in the urban areas were mostly engaged in care work (45%).

Table 13.9: Unpaid Older persons by sex and place of residence

Background characteristics	Subsistence agriculture	Other unpaid work	Unpaid Care work	Total
Sex				
Male	66.8	17.3	15.9	100
Female	55.3	15.5	29.2	100
Residence				
Rural	65.5	16.5	18.0	100
Urban	40.3	15.1	44.6	100
Older age groups				
60-69	62.3	15.8	21.9	100
70-79	55.7	19.7	24.5	100
80+	54.9	9.7	35.4	100
National (60+)	59.7	16.2	24.1	100

13.10 Summary of findings

The NLFS 2021 estimated that there about 1.8million older persons. Of these, 1.2million were working with about 41% in employment. The median monthly cash earning for older persons in paid employment was UGX 150,000. The unemployment rate among older persons stood at six percent. Two in ten of the older persons were engaged in unpaid care work.

CHAPTER FOURTEEN: FORCED LABOUR

14.1 Introduction

Forced Labour or compulsory Labour is referred to as all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily¹⁸. A person is classified as being in forced Labour if engaged during a specified reference period in any work that is both under the threat of menace of a penalty and involuntary. Threat and menace of any penalty are the means of coercion used to impose work on a worker against a person's will.

Involuntary work refers to any work taking place without the free and informed consent of the worker. Circumstances that may give rise to involuntary work, situations in which the worker must perform a job of different nature from that specified during recruitment without a person's consent; abusive requirements for overtime or on-call work that were not previously agreed with the employer; work in hazardous conditions to which the worker has not consented, with or without compensation or protective equipment (*ILO, 20th International Conference of Labour Statisticians*).

14.2 Persons in Forced Labour

The study established persons who, in the last three years, were engaged in work where they were working against their own will or working without their free and informed consent. Among the working age group (14-64 years), nearly three in one thousand were working under forced Labour representing a total population of about 62 thousand persons that experienced forced Labour within the three-year period. Variations by sex showed that about four in a thousand of the working males were under forced Labour compared with less than two in a thousand of the working females. There was a small variation by residence (0.25 % in rural areas compared with 0.29% in Urban). On the other hand, the proportion of older persons that experienced forced Labour (0.32%) was higher than that of the young population (0.22%) as shown in figure 14.1.

¹⁸ The ILO Forced Labour Convention, 1930 (No. 29), Article 2.

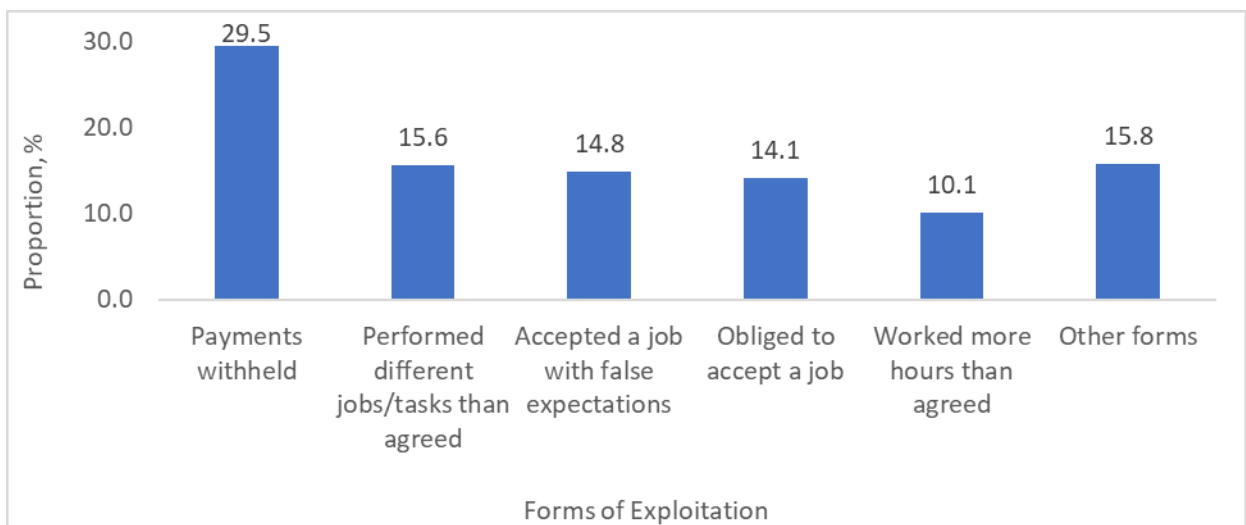
Figure 14 1: Percentage of persons engaged in forced Labour in last 3years by sex and residence.



14.3 Forms of Forced Labour

Various forms of exploitation that were suffered by the victims of forced Labour were identified. The most commonly occurring form of Labour exploitation was the withholding payments experienced by 30 percent of persons who were victims of exploitation nationally as presented in Figure 14.2.

Figure 14 2: Percentage distribution of Victims of Forced Labour by forms of exploitation, 2021



14.4 Summary of findings

The NLFS 2021 showed that the prevalence of forced Labour in Uganda was very low at less than one percent of the working population (about 62 thousand persons) that experienced forced Labour within the three-year period prior to the survey.

CHAPTER FIFTEEN: CONCLUSION AND RECOMMENDATIONS

15.1 Introduction

The overall objective of the NLFS 2021 was to provide current information for use in the generation of Labour Market indicators to facilitate evidence-based policy formulation and decision-making across the different population groups and geographical locations. To achieve this, the country was divided into 15 sub regions (strata) with an overall sample of 1,100 Enumeration Areas (EAs). The findings across the different population segments highlight key areas for policy well as possible further research with a view of harnessing the demographic dividend thus promoting economic growth and descent productive work for all.

15.2 Policy Recommendations

The National Labour Force Survey (NLFS) 2021 estimated a total population for Uganda of 42.9 million persons an increase from 34.6 million people enumerated during the National Population and Housing Census (NPHC) 2014. Among the population 10 years and above that had stopped schooling, only about 17 percent had completed at least secondary education (NLFS 2021).

- a. These statistics highlight the need for deliberate effort to attract more investment in education by the general population to realize higher attainments in education. Adequate formal education is a precursor for higher skills, occupations and likely better opportunities. The Government needs to spearhead these efforts by strengthening the enabling environment to discourage early school dropout. This could be in form of reduction in the cost of education at higher levels hence enticing more parents to keep children longer in formal education. For the population unable to continue with formal education, alternative training and skilling opportunities in potential jobs and enterprises outside the traditional sectors such as ICT and healthcare may be provided.

According to the 2014 Census, the age dependency ratio for Uganda was 93 percent. This is the proportion of the population not in the working age group (less than 14 years and above 64 years) to those in the working age-group (14-64 years). This ratio reduced to 83 percent according to the NLFS 2021, an indication that the working age population is bulging. This scenario may pose challenges for the future such as workers being unable to work as many hours as they would like due to the higher numbers in the working age coupled with lower Employment-to-population (EPR) of 43 percent, the ratio for females (39%) being much lower than that for males (58%).

- b. The population needs to be more industrious and entrepreneurial to cope with the population-work imbalance. However, with limited capital as well as limited collateral for securing capital, there is need for Government intervention to increase on available avenues for start-up support and strengthen career guidance and counseling services unit at Ministry of Gender, Labour and Social Development. Through the right mind set change as per the Parish Development Model (PDM) to refocus the thinking of the population about such support, the financial inclusion pillar provides a good opportunity for population engagement in gainful productive activities. However, with only nine percent of the population 10 years and above that owned a functional bank/MDI/MFI/ account according to the NLFS 2021, beneficiaries of such start-up support financial literacy training should form an integral part.

The future of work rests in the children of today which population has continued to grow. The NLFS 2021 estimated that 37% of the total population in Uganda were children 5-17years. This population needs to be nurtured well for productive work in the future through relevant education and conducive environment that will enable them to thrive. However, only 24 percent of children 6 to 17 years were exclusively schooling while 61 percent combined work with education and nine percent were purely working. Of all children 5-17 years, 40 percent were in child labour (excluding household chores) implying that they were doing work that was harmful to their physical, social, or psychological wellbeing, a phenomenon that has stayed over time. This poses a risk of having a deficient workforce in future.

- c. There is need for concerted effort to tackle the vice of child labour failure of which may result in missed opportunity on descent work in the future. There may be need to assess the legal environment in order to improve activities of children. Relevant Government child rights and activities units need strengthening in order to play effective role in implementing and monitoring policies on child labour. This also requires strong advocacy and publicity to promote good practices through enhanced knowledge of the population on child labour and education. Increased schools participation in universal education need to be promoted. However, assessment of the impact of UPE and USE in the country may be undertaken to shape implementation of the program.

The proportion of the employed population in informal employment excluding agriculture stood at 88 percent and the higher the level of education attained, the less likely one is to work in the informal sector. The most common work place hazard was exposure to dust, fumes, or Chemicals experienced by one in five workers while 23 percent of the working population was provided with protective gear at the work place. Only 27 percent of persons in employment benefited from at least one of the workplace benefits (Paid annual leave, Paid sick leave, paid maternity/ paternity leave, old age/ Retirement benefit and medical insurance).

- d. There is need to strengthen regulation of social protection for employees in both the private and public sectors as a way of promoting decent work in the country. Compliance to laws that provide employment benefits in order to improve decent work at work place should be enforced. Additionally, businesses need to be encouraged to keep records and formalize their business highlighting the benefits of formal businesses.

The unemployment rate was 12 percent; an increase from 9 percent reported in 2019/20. Time related underemployment rate was nine percent while the combined rate of unemployment and time related underemployment (LU2) was recorded at 20%. Overall, the potential Labour force was 28 percent (4.3 million). More than four in every ten (42%) of the working age population were underutilized with the proportion in rural areas (46%) higher than in urban areas (36%). The skill related inadequate employment rate was about 9 percent.

e. A National Employment Strategy (NES) is critical to ensure proper jobs planning, creating opportunities for all by providing information on available jobs, operationalizing job matching platforms at Ministry of Gender, Labour and Social Development and establishing job centres and platforms. Government and the Private Sector should put in place programs that are geared towards job creation as enshrined in NDP III. With 41 percent of the youth Not in Employment, Education or Training (NEET), the policy and programs should prioritize enhancement of youth participation in the Labour force.

5.3 Conclusion

With the above summarized statistics and recommendations, the survey was able to achieve the set objectives as outline in chapter one of the NLFS 2021 report.

APPENDIX

A1: Appendix Tables

Table A2.1: Percentage distribution of persons 10 years and above by main source of information and sub-region and city

Sub-region	Radio	TV	Friends/ relatives	Community Announcers	Internet	Others	Total
Kampala	24.8	63.5	2.7	0.8	7.3	0.9	100
Buganda South	54.9	38.5	2.7	0.6	2.8	0.3	100
Buganda North	57.6	29.9	8.6	1.0	2.2	0.6	100
Busoga	63.3	14.4	19.0	0.2	1.9	1.2	100
Bukedi	70.2	6.8	19.2	2.0	0.9	0.8	100
Elgon	56.8	7.2	32.1	0.4	1.4	2.2	100
Teso	67.4	4.0	26.8	0.4	0.5	0.8	100
Karamoja	25.9	0.7	63.2	7.3	0.4	2.5	100
Lango	80.5	1.3	11.7	4.0	0.7	1.8	100
Acholi	58.8	3.4	30.6	5.2	1.2	0.8	100
West Nile	65.0	5.6	22.2	4.8	1.5	1.0	100
Bunyoro	70.6	14.4	11.2	1.3	20	0.5	100
Toro	67.9	12.3	17.2	0.8	1.3	0.6	100
Ankole	62.5	27	7.8	0.8	1.4	0.5	100
Kigezi	77.9	5.7	15.9	0.1	0.1	0.2	100
National	61.5	18.4	15.8	1.6	1.8	0.9	100
Number ('000)	18,281	5,464	4,688	477	538	262	29,710

Table A2.2: Percentage distribution of persons 10 years and above by mobile phone use and sub-region and city

Sub-region	Use own mobile phone	Use someone else's mobile phone	Use shared phone	Does not use mobile phone	Total
Kampala	74.8	2.9	1.0	21.3	100
Buganda South	58.8	5.1	1.1	34.9	100
Buganda North	56.7	5.6	1.9	35.8	100
Busoga	48.8	5.4	1.8	44.0	100
Bukedi	38.9	3.7	1.8	55.6	100
Elgon	42.0	5.9	4.7	47.4	100
Teso	35.0	28.3	3.1	33.5	100
Karamoja	27.0	14.1	10.6	48.3	100
Lango	34.9	27.1	5.0	33.0	100
Acholi	42.6	11.5	1.4	44.5	100
West Nile	43.1	11.7	3.0	42.2	100
Bunyoro	52.4	4.4	0.8	42.3	100
Toro	46.3	9.9	0.4	43.4	100
Ankole	57.7	7.3	2.5	32.4	100
Kigezi	52.9	4.9	1.2	41.0	100
National	49.4	9.1	2.3	39.3	100
Number ('000)	14,673	2,693	670	11,674	29,710

Table A2.3: Percentage distribution of persons 10 years and above by ICT equipment used in 3 months prior to the survey and sub-region and city

Sub-region	Desktop	Laptop	Tablet/hand held computer	Adaptive technology for PWD	Radio	Telephone (mobile/fixed)	Any ICT equipment
Kampala	5.5	10.4	0.0	4.3	67.3	78.8	12.5
Buganda South	1.5	3.0	0.0	0.7	62.8	57.4	24.3
Buganda North	1.7	2.1	0.2	0.7	72.2	62.7	17.8
Busoga	1.1	1.4	0.1	0.2	68.6	48.9	25.1
Bukedi	0.7	1.8	0.0	0.4	44.5	28.1	48.3
Elgon	0.9	1.1	0.1	0.9	55.9	44.9	34.9
Teso	1.7	1.7	0.1	0.6	67.0	63.5	24.5
Karamoja	2.5	1.7	0.1	0.6	19.0	32.3	64.2
Lango	0.8	1.1	0.2	0.2	83.2	60.3	12.9
Acholi	3.5	4.4	0.3	1.2	68.5	54.2	26.0
West Nile	2.8	3.2	0.4	1.1	71.2	56.9	21.9
Bunyoro	1.4	2.3	0.1	0.6	62.8	48.0	29.8
Toro	1.7	1.3	0.1	0.2	65.8	51.2	25.6
Ankole	2.2	2.2	0.1	0.1	77.9	67.7	13.3
Kigezi	0.5	0.6	0.1	0.1	71.5	59.4	21.0
National	0.7	1.8	0.0	0.4	44.5	28.1	48.3

Table A3.1: Activity status of the Working Age Population (14-64 years) by sub-region and city

Sub-region	Working age Population	Working Population (INCLUDING other subsistence work)		Working Population (EXCLUDING other subsistence work)	
	Number ('000)	Number ('000)	Proportion (%)	Number ('000)	Proportion (%)
Kampala	1,099	810	73.7	698	63.5
Buganda South	3,331	2,437	73.2	2,152	64.6
Buganda North	2,438	2,171	89.0	1,937	79.4
Busoga	2,326	2,084	89.6	1,847	79.4
Bukedi	1,260	1,046	83.0	920	73.0
Elgon	1,197	1,107	92.6	1,009	84.3
Teso	1,211	1,108	91.5	1,044	86.2
Karamoja	533	501	94.1	478	89.7
Lango	1,388	1,283	92.4	1,172	84.4
Acholi	988	909	92.0	853	86.4
West Nile	1,812	1,665	91.9	1,458	80.4
Bunyoro	1,477	1,367	92.5	1,208	81.8
Toro	1,673	1,493	89.2	1,346	80.4
Ankole	1,902	1,729	90.9	1,577	82.9
Kigezi	859	775	90.2	656	76.4
National	23,494	20,485	87.2	18,354	78.1

Table A4.1: Distribution of the working population by forms of work and sub-region

Sub-region	Employment	Apprentice/trainee	Volunteer	Purely Subsistence agriculture	Other forms of work	Total
Kampala	83.5	1.2	0.1	1.4	13.8	100
Buganda South	62.1	1.1	0.5	24.6	11.7	100
Buganda North	59.7	0.1	0.1	29.1	10.9	100
Busoga	39.2	0.2	0.2	48.8	11.5	100
Bukedi	28.1	0.2	0.3	59.3	12.1	100
Elgon	28.3	0.2	0.2	62.5	8.7	100
Teso	46.8	0.3	0.3	46.7	5.9	100
Karamoja	62.7	0.0	0.4	33.2	3.7	100
Lango	41.3	0.2	0.2	49.7	8.6	100
Acholi	55.1	0.1	0.3	38.4	6.1	100
West Nile	40.6	0.2	0.5	46.4	12.4	100
Bunyoro	49.2	0.4	0.1	38.5	11.6	100
Toro	45.7	0.5	0.1	43.7	10.0	100
Ankole	50.1	0.0	0.3	40.7	8.9	100
Kigezi	42.1	0.5	0.2	41.9	15.4	100
National	48.8	0.4	0.3	40.2	10.4	100
Number, 000'	9,996	74	55	8,236	2,124	20,485

Table A4.2: Distribution of the working population by industry of work and subregion

Sub-region	Market oriented agriculture, forestry and fishing	Non-market-oriented agriculture, forestry and fishing	Mining and quarrying	Manufacturing	Electricity generation	Water supply	Construction	Trade	Transport and storage	Hotels, restaurant eating places	Information and communications	Financial and Insurance activities
Kampala	0.3	0.2	0.0	5.0	1.9	9.5	7.5	9.1	7.0	20.2	20.4	27.5
Buganda South	12.5	7.3	13.2	12.4	17.9	17.7	19.8	18.4	16.8	19.4	23.6	21.5
Buganda North	18.8	8.6	13.4	12.0	32.2	9.8	8.9	10.7	11.0	9.4	0.0	16.4
Busoga	4.8	11.9	0.0	8.4	10.2	10.7	13.1	10.2	11.3	6.7	2.6	0.0
Bukedi	2.3	7.0	3.9	2.0	21.7	4.1	5.1	2.7	5.5	1.6	4.8	4.3
Elgon	2.2	7.6	1.2	2.5	0.0	5.1	3.9	3.5	3.3	3.5	2.5	1.4
Teso	7.7	6.0	2.0	5.6	0.0	3.0	3.7	3.9	5.7	3.8	0.0	0.0
Karamoja	0.4	2.7	40.6	5.8	5.0	0.8	1.1	2.9	0.7	2.5	0.0	0.0
Lango	7.4	7.5	2.2	6.9	0.0	4.5	5.1	4.3	4.0	4.2	1.8	0.0
Acholi	7.4	4.3	7.1	4.2	0.0	3.4	3.8	3.8	2.7	1.8	5.5	3.7
West Nile	4.0	8.9	3.0	10.3	0.0	11.5	7.8	8.5	7.4	4.7	9.2	4.5
Bunyoro	9.9	6.5	2.5	7.6	0.2	5.5	5.0	6.0	7.4	6.8	3.1	0.0
Toro	9.2	8.3	8.1	6.5	10.9	3.7	4.1	5.5	4.5	4.6	8.9	11.5
Ankole	9.6	8.4	2.4	8.1	0.0	7.8	7.6	8.8	10.2	7.5	14.5	5.8
Kigezi	3.5	4.6	0.4	2.6	0.0	3.1	3.6	1.9	2.6	3.4	3.0	3.4
Total	100	100	100	100	100	100	100	100	100	100	100	100

Table A4.2 cont'd: Distribution of the working population by industry of work and subregion

Sub-region	Real estate activities	Professional, scientific and technical activities	Administrative and support activities	Public administration	Education	Human health and social work activities	Arts, entertainment and recreation	Other service activities	Activities of household employers	Activities of extra territorial organisations and bodies	Total
Kampala	29.2	31.8	28.9	6.4	5.2	5.3	15.2	17.9	19.5	10.3	4.0
Buganda South	30.9	30.6	18.4	9.5	13.8	11.7	18.2	20.5	28.7	55.5	11.9
Buganda North	32.6	4.5	5.2	8.2	15.1	13.3	7.7	13.0	10.5	0.0	10.6
Busoga	1.4	2.3	6.8	9.8	12.5	15.0	0.0	5.3	2.7	0.0	10.2
Bukedi	0.0	2.7	3.4	10.1	3.5	5.7	0.0	1.8	2.4	0.0	5.1
Elgon	5.8	3.0	3.3	4.1	3.0	2.6	10.1	3.1	1.1	0.0	5.4
Teso	0.0	0.0	2.9	5.1	3.7	2.6	0.0	4.3	1.0	0.0	5.4
Karamoja	0.0	1.5	0.9	2.4	2.5	3.7	2.8	1.3	0.9	0.0	2.4
Lango	0.0	0.0	4.8	3.4	5.0	1.1	0.0	4.1	0.4	0.0	6.3
Acholi	0.0	2.3	3.8	4.3	5.8	5.7	6.0	3.8	1.0	7.2	4.4
West Nile	0.0	1.8	6.8	12.6	9.4	4.6	0.0	4.8	4.5	17.8	8.1
Bunyoro	0.0	3.5	3.3	6.2	4.0	6.6	9.3	6.5	4.9	0.0	6.7
Toro	0.0	2.5	3.2	8.9	5.4	10.3	0.0	5.1	6.5	9.2	7.3
Ankole	0.0	12.9	5.5	4.6	7.1	7.3	25.2	7.3	10.8	0.0	8.4
Kigezi	0.0	0.8	2.8	4.6	3.9	4.5	5.6	1.2	4.9	0.0	3.8
Total	100	100	100	100	100	100	100	100	100	100	100

Table A5.1: Distribution of employed population by industry and subregion

Industry of employment for main job	KAMPALA	Buganda South	Buganda North	Busoga	Bukedi	Elgon	Teso	Karamoja
Agriculture, forestry and fishing	2.3	24.9	45.1	25.1	26.6	36.2	53.4	40.2
Mining and quarrying	0.0	0.6	0.7	0.0	0.9	0.0	0.2	8.5
Manufacturing	6.7	7.3	8.3	9.1	4.3	6.9	7.9	14.8
Electricity generation	0.0	0.1	0.3	0.1	0.9	0.0	0.0	0.2
Water generation	0.5	0.0	0.0	0.0	0.0	0.0	0.0	0.2
Construction	5.4	6.3	3.2	7.3	8.3	5.6	2.9	1.2
Trade	31.0	28.0	18.8	28.8	20.9	24.7	16.5	20.0
Transport and storage	6.4	6.9	5.3	8.6	11.6	6.5	6.9	1.3
Hotels, restaurant eating places	12.4	5.3	2.9	3.4	2.3	4.6	2.9	3.3
Information and communications	1.2	0.6	0.0	0.1	0.7	0.3	0.0	0.0
Financial and Insurance activities	1.4	0.5	0.4	0.0	0.5	0.2	0.0	0.0
Real estate activities	0.9	0.3	0.5	0.0	0.0	0.4	0.0	0.0
Professional, scientific and technical activities	2.8	1.2	0.2	0.2	0.5	0.6	0.0	0.3
Administrative and support activities	6.5	1.9	0.6	1.3	1.8	1.6	0.9	0.5
Public administration	2.1	1.4	1.4	2.7	7.7	2.9	2.2	1.7
Education	3.1	3.6	4.5	6.2	4.9	3.5	2.3	3.2
Human health and social work activities	1.7	1.7	2.3	4.1	4.3	1.9	1.1	2.5
Arts, entertainment and recreation	0.3	0.2	0.1	0.0	0.0	0.5	0.0	0.1
Other service activities	8.1	4.1	3.1	2.0	1.9	3.0	2.4	1.3
Activities of household employers	7.1	4.7	2.0	0.8	2.1	0.7	0.5	0.7
Activities of extraterritorial organisations and bodies	0.1	0.3	0.0	0.0	0.0	0.0	0.0	0.0
Total	100	100	100	100	100	100	100	100

Table A5.1cont'd: Distribution of employed population by industry and subregion

Industry of employment for main job	Lango	Acholi	West Nile	Bunyoro	Toro	Ankole	Kigezi	Total
Agriculture, forestry and fishing	48.9	53.6	27.9	43.7	47.0	38.1	47.1	35.9
Mining and quarrying	0.3	0.9	0.1	0.2	0.8	0.2	0.1	0.6
Manufacturing	10.3	6.4	11.4	8.2	7.6	8.5	7.1	8.3
Electricity generation	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.1
Water generation	0.0	0.1	0.0	0.0	0.1	0.0	0.0	0.1
Construction	4.4	3.4	5.3	3.6	2.9	4.2	5.1	4.7
Trade	18.4	16.5	28.4	20.4	18.4	22.9	13.3	22.8
Transport and storage	4.7	3.3	6.8	6.8	4.2	7.4	5.0	6.2
Hotels, restaurant eating places	3.3	1.4	2.8	4.2	2.7	3.5	4.3	4.1
Information and communications	0.1	0.5	0.6	0.2	0.5	0.7	0.4	0.4
Financial and Insurance activities	0.0	0.2	0.2	0.0	0.6	0.2	0.4	0.3
Real estate activities	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2
Professional, scientific and technical activities	0.0	0.3	0.2	0.3	0.2	0.9	0.1	0.6
Administrative and support activities	1.4	1.2	1.5	0.7	0.7	1.0	1.3	1.5
Public administration	1.4	1.8	4.0	2.0	2.9	1.2	3.1	2.2
Education	3.8	4.7	5.7	2.4	3.0	3.2	4.6	3.9
Human health and social work activities	0.4	2.5	1.5	2.2	3.4	1.9	3.1	2.2
Arts, entertainment and recreation	0.0	0.2	0.0	0.2	0.0	0.5	0.3	0.2
Other service activities	2.3	2.3	1.9	2.9	2.3	2.6	1.1	3.0
Activities of household employers	0.2	0.5	1.6	1.8	2.4	3.1	3.7	2.5
Activities of extraterritorial organisations and bodies	0.0	0.1	0.2	0.0	0.1	0.0	0.0	0.1
Total	100	100	100	100	100	100	100	100

Table A5.2: Sector of employment by education attainment and sub-region

Background characteristic	Agriculture, forestry and fishing	Production	Services	Total
Education level attained				
No education	54.7	13.3	32.0	100
Some Primary	45.0	13.8	41.1	100
Completed primary	39.7	15.4	44.9	100
Some Secondary	26.6	14.8	58.7	100
Completed Secondary	19.3	16.2	64.4	100
Post primary specialized training	16.9	21.5	61.6	100
Post-Secondary specialized training	11.6	10.6	77.8	100
Degree+	8.0	9.3	82.7	100
Sub-region				
Kampala	2.3	12.6	85.2	100
Buganda South	24.9	14.3	60.7	100
Buganda North	45.2	12.5	42.3	100
Busoga	25.1	16.6	58.3	100
Bukedi	26.6	14.3	59.1	100
Elgon	36.2	12.5	51.3	100
Teso	53.4	11.0	35.6	100
Karamoja	40.2	24.9	34.9	100
Lango	48.9	15.0	36.1	100
Acholi	53.6	10.9	35.5	100
West Nile	27.9	16.7	55.3	100
Bunyoro	43.7	12.0	44.3	100
Toro	47.0	11.6	41.3	100
Ankole	38.1	13.0	48.9	100
Kigezi	47.1	12.3	40.6	100
National	36.0	13.8	50.3	100
Number '000	3,592	1,375	5,024	

Table A5.3: Occupation on main job by sub-region

Occupation	Kampala	Buganda South	Buganda North	Busoga	Bukedi	Elgon	Teso	Karamoja
Managers	0.8	1.2	1.0	2.4	1.9	0.9	0.6	0.5
Professionals	7.8	6.1	4.5	6.5	6.8	4.8	2.2	3.4
Technicians and Associate	3.1	3.1	3.1	3.6	7.0	2.3	2.2	2.2
Clerical Support Workers	2.5	0.5	0.5	0.1	0.9	0.3	0.4	-
Service and sales workers	47.0	34.1	20.8	32.3	27.3	32.6	16.7	22.4
Skilled agricultural, forestry and	1.6	21.8	35.9	18.6	22.5	27.5	45.6	21.3
Craft and related trades workers	11.5	14.3	10.8	14.1	10.1	9.2	12.0	16.3
Plant and machine operators and	7.0	7.2	5.8	8.9	12.8	7.1	6.8	1.3
Elementary occupations	18.1	11.2	17.5	12.7	9.0	13.6	12.4	32.4
Not stated	0.5	0.3	0.1	0.8	1.0	0.3	0.2	0.1
Total	100	100	100	100	100	100	100	100
Number '000	6,763	15,122	12,964	8,163	2,942	3,138	5,186	3,142

Table A5.3 cont'd: Occupation on main job by sub-region

Occupation	Lango	Acholi	West Nile	Bunyoro	Toro	Ankole	Kigezi	Total
Managers	0.9	0.6	0.8	0.8	1.2	0.3	0.5	1.0
Professionals	3.9	5.7	6.0	3.7	4.7	5.6	4.9	5.3
Technicians and Associate Professionals	0.3	2.7	4.0	2.4	3.4	2.9	3.6	3.0
Clerical Support Workers	0.3	1.1	1.0	1.0	0.7	0.4	0.7	0.7
Service and sales workers	21.9	17.3	29.5	22.8	22.6	26.6	20.7	27.1
Skilled agricultural,	42.5	42.9	21.6	39.6	35.6	28.7	37.0	28.8
Craft and related trades	14.1	9.4	17.4	11.6	10.4	11.9	10.0	12.4
Plant and machine	5.3	4.3	7.3	7.6	5.4	8.2	5.5	6.8
Elementary occupations	10.4	15.1	11.9	9.4	15.4	15.0	16.6	14.2
Not stated	-	0.4	-	0.8	0.3	0.2	-	0.3
Total	100	100	100	100	100	100	100	100
Number '000	5,302	5,008	6,761	6,729	6,822	8,657	3,263	9,962

Table A5.4: Median earnings for persons in paid employment by education level and sub-region

Background characteristics	In-Cash	In-kind	In-cash and in-kind
Education level			
No formal education	80,000	70,000	100,000
Some primary	100,000	72,000	150,000
Completed primary	140,000	90,000	180,000
Some secondary	210,000	80,000	250,000
Completed secondary	350,000	100,000	400,000
Completed post-primary/secondary training and above	523,000	120,000	550,000
Sub-region			
Kampala	250,000	80,000	300,000
Buganda South	250,000	100,000	280,000
Buganda North	200,000	100,000	250,000
Busoga	250,000	120,000	300,000
Bukedi	300,000	160,000	300,000
Elgon	240,000	150,000	240,000
Teso	120,000	64,000	160,000
Karamoja	200,000	70,000	240,000
Lango	150,000	45,000	160,000
Acholi	120,000	60,000	130,000
West Nile	300,000	80,000	300,000
Bunyoro	200,000	72,000	240,000
Toro	180,000	75,000	200,000
Ankole	150,000	70,000	180,000
Kigezi	120,000	80,000	180,000
National	200,000	96,000	250,000

Table A5.5: Type of employment agreement for persons in paid employment by sub-region

Sub-region	Written Contract	Oral agreement	Total	Number '000
Kampala	38.7	61.3	100	339
Buganda South	28.9	71.1	100	534
Buganda North	30.3	69.7	100	393
Busoga	36.3	63.7	100	250
Bukedi	43.9	56.1	100	90
Elgon	33.7	66.3	100	92
Teso	32.6	67.4	100	107
Karamoja	40.8	59.2	100	67
Lango	30.2	69.8	100	109
Acholi	30.0	70.0	100	157
West Nile	44.6	55.4	100	221
Bunyoro	27.2	72.8	100	187
Toro	35.7	64.3	100	246
Ankole	24.8	75.2	100	290
Kigezi	24.1	75.9	100	125
National	32.7	67.3	100	3,209

Table A5.6: Education Mismatch of the population by sub-region

Background characteristic	Matching	Over educated	Under educated	Not stated	Total
Occupation of employment on the main job					
Managers	58.4	0.0	41.6	0.0	100
Professionals	87.6	0.0	11.1	1.3	100
Technicians and Associate Professionals	68.0	0.0	31.5	0.5	100
Clerical Support Workers	25.6	71.2	3.2	0.0	100
Service and sales workers	41.9	11.3	45.5	1.4	100
Skilled agricultural, forestry and fishery workers	26.6	6.6	66.0	0.8	100
Craft and related trades workers	36.8	12.2	50.3	0.8	100
Plant and machine operators and assemblers	41.5	6.1	51.2	1.1	100
Elementary occupations	73.1	26.1	0.0	0.8	100
Education level attained split					
No education	28.8	0.0	71.2	0.0	100
Some Primary	19.7	0.0	80.2	0.1	100
Completed primary	13.0	0.0	86.8	0.1	100
Some Secondary	84.1	11.0	4.4	0.6	100
Completed Secondary	81.6	7.8	9.2	1.4	100
Post primary specialized training	37.2	62.8	0.0	0.0	100
Post-Secondary specialized training	53.6	46.4	0.0	0.1	100
Degree+	56.1	43.6	0.0	0.3	100
Sub-region					
Kampala	56.0	22.7	20.5	0.8	100
Buganda South	48.3	12.4	37.1	2.2	100
Buganda North	47.0	9.2	41.7	2.0	100
Busoga	49.8	8.9	38.8	2.5	100
Bukedi	48.7	13.6	36.8	1.0	100
Elgon	42.4	10.7	45.0	1.9	100
Teso	38.8	8.7	51.5	1.1	100
Karamoja	45.5	1.4	53.1	0.0	100
Lango	28.6	13.3	57.6	0.5	100
Acholi	39.7	16.0	43.5	0.8	100
West Nile	38.0	9.1	51.7	1.2	100
Bunyoro	42.1	8.9	48.4	0.6	100
Toro	44.8	7.4	47.2	0.7	100
Ankole	42.6	13.2	43.7	0.5	100
Kigezi	40.0	9.7	49.8	0.5	100
National	44.6	11.2	42.9	1.3	100
Number '000	3,987	1,006	3,839	116	8,949

Table A5.7: Source of funds to START activity for persons in self-employment by sub-region

Source	Kampala	Buganda South	Buganda North	Busoga	Bukedi	Elgon	Teso	Karamoja
Loan from SACCO	1.4	1.0	0.2	0.2	0.6	1.2	0.2	0.1
No money needed	7.9	12.3	14.0	13.1	26.9	10.0	22.0	46.8
Own savings	60.4	60.3	63.5	54.5	45.0	74.0	44.9	39.4
Money from family or friends within the country	26.7	20.7	16.0	20.5	19.3	13.4	25.8	8.9
Loan from microfinance institutions (Including cooperatives)	1.1	1.7	1.3	2.1	3.6	0.0	1.4	0.9
Loan from bank	0.9	0.9	2.2	2.2	3.6	0.0	2.0	0.0
Loan from an informal financial operator (Money lender, pawn shop, saving collector)	0.9	2.9	2.2	2.6	0.0	0.4	2.3	3.1
Loan/assistance from government institution	0.0	0.0	0.0	0.3	0.0	0.0	0.0	0.0
Loan/assistance from NGO, donor project, etc	0.0	0.1	0.0	1.1	0.0	0.0	1.0	0.1
Remittances from abroad	0.0	0.2	0.3	0.0	0.0	0.0	0.0	0.0
Other	0.8	0.0	0.3	3.4	1.1	1.1	0.4	0.8
Total	100	100	100	100	100	100	100	100

Table A5.7 cont'd: Source of funds to START activity for persons in self-employment by sub-region

Source	Lango	Acholi	West Nile	Bunyoro	Toro	Ankole	Kigezi	Total
Loan from SACCO	0.3	0.5	1.3	2.2	1.3	3.1	1.5	1.0
No money needed	21.0	32.3	10.2	12.7	18.1	11.7	6.1	16.2
Own savings	48.4	49.0	62.9	69.2	66.3	62.2	76.4	59.3
Money from family or friends within the country	21.5	10.5	21.7	13.2	12.0	12.2	13.2	17.4
Loan from microfinance institutions (including cooperatives)	1.1	2.8	1.6	0.1	1.0	4.2	0.7	1.6
Loan from bank	1.3	0.7	0.2	1.4	0.4	3.3	0.2	1.4
Loan from an informal financial operator (money lender, pawn shop, saving collector)	5.4	1.0	1.0	1.1	0.7	2.7	0.6	2.0
Loan/assistance from government institution	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Loan/assistance from NGO, donor project, etc.	0.3	1.6	0.0	0.0	0.0	0.1	0.0	0.3
Remittances from abroad	0.0	0.0	0.0	0.0	0.0	0.3	0.0	0.1
Other	0.7	1.5	1.1	0.0	0.2	0.3	1.3	0.8
Total	100	100	100	100	100	100	100	100

Table A5.8: Source of credit to operate or expand activity during the past 12 months prior to the survey for persons in self-employment by sub-region

Sub-region	Bank	Relative	Friend	Local money lender	Land lord	Micro finance institutions	NGO	SAC CO	Government Credit Scheme	Other	Total
Kampala	8.8	2.0	4.8	25.0	0.0	13.2	0.0	30.0	0.0	0.0	100
Buganda South	11.1	2.6	6.6	10.7	0.0	15.1	3.4	5.9	0.0	0.0	100
Buganda North	6.9	7.8	9.3	8.2	0.0	17.5	0.0	6.3	2.9	0.0	100
Busoga	14.6	13.9	3.5	0.0	0.0	6.9	4.3	31.6	0.0	0.0	100
Bukedi	58.0	0.0	0.0	0.0	0.0	10.3	0.0	0.0	0.0	0.0	100
Elgon	24.1	35.5	23.5	0.0	0.0	0.0	0.0	16.9	0.0	0.0	100
Teso	10.8	0.0	1.2	0.0	0.9	6.5	0.0	1.8	0.0	0.0	100
Karamoja	8.1	0.0	0.0	4.8	0.0	0.0	0.0	0.0	0.0	0.0	100
Lango	17.0	3.2	16.7	16.6	0.0	0.0	6.4	0.0	3.3	5.5	100
Acholi	7.7	0.0	0.0	0.0	0.0	22.7	11.3	4.9	0.0	8.3	100
West Nile	10.9	8.4	7.7	0.0	0.0	5.5	0.0	40.8	0.0	0.0	100
Bunyoro	26.4	9.1	19.6	10.3	0.0	7.5	0.0	19.4	0.0	0.0	100
Toro	22.4	8.7	14.9	0.0	0.0	16.6	0.0	15.0	0.0	0.0	100
Ankole	15.3	6.0	0.0	4.1	0.0	10.3	0.0	49.5	0.0	0.0	100
Kigezi	13.5	0.0	0.0	0.0	0.0	30.1	0.0	17.1	0.0	9.6	100
National	12.7	6.3	6.8	6.5	0.1	11.5	1.5	19.3	0.8	0.7	100

Table A5.9: Challenges Faced by self-employed persons at work by sub-region

Challenges	Kampala	Buganda South	Buganda North	Busoga	Bukedi	Elgon	Teso	Karamoja
Limited Financial resources	43.9	48.5	26.4	39.4	18.0	44.8	31.3	19.0
Labour shortage	0.8	1.5	1.2	4.4	10.4	2.5	2.1	4.2
Insufficient Quality Staff	0.2	0.9	0.1	0.5	0.0	0.1	0.0	0.5
Legal regulations	8.5	4.1	3.1	6.5	3.2	2.5	3.4	18.9
Shortages in raw materials (breakdowns in the supply chain)	1.8	1.5	3.8	1.8	1.5	4.3	6.2	3.4
Limited Entrepreneurial Skills	0.0	0.3	1.8	0.9	0.6	0.1	0.7	2.9
Political uncertainties	0.0	0.3	0.0	1.3	0.9	0.3	0.3	3.4
Access to technology	0.9	0.4	0.4	0.3	3.0	1.1	1.0	1.5
Product development	0.0	0.5	0.1	0.1	0.5	0.0	0.8	4.2
Competition in the market	11.8	12.0	10.1	14.5	10.8	11.6	10.3	8.4
Taxes	3.5	2.7	3.1	1.3	8.1	1.0	0.2	0.1
Hash Weather (Draught or Floods)	0.9	3.6	12.9	3.2	11.0	9.7	24.1	8.1
Unstable or low power	0.2	0.6	0.4	1.0	0.0	0.0	0.7	1.7
Fluctuating prices	6.1	15.4	21.0	10.3	14.1	12.9	6.6	7.8
Poor transport infrastructure	1.8	3.1	3.5	1.8	9.7	4.0	4.1	5.6
Other	19.6	4.8	12.0	12.7	8.3	5.4	8.3	10.3
Total	100	100	100	100	100	100	100	100

Table A5.9cont'd: Challenges Faced by self-employed persons at work by sub-region

Challenges	Lango	Acholi	West Nile	Bunyoro	Toro	Ankole	Kigezi	Total
Limited Financial resources	21.0	35.0	50.8	30.4	32.3	42.5	62.0	36.9
Labour shortage	3.9	3.0	2.7	1.6	1.7	4.1	0.6	2.6
Insufficient Quality Staff	0.2	0.0	0.1	0.7	0.2	0.0	0.0	0.3
Legal regulations	2.0	0.8	6.2	2.2	3.6	2.2	0.5	4.3
Shortages in raw materials (breakdowns in the supply chain)	5.4	3.4	3.7	4.6	1.9	1.2	2.7	3.0
Limited Entrepreneurial Skills	2.1	3.5	1.0	0.8	1.0	0.1	1.1	1.1
Political uncertainties	0.3	0.0	0.0	1.2	0.3	0.0	0.5	0.5
Access to technology	0.0	0.2	0.0	0.6	0.4	0.0	0.5	0.5
Product development	0.0	0.0	0.2	0.2	0.4	0.0	0.0	0.4
Competition in the market	8.2	5.2	10.5	7.1	6.9	11.2	2.9	9.9
Taxes	0.0	0.2	1.3	2.9	2.8	1.1	0.2	2.0
Hash Weather (Draught or Floods)	29.1	21.9	7.1	15.6	9.6	11.6	9.7	11.0
Unstable or low power	0.2	1.4	0.6	0.6	0.4	0.4	0.7	0.6
Fluctuating prices	14.0	13.7	5.4	17.1	25.1	13.6	9.2	13.9
Poor transport infrastructure	2.4	2.1	2.1	2.3	4.1	4.2	3.9	3.3
Other	11.3	9.5	8.4	12.1	9.2	7.8	5.6	9.6
Total	100	100	100	100	100	100	100	100

Table A7.1: Proportion of persons engaged in UW by cities, sub regions and type of UW

Sub-region	Subsistence agriculture	Other unpaid work	Unpaid Care work	Total	Any Unpaid work
Kampala	1.3	33.8	64.9	100	74.2
Buganda South	23.0	30.5	46.5	100	69.1
Buganda North	30.4	44.8	24.8	100	76.7
Busoga	50.5	36.0	13.5	100	76.2
Bukedi	60.0	27.4	12.6	100	70.8
Elgon	55.0	33.3	11.7	100	88.1
Teso	52.9	31.9	15.3	100	73.3
Karamoja	34.5	57.1	8.4	100	77.8
Lango	48.7	40.2	11.1	100	84.6
Acholi	42.4	46.3	11.2	100	75.0
West Nile	48.8	41.5	9.6	100	77.4
Bunyoro	38.7	46.8	14.4	100	75.9
Toro	46.1	38.9	15.0	100	71.6
Ankole	42.4	40.0	17.6	100	79.1
Kigezi	37.9	46.6	15.4	100	77.2
National	40.6	38.7	20.7	100	75.9

A8.1: Methods used to look for work by education attainment and sub-region

Background characteristics	Registered At An Employment Centre	Placed Or Answered Job Advertisement (S)	Inquired Directly At Factories, Farms, Markets, Shops, Or Other Workplaces	Took A Test Or Interview	Asked Friends, Relatives, Acquaintances	Waited On The Street To Be Recruited For Casual Work	Sought Financial Assistance to Look For Work Or Start A Business	Looked For Land, Building, Equipment, Machinery to Start Own Business Or Farming	Applied For Permit Or License To Start A Business
Education Level									
No Education	0.0	0.0	38.7	1.4	71.0	11.4	33.9	2.9	0.0
Some Primary	1.3	4.1	22.0	1.9	77.2	8.6	21.7	4.5	0.0
Completed Primary	1.6	2.6	28.6	3.5	76.8	7.8	21.8	7.3	0.0
Some Secondary	4.0	8.5	26.8	7.9	80.8	2.9	20.7	3.1	0.4
Completed Secondary	11.4	22.2	27.1	18.3	88.7	5.3	18.6	0.0	0.0
Post Primary/Sec.+	9.0	52.8	20.2	18.1	65.9	1.0	20.9	6.3	1.4
Sub-region									
Kampala	10.8	19.4	26.5	16.0	71.7	3.4	26.2	1.6	0.0
Buganda South	7.1	23.7	21.0	5.0	88.2	0.5	23.0	3.1	0.0
Buganda North	0.0	0.0	23.9	3.0	78.2	1.3	22.4	4.9	0.0
Busoga	0.9	17.2	34.2	6.3	81.9	9.0	12.9	0.0	0.0
Bukedi	0.2	18.8	20.2	4.4	73.3	3.1	6.8	0.0	0.0
Elgon	23.3	24.3	24.6	13.5	57.7	6.2	12.8	0.0	2.0
Teso	0.0	26.9	31.2	4.0	75.1	5.3	10.6	1.5	0.0
Karamoja	0.0	11.9	64.9	3.5	56.4	12.2	52.8	8.5	0.0
Lango	1.2	5.6	3.7	1.8	82.3	2.7	24.3	2.0	0.0
Acholi	0.0	17.2	5.8	2.3	76.8	1.0	29.5	0.9	0.0
West Nile	0.0	17.4	19.8	1.8	72.8	4.9	11.5	6.4	0.0
Bunyoro	0.9	10.4	36.3	14.3	83.4	15.0	26.7	6.6	2.2
Toro	3.2	9.4	36.2	10.3	83.8	11.0	16.6	10.4	0.0
Ankole	4.9	12.7	18.2	0.0	82.8	2.1	0.6	1.5	0.0
Kigezi	0.0	0.0	5.6	13.7	86.3	0.0	0.0	0.0	0.0
National	3.8	14.8	24.6	6.7	78.7	5.1	19.0	3.7	0.3

A8.2: Duration of unemployment by sub-region

Sub-region	Less than 3 months	3 months to less than 6 months	6 months to less than 1 year	1 year to less than 3 years	3 years to less than 5 years	5 years or more	Not stated	Total
Kampala	13.2	15.8	17.7	42.3	6.5	4.1	0.4	100
Buganda South	20.7	13.2	14.4	36.5	7.4	5.6	2.3	100
Buganda North	38.8	14.7	13.2	17.2	6.8	8.5	0.9	100
Busoga	20.0	16.4	14.6	27.3	5.9	14.8	1.0	100
Bukedi	9.2	12.6	22.1	31.3	19.1	5.7	0.0	100
Elgon	7.8	12.6	9.1	49.3	8.2	11.3	1.7	100
Teso	8.4	4.3	20.4	40.1	20.2	5.6	1.0	100
Karamoja	1.2	10.0	26.2	38.7	15.0	9.0	0.0	100
Lango	23.0	13.8	19.0	23.4	7.7	13.1	0.0	100
Acholi	36.1	6.4	14.4	23.1	5.4	9.9	4.6	100
West Nile	25.7	11.6	21.3	34.8	6.0	0.6	0.0	100
Bunyoro	12.0	14.1	11.4	31.0	15.2	8.8	7.5	100
Toro	15.5	16.4	19.7	31.2	6.4	8.1	2.7	100
Ankole	36.6	25.2	10.8	8.2	9.1	6.3	3.8	100
Kigezi	54.3	11.8	6.9	16.9	0.0	0.0	10.0	100
National	21.0	14.1	16.0	30.3	9.1	7.4	2.1	100

Table A10.1: Percentage distribution of Youths (18-30 years) activity status by cities and sub-regions (%)

Sub-region	In employment only	In School only	Both School and employment	Not in Employment, Education or Training (NEET)	Not stated	Total
Kampala	54.5	12.8	5.8	26.9	0.1	100
Buganda South	37.1	16.9	4.7	41.3	0.1	100
Buganda North	45.5	10.3	7.4	36.8	0.0	100
Busoga	33.6	18.3	4.0	43.6	0.5	100
Bukedi	14.2	20.2	3.7	61.4	0.5	100
Elgon	18.9	28.2	5.7	47.1	0.1	100
Teso	30.3	19.1	10.2	39.9	0.5	100
Karamoja	56.1	9.0	6.6	28.3	0.0	100
Lango	36.0	9.5	4.8	49.7	0.0	100
Acholi	40.2	13.5	10.6	35.4	0.3	100
West Nile	28.0	22.6	6.1	43.0	0.2	100
Bunyoro	42.9	9.0	4.4	43.8	0.0	100
Toro	37.1	17.3	3.4	41.7	0.5	100
Ankole	36.6	20.3	8.3	34.4	0.5	100
Kigezi	33.6	19.7	3.9	42.8	0.0	100
National	36.5	16.4	5.8	41.1	0.2	100

Table A10.2: Education mismatches of the youth in employment by cities and sub regions

Sub-region	Matching	Over educated	Under educated	Not stated	Total
Kampala	57.9	28.0	14.1	0.0	100
Buganda South	51.8	13.6	34.1	0.5	100
Buganda North	53.1	13.0	33.5	0.4	100
Busoga	55.8	13.8	30.4	0.0	100
Bukedi	52.1	13.5	34.4	0.0	100
Elgon	45.5	11.5	40.2	2.8	100
Teso	40.6	11.9	47.3	0.2	100
Karamoja	41.9	2.3	55.8	0.0	100
Lango	30.9	15.0	54.1	0.0	100
Acholi	47.1	19.7	33.2	0.0	100
West Nile	35.2	7.5	56.1	1.2	100
Bunyoro	43.9	10.9	45.2	0.0	100
Toro	51.3	8.1	40.5	0.0	100
Ankole	45.3	17.9	36.8	0.0	100
Kigezi	41.2	12.0	45.7	1.1	100
National	47.8	14.0	37.8	0.3	100

Table A12.1: Distribution of children (6-17 years) by activity status and disability status, sub-region and city

Subregion	Working only			School only			Both school and work			Neither school nor work		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Kampala	2.3	1.7	2.0	61.4	66.5	64.1	35.5	30.3	32.7	0.8	1.3	1.1
Buganda South	8.7	9.5	9.1	37.8	47.2	42.3	42.4	32.1	37.4	10.7	11.3	11.0
Buganda North	6.7	4.8	5.8	23.9	27.1	25.4	65.9	64.0	65.0	3.5	3.9	3.7
Busoga	4.9	7.3	6.1	19.4	20.4	19.9	71.9	69.0	70.5	3.8	3.3	3.5
Bukedi	11.2	13.3	12.3	17.2	22.2	19.8	54.2	54.9	54.6	17.4	9.6	13.4
Elgon	4.0	10.5	7.4	11.3	12.9	12.1	82.8	74.4	78.4	1.9	2.2	2.1
Teso	6.0	7.1	6.5	23.8	22.2	23.0	63.6	62.6	63.1	6.6	7.8	7.2
Karamoja	40.2	40.0	40.1	11.9	10.8	11.4	34.9	38.6	36.7	12.9	10.6	11.8
Lango	12.7	12.5	12.6	8.9	8.5	8.7	72.7	74.4	73.5	5.7	4.6	5.2
Acholi	6.1	9.5	7.9	20.8	14.7	17.6	63.8	71.2	67.7	9.1	4.4	6.6
West Nile	5.7	7.8	6.7	18.1	20.3	19.1	68.9	66.0	67.5	7.0	5.7	6.4
Bunyoro	9.9	9.8	9.8	22.4	23.4	22.9	63.6	62.8	63.2	4.1	4.0	4.0
Toro	9.9	11.3	10.6	21.8	24.5	23.1	61.0	58.9	59.9	7.3	5.3	6.3
Ankole	7.4	7.0	7.2	18.0	21.9	19.9	73.0	69.2	71.1	1.5	1.7	1.6
Kigezi	16.2	13.7	14.9	23.2	24.2	23.7	53.6	58.1	55.9	7.0	3.9	5.4
National	8.8	9.7	9.2	22.8	25.2	24.0	62.0	59.6	60.8	6.4	5.4	5.9

A2: Survey errors

Indicator	Value (R)	Standard Error (SE)	Relative Error (CV)	[95% Confidence		Design Effect (DEFT)	Un weighted
				Lower	Upper		
Chapter 2: Background Characteristics							
Household population							
National	42,885,900	2,279,700	5.316	38,400,000	47,400,000	0.000	47,690
Male	21,088,600	1,136,924	5.391	18,900,000	23,300,000	11.580	23,196
Female	21,797,300	1,150,831	5.280	19,500,000	24,100,000	11.722	24,494
Rural	30,237,443	1,880,319	6.219	26,500,000	33,900,000	21.000	35,034
Urban	12,648,457	855,910	6.767	11,000,000	14,300,000	9.558	12,656
Average household size	4.852	0.043	0.886	4.768	4.937	1.563	9,823
Chapter 3: Working age population (WAP)							
National	23,493,896	1,239,120	5.274	21,100,000	25,900,000	0.000	25,727
Male	11,387,693	617,033	5.419	10,200,000	12,600,000	8.430	12,330
Female	12,106,204	629,048	5.196	10,900,000	13,300,000	8.593	13,397
Rural	15,910,473	991,639	6.233	14,000,000	17,900,000	14.480	18,264
Urban	7,583,424	524,683	6.919	6,551,059	8,615,789	7.661	7,463
14 – 17	4,281,919	239,269	5.588	3,811,092	4,752,747	0.000	4,732
18 – 30	9,346,570	469,967	5.028	8,421,853	10,300,000	0.000	10,220
31 – 64	9,865,407	551,935	5.595	8,779,421	11,000,000	0.000	10,774
Chapter 4: Working population							
National	20,484,742	1,087,070	5.307	18,300,000	22,600,000	0.000	22,735
Male	10,219,387	555,286	5.434	9,126,809	11,300,000	8.174	11,162
Female	10,265,355	540,785	5.268	9,201,310	11,300,000	7.961	11,573
Rural	14,369,883	884,474	6.155	12,600,000	16,100,000	14.227	16,636
Urban	6,114,860	439,943	7.195	5,249,229	6,980,490	7.076	6,099
Age groups							
14 – 17	3,477,322	199,479	5.737	3,084,739	3,869,905	0.000	3,935
18 – 30	8,066,761	412,583	5.115	7,254,945	8,878,577	0.000	8,941
31 – 64	8,940,660	498,469	5.575	7,959,875	9,921,445	0.000	9,859

Indicator	Value (R)	Standard Error (SE)	Relative Error (CV)	[95% Confidence		Design Effect (DEFT)	Un weighted
				Lower	Upper		
Proportion of working-to-working age population							
National	0.494	0.010	2.119	0.473	0.514	2.573	25,727
Male	0.549	0.012	2.100	0.527	0.572	1.755	12,330
Female	0.451	0.012	2.717	0.427	0.475	2.413	13,397
Rural	0.563	0.015	2.743	0.533	0.594	2.716	18,264
Urban	0.392	0.012	2.998	0.369	0.415	2.203	7,463
14 – 17	0.399	0.014	3.499	0.372	0.427	1.928	4,732
18 – 30	0.477	0.013	2.786	0.451	0.503	2.146	10,220
31 – 64	0.571	0.010	1.816	0.551	0.592	1.414	10,775
Chapter 5: Population in Employment							
Sector of employment							
Agriculture, forestry and fishing	0.360	0.013	3.730	0.334	0.386	2.901	
Production	0.138	0.005	3.309	0.129	0.147	1.372	
Services	0.503	0.012	2.462	0.479	0.527	2.570	
Industry of employment							
Agriculture, forestry and fishing	0.359	0.013	3.735	0.333	0.386	2.903	10,776
Mining and quarrying	0.006	0.001	19.016	0.004	0.009	1.576	10,776
Manufacturing	0.083	0.004	4.488	0.076	0.090	1.399	10,776
Electricity generation	0.001	0.000	33.457	0.001	0.002	1.201	10,776
Water generation	0.001	0.000	40.735	0.000	0.001	0.966	10,776
Construction	0.047	0.003	5.523	0.042	0.052	1.270	10,776
Trade	0.228	0.007	3.225	0.214	0.242	1.818	10,776
Transport and storage	0.062	0.004	6.308	0.055	0.071	1.690	10,776
Hotels , restaurant eating places	0.041	0.004	9.614	0.034	0.050	2.064	10,776
Information and communications	0.004	0.001	24.224	0.003	0.007	1.613	10,776
Financial and Insurance activities	0.003	0.001	21.468	0.002	0.005	1.298	10,776
Real estate activities	0.002	0.001	28.526	0.001	0.003	1.319	10,776
Professional, scientific and technical	0.006	0.001	18.791	0.004	0.008	1.498	10,776
Administrative and support activities	0.015	0.002	11.303	0.012	0.019	1.463	10,776
Public administration	0.022	0.002	8.426	0.019	0.026	1.318	10,776

Indicator	Value (R)	Standard Error (SE)	Relative Error (CV)	[95% Confidence		Design Effect (DEFT)	Un weighted
				Lower	Upper		
Education	0.039	0.003	6.902	0.034	0.045	1.449	10,776
Human health and social work activities	0.022	0.002	9.320	0.018	0.027	1.459	10,776
Arts, entertainment and recreation	0.002	0.000	28.774	0.001	0.003	1.180	10,776
Other service activities	0.030	0.003	9.816	0.025	0.037	1.799	10,776
Activities of household employers	0.025	0.002	8.843	0.021	0.029	1.458	10,776
Activities of extraterritorial organisations	0.001	0.000	46.688	0.000	0.002	1.283	10,776
Not stated	0.000	0.000	57.327	0.000	0.001	1.311	10,776
Status in employment							
Employers in corporations	0.007	0.001	15.080	0.006	0.010	1.360	10,776
Employers in household market enterprises	0.093	0.004	4.159	0.086	0.101	1.385	10,776
Owner-operators of corporations without employees	0.010	0.002	16.112	0.007	0.013	1.663	10,776
Own-account workers in household market without employees	0.461	0.007	1.494	0.448	0.475	1.435	10,776
Dependent contractors	0.020	0.002	10.334	0.016	0.025	1.537	10,776
Permanent employees	0.082	0.004	4.755	0.074	0.090	1.471	10,776
Fixed-term employees	0.039	0.003	7.255	0.034	0.045	1.513	10,776
Short-term and casual employees	0.221	0.006	2.804	0.209	0.233	1.550	10,776
Paid apprentices, trainees and interns	0.001	0.000	30.128	0.001	0.002	1.040	10,776
Contributing family workers	0.066	0.004	6.418	0.058	0.074	1.766	10,776
Employment to population ratio (EPR)	0.425	0.009	2.026	0.409	0.443	2.797	25,727
Occupation of employment							
Managers	0.005	0.001	12.660	0.004	0.006	1.356	22,735
Professionals	0.026	0.002	6.274	0.023	0.030	1.553	22,735
Technicians and Associate Professionals	0.015	0.001	8.433	0.013	0.018	1.562	22,735
Clerical Support Workers	0.003	0.001	15.546	0.002	0.005	1.361	22,735
Service and sales workers	0.134	0.005	3.606	0.125	0.144	2.138	22,735
Skilled agricultural, forestry and fish	0.290	0.008	2.718	0.274	0.305	2.616	22,735
Craft and related trades workers	0.086	0.003	3.232	0.081	0.092	1.496	22,735
Plant and machine operators and assemblers	0.033	0.002	5.635	0.030	0.037	1.576	22,735
Elementary occupations	0.401	0.007	1.759	0.387	0.415	2.169	22,735
Not stated	0.005	0.001	11.496	0.004	0.007	1.259	22,735

Indicator	Value (R)	Standard Error (SE)	Relative Error (CV)	[95% Confidence		Design Effect (DEFT)	Un weighted
				Lower	Upper		
Average actual weekly hours of work on the main job	36.868	0.368	0.998	36.144	37.592	2.084	11,367
Place of Work							
Public	0.176	0.010	5.514	0.158	0.196	1.537	3,638
Private	0.824	0.010	1.179	0.804	0.842	1.537	3,638
Education for persons in employment							
No education	0.072	0.005	6.627	0.063	0.081	1.803	9,613
Some Primary	0.290	0.007	2.547	0.276	0.305	1.596	9,613
Completed primary	0.149	0.005	3.215	0.140	0.158	1.318	9,613
Some Secondary	0.275	0.007	2.462	0.262	0.288	1.486	9,613
Completed Secondary	0.046	0.003	6.674	0.041	0.053	1.441	9,613
Post primary specialized training and above	0.159	0.007	4.590	0.145	0.173	1.953	9,613
Not stated	0.010	0.001	13.340	0.008	0.013	1.313	9,613
Average actual hours worked per day on the main job							
National	7.642	0.057	0.742	7.531	7.754	2.014	10,122
Male	7.914	0.062	0.781	7.792	8.040	1.706	5,940
Female	7.249	0.076	1.044	7.100	7.400	1.719	4,182
Proportion of Youth (18-30) Neither in Employment nor Education Training (NEET)							
National	0.411	0.009	2.208	0.394	0.429	1.866	10,220
Male	0.280	0.011	3.898	0.259	0.302	1.662	4,681
Female	0.522	0.011	2.030	0.501	0.543	1.579	5,539
Proportion of people in informal employment excluding agriculture							
National	0.879	0.006	0.630	0.868	0.889	1.388	6,675
Male	0.856	0.007	0.811	0.841	0.869	1.238	3,921
Female	0.912	0.007	0.755	0.898	0.925	1.277	2,754
Chapter 8: Labour under-utilisation & Inadequate Employment							
Unemployment rate (LU1)	0.119	0.005	3.814	0.111	0.128	1.550	12,200
Time related underemployment (TRUEMP)	0.090	0.004	4.513	0.083	0.989	1.478	10,776
Time related underemployment - Combined rate of	0.200	0.005	2.684	0.189	0.210	1.478	12,200

Indicator	Value (R)	Standard Error (SE)	Relative Error (CV)	[95% Confidence]		Design Effect (DEFT)	Un weighted
				Lower	Upper		
Potential Labour force (PLF)	0.185	0.006	3.555	0.173	0.199	2.720	25,727
Combined rate of unemployment and potential Labour force (LU3)	0.363	0.010	2.705	0.344	0.383	2.668	17,041
Composite Labour underutilisation (LU4)	0.421	0.009	2.250	0.403	0.440	2.505	17,041
Skill related inadequate employment (SRUEMP)	0.093	0.005	4.905	0.085	0.103	1.632	10,776
Wages related inadequate employment (WRUEMP)	0.423	0.123	2.912	0.399	0.448	1.509	3,660
Chapter 9: Population in and outside the Labour force							
Inside Labour force	0.483	0.009	1.945	0.465	0.502	3.016	25,727
Outside Labour force	0.517	0.009	1.818	0.498	0.535	3.016	25,727
Labour force participation rate (LFPR)							
National	0.483	0.009	1.945	0.465	0.502	3.016	25,727
Male	0.579	0.011	1.830	0.558	0.599	2.395	12,330
Female	0.393	0.010	2.545	0.374	0.413	2.358	13,397
Chapter 11: Youth transition to employment							
Transited stable job	0.113	0.005	4.808	0.103	0.125	1.738	10,220
Transited satisfactory job	0.128	0.005	4.056	0.119	0.139	1.574	10,220
In transition	0.480	0.010	2.096	0.460	0.500	2.036	10,220
Transition not started	0.216	0.008	3.847	0.200	0.233	2.043	10,220
Chapter 12: Child Labour excluding household chores							
Children aged 5 - 11 years involved in economic activities	0.557	0.009	1.674	0.539	0.575	1.881	10,036
Children aged 12 - 13 years excluding those in light economic	0.159	0.009	5.908	0.142	0.179	1.320	2,849
Children aged 14 - 17 years in hazardous work or working	0.195	0.010	5.350	0.175	0.216	1.809	4,732
Total child Labour 5 - 17 years	0.395	0.007	1.773	0.381	0.408	1.900	17,617

A3: Survey management team

UBOS MANAGEMENT

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Erick Ssemambo, Private Sector Foundation (PSFU)

A4: List of NLFS 2021 field staff

Listing of households

Team	Supervisor	Lister	Drivers
One	Ssebuwufu Alex	Nagayi Aisha	Oluka Kames
Two	Sekyanzi Charles	Nakayiza Joseline	Barigye Martin
Three	Nabukomeko Annemary Luzinda	Nasali Sumaya	Mukasa Joseph
Four	Nangobi Suzan	Senkooto James	Mukenye Robert
Five	Kibuka martin muleme	Sanyu Christine	Katumba Mike
Six	Nangoli Nicholas	Kataike Susan	Kasibbo David
Seven	Musungu Edward	Musawu Moses	Higenyi Benard
Eight	Oumo Doreen Zipporah	Ochieng Jude Collins	Serwambala Mar
Nine	Oriekot Cornelius	Edabo Francis	Sekiranda Rogers
Ten	Oloya Donald	Awidi Priscilla Oula	Tugeineyo Leonard
Eleven	Okello Yusuf	Okello Moses	Kikubuko Joseph
Twelve	Agani Richard	Harriet Amaniyo	Okia Gideon
Thirteen	Mbabazi Maureen	Mugabe Patience Kansiime	Semuwemba Andrew
Fourteen	Tuboruhanga Susan	Mwanzi Lilian Musoki	Kasunsuni Peterson
Fifteen	Kayanja Hassan	Musiimenta Odith	Tumwine Appolo
Sixteen	Kamara Patrick	Nkwanzi Ainembabazi	
		Mugisha Phoebe	
		Nabukalu Angella	
		Birungi Irene Nakimuli	
		Lutaaya Daniel Micheal	
		Nangobi Christine Jane	
		Basoma Abbey	
		Magomu Denis Moses	
		Asio Marion Mildred	
		Okello Erastus	
		Ogwal Joshua	
		Isuuka Ruth	
		Anguyo Moses	
		Kasalirwe Francis	
		Ashat Grace	
		Vera Nshemeire	
		Amanya Nevious	

Enumeration of sampled households

Team Leader	Enumerators	Drivers
Nampeera Jamilah Ismail	Namutebi Christine	Okulu Gideon
Kyewalabye Samuel	Ndagire Shirah	Kabarozi Bernadette
Kaddu Zachariah	Nyanzi Sultan Tefee	Ames Priscilla
Kavuma Patrick	Tumalirire Martha	Echeku Benjamin
Birungi Sarah	Nakiyimba Claire	Obwanga Joseph
Kaganda Shafic	Hoodah Nantemba	Enasu John William
Martin Mutwe Tibulya	Bulega John Chris	Amito Gloria
Nyafwono Immaculate		
Odipo	Nakijoba Ruth Georgina	Dorcus Aguti
Wakooli Badru	Lillian Namusoke	Among Clare
Owori Jessica Achadu	Nalubega Sarah	Edong Marion
Okia William Xavier	Vicent Jovans Kasozi	Onen Emmanuel
Akello Rachael	Kamukama Hillary	Adul Noel
	Nabakka Sengendo	
Nono Polycarp	Masturah	Binen Alfred
Dratre Josephson Jean	Nambooze Shamim	Lamwaka Nancy
Ocanda Barnabas Isaac	Nansukusa Shiba	Apayi Clere
Tanaziraba Muzamil		
Gyaganda	Sserunkuma Ronald	Endriaku Roy
Agaba Catherine	Kobusinge Lilian	Eyokia Hope
Kyomuhangi Annette	William Leo Kakembo	Abuyi Patrice
Kyasiimire Sumayya	Bayube Idi	Pimungu Dalton
Nsengiuvah Yasin	Kaziba Yowasi	Kor Aloysius
	Nakabugo Irene	Okongo Bosco
	Kitimbo Diana	Akatukunda Precious
	Kitamirike Crispus	Musiime Annet
	Gulere Daniel	Tumwesigye Linda Jane
	Nabwire Stella Wandera	Isoke Harry Adyeri
	Adong Lilian	Bagaba Vicent
	Namataaka Susan	Orishaba Plim
	Alowo Caroline	Taremwa Evelyn
	Nambalirwa Shafigah	Beinomugisha Aphia
	Nabukatsa Angelinah	Aturihaihi Edmund
	Wanyenze Anita	Muculeezi Julius
		Bamwine George
	Faruku Juma	William
	Chebet Ramula	Karungi Diana
	Philip Ongwen	Mugisha Robert
	Ajilong Catherine	Nagasha Moreen
	Arinda Boaz	Kababirye Mark
	Muhima Sharma	Atuheire Edigah
	Hagumimana Vallence	Mukahirwa Devotha

A5: Contributors to the NLFS 2021 Main Report

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A6: Survey questionnaire



Batch Number:

UGANDA BUREAU OF STATISTICS



PART A1: Identification particulars and eligibility

HA1	Stratum (Sub-region)			
HA2	District/City			
HA3	Sub-Stratum (1=Rural 2=Urban)			
HA4	Municipality/County			
HA5	Sub-county / TC/Division			
HA6	Parish / Ward			
HA7	LC I/Village/Zone/Cell			
HA8	Enumeration Area			
HA9	Structure Number			
HA10	Household number			
HA11	Sample number			
HA12	Household head	a: Name	b: Telephone No.:	
HA13	Respondent	a: Name	b:	
HA14	HHD alternate contact	a: Name	b:	

PART A2: Interview control

2. Date Start time
 Visits (DD/MM/YY) (HH:MM)
 1 / / : Hours
 2 / / : Hours
 3 / / : Hours

3. Main language of interviews:
 10=ENGLISH
 11=LUGANDA
 12=LUO
 13=LUGBARA
 14=ATESO
 15=NGAKARIMOJONG
 16=RUNYANKOLE/RUKIGA
 17=RUNYORO/RUTORO
 18=LUSOGA
 96=OTHER
 (Specify.....)

4. Interviewer 5. Field supervisor
 Name: _____
 Signature: _____
 Date: (DD/MM/YYYY) / / (DD/MM/YYYY) / /

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

Questionnaire SN

E-mail: ubos@ubos.org ; Website: www.ubos.org

INTRODUCTION AND CONSENT

Hello. My name is _____. I am working with Uganda Bureau of Statistics. We are conducting a Labour Force survey all over Uganda. The information we collect will help the stakeholders in the public and private sector to plan for jobs in the country. Your household was randomly selected to participate in this survey. I would like to ask you some questions about your household. The questions usually take about 15 to 20 minutes. All of the answers you give will be confidential and will not be shared with anyone other than members of our survey team. I will then ask each of the members of the household some questions separately. We hope you will agree to answer the questions since your views are important. If I ask you any question you don't want to answer, just let me know and I will go on to the next question or you can stop the interview at any time. Do you have any questions?

May I begin the interview now?

 Yes End

PART B: HOUSEHOLD SCHEDULE:

COMPLETE LIST OF HOUSEHOLD MEMBERS (USUAL AND REGULAR RESIDENTS)

	Names	Sex	Relationship	Age	Date of birth	Residential status	Marital status (For those aged 10 years and above)	
P E R S O N I D	I would like to make a complete list of household members in the last 12 months including guests who slept here last night and those that left the household permanently/Died.	READ IF NECESSARY: What is [NAME'S] sex? 1=Male 2=Female	What is [NAME'S] relationship to the head of household? 11= Household head 12= Spouse 13=Biological Child 14= Step child/Adopted child to head 15=Grandchild 16= Parent of head or spouse 17=Brother/Sister 18= Other Relative 19= Domestic Worker 96= Other Non-relative	What is [NAME'S] age in completed years? IF LESS THAN ONE WRITE 00 IF 95 years and above, RECORD 95	What is [NAME]'s date of birth? RECORD DD/MM/YYYY RECORD 98/98 IF DD/MM ARE UNKNOWN PROBE TO ESTIMATE YYYY OF BIRTH	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 6=Usual member who left household more than 6 months ago 7=Left permanently 8= Died IF CODE 5, 6 , 7 & 8 ASK NO FURTHER QUESTIONS FOR THAT PERSON ASK FOR EACH PERSON UPTO HB5 BEFORE PROCEEDING TO NEXT QUESTION	What is [NAME'S] current marital status? 1=Married, monogamous 2=Married, polygamous 3=Divorced 4=Separated 5= Widow/ Widower 6= Never married/Single 9=N/A (for those less than 10 years).	For CODES: 1-5 in HB6a What was [NAME'S] Age at first marriage?
	A. What is the name of the head of this household? (This is 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?					
HB0	HB1	HB2	HB3	HB4a	HB4b	HB5	HB6a	HB6b
1								
2								
3								
4								
5								
6								
7								
8								
9								
10								

P E R S O N I D	FOR ALL HOUSEHOLD MEMBERS BELOW 18 YEARS											
	Is the biological father of [NAME] alive? 1=Yes 2=No (>> HB12) 8=Don't Know (>> HB10)	IF YES, Is he living in this household? 1= Yes 2= No (>> HB10)	RECORD ID OF FATHER [>> HB12]	What is the highest level of education [NAME'S] father completed? Refer to Appendix 1 for codes	What is his usual occupation? 11=Legislators, Senior Officials, Managers and Administrators 12=Professionals (Graduates) 13=Associate Professionals (Diploma & Certificate Holders) 14=Clerks 15=Service Workers, Shop and Market Sales Workers 16=Agricultural and Fishery Workers 17=Craft and Related Workers 18=Plant, Machine Operators and	Is the biological mother of [NAME] alive? 1=Yes 2=No (>> HB17) 8=Don't Know (>> HB15)	IF YES, Is she living in this household? 1= Yes 2= No (>> HB15)	RECORD ID OF MOTHER [>> HB17]	What is the highest level of education [NAME'S] mother completed? Refer to Appendix 1 for codes	What is her usual occupation? 11=Legislators, Senior Officials, Managers and Administrators 12=Professionals (Graduates) 13=Associate Professionals (Diploma & Certificate Holders) 14=Clerks 15=Service Workers, Shop and Market Sales Workers 16=Agricultural and Fishery Workers 17=Craft and Related Workers 18=Plant, Machine Operators and	Check IF HB7=1 1=Yes 2=No>>HB18 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? 1=Yes 2=No	Check IF HB12=1 1=Yes 2=No>>HB19 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?
HB0	HB7	HB8	HB9	HB10	HB11	HB12	HB13	HB14	HB15	HB16	HB17	HB18
1												
2												
3												
4												
5												
6												
7												
8												
9												
10												

INFORMATION COMMUNICATION AND TECHNOLOGY (ICT) USE : FOR PERSONS 5 YEARS AND ABOVE

P E R S O N I D	<p>What is (NAME) main source of information?</p> <p>11=Radio 12=TV 13=Newspapers 14=Books/Magazine/Journals 15=Friends/relatives 16=Community Barazas 17=Community Announcers 18=Internet 96=Other (specify)..... ...</p>	<p>Does [NAME] use a mobile phone?</p> <p>1=Yes, own phone 2=Yes, Some else's phone 3= Yes, shared phone 4=No</p>	<p>Does (NAME) use internet?</p> <p>1=Never 2=Yes, Daily 3=Yes, Weekly 4=Yes, Monthly 8=Don't Know</p> <p>FOR CODES 1 OR 8 >>HB23</p>	<p>Which of the following services does [NAME] use the internet for?</p> <p><u>READ OUT</u> A= Social networking B= Academic work C= Business (e.g. advertising) D= Meetings E= Information F=Online gaming G= Betting H=Online shopping I=On-line jobs (Employment and job search) J=Entertainment (online radio, TV, watching movies, listening to songs etc) X= Other (specify).....</p> <p>RECORD 1 FOR YES AND 2 FOR NO AGAINST EACH OPTION</p>	<p>Has [NAME] used any of the following ICT EQUIPMENT in the last 3 months? [RAED OUT]</p> <p>1= Yes 2= No 8= Don't Know</p> <p>A= Desktop B=Laptop (portable computer) C= Tablets/similar handheld computer D=Adaptive Technology for PWDs E=Radio F=Telephone (Mobile and fixed)</p>	<p>For any Yes in HB23 Codes A-C;</p> <p>From which of the following location(s) did [NAME] use the...[ICT EQUIP].?</p> <p><u>READ OUT</u> A= At home B= At work C= Place of education D= At another person's home E= At community facility F= Commercial, but not work place facility X= Other non-fixed place</p> <p>RECORD 1 FOR YES AND 2 FOR NO AGAINST EACH OPTION</p>	
	H B0	HB19	HB20	HB21	HB22	HB23	HB24
					A B C D E F G H I J X	A B C D E F	A B C D E F X
	1						
	2						
	3						
	4						
	5						
	6						
	7						
8							
9							
10							

PERSON ID	FOR ALL HOUSEHOLD MEMBERS							
	BANK ACCOUNT	NATIONALITY	COUNTRY OF BIRTH	ARRIVAL DATE		REASON FOR MOVEMENT	REGISTRATION STATUS	
	Does (NAME) own a functional Bank account or an MDI account? 1=Yes, Bank/MDI account 2= Yes, MFI/SACCO account 3= Yes, both Bank/MDI and MFI/SACCO accounts 4=No 8=Don't know	What nationality is [NAME]? 11=Ugandan>>HC1 12= South Sudanese 13= DR of Congo 14= Burundi 15= Somali 16= Rwandans 17= Tanzanian 18= Ethiopian 19= Kenyan 20=Indian 21=Chinese 22=Eritrean 96= Other (specify)	In which country was [NAME] born? 11=Uganda 12= South Sudan 13= DR of Congo 14= Burundi 15= Somalia 16= Rwanda 17= Tanzania 18= Ethiopia 19= Kenya 96= Other (specify)	When did [NAME] arrive to Uganda? RECORD MONTH AND YEAR (MM/YYYY) 98/9998=DON'T KNOW LIVED IN UGANDA SINCE BIRTH RECORD 99/9999>>HC1	Why did [NAME] move to Uganda? 11=Refugee/Asylum seekers 12=To take up a job 13=Job transfer 14=To look for a paid job 15=To look for any other work 16=To study 17=Marriage 18=Family moved/joining family 19=Medical treatment, health 20=Conflict, insecurity, natural disaster 21=Lifestyle, cost-of-living 96=Other reasons (specify):_____		Since arriving to Uganda, has [NAME] been registered with the Government of Uganda? 1=No 2=Yes, document not seen 3=Yes, document seen >>HC1 8=DON'T KNOW 9=N/A	Why has [NAME] not registered with the Government of Uganda? 11=Unaware of the process 12=do not trust that data will be kept confidential 13=See no benefit in registration 14=waiting for registration 15=Distance or difficulty in reaching the registration centre 16=Fear of being declared a refugee 96=Others (specify)..... 98=Don't Know 99=N/A
HB0	HB25	HB26	HB27	HB28A MM	HB28B YYYY	HB29	HB30	HB31
1								
2								
3								
4								
5								
6								
7								
8								
9								
10								

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)	<input type="text"/>	Skip Pattern
HC2	How would you describe your household's overall financial situation? 1=Well off 2=Average 3= Not well off	1 2 3	
HC3A	In the last 12 months, what has been your Household's source of income/livelihood? [DO NOT READ, MARK ALL THAT APPLY] A. Income from household farming or fishing B. Income from a household business (other than farming or fishing) C. Income from a paid job (held by a household member or yourself) D. Food produced by the household from farming, raising animals or fishing E. Support from people living abroad F. Support from other households in the country G. Income from properties, investments or savings H. Private or state pension or [other Government support] I. Charity from NGOs or other charitable organizations J. OTHER (SPECIFY): _____	A B C D E F G H I J	
HC3B	Which one was the MAIN source of income / livelihood in the last 12months? 10. Income from household farming or fishing 11. Income from a household business (other than farming or fishing) 12. Income from a paid job (held by a household member or yourself) 13. Food produced by the household from farming, raising animals or fishing 14. Support from people living abroad 15. Support from other households in the country 16. Income from properties, investments or savings 17. Private or state pension or [other Government support] 18. Charity from NSOs or other charitable organizations 96. OTHER (SPECIFY): _____	10 11 12 13 14 15 16 17 18 96	
HC4	Since the onset of lockdown i.e. March 20, 2020, the day when all schools were closed in Uganda; has income from [SOURCE-HC3B]? 1=Increased 2=Stayed the same 3=Reduced 4=Total loss/No Earning	1 2 3 4	IF 1- 2>>HC6

HC5	Why has the income from [SOURCE in HC3B] reduced/No Earnings? 11=Usual place of business closed due to Corona Virus legal restrictions 12=Usual place of business closed for Another reason 13=No customers / fewer customers 14=Can't get inputs 15=Can't travel / transport goods for trade 16=Ill / quarantined due to Corona Virus 17=Ill with another disease 18= Laid off while business continues 19=Seasonal /Not farming season 96=Other (specify) -----	11 12 13 14 15 16 17 18 19 96	
HC6	HOUSEHOLD INTERVIEW RESULT 11=Completed (fully responding household) 12=Partly completed 13=Non-contact 14=Refused 15=Temporarily absent/Inappropriate informant 16=Vacant, demolished dwelling, change of status 17=Listing error 96=Other reasons (specify)	11 12 13 14 15 16 17 96	

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																					
A1	As you may be aware, many times people move from one place and settle in another for a number of reasons. Have you always lived in this District? 1=Yes 2=No	1	1	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	2	2		
A2	When did you move to this district? Year (YYYY) <i>(If Don't Know Month, indicate 9998 /98)</i> Month (MM)	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y		
		m	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m		
A3	Describe the area that YOU resided in previously at the time of moving: 1=Rural 2=Urban 3=Other country	1	1	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	2	2		
		3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3		
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=Lost job elsewhere 15=War 16=Landslides (Natural disasters – Landslides, floods, drought, etc) 17=Farming 18=Moved to own dwelling 19=Re-settlement from IDP Camp 96=Other reasons (Specify) _____	10	10	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	11	11		
		12	12	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	13	13		
		14	14	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	15	15		
		16	16	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	17	17		
		18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18		
		19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19		
		96	96	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 Am going to ask you questions about difficulties that affect a person's ability to perform daily activities of life.	1 = No Difficulty 2 = Some Difficulty 3 = A Lot Of Difficulty 4 = Cannot do At All 8 = Don't Know	1 = No Difficulty 2 = Some Difficulty 3 = A Lot Of Difficulty 4 = Cannot do At All 8 = Don't Know	1 = No Difficulty 2 = Some Difficulty 3 = A Lot Of Difficulty 4 = Cannot do At All 8 = Don't Know	1 = No Difficulty 2 = Some Difficulty 3 = A Lot Of Difficulty 4 = Cannot do At All 8 = Don't Know	1 = No Difficulty 2 = Some Difficulty 3 = A Lot Of Difficulty 4 = Cannot do At All 8 = Don't Know	
A5	I would like to know if you have difficulty seeing even when wearing glasses or contact lenses. Would you say that you have 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 you have difficulty hearing even when using a hearing aid. Would you say that (you have 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 you have difficulty communicating when using your usual language. Would you say that you have 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 you have difficulty remembering or concentrating. Would you say that you have 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 you have difficulty with self-care e.g. washing all over or dressing. Would you say that you have 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 you have difficulty walking or climbing steps. Would you say that you have 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	
CKA1	Check if A5, A6, A7, A8, A9, A10 = 3 or 4? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	2>>CKA2
A11A	Of the difficulties you have mentioned, which one is the most serious? [MARK ONE]	1: Seeing 2: Hearing 3:Communication 4:Concentration 5: Self-care 6: Walking	1: Seeing 2: Hearing 3:Communication 4:Concentration 5: Self-care 6: Walking	1: Seeing 2: Hearing 3:Communication 4:Concentration 5: Self-care 6: Walking	1: Seeing 2: Hearing 3:Communication 4:Concentration 5: Self-care 6: Walking	1: Seeing 2: Hearing 3:Communication 4:Concentration 5: Self-care 6: Walking	
A11B	What was the MAIN cause of the difficulty? 11=Born Like This 12=Work-Related Accident 13=Street/ Traffic Accident 14=Other Accident 15=Work-Related Disease 16=Non-Work-Related Disease 17=Age Related Disease 96=Other (Specify)..... 98=Don't Know	11 12 13 14 15 16 17 96 98	11 12 13 14 15 16 17 96 98	11 12 13 14 15 16 17 96 98	11 12 13 14 15 16 17 96 98	11 12 13 14 15 16 17 96 98	11>>A12A
A11C	How old were you when this difficulty began?						
CKA2	Check if A5, A6, A7, A8, A9, A10 = 1 OR 8? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	1>>A13

A12A	Do you receive any cash benefits linked to your disability? 1=Yes, Government 2=Yes, Non-Government 3=No	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	
A12B	Do you receive any goods or services linked to your disability? 1=Yes, Government 2=Yes, Non-Government 3=No	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	

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								
A13	Can you read and write with understanding in any language? 1= Unable to read and write 2= Able to read only 3= Able to read and write 4= Uses Braille	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	
A14	What is the highest level of education that you have completed? (SEE APPENDIX 1: CODES 09-99)							09>> CKA4 10-36, 99 >>CKA3
A15	What was your area of study? A15a. FIELD OF STUDY (SEE APPENDIX 2: ISCED CODES) A15.b ISCED CODE							
A16	What was the duration of your course? A16a: Number A16b: Unit (1=Days, 2=Weeks, 3=Months, 4=Years, 8=DON'T KNOW)							8 in A16a>>C KA3
CKA3	Check if HB4A= 5-30 years: 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	1 2	2>>CKA4
A17	Is (NAME) currently attending formal school or pre-school or at home waiting for class to resume? 1=Yes 2=Yes, Special Needs Education 3=Yes, but at home waiting for class to resume 4=No	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	
CKA4	Check if HB4A=15-35 years: 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	1 2	2>>A22
A18	Have you ever learnt or ever participated in any trade, technical, business, entrepreneurship, or microenterprise skills development training? 1=Yes 2=No 8=Don't Know	1 2 8	1 2 8	1 2 8	1 2 8	1 2 8	1 2 8	2>>A20 8>>A20
A19a	What was the most recent type of trade, technical, business, entrepreneurship, or microenterprise skill that you learned? (SEE CODES FOR SKILLS BELOW)							
A19b	When did you learn the most recent skill [IN A19a ABOVE]? YYYY							
A20	In the last 24 months, from [DATE] up to [last DAY] did you participate in any apprenticeship, internship or similar training in a work place? 1=Yes, paid 2=Yes, unpaid 3=No	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	

A21	Or, in the last 24 months, did you attend any courses, seminars, workshop or other training to develop soft/transferable skills, for example computer skills, communication skills, etc.? 1=Yes 2=No 8=Don't Know	1 2 8	1 2 8	1 2 8	1 2 8	1 2 8	
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CODES FOR SKILLS (A19a): SKILLS CODES

10=Welding	14=Electrician	18=Sewing/Tailoring/	22=Beautician/Hair/Nails	26= Book Keeping
11=Carpentry	15=Plumbing	19=Crafts/Basket	23=Health care/Traditional Medicine	27=Business/Entrepreneurship
12=Construction	16=IT or Computer	20=Catering/Food	24=Massage/Reflexology	28=Foreign Language
13=Masonry	17=Electronics	21=Laundry/Dry	25=Agriculture/Land Management/Fishery	29=Mechanics
96=Other				

SECTION A: PERSONAL 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						
A22	In your daily life, how do you send/receive money? 1=Yes 2=No A= Bank; commercial banks, Credit Institutions, MDIs B= SACCOs, Microfinance institutions C= Money Transfer operators (Western Union, Money Gram, Dhabshil, Express Money, etc) D= Mobile money operators (Telecoms, MCash, etc E= Individuals (Friends, relatives, Associates, etc) Z= Others (specify).....	A [] B [] C [] D [] E [] Z []	A [] B [] C [] D [] E [] Z []	A [] B [] C [] D [] E [] Z []	A [] B [] C [] D [] E [] Z []	A [] B [] C [] D [] E [] Z []	

SECTION B: IDENTIFICATION OF ACTIVITY STATUS (FOR PERSONS AGED 5 YEARS AND ABOVE)

The following questions refer to the respondent's main activity during the last 7 days.

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						
B1	Which of the following best describes what you have <u>mainly</u> been doing in the last 7 days, from [DATE] up to [last DAY]? <i>READ ONE AT A TIME TILL YOU MARK ONE AND FOLLOW THE SKIP</i> 10. Working for someone else for pay (including Domestic work) 11. Working in own or family [farming, animal rearing or fishing] activities 12. Working in any other kind of business activity 13. Unpaid Apprenticeship/Internship 14. Taking care of the household or family 15. Studying or training 16. Looking for work 17. Doing unpaid voluntary, [community, village, charity] work 18. Retired or pensioner 19. With a long-term illness, injury or disability <i>DO NOT READ</i> 96. OTHER (SPECIFY): _____	10	10	10	10	10	10>>B10
		11	11	11	11	11	
		12	12	12	12	12	11>>B4
		13	13	13	13	13	12>>B10
		14	14	14	14	14	13>>B3
		15	15	15	15	15	14>>B3
		16	16	16	16	16	15>>B3
		17	17	17	17	17	16>>B3
		18	18	18	18	18	17>>B3
		19	19	19	19	19	
	96	96	96	96	96		
B2	Considering your current situation, can you work? 1=Yes 2=No	1	1	1	1	1	2>>CK
		2	2	2	2	2	K1
AGRICULTURE RECOVERY AND DESTINATION OF PRODUCTION							
B3	In addition to your activity status in B1, in the last 7 days, did you ...? <i>READ AND MARK ALL THAT APPLY</i> A=Work or help in any family farming activities B=Keep or help in a family [kitchen garden, backyard garden, orchard] C=Rear or tend farm animals kept by the family D=Work or help in family fishing (or fish farming) activities <i>DO NOT READ</i> E=NONE OF THE ABOVE	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	E>>B8
B4	Are the (farming, animals [and/or fishing]) products that you are working on intended...? <i>READ</i> 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	1>>B10
		2	2	2	2	2	2>>B10
		3	3	3	3	3	
		4	4	4	4	4	
B5	What are the main (farming, animal and/or [fishing]) products B5a: Main Goods that you were working on? <i>For example:</i> [citrus fruits, vegetables, freshwater fish, cattle, chicken, rice B5b: ISIC Code						

B6	Out of the Last 7 days, on how many days did you do this work? IF DID NOT DO THIS WORK LAST 7 DAYS ENTER 97	Number of days	Number of days	Number of days	Number of days	Number of days	97>>B8
B7	How many hours per day did you spend doing this work the Last 7 days?	Hours per day	Hours per day	Hours per day	Hours per day	Hours per day	
B7a	In your farming activity the last 7 days, did you use any hired Labour on a regular basis? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	1>>B1 6

SECTION B: CHARACTERISTICS OF MAIN JOB FOR WORKING PERSONS AGED 5 YEARS 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						
	EMPLOYMENT RECOVERY						
B8	In the Last 7 days, did you do any (other) work to generate an income, even if for 1 hour? <i>[e.g. casual, part-time, odd jobs, making things to sell, offering services for pay...]</i> ? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	1>>B16
B9	Or, did you help in a family business or other income generating activity? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	1>>B16 2>>B11
	TEMPORARY ABSENCE						
B10	In the Last 7 days, did you work? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	1>>B16 2>>B12
B11	Do you have a paid job or income generating activity, but (were/was) absent from the Last 7 days? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	1>>B12
CKB1	Check if [Name] is not in Agriculture. Is B3=E OR B4=1, 2? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	1>>J1 2>>H1
B12	Why did you not work Last 7 days? 10=Waiting to start new job or business 11=Low or off-season 12=Working time arrangement, flexi time, nature of work 13=Vacation, holidays 14=Sickness, illness, accident 15=Maternity/paternity leave 16=Education leave or training 17=Other personal leave (care for family, civic duties...) 18=Temporary layoff, no clients or materials, work break, told to wait until called back 19=Insecurity, afraid of getting sick 20=Bad weather, natural disaster 21=Strike or Labour dispute 22=Long-term/incapacitated by a disability 23=Fear of contracting Corona Virus 96=Other (specify): _____	10 11 12 13 14 15 16 17 18 19 20 21 22 23 96	10 11 12 13 14 15 16 17 18 19 20 21 22 23 96	10 11 12 13 14 15 16 17 18 19 20 21 22 23 96	10 11 12 13 14 15 16 17 18 19 20 21 22 23 96	10 11 12 13 14 15 16 17 18 19 20 21 22 23 96	10>>H1 11>>B15 12>>B16 13>>B16 14>>B16
B13A	Including the time that you have been absent, will you return to that same job or business in 3 months or less? 1=Yes 2=No 8=DON'T KNOW	1 2 8	1 2 8	1 2 8	1 2 8	1 2 8	2 & 8 >>B14
B13B	Will you work for upon return to that same job or business? 1=Usual or normal hours 2=Part time/work with breaks 8=DON'T KNOW	1 2 8	1 2 8	1 2 8	1 2 8	1 2 8	1 & 2 >>B16
B14	Do you continue to receive an income from the job or business during this absence? 1=Yes 2=No 8=DON'T KNOW	1 2 8	1 2 8	1 2 8	1 2 8	1 2 8	1>>B16 2>>H1 8>>H1

B15	During the low/off-season, do you continue to do some work for that job or business? 1=Yes 2=No 8=DON'T KNOW	1 2 8	1 2 8	1 2 8	1 2 8	1 2 8	2>>H1 8>>H1
B16	In the last 7 days did you have more than one job or business? 1=Yes 2=No 8=DON'T KNOW	1 2 8	1 2 8	1 2 8	1 2 8	1 2 8	

SECTION B: CHARACTERISTICS OF MAIN JOB FOR WORKING PERSONS AGED 5 YEARS AND ABOVE

HB0i	Serial number in HH Roster						Skip Patter n
HB1i	Name of household member						
HB5i	Age of household member						
B0	Serial Number of person providing data on the Individual						
	AGRICULTURE RECOVERY FOR SELF IDENTIFIED EMPLOYED PERSONS						
CKB2	Check: Is B1=10 or B1=12? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	2>>C 1
B17	In addition to your <u>main activity</u> in the last 7 days, did you ...? READ AND MARK ALL THAT APPLY A=Work or help in any family farming activities B=Keep or help in a family [kitchen garden, backyard garden, orchard] C=Rear or tend farm animals kept by the family D=Work or help in family fishing (or fish farming) activities DO NOT READ E=NONE OF THE ABOVE	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	E>>C 1
B18	Are the (farming, animals [and/or fishing]) products that you are working on intended...? READ 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 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1>>C 1 2>>C 1
B19	What are the main (farming, animal and/or [fishing]) products B19a: Main Goods that you were working on? For example: [citrus fruits, vegetables, freshwater fish, cattle, chicken, rice] B19b: ISIC Code						
B20	Out of the Last 7 days, on how many days did you do this work? IF DID NOT DO THIS WORK LAST 7 DAYS ENTER 97	Number of days	Number of days	Number of days	Number of days	Number of days	97>> C1
B21	How many hours per day did you spend doing this Last 7 days?	Hours per day	Hours per day	Hours per day	Hours per day	Hours per day	

B22	In your farming activity the last 7 days, did you use any hired Labour on a regular basis? 1=Yes 2=No	1	1	1	1	1	
		2	2	2	2	2	

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

C1	READ: I am now going to ask you some questions about the income generating activity in which you usually work the most hours.						
C2	What kind of work do you do in the income generating activity where you worked the most hours in the last 7 days? DESCRIBE THE OCCUPATION AND MAIN TASKS OR DUTIES IN AT LEAST 2 WORDS. Examples: street seller, commercial or mainly market oriented farmer, primary school teacher, registered nurse, domestic worker, truck driver Occupational title						
C3	What are your main tasks or duties? C3A. Tasks Short description of the main tasks or duties: C3B. ISCO Code						
C4	Does the place or business where you work have a name? 1. Yes 2. Business without a name 3. Private household as a domestic worker	1	1	1	1	1	2 & 3 > C 6
		2	2	2	2	2	
		3	3	3	3	3	
C5	What is the name of the establishment where you work?	NAME OF ESTABLISHMENT	NAME OF ESTABLISHMENT	NAME OF ESTABLISHMENT	NAME OF ESTABLISHMENT	NAME OF ESTABLISHMENT	
C6	What kind of industry, business or service is carried out at your place of work? <i>Write the main industry, business or service which may be business or service of the person's employer or company. Examples: supermarket, police service. If self-employed, write the activity of the person (e.g. commercial or mainly market oriented fishing). If paid domestic work in private household, write Domestic Service</i>						
C7	What are the main goods or services produced at your place of work or its main functions? Examples: selling fish, raising cattle, teaching in C7A. Description						
C8	Do you work...? READ 1. As an employee 2. In own business activity (employers, Own Account Worker) 3. Helping in a family or household business 4. Paid apprentice/intern 5. Helping a family member who works for someone else	1	1	1	1	1	1 >> C 23
		2	2	2	2	2	2 >> C 10
		3	3	3	3	3	
		4	4	4	4	4	4 >> C 23
		5	5	5	5	5	5 >> C 23

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

FOR SELF-IDENTIFIED CONTRIBUTING FAMILY WORKERS							
C9	Who usually makes the decisions about the running of the family business? READ 1. Yourself 2. Yourself together with others 3. Other family member(s) only 4. Other (non-related) person(s) only	1	1	1	1	1	3>>C2 3 4>>C2 3
		2	2	2	2	2	
		3	3	3	3	3	
		4	4	4	4	4	
FOR THOSE IDENTIFIED AS SELF-EMPLOYED							
C10	Does the business hire any paid employees on a regular basis? 1=Yes 2=No	1	1	1	1	1	
		2	2	2	2	2	
C11	Is the business you work for incorporated? For example as a [limited company or partnership]? 1=Yes2=No 8=Don't Know	1	1	1	1	1	1>>C4 0
		2	2	2	2	2	
		8	8	8	8	8	
CKC1	Is C10=2 and C11=2/8? 1=YES 2=NO	1	1	1	1	1	2>>C1 6
		2	2	2	2	2	
C12	In the last 12 months, did at least 75% of (your/his/her) income in the business come from one client? 1=Yes 2=No	1	1	1	1	1	1>>C15
		2	2	2	2	2	
C13	Do (you/NAME) get (your/his/her) customers, clients or buyers through someone else, for example from another company, intermediary or person? READ 1. Yes all of them 2. Yes most of them 3. Yes, but only some of them	1	1	1	1	1	1>>C15 2>>C15
		2	2	2	2	2	
		3	3	3	3	3	
		4	4	4	4	4	
C14	In this job, do (you/NAME)..... READ 1. Sell products or services from only one company? 2. Make products or provide services for only one company? 3. Work with materials or equipment provided by just one company? DO NOT READ	1	1	1	1	1	4>>C1 6
		2	2	2	2	2	
		3	3	3	3	3	
		4	4	4	4	4	
C15	Does this [client /company or intermediary] set....? READ AND MARK ALL THAT APPLY A. The price of the products or services that you offer? B. The minimum amount of sales or tasks you must complete? C. The places, routes or areas where you do your work? D. The tasks you do or how you organise them? E. The supplier(s) to use? F. NONE OF THE ABOVE	1=Yes 2=No	1=Yes 2=No	1=Yes 2=No	1=Yes 2=No	1=Yes 2=No	
		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 []	
		F []	F []	F []	F []	F []	
		F []	F []	F []	F []	F []	

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

HB0i	Serial number in HH Roster						Skip Pattern
HB1i	Name of household member						
HB5i	Age of household member						
C0	Serial Number of person providing data on the Individual						
C16	Why did you choose to be self-employed rather than to work for someone else as a wage and salaried worker?	1	1	1	1	1	
	1=Could not find a wage or salary job	2	2	2	2	2	
	2=Greater independence	3	3	3	3	3	
	3=More flexible hours of work	4	4	4	4	4	
	4=Higher income level	5	5	5	5	5	
	5=Required by the family	6	6	6	6	6	
C17	What was your main source of funding for starting your current activity? 11= Bank; commercial banks, Credit Institutions, MDIs 12= SACCOs, Microfinance institutions, money Lenders 13= NGOs, International Org, Donors 14=Government Funds (women, youth, SAGE, NUSAF etc) 15= Individuals (Friends, relatives, Associates, etc) 16= Informal financial operators (VSLAs, ROSCAs, Pawn shops, etc) 17=No money needed (inherited, etc)	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	
		96	96	96	96	96	
		C18	Did this enterprise receive any credit to operate or expand during the past 12 months? 1=Yes 2=No 8=Don't know	1	1	1	
2	2			2	2	2	
8	8			8	8	8	
C19	What was the major source of credit? 11= Bank; commercial banks, Credit Institutions, MDIs (Tiers 1, 2 and 3) 12= SACCOs, Microfinance institutions, money Lenders (Tier 4) 13= NGOs, International Org, Donors 14=Government Funds (women, youth, SAGE, NUSAF etc) 15= Individuals (Friends, relatives, Associates, etc) 16= Informal financial operators (VSLAs, ROSCAs, Pawn shops, etc)	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	
		96	96	96	96	96	

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

HB0i	Serial number in HH Roster						Skip Pattern
HB1i	Name of household member						
HB5i	Age of household member						
C0	Serial Number of person providing data on the Individual						
C20	What is the most pressing problem you face in engaging in your economic activity?	10	10	10	10	10	
	10=Limited Financial resources	11	11	11	11	11	
	11=Labour shortage	12	12	12	12	12	
	12=Insufficient Quality Staff	13	13	13	13	13	
	13=Legal regulations	14	14	14	14	14	
	14=Shortages in raw materials (breakdowns in the supply chain)	15	15	15	15	15	
	15=Limited Entrepreneurial Skills	16	16	16	16	16	
	16=Political uncertainties	17	17	17	17	17	
	17=Access to technology	18	18	18	18	18	
	18=Product development	19	19	19	19	19	
	19=Competition in the market	20	20	20	20	20	
	20=Taxes	21	21	21	21	21	
	21=Hash Weather (Draught or Floods)	22	22	22	22	22	
	22=Unstable or low power	23	23	23	23	23	
	23=Fluctuating prices	24	24	24	24	24	
	24=Poor transport infrastructure	25	25	25	25	25	
25=Lack of disability friendly facilities	96	96	96	96	96		
C21	What kind of accounts or records does the business keep? Are they... READ	1	1	1	1	1	
	1=A complete (Audited) set of written accounts	2	2	2	2	2	
	2=Simplified (Unaudited) written accounts	3	3	3	3	3	
	3=Informal records of orders, sales, purchases	4	4	4	4	4	
	4=No records are kept	8	8	8	8	8	
	8=Don't Know	8	8	8	8	8	
C22	Is the business you work for registered with the Uganda Registration Services Bureau (URSB)?	1	1	1	1	1	ALL>>C40
	1=Yes 2=No 8=Don't Know	2	2	2	2	2	
		8	8	8	8	8	

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

		FOR EMPLOYEES, APPRENTICES OR ASSISTING FAMILY MEMBERS.					
C23	Do you work in a ...? (READ TO THE RESPONDENT) 10=Government Institution 11=State-owned enterprise eg NWSC, NEMA, UMEME 12=Non-governmental/non-profit organization 13=Private business or farm 14=Private household as a Domestic Worker 15=Embassy, international organization 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	
C24	Which of the following types of payment do you receive for this work? READ AND MARK ALL THAT APPLY A. Salary B. Wage (time and piece rate) C. Commissions D. Tips E. Fees for services provided F. Payment in kind (e.g. meals or accommodation, Payment in products etc) G. None Z. Other Payment (Specify):_____	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	G>>C40
		F	F	F	F	F	
		G	G	G	G	G	
		Z	Z	Z	Z	Z	
C25	Are you currently employed on the basis of an oral or written agreement? 1=A Written contract 2=An Oral agreement	1	1	1	1	1	
		2	2	2	2	2	
		8	8	8	8	8	
C26	Are you currently employed based on specified hours of work? 1=Specified hours of work 2=Non-Specified hours of work 8=Don't Know	1	1	1	1	1	
		2	2	2	2	2	
		8	8	8	8	8	
C27	Is your contract or agreement of? [READ] 1=A specified period of time 2=Until the date a task is completed 3=Permanent or until retirement 4=Ongoing with no specified end date	1	1	1	1	1	
		2	2	2	2	2	
		3	3	3	3	3	3>>C29
		4	4	4	4	4	4>>C29
C28	What is the total duration of your current contract or agreement? 1=Less than 1 Month 2=1 month to less than 3 months 3=3 months to less than 6 months 4=6 months to less than 12 months 5=12 months to less than 36 months 6=More than 36 months 8=Don't know 9=Not Specified	1	1	1	1	1	1>>C36
		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	
		8	8	8	8	8	8>>C36
		9	9	9	9	9	
C29	On this job, does your employer deduct income tax (PAYE) from your salary/wage? 1=Yes 2=No 8=Don't Know 9=Not applicable	1	1	1	1	1	
		2	2	2	2	2	
		8	8	8	8	8	
		9	9	9	9	9	

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

HB0i	Serial number in HH Roster						Skip Pattern
HB1i	Name of household member						
HB5i	Age of household member						
C0	Serial Number of person providing data on the Individual						
C30	In your current job, does your employer pay for your Social Security contribution or pension? 1=Yes, National Social Security Fund (NSSF) 2=Yes, Other Provident fund 3=Yes, Pension 4=No 8=Don't know	1	1	1	1	1	
		2	2	2	2	2	
		3	3	3	3	3	
		4	4	4	4	4	
		8	8	8	8	8	
C31	In your current job, do you get Paid annual leave (holiday time)? 1=Yes 2=No 8=Don't Know	1	1	1	1	1	
		2	2	2	2	2	
		8	8	8	8	8	
C32	In your current job, would you get Paid sick leave in case of illness? 1=Yes 2=No 8=Don't Know	1	1	1	1	1	
		2	2	2	2	2	
		8	8	8	8	8	
C33	In your current job, do you get Paid Maternity/ Paternity leave? 1=Yes 2=No 8=Don't Know	1	1	1	1	1	
		2	2	2	2	2	
		8	8	8	8	8	
C34	In your current job, are you entitled to Pension/Old age/Retirement insurance schemes? 1=Yes 2=No 8=Don't Know	1	1	1	1	1	
		2	2	2	2	2	
		8	8	8	8	8	
C35	In your current job, do you get Medical/Health insurance coverage? 1=Yes 2=No 8=Don't Know	1	1	1	1	1	
		2	2	2	2	2	
		8	8	8	8	8	
C36	How did you find this job? 10= Registered at an employment center 11=Newspaper / job advertisement 12=Recruiter / intermediary / broker outside of country 13=Recruiter / intermediary / broker in country 14=Directly by employer 15=Private agency 16=Friends / relatives 17= Internet 18=Joined the family establishment 96=Others (please specify): _____	10	10	10	10	10	} If 11-96 >> C39
		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	
96	96	96	96	96			
C37	What is the name of the employment centre?						

C38	What kind of assistance did you receive from (Name of employment centre at C37)? A=Labour intermediation/Brokerage/Linkage/Information on vacancies B=Occupational Guidance and/or counseling C=Attachment as an employee/Apprentice Placement in education or training programmes Z=Other (SPECIFY).....	A	A	A	A	A	
		B	B	B	B	B	
		C	C	C	C	C	
		Z	Z	Z	Z	Z	

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

HB0i	Serial number in HH Roster						Skip Pattern
HB1i	Name of household member						
HB5i	Age of household member						
C0	Serial Number of person providing data on the Individual						
C39	How long were you actively looking for work before finding your current job?	1	1	1	1	1	
	1=0 days (Got the job immediately without waiting)	2	2	2	2	2	
	2=Less than a week	3	3	3	3	3	
	3=1 week to less than 1 month	4	4	4	4	4	
	4=1 month to less than 3 months	5	5	5	5	5	
	5=3 to less than 6 months	6	6	6	6	6	
	6=6 months to less than 1 year	7	7	7	7	7	
	7=1 year to less than 2 years	8	8	8	8	8	
	8=2 years or more						
	<i>FOR ALL RESPONDENTS IN EMPLOYMENT</i>						
C40	In what kind of place do you typically work?	10	10	10	10	10	
	10=At (your/name's) own home	11	11	11	11	11	
	11=At the client's or employer's home	12	12	12	12	12	
	12=At a farm, agricultural land or fishing site	13	13	13	13	13	
	13=At a business, office, factory, fixed premise or site	14	14	14	14	14	
	14=On the street or another public space without a fixed structure	15	15	15	15	15	
	15=In/on a vehicle, including motor bicycle (without daily work base)	16	16	16	16	16	
	16=Door-to-door	96	96	96	96	96	
96=Other (specify).....	97	97	97	97	97		
97=Cannot say							
C41	How many persons, including yourself and the owner, work at your place of work?	1	1	1	1	1	
	1=1-4	2	2	2	2	2	
	2=5-9	3	3	3	3	3	
	3=10-19	4	4	4	4	4	
	4=20-49	5	5	5	5	5	
	5=50-99	6	6	6	6	6	
	6=100 or more	8	8	8	8	8	
	8=Don't know						

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

HB0i	Serial number in HH Roster																		Skip Pattern	
HB1i	Name of household member																			
HB5i	Age of household member																			
C0	Serial Number of person providing data on the Individual																			
C42	When did you begin working in this business or place? C42a. Year 9998/98 if Don't Know	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y	y		
		m	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m	m		
C43	In which district is your place of work located? 1=In this district/City 2=Another district /City 3=Another country 4=Mobile																		4>> CKC2	
		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		
C44	Name of District/City/Country District/City/Country Name [IF THIS DISTRICT I.E C43=1, CAPI TO POPULATE RESPONSE FROM HA2] C44a: C44b:																			
C45 a	In your view, which of the following types of skills are needed to carry out your (job/business)? 1=Yes 2=No A=Technical skills B=Literacy skills C= Numeracy skills D=Computer skills E= Foreign Language skills F=Problem solving skills G=Communication and presentation skills H=Team-working skills I=Customer handling skills J=Physical skills (strength and/or dexterity) Z=Other skills (specify)	A []	A []	A []	A []	A []	A []	A []	A []	A []	A []	A []	A []	A []	A []	A []	A []	A []		
		B []	B []	B []	B []	B []	B []	B []	B []	B []	B []	B []	B []	B []	B []	B []	B []	B []		B []
		C []	C []	C []	C []	C []	C []	C []	C []	C []	C []	C []	C []	C []	C []	C []	C []	C []		C []
		D []	D []	D []	D []	D []	D []	D []	D []	D []	D []	D []	D []	D []	D []	D []	D []	D []		D []
		E []	E []	E []	E []	E []	E []	E []	E []	E []	E []	E []	E []	E []	E []	E []	E []	E []		E []
		F []	F []	F []	F []	F []	F []	F []	F []	F []	F []	F []	F []	F []	F []	F []	F []	F []		F []
		G []	G []	G []	G []	G []	G []	G []	G []	G []	G []	G []	G []	G []	G []	G []	G []	G []		G []
		H []	H []	H []	H []	H []	H []	H []	H []	H []	H []	H []	H []	H []	H []	H []	H []	H []		H []
		I []	I []	I []	I []	I []	I []	I []	I []	I []	I []	I []	I []	I []	I []	I []	I []	I []		I []
		J []	J []	J []	J []	J []	J []	J []	J []	J []	J []	J []	J []	J []	J []	J []	J []	J []		J []
		Z []	Z []	Z []	Z []	Z []	Z []	Z []	Z []	Z []	Z []	Z []	Z []	Z []	Z []	Z []	Z []	Z []		Z []

C45 b	<p>For anyHow would you describe <u>your ability</u> to apply the skills required in your (job/business)? [REFER TO SKILLS IDENTIFIED IN C45a] Would you say your [Skill from A45a] are..... 1= Adequate 2= Higher 3=Need to be further developed A=Technical skills B=Literacy skills C= Numeracy skills D=Computer skills E= Foreign Language skills F=Problem solving skills G=Communication and presentation skills H=Team-working skills I=Customer handling skills J=Physical skills (strength and/or dexterity) Z=Other skills (specify)</p>	A [] B [] C [] D [] E [] F [] G [] H [] I [] J [] Z []	A [] B [] C [] D [] E [] F [] G [] H [] I [] J [] Z []	A [] B [] C [] D [] E [] F [] G [] H [] I [] J [] Z []	A [] B [] C [] D [] E [] F [] G [] H [] I [] J [] Z []	A [] B [] C [] D [] E [] F [] G [] H [] I [] J [] Z []	
CKC 2	<p>Check IF A5-A10=2, 3, or 4? 1=Yes 2=No</p>	1 2	1 2	1 2	1 2	1 2	2->>CK D1
C46 a	<p>Preamble; Now thinking about the difficulty(ies) you mentioned earlier; Is your work schedule or work task arranged to account for difficulties that you have in doing certain activities...? 1=Yes, fully 2=Yes, partially 3=Not at all 8=Don't Know</p>	1 2 3 8	1 2 3 8	1 2 3 8	1 2 3 8	1 2 3 8	
C46 b	<p>Has your workplace been modified to account for difficulties that you have in doing certain activities...? 1=Yes, fully 2=Yes, partially 3=Not at all 8=Don't Know</p>	1 2 3 8	1 2 3 8	1 2 3 8	1 2 3 8	1 2 3 8	

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

HB	Serial number in HH Roster							Skip Pattern
HB	Name of household member							
HB	Age of household member							
D0	Serial Number of person providing data on the Individual							
CKD 1	Check B16. IsB16=1?1=Yes2=No	1 2	1 2	1 2	1 2	1 2	1 2	2>>E1
	The following questions refer to your secondary job/income generating activity during the Last 7 days							
D1	What kind of work do you do in this secondary income generating activity? DESCRIBE THE OCCUPATION AND MAIN TASKS OR DUTIES IN AT LEAST 2 WORDS. Examples: street seller, crop/livestock farmer, primary school teacher, registered nurse, domestic worker, truck driver Occupational title							
D2	What are your main tasks or duties? D2A. Short description of the main tasks or duties: D2B. ISCO Code:							
D3	What kind of industry, business, service or activity is carried out at your place of work where you have your secondary job/activity? Examples: supermarket, police service). If self-employed, write the activity of the person (e.g. crop farming, fishing). If paid domestic work in private household, write Domestic Service							
D4	What are the main goods or services produced at this place of work or its main functions? D4A: Description Examples: selling fish, raising cattle, teaching children D4A: ISIC Code							
D5	In this second job, (do/does) (you/NAME) work...? READ 1=As an employee 2=In own business activity 3=Helping in a family or household business 4=Paid apprentice/intern 5=Helping a family member who works for someone else	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	1 2 3 4 5	1>>E1 2>> D7 4>>E1
D6	Who usually makes the decisions about the running of the family business? READ 1=Yourself 2=Yourself together with others 3=Other family member(s) only 4=Other (non-related) person(s) only	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	3>>E1 4>>E1
D7	Does the business hire any paid employees on a regular basis? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	1 2	
D8	Is the business (you/NAME) work(s) for incorporated? For example, as a [limited company or partnership]? 1=Yes 2=No 8=Don't	1 2 8	1 2 8	1 2 8	1 2 8	1 2 8	1 2 8	1>>E1
CKD 2	Is D7=2 and D8=2 or 8? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	1 2	2>>E1

D9	In the last 12 months, did at least 75% of (your/his/her) income in the business come from one client? 1=Yes 2=No	1	1	1	1	1	1>>D12
		2	2	2	2	2	

SECTION D: CHARACTERISTICS OF SECONDARY ACTIVITY/JOB FOR MULTIPLE JOB HOLDERS 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						
D0	Serial Number of person providing data on the Individual						
D10	Do (you/NAME) get (your/his/her) customers, clients or buyers through someone else, for example from another company, intermediary or person? READ 1. Yes all of them 2. Yes most of them 3. Yes, but only some of them	1	1	1	1	1	1>>D12 2>>B12
		2	2	2	2	2	
		3	3	3	3	3	
		4	4	4	4	4	
D11	In this job, do (you/NAME) READ 1. Sell products or services from only one company? 2. Make products or provide services for only one company? 3. Work with materials or equipment provided by just one company? DO NOT READ	1	1	1	1	1	4>>E1
		2	2	2	2	2	
		3	3	3	3	3	
		4	4	4	4	4	
D12	Does this [client /company or intermediary set.....? READ AND MARK ALL THAT APPLY A. The price of the products or services that you offer? B. The minimum amount of sales or tasks you must complete? C. The places, routes or areas where you do your work? D. The tasks you do or how you organise them? E. The supplier(s) to use? F. NONE OF THE ABOVE	1=Yes	1=Yes	1=Yes	1=Yes	1=Yes	ALL>>E 1
		2=No	2=No	2=No	2=No	2=No	
		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 []	
F []	F []	F []	F []	F []			

SECTION: 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										
E0	Serial Number of person providing data on the										
E1	How many hours do you usually work per week...? E1A: In your main job/activity (M) E1B: In any other job(s)/activity(ies)(O)	(E1A) MAIN JOB	(E1B) OTHER JOBS	(E1A) MAIN JOB	(E1B) OTHER JOBS	(E1A) MAIN JOB	(E1B) OTHE R JOBS	(E1A) MAIN JOB	(E1B) OTHER JOBS	(E1A) MAIN JOB	(E1B) OTHE R JOBS
	<i>Interviewer: Add the hours usually worked per week in the main job/activity (E1A) and in any other job(s)/activities (E1B). Record the total in E1C. Confirm with respondent if correct.</i>										
	<i>DO NOT READ</i> E1C. Total for all jobs/activities										
E2	Thinking of each day of the Last 7 days, how many hours did you actually work on... E2A: In your main job/activity (M) E2B: In any other job(s)/activity(ies)(O)	(E2A) MAIN JOB	(E2B) OTHER JOBS	(E2A) MAIN JOB	(E2B) OTHER JOBS	(E2A) MAIN JOB	(E2B) OTHE R JOBS	(E2A) MAIN JOB	(E2B) OTHER JOBS	(E2A) MAIN JOB	(E2B) OTHE R JOBS
i.	Monday?										
ii.	Tuesday?										
iii.	Wednesday?										
iv.	Thursday?										
v.	Friday?										
vi.	Saturday?										
vii.	Sunday?										
	<i>Interviewer: Add the hours actually worked daily in last 7 days in the main job/activity (E2A) and in any other job(s)/activities (E2B). RECORD the total in E2C. Confirm if correct.</i>										
	<i>DO NOT READ</i> E2C. Total for all jobs/activities										

SECTION F: TIME RELATED UNDEREMPLOYMENT AND INADQUATE EMPLOYMENT SITUATIONS FOR EMPLOYEDPERSONS AGED 5 YEARS & ABOVE

HB0i	Serial number in HH Roster						Skip Patter n
HB1i	Name of household member						
HB5i	Age of household member						
F0	Serial Number of person providing data on the Individual						
F1	Last 7 days, would you have liked to work more hours than you actually worked? 1=Yes	1 2	1 2	1 2	1 2	1 2	2>>F4
F2	How many additional hours could you have worked Last 7 days? Number of additional hours						
F3	How would you have liked 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 2 3	1 2 3	1 2 3	1 2 3	1 2 3	
F4	Would you like to change your current employment situation? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	2
F5	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	10 11 12 13 14 15 16 17 96	10 11 12 13 14 15 16 17 96	10 11 12 13 14 15 16 17 96	10 11 12 13 14 15 16 17 96	10 11 12 13 14 15 16 17 96	
F6	During the last four weeks, did you look for another job/activity to replace your current one(s)? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	
F7	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 2	1 2	1 2	1 2	1 2	
F8	Thinking about the next 12 months, how likely do you believe 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	

F9	To what extent are you satisfied with this job? 1=Very satisfied 2=Somewhat satisfied 3=Neither satisfied nor unsatisfied 4=Somewhat unsatisfied 5=Very unsatisfied	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	

SECTION G: INCOME FROM EMPLOYMENT

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						
CKG1	CHECK IF C8 IS 1 (EMPLOYEE ON MAIN JOB) 1=Yes 2=No	1	1	1	1	1	1>>G1 2>>CKG3
	MAIN JOB(EMPLOYEE only)						
G1	On your (MAIN) job, are you paid.... 1 =A Set Rate 2 =Both A Set Rate and On The Commission Basis Of Sales 3 =Commission e.g. on the basis of sales, number 4 =In Kind Only 6 =Some Other way (Specify)	1	1	1	1	1	3>>G4 4>>G7 6>>G5
G2	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 UGANDA SHILLINGS)						
G3	What is the periodicity of this payment? 10=Hourly 11=Daily 12=Weekly 13=Bi-weekly (Twice a Month) 14= Monthly 15=Annually 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	
CKG2	Check G1; IF G1=2 or 3? 1=Yes 2=No	1	1	1	1	1	2>>G6
		2	2	2	2	2	
G4	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 UGANDA SHILLINGS						>>G6
G5	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 UGANDA SHILLINGS						

G6	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	2>>CKG3
G7	What is the estimated value of these payments in kind? ENTER AMOUNT IN UGANDA SHILLINGS						
G8	What is the periodicity of this payment? 10=Hourly 11=Daily 12=Weekly 13=Bi-weekly (Twice a Month) 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 G: INCOME FROM EMPLOYMENT

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						
CKG 3	CHECK IF D5 IS 1 (EMPLOYEE IN SECONDARY JOB) 1=YES 2=NO	1 2	1 2	1 2	1 2	1 2	2 >> H1
	SECONDARY JOB (EMPLOYEE only)						
G9	On your (SECOND) job, are you paid...? 1 =A Set Rate 2 =Both A Set Rate and on the Commission Basis of Sales 3 =Commission e.g. On the basis of sales, number 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>>G12 If 4>>G15 If 6>>G13
G10	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 UGANDA SHILLINGS						
G11	What is the periodicity of this payment? 10=Hourly 11=Daily 12=Weekly 13=Bi-weekly (Twice a Month) 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	
CKG 4	Check G9; IF G9=2; 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	2>>G14

G12	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>							>>G14
G13	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 UGANDA SHILLINGS							
G14	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		2>>H1
G15	What is the estimated value of these payments in kind? ENTER AMOUNT IN UGANDA SHILLINGS							
G16	What is the periodicity of this payment? 10=Hourly 11=Daily 12=Weekly 13=Bi-weekly (Twice a Month) 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		ALL >>H1

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

HB0	Serial number in HH Roster							Skip Pattern
HB1	Name of household member							
HB5	Age of household member							
H0	Serial Number of person providing data on the Individual							
	Preamble: Now, we are going to talk about health and safety issues at the work place.							
H1	Were you exposed to any of the following at your work place during the last 12 months? (READ EACH OF THE FOLLOWING OPTIONS AND MARK "1=YES" or "2=NO" for all options) 10=Dust, fumes, or Chemicals (pesticides, glues, etc.) 11=Fire, gas, flames, Explosives, Loud noise or vibration. 12=Snake bite/ insect stinging (poisonous) 13=Dangerous tools (knives etc) 14=Work underground, at heights or in water/lake/pond/river 15=Workplace too dark or confined, Insufficient ventilation or Crowded room 16=Work on roads, crossroads, highways 17=Body is in awkward position while working (for example standing, kneeling, crouching for prolonged periods) 96=Other things, processes or conditions bad for your health or safety (specify)..... 99=Not Applicable/Not working	1=Yes 2=No 10 11 12 13 14 15 16 17 96 99	1=Yes 2=No 10 11 12 13 14 15 16 17 96 99	1=Yes 2=No 10 11 12 13 14 15 16 17 96 99	1=Yes 2=No 10 11 12 13 14 15 16 17 96 99	1=Yes 2=No 10 11 12 13 14 15 16 17 96 99		99>> CKJ1

H2	At your place of work, do you use or are you provided with protective gear? 1=Yes 2=No 8=Don't Know	1 2 8	1 2 8	1 2 8	1 2 8	1 2 8	
H3	At our place of work, we sometimes get accidents/injuries related to our work; In the last 12 months, did you experience any accidents/injuries because of your work? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	2>>H9
H4	In the last 12 months, did you have any occupational injuries that resulted in you being absent from work, or unable to work, for at least one day, apart from the day of the accident? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	2>>H9
H5	How many of these accidents did you have in the last 12 months? (Number)						
H6	Did the most recent accident/injury occur in your current job? 1=Yes, MAIN job (CAPI PREFILL from C2 & C3 FOR OCCUPATION AND C6 & C7 FOR INDUSTRY) 2=Yes, SECONDARY job (CAPI PREFILL information from D1 & D2 FOR OCCUPATION AND D3 & D4 FOR INDUSTRY) 3=Yes, Other job	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 & 2 >>H9
H7	What were you doing when this happened? H7A: Job/Task description H7B: ISCO CODE						
H8	What was the main activity of the business or of the place where (name) was working, or What kinds of products or services are produced where (name) was working? H8A: Activity H8B: ISIC code						
H9	At your work place, was there any fatal injury as a result of work in the last 12 months? 1=Yes 2=No 8=Don't Know	1 2 8	1 2 8	1 2 8	1 2 8	1 2 8	

H10	In the last 12 months, have you ever been subjected to the following at your workplace? (Read each of the following options and mark "YES" or "NO" for all options) A. Constantly shouted at B. Repeatedly insulted C. Beaten /physically hurt D. Sexually abused (touched, said or did things to you that you did not want) E. Financial Abuse (Not paid for services offered) Z. Other (Specify).....	1=Yes 2=No A ... B ... C ... D ... E ... Z ...	1=Yes 2=No A ... B ... C ... D ... E ... Z ...	1=Yes 2=No A ... B ... C ... D ... E ... Z ...	1=Yes 2=No A ... B ... C ... D ... E ... Z ...	1=Yes 2=No A ... B ... C ... D ... E ... Z ...	
CKH 1	Check if A5-A10=2, 3, or 4? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	IF 2 >>CKI 1
H11	In your view, are employers generally willing to hire persons with disabilities? 1=Very willing 2=Somewhat willing 3=Unwilling 8=Don't Know	1 2 3 8	1 2 3 8	1 2 3 8	1 2 3 8	1 2 3 8	
H12	In your view, are workers at your workplace willing to work alongside persons with disabilities? 1=Very willing 2=Somewhat willing 3=Unwilling 8=Don't Know	1 2 3 8	1 2 3 8	1 2 3 8	1 2 3 8	1 2 3 8	

SECTION I: TIME OF WORK AND EXPOSURE TO HAZARDOUS WORK FOR CHILDREN AGED 5-17YEARS

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						
CK11	Check HB4a. Is HB4a = 5-17 Years? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	2>>CKJ1
CK12	Check if child had any work Last 7 days. Is B1=10, 11, 12,13,14,17 OR B3=A, B, C, D? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	2>>CKJ1
I1	During the last 7 days, when do you usually carry out these activities? (READ OPTIONS) <i>For ALL children (including children attending school):</i> A. During the day (between 6 a.m. and 6 p.m) B. In the evening (between 6 p.m. and 10 p.m) C. At night (between 10 p.m. and 6 a.m.) D. During both the day and night. E. On the week-end F. On holidays G. Sometimes during the day, sometimes in the evening	1=Yes 2=No A ... B ... C ... D ... E ... F ... G ...	1=Yes 2=No A ... B ... C ... D ... E ... F ... G ...	1=Yes 2=No A ... B ... C ... D ... E ... F ... G ...	1=Yes 2=No A ... B ... C ... D ... E ... F ... G ...	1=Yes 2=No A ... B ... C ... D ... E ... F ... G ...	
CK13	Check A17 (If child is currently attending school). Is A17 code 1 or 2? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	2>>I3
I2	During the last 7 days, when did you usually carry out these activities? (READ OPTIONS) <i>For children attending school ONLY</i> A. After school B. Before school C. On the week-end D. During missed school hours/days E. During Holidays F. During Break/Lunch time	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	
I3	Do you carry heavy loads at work? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	
I4	Do you operate any machinery/heavy equipment at work? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	

I5	What is the main reason for [NAME/You] working?		10	10	10	10	10	ALL>>CKJ1
	10. Supplement family income	15. School too far / no school	11	11	11	11	11	
	11. Help pay family debt	16. Cannot afford school fees	12	12	12	12	12	
	12. Help in household enterprise	17. Not interested in school	13	13	13	13	13	
	13. Learn skills	18. To temporarily replace someone unable to work	14	14	14	14	14	
	14. Schooling not useful for future	19. School closed due to Covid-19	15	15	15	15	15	
	20. Looking for school fees	96. Others (specify)	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	

Name and Personal

		Age	
--	--	-----	--

Activity Number	Beginning Date (Month/Year)		Which of the following activities best corresponds to what you were doing? 1= Work for wage/salary with an employer (full- or part-time) 2= Self-employed 3= Helping in a family business 4= Engaged in Paid apprenticeship/ internship 5= Engaged in un paid work such as subsistence farming and unpaid apprentice. 6= Available and actively looking for work 7= Full-time education or training 8= Engaged in home duties (including child care) 9= Did not work or seek work for other reasons than home	Are you still doing this activity? 1= Yes → GO TO CKK1 2= No	On what date did you stop doing that and start your next job or other activity? (Year /Month)	Check IF J4 = 1-4, GO TO J7 IF J4 = 5-8, GO TO NEXT ACTIVITY AFTER RECORDING ENDING DATE	On what basis were you employed? [READ OUT] 1= A written agreement 2= An oral agreement 3= No contract (self-employed ...) → GO TO J11	Was your contract or agreement of a limited or unlimited duration? 1= Unlimited duration → GO TO J11 2= Limited duration	Why was your contract or agreement of limited duration? 1= On the job training, internship 2= Probation period 3= Seasonal work 4= Occasional/ daily work 5= Work as replacement/ substitute 6= Public employment programme 7= Specific service or task 8= Other reason (Specify).....	What was the duration of your contract or agreement ? 1= Less than 12 months 2= 12 months to < 36 months 3= 36 months or more	To what extent were you satisfied with the job? 1= Very satisfied 2= Somewhat Satisfied 3= Neither satisfied nor unsatisfied 4= Somewhat unsatisfied 5= Very unsatisfied	Which of the following best describes why you stopped that job? 10= Left for better job 11= Dismissed/let go/Laid off 12= Left because unhappy with workplace 13= Temporary job ended 14= Health reasons 15= Left to have baby 16= Look after family 17= Moved to another area 18= Started education/training/a ppprenticeship programme 19= Business closed 20= Fear of catching Corona Virus 96= Other (specify)		
	J2	J3a: MONTH											J3b: YEAR	J4: Begin with First activity referred to in J1
1	MM (as J1)	Year (as ...)	First activity		Month	Year								GO TO NEXT ACTIVITY
2	Month	Year	Second activity		Month	Year								GO TO NEXT ACTIVITY
3	Month	Year	Third activity		Month	Year								GO TO NEXT ACTIVITY
4	Month	Year	Fourth activity		Month	Year								GO TO NEXT ACTIVITY
5	Month	Year	Fifth activity		Month	Year								GO TO NEXT ACTIVITY
6	Month	Year	Sixth activity		Month	Year								GO TO NEXT ACTIVITY
7	Month	Year	Seventh activity		Month	Year								GO TO NEXT ACTIVITY
8	Month	Year	Eighth activity		Month	Year								GO TO NEXT ACTIVITY
9	Month	Year	Ninth activity		Month	Year								GO TO NEXT ACTIVITY
10	Month	Year	Tenth activity											
GO TO CKK1 WHEN REACHING CURRENT JOB/ACTIVITY														

SECTION K: FORCED LABOUR FOR ALL 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							
CKK1	Check HB4a. Is HB4a = 14+ Years 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	1 2	2>>CKL 1
K1	Sometimes, people are obliged to work against their will or cannot leave their job because of false promises, threats or use of violence against themselves or their family. This can happen with people of ANY age, for little time or long periods, close to home or far from home.							
K2	In the last 3 YEARS, i.e. from [MM/YYYY] to [CURRENT_DATE], did (You/NAME) face any of the following situations in a job (past or current)? READ and record all that apply A. Were you obliged to accept a job B. Did you have to accept a job with false expectations C. Did you have to accepted a job because of a debt D. Did you have to Work more hours than established without pay E. Did you have to Perform different job/tasks than agreed or for a different employer F. Were you Obligated to consume intoxicants (alcohol, drugs etc) against your will G. Was your Payment withheld H. You could not leave the workplace outside of working hours if you wanted to I. You were under constant surveillance outside of working hours J. You could not resign K. Did you Suffer or witness threats of violence or violence in the job DO NOT READ L=NONE Z=DON'T KNOW/ CANNOT REMEMBER	1=Yes 2=No A ... B ... C ... D ... E ... F ... G ... H ... I ... J ... K ... L ... Z ...	1=Yes 2=No A ... B ... C ... D ... E ... F ... G ... H ... I ... J ... K ... L ... Z ...	1=Yes 2=No A ... B ... C ... D ... E ... F ... G ... H ... I ... J ... K ... L ... Z ...	1=Yes 2=No A ... B ... C ... D ... E ... F ... G ... H ... I ... J ... K ... L ... Z ...	1=Yes 2=No A ... B ... C ... D ... E ... F ... G ... H ... I ... J ... K ... L ... Z ...	L&Z>> CKL1	
K3	During the last 3YEARS, did this/these situation(s) happen in only one or in more than one jobs? 1=In one job 2=In more than one job	1 2	1 2	1 2	1 2	1 2	1 2	
K4	Of the work situations you faced in the last 3 years, which one was the MOST DIFFICULT? [IF FACED ONLY ONE SITUATION, CAPI PREFILL FROM K2]							
K5	Now, thinking about THE MOST DIFFICULT of these work situations in the past 3 years Did this occur in your current job? 1=Yes, MAIN job (CAPI PREFILL from C2 & C3 FOR OCCUPATION AND C6 & C7 FOR INDUSTRY) 2=Yes, Secondary job (CAPI PREFILL information from D1 & D2 FOR OCCUPATION AND D3 & D4 FOR INDUSTRY) 3=Yes, Other job 4=No, occurred at former job	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 & 2 >>K10
K6	In that job, what kind of work did you do? K6A: Occupational title, if any							

	Main tasks and duties	K6B:							
	ISCO code	K6C:							
K8	What was the main activity of the place or business Main activity where you worked? Goods or Services ISIC code	K8A:							
		K8B:							
		K8C:							
	Now I am going to ask you a few questions about this job you have just mentioned								
K10	Where is the place of job located? (See Appendix 3 for district code and Appendix 4 for Country code) 1=Current District/City 2=Another District/City (Specify.....) 3=Another Country (Specify.....)		1 2 3	1 2 3	1 2 3	1 2 3	1 2 3		
K11	When did you start this job? 9997 if Don't know K11A: Year 97 if Don't know K11B: Month		YYYY M M	YYYY M M	YYYY M M	YYYY M M	YYYY M M		
K12	When did you leave this job? 9998 if Don't know, 9997 if current job K12A: Year 98 if Don't know, 97 if current job K12B: Month		YYYY M M	YYYY M M	YYYY M M	YYYY M M	YYYY M M		
K13	How did you find this job? 10= Registered at an employment center 11=Newspaper / job advertisement 12=Recruiter / intermediary / broker outside of country 13=Recruiter / intermediary / broker in country 14=Directly by employer 15=Private agency 16=Friends / relatives 17= Internet 18=Joined the family establishment 96=Others (please specify): _____		10 11 12 13 14 15 16 17 18 96	10 11 12 13 14 15 16 17 18 96	10 11 12 13 14 15 16 17 18 96	10 11 12 13 14 15 16 17 18 96	10 11 12 13 14 15 16 17 18 96		
K14	Did you incur a debt to get this job? 1=Yes 2=No		1 2	1 2	1 2	1 2	1 2		2>>K18

K15	To whom or which institution are/were you MOST indebted to? READ 11=Recruiter / intermediary / broker outside of country 12=Recruiter / intermediary / broker in country 13=Bank / cooperative / microfinance institution / other lending institution 14=Informal money lenders 15=Employer 16=Friends / relatives 17=Employment Center 96=Others (please specify): _____	11 12 13 14 15 16 17 96	11 12 13 14 15 16 17 96	11 12 13 14 15 16 17 96	11 12 13 14 15 16 17 96	11 12 13 14 15 16 17 96	
K16	Did you fully understand the terms and conditions of the debt repayment when you borrowed the money? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	
K17	How is the loan or debt being repaid/(was repaid)? READ 1=Deduction from salary according to the agreed plan 2=Unpredictable deduction from salary 3=Work by family members 4=Regular payment to the creditor 5=Payment in kind 6=Others (please specify): _____	1 2 3 4 5 6	1 2 3 4 5 6	1 2 3 4 5 6	1 2 3 4 5 6	1 2 3 4 5 6	
K18	Did you sign any contract at the time of your recruitment? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	
K19	Did you sign any contract when you started this job? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	2>>K21
CKK2	Check if K18=1 and K19=1? 1=YES 2=No	1 2	1 2	1 2	1 2	1 2	2>>K21
K20	Were the terms and conditions in the contracts, at the time of recruitment and at the time you started the job, both the same? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	
K21	At this job, have you ever faced any of the following situations that you did not agree with? READ OUT A=Had to accept the job without consent B=Had to work overtime without your consent C=Had to perform dangerous activities without protective equipment D=Had to perform different tasks/type of work in the job than agreed without your consent E=Work in illicit activities e.g. smuggling, sex work, F=Obligated to use of alcohol or drugs without consent G=Work at very low or with no wages H=Work for other employers that were not agreed to I=Had to stay in the job for more months/years than agreed without consent J= Violation of conscience K=Other not agreed situations (Specify): _____ DO NOT READ L=NONE M=Don't know	1=Yes s 2=N o A [] B [] C [] D [] E [] F [] G [] H [] I [] J [] K [] L [] M []	1=Yes 2=No A [] B [] C [] D [] E [] F [] G [] H [] I [] J [] K [] L [] M []	1=Yes 2=No A [] B [] C [] D [] E [] F [] G [] H [] I [] J [] K [] L [] M []	1=Yes 2=No A [] B [] C [] D [] E [] F [] G [] H [] I [] J [] K [] L [] M []	1=Yes 2=No A [] B [] C [] D [] E [] F [] G [] H [] I [] J [] K [] L [] M []	A-K=2 >>CKL1 L-M >>CKL1

K22	Can you refuse or could you have refused to do the activities you mentioned? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	
K23	In case you wanted to, could you resign freely from this job after legal notice period? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	
K24	Have you tried to resign from this job but was not allowed? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	
K25	Why were you obliged to do these activities you did not agree or why are you unable to leave the employer when you want? PLEASE READ AND MARK ALL ANSWERS THAT APPLY! A=Because need a salary/wage B=Fear of threats and violence against yourself C=Because your debt is not paid back D=Employer threatened to impose a fine E=Because I am under constant surveillance F=Because you are in an isolated place, with no access to outside world G=Because your work permit renewal is done by your employers H=Because you do not have access to your documents/passport I= Fear of threats and violence against your families/relatives J=Other reasons/ situations (Specify): _____ DONOT READ K-NONE	A B C D E F G H I J K L	A B C D E F G H I J K L	A B C D E F G H I J K L	A B C D E F G H I J K L	A B C D E F G H I J K L	
K26	Can you please explain in your own words the situation that you face or faced? 1=Can explain (RECORD STATEMENT) 2=Cannot explain/prefer not to	1 2	1 2	1 2	1 2	1 2	

SECTION L: 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						
L0	Serial Number of person providing data on the Individual						
CKL1	Check if in employment: Is B16=1 or 2 or 8 OR B2=2? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	1>>M1
L1	In the last four weeks, did you do anything to find a paid job or to start a business? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	2>>L3A
L2	In the last four weeks, what have you done to find a paid job 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	A- J>>L7
L3A	Was this because you have already found a paid job to start at a later date or 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	1>>L7
L3B	Which of the following factors would make it more likely for you to seek or find a job...? 11=Getting higher qualifications, training, skills, experience 12=Availability of suitable transportation to and from workplace 13=Help in locating appropriate jobs 14=More positive attitudes towards persons with disabilities 15=Availability of special equipment or assistive devices 16=Availability of more flexible work schedules/tasks arrangements 17=Availability of a more accommodating workplace 96=Other factors (specify)..... 98=Don't Know	11 12 13 14 15 16 17 96 98	11 12 13 14 15 16 17 96 98	11 12 13 14 15 16 17 96 98	11 12 13 14 15 16 17 96 98	11 12 13 14 15 16 17 96 98	

L4	At present, do you want to work if there was an opportunity to work? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	2 >>L9
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SECTION L: 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						
L0	Serial Number of person providing data on the Individual						
L5	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 11=Awaiting the season for work 12=Attended school or training courses 13=Family responsibilities or housework 14=Pregnancy 15=Illness, injury 16=Disability 17=Does not know how and where to look for work 18=Unable to find work for his/her skills 19=Had looked for job(s) before but had not found any 20=Too young or too old to find a job 21=No jobs available in the area/district 22=Fear of contracting Corona Virus 96=Other reason (specify): _____	10 11 12 13 14 15 16 17 18 19 20 21 22 96	10 11 12 13 14 15 16 17 18 19 20 21 22 96	10 11 12 13 14 15 16 17 18 19 20 21 22 96	10 11 12 13 14 15 16 17 18 19 20 21 22 96	10 11 12 13 14 15 16 17 18 19 20 21 22 96	
L6	During the last 12 months, did you do anything to look for work or to start a business? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	ALL>>L1 0
L7	For how long have you been without work and trying to find a job or start a business? 1=Less than 3 months 2=3 months to less than 6 months 3=6 months to less than 1 year 4=1 year to less than 3 years 5=3 years to less than 5 years 6=5 years or more 8=Don't know	1 2 3 4 5 6 8	1 2 3 4 5 6 8	1 2 3 4 5 6 8	1 2 3 4 5 6 8	1 2 3 4 5 6 8	
L8	If a work opportunity existed, could you... 1. Have started working Last 7 days 2. Start working within the next 2 weeks 3. Not available to start working soon	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	1>>CKL 2 2>>CKL 2C

SECTION L: 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						
L0	Serial Number of person providing data on the Individual						
L9	What is the main reason why you do not want to work for pay/gain now or in the next 2 weeks? 10=In school or training 11=Family responsibilities or housework 12=Pregnancy 13=Illness, injury 14=Retired or too old for work 15=Too young to work. 16=No desire to work 17=Off-season 18=Satisfied with Subsistence Agriculture 19= Disability 96=Other reason (specify): _____	10 11 12 13 14 15 16 17 18 19 96	10 11 12 13 14 15 16 17 18 19 96	10 11 12 13 14 15 16 17 18 19 96	10 11 12 13 14 15 16 17 18 19 96	10 11 12 13 14 15 16 17 18 19 96	16>>L11
L10	Do you want to work in the future? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	
L11	Which of the following best describes what (you/NAME) (are/is) mainly doing at present? <i>READ</i> 10=Studying or training 11=Engaged in household or family responsibilities 12=Farming or fishing to produce food for the family 13=Retired or pensioner 14=With a long-term illness, injury or disability 15=Doing volunteering, community or charity work 16=Engaged in cultural or leisure activities 96=Other (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	
CKL2	Check if L11=14? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	2>>M1
L12	How supportive would family members be if you decided to work? 1=Very supportive 2=Somewhat supportive 3=Not supportive 4= Refused me to work 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	

SECTION M: OWN USE PRODUCTION OF SERVICES FOR PERSONS AGED 5 YEARS AND ABOVE

These questions are about own-use production activities that people engage in without any pay to care for or maintain their household. For Domestic workers, ask for ONLY their personal activities

HB0i	Serial number in HH Roster						Skip Pattern
HB1i	Name of household member						
HB5i	Age of household member						
M0	Serial Number of person providing data on the Individual						
M1	In addition to your main activity, last 7 days, did you do any of the following Non-Agricultural activities intended mainly for consumption by the household? READ AND MARK ALL THAT APPLY A=Making handicrafts (e.g. furniture, clothing, clay pots, baskets, mats, and other similar activities) B=Construction or repairs C=Milling and other food processing (e.g. threshing and milling grain, making butter and cheese, slaughtering livestock, curing hides and skins, preserving food for later consumption, making beer and alcohol, and other similar activities. It does not include preparing food for immediate consumption.) D=Collecting firewood E=Fetching water <small>DO NOT READ</small>	A B C D E F	A B C D E F	A B C D E F	A B C D E F	A B C D E F	F>>M4
M2	Out of the Last 7 days, on how many days did you do this work?	Number of days	Number of days	Number of days	Number of days	Number of days	9>>M4
M2A	Making handicrafts						
M2B	Construction or repairs						
M2C	Milling and other food processing						
M2D	Collecting firewood						
M2E	Fetching water						
M3	On average, how many hours per day did you spend doing these activities the Last 7 days?	Hours	Hours	Hours	Hours	Hours	>> CKH1
M4	During the last 7 days, did you do any of the following unpaid activities for your family/household?	1=Yes 2=No	1=Yes 2=No	1=Yes 2=No	1=Yes 2=No	1=Yes 2=No	
M4A	Cooking, serving meals or cleaning dishes						
M4B	Cleaning house, yard or garden						
M4C	Washing clothes						
M4D	Caring for children/older persons/sick						
M4E	Other household tasks						
M5	During each day of the past week how many hours did you spend on [ACTIVITY FROM M5]? (Record for each day separately)						
	1. Monday						
	2. Tuesday						
	3. Wednesday						
	4. Thursday						
	5. Friday						
	6. Saturday						

SECTION N: ENDING INTERVIEW FOR ALL PERSONS AGED 5 YEARS AND ABOVE

N1	Have you ever refused a job that was offered to you? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	2>>N3
N2	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 11 12 13 14 15 16 17 18 19 20 96	10 11 12 13 14 15 16 17 18 19 20 96	10 11 12 13 14 15 16 17 18 19 20 96	10 11 12 13 14 15 16 17 18 19 20 96	10 11 12 13 14 15 16 17 18 19 20 96	
N3	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	
N4	[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	

SECTION P: INTERNATIONAL MIGRATION - LABOUR OUTFLOWS
FOR HOUSEHOLD HEAD OR RESPONSIBLE ADULT

P0A: Is the respondent the head of household or a responsible adult?

1=Yes 2=No

if 2>>Q1

P0B: 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 January 2016.

1=Yes 2=No

if 2>>Q1

NO.		Person Number					Skip Pattern
		01	02	03	04	05	
P1	Could you give me the names of all persons who were members of this household who left to live abroad since Jan 2016, even if they returned? Write the names of all persons. If more than 5, use extra questionnaire						
P2	What is the relationship of (NAME) to the head of this household? 10. Household head 11. Spouse 12. Son/Daughter 13. Brother/Sister 14. Nephew/Niece/Cousin 15. Grand child 16. Parent 17. Other relative 18. Domestic worker 19. Not related 98. Don't Know	10 11 12 13 14 15 16 17 18 19 98	10 11 12 13 14 15 16 17 18 19 98	10 11 12 13 14 15 16 17 18 19 98	10 11 12 13 14 15 16 17 18 19 98	10 11 12 13 14 15 16 17 18 19 98	
P3	Is (NAME) male or female? 1=Male 2=Female	1 2	1 2	1 2	1 2	1 2	
P4	How old was (NAME) at his/her last birthday? IF 95 years and ABOVE, RECORD 95	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
P5	When did (NAME) leave this household to live abroad? P5A: Year P5B: Month	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
P6A	How old was (NAME) when s/he left to live abroad?	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
P6B	Has (NAME) returned from abroad? [EXCLUDING VISITS] 1=Yes, Permanent basis 2=Yes, Temporary basis 3=No, Still living abroad 8=Don't Know	1 2 3 8	1 2 3 8	1 2 3 8	1 2 3 8	1 2 3 8	
P7	Which country was/is (NAME) staying? P7A: Country Name P7B: Country Code (See Appendix 4)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
P8	When (NAME) left the country to live abroad, who facilitated his/her travel? A. Relative B. Friend C. Employment Bureau/Agency D. Borrowed a loan E. Personal finances (savings, sold own land, etc) F. Don't Know/ It was not clear Z. Other (specify)	A B C D E F Z	A B C D E F Z	A B C D E F Z	A B C D E F Z	A B C D E F Z	C>>P9c D>> P9b E>>P10 F>>P10
P9a	Was this a loan? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	2>>P10
P9b	How was the loan paid or being paid? 1= Payment by traveller 2=Payment by family members 3=Payment by other relatives 4=Payment by friends 6=Others (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	1-4 >>P10
P9c	What is the name and telephone contact of the employment Bureau?	i: Name ii: Tel. Contact	i: Name ii: Tel. Contact	i: Name ii: Tel. Contact	i: Name ii: Tel. Contact	i: Name ii: Tel. Contact	
P10	Was/Is (NAME) working abroad? 1=Yes 2=No 8=Don't Know	1 2 8	1 2 8	1 2 8	1 2 8	1 2 8	1>>P12a
CKP1	Check if P6B=3? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	2>>P12A
P11	Is (NAME) looking for work abroad? 1=Yes 2=No 8=Don't Know	1 2 8	1 2 8	1 2 8	1 2 8	1 2 8	
P12A	What is the highest level of education that [NAME] completed? (SEE APPENDIX 1)						
P12B	What was (NAME) mainly doing at the time of departure from Uganda? 10 - Full time student 11 - In household chores 12 - Retired 13 - Ill/Sick/Too old 14 - Too young to work 15 - In paid employment 16 - In own business 17 - Unemployed (Actively looking for work) 18 - Housewife/husband 98 - Don't know	10 11 12 13 14 15 16 17 18 98	10 11 12 13 14 15 16 17 18 98	10 11 12 13 14 15 16 17 18 98	10 11 12 13 14 15 16 17 18 98	10 11 12 13 14 15 16 17 18 98	
P12C	Did (NAME) leave any dependents at the time of departure from Uganda? A=Yes, Children (below 18 years) B=Yes, Older person (60 years and above) C=Yes, Other persons (Specify)..... D=No Z=DONT KNOW	1=Yes 2=No A [....] B [....] C [....] D [....] Z [....]	1=Yes 2=No A [....] B [....] C [....] D [....] Z [....]	1=Yes 2=No A [....] B [....] C [....] D [....] Z [....]	1=Yes 2=No A [....] B [....] C [....] D [....] Z [....]	1=Yes 2=No A [....] B [....] C [....] D [....] Z [....]	D&Z >>CKP2
P12D	How many did s/he leave behind? IF NO PERSON WAS LEFT BEHIND, RECORD 00	Children [.] Older person	Children [..] Older person [..] Others [..]	Children [..] Older person [..] Others [..]	Children [..] Older person [..] Others [..]	Children [..] Older person [..] Others [..]	
CKP2	Check P10: Is P10=1? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	2>>CKP3

P13	What was/is (<i>NAME</i>) mainly doing abroad? P13a: Occupation <i>For example: Secondary School Teaching, Bus driving, Medical Doctor, Domestic worker</i> P13b: ISCO Code						
CKP3	Check P11: Is P11=1? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	2>>P15
P14	What work is [<i>NAME</i>] looking for abroad? P14A: Occupation P14b: ISCO Code P14b: ISCO Code						
P15	What was the main reason why (<i>NAME</i>) decided to go abroad? 11. Job transfer 12. To increase income of the household 13. To gain experience and career advancement 14. Study 15. Poor working conditions in Uganda 16. Family reasons (reunite family; follow spouse, marriage, etc.) 17. Lack of work opportunities in Uganda 18. Desire to live abroad 19. Asylum seekers 96. Other (Specify).....	11 12 13 14 15 16 17 18 19 96 98	11 12 13 14 15 16 17 18 19 96 98	11 12 13 14 15 16 17 18 19 96 98	11 12 13 14 15 16 17 18 19 96 98	11 12 13 14 15 16 17 18 19 96 98	
CKP4	Check P6B: Is P6B=3? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	2>>P20
P16A	Is (<i>NAME</i>) planning to return to Uganda within the next 12 months? 1=Yes, Permanent basis (Return schedule/End of contract) 2=Yes, Temporary basis (End of contract but intends to go back) 3=No	1 2 3 8	1 2 3 8	1 2 3 8	1 2 3 8	1 2 3 8	1>>P17
P16B	Why is [<i>NAME</i>] not planning to return to Uganda on a permanent basis in the next 12months? 1=Extended contract 2=Got work else where 3= Still interested in going to work abroad 6=Others (specify)..... 8=Don't Know	1 2 3 6 8	1 2 3 6 8	1 2 3 6 8	1 2 3 6 8	1 2 3 6 8	
P17	Since (<i>NAME</i>) left, has he/she sent any money or goods back to this household? 1. Yes, money only 2. Yes, goods only 3. Yes, money and goods 4. No	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	4>> P20
P18	How often did/has (<i>NAME</i>) assisted/supported with money or goods back to the household in the last 1 year? 1. Weekly 2. Bi-weekly 3. Twice a month 4. Monthly 5. Every 3 months 6. Once in a while 8. Other (specify)..... 9. Never	1 2 3 4 5 6 8 9	1 2 3 4 5 6 8 9	1 2 3 4 5 6 8 9	1 2 3 4 5 6 8 9	1 2 3 4 5 6 8 9	9>>P20
P19	During the last 12 months, how much money did (<i>NAME</i>) assist/ support the household with? (<i>write the amount in UGX</i>) RECORD 999,999,999 if Don't know or not provided						
P20	What challenges did/is/does/has <i>NAME</i> faced while abroad? A=Access to health care B=Access to police services C=Language barrier D=Violation of conscience by employer E=Poor accommodation F=Limited employment opportunities G=Communication back home Z=Other (specify)	A B C D E F G Z	A B C D E F G Z	A B C D E F G Z	A B C D E F G Z	A B C D E F G Z	
P21	Migration Outflow 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 Q: COMPLETING THE INTERVIEW

Q1.	End time (HH:MM)		H	H	:	M	M
Q2.	GPS Coordinate of the HH.	Northings					
		Eastings					

Q3. Field interviewer's Comments (*if any problems encountered, issues affecting data quality, etc*)

Q4. Supervisor's Comments:



APPENDIX 1: CODES FOR HIGHEST LEVEL OF EDUCATION SUCCESSFULLY COMPLETED

None/Never been to school.....	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 undergraduate Degree.....	61
Completed Masters Degree.....	62
Completed Postgraduate.....	63
Completed PhD.....	64
Don't Know.....	99

0000	Generic programmes and qualifications not further defined	0320	Journalism and information not further defined
0011	Basic programmes and qualifications	0321	Journalism and reporting
0021	Literacy and numeracy	0322	Library, information and archival studies
0031	Personal skills and development	0329	Journalism and information not elsewhere classified
0099	Generic programmes and qualifications not elsewhere classified		Inter-disciplinary programmes and qualifications involving social
0110	Education not further defined	0388	sciences, journalism and information
0111	Education science	0399	Social sciences, journalism and information not elsewhere classified
0112	Training for pre-school teachers	0410	Business and administration not further defined
0113	Teacher training without subject specialization	0411	Accounting and taxation
0114	Teacher training with subject specialisation	0412	Finance, banking and insurance
0119	Education not elsewhere classified Inter-disciplinary programmes and qualifications involving	0413	Management and administration
0188	education	0414	Marketing and advertising
0210	Arts not further defined	0415	Secretarial and office work
0211	Audio-visual techniques and media production	0416	Wholesale and retail sales
0212	Fashion, interior and industrial design	0417	Work skills
0213	Fine arts	0419	Business and administration not elsewhere classified
0214	Handicrafts	0421	Law
0215	Music and performing arts	0488	Inter-disciplinary programmes and qualifications involving business, administration and law
0219	Arts not elsewhere classified	0499	Business, administration and law not elsewhere classified
0220	Humanities (except languages) not further defined	0510	Biological and related sciences not further defined
0221	Religion and theology	0511	Biology
0222	History and archaeology	0512	Biochemistry
0223	Philosophy and ethics	0519	Biological and related sciences not elsewhere classified
0229	Humanities (except languages) not elsewhere classified	0520	Environment not further defined
0230	Languages not further defined	0521	Environmental sciences
0231	Language acquisition	0522	Natural environments and wildlife
0232	Literature and linguistics	0529	Environment not elsewhere classified
0239	Languages not elsewhere classified	0530	Physical sciences not further defined
	Inter-disciplinary programmes and qualifications involving arts and	0531	Chemistry
0288	humanities	0532	Earth sciences
0299	Arts and humanities not elsewhere classified	0533	Physics
0300	Social sciences, journalism and information not further defined	0539	Physical sciences not elsewhere classified
0310	Social and behavioural sciences not further defined	0540	Mathematics and statistics not further defined
0311	Economics	0541	Mathematics
0312	Political sciences and civics	0542	Statistics
0313	Psychology	0588	Inter-disciplinary programmes and qualifications involving natural sciences, mathematics and statistics
0314	Sociology and cultural studies	0599	Natural sciences, mathematics and statistics not elsewhere classified
0319	Social and behavioural sciences not elsewhere classified		

0610 Information and Communication Technologies (ICTs) not further defined

0611 Computer use

0612 Database and network design and administration

0613 Software and applications development and analysis

0619 Information and Communication Technologies (ICTs) not elsewhere classified

0688 Inter-disciplinary programmes and qualifications involving Information and Communication Technologies (ICTs)

0710 Engineering and engineering trades not further defined

0711 Chemical engineering and process

0712 Environmental protection technology

0713 Electricity and energy

0714 Electronics and automation

0715 Mechanics and metal trades

0716 Motor vehicles, ships and aircraft

0719 Engineering and engineering trades not elsewhere classified

0720 Manufacturing and processing not further defined

0721 Food processing

0722 Materials (glass, paper, plastic and wood)

0723 Textiles (clothes, footwear and leather)

0724 Mining and extraction

0729 Manufacturing and processing not elsewhere classified

0730 Architecture and construction not further defined

0731 Architecture and town planning

0732 Building and civil engineering

0788 Inter-disciplinary programmes and qualifications involving engineering, manufacturing and construction

0799 Engineering, manufacturing and construction not elsewhere classified

0810 Agriculture not further defined

0811 Crop and livestock production

0812 Horticulture

0819 Agriculture not elsewhere classified

0821 Forestry

0831 Fisheries

0841 Veterinary

0888 Inter-disciplinary programmes and qualifications involving agriculture, forestry, fisheries and veterinary

0899 Agriculture, forestry, fisheries and veterinary not elsewhere classified

0910 Health not further defined

0911 Dental studies

0912 Medicine

0913 Nursing and midwifery

0914 Medical diagnostic and treatment technology

0915 Therapy and rehabilitation

0916 Pharmacy

0917 Traditional and complementary medicine and therapy

0919 Health not elsewhere classified

0920 Welfare not further defined

0921 Care of the elderly and of disabled adults

0922 Child care and youth services

0923 Social work and counselling

0929 Welfare not elsewhere classified

0988 Inter-disciplinary programmes and qualifications involving health and welfare

0999 Health and welfare not elsewhere classified

1010 Personal services not further defined

1011 Domestic services

1012 Hair and beauty services

1013 Hotel, restaurants and catering

1014 Sports

1015 Travel, tourism and leisure

1019 Personal services not elsewhere classified

1020 Hygiene and occupational health services not further defined

1021 Community sanitation

1022 Occupational health and safety

1029 Hygiene and occupational health services not elsewhere classified

1030 Security services not further defined

1031 Military and defence

1032 Protection of persons and property

1039 Security services not elsewhere classified

1041 Transport services

1088 Inter-disciplinary programmes and qualifications involving services

1099 Services not elsewhere classified

9999 Field unknown

Code	NAME						
		216	AMURIA	321	OYAM	425	RUBIRIZI
		217	BUDAKA	322	AGAGO	426	SHEEMA
101	KALANGALA	218	BUDUDA	323	ALEBTONG	427	KAGADI
102	KAMPALA	219	BUKEDEA	324	AMUDAT	428	KAKUMIRO
103	KIBOGA	220	BUKWO	325	KOLE	429	RUBANDA
104	LUWERO	221	BUTALEJA	326	LAMWO	430	RUKIGA
105	MASAKA	222	KALIRO	327	NAPAK	431	BUNYANGABU
106	MPIGI	223	MANAFWA	328	NWOYA	432	KIKUUBE
107	MUBENDE	224	NAMUTUMBA	329	OTUKE	433	KAZO
108	MUKONO	225	BULAMBULI	330	ZOMBO	434	KITAGWENDA
109	NAKASONGOLA	226	BUYENDE	331	OMORO	435	RWAMPARA
110	RAKAI	227	KIBUKU	332	PAKWACH	436	FORT PORTAL CITY
111	SSEMBABULE	228	KWEEN	333	KWANIA	437	MBARARA CITY
112	KAYUNGA	229	LUUKA	334	NABILATUK		
113	WAKISO	230	NAMAYINGO	335	KARENGA		
114	LYANTONDE	231	NGORA	336	MADI OKOLLO		
115	MITYANA	232	SERERE	337	OBONGI		
116	NAKASEKE	233	BUTEBO	338	ARUA CITY		
117	BUIKWE	234	NAMISINDWA	339	GULU CITY		
118	BUKOMANSIMBI	235	BUGWERI	340	TEREGO		
119	BUTAMBALA	236	KAPELEBYONG	401	BUNDIBUGYO		
120	BUVUMA	237	KALAKI	402	BUSHENYI		
121	GOMBA	238	JINJA CITY	403	HOIMA		
122	KALUNGU	239	MBALE CITY	404	KABALE		
123	KYANKWANZI	301	ADJUMANI	405	KABAROLE		
124	LWENGO	302	APAC	406	KASESE		
125	KYOTERA	303	ARUA	407	KIBAALE		
126	KASSANDA	304	GULU	408	KISORO		
127	MASAKA CITY	305	KITGUM	409	MASINDI		
201	BUGIRI	306	KOTIDO	410	MBARARA		
202	BUSIA	307	LIRA	411	NTUNGAMO		
203	IGANGA	308	MOROTO	412	RUKUNGIRI		
204	JINJA	309	MOYO	413	KAMWENGE		
205	KAMULI	310	NEBBI	414	KANUNGU		
206	KAPCHORWA	311	NAKAPIRIPIRIT	415	KYENJOJO		
207	KATAKWI	312	PADER	416	BULIISA		
208	KUMI	313	YUMBE	417	IBANDA		
209	MBALE	314	ABIM	418	ISINGIRO		
210	PALLISA	315	AMOLATAR	419	KIRUHURA		
211	SOROTI	316	AMURU	420	BUHWEJU		
212	TORORO	317	DOKOLO	421	KIRYANDONGO		
213	KABERAMAIDO	318	KAABONG	422	KYEGEGWA		
214	MAYUGE	319	KOBOKO	423	MITOOMA		
215	SIRONKO	320	MARACHA	424	NTOROKO		

Appendix 4: COUNTRY CODE

Country Code	Country Name
510.	Afghanistan
511.	Bahrain
512.	Canada
513.	China
514.	DRC
515.	Egypt
516.	Eritrea
517.	Ethiopia
518.	France
519.	Germany
520.	India
521.	Iraq
522.	Italy
523.	Japan
524.	Kenya
525.	Kuwait
526.	Netherlands
527.	Nigeria
528.	Pakistan
529.	Poland
530.	Qatar
531.	Republic of Korea
532.	Rwanda
533.	Saudi Arabia
534.	Senegal
535.	Somalia
536.	South Africa
537.	South Sudan
538.	Sri Lanka
539.	Switzerland
540.	Tanzania
541.	Turkey
542.	UAE
543.	United Kingdom
544.	United States
996	OTHER (Specify)

APPENDIX 5: AGE/BIRTH-DATE CONSISTENCY CHART

Current age	Has NOT had birthday in 2021	Has already HAD birthday in 2021	Current age	Has NOT had birthday in 2021	Has already HAD birthday in 2021
0	2020		49	1971	1972
1	2019	2020	50	1970	1971
2	2018	2019	51	1969	1970
3	2017	2018	52	1968	1969
4	2016	2017	53	1967	1968
5	2015	2016	54	1966	1967
6	2014	2015	55	1965	1966
7	2013	2014	56	1964	1965
8	2012	2013	57	1963	1964
9	2011	2012	58	1962	1963
10	2010	2011	59	1961	1962
11	2009	2010	60	1960	1961
12	2008	2009	61	1959	1960
13	2007	2008	62	1958	1959
14	2006	2007	63	1957	1958
15	2005	2006	64	1956	1957
16	2004	2005	65	1955	1956
17	2003	2004	66	1954	1955
18	2002	2003	67	1953	1954
19	2001	2002	68	1952	1953
20	2000	2001	69	1951	1952
21	1999	2000	70	1950	1951
22	1998	1999	71	1949	1950
23	1997	1998	72	1948	1949
24	1996	1997	73	1947	1948
25	1995	1996	74	1946	1947
26	1994	1995	75	1945	1946
27	1993	1994	76	1944	1945
28	1992	1993	77	1943	1944
29	1991	1992	78	1942	1943
30	1990	1991	79	1941	1942
31	1989	1990	80	1940	1941
32	1988	1989	81	1939	1940
33	1987	1988	82	1938	1939
34	1986	1987	83	1937	1938
35	1985	1986	84	1936	1937
36	1984	1985	85	1935	1936
37	1983	1984	86	1934	1935
38	1982	1983	87	1933	1934
39	1981	1982	88	1932	1933
40	1980	1981	89	1931	1932
41	1979	1980	90	1930	1931
42	1978	1979	91	1929	1930
43	1977	1978	92	1928	1929
44	1976	1977	93	1927	1928
45	1975	1976	94	1926	1927
46	1974	1975	95	1925	1926
47	1973	1974			
48	1972	1973			



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