**NOVEMBER 2013**

# **THE NATIONAL LABOUR FORCE AND CHILD ACTIVITIES SURVEY, 2011/12**

## **NATIONAL LABOUR FORCE SURVEY REPORT**



**DECEMBER 2013**

## **PREFACE**

Statistics on Labour are vital in the measurement of economic growth and development of a nation. These statistics furnish an indicator of the number of persons who, during a specified period, contributed to the production of goods and services in the country. Labour statistics support analysis of the relationships between employment, income and other socio-economic variables and is necessary to plan and monitor employment, training and similar types of programmes.

Traditionally, the Uganda Bureau of Statistics (UBOS) has been generating data on employment through population censuses and household based sample surveys. However, these are not sufficient to meet the current data needs on labour issues. In response to this, the Bureau conducted the 2011/12 National Labour Force and Child Activities Survey (NLF&CAS). The survey was the first survey of its kind to be conducted in the country to collect information on the activity status of the population, characteristics of their places of work as well as information on occupational health and safety issues. The survey provided essential information for monitoring employment and labour market developments in the country.

Two other reports have been written and these include:

- (i) The Youth Employment Report;
- (ii) The National Child Activities Survey Report;

This report presents findings from the survey specifically focusing on the general Labour conditions in the country.

The Uganda Bureau of Statistics wishes to express its gratitude to various organisations and individuals who contributed to the success of this survey. The World Bank and the International Labour Organisation (ILO), Geneva provided technical assistance in the design and implementation of the survey. The ILO Africa Office in Johannesburg supported data collection while the survey's Inter-Institutional Technical Working Group oversaw the successful implementation of the survey. UBOS also received support from the International Organisation for Migration (IOM) who provided technical support in the data analysis and report writing of the National Labour Force Survey report in addition to providing finances for its printing. The Bureau is also grateful to the Local Governments where this survey was conducted for providing the necessary support. Finally, the Bureau wishes to thank the respondents for providing the information that forms the basis of this report.

The Bureau hopes that timely release of the results from the National Labour Force and Child Activities Survey 2011/12 will be useful to the policymakers and other users. Data users including analysts and researchers are also encouraged to make full use of the data set to investigate further issues in the employment.

**Ben-Paul Mungyereza**

**Executive Director**

## SELECTED NATIONAL LABOUR FORCE INDICATORS (2011/12)

Indicator Category	Male	Female	Urban	Rural	Total
National Population (000's)	15,440.7	15,875.5	4,916.6	26,399.5	31,316.1
Working age population 000's)	7,668.4	8,095.5	2,875.1	12,888.9	15,764.0
Labourforce (LF-'000's)	6,237.9	6,385.1	2,017.4	10,621.5	12,623.0
Labour Force Participation Rate	81.5	78.9	70.2	82.4	80.2
<b>Education of the LF (%)</b>					
No Formal Schooling	9.3	22.8	6.7	17.9	16.1
Primary	57.2	53.7	33.6	59.5	55.4
Secondary	26.7	18.5	42.9	18.6	22.5
Post-Secondary	5.5	3.6	15.3	2.5	4.5
Not stated	1.3	1.5	1.5	1.4	1.4
% with area of specialization	4.3	3.2	11.4	2.3	3.8
Working population ('000)	6,134	6,236	1,863	10,507	12,370
Employment to population ratio	80.8	77.6	65.5	82.1	79.1
<b>Status in employment (%)</b>					
Paid employment	23.3	11.3	39.5	13.3	17.3
Self-employment	58.1	66.3	52.6	63.9	62.2
Contributing family workers	18.6	22.4	7.9	22.7	20.5
<b>Sector of employment (%)</b>					
Agriculture, forestry and fishing	65.9	77.0	20.3	80.5	71.4
Manufacturing	9.7	3.9	15.2	5.3	6.8
service	24.4	19.1	64.5	14.1	21.7
% in informal employment	92.6	95.0	91.0	95.3	93.5
Average weekly usual hours of work	44.7	38.9	59.7	38.3	41.6
Median wages (in 000's per month)	150	88	200	100	123
<b>Labourunderutlisation components</b>					
a) Unemployment rate	1.8	2.4	7.7	1.1	2.1
b) Time related	10.4	8.4	7.2	9.8	9.4
c) Skills related	16.6	20.5	22.3	15.0	18.0
d) Income related (employees only)	27.9	43.8	23.7	37.8	33.1
e) Labour underutilization	18.8	16.0	26.1	15.4	17.4

## DECENT WORK AND MDG INDICATORS (2011/12)

Indicator Category	Male	Female	Urban	Rural	Total
Employment to population ratio	80.8	77.6	65.5	82.1	79.1
Unemployment rate	1.8	2.4	7.7	1.1	2.1
Youth Not in Education and Not in Employment (NEET)	10.2	23.9	21.0	16.6	17.6
Informal employment rate (IER)	92.6	95.0	91.0	95.3	93.5
Labour Force Participation Rate (LFPR)	81.5	78.9	70.2	82.4	80.2
Youth unemployment rate (YUR)	3.8	6.3	12.0	3.3	5.1
Unemployment by level of educational attainment					
No formal training	1.5	0.8	4.5	0.8	1.0
Primary	1.0	1.5	5.6	0.8	1.2
Secondary	3.1	5.6	9.2	1.9	4.1
Post Pri/Sec specialised training	3.4	6.5	8.1	2.5	4.7
Degree and above	7.2	21	11.5	12.5	11.8
Employment by status in employment					
Paid employment	23.3	11.3	39.5	13.3	17.3
Self-employment	58.1	66.3	52.6	63.9	62.2
Contributing family workers	18.6	22.4	7.9	22.7	20.5
Proportion of own-account and contributing family workers in total employment	76.7	88.7	60.5	86.6	82.7
Share of wage employment in non-agricultural employment	50.0	34.7	47.2	41.2	43.7
Income related inadequate employment (employees only)	27.9	43.8	23.7	37.8	33.1
Excessive 'usual' hours (more than 48 hours per week)	38.3	24.8	63.2	25.4	31.8
Child labour	16.9	15.6	8.8	17.4	16.3
Female share of employment in ISCO-88 groups 11 and 12			30.6	10.5	23.7
Union density rate	11.7	10.4	11.6	11.1	11.3
MDG 3: Promote gender equality and empower women					
Share of women in wage employment in the non-agricultural sector			37.7	27.3	32.2

## TABLE OF CONTENTS

<b>PREFACE .....</b>	<b>i</b>
<b>SELECTED NATIONAL LABOUR FORCE INDICATORS (2011/12) .....</b>	<b>ii</b>
<b>TABLE OF CONTENTS .....</b>	<b>iv</b>
<b>LIST OF TABLES .....</b>	<b>vii</b>
<b>LIST OF FIGURES .....</b>	<b>xi</b>
<b>LIST OF ACRONYMS .....</b>	<b>xii</b>
<b>EXECUTIVE SUMMARY .....</b>	<b>xiii</b>
 <b>CHAPTER ONE: INTRODUCTION.....</b>	 <b>1</b>
1.0 Background.....	1
1.1 Survey objectives.....	2
1.2 Legal Framework and Policy Environment.....	3
1.3 Scope and Coverage.....	5
1.4 Questionnaires.....	8
1.5 Data Collection .....	8
1.6 Data management .....	9
1.7 Response Rates .....	10
1.8 Limitations.....	11
1.9 Report structure .....	12
 <b>CHAPTER TWO: CHARACTERISTICS OF THE STUDY POPULATION .....</b>	 <b>13</b>
2.0 Introduction .....	13
2.1 Population Size.....	13
2.2 Households.....	17
2.3 Summary of Findings.....	21
 <b>CHAPTER THREE: THE WORKING AGE POPULATION .....</b>	 <b>22</b>
3.0 Introduction .....	22
3.1 Background Characteristics.....	22
3.2 The Labour Force .....	25
3.3 Dependency Ratio .....	32
3.4 Summary of Findings.....	33



<b>CHAPTER FOUR:THE EMPLOYED POPULATION .....</b>	<b>34</b>
4.0 Introduction .....	34
4.1 Size and Distribution of the Employed Population .....	34
4.2 Employment to Population Ratio .....	35
4.3 Status in employment .....	37
4.4 Sector of the main job.....	39
4.5 Industry of the Main Job .....	41
4.6 Main Occupation.....	42
4.7 Informal Employment on the main job .....	44
4.8 Hours of Work - Economic Activity .....	46
4.9 Median Monthly Earnings for Persons in Paid Employment .....	51
4.10 Membership to Trade Unions and similar employee associations .....	55
4.11 Summary of the findings .....	57
 <b>CHAPTER FIVE: LABOUR UNDERUTILISATION .....</b>	 <b>59</b>
5.0 Introduction .....	59
5.1 Unemployment.....	59
5.2 Time-related Underemployment .....	63
5.3 Discouraged and other persons marginally attached to the Labour Force .....	65
5.4 Inadequate Employment Situations.....	66
5.5 Labour Underutilisation.....	70
5.6 Summary Findings.....	74
 <b>CHAPTER SIX: WOMEN IN EMPLOYMENT .....</b>	 <b>75</b>
6.0 Introduction .....	75
6.1 Education Attainment.....	75
6.2 Activity Status .....	76
6.3 Time Use .....	77
6.4Status in Employment.....	78
6.5 Share of Women in Non-Agriculture Wage Employment .....	80
6.6 Labour Underutilisation.....	83
6.6 Summary of findings .....	85
 <b>CHAPTER SEVEN: URBAN EMPLOYMENT .....</b>	 <b>86</b>
7.0 Introduction .....	86
7.1 Population Distribution.....	86
7.2 Economic Activities.....	87
7.3 Characteristics of the Working Population .....	90

7.4 Hours of Work.....	98
7.5 Earnings of Persons in Paid Employment .....	99
7.6 Informal Employment.....	100
7.7 Women in Paid Employment in Urban areas .....	102
7.8 Labour Underutilisation.....	104
7.9 Summary of Findings.....	111
<b>CHAPTER EIGHT: CHILD ACTIVITIES .....</b>	<b>112</b>
8.0 Introduction .....	112
8.1 Activities of Children Aged 6-17 years.....	112
8.2 Children Involvement in Economic Activities.....	119
8.3 Child labour.....	128
8.4 Summary of the Findings.....	135
<b>CHAPTER NINE: YOUTH EMPLOYMENT .....</b>	<b>136</b>
9.0 Introduction .....	136
9.1 Characteristics of the Youth Population .....	136
9.2 Youth in the Labour Force .....	138
9.3 Activity Status of the Youth.....	139
9.4 Industry and Occupation of Employment .....	142
9.5 Average Hours of Work .....	145
9.6 Paid Employment.....	147
9.7 Youth Unemployment .....	148
9.8 Skill related under employment .....	150
9.9 Income related inadequate employment .....	152
9.10 Time related underemployment.....	150
9.11 Labour force underutilization .....	153
<b>APPENDICES .....</b>	<b>154</b>
Appendix I: Selected Indicators Youth and Child Activity Indicators .....	155
Appendix II: Sampling Errors and confidence intervals for Selected Variables .....	158
Appendix III: Concepts and Definitions.....	165
Appendix IV: Labour force and Child Activities Survey, 2011/12 Questionnaire.....	165
Appendix V: Persons involved in the Labour Force and Child Activities Survey.....	214



## LIST OF TABLES

Table 1.1: Response rates for the Household and Individual interviews .....	10
Table 2.1: Distribution of the Population by Sex and Residence (%) .....	14
Table 2.2: Distribution of Population by Selected Age groups and sex (%) .....	15
Table 2.3: Distribution of the Population (15 years and above) by Background Characteristics .....	16
Table 2.4 Percentage Distribution of Households by selected characteristics and sex of Head.....	17
Table 2.5 Household heads by Age of Head.....	18
Table 3.1 Working age population (14-64 years) by sex and selected Characteristics ...	23
Table 3.2: Distribution of the Working Age Population by Current Residence and Background Characteristics (%).....	25
Table 3.3 Distribution of Population in the Labour force by background Characteristics (%) .....	26
Table 3.4: Education Characteristics of the Labour Force aged 14-64 years (%).....	27
Table 3.5: Among the Labour force who learned a Trade the Type of Trade learnt by sex (14-64) (%) .....	28
Table 3.6: Education Attainment of the Labour Force, 2002/03-2011/12 (%) .....	28
Table 3.7: Labour Force participation rates by Residence and Highest Education Attainment .....	29
Table 3.8: Trends in the LFPR by Background Characteristics (%) .....	32
Table 4.1: Distribution of Employed Population by Residence and Age (%).....	35
Table 4.2: Employment to Population Ratio by Background Characteristics (%) .....	36
Table 4.3: Trends in Employment to Population Ratio (%) .....	36
Table 4.4: Status in Employment by Background Characteristics (%) .....	38
Table 4.5: Distribution of Working Population by Sector of Employment and Background Characteristics .....	40
Table 4.6: Percentage Distribution of Working Population by Industrysex and Residence (%) .....	41
Table 4.7: Percentage Distribution of Working Population by Industry and Age category .....	42
Table 4.8: Distribution of Working population by Occupation Sex Age and Residence %) .....	43
Table 4.9: Distribution of working Population by Occupation and Employment Status (%) .....	44
Table 4.10: Number and Proportion of Persons in Informal Employment outside Agriculture by Status in Employment.....	45

Table 4.11: Employment outside Agriculture by Background Characteristics and Informality .....	46
Table 4.12: Percentage Distribution of Hours Worked per Week for Employed Persons by Background Characteristics (14-64 years) .....	48
Table 4.13: Average Weekly Hours of Work - Economic Activity* .....	49
Table 4.14: Average Weekly Hours of Work by Occupation, Industry and Status in Employment .....	51
Table 4.15: Nominal Median Monthly Earnings of Persons in paid Employment by Background Characteristics and the Sex of Employee (000's) .....	53
Table 4.16: Distribution of paid Employees by Background Characteristics and Monthly Earnings (%) .....	55
Table 4.17: Number of Working and Eligible Population and Proportion Eligible by Sex .....	56
Table 4.18: Trade Union Membership by Background Characteristics(%) .....	57
Table 5.1: Unemployment Rates by Sex .....	61
Table 5.2: Unemployment Rates by Background Characteristics, 2011/12 .....	62
Table 5.3: Trends in Unemployment Rate by Sex, Residence, Region and Education...	63
Table 5.4: Time related Underemployment Rate by background Characteristics .....	64
Table 5.5: Proportion of Working Age Population Marginally Attached to Labour Force by Background Characteristics .....	66
Table 5.6: Skill-Related Inadequate Employment Rate by Background Characteristics .....	67
Table 5.7: Wage-Related Inadequate Employment Rate.....	70
Table 5.8: Components of the Working Age Population by Sex .....	72
Table 5.9: Labour Force Underutilisation by Background Characteristics .....	74
Table 6.1: Involvement in Economic and Non-economic Activities.....	78
Table 6.2: Share of Women by Status of Employment by Residence and Age .....	79
Table 6.3: Share of Women in Non-Agriculture Wage Employment by selected background Characteristics .....	81
Table 6.4: Share of Women in Non-agricultural Wage Employment, 2002/03-2011/12 (%) .....	83
Table 6.5: Share of Women in Components of Labour Underutilisation .....	84
Table 7.1: Distribution of the Total Population and Working age population by Urban Residence (%) .....	87
Table 7.2: Activity status of the Working Age Population by sex and urban category .....	88
Table 7.3: Size and Distribution of the Labour Force by Background Characteristics .....	89
Table 7.4: Labour Force Participation Rates by Residence and Age .....	90
Table 7.5: Distribution of Employed Population by Residence and Age (%).....	91
Table 7.6: Education Characteristics of the Urban working Population (14-64 years) (%) .....	92

Table 7.7: Trade or Technical Skill learnt among those who learnt a trade (14-64 years) (%) .....	93
Table 7.8: Employment to Population Ratios of the Urban Population by Background Characteristics .....	94
Table 7.9: Employment to Population Ratios for “Greater Kampala” (2009-2012) .....	95
Table 7.10: Status in Urban Employment by Sex and Residence (%) .....	96
Table 7.11: Industry and Occupation of the urban Working Population by Sex (%) .....	97
Table 7.12: Distribution of Employment by Industry and Occupation for the “Greater Kampala” area (2009-2012) (%) .....	98
Table 7.13: Average Hours of Work in Greater Kampala- Economic Activity .....	99
Table 7.14: Median monthly wages by sex and selected background characteristics ('000s) .....	100
Table 7.15: Distribution of Informal Employment Outside Agriculture by Selected Background characteristics .....	101
Table 7.16: Informal Employment outside Agriculture as a percentage of total Employment outside Agriculture for Greater Kampala .....	102
Table 7.17: Share of Women in Wage Employment in the Non-Agricultural Sector, 2011/12 (%) .....	103
Table 7.18: Share of Women in Wage Employment in the Non-Agricultural Sector for the Greater Kampala (2009-2012) .....	103
Table 7.19: Unemployment rate by selected Background characteristics .....	104
Table 7.20: Trends in the unemployment rate in Greater Kampala (2009-2012) .....	106
Table 7.21: Time related underemployment rate by background characteristics .....	107
Table 7.22: Skills related Inadequate Employment by Residence and Education Attainment .....	108
Table 7.23: Trends in skill related underemployment in Greater Kampala (2009-2011) .....	109
Table 7.24: Income Related Inadequate Employment as proportion of the paid employees .....	110
Table 7.25: Proportion of paid employees in Income related Inadequate Employment (2009-2012) .....	111
Table 8.1: Children (6-17) activities by Selected Background Characteristics .....	113
Table 8.2: Proportion and Number of Children in School and Work by Background Characteristics .....	114
Table 8.3: Distribution of Children by Activity Status and Socio-Economic Characteristics .....	119
Table 8.4: Sector of Employment of Children by Age .....	120
Table 8.5 Sector of Employment by Sex, Residence and Region .....	121
Table 8.6: Status in Employment of Children (%) .....	123
Table 8.7: Children engagement in Occupations by sex (%) .....	124

Table 8.8: Children engagement in Industry by Sex (%) .....	125
Table 8.9: Main type of Household Chores Performed by Children Aged 5-17 Years by Selected Background Characteristics (%) .....	126
Table 8.10: Average Hours Worked per Week on Economic Activity and Household Chores.....	127
Table 8.11: Number of Hours Worked per Week by Sector and Status in Employment	128
Table 8.12: Estimation of Child Labour by Age of the Child .....	130
Table 8.13: Components of Child Labour .....	132
Table 8.14: Hazardous Work Components .....	133
Table 8.15: Children involved in Conditional hazardous work activities by Sex and Residence.....	135
Table 9.1: The Youth population aged 18-30 years by Background Characteristics (%) .....	137
Table 9.2: Distribution of Youth in the Labour Force by Background Characteristics....	138
Table 9.3: Labour Force Participation Rates by selected Background characteristics ..	139
Table 9.4: Distribution of young persons by Activity status and Sex (%).....	140
Table 9.5: Status in employment of young persons aged 18-30 years, by sex and socio- economic characteristics (%).....	141
Table 9.6: Informality of Employment in Non-Farm Enterprises (%) .....	144
Table 9.7: Occupations of the Youths by Sex and Residence (%) .....	145
Table 9.8: Mean Usual Hours Worked Per Week by Youths .....	146
Table 9.9: Youth unemployment rate by Background characteristics .....	149
Table 9.10 Share of youth in Unemployment.....	150
Table 9.11: Skill related Inadequate Employment.....	152
Table 9.12: Income related underemployment .....	153
Table 9.13 Time related under-employment (%) .....	151
Table 9.14: Labour force underutilisation among the Youth .....	153

## LIST OF FIGURES

Figure 1.1: Map of Uganda showing distribution of EAs covered by the National Labour Force and Child Activities Survey 2011/12.....	7
Figure 2.1: Mean number of Household Members by Age .....	19
Figure 2.2: Mean Household Size by selected Characteristics of Head .....	20
Figure 2.3: Mean Household Size by Region .....	21
Figure 3.1: Mean age of the Working Age population by Activity Status .....	24
Figure 3.2: Labour Force Participation Rates by Regions/Subregions (%) .....	30
Figure 3.3: Labour Force Participation Rates by Sex and Age .....	31
Figure 3.4: Dependency Ratio by Residence .....	33
Figure 4.1: Proportion of the Working Population outside paid employment by Survey Year .....	39
Figure 4.2: Average Actual Weekly Hours of work - Economic Activity .....	50
Figure 4.3: Real Median Monthly Earnings (000's) of Persons in paid Employment by Background Characteristics and Sex of Employee using 2005/06 as the Base.....	54
Figure 5.1: Skill-Related Inadequate Employment Rate among employed persons with Education attainment of S4+ by Region .....	68
Figure 5.2: Labour underutilisation Framework .....	71
Figure 5.3: Contribution to Labour underutilisation.....	73
Table 6.1: Share of Working Age Women (14-64 years) by different levels of Education Attainment .....	76
Figure 6.2: Share of Women by Activity Status and Residence .....	77
Figure 6.3: Share of women in Employment by type of employment.....	80
Figure 6.4: Share of Women in Non-Agriculture Wage Employment by Region/Subregion .....	82
Figure 7.1: Education Attainment of the Working Population by Survey Year .....	93
Figure 8.1: Child Activity Status by Age .....	115
Figure 8.2: Children Involvement in Schooling and Employment by Age (%) .....	116
Figure 8.3: Percentage of Children Involved in Economic Activity by Age and Sex (%) .....	117
Figure 8.4: Proportion of Children Engaged in Household Chores by Sex, Residence and Region .....	118
Figure 8.5: Status in Employment of Working Children by Age (%).....	122
Figure 9.1: Proportion of employed youths in Wage Employment by Region/subregion .....	142
Figure 9.2: Sector of Employment of young persons aged 18-30 by Residence and Age.....	143
Figure 9.3: Median Earnings of Employed Youths by Age, Sex and .....	147
Residence (000 Shs) .....	147

## LIST OF ACRONYMS

BTVET	Business, Technical and Vocational Education and Training
CSPPro	Census and Survey Processing System
DHS	Demographic and Health Survey
EA	Enumeration Area
EAP	Economically Active Population
GDDS	General Data Dissemination Systems
GDDS	General Data Dissemination System
ICSE	International Classification of Status in Employment
ILO	International Labour Organisation
IOM	International Organisation for Migration
IPEC	International Programme on the Elimination of Child Labour
MDGs	Millennium Development Goals
MoES	Ministry of Education and Sports
MoGLSD	Ministry of Gender Labour and Social Development
NDP	National Development Plan
NEP	National Employment Policy
NLEP	National Labour Employment Policy
NLF	Not in Labour Force
NLF& CAS	National Labour Force and Child Activities Survey
NOTU	National Organisation of Trade Unions
NPA	National Planning Authority
PHC	Population and Housing Census
PPS	Probability Proportional to Size
SIG	Special Interest Group
SIMPOC	Statistical Information and Monitoring on Child Labour
SNAP	Support on the National Action Plan
UBOS	Uganda Bureau of Statistics
ULFS	Urban Labour Force Survey
UN	United Nations
UNFPA	United National Fund for Population Activities
UNHS	National Household Survey

## **EXECUTIVE SUMMARY**

The Uganda Bureau of Statistics (UBOS) undertook the National Labour Force and Child Activities Survey (NLF & CAS) in 2011/12. The Survey, the first of its kind to be implemented in Uganda was nationally representative targeting a sample of 7,200 households and covering a wide range of topics.

### **Population Characteristics**

The survey estimated the total population in the country to be 31.3 million of which 51 percent were female yielding a sex ratio of 97 males per 100 females. The majority of Uganda's population was residing in the rural areas (84%). Ugandan's Population is youthful with 58 percent being children aged below 18 years while another 20 percent were youths (18-30 years). Only four percent of the population aged 15 years and above had attained post-secondary specialised training or higher while 18 percent had no formal education at all. The mean household size was 5.1 persons with the rural areas having a higher mean household size of 5.3 persons compared to the urban areas with 4.1 persons.

### **Working Age Population**

The population of the working age in the country was estimated to be 15.8 million, which is about 50 percent of the total population. The working age population revealed a sex ratio of 95 males per 100 females and its mean age was 29 years.

The labour force (economically active population) was 12.6 million persons of which 84 percent were staying in the rural areas. Further, about 16 percent of the labour force had no formal education with the proportion of females with no formal education (23%) being more than double that of males (9%). The economic dependency ratio which relates to the number of children (0-13 years old) and older persons (65 years or over) to the working-age population (14-64 years old) was almost 1:1, implying that the number of dependants were almost equivalent to the number of people they were supposedly depending on.

The Labour Force Participation Rate (the proportion of the population aged 14-64 years who were currently economically active) was 80 percent in 2011/12.



## **Employment**

Among the working age population, the total number of currently employed persons in Uganda was 12.4 million in 2011/12 yielding an employment-to-population ratio of 79 percent. On the other hand about two thirds (62%) of the working population were self-employed while only 17 percent were paid employees. Moreover based on the industry classification, 72 percent of employed Ugandans were engaged in agriculture, while about one fifth (22%) were in services and seven percent in industry. Among the employed persons, nearly a third worked for excessive hours with the males depicting a higher proportion (38%) than females (25%).

Monthly median income in cash and kind from paid employment in nominal (current prices) was shs 123,000. However, the median wages of the employed persons were directly related to education levels. For instance the median earnings of persons with post-secondary specialised training were about five times those of persons with no formal training. Further, persons in the public sector and workers in formal employment earned more than twice those in the private sector and in informal employment respectively.

## **Labour Underutilisation**

Current Unemployment levels using the standard definition of ILO show that there were about 269,300 unemployed persons in the country and of that the women constituted 58 percent. The overall unemployment rate stood at two percent. Notable gender differences were observed among the unemployed as more women were unemployed (2.4%) compared to their male counterparts (1.8%).

The time-related underemployment rate for the population aged 14-64 years during the period 2011/12 was nine percent. There were minimal variations by rural-urban divide and the time-related underemployment rate in Northern region was outstanding (18%) compared to other regions.

Overall about 18 percent of the working population of education level of senior four and above. 314,100 in absolute terms were categorised in skill related inadequate employment (i.e had educational attainment/skills higher than the level required by

their current main jobs). If the universe of persons with education level of S4 and above is considered, the skill related inadequate employment rate becomes 18 percent. In addition about 748,100 employees (33 percent) of the working population in paid employment were inadequately paid i.e. they earned less than two-thirds of the median income. The NLF&CAS 2011/12 found that 17 percent of the working age population was classified as underutilised (19 percent among males and 16% among females).

## **Women in Employment**

The proportion of women among the employed population was almost equal to that of the males. Women spent slightly less time in economic activities (35 hours) as compared to the males (39 hours). However the number of hours spent by working women in non-economic activities (26 hours) were almost four times that spent by men (7 hours). The share of women in non-agriculture wage employment (which shows the extent to which women have access to paid employment) was nearly a third (32%). However, the share of women work force in non-agriculture wage employment was higher in urban areas (38 percent) as compared to rural areas (28 percent). Women were slightly more involved as contributing family workers (22%) relative to men (19%) and although both men and women involvement in informal employment was very high, the proportion of women in informal employment (95%) was higher than that of men (92%). The findings also revealed that the proportion of women who were paid employees under income related inadequate employment (44%) was higher than that of men (28%).

## **Child Activities**

Children aged 6-17 years in Uganda were estimated to be 11.5 million in 2011/12. Nearly one third (33%) of all 6-17 year-olds combined working and attending school at the same time, while five percent and 55 percent were exclusively in employment and education respectively. The results also show that nearly three quarters (72%) of the children aged 6-17 years were involved in household chores while 30 percent of all children aged 6-17 years were involved in all the three activities ( employment, schooling and household chores). Also 93 percent of child workers were employed in the primary sector and 95 percent were employed either as unpaid family workers or

in self-employment. Overall children in economic activities worked for an average of 19 hours per week.

Survey results indicated that about 1.5 million children in the age group 5-11 years were involved in work. In addition 252 thousand children aged 12-13 years worked in non-light economic activities and an additional 307 thousand 14-17 year-old children were at work in hazardous employment. Summing these three groups yielded 2 million children aged 5-17 years who were in child labour (approximately 16% of the total children).

## **Youth Employment**

The survey estimated the total population of the youth aged 18-30 years to be 6.3 million, which was 20 percent of the total population. The females in the youth population outnumbered the males yielding a sex ratio of 86 males to 100 females. The youth Labour force participation rate was 71 percent. The activity status of the youth population indicates that 15 percent of 18-30 year-olds were exclusively in education while just about two thirds were either in employment exclusively (60%) or actively seeking work (5%). Similarly about one fifth (18%) of the youth population were jobless (neither in education nor in employment). Six out of 10 (57%) of employed young people were in self-employment. While seven out of every 10 employed youth in the rural areas were engaged in agriculture, a similar proportion was engaged in services in the urban areas. Nineteen out of every 20 employed youths in non-farm Agriculture enterprises were in informal employment.

The unemployment rate among the youth aged 18-30 years was five percent. However, the youth unemployment rate in Kampala was thrice (15%) the national youth unemployment rate, which underscores the difference in the structure of the urban and rural labour markets. Furthermore, almost 13 percent of the working youth were classified in time related underemployment.

# CHAPTER ONE

## INTRODUCTION

### 1.0 Background

The Uganda Bureau of Statistics (UBOS) has been generating information on employment through the annual Urban Labour Force Surveys (ULFS) and the Uganda National Household Surveys (UNHS) conducted every three years. However, these were not sufficient to meet the current data needs; therefore the Bureau conducted the 2011/12 National Labour Force and Child Activities Survey (NLF & CAS) to fill this gap.

The 2011/12 NLF&CAS was the first standalone national labour force survey carried out by Uganda Bureau of Statistics (UBOS). The survey provides information for updating the Labour market indicators and observing the trends in the labour market conditions in Uganda over the years. It provides a number of valuable indicators to monitor different national and international frameworks including the National Development Plan (NDP), the National Employment Policy and the Millennium Development Goals (MDGs). The results presented in this report cover a broad range of topics that include among others, employment, under employment, unemployment, informal employment, conditions at the place of work, unionisation of employees and reasons for unemployment. For purposes of comparison with earlier results from Urban Labour Force Surveys, a chapter on Urban employment incorporating results from Kampala, peri-urban Kampala and other urban areas in the country is included in this report.

The country's National Development Plan (NDP), covering the period 2010/11-2014/15 aims among others to improve employment levels and human development and gender equality indicators. The plan outlines the government's intention to create quality employment opportunities and, improve the Labour force distribution in the country. The demand for data to monitor indicators on the labour market so as to inform the National Development Plan (NDP) is high. In order to meet this demand, a set of indicators on the labour market are being frequently monitored.

A number of institutions were influential in the successful implementation of the National Labour Force and Child Activities Survey, 2011/12. The World Bank General Data Dissemination System (GDDS) project, for instance helped in the development of the labour force modules of the questionnaire. Besides, providing technical support to help improve on the National Labour Force and Child Activities field instruments (questionnaires and manuals) and giving support in the training of field staff, the ILO cofounded the entire survey. The IOM provided technical support in the data analysis and report writing of the National Labour Force Survey report in addition to providing finances for its printing. The Inter- Institutional Technical Committee Working Group consisting of representatives from Ministry of Gender Labour Social Development (MoGLSD), Federation of Uganda Employers (FUE), National Organisation of Trade Unions (NOTU), Confederation of Free Trade Unions (COFTU) and donor agencies gave advise on the overall implementation of the Survey.

## **1.1 Survey objectives**

The overall objective of the 2011/12 NLF&CAS 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 exercise were to:

- (a) Provide information on the labour force status of the population as a whole and disaggregated by demographic and socio-economic characteristics;
- (b) Measure formal and informal employment;
- (c) Measure underemployment;
- (d) Generate and build social and economic indicators to be measured consistently over time, allowing for historical comparisons and monitoring the progress made towards social and economic development goals of the country;
- (e) Generate information on Youth Employment and Employment of other special groups; and
- (f) Avail detailed information on Child Activities and other selected socio-economic indicators at national and sub-regional levels;

## **1.2 Legal Framework and Policy Environment**

This section seeks to review the main laws and policies that address employment issues in Uganda. This is to help understand the various rights and duties of employees and employers in employment-related matters.

Although the NLF & CAS did not gather data on all aspects of the laws and policies presented in here; they all have a bearing on the working conditions and it was felt necessary to present them.

### **(a) Employment Act No. 6 of 2006**

The Uganda Employment Act 2006 sought “to revise and consolidate the laws governing individual employment relationships, and to provide for other connected matters”. The Employment Act also establishes the Labour Advisory Board.

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

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

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

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

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

Under the Labour Unions Act No. 7 of 2006, employees are granted the right to organise themselves into Labour Unions and participate in the management of the

said unions; collectively bargain; engage in other lawful activities for the purpose of collective bargaining or any other mutual aid practice; and withdraw their labour and take industrial action. Employers are also prohibited from interfering with the right of association of the different Unions; contravention of this legal position is an offence on the part of the Employer according to Section 5 of the Act. L O M E N T P

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

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

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

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

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

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

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

The main objectives of these regulations as per Section 2 are to promote full employment and equality of employment opportunities for all and to uphold the dignity and rights of Ugandan migrant workers; to allow deployment of Ugandans to countries which have existing labour and social laws or are signatories to international agreements protecting the rights of migrants; to protect every Ugandan desiring to



workabroad by securing the best possible terms and conditions of employment; to provide a mechanism forissuing licenses to recruitment agencies.

**(i) National Youth Policy, 2001**

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

**(j) National Employment Policy, 2011**

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

**(l) National Development Plan (2010/11-2014/15)**

The National Development Plan prioritised the question of job creation and employment. Evidence ofthis is shown by the theme of the development plan which is “Growth, Employment and Socio-EconomicTransformation for Prosperity”.

### **1.3Scope and Coverage**

The National Labour Force and Child Activities Survey 2011/12 was a nationally representative sample survey targeting the population of Uganda aged five years and above. The survey was designed to allow for estimation of key labour market indicators for the following domains<sup>1</sup> of study:

- (i) Kampala City
- (ii) Peri-Urban Kampala
- (iii) Other Urban (excluding Kampala and Peri-Urban Kampala)
- (iv) West Nile Rural
- (v) Karamoja Rural
- (vi) Northern Rural
- (vii) Eastern Rural
- (viii) Central Rural
- (ix) Western Rural

---

<sup>1</sup>The composition of the districts in each of the above domains of study is shown in Appendix 2.

For purposes of presentation of the findings, the country was divided into five statistical regions, namely Kampala City, Central region (excluding Kampala city), Eastern, Northern and Western regions.

A number of factors were taken into consideration during the generation of this sample size. Among them were the reliability of the estimates, efficiency, limitations of the design and the overall cost of the survey. The final sample size was determined to be 7,200 households selected from the 2002 Population and Housing Census sampling frame.

A two-stage stratified sampling design was used to select the representative sample. In the first stage, Enumeration Areas (EAs) from each stratum were selected with the Probability Proportional to Size (PPS), the size being the number of the households realised during census 2002 by Enumeration<sup>2</sup>Area. Each EA usually has between 50-200 households. In the end 600 Enumeration areas were randomly selected and for each sampled EA, a fresh listing of households was carried out. In the second stage, a representative sample of 7,200 households was selected from all the listed households within each EA. This was achieved by selecting 12 households systematically from the list of households in each EA.

---

<sup>2</sup>An enumeration area is a geographical location, in most cases equivalent to a village or Local Council 1 (LC1) or cell that can be covered by one enumerator at the time of the census

[illegible]

## 1.4 Questionnaires

The NLF&CAS 2011/12 used one comprehensive questionnaire which collected basic information on all household members aged 5 years and above. For purposes of comparability, the questions similar to those usually asked in Urban Labour Force and the Uganda National Household Survey series were retained. However, some important additions were made to help measure child activity indicators in the country.

The questions in the NLF&CAS 2011/12 questionnaire were designed to capture data on general information, household information, current activities, unemployment, usual activities in last 12 months, past employment record, labour intensity and child activities. For child labour investigation, the SIMPOC modal questions customised to the local situation were used.

The questionnaire had the following sections:

- (i) Demographic characteristics of individuals in households;
- (ii) Education and Training;
- (iii) Current and usual economic activity status;
- (iv) Characteristics of jobs of where people were employed;
- (v) Previous work experience;
- (vi) Health and safety issues
- (vii) Household chores; and
- (viii) Household and Housing characteristics.

## 1.5 Data Collection

UBOS took the lead in the implementation of the survey while the Inter-Institutional Technical Working Group was created to oversee the entire operations of the survey. For data collection, eleven teams were constituted, each with a supervisor, four field enumerators and a driver. These teams were recruited taking into account the main local languages spoken in the sampled EAs.

The field staff were trained by the technical staff of UBOS. In addition, technical support was obtained from the ILO 'Support on the National Action Plan' (SNAP) against child labour project in Kampala, the International Programme on the Elimination of Child labour (IPEC) sub-regional office in Pretoria, South Africa and the Statistical Information and Monitoring Programme on Child Labour (SIMPOC) project at the ILO head office in Geneva, Switzerland.

As part of training, a field practice exercise was conducted in selected EAs of Kampala and Entebbe. The experiences from this field practice were shared with the technical staff and other fellow field employees in a one day meeting. This helped to refine further the questionnaire and helped the field staff to understand the field dynamics.

The data collection was undertaken for a period of 6 months (November 2011- April 2012). This was mainly done through face to face interviews with the use of a structured questionnaire. Because the survey was designed to cover aspects of child activities, data was not collected during school holidays because this would bias the usual levels of child activities.

## **1.6 Data management**

The completed questionnaires were returned to the UBOS offices for editing and data capture. A manual system of editing the questionnaires was employed before data cleaning. Two data editors were recruited to critically examine and ensure consistency of the data collected. A data capture programme was developed for entry, verification and validation of the out of range or abnormal entries identified in the data. The Census and Survey Processing System (CSPRO) software package was used for data capture and management.

In cases of item non-response or where there were outliers, a comparison was made with the values of other related variables with the aim of assigning a value where possible. In cases where it was not possible to assign a valid value to a missing or outlier data based on the findings from other variable values, these were left as missing in the data set. Data management also involved some consistency checks of the data set.

Data analysis was undertaken using a statistical package, STATA.

## 1.7 Response Rates

Table 1.1 shows household and individual response rates for the 2012 NLF&CAS. The survey targeted 600 EAs from which 7,200 households were expected, but cooperation from the local leadership was received from only 583 EAs. In total therefore each of the 583 EAs was supposed to have 12 households and therefore the expected total households to be visited were  $583 \times 12 = 6996$  of which 6,580 were found to be occupied during data collection. However, only 6,293 were successfully interviewed, yielding a household response rate of 96 percent. The actual households which were finally interviewed of 6,293 were still representative since during sampling the anticipated non-response had been put into consideration.

Within the interviewed households, 24,687 individuals were eligible for the labour questions; complete interviews were conducted for 24,223 individuals, yielding a response rate of 98 percent. The response rates for urban areas were slightly lower than for the rural areas.

**Table 1.1: Response rates for the Household and Individual interviews**

Result	Residence		
	Urban	Rural	Total
<b>Household interviews</b>			
Households targeted	2,520	4,680	7,200
Households expected from selected EAs	2,412	4,584	6,996
Households occupied	2,359	4,221	6,580
Households interviewed	2,230	4,063	6,293
Household response rate	94.5	96.3	95.6
<b>Individual interviews</b>			
Number eligible	7,409	17,278	24,687
Interviewed for Labour Questions	7,225	16,998	24,223
Individual response rate	97.5	98.4	98.1

Although sampling weights had been created before the survey based on the various probabilities of selection of the EAs and Households, they were adjusted after data collection to take care of the non-response rates at the different levels.

## 1.8 Limitations

The survey was faced with a number of challenges, among them:

### **Old sampling frame**

- The survey used the 2002 Population and Housing Census sampling frame. This was more than nine years old at the time of the survey and could not reflect the many changes that had taken place in the spatial distribution of the population, especially in the war-affected areas; however this was partly addressed by the complete listing of the households in the sampled enumeration areas. Although by the time of implementation of the survey mapping for the 2012 census had covered a number of districts, the results were not ready to be used as a sampling frame for the NLF & CAS.
- The use of outdated census maps in some cases led to failure by some enumerators to clearly identify boundaries for the sampled enumeration areas. Technical backstopping by the supervisors was, however, done to reduce on the errors of omission and duplication. In addition the local leadership was used to clearly identify the boundaries, although this was a time consuming exercise, it led to improved maps

### **Coverage**

- The survey was limited to only the household population and did not cover institutions and persons with no fixed locations of residence.
- The field staff were not allowed to access 17 of the 600 sampled EAs due to the local leadership unwillingness to allow them in these EAs.

### **Small sample size**

- Due to cost considerations the sample size was small and could not generate district level estimates. To get estimates at district level, the survey would have required about 10 times the size of the current sample. This is despite the fact that programme implementation and monitoring is done at the district and sub-county levels.
- Despite the limitations, the survey findings provide a very good insight of labour force and child activity indicators.



## **1.9 Report structure**

This report presents findings on the Country's Employment situation based on the data from the NLF&CAS 2011/12. The report is organised into nine chapters. Chapter 1 gives an overview of the survey including the methodology used during the survey implementation. Chapter 2 gives information on the characteristics of the General population and the household. Chapter 3 presents survey findings of the working age population, clearly showing the characteristics of this population including the country's labour force and its characteristics. Chapter 4 presents a number of indicators showing the characteristics of the employed population. Chapter 5 contains information on labour underutilisation of the working age population, among which are the indicators of unemployment and under employment. Chapter 6 presents findings on women in employment highlighting gender issues in the labour market while Chapter 7 gives findings on urban employment, including comparing with results of the past urban labour force surveys. Finally, Chapters 8 and 9 give key findings on child activities and youth employment respectively.

## **CHAPTER TWO**

### **CHARACTERISTICS OF THE STUDY POPULATION**

#### **2.0 Introduction**

To design relevant labour related development strategies and programmes for the population, it is important to study the socio-economic characteristics of the population. This is because designing frameworks to improve the skills and productivity of the population is a principal concern as underscored in the Uganda National Employment Policy.

The National Labour Force and Child Labour activities survey collected information on the characteristics of all household members such age, sex, residential status, education attainment and marital status. This chapter presents the background demographic and socio economic characteristics of the study population in addition to the household characteristics where this population resides.

#### **2.1 Population Size**

For the purposes of this survey, the total population in the country was estimated to be 31.3 million of which 51 percent were female, yielding a sex ratio of 97 males per 100 females (see Table 2.1).

##### **2.1.1 Spatial Distribution of the Population**

The distribution of Uganda's Population by location is presented in Table 2.1. The Survey found the majority of the population was residing in the rural areas (84%) while only 16 percent were staying in the urban areas. One in every 20 persons were staying in Kampala City. The regional disaggregation of the population showed the Eastern region (29%) had the highest proportion of the national population, while the Northern region had the lowest (19%). No major sex differentials in the spatial distribution were observed.

**Table 2.1: Distribution of the Population by Sex and Residence (%)**

Background Characteristic	Male	Female	Total
<b>Residence</b>			
Urban	15.3	16.1	15.7
Rural	84.7	83.9	84.3
<b>Region/Subregion</b>			
Kampala	4.6	5.0	4.8
Central	21.1	21.0	21.0
Eastern	29.4	27.7	28.5
Northern	19.1	19.2	19.2
<i>West Nile</i>	6.4	6.2	6.3
<i>Karamoja</i>	2.6	2.9	2.8
<i>Mid-North</i>	10.1	10.1	10.1
Western	25.8	27.1	26.5
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Population (000s)</b>	<b>15,440.7</b>	<b>15,875.5</b>	<b>31,316.1</b>

### 2.1.2 Age Composition of the Population

58% of the population were children aged below 18 years

Table 2.2 shows that about 58 percent of the population were children while 20 percent were youths (18-30 years). The adolescents (15-24 years) constituted about 19 percent of the population.

The working age population (aged 14-64 years) constituted about a half of Uganda's population. No major sex differentials were observed in the age structure.

**Table 2.2: Distribution of Population by Selected Age groups and sex (%)**

Age group	Males	Females	% share of Total Population
Children (0-4)	50.1	49.9	18.1
Children (5-17)	50.1	49.9	39.5
Children (6-12)	50.0	50.0	22.6
Adolescents (10-19)	50.0	50.0	28.2
Adolescents (10-24)	49.1	50.9	35.5
Youths (15-24 Years)	49.2	50.8	19.3
Youths (18-30)	46.3	53.7	20.1
Adults (18 and Above)	48.3	51.7	42.4
Aged 31 and above	50.0	50.0	22.4
Working Age population (14-64 Years)	48.6	51.4	50.3
Older persons (60 and above)	49.9	50.1	4.3
<b>Total Population</b>	<b>49.3</b>	<b>50.7</b>	<b>100</b>

### 2.1.3 Characteristics of the Population

The survey collected information on education attainment for persons aged 5 years and above. In addition, information was collected on the skills attained and the trades learned by the population. The analysis in this section is limited to persons aged 15 years and above.

Information on the highest level of education and skills attained is useful for designing effective strategies that address the skills job match in the country. These skills are either imparted through the education system, or through on-job training which is attributed to the labour market requirements.

Data in Table 2.3 reveals that nearly three quarters (73%) of the population aged 15 years and above was literate. Furthermore, analysis shows that about one quarter (25%) of the population aged 15 years and above had attained secondary education while only five percent of the population aged 15 years and above had acquired post-primary specialised training, post-secondary specialised training or education level of a degree or above. Only four percent of the population aged 15 years and above had attained post-secondary specialised training or higher while 18 percent had no formal education at all. The share of females with no education (25%) was far higher than that of their male counterparts (11%).

**Table 2.3: Distribution of the Population (15 years and above) by Background Characteristics**

Background Characteristic	Male	Female	Total
<b>Literacy</b>			
Illiterate	18.1	34.9	26.7
Literate	81.9	65.1	73.3
<b>Education Attainment</b>			
No formal schooling	10.8	24.8	17.9
Primary	52.5	47.5	50.0
Secondary	27.9	21.3	24.5
Post-Primary Specialised Training	1.5	1.3	1.4
Post-Secondary specialised Training	3.3	2.3	2.8
Degree and above	1.7	0.8	1.2
Not stated	2.2	2.1	2.1
<b>Marital Status</b>			
Currently Married/Cohabiting	55.0	53.3	54.1
Divorced/Separated	3.1	7.3	5.2
Widow/Widower	2.3	11.1	6.8
Never Married	39.6	28.4	33.8
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>

Marital status refers to the person's matrimonial status as of the date of interview. For purposes of the survey, the 'married' category included all types of marriages such as civil, traditional and common law unions - with 'legal', 'religious' and 'cultural' marriages. It was observed that more than half (54%) of the population aged 15 years and above was married. On the other hand about one third (34%) of the population had never been married.

## 2.2 Households

The survey used the standard definition of household thus a group of people who normally live and eat together. The survey collected information that enabled the study of the household composition.

### 2.2.1 Household Headship

Each household had a household head who was defined as the individual who was responsible for taking major decisions on behalf of the household. Table 2.4 presents the distribution of the households by the sex of head. The Table shows that overall about three quarters of the households were headed by males. The proportion is almost the same in both rural and urban areas. The regional distribution shows that Northern region had the highest proportion of female headed households (33 percent), while Eastern region had the least (22 percent)

**Table 2.4 Percentage Distribution of Households by selected characteristics and sex of Head**

Background	Sex of head		Total
	Male	Female	
<b>Residence</b>			
Urban	72.2	27.8	100
Rural	73.9	26.1	100
<b>Region/Subregion</b>			
Kampala	72.9	27.1	100
Central	72.6	27.4	100
Eastern	77.8	22.2	100
Northern	66.9	33.1	100
West Nile	72.4	27.6	100
Karamoja	30.8	69.1	100
Mid North	73.5	26.5	100
Western	75.3	24.7	100
<b>Total</b>	<b>73.5</b>	<b>26.5</b>	<b>100</b>

Table 2.5 presents the distribution of the households by age of head. The Table shows that the majority of the households (75%) were headed by adults aged 31

years and above while 25 percent of the household heads were youths. The proportion of youth female headed households was 19 percent, lower than that of male youths (27%) while the reverse was observed by adults aged 31 years and above. It should be noted that there was a section of the households (albeit small-0.3 %) which were headed by children aged less than 18 years.

**Table 2.5 Household heads by Age of Head**

Age of Head	Sex of Head		Total
	Male	Female	
10-13	0.1	0.0	0.1
<b>Working Age (14-64)</b>	<b>89.9</b>	<b>82.6</b>	<b>87.9</b>
14-17	0.3	0.1	0.2
18-30	27.2	19.0	25.0
31-59	58.8	56.8	58.3
60-64	3.6	6.7	4.4
65+	10.0	17.4	12.0
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>

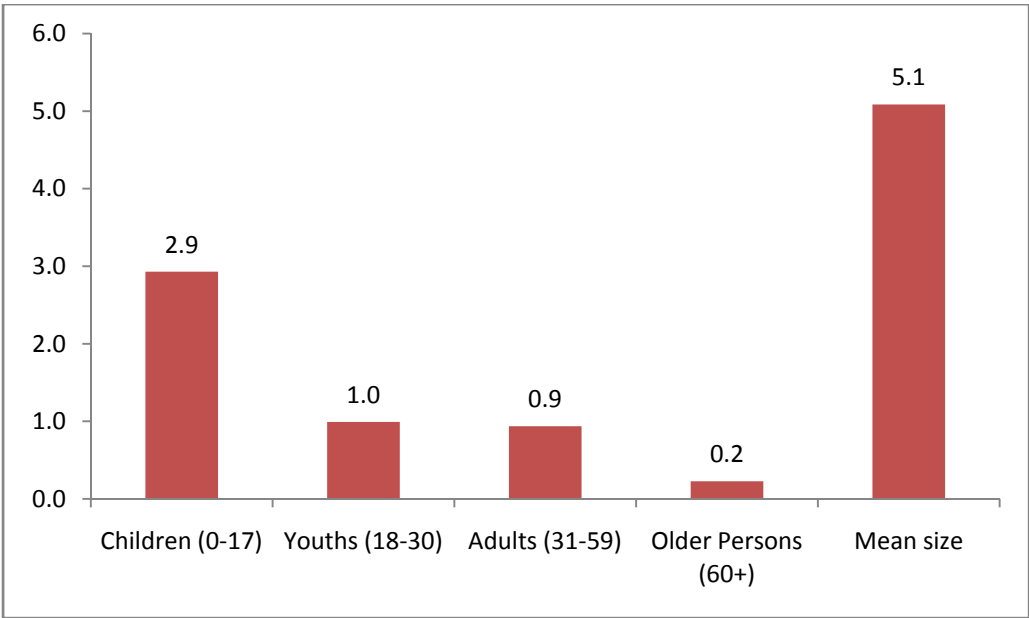
## 2.2.2 Household Size and Composition

The mean household size was 5.1 persons

The household size refers to the number of usual members of the Household. Figure 2.1 below indicates that the mean household size of Uganda in 2011/12 was 5.1 persons. The data further reveals that the mean number of youths in the household was one. Overall, every household had at least 2 adults aged above 17 years, as usual members of the household.



**Figure 2.1: Mean number of Household Members by Age**

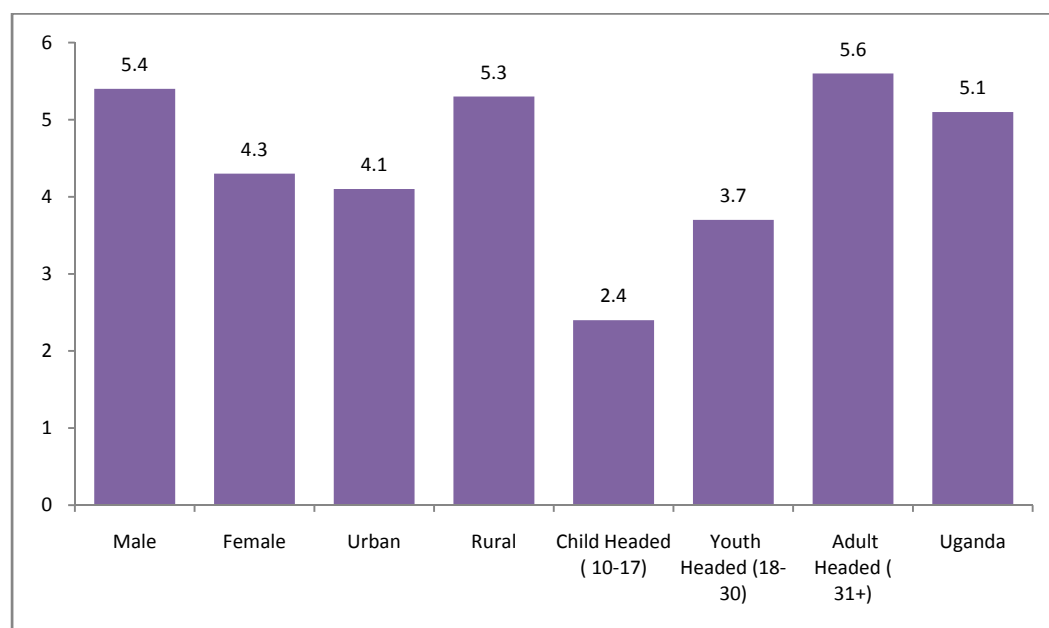


Rural areas had a higher HH size than urban areas

The rural areas had a higher mean household size (5.3 persons) compared to the urban areas with 4.1 persons. The findings also reveal that the size of the household tends to get bigger as the age of the household head increases

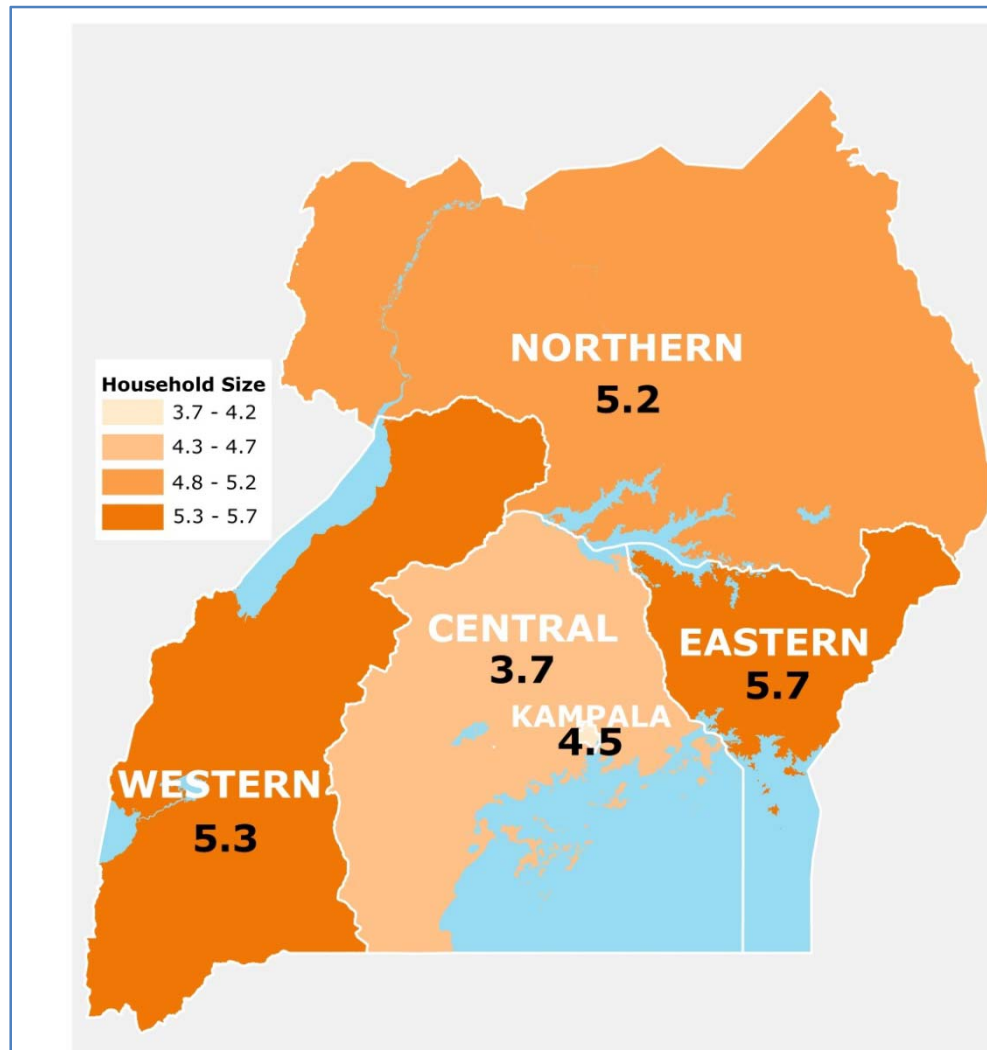
Figure 2.2 shows that the rural areas had a higher mean household size of 5.3 persons compared to the urban areas (4.1 persons). The findings also reveal that the size of the household tends to get bigger as the age of the household head increases. In addition, male headed households had a higher household size (5.4) compared to female headed households (4.3).

**Figure 2.2: Mean Household Size by selected Characteristics of Head**



There were Regional variations in the mean household size (Figure 2.3) with the Eastern having the highest mean size 5.7 and the central Region the lowest (4.5). Kampala City which is 100 percent urban had a mean household size of 3.7

**Figure 2.3: Mean Household Size by Region**



### **2.3 Summary of Findings**

The survey estimated the total population of Uganda to be at 31.3 million with a sex ratio of 97 males per 100 females. The mean household size of Uganda stood at 5.1 persons with each household having at least two adults.

The Northern region had the highest proportion of female headed households with over one third of the population, while the Eastern region had the least with 2 in 10 persons being female headed households.

One quarter of the population aged 15 years and above had attained secondary education and only one percent had post primary specialised training in any field of their choice. The proportion of females with no education was twice that of males.

## CHAPTER THREE

### THE WORKING AGE POPULATION

#### 3.0 Introduction

The working age population is the total number of potential workers within an economy. Given that there exists many different cultural, economic, legal and educational practices amongst countries, no international universal working age has been set. The international guidelines therefore recommend that countries should specify country specific age limit for the measurement of the Economically Active Population. In Uganda the stakeholder's forum held in 2005 involving UBOS, Key MDAs, Researchers, Donor Agencies and representatives from the Print and Electronic Media set the age range of 14-64 years as the working age. Hence although during data collection labour related data was collected on all persons aged 5 years and above, when measuring labour market indicators in this report emphasis has been put on the age group 14-64 years. However some information is presented on the activities of the older persons in the report. In addition, a separate report on activities of children has been developed.

The concept of economic activity adopted by the 13th International Conference of Labour Statisticians (ICLS) (1982) for the measurement of the economically active population is defined in terms of the production of goods and services as set forth by the System of National Accounts (SNA). The 13th ICLS resolution specifies that "the economically active population comprises all persons of either sex who furnish the supply of labour for the production of economic goods and services, as defined by the United Nations systems of national accounts and balances, during a specified time-reference period."

#### 3.1 Background Characteristics

Table 3.1 shows the size of the working age population as classified by sex and residence. The survey estimated that the total population of the working age population in the country to be 15.8 million, which is about 50 percent of the total population.

The working age population in Uganda was estimated at 15.8 million persons

These sex compositions show that the female working age population outnumbers the males, with the sex ratio being 95 males per 100 females. More than four-fifths of the working age population was staying in the rural areas while the Regional comparisons showed that the Eastern and Western Regions had the highest number of this population (27%) and the Northern the lowest (19%). The age compositions indicate that the young age group, (14-17 Years), had 21 percent of the working age population. Furthermore, the findings reveal that this population is not highly skilled with only four percent of this population having any post-secondary education.

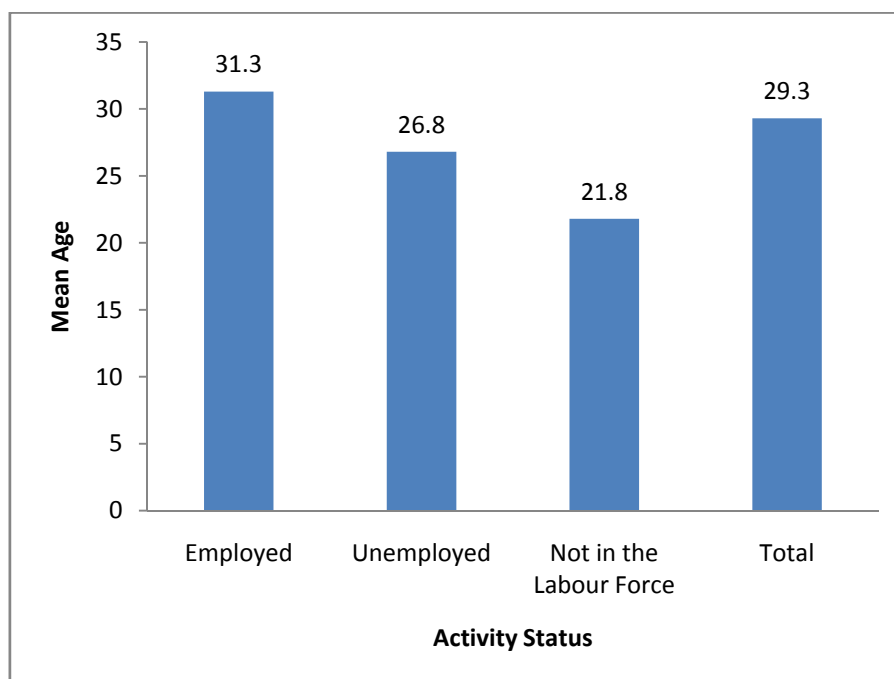
**Table 3.1 Working age population (14-64 years) by sex and selected Characteristics**

Background Characteristic	Male	Female	Total
<b>Residence</b>			
Urban	17.9	18.6	18.2
Rural	82.1	81.4	81.8
<b>Region/Subregion</b>			
Kampala	5.6	6.3	6.0
Central	21.7	21.3	21.5
Eastern	27.8	26.3	27.0
Northern	18.6	18.4	18.5
West Nile	6.5	6.2	6.4
Karamoja	2.1	2.5	2.3
Mid North	9.9	9.8	9.9
Western	26.3	27.7	27.0
<b>Age</b>			
14-17	22.8	20.9	21.8
18-30	38.0	41.8	39.9
31-64	39.3	37.4	38.3
<b>Education Attainment</b>			
No formal schooling	8.7	20.5	14.7
Primary	55.2	51.6	53.3
Secondary	27.8	21.7	24.6
Post Primary Specialised Training	1.4	1.2	1.3
Post Secondary specialised Training	3.1	2.2	2.7
Degree and above	1.6	0.8	1.2
Not stated	2.2	2.0	2.1
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Number (000's)</b>	<b>7,668.4</b>	<b>8,095.5</b>	<b>15,764.0</b>

The mean age of the working age population is 29. In addition, the results indicate that those who were employed were much older than the unemployed and mean age decreases further for the population not in labour force. This is explained by mean

age variation of 31 for employed, 27 for unemployed and 22 for persons not in labour force. This can be partly explained by the fact that a number of persons of the young working age are still in school and so still economically inactive.

**Figure 3.1: Mean age of the Working Age population by Activity Status**



### **3.1.1 Internal Labour Migration**

Table 3.2 shows that more than half (52%) of the working age population was staying in their districts of birth, with little differentials observed by sex. However a lower proportion of the urban residents (44%) were currently staying in their birth districts as compared to the rural residents (53%). Less than a third (31%) of the population that was staying in Kampala indicated that Kampala was their birth place compared to more than two thirds (69%) from the West Nile sub region depicting the differences in the urbanisation of the two areas.

**Table 3.2: Distribution of the Working Age Population by Current Residence and Background Characteristics (%)**

Background Characteristic	Current District		Total
	Birth District	Not Birth District	
<b>Sex</b>			
Male	52.6	47.4	100
Female	50.4	49.6	100
<b>Residence</b>			
Urban	44.3	55.7	100
Rural	52.8	47.2	100
<b>Region/Subregion</b>			
Kampala	31.1	68.9	100
Central	48.3	51.7	100
Eastern	54.0	46.0	100
West Nile	69.0	31.0	100
Karamoja	40.7	59.3	100
Mid-North	38.7	61.3	100
Western	56.7	43.3	100
<b>Age</b>			
14-17	68.4	31.6	100
18-30	59.3	40.7	100
31-59	55.5	44.5	100
60-64	57.8	42.2	100
65+	54.2	45.8	100
<b>Total</b>	<b>51.5</b>	<b>48.5</b>	<b>100</b>

## 3.2 The Labour Force

The LabourForce (economically active population) refers to those people who either supply labour for production of goods and services, or are unemployed. It is the sum of the working age population engaged in economic activities in the last 7 days and the number that is actively looking for the work.

### 3.2.1 Distribution of the Labour Force by Background Characteristics

The population of Uganda in the year 2011/12 estimated to being the Labour Force was 12.6 million persons of which 51 percent were females. The distribution of the LabourForce by residence shows the majority were rural (84%), the highest proportion of the LabourForce being in the Western region (28%) and lowest being in Northern region (18%).

There was a higher proportion of males in the LabourForce that had never married

The labour force in Uganda in 2011/12 was estimated at 12.6 million

of about 37 percent compared to females (26%). Further, there was an equal proportion of the Labour force that was currently married/cohabiting among females and males in the LabourForce.

**Table 3.3 Distribution of Population in the Labour force by background Characteristics (%)**

Background Characteristic	Male	Female	Total
<b>Residence</b>			
Urban	16.5	15.5	16.0
Rural	83.5	84.5	84.0
<b>Region/Subregion</b>			
Kampala	5.3	5.2	5.2
Central	22.9	21.1	22.0
Eastern	27.4	26.5	27.0
Northern	17.6	18.2	17.9
West Nile	6.0	5.9	5.9
Karamoja	1.9	2.5	2.2
Mid North	9.7	9.9	9.8
Western	26.9	28.9	27.9
<b>Marital status</b>			
Never married	37.1	25.5	31.3
Currently Married/Cohabiting	58.6	58.7	58.7
Divorced/Separated	3.0	8.0	5.5
Widowed	1.3	7.8	4.6
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>

### 3.2.2 Education and Training of the LabourForce

Studies have shown that education levels affect many aspects of life including one's chances of accessing decent employment opportunities. The NLF&CAS 2011/12 collected data on literacy status, education attainment, school attendance and further education characteristics for all persons aged 5 years and above.

Table 3.4 shows that the majority of the labour force (74%) were literate with the males (83%) being more literate than the females. The findings further reveal that about 16 percent of the labour force had no formal education and the proportion of females with no formal education (23%) was more than double that of males (9%).

74% of the labour force was literate



On the overall, more than half of the labour force (55%) had only attained primary education. Slightly more males (25%) had secondary education than females (17%).

During the NLF&CAS, a question was asked to all respondents with post-secondary education to find out whether they had any specialised training. The findings below reveal that only about four percent of the labour force had acquired some educational specialisation with no significant sex differentials.

**Table 3.4: Education Characteristics of the Labour Force aged 14-64 years(%)**

Education Characteristic	Male	Female	Total
<b>Education Attainment</b>			
No formal schooling	9.3	22.8	16.1
Primary	57.2	53.7	55.4
Secondary	25.0	17.1	21.0
Post Primary Specialised Training	1.6	1.4	1.5
Post Secondary specialised Training	3.6	2.6	3.1
Degree and above	1.9	0.9	1.4
Not stated	1.3	1.5	1.4
<b>Education Indicators (%)</b>			
Literate	82.7	65.7	74.1
With an area of Education specialisation	4.3	3.2	3.8
Participation in Business Training	11.4	9.8	10.6

During the National Labour Force and Child Activities Survey, all persons aged 5 years and above were asked if they had ever learnt a trade/technical skill, and those who answered in the affirmative were asked the type of trade they learnt. Table 3.5 shows that trades/technical skills in the areas of Carpentry, Construction, Masonry were popular among the males (48%) while Crafts/Basket Weaving were common among the females (73%).

**Table 3.5: Among the Labour force who learned a Trade the Type of Trade learnt by sex (14-64) (%)**

Trade or Technical skill learnt	Male	Female	Total
Welding/Electrician/Plumbing	6.8	0.4	3.1
Carpentry/Construction/Masonry	47.9	0.4	20.2
Computer Repair/Phone Repair	1.0	0.1	0.4
Sewing/Tailoring	4.1	14.5	10.1
Crafts/Basket Weaving	13.2	73.4	48.3
Catering/Food Service	0.7	2.3	1.6
Beautician/Laundry	1.2	5.7	3.8
Agriculture/Land Management	4.4	1.5	2.7
Others	20.8	1.8	9.7
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>

The education levels of the Labour Force have not changed much over the years. Table 3.6 shows that 16 percent of the Labour Force did not have any formal education in 2011/12 which was almost the same proportion reported in 2009/10. The proportion which had post-secondary education fluctuated between 5 percent and 7 percent during the four surveys.

**Table 3.6: Education Attainment of the Labour Force, 2002/03-2011/12 (%)**

Education Attainment	2002/03	2005/06	2009/10	2011/12
No formal schooling	18.1	14.4	15.2	16.1
Primary	58.3	61.0	58.1	55.4
Secondary	17.9	18.8	18.6	21.0
Post-Secondary	5.3	5.3	7.0	4.5
Not stated	0.4	0.5	1.2	1.4
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

Source: Uganda National Household Survey Series 2002/03, 2005/06 and 2009/10

### 3.2.3 Labour Force Participation Rates

The Labour Force Participation Rate (LFPR) measures the proportion of the country's population that engages actively in economic activities, either by working (employed) or looking for work (unemployed). Those who are not working and not actively looking for work, such as retired people, are not included. This indicator provides an indication of the relative size of the supply of labour available for production of goods and services in the country.

The LFPR for males was 82% and females 79%

Table 3.7 shows that the overall LFPR was 80 percent being slightly more for males (82%), than females (79%). The Table further shows that rural areas had a higher LFPR (82%), compared to urban areas (70%).

There were some variations in LFPRs by sex. The biggest variations were seen among the urban population, those in Kampala and Central region and persons who had attained secondary education. This can be partly explained by the tendency of boys who still have chances of going back to school working or looking for work more often than their female counterparts. A large number of this category of persons is either in school or in vacation waiting to go for further training.

**Table 3.7: Labour Force participation rates by Residence and Highest Education Attainment**

Background Characteristic	Male	Female	Total
<b>Residence</b>			
Urban	75.0	65.7	70.2
Rural	82.9	82.0	82.4
<b>Education Attainment</b>			
No formal schooling	87.5	87.9	87.7
Primary	84.5	82.1	83.3
Secondary	73.4	62.3	68.4
Post Primary Specialised Training	93.9	89.2	91.7
Post Secondary specialised Training	94.0	93.1	93.6
Degree and above	93.9	90.9	92.9
<b>Total</b>	<b>81.5</b>	<b>78.9</b>	<b>80.2</b>

Figure 3.2 below shows that the LFPRs were highest in Western and Central (83% and 82% respectively) and lowest in Kampala (70%). There were also some differentials in the Northern region with the West Nile showing the lowest rate (75%) and Mid-Northern the highest (80%).

**Figure 3.2: Labour Force Participation Rates by Regions/Subregions (%)**

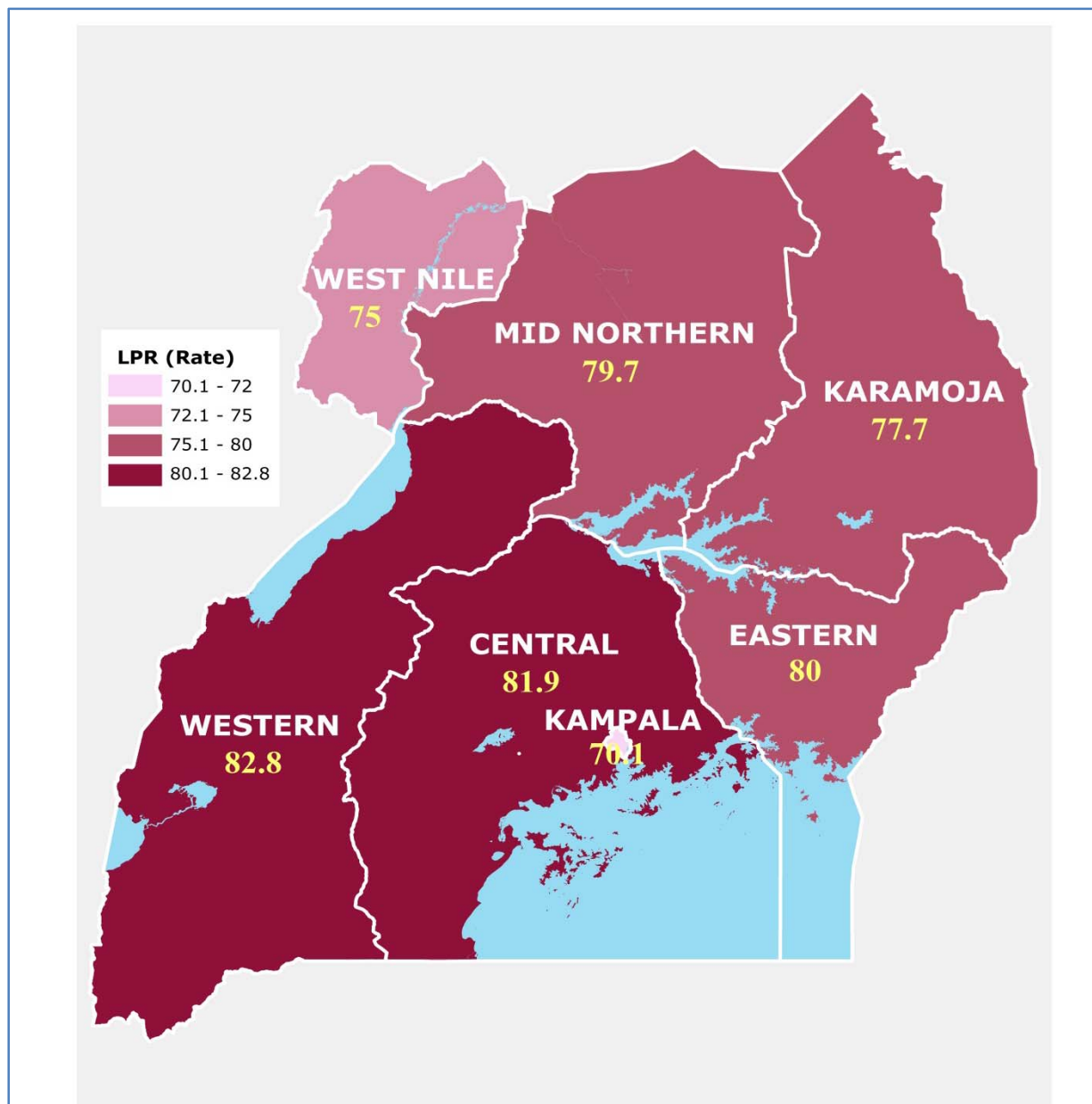
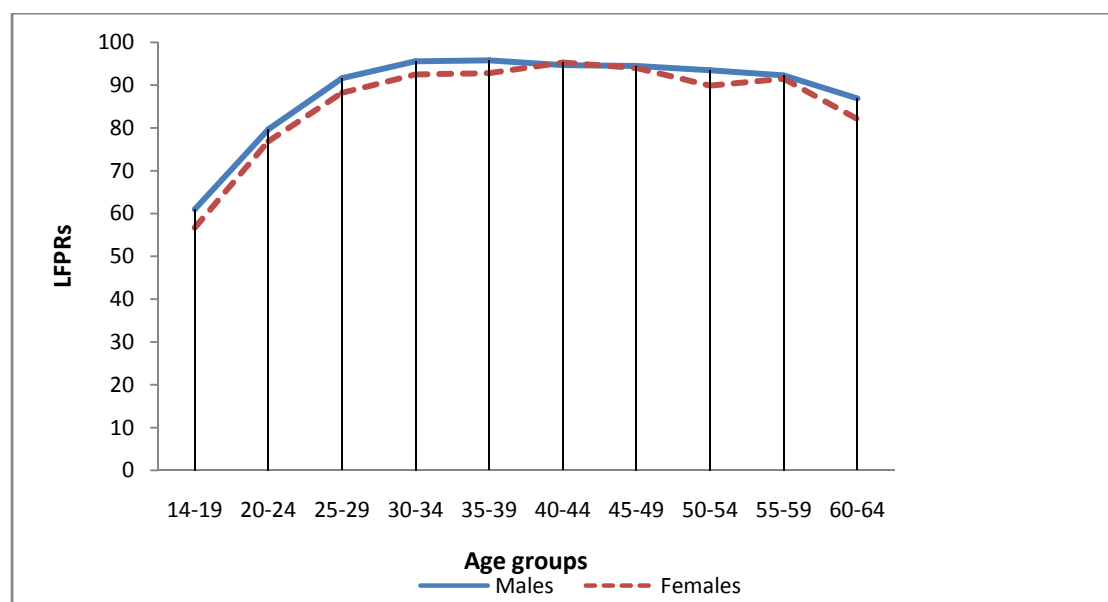


Figure 3.3 below shows the current labour force participation rates for males and females by age groups, for the country as a whole. The figure shows that between ages 14 to 29 years, the LFPR increases across both sexes, with the rates for males

being higher as compared to females. While for age ranging from 30-39 years, the rate is at its highest and starts falling for the age category 55-64 years across all sexes with a sharp decrease for females compared to males.

The age-sex patterns show that male LFPR increase up to age 35 then starts declining thereafter while that of females increase up to age 45 and then flattens at the top up to age 49.

**Figure 3.3: Labour Force Participation Rates by Sex and Age**



Overall, the LFPRs was on the increasing trend from 2002/03 up to 2009/10, but declined during 2011/12 by 12 percentage points. The highest decline in the LFPR during the period 2009/10-2011/12 was in Northern region (15%) while the lowest decline was in Central region (10%).

**Table 3.8: Trends in the LFPR by Background Characteristics (%)**

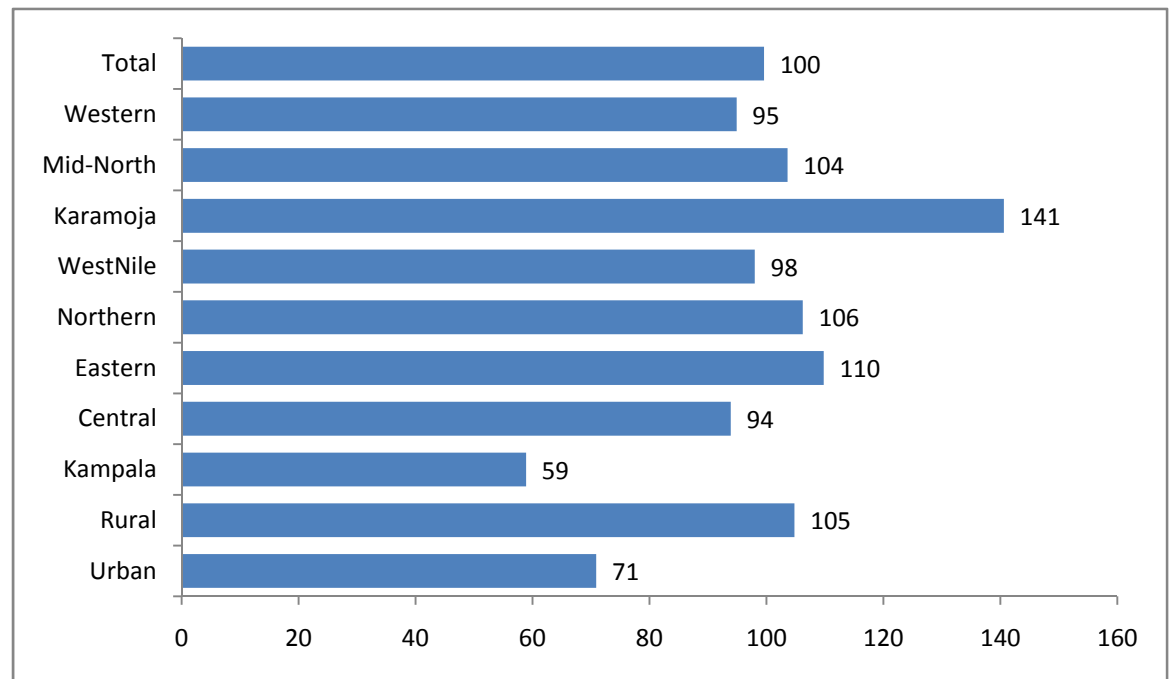
Education	2002/03	2005/06	2009/10	2011/12
<b>Sex</b>				
Male	79.1	83.6	92.2	81.5
Female	78.1	80.7	91.0	78.9
<b>Residence</b>				
Urban	70.7	69.2	81.5	70.2
Rural	80.0	84.1	93.9	82.4
<b>Regions</b>				
Central	76.3	79.7	88.8	79.3
Eastern	79.7	83.4	91.8	80.0
Northern	82.2	79.6	93.8	77.9
Western	77.4	82.9	92.9	82.8
<b>Total</b>	<b>78.5</b>	<b>82.1</b>	<b>91.6</b>	<b>80.2</b>

<sup>2</sup>: Note the source of data for the years 2002/03-2009/10 are the UNHS series

### 3.3 Dependency Ratio

The economic dependency ratio relates to the number of children (0-13 years old) and older persons (65 years or over) to the working-age population (14-64 years old). Figure 3.4 shows that the dependency ratio was 1:1. The results also indicate that the ratio was higher in rural areas (105) compared to urban areas (71). The regional/sub-regional comparisons reveal that the ratio was highest in Karamojasubregion (141) and lowest in Kampala (59).

**Figure 3.4: Dependency Ratio by Residence**



### 3.4 Summary of Findings

The working age population of the country was estimated to be 15.8 million being half of the total population. The young age group (14-17 years) had a share of 21 percent of the working age population. About 16 percent of the Labour Force had no formal education and females with no formal education was more than double the males. There were some variations in LFPR by sex. The largest variation was seen within the urban population and persons who had attained secondary education. The LFPR declined by 12 percentage points compared to findings in 2009/10. Finally, overall, the survey estimated the dependency ratio to be 1:1.

## CHAPTER FOUR

### THE EMPLOYED POPULATION

#### 4.0 Introduction

According to ILO standard definition, persons of working age are classified as currently employed if, during the reference period of a week; (i) they did some work for profit, pay or family gain, in cash or in kind for at least one hour; or (ii) they were attached to a job or had an enterprise from which they were ‘temporarily’ absent during this period but would get back.

#### 4.1 Size and Distribution of the Employed Population

The distribution of Uganda’s employed population is presented in Table 4.1. The total working population in 2011/12 was estimated at 12.4 million people. The survey found the majority of the working population residing in the rural areas (85%) while only 15 percent were staying in the urban areas. The regional disaggregation of the population shows the Western region having the highest proportion of the employed population of 28 percent, while the Northern region had the lowest. Kampala city had five percent of the employed population.

The employed population in 2011/12 was estimated at 12.4 million people



**Table 4.1: Distribution of Employed Population by Residence and Age (%)**

Background Characteristic	Male	Female	Total
<b>Residence</b>			
Urban	16.0	14.1	15.1
Rural	84.0	85.9	84.9
<b>Subregion</b>			
Kampala	5.0	4.5	4.7
Central	22.9	20.9	21.9
Eastern	27.4	26.8	27.1
Northern	17.6	18.4	18.0
West Nile	6.0	6.0	6.0
Karamoja	1.9	2.5	2.2
Mid North	9.7	9.9	9.8
Western	27.0	29.5	28.3
<b>Age</b>			
14-17	16.5	14.7	15.6
18-30	37.9	41.0	39.5
31-64	45.6	44.3	45.0
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Number (000's)</b>	<b>6,133.4</b>	<b>6,235.6</b>	<b>12,369.0</b>

## 4.2 Employment to Population Ratio

The Employment-to-Population Ratio (EPR) is the proportion of the working-age population that is employed. It measures the extent of labour creation in the economy. Changes in the EPR reflect net changes in the number of the employed relative to changes in the population size. Due to the continuous growth of the population in Uganda, arise in employment levels may or may not appear as an increase in the employment-population ratio, while a decrease in the levels will always be reflected as a decline in the ratio.

Table 4.2 shows that the overall Employment to Population Ratio was 79 percent with the ratio being slightly higher for males (81%) than females (78%). The rural-urban differentials indicate the employment to population ratio for rural residents (82%) being higher than that of urban residents (66%). Some variations were also observed at regional level.

The analysis further shows that the working age population with post primary and post secondary specialised training had the highest EPR and those with secondary education training the lowest. Significant differentials were depicted among EPRs of persons with a degree award and above education with the males having higher EPRs (87%) than that of their female counterparts (72%), depicting a difference of 15 percentage points.

The overall EPR was 79%

**Table 4.2: Employment to Population Ratio by Background Characteristics (%)**

Background Characteristic	Male	Female	Total
<b>Residence</b>			
Urban	72.7	59.0	65.5
Rural	82.5	81.8	82.1
<b>Region/Subregion</b>			
Kampala	72.2	55.7	63.3
Central	85.1	75.6	80.3
Eastern	79.2	78.7	78.9
Northern	77.1	77.7	77.4
West Nile	73.9	74.9	74.4
Karamoja	73.1	79.1	76.5
Mid-North	80.0	79.0	79.5
Western	83.3	82.8	83.1
<b>Education Attainment</b>			
No formal schooling	86.3	87.4	87.1
Primary	83.8	81.1	82.5
Secondary	71.3	59.0	65.7
Post Primary Specialised Training	92.6	87.9	90.4
Post Secondary Specialised Training	90.1	84.8	87.8
Degree and above	87.2	71.8	82.0
<b>Total</b>	<b>80.8</b>	<b>77.6</b>	<b>79.1</b>

Employment-to-Population Ratio was 79 percent in 2011/12, this was a drop from the 88 percent observed in 2009/10, a reduction of nine percentage points. The highest drop in Employment-to-Population Ratio when comparing the last two surveys was in the Northern region (13 percentage points) while that of the Central region was the lowest.

**Table 4.3: Trends in Employment to Population Ratio (%)**

Background Characteristics	2002/03	2005/06	2009/10	2011/12
<b>Sex</b>				
Male	77.5	82.1	89.9	80.8
Female	76.1	79.0	86.8	77.6
<b>Residence</b>				
Urban	64.6	64.8	74.4	65.5
Rural	79.2	83.1	91.6	82.1
<b>Regions</b>				
Central	72.5	77.3	83.2	76.6
Eastern	78.7	82.8	89.6	78.9
Northern	81.7	76.6	90.6	77.4
Western	76.6	82.4	91.3	83.1
<b>Total</b>	<b>76.8</b>	<b>80.5</b>	<b>88.3</b>	<b>79.1</b>

\*Note: The source of data for the years 2002/03-2009/10 is the UNHS

### 4.3 Status in employment

Status in employment classifies jobs held by persons at a specific period in time. A job is classified with respect to the type of explicit or implicit contract of employment of the person with other persons or organisations. The basic criteria used to define the groups of the classification are the type of economic risk, an element of which is the strength of the attachment between the person and the job, and the type of authority over establishments and other workers which the job incumbents have or will have<sup>3</sup>.

The International Classification of Status in Employment (ICSE-93), classifies employed persons into the following categories: (a) employees (wage earners and salaried employees); (b) employers; (c) members of producers' cooperatives; (d) own-account workers; (e) contributing family workers. The existence of a sizeable proportion of self-employed persons and contributing family workers is an indication of low growth in the formal economy and high rate of job creation in the informal economy. According to the ILO, these categories of workers are in vulnerable employment and therefore most likely to be characterised by low and insecure employment, low productivity and low earnings.

In this chapter status in employment is broadly categorised into wage employment, self-employment (which comprises (b), (c) and (d) above) and contributing family workers.

62% of the working population was self-employed

The results in Table 4.4 indicate that the majority of the working population (62%) were self-employed. This is true irrespective of sex, residence and region. The findings also reveal that persons living in rural areas (66%) had a higher likelihood of being engaged in self-employment compared to those from urban areas (58%). However, wage employment is dominant amongst persons with a degree and above education. Contribution to family work engage about one fifth of the population with the share ranging between zero percent among those with at least degree education to 25 percent among those with primary education.

---

<sup>3</sup>Resolution concerning the International Classification of Status in Employment (ICSE), adopted by the Fifteenth International Conference of Labour Statisticians (January 1993)

Further, the contribution of family workers in household enterprises (21%) was slightly higher than those in wage employment (17%). The proportion of males in wage employment (23%) was more than twice that of females (11%), while that of the working population from urban areas of 40 percent was three times that from rural areas (13%). The proportion of paid employees increases with increased education levels. Rural areas had a higher proportion of contributing family members compared to urban areas and working as a contributing family worker reduced with increasing education levels from primary education and above. Women were slightly more involved as contributing family workers (22%) relative to men (19%).

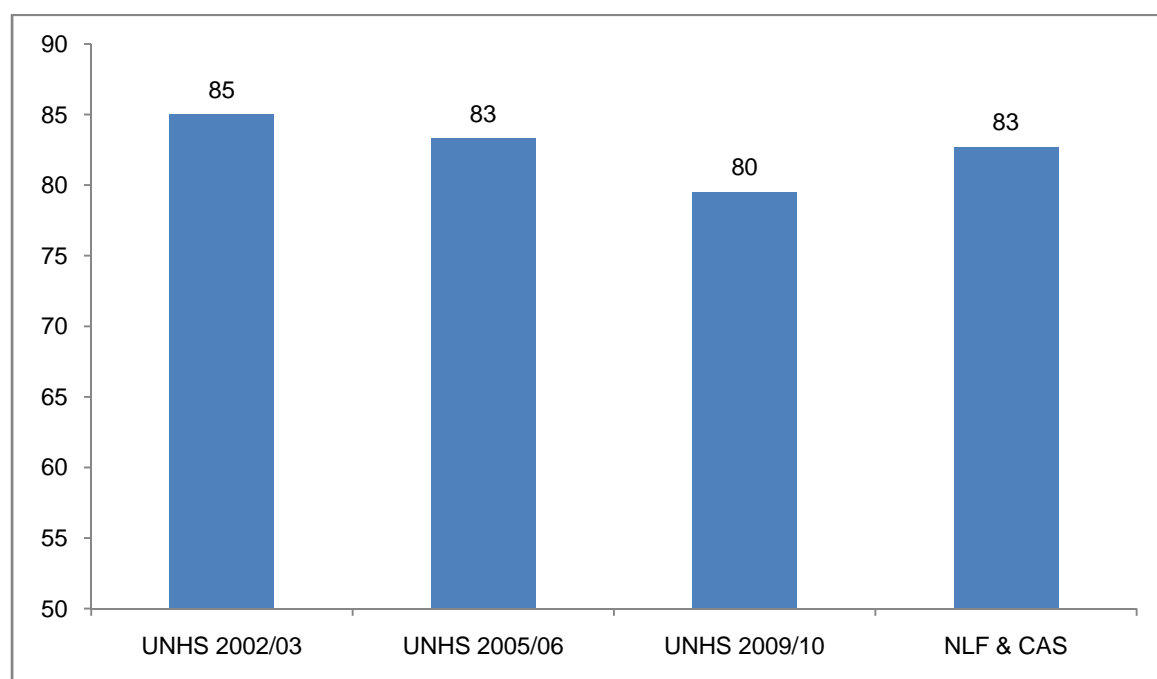
**Table 4.4: Status in Employment by Background Characteristics (%)**

Background characteristic	Paid employment	Self-employment	Contributing family workers	Total
<b>Sex</b>				
Male	23.3	58.1	18.6	100
Female	11.3	66.3	22.4	100
<b>Residence</b>				
Urban	39.5	52.6	7.9	100
Rural	13.3	63.9	22.7	100
<b>Region/Subregion</b>				
Kampala	48.1	49.7	2.2	100
Central	20.3	61.9	17.8	100
Eastern	11.7	64.2	24.0	100
Northern	9.6	71.7	18.7	100
<i>West Nile</i>	8.7	77.9	13.3	100
<i>Karamoja</i>	12.9	66.9	20.3	100
<i>Mid North</i>	9.4	68.9	21.7	100
Western	20.0	56.5	23.4	100
<b>Education Attainment</b>				
No formal schooling	10.8	79.6	9.7	100
Primary	12.9	61.9	25.2	100
Secondary	21.5	57.7	20.8	100
Post Primary Specialised Training	46.1	50.8	3.1	100
Post Secondary specialised Training	66.6	31.3	2.1	100
Degree and above	77.6	22.4	0.0	100
<b>Total</b>	<b>17.3</b>	<b>62.2</b>	<b>20.5</b>	<b>100</b>

<sup>3</sup> Includes employers, owner account workers and members of producers' cooperatives

Comparison of status in employment by survey year shows that the proportion of those outside paid employment has almost remained the same during the survey years as indicated in Figure 4.1; fluctuating between 80 percent and 85 percent. For all the survey years, the proportion of females outside paid employment was higher than that of males.

**Figure 4.1: Proportion of the Working Population outside paid employment by Survey Year**



#### 4.4 Sector of the main job

Seven out of every 10 employed Ugandans were engaged in Agriculture

The agriculture sector has remained the leading sector in Uganda. Table 4.5 shows that seven out of every 10 employed Ugandans were engaged in Agriculture, while about one quarter (22%) were in Services and seven percent in Industry. The sector of employment varies with sex and rural-urban residence. While the agriculture sector engaged 66 percent of the males, it employed 77 percent of females and the sector dominated in the rural areas (81%) and the services sector was dominant in the urban areas (65%). The patterns of sectors of employment of Ugandans differ considerably between Kampala and the other, primarily-rural, regions, reflecting underlying differences in the nature of the urban and rural labour markets. Unlike the other regions, where the primary sector accounts for almost all jobs, the main

employment sector of employment in Kampala was Services; jobs in the Services accounted for 82 percent of total employment. The Industry sector was also more important in Kampala where it accounted for 16 percent. Data in Table 4.6 further reveals that the likelihood of working in the Services sector and the Production sector was directly related to education levels while that of working in the primary sector, inversely related to level of education.

**Table 4.5: Distribution of Working Population by Sector of Employment and Background Characteristics**

Background Characteristic	Agriculture	Industry	service	Total
<b>Sex</b>				
Male	65.9	9.7	24.4	100
Female	77.0	3.9	19.1	100
<b>Residence</b>				
Urban	20.3	15.2	64.5	100
Rural	80.6	5.3	14.1	100
<b>Region/Subregion</b>				
Kampala	1.9	16.4	81.7	100
Central	62.3	9.6	28.2	100
Eastern	79.9	5.6	14.5	100
Northern	79.6	5.8	14.6	100
<i>West Nile</i>	<i>78.8</i>	<i>5.1</i>	<i>16.1</i>	<i>100</i>
<i>Karamoja</i>	<i>71.4</i>	<i>10.1</i>	<i>18.6</i>	<i>100</i>
<i>Mid-North</i>	<i>81.9</i>	<i>5.3</i>	<i>12.8</i>	<i>100</i>
Western	77.2	4.7	18.1	100
<b>Education Attainment</b>				
No formal schooling	85.0	4.7	10.3	100
Primary	78.9	5.6	15.5	100
Secondary	56.5	9.5	33.9	100
Post Primary Specialised Training	24.8	21.3	53.9	100
Post Secondary specialised Training	13.9	12.1	74.0	100
Degree and above	3.6	7.8	88.6	100
<b>Total</b>	<b>71.5</b>	<b>6.8</b>	<b>21.7</b>	<b>100</b>

## 4.5 Industry of the Main Job

Industry refers to the main activity carried out at the place of work. The findings from Table 4.6 indicate that Ugandans were predominately employed in the agricultural industry. Overall, almost three quarters (72%) of the working population was engaged in agricultural industry. The proportion being higher for females (77%) than for males (66%) and among rural residents (81%) compared to urban residents (20%).

The results further indicate that 15 percent of the working population involved in agriculture worked in situations where the agricultural produce was only for own family use (subsistence agriculture). The proportion was higher for females (19%) than for males (11%). Trade employed only one in every 10 Ugandans with no big sex differentials observed. The manufacturing industry employed four percent but there were wide rural/urban differentials with the proportion in urban areas being about three times that of the rural areas.

**Table 4.6: Percentage Distribution of Working Population by Industry<sup>sex</sup> and Residence (%)**

Industry	Male	Female	Urban	Rural	Total
Agriculture	65.9	77.0	20.3	80.6	71.5
<i>Only for own family use</i>	11.3	19.3	5.3	17.1	15.3
<i>Some output sold</i>	54.6	57.7	15.0	63.0	56.2
Trade	10.4	9.1	28.5	6.4	9.8
Manufacturing	5.1	3.4	9.4	3.3	4.2
Education	3.4	2.1	5.4	2.3	2.7
Construction	4.3	0.2	5.3	1.7	2.2
Transport and Storage	4.2	0.2	7.6	1.2	2.2
Accommodation and Food Service	0.9	2.9	5.5	1.3	1.9
Other service activities	1.4	1.6	5.0	0.9	1.5
Activities <sup>1</sup> of Households as Employers	0.7	1.7	4.2	0.7	1.2
Others	3.8	1.7	8.9	1.6	2.7
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

<sup>4</sup>includes religious activities, repair of personal and household goods, washing and dry cleaning, hair dressing etc.

Children aged 14-17 years were more likely to be involved in Agriculture (90%) compared to the adults (68%). The adults were more than three times (11%) likely to be involved in trade compared to the children (3%).

**Table 4.7: Percentage Distribution of Working Population by Industry and Age category**

Industry	14-17	18-30	31-64	Total
Agriculture	89.5	68.1	68.3	71.5
Trade	3.2	10.6	11.2	9.8
Manufacturing	1.8	4.4	4.9	4.2
Education	0.0	2.8	3.6	2.7
Construction	1.2	2.6	2.3	2.2
Transport and Storage	0.0	3.0	2.2	2.2
Accommodation and Food Service	0.4	2.2	2.1	1.9
Other service activities	1.0	2.1	1.2	1.5
Activities' of Households as Employers	2.3	1.5	0.5	1.2
Others	0.4	2.6	3.7	2.7
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

## 4.6 Main Occupation

Occupation refers to the job classification or tasks performed by an individual. Information in Table 4.8 indicate that nearly two thirds (66%) of the currently employed people were engaged in Agriculture and fishing on the main job. This was followed by service workers (13%). About three quarters (73%) of the females were engaged as Agriculture and fisheries workers compared to 59 percent of the males. The findings also reveal that a slightly higher proportion of the females were working as service workers (15%) compared to males (11%) while the rest of the occupations were dominated by males. In addition, service occupations were more dominant in urban areas (38%) than in rural areas (8%). The professionals as well as technicians and associate professionals constituted only 4 percent of the working population.

66% of the employed population were agriculture workers



**Table 4.8: Distribution of Working population by Occupation Sex Age and Residence %)**

Occupation	Male	Female	Urban	Rural	14-17	18-30	31-64	Total
Skilled agricultural, forestry and fishery workers	59.0	73.1	18.2	74.7	85.1	62.7	62.6	66.1
Service and sales workers	11.0	14.5	37.8	8.3	4.9	14.7	13.8	12.8
Elementary occupations	9.6	5.2	9.3	7.0	6.2	8.1	7.1	7.4
Craft and related trades workers	9.8	3.5	13.5	5.4	3.3	6.8	7.6	6.6
Technicians and associate professionals	3.8	2.5	7.2	2.5	0.0	3.3	4.2	3.2
Plant and machine operators, and assemblers	4.5	0.2	7.5	1.4	0.4	2.9	2.5	2.3
Professionals/Managers	1.5	0.6	4.6	0.4	0.0	0.7	1.7	1.0
Others	0.7	0.4	1.9	0.3	0.0	0.7	0.6	0.6
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

Table 4.9 indicates that the majority of the working population who were professionals, technicians and associate professionals, plant and machine operators as well as those in elementary occupations were in paid employment. On the other hand, the highest number of the employed population in the rest of the occupations were self-employed. Agriculture and fisheries workers had the highest proportion of the self-employed workforce with 7 in every 10 people being self-employed. It is worth noting that only one percent of the agricultural and fishery workers were in paid employment alluding to the subsistence nature of this industry. Contributing family workers have a negligible proportion except among agriculture workers that constitute nearly a third (29%) of the employed population.

**Table 4.9: Distribution of working Population by Occupation and Employment Status (%)**

Occupation	Status in employment			Total
	Paid employment	Self-employment	Contributing family workers	
Professionals/Managers	86.6	13.4	0.0	100
Technicians and associate professionals	86.5	13.0	0.6	100
Service and sales workers	28.9	66.5	4.6	100
Skilled agricultural, forestry and fishery workers	1.0	69.7	29.3	100
Craft and related trades workers	29.7	67.4	2.8	100
Plant and machine operators, and assemblers	52.4	45.3	2.2	100
Elementary occupations	75.7	20.6	3.7	100
Others <sup>5</sup>	95.2	4.8	0.0	100
<b>Total</b>	<b>17.3</b>	<b>62.2</b>	<b>20.5</b>	<b>100</b>

<sup>5</sup>Includes clerical support workers and armed forces occupations

## 4.7 Informal Employment on the main job

Informal employment is a broader, jobs-based concept comprising of the total number of informal jobs, whether carried out in formal sector enterprises, informal sector enterprises, or households, during a given reference period<sup>4</sup>. It includes nearly all employment in the informal sector and also includes some categories of employment in formal enterprises and certain categories of employment in households producing goods exclusively for their own final use and in households employing paid domestic workers.

Specifically, it includes the following five categories of persons employed:

- (a) own-account workers and employers employed in their own informal enterprises;
- (b) members of informal producers' cooperatives;
- (c) contributing family workers, irrespective of whether they work in formal or informal enterprises;
- (d) employees holding informal jobs in formal enterprises, informal enterprises, or as paid domestic workers employed by households;
- (e) own-account workers engaged in the production of goods exclusively for own final use by their household. Informal employment therefore includes the total number of informal jobs irrespective of the sector of employment.

<sup>4</sup> As defined by the 17<sup>th</sup> International conference of Labour Statisticians

Table 4.10 shows the share of informal employment outside Agriculture by status in employment. The own account workers accounted for almost half (49%) of the share of informal employment while the employees also accounted for a very high share (43%).

**Table 4.10: Number and Proportion of Persons in Informal Employment outside Agriculture by Status in Employment**

Status in Employment	Number (000's)	Proportion
Employee	1, 408.7	41.8
Employer	163.6	4.9
Own-account worker	1, 664.3	49.4
Unpaid Family Worker	114.0	3.4
Others	15.7	0.5
<b>Total</b>	<b>3, 366.2</b>	<b>100</b>

Almost 19 out of every 20 employed persons in the non-agricultural activities were in informal employment.

Table 4.11 shows that informal employment accounts for the highest proportion of employed persons outside the agriculture sector. Almost 19 out of every 20 employed persons (94%) in the non-agricultural activities were in informal employment. The findings indicate that employed persons were slightly more likely to be in informal employment in rural areas compared to urban areas. Although both men and women involvement in informal employment was very high, the proportion of women in informal employment (95%) was higher than that of men (92%). The proportion of working persons in informal employment in non-agricultural activities decreases with an increase in the level of education attained especially above secondary level. Informal employment decreases marginally with age and this can be partly explained by a tendency of a number of employers in the country requiring staff with experience when advertising jobs.

**Table 4.11: Employment outside Agriculture by Background Characteristics and Informality**

Background Characteristics	Total employed ('000)	Informally employed (000's)	Proportion
<b>Sex</b>			
Male	2173.0	2,011.8	92.6
Female	1,426.4	1,354.4	95.0
<b>Residence</b>			
Urban	1,492.7	1,358.6	91.0
Rural	2,106.7	2,007.6	95.3
<b>Subregion</b>			
Kampala	574.7	527.5	91.8
Central	1,047.4	1,001.8	95.6
Eastern	691.4	637.4	92.2
Northern	461.1	408.6	88.6
West Nile	160.0	136.9	85.5
Karamoja	78.3	73.2	93.5
Mid North	222.7	198.4	89.1
Western	824.8	791.0	95.9
<b>Education Attainment</b>			
No formal schooling	317.6	312.4	98.4
Primary	1,514.4	1,476.8	97.5
Secondary	1,114.4	1,039.9	93.3
Post Primary Specialised Training	139.1	130.1	93.5
Post Secondary specialised Training	318.2	262.8	82.6
Degree and above	151.4	101.4	66.9
<b>Age</b>			
14-17	209.2	206.5	98.7
18-30	1,592.2	1,508.6	94.7
31-64	1,798.0	1,651.2	91.8
<b>Total</b>	<b>3,599.4</b>	<b>3,366.2</b>	<b>93.5</b>

#### 4.8 Hours of Work - Economic Activity

The number of hours worked by an employee is normally a clear reflection of the level of effort one exerts in the job market. Employed people were asked how many hours per day they worked in the previous week preceding the survey (referred to as actual hours) and how many hours they usually worked per week.

According to the International Labour Organisation (ILO), one of the measures of decent work is “excessive hours of work”. It refers to the proportion of the employed population whose usual hours of work in all jobs are more than 48 hours per week.

The results in Table 4.12 indicate that, overall, more than a half of the working population (53%) usually worked for less than 40 hours a week. The proportion was higher for females (61%) than males (47%), and higher in rural areas (60%) compared to urban areas (22%). Almost three-quarters (71 percent) of the persons engaged in the agriculture sector as the main economic activity worked for less than 40 hours a week compared to only 18 percent in the service sector.

Overall, nearly a third of the working persons worked for excessive hours (49+). The proportion is higher for males (39%) than females (25%). The proportion of urban residents is more than half that of rural residents. Almost three-quarters of the working population in Kampala worked for excessive hours compared to only 22 percent in Northern region. Almost two third of persons in the services sector (66%) and the industry sector (62%) were working excessive hours. It should be noted that working for excessive hours does not necessarily mean improved welfare as many workers earn very little even if they are forced to work for very long hours.

Nearly a third of the  
working persons  
worked for excessive  
hours

**Table 4.12: Percentage Distribution of Hours Worked per Week for Employed Persons by Background Characteristics (14-64 years)**

Background Characteristics	1-39	40-48	49+	Total
<b>Sex</b>				
Male	46.9	14.8	38.3	100
Female	60.5	14.7	24.8	100
<b>Residence</b>				
Urban	22.3	14.5	63.2	100
Rural	59.7	14.8	25.4	100
Total	53.4	14.8	31.8	100
<b>Region/Subregion</b>				
Kampala	11.5	13.6	74.9	100
Central	42.5	12.9	44.6	100
Eastern	65.7	11.0	23.3	100
Northern	61.2	16.9	21.9	100
West Nile	65.3	18.2	16.5	100
Karamoja	40.0	29.4	30.6	100
Mid-North	63.4	13.5	23.1	100
Western	54.4	17.5	28.1	100
<b>Sector</b>				
Agriculture	70.4	14.2	15.4	100
Industry	22.8	15.5	61.6	100
service	18.3	16.2	65.5	100
<b>Total</b>	<b>53.4</b>	<b>14.8</b>	<b>31.8</b>	<b>100</b>

Table 4.13 shows that on average employed persons usually worked for 42 hours per week, with males working for more hours than females. The difference can be partly explained by the fact that most females are also engaged in household chores which are considered as non-economic activities. Persons in urban areas tended to spend more hours on the job than their rural counterparts. It is also observed that the higher the education level the longer the number of hours spent working.

Employed persons usually worked for 42 hours per week on average

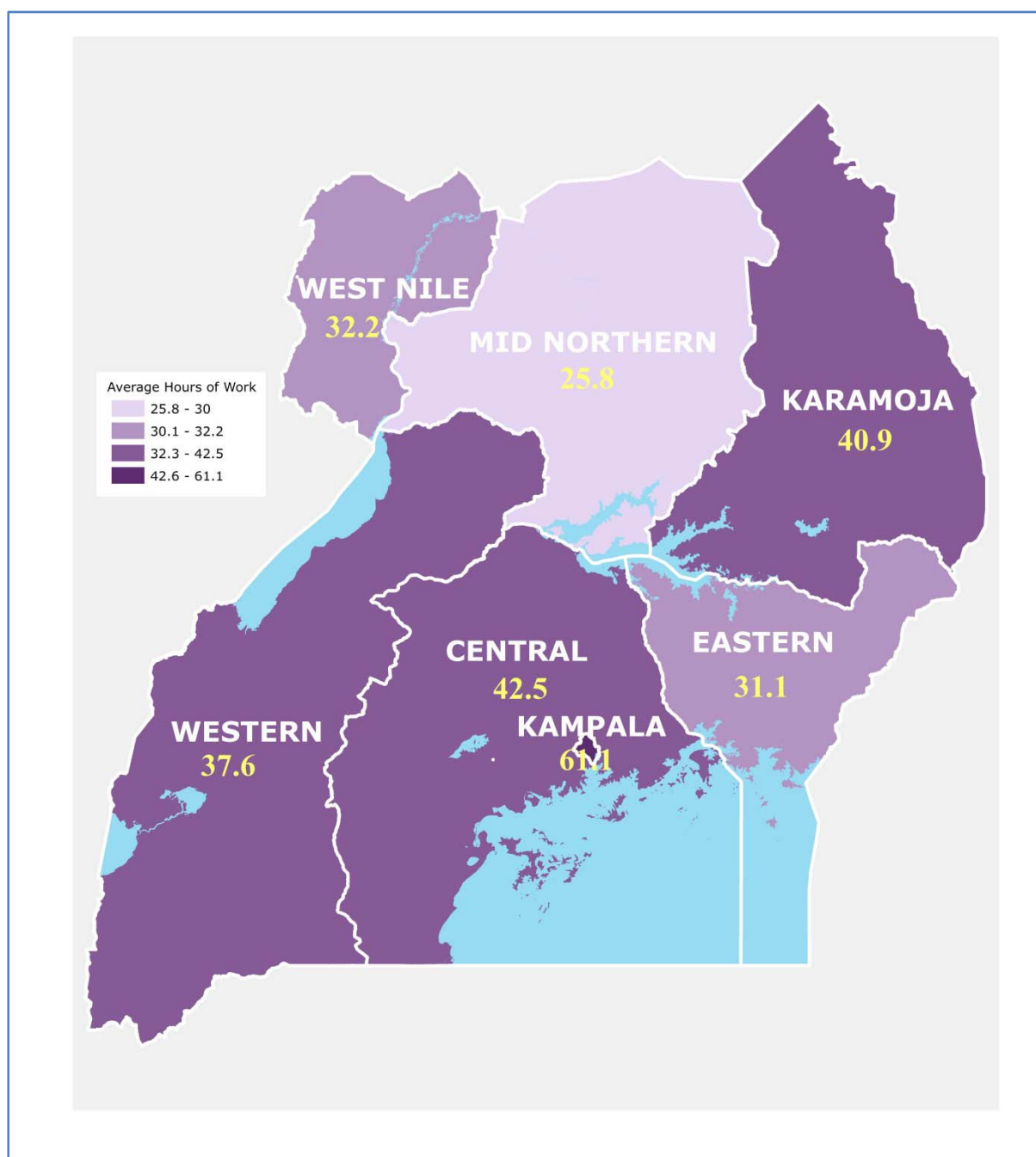
**Table 4.13: Average Weekly Hours of Work - Economic Activity\***

Background characteristics	Usually Worked	Worked Last 7 Days
<b>Sex</b>		
Male	44.7	39.2
Female	38.9	34.6
<b>Residence</b>		
Urban	59.7	53.8
Rural	38.3	33.6
<b>Subregion</b>		
Kampala	67.1	61.1
Central	49.8	42.5
Eastern	35.7	31.1
Northern	38.0	29.8
West Nile	38.1	32.2
Karamoja	42.1	40.9
Mid-North	37.1	25.8
Western	39.0	37.6
<b>Education Attainment</b>		
No formal schooling	38.6	35.1
Primary	39.3	34.4
Secondary	48.5	42.6
Post Primary Specialised Training	52.0	45.3
Post Secondary specialised Training	53.1	48.9
Degree and above	54.4	49.8
<b>Type of Employment</b>		
Formally Employed	59.0	53.2
Informally employed	41.5	36.6
<b>Total</b>	<b>41.9</b>	<b>37.0</b>

\*Average here refers to the arithmetic mean

Among the regions, people in Kampala region spent on average more hours of work compared to the people in the other regions. Figure 4.2 shows that the number of weekly hours spent by working persons in Kampala (61 hours) on economic activity was more than two times that spent by persons in the mid-North sub region (26 hours).

**Figure 4.2: Average Actual Weekly Hours of work - Economic Activity**



Among industries, persons in agriculture worked for the lowest number of hours (33) and those in the Transport and Storage industry the highest (76). The findings also reveal that the plant and machine operators spent the highest number of hours on economic activities.



**Table 4.14: Average Weekly Hours of Work by Occupation, Industry and Status in Employment**

Industry/Occupation/Status in Employment	Usually worked	Worked Last 7 Days
<b>Industry</b>		
Agriculture	32.9	28.6
Trade	59.7	53.3
Manufacturing	55.4	48.2
Education	52.5	48.3
Construction	58.6	49.5
Transport and Storage	75.9	66.7
Accommodation and Food Service	64.0	59.1
Other service activities	56.1	47.5
Activities of Households as Employers	73.1	69.5
Others	57.4	53.3
<b>Occupation</b>		
Professionals/Managers	53.2	48.0
Technicians and associate professionals	52.4	47.4
Service and sales workers	63.6	57.6
Skilled agricultural, forestry and fishery workers	31.6	27.4
Craft and related trades workers	54.9	47.2
Plant and machine operators, and assemblers	74.3	65.9
Elementary occupations	46.8	41.4
Others	58.0	53.7
<b>Status in Employment</b>		
Employee	56.9	51.2
Employer	58.3	54.2
own-account worker	52.0	46.1
Unpaid Family Worker	32.2	30.0
Others	49.4	44.7
<b>Total</b>	<b>41.9</b>	<b>37.0</b>

## 4.9 Median Monthly Earnings for Persons in Paid Employment

Information on wages is essential to evaluate the living standards and conditions of work and life of persons in paid employment. Periodic generation of such data is useful in collective bargaining, wage fixing, economic and employment policy formulation. It can also be used for investment decisions and career guidance.

The survey included questions which were used to elicit information on income accruing to individuals in paid employment. The Income of persons working as employers and own account workers, those earning rental income and other forms of income was not collected because of their informal nature of employment and poor record keeping.

The information was collected on different modes of payment i.e. set piece, on the basis of sales, a combination the set piece and basis of sales, in kind or any other means. The earnings of individuals were collected from all jobs in which they were engaged. For purposes of this analysis, all the different modes of payment are converted into monthly payments. The analysis of income levels is made using the median income. This is because there are very wide variations in the earnings and so the mean earnings is greatly affected by the outliers, but the median is not.

The median monthly wages of paid employees in Ugandan was US\$123,200

Table 4.15 shows median earnings of paid employees disaggregated by selected background characteristics. The median monthly wages of paid employees in Ugandan was US\$123,200 with earnings of male (US\$150,000) being higher than those of their female counterparts (US\$88,000).

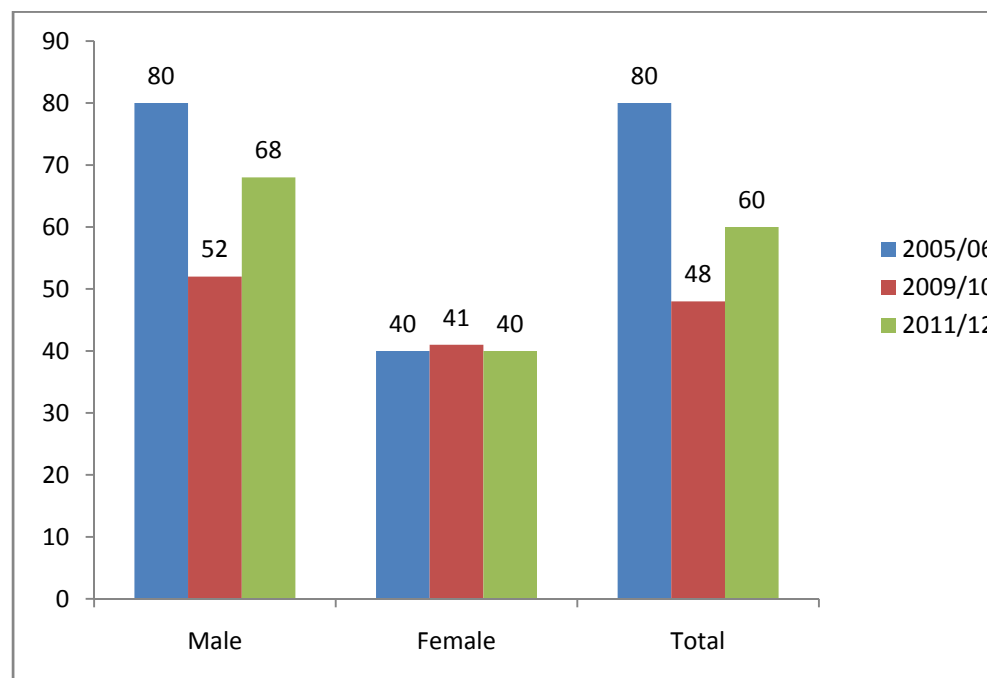
A comparison by the rural-urban residence indicates a difference in the median wages of the work force. The results show that the median wages of the working population in urban areas was about double that of their counterparts in the rural areas. There was a direct relationship between the earnings and the levels of education. The median wages of the employed persons with secondary education was more than twice the median wages of those with no formal education, while the median wage of the working group with education level above secondary was almost twice that of their counterparts with primary education. The results also show that employees in the public sector and ones in formal employment earned more than twice those in the private sector and in informal employment respectively. There was a big gender gap in the median monthly earnings for persons in the informal employment, and almost none for those in formal employment.

**Table 4.15: Nominal Median Monthly Earnings of Persons in paid Employment by Back ground Characteristics and the Sex of Employee (000's)**

Background characteristics	Male	Female	Total
<b>Residence</b>			
Urban	220	124	200
Rural	120	70	100
<b>Region/SubRegion</b>			
Kampala	220	130	200
Central	150	110	133
Eastern	150	115	140
Northern	200	52	150
<i>West Nile</i>	260	60	242
<i>Karamoja</i>	66	30	44
<i>Mid-North</i>	200	70	176
Western	110	66	93
<b>Education Attainment</b>			
No formal training	66	55	60
Primary	99	66	84
Secondary	200	110	160
Post Primary Specialised Training	200	174	200
Post Secondary Specialised Training	300	270	275
Degree and above	600	490	550
<b>Type of Employment</b>			
Formally Employed	340	306	330
Informally employed	143	80	113
<b>Institution</b>			
Private	132	74	110
Government	300	273	280
<b>Total</b>	<b>150</b>	<b>88</b>	<b>123</b>

Figure 4.3 reveals that overall, using the 2005/06 as the base the real earnings of persons in paid employment decreased from about UgShs 80,000 in 2005/06 to 60,000 in 2011/12, a decrease of about 25 percent in real terms. This change was mostly caused by a change in the median monthly earnings of the male paid employees.

**Figure 4.3: Real Median Monthly Earnings (000's) of Persons in paid Employment by Background Characteristics and Sex of Employee using 2005/06 as the Base**



Source: 2002/03-2009/10, UBOS Uganda National Household Survey

Table 4.16 shows that overall, 18percent of the wage earners received an average monthly earnings of less than Ugshs 50,000 during the 2011/12 survey, and another 24 percent earned between Ugshs50,000 and Ugshs 100,000 per month. The proportion of females who earned a monthly income of less than Ugshs 50,000 was higher than males. More than two-thirds of the persons in paid employment in agriculture (69 percent) received less than UShs. 100,000 monthly while the corresponding proportion for employees in production and service sectors was 26 percent and 30 percent respectively.

**Table 4.16: Distribution of paid Employees by Back ground Characteristics and Monthly Earnings (%)**

Background characteristics	Monthly Income in Shillings					Total
	Less than 50,000	50 000 -99 999	100000 – 199999	200 000 – 499 999	500 000+	
<b>Sex</b>						
Male	14.3	20.1	24.6	31.2	9.8	100.0
Female	23.9	30.8	19.5	20.2	5.5	100.0
<b>Residence</b>						
Urban	10.2	13.8	25.4	35.2	15.3	100.0
Rural	21.2	28.7	21.7	23.6	4.8	100.0
<b>Subregion</b>						
Kampala	9.8	13.2	24.7	35.1	17.2	100.0
Central	15.8	20.7	26.1	28.9	8.6	100.0
Eastern	16.0	23.1	24.9	29.6	6.4	100.0
WestNile	10.1	16.8	15.4	37.4	20.3	100.0
Karamoja	62.3	11.9	9.8	13.8	2.2	100.0
Mid- North	26.8	13.5	14.7	35.3	9.8	100.0
Western	18.3	33.4	22.1	21.1	5.0	100.0
<b>Sector</b>						
Agriculture	28.0	40.5	19.1	9.8	2.5	100.0
Industry	10.1	15.8	32.8	32.6	8.7	100.0
service	13.6	16.3	22.0	36.4	11.7	100.0
<b>Total</b>	<b>17.5</b>	<b>23.6</b>	<b>22.9</b>	<b>27.6</b>	<b>8.4</b>	<b>100.0</b>

#### 4.10 Membership to Trade Unions and similar employee associations

For the purpose of this report, a trade union is defined as an “independent association of workers, constituted for the purposes of furthering and defending the workers’ interests<sup>5</sup>”

During the NLF&CAS, questions were asked to find out whether persons who were eligible to become members of labour unions were actually registered or were belonging to other associations similar to trade unions. The indicator computed is the unionisation rate which is a measure of the membership of trade unions or similar employee associations to the total number of paid employees.

<sup>5</sup> Art. 10, Freedom of Association and the Right to organise Convention, 1948 (No. 87).

Overall 17 percent of the working population i.e. 2.1 million in absolute terms were eligible to be members of trade unions. Based on this study the eligible criteria was based on the working population aged 14-64 years who were paid employees.

**Table 4.17: Number of Working and Eligible Population and Proportion Eligible by Sex**

Unionisation	Male	Females	Total
Total Working Population	6,133.4	6,235.6	12,369.0
Employed Persons (Eligible for union membership)	1,430.5	705.1	2,135.6
% Eligible	23.3	11.3	17.3

Only 11% of eligible members were registered with a Trade Union

Table 4.18 shows that out of 2.1 million paid employees, only 11 percent of eligible members were registered with a labour union or similar association with almost no differences between rural areas and urban areas. The Western region had the lowest proportion of paid employees being members of trade unions or similar associations (6%) while the Eastern had the highest (21%). There were also some differentials observed by industry with employees in the services other than trade and transportation having the highest rate (23%) and those in the areas of construction lowest (2%). Differentials were also observed by occupation with Professionals and Managers having the highest rate (40%) and agricultural, forestry and fishery workers the lowest (0%). The proportion of persons belonging to a trade union or similar employee organisation increases with age as only one percent of eligible working persons aged 14-17 years belonged to such an association in comparison with 18 percent of persons aged 31-64 years.

**Table 4.18: Trade Union Membership by Background Characteristics(%)**

Background Characteristic	% Unionised or in similar association	Background Characteristic	% Unionised or in similar association
<b>Sex</b>		<b>Industry</b>	
Male	11.7	Agriculture, forestry and fishing	3.3
Female	10.4	Manufacturing	7.6
		Construction	2.1
<b>Residence</b>		Trade	6.6
Urban	11.6	Transportation	11.9
Rural	11.1	services other than trade and transportation	22.5
<b>Subregion</b>		<b>Occupation</b>	
Kampala	7.5	Professionals/Managers	39.9
Central	9.6	Technicians and associate professionals	33.7
Eastern	21.4	Service and sales workers	5.6
Northern	19.7	Skilled agricultural, forestry and fishery workers	0.0
<i>West Nile</i>	20.6	Craft and related trades workers	2.0
<i>Karamoja</i>	11.2	Plant and machine operators, and assemblers	11.6
<i>Mid-North</i>	21.8	Elementary occupations	2.6
Western	6.3	Others	22.1
<b>Age</b>			
14-17	1.4		
18-30	6.6		
31-64	18.1		
<b>Total</b>	<b>11.3</b>	<b>Total</b>	<b>11.3</b>

### 4.11 Summary of the findings

The NLF& CAS estimated the total working population to be 12.4 million people with the majority residing in the rural areas (85%). The Employment to Population Ratio (EPR) was 79 percent with the ratio being higher for males compared to the females. The majority of the working population was self-employed. The share of the working population engaged in the agricultural industry was nearly three quarters (72%) showing that the economy still depends on agriculture. The informal employment sector however, accounted for the highest proportion (94%) of employed persons outside the agriculture sector.

Nearly a third of the working persons worked for excessive hours (49+). The proportion was higher for males (39%) compared to females (25%). The findings further revealed that the plant and machine operators spent the highest number of hours on economic activities. The median monthly wages of paid employees in Ugandan was US\$123,200. Findings further showed that 18 percent of the wage earners received average monthly earnings of less than UShs 50,000.



## CHAPTER FIVE

### LABOUR UNDERUTILISATION

#### 5.0 Introduction

Labour underutilisation refers to insufficient utilisation of the potential labour force during a specified reference period. Traditionally, Labour Force surveys have presented the unemployment rate as the lead indicator of labour underutilisation. However this has met severe criticisms because this indicator as defined by International Labour Organisation does not provide a real picture of the supply-demand balance of the labour market and adequately reflect the degree of inefficiency that prevails in the labour market. Consequently, other indicators of labour underutilisation are computed to supplement the indicator of unemployment rate. Labour underutilisation is composed of:

- (a) Unemployed persons
- (b) Time-related underemployment, discouraged workers and other inactive persons with a labour force attachment;
- (c) Working persons in income related inadequate employment;
- (d) The workforce in skills related inadequate employment.

#### 5.1 Unemployment

The ILO strict definition of unemployment defines the unemployed as persons of a specified age who during a specified period were:

- (i) Without work, i.e were in paid employment or self-employment
- (ii) Currently available for work, i.e were available for paid or self-employment during the reference period; and
- (iii) Seeking for work, i.e had taken specific steps in a specified reference period to seek for paid or self-employment.

The current definition of unemployment i.e total lack of work, however, does not fit in with people's perception of employment. People usually consider themselves as

employed when they can have aspirations of a long-time engagement with some reasonable conditions of employment.

One of the challenges of low unemployment rate in Uganda is that, it cannot be taken as an indicator of the economic well-being of its population. In Uganda, there is no unemployment insurance or other social protection schemes. Therefore, most people cannot afford to be totally unemployed for a long period of time. In such situations, most people take on any job that is available, or create their own employment, mainly in the informal sector.

### **5.1.1 Current Levels of Unemployment**

During the past surveys the unemployment rates have been presented based on the analysis using the strict definition of ILO. However in the current report information has been compiled based on both the strict definition and the relaxed definition of unemployment (Table 5.1).

Based on the standard definition, there were about 269,000 unemployed persons in the country and the women constituted 58 percent. The overall unemployment rate stood at two percent. Slight gender differences were observed among the unemployed as more women were unemployed (2.4%) compared to their male counterparts (1.8%).

The relaxed definition of unemployment includes all individuals who did not do any work of any type for pay, profit, barter or home use during last week, and who did not have a job or own farm or enterprise to which they will definitely return to, and who were available for work last week, but who had not necessarily taken any steps within the past 4 weeks to look for work. Based on this definition the unemployment rate was about four percent.

2% of the  
Country's labour  
force was  
unemployed

**Table 5.1: Unemployment Rates by Sex**

Unemployment	Male	Female	Total	% Female
<b>Standard Definition</b>				
Number of Unemployed	113.8	155.5	269.3	57.7
Unemployment Rate	1.8	2.4	2.1	
<b>Relaxed Definition</b>				
Number of Unemployed	201.9	327.0	528.8	61.8
Unemployment Rate	3.2	5.0	4.1	

Based on the standard ILO definition, the unemployment rate for urban areas (8%) was about eight times of that of rural areas (1%). The sex differentials in unemployment rates were more observed among urban residents (5% for males and 11% for females) compared to rural residents (1% for both males and females). The unemployment rate increased with an increase in the level of education moving from one percent among those with no education to 12percent among those with a degree and above.

Unemployment rate  
increased with an  
increase in the level  
of education

**Table 5.2: Unemployment Rates by Back ground Characteristics, 2011/12**

Background Characteristic	Male	Female	Total
<b>Residence</b>			
Urban	4.6	10.9	7.7
Rural	1.3	0.9	1.1
<b>Region</b>			
Kampala	6.7	15.8	11.3
Central	1.6	3.5	2.5
Eastern	1.8	1.6	1.7
Northern	1.5	1.8	1.6
Western	1.2	0.4	0.8
<b>Education Attainment</b>			
No formal training	1.5	0.8	1.0
Primary	1.0	1.5	1.2
Secondary	3.1	5.6	4.1
Post Pri/Sec Specialised Training	3.4	6.5	4.7
Degree and above	7.2	21	11.8
<b>Age</b>			
14-17	1.2	0.8	1.0
18-30	2.7	4.3	3.5
31-64	1.3	1.2	1.3
<b>Total</b>	<b>1.8</b>	<b>2.4</b>	<b>2.1</b>

### 5.1.2 Trends in Unemployment Levels

UBOS has had Labour Force Modules attached to the Uganda National Household Surveys (UNHS) of 2002/03, 2005/06 and 2009/10. Whereas the methodology and the questionnaire remained similar, the estimation procedures have changed significantly especially between 2005/06 and 2009/10<sup>6</sup>.

The unemployment rates have remained consistently low during the survey periods fluctuating between two percent and four percent. Table 5.3 shows that overall there was a marginal decrease in the unemployment rate between 2003/04 and the 2005/06 reducing from 3.5% to 1.9% but an increase of about two percentage points

---

Besides looking for work and availability for work, a question on job search methods was introduced. The job search methods are categorised into active and passive methods.

realised during 2009/10 survey then again marginally decreasing to 2.1% in 2011/12. The rates in the urban areas (6%-9%) were always higher than those in rural areas (1%-3%) while regional comparisons indicate that the rate has been constantly highest in Kampala. The gender difference showed a higher proportion of females consistently being unemployed for the all the four surveys years. The unemployment rate has remained highest among those with education level above secondary. This group is likely to have a high concentration of persons with no technical skills to attract employers.

**Table 5.3: Trends in Unemployment Rate by Sex, Residence, Region and Education**

Characteristic	2002/03	2005/06	2009/10	2011/12
<b>Sex</b>				
Male	2.2	1.7	2.6	1.8
Female	2.6	2.2	4.5	2.4
<b>Residence</b>				
Urban	9.3	6.3	8.7	7.7
Rural	1.3	1.2	2.5	1.1
<b>Regions</b>				
Kampala	13.5	8.3	10.7	11.3
Central	3.3	1.7	5.1	2.5
Eastern	1.5	0.7	2.5	1.7
Northern	0.6	3.3	3.4	1.6
Western	1.2	0.7	1.8	0.8
<b>Education</b>				
No formal training	0.9	1.2	3.0	1.0
Primary	1.7	1.4	2.9	1.2
Secondary	5.3	3.7	5.0	4.1
Post-secondary	5.5	4.2	6.4	6.4
<b>Total</b>	<b>3.5</b>	<b>1.9</b>	<b>3.6</b>	<b>2.1</b>

Source: 2002/03-2009/10, UBOS Uganda National Household Survey

## 5.2 Time-related Underemployment

Time-related under-employment is a situation where the actual hours worked are insufficient in relation to an alternative employment situation in which the person is willing and available to engage (16th International Conference of Labour Statisticians 1998). Time related underemployment refers only to insufficient volume of work and does not capture other problems related to type of work one actually performs. The national statistical indicator of time-related under-employment covers persons whose

hours of work were below 40 hours a week and who wanted or sought to work additional hours.

9% of the working persons were in time related underemployment

Table 5.4 shows that about nine percent of the working persons were underemployed i.e. worked for less than 40 hours in the week preceding the date of interview and were available to work more hours. In addition, the Table shows that slightly more males (10%) were underemployed compared to females (8%). There were minimal variations by rural-urban residence. However, the regions showed wide variations with Northern region being 18 percent which was far higher compared to other regions.

**Table 5.4: Time related Underemployment Rate by background Characteristics**

<b>Background characteristics</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>Residence</b>			
Urban	7.3	7.1	7.2
Rural	10.9	8.6	9.8
<b>Subregion</b>			
Kampala	5.1	5.9	5.5
Central	11.0	5.7	8.4
Eastern	7.8	6.8	7.3
Northern	19.6	16.3	17.9
West Nile	6.4	3.7	5.1
Karamoja	3.5	2.7	3.0
Mid North	30.9	27.4	29.1
Western	7.4	7.3	7.4
<b>Education Attainment</b>			
No formal training	8.2	7.9	8.0
Primary	11.6	9.5	10.5
Secondary	8.6	6.7	7.9
Post Primary Specialised Training	11.9	11.1	11.5
Post Secondary specialised Training	13.4	5.2	10.0
Degree and above	3.2	0.6	2.4
<b>Age</b>			
14-17	7.1	3.6	5.4
18-30	11.4	10.6	11.0
31-64	10.6	8.0	9.3
<b>Industry</b>			
Agriculture, forestry and fishing	11.9	8.7	10.2
Manufacturing	8.3	11.5	9.6
Construction	9.7	9.9	9.7
Trade	7.0	7.6	7.3
Transportation	18.8	0.0	10.3
services other than trade and transportation	6.0	5.7	5.9
<b>Total</b>	<b>10.4</b>	<b>8.4</b>	<b>9.4</b>
<b>Number ('000)</b>	<b>635.6</b>	<b>524.6</b>	<b>1,160.2</b>

### 5.3 Discouraged and other persons marginally attached to the Labour Force

Discouraged and other persons who were marginally attached to the labour force are those who during the reference period were:

- (i) Not economically active (i.e. not categorised as employed or unemployed in the sense of the labour force framework), and;
- (ii) Currently available for work, but
- (iii) Did not actively look for work during the last four weeks.

About 281,400 persons were marginally attached to the labour force

The results in Table 5.5 indicate that about 281,400 persons were marginally attached to the labour force, of which nearly two thirds (178,000) were females. This constituted about two percent of the working age population. The proportion was higher in urban areas (4%) than in rural areas (1%) and was highest in Kampala and lowest in Western region. The results further indicate that persons with secondary education and those with a degree and above were more marginally attached to the labour force than those with other education levels.

**Table 5.5: Proportion of Working Age Population Marginally Attached to Labour Force by Background Characteristics**

Background Characteristic	Male	Female	Total
<b>Residence</b>			
Urban	2.1	6.5	4.4
Rural	1.2	1.2	1.2
<b>Region/Subregion</b>			
Kampala	2.4	7.6	5.2
Central	1.9	4.0	3.0
Eastern	1.8	2.1	1.9
Northern	1.3	1.4	1.4
West Nile	1.4	1.3	1.3
Karamoja	2.2	1.7	1.9
Mid-North	1.1	1.5	1.3
Western	0.2	0.3	0.2
<b>Education Attainment</b>			
No formal training	1.2	1.4	1.4
Primary	1.3	1.8	1.5
Secondary	1.7	3.7	2.6
Post Primary Specialised Training	0.0	2.6	1.2
Post Secondary Specialised Training	0.3	2.0	1.0
Degree and above	2.9	3.8	3.2
<b>Age</b>			
14-17	1.7	1.7	1.7
18-30	1.9	3.3	2.6
31-64	0.6	1.2	0.9
<b>Total</b>	<b>1.3</b>	<b>2.2</b>	<b>1.8</b>
<b>Number (000's)</b>	<b>103.4</b>	<b>178.0</b>	<b>281.4</b>

## 5.4 Inadequate Employment Situations

In addition to time-related underemployment, the ILO recognizes two other major types of inadequate employment situations i.e. skill-related inadequate employment, and income-related inadequate employment.

### 5.4.1 Skill-related inadequate employment

Skill-related inadequate employment includes employed persons who during the reference week were not already categorised as time-related underemployed and whose educational attainment were higher than the educational level required by their current main jobs. Such a category is wanting/seeking and available to change current work situation in order to utilise their skills more optimally. In the analysis in this report, the minimum education level of education to categorise someone to be in skill related inadequate employment was Senior Four (S4).



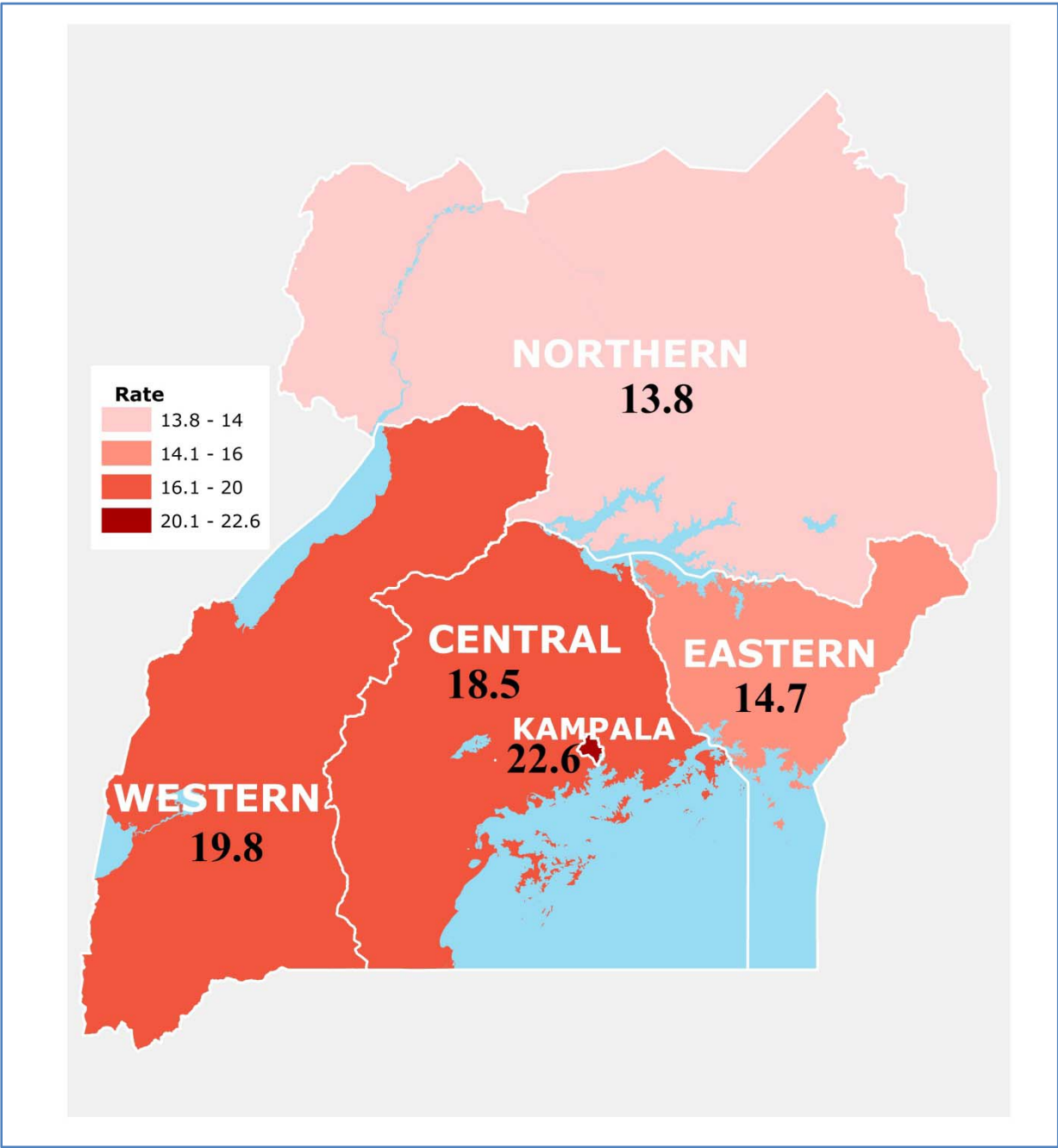
Overall about 314,000 (3% of the working population) had educational attainment/skills higher than the level required by their current main jobs. The results further indicate that more than one third (37 percent) of the working persons with post-secondary specialised training were in skill-related inadequate employment. If the universe of persons with education level of S4 and above is considered, the skill related inadequate employment rate becomes 18 percent.

**Table 5.6: Skill-Related Inadequate Employment Rate by Background Characteristics**

Background Characteristic	% of employed			% of employed with S4+		
	Male	Female	Total	Male	Female	Total
<b>Residence</b>						
Urban	9.4	7.7	8.6	20.9	24.6	22.3
Rural	1.8	1.1	1.5	13.8	17.2	15.0
<b>Education Attainment</b>						
Secondary	2.3	0.9	1.7	5.0	2.6	4.2
Post Primary Specialised Training	51.3	47.3	49.4	51.3	47.3	49.4
Post-Secondary specialised	34.6	40.3	36.9	34.6	40.3	36.9
Degree and above	22.7	36.2	26.7	22.7	36.2	26.7
<b>Sector</b>						
Agriculture, forestry and fishing	1.3	0.8	1.0	14.8	19.4	16.5
Manufacturing	9.0	8.0	8.7	33.1	48.4	36.2
service	5.4	5.8	5.6	13.3	18.1	15.2
<b>Total</b>	<b>3.0</b>	<b>2.1</b>	<b>2.5</b>	<b>16.6</b>	<b>20.5</b>	<b>18.0</b>
<b>Number ('000)</b>	<b>185.5</b>	<b>128.2</b>	<b>313.7</b>	<b>185.5</b>	<b>128.2</b>	<b>313.7</b>

Among those persons that had finished S4 and above, comparisons by region showed that Kampala depicted the highest proportion of persons in skills related inadequate employment (23%). This may be partly explained by the relatively highly educated persons migrating to Kampala looking for jobs where a number of them end up taking up jobs not comparable to their qualifications. The regions with low urbanization rates (Eastern and Northern) had a lower proportion of persons in skill related inadequate employment compared to other regions.

**Figure 5.1: Skill-Related Inadequate Employment Rate among employed persons with Education attainment of S4+ by Region**



**5.4.2 Wage-related inadequate employment**

37% of paid employees were inadequately paid

Wage related inadequate employment refer to wage/salary earners who were either employed full-time with low monthly earnings or were employed and worked less than full-time with low monthly earnings or were overly employed with low monthly

earnings. Table 5.7 below shows that overall about 748,000 employees (37 percent) of the working population in paid employment were inadequately paid i.e. they earned less than two-thirds of the median income. Sex variations were evident. The females in paid employment under income related inadequate employment were about 44 percent compared to the males with 28 percent.

The rural-urban difference was also observed whereby the proportion of persons categorised to be in inadequate earnings in urban was more than that of persons from rural areas. Findings by region further showed that more working persons (in paid employment) in Northern region earned inadequate pay compared to employed persons in other regions while the Western region had the lowest proportion. The results also indicate that education levels were inversely related to the proportion that were earning inadequately, (57% for those with no education and 7% for those with a degree and above).

**Table 5.7: Wage-Related Inadequate Employment Rate<sup>7</sup>**

Background Characteristic	Male	Female	Total
<b>Residence</b>			
Urban	15.9	36.8	23.7
Rural	33.3	48.0	37.8
<b>Region</b>			
Kampala	18.9	44.4	29.9
Central	29.9	42.0	33.4
Eastern	28.9	40.3	32.4
Northern	27.4	65.3	38.0
Western	28.9	39.9	32.7
<b>Education Attainment</b>			
No formal training	55.5	58.5	57.1
Primary	39.6	60.7	45.9
Secondary	17	41.6	23.3
Post Primary Specialised Training	12.1	16.1	13.8
Post Secondaryspecialised Training	1.7	5.2	3.1
Degree and above	6.9	6.0	6.6
<b>Sector</b>			
Agriculture, forestry and fishing	44.2	51.5	46.7
Manufacturing	20.8	40.5	23.4
service	20.9	39.9	28.2
<b>Total</b>	<b>27.9</b>	<b>43.8</b>	<b>33.1</b>
<b>Number (000's)</b>	<b>423.0</b>	<b>325.0</b>	<b>748.0</b>

## 5.5 LabourUnderutilisation

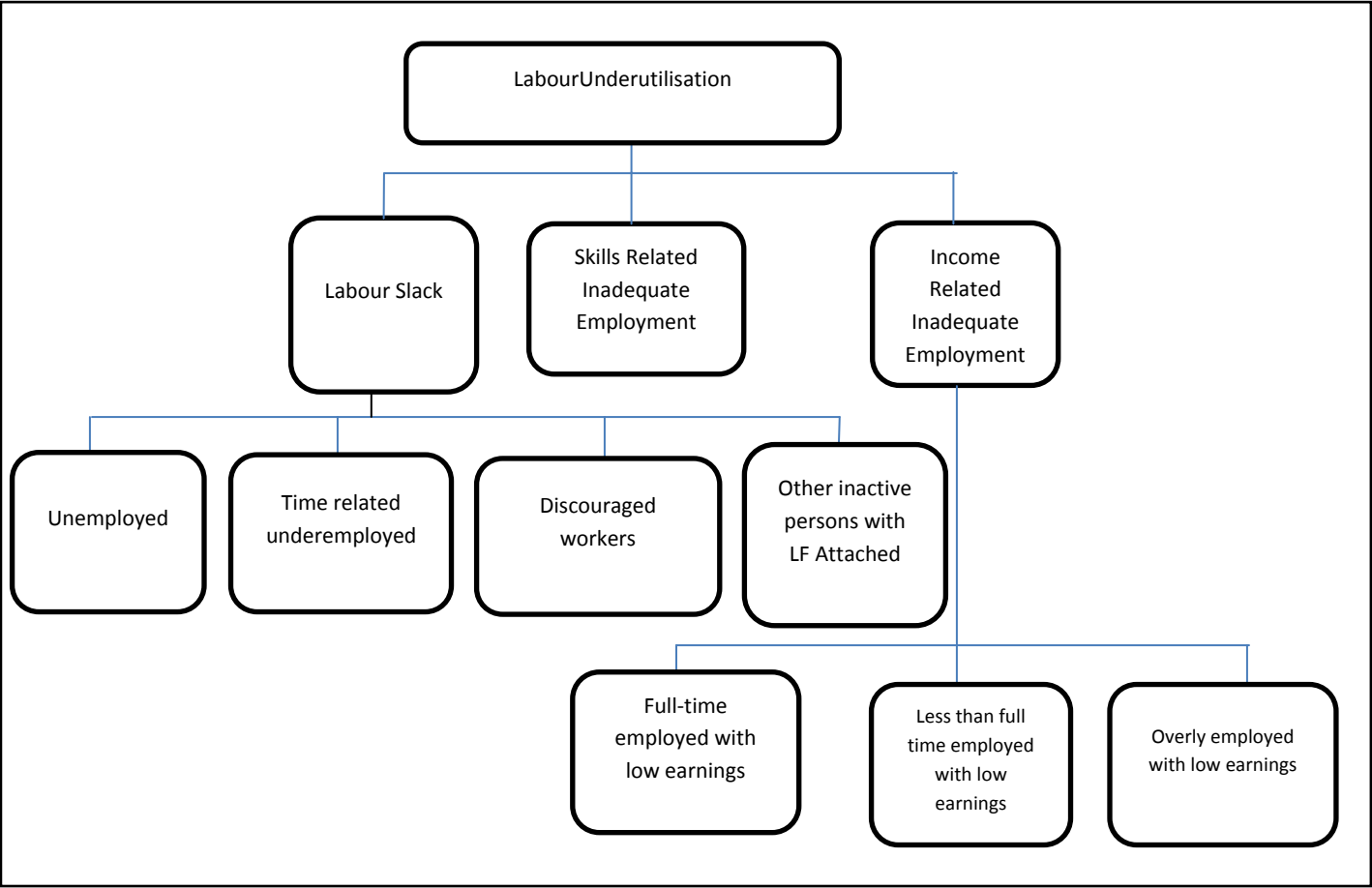
The Labourunderutilisationconcept uses underemployment rates and work intensity to supplement the unemployment rate and has the following components:

1. Labour slack: This includes outright unemployment, time related-underemployment and those marginally attached to the labour force;
2. Skill related inadequate employment
3. Wage related inadequate employment

<sup>7</sup> Covers only persons in paid employment

The three components and sub-components of labour underutilisation are shown in Figure 5.2.

**Figure 5.2: Labour underutilisation Framework**



17% of the working age population were underutilised

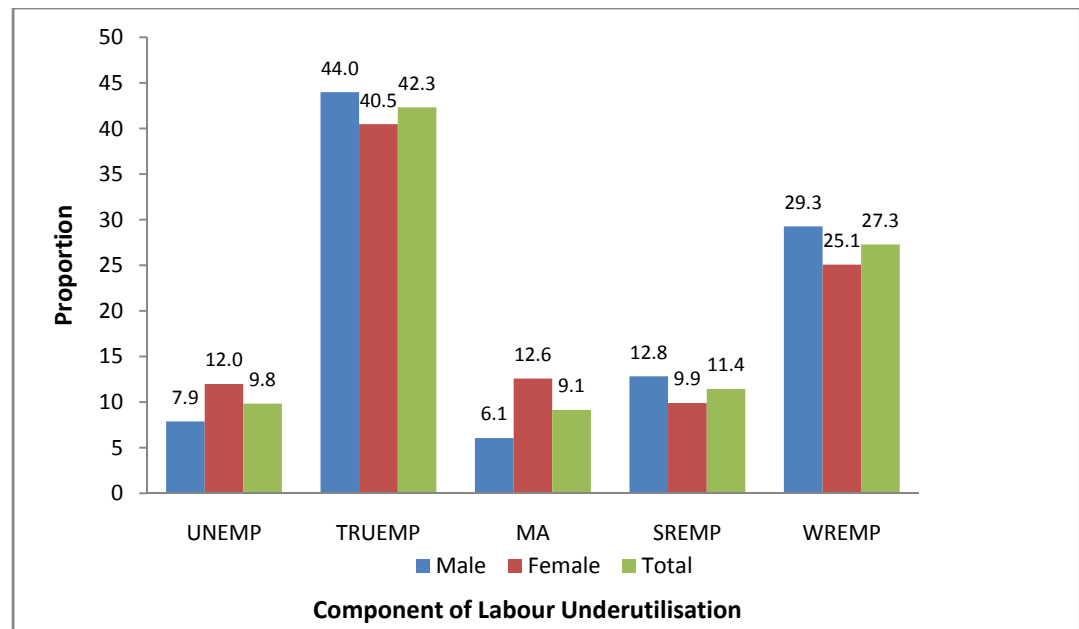
Table 5.8 presents the working age population (14-64 years) by their activity status. The Table shows that nearly 2.7 million persons (17% of the working age population) were underutilised.

**Table 5.8: Components of the Working Age Population by Sex**

Activity Status	Population (000's)		
	Male	Female	Total
<b>Population (14-64 years)</b>	<b>7,668.4</b>	<b>8,095.5</b>	<b>15,764.0</b>
Economically active persons	6,247.8	6,391.1	12,638.9
Employed	6,134.0	6,235.6	12,369.6
Unemployed	113.8	155.5	269.3
Not economically active persons	1,333.3	1,541.3	2,874.5
<b>Labour slack</b>	<b>836.7</b>	<b>843.3</b>	<b>1,680.0</b>
Unemployed	113.8	155.5	269.3
Time-related underemployed	635.6	524.6	1,160.2
Marginally attached to labour force	87.4	163.2	250.6
<b>Skills related inadequate employment</b>	<b>185.4</b>	<b>128.2</b>	<b>313.6</b>
<b>Wage related inadequate employment</b>	<b>423.0</b>	<b>325.0</b>	<b>748.0</b>
Full-time employed (40-48 hours per week)	63.5	64.6	128.1
Part-time employed (less than 40 hours per week)	109.6	88.1	197.6
Overly employed (more than 48 hours per week)	249.9	172.3	422.3
<b>Labour underutilisation</b>	<b>1,445.1</b>	<b>1,296.5</b>	<b>2,741.6</b>
<b>Percentage</b>	<b>18.8</b>	<b>16.0</b>	<b>17.4</b>

Figure 5.3 shows that contrary to the general belief that unemployment is a problem in Uganda, it contributed only 10 percent of the total Labour Underutilisation, with the contribution among the females (12%) being more than that among the males (8%). The major cause of Labour Underutilisation was time related underemployment contributing 42 percent of the underutilised. This was followed by wage related inadequate employment (27%), while those who were marginally attached constituted nine percent; females being two times as males to be in the category of marginal attachment. The findings also reveal that the working age population in wage related inadequate employment (27%) was more than two times that in skill related inadequate employment (11%).

**Figure 5.3: Contribution to Labour underutilisation**



The abbreviations above in the graph refer to the following:

- (i) UNEMP- Unemployment (ii) TRUEMP-Time related inadequate employment
- (iii) MA-Marginally attached
- (iv) SREMP-Skill related inadequate employment (v) WREMP-Wage related inadequate employment

### 5.5.1 LabourUnderutilisation by Background Characteristics

The results in Table 5.9 indicate that the labourunderutilisationrate was slightly higher for males (19%) compared to females (16%). Further, urban residents were more likely to be underutilised compared to their rural counterparts while regional comparisons indicate that the Labourunderutilization rate was highest in Kampala (32 percent) and lowest in Eastern region (13 percent). The findings also reveal that the rate increases with an increase in the level of education upto post-primary training education and reduces thereafter.

**Table 5.9: Labour Force Underutilisation by Background Characteristics**

Background Characteristic	Male	Female	Total
<b>Residence</b>			
Urban	22.8	29.1	26.1
Rural	18.0	13.0	15.4
<b>Region/Subregion</b>			
Kampala	25.4	37.8	32.1
Central	22.9	16.3	19.5
Eastern	14.7	11.2	13.0
Northern	22.3	18.9	20.5
<i>West Nile</i>	9.8	7.3	8.5
<i>Karamoja</i>	16.1	16.5	16.4
<i>Mid North</i>	32.0	26.9	29.4
Western	16.0	13.4	14.6
<b>Education Attainment</b>			
No formal training	18.7	13.4	14.9
Primary	17.9	14.6	16.2
Secondary	15.0	15.0	15.0
Post Primary Specialised Training	65.6	61.4	63.6
Post Secondary specialised Training	48.5	51.9	49.9
Degree and above	36.9	52.6	42.3
<b>Age</b>			
14-17	10.3	6.7	8.5
18-30	22.5	21.5	22.0
31-64	20.3	15.0	17.6
<b>Total</b>	<b>18.8</b>	<b>16.0</b>	<b>17.4</b>

## 5.6 Summary Findings

The Survey estimated the unemployment rate to be at two percent. About nine percent of the working persons were underemployed implying that they worked less than 40 hours in the week preceding the date of interview and were available to work more hours. Over 748,000 employees (37 percent) of the working population in paid employment were inadequately paid and about the same proportion of working persons with post-secondary specialised training were in skill-related inadequate employment. Nearly 2.7 million persons were underutilized with males (19%) taking the largest share compared to women (16%).



## **CHAPTER SIX**

### **WOMEN IN EMPLOYMENT**

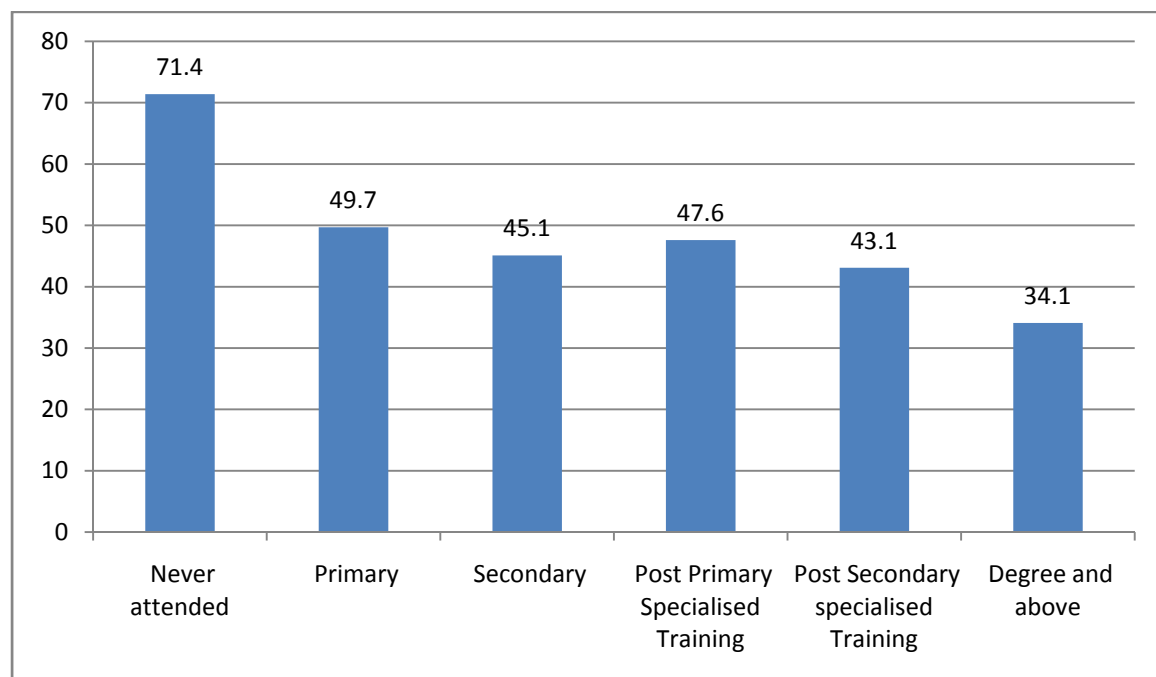
#### **6.0 Introduction**

This chapter presents gender differentials in the key statistics gathered in the National Labour Force and Child Activities Survey 2011/12. However the descriptive analyses in the previous chapters have compared indicators by male/ female category so in the present chapter only the key areas are covered. This is being made to examine the roles that females and males play in the labour market. The gender issues and concerns are covered under the topics of economic activity status, time use, status in employment, non-agricultural wage employment and labour underutilisation.

#### **6.1 Education Attainment**

The results in figure 6.1 show that as the education levels increased the share of women decreased, i.e low education levels had higher proportions of women as compared to the subsequent high ones. While almost three quarters (71%) of the working age population who had no formal education were women, the share of those with highest education of primary was about half. The share decreased to about a third (34%) among those with the highest education level of a degree and above.

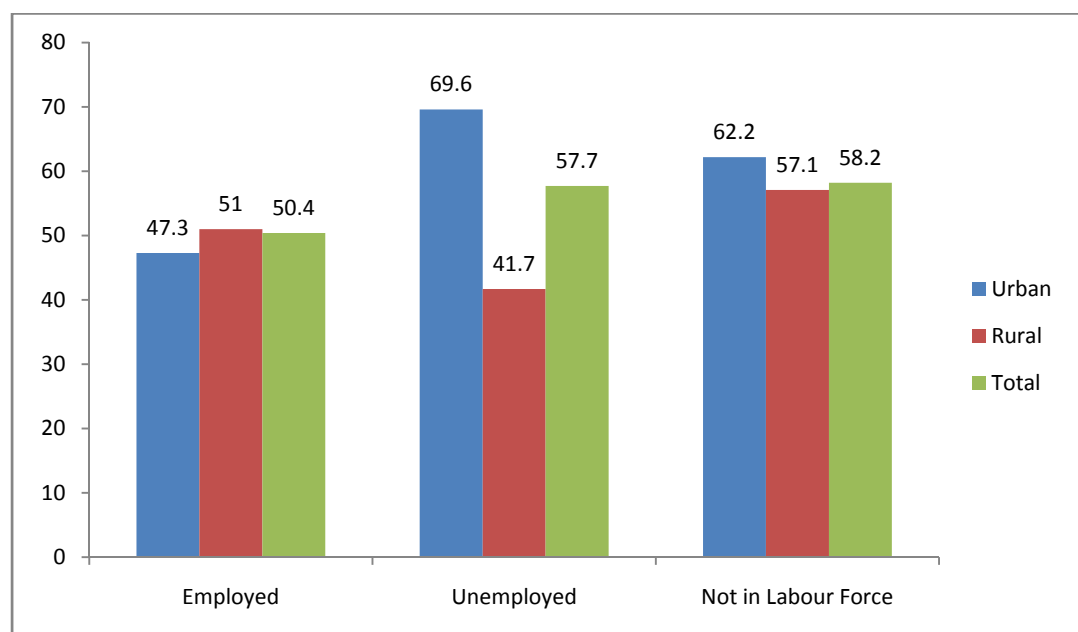
**Table 6.1: Share of Working Age Women (14-64 years) by different levels of Education Attainment**



## 6.2 Activity Status

Figure 6.2 shows that the proportion of women among the employed population was almost equal to the males. The rural areas had a slightly higher proportion of the females employed relative to the male population (51%) while the urban had a lower proportion (47%). Three fifths of the unemployed persons were females with the urban areas depicting a higher proportion (70% compared to the rural areas (42%). The findings also reveal that the population not in the labour force was dominated by females (58%) especially in the urban areas (62%).

**Figure 6.2: Share of Women by Activity Status and Residence**



### 6.3 Time Use

During the implementation of National Labour Force and Child Activities Survey 2011/12, data was gathered on the actual hours spent by individuals on both economic and non-economic activities and the findings are presented in this section.

Table 6.1 shows that women spent slightly less time in economic activities (35 hours) as compared to the males (39 hours). The findings however reveal that the number of hours spent by working women in non-economic activities (26 hours) were almost four times that spent by men (7 hours). Employed women in urban areas were more likely to be involved in economic activities compared to those residing in rural areas while the reverse held for involvement in non-economic activities. Table 6.1 shows that while the differences in the involvement in economic activities were not very high between males and females in the rural and urban areas, women were 5 times more likely to be involved in non-economic activities in the urban areas relative to men compared to the rural category of 3.5 times. The age comparisons show that among the females, the youths spent the highest number of hours in economic activities while among the males the age group aged 31-64 spent the highest number of hours performing economic activities. Engagement in non-economic activities by the employed population generally increased

Working women  
spent four times  
their time in non-  
economic activities  
as men

with age for females while the reverse relationship was observed by the male working population.

**Table 6.1: Involvement in Economic and Non-economic Activities**

Background Characteristic	Actual Weekly Hours Spent			
	Economic Activity		Non-Economic Activity	
	Male	Female	Male	Female
<b>Urban Residence</b>				
Urban	55.6	51.4	4.8	24.0
Rural	35.8	31.3	7.3	26.2
<b>Region/Subregion</b>				
Kampala	62.4	59.2	3.5	22.7
Central	44.7	39.8	7.3	27.3
Eastern	33.6	27.8	7.5	25.6
Northern	31.7	28.1	5.5	27.3
West Nile	35.2	29.3	5.3	26.5
Karamoja	41.9	40.3	7.1	17.9
Mid North	27.5	24.0	5.3	30.2
Western	39.7	35.5	7.4	24.7
<b>Age</b>				
14-17	21.0	22.8	12.4	19.6
18-30	40.7	37.3	7.6	27.1
31-64	42.8	35.0	4.3	26.9
<b>Total</b>	<b>39.2</b>	<b>34.6</b>	<b>6.9</b>	<b>25.9</b>

## 6.4 Status in Employment

Overall one third of paid employees were women with the share in urban areas (38%) being slightly higher than rural areas (31%). The Regional comparisons showed Kampala with largest share of women in wage employment (43%) and Northern the lowest (28%). However in the Northern Region, the Karamoja subregion depicted a relatively high share of women in paid employment (47%) relative to other subregions. Women outnumbered men in both self-employment and among persons working as contributing family workers. In rural areas the share of women working in self-employment to the total population in self-employment (54%) was almost similar to that of

One third of paid employees were women

contributing family workers (55%) however differences were observed in urban areas. Regional comparisons showed Kampala having the highest proportion of women of about three quarters (74%) of the contributing family workers composed of women. The share of women working as contributing family workers to the total contributing family workers population increases with age, from about a half for children aged 14-17 years to almost three quarters, (72%), for those aged 31-64 years.

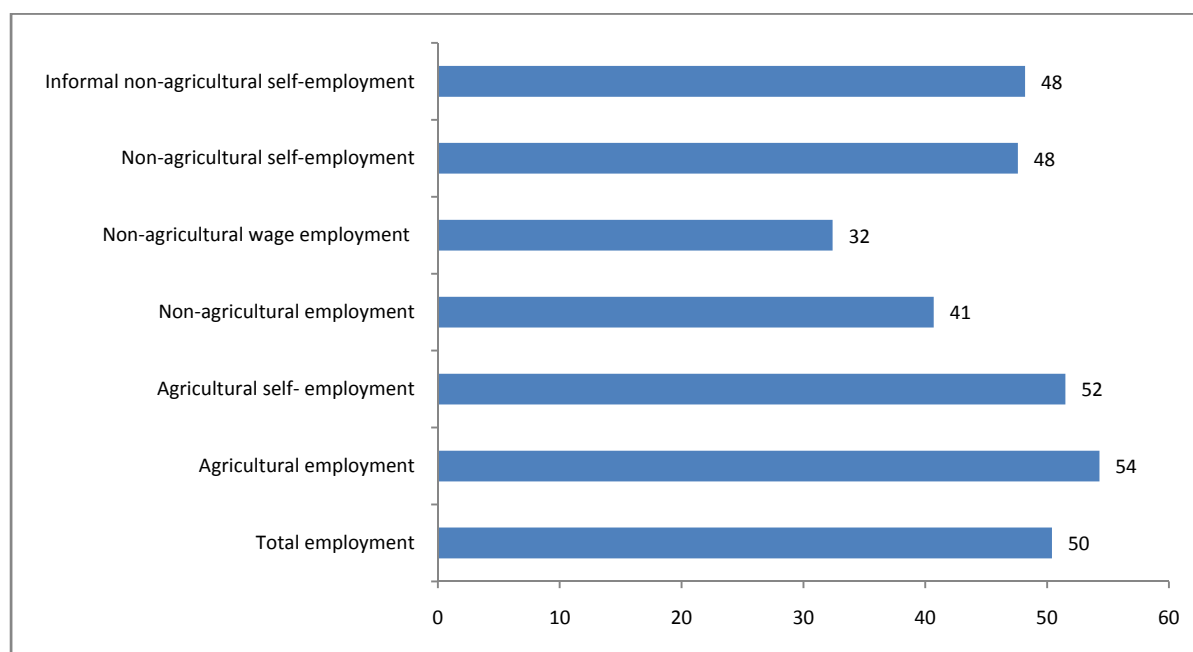
**Table 6.2: Share of Women by Status of Employment by Residence and Age**

Background Characteristic	Paid Employment	Self-Employment	Contributing Family Workers
<b>Residence</b>			
Urban	37.6	52.5	61.1
Rural	30.6	53.9	54.7
<b>Region/Subregion</b>			
Kampala	43.3	50.6	74.3
Central	28.9	53.3	52.0
Eastern	30.5	51.8	54.0
Northern	27.5	53.7	55.1
<i>West Nile</i>	25.7	49.4	70.7
<i>Karamoja</i>	46.6	60.7	55.3
<i>Mid North</i>	22.7	55.1	49.2
Western	35.2	56.6	57.6
<b>Age</b>			
14-17	38.3	41.8	50.3
18-30	37.2	56.5	55.6
31-64	27.7	52.7	72.4
<b>Total</b>	<b>33.0</b>	<b>53.7</b>	<b>55.1</b>

Women constituted half of the total working population

Women contributed half of the total working population (Figure 6.3). The contribution of women to the workforce was highest in the agriculture employment (54%) and lowest in non-agricultural wage employment (32%).

**Figure 6.3: Share of women in Employment by type of employment**



### 6.5 Share of Women in Non-Agriculture Wage Employment

The share of women in non-agriculture wage employment shows the extent to which women have access to paid employment. The indicator suggests the extent to which labour markets are open to women in the service and manufacturing sectors. This indicator is used to monitor the country's progress towards MDG3 (promote gender equality and empower women).

The findings indicate that, overall, about one third of the working population engaged in non-agricultural employment wage employment were women. This share was higher in urban areas (38%) as compared to rural areas (27%). In addition, the women engaged in wage employment in the non-agricultural sector also tend to be high among those with no formal education. This can be partly explained by the big numbers of the women found in private households usually with low education levels and earning low wages.

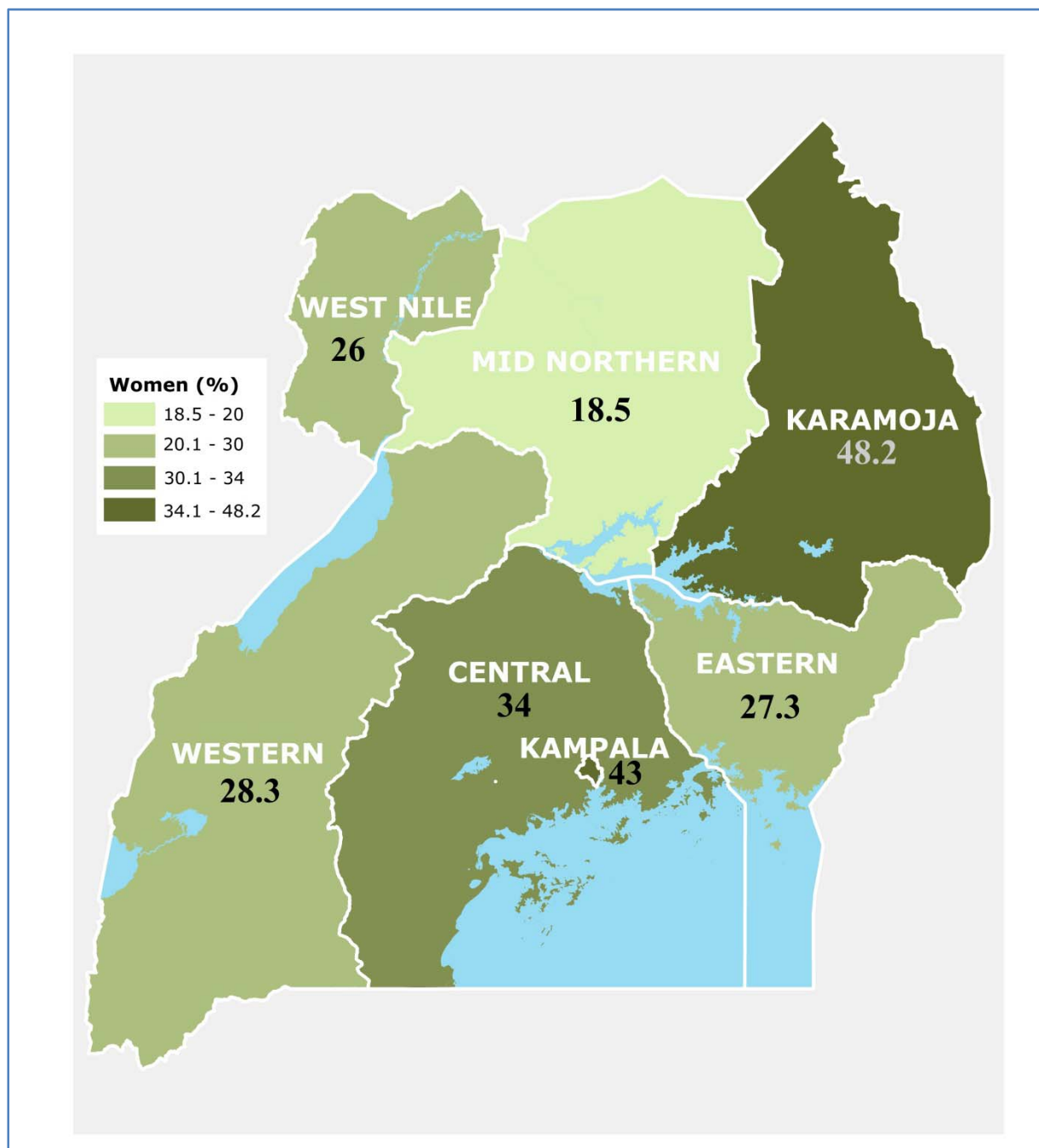
Three out of 10 working people (32%) engaged in non-agricultural wage employment were women

**Table 6.3: Share of Women in Non-Agriculture Wage Employment by selected background Characteristics**

Background Characteristic	Proportion	Background Characteristic	Proportion
<b>Urban Residence</b>		<b>Education Attainment</b>	
Urban	37.7	No formal Training	45.4
Rural	27.3	Primary	29.6
		Secondary	27.1
<b>Sector</b>		Post Primary Specialised Training	42.9
Industry	13.1	Post -Secondary specialised Training	41.1
service	38.2	Degree and above	30.0
<b>Total</b>	<b>32.2</b>	<b>Total</b>	<b>32.2</b>

Kampala had the highest proportion of women engaged in non-agricultural wage employment (43 percent) while Northern region had the least (26 percent). One third of persons employed in the non-agriculture wage employment in the Central region were women, and this proportion was almost similar to the national average.

**Figure 6.4: Share of Women in Non-Agriculture Wage Employment by Region/Subregion**



The female share in the non-agriculture wage employment has fluctuated between 29 percent and 36 percent during the survey years. The proportion has consistently been higher in urban areas than rural areas and since the 2005/06 survey the Central Region has shown the highest proportion apart from the year 2009/10 when it had the second highest. The high share of women in the non-agricultural wage



employment in the Central region can be partly explained by the relatively high urbanisation levels of the region.

**Table 6.4: Share of Women in Non-agricultural Wage Employment, 2002/03-2011/12 (%)**

Background Characteristic	2002/03	2005/06	2009/10	2011/12
<b>Residence</b>				
Urban	38.6	33.3	39.2	37.7
Rural	25.2	24.8	33.1	27.3
<b>Region</b>				
Central	32.0	32.1	39.0	37.7
Eastern	33.3	27.9	27.9	27.3
Northern	32.1	24.1	27.0	26.2
Western	24.4	23.4	41.3	28.3
<b>Total</b>	<b>30.1</b>	<b>28.8</b>	<b>36.2</b>	<b>32.0</b>

Source: 2002/03-2009/10, Uganda National Household Survey series 2002/03, 2005/06, 2009/10

## 6.6 Labour Underutilisation

Three out of every 5 unemployed persons were women.

In this section the share of women in the five different components of labour underutilisation is presented. The findings reveal that three out of every five unemployed persons were women with the urban areas (70%) depicting a higher proportion compared to the rural areas (42%). There were also regional differentials where Kampala revealed the highest share in unemployment relative to men (70%) and the Western region the lowest (28%). The results also show that the women share in unemployment of the youths aged 18-30 years (64%) was higher than the other age categories.

The number of women in time related under employment (45%) was slightly lower than those of men and this was true for both rural and urban areas. The regional comparisons showed relatively more women in time related under employment in Kampala (51%) and the Western region (52%). Women were also slightly more than men in time related underemployment among the youth.

Overall almost two thirds of the persons marginally attached to the labour force were women, this proportion being higher in urban areas (78%) compared to rural areas

(53%). The share of women marginally attached to the labour force increases with increasing age and was highest in Kampala (80%) and lowest in the Eastern and Northern regions where it was nearly half.

**Table 6.5: Share of Women in Components of Labour Underutilisation**

Background Characteristic	Unemployment	Time related under employment	Marginally Attached	Skills related inadequate employment	Wage related inadequate employment
<b>Residence</b>					
Urban	69.6	46.7	78.0	42.3	57.9
Rural	41.7	45.0	53.0	39.4	39.0
<b>Region</b>					
Kampala	70.2	51.4	80.1	49.5	63.8
Central	67.5	32.5	67.6	32.8	36.4
Eastern	46.0	46.5	56.0	22.7	38.3
Northern	55.6	46.8	52.9	30.6	48.2
Western	28.3	52.2	78.0	59.2	42.4
<b>Age</b>					
14-17	37.5	31.6	48.0	*	42.1
18-30	64.1	50.5	69.9	46.9	45.8
31-64	47.6	42.5	73.0	34.3	41.1
<b>Total</b>	<b>57.7</b>	<b>45.2</b>	<b>65.4</b>	<b>40.9</b>	<b>43.5</b>

\* No observations

Two in every 5 persons in skills related inadequate employment were women

Table 6.5 shows that two in every five persons who were in skills related inadequate employment were women. However the women's share in skills related inadequate employment was slightly higher in urban areas compared to the rural areas. The Eastern region had the lowest share (23%) and the Western the highest (59%). The findings also show that the share of women in skills related inadequate employment decreases with age from 47 percent among youths aged 18-30 years to 34 percent among persons aged 31-64 years.

Among persons in paid employment categorised in wage related inadequate employment, females comprised of 44 percent. However the share was more than half in urban areas while 64 percent of the persons in wage related inadequate employment in Kampala were women. Overall the male rate of labour underutilisation of 19 percent was slightly more than that of females of 16 percent (refer to table 5.9, chapter 5).

## 6.6 Summary of findings

The proportion of women among the employed population was almost equal to that male of women. Results show that three out of every five unemployed persons were women with the urban areas (70%) depicting a higher proportion compared to the rural areas (42%).The findings also reveal that the number of hours spent by working women in non-economic activities (26 hours) was almost four times that spent by men (7 hours).Findings further indicated that women outnumbered men in both self-employment and individuals working as contributing family workers. One third of the working population engaged in wage employment were women.

## CHAPTER SEVEN

### URBAN EMPLOYMENT

#### 7.0 Introduction

The Urban Labour Force Surveys are annual household based surveys being implemented in the country since 2009. These surveys have been targeting Kampala and the peri-urban Kampala area (composed of highly urbanised subcounties/municipalities/Divisions in Wakiso and Mukono Districts). The Urban Labour force survey was not implemented in the year 2012 due to the implementation of the National Labour Force and Child Activities Survey 2011/12. However in the design process of the National Labour Force and Child Activities Survey 2011/12, the target areas of Kampala, the “Peri-urban Kampala” and “Other urban” were oversampled to facilitate the generation of labour market indicators for the three categories of urban groupings.

#### 7.1 Population Distribution

Table 7.1 shows the National Labour Force and Child Activities Survey results about the household and the working age population by urban residence. The findings reveal that 52 percent of the total urban population was staying in the “Greater Kampala” area. There was no sex differentials in the distribution of the total population by urban residence. The results also show that a slightly higher proportion (54%) of the working age population was more likely to stay in Kampala City compared to the total household population while the reverse was holding for the “Other urban” category<sup>8</sup>.

52% of the total urban population was staying in the “Greater Kampala”

---

<sup>8</sup>The “Other urban” consists of all urban areas outside the “Greater Kampala” area as defined by UBOS.

**Table 7.1: Distribution of the Total Population and Working age population by Urban Residence (%)**

Study Domain	Total Population			Working Age population(14-64 years)		
	Male	Female	Total	Male	Female	Total
Kampala city	29.9	30.9	30.4	31.6	33.7	32.7
Peri-urban	21.9	21.6	21.7	22.5	21.2	21.8
Other Urban	48.3	47.5	47.9	45.9	45.1	45.5
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Number ('000s)</b>	<b>2,359.1</b>	<b>2,554.9</b>	<b>4,914.0</b>	<b>1,370.4</b>	<b>1,504.7</b>	<b>2,875.1</b>

## 7.2 Economic Activities

Persons are considered economically active if, and only if, they contribute to or are available to contribute to the production of goods and services falling within the SNA production boundary.

### 7.2.1 Economic Activity Status

Table 7.2 below presents the activity status of the population aged 14-64 years. The Table reveals that 67 percent of this population was employed, while more than a quarter (28%) was categorised as being not in the Labour Force. The proportion of the unemployed was higher among females (7%) and Kampala residents (8%) as compared to the males (4%) and residents of “Other Urban” areas (3%).

67% of the working age population was employed

**Table 7.2: Activity status of the Working Age Population by sex and urban category**

Background Characteristic	Employed (%)	Unemployed	Not in the Labour Force	Total	Number <sup>1</sup> (000's)
<b>Sex</b>					
Male	73.6	3.5	22.9	100	1,334.0
Female	60.0	7.3	32.6	100	1,467.8
<b>Urban Residence</b>					
Kampala	64.5	8.2	27.3	100	907.5
Peri Urban					
Kampala	64.7	7.5	27.8	100	617.5
Other Urban	68.8	2.6	28.6	100	1,276.9
<b>Total</b>	<b>66.5</b>	<b>5.5</b>	<b>28.0</b>	<b>100</b>	<b>2,801.8</b>
<b>Mean age</b>	<b>31.8</b>	<b>26.1</b>	<b>21.3</b>		<b>28.6</b>

Note<sup>1</sup>: excludes some 2 percent of the working age population with missing entries for activity status

## 7.2.2 Size and Characteristics of the Labour Force

The Labour Force, (also referred to as economically active population) comprises all persons aged 14-64 years who supply labour for the production of goods and services; it includes the employed and the unemployed.

Fifty five percent of the Labour Force in the Uganda urban areas was found in the "Greater Kampala" area. The importance of education and training of the labour force cannot be overemphasised as it is a process that enhances the individual skills to enable him/her to meaningfully contribute to production. Table 6.3 below shows that the labour force in urban Uganda is not highly educated. About 40 percent of the labour force had primary or lower education, with the proportion of females (46%) being more than that of males (34%). Further the skills development of the labour force is generally low resulting into only 11 percent of the Labour Force with an area of education specialisation while only about 15 percent had acquired training in business skills.

50% of the labour force in the Uganda urban areas was found in the "Greater Kampala"

**Table 7.3: Size and Distribution of the Labour Force by Background Characteristics**

Background Characteristic	Male	Female	Total
<b>Urban Residence</b>			
Kampala	31.9	33.4	32.7
Peri Urban Kampala	24.1	20.1	22.1
Other Urban	44.0	46.5	45.2
<b>Education Attainment</b>			
Never attended	3.7	9.8	6.7
Primary	30.8	36.5	33.6
Secondary	44.7	35.7	40.3
Post Primary Specialised Training	2.5	2.9	2.7
Post Secondary specialised Training	9.1	8.5	8.8
Degree and above	7.9	5.1	6.5
Not stated	1.3	1.6	1.5
With an area of Education specialisation	12.1	10.6	11.4
Literate	94.0	84.9	89.5
Participation in Business Training	15.8	14.4	15.1
<b>Marital status</b>			
Never married	32.1	29.5	30.8
Currently Married/Cohabiting	63.9	53.4	58.7
Divorced/Separated	3.4	11.2	7.2
Widowed	0.7	5.9	3.2
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>

### 7.2.3 The Labour Force Participation Rate

The LFPR for the urban areas was 73%

The Labour Force Participation Rate (LFPR) measures the extent to which the working age population is economically active. Table 7.4 shows that seven persons in every 10 in the working age were involved in the Labour Force. The LFPRs were almost similar across all urban areas (71%-73%). However the rates were higher among males (79%) compared to the females (68%) and this pattern was true for all urban areas but with the Kampala City area showing the highest disparity (difference of 19%) and the peri-urban Kampala the lowest (difference of 4%). As expected the LFPRs increase with age, the rate among the adult persons aged 31-64 of 92 percent was about three times that of children (33%).

The general outlook reveals that the LFPR for the Greater Kampala area has almost not changed, slightly increasing from about 69 percent in 2009 to 73 percent in 2012 with the Kampala area and peri-urban Kampala area depicting the same trend.

**Table 7.4: Labour Force Participation Rates by Residence and Age**

Background Characteristic	Greater Kampala				Urban areas (2012)		
	2009	2010	2011	2012	Male	Female	Total
<b>Urban Residence</b>							
Greater Kampala	69.3	72.1	63.5	72.5	78.5	67.6	72.5
<i>Kampala</i>	69.1	73.3	65.3	72.6	82.0	62.9	72.2
<i>Peri Urban Kampala</i>	69.5	70.5	60.9	72.2	73.7	69.4	71.4
Other Urban	-	-	-	-	78.5	67.6	72.6
<b>Age</b>							
14-17	14.9	29.6	19.8	26.7	33.9	32.0	32.9
18-30	71.9	72.5	63.7	73.4	76.2	67.8	71.4
31-64	87.0	92.5	82.3	90.0	96.5	86.5	91.9
<b>Total</b>	<b>69.3</b>	<b>72.1</b>	<b>63.5</b>	<b>72.5</b>	<b>78.5</b>	<b>67.6</b>	<b>72.6</b>

Source: 2009-2011: UBOS Annual Urban Labour Force Surveys, 2009/10, 2010/11 and 2011/12

## 7.3 Characteristics of the Working Population

### 7.3.1 Spatial Distribution

The skills of the working population and the availability of decent jobs in the economy are key factors in the country's development process. Table 7.5 shows that 1.9 million persons in urban areas were working with a higher proportion of the males (53%) compared to the females (47%). Most of the working urban population were residents of the "Greater Kampala" area (53%), and among males an even higher proportion were residing in this area (55%) compared to the females (50%). Forty five percent of the working population were youths and there was a slightly higher likelihood of the female youths being compared to the males.



**Table 7.5: Distribution of Employed Population by Residence and Age (%)**

Background Characteristic	Male	Female	Total
<b>Urban Residence</b>			
Kampala	31.2	31.6	31.4
Peri Urban Kampala	24.2	18.4	21.4
Other Urban	44.6	50.0	47.2
<b>Age</b>			
14-17	7.3	8.8	8.0
18-30	41.9	49.0	45.3
31-64	50.7	42.2	46.7
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Number (000's)</b>	<b>982</b>	<b>881</b>	<b>1,863</b>

### 7.3.2 Education Characteristics

Ensuring that the workforce has the relevant skills for proper implementation of their work is necessary in the development process of any country. Therefore to meet the challenges of fostering strong, sustainable and balanced growth in the country there is need to impart skills that are necessary for the jobs of today and tomorrow. Table 7.6 shows that more than two fifths of the working population had education level of primary education and below and less than one fifth had education levels of above secondary. The working males were relatively highly educated compared to females. About half (48%) of the females had highest education levels of primary and below, while the proportion of the males was lower (35%). On the other hand the proportion of females in the workforce with above secondary education (16%) was lower than that of males (20%). About nine in every ten working persons were not attending school, the same proportion that was literate. A higher proportion of working females were not in school (92%) compared to the males (89%). Further the literate rates among the working males of 94 percent were about 10 percentage points more than that of females of 84 percent. The proportion of males with an area of education specialisation (12%) in the urban areas in Uganda was almost similar to that of females (10%).

**Table 7.6: Education Characteristics of the Urban working Population (14-64 years) (%)**

Background Characteristic	Male	Female	Total
<b>Education Attainment</b>			
No formal training	3.7	10.4	6.9
Primary	31.1	37.9	34.3
Secondary	44.2	34.5	39.6
Post Primary Specialised Training	2.6	3.1	2.8
Post Secondary specialised Training	9.1	8.1	8.6
Degree and above	8.0	4.4	6.3
Not stated	1.4	1.7	1.5
<b>School Status</b>			
Currently in School	11.3	7.9	9.7
Not in School	88.7	92.1	90.3
<b>Literacy/Education Specialisation<sup>1</sup></b>			
Literate	93.9	84.3	89.3
With Area of Education Specialisation	12.2	9.9	11.1
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>

<sup>1</sup> The contents of the group do not add to 100 due to including only the "Yes" categories and leaving out the "Nos"

The proportion of the the working population with an area of specialisation was 14 percent

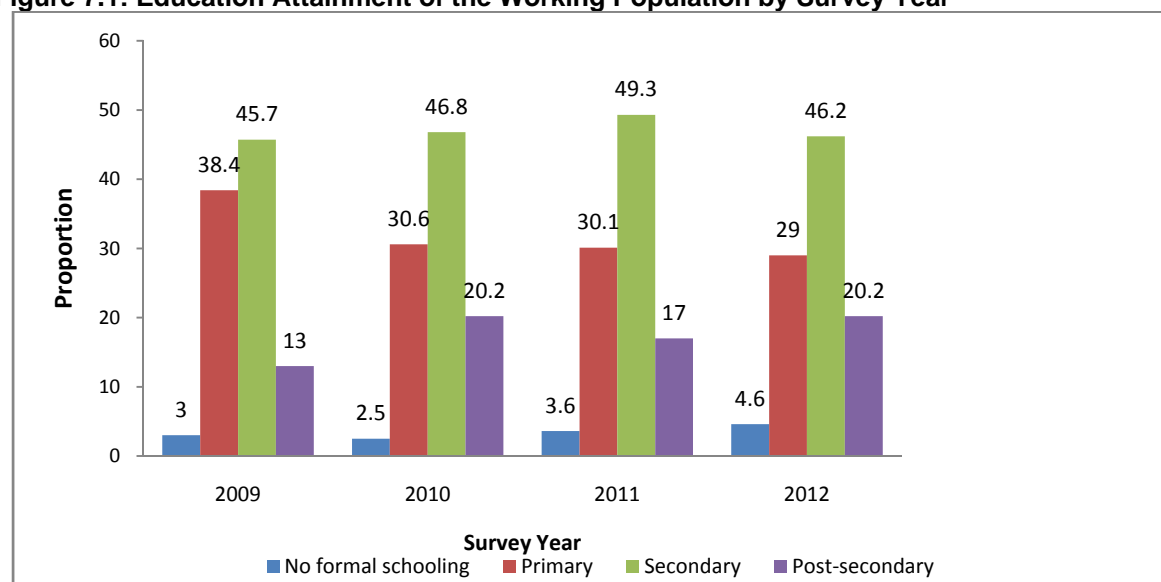
Among the working urban population that indicated having learnt a trade or technical skill, those who had acquired skills in the crafts/baskets weaving were the most common (29%) with the female proportion (50%) being ten times that of males (5%). Technical skills/trades in the fields of Carpentry/Construction/Masonry were also popular among the working population reported by about a fifth (22%) of the workforce. These were mostly trades acquired among the males (45%) as opposed to the females (less than 1%).

**Table 7.7: Trade or Technical Skill learnt among those who learnt a trade (14-64 years) (%)**

Trade or Technical skill learnt	Male	Female	Total
Welding/Electrician/Plumbing	13.5	0.6	6.7
Carpentry/Construction/Masonry	45.4	0.5	21.8
Computer Repair/Phone Repair	2.1	0.3	1.1
Sewing/Tailoring	3.5	22.7	13.6
Crafts/Basket Weaving	5.3	50.4	29.0
Catering/Food Service	1.4	6.3	4.0
Beautician/Laundry	2.6	14.5	8.9
Agriculture/Land Management	3.7	1.4	2.5
Others	22.4	3.3	12.4
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>

Figure 7.1 below shows that the working population with education level of above secondary increased from 13 percent in 2009 to 20 percent in 2012 while those with secondary education level remained constant (46%). The proportion with primary education and below reduced from 41 percent in 2009 to 34 percent in 2012.

**Figure 7.1: Education Attainment of the Working Population by Survey Year**



Source: UBOS Annual Urban Labour Force Surveys 2009, 2010, 2011

### 7.3.3 Employment to Population ratio

Two thirds of the working age population in the Greater Kampala area was employed

Table 7.8 shows that two thirds of the working population was employed with the proportion of males that was employed (74%) being higher than that of females (60%). The proportion of the working age population that was employed was higher in the “Other Urban” areas (69%) as compared to Greater Kampala. Although the employment to population ratios for males were higher than that of females in all urban areas, there were higher sex differentials for persons staying in the Greater Kampala area, with the peri-urban Kampala showing the highest difference (27%) and “Other Urban” the lowest (5%).

Table 7.8 further shows that the ratios increase with increasing age and were higher for persons with education level of above secondary compared to other education categories. The ratios were also higher with those with an area of education specialisation relative to persons without an area of education specialisation.

**Table 7.8: Employment to Population Ratios of the Urban Population by Background Characteristics**

Background Characteristic	Male	Female	Total
<b>Urban Residence</b>			
Greater Kampala	75.6	54.7	64.6
Kampala	73.3	56.9	64.5
Peri Urban Kampala	78.6	51.3	64.7
Other Urban	71.3	66.5	68.8
<b>Age</b>			
14-17	31.6	30.4	31.0
18-30	71.4	56.9	63.2
31-64	93.8	82.0	88.4
<b>Education Attainment</b>			
Never attended	85.0	75.4	77.9
Primary	75.8	65.6	70.1
Secondary	65.7	48.5	57.3
Post Primary Specialised Training	91.8	81.5	86.1
Post Secondary Specialised Training	91.1	76.0	83.7
Degree and above	93.3	68.4	83.3
<b>Specialisation Status</b>			
Has area of Specialisation	93.1	76.0	84.9
No area of Specialisation	71.6	58.7	64.8
<b>Total</b>	<b>73.6</b>	<b>60.0</b>	<b>66.5</b>

The employment to population ratio increased by seven percentage points during the period 2009-2012 with the increase in the ratios of females (12 percentage points) being more than that of males (2 percentage points). Similarly peri-urban Kampala City depicted seven percentage points increase compared to Kampala of about four percentage points.

**Table 7.9: Employment to Population Ratios for “Greater Kampala” (2009-2012)**

Sex/Urban Residence	2009	2010	2011	2012
Male	72.1	72.7	66.5	73.6
Female	48.1	53.6	49.4	60.0
Kampala	59.8	62.9	59.1	64.5
Peri Urban Kampala	60.4	62.4	55.8	64.7
<b>Total</b>	<b>60.0</b>	<b>67.3</b>	<b>57.7</b>	<b>66.5</b>

Source: 2009-2011: UBOS Annual Urban Labour Force Surveys, 2009, 2010 and 2011

### 7.3.4 Status in Employment

The findings below (Table 7.10) show that most of the working population in the urban areas was self-employed (61%). The findings however reveal that the population that was self-employed was more common in the “Other urban” areas (69%) compared to Kampala City (52%) and Peri-Urban Kampala (55%). The proportion of the population that was working for pay was about 1.5 times more among the male population compared to the female population. Among the population working for pay, the likelihood of working in the private sector (32%) was more than 4 times that of working in the public sector (7%). Further males and residents of the “Other urban” were more likely to work in the public sector compared to other subgroup categories. The findings also reveal that more than three quarters of the working population that was self-employed were working as own account workers. While the sub-category of employers was more common among males (7%) and residents of Kampala (8%), the contributing family workers sub-category was popular among females (10%) and among residents of the “Other urban” (13%).

61% of the working population in urban areas was self employed

**Table 7.10: Status in Urban Employment by Sex and Residence (%)**

Status in Employment	Sex		Urban Residence			Total
	Male	Female	Kampala	Peri Urban	Other Urban	
<b>Paid Employment</b>	<b>46.8</b>	<b>31.3</b>	<b>48.1</b>	<b>44.9</b>	<b>31.2</b>	<b>39.5</b>
<i>Public</i>	8.9	5.5	5.4	7.1	8.7	7.4
<i>Private</i>	37.4	25.4	42.7	37.8	22.6	32.2
<b>Self-Employment</b>	<b>53.2</b>	<b>68.7</b>	<b>51.9</b>	<b>55.1</b>	<b>68.8</b>	<b>60.5</b>
<i>Employer</i>	6.6	3.9	8.0	5.0	3.7	5.3
<i>Own Account worker</i>	40.2	53.9	41.1	44.7	51.3	46.7
<i>Contributing Family Workers</i>	5.8	10.2	2.2	4.3	13.4	7.9
<b>Others</b>	<b>0.6</b>	<b>0.6</b>	<b>0.6</b>	<b>1.1</b>	<b>0.4</b>	<b>0.6</b>
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

*Note\* others include members of producers' cooperatives and volunteers*

### 7.3.5 Industry and Occupations of Working Population

Table 7.11 below shows that more than a quarter (29%) of the working population in the urban areas was employed in the trade industry. Working women outnumbered men in the broad industries of Agriculture, Trade, Accommodation and Food Service, Other service activities and Activities of Households. The engagement of women in the transport and storage industry was very minimal (14% males and less than 1% females). The males were also dominant in the construction and manufacturing industries while in the education industry there was almost no difference.

29% of the working population was employed in the trade industry

Among the broad occupation categories, persons working as service workers were dominant with the likelihood of females being service workers (52%) being two times that of males (26%). The proportion of males employed as professionals (who are usually composed of highly trained and relatively well remunerated persons) and other occupations apart from service workers and agriculture and fishery workers was higher than females.

**Table 7.11: Industry and Occupation of the urban Working Population by Sex (%)**

Industry/Occupation	Male	Female	Total
<b>Industry</b>			
Agriculture	16.9	24.0	20.3
Trade	24.7	32.8	28.5
Manufacturing	10.9	7.7	9.4
Education	5.3	5.4	5.4
Construction	9.8	0.3	5.3
Transport and Storage	13.5	0.9	7.6
Accommodation and Food Service	2.0	9.5	5.5
Other service activities	4.0	6.1	5.0
Activities of Households as Employers	1.6	7.0	4.2
Others	11.2	6.3	8.9
<b>Occupation</b>			
Professionals/Managers	7.0	3.3	5.3
Technicians and associate professionals	6.2	6.8	6.5
Service and sales workers	25.5	51.5	37.8
Skilled agricultural, forestry and fishery workers	14.2	22.6	18.2
Craft and related trades workers	20.0	6.3	13.5
Plant and machine operators, and assemblers	13.8	0.6	7.6
Elementary occupations	11.1	7.3	9.3
Others	2.1	1.7	1.9
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>

*Note\* Others include clerks and armed personnel*

Table 7.12 shows that between 2009 and 2012, there was a one percentage point increase in the proportion of persons employed in the agriculture, transportation and construction industries. Also there were increases of four and three percentage points in the proportion of persons employed in the trade and manufacturing industries. However there were decreases of 10 and one percentage points in the proportion of persons employed in the services other than trade and transportation and the construction industries respectively.

Table 7.12 further shows that there was an increase of eight percentage points in the proportion of persons employed as service workers during the period 2009-2012 and slight increases were recorded in the number of persons employed as plant and

machine operators (1 percentage point).The proportion of working persons in the other categories of occupations recorded slight changes during the reference period.

**Table 7.12: Distribution of Employment by Industry and Occupation for the “Greater Kampala” area (2009-2012) (%)**

Industry/Occupation	2009	2010	2011	2012
<b>Industry</b>				
Agriculture	6.3	8.0	4.7	7.3
Manufacturing	8.6	10.5	10.6	11.3
Construction	5.3	5.8	7.6	6.6
Trade	29.4	37.7	34.2	33.1
Transport and Storage	7.9	7.8	8.3	9.2
Services other than trade and transp.	42.4	30.2	34.6	32.7
<b>Occupation</b>				
Professionals/Managers	7.1	5.8	3.8	5.3
Technicians and associate proff.	9.7	10.0	7.8	6.5
Service workers	37.9	36.2	45.3	37.8
Agricultural and fishery workers	6.4	7.5	4.2	18.2
Craft and related workers	13.8	13.9	18.3	13.5
Plant and machine operators	6.7	5.1	8.8	7.6
Elementary occupation	15.9	19.6	10.1	9.3
Others	2.4	2.0	1.8	1.9
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

Source: 2009-2011: UBOS Annual Urban Labour Force Surveys

## 7.4Hours of Work

The 2011/12 National Labour Force and Child Activities Survey gathered data on time spent on economic activities the week before the survey period and time usually worked on these activities weekly in addition to collecting data on time usually spent on non-economic activities (household chores).On the overall employed persons spent usually an average of 60 hours on economic activities per week while the actual hours spent was 54 hours. Among the working population aged 14-64 years, males were more likely to spend more time performing economic activities (62 weekly usual hours) than females (56 weekly usual hours).

Employed persons in urban areas spent usually an average of 60 hours on economic activities



**Table 7.13: Average Hours of Work in Greater Kampala- Economic Activity**

Background characteristics	Usually Worked	Actually Worked
<b>Sex</b>		
Male	62.5	55.8
Female	56.4	51.5
<b>Urban Residence</b>		
Greater Kampala	66.3	61.1
<i>Kampala</i>	<i>67.1</i>	<i>60.9</i>
<i>Peri Urban</i>	<i>65.7</i>	<i>59.8</i>
Other Urban	51.4	45.3
<b>Sector</b>		
Agriculture	35.3	29.0
Industry	62.0	54.4
service	64.8	59.2
<b>Age</b>		
14-17	44.3	41.1
18-30	61.4	56.2
31-64	60.1	53.1
<b>Total</b>	<b>59.7</b>	<b>53.8</b>

## 7.5 Earnings of Persons in Paid Employment

The median monthly wages for persons in paid employment in urban areas in Uganda was 200,000 with persons in the Greater Kampala area having a higher median monthly wage compared to residents of the other urban areas. Overall the median wage of the females in the urban areas in Uganda of Shs 122,000 per month was lower than that of males (Shs 220,000). The median wages of persons in formal employment (Shs 500,000) was about three times that of persons who were informally employed. Table 7.14 below also reveals that people with higher education qualifications tend to earn more. The data shows that the working population in paid employment who had the highest education level of secondary education earned about two times those without any formal education. Further, those with their highest qualification of a degree and above earned almost six times persons with primary education.

The median monthly wages for paid employees in urban areas in Uganda was 200,000

**Table 7.14: Median monthly wages by sex and selected background characteristics ('000s)**

Background			
Characteristic	Male	Female	Total
Urban Residence			
Greater Kampala	228	120	200
Kampala	220	130	200
Peri Urban Kampala	240	120	200
Other_Urban	200	126	186
Age			
14-17	88	50	52
18-30	200	120	165
31-64	300	220	273
Education Attainment			
No formal training	142	66	100
Primary	146	60	110
Secondary	200	120	192
Post Primary Specialised Training	260	242	260
Post Secondary specialised Training	360	268	300
Degree and above	630	490	586
Formality of Employment			
Formally Employed	460	510	500
Informally employed	200	113	175
Total	220	122	200

## 7.6 Informal Employment

92% of employed persons outside agriculture in the urban areas were in informal-employment

In Uganda where the opportunities of finding formal jobs outside agriculture are limited, informal employment offers an alternative solution to the employment challenges in the country. Table 7.15 below shows that 92 percent of persons employed outside agriculture in the urban areas in Uganda were in informal employment with no major differences observed by urban domains of study. The findings also reveal that females (94%) were more likely to be employed in informal employment outside agriculture compared to their male counterparts (90%). The likelihood of being in informal employment was inversely related to education levels; for instance 99 percent of persons without any formal training were in informal employment compared to 63 percent of the working population with education levels

of a degree and above. Relatedly, professional occupations had lower proportions of persons in informal employment (57%) compared to other occupations, (81%-99%).

**Table 7.15: Distribution of Informal Employment Outside Agriculture by Selected Background characteristics**

Background Characteristic	Total employment outside agriculture (000's)	Informal employment outside agriculture ('000s)	Percent
<b>Sex</b>			
Male	815.9	734.3	90.0
Female	669.4	627.6	93.8
<b>Urban Residence</b>			
Greater Kampala	912.9	839.7	92.0
<i>Kampala</i>	574.0	532.0	92.7
<i>Peri Urban</i>	339.0	307.7	90.8
Other Urban	572.4	522.2	91.2
<b>Education Attainment</b>			
No formal training	38.4	38.0	99.2
Primary	244.7	240.6	98.3
Secondary	426.8	405.7	95.0
Post Primary Specialised Training	26.6	24.6	92.6
Post Secondary specialised Training	79.9	66.7	83.5
Degree and above	83.6	52.3	62.5
<b>Age</b>			
14-17	41.2	41.2	100
18-30	472.6	441.9	93.5
31-64	399.2	356.6	89.3
<b>Sector</b>			
Industry	180.5	168.9	93.6
service	732.4	670.8	91.6
<b>Occupation</b>			
Professionals/Managers	56.8	32.4	57.1
Technicians and associate professionals	52.1	41.9	80.5
Service and sales workers	443.8	426.4	96.1
Craft and related trades workers	149.5	141.8	94.9
Plant and machine operators	89.0	82.3	92.5
Elementary occupations	89.2	87.9	98.6
<b>Total</b>	<b>1,485.3</b>	<b>1,361.9</b>	<b>91.7</b>

Table 7.16 below shows that informal employment in the Greater Kampala area is on the rise and persistent, rising from 88 percent in 2009 to 92 percent in 2012. The rise was more consistent among the working population staying in Kampala City compared to that in the Peri-Urban Kampala area. The persistence and the increase of the working persons in informal employment calls into question the need of

focusing policy interventions on this group of the population. It is likely that most of these persons are self-employed and could be working under precarious conditions. The challenge that the country faces is to increase the productivity and earnings and reduce the risks of those working informally, with the aim of creating more decent jobs and gradually formalising informal employment.

**Table 7.16: Informal Employment outside Agriculture as a percentage of total Employment outside Agriculture for Greater Kampala**

Background Characteristic	2009	2010	2011	2012
Male	87.6	88.8	89.7	90.0
Female	89.2	93.6	93.9	93.8
Kampala City	88.6	90.8	91.7	92.7
Peri-urban Kampala	87.3	91.0	91.1	90.8
<b>Total</b>	<b>88.2</b>	<b>90.9</b>	<b>91.5</b>	<b>91.7</b>

## 7.7 Women in Paid Employment in Urban areas

The findings reveal that for the urban areas in the country, of the employees in the non-agricultural wage employment, 38 percent were women. Further the share of women in wage employment in non-agriculture was higher in Kampala City (43%) compared to Peri-Urban Kampala (33%) and other urban (35%) and decreased with increasing age.

Persons working as paid employees in the non-agriculture sector in households were predominately women (82%) while the share for the private sector (33%) was almost the same as in the public sector (34%). The high share of women working as domestic workers poses a challenge as they are vulnerable and work for long hours with little negotiating powers for their welfare. Table 7.17 further reveals that paid employees in the industry sector were predominately males as the women share was only about a fifth, while the share of women in the service sector was high, 43 percent.

38% of the employed persons in urban areas in non-agriculture employment were women

**Table 7.17: Share of Women in Wage Employment in the Non-Agricultural Sector, 2011/12 (%)**

Background Characteristic	Share (%)	Background Characteristic	Share (%)
<b>Urban Residence</b>		<b>Sector of Employment</b>	
Kampala	43.0	Industry	19.1
Peri Urban	32.7	service	43.2
Other Urban	35.0		
<b>Age</b>		<b>Education Attainment</b>	
18-30	43.6	No formal schooling	*
31-64	28.4	Primary	39.7
		Secondary	32.0
<b>Place of Work</b>		Post-Secondary specialised Training	46.6
Private	32.8	Degree and above	33.9
Government	34.1		
Households	82.2		
<b>Total</b>	<b>37.9</b>	<b>Total</b>	<b>37.9</b>

Note: \* Implies based on fewer than 25 unweighted cases and therefore the proportion is suppressed

The share of women in non-agriculture wage employment in the Greater Kampala area has been lowfluctuating between 34 percent and 39 percent during the period 2009-2012. The findings also reveal that the share was higher in Kampala City and the service sector as compared to the peri-urban Kampala area and the manufacturing sector respectively.

**Table 7.18: Share of Women in Wage Employment in the Non-Agricultural Sectorfor the Greater Kampala (2009-2012)**

Background Characteristic	2009	2010	2011	2012
<b>Residence</b>				
Kampala City	35.3	38.1	37.6	43.0
Peri-urban Kampala	30.1	36.1	34.8	32.7
<b>Place of work</b>				
Government	29.6	32.8	36.4	38.2
Private	34.5	38.1	38.9	39.8
<b>Sector of Employment</b>				
Industry	11.3	15.6	16.5	20.5
Service	38.0	43.2	43.0	44.8
<b>Education Attainment</b>				
No formal schooling	61.9	66.7	43.5	*
Primary	38.7	41.5	38.4	39.7
Secondary	27.7	33.2	29.9	32.0
Above Secondary	40.7	38.5	47.2	40.9
<b>Total</b>	<b>33.9</b>	<b>37.5</b>	<b>36.7</b>	<b>39.2</b>

Source: 2009-2011: UBOS Annual Urban Labour Force Surveys

\* Based on fewer than 25 unweightedcases and therefore the proportion is suppressed

## 7.8 Labour Underutilisation

The number of the unemployed and the unemployment rate are both indicators of available labour resources not currently utilised in the economy. However to capture fully the complexities of labour underutilisation in the economy more measures are required. Therefore to better inform users about the structure and dynamics of the Labour Market in urban areas in Uganda, some supplementary measures to unemployment are presented in this chapter.

### 7.8.1 Unemployment

Overall eight percent, i.e. 154,200 in absolute terms of the Labour Force in urban areas in Uganda were unemployed. The unemployment rate among females (11%) was more than twice that of males (5%). The results also reveal that the rate for the Greater Kampala area was higher than that of the other urban areas in Uganda. There was also a general rise in the unemployment rates with education and this relationship was more pronounced among the females.

The unemployment rate for urban areas in 2011/12 was 8%

**Table 7.19: Unemployment rate by selected Background characteristics**

Background Characteristic	Male	Female	Total
<b>Urban Residence</b>			
Greater Kampala	5.6	16.8	10.9
<i>Kampala</i>	6.7	15.8	11.3
Peri Urban Kampala	4.1	18.4	10.4
Other Urban	3.3	4.1	3.7
<b>Education Attainment</b>			
No formal schooling	3.7	4.8	4.5
Primary	3.5	7.4	5.6
Secondary	5.7	13.9	9.2
Post Primary Specialised Training	*	*	*
Post Secondary specialised Training	4.9	15.4	9.9
Degree and above	4.2	23.6	11.5
<b>Age</b>			
14-17	*	*	*
18-30	6.2	16.1	11.6
31-64	2.8	5.2	3.8
<b>Total</b>	<b>4.6</b>	<b>10.9</b>	<b>7.6</b>
<b>Number (000's)</b>	<b>46.5</b>	<b>107.7</b>	<b>154.2</b>

\* Based on fewer than 25 unweighted cases and therefore the proportion is suppressed

The unemployment rate for the Greater Kampala area has almost been stagnant since 2009 fluctuating between 13 percent and nine percent. The findings also indicate that the rates for the females have always been higher than that of males since 2009; the female rates being more or less three times the rates of males. Also the unemployment rates for residents of Kampala City were higher than those of the Peri-Urban Kampala area throughout the survey years.

**Table 7.20: Trends in the unemployment rate in Greater Kampala (2009-2012)**

Background Characteristic	2009	2010	2011	2012
<b>Sex</b>				
Male	6.7	6.9	5.0	5.6
Female	21.6	19.4	13.8	16.8
<b>Residence</b>				
Kampala City	13.4	13.9	9.4	11.3
Peri-urban Kampala	13.2	11.1	8.5	10.4
<b>Education</b>				
No formal training	*	*	*	*
Primary	12.2	8.7	10.3	10.4
Secondary	15.5	15.9	8.6	11.5
Above secondary	11.9	12.8	8.7	11.6
<b>Total</b>	<b>13.3</b>	<b>13.0</b>	<b>9.1</b>	<b>10.9</b>

Source: 2009-2011: UBOS Annual Urban Labour Force Surveys

\*Based on fewer than 25 observations and therefore the proportion is suppressed

### 7.8.2 Time related Underemployment

Employed persons were classified to be in time related underemployment if during the reference period of one week before the survey period they worked for less than 48 hours but were willing and available to work for additional hours. This rate therefore excludes those persons who worked for 48 hours and above but were willing to work for more hours. Table 7.21 below shows that 134 thousand (7%) of the employed persons were in time related underemployment with no differences observed between the male rates and the female ones. The Table also shows that the working population in the rest of the other urban areas in Uganda were more likely to be engaged in time related underemployment compared to those from Greater Kampala.

7% of employed persons were in time related underemployment



**Table 7.21: Time related underemployment rate by background characteristics**

Background Characteristic	Male	Female	Total
<b>Urban Residence</b>			
Greater Kampala	5.2	5.8	5.5
<i>Kampala</i>	5.1	5.9	5.5
<i>Peri Urban</i>	5.4	5.7	5.5
Other Urban	9.9	8.4	9.2
<b>Education Attainment</b>			
No formal training	5.1	9.0	7.9
Primary	9.6	8.7	9.2
Secondary	6.8	6.1	6.5
Post Primary Specialised Training	4.4	2.7	3.5
Post-Secondary specialised Training	7.5	7.0	7.3
Degree and above	3.8	0.7	2.7
<b>Age</b>			
14-17	11.3	2.7	6.8
18-30	6.6	7.2	6.9
31-64	7.3	7.9	7.6
<b>Sector</b>			
Agriculture	10.9	7.3	8.9
Manufacturing	7.7	6.5	7.4
service	6.2	7.1	6.6
<b>Total</b>	<b>7.3</b>	<b>7.1</b>	<b>7.2</b>
<b>Number of persons (000's)</b>	<b>71.6</b>	<b>62.7</b>	<b>134.3</b>

### 7.8.3 Inadequate Employment situations

Persons are regarded to be in inadequate employment situations when, during the reference period they wanted to change their current work situation for reasons that limit their capacities and well-being and were available to do so. Generally three categories of inadequate employment situations include skills related inadequate employment, income related inadequate employment and inadequate employment related to excessive hours. Specifically two categories are presented in this section i.e:

- (i) The inadequate or insufficient use of workers' occupational skills (skill-related inadequate employment);
- (ii) The inadequate income in the current job (income-related inadequate employment)

### (a) Skills related Inadequate Employment

8% of employed persons in urban areas were in skill related inadequate employment

Table 7.22 below shows that eight percent (140 thousand in absolute terms) of the employed persons in the urban areas in Uganda were inadequately or insufficiently using their skills. However when expressed as a proportion of individuals of only those persons with the education level of Senior 4 and above, this rate increases to 21 percent. The working persons in the Greater Kampala area were almost two times likely to be in skill related inadequate employment (11%) compared to their counterparts from the other urban areas (6%). Fourtysix percent of persons with education level of Post-Secondary specialised training were inadequately using their skills in their places of work compared to three percent of those who had secondary education. These relatively educated persons are forced to engage in some work to earn some income due to the absence of work which is decent and where they can meaningfully utilize their skills.

**Table 7.22: Skills related Inadequate Employment by Residence and Education Attainment**

Background Characteristic	% of employed			% of employed with S4+		
	Male	Female	Total	Male	Female	Total
<b>Urban Residence</b>						
Greater Kampala	10.8	10.5	10.7	21.7	26.0	23.4
Kampala	10.2	11.6	10.9	18.6	27.6	22.3
Peri Urban	11.6	8.6	10.4	26.7	22.8	25.3
Other Urban	6.1	5.5	5.8	15.2	23.2	18.2
<b>Education Attainment</b>						
Secondary	3.2	2.2	2.8	5.6	4.8	5.3
Post Primary Specialised Training	53.9	52.8	53.3	53.9	52.8	53.3
Post-Secondary specialised Training	44.8	47.2	45.9	44.8	47.2	45.9
Degree and above	22.4	36.6	27.2	22.4	36.6	27.2
<b>Sector</b>						
Agriculture	5.2	3.7	4.3	27.4	30.8	28.9
Industry	12.8	14.2	13.1	27.5	49.3	31.5
service	8.3	8.8	8.6	15.9	22.2	18.6
<b>Age</b>						
14-17	1.1	0.6	0.8	12.2	5.4	8.2
18-30	9.3	9.7	9.5	20.0	25.0	22.3
31-64	9.4	7.7	8.7	18.8	26.6	21.1
<b>Total</b>	<b>8.8</b>	<b>8.0</b>	<b>8.4</b>	<b>19.2</b>	<b>25.0</b>	<b>21.4</b>
<b>Number of persons (000's)</b>	<b>79.8</b>	<b>65.7</b>	<b>145.5</b>	<b>92.6</b>	<b>67.8</b>	<b>160.3</b>

Table 7.23 shows that the proportion of persons in skills related inadequate employment has marginally reduced from 13 percent in 2009 to 11 percent in 2012. However skills related inadequate employment among persons with above secondary education consistently increased throughout all the survey periods since 2009 to 2011.

**Table 7.23: Trends in skill related underemployment in Greater Kampala (2009-2011)**

	2009	2010	2011	2012
<b>Sex</b>				
Male	15.9	13.0	10.2	10.8
Female	9.7	11.0	8.8	10.5
<b>Residence</b>				
Kampala City	11.9	12.5	9.2	10.9
Peri-urban Kampala	16.6	11.8	9.9	10.4
<b>Education</b>				
Secondary	6.4	8.0	4.2	5.3
Above secondary	37.1	41.4	44.6	40.3
<b>Total</b>	<b>13.4</b>	<b>12.3</b>	<b>9.5</b>	<b>10.7</b>

### (b) Income related Inadequate Employment

Table 7.24 below shows that almost one half (46 percent) of the paid employees in urban areas were in wage related inadequate employment. The proportion of females who were in wage related inadequate employment situations (61%) were more than 1.5 times that of males (38%) implying that on average women who were in paid employment in the urban areas in the country earned less than men. The male paid employees in the other urban areas had almost the same likelihood of being in wage related inadequate employment situations (42%) compared to their counterparts from the Greater Kampala area. Also higher educational levels were associated with higher earnings for paid employees. The proportion of paid employees with low earnings was about 70 percent for persons with primary education and reduced sharply to 16 percent for those with above secondary education level.

About a quarter of the paid employees in urban Uganda were in wage related inadequate employment.

**Table 7.24: Income Related Inadequate Employment as proportion of the paid employees**

Background Characteristic	Male	Female	Total
<b>Urban Residence</b>			
Greater Kampala	34.4	62.6	45.6
<i>Kampala</i>	31.7	61.7	44.5
<i>Peri Urban</i>	38.1	64.2	47.4
Other Urban	42.2	57.5	47.5
<b>Education Attainment</b>			
No formal training	43.4	88.1	68.0
Primary	57.5	88.4	69.6
Secondary	36.0	63.9	45.0
Post Secondary	13.4	20.6	16.4
<b>Age</b>			
14-17	78.5	87.2	83.2
18-30	46.1	64.4	53.9
31-64	24.0	45.8	30.3
<b>Sector</b>			
Agriculture	71.0	95.8	78.1
Industry	40.4	65.7	44.9
Service	33.7	58.9	44.7
<b>Total</b>	<b>37.5</b>	<b>60.9</b>	<b>46.3</b>
<b>Number ('000)</b>	<b>145.2</b>	<b>143.0</b>	<b>288.2</b>

The trend analysis reveals that the proportion of paid employees in wage related inadequate employment in the Greater Kampala area consistently reduced from 46 percent in 2009 almost halving to 26 percent in 2012. Although the reduction was observed among both residents of Kampala City and the peri-urban Kampala area, it was sharper among residents of Kampala City.

**Table 7.25: Proportion of paid employees in Income related Inadequate Employment (2009-2012)**

	2009	2010	2011	2012
<b>Sex</b>				
Male	39.3	39.1	33.6	37.5
Female	59.1	62.7	47.0	60.9
<b>Residence</b>				
Kampala City	49.2	47.6	40.5	44.5
Peri-urban Kampala	37.1	49.1	34.4	47.4
<b>Education</b>				
No formal training	63.4	82.9	61.9	68.0
Primary	61.5	62.4	57.2	69.6
Secondary	50.8	52.0	36.5	45.0
Post-secondary	10.9	25.7	11.2	16.4
<b>Total</b>	<b>46.1</b>	<b>48.1</b>	<b>38.5</b>	<b>46.3</b>

Source: 2009-2011: UBOS Annual Urban Labour Force Surveys, 2009,2010 and ,2011

## 7.9 Summary of Findings

The survey established that two thirds of the working population in the urban areas was employed with the proportion of males(73%) being higher than that of females (59%). The median wages of persons in formal employment (Shs 500,000) was about three times that of persons who were informally employed. Gender differentials existed in the informal employment. Females (93%) were more likely to be employed in informal employment outside agriculture compared to their male counterparts (89%).

The unemployment rate was eight percent for urban areas in 2011/12 and seven percent of the employed persons were in time related underemployment with no gender variations between the males and female. Eight percent of employed persons in urban areas were in skills related inadequate employment whilealmost one half (46 percent) of the paid employees were in wage related inadequate employment.

## CHAPTER EIGHT

### CHILD ACTIVITIES

#### 8.0 Introduction

This chapter presents key findings on main activities of children in Uganda, focusing on the extent of children's involvement in economic activities, non-economic activities and schooling. The detailed findings are contained in a separate report entitled “ *The National Labour Force and Child Activities Survey, 2011/12, Child Labour Report*”, published in July 2013.

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

#### 8.1 Activities of Children Aged 6-17 years

The survey estimated a population of about 11.5 million children (aged 6-17 years) in 2011/12. This analysis showed that about one third (33%) of all 6-17 year-olds combined working and attending school at the same time, while five percent were in employment exclusively. The findings also reveal that a further 55 percent of all children aged 6-17 years attended school exclusively, and the remaining six percent aged 6-17 year-olds were neither involved in employment nor in schooling. The activity patterns differed with the age of children. As age increased, a smaller share got involved in school exclusively and a greater share was in employment exclusively. Exclusive school involvement among children aged 6-11 years was about two thirds, (68%), for the age group 12-13 years, the share was 48 percent

Children aged 6-17 years were estimated to be 11.5 million in Uganda

and for the age group 14-17 years was 40 percent. The corresponding proportions for those in employment exclusively were one, four and 14 percent respectively.

The sex differentials revealed that slightly more females (57%) than males (54%) were involved in study only, while the pattern is the reverse for other activity categories.

**Table 8.1: Children (6-17) activities by Selected Background Characteristics**

Background characteristic	Work only		School only		Both school and work		Neither school nor work		Total (000's)
	(000's)	Percent	(000's)	percent	(000's)	percent	(000's)	percent	
<b>Sex</b>									
Male	330	5.9	3,035	54.4	1,884	33.7	336	6.0	5,736
Female	275	4.9	3,161	56.5	1,852	33.1	303	5.4	5,712
<b>Age</b>									
6-11	67	1.2	3,857	67.5	1,333	23.3	455.6	8.0	5,887
12-13	76	3.7	1,003	48.2	949	45.5	55.0	2.6	2,127
14-17	462	13.7	1,337	39.5	1,454	43.0	127.9	3.8	3,434
<b>Total</b>	<b>605</b>	<b>5.4</b>	<b>6,197</b>	<b>55.4</b>	<b>3,736</b>	<b>33.4</b>	<b>639</b>	<b>5.7</b>	<b>11,448</b>

*Note: The total population of children aged 6-17 years includes cases with the "Not Stated" category for schooling and/or working status*

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

4.3 million  
Children aged 6-  
17 years were  
involved in work

Overall, 4.3 million (39%) children were involved in work while about 9.9 million (89%) children were attending school. There were no major differences in children's involvement in employment by sex, suggesting that gender considerations did not play an important role in the assignment of children to economic activities in Uganda. About 40 percent of boys aged 6-17 years were in employment in 2011/12, compared to 38 percent of girls from the same age group.

**Table8.2: Proportion and Number of Children in School and Work by Background Characteristics**

Characteristic	Total working		Total in school	
	Number(000's)	Percentage	Number (000's)	Percentage
<b>Sex</b>				
Male	2,213	39.6	4,919	88.1
Female	2,127	38.0	5,013	89.7
<b>Residence</b>				
Urban	255	17.1	1,344	90.2
Rural	4,086	42.2	8,588	88.7
<b>Region</b>				
Central	1,216	51.4	2,134	90.2
Eastern	1,275	38.0	3,050	91.0
Northern	630	29.4	1,771	82.7
Western	1,185	40.3	2,647	89.9
<b>Sub-Region</b>				
Kampala	35	9.5	329	85.3
West Nile	88	12.7	587	57.5
Karamoja	112	36.3	177	85.3
<b>Age</b>				
6-11	1,400	24.5	5,189	90.8
12-13	1,025	49.2	1,952	93.7
14-17	1,916	56.7	2,792	82.6
<b>Total</b>	<b>4,341</b>	<b>38.8</b>	<b>9,933</b>	<b>88.9</b>

42% of children from rural areas were involved in work compared to 17 percent from Urban

The level of children's involvement in work was closely linked to residence, 42 percent of children from rural areas were involved in work compared to 17 percent from urban areas. Rural children's greater involvement in employment did not however translate into greater disadvantage in terms of school attendance; the proportion of children attending school in 2011/12 differed little between rural and urban areas (90% urban and 89% rural).

The results also revealed regional differences with the Central region having the highest proportion of children involved in work (51%) and Kampala with the least proportion (10%). However there were no major differences observed in children school involvement by region with the Eastern having the highest proportion (91%)



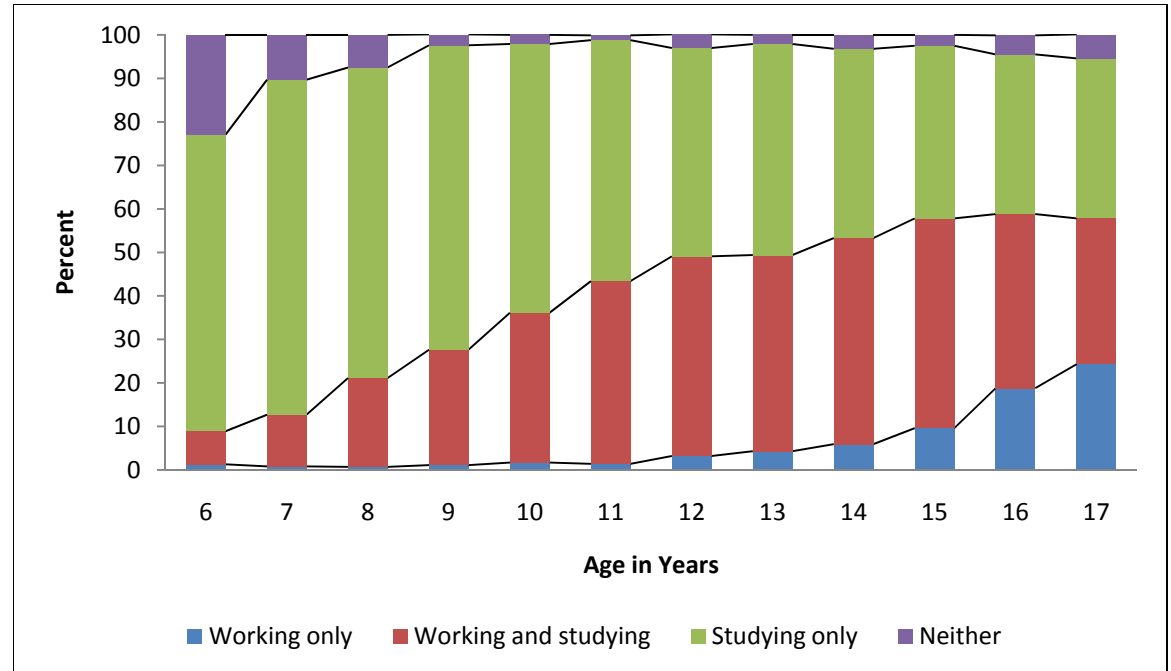
and Northern region the lowest (83%).

### 8.1.1 Child Activity Status by Age

The findings (Figure 8.2) reveal that engagement in employment begin early with nine percent of six year-olds and 12 percent of seven year-olds being already in employment. The level of children's employment increased with age. These very young working children engaged in work are a particular policy concern, as they are most vulnerable to workplace abuses, at risk of work-related ill-health or injury and are most affected by compromised education.

Above 13 years, the proportion of children involved in school starts falling, during the period when the primary schooling cycle is expected to end. This pattern could undoubtedly be due to the fact that children's productivity rises with age and therefore reflects limited educational opportunities as children approach the age of 13 years and above.

**Figure 8.1: Child Activity Status by Age**



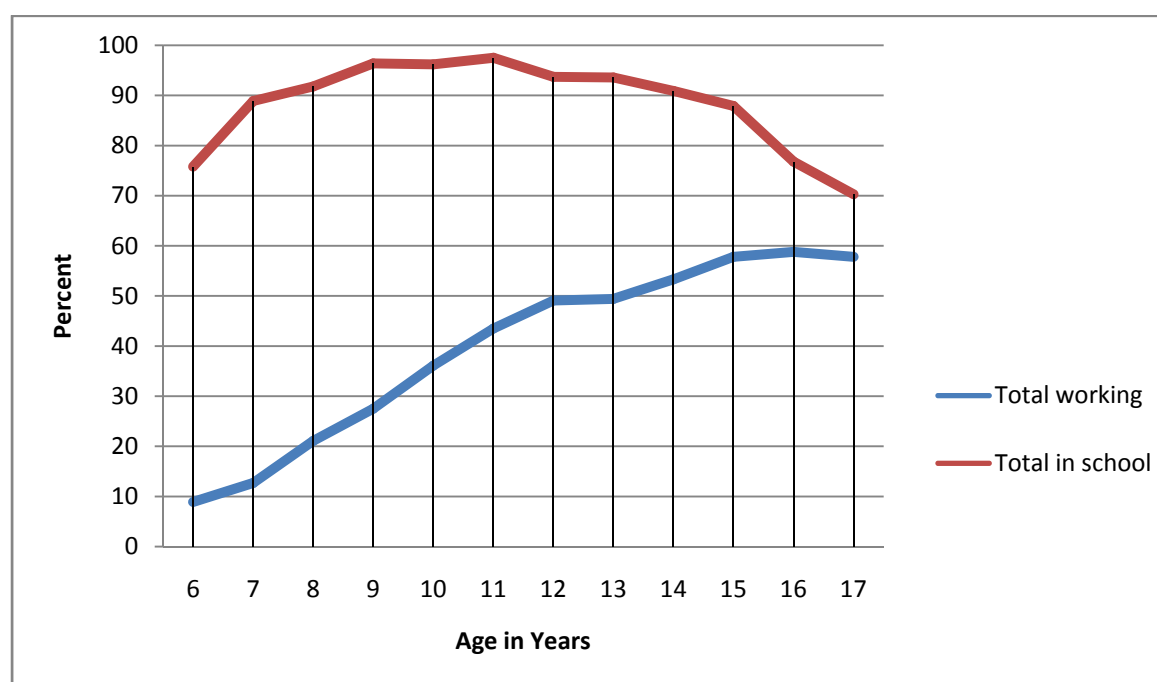
Only 76 % of the children were enrolled in school at the age six

Figure 8.2 illustrates children's "transitions" from inactivity to school and employment from age of six to 17 years in 2011/2012. Only 76 percent of the children were

enrolled in school at the age six years, the official age for primary school entrance, pointing to substantial levels of late entry. School attendance rose (i.e., late entrants exceeded early drop-outs) in the subsequent ages, reaching 98 percent at the age of 11 years and slowly declining thereafter.

About nine percent of children were already economically active at the age of six years, and more than half were economically active by the age of 14 years, the recommended minimum age for entering the job market. Involvement in employment increased steadily reaching 59 percent at the age of 16 years.

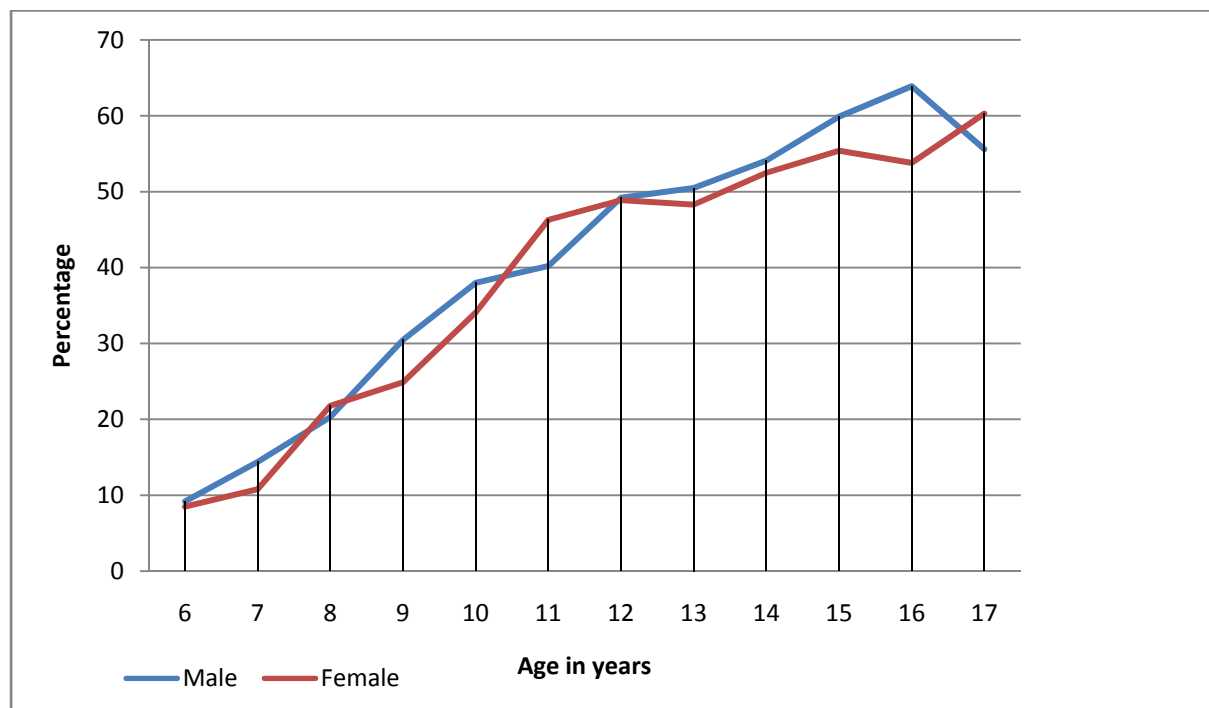
**Figure 8.2: Children Involvement in Schooling and Employment by Age (%)**



More boys were involved in economic activities than girls

Figure 8.3 presents the child activity status disaggregated by sex. The Figure shows that slightly more boys were involved in economic activities than girls particularly in the age category of 13-16 years. This is so partly because boys are perceived to be stronger than females and can take on heavy work for example work in mines, quarrying sites, carrying metal scraps, brick laying and gardens, among others.

**Figure 8.3: Percentage of Children Involved in Economic Activity by Age and Sex (%)**

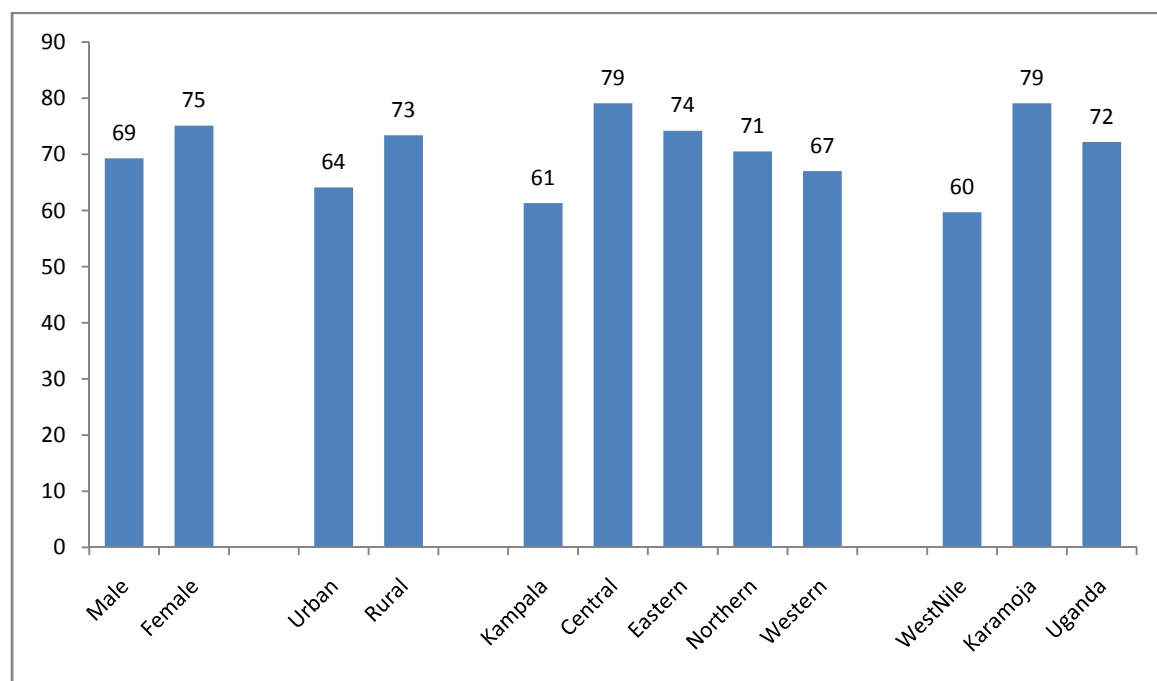


### 8.1.2 Children Engagement in Household Chores

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

Figure 8.4 below shows children engagement in household chores. Overall nearly three quarters (72%) of children were involved in household chores. The results when disaggregated by sex reveal that more females(75%) were engaged in household chores than males (69%). The findings also indicate that children in rural areas (73%) were more engaged in household chores compared to children from urban areas (64%). Regional variations indicate that the Central region registered the highest proportion (79%) of children involved in household chores while Kampala City had the lowest (61%).

**Figure 8.4: Proportion of Children Engaged in Household Chores by Sex, Residence and Region**



### 8.1.2 Children's Total Involvement in Work

A thorough study of the children's time use considers their involvement in household chores, economic activities and schooling. This complex – but also more complete – picture of children's activities is presented in Table 5.3.

Overall, 30 percent of all children aged 6-17 years were involved in the three activities namely, employment, schooling and household chores. This could have consequences on their time for study, rest and leisure. An additional five percent of children combined employment and household chores. Only about one fifth of the children (20%) were able to attend school unencumbered by any form of work responsibilities.

Approximately three percent of children were completely inactive, i.e., neither attending school nor performing any form of productive activity. It is possible that at least some in the inactive group were in reality performing worst forms of work other than hazardous, which are beyond the scope of household surveys.

**Table 8.3: Distribution of Children by Activity Status and Socio-Economic Characteristics**

Background characteristic	Economic activity only	Economic activity and school	Economic activity and school and HH chores	Household chores only	Household chores and school	Household chores and economic activity	School only	None
<b>Sex</b>								
Male	1.1	4.5	29.5	2.0	33.1	4.8	20.9	4.0
Female	0.1	3.8	29.5	3.2	37.7	4.7	18.7	2.2
<b>Residence</b>								
Urban	0.5	1.8	10.7	3.1	45.9	4.4	31.7	1.8
Rural	0.7	4.5	32.4	2.5	33.8	4.8	18.0	3.3
<b>Region</b>								
Central	0.6	4.4	40.2	1.4	31.0	6.4	14.8	1.2
Eastern	0.6	2.7	32	1.4	38.0	2.8	18.3	4.2
Northern	0.6	2.4	20.6	5.8	38.0	6.3	21.5	4.9
Western	0.7	7.5	27.8	2.4	32.4	4.5	22.3	2.4
<b>Sub-region</b>								
Kampala	0.4	0.4	3.2	4.1	49.0	5.4	36.4	1.1
West Nile	0.5	2.1	6.8	5.4	43.9	3.7	32.1	5.6
Karamoja	1.9	1.3	17.3	15.1	30.0	16.8	8.9	8.7
<b>Total</b>	<b>0.6</b>	<b>4.2</b>	<b>29.5</b>	<b>2.6</b>	<b>35.4</b>	<b>4.8</b>	<b>19.8</b>	<b>3.1</b>

## 8.2 Children Involvement in Economic Activities

### 8.2.1 Sector of employment

93% of the child workers were employed in the primary sector

Table 8.4 below indicates that the majority of the working children were engaged in the primary sector. The children engaged in the primary sector accounted for about 93 percent of the total child workers. This is not surprising given Uganda's economy is predominately agricultural in nature and the majority of the working population is engaged in that sector. The proportion of children involved in work in the primary sector is more than 9 times those in the other two sectors combined (services and production).

The findings further reveal that as the children grow older especially beyond the age of 14 years, their engagement in the primary sector reduces and their involvement in

the service sector increases. At the ages of 16 and 17 years the service sector engages more than double the children in the production sector.

**Table 8.4: Sector of Employment of Children by Age**

Age	Primary	Production	Service	Total
5	96.9	3.1	0.0	100
6	98.4	0.0	1.7	100
7	97.7	0.5	1.9	100
8	95.3	2.3	2.4	100
9	95.2	1.1	3.7	100
10	97.0	1.2	1.9	100
11	96.8	0.7	2.5	100
12	95.9	1.5	2.6	100
13	93.0	2.0	5.0	100
14	94.4	1.8	3.8	100
15	90.1	4.0	5.9	100
16	88.8	3.1	8.1	100
17	82.5	5.5	12.1	100
<b>Total</b>	<b>93.0</b>	<b>2.3</b>	<b>4.7</b>	<b>100</b>

Table 8.5 shows some variability in the sector of employment by sex of the child and place of residence. Boys were less likely to be found in the primary sector compared to girls. Similarly, the child's place of residence appeared to play an important role in determining the sector of work of the child. In rural areas children engaged in the primary sector (which is predominantly agricultural in Uganda) was not surprisingly much more common compared to urban areas. Worth noting is that even in urban areas the primary sector was still dominant (61%). The production and services sectors were more common in the urban areas than the rural areas. Kampala district which is wholly urban had the highest percentage of child workers engaged in the service sector (79%).

Kampala had  
79% of the child  
workers in the  
primary sector

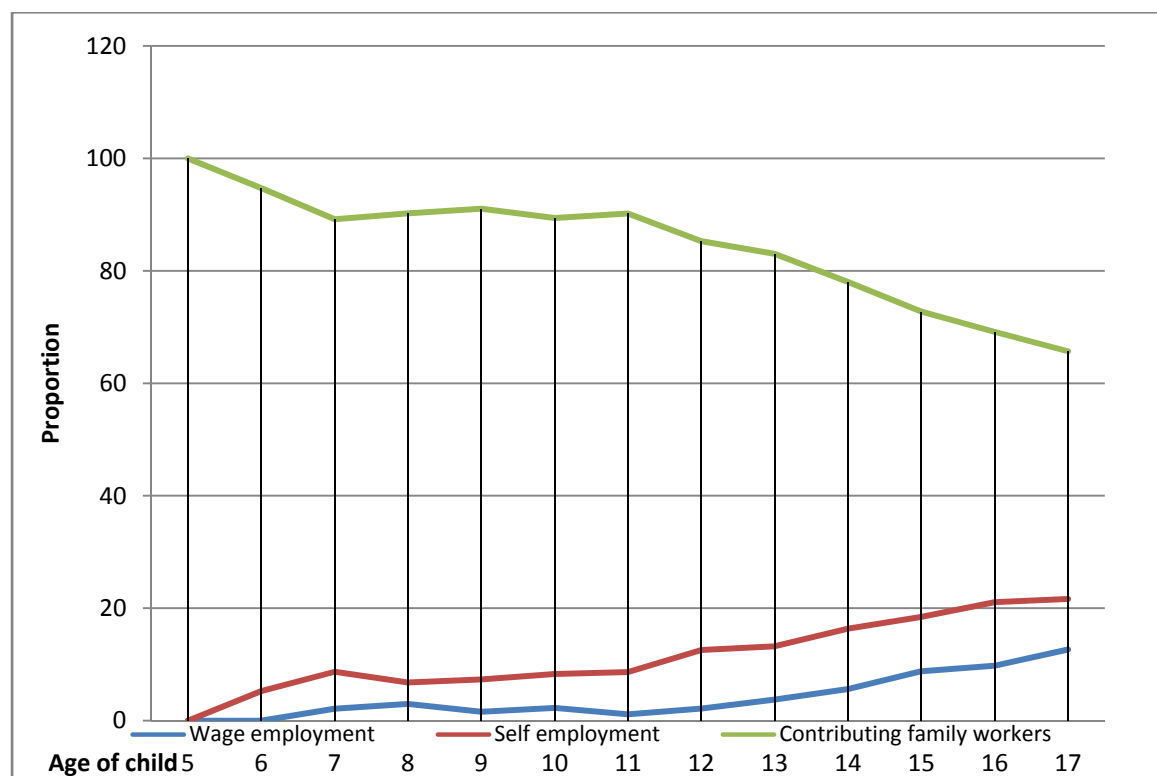
**Table 8.5 Sector of Employment by Sex, Residence and Region**

Background characteristic	Primary	Production	Service	Total
<b>Sex</b>				
Male	92.3	3.0	4.7	100
Female	93.8	1.5	4.8	100
<b>Residence</b>				
Urban	60.8	8.4	30.8	100
Rural	95.0	1.9	3.1	100
<b>Region</b>				
Central	90.4	3.1	6.5	100
Eastern	96.1	1.7	2.2	100
Northern	90.2	3.6	6.1	100
Western	96.2	1.1	2.6	100
<b>Sub-Region</b>				
Kampala	11.3	9.7	79.0	100
West Nile	91.2	0.3	8.6	100
Karamoja	77.6	8.4	14.0	100
<b>Schooling Status</b>				
In School	95.8	1.5	2.8	100
Out of School	76.1	7.2	16.7	100
<b>Total</b>	<b>93.0</b>	<b>2.3</b>	<b>4.7</b>	<b>100</b>

### 8.2.2 Status in Employment

According to the data, children in Uganda were predominantly employed either as unpaid family workers or in self-employment accounting for almost 95 percent. The proportion of children engaged in paid employment increases with age after 11 years.

**Figure 8.5: Status in Employment of Working Children by Age (%)**



Contributing family workers accounted for about 81% of children employment

Table 8.6 shows some variations in children's status in employment by sex and residence. Overall, contributing family workers accounted for about 81 percent of all children's employment. The boys and urban dwellers were more likely to be in wage employment and less likely to work as contributing family workers. Children residing in rural areas on the other hand were more likely to work as contributing family workers or in self-employment than urban residents.

Table 8.6 further shows that only 5 percent of the working children were engaged in paid employment. Male children (7%) were about two times likely to be involved in paid employment compared to the females (4%). Paid employment of children was predominantly an urban phenomenon as children in urban areas were 6 times (23%) more likely to be involved here compared to their rural counterparts (4%). In Kampala more than one half of Kampala's working children were in wage employment.



**Table 8.6: Status in Employment of Children (%)**

Characteristic	Paid employment	Self-employment	Contributing family workers	Total
<b>Sex</b>				
Male	6.7	14.7	78.6	100
Female	3.6	13.1	83.3	100
<b>Residence</b>				
Urban	22.7	14.0	63.2	100
Rural	4.1	13.9	82.0	100
<b>Region</b>				
Central	5.7	12.8	81.5	100
Eastern	2.4	13.9	83.7	100
Northern	4.9	24.8	70.2	100
Western	6.3	9.0	84.7	100
<b>Sub-Region</b>				
Kampala	53.4	19.8	26.8	100
West Nile	4.6	22.2	73.2	100
Karamoja	6.4	40.6	53.0	100
<b>Total</b>	<b>5.2</b>	<b>13.9</b>	<b>80.9</b>	<b>100</b>

### 8.2.3 Occupations of Working Children

Occupation refers to the actual tasks performed by an individual or the job description. When computing the children who are involved in child labour, the occupation of the children is put into consideration.

Table 8.7 shows that about nine in every 10 working children were agricultural and fishery workers with a slightly higher proportion of girls compared to that of boys. The other categories which engaged a substantial proportion of children were the elementary occupations (5%), with the proportion of the boys involved (6%) being about twice that of girls (3%).

As expected, the Agricultural workers were more dominant in the rural areas while the rest of the occupations were prominent in the urban areas. The children service workers were 11 times more likely to exist in urban areas as compared to rural areas.

Nine in every 10 working children were agricultural and fishery workers

**Table 8.7: Children engagement in Occupations by sex (%)**

Occupation (ISCO 08)	Male	Female	Urban	Rural	Total
Agricultural, forestry and fishery workers	88.4	91.6	58.8	91.9	90.0
Elementary occupations	6.3	2.8	10.2	4.2	4.6
Service and sales workers	2.2	3.9	21.7	1.9	3.0
Craft and related trades workers	2.8	1.3	7.6	1.8	2.1
Others	0.3	0.3	1.8	0.2	0.3
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

Note: Others include: 1. Technicians and Associate professionals, 2. Plant and machine operators

### 8.2.4 Industry of Working Children

The information on industry provides evidence on where children perform their work and which employment sectors the children may be involved. This information is particularly relevant for policy intervention design. Also, certain industries are considered hazardous for children to be involved.

The majority of all the working children (93 percent) were concentrated in the agriculture, forestry and fishing industry. On the other hand, there were variations in activities carried out by working children in urban compared to rural children. Twelve percent and 10percent of the working children in urban were in trade and private households as employers compared to two and less than one percent in rural areas.

**Table 8.8: Children engagement in Industry by Sex (%)**

Industry (ISIC REV4)	Male	Female	Urban	Rural	Total
Agriculture, forestry and fishing	92.3	93.8	60.8	95.0	93.0
Trade	2.7	2.1	12.1	1.8	2.4
Production	3.0	1.5	8.4	1.9	2.3
Activities of households as employers	0.6	1.8	10.2	0.7	1.2
Others	1.4	0.8	8.4	0.6	1.1
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

### 8.2.5 Main types of Household chores

65% of children aged 5-17 years were involved in household chores

Household chores (tasks performed within one's own household), also form an integral part of the daily schedule of children in Uganda. Table 8.8 shows that almost two thirds (65%) of children aged 5-17 years were involved in some household chores. The most common types of chores performed by children included fetching of water, cleaning utensils/house and fetching of firewood<sup>9</sup>. The sex of the child had some effect on the type of chores performed by children within households. Girls were more likely to be engaged in household chores than the boys. This was true for all types of domestic chores, but more pronounced in "cooking" and "caring for children". Likewise the level of involvement in household chores was more pronounced among rural children (66%) compared to urban children, (58%).

<sup>9</sup> For own household use

**Table 8.9: Main type of Household Chores Performed by Children Aged 5-17 Years by Selected Background Characteristics (%)**

Characteristic	Fetching Water	Cleaning utensils/ House	Fetching Firewood	Washing clothes	Cooking	Caring for Children	Any household chore
<b>Sex</b>							
Boys	61.9	50.0	47.0	43.9	31.3	28.6	62.8
Girls	67.0	63.1	56.0	53.3	49.7	42.4	67.8
GPI	1.08	1.26	1.19	1.21	1.59	1.48	1.08
<b>Residence</b>							
Urban	52.6	52.7	26.4	44.9	35.9	28.9	58.1
Rural	66.3	57.1	55.4	49.2	41.2	36.5	66.4
<b>Region</b>							
Central	68.9	65.3	56.0	54.3	40.5	29.1	73.2
Eastern	65.7	53.2	52.3	47.2	38.5	36.0	66.1
Northern	63.4	56.9	48.0	51.7	42.6	47.9	62.9
Western	62.7	54.1	55.1	44.6	42.4	32.7	61.4
<b>Sub-Region</b>							
Kampala	45.0	49.0	8.7	38.5	30.6	20.8	54.8
West Nile	53.6	49.6	47.1	48.6	43.7	46.2	53.4
Karamoja	69.5	53.5	61.1	54.3	45.0	37.8	70.1
<b>Total</b>	<b>64.4</b>	<b>56.6</b>	<b>51.5</b>	<b>48.6</b>	<b>40.5</b>	<b>35.4</b>	<b>65.3</b>

Kampala City depicted a different pattern from the rest of the regions probably due to its highly urbanised nature. While all the other regions showed that close to half of the children were involved in fetching firewood, less than 10 percent of the children in Kampala were found to be engaged in this household activity.

### 8.2.6 Work Intensity

The intensity of time spent on work provides an insight into the possible health and educational consequences of work.

The work intensity is measured by the usual average number of hours worked per child per week. The information in Table 6.7 indicates that children work was time intensive. Overall children in economic activities worked for an average of 19 hours per week. The time spent on economic activities increased with increasing age of the child from 12 hours for those aged 6-11 years to 24 hours weekly for those aged 14-17 years. Furthermore, working hours were negatively related with school

Overall children in economic activities worked for an average of 19 hours per week

attendance. The group of children who were only working without going to school put in very long working hours, about 41 hours per week, while those who were also in school worked for 14 hours a week.

Table 8.10 further shows that children spent some amount of time each week performing household chores. Overall children were on average involved in household chores for 15 hours a week. The findings further reveal that girls spent more time in performing household chores than boys. Likewise, children in urban areas spent slightly more time while performing household chores than their rural counterparts.

**Table 8.10: Average Hours Worked per Week on Economic Activity and Household Chores**

Characteristic	Work only	Work and study	Any work <sup>10</sup>	Household chores	Total
<b>Sex</b>					
Male	39.6	14.1	18.8	13.0	23.7
Female	42.7	13.3	18.4	17.8	26.6
<b>Residence</b>					
Urban	61.1	18.4	35.5	19.5	34.4
Rural	37.7	13.5	17.4	15.1	24.6
<b>Age</b>					
6-11	24.9	11.6	12.2	12.3	18.2
12-13	36.2	13.5	15.7	14.4	22.7
14-17	43.2	15.5	23.7	18.0	31.1
<b>Total</b>	<b>41.0</b>	<b>13.7</b>	<b>18.6</b>	<b>15.4</b>	<b>25.1</b>

In terms of the sector of employment, children employed in the primary sector worked for the fewest number of hours (16) while those in the service sector were engaged for the highest number of hours (44). An observation of status in employment indicates that children in paid employment were engaged for longer

<sup>10</sup> Children involved in “any work” include children involved any economic activity irrespective whether he/she is studying or not.

hours compared to their counterparts working as contributing family workers or in self-employment.

**Table 8.11: Number of Hours Worked per Week by Sector and Status in Employment**

Age	Sector/Status	Sector			Status in Employment			Total
		Primary	Production	Service	Wage employment	Self-employment	Contributing family worker	
6-11	Work only	23.7	26.9	32.6	51.8	36.5	16.9	24.9
	Work and study	11.2	10.7	21.1	15.2	15.8	10.8	11.6
	Any work	11.7	12.6	22.5	17.8	17.9	11.0	12.2
12-13	Work only	30.8	53.6	51.6	58.8	34.7	28.4	36.2
	Work and study	12.5	23.2	26.8	21.1	19.7	11.4	13.5
	Any work	14.0	32.2	33.1	37.3	21.0	12.7	15.7
14-17	Work only	33.9	49.8	67.1	59.4	36.1	34.1	43.2
	Work and study	14.6	27.9	24.6	28.1	20.3	12.8	15.5
	Any work	19.1	40.5	52.2	51.6	25.5	16.6	23.7
Total	Work only	32.6	49.3	64.3	59.3	36.0	31.2	41.0
	Work and study	12.9	22.7	24.2	23.1	19.2	11.7	13.7
	Any work	15.7	34.9	44.0	46.0	23.2	13.7	18.6

### 8.3 Child labour

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

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

### 8.3.1 Child Labour Estimate

2.0 million  
children were  
involved in some  
form of child  
labour

Based on the above definition, a total of 2,009,000 children were engaged in some form of child labour (Table 8.12). These constituted 16 percent of all children nationally. Nearly two million (1,702,000) children aged less than 14 years (19%) were engaged in child labour; of these 1.5 million were children aged 5-11 years engaged in child work and 252 thousand were 12-13 years old engaged in non-light work.

The proportion of the 5-13 year olds involved in child labour was almost similar by gender (19% for both males and females) but there was a wide variation by residence. The proportion was three times in rural children compared to those living in urban areas. The regional disaggregation reveals that Central region had the highest proportion of working children below 14 years (29%) compared to only two percent in Kampala City.

Overall 252 thousand children (8%) aged 12-13 year-old were in non-light economic activity below the minimum age for this type of work<sup>11</sup> or hazardous work. The proportion was slightly higher for males (12%) compared to that of females (11%) and also higher in rural areas (13%) compared to urban areas (6%). Regional comparisons depict that Northern and Central regions had the highest proportion of working children aged 12-13 years who were in non-light economic activity or hazardous work (13%) compared to four percent in Kampala City. This category of age is below the minimum age of performing non-light work<sup>6</sup>.

---

<sup>11</sup> National child labour legislation allows light work for 12-13 year-olds. The definition of "non-light" work used in ILO/IPEC global estimates, i.e., work equal to or exceeding 14 hours per week, in addition to work less than this time threshold but in the nationally-identified hazardous sectors, is therefore used in the calculation included in this study. The 14-hours cut-off point is supported by ILO Convention No. 33, as well as research looking at the link between economic activity and schooling.

**Table 8.12: Estimation of Child Labour by Age of the Child**

Background Characteristic	children aged 5-11 years in economic activity		children aged 12-13 years in economic activity excluding those in light economic activity		Total in child labour, 5-13		Children aged 14-17 years in hazardous work or working excessive hours(ii)		Total in child labour, 5-17 years	
	% of total children	No. ('000)	% of total children	No. ('000)	% of total children	No. ('000)	% of total children	No. ('000)	% of total children	No. ('000's)
	(a)		(b)		(a) & (b)		(c)		(a)&(b)&(c)	
<b>Sex</b>										
Male	21.5	734.1	12.4	128.6	19.4	862.7	10.5	183.3	16.9	1,045.9
Female	21.1	715.7	11.3	123.6	18.7	839.4	7.3	124.0	15.6	963.4
<b>Residence</b>										
Urban	6.9	60.7	6.4	17.5	6.8	78.2	13.3	67.1	8.8	145.3
Rural	23.3	1,389.2	12.7	234.7	20.9	1,623.9	8.2	240.2	17.4	1,864.0
<b>Region</b>										
Central	33.8	458.6	12.7	55.4	28.6	514.1	12.0	92.7	23.7	606.8
Eastern	20.8	431.8	8.5	54.3	17.9	486.2	4.8	48.0	14.4	534.2
Northern	13.5	184.9	18.5	78.5	14.7	263.5	9.6	58.6	13.4	322.0
Western	21.0	370.4	10.9	61.8	18.6	432.2	9.4	86.8	16.0	519.0
<b>Sub-Region</b>										
Kampala	1.8	4.1	3.5	2.1	2.1	6.2	15.8	21.2	6.4	27.4
West Nile	4.3	18.5	8.3	11.7	5.3	30.2	4.2	8.0	5.0	38.2
Karamoja	17.5	37.4	37.9	22.6	21.9	59.9	27.1	19.7	23.0	79.7
<b>Total</b>	<b>21.3</b>	<b>1,449.8</b>	<b>11.9</b>	<b>252.2</b>	<b>19.1</b>	<b>1,702.0</b>	<b>8.9</b>	<b>307.3</b>	<b>16.3</b>	<b>2,009.3</b>

### 8.3.2 Components Contribution to Child Labour Measurement

Children involved in the worst forms of child labour, as set out in ILO Convention No. 182 (C182), are the sub-group of child labourers whose rights are most compromised and whose well-being is most threatened<sup>12</sup>.

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

<sup>12</sup> According to Article 3 of ILO Convention No. 182, the worst forms of child labour comprise:

- (a) all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom, as well as forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict;
- (b) the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances;
- (c) the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in relevant international treaties; and
- (d) work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.



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

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

- Children working in industries gazetted as hazardous
- Children working in occupations gazetted as hazardous
- Children working for long hours i.e. more than 43 hours a week
- Working conditions e.g. working at night

Other child labour includes;

- Children aged 5-11 working in non-hazardous work
- Children aged 12-13 working for more than 14 hours a week in non-hazardous work

507 thousand of the 2 million children in child labour were in hazardous work

The results in Table 8.13 indicate that about 507 thousand of the 2 million children in child labour were in hazardous work. This constitutes 25 percent of the children in child labour. The proportion was higher for males (28%) than females (22%). The proportion of children in hazardous work was more than twice (61%) in urban areas compared to the rural areas (23%). It is worth noting that by regional disaggregation, Kampala City had the highest proportion of children in hazardous work (88%) compared to all other regions. About six percent of the children aged 5-11 in child labour were in hazardous work. This implies that the remaining 94 percent were in other child labour. However, it should be noted that children in this age category are not supposed to work at all.

**Table 8.13: Components of Child Labour**

Components	Hazardous Work	Other Child Labour	Total
<b>Sex</b>			
Male	28.0	72.0	100
Female	22.2	77.8	100
<b>Residence</b>			
Urban	60.9	39.1	100
Rural	22.5	77.5	100
<b>Region</b>			
Kampala	87.7	12.3	100
Central	23.1	76.9	100
Eastern	11.7	88.3	100
Northern	31.3	68.7	100
Western	34.6	65.4	100
<b>Ages</b>			
5-11	6.1	93.9	100
12-13	44.0	56.0	100
14-17	100	0.0	100
<b>Total</b>	<b>25.2</b>	<b>74.8</b>	<b>100</b>
<b>Number ('000)</b>	<b>507.2</b>	<b>1,502.1</b>	<b>2,009.3</b>

### 8.3.3 Hazardous work

The age of the child, the particular circumstances of the child's activities and the child's working conditions must be considered to determine if the activity is hazardous.

#### (a) Components of Hazardous Work

The results in Table 8.14 indicate that slightly more than one half of the children in hazardous work were working in occupations or industries gazetted as hazardous. The proportion was slightly higher for males (54%) compared to females (47%). On the other hand, the proportion was higher for urban children (70%) compared to their rural counterparts (47%). Another one-third of the children in hazardous work worked for long hours i.e. more than 43 hours a week. The proportion was slightly higher for

females (38%) compared to males (30%). The rural proportion (38%) was almost three times that of the urban component (13%).

Sixteen percent of the children in hazardous work were in hazardous conditions .i.e. worked during night. The proportion is almost similar by gender and residence, but with variations among regions. Kampala and central region had the highest proportion of children in hazardous working conditions compared to other regions.

It should be noted that when estimating the number of children in hazardous work, for some children who were in more than one category, there was precedence. Working in hazardous occupations or industries had precedence over working long hours. Equally, long hours of work had precedence over working conditions.

**Table 8.14: Hazardous Work Components**

Components	Hazardous occupation or industry	Long hours of work	Working conditions	Total
<b>Sex</b>				
Male	53.5	30.0	16.6	100
Female	46.7	38.3	15.0	100
<b>Residence</b>				
Urban	69.7	12.9	17.4	100
Rural	46.6	37.9	15.6	100
<b>Region</b>				
Kampala	70.6	7.2	22.2	100
Central	68.0	10.8	21.3	100
Eastern	65.8	17.4	16.7	100
Northern	46.6	36.4	17.1	100
Western	31.3	58.7	9.9	100
<b>Total</b>	<b>50.6</b>	<b>33.5</b>	<b>15.9</b>	<b>100</b>
<b>Number ('000)</b>	<b>256.6</b>	<b>170.0</b>	<b>80.6</b>	<b>507.2</b>

#### **(b) Conditional hazardous work**

Conditional hazardous work refers to children working in industries and/or occupations gazetted as hazardous. Table 8.15 shows the distribution of children in

About 257,000 children were involved in conditional hazardous activities

conditional hazardous work by sex, residence and type of activity. Overall about 257,000 children were involved in conditional hazardous activities. The results show that the majority of the children in conditional hazardous work were livestock and dairy workers and labourers (23%). The proportion was higher for males (32%) than females (10%). Another 20 percent of the children in conditional hazardous work were domestic housekeepers, cleaners and helpers. The proportion for females was 41 percent compared to only six percent for males.

**Table 8.15: Children involved in Conditional hazardous work activities by Sex and Residence**

Activity	Male	Female	Urban	Rural	Total
Livestock and diary workers and labourers	31.6	10.0	3.2	29.5	23.2
Domestic housekeepers, cleaners and helpers	6.3	41.2	43.4	12.4	19.9
Builders and construction workers and labourers	22.2	6.0	14.3	16.4	15.9
Restaurants, waiters and foods sales person workers	3.3	13.2	19.5	3.2	7.1
Growing of rice	9.4	16.8	2.0	15.6	12.3
Potters and related workers (brick making)	7.6	0.6	5.7	4.6	4.9
Mining and quarrying workers and labourers	3.7	6.1	3.5	5.0	4.6
Others	16.1	6.0	8.5	13.3	12.1
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Number (000's)</b>	<b>156.8</b>	<b>99.8</b>	<b>61.6</b>	<b>195.0</b>	<b>256.6</b>

The activity of livestock and diary workers and labourers occupy a higher proportion of children in rural areas (30%) as compared to urban areas (3%) while the reverse holds for domestic housekeeping (12% rural and 43% urban).

## 8.4 Summary of the Findings

Survey findings estimated the population of children (aged 6-17 years) to about 11.5 million in 2011/12. It was also established that one third (33%) of all 6-17 year-olds combined working and attending school at the same time. Overall children involved in work were estimated to be 4.3 million. Contributing family workers accounted for about 81 percent of all children's employment. Two thirds (65%) of children aged 5-17 years were participating in household chores while children in economic activities worked for an average of 19 hours per week.

The results should that two million children were engaged in child labor activities which constituted 16 percent of all children nationally. Findings further revealed that the majority of the children in conditional hazardous work were livestock and diary workers and labourers.

## CHAPTER NINE

### YOUTH EMPLOYMENT

#### 9.0 Introduction

Youth is a stage of transition from childhood to adulthood. The youth are a major component of the population because they constitute the productive and reproductive life of the population.

The United Nations defines the youth as an individual aged between 15-24 years. However, the Government of Uganda defines the youth as persons aged between 18-30 years. There are also other specific definitions used by different stakeholders and policy makers in the Country. The analysis in this chapter will however specifically concentrate on the age category 18-30 years unless otherwise stated.

Unlike in the previous chapters where all persons who were involved in all production activities were classified as employed, in the present chapter all youths producing Agricultural products mainly for own or family use are categorised as either “unemployed” or “not in the labour force”. Based on this, some of the statistics presented here on the youth may differ from the results presented in the earlier chapters.

This chapter presents key findings about the youth based on the National Labour Force and Child Activities Survey 2011/12. The detailed findings are contained in the “Youth Employment Report” published in September 2012.

#### 9.1 Characteristics of the Youth Population

Table 9.1 gives the distribution of the youth (aged 18-30 years) by selected demographic and socio-economic characteristics. The females in the youth population outnumbered the males giving a sex ratio of 86 males to 100 females. The survey estimated the total population of the youth to be 6.3 million, which was 20 percent of the total population. The data indicates that nearly 22 percent of the youth were living in urban areas. This is higher than the urban share in the general

Nearly 22% of the youth were living in urban areas

population. This may be partly due to the tendency of the youths migrating to urban areas in search for education and employment. Overall 58 percent of the youth were aged below 25 years.

On the overall, about 1 in 10 youths (10%) had no formal education. The proportion of females with no formal education (13%) was almost two times that of the males (6%). Overall the male youths had higher education attainment than the female youths. Slightly more female youths (85%) had completed primary education and above which was low compared to males (92%).

**Table 9.1: The Youth population aged 18-30 years by Background Characteristics (%)**

Background Characteristic	Male	Female	Total
<b>Urban Residence</b>			
Urban	20.2	22.9	21.7
Rural	79.7	77.1	78.3
<b>Region/Subregion</b>			
Kampala	6.7	8.8	7.8
Central	21.8	20.5	21.1
Northern			
Eastern	27.0	25.1	26.0
Northern	17.8	18.5	18.2
West Nile	6.3	6.1	6.2
Karamoja	1.9	2.5	2.2
Mid North	9.6	9.9	9.8
Western	26.7	27.1	26.9
<b>Age</b>			
18-19	23.0	20.2	21.5
20-24	36.2	36.8	36.5
25-30	40.8	43.0	42.0
<b>Education Attainment</b>			
No formal schooling	5.9	13.4	9.9
Primary	46.1	47.4	46.8
Secondary	39.5	30.8	34.8
Post Primary Specialised Training	1.8	2.0	1.9
Post Secondary specialised Training	2.6	3.1	2.9
Degree and above	1.3	1.3	1.3
Not stated	2.8	2.0	2.4
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>
<b>Number (000's)</b>	<b>2,911.9</b>	<b>3,380.1</b>	<b>6,392.1</b>

## 9.2 Youth in the Labour Force

Females constituted  
about 51% of youth  
Labour Force

Table 9.2 shows that that the females constituted about 51 percent of youth Labour Force while the proportion of youth in the Labour Force in urban areas was 22 percent. Comparing the youth population that is in the labour force with the general youth population, it is revealed that there was no big variation in the composition by rural-urban residence and region. The youth in the Labour Force were slightly older than the general youth population. About one in five youths (22%) were aged below 20 years compared to about one in seven youths (15%) of the same age category who were in the Labour Force. The proportion of youths in the Labour force who were currently married/cohabiting of 56 percent was higher than that of the general youth population of 49 percent. This difference can partly be explained by the demands of marriage that require someone to either work or actively look for work to sustain the family.

**Table 9.2: Distribution of Youth in the Labour Force by Background Characteristics**

Background Characteristic	Youth in the labour force (18-30 Years)			Youth (18-30)
	Males	Females	Total	Total
<b>Population (000's)</b>	<b>2,165.0</b>	<b>2,262.7</b>	<b>4,429.2</b>	<b>6,286.5</b>
<b>Residence</b>				
Urban	19.7	21.9	20.8	21.7
Rural	80.3	78.1	79.2	78.3
<b>Region</b>				
Kampala	6.9	8.9	7.9	7.8
Central	23.2	19.2	21.1	21.1
Eastern	23.3	20.2	21.8	26.0
Northern	17.3	21.5	19.4	18.2
West Nile	5.9	7.2	6.6	6.2
Karamoja	1.7	2.9	2.3	2.2
Mid North	9.7	11.4	10.5	9.8
Western	29.4	30.3	29.8	26.9
<b>Age</b>				
18-19	16.5	14.4	15.4	21.2
20-24	35.0	35.4	35.2	36.6
25-30	48.5	50.2	49.4	42.0

### 9.2.1 Youth Labour Force Participation Rates



Table 9.3 shows that the overall Labour Force participation rate was 71 percent being slightly more for males (75%) than females (67%). The Labour Force participation rates increases with an increase in age for both males and females. Table 9.3 further shows that rural areas had slightly higher participation rates (71%), compared to urban areas (68%). Across all educational categories apart from those above secondary where the rate is almost the same, the male participation rate is higher than the female rate.

**Table 9.3: Labour Force Participation Rates by selected Background characteristics**

Background Characteristic	Labour Force Participation Rate		
	Male	Female	Total
<b>Residence</b>			
Urban	72.6	63.9	67.7
Rural	74.9	67.9	71.2
<b>Region</b>			
Kampala	76.2	67.1	70.7
Central	79.1	62.6	70.5
Eastern	64.2	54.1	59.0
Northern	74.6	77.2	76.1
West Nile	70.3	78.9	74.8
Karamoja	69.1	78.4	74.6
Mid North	74.8	78.1	76.6
Western	81.9	74.8	78.1
<b>Education Attainment</b>			
No Education	79.8	74.0	75.7
Primary	83.6	73.2	77.9
Secondary	63.3	51.8	57.8
Above Secondary	85.2	84.9	85.0
<b>Age</b>			
18-19	53.5	47.9	50.7
20-24	71.8	64.5	67.8
25-30	88.7	78.1	82.0
<b>Total</b>	<b>74.5</b>	<b>67.0</b>	<b>70.5</b>

### 9.3 Activity Status of the Youth

The Activity status of the youth describes their engagement in education and /or labour force. Table 9.4 shows that 60 percent of the youths (aged 18-30 years) were

in employment exclusively and 15 percent in education while 5 percent were actively seeking for work. Work and schooling are not mutually exclusive as about eight percent of the youths were combining the two activities, thus collectively about two thirds of the youths were engaged in work. The Jobless constitute persons who are either unemployed or inactive but not in education. Joblessness has the advantage of reflecting both unemployed and discouraged workers who have left or not entered the workforce. About one fifth (18%) of the youth population were jobless.

**Table 9.4: Distribution of young persons by Activity status and Sex (%)**

Indicator	15-24			Youth (18-30)		
	Male	Female	Total	Male	Female	Total
In employment only	32.2	35.4	33.8	60.6	58.5	59.5
In education only	36.9	33.2	35.1	17.7	12.7	15.0
In both	21.8	13.2	17.4	11.4	4.5	7.7
None	9.0	18.2	13.7	10.4	24.3	17.8
Total	100	100	100	100	100	100
% in labour force	56.0	50.9	53.4	74.3	66.9	70.4
% in employment	53.5	48.0	50.7	71.5	62.7	66.8
% in education	58.7	46.4	52.5	29.1	17.2	22.7
% looking for work	4.4	5.6	5.0	3.8	6.3	5.1
% jobless	9.0	18.2	13.7	10.4	24.3	17.8

6 out of 10 of employed young people work was in self-employment.

Youth Self-Employment is by far the most important form of youth work. Table 9.5, which gives the employed youth population by employment status, shows that for about six out of ten of employed young people (57 percent) work was in self-employment. The remaining employed youth were mostly in Wage Employment (24%) and only 19 percent were working in non-wage family employment as contributing family helpers.

Sex differentials in Table 9.5 show that the proportion of females was higher than that of males in the non-wage employment while the males have a higher proportion in the wage employment. On the other hand, self-employment is dominant among youths in rural areas as well as those with less than secondary education.

Among male youths, there is a shift away from non-wage family employment towards other occupational categories as they grow older. Female youths, on the other hand, moved from non-wage family work into self-employment as they grew older.

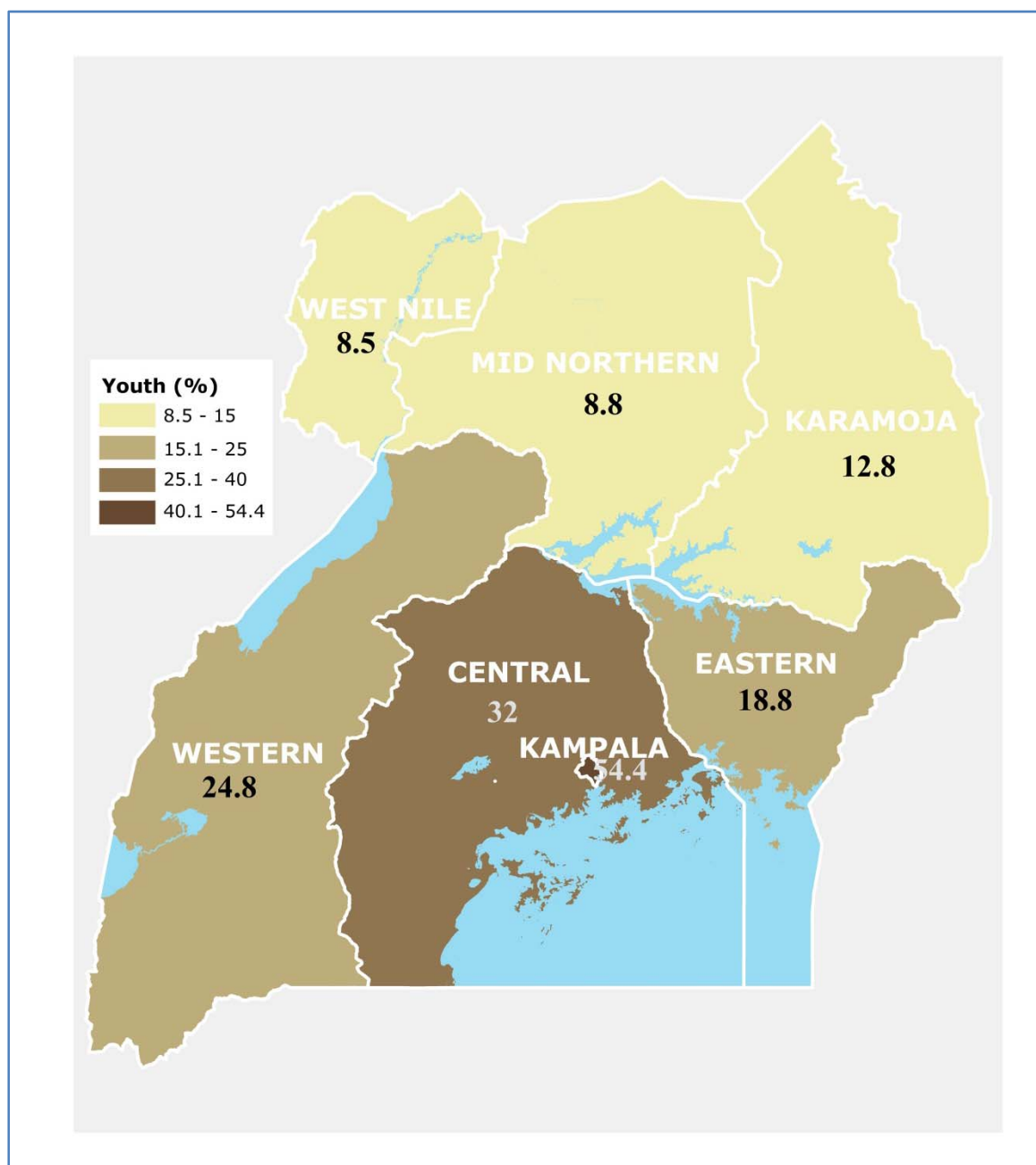
**Table 9.5: Status in employment of young persons aged 18-30 years, by sex and socio-economic characteristics (%)**

Background Characteristic	Total		
	Wage Employment	Self Employed	Contributing family helpers
<b>Sex</b>			
Male	30.5	52.4	17.1
Female	17.7	61.4	20.9
<b>Residence</b>			
Urban	47.0	46.3	6.7
Rural	18.6	59.5	21.9
<b>Region</b>			
Kampala	54.4	43.1	2.5
Central	32.0	57.9	10.1
Eastern	18.8	55.6	25.6
Northern	9.6	71.6	18.8
<i>West Nile</i>	8.5	76.2	15.3
<i>Karamoja</i>	12.8	66.4	20.9
<i>Mid North</i>	8.8	71.9	19.3
Western	24.8	50.8	24.4
<b>Age</b>			
18-19	24.1	37.0	38.9
20-24	23.9	54.3	21.9
25-30	24.1	65.0	10.8
<b>Education Attainment</b>			
No Education	16.1	71.4	12.5
Primary	18.3	61.6	20.1
Secondary	25.7	50.5	23.8
Above Secondary	59.1	35.0	5.9
<b>Total</b>	<b>24.0</b>	<b>57.0</b>	<b>19.0</b>

Youths in the Northern Region had the lowest chance of engaging in wage employment compared to the other regions.

The results reveal that among regions, youths in the Northern Region (10%) had the lowest chance of engaging in wage employment compared to the other regions. However the proportion of youths in wage employment in Kampala (54%) was nearly three times that of Eastern Region (19%) and six times that of the mid-North Subregion (9%).

**Figure 9.1: Proportion of employed youths in Wage Employment by Region/subregion**



## 9.4 Industry and Occupation of Employment

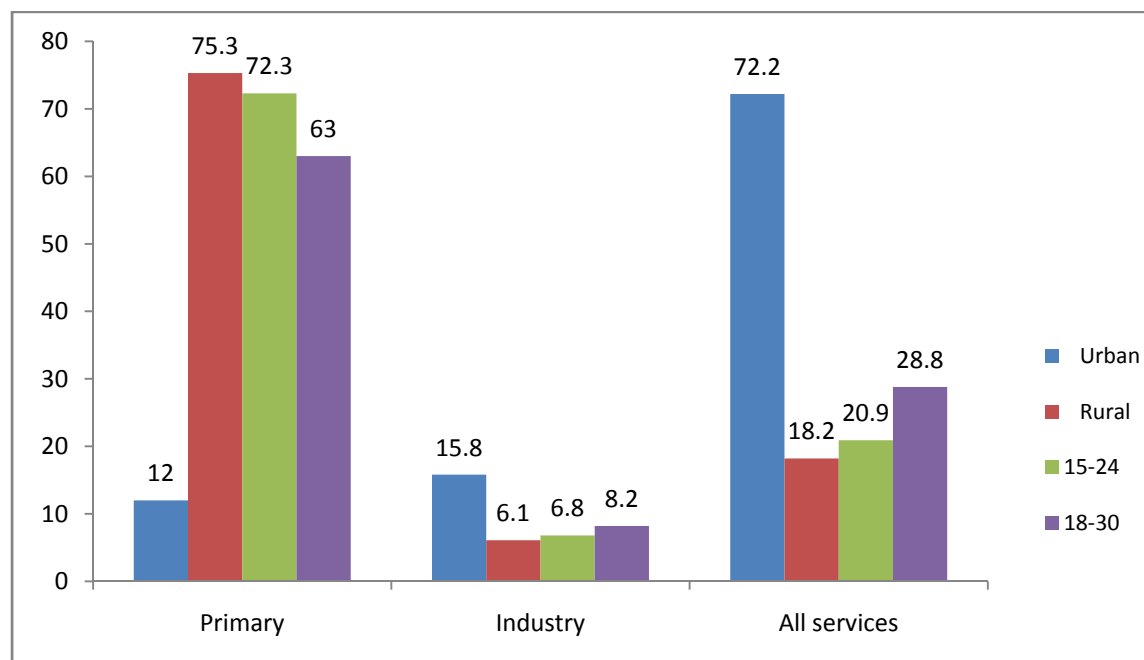
### 9.4.1 Sectors and Industries of Employment of the Youth

Nearly two thirds of the employed youths were in the primary sector

Agriculture remains a dominant sector in Uganda in terms of employment. On the overall, nearly two thirds of the employed youths (63%) were in the primary (agriculture sector). However, only 12 percent of urban youths compared to 75 percent of rural residents were in Agriculture. The contrary holds in the urban areas

where most of the youths were engaged in the Service sector, accounting for almost the same proportion of the youths employed in the Agriculture sector in the rural areas (72 percent). The two sectors of Agriculture and Services accounted for more than 90 percent of youth employment. The proportion of youths in the services sector increases with age.

**Figure9.2: Sector of Employment of young persons aged 18-30 by Residence and Age**



#### 9.4.2 Employment in non-farm Enterprises

Table 9.6 shows that informal Employment accounts for the highest proportion of employed youths outside the Agriculture sector. Nineteen out of every 20 employed youths (95%) in non-agricultural activities were in informal employment.

**Table 9.6: Informality of Employment in Non-Farm Enterprises (%)**

Characteristic	Youths (18-30)			Adults (31-64)		
	Male	Female	Total	Male	Females	Total
<b>Residence</b>						
Urban	91.3	92.8	92.1	87.3	92.0	89.1
Rural	97.0	97.5	97.2	93.1	96.6	94.3
<b>Educational Attainment</b>						
No Education	97.7	97.5	97.6	98.1	99.6	99.0
Primary	98.9	99.2	99.0	95.5	98.7	96.8
Secondary	94.3	96.3	95.1	90.3	92.8	90.9
Above Secondary	86.5	86.5	86.5	81.5	78.3	80.6
<b>Region</b>						
Kampala	91.7	92.4	92.1	88.7	93.9	90.7
Central	96.8	97.7	97.2	93.8	96.4	94.9
Eastern	91.1	95.1	92.7	90.9	92.8	91.4
Northern	89.6	95.9	92.8	81.2	94.1	86.5
West Nile	97.5	96.2	96.9	71.3	89.0	77.3
Karamoja	91.8	98.1	95.8	90.9	98.3	95.2
Mid North	93.4	95.6	94.4	84.5	94.8	88.7
Western	99.0	94.5	97.0	94.9	95.0	94.9
<b>Status in Employment</b>						
Wage Employment	93.2	92.6	93.0	86.3	85.1	86.0
Self Employed	95.9	96.9	96.4	94.9	97.5	96.1
Non-Wage Family Employment	100.0	100	100.0	100	100	100
<b>Total</b>	<b>94.7</b>	<b>95.3</b>	<b>95.0</b>	<b>91.0</b>	<b>94.8</b>	<b>92.4</b>

The findings also indicate that Youths were slightly more likely to be in informal employment in rural areas compared to urban areas. The proportion of youths in formal employment in non-agricultural activities decreases with an increase in the level of education attained especially above the primary level. However this decrease is higher among the adults and this can be partly explained by a tendency of a number of employers in the country requiring staff with experience when advertising jobs.

#### **9.4.3 Occupations of the Youths in Employment**

Table 9.7 shows that the majority of the youth work force was employed as Agriculture and Fishery workers with almost every three in 5 workers employed here. A high proportion of the youths were also employed as service workers (16%) and in elementary occupations (10 percent). The above occupations do not mostly require

highly specialised skills and training. Those employed as professionals, that is, fields which require relatively highly trained and skilled personnel were about one percent.

**Table 9.7: Occupations of the Youths by Sex and Residence (%)**

Background Characteristics	Sex		Residence		Total
	Male	Female	Urban	Rural	
Agricultural and Service workers	51.7	62.3	10.3	68.2	57.1
Elementary occupation	12.3	19.4	42.6	9.5	15.9
Craft and related	12.3	6.9	10.8	9.3	9.6
Technicians and	11.2	3.9	14.1	5.9	7.5
Plant and machine	4.1	4.4	6.3	3.8	4.3
Professionals	6.4	0.5	8.5	2.2	3.4
Others	1.3	1.1	3.8	0.6	1.2
	0.9	1.5	3.5	0.5	1.1

## 9.5 Average Hours of Work

All employed people including youths were both asked how many hours they worked in the previous running week (referred to here as “current hours”) and how many hours they usually worked per week. In this section, the discussion focuses on the usual hours worked in all economic activities by youths. In the process of imputing mean current hours, persons who were temporarily absent from their main activity were excluded.

Table 9.8 shows that on average youths usually worked for 44 hours a week, with males working for slightly more hours than females. The difference can be partly explained by the fact that most females are also engaged in household chores which are considered as non-economic activities. Among industries, those in Agriculture worked for the lowest number of hours. This difference may be partly explained by the seasonality of agriculture. Table 9.8 also shows that persons in urban areas tend to spend more hours on the job than their rural counterparts.

On average youths usually worked for 44 hours a week

**Table 9.8: Mean Usual Hours Worked Per Week by Youths**

Background Characteristic	Male	Female	Total
<b>Residence</b>			
Urban	64.9	58.1	61.4
Rural	41.9	37.5	39.7
<b>Educational Attainment</b>			
No Education	43.6	39.5	40.6
Primary	44.6	39.4	42.0
Secondary	48.8	44.1	46.9
Above Secondary	53.8	52.9	53.3
<b>Region</b>			
Kampala	68.6	63.9	66.0
Central	55.8	50.3	53.4
Eastern	37.2	32.8	35.1
Northern	41.9	36.2	38.7
West Nile	41.8	34.0	37.4
Karamoja	44.1	41.8	42.6
Mid North	41.7	36.2	38.6
Western	43.4	40.1	41.7
<b>Age</b>			
18-19	35.4	37.6	36.5
20-24	45.6	41.5	43.5
25-30	50.6	42.5	46.4
<b>Status in Employment</b>			
Wage employment	59.7	56.0	58.3
Self employed	45.1	40.8	42.7
Contributing family workers	26.5	31.1	29.1
<b>Industry</b>			
Agriculture, forestry and fishing	35.1	32.7	33.8
Manufacturing	64.3	45.4	56.0
Construction	59.8	53.6	59.4
Trade	61.3	61.2	61.2
Transportation	76.4	65.5	76.0
Other Services	59.2	60.9	60.2
<b>Total</b>	<b>46.3</b>	<b>41.4</b>	<b>43.9</b>

Youths in paid employment and those who were self-employed persons spent at least 58 hours and 43 hours weekly on their jobs respectively, while the contributing family workers spent 29 in terms of usual hours. The mean weekly hours of work also increase with the level of education. The findings also indicate that among regions, youths in Eastern had the least mean hours of work of about 35 hours per week.



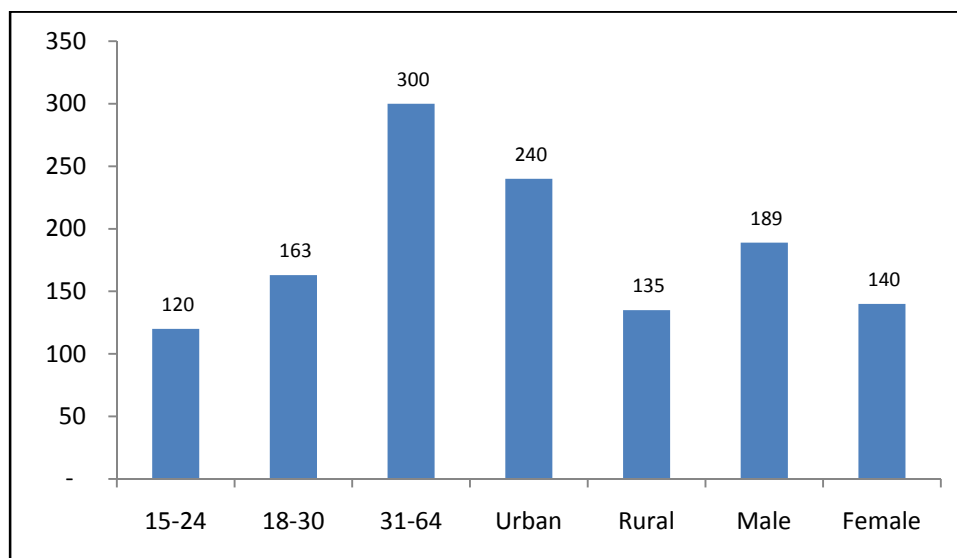
## 9.6 Paid Employment

### 9.8.1 Earnings in paid Employment

The median monthly wages for the youth stand at US\$ 163 thousand with the earnings of male youths (US\$ 189 thousand) being more than those of their female counterparts (US\$ 140 thousand). Overall, the median wages of the youth increase with education level. The median wages of the youth with secondary education was about 4 times the median wages of those with no formal education. The median wage of youths with education level of above secondary was more than 4 times that of their counterparts with primary education.

The aggregate results show that the median wages of the youths in urban areas was about double that of their counterparts in the rural areas. Further the median wages of the youths increase with age; as for instance the median earnings of the youths in the age of the adults aged 31-64 years was about 84 percent more than that of the youths (18-30 years).

**Figure 9.3: Median Earnings of Employed Youths by Age, Sex and Residence(000 Shs)**



## 9.7 Youth Unemployment

The rates of unemployment Uganda throughout the years have remained consistently low, although not necessarily signalling a healthy labour market. The low rate belies the lack of job security and poor work conditions many workers in the country do face, a sign of a large informal economy in the country. To understand better the performance of the Ugandan Labour Market therefore, the unemployment rate should be studied together with other Labour market indicators.

Figure 9.4 gives a complete picture of the unemployment rate among selected special age groups in the country. The overall Youth unemployment rate for the youth aged 18-30 years was estimated at five percent.

### 9.7.1 Differentials in Youth Unemployment

Youth  
unemployment rate  
in urban areas was  
12% and that of  
rural areas was 3%

Location has a big impact on the levels of unemployment. The urban areas had a much higher unemployment rate among the youths(12%) than the rural areas (3%). This is partly attributed to the existence of the high levels of subsistence farming in the rural areas which offers some employment to the rural youths. Among the regions, Kampala, the Central region and Eastern regions had relatively high unemployment rates with 15 percent, 6 percent and 8 percent respectively. The unemployment rates were generally higher for females, than males for most of the socio-economic characteristics.

**Table 9.9: Youth unemployment rate by Background characteristics**

Background Characteristic	Men	Females	Total
<b>Residence</b>			
Urban	6.4	16.9	12.0
Rural	3.2	3.4	3.3
<b>Education attainment</b>			
No Education	1.6	0.0	1.0
Primary	3.0	4.6	3.8
Secondary	4.6	9.8	6.8
Above Secondary	5.1	14.8	10.6
<b>Region</b>			
Kampala	8.9	19.6	15.0
Central	2.9	9.7	6.1
Eastern	7.2	8.4	7.8
Northern	1.7	2.2	2.0
West Nile	0.4	1.4	0.9
Karamoja	4.0	0.4	1.7
Mid North	1.6	2.5	2.2
Western	2.2	2.0	2.1
<b>Age Group</b>			
18-19	4.8	4.7	4.8
20-24	4.7	8.1	6.5
25-30	2.8	5.5	4.2
<b>All Youth</b>	<b>3.8</b>	<b>6.3</b>	<b>5.1</b>

### 9.7.2 Share of Youth Unemployment

2 out of every 3  
unemployed  
persons were youths

Overall two out of every three unemployed persons were youths. The proportion was higher in urban areas (70 percent) than in rural areas (58 percent). This is an indication that the youth are more likely to be unemployed than adults.

**Table 9.10: Share of youth in Unemployment**

	Total unemployed (14-64)	Youth unemployed	Youth share to unemployment
	(000's)	(000's)	
<b>Sex</b>			
Male	146.0	82.1	56.3
Female	206.2	142.4	69.1
<b>Residence</b>			
Urban	156.8	110.3	70.4
Rural	195.4	114.2	58.4
<b>Total</b>	<b>352.2</b>	<b>224.5</b>	<b>63.7</b>

## 9.8 Time related underemployment

13% of the youth were in time related under-employment.

Table 9.11 below indicates that 13 percent of the youth were experiencing time related under-employment. There are some differentials in time-related under employment across regions. Underemployment provides a much different picture of employment difficulties to the youth population in the Northern and Eastern regions with 21 and 14 percent respectively compared to the other regions which had lower rates.

While the indicators of unemployment presented earlier suggest that the rate of unemployment among young people was low especially among residents of rural areas, the rate of time related underemployment suggests that a number of the jobs in which the youths are involved in are part-time in nature. Indeed, the rate of time related underemployment is much higher in other regions than in the Kampala area as seen from the table below.

**Table 9.11: Time related under-employment (%)**

Background Characteristic	Male	Female	Total
<b>Residence</b>			
Urban	6.6	7.4	7.0
Rural	14.2	14.1	14.1
<b>Education Attained</b>			
No Education	42.7	30.2	37.4
Primary	14.9	15.2	15.1
Secondary	9.9	10.1	10.0
Above Secondary	13.2	8.5	10.7
<b>Region</b>			
Kampala	6.3	5.8	6.0
Central	13.5	8.2	11.1
Eastern	12.1	16.1	14.0
Northern	21.8	19.8	20.7
West Nile	7.5	3.8	5.4
Karamoja	2.7	3.3	3.1
Mid North	35.9	35.2	35.5
Western	8.3	9.6	9.0
<b>Age Groups</b>			
18-19	10.7	12.7	11.6
20-24	14.8	13.6	14.2
25-30	12.0	12.2	12.1
<b>All Youth</b>	12.7	12.8	12.8
<b>Population (000s)</b>	<b>264.9</b>	<b>270.5</b>	<b>535.4</b>

## 9.9 Skill related under employment

Table 9.12 shows that skill related inadequate employment rate for all employed youth population was at four percent and for all those youths that had completed senior 4 and above was 18 percent (about 158 thousand in absolute numbers). However, there was a notable differences in the levels of under unemployment by education attainment. The youths in the urban areas (24% among those that had completed senior 4 and above) were more prone to suffering skills under employment compared to those in the rural areas (14%).

**Table 9.12: Skill related Inadequate Employment**

Background Characteristic	% of employed			% of employed with S4+		
	Male	Female	Total	Male	Female	Total
<b>Residence</b>						
Urban	10.7	9.4	10.0	23.5	24.9	24.2
Rural	2.4	2.1	2.2	12.7	15.7	13.9
<b>Education Attained</b>						
Secondary	2.4	1.1	1.9	2.4	1.1	1.9
Above Secondary	49.8	44.0	46.7	49.8	44.0	46.7
<b>Region</b>						
Kampala	11.4	12.5	12	23.3	28.3	25.8
Central	5.6	3.3	4.6	21.4	13.5	17.8
Eastern	3.0	3.3	3.1	17.2	9.3	13.6
Northern	5.0	1.7	3.2	12.9	16.5	14
Western	2.2	3.2	2.7	9.7	30.6	18
<b>All Youth</b>	<b>4.0</b>	<b>3.5</b>	<b>3.7</b>	<b>16.5</b>	<b>19.3</b>	<b>17.7</b>
<b>Population (000s)</b>	<b>83.2</b>	<b>74.1</b>	<b>157.3</b>	<b>83.2</b>	<b>74.1</b>	<b>157.3</b>

## 9.10 Income related inadequate employment

Table 9.13 indicates that 10 percent of the employed youths were earning a smaller pay compared to the work they were doing. Sex variations were evident whereby male youth who were involved in income related underemployment was about 11 percent compared to the female youth with 8 percent. However, the rural-urban difference was observed for female youths whereby the urban percentage of earnings inadequacy was more than double the rural percentage.

The youths with education level of secondary and below were more likely to earn less pay compared to those that had attained higher education levels. Findings by region further show that more youth in the Western region earned inadequate pay compared to employed youth in other regions.

10% of the employed youths were earning a smaller pay compared to their work

**Table 9.13: Income related underemployment**

Background Characteristic	Male	Female	Total
<b>Residence</b>			
Urban	11.1	14.5	12.8
Rural	11.0	6.6	8.8
<b>Education Attained</b>			
Primary	13.5	7.0	10.2
Secondary	9.9	10.1	10
Above Secondary	0.8	11.5	6.5
<b>Region/Subregion</b>			
Kampala	9.0	16.7	13.2
Central	12.7	9.0	11.0
Eastern	7.8	6.0	6.9
Northern	6.5	5.0	5.6
West Nile	1.4	3.2	2.4
Karamoja	5.7	6.8	6.4
Mid North	6.8	4.5	5.5
Western	17.7	10.4	14.0
<b>Age Groups</b>			
18-19	16.9	13.3	15.2
20-24	12.2	9.0	10.6
25-30	8.3	6.1	7.1
31-64	6.0	4.9	5.5
<b>All Youth</b>	<b>11.0</b>	<b>8.2</b>	<b>9.6</b>
<b>Population</b>	<b>229.5</b>	<b>172.9</b>	<b>402.3</b>

### 9.11 Labour force underutilization

1.6 million youths were underutilised

The overall labour underutilisation rate among the youth was 25 percent (1.6 million youths in absolute numbers). Urban youths and youths with post-secondary education were more likely to be underutilised compared to their other counterparts.

**Table 9.14: Labour force underutilisation among the Youth**

Background Characteristic	Male	Female	Total
<b>Residence</b>			
Urban	25.7	36.0	31.6
Rural	24.9	21.4	23.0
<b>Education Attainment</b>			
No Education	42.5	39.6	41.1
Primary	28.3	25.0	26.5
Secondary	19.6	20.4	20.0
Above Secondary	48.2	54.6	51.8
<b>Total</b>	<b>25.1</b>	<b>24.7</b>	<b>24.9</b>
<b>Population (000s)</b>	<b>728.4</b>	<b>835.3</b>	<b>1,563.8</b>

## APPENDICES



## Appendix I: Selected Indicators Youth and Child Activity Indicators

### Appendix Ia: Selected Indicators on Children<sup>13</sup>

Indicator Category	Male	Female	Urban	Rural	Total
Children population aged 5-17 years (000's)	6,191.1	6,168.5	1,655.2	10,704.4	12,354.1
10-17 who are Household Heads (%)	0.4	0.2	0.3	0.3	0.3
<b>Education characteristics</b>					
Total children 6-17 in school(000's)	4,919	5,013	1,344	8,588	9,932
6-17 Attending school (%)	88.1	89.7	90.2	88.7	88.9
Mean age at first primary school	6.3	6.2	5.8	6.3	6.2
<b>Working Children</b>					
Children aged 5-17 at work (000s)	2,249	2,160	258	4,152	4,409
Total children working aged 6-17 (000s)	2,213	2,127	255	4,086	4,341
<b>Activities of children (6-17 years)</b>					
Work only (%)	5.9	4.9	4.8	5.5	5.4
In school only (%)	54.4	56.5	77.9	52.0	55.4
In school and work (%)	33.7	33.1	12.4	36.7	33.4
Neither in school nor work (%)	6.0	5.4	5.0	5.8	5.7
Children age 5-17 (involved) in household	62.8	67.8	58.1	66.4	65.3
<b>Sector of employment (%)</b>					
Primary	93.2	93.8	60.8	95.0	93.0
Industry	3.0	1.5	8.4	1.9	2.3
Services	4.7	4.8	30.8	3.1	4.7
<b>Status in employment (%)</b>					
Self employed	14.7	13.1	14.0	13.9	13.9
Contributing family workers	78.6	83.3	63.2	82.0	80.9
Paid employment	6.7	3.6	22.7	4.1	5.2

<sup>13</sup>Unless otherwise stated all the Statistics refer to the Age group 5-17 years

## Appendix Ia: Selected Indicators on Children

Indicator Category	Male	Female	Urban	Rural	Total
<b>Occupations (%)</b>					
Agricultural and fishery workers	88.4	91.6	58.8	91.9	90.0
Elementary occupations	6.3	2.8	10.2	4.2	4.6
Service workers	2.2	3.9	21.7	1.9	3.0
Craft and related worker and others	3.1	1.7	9.3	2.0	2.4
<b>Involvement in child labour(in '000s)</b>					
5 -11 in economic activity	734.1	715.7	60.7	1,389.2	1,449.8
12 – 13 in economic activity excluding those	128.6	123.6	17.5	234.7	252.2
14 – 17 in hazardous work or working	183.3	124.0	67.1	240.2	307.3
<b>Total child labour ('000s)</b>	<b>1,045.9</b>	<b>963.4</b>	<b>145.3</b>	<b>1,864.0</b>	<b>2,009.3</b>
Child labour as % of working children	46.5	35.3	56.4	44.9	45.6
<b>Total hazardous Work ('000s)</b>	<b>293.3</b>	<b>213.9</b>	<b>88.4</b>	<b>418.8</b>	<b>507.2</b>
Hazardous child labour as % of Child labour	28.0	22.2	60.9	22.5	25.2

## Appendix Ib: Selected Youth Labour Force Indicators

Indicator Category	Male	Female	Urban	Rural	Total
Youth Population (18-30 yrs in 000's)	2,908	3,377	1,363	4,924	6,286
Youth in Labour force (000's)	2,173	2,272	926	3,518	4,444
<b>Education Attainment of youth population</b>					
No Education	5.9	13.3	4.7	11.4	9.9
Primary	46.2	47.7	25.2	53.0	47.0
Secondary	39.6	30.9	54.8	29.4	34.9
Above Secondary	5.7	6.4	13.3	4.1	6.1
Not stated	2.5	1.7	2.0	2.0	2.0
Post primary specialised training	1.8	1.9	2.2	1.8	1.9
Post-secondary specialised training	2.6	3.1	6.3	1.9	2.9
Degree and above	1.3	1.3	4.7	0.4	1.3
% with area of specialization	3.8	4.1	7.9	2.9	4.0
Employment population ratio	71.5	62.7	59.4	68.8	66.8
Unemployment rate	4.0	6.4	12.3	3.4	5.2
Informal employment	94.7	95.3	92.1	97.2	95.0
<b>Under employment</b>					
a) Time related	12.7	12.8	7.0	14.1	12.8
b) Skills related	4.0	3.5	10.0	2.2	3.7
c) Income related	11.0	8.2	12.8	8.8	9.6
Average hours of work (per day)	10.4	8.9	11.9	9.1	9.7
Median wages (in 000's per month)	189	140	240	135	163
<b>Activity status</b>					
In employment only	60.6	58.5	54.4	60.9	59.5
In education only	17.7	12.7	19.4	13.8	15.0
In both	11.4	4.5	5.0	8.4	7.7
None	10.4	24.3	21.2	16.9	17.8
<b>Sector of employment</b>					
Primary	59.8	66.7	13.0	75.3	63.3
Production	11.9	4.9	16.2	6.3	8.2
Service	28.6	28.5	70.8	18.4	28.6

## Appendix II: Sampling Errors and confidence intervals for Selected Variables

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

Sampling errors, on the other hand, arise because observations are based on only one of the many samples that could have been selected from the same population using the same design and expected size. They are a measure of the variability between all possible samples. Sampling errors are usually measured using Standard Errors (SE). SE is the square root of the variance and can be used to calculate confidence intervals for the various estimates. In addition, sometimes it is appropriate to measure the relative errors of some of the variables and the Coefficient of Variation (CV) is one such measure. It is the quotient of the SE divided by the value of the variable of interest.

The SE and CVs were computed using STATA software and they each take into account the multi-stage nature of the survey design. The results below indicate the SE and CVs computed for the selected variables in the report. The SEs and CVs are presented for national, regional, rural-urban and education levels (where necessary).

## List of selected variables for sampling errors

	Value (R)	Standard Error (SE)	Relative Error (SE/R)	Confidence Limits		Number of cases
				Lower	Upper	
Characteristics of the study Population						
Population						
Total	31,316,126	660,662	0.021	30,000,000	32,600,000	31,781
Male	15,440,662	348,008	0.023	14,800,000	16,100,000	15,566
Female	15,875,464	339,471	0.021	15,200,000	16,500,000	16,215
Literacy (15+)						
Total	0.725	0.008	0.010	0.710	0.740	16,232
Male	0.810	0.008	0.010	0.793	0.826	7,858
Female	0.644	0.009	0.014	0.626	0.662	8,374
Education attainment of household members (15+)						
No Education	0.179	0.006	0.034	0.168	0.191	16,232
Primary	0.500	0.006	0.013	0.487	0.512	16,232
Secondary	0.246	0.006	0.025	0.234	0.258	16,232
Above Secondary	0.054	0.003	0.055	0.048	0.060	16,232
Age of household head						
10-17	0.003	0.001	0.245	0.002	0.005	6,290
18-30	0.250	0.007	0.027	0.237	0.264	6,290
31+	0.747	0.007	0.009	0.733	0.760	6,290
Sex of household head						
Male	0.735	0.008	0.011	0.719	0.752	6,290
Female	0.265	0.008	0.032	0.248	0.281	6,290
Average household size						
Total	5.33	0.06	0.01	5.22	5.44	6,290
Urban	4.38	0.08	0.02	4.23	4.53	2,228
Rural	5.55	0.07	0.01	5.42	5.68	4,062
Kampala	3.89	0.09	0.02	3.72	4.06	886
Central	4.73	0.09	0.02	4.55	4.91	1,481
Eastern	6.00	0.14	0.02	5.72	6.28	937
Northern	5.37	0.07	0.01	5.22	5.51	2,077
Western	5.56	0.11	0.02	5.34	5.78	909
Working age population						
Total	15,800,000	318,845	0.020	15,100,000	16,400,000	16,309
Urban	7,668,426	180,083	0.023	7,314,724	8,022,128	7,875
Rural	8,095,538	158,744	0.020	7,783,748	8,407,327	8,434
Kampala	940,296	31,139	0.033	879,136	1,001,456	2,170
Central	3,393,457	117,153	0.035	3,163,355	3,623,559	3,610
Eastern	4,259,653	270,498	0.064	3,728,367	4,790,939	2,646
Northern	2,916,633	104,358	0.036	2,711,663	3,121,603	5,291
Western	4,253,924	149,269	0.035	3,960,745	4,547,104	2,592
Activity status of the working age population						
Employed	0.785	0.007	0.008	0.772	0.798	16,309
Unemployed	0.017	0.001	0.071	0.015	0.019	16,309
Not in labour force	0.183	0.006	0.035	0.170	0.196	16,309
Not stated	0.015	0.002	0.128	0.011	0.019	16,309
Employed	0.785	0.007	0.008	0.772	0.798	16,309
Unemployed	0.017	0.001	0.071	0.015	0.019	16,309
Not in labour force	0.183	0.006	0.035	0.170	0.196	16,309

	Value (R)	Standard Error (SE)	Relative Error (SE/R)	Confidence Limits		Number of cases
				Lower	Upper	
Labour force						
Total	12,600,000	227,665	0.018	12,200,000	13,100,0	12,627
Male	6,247,793	119,397	0.019	6,013,284	6,482,30	6,261
Female	6,391,101	128,784	0.020	6,138,155	6,644,04	6,366
Urban	2,017,358	41,981	0.021	1,934,903	2,099,81	3,940
Rural	10,600,000	223,761	0.021	10,200,000	11,100,0	8,687
Kampala	659,283	22,962	0.035	614,184	704,383	1,508
Central	2,779,282	97,133	0.035	2,588,503	2,970,06	2,800
Eastern	3,406,336	177,544	0.052	3,057,622	3,755,05	2,101
Northern	2,270,705	82,160	0.036	2,109,334	2,432,07	4,114
Western	3,523,288	114,172	0.032	3,299,042	3,747,53	2,104
Education of the labour force						
No formal schooling	0.161	0.006	0.035	0.150	0.172	12,627
Primary	0.554	0.007	0.012	0.541	0.567	12,627
Secondary	0.211	0.006	0.028	0.199	0.222	12,627
Above secondary	0.060	0.004	0.060	0.053	0.067	12,627
Not stated	0.014	0.001	0.104	0.011	0.017	12,627
Labour Force Participation Rates						
Total	0.814	0.007	0.008	0.801	0.827	16,010
Male	0.829	0.009	0.011	0.811	0.847	7,718
Female	0.800	0.007	0.009	0.787	0.814	8,292
Urban	0.720	0.009	0.012	0.702	0.738	5,502
Rural	0.835	0.008	0.009	0.819	0.851	10,508
Kampala	0.727	0.013	0.018	0.701	0.752	2,096
Central	0.829	0.010	0.012	0.810	0.848	3,559
Eastern	0.809	0.017	0.021	0.775	0.843	2,611
Northern	0.793	0.011	0.013	0.772	0.814	5,205
Western	0.842	0.013	0.015	0.816	0.867	2,539
Employed population						
Total	12,400,000	228,747	0.018	11,900,000	12,800,0	12,196
Male	6,134,007	119,697	0.020	5,898,910	6,369,10	6,108
Female	6,235,605	129,345	0.021	5,981,557	6,489,65	6,088
Urban	1,862,765	41,809	0.022	1,780,649	1,944,88	3,609
Rural	10,500,000	224,894	0.021	10,100,000	10,900,0	8,587
Kampala	585,006	22,259	0.038	541,286	628,726	1,341
Central	2,708,692	96,253	0.036	2,519,640	2,897,74	2,666
Eastern	3,348,004	177,689	0.053	2,999,004	3,697,00	2,060
Northern	2,233,272	81,338	0.036	2,073,515	2,393,02	4,046
Western	3,494,638	114,553	0.033	3,269,644	3,719,63	2,083
Employment to population						
Total	0.797	0.007	0.008	0.784	0.810	16,010
Male	0.814	0.009	0.011	0.795	0.832	7,718
Female	0.781	0.007	0.009	0.767	0.795	8,292
Urban	0.665	0.010	0.015	0.645	0.684	5,502
Rural	0.826	0.008	0.010	0.810	0.842	10,508
Kampala	0.645	0.014	0.022	0.617	0.673	2,096
Central	0.808	0.010	0.013	0.787	0.828	3,559
Eastern	0.795	0.017	0.022	0.761	0.829	2,611
Northern	0.780	0.011	0.015	0.757	0.802	5,205
Western	0.835	0.013	0.016	0.809	0.861	2,539

	Value (R)	Standard Error (SE)	Relative Error (SE/R)	Confidence Limits		Number of cases
				Lower	Upper	
Industry						
Agriculture	0.715	0.009	0.013	0.697	0.733	12188.0
Trade	0.098	0.004	0.042	0.089	0.106	12188.0
Manufacturing	0.042	0.003	0.067	0.036	0.047	12188.0
Education	0.027	0.003	0.101	0.022	0.033	12188.0
Construction	0.022	0.002	0.089	0.018	0.026	12188.0
Transport	0.020	0.002	0.079	0.017	0.023	12188.0
Hotels, restaurants, bars	0.019	0.002	0.091	0.016	0.022	12188.0
Other service activities	0.014	0.001	0.095	0.011	0.017	12188.0
Activities of households as	0.012	0.001	0.105	0.010	0.015	12188.0
Others	0.030	0.002	0.074	0.026	0.035	12188.0
Sectors						
Primary	0.715	0.009	0.013	0.697	0.733	12,188
Production	0.068	0.004	0.055	0.060	0.075	12,188
Service	0.217	0.008	0.035	0.202	0.232	12,188
Occupation						
Agricultural and fisheries workers	0.661	0.009	0.014	0.643	0.680	12,188
Service workers	0.128	0.005	0.042	0.117	0.138	12,188
Elementary occupations	0.074	0.004	0.056	0.065	0.082	12,188
Craft and related workers	0.066	0.003	0.051	0.060	0.073	12,188
Professionals	0.029	0.003	0.088	0.024	0.034	12,188
Plant and machine operators	0.023	0.002	0.075	0.020	0.027	12,188
Technicians and associate	0.012	0.001	0.102	0.009	0.014	12,188
Others	0.007	0.001	0.117	0.005	0.008	12,188
Number in informal employment outside agriculture						
Total	3,305,033	92,729	0.028	3,122,867	3,487,19	4,328
Proportion in informal employment outside agriculture						
Total	0.939	0.005	0.005	0.929	0.948	4,650
Male	0.928	0.006	0.007	0.916	0.940	2,646
Female	0.955	0.006	0.006	0.943	0.967	2,004
Urban	0.917	0.007	0.008	0.902	0.931	2,972
Rural	0.955	0.006	0.007	0.943	0.967	1,678
Kampala	0.927	0.011	0.012	0.904	0.949	1,313
Central	0.959	0.006	0.006	0.948	0.970	1,388
Eastern	0.925	0.014	0.015	0.898	0.952	508
Northern	0.888	0.014	0.016	0.860	0.916	848
Western	0.963	0.010	0.011	0.943	0.983	593
No formal schooling	0.984	0.006	0.006	0.973	0.995	485
Primary	0.978	0.004	0.004	0.969	0.986	1,620
Secondary	0.935	0.008	0.008	0.920	0.950	1,628
Above secondary	0.829	0.017	0.020	0.796	0.862	858
14-17	0.987	0.010	0.010	0.967	1.006	268
18-30	0.953	0.006	0.006	0.942	0.965	2,133
31-64	0.921	0.007	0.008	0.906	0.935	2,249
Income classes						
Less than 50,000	0.175	0.011	0.064	0.153	0.197	2,444
50-99,999	0.240	0.016	0.066	0.209	0.271	2,444
100,000 – 199,999	0.227	0.012	0.054	0.203	0.251	2,444
200,000 – 499,999	0.275	0.013	0.048	0.249	0.301	2,444
500,000+	0.083	0.007	0.087	0.069	0.098	2,444

	Value (R)	Standard Error (SE)	Relative Error (SE/R)	Confidence Limits		Number of cases
				Lower	Upper	
Usual average hours of work a week						
Total	41.90	0.59	0.014	40.75	43.05	10,655
Male	44.66	0.67	0.015	43.35	45.97	5,496
Female	38.92	0.62	0.016	37.70	40.15	5,159
Urban	59.69	0.80	0.013	58.12	61.27	3,386
Rural	38.30	0.63	0.017	37.06	39.55	7,269
Kampala	67.08	0.95	0.014	65.21	68.94	1,313
Central	49.77	1.00	0.020	47.81	51.72	2,224
Eastern	35.71	1.46	0.041	32.83	38.58	1,445
Northern	38.02	0.53	0.014	36.98	39.06	3,773
Western	39.03	1.14	0.029	36.80	41.26	1,900
No formal schooling	38.55	0.79	0.021	37.00	40.11	1,969
Primary	39.29	0.66	0.017	38.00	40.58	5,163
Secondary	48.36	0.90	0.019	46.60	50.12	2,457
Above secondary	53.11	1.04	0.020	51.07	55.15	923
Share of women in non-agricultural wage employment						
Total	0.322	0.014	0.044	0.294	0.350	2,109
Urban	0.379	0.014	0.038	0.351	0.408	1,429
Rural	0.275	0.024	0.087	0.228	0.322	680
Kampala	0.434	0.025	0.057	0.385	0.483	644
Central	0.341	0.027	0.079	0.288	0.395	608
Eastern	0.271	0.042	0.155	0.189	0.354	242
Northern	0.258	0.028	0.110	0.202	0.313	342
Western	0.290	0.034	0.116	0.224	0.356	273
No formal schooling	0.444	0.060	0.134	0.327	0.561	143
Primary	0.302	0.025	0.083	0.253	0.352	588
Secondary	0.271	0.022	0.080	0.229	0.314	725
Above secondary	0.385	0.023	0.060	0.339	0.430	624
Production	0.134	0.017	0.127	0.101	0.168	520
Services	0.383	0.017	0.043	0.351	0.416	1,589
Unemployed						
Strict definition	269,283	11,079	0.041	247,436	291,131	431
Relaxed definition	510,746	19,806	0.039	471,754	549,737	799
Unemployment rate - strict definition						
Total	0.021	0.002	0.072	0.018	0.024	12,627
Male	0.018	0.002	0.106	0.014	0.022	6,261
Female	0.024	0.002	0.087	0.020	0.028	6,366
Urban	0.077	0.005	0.070	0.066	0.087	3,940
Rural	0.011	0.001	0.135	0.008	0.014	8,687
Kampala	0.113	0.011	0.094	0.092	0.133	1,508
Rest of central	0.025	0.003	0.115	0.020	0.031	2,800
Eastern	0.017	0.004	0.213	0.010	0.024	2,101
Northern	0.016	0.003	0.167	0.011	0.022	4,114
Western	0.008	0.002	0.263	0.004	0.012	2,104
No formal schooling	0.010	0.003	0.261	0.005	0.015	2,273
Primary	0.012	0.002	0.143	0.009	0.016	6,155
Secondary	0.041	0.004	0.098	0.033	0.049	2,993
Above secondary	0.064	0.009	0.138	0.047	0.081	1,033



	Value (R)	Standard Error	Relative Error	Confidence Limits		Number of cases
		(SE)	(SE/R)	Lower	Upper	
Unemployment rate – relaxed definition						
Total	0.040	0.002	0.058	0.035	0.044	12,995
Male	0.031	0.003	0.085	0.026	0.036	6,373
Female	0.048	0.003	0.067	0.042	0.055	6,622
Urban	0.130	0.007	0.057	0.115	0.144	4,200
Rural	0.022	0.002	0.102	0.017	0.026	8,795
Kampala	0.172	0.011	0.067	0.149	0.194	1,615
Rest of central	0.057	0.006	0.103	0.045	0.068	2,943
Eastern	0.036	0.005	0.150	0.026	0.047	2,158
Northern	0.028	0.004	0.143	0.020	0.036	4,170
Western	0.010	0.002	0.223	0.006	0.015	2,109
No formal schooling	0.022	0.004	0.172	0.015	0.029	2,306
Primary	0.027	0.003	0.097	0.022	0.032	6,292
Secondary	0.075	0.005	0.073	0.064	0.085	3,157
Above secondary	0.080	0.010	0.131	0.059	0.100	1,056
Total	0.040	0.002	0.058	0.035	0.044	12,995
Time related underemployment						
Number	1,160,191	65,451	0.056	1,031,638.	1,288,74	12,196
Proportion						
Total	0.094	0.005	0.048	0.085	0.103	12,196
Male	0.104	0.006	0.055	0.092	0.115	6,108
Female	0.084	0.005	0.058	0.075	0.094	6,088
Urban	0.072	0.007	0.092	0.059	0.085	3,609
Rural	0.098	0.005	0.053	0.087	0.108	8,587
Kampala	0.055	0.007	0.135	0.040	0.069	1,341
Rest of central	0.084	0.008	0.091	0.069	0.099	2,666
Eastern	0.073	0.013	0.178	0.047	0.098	2,060
Northern	0.179	0.009	0.048	0.162	0.196	4,046
Western	0.074	0.007	0.095	0.060	0.087	2,083
Marginally attached to labour force						
Number	272,305	22,587	0.083	227,941.30	316,669	16,309
Proportion						
Total	0.017	0.001	0.085	0.014	0.020	16,309
Male	0.013	0.002	0.123	0.010	0.016	7,875
Female	0.022	0.002	0.094	0.018	0.026	8,434
Urban	0.044	0.004	0.087	0.036	0.051	5,647
Rural	0.011	0.002	0.136	0.008	0.014	10,662
Kampala	0.052	0.005	0.098	0.042	0.062	2170
Rest of central	0.028	0.004	0.160	0.019	0.037	3610
Eastern	0.019	0.004	0.188	0.012	0.026	2646
Northern	0.014	0.002	0.158	0.009	0.018	5291
Western	0.002	0.001	0.416	0.000	0.004	2592
Skill-related inadequate employment						
Number	281,128	20,310	0.072	241,236	321,019	10,972

	Value (R)	Standard Error	Relative Error	Confidence Limits		Number of cases
		(SE)	(SE/R)	Lower	Upper	
Skill-related inadequate employment						
Proportion						
Total	0.025	0.002	0.073	0.021	0.029	10,972
Male	0.029	0.002	0.085	0.024	0.034	5442
Female	0.021	0.003	0.120	0.016	0.026	5530
Urban	0.084	0.006	0.066	0.073	0.095	3349
Rural	0.014	0.002	0.130	0.011	0.018	7623
Kampala	0.109	0.010	0.096	0.088	0.129	1,263
Rest of central	0.030	0.004	0.125	0.023	0.038	2,446
Eastern	0.015	0.003	0.226	0.008	0.021	1,915
Northern	0.016	0.002	0.153	0.011	0.021	3,412
Western	0.022	0.004	0.184	0.014	0.030	1,936
Wage-related inadequate employment (paid employment)						
Number	737,145	43,448	0.059	651,773	822,517	2,181
Proportion						
Total	0.396	0.017	0.043	0.363	0.429	2,181
Male	0.325	0.019	0.058	0.288	0.362	1,426
Female	0.543	0.024	0.044	0.496	0.591	755
Urban	0.255	0.014	0.056	0.227	0.283	1,262
Rural	0.467	0.024	0.051	0.421	0.514	919
Kampala	0.256	0.025	0.098	0.206	0.305	545
Rest of central	0.381	0.025	0.065	0.333	0.430	618
Eastern	0.392	0.047	0.120	0.300	0.485	239
Northern	0.354	0.033	0.093	0.289	0.418	356
Western	0.474	0.036	0.076	0.404	0.545	423
Labour Underutilisation						
Number	2,689,209	91,447	0.034	2,509,596	2,868,82	16,309
Proportion	0.171	0.005	0.027	0.161	0.180	16,309

## Appendix III: Concepts and Definitions

### Introduction

The concepts and definitions used in this report are generally the ones that have been used in the previous household based labour force surveys. Data users are encouraged to be familiar with the concepts and definitions used to help them meaningfully interpret the survey results.

**Contributing family workers** – Members of the household who worked in an enterprise operated by the household without getting pay or profit.

**Decent Work** – ‘Involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men’<sup>14</sup>.

**Earnings of paid employees** - Due to the limitations of gathering income data from the self-employed persons in a household survey, during the NLF&CAS, data on income were collected only in respect of wage earners. All earnings whether in cash, kind or some other way was collected and converted in cash in a given time period. These were however converted to a monthly rate during data analysis.

**Economically Inactive Population** - Refers to all persons aged 14-64 years who were not engaged in economic activities during the reference period (seven days prior to the survey date) and did not look for work.

**Employed-** A person is considered to be currently employed if he/she worked for at least one hour during the reference week or did not work during the reference week but had an attachment to a job or business.

**Employment-to-population ratio** - The employment-to-population ratio is the proportion of the working-age population that is employed. It is derived by dividing the total number of employed persons aged 14-64 years by the population of the same age group.

---

<sup>14</sup>Adapted from the International Labour organisation

**Industry** - Industry refers to the type of economic activity of the enterprise in which an employed person worked during the survey reference period irrespective of the work the person performed. This activity is defined in terms of the kind of goods produced or services supplied by the unit in which the person works.

**Informal employment** –The population in informal employment comprises all persons of working age who, in the reference week, were employed in an informal job. Employees are considered to have informal jobs if their employer does not pay contributions to their social security, or if they do not benefit from annual leave or payment in lieu of leave not taken, or paid sick leave in case of illness or injury. Informal employment therefore consists of:

- Employers and ownaccount workers employed in their own businesses or places of work that are not registered for income tax and/or Value Added Tax (VAT)
- Members of producers' cooperatives employed in their cooperatives that are not registered.
- Own account workers engaged in the production of goods exclusively for own final use by their household (such as subsistence farming or do it yourself construction of own dwellings), if considered employed according to the 13th ICLS definition of employment.
- Contributing family workers, irrespective of whether they work in formal or informal sector enterprises.
- Employees holding informal jobs, whether employed by formal sector enterprises, informal sector enterprises, or as paid domestic workers by households.

**Labour Force (Economically Active)** - The Labour force also referred to as economically active population is a key concept in any labour force survey and comprises all persons aged 14-64 years who were either working or actively looking for work. They therefore include both the employed and unemployed persons.

**Labour underutilization** - To get a better understanding the labour market in Uganda, labour underutilization which is a more comprehensive measure than the unemployment rate was presented in the analysis. Labour underutilization consists of:

- (a) Unemployment
- (b) Time related underemployment
- (c) Marginally attached to the labour force
- (d) Income related inadequate employment
- (e) Skill related inadequate employment

**Looking for Work** – Persons aged 14-64 years and who were without work during the reference period and had taken specific steps in during the last 4 weeks to seek paid employment or self-employment.

**Marginally attached workers** -These were persons who were currently neither working nor looking for work but indicated that they want and were available for a job and had looked for work sometime in the recent past.

**Occupation** - The term 'Occupation' is used to refer to the actual type of work undertaken by the employed individual during the reference period irrespective of the main activity of the organization he/she is involved in. Therefore Information on occupation provides a description of a person's job.

**Status in employment** - By status in employment is meant the type of explicit or implicit contract of employment of the person with other persons or organisations. During data collection for the NLF&CAS, data was gathered on six categories as below:

- Working for someone else for pay
- An employer (*a person who pays one or more people to work for him*)
- An own-account worker (*a person running a business with no employees*)
- Helping without pay in a household business
- An apprentice
- Working on a household farm

However in data analysis after collapsing the above categories, the presentation has been mostly with three broad categories of paid employees, self-employed and contributing family workers.

**Time-related underemployed** - These were persons aged 14-64 years and who were employed but suffered from partial lack of work. In the present survey they were composed of those persons whose hours of work were below 40 a week and who wanted or sought to work additional hours.

**Unemployed** - Two unemployment rates are presented in this report using both the strict ILO definition and the relaxed definition:

- (i) For the strict definition three criteria need to be simultaneously satisfied, i.e without work, available for work and seeking for work.
- (ii) The relaxed definition on the other hand removed the seeking criteria.

Therefore the unemployed were made up of those people who did not have a job or business or were not employed (as defined above) and satisfied either condition (i) – for the strict definition of unemployment or (ii) above – for the relaxed definition.

**Working Age Population** - This is the Population aged 14-64 years and its the basis on which Employment Statistics is based.

SURVEY CODE

Batch Number



## UGANDA BUREAU OF STATISTICS

LABOUR FORCE AND CHILD  
ACTIVITIES SURVEY 2011/2012

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

**PART A. Identification particulars and eligibility**

HA1	Stratum					
HA2	District					
HA3	Urban code					
HA4	Enumeration area					
HA5	Household number					
HA6	Sample number					
HA7	Household head					
		(Name)				

**Interview control section**

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

**4. Main language of interviews:**

- ☐ [English]
- ☐ [Other]
- ☐ [other]

**Field staff**

Interviewer's Comments (if any problems encountered):

Supervisor's Comments:

	6. Interviewer	7. Field supervisor	8. Data coding officer	9. Data entry officer
Name:	_____	_____	_____	_____
Signature	_____	_____	_____	_____
Date:	___/___/___	___/___/___	___/___/___	___/___/___

THE UGANDA BUREAU OF STATISTICS  
P.O. BOX 7186,  
KAMPALA,  
TEL: 0414 - 706000, 041 - 706000  
Fax: 0414 - 237553  
E-mail: [ubos@ubos.org](mailto:ubos@ubos.org) Website: [www.ubos.org](http://www.ubos.org)

**PART B: HOUSEHOLD SCHEDULE:**

**Complete list of household members (Usual and regular residents)**

PERSON ID	Names	ID of person reporting	Sex	Relationship	Age	Residential status	Marital status (For those aged 10 years and above)	For those below 18 years					
								Living parents		If (NAME'S) parents are alive			
								Are the parents of [NAME] still alive?  1= Yes 2= No 3= Don't know		Indicate parent's serial number. (Write 99 if absent or not applicable).		Has (NAME'S) parents been very sick for at least 3 months during the past 12 months, that he/she was too sick to work or do normal activities 1= Yes 2= No 3= Don't know	
								Mother	Father	Mother	Father	Mother	Father
HB0	HB1	HB2	HB3	HB4	HB5	HB6	HB7	HB8	HB9	HB10	HB11	HB12	HB13
01													
02													
03													
04													
05													





	Names	ID of person reporting	Sex	Relationship	Age	Residential status	Marital status (For those aged 10 years and above)	For those below 18 years					
<b>P E R S O N  I D</b>	<b>A. What is the name of the head of this household?</b> <i>(This is usually the person who is the main decision maker, who manages the income/expenses of the household, or who owns or rents the house.)</i>	Which household member is providing data on the individual? (Write serial number from HB0))	<b>READ IF NECESSARY:</b> What is [NAME'S] sex?  1=Male 2=Female	What is [NAME'S] relationship to the head of household??  1= Household head 2= Spouse 3= Child 4= Step child 5= Grand child 6= Parent of head or spouse 7= Other Relative 8= Servant 9= Non relative	What is [NAME'S] age in completed years?  <b>IF LESS THAN ONE WRITE 0</b>	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 <b>IF CODE 5, ASK NO FURTHER QUESTIONS FOR THAT PERSON</b>	What is [NAME'S] marital status?  1= Currently married/Cohabiting 2= Divorced 3= Separated 4= Widow/Widower 5= Never married	<b>Living parents</b>		<b>If (NAME'S) parents are alive</b>			
	Are the parents of [NAME] still alive?  1= Yes 2= No 3= Don't know							Indicate parent's serial number. (Write 99 if absent or not applicable).		Has (NAME'S) parents been very sick for at least 3 months during the past 12 months, that he/she was too sick to work or do normal activities 1= Yes 2= No 3= Don't know			
	Mothe r							Father	Mothe r	Father	Mothe r	Fathe r	
<b>HB0</b>	<b>HB1</b>	<b>HB2</b>	<b>HB3</b>	<b>HB4</b>	<b>HB5</b>	<b>HB6</b>	<b>HB7</b>	<b>HB8</b>	<b>HB9</b>	<b>HB10</b>	<b>HB11</b>	<b>HB12</b>	<b>HB13</b>
06													
07													
08													
09													
10													

11													
----	--	--	--	--	--	--	--	--	--	--	--	--	--

**PART B: HOUSEHOLD SCHEDULE:**

**PART C: EDUCATION AND TRAINING (FOR ALL USUAL AND REGULAR HOUSEHOLD MEMBERS AGED 5 YEARS AND ABOVE)**

	Serial number in HH Roster							Skip Pattern
	Name of household member							
	Age of household member							
HB18	Can (NAME) read and write a short, simple statement with understanding in any language? 1= Yes 2=No	1 2	1 2	1 2	1 2	1 2		
HB19A	Is (NAME) attending school or pre-school during the current school year (2011)? 1= Yes 2=No	1 2	1 2	1 2	1 2	1 2	> > HB21	
HB19B	At what age did (NAME) begin primary school? (Aged 5-17 YEARS)							
HB19C	In which district (NAME) schooling 1= Current district 2= Another district 3= Another country	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3		
HB19D	Name district/country  District/country code							
HB20A	What was/is the highest level of education that [You have/[NAME has] successfully completed? (SEE CODES BELOW)							
HB20B	[ASK IF HB20A > = 41] In what area did (you/Name) specialize (your/his/her) studies? (SEE CODES BELOW)						> > HB26	
HB21	Has (NAME) ever attended school? 1= Yes 2=No	1 2	1 2	1 2	1 2	1 2	> > HB25	
HB22	What was/is the highest level of education that [You/[NAME] completed?							

CODES FOR HB20 and HB22

00=No formal schooling	12=P2	17=P7	33=S3	41= Post primary specialized training or certificate	64=Doctoral Degree
08= Incomplete Pre-primary	13= P3	21=Junior Secondary	34=S4	51=Post-secondary specialized training or certificate	
09=Completed Pre-primary	14=P4	31=S1	35=S5	62=Bachelor's degree	
10=Not completed P1	15=P5	32=S2	36=S6	63=Master's degree	
11= P1	16=P6			99 Not Applicable	

**PART C: EDUCATION AND TRAINING (FOR ALL USUAL AND REGULAR HOUSEHOLD MEMBERS AGED 5 YEARS AND ABOVE)**

	Serial number in HH Roster						Skip Pattern
	Name of household member						
	Age of household member						
HB23	[ASK IF HB22 > = 41] In what area did (you/Name) specialize (your/his/her) studies? (SEE CODES BELOW)						
HB24	[ASK IF AGED 5-24 YEARS] Why did [You/NAME] leave school? (main reason) (Aged 5-24 years) 01= Completed schooling 02= Too old for school 03= Disabled/sickness 04= School too far 05= Cannot afford school 06= Family did not allow school 07= Poor in studies/not interested in studies 08= Education not considered valuable 09= To work/do a job (economic activity) 10= To help in household chores (non-economic activity) 11= Pregnancy 12= Others (specify)	01 02 03 04 05 06 07 08 09 10 11 12	01 02 03 04 05 06 07 08 09 10 11 12	01 02 03 04 05 06 07 08 09 10 11 12	01 02 03 04 05 06 07 08 09 10 11 12	01 02 03 04 05 06 07 08 09 10 11 12	
HB24 A	[ASK IF AGED 5-24 YEARS] At what age did (NAME) begin primary school? (Age in completed years)						
HB24 B	[ASK IF AGED 5-24 YEARS] At what age did (NAME) leave school? (Age in completed years)						> > HB 26

**CODES FOR HB23**

00= General programmes  
01= Education  
02= Humanities and sciences  
03= Social science, business and law

46= Mathematics and statistics  
48= Computing  
52= Engineering and engineering trades  
42= life sciences

58= Architecture and building  
62= Agriculture forestry, and fishery  
64= Veterinary  
72= Health

08= Services  
98= Don't know  
99= Others (specify)

43=Physical sciences

54=Manufacturing and processing

76=Social services

**PART C: EDUCATION AND TRAINING (FOR ALL USUAL AND REGULAR HOUSEHOLD MEMBERS AGED 5 YEARS AND ABOVE)**

	Serial number in HH Roster						SKIP PATTER N
	Name of household member						
	Age of household member						
HB25	<b>[ASK IF AGED 5-24 YEARS] What is the main reason why (NAME) has never attended school?</b> <i>(Read each of the following options and circle the most appropriate option)</i> 1=Too young 2=Disabled/illness 3=No school/school too far 4=Cannot afford schooling 5=Family did not allow schooling 6=Not interested in schooling 7=Education not considered valuable 8=school not safe 9=To learn a job 10=To work for pay 11=To work as unpaid worker in family business/farm 12=Help at home with household chores 13=Other (specify)	1 2 3 4 5 6 7 8 9 10 11 12 13	1 2 3 4 5 6 7 8 9 10 11 12 13	1 2 3 4 5 6 7 8 9 10 11 12 13	1 2 3 4 5 6 7 8 9 10 11 12 13	1 2 3 4 5 6 7 8 9 10 11 12 13	
HB26	<b>Did (you/Name) participate in any business, entrepreneurship, or microenterprise development training?</b> 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	
HB27	<b>Did (you/Name) learn a trade or technical skill?</b> 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	> > HB 30
HB28	<b>What type of trade or technical skill did (you/Name) learn?</b> <b>(SEE CODES IN CODE LIST, ANNEX 1)</b>						

HB29	How did (you/Name) acquire this trade or skill? 1= Vocational school/Course 2= Apprenticeship or on the job training 3= Learned from a friend or family member 4= From an NGO or community organization 5= Other, specify	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	
------	--	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	--

**MIGRATION FOR ALL HOUSEHOLD FOR PERSON AGED 5 YEARS AND ABOVE**

	Serial number in HH Roster						SKIP PATTER N
	Name of household member						
	Age of household member						
HB30	In which district/ country was [NAME] born? <b>SEE CODE BOOK.</b>						
HB31	In which district/ country did [NAME] live 5 years ago? <b>SEE CODE BOOK.</b>						
HB32	How many years has [NAME] lived in this place/village? <b>RECORD 100 IF SINCE BIRTH (&gt; &gt; NEXT PERSON)</b> <b>IF &lt; 1 YEAR, RECORD 00</b>						
HB33	In which district/ country did [NAME] live before moving to current place of residence? <b>SEE CODE BOOK.</b>						
HB34	Was the place where [NAME] lived before coming here a rural or urban area?  1= Gazette urban 2= Other Urban 3=Rural	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	

HB35	What was the main reason for moving to the current place of residence?						
	1= To look for work	1	1	1	1	1	
	2= Other income reasons	2	2	2	2	2	
	3= Drought, flood or other weather related condition	3	3	3	3	3	
	4= Eviction	4	4	4	4	4	
	5= Other land related problems	5	5	5	5	5	
	6= Illness, injury	6	6	6	6	6	
	7= Disability	7	7	7	7	7	
	8=Education	8	8	8	8	8	
	9= Marriage	9	9	9	9	9	
	10= Divorce	10	10	10	10	10	
	11= To escape insecurity	11	11	11	11	11	
	12= To return home from displacement	12	12	12	12	12	
	13= Abduction	13	13	13	13	13	
	14= Follow/join family	14	14	14	14	14	
	96= Other (specify)	96	96	96	96	96	



**SECTION A: IDENTIFICATION OF PERSONS CURRENTLY EMPLOYED**

	Serial number in HH Roster						Skip Pattern
	Name of household member						
	Age of household member						
A0	Which Household member is providing data on the Individual ( <i>Write Serial number from Roster</i> )						
A1a	<b>In the last week, did you work for a wage, salary, commission or any payment in kind, including doing paid domestic work, even if it was for only for one hour?</b> <i>Examples: a regular job, contract, casual or piece work for pay, work in exchange for food or housing, paid domestic work.</i> 1 = Yes 2 = No	1 2	1 2	1 2	1 2	1 2	> > B1
A1b	<b>In the last week, did you run a business of any size, for yourself or with one or more partners, even if it was for only one hour?</b> <i>Examples: Commercial farming, selling things, making things for sale, construction, repairing things, brewing beer for sale, collecting wood or water for sale, hairdressing, crèche businesses, having a legal or medical practice, performing, having a public phone shop.</i> 1 = Yes 2 = No	1 2	1 2	1 2	1 2	1 2	> > B1
A1c	<b>In the last week, did you help without being paid in any kind of business run by your household, even if it was only for one hour?</b> <i>Examples: help to sell things, make things for sale or exchange, doing the accounts, cleaning up for the business, etc.</i> 1 = Yes 2 = No	1 2	1 2	1 2	1 2	1 2	> > B1
A1d	<b>In the last week, were you an apprentice? (INCLUDE APPRENTICESHIPS THAT ARE PAID, OR FOR WHICH THE APPRENTICE PAYS TO PARTICIPATE.)</b> 1 = Yes 2 = No	1 2	1 2	1 2	1 2	1 2	> > B1
A2	<b>In the last week, did you work on your household's farm? (<i>Examples: tending crops, feeding animals, collecting eggs, milking cows, repairing tools, weeding</i>)</b> 1 = Yes 2 = No	1 2	1 2	1 2	1 2	1 2	> > A5

A3	<b>Was this work done on your own land or that of another household member?</b> <i>Examples: Livestock farming, land cultivation and other agricultural</i> 1 = Yes 2 = No	1	1	1	1	1	
		2	2	2	2	2	

**SECTION A: IDENTIFICATION OF PERSONS CURRENTLY EMPLOYED**

	Serial number in HH Roster						Skip Pattern
	Name of household member						
	Age of household member						
A4	<b>In general, are the products obtained from this land for sale/barter or mainly for your own family use?</b> 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	> > B1 > > B1 > > B1 > > B1
A5	<b>In the last week, did you have work, from which you were temporarily absent and to which you will definitely return to?</b> <i>Examples: a regular job, contract, casual or piece work for pay, work in exchange for food or housing, paid domestic work, make things for sale or exchange, doing the accounts, cleaning up for the business, tending crops, feeding animals, collecting eggs, milking cows, repairing tools, etc.</i> 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	 > > G1a
A6	<b>Why were you absent from work last week?</b> 1=Vacation, holidays 2=Illness, injury, temporary disability 3=Maternity, paternity leave 4=Temporary slack work for technical or economic reasons 5=Bad weather 6=Strike or labour dispute 7=Off season (self-employment) 8=Off season (wage employment) 9=Education or training 10=Family/community responsibilities 11=Other (specify): _____	1 2 3 4 5 6 7 8 9 10 11	1 2 3 4 5 6 7 8 9 10 11	1 2 3 4 5 6 7 8 9 10 11	1 2 3 4 5 6 7 8 9 10 11	1 2 3 4 5 6 7 8 9 10 11	> > B1 > > B1 > > B1 > > B1 > > B1 > > B1 > > G1 A > > G1 A > > B1 > > B1 > > G1 A

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

182

[illegible]

<sup>15</sup> Include paid domestic workers, paid workers in household businesses, gardeners, security guards, etc. Payment may be in cash or in kind (eg. Food, accommodation). This category includes all employees: part-time, casual worker and piecework.

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

	Serial number in HH Roster						Skip Pattern
	Name of household member						
	Age of household member						
	FOR EMPLOYEES(IF CODE 1 IN B5)						
B6	Was your employment agreement... ? 1= A verbal agreement 2= A written agreement	1 2	1 2	1 2	1 2	1 2	
B7	Was the duration of your contract or agreement of limited or unlimited duration? 1= Limited time duration 2= Unlimited time duration	1 2	1 2	1 2	1 2	1 2	> > B10
B8	Was your position.....? 1= Permanent and pensionable 2= An open ended appointment 3= A fixed term	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	> > B10 > > B10
B9	What is the duration of your contract or agreement? 1= Less than 12 months 2= 12 months to 36 months 3= More than 36 months 4= Don't know	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	
B10	Does your employer pay contributions to social security for you? 1= Yes 2= No 8= Don't know	1 2 8	1 2 8	1 2 8	1 2 8	1 2 8	
B11	Do you get paid annual leave or payment for leave not taken? 1= Yes 2= No 8= Don't know	1 2 8	1 2 8	1 2 8	1 2 8	1 2 8	
B12A	Would you get paid sick leave in case of illness or injury? 1= Yes 2= No 8= Don't know	1 2 8	1 2 8	1 2 8	1 2 8	1 2 8	
B12B	Would you get maternity/paternity leave? 1= Yes 2= No 8= Don't know	1 2 8	1 2 8	1 2 8	1 2 8	1 2 8	
B13	Do you get medical benefits from your employer? 1= Yes 2= No 8= Don't know	1 2 8	1 2 8	1 2 8	1 2 8	1 2 8	

B14	Does your employer deduct income tax from your salary/wage? 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/ACTIVITY FOR PERSONS AGED 5 YEARS AND ABOVE**

	Serial number in HH Roster						Skip Pattern
	Name of household member						
	Age of household member						
B15	On this job, are you a member of a trade union or a similar employee association? 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	
B16	Do you work in a ...? 1=Government institution 2=State-owned enterprise 3=Non-governmental/non-profit organization 4=Private business or farm 5=Private household 6=Embassy, international organization 7=Other (specify)	1 2 3 4 5 6 7	1 2 3 4 5 6 7	1 2 3 4 5 6 7	1 2 3 4 5 6 7	1 2 3 4 5 6 7	> > B20 > > B20 > > B20 > > B20 > > B23 > > B20 > > B20
	FOR EMPLOYERS, OWN ACCOUNT WORKERS AND CONTRIBUTING FAMILY HELPERS( CODES 2-6 IN B5)						
B17	What is the type of ownership of your business/farm (or the business/farm where you worked)? 1=Individual owner (or with other household members) 2=Partnership with members of other households 3=Incorporated enterprise (Private Limited Co., Public Limited Co. Inc.) 4=Other (specify): _____	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	
B18a	Is your business (or household business where you work) registered for VAT? 1=Yes 2=No 8=Don't know 9=refused	1 2 8 9	1 2 8 9	1 2 8 9	1 2 8 9	1 2 8 9	

B18b	Is your business/farm (or the business/farm where you work) registered for income tax? 1=Yes 2=No 8=Don't know 9=refused	1 2 3 8 9	1 2 3 8 9	1 2 3 8 9	1 2 3 8 9	1 2 3 8 9	
B19	Does your business/farm keep a complete record of accounts (assets and expenditures)? 1=Yes 2=No 8=Don't know	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	

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

	Serial number in HH Roster						Skip Pattern
	Name of household member						
	Age of household member						
B20	How many persons, including yourself, work at your place of work? 1=1-4 2=5-9 3=10-19 4=20-49 5=50-99 6=100 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	> > B22 > > B22 > > B22 > > B22 > > B22
B21	Please specify the exact number of workers  workers	Number of					
B22	Where is your usual place of work located? 1=In your home 2=Structure attached to your home 3=At the client's or employer's home 4=Enterprise, plant, factory, office, shop, workshop etc. (separate from house) 5=On a farm or agricultural plot 6=Construction site 7=Fixed stall in the market/street 8=Without fixed location/mobile/open space 9=Other (specify):	1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9	



B23	In which district is your place of work located? 1=In this district 2=Another district 3=Another country 4=Mobile	1	1	1	1	1	
		2	2	2	2	2	
		3	3	3	3	3	
		4	4	4	4	4	
B24	Name of District/Country						
B25	How long have you worked for this employer (or in this business/activity)? 1=Less than 1 year 2=1 year to less than 3 years 3=3 years to less than 5 years 4=5 years to less than 10 years 5=10 years to less than 20 years 6=20 to 30 years 7=31 or more years	1	1	1	1	1	
		2	2	2	2	2	
		3	3	3	3	3	
		4	4	4	4	4	
		5	5	5	5	5	
		6	6	6	6	6	
		7	7	7	7	7	

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

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

	Serial number in HH Roster						Skip Pattern
	Name of household member						
	Age of household member						
C1	Last week, did you have any secondary job/activity from which you or your households obtain any income in cash or in kind? 1=Yes 2=No	1	1	1	1	1	
		2	2	2	2	2	> > C9
C4	What kind of work do you usually do in this secondary job/activity? DESCRIBE THE OCCUPATION AND MAIN TASKS OR DUTIES IN AT LEAST 2 WORDS. <i>Examples: street seller, subsistence farmer, primary school teacher, registered nurse, domestic worker, truck driver</i> Occupational title						
C5	What are your main tasks or duties? Short description of the main tasks or duties:  ISCO Code						



C9	<p><b>During the past week when did you usually carry out these activities?</b></p> <p><u><i>For ALL children (including children attending school):</i></u></p> <p>A. During the day (between 6 a.m. and 6 p.m.)</p> <p>B. In the evening or at night (after 6 p.m.)</p> <p>C. During both the day and the evening (for the entire day).</p> <p>D. On the week-end</p> <p>E. Sometimes during the day, sometimes in the evening</p> <p><u><i>ADDITIONAL: For children attending school ONLY (If HB19= YES):</i></u></p> <p>F. After school</p> <p>G. Before school</p> <p>H. Both before or after school</p> <p>I. On the week-end</p> <p>J. During missed school hours/days</p>	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	
----	--	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	--

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

	Serial number in HH Roster										
	Name of household member										
	Age of household member										
D1	How many hours do you usually work per week...? D1a: In your main job/activity (M) D1b: In any other job(s)/activity(ies)(O)	MAIN JOB	OTHER JOBS	MAIN JOB	OTHER JOBS	MAIN JOB	OTHER JOBS	MAIN JOB	OTHER JOBS	MAIN JOB	OTHER JOBS
	<i>Interviewer: Add the hours usually worked per week in the main job/activity (D1a) and in any other job(s)/activities (D1b). Record the total in D1c. Read the total to the respondent and ask to</i>										
	<b>DO NOT READ</b> D1c. Total for all jobs/activities										
D2	Thinking of each day last week, how many hours did you actually work on... D2a: In your main job/activity (M) D2b: In any other job(s)/activity(ies)(O)	MAIN JOB	OTHE R JOBS	MAIN JOB	OTHE R JOBS	MAIN JOB	OTHE R JOBS	MAIN JOB	OTHER JOBS	MAIN JOB	OTHER JOBS
	Monday?										
	Tuesday?										
	Wednesday?										
	Thursday?										
	Friday?										
	Saturday?										
	Sunday?										
	<b>DO NOT READ</b> D2c. Total for all jobs/activities										

**SECTION E: TIME RELATED UNDEREMPLOYMENT AND INADQUATE EMPLOYMENT SITUATIONS**

	Serial number in HH Roster						Skip Pattern
	Name of household member						
	Age of household member						
E1	Last week, would you have liked to work more hours than you actually worked? 1 = Yes 2 = No	1 2	1 2	1 2	1 2	1 2	> > E4
E2	How many additional hours could you have worked last week?  Number of additional hours						If 0hrs > > E4
E3	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	
E4	Would you like to change your current employment situation? 1 = Yes 2 = No	1 2	1 2	1 2	1 2	1 2	> > CH
E5	What is the main reason why you want to change your current employment situation? 1 = Present job(s) is(are) temporary 2 = Fear of losing the present job(s) 3 = To work more hours paid at your current rate 4 = To have a higher pay 5 = To work less hours with a reduction in pay 6 = To use better your qualifications/skills.. 7 = To have more convenient working time, shorter commuting time 8 = To improve working conditions 9 = Other reasons (specify)	1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9	
E6	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	

E7	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	
----	--	--------	--------	--------	--------	--------	--

#### SECTION F: INCOME FROM EMPLOYMENT

	Serial number in HH Roster						Skip Pattern
	Name of household member						
	Age of household member						
CHK 3	CHECK IF B5 IS 1 (EMPLOYEE ON MAIN JOB) THEN CIRCLE 1; IF C8 IS 1 (EMPLOYEE ON SECOND JOB) CIRCLE 2; IF EITHER B5 OR C8 IS OTHER CATEGORIES, CIRCLE 3	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	(> > F1 ) (> > F1 )
	MAIN JOB( EMPLOYEE only)						
F1	On your (main) job, are you paid... 1 =a set rate 2 = both a set rate and on the commission basis of sales 3 = commission on the basis of sales 4 = in kind only 5 =some other way, specify	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	(> > F4 ) (> > F8 ) (> > F6 )
F2	What is the set rate you are paid? <i>This should be the pay rate before taxes or other deductions are taken out.</i> (ENTER AMOUNT IN SHILLINGS)						

F3	<b>What is the periodicity of this?</b> 1=Hourly 2=Daily 3=Weekly 4=Every two weeks 5=Twice Monthly 6= Monthly 7=Annually 8=Other, specify	1 2 3 4 5 6 7 8	1 2 3 4 5 6 7 8	1 2 3 4 5 6 7 8	1 2 3 4 5 6 7 8	1 2 3 4 5 6 7 8	> > F7 > > F7 > > F7 > > F7 > > F7 > > F7 > > F7 > > F7
F4	<b>In the last month, how much were you paid on earnings from sales?</b> <i>This should be earnings before taxes or other deductions are taken out.</i> ENTER AMOUNT IN SHILLINGS						( > > F7 )
F6	<b>In the last month, how much did you earn?</b> <i>This should be earnings before taxes or other deductions are taken out.</i> ENTER AMOUNT IN SHILLINGS						

#### SECTION F: INCOME FROM EMPLOYMENT

	Serial number in HH Roster						Skip Pattern
	Name of household member						
	Age of household member						
F7	<b>Did you receive any payments in kind such as food or housing from your (MAIN) job?</b> 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	( > > C HK 4 )
F8	<b>What is the estimated value of these payments in kind?</b> ENTER AMOUNT IN SHILLINGS						
F9	<b>Per Unit (circle)</b> 1=Hourly 2=Daily 3=Weekly 4=Bi-weekly 5=Monthly 6=Annually 7=Other, specify	1 2 3 4 5 6 7	1 2 3 4 5 6 7	1 2 3 4 5 6 7	1 2 3 4 5 6 7	1 2 3 4 5 6 7	

CHK 4	CHECK IF C8 IS WORKING FOR SOMEONE ELSE FOR PAY 1=YES 2=NO	1 2	1 2	1 2	1 2	1 2	(IF 2 >> SECTI ON6)
	<b>SECOND JOB ( EMPLOYEE only)</b>						
F10	On your (SECOND) job, are you paid... 1 =a set rate 2 = both a set rate and on the basis of sales 3 = on the basis of sales 4 = in kind only 5 =some other way, specify	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	(>>F1 3) (>>F1 6) (>>F1 4)
F11	What is the set rate you are paid? This should be the pay rate before taxes or other deductions are taken out. ENTER AMOUNT IN SHILLINGS						

#### SECTION F: INCOME FROM EMPLOYMENT

	Serial number in HH Roster						Skip Pattern
	Name of household member						
	Age of household member						



F12	<b>That rate is...</b> 1=Hourly 2=Daily 3=Weekly 4=Bi-weekly 5=Twice Monthly 6=Monthly 7=Annually 8=Other, specify	1 2 3 4 5 6 7 8	1 2 3 4 5 6 7 8	1 2 3 4 5 6 7 8	1 2 3 4 5 6 7 8	1 2 3 4 5 6 7 8	> > F1 7 > > F1 7 > > F1 7 > > F1 7 > > F1 7 > > F1 3
F13	<b>In the last month, how much were you paid on earnings from sales?</b> <i>This should be earnings before taxes or other deductions are taken out.</i>						> > F1 7
F14	<b>In the last month, how much did you earn?</b> <i>This should be earnings before taxes or other deductions are taken out.</i> ENTER AMOUNT IN SHILLINGS						
F15	<b>Did you receive any payments in kind such as food or housing from your (SECOND) job?</b> 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	(> > SECTION I)
F16	<b>What is the estimated value of these payments in kind?</b> ENTER AMOUNT IN SHILLINGS						

F17	<b>Per Unit (circle)</b> 1=Hourly 2=Daily 3=Weekly 4=Bi-weekly 5=Twice Monthly 6=Monthly 7=Annually 8=Other, specify	1 2 3 4 5 6 7 8	1 2 3 4 5 6 7 8	1 2 3 4 5 6 7 8	1 2 3 4 5 6 7 8	1 2 3 4 5 6 7 8	
-----	--	--------------------------------------	--------------------------------------	--------------------------------------	--------------------------------------	--------------------------------------	--

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

	Serial number in HH Roster						Skip Pattern
	Name of household member						
	Age of household member						
G1a	<b>In the last four weeks, were you looking for a job?</b> 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	> > G2
G1b	<b>In the last four weeks, were you trying to start a business?</b> 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	> > G3a
G2	<b>In the last four weeks, what have you done to look for work or to start a business?</b> 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	> > G7 > > G7 > > G7 > > G7 > > G7 > > G7 > > G7 > > G7  > > G7 > > G7

<b>G3a</b>	<b>Was this because you have already found a job to start at a later date?</b> 1 = Yes 2 = No	1 2	1 2	1 2	1 2	1 2	> > G7
<b>G3b</b>	<b>Was this because you have undertaken all necessary steps to start a business at a later date?</b> 1 = Yes 2 = No	1 2	1 2	1 2	1 2	1 2	> > G7
<b>G4</b>	<b>Last week, would you have liked to work if there had been an opportunity to work?</b> 1 = Yes 2 = No	1 2	1 2	1 2	1 2	1 2	> > G9

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

	Serial number in HH Roster						Skip Pattern
	Name of household member						
	Age of household member						
G5	What was the main reason why you did not seek work or try to start a business in the last four weeks?						
	01= Was waiting for the results of a vacancy competition or an interview	01	01	01	01	01	> > G8a
	02= Awaiting the season for work	02	02	02	02	02	> > G8a
	03= Attended school or training courses	03	03	03	03	03	> > G8a
	04= Family responsibilities or housework	04	04	04	04	04	> > G8a
	05= Pregnancy	05	05	05	05	05	> > G8a
	06= Illness, injury or disability	06	06	06	06	06	> > G8a
	07= Does not know how and where to look for work	07	07	07	07	07	> > G8a
	08= Unable to find work for his/her skills	08	08	08	08	08	
	09= Had looked for job(s) before but had not found any	09	09	09	09	09	
	10= Too young or too old to find a job	10	10	10	10	10	
	11= No jobs available in the area/district	11	11	11	11	11	
	12= Other reason (specify): _____	12	12	12	12	12	> > G8a
G6	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	> > G8a > > G8a
G7	For how long have you been without work and trying to find a job or start a business?						
	1= Less than 3 months	1	1	1	1	1	
	2= 3 months to less than 6 months	2	2	2	2	2	
	3= 6 months to less than 1 year	3	3	3	3	3	
	4= 1 year to less than 3 years	4	4	4	4	4	
	5= 3 years to less than 5 years	5	5	5	5	5	
G8a	Last week, could you have started to work if a job had been offered to you?						
	1= Yes 2= No	1 2	1 2	1 2	1 2	1 2	> > H1

G8b	Last week, could you have started to work if an opportunity to open a business had been offered to you? 1 = Yes 2 = No	1 2	1 2	1 2	1 2	1 2	> > H1
-----	--	--------	--------	--------	--------	--------	--------

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

	Serial number in HH Roster						Skip Pattern
	Name of household member						
	Age of household member						
G9	What was the main reason why you did not want to work last week?	1	1	1	1	1	> > H1
	1=In school or training	2	2	2	2	2	> > H1
	2=Family responsibilities or housework	3	3	3	3	3	> > H1
	3=Pregnancy	4	4	4	4	4	> > H1
	4=Illness, injury or disability	5	5	5	5	5	> > H1
	5=Retired or too old for work	6	6	6	6	6	> > H1
	6=Too young to work.	7	7	7	7	7	> > H1
	7=No desire to work	8	8	8	8	8	> > H1
	8=Off-season	9	9	9	9	9	> > H1
	9=Other reason (specify): _____						

**SECTION H: : PREVIOUS WORK EXPERIENCED AGED 5 YEARS AND ABOVE**

	Serial number in HH Roster						Skip Pattern
	Name of household member						
	Age of household member						
<b>H1</b>	<b>Have you ever worked for a wage or salary, or for other income in cash or in kind (including income obtained from your own or a family business or farm)?</b> <i>Interviewer: Work includes unpaid work in a family business or subsistence farming</i> 1 = Yes 2 = No	1 2	1 2	1 2	1 2	1 2	> > I1
<b>H2</b>	<b>What was the main reason why you stopped working in your last job/activity?</b> 01 = Temporary job ended 02 = End of season 03 = Dismissal or staff reduction 04 = Business/farm/institution closed down 05 = Changed residence/displaced 06 = Started school, studies, or training 07 = Family/community responsibilities 08 = Pregnancy 09 = Illness or disability 10 = Resignation for other reasons 11 = Retirement 12 = Other reason (specify):	01 02 03 04 05 06 07 08 09 10 11 12	01 02 03 04 05 06 07 08 09 10 11 12	01 02 03 04 05 06 07 08 09 10 11 12	01 02 03 04 05 06 07 08 09 10 11 12	01 02 03 04 05 06 07 08 09 10 11 12	
<b>H3</b>	<b>How long ago (in years) did you stop working in your last job/activity?</b> 1 = Less than 3 months ago 2 = 3 months to less than 6 months ago 3 = 6 months to less than 1 year ago 4 = 1 year to less than 3 years ago 5 = 3 years to less than 5 years ago 6 = 5 years to less than 10 years ago 7 = 10 or more years ago	1 2 3 4 5 6 7	1 2 3 4 5 6 7	1 2 3 4 5 6 7	1 2 3 4 5 6 7	1 2 3 4 5 6 7	> > I1 > > I1





<b>H9</b>	<b>In your last job/activity, did you work in a ...?</b>						
	1 = Government institution	1	1	1	1	1	
	2 = State-owned enterprise	2	2	2	2	2	
	3 = Private business or farm	3	3	3	3	3	
	4 = Non-governmental/non-profit organization	4	4	4	4	4	
	5 = Private household	5	5	5	5	5	
	6 = Embassy, international organization	6	6	6	6	6	
	7 = Other (specify): _____						
<b>H12</b>	<b>How long did you work for your last employer (or your last business/activity)</b>						

**SECTION I: USUAL ACTIVITY STATUS AGED 5 YEARS AND ABOVE**

	Serial number in HH Roster						Skip Pattern
	Name of household member						
	Age of household member						
PRE I	Now I'd like to ask about the income generating activity you spent the most time doing in the past 12 months. This could be work at a job, your own business, a household enterprise, or a farm. It could be work that you still do or work that you have stopped doing.						
I1	You have told me that last week you were doing ....., Is it the same task that you spent most time in the past 12 months? (READ) 1= Main job last week 2=Second job last week 3= Other economic activity/work	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	I9 I9 SECTION
I2	What were the main goods or services produced at that workplace or its main functions? Examples: selling fish, raising cattle, teaching children, caring for the sick  ISIC Code						
I3	What kind of work did you do in your last job/activity? Examples: street trader, subsistence farmer, school teacher, registered nurse, domestic worker, truck driver ...  Occupational title:						
I4	What were your main tasks or duties in this work? Short description of the main tasks or duties:  ISCO Code						

<b>I5</b>	<b>In this job/activity, were you...?</b> READ 1=Employee (working for pay in cash or in kind) <sup>18</sup> 2=An employer ( <i>a person who pays one or more people to work for him</i> ) 3=An own-account worker ( <i>a person running a business with no employees</i> ) 4=Helping without pay in a household 5=Members of Producers' cooperatives 6 = Volunteer(Unpaid workers)	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	
-----------	--	----------------------------	----------------------------	----------------------------	----------------------------	----------------------------	--

# **SECTION I: USUAL ACTIVITY STATUS AGED 5 YEARS AND ABOVE**

	Serial number in HH Roster						Skip Pattern
	Name of household member						
	Age of household member						
<b>I6</b>	<b>In your last job/activity, did you work in a ...?</b> 1=Government institution 2=State-owned enterprise 3=Private business or farm 4=Non-governmental/non-profit organization 5=Private household 6=Embassy, international organization 96=Other (specify): _____	01 02 03 04 05 06 96	01 02 03 04 05 06 96	01 02 03 04 05 06 96	01 02 03 04 05 06 96	01 02 03 04 05 06 96	
<b>CHK 4</b>	<b>CIRCLE 1 IF I5=1, IS WORKING FOR SOMEONE ELSE FOR PAY, ELSE CIRCLE 2</b>	1 2	1 2	1 2	1 2	1 2	I9
<b>I7</b>	<b>Was your employment agreement...</b> 1=a verbal agreement 2=a written agreement	1 2	1 2	1 2	1 2	1 2	
<b>I8</b>	<b>Was your position...</b> 1=permanent and pensionable 2=an open ended appointment 3=a fixed term	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	

<sup>18</sup> Include paid domestic workers, paid workers in household businesses, gardeners, security guards, etc. Payment may be in cash or in kind (eg. Food, accommodation). This category includes all employees: part-time, casual worker and piecework.

I9	<b>During which of the past 12 months did you work at this job/business? (CIRCLE ALL THAT APPLY)</b> A=January B=February C= March D=April E=May F=June G=July H=August I=September J=October K=November L=December (CIRCLE ALL THAT APPLY)	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	
----	--	--	--	--	--	--	--

#### SECTION J: HEALTH AND SAFETY ISSUES

	Serial number in HH Roster						Skip Pattern
	Name of household member						
	Age of household member						
J1	<b>Did you have any of the following in the past 12 months because of your work? (Read each of the following options and mark “Yes=1” or “No=2” for all options)</b> 01. Superficial injuries or open wounds 02. Fractures 03. Dislocations, sprains or stains 04. Burns, corrosions, scalds or frostbite 05. Breathing problems. 06. Eye problems. 07. Skin problems 08. Stomach problems / diarrhea 09. Fever. 10. Extreme fatigue 96. Other (specify)	1=Yes 2=No  01 ...  02 ...  03 ...  04 ...  05 ...  06 ...  07 ...  08 ...  09 ...  10 ...  96 ...	1=Yes 2=No  01 ...  02 ...  03 ...  04 ...  05 ...  06 ...  07 ...  08 ...  09 ...  10 ...  96 ...	1=Yes 2=No  01 ...  02 ...  03 ...  04 ...  05 ...  06 ...  07 ...  08 ...  09 ...  10 ...  96 ...	1=Yes 2=No  01 ...  02 ...  03 ...  04 ...  05 ...  06 ...  07 ...  08 ...  09 ...  10 ...  96 ...	1=Yes 2=No  01 ...  02 ...  03 ...  04 ...  05 ...  06 ...  07 ...  08 ...  09 ...  10 ...  96 ...	<b>If “No to all J4</b>

J2	<b>Think about your most serious illness/injury, how did this/these affect your work/schooling?</b> 1=Not serious- did not stop work/schooling. 2=Stopped work or school for a short time 3=Stopped work or school completely.	1 2 3	1 2 3	1 2 3	1 2 3	1 2 3	
J3	<b>Think about your most serious illness/injury, what were you doing when this happened?</b> Job/Task description						
	OCCUPATION CODE						
J4	<b>Do you carry heavy loads at work?</b> 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	
J5	<b>Do you operate any machinery/heavy equipment at work?</b> 1=Yes 2=No	1 2	1 2	1 2	1 2	1 2	J7

# SECTION J: HEALTH AND SAFETY ISSUES

	Serial number in HH Roster						Skip Pattern
	Name of household member						
	Age of household member						
J6	<b>What type of tools, equipment or machines do you use at work?</b> <i>(Write down 2 mostly used)</i> <b>List of tools, equipment and machines</b>	1.....  2.....	1.....  2.....	1.....  2.....	1.....  2.....	1.....  2.....	
J7	<b>Are you exposed to any of the following at work?</b> (Read each of the following options and mark "YES" or "NO" for all options)	1 = Yes 2 = No	1 = Yes 2 = No	1 = Yes 2 = No	1 = Yes 2 = No	1 = Yes 2 = No	
	01. Dust, fumes, 02. Fire, gas, flames. 03. Loud noise or vibration 04. Snake bite/ insect stringing(poisonous ) 05. Dangerous tools (knives etc) 06. Work underground 07. Work at heights 08. Work in water/lake/pond/river 09. Workplace too dark or confined 10. Insufficient ventilation 11. Chemicals (pesticides, glues, etc.) 12. Explosives 96. Other things, processes or conditions bad for your health or safety (specify)	01 ...  02 ...  03 ...  04 ...  05 ...  06 ...  07 ...  08 ...  09 ...  10 ...  11 ...  12 ...  96 ...	01 ...  02 ...  03 ...  04 ...  05 ...  06 ...  07 ...  08 ...  09 ...  10 ...  11 ...  12 ...  96 ...	01 ...  02 ...  03 ...  04 ...  05 ...  06 ...  07 ...  08 ...  09 ...  10 ...  11 ...  12 ...  96 ...	01 ...  02 ...  03 ...  04 ...  05 ...  06 ...  07 ...  08 ...  09 ...  10 ...  11 ...  12 ...  96 ...	01 ...  02 ...  03 ...  04 ...  05 ...  06 ...  07 ...  08 ...  09 ...  10 ...  11 ...  12 ...  96 ...	

J8	<b>Have you ever been subject to the following at work?</b> (Read each of the following options and mark “YES” or “NO” for all options)	1 = Yes 2 = No	1 = Yes 2 = No	1 = Yes 2 = No	1 = Yes 2 = No	1 = Yes 2 = No	
	1. Constantly shouted at	1   ....	1   ....	1   ....	1   ....	1   ....	
	2. Repeatedly insulted	2   ....	2   ....	2   ....	2   ....	2   ....	
	3. Beaten /physically hurt	3   ....	3   ....	3   ....	3   ....	3   ....	
	4. Sexually abused (touched or done things to you that you did not want)	4   ....	4   ....	4   ....	4   ....	4   ....	
	6. Other (Specify)	6   ....	6   ....	6   ....	6   ....	6   ....	

#### SECTION K: HOUSEHOLD ACTIVITIES

	Serial number in HH Roster						Skip Pattern
	Name of household member						
	Age of household member						
K1	<b>During the past week did you do any of the tasks indicated below for this household?</b> <i>(Read each of the following options and mark “YES” or “NO” for all options)</i> 1. Fetching water 2. Fetching firewood 3. Cooking 4. Cleaning utensils/house 5. Washing clothes 6. Caring for children/old/sick 7. Other household tasks.	1 = Yes 2 = No	1 = Yes 2 = No	1 = Yes 2 = No	1 = Yes 2 = No	1 = Yes 2 = No	If any “Yes” ☐K2 If no “Yes” ☐Next person
		1   ....	1   ....	1   ....	1   ....	1   ....	
		2   ....	2   ....	2   ....	2   ....	2   ....	
		3   ....	3   ....	3   ....	3   ....	3   ....	
		4   ....	4   ....	4   ....	4   ....	4   ....	
		5   ....	5   ....	5   ....	5   ....	5   ....	
		6   ....	6   ....	6   ....	6   ....	6   ....	
		7   ....	7   ....	7   ....	7   ....	7   ....	
K2	<b>During each day of the past week how many hours did you do such household tasks?</b> <i>(Record for each day separately)</i>						
	1 .Monday						
	2. Tuesday						
	3. Wednesday						
	4. Thursday						
	5.Friday						
	6.Saturday						
	7.Sunday						

K3	<b>[FOR CHILDREN AGED 5-17 YEARS ] Has (NAME) been interviewed in the company of an adult or an older child?</b> 1= Yes 2= No	1 2	1 2	1 2	1 2	1 2	
K4	<b>INDIVIDUAL INTERVIEW RESULT</b>  1=Completed (fully responding household) 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 L: HOUSING AND HOUSEHOLD CHARACTERISTICS

<b>L1</b>	<b>In what type of dwelling does the household live?</b> 1=Independent house 2= Tenement (Muzigo) 3=Independent flat/apartment 4=Sharing house/flat/apartment 5=Boys quarters 6=Garage 7= Hut 8=Uniport 9= Other (specify)	1 2 3 4 5 6 7 8 9	<b>L8</b>	<b>What is the <u>main</u> source of energy?</b> 1=Nothing 2= Wood 3= Charcoal 4=Kerosene 5= Gas 6=Electricity 7=Solar 9=Other	COOKING	LIGHTIN G
					1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9
<b>L2</b>	<b>What is the ownership status of this dwelling?</b>  1= Owned 2= Rented (Normal) 3= Rented (subsidized) 4= Supplied free by employer 5= Supplied free or rent paid by relative or other person 6= Other (specify)	1 2 3 4 5 6	<b>L9</b>	<b>What is the <u>main</u> source of drinking water?</b> 1= Private connection to pipeline 2= Public taps 3= Bore-hole 4= Protected well/spring 5= River, stream, lake, pond 6= Vendor/Tanker truck 7= Gravity flow scheme 8= Rain water 9= Other (specify)	1 2 3 4 5 6 7 8 9	
<b>L3</b>	<b>How many rooms are there in this dwelling?</b>					
<b>L7</b>	<b>Are any of these facilities available to the household? (Enter appropriate code for each facility)</b>  1=Inside house and exclusive 2=Inside house and shared 3= Outside house and exclusive 4= Outside house and shared. 9= Not available	KITCHEN	BATHROOM	TOILET		
		1 2 3 4 9	1 2 3 4 9	1 2 3 4 9		



# SECTIONM: HOUSEHOD SOCIO-ECONOMIC STATUS

<b>M1</b>	Does the household own any livestock? 1=Yes 2=No	1 2	□ END
<b>M2</b>	How many?		□END
	1. Cow		
	1. Sheep.		
	2. Goat		
	3. Pig		
	4. Poultry( last 30days)		
	8. Other		

END TIME:

--	--	--	--

## Appendix V: Persons involved in the Labour Force and Child Activities Survey

### Uganda Bureau of Statistics

Ben Paul Mungyereza, Executive Director  
Imelda Magdalene Atai, Deputy Executive Director/Statistical Production & Development  
Andrew Mukulu, Director Population and Social Statistics  
Wilson Nyegenye, Principal Statistician  
Vincent Fred Ssennono, Principal Statistician  
Alfred G. Musamali, Senior Editor  
Simon Kyewalyanga, Statistician  
Dorcas Nabukwasi, Statistician  
Charles Tebandeke, Statistical Assistant

### ILO Team

Yacouba Diallo  
Akky de Kort  
Tite Habiyakare  
Stephen Opio

### IOM Team

Iván Martín

### Field Staff

#### Supervisors

Birungi Sarah  
Kavuma Patrick  
Joyce Tabingwa  
Muwanika Moses

Nakijooba Susan  
Aguta Danstan  
Ogwal Richard

Kyomuhangi Annet  
Ojabira Robert  
Akello Janet  
Karungi Lydia

#### Interviewers

Kalema William  
Nakayiza Joseline  
Nabandeke Sylvia  
Ndagire Sumaya  
Olwala Nelson  
Mukisa Enid  
Mubiru Peter  
Kasumba J.M  
Aviata Harriet  
Jurua Brenda  
Oyaku Samuel  
Among Lucy  
Akello Lorna  
Binen Alfred  
Komakech Bestine

Nakeeyalreene  
Ssentuya Gerald  
Ssekabembe Solomon  
Nakyanzi Jacenta  
Makonje Grace  
Wafula John  
Wafula Dan  
Bwete John Paul  
Kyomuhendo Carolyne  
Irarora Boniface  
Atuhaire Bernadette  
Agaba B Catherine  
Akello Sarah Racheal  
Bongomin Benjamin

Nansamba Juliet  
Mulema Patrick  
Nakanwagi Dorothy  
Nakintu Suzan  
Ruyondo Elias  
Kamuregeya N.  
Ashat Grace  
Atuhairwe M.H  
Achom Jacenta  
Ekelot Julius  
Achidri Timothy  
Akurut Stella  
Maringa Micheal  
Akurut Sarah  
Okia W.X