



2019 LFCLS FACT SHEET



Executive Summary

Zimbabwe has been conducting the Labour Force and Child Labour Survey (LFCLS) after every five years since 1994. This report presents the findings of the 2019 LFCLS. The survey was designed to measure different forms of work, in particular, employment work and own use production work as well as components of labour underutilisation which included unemployment, potential labour force and time-related underemployment. The measurement of these forms of work and labour underutilisation was done in line with the new international standards of measuring work statistics adopted by the 19th International Conference of Labour Statisticians (ICLS) in 2013 and subsequently approved by the International Labour Organisation Board in 2014.

According to these standards, employment includes persons working for pay or profit only, excluding persons engaged wholly or mainly in subsistence foodstuff production. The resultant effect was the reduction of the employment numbers from those obtained using the previous definitions and a subsequent increase in the numbers of the unemployed as some of the subsistence producers would meet the criteria of measuring unemployment. A summary table comparing key Labour Market Indicators produced in 2014 using the previous definitions and those produced in 2019 using the new method is presented at the end of the Executive Summary.

The 2019 LFCLS estimated the Zimbabwe total population at 14.2 million of whom 53 percent were female and 47 percent male. The sex ratio of the country was around 90 males per 100 females. Out of the 14.2 million people, 14 percent were aged 4 years and below. Twenty-nine percent were aged 5 to 14 years. Fifty one percent were aged 15 to 64 years while six percent were 65 years and above. The survey gave the number of private households in the country as 3.5 million giving an average household size of 4.1. Twelve percent of the children below 18 years had lost at least one parent. About 97 percent of the population aged 15 years and above was literate.

The working age population was estimated at 8.1 million constituting around 57 percent of the total population. Of this working age population, 43 percent were economically active. The Labour Force Participation Rates (LFPR) for rural and urban areas were 33 percent and around 60 percent, respectively. With respect to provincial distribution, Harare had the highest LFPR of 61 percent followed by Bulawayo with around 58 percent. The lowest participation rate was recorded in Matabeleland North at about 26 percent. The population outside labour force was estimated at 4.6 million. Of these, the largest group was discouraged job-seekers at around 51 percent.

Around 2.9 million of the working age population were currently employed. The national Employment to Population Ratio (EPR) stood at 36 percent. It was higher for urban areas (52.6%) compared to the rural areas (26.5%). Harare province had the highest EPR of about 55 percent while Matabeleland North province had the lowest at around 18 percent. The agriculture, forestry and fishing sector had the largest proportion of employed persons at 36 percent. The majority (84.3%) of the employed persons did not have any field of specialisation. Sixty-three percent of the employed persons earned income of RTGS\$ 200 and below during the month of May 2019. Around 28 percent of the employed persons

reported working excessive hours of more than 49 hours a week.

The share of employment in the non-agricultural sector was 64 percent. The share of women in wage employment in the non-agriculture sector was 43 percent while their share in middle and senior management levels was around 34 percent. Nineteen percent of the employed population were in precarious employment. Thirteen percent of all employed persons had at least one form of functional disability with close to 49 percent being in rural areas whilst 51 percent were in urban areas. In terms of types of functional disability, the highest proportion of employed persons had difficulty seeing and these constituted about 35 percent.

Thirty-two percent of the employed population were in the formal sector with the informal and household sectors having equal proportions of 34 percent each. Of those employed in the informal sector, the majority (42%) were in the retail trade; sale and repair of motor vehicles and motor cycles industrial group. Thirty-three percent of employed persons in the informal sector worked excessive hours of over 49 hours per week.

Around 2.2 million of the employed population were informally employed constituting about 76 percent of the total employment. The broad age group 25 to 49 years had the highest proportion of informally employed persons at 68 percent. Most of the informally employed population were in the agriculture, forestry and fishing industry at 35 percent.

The rate of engagement in secondary activities was about five percent. An almost equal proportion of either sex was engaged in secondary activities, females at four percent and males five percent. Most second jobs were in the agriculture, forestry and fishing industry with 39 percent.

Sixteen percent of persons 15 years and above were unemployed. Among males the rate was 16 percent while for females it was 17 percent. Matabeleland North had the highest unemployment rate at 30 percent while Harare had the lowest at nine percent. Youth (15-24) years had a national unemployment rate of 27 percent, higher for females at 30 percent than males at 25 percent. The national unemployment rate for youth (15-35) years was 21 percent again higher for females at 22 percent than males at nearly 20 percent.

The national combined rate of unemployment and potential labour force for persons 15 years and above was 50 percent. It was higher for females at 55 percent than males with 45 percent. The survey also revealed that the combined rate of unemployment and potential labour force for the youth (15-24) years was 63 percent. It was higher for females at 70 percent than males at 58 percent. The national combined rate of unemployment and potential labour force for youth (15-35) years was 55 percent. The rate for females was 61 percent while for males it was around 50 percent. Forty-one percent of the currently employed population were in time-related underemployment of whom 43 percent were males and 39 percent females.

The national proportion of youth (15-24) years who were Not in Employment, Education or Training (NEET) was 45 percent. The NEET for youth (15-35) years was estimated at 47 percent.

The findings of the 2019 LFCLS show that all forms of own use production of foodstuff among the employed were mostly done in rural areas at 62 percent in comparison to 38 percent in urban areas. It is also noteworthy that producers of foodstuff for own final use among employed persons were mostly males. On the other hand an overwhelming proportion of subsistence food producers were females (60.3%).

The 2019 LFCLS included a labour migration module which sought to obtain information on labour migrants in the country. Migrants in Zimbabwe were estimated to be about 254 thousand with 30 thousand of them being labour migrants. Most of the international migrants were from South Africa (57.7%). Mozambique contributed the highest proportion of labour migrants at around 57 percent. Around 41 percent of all the migrants migrated to join their spouses or families. Child migrants were estimated to be 64%. Most labour migrants were married (66%). EPR was 30 percent for labour migrants and most of them (45%) percent were engaged in agricultural, forestry and fishing industry. About 42 percent were in elementary occupations and the bulk of them (68.6%) were engaged as employees. The majority of labour migrants were in rural areas (54.2 %).

About 249 thousand people, representing two percent of the population, were receiving a monthly pension or some social security funds. Most of the recipients of social security funds were in the older age groups. NSSA was a major source of pension or any other social security funds. About seven percent of the population in Zimbabwe were members of a medical aid scheme. Among those who were benefiting from medical insurance, most of them were in private enterprises non-financial sector, households and central government.

In the period from June 2014 to May 2019, a total of 210 thousand persons were at one point laid off from work with males making up 71 percent and females 29 percent. The highest percentage of the once retrenched population was in Harare (40.5%) while the lowest was in Matabeleland North (2.7%). The agriculture, forestry and fishing sector with 29 percent and the manufacturing sector at 13 percent accounted for the greater proportion of the ever-retrenched population. Most (86%) of the persons who were once retrenched had attained primary or lower secondary education. Eighty eight percent of the once retrenched population had no field of specialisation as they had general programmes.

Five percent of the currently employed population reported suffering from work related injuries/illnesses or both in the last twelve months preceding the survey. Three percent suffered work related injuries while one percent reported suffering from work related illnesses. A small proportion reported having suffered both work related injuries and illnesses (0.15%). Most workers were injured in the agriculture, forestry and fishing industries. Work related injuries and illnesses were predominant in males.

The 2019 LFCLS, established that out of the 4.2 million children aged 5 to 14 years, about one percent were estimated to be in child labour with more boys engaged in child labour than girls. Overall, about three percent of the children had never been to school while about a quarter had already left school. Out of the 50 thousand children who were in child labour, about 14 percent of them had changed households at some point in the last 12 months. A greater proportion of children involved in child labour were in the agriculture, forestry and fishing industry and the retail trade

industry. Most of the children usually worked for less than 5 hours per day.

Children living in smaller households were less likely to be involved in child labour than those in bigger households. Most children worked for their own upkeep and to supplement household income. Child labour prevalence was more pronounced in households where the head had low levels of education.

Comparison 2014 and 2019 indicators

| Indicator | 2014 | 2019 |
|---|-------------|-------------|
| Population | | |
| Total | 13 447 286 | 14 215 809 |
| Male | 6 485 676 | 6 727 326 |
| Female | 6 961 610 | 7 488 485 |
| Sex Ratio | 93.2 | 89.8 |
| Age Composition | | |
| Under 15 years | 5 662 516 | 6 114 295 |
| 5 to 14 years | 3 563 057 | 4 167 943 |
| Population Working Age 15+ years (PWA) | 7 784 770 | 8 101 515 |
| Male 15+ years (PWAM) | 3 613 246 | 4 405 920 |
| Female 15+ years (PWAf) | 4 171 524 | 3 695 595 |
| Youth 15-24 years (PWAY) | 2 554 053 | 2 594 274 |
| Youth 15-35 years (PWAY) | 4 519 174 | 4 487 460 |
| 65+ years | 620 970 | 803 937 |
| Active Population or Labour Force (LF= E+ UE) | | |
| Employed (E) 15+ years | 6 265 869 | 2 897 064 |
| Male Employed (E) 15+ years | 3 091 318 | 1 641 001 |
| Female Employed (E) 15+ years | 3 174 551 | 1 256 063 |
| Share of Employment in non-Agriculture Sectors | 32.7 | 64.0 |
| Share of Women in Wage Employment in the non-Agriculture Sector | 36.7 | 43.1 |
| Share of Women in Senior and Middle Management | 23.9 | 33.7 |
| Youth (E) 15-24 years | 1 794 557 | 564 462 |
| Male Youth (E) 15-24 years | 944 471 | 354 495 |
| Female Youth (E) 15-24 years | 850 087 | 209 967 |
| Youth (E) 15-35 years | 3 849 418 | 1 485 364 |
| Male Youth (E) 15-35 years | 1 759 357 | 863 654 |
| Female Youth (E) 15-35 years | 1 659 493 | 621 710 |
| Unemployed (UE) 15+ years | 314 103 | 566 448 |
| Male Unemployed (UE) 15+ years | 140 828 | 305 034 |
| Female Unemployed (UE) 15+ years | 173 275 | 261 415 |
| Youth (UE) 15-24 years | 131 586 | 207 100 |
| Male Youth (UE) 15-24 years | 59 537 | 115 719 |
| Female Youth (UE) 15-24 years | 72 049 | 91 381 |
| Youth (UE) 15-35 years | 244 502 | 390 423 |
| Male Youth (UE) 15-35 years | 106 812 | 212 082 |
| Female Youth (UE) 15-35 years | 137 690 | 178 341 |
| Labour Force Participation Rates (LFPR) | | |
| 15+ years LFPR | 90.8 | 42.8 |
| Male 15+ years LFPR | 92.3 | 52.7 |
| Female 15+ years LFPR | 89.4 | 34.4 |
| Youth 15-24 years LFPR | 84.1 | 29.7 |
| Youth 15-35 years LFPR | 89.3 | 41.8 |
| Employment to Population Ratio (EPR) | | |
| 15+ years EPR | 80.5 | 35.8 |
| Youth (15-24) EPR | 70.3 | 21.8 |
| Youth (15-35) EPR | 75.7 | 33.1 |
| Unemployment Rate (UR) | | |
| Unemployment rate 15+ years | 4.8 | 16.4 |
| Male Unemployment rate 15+ years | 4.4 | 15.7 |
| Female Unemployment rate 15+ years | 5.2 | 17.2 |
| Youth (15-24) years Unemployment rate | 6.8 | 26.8 |
| Male Youth (15-24) years Unemployment rate | 5.9 | 24.6 |
| Female Youth (15-24) years Unemployment rate | 7.8 | 30.3 |
| Youth (15-35) years Unemployment rate | 12.0 | 20.8 |
| Male Youth (15-35) years Unemployment rate | 10.2 | 19.7 |
| Female Youth (15-35) years Unemployment rate | 13.0 | 22.3 |

| | | |
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| Youth Not in Employment, Education or Training (NEET) | | |
| Youth (15-24) NEET | 35.2 | 44.7 |
| Male Youth (15-24) NEET | 33.6 | 36.4 |
| Female Youth (15-24) NEET | 36.8 | 52.9 |
| Youth (15-35) NEET | 27.4 | 47.1 |
| Male Youth (15-35) NEET | 23.2 | 37.3 |
| Female Youth (15-35) NEET | 31.2 | 56.0 |
| Combined Rate of Unemployment and Potential Labour Force (CRUPLF) | | |
| 15+ years CRUPLF | 11.3 | 49.7 |
| Male 15+ years CRUPLF | 7.3 | 44.8 |
| Female 15+ years CRUPLF | 14.9 | 54.8 |
| Youth (15-24) years CRUPLF | 16.4 | 63.2 |
| Male Youth (15-24) years CRUPLF | 11.7 | 57.8 |
| Female Youth (15-24) years CRUPLF | 21.2 | 69.7 |
| Youth (15-35) years CRUPLF | 15.3 | 55.0 |
| Male Youth (15-35) years CRUPLF | 9.8 | 49.8 |
| Female Youth (15-35) years CRUPLF | 20.4 | 60.6 |
| Time-Related Underemployment | | |
| Underemployment rate 15+ years | 15.5 | 41.1 |
| Informal Economy | | |
| Employment in the Informal Sector | 859 060 | 975 880 |
| Share of Informal Employment to Total Employment | 94.5 | 75.6 |
| Female Share in Informal Employment | 48.6 | 41.7 |
| Male Share in Informal Employment | 51.4 | 58.3 |
| Engagement in Second Jobs | | |
| Rate of Engagement in Second Jobs for 15+ years | 10.6 | 4.5 |
| Male Rate of Engagement in Second Jobs 15+ years | 12.0 | 4.3 |
| Female Rate of Engagement in Second Jobs 15+ years | 9.2 | 4.7 |
| Labour Migrants | | |
| Total | 78 437 | 30 468 |
| Male | 44 709 | 17 805 |
| Female | 33 728 | 12 663 |

Note: Combined Rate for Unemployment and Potential Labour Force (CRUPLF) for 2014 was estimated using the broad definition of unemployment.