



2019

LABOUR FORCE AND CHILD LABOUR SURVEY



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Acronyms and Abbreviations

CAPI	Computer Assisted Personal Interview
CRUPLF	Combined Rate of Unemployment and Potential Labour Force
CSPRO	Census and Survey Programme
DDC	District Development Committee
EA	Enumeration Area
ECD	Early Childhood Development
ECE	Early Childhood Education
EPR	Employment to Population Ratio
FTP	File Transfer Protocol
GDP	Gross Domestic Product
ICLS	International Conference of Labour Statisticians
ILO	International Labour Organisation
KILM	Key Labour Market Indicators
LFCLS	Labour Force and Child Labour Survey
LFPR	Labour Force Participation Rate
NSSA	National Social Security Authority
NEET	Not in Employment, Education or Training
OPC	Office of the President and Cabinet
PDC	Provincial Development Committee
PPS	Probability Proportional to Size
RBZ	Reserve Bank of Zimbabwe
RTGS	Real Time Gross Settlement
SADC	Southern African Development Committee
SAS	Statistical Analysis System
SDG	Sustainable Development Goals
TSP	Transitional Stabilisation Program
UNICEF	United Nations Children Fund
ZIMSTAT	Zimbabwe National Statistics Agency

Foreword

This report presents the 2019 Labour Force and Child Labour Survey (LFCLS) results. Labour statistics play a vital role in enhancing the achievement of decent work agenda for all in Zimbabwe. These statistics are useful in providing information for policy formulation on employment, human capital development strategies, macro-economic development, incomes support and social programmes. The survey findings also feed into the compilation of the Gross Domestic Product (GDP) of the economy.

The 2019 LFCLS provides important indicators for assessing the success of the national development plans towards the achievement of Vision 2030. In addition, the results are useful in monitoring and evaluation of the implementation of the Sustainable Development Goals (SDGs) and Agenda 2063.

The labour market statistics herein are derived on the basis of the 2013 labour force framework adopted at the 19th International Conference of Labour Statisticians (ICLS) that provided new guidelines for measuring and compiling statistics on work, employment and labour underutilisation. This was a significant departure from the previous LFCLS which was based on the framework adopted during the 13th ICLS in 1982.

I would like to take this opportunity to extend my appreciation to the following Ministries that were members of the 2019 LFCLS Technical Committee:

- i. Public Service, Labour and Social Welfare,
- ii. Primary and Secondary Education,
- iii. Higher and Tertiary Education, Innovation, Science and Technology Development,
- iv. Information, Publicity and Broadcasting Services,
- v. Justice, Legal and Parliamentary Affairs,
- vi. Women Affairs, Community, Small and Medium Enterprises Development,
- vii. Industry and Commerce,
- viii. Youth, Sports, Arts and Recreation, and
- ix. Environment, Climate Change and Tourism and Hospitality Industry

I also want to acknowledge the National Social Security Authority (NSSA) and Public Service Commission that were also members of the Technical Committee.

I remain grateful to the International Labour Organisation (ILO) and United Nations Children's Fund (UNICEF) for their support.

The co-operation of all respondents during fieldwork is greatly appreciated. I would also want to thank all ZIMSTAT staff who played their respective roles during the various stages of the survey. It is my sincere hope that the results of this survey will be fully utilised for the formulation, monitoring and evaluation of important public and private sector policies with a view of attaining national development.

Any comments on this Report will be appreciated for the improvement of future reports.

Taguma Mahonde
DIRECTOR-GENERAL

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 up keep 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
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.

Chapter 1: Introduction and Background

1.1 Introduction

The 2019 Labour Force and Child Labour Survey (LFCLS) is a national household based survey designed to provide in-depth information on the labour force in Zimbabwe, as well as socio-economic indicators useful in monitoring living conditions. This report is about Labour Force and it seeks to accurately determine the current activity status of the population. Statistics on the size and composition of the two groups are key to formulating economic and social policies and related planning and research. The survey, therefore, focuses on social and economic characteristics, in particular, status in employment, industry, occupation, place of work and social security.

The 2019 LFCLS adopted the 19th International Conference of Labour Statisticians (ICLS) resolution on work statistics. The survey was then designed taking into account this resolution in order to produce estimates of indicators that are statistically sound and internationally comparable.

Preparations for the LFCLS were done by a technical committee which was set up in February 2019 to spearhead, guide and participate in the activities from design of survey instruments to dissemination. Representatives from Ministry of Public Service Labour and Social Welfare, Ministry Primary and Secondary Education, Ministry of Higher and Tertiary Education, Science and Technology Development, Ministry of Information, Publicity and Broadcasting Services, Ministry of Justice, Legal and Parliamentary Affairs, Ministry of Women Affairs, Community, Small and Medium Enterprises Development, Ministry of Industry and Commerce, Ministry of Youth, Sports, Arts and Recreation and Ministry of Environment, Climate Change, Tourism and Hospitality Industry were members of the technical committee. The National Social Security Authority (NSSA) and Public Service Commission were also represented in the committee. The International Labour Organisation (ILO) and United Nations Children's Fund (UNICEF) were co-opted into the committee in recognition of their special needs for labour market information and their expertise in labour market information.

The periodicity of the LFCLS is 5 years and the last survey was carried out in 2014. The 2019 LFCLS is also designed to provide indicators for monitoring the implementation of the United Nations Sustainable Development Goals (SDGs), the Africa Union's Agenda 2063 and other national policies and programmes.

1.1.1 Objectives

The primary objectives of the survey are to provide information on:

- a) The number of people classified according to their activity status in line with the 19th ICLS Resolution in terms of the measurement of work (employment work that is working for pay or profit and own-use production work),
- b) Labour market indicators necessary to monitor the implementation of the Zimbabwe's macro-economic policies such as the Transitional Stabilisation Programme (TSP) and other related blue-prints.

- c) Labour market Indicators that allow the comparison of key labour market indicators in Zimbabwe with other SADC and African countries in line with international standards established by the ILO.
- d) Indicators that allows monitoring of the implementation of the SDGs and the Africa Union's Agenda 2063.

1.2: Sample Design

A two-stage stratified sample design was used for the 2019 LFCLS. The first stage involved selection of enumeration areas using probability proportional to size (PPS) sampling method. The measure of size used for the PPS is the number of households as per 2012 population census. The second stage involved selection of 25 households in each of the selected EAs. The households were the ultimate sampling units and were selected using random systematic sampling method.

1.2.1: Sample size and allocation

Zimbabwe is divided into ten provinces which are Manicaland, Mashonaland Central, Mashonaland East, Mashonaland West, Matabeleland North, Matabeleland South, Midlands, Masvingo, Harare and Bulawayo. Harare and Bulawayo are predominantly urban while the other 8 provinces are predominantly rural.

A total of 419 enumeration areas (EAs) were selected using PPS. Twenty-five households were covered per each EA resulting in a total of 10 475 households. Sample EAs and households were allocated in the 10 provinces using PPS and total households per province as the measure of size. The sample was allocated to different strata with a view to obtaining reliable estimates at provincial level while maintaining the interest of national level estimates. Table 1.1 shows the sample distribution of the 2019 LFCLS.

Table 1.1: Distribution of sample EAs and households by province and Area, Zimbabwe 2019 LFCLS

Province	Rural EAs	Urban EAs	Total EAs	Total Households
Manicaland	43	7	50	1 250
Mashonaland Central	39	2	41	1 025
Mashonaland East	40	4	44	1 100
Mashonaland West	34	12	46	1 150
Matabeleland North	28	3	31	775
Matabeleland South	24	5	29	725
Midlands	34	12	46	1 150
Masvingo	40	4	44	1 100
Harare	2	54	56	1 400
Bulawayo	0	32	32	800
Total	284	135	419	10 475

1.2.2: Household Sample Selection Procedures

A complete household listing of households was conducted in all the 419 EAs selected for the 2019 LFCLS prior to data collection. The listed households were used to construct the second stage household sampling frame. Random systematic sampling method was used to select 25 households in each of the 419 EAs. The 25 households selected in each EA at this stage were the households in which the survey instrument was administered during data collection.

1.2.3: Scope and Coverage

The 2019 LFCLS covered private households in the selected EAs within the ten provinces of Zimbabwe. There were no substitutions of non-responding households that were done in the survey. If a dwelling unit was found to be occupied by a different household then that household was interviewed in place of the listed one.

1.3 Survey Organisation

1.3.1 Household Listing and Mapping

A household listing and mapping exercise was conducted before data collection of the 2019 LFCLS. A household listing exercise is conducted in order to update household lists and maps for selected enumeration areas (EAs) and create household EA sampling frames. Household listing data collection utilised Computer-Assisted Personal Interviewing (CAPI).

A one day training of enumerators and Team Leaders for listing and mapping of households was conducted by members of the survey management team and Provincial Supervisors in their respective provinces on 30 April, 2019. Listing of households was conducted from 1 to 12 May 2019, where 40 Team Leaders and 160 enumerators participated in mapping and listing of households in the 419 Enumeration Areas.

1.3.2 Sensitization Workshop

The sensitization workshop for the 2019 LFCLS was conducted in Kwekwe from 25 to 29 March, 2019. During the workshop, participants were introduced to the 19th International Conference of Labour Statisticians (ICLS) resolution on work statistics. The 2019 LFCLS data collection instruments were also shared and discussed to ensure that all stakeholders' labour market information needs were captured.

The workshop was attended by participants from ZIMSTAT Head Office and Provincial Offices, technical committee members. In addition, the Office of the President and Cabinet (OPC) and other stakeholders from research and training institutions, civil society organisations, labour trade unions, employers' organisations, Reserve Bank of Zimbabwe (RBZ) were in attendance. A Labour Statistics Expert from ILO regional office joined the workshop to introduce the 19th International Conference of Labour Statisticians (ICLS) resolution on work statistics.

1.3.3 Training of Trainers and Pre-test

The survey instruments for the 2019 LFCLS were pre-tested in Mutare, Manicaland Province from 8 to 17 April, 2019 and was attended by participants from ZIMSTAT Head Office and Provincial offices as well as technical committee members. During the pre-test, six days were devoted to theory utilizing Paper and Pencil Interviewing (PAPI) and CAPI. During the two days of field practice, each participant interviewed a minimum of four households. The pre-test was conducted in two selected localities (1 urban and 1 rural) to test the entirety of the survey procedures. Based on the results of the pre-test, further modifications to the wording and flow of the questionnaire were done.

1.3.4 Training of Enumerators and Team Leaders

The training of enumerators and Team Leaders for the survey was held from 14 to 27 May 2019 in Gweru, Midlands Province. The workshop was attended by 226 participants, of whom 84 were females and 142 were males. An assessment test and class exercises were done to assess the enumerators and Team Leaders on the content of the questionnaires and the field procedures. Questionnaires were translated from English to the main local languages of Shona and Ndebele.

There were three days of field practice, two utilising PAPI and one utilising CAPI, in urban and rural areas. This was to enable the field staff to appreciate different working settings.

1.3.5 Manpower

The data collection for the 2019 LFCLS was carried out in all the 10 provinces by 140 Enumerators and 28 Team Leaders with a driver in each team. Team and camping approach was used. The supervision team in each province comprised national and provincial supervisors.

1.3.6 Data Collection

The fieldwork for the LFCLS was carried out from 5 June to 7 July 2019 and interviews were mainly conducted in local languages. The respondents were assured of the confidentiality of results under the provision of the Census and Statistics Act [Chapter 10:29] of 2007. The 2019 LFCLS utilised CAPI. The data collection application was based on the Census and Survey Processing System software (CSPro), Version 6.3.

1.3.7 Supervision

The quality of data obtained in the field to a greater extent depends on the quality of training and amount of supervision done during data collection. Supervision involved:

- checking if the itineraries were being prepared and followed,
- checking team organization and deployment,
- conducting spot checks and making sure the enumerators visited the correct EAs and households,
- checking whether correct procedures on interviewing were being followed,
- checking whether the CAPI system was flowing as per design, and
- attending to some technical and administrative issues as they arose.

The Provincial Operations Department coordinated the administration and logistics of the survey, with the Provincial Supervisors coordinating the overall supervision of data collection in their respective provinces. The survey supervisory team consisted of technical team members who were assigned a province each to supervise, 10 Provincial Supervisors and 28 Team Leaders.

1.3.8 Transport

Twenty eight vehicles were used for data collection. These were used for movement from EA to another. Technical teams assigned to each province had a vehicle for supervision. The vehicles for supervisors were mainly used for supervision and monitoring of data collection teams to ensure quality data was collected.

1.3.9 Publicity

Publicity for the 2019 LFCLS was done through the following structures:

National Level: Publicity was done through electronic and print media

Provincial Level: Publicity was done through the Provincial Development Committees (PDCs) by the Provincial Supervisors

District Level: Publicity was done through the District Development Committees (DDCs) by data collection Team Leaders

Ward Level: Publicity was done through the Ward councillors by data collection Team Leaders

Village Level: Publicity was done through the Village Heads, Kraal Heads and other influential persons in the village and EA by Enumerators.

The publicity was done to ensure that potential respondents understood the objectives of the survey so that they contributed willingly and honestly without fear of the information being used for anything else other than the outlined objectives.

1.3.10 Data Processing

Data for the LFCLS was collected using CAPI. The data collection application was developed using CSPro software, version 6.3, including a dedicated data management platform. Whenever logistically possible, data synchronisation to the central server was daily. During data collection the central office system developers installed application updates to field teams manually.

Data were received at the ZIMSTAT head office via File Transfer Protocol (FTP) integrated into the management application on the Team Leaders' tablets. After data collection all data files were manually copied from the tablets and reconciliations were made between the data from all the tablets and the data received by the server to make sure that all the data was in place.

During data collection and following the completion of fieldwork, data were edited according to agreed guidelines. Data were analysed using the Statistical Analysis System software (SAS), version 9.3.

1.3.11 Response Rates

Table 1.2 shows response rates by province. The overall response rate was 97.5 percent and the reasons for non-response included:

- Household members who were away for an extended period during the survey period,
- Dwelling units that were vacant, and
- Selected households who refused to participate in the survey.

Table 1.2: Households Covered and Response Rates by Province, Zimbabwe 2019 LFCLS

Province	Households Selected	Households Occupied	Households Interviewed	Response rate
Manicaland	1 054	964	934	96.9
Mashonaland Central	858	794	777	97.9
Mashonaland East	849	757	741	97.9
Mashonaland West	912	845	824	97.5
Matabeleland North	608	564	560	99.3
Matabeleland South	549	502	490	97.6
Midlands	979	925	916	99.0
Masvingo	889	839	826	98.5
Harare	3 210	3 158	3 065	97.1
Bulawayo	567	541	512	94.6
Area				
Urban	4 655	4 493	4 331	96.4
Rural	5 820	5 396	5 314	98.5
Total	10 475	9 889	9 645	97.5

Chapter 2: Population Characteristics

2.1: Introduction

This chapter presents information on population size, distribution, sex ratio, marital status, educational status and literacy, household sizes and headship, orphanhood and dependency ratios. The chapter also covers tenure status of households covered in the survey.

2.2: Population Size

The 2019 LFCLS used a de-jure approach for population count, thus providing a population estimate of persons usually living in private households only. As such, students in boarding schools, people in collective or institutional households, mobile population and those living on the street were not included.

The population of Zimbabwe according to the 2019 LFCLS was 14.2 million. Females contributed about 53 percent of the population and males 47 percent as shown in *Figure 2.1*. Given that the area of Zimbabwe is 390 757 square kilometres, this gives a population density of about 36 persons per square kilometre.

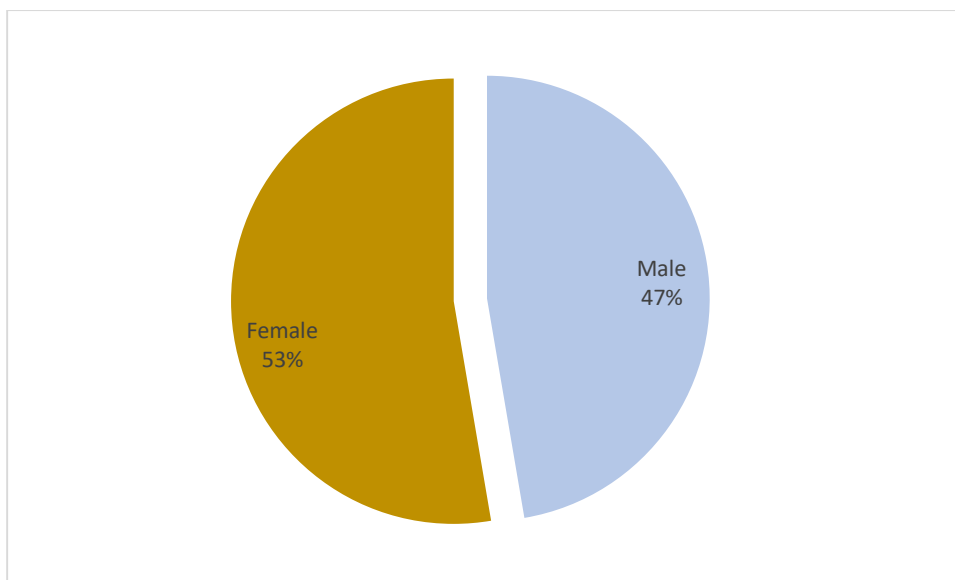


Figure 2.1: Population Distribution by Province and Sex, Zimbabwe 2019 LFCLS

2.3: Population Distribution and Age-Sex Structure

The population distribution by province and sex is shown in *Table 2.1*. Comparison of population by province shows that Harare had the highest contribution of about 22 percent followed by Manicaland with about 13 percent. Sixty-seven percent of the population was resident in rural areas and 33 percent in urban areas.

Table 2.1: Population Distribution by Province, Area, Sex and Sex Ratio, Zimbabwe 2019 LFCLS

	Male		Female		Total	Total		Sex Ratio
	Percent	Number	Percent	Number	Percent	Population	Percent	
Province								
Manicaland	46.0	819 141	54.0	961 310	100	1 780 450	12.5	85.2
Mashonaland Central	48.7	567 858	51.3	597 098	100	1 164 956	8.2	95.1
Mashonaland East	45.9	625 552	54.1	737 129	100	1 362 681	9.6	84.9
Mashonaland West	48.6	741 596	51.4	783 244	100	1 524 840	10.7	94.7
Matabeleland North	46.4	350 161	53.6	404 012	100	754 174	5.3	86.7
Matabeleland South	47.0	327 858	53.0	369 457	100	697 315	4.9	88.7
Midlands	47.5	776 937	52.5	857 252	100	1 634 189	11.5	90.6
Masvingo	45.8	693 651	54.2	819 948	100	1 513 600	10.6	84.6
Harare	48.7	1 521 135	51.3	1 599 781	100	3 120 917	22.0	95.1
Bulawayo	45.8	303 435	54.2	359 254	100	662 688	4.7	84.5
Area								
Urban	47.9	2 254 194	52.1	2 455 199	100	4 709 392	33.1	91.8
Rural	47.1	4 473 132	52.9	5 033 286	100	9 506 417	66.9	88.9
Total	47.3	6 727 326	52.7	7 488 485	100	14 215 809	100	89.8

Tables 2.2 a to c are on population distribution by age group. About 14 percent of the population was in the age group 0 to 4 years while about 40 percent was between 5 and 19 years of age. The economically active age group of 15 to 64 years constituted 51 percent of the population and those aged 65 years and above were about six percent. The same pattern of population distribution by age group were also observed for both urban and rural areas.

Table 2.2: Population Distribution by Age Group and within Sex, Zimbabwe 2019 LFCLS**(a)Total**

Age group	Male		Female		Total		Sex Ratio
	Number	Percent	Number	Percent	Number	Percent	
0 - 4	968 397	14.4	977 955	13.1	1 946 352	13.7	99.0
5 - 9	1 108 226	16.5	1 156 971	15.5	2 265 198	15.9	95.8
10-14	955 107	14.2	947 638	12.7	1 902 745	13.4	100.8
15 - 19	798 186	11.9	760 156	10.2	1 558 342	11.0	105.0
20 - 24	505 807	7.5	530 125	7.1	1 035 932	7.3	95.4
25 - 29	391 664	5.8	484 666	6.5	876 330	6.2	80.8
30 - 34	363 392	5.4	472 781	6.3	836 174	5.9	76.9
35 - 39	365 938	5.4	478 075	6.4	844 012	5.9	76.5
40 - 44	322 745	4.8	348 608	4.7	671 353	4.7	92.6
45 - 49	250 320	3.7	269 558	3.6	519 878	3.7	92.9
50 - 54	147 959	2.2	192 032	2.6	339 991	2.4	77.0
55 - 59	123 128	1.8	194 369	2.6	317 498	2.2	63.3
60 - 64	108 649	1.6	189 420	2.5	298 069	2.1	57.4
65 - 69	102 143	1.5	168 025	2.2	270 168	1.9	60.8
70 - 74	78 308	1.2	113 462	1.5	191 770	1.3	69.0

75 - 79	62 104	0.9	82 479	1.1	144 583	1.0	75.3
80 - 84	40 607	0.6	47 821	0.6	88 429	0.6	84.9
85 - 89	21 595	0.3	43 387	0.6	64 981	0.5	49.8
90 - 94	8 256	0.1	16 338	0.2	24 594	0.2	50.5
95 +	4 793	0.1	14 619	0.2	19 412	0.1	32.8
Total	6 727 325	100	7 488 484	100	14 215 810	100	89.8

(b)Rural

Age group	Male		Female		Total		Sex Ratio
	Number	Percent	Number	Percent	Number	Percent	
0 - 4	656 850	14.7	677 473	13.5	1 334 323	14.0	97.0
5 - 9	772 738	17.3	808 008	16.1	1 580 745	16.6	95.6
10-14	695 495	15.5	677 488	13.5	1 372 983	14.4	102.7
15 - 19	542 908	12.1	497 982	9.9	1 040 890	10.9	109.0
20 - 24	318 359	7.1	321 671	6.4	640 030	6.7	99.0
25 - 29	233 786	5.2	286 649	5.7	520 435	5.5	81.6
30 - 34	208 985	4.7	276 856	5.5	485 841	5.1	75.5
35 - 39	226 153	5.1	303 872	6.0	530 025	5.6	74.4
40 - 44	192 656	4.3	224 797	4.5	417 453	4.4	85.7
45 - 49	149 530	3.3	165 974	3.3	315 504	3.3	90.1
50 - 54	80 308	1.8	124 947	2.5	205 255	2.2	64.3
55 - 59	79 903	1.8	141 321	2.8	221 225	2.3	56.5
60 - 64	70 817	1.6	141 056	2.8	211 873	2.2	50.2
65 - 69	75 010	1.7	131 460	2.6	206 470	2.2	57.1
70 - 74	57 122	1.3	92 959	1.8	150 081	1.6	61.4
75 - 79	50 927	1.1	64 789	1.3	115 715	1.2	78.6
80 - 84	33 683	0.8	36 933	0.7	70 616	0.7	91.2
85 - 89	17 283	0.4	35 430	0.7	52 713	0.6	48.8
90 - 94	7 107	0.2	13 501	0.3	20 608	0.2	52.6
95 +	3 514	0.1	10 120	0.2	13 634	0.1	34.7
Total	4 473 132	100	5 033 286	100	9 506 417	100	88.9

(c)Urban

Age group	Male		Female		Total		Sex Ratio
	Number	Percent	Number	Percent	Number	Percent	
0 - 4	311 547	13.8	300 482	12.2	612 029	13.0	103.7
5 - 9	335 489	14.9	348 963	14.2	684 452	14.5	96.1
10-14	259 612	11.5	270 150	11.0	529 762	11.2	96.1
15 - 19	255 278	11.3	262 174	10.7	517 452	11.0	97.4
20 - 24	187 449	8.3	208 454	8.5	395 903	8.4	89.9
25 - 29	157 878	7.0	198 017	8.1	355 895	7.6	79.7
30 - 34	154 407	6.8	195 925	8.0	350 332	7.4	78.8
35 - 39	139 785	6.2	174 202	7.1	313 988	6.7	80.2
40 - 44	130 090	5.8	123 811	5.0	253 900	5.4	105.1

45 - 49	100 790	4.5	103 584	4.2	204 374	4.3	97.3
50 - 54	67 652	3.0	67 085	2.7	134 736	2.9	100.8
55 - 59	43 225	1.9	53 048	2.2	96 273	2.0	81.5
60 - 64	37 833	1.7	48 364	2.0	86 196	1.8	78.2
65 - 69	27 133	1.2	36 565	1.5	63 698	1.4	74.2
70 - 74	21 186	0.9	20 503	0.8	41 689	0.9	103.3
75 - 79	11 177	0.5	17 691	0.7	28 867	0.6	63.2
80 - 84	6 924	0.3	10 889	0.4	17 813	0.4	63.6
85 - 89	4 312	0.2	7 957	0.3	12 269	0.3	54.2
90 - 94	1 149	0.1	2 836	0.1	3 985	0.1	40.5
95 +	1 279	0.1	4 499	0.2	5 778	0.1	28.4
Total	2 254 194	100	2 455 199	100	4 709 392	100	91.8

The population pyramid from the 2019 LFCLS is shown in *Figure 2.2* below. The pyramid is broad-based and narrow at the top indicating a young population since a sizeable proportion of the population belonged to the younger age groups (0-19 years).

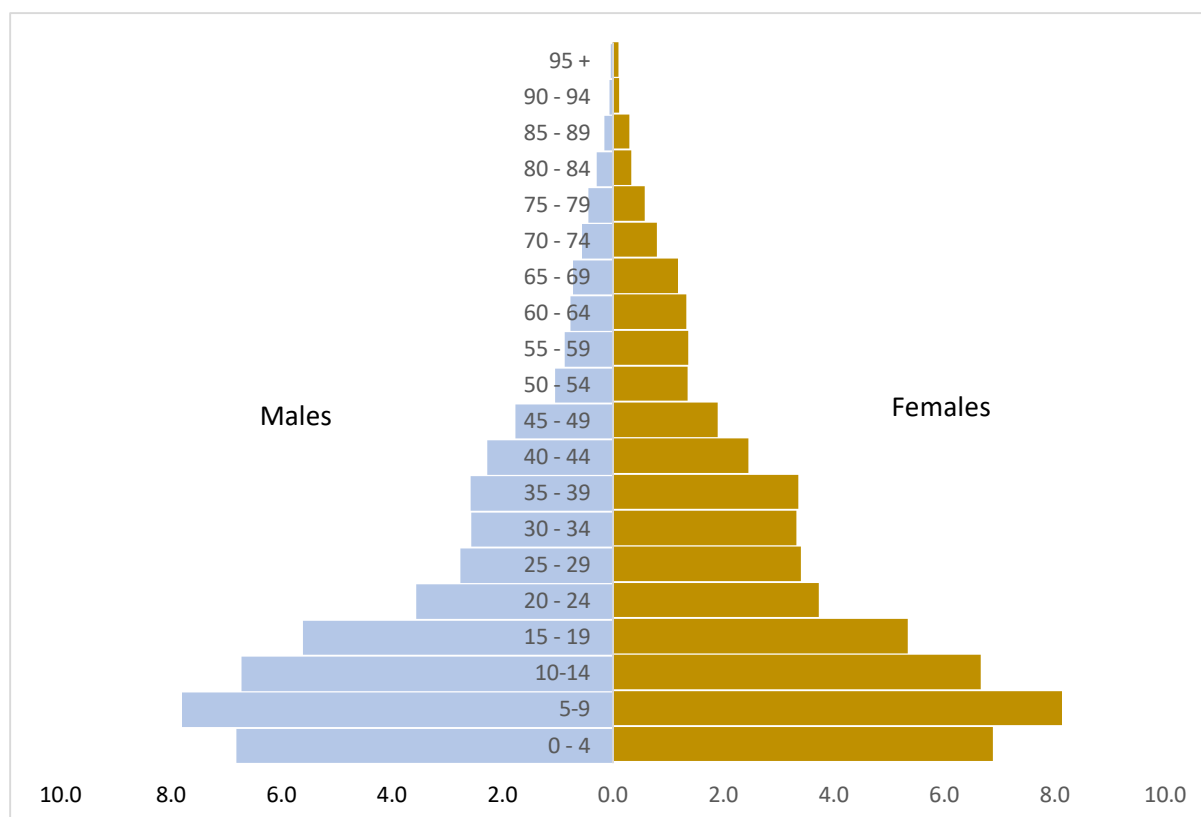


Figure 2.2: Population Pyramid, Zimbabwe 2019 LFCLS

2.4: Sex Ratios

A sex ratio gives the number of males per 100 females and where it is less than 100, it implies there are fewer males than females. The ratios affect various aspects of social life, including the availability of potential marriage partners and the composition of the labour force. All provinces had sex ratios below 100 indicating fewer males than females. (See Table 2.1).

Sex ratios for specific age groups are shown in Table 2.2. It is only among adolescents aged 15-19 years where the sex ratio firmly favoured boys. The least sex ratio of 33 was for the older persons aged 95 years and above. See Table 2.2 and Figure 2.4.

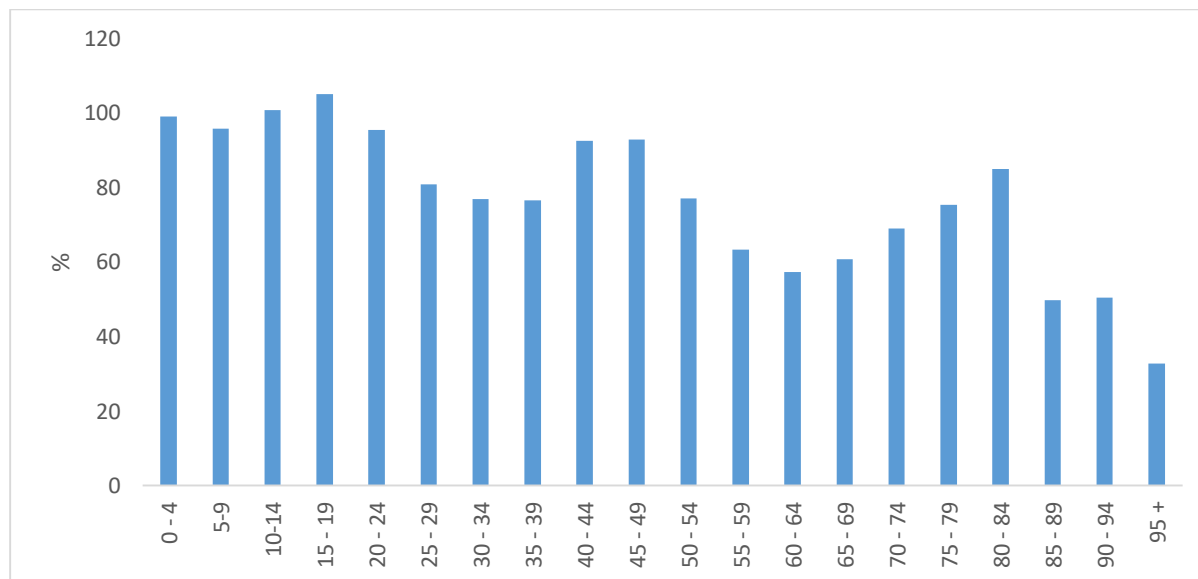


Figure 2.3: Sex Ratio (Males per 100 Females by Age Group), Zimbabwe 2019 LFCLS

2.5: Population Dependency Ratios

There are three types of dependency ratios, namely; child, old age and the age dependency ratio (child plus old age dependency). The child dependency ratio is the number of children under 15 years of age per hundred adults in the ages 15 - 64 years. This ratio was about 84 dependents per 100 persons in the age group 15 - 64 years.

The old age dependency ratio is the number of persons aged 65 years and above per hundred persons aged 15 - 64 years. The ratio for the country was approximately 11 dependents per 100 persons in the age group 15 - 64 years.

The age dependency ratio refers to the number of persons who are under 15 years of age and persons 65 years and above per hundred persons in the 15 - 64 years age group. This is used to measure the ratio of the young children and the aged to the potential working population. When this dependency ratio is high, it shows that there is a high dependency burden for that particular working population. The ratio for Zimbabwe was about 95 dependents per 100 persons in the age group 15 - 64 years (see Figure 2.4).

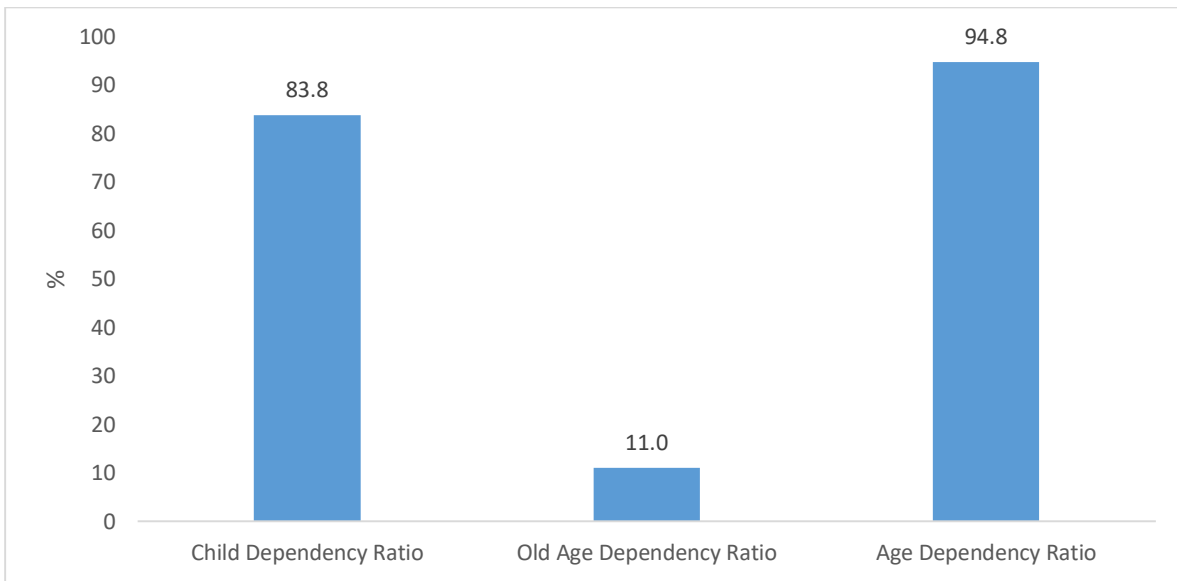


Figure 2.4: Child, Old Age and Age Dependency Ratios, Zimbabwe 2019 LFCLS

2.6: Household Size and Headship

Table 2.3 shows the average household size by province. There were 3 455 928 private households in the country and these households constituted a population of 14 215 810 persons, resulting in an average household size of 4.1 persons. Bulawayo had the least average household size of 3.4 while Manicaland and Mashonaland Central had the highest average household size of 4.3 each.

Table 2.3: Average Household Size, Zimbabwe 2019 LFCLS

Province	Population	Number of Households	Average Household Size
Manicaland	1 780 450	417 961	4.3
Mashonaland Central	1 164 956	271 342	4.3
Mashonaland East	1 362 681	350 051	3.9
Mashonaland West	1 524 840	363 645	4.2
Matabeleland North	754 174	187 190	4.0
Matabeleland South	697 315	174 526	4.0
Midlands	1 634 189	386 278	4.2
Masvingo	1 513 600	365 266	4.1
Harare	3 120 917	744 693	4.2
Bulawayo	662 688	194 975	3.4
Total	14 215 810	3 455 928	4.1

Table 2.4 presents the distribution of private households in the country by size of household and sex of the head of household. Overall, about 61 percent of the households were headed by males. In terms of household size, about 52 percent of the households in the country were composed of between 3 and 5 members. Households with at least 8 members accounted for about 6 percent of total households in the country.

Table 2.4: Composition of Private Households by Size and Sex of Head of Household, Zimbabwe 2019 LFCLS

Household Size	Male Headed		Female Headed		Total	Total Households	
	Percent	Number	Percent	Number		Number	Percent
1	60.9	256 239	39.1	164 646	100	420 885	12.2
2	47.8	197 766	52.2	215 821	100	413 587	12.0
3	54.7	331 250	45.3	273 798	100	605 049	17.5
4	60.4	393 381	39.6	257 932	100	651 313	18.8
5	67.0	367 983	33.0	181 006	100	548 988	15.9
6	69.4	262 941	30.6	115 814	100	378 755	11.0
7	69.4	151 728	30.6	66 902	100	218 630	6.3
8	72.1	82 774	27.9	31 953	100	114 727	3.3
9+	69.0	71 785	31.0	32 209	100	103 994	3.0
Total	61.2	2 115 847	38.8	1 340 080	100	3 455 928	100

2.6: Current Marital Status

Table 2.5 shows that for the population aged 12 years and above, about 37 percent were never married, about 49 percent were married, about 6 percent were divorced or separated and 8 percent were widowed.

Table 2.5: Percent Distribution of Population 12 years and above by Province and Marital Status, Zimbabwe 2019 LFCLS

Age Group	Never Married		Married		Divorced/ Separated		Widowed		Total	
	%	Number	%	Number	%	Number	%	Number	%	Number
12 - 14	99.2	1 099 733	0.8	8 468	0.0	250	0.0	0	100	1 108 450
15 - 19	88.5	1 378 541	9.7	151 113	1.8	28 688	0.0	0	100	1 558 342
20 - 24	52.8	546 731	40.4	418 644	6.5	66 858	0.4	3 699	100	1 035 932
25 - 29	22.6	197 856	68.4	599 747	8.4	73 360	0.6	5 366	100	876 330
30 - 34	9.7	81 230	79.5	664 822	9.5	79 701	1.2	10 421	100	836 174
35 - 39	6.0	50 490	80.8	681 919	10.5	88 206	2.8	23 398	100	844 012
40 - 44	4.7	31 532	80.2	538 221	8.3	56 050	6.8	45 550	100	671 353
45 - 49	3.5	18 297	75.2	390 847	9.4	48 933	11.9	61 800	100	519 878
50 - 54	3.7	12 575	68.3	232 099	9.1	30 939	18.9	64 377	100	339 991
55 - 59	2.8	8 995	67.1	213 186	6.9	21 944	23.1	73 372	100	317 498
60 - 64	1.4	4 127	61.2	182 327	7.3	21 820	30.1	89 794	100	298 069
65 +	1.4	10 913	50.7	407 621	3.3	26 258	44.7	359 144	100	803 937
Total	37.4	3 441 020	48.7	4 489 014	5.9	543 008	8.0	736 923	100	9 209 966

The proportion of the never-married population was generally higher within the younger age groups (12-29 years) while the proportion married was higher among the middle ages of 30 to 49 years as shown in tables 2.6 and 2.7. As expected, widowhood generally increased with increasing age among the population. The tables show that a larger proportion of males were never married (46.6%) than females (29.4%) while almost equal proportion of males and females were married, about 48 percent

and 49 percent, respectively. Widowhood was higher among females (13.4%) than in males (1.7%). This could be attributed to the culture of polygamy or remarrying by males.

Table 2.6: Percent Distribution of the Male Population 12 years and above by Province and Marital Status, Zimbabwe 2019 LFCLS

Age Group	Never Married		Married		Divorced/ Separated		Widowed		Total	
	%	Number	%	Number	%	Number	%	Number	%	Number
12 - 14	99.4	560 033	0.6	3 314	0.0	250	0.0	0	100	563 597
15 - 19	98.1	782 889	1.7	13 191	0.3	2 105	0.0	0	100	798 186
20 - 24	74.2	375 119	24.0	121 523	1.6	8 266	0.2	899	100	505 807
25 - 29	34.8	136 267	60.3	236 269	4.7	18 360	0.2	767	100	391 664
30 - 34	14.2	51 533	80.1	291 001	5.6	20 233	0.2	625	100	363 392
35 - 39	8.1	29 672	83.5	305 388	7.6	27 670	0.9	3 207	100	365 938
40 - 44	6.3	20 488	86.0	277 412	6.3	20 235	1.4	4 610	100	322 745
45 - 49	3.2	8 032	87.7	219 575	5.8	14 625	3.2	8 087	100	250 320
50 - 54	5.1	7 619	84.0	124 347	7.1	10 475	3.7	5 519	100	147 959
55 - 59	4.1	5 106	85.5	105 301	4.4	5 394	6.0	7 328	100	123 128
60 - 64	1.7	1 893	88.4	95 999	4.2	4 521	5.7	6 235	100	108 649
65 +	1.9	6 191	83.8	266 303	2.8	8 754	11.5	36 557	100	317 806
Total	46.6	1 984 844	48.4	2 059 625	3.3	140 890	1.7	73 833	100	4 259 192

Table 2.7: Percent Distribution of the Female Population 12 years and above by Province and Marital Status, Zimbabwe 2019 LFCLS

Age Group	Never Married		Married		Divorced/ Separated		Widowed		Total	
	%	Number	%	Number	%	Number	%	Number	%	Number
12 - 14	99.1	539 700	0.9	5 154	0	0	0.0	0	100	544 854
15 - 19	78.4	595 651	18.1	137 922	3.5	26 583	0.0	0	100	760 156
20 - 24	32.4	171 612	56.0	297 120	11.1	58 592	0.5	2 801	100	530 125
25 - 29	12.7	61 588	75.0	363 478	11.3	55 000	0.9	4 600	100	484 666
30 - 34	6.3	29 697	79.1	373 821	12.6	59 468	2.1	9 796	100	472 781
35 - 39	4.4	20 818	78.8	376 530	12.7	60 536	4.2	20 191	100	478 075
40 - 44	3.2	11 044	74.8	260 809	10.3	35 815	11.7	40 940	100	348 608
45 - 49	3.8	10 265	63.5	171 272	12.7	34 308	19.9	53 713	100	269 558
50 - 54	2.6	4 956	56.1	107 752	10.7	20 464	30.7	58 859	100	192 032
55 - 59	2.0	3 889	55.5	107 886	8.5	16 550	34.0	66 045	100	194 369
60 - 64	1.2	2 234	45.6	86 328	9.1	17 299	44.1	83 559	100	189 420
65 +	1.0	4 722	29.1	141 318	3.6	17 504	66.4	322 587	100	486 131
Total	29.4	1 456 176	49.1	2 429 390	8.1	402 118	13.4	663 091	100	4 950 774

2.7: Orphanhood

Orphaned children are children under 18 years of age who lost one or both of the parents due to any cause of death. *Figure 2.5* shows orphanhood status among children 0 to 17 years by age group and sex. Overall, about 12 percent of the children were orphaned, that is they had lost one or both parents. No major differentials were observed in terms of sex of the child. Generally, orphanhood increased with the age of the child. See also *Table 2.8*.

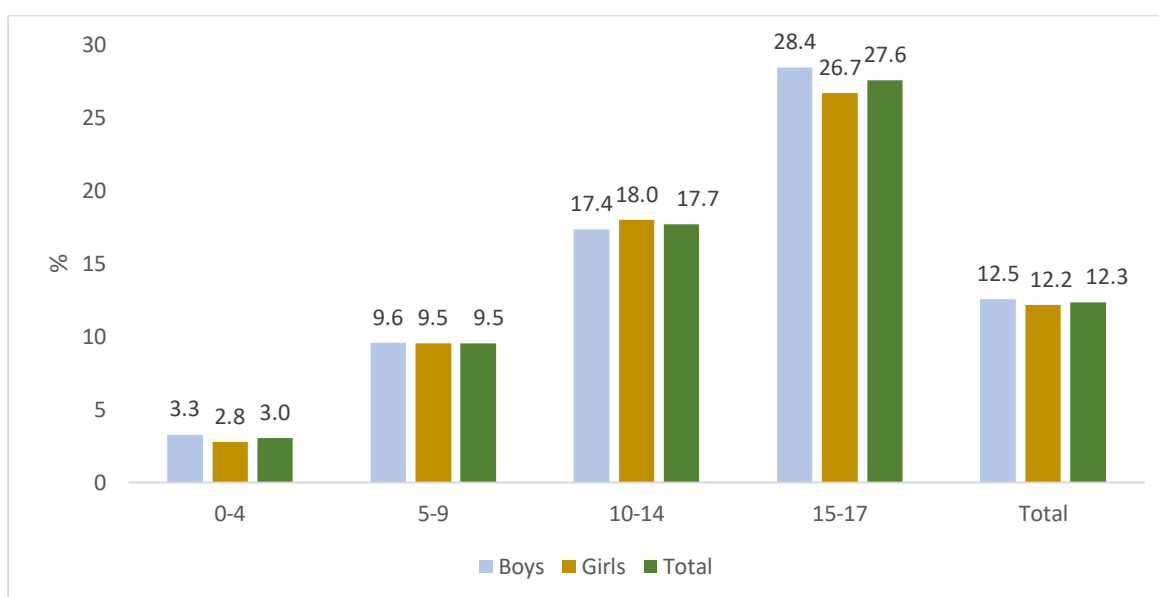


Figure 2.5: Orphanhood Prevalence Among Children 0 to 17 Years, Zimbabwe 2019 LFCLS

Table 2.8: Orphanhood Prevalence Among Children Aged 0 to 17 Years by Age Group and Sex, Zimbabwe 2019 LFCLS

Age Group	Percentage of Boys Who are Orphaned	Total Number of Boys	Percentage of Girls Who are Orphaned	Total Number of Girls	Total	Total Number of Children
0-4	3.3	968 397	2.8	977 955	3.0	1 946 352
5-9	9.6	1 108 226	9.5	1 156 971	9.5	2 265 198
10-14	17.4	955 107	18.0	947 638	17.7	1 902 745
15-17	28.4	482 061	26.7	460 989	27.6	943 050
Total	12.5	3 513 791	12.2	3 543 553	12.3	7 057 345

The different forms of orphanhood are shown in *Figure 2.6*. About eight percent of children under 18 years were paternal orphans. About two percent were maternal orphans. Orphans who had lost both of the parents were also two percent.

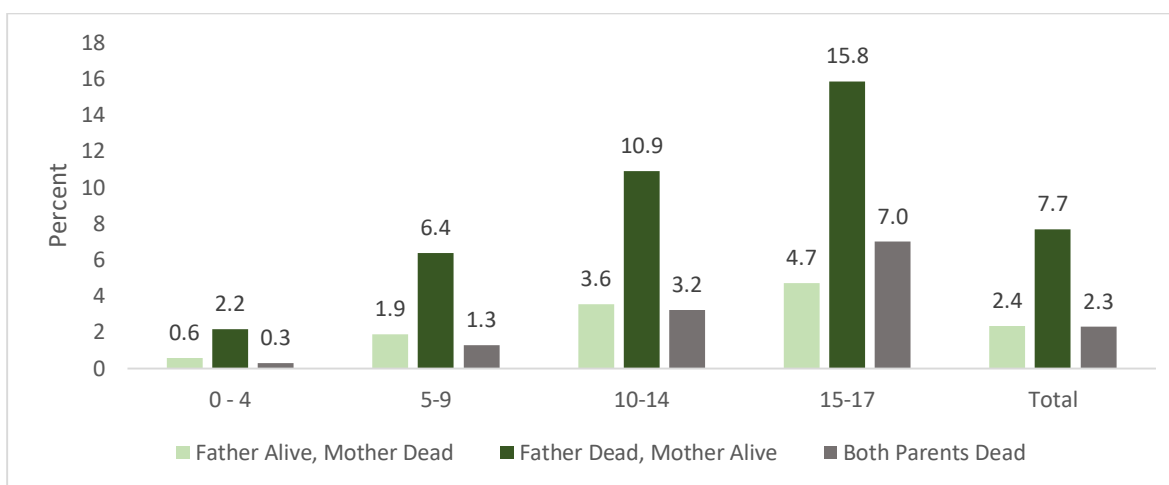


Figure 2.6: Forms of Orphanhood Among Children 0-17 Years, Zimbabwe 2019 LFCLS

2.8: Education

This section describes the education characteristics of the population aged 3 years and above in relation to school attendance, fields of specialisation, reasons for leaving or never having been to school. School attendance refers to participation in full time education in an institution like primary, secondary school, college and university. The highest level of education attended covers both full time and part time schooling. Level of education completed refers to the completion of a full academic or technical/vocational training regardless of whether one passes examinations or not. Information on education characteristics of the population was based on persons aged 3 years and above. However, in understanding reasons behind leaving school, the school age population of 3-24 years was considered while literacy was presented for persons aged 15 years and above.

2.8.1: Population by School Attendance

Three categories namely, Currently at School, Left School and Never been to School were used to classify all persons aged three years and above in terms of their school attendance as shown in *Table 2.10*. Overall, about eight percent of the population aged 3 years and above had never been to school while about 39 percent was currently at school. Fifty-three percent had left school. The proportion who had never been to school was relatively high among people living in poorest households (13.6 percent) compared to about three percent among those in the richest households.

Table 2.10: Percent Distribution of Population Aged 3 Years and Above by School Attendance and Background Characteristics, Zimbabwe 2019 LFCLS

	Percentage who:				Total	
	Never Been To School	Currently At School	Left School	Missing	Percent	Number
Sex						
Male	6.8	41.9	51.3	0.0	100	6 158 870
Female	8.9	37.1	53.9	0.0	100	6 923 483
Area						
Urban	5.4	37.3	57.3	0.0	100	4 478 303
Rural	9.2	40.4	50.3	0.0	100	8 604 050
Province						
Manicaland	7.6	45.2	47.2	0.0	100	1 607 168
Mashonaland Central	10.5	37.0	52.5	0.0	100	1 045 553
Mashonaland East	9.5	39.5	51.0	0.0	100	1 246 383
Mashonaland West	9.3	35.3	55.4	0.1	100	1 353 666
Matabeleland North	10.5	36.4	53.1	0.0	100	687 193
Matabeleland South	8.8	37.6	53.6	0.1	100	630 940
Midlands	8.3	40.5	51.1	0.0	100	1 480 550
Masvingo	8.1	43.6	48.2	0.0	100	1 368 286
Harare	5.8	37.8	56.4	0.0	100	3 064 219
Bulawayo	3.7	37.2	59.1	0.0	100	598 394
Wealth Quintile						
Poorest	13.6	37.0	49.4	0.0	100	2 422 712
Second	8.7	42.2	49.0	0.0	100	2 674 925
Middle	7.6	41.1	51.3	0.0	100	2 824 822
Fourth	6.5	37.7	55.8	0.0	100	2 639 140
Richest	3.4	38.4	58.2	0.0	100	2 520 755
Total	7.9	39.4	52.7	0.0	100	13 082 352

Table 2.11 shows school attendance by sex and age group. In the young age group of 3 to 4 years, a majority of both males and females, about 70 percent each, had never been to school.

Table 2.11: Percent Distribution of Males and Females Aged 3 Years and Above by School Attendance and Age Group, Zimbabwe 2019 LFCLS

Age Group	Percentage of Males who:				Total		Percentage of Females who:				Total	
	Never Been to School	Currently at School	Left School	Missing	Percent	Number	Never Been to School	Currently at School	Left School	Missing	Percent	Number
3 - 4	69.0	30.5	0.5	0.0	100	399 942	69.2	30.2	0.7	0.0	100	412 953
4 - 9	5.7	93.5	0.8	0.0	100	1 108 226	4.9	94.3	0.8	0.0	100	1 156 971
10-14	0.4	93.4	6.2	0.0	100	955 107	0.7	94.8	4.5	0.0	100	947 638
15-19	0.4	56.5	42.9	0.1	100	798 186	0.5	50.7	48.8	0.0	100	760 156
20-24	0.5	10.4	89.1	0.0	100	505 807	0.4	6.0	93.5	0.0	100	530 125
25-29	1.0	1.8	97.2	0.0	100	391 664	0.9	2.7	96.4	0.0	100	484 666
30-34	0.4	1.4	98.1	0.1	100	363 392	0.7	1.9	97.5	0.0	100	472 781
35-39	0.7	1.3	98.1	0.0	100	365 938	1.1	1.7	97.3	0.0	100	478 075
40-44	0.8	1.0	98.3	0.0	100	322 745	1.1	0.7	98.2	0.0	100	348 608
45-49	0.6	0.6	98.8	0.0	100	250 320	2.6	0.7	96.6	0.1	100	269 558
50-54	1.1	0.7	98.2	0.0	100	147 959	6.8	0.0	93.2	0.0	100	192 032
55-59	8.7	0.0	91.3	0.0	100	123 128	15.6	0.6	83.7	0.0	100	194 369
60-64	7.7	0.7	91.6	0.0	100	108 649	23.8	0.3	75.9	0.0	100	189 420
65-69	5.9	0.0	94.1	0.0	100	102 143	25.9	0.3	73.6	0.2	100	168 025
70-74	8.0	1.8	90.3	0.0	100	78 308	28.9	1.2	69.6	0.3	100	113 462
75-79	17.7	0.0	82.3	0.0	100	62 104	31.3	0.8	67.9	0.0	100	82 479
80-84	12.3	0.0	87.7	0.0	100	40 607	31.7	0.8	67.5	0.0	100	47 821
85+	22.9	0.0	77.1	0.0	100	34 644	43.8	0.1	56.1	0.0	100	74 343
Total	6.8	41.9	51.3	0.0	100	6 158 870	8.9	37.1	53.9	0.0	100	4 923 483

2.8.2: Highest level of Education Attended

Table 2.12 shows information on the highest level of education attended among the population aged 3 years and above. About 43 percent of the population had attended primary education and 36 percent attended lower secondary. Attendance to higher levels of education was low with less than 2 percent having attended at least a Higher National Diploma.

Table 2.12: Percent Distribution of Population Aged 3 Years and Above by Highest Level of Education Ever Attended, Zimbabwe 2019 LFCLS

	Highest Level of Education Attended														Total	
	Never been to school	Early Childhood Education	Primary	Vocational-NFC	Lower Secondary	Upper Secondary	Vocational-Certificate	Vocational-Apprenticeship/Teacher Training	Tertiary-Short Cycle	Tertiary-Higher National	Diploma/Bachelor/Bachelor Honours	Tertiary-Masters/Doctoral Medical Courses	Doctorate	Not Known	Percent	Number
Sex																
Male	6.8	6.9	42.5	0.2	36.5	2.3	0.8	0.9	1.1		1.8	0.4	0.0	0.0	100	6 158 870
Female	8.9	6.3	42.7	0.1	36.0	1.4	0.7	1.1	1.0		1.4	0.3	0.0	0.0	100	6 923 483
Area																
Urban	5.4	6.0	34.0	0.3	40.9	3.0	1.5	2.0	2.5		3.6	0.8	0.0	0.0	100	4 478 303
Rural	9.2	6.8	47.1	0.1	33.8	1.2	0.3	0.5	0.3		0.5	0.1	0.0	0.0	100	8 604 050
Province																
Manicaland	7.6	7.8	44.7	0.2	34.7	2.2	0.5	0.8	0.8		0.8	0.1	0.0	0.0	100	1 607 168
Mashonaland Central	10.5	6.4	47.3	0.0	32.8	0.6	0.3	0.4	0.6		0.8	0.3	0.0	0.0	100	1 045 553
Mashonaland East	9.5	7.1	43.4	0.2	37.1	1.4	0.1	0.4	0.2		0.6	0.0	0.0	0.0	100	1 246 383
Mashonaland West	9.3	6.1	39.1	0.1	41.3	1.4	0.6	0.8	0.2		1.1	0.1	0.0	0.0	100	1 353 666
Matabeleland North	10.5	5.7	52.0	0.0	27.1	1.5	0.7	0.7	0.7		0.9	0.2	0.0	0.0	100	687 193
Matabeleland South	8.8	6.5	50.6	0.0	30.0	1.1	0.2	0.5	1.0		1.1	0.2	0.0	0.1	100	630 940
Midlands	8.3	6.2	44.9	0.1	36.1	1.6	0.5	0.8	0.4		0.6	0.5	0.0	0.0	100	1 480 550
Masvingo	8.1	7.4	47.0	0.1	33.6	1.3	0.8	0.7	0.2		0.7	0.2	0.0	0.0	100	1 368 286
Harare	5.8	6.3	37.2	0.3	38.3	2.5	1.4	2.0	2.2		3.4	0.5	0.0	0.0	100	3 064 219
Bulawayo	3.7	4.9	27.6	0.1	45.8	4.6	1.3	2.1	4.0		4.6	1.3	0.0	0.0	100	598 394
Functional difficulty¹																
With Functional Difficulties	19.8	2.3	53.0	0.5	21.0	0.3	0.9	0.9	0.4		0.6	0.3	0.0	0.2	100	353 284
Without Functional Difficulties	3.4	5.1	45.1	0.1	39.2	2.0	0.8	1.1	1.1		1.7	0.3	0.0	0.0	100	11 914 659

¹ Children 3-4 years do not have information on functional difficulties

Wealth Quintile															
Poorest	13.6	7.1	53.2	0.0	25.8	0.2	0.0	0.0	0.0	0.1	0.0	0.0	0.0	100	2 422 712
Second	8.7	7.5	48.1	0.1	33.6	1.1	0.2	0.4	0.1	0.2	0.0	0.0	0.0	100	2 674 925
Middle	7.6	6.6	46.3	0.1	36.9	1.2	0.3	0.5	0.3	0.3	0.0	0.0	0.0	100	2 824 822
Fourth	6.5	5.7	38.6	0.2	42.4	2.0	1.0	1.3	0.8	1.3	0.3	0.0	0.0	100	2 639 140
Richest	3.4	6.0	26.7	0.3	41.8	4.8	2.2	2.9	4.1	6.3	1.4	0.0	0.0	100	2 520 755
Total	7.9	6.6	42.6	0.1	36.2	1.8	0.7	1.0	1.0	1.6	0.3	0.0	0.0	100	13 082 352

Table 2.13 is on highest level of education attended among the population aged 25 years and above. Six percent of the adult population had never been to school. About 21 percent of persons with functional difficulties had never been to school compared to five percent among those without any functional difficulties. About four percent of the adult population had at least a higher national diploma.

Table 2.13: Percent Distribution of the Adult Population Aged 25 Years and Above by Highest Level of Education Ever Attended, Zimbabwe 2019 LFCLS

	Highest Level of Education of Attended												Don't Know	Missing	Total
	Never been to school	Early Childhood education	Primary	Vocational-National Foundation Certificate	Lower Secondary	Upper Secondary	Vocational Certificate	Vocational-Apprenticeship/Teacher Training	Tertiary Short Cycle	Tertiary Higher National Diploma/Bachelor/Bachelor Honours	Tertiary-Masters/Doctorate Medical Courses	Doctorate			
Sex															
Male	2.9	0.1	32.5	0.3	50.7	2.4	1.8	2.1	2.5	3.8	0.9	0.0	0.0	0.0	100
Female	8.4	0.1	38.4	0.2	42.9	1.0	1.3	2.4	2.0	2.7	0.6	0.0	0.0	0.0	100
Area															
Urban	2.6	0.1	22.8	0.5	51.6	2.6	2.8	4.1	4.7	6.6	1.6	0.0	0.0	0.0	100
Rural	8.0	0.1	43.4	0.2	43.1	1.0	0.8	1.2	0.7	1.2	0.2	0.0	0.0	0.0	100
Province															
Manicaland	5.9	0.0	38.5	0.1	46.9	1.5	1.2	1.8	1.9	1.9	0.2	0.0	0.0	0.0	100
Mashonaland Central	9.7	0.0	42.4	0.0	41.7	0.7	0.8	0.8	1.5	1.7	0.6	0.0	0.0	0.0	100
Mashonaland East	6.5	0.0	40.7	0.4	48.4	1.3	0.2	0.9	0.4	1.0	0.1	0.0	0.0	0.0	100
Mashonaland West	6.4	0.3	35.7	0.3	50.5	1.4	1.2	1.7	0.6	1.9	0.1	0.0	0.0	0.0	100
Matabeleland North	10.8	0.0	50.1	0.1	30.7	1.1	1.6	1.5	1.5	2.2	0.5	0.0	0.0	0.0	100
Matabeleland South	7.1	0.0	49.7	0.0	35.0	0.9	0.2	1.1	2.5	2.7	0.5	0.0	0.1	0.0	100
Midlands	7.3	0.1	36.9	0.2	47.8	1.7	1.1	1.7	0.9	1.1	1.2	0.0	0.1	0.0	100
Masvingo	7.2	0.4	40.8	0.2	44.8	1.0	1.7	1.6	0.4	1.4	0.5	0.0	0.0	0.0	100
Harare	3.1	0.1	26.4	0.6	48.3	2.3	2.8	4.2	4.4	6.6	1.1	0.1	0.1	0.0	100
Bulawayo	1.4	0.0	17.2	0.1	54.5	3.2	2.3	3.7	6.6	8.2	2.7	0.0	0.0	0.0	100
Functional difficulty															
With Functional Difficulties	20.6	0.2	53.1	0.4	21.6	0.1	1.1	1.2	0.5	0.7	0.4	0.0	0.2	0.0	100
Without Functional Difficulties	5.2	0.1	34.9	0.3	47.6	1.7	1.6	2.3	2.3	3.3	0.7	0.0	0.0	0.0	100
Missing	0.0	0.0	67.0	0.0	33.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100
Wealth Quintile															
Poorest	14.4	0.0	51.0	0.0	33.9	0.3	0.1	0.0	0.1	0.1	0.0	0.0	0.0	0.0	100

Second	6.9	0.2	44.5	0.2	45.2	0.8	0.5	0.9	0.4	0.4	0.0	0.0	0.0	0.0	100
Middle	5.3	0.2	42.8	0.1	47.3	1.1	0.6	1.1	0.7	0.6	0.1	0.0	0.0	0.0	100
Fourth	3.7	0.1	31.8	0.4	52.4	1.7	2.1	2.8	1.6	2.7	0.6	0.0	0.1	0.0	100
Richest	1.3	0.0	13.2	0.5	50.3	3.7	3.9	5.7	7.5	10.9	2.7	0.1	0.0	0.0	100
Total	6.0	0.1	35.8	0.3	46.2	1.6	1.5	2.2	2.2	3.2	0.7	0.0	0.0	0.0	100

In order to have a better understanding of the distribution of skills among the population, it is important to analyse the fields of study among the adult population aged 25 years and above. See *Table 2.14*. Eighty-four percent of the adult population had general programmes, that is, they didn't have any professional qualifications. About three percent specialised in education training, i.e. teacher education and education sciences while about another three percent studied programmes related to social sciences, business and law.

Table 2.14: Fields of Specialisation among Persons 25 Years and Above by Background Characteristics, Zimbabwe 2019 LFCLS

	Fields of Study											Total Percent	
	None	General Programmes	Education	Humanities and Arts	Social Sciences, Business and Law	Science	Engineering, manufacturing and Construction	Agriculture	Health and Welfare	Services	Not Known or Unspecified	Percent	Number
Sex													
Male	2.9	85.8	2.1	0.6	2.9	0.8	3.2	0.7	0.4	0.6	0.0	100	2 391 602
Female	8.4	82.7	3.3	0.4	2.3	0.4	0.6	0.3	1.0	0.6	0.0	100	3 115 639
Area													
Urban	2.6	77.3	5.2	0.9	5.9	1.1	3.5	0.6	1.7	1.1	0.0	100	2 032 100
Rural	8.0	87.9	1.4	0.3	0.6	0.2	0.7	0.4	0.2	0.2	0.0	100	3 475 142
Province													
Manicaland	5.9	87.0	1.0	0.5	2.3	0.3	1.4	0.6	0.5	0.4	0.0	100	608 654
Mashonaland Central	9.7	84.9	1.4	0.3	1.3	0.2	0.8	0.9	0.1	0.3	0.0	100	441 513
Mashonaland East	6.5	90.5	0.8	0.3	0.9	0.1	0.6	0.1	0.3	0.0	0.0	100	537 807
Mashonaland West	6.4	87.9	2.1	0.4	1.3	0.2	0.6	0.3	0.3	0.5	0.0	100	591 670
Matabeleland North	10.8	82.6	1.9	0.2	1.2	0.5	1.8	0.0	0.0	0.9	0.0	100	293 266
Matabeleland South	7.1	85.6	3.5	0.4	0.8	0.4	0.5	0.5	0.9	0.0	0.1	100	253 200
Midlands	7.3	86.8	1.4	0.6	1.1	0.2	1.3	0.4	0.5	0.4	0.0	100	596 094
Masvingo	7.2	87.9	1.0	0.1	0.8	0.4	1.4	0.6	0.3	0.3	0.0	100	542 123
Harare	3.1	77.2	6.2	0.6	5.0	0.9	3.4	0.6	1.7	1.0	0.0	100	1 351 250
Bulawayo	1.4	75.1	4.2	1.6	8.6	2.2	3.3	0.3	1.9	1.3	0.1	100	291 663
Functional Disability													
With Functional Difficulties	20.6	74.9	1.5	0.3	1.2	0.0	1.2	0.0	0.0	0.3	0.0	100	280 220
Without Functional Difficulties	5.2	84.5	2.9	0.5	2.6	0.6	1.8	0.5	0.8	0.6	0.0	100	5 225 587
Wealth Quintile													
Poorest	14.4	85.3	0.1	0.0	0.1	0.0	0.2	0.0	0.0	0.0	0.0	100	981 173
Second	6.9	91.1	0.7	0.2	0.2	0.1	0.4	0.2	0.0	0.3	0.0	100	1 046 401
Middle	5.3	91.5	1.3	0.1	0.3	0.1	0.7	0.3	0.0	0.2	0.0	100	1 127 325
Fourth	3.7	86.2	4.0	0.5	1.4	0.6	1.9	0.6	0.8	0.4	0.0	100	1 147 318

Richest	1.3	67.7	7.1	1.5	9.9	1.8	5.0	1.2	2.7	1.7	0.0	100	1 205 024
Total	6.0	84.0	2.8	0.5	2.6	0.5	1.7	0.5	0.8	0.6	0.0	100	5 507 241

2.8.4: Reasons for Having Never Been to School

Among the population aged 3 years and above who have never been to school, more than 50 percent of persons in the broad age group of 5-24 years cited financial constraints as a reason for not having ever gone to school. Among persons aged 25 years and above who had never been to school, about 63 percent indicated that education was not considered important, See *Table 2.15*.

Table 2.15: Distribution of Persons Aged 3 Years and Above who have Never Been to School by Reasons and Background Characteristics, Zimbabwe 2019 LFCLS

	Reason for Having Never Been to School							Total	
	Financial Constraints	School too Far	Ill/Sick	Still too Young	Education not Considered Important	Other	Missing	Percent	Number
Sex									
Male	25.9	9.5	3.7	52.1	6.8	1.8	0.3	100	417 944
Female	23.6	7.4	2.1	35.3	29.0	2.3	0.2	100	616 502
Age Group									
3-4	15.6	9.5	1.5	72.9	0.0	0.6	0.0	100	561 579
5-9	55.6	14.0	4.2	21.2	0.3	4.3	0.4	100	120 234
10-14	54.4	0.0	23.8	7.2	0.0	14.5	0.0	100	10 294
15-19	56.3	0.0	38.0	0.0	0.0	5.7	0.0	100	6 855
20-24	67.1	0.0	23.0	0.0	0.0	0.0	9.9	100	4 792
25+	26.2	4.6	2.7	0.0	62.5	3.5	0.4	100	330 692
Area									
Urban	28.4	5.1	2.1	49.9	12.6	1.9	0.0	100	241 873
Rural	23.3	9.2	2.9	39.7	22.3	2.2	0.3	100	792 573
Province									
Manicaland	28.6	5.2	4.9	39.0	19.2	2.8	0.3	100	121 901
Mashonaland Central	18.1	8.2	1.8	40.0	29.5	2.2	0.3	100	109 297
Mashonaland East	27.5	11.2	1.5	43.0	14.9	1.9	0.0	100	117 982
Mashonaland West	25.0	11.1	2.0	43.7	14.3	3.1	0.8	100	125 273
Matabeleland North	13.5	5.8	4.3	42.5	32.5	1.2	0.0	100	71 994
Matabeleland South	19.0	7.9	4.1	41.0	23.8	4.2	0.0	100	55 260
Midlands	31.7	7.8	1.9	39.0	18.1	1.1	0.4	100	122 984
Masvingo	18.1	11.3	3.5	38.7	27.1	1.4	0.0	100	111 055
Harare	27.8	6.9	1.9	47.9	13.6	1.8	0.0	100	176 545
Bulawayo	30.5	1.2	5.2	45.8	13.9	3.3	0.0	100	22 153
Functional Disability²									
With Functional Difficulties	14.2	5.2	19.6	0.0	53.9	6.4	0.8	100	69 782
Without Functional Difficulties	38.8	7.1	1.6	6.5	42.1	3.6	0.4	100	403 085
Wealth Quintile									
Poorest	27.7	8.6	2.5	31.4	27.7	1.8	0.3	100	328 886
Second	24.0	10.6	2.5	42.3	18.1	2.4	0.1	100	233 178
Middle	21.0	10.8	2.4	46.1	17.2	2.1	0.2	100	214 670
Fourth	23.8	4.8	3.8	49.3	15.7	2.3	0.3	100	172 249
Richest	23.9	1.5	3.0	58.1	11.1	2.4	0.0	100	85 465

² Children 3 to 4 years not included

Total	24.5	8.3	2.7	42.1	20.0	2.1	0.2	100	1 034 446
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2.8.5: Reasons for Leaving School

In Zimbabwe, the school age population covers persons in the age group 3 to 24 years with those between 3 and 12 years expected to be in primary while for the age group 13 to 18, persons are expected to be attending secondary education. Persons between the ages of 19 and 24 are, therefore, expected to be attending tertiary education. Since it is acknowledged that not everyone in the school age population is attending school, it is important to understand the reasons for leaving school among those who had left.

Table 2.16 shows that about 2 in 3 persons who left school cited financial constraints as the main reason why they left school. Marriage/pregnancy related reasons were cited more among females (13.3%) than males (0.7%). Among the children 3 to 4 years who left school, about 26 percent cited other reasons. Possibly these are children who would have enrolled for ECD at 3 years and later dropped out of school after parents realised that the child was still too young.

Table 2.16: Distribution of Persons Aged 3 to 24 Years who Left School by Reason of Leaving School and Background Characteristics, Zimbabwe 2019 LFCLS

	Financial Constraints	School too far	Ill/Sick	Marriage/ Pregnancy Related	Completed/ Satisfied	Waiting to proceed to next level	Refused	Expulsion	To work/Look for work	Caring for the sick	Failed exams	Other reasons	Percent	Number
Sex														
Male	70.1	0.2	2.2	0.7	9.8	3.6	8.5	0.3	0.7	0.0	3.0	1.0	100	863 361
Female	64.1	0.3	1.2	13.3	11.0	3.8	1.8	0.0	0.2	0.3	3.0	0.9	100	921 224
Age Group														
3 - 4	44.7	6.4	0.0	0.0	0.0	0.0	22.5	0.0	0.0	0.0	0.0	26.3	100	4 608
5 - 9	78.5	0.0	6.6	0.0	0.0	2.9	7.9	0.0	0.0	0.0	0.0	4.0	100	17 961
10-14	83.1	0.0	2.2	2.1	0.5	1.4	8.0	1.1	0.0	0.0	0.0	1.6	100	101 753
15-19	68.7	0.5	1.8	6.6	7.1	4.5	6.3	0.1	0.3	0.3	3.1	0.9	100	713 688
20-24	63.8	0.1	1.4	8.4	14.1	3.4	3.7	0.1	0.6	0.1	3.3	0.8	100	946 576
Area														
Urban	62.0	0.1	0.9	5.9	14.9	6.8	3.6	0.1	0.5	0.1	3.8	1.2	100	625 101
Rural	69.7	0.3	2.1	7.9	8.0	2.1	5.8	0.2	0.4	0.2	2.6	0.8	100	1 159 484
Province														
Manicaland	73.6	0.3	1.2	8.8	4.8	3.1	3.6	0.0	0.3	0.0	4.0	0.2	100	190 931
Mashonaland Central	69.2	0.7	3.5	6.1	5.7	2.1	8.7	0.2	0.2	0.7	2.2	0.6	100	155 374
Mashonaland East	64.8	0.2	1.5	4.8	16.2	3.4	4.4	0.6	0.4	0.0	3.4	0.5	100	135 582
Mashonaland West	54.7	0.2	0.7	11.6	15.8	3.0	5.5	0.0	0.2	0.5	6.1	1.6	100	199 247
Matabeleland North	73.9	0.2	2.6	4.3	8.9	1.8	5.2	0.0	0.3	0.0	1.1	1.6	100	104 742
Matabeleland South	69.8	0.5	1.8	5.9	10.8	2.3	5.8	0.3	0.3	0.0	1.1	1.3	100	106 880
Midlands	70.2	0.4	3.0	9.3	4.9	3.1	5.3	0.2	0.9	0.2	2.0	0.5	100	213 565
Masvingo	71.7	0.0	1.4	9.6	5.1	2.9	5.9	0.0	0.6	0.0	1.6	1.2	100	161 243
Harare	66.7	0.1	1.1	5.0	12.8	5.1	4.4	0.1	0.6	0.1	3.1	1.0	100	441 101
Bulawayo	50.8	0.0	0.5	6.2	23.4	11.3	1.4	0.0	0.5	0.0	3.8	2.1	100	75 921
Functional Difficulty³														
With Functional Difficulties	46.9	0.0	32.5	5.7	0.3	2.6	5.8	0.0	1.5	0.0	2.2	2.4	100	21 618
Without Functional Difficulties	67.3	0.2	1.3	7.2	10.5	3.8	5.0	0.1	0.4	0.2	3.0	0.9	100	1 758 359

³ Children 3 to 4 years not included

Wealth quintile														
Poorest	79.2	0.4	2.3	6.2	3.6	0.3	5.1	0.5	0.3	0.2	1.1	0.8	100	360 402
Second	69.2	0.2	2.0	9.0	8.2	1.1	6.5	0.1	0.2	0.4	1.9	1.1	100	344 278
Middle	71.0	0.1	1.9	6.9	8.1	2.1	6.7	0.0	0.3	0.0	2.2	0.6	100	389 063
Fourth	63.5	0.3	1.3	8.4	12.5	4.1	4.0	0.2	0.7	0.0	4.3	0.8	100	379 272
Richest	49.5	0.2	0.6	5.3	20.8	12.2	2.8	0.0	0.7	0.3	5.9	1.6	100	311 570
Total	67.0	0.3	1.7	7.2	10.4	3.7	5.1	0.1	0.4	0.2	3.0	1.0	100	1 784 585

2.8.6: Literacy

The literacy rate was calculated for persons aged 15 years and above who had completed at least grade 3 of primary school expressed as a percentage of the total population in the corresponding age group. About 97 percent of the population aged 15 years and above was literate and no major differentials were observed between males and females. Literacy generally decreased as age increased. The literate rate for persons without functional difficulties was about 98 percent while for those with functional difficulties was around 91 percent. See *Table 2.17*

Table 2.17: Literacy Rates Among Population 15 years and above by Province, Sex, Area and functional disability, Zimbabwe 2019 LFCLS

	Percent Literate		
	Male	Female	Total
Age Group			
15-19	99.2	99.5	99.4
20-24	99.2	99.2	99.2
25-29	98.4	99.0	98.7
30-34	99.4	99.4	99.4
35-39	99.0	99.0	99.0
40-44	98.8	98.5	98.6
45-49	98.3	98.0	98.2
50-54	98.7	95.7	97.0
55-59	95.3	85.2	89.1
60-64	93.4	92.4	92.8
65-69	91.3	91.1	91.1
70-74	91.9	90.5	91.0
75-79	91.0	89.3	90.0
80-84	84.4	84.0	84.2
85+	81.7	86.0	84.6
Province			
Manicaland	98.7	97.3	97.9
Mashonaland Central	97.7	94.5	96.1
Mashonaland East	97.5	97.1	97.2
Mashonaland West	98.7	95.8	97.2
Matabeleland North	95.1	96.9	96.1
Matabeleland South	97.6	96.3	96.8
Midlands	96.9	96.0	96.4
Masvingo	97.2	96.7	96.9
Harare	98.3	98.3	98.3
Bulawayo	99.0	98.9	99.0
Area			
Urban	98.6	98.6	98.6
Rural	97.4	96.0	96.7
Functional Disability			
With Functional Difficulties	90.9	91.8	91.4
Without Functional Difficulties	98.1	97.2	97.6
Missing	100.0	100.0	100
Total	97.9	96.9	97.4

2.8.7: Household Tenure Status

The 2019 LFCLS collected information on the arrangement under which households occupy their living quarters by ascertaining if the dwelling units were owned or rented by the household; or whether the dwelling units belongs to the employer. About 65 percent of the dwelling units were owned by a person who was living in the household during the time of the survey while about 15 percent were being rented. About 13 percent of the households' dwelling units were provided for by the employer. See *Table 2.18*.

Table 2.18: Percent Distribution of Households by Tenure Status and Province, Zimbabwe 2019 LFCLS

Province	Tenure Status				Not Stated	Total	
	Owned	Rented	Tied Accommodation	Other		Percent	Households
Manicaland	73. 4	11. 1	10. 5	5.0	0.0	100	410 413
Mashonaland Central	75. 1	6. 1	14. 8	4.0	0.0	100	265 206
Mashonaland East	74. 2	5. 4	11. 2	9.0	0.2	100	345 182
Mashonaland West	59. 8	15. 3	12.0	12. 9	0.0	100	352 675
Matabeleland North	81. 3	5.0	10. 2	3. 6	0.0	100	184 494
Matabeleland South	70.0	8. 6	10. 7	10. 6	0.0	100	172 169
Midlands	73. 6	12. 4	8. 4	5. 6	0.0	100	381 590
Masvingo	72. 5	9. 0	14. 6	3. 9	0.0	100	358 223
Harare	49. 4	23. 4	18. 8	8. 2	0.1	100	796 387
Bulawayo	29. 1	41. 4	5. 7	23. 8	0.0	100	189 518
Total	64. 5	14. 6	12. 9	8. 1	0.0	100	3 455 858

2.9 Conclusion

According to the 2019 LFCLS, Zimbabwe had a population of 14.2 million. Fifty-three percent of the population were females. Rural population accounted for 67 percent of the population. The age dependency ratio was about 95 persons per 100 economically active persons. The literacy rate among persons aged 15 years and above was 97 percent. Of the 3.5 million households, 62 percent were headed by males. The average household size was 4.1.

Chapter 3: Labour Force Participation

3.1 Introduction

This chapter provides information on the labour force framework of Zimbabwe. The essential feature of the labour force framework is that it classifies persons according to their activity status during the specified reference period using priority rules that classify the population into three mutually exclusive categories namely, employed persons, unemployed persons and population outside the labour force. The employed persons include paid employees and paid interns, employers, own account workers and contributing family workers.

3.2 Labour Force Framework

Population in the labour force is the sum of persons 15 years and above who did some work for pay or profit for at least one hour during the 7 days preceding the survey (employed) and those who were without work, available to start working and were seeking for work or trying to start a business (unemployed).

The labour force framework is shown in *Figure 3.1*. Around 8.1 million persons were in the working-age population constituting about 57 percent of the country's total population. About 3.5 million (43 percent) out of the 8.1 million were in the labour force of whom 566 thousand (16 percent) were unemployed. Sixty percent of the employed population were paid employees with the remainder being employers, own account workers or contributing family workers.

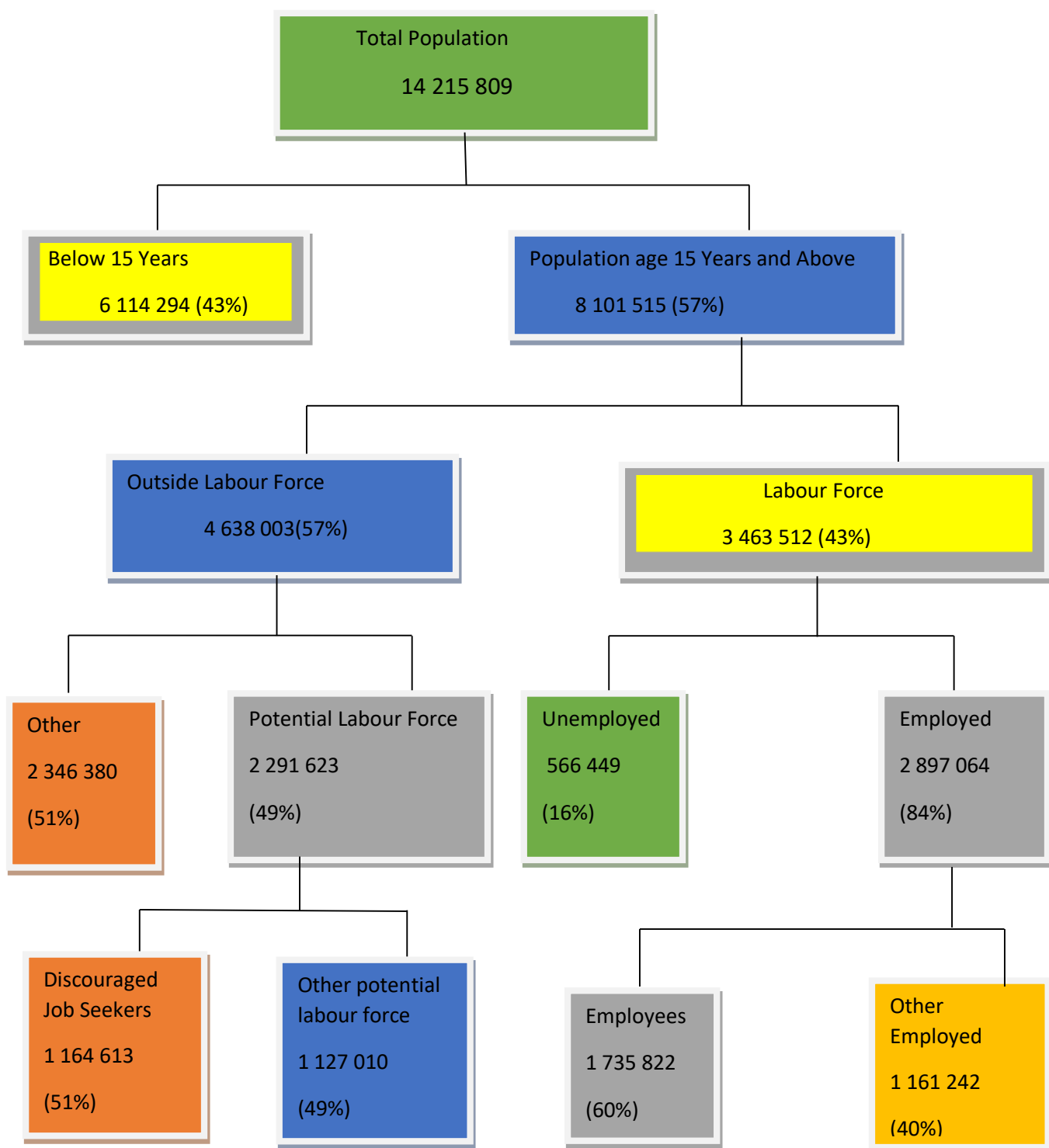


Figure 3.1: The Labour Force Framework, Zimbabwe 2019 LFCLS

3.3 Working Age Population

The legal working age population varies from country to country based on national laws and practices. In Zimbabwe, all persons 15 years and older are considered to be of working age.

Tables 3.1a and b show that the working-age population in Zimbabwe is around 8 million people with Harare Province having the highest proportion (23%) and Matabeleland South having the least number (4.8%) of persons of working age. From Table 3.1b the proportion of females of working age was higher than that of males in all provinces as well as by rural/urban classification and at the national level.

Table 3.1(a): Percent Distribution of Working-Age Population by Province, Area and within Sex, Zimbabwe 2019 LFCLS

Province	Male	Female	Total
Manicaland	11.2	12.1	11.7
Mashonaland Central	8.4	7.7	8.1
Mashonaland East	9.1	9.8	9.4
Mashonaland West	11.7	10.5	11.1
Matabeleland North	5.0	5.5	5.3
Matabeleland South	4.4	5.1	4.8
Midlands	11.1	11.2	11.2
Masvingo	9.5	10.7	10.1
Harare	24.4	21.9	23.1
Bulawayo	5.2	5.5	5.4
Area			
Urban	36.5	34.9	35.6
Rural	63.5	65.1	64.4
Total Percent	100	100	100
Total Number	3 695 595	4 405 920	8 101 515

Table 3.1(b): Percent Distribution of Working-Age Population by Province, Rural/Urban and Sex, Zimbabwe 2019 LFCLS

Province	Male	Female	Percent	Total Number
Manicaland	43.8	56.2	100	945 516
Mashonaland Central	47.8	52.2	100	653 053
Mashonaland East	43.7	56.3	100	764 689
Mashonaland West	48.2	51.8	100	895 595
Matabeleland North	43.2	56.8	100	426 797
Matabeleland South	42.2	57.8	100	385 244
Midlands	45.3	54.7	100	906 116
Masvingo	42.7	57.3	100	820 873
Harare	48.3	51.7	100	1 868 578
Bulawayo	44.3	55.7	100	435 054
Area				
Urban	46.7	53.3	100	2 883 149
Rural	45.0	55.0	100	5 218 366
Total	45.6	54.4	100	8 101 515

Figure 3.1 shows the distribution of the working-age population by urban/rural category. Sixty-four percent of the working age population were in the rural areas compared to 36 percent in urban areas.

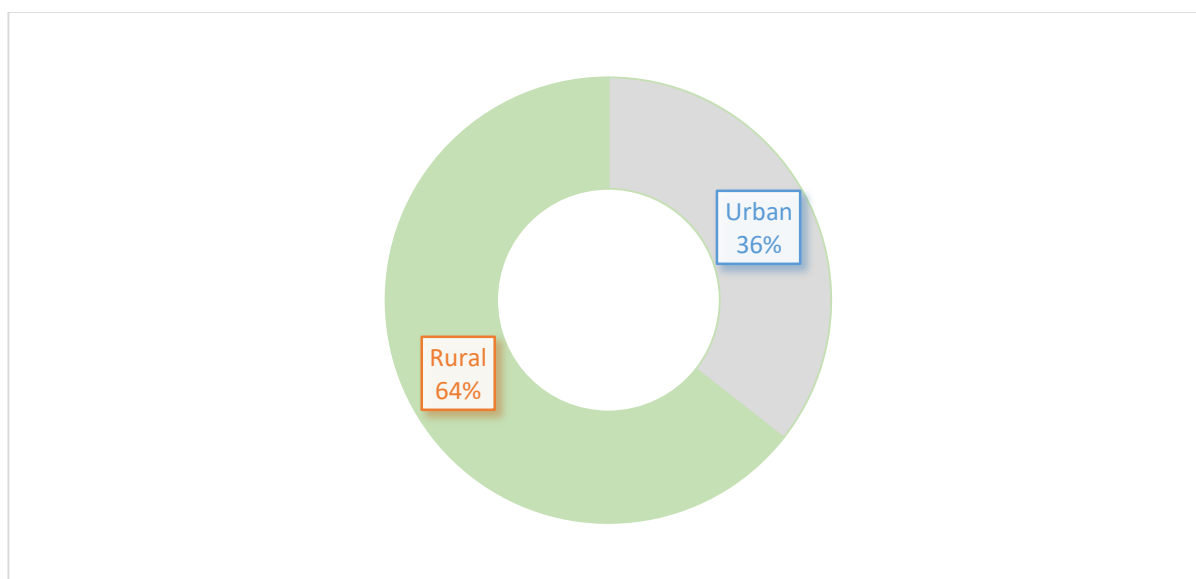


Figure 3.1: Percent Distribution of the Working-Age Population by Area, Zimbabwe 2019 LFCLS

3.4 Working-age population by Age Group

Table 3.1c presents the distribution of the working-age population by age group and sex. There was an inverse relationship between the working-age population and age, that is, as age increases, the working-age population decreases.

Table 3.1(c): Distribution of Working-Age Population by Age Group and within Sex, Zimbabwe 2019 LFCLS

Age group	Male	Percent	Female	Percent	Total	Percent
15 - 19	798 186	21.6	760 156	17.3	1 558 342	19.2
20 - 24	505 807	13.7	530 125	12.0	1 035 932	12.8
25 - 29	391 664	10.6	484 666	11.0	876 330	10.8
30 - 34	363 392	9.8	472 781	10.7	836 174	10.3
35 - 39	365 938	9.9	478 075	10.9	844 012	10.4
40 - 44	322 745	8.7	348 608	7.9	671 353	8.3
45 - 49	250 320	6.8	269 558	6.1	519 878	6.4
50 - 54	147 959	4.0	192 032	4.4	339 991	4.2
55 - 59	123 128	3.3	194 369	4.4	317 498	3.9
60 - 64	108 649	2.9	189 420	4.3	298 069	3.7
65 - 69	102 143	2.8	168 025	3.8	270 168	3.3
70 - 74	78 308	2.1	113 462	2.6	191 770	2.4
75 - 79	62 104	1.7	82 479	1.9	144 583	1.8
80 - 84	40 607	1.1	47 821	1.1	88 429	1.1
85 - 89	21 595	0.6	43 387	1.0	64 981	0.8
90 - 94	8 256	0.2	16 338	0.4	24 594	0.3
95 +	4 793	0.1	14 619	0.3	19 412	0.2
Total	3 695 595	100	4 405 920	100	8 101 515	100

3.5 Economically Active Population

The economically active population or the population in the labour force is defined as the sum of the employed and unemployed persons.

The distribution of the economically active population is presented in *Tables 3.2a* and *b*. Zimbabwe had around 3.5 million people in the labour force of whom about 50 percent were living in urban areas. Harare had the highest proportion of the population in the labour force (33%) followed by Mashonaland West and Manicaland with 11 and 10 percent, respectively. Matabeleland North and Matabeleland South had the least proportions with around 3 percent apiece.

Table 3.2(a): Distribution of Persons in the Labour Force by Province, Area and within Sex, Zimbabwe 2019 LFCLS

Province	Male	Percent	Female	Percent	Total	Percent
Manicaland	198 298	10.2	159 579	10.5	357 876	10.3
Mashonaland Central	144 410	7.4	114 762	7.6	259 172	7.5
Mashonaland East	141 832	7.3	102 431	6.8	244 263	7.1
Mashonaland West	233 134	12.0	167 176	11.0	400 311	11.6
Matabeleland North	65 572	3.4	43 309	2.9	108 881	3.1
Matabeleland South	60 142	3.1	50 483	3.3	110 624	3.2
Midlands	190 934	9.8	145 138	9.6	336 072	9.7
Masvingo	140 204	7.2	115 656	7.6	255 860	7.4
Harare	647 500	33.3	492 874	32.5	1 140 374	32.9
Bulawayo	124 009	6.4	126 070	8.3	250 079	7.2
Area						
Urban	955 448	49.1	784 653	51.7	1 740 101	50.2
Rural	990 586	50.9	732 825	48.3	1 723 411	49.8
Total	1 946 035	100	1 517 478	100	3 463 512	100

Table 3.2b shows that at the national level 56 percent of the population in the labour force were males. The table also shows that males generally dominated the labour force by area as well as in the provinces with Matabeleland North exhibiting the greatest disparity (60% male and 40% females).

**Table 3.2(b): Distribution of Persons in the Labour Force by Province, Area and Sex, Zimbabwe
2019 LFCLS**

Province	Male	Female	Total	
			Percent	Number
Manicaland	55.4	44.6	100	357 876
Mashonaland Central	55.7	44.3	100	259 172
Mashonaland East	58.1	41.9	100	244 263
Mashonaland West	58.2	41.8	100	400 311
Matabeleland North	60.2	39.8	100	108 881
Matabeleland South	54.4	45.6	100	110 624
Midlands	56.8	43.2	100	336 072
Masvingo	54.8	45.2	100	255 860
Harare	56.8	43.2	100	1 140 374
Bulawayo	49.6	50.4	100	250 079
Area				
Urban	54.9	45.1	100	1 740 101
Rural	57.5	42.5	100	1 723 411
Total	56.2	43.8	100	3 463 512

3.5.1 Economically Active Population by Age Group

Table 3.5a depicts that most of the Economically Active population were within age groups 25-29, 30-34 and 35-39 years with a record high of about 15 percent in the age group 30-34 years. Economically Active population decreased with an increase in age group from 40 years and above. The age groups with the lowest Economically Active Population were 60-64 and 65 years and above that recorded about 3 percent each.

Table 3.5(a): Economically Active Population by Age Group and within Sex, Zimbabwe 2019 LFCLS

Age Group	Male		Female		Total	
	Number	Percent	Number	Percent	Number	Percent
15 - 19	177 246	9.1	112 565	7.4	289 811	8.4
20 - 24	292 968	15.1	188 783	12.4	481 751	13.9
25 - 29	275 921	14.2	218 903	14.4	494 824	14.3
30 - 34	271 325	13.9	231 942	15.3	503 266	14.5
35 - 39	253 485	13.0	246 194	16.2	499 679	14.4
40 - 44	220 205	11.3	165 289	10.9	385 494	11.1
45 - 49	173 286	8.9	124 093	8.2	297 378	8.6
50 - 54	105 896	5.4	82 268	5.4	188 164	5.4
55 - 59	67 590	3.5	61 284	4.0	128 875	3.7
60 - 64	46 909	2.4	41 961	2.8	88 869	2.6
65 +	61 206	3.1	44 195	2.9	105 401	3.0
Total	1 946 035	100.0	1 517 478	100	3 463 512	100

Within all age groups males were more economically active than females as depicted by Figure 3.5.

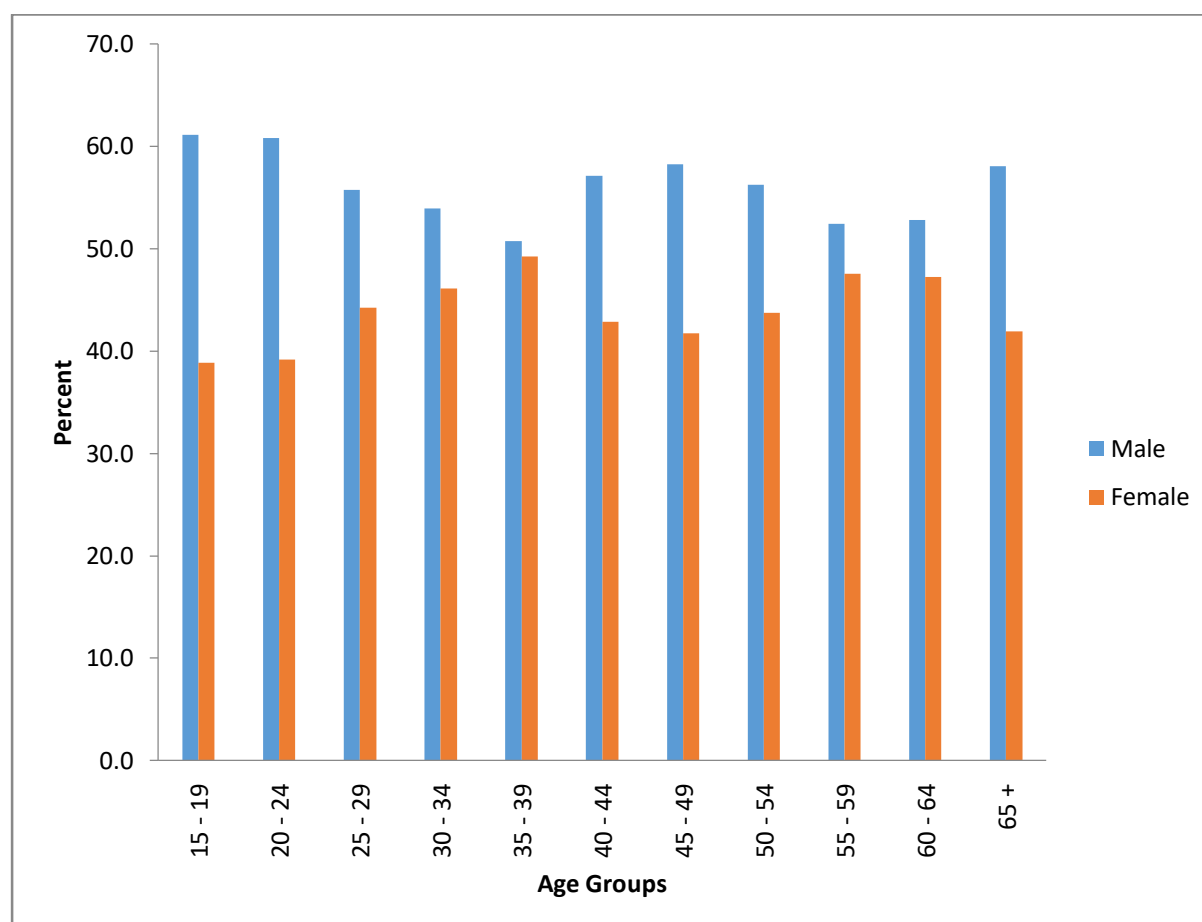


Figure 3.5: Distribution of Economically Active Population by Age Group and Sex, Zimbabwe 2019 LFCLS

3.6 Current Labour Force Participation Rates

The Labour Force Participation Rate (LFPR) is the proportion of the working age population (15 years and above) that is either working or actively looking for work. This rate is an important labour market measure because it represents the relative amount of labour resources available for the production of goods or services. It is also important because it gives an indication of the potential for economic growth. The Labour Force Participation Rate can also be referred to as the Economic Activity Rate.

The overall Labour Force Participation rate for 2019 was about 43 percent as shown in *Table 3.6a*. LFPR for males was about 53 percent while the rate for females was about 34 percent. The LFPR for both sexes ranged from around 47 to 60 percent in age groups between 20 and 54 years.

Table 3.6a: Labour Force Participation Rate by Age Group and Sex, Zimbabwe 2019 LFCLS

Age Group	Male			Female			Total		
	Population	Labour Force	LFPR	Population	Labour Force	LFPR	Population	Labour Force	LFPR
15 - 19	798 186	177 246	22.2	760 156	112 565	14.8	1 558 342	289 811	18.6
20 - 24	505 807	292 968	57.9	530 125	188 783	35.6	1 035 932	481 751	46.5
25 - 29	391 664	275 921	70.4	484 666	218 903	45.2	876 330	494 824	56.5
30 - 34	363 392	271 325	74.7	472 781	231 942	49.1	836 174	503 266	60.2
35 - 39	365 938	253 485	69.3	478 075	246 194	51.5	844 012	499 679	59.2
40 - 44	322 745	220 205	68.2	348 608	165 289	47.4	671 353	385 494	57.4
45 - 49	250 320	173 286	69.2	269 558	124 093	46.0	519 878	297 378	57.2
50 - 54	147 959	105 896	71.6	192 032	82 268	42.8	339 991	188 164	55.3
55 - 59	123 128	67 590	54.9	194 369	61 284	31.5	317 498	128 875	40.6
60 - 64	108 649	46 909	43.2	189 420	41 961	22.2	298 069	88 869	29.8
65 +	317 806	61 206	19.3	486 131	44 195	9.1	803 937	105 401	13.1
Total Labour Force	3 695 595	1 946 035	52.7	4 405 920	1 517 478	34.4	8 101 515	3 463 512	42.8

Figure 3.6 shows that in all age groups, the LFPR for males was higher compared to females.

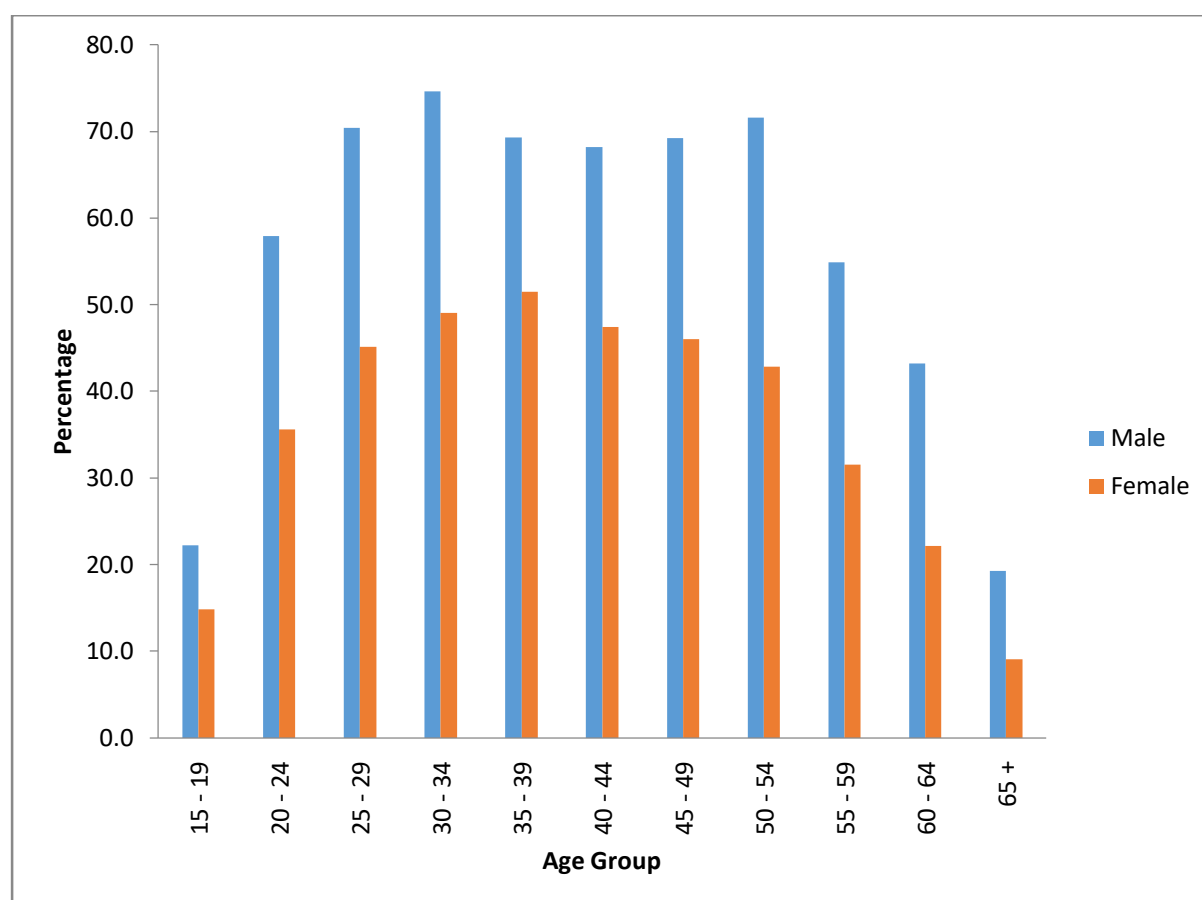


Figure 3.6: Labour Force Participation Rates by Age Group and Sex, Zimbabwe 2019 LFCLS

3.6.1 Labour Force Participation Rate by Age Group and Area

Table 3.6b shows rural and urban Labour Force Participation Rate by age group. The LFPR is higher in urban areas than in rural areas. The urban areas had LFPR of about 60 percent while rural areas had 33 percent. Across all age groups the LFPR for males was higher than females in both urban and rural areas. The LFPR for urban areas ranged from about 58 to 80 percent for the ages between 20 and 59 years while in rural areas it ranged from about 31 to 49 percent for the same.

Table 3.6b: Labour Force Participation Rate by Age Group, Area and Sex, Zimbabwe 2019 LFCLS

Age Group	Male			Female			Total		
	Population	Labour Force	LFPR	Population	Labour Force	LFPR	Population	Labour Force	LFPR
Rural									
15 - 19	542 908	104 837	19.3	497 982	58 058	11.7	1 040 890	162 895	15.6
20 - 24	318 359	163 849	51.5	321 671	90 195	28.0	640 030	254 045	39.7
25 - 29	233 786	139 586	59.7	286 649	100 437	35.0	520 435	240 023	46.1
30 - 34	208 985	131 975	63.2	276 856	103 451	37.4	485 841	235 427	48.5
35 - 39	226 153	126 252	55.8	303 872	123 376	40.6	530 025	249 629	47.1
40 - 44	192 656	105 373	54.7	224 797	80 174	35.7	417 453	185 547	44.4
45 - 49	149 530	82 514	55.2	165 974	56 729	34.2	315 504	139 244	44.1
50 - 54	80 308	46 484	57.9	124 947	40 173	32.2	205 255	86 657	42.2
55 - 59	79 903	34 138	42.7	141 321	33 263	23.5	221 225	67 402	30.5
60 - 64	70 817	23 190	32.7	141 056	23 596	16.7	211 873	46 786	22.1
65 +	244 646	32 388	13.2	385 191	23 370	6.1	629 837	55 757	8.9
Total Labour Force	2 348 049	990 586	42.2	2 870 317	732 825	25.5	5 218 366	1 723 411	33.0
Urban									
15 - 19	255 278	72 408	28.4	262 174	54 507	20.8	517 452	126 916	24.5
20 - 24	187 449	129 118	68.9	208 454	98 588	47.3	395 903	227 706	57.5
25 - 29	157 878	136 335	86.4	198 017	118 466	59.8	355 895	254 801	71.6
30 - 34	154 407	139 349	90.2	195 925	128 490	65.6	350 332	267 839	76.5
35 - 39	139 785	127 232	91.0	174 202	122 818	70.5	313 988	250 050	79.6
40 - 44	130 090	114 832	88.3	123 811	85 115	68.7	253 900	199 947	78.8
45 - 49	100 790	90 771	90.1	103 584	67 364	65.0	204 374	158 135	77.4
50 - 54	67 652	59 412	87.8	67 085	42 095	62.7	134 736	101 507	75.3
55 - 59	43 225	33 452	77.4	53 048	28 021	52.8	96 273	61 473	63.9
60 - 64	37 833	23 719	62.7	48 364	18 364	38.0	86 196	42 083	48.8
65 +	73 160	28 818	39.4	100 940	20 826	20.6	174 100	49 644	28.5
Total Labour Force	1 347 546	955 448	70.9	1 535 603	784 653	51.1	2 883 149	1 740 101	60.4
Zimbabwe	3 695 595	1 946 035	52.7	4 405 920	1 517 478	34.4	8 101 515	3 463 512	42.8

3.6.2 Provincial Labour Force Participation Rates

Table 3.6c shows the LFPR by province and sex with Harare and Bulawayo having the highest LFPRs of about 60 and 58 percent, respectively. Matabeleland North had the lowest LFPR of around 26 percent followed by Matabeleland South with about 29 percent. Across all provinces males had higher LFPR when compared to females.

Table 3.6c: Labour Force Participation Rate by Province and Sex, Zimbabwe 2019 LFCLS

Province	Male			Female			Total Labour Force		
	Population	Labour Force	LFPR	Population	Labour Force	LFPR	Population	Labour Force	LFPR
Manicaland	414 274	198 298	47.9	531 242	159 579	30.0	945 516	357 876	37.8
Mashonaland Central	312 055	144 410	46.3	340 998	114 762	33.7	653 053	259 172	39.7
Mashonaland East	334 499	141 832	42.4	430 190	102 431	23.8	764 689	244 263	31.9
Mashonaland West	431 597	233 134	54.0	463 997	167 176	36.0	895 595	400 311	44.7
Matabeleland North	184 554	65 572	35.5	242 243	43 309	17.9	426 797	108 881	25.5
Matabeleland South	162 418	60 142	37.0	222 827	50 483	22.7	385 244	110 624	28.7
Midlands	410 613	190 934	46.5	495 502	145 138	29.3	906 116	336 072	37.1
Masvingo	350 593	140 204	40.0	470 280	115 656	24.6	820 873	255 860	31.2
Harare	902 068	647 500	71.8	966 510	492 874	51.0	1 868 578	1 140 374	61.0
Bulawayo	192 925	124 009	64.3	242 130	126 070	52.1	435 054	250 079	57.5
Total Labour Force	3 695 595	1 946 035	52.7	4 405 920	1 517 478	34.4	8 101 515	3 463 512	42.8

3.7 Persons Outside the Labour Force

Persons outside the Labour Force include those in potential labour force (either seeking for work but not available or available but not seeking) and the other category which comprised those who were neither seeking nor available implying that they had no attachment to the labour market.

Of the 4.6 million people who were outside the labour force about 49 percent constituted the potential labour force and 51 percent constituted the other category who were neither seeking nor available.

Figure 3.7 shows the distribution of the other category who were neither seeking nor available for work. Of the 2.3 million, 38 percent were engaged in studies or training, about 41 percent were engaged in household or family responsibility, 11 percent were in farming or fishing for own use consumption, 7 percent were retired or pensioners while about 2 percent were engaged in other activities not related to the labour market.

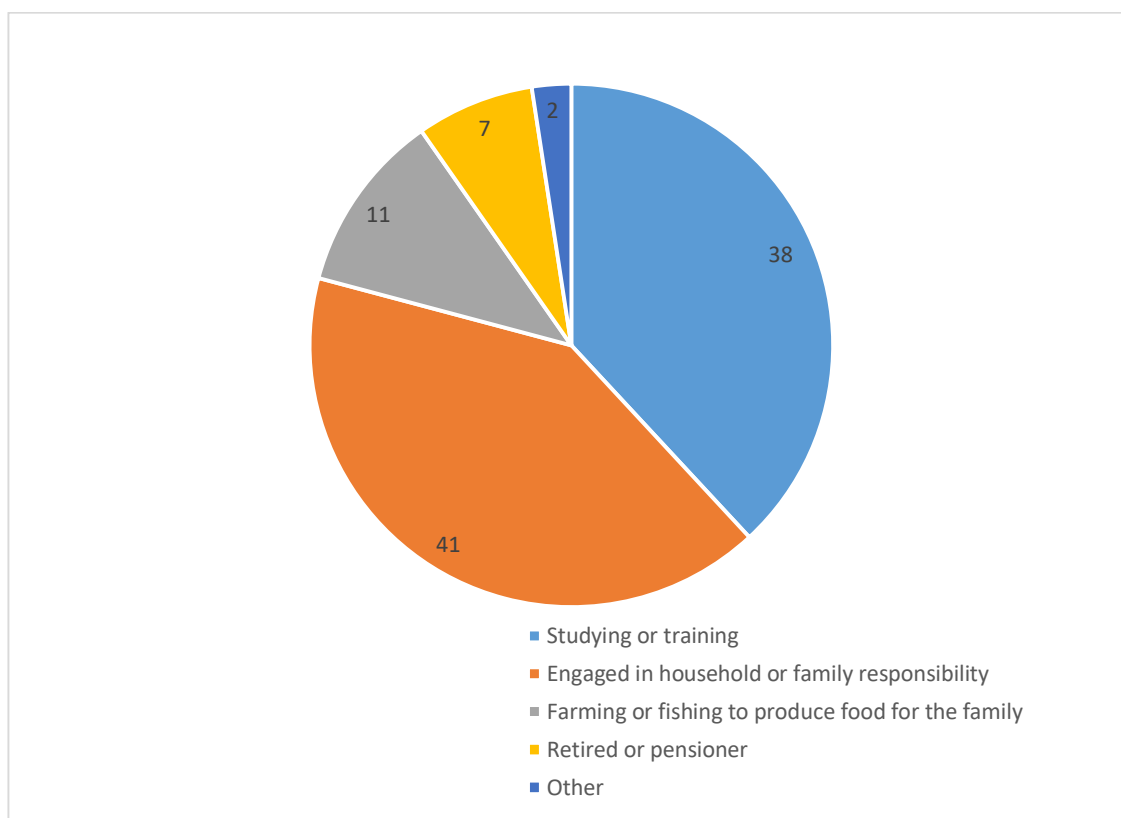


Figure 3.7: Persons Outside the Labour Force by Category, Zimbabwe 2019 LFCLS

3.8 Conclusion

The 2019 LFCLS highlighted that around 8.1 million persons were in the Working Age Population (15 years and above) constituting about 57 percent of the country's total population. Among the working age population, about 46 percent were males. A higher proportion of the working age population (64.4%) were in rural areas while about 36 percent were in urban areas. There were more people (19.2%) within the 15-19 years age group among the working age population.

Around 3.5 million people (43%) of the Working Age Population were in the Labour Force while 57% were outside Labour Force. The proportion of people who were employed was at about 84 percent while unemployment was around 16 percent. The overall Labour Force Participation Rate (LFPR) was about 43% percent (males 52.7%, females 34.4%). The highest LFPR of about 60 percent was among the population within the age groups 30-34 and 35-39 years. Around 57 percent of the working age population were outside labour force of whom 49 percent were in potential labour force and 51 percent in the other category. Discouraged job seekers were about 51 percent of the potential labour force.

Chapter 4: Employment

4.1 Introduction

The 2019 LFCLS used the new standards of measuring statistics on employment. The change in standards implies that persons who worked for own final consumption were not included among the employed.

Persons in employment were defined as all those of working age (15 years and above) who, during the 7 days preceding the interview, were engaged in any economic activity to produce goods or provide services for pay or profit only. They comprise, employed persons “at work”, that is, who worked in a job for at least one hour during the reference period and employed persons “not at work” due to temporary absence from a job during the reference period for reasons such as illness, maternity leave, parental leave, training, bad weather etc. but continue to be attached to that job.

Employed persons are defined in terms of two main status in employment categories which are paid employment and self-employment. Paid employees are those who hold explicit (written or oral) or implicit employment contracts which give them a basic remuneration not directly dependent upon the revenue of the unit for which they work. Self-employed persons are those whose remuneration depends directly on the profits (or the potential for profits) derived from goods or services produced; the incumbents make the operational decisions affecting the enterprise or delegates such decision while retaining responsibility for the welfare of the enterprise.

The 2019 LFCLS estimated the total number of currently employed persons at 2.9 million. The survey collected information on the main job and multiple job holding. If a person had more than one job, the main job was the one for which the individual usually spent most of his/her working time (or was expected to do so under his/her contract). This chapter focuses on the characteristics of the employed persons in their main job.

4.2 Employment to Population Ratio (EPR)

The Employment to Population Ratio (EPR) refers to the proportion of a country’s working – age population that is employed. A high ratio means that a large proportion of a country’s population is employed while a low ratio means that a large share of the population is not directly involved in market-related activities, by virtue of either being unemployed or being outside the labour force.

The EPR provides information on the ability of an economy to create employment. It can also be used as a basis for labour market comparisons within a country or across countries. It must be noted, however, that a high EPR is not necessarily a positive result as it may signal, for example, limited education options for young people forcing them to enter into employment rather than developing their human capacity.

Table 4.1 shows the EPR for Zimbabwe by province and sex. The national EPR was around 36 percent. The female EPR was 29 percent compared to 44 percent for males.

Harare had the highest EPR (55%) followed by Bulawayo (46%) while Matabeleland North had the lowest at 18 percent. The EPR for males was higher than that of females in all provinces.

Table 4.1: Employment to Population Ratio by Sex and Province, Zimbabwe 2019 LFCLS

Province	Male			Female			Total		
	Working Age Population	Employed Population	EPR	Working Age Population	Employed Population	EPR	Working Age Population	Employed Population	EPR
Manicaland	414 274	163 626	39.5	531 242	139 213	26.2	945 516	302 839	32.0
Mashonaland Central	312 055	120 364	38.6	340 998	96 441	28.3	653 053	216 805	33.2
Mashonaland East	334 499	110 616	33.1	430 190	84 672	19.7	764 689	195 289	25.5
Mashonaland West	431 597	196 785	45.6	463 997	127 442	27.5	895 595	324 227	36.2
Matabeleland North	184 554	43 994	23.8	242 243	32 183	13.3	426 797	76 177	17.8
Matabeleland South	162 418	46 762	28.8	222 827	40 837	18.3	385 244	87 599	22.7
Midlands	410 613	145 111	35.3	495 502	103 679	20.9	906 116	248 790	27.5
Masvingo	350 593	115 793	33.0	470 280	91 880	19.5	820 873	207 673	25.3
Harare	902 068	597 461	66.2	966 510	438 208	45.3	1 868 578	1 035 669	55.4
Bulawayo	192 925	100 489	52.1	242 130	101 507	41.9	435 054	201 997	46.4
Total	3 695 595	1 641 001	44.4	4 405 920	1 256 063	28.5	8 101 515	2 897 064	35.8

4.3 Employment to Population Ratio by Age Group, Area and Sex

Table 4.2 shows the EPR by age group, sex and area. The national EPR was lower for the age groups 15-19 years as well as 65 years and above. It was higher in the broad age group 30-54 years.

The EPR in urban areas was 53 percent shared among males and females (63% and 43%, respectively). For rural areas the EPR was 27 percent (34% male and 21% female). EPR for males was higher than that for females in all age groups and across the rural and urban classification.

Table 4.2: Employment to Population Ratio (EPR) by Age Group, Area and Sex, Zimbabwe 2019 LFCLS

Age Group	Male			Female			Total		
	Population	Employed	EPR	Population	Employed	EPR	Population	Employed	EPR
Urban									
15 - 19	255 278	58 068	22.7	262 174	40 674	15.5	517 452	98 742	19.1
20 - 24	187 449	100 876	53.8	208 454	69 053	33.1	395 903	169 929	42.9
25 - 29	157 878	117 946	74.7	198 017	92 770	46.8	355 895	210 716	59.2
30 - 34	154 407	127 902	82.8	195 925	111 902	57.1	350 332	239 804	68.5
35 - 39	139 785	119 111	85.2	174 202	110 842	63.6	313 988	229 952	73.2
40 - 44	130 090	108 487	83.4	123 811	74 527	60.2	253 900	183 014	72.1
45 - 49	100 790	84 073	83.4	103 584	64 110	61.9	204 374	148 183	72.5
50 - 54	67 652	54 888	81.1	67 085	38 922	58.0	134 736	93 810	69.6
55 - 59	43 225	31 495	72.9	53 048	25 179	47.5	96 273	56 673	58.9
60 - 64	37 833	22 813	60.3	48 364	16 760	34.7	86 196	39 573	45.9
65 +	73 160	26 720	36.5	100 940	19 170	19.0	174 100	45 890	26.4
Total	1 347 546	852 377	63.3	1 535 603	663 909	43.2	2 883 149	1 516 286	52.6
Rural									
15 - 19	542 908	76 755	14.1	497 982	41 749	8.38	1 040 890	118 504	11.4
20 - 24	318 359	118 796	37.3	321 671	58 491	18.2	640 030	177 287	27.7
25 - 29	233 786	107 050	45.8	286 649	81 586	28.5	520 435	188 636	36.2
30 - 34	208 985	105 037	50.3	276 856	83 991	30.3	485 841	189 028	38.9
35 - 39	226 153	103 721	45.9	303 872	103 010	33.9	530 025	206 731	39.0
40 - 44	192 656	83 974	43.6	224 797	68 868	30.6	417 453	152 842	36.6
45 - 49	149 530	71 468	47.8	165 974	49 358	29.7	315 504	120 826	38.3
50 - 54	80 308	39 787	49.5	124 947	33 107	26.5	205 255	72 894	35.5
55 - 59	79 903	30 751	38.5	141 321	29 850	21.1	221 225	60 601	27.4
60 - 64	70 817	21 180	29.9	141 056	21 069	14.9	211 873	42 249	19.9
65 +	244 646	30 105	12.3	385 191	21 076	5.47	629 837	51 181	8.1
Total	2 348 049	788 623	33.6	2 870 317	592 154	20.6	5 218 366	1 380 777	26.5
Zimbabwe									
15 - 19	798 186	134 823	16.9	760 156	82 423	10.8	1 558 342	217 246	13.9
20 - 24	505 807	219 672	43.4	530 125	127 544	24.1	1 035 932	347 216	33.5
25 - 29	391 664	224 996	57.4	484 666	174 356	36.0	876 330	399 352	45.6
30 - 34	363 392	232 939	64.1	472 781	195 893	41.4	836 174	428 832	51.3
35 - 39	365 938	222 832	60.9	478 075	213 852	44.7	844 012	436 684	51.7
40 - 44	322 745	192 461	59.6	348 608	143 395	41.1	671 353	335 855	50.0
45 - 49	250 320	155 541	62.1	269 558	113 468	42.1	519 878	269 008	51.7
50 - 54	147 959	94 675	64.0	192 032	72 029	37.5	339 991	166 704	49.0
55 - 59	123 128	62 245	50.6	194 369	55 029	28.3	317 498	117 274	36.9
60 - 64	108 649	43 993	40.5	189 420	37 829	20.0	298 069	81 822	27.5
65 +	317 806	56 825	17.9	486 131	40 245	8.3	803 937	97 070	12.1
Total	3 695 595	1 641 001	44.4	4 405 920	1 256 063	28.5	8 101 515	2 897 064	35.8

4.4 Employment by Province

Figure 4.1 shows the distribution of employed persons by province and sex. Of the employed population of Zimbabwe, about 57 percent were male while around 48 percent were female. The same distribution was maintained in rural areas while in urban areas the proportion of employed females was about 44 percent and 56 percent for males.

The proportion of employed males was greater than that of females in all provinces except for Bulawayo where the proportions were almost evenly distributed. Mashonaland West had the highest disparity of the employed proportions at 61 percent male and 39 percent female.

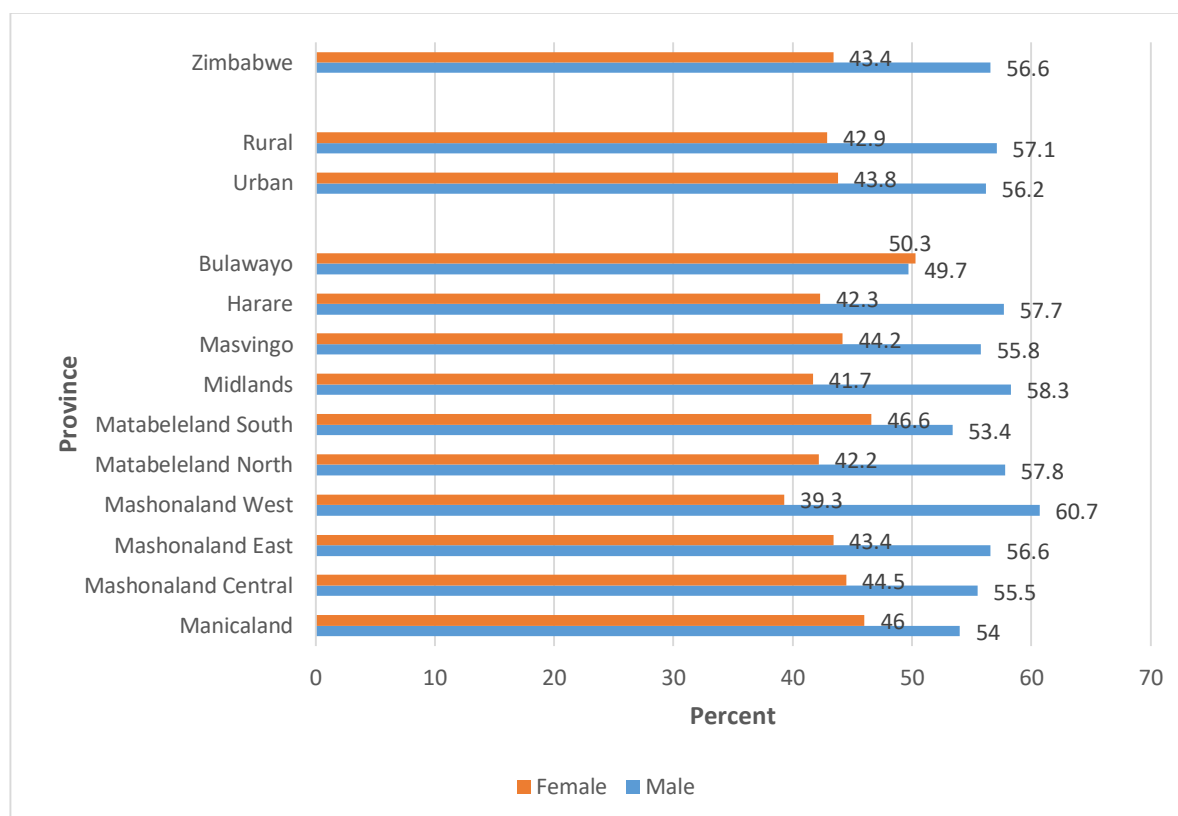


Figure 4.1: Percent Distribution of the Employed Persons Age 15 Years and Above by Province and Sex, Zimbabwe 2019 LFCLS

Table 4.3 shows that the highest proportion of employed persons were from Harare (38.1%) followed by Mashonaland West with around 11 percent. Matabeleland North and Matabeleland South Provinces had the least proportions of around three percent each.

Table 4.3: Percent Distribution of Currently Employed Persons 15 Years and Above by Province, within Sex and Area, Zimbabwe 2019 LFCLS

Province	Male	Female	Total
Manicaland	9.5	10.7	10.1
Mashonaland Central	6.9	7.3	7.1
Mashonaland East	6.5	6.6	6.6
Mashonaland West	11.4	9.7	10.7
Matabeleland North	2.6	2.4	2.5
Matabeleland South	2.7	3.2	2.9
Midlands	8.7	8.2	8.5
Masvingo	6.7	7.1	6.9
Harare	38.8	37.1	38.1
Bulawayo	5.9	7.8	6.7
Total Percent	100	100	100
Area			
Urban	53.7	54.2	53.9
Rural	46.3	45.8	46.1
Total Percent	100	100	100
Total Number	1 641 001	1 256 063	2 897 064

4.5 Employment by Age Group and Sex

Table 4.4a shows the distribution of the employed population by age group, sex and area. Overall, a higher proportion of the employed persons of about 54 percent was from the urban areas compared to 46 percent for rural. A similar pattern was observed for males and females.

For both sexes, the broad age group 25-54 had more employed persons from urban areas as compared to their rural counterparts while from 55 and above, higher proportions of the employed persons were from rural areas.

For males, higher proportions of employed persons were from rural areas in the young age group of 15-24 as well as for those aged 65 years and above. The 50-54 year age group had the greatest disparity between employed persons in urban (57.3%) and rural areas (42.7%). For females, urban residents dominated their rural counterparts in the younger age groups up to 54 years. The proportions of employed females were higher than those for urban for age groups above 55 years. The highest disparity for females was observed in the 30-34 year age group where around 59 percent of females were employed in urban areas as compared to around 41 percent in rural areas.

Table 4.4(a): Percent Distribution of Currently Employed Persons Age 15 Years and Above by Age Group, Sex and Area, Zimbabwe 2019 LFCLS

Age Group/Sex	Area		Total	
	Urban	Rural	Percent	Number
Male				
15 - 19	44.7	55.3	100	134 823
20 - 24	47.3	52.7	100	219 672
25 - 29	55.3	44.7	100	224 996
30 - 34	58.2	41.8	100	232 939
35 - 39	54.8	45.2	100	222 832
40 - 44	57.6	42.4	100	192 461
45 - 49	55.6	44.4	100	155 541
50 - 54	59.2	40.8	100	94 675
55 - 59	51.8	48.2	100	62 245
60 - 64	51.9	48.1	100	43 993
65 +	47.7	52.3	100	56 825
Total	53.7	46.3	100	1 641 001
Female				
15 - 19	50.3	49.7	100	82 423
20 - 24	55.8	44.2	100	127 544
25 - 29	54.5	45.5	100	174 356
30 - 34	58.6	41.4	100	195 893
35 - 39	53.7	46.3	100	213 852
40 - 44	52.9	47.1	100	143 395
45 - 49	58.0	42.0	100	113 468
50 - 54	54.7	45.3	100	72 029
55 - 59	46.8	53.2	100	55 029
60 - 64	46.6	53.4	100	37 829
65 +	47.6	52.4	100	40 245
Total	54.2	45.8	100	1 256 063
Both Sexes				
15 - 19	46.8	53.2	100	217 246
20 - 24	50.4	49.6	100	347 216
25 - 29	55.0	45.0	100	399 352
30 - 34	58.4	41.6	100	428 832
35 - 39	54.3	45.7	100	436 684
40 - 44	55.6	44.4	100	335 855
45 - 49	56.6	43.4	100	269 008
50 - 54	57.3	42.7	100	166 704
55 - 59	49.4	50.6	100	117 274
60 - 64	49.4	50.6	100	81 822
65 +	47.7	52.3	100	97 070
Total	53.9	46.1	100	2 897 064

Table 4.4b shows the distribution of the employed population by age group. High proportions of the employed population were in the broad age group 20-24 years. The 35-39 year age group had generally the highest proportion of the employed population and the proportion of the employed population decreased as age increased after this age group. The pattern is the same for both males and females.

Table 4.4 (b): Percent Distribution of Currently Employed Persons Age 15 Years and Above by Age Group, Sex and within Area, Zimbabwe 2019 LFCLS

Age Group/Sex	Urban	Rural	Total
Male			
15 - 19	6.8	9.8	8.2
20 - 24	11.8	15.3	13.4
25 - 29	14.1	13.2	13.7
30 - 34	15.4	12.8	14.2
35 - 39	13.8	13.3	13.6
40 - 44	12.6	10.7	11.7
45 - 49	9.8	9.1	9.5
50 - 54	6.4	5.1	5.8
55 - 59	3.7	4.0	3.8
60 - 64	2.6	2.8	2.7
65 +	3.1	3.9	3.5
Total	100	100	100
Total Number	881 754	759 246	1 641 001
Female			
15 - 19	6.1	7.1	6.6
20 - 24	10.4	9.8	10.2
25 - 29	14.0	13.8	13.9
30 - 34	16.9	14.1	15.6
35 - 39	16.9	17.2	17.0
40 - 44	11.1	11.7	11.4
45 - 49	9.7	8.3	9.0
50 - 54	5.8	5.7	5.7
55 - 59	3.8	5.1	4.4
60 - 64	2.6	3.5	3.0
65 +	2.8	3.7	3.2
Total	100	100	100
Total Number	681 062	575 001	1 256 063
Both Sexes			
15 - 19	6.5	8.7	7.5
20 - 24	11.2	12.9	12.0
25 - 29	14.1	13.5	13.8
30 - 34	16.0	13.4	14.8
35 - 39	15.2	15.0	15.1
40 - 44	12.0	11.2	11.6
45 - 49	9.7	8.7	9.3
50 - 54	6.1	5.3	5.8
55 - 59	3.7	4.4	4.0
60 - 64	2.6	3.1	2.8
65 +	3.0	3.8	3.4
Total Percent	100	100	100
Total Number	1 562 816	1 334 248	2 897 064

4.6 Status in Employment

The currently employed population was categorised into two major categories; wage or salary workers (also known as employees) and self-employed workers. The self-employed workers were further divided into employers and own-account workers. This indicator can be used to classify employed persons into employees, those who run their own enterprises with or without employees and contributing family workers.

Table 4.5a shows that urban residents had greater proportions of employed persons in all categories of employment as compared to their rural counterparts for both males and females as well as at the national level.

Table 4.5(a): Percent Distribution of Currently Employed Persons Age 15 Years and Above by Status in Employment in Main Job, Sex and Area, Zimbabwe 2019 LFCLS

Status in Employment	Urban	Rural	Total	
			Percent	Number
Male				
Employers	62.1	37.9	100	92 201
Own account workers	51.7	48.3	100	530 325
Employees	54.0	46.0	100	1 014 265
Contributing family worker	63.5	36.5	100	4 209
Total	53.7	46.3	100	1 641 001
Female				
Employers	58.3	41.7	100	39 620
Own account workers	54.1	45.9	100	487 207
Employees	54.1	45.9	100	721 558
Contributing family worker	52.8	47.2	100	7 678
Total	54.2	45.8	100	1 256 063
Both Sexes				
Employers	60.9	39.1	100	131 822
Own account workers	52.8	47.2	100	1 017 532
Employees	54.0	46.0	100	1 735 822
Contributing family worker	56.6	43.4	100	11 887
Total	53.9	46.1	100	2 897 064

Table 4.5b shows that of all the employed persons, about 60 percent were working as employees to other persons or organisations while the least category was the contributing family worker with less than one percent.

Table 4.5(b): Percent Distribution of Currently Employed Persons 15 Years and Above by Status in Employment in Main Job, Sex and within Area, Zimbabwe 2019 LFCLS

Employment Status	Urban	Rural	Total
Male			
Employers	6.5	4.6	5.6
Own account workers	31.1	33.7	32.3
Employees	62.1	61.4	61.8
Contributing family worker	0.3	0.2	0.3
Total Percent	100	100	100
Total Number	881 754	759 246	1 641 001
Female			
Employers	3.4	2.9	3.2
Own account workers	38.7	38.9	38.8
Employees	57.3	57.6	57.4
Contributing family worker	0.6	0.6	0.6
Total Percent	100	100	100
Total Number	681 062	575 001	1 256 063
Both Sexes			
Employers	5.1	3.9	4.6
Own account workers	34.4	36.0	35.1
Employees	60.0	59.8	59.9
Contributing family worker	0.4	0.4	0.4
Total Percent	100	100	100
Total Number	1 562 816	1 334 248	2 897 064

4.7 Industrial Sector

Tables 4.6a and b present the distribution of the employed population by industrial sector. Thirty-six percent of the employed population were in the Agriculture, forestry and fishing sector of whom 58 percent were male and 42 percent were females. This was followed by those employed in the retail trade sector at 17 percent, where female constituted 63 percent while males 37 percent.

Women dominated men in only 5 out of the 23 sectors namely, retail trade, accommodation and food service activities, human health and social work, education and private domestic work. In the construction, electricity, gas, steam and air conditioning supply activities and transportation and storage sectors, 9 in 10 of the employed persons were males.

Table 4.6(a): Percent Distribution of Currently Employed Persons 15 Years and Above by Industry and within Sex, Zimbabwe 2019 LFCLS

Industry	Male	Female	Total
Agriculture, forestry and fishing	37.1	34.4	36.0
Mining and quarrying	10.6	2.7	7.2
Manufacturing	9.4	5.1	7.5
Electricity, gas, steam and air conditioning supply	0.4	0.0	0.3
Water supply; sewerage, waste management and remediation	0.6	0.3	0.5
Construction	5.8	0.7	3.6
Wholesale trade	0.4	0.3	0.3
Retail trade; sale and repair of motor vehicles and motor cycles	11.1	24.7	17.0
Transportation and storage	4.7	0.6	2.9
Accommodation and food service activities	0.9	2.0	1.4
Information and communication	0.6	0.3	0.4
Financial activities	0.4	0.4	0.4
Insurance activities	0.2	0.2	0.2
Real estate activities	0.1	0.0	0.1
Professional, scientific and technical activities	0.7	0.7	0.7
Administrative and support service activities	2.4	0.9	1.7
Public administration and defence; compulsory social security	2.6	2.2	2.4
Education	4.7	9.5	6.8
Human health and social work activities	1.3	2.8	2.0
Arts, entertainment and recreation	0.5	0.1	0.4
Other service activities	2.5	2.5	2.5
Activities of households as employers of domestic personnel	2.8	9.5	5.7
Activities of extraterritorial organizations and bodies	0.1	0.1	0.1
Total Percent	100	100	100
Total Number	1 641 001	1 256 063	2 897 064

Table 4.6(b): Percent Distribution of Currently Employed Persons 15 Years and Above by Industry and Sex, Zimbabwe 2019 LFCLS

Industry	Male	Female	Total	
			Percent	Number
Agriculture, forestry and fishing	58.5	41.5	100	1 041 507
Mining and quarrying	83.5	16.5	100	208 979
Manufacturing	70.5	29.5	100	217 977
Electricity, gas, steam and air conditioning supply	92.4	7.6	100	7 520
Water supply; sewerage, waste management and remediation	76.4	23.6	100	13 868
Construction	91.0	9.0	100	104 145
Wholesale trade	68.2	31.8	100	9 942
Retail trade; sale and repair of motor vehicles and motor cycles	36.9	63.1	100	491 347
Transportation and storage	91.7	8.3	100	84 885
Accommodation and food service activities	38.5	61.5	100	40 154
Information and communication	73.7	26.3	100	12 680
Financial activities	60.1	39.9	100	11 249
Insurance activities	52.1	47.9	100	6 496
Real estate activities	71.4	28.6	100	1 807
Professional, scientific and technical activities	57.0	43.0	100	20 103
Administrative and support service activities	77.2	22.8	100	50 681
Public administration and defence; compulsory social security	60.6	39.4	100	69 633
Education	39.1	60.9	100	195 721
Human health and social work activities	37.8	62.2	100	57 475
Arts, entertainment and recreation	84.4	15.6	100	10 347
Other service activities	56.8	43.2	100	73 144
Activities of households as employers of domestic personnel	28.1	71.9	100	165 632
Activities of extraterritorial organizations and bodies	63.9	36.1	100	1 772
Total	56.6	43.4	100	2 897 064

4.8 Occupation

The International Standard Classification of Occupations 2008 (ISCO-08) was used to classify and aggregate information on main tasks or duties performed in the main job obtained from the survey. An occupation is defined as a “set of jobs whose main tasks and duties are characterised by a high degree of similarity”.

Tables 4.6a and b show the distribution of the employed population by occupation. From Table 4.7a, the highest proportion (29 percent) of the employed persons held elementary occupations such as manufacturing labourers, farm labourers, messengers among others covered under the Major Group 9 of the ISCO-08. This was followed by skilled agricultural, forestry, and fishery workers with about 20 percent.

Table 4.7 (a): Percent Distribution of Currently Employed Persons 15 Years and Above by Occupation and within Sex, Zimbabwe 2019 LFCLS

Occupation	Male	Female	Total
Armed forces occupations	0.3	0.0	0.2
Managers	2.2	1.5	1.9
Professionals	6.0	11.0	8.2
Technicians and associate professionals	3.1	2.1	2.7
Clerical support workers	1.2	2.1	1.6
Service and sales workers	12.8	24.1	17.7
Skilled agricultural, forestry and fishery workers	17.8	22.6	19.9
Craft and related trades workers	12.9	5.0	9.5
Plant and machine operators, and assemblers	14.1	2.5	9.1
Elementary occupations	29.6	29.0	29.4
Total Percent	100	100	100
Total Number	1 641 001	1 256 063	2 897 064

From *Table 4.7b*, males dominated females in 6 of the occupation classifications with the craft and related trades together with plant and machine operator occupations, in particular, highlighting that at least 7 in 10 of the employed persons were males. Females had greater proportions than males in the professionals, clerical support workers and service and sales workers.

Table 4.7 (b): Percent Distribution of Currently Employed Persons 15 Years and Above by Occupation and Sex, Zimbabwe 2019 LFCLS

Occupation	Male	Female	Total	
			Percent	Number
Armed forces occupations	92.6	7.4	100	6 075
Managers	66.3	33.7	100	54 839
Professionals	41.6	58.4	100	236 811
Technicians and associate professionals	65.3	34.7	100	77 209
Clerical support workers	42.7	57.3	100	46 615
Service and sales workers	41.0	59.0	100	512 736
Skilled agricultural, forestry and fishery workers	50.7	49.3	100	575 312
Craft and related trades workers	77.0	23.0	100	274 885
Plant and machine operators, and assemblers	88.1	11.9	100	262 286
Elementary occupations	57.1	42.9	100	850 294
Total	56.6	43.4	100	2 897 064

4.9 Institutional Sector

Institutional sector refers to the legal and social organisation and status of the establishment in which the individual works. From *Table 4.8a*, the highest proportion (45%) of the employed persons was under the private-non financial institutional sector followed by the household (15%) and central government (15%) sectors. The institutional sectors with the least proportions were the financial parastatals and cooperatives with just under one percent of the employed population. The rural and urban classification followed a similar pattern. Own account workers were not asked questions on institutional sector hence the table is not showing the exact total for all employed persons.

Table 4.8 (a): Percent Distribution of Currently Employed Persons 15 Years and Above by Institutional Sector, Area and within Sex, Zimbabwe 2019 LFCLS

Institutional sector	Male	Female	Total
Urban			
Central Government	13.4	23.0	17.2
Local Authorities/Government	4.5	7.2	5.6
Parastatal-Financial	1.1	0.2	0.7
Parastatal-Non financial	5.5	3.8	4.9
Households	16.2	26.6	20.3
Private Enterprises -Financial	1.6	1.7	1.6
Private Enterprises-Non Financial	54.0	34.7	46.4
Co-operatives	0.4	0.3	0.4
NGOs	1.0	1.6	1.2
Other	2.3	0.8	1.7
Total Percent	100	100	100
Total Number	493 156	321 571	814 727
Rural			
Central Government	8.6	17.4	11.8
Local Authorities/Government	2.8	8.4	4.8
Parastatal-Financial	0.8	0.2	0.6
Parastatal-Non financial	2.8	1.4	2.3
Households	31.5	30.6	31.2
Private Enterprises -Financial	0.8	1.5	1.1
Private Enterprises-Non Financial	46.9	34.2	42.2
Co-operatives	1.0	0.6	0.8
NGOs	0.7	2.2	1.2
Other	4.2	3.4	3.9
Total Percent	100	100	100
Total Number	385 150	222 276	607 426
Zimbabwe			
Central Government	11.3	20.7	14.9
Local Authorities/Government	3.8	7.7	5.3
Parastatal-Financial	1.0	0.2	0.7
Parastatal-Non financial	4.3	2.8	3.8
Households	22.9	28.3	24.9
Private Enterprises -Financial	1.2	1.6	1.4
Private Enterprises-Non Financial	50.9	34.5	44.6
Co-operatives	0.7	0.4	0.6
NGOs	0.8	1.9	1.2
Other	3.2	1.9	2.7
Total Percent	100	100	100
Total Number	878 306	543 847	1 422 153

Table 4.8b shows that at the national level more female, as compared to male, were employed by both the central and local governments as well as by NGOs. More females than males were also employed in the household sector in urban areas and in the private – financial sector in rural areas.

Table 4.8 (b): Percent Distribution of Currently Employed Persons 15 Years and Above by Institutional Sector, Sex and Rural/Urban, Zimbabwe 2019 LFCLS

Institutional sector	Male	Female	Total	
			Percent	Number
Urban				
Central Government	47.3	52.7	100	140 013
Local Authorities/Government	49.3	50.7	100	45 451
Parastatal-Financial	89.2	10.8	100	6 019
Parastatal-Non financial	69.0	31.0	100	39 624
Households	48.2	51.8	100	165 324
Private Enterprises -Financial	58.7	41.3	100	13 019
Private Enterprises-Non Financial	70.5	29.5	100	377 999
Co-operatives	64.4	35.6	100	3 122
NGOs	47.4	52.6	100	10 091
Other	81.0	19.0	100	14 064
Total	60.5	39.5	100	814 727
Rural				
Central Government	46.2	53.8	100	71 916
Local Authorities/Government	36.3	63.7	100	29 384
Parastatal-Financial	89.0	11.0	100	3 569
Parastatal-Non financial	77.4	22.6	100	13 873
Households	64.0	36.0	100	189 249
Private Enterprises -Financial	47.3	52.7	100	6 420
Private Enterprises-Non Financial	70.4	29.6	100	256 494
Co-operatives	74.1	25.9	100	5 110
NGOs	34.7	65.3	100	7 552
Other	68.3	31.7	100	23 860
Total	63.4	36.6	100	607 426
Zimbabwe				
Central Government	46.9	53.1	100	211 928
Local Authorities/Government	44.2	55.8	100	74 835
Parastatal-Financial	89.1	10.9	100	9 588
Parastatal-Non financial	71.2	28.8	100	53 498
Households	56.6	43.4	100	354 572
Private Enterprises -Financial	55.0	45.0	100	19 439
Private Enterprises-Non Financial	70.4	29.6	100	634 494
Co-operatives	70.5	29.5	100	8 232
NGOs	42.0	58.0	100	17 643
Other	73.0	27.0	100	37 924
Total	61.8	38.2	100	1 422 153

4.10 Highest Level of Education Attended

The distribution of the employed population by highest level of education attended is presented in *Tables 4.9a* and *b*. At the national level, fifty-four percent of the employed population had lower secondary (Form 1-4) as their highest level of education attended. A quarter of the employed population had primary as their highest level attended while 5 percent attended higher national diploma or Bachelor's level. A similar pattern was observed for either sex.

Table 4.9(a): Percent Distribution of Currently Employed Persons 15 Years and Above by Highest Level of Education Attended, Sex and within Area, Zimbabwe 2019 LFCLS

Highest Level Completed/Sex	Urban	Rural	Total
Male			
Early Childhood Education	0.0	0.1	0.0
Primary	19.1	30.5	24.4
Vocational - National Foundation Certificate	0.4	0.1	0.2
Lower Secondary	56.7	57.5	57.1
Upper Secondary	4.2	2.5	3.4
Vocational - Certificate	2.6	1.1	1.9
Vocational - Apprenticeship / Teachers College	3.2	1.8	2.6
Tertiary - Short Cycle	4.4	1.4	3.0
Tertiary-Higher National Diploma/Bachelors/Bachelor's Honours	6.9	2.6	4.9
Masters/Doctorate Medical Courses	1.8	0.6	1.2
Doctorate	0.1	0.0	0.0
No Education	0.6	1.9	1.2
Total Percent	100	100	100
Total	881 754	759 246	1 641 001
Female			
Early Childhood Education	0.0	0.0	0.0
Primary	19.5	35.0	26.6
Vocational - National Foundation Certificate	0.4	0.3	0.4
Lower Secondary	51.9	49.3	50.7
Upper Secondary	2.5	1.5	2.0
Vocational - Certificate	2.8	1.4	2.1
Vocational - Apprenticeship / Teachers College	5.6	3.7	4.7
Tertiary - Short Cycle	5.6	1.6	3.8
Tertiary-Higher National Diploma/Bachelors/Bachelor's Honours	8.3	3.1	5.9
Masters/Doctorate Medical Courses	1.9	0.5	1.3
Doctorate	0.0	0.0	0.0
No Education	1.5	3.5	2.4
Level not known	0.1	0.0	0.0
Total Percent	100	100	100
Total Number	681 062	575 001	1 256 063

Both Sexes			
Early Childhood Education	0.0	0.0	0.0
Primary	19.3	32.4	25.3
Vocational - National Foundation Certificate	0.4	0.2	0.3
Lower Secondary	54.6	54.0	54.3
Upper Secondary	3.5	2.1	2.8
Vocational - Certificate	2.7	1.2	2.0
Vocational - Apprenticeship / Teachers College	4.2	2.6	3.5
Tertiary - Short Cycle	4.9	1.5	3.3
Tertiary-Higher National Diploma/Bachelors/Bachelor's Honours	7.5	2.8	5.3
Masters/Doctorate Medical Courses	1.8	0.6	1.2
Doctorate	0.0	0.0	0.0
No Education	1.0	2.6	1.7
Level not known	0.0	0.0	0.0
Total Percent	100	100	100
Total Number	1 562 816	1 334 248	2 897 064

From *Table 4.9b*, for those with no education as well as primary school as their highest level attended, the greatest proportion were in rural areas at a national level as well as for either sex. For other educational levels those residing in urban areas had greater proportions.

Table 4.9 (b): Percent Distribution of Currently Employed Persons 15 Years and Above by Highest Level of Education Attended, Sex and Rural/Urban, Zimbabwe 2019 LFCLS

Highest Level Attended/Sex	Urban	Rural	Total Percent	Number
Male				
Early Childhood Education	37.3	62.6	100	759
Primary	42.1	57.9	100	399 991
Vocational - National Foundation Certificate	86.3	13.7	100	4 016
Lower Secondary	53.4	46.6	100	936 257
Upper Secondary	65.8	34.2	100	56 563
Vocational - Certificate	73.5	26.5	100	31 679
Vocational - Apprenticeship / Teachers College	67.7	32.3	100	41 880
Tertiary - Short Cycle	78.7	21.3	100	49 394
Tertiary-Higher National Diploma/Bachelors/Bachelor's Honours	75.6	24.4	100	80 391
Masters/Doctorate Medical Courses	77.9	22.1	100	19 941
Doctorate	100.0	0.0	100	461
No Education	27.5	72.5	100	19 668
Total	53.7	46.3	100	1 641 001

Female				
Early Childhood Education	100.0	0.0	100	298
Primary	39.7	60.3	100	333 564
Vocational - National Foundation Certificate	64.5	35.5	100	4 450
Lower Secondary	55.5	44.5	100	637 353
Upper Secondary	65.8	34.2	100	25 721
Vocational - Certificate	70.2	29.8	100	26 930
Vocational - Apprenticeship / Teachers College	63.8	36.2	100	59 325
Tertiary - Short Cycle	80.1	19.9	100	47 381
Tertiary-Higher National Diploma/Bachelors/Bachelor's Honours	76.2	23.8	100	74 277
Masters/Doctorate Medical Courses	80.7	19.3	100	15 739
Doctorate	0.0	0.0	0	0
No Education	34.2	65.8	100	30 661
Level not known	100.0	0.0	100	363
Total	54.2	45.8	100	1 256 063
Both Sexes				
Early Childhood Education	55.1	44.9	100	1 057
Primary	41.0	59.0	100	733 556
Vocational - National Foundation Certificate	74.8	25.2	100	8 466
Lower Secondary	54.2	45.8	100	1 573 610
Upper Secondary	65.8	34.2	100	82 284
Vocational - Certificate	72.0	28.0	100	58 609
Vocational - Apprenticeship / Teachers College	65.4	34.6	100	101 205
Tertiary - Short Cycle	79.4	20.6	100	96 776
Tertiary-Higher National Diploma/Bachelors/Bachelor's Honours	75.9	24.1	100	154 668
Masters/Doctorate Medical Courses	79.2	20.8	100	35 680
Doctorate	100.0	0.0	100	461
No Education	31.6	68.4	100	50 329
Level not known	100.0	0.0	100	363
Total	53.9	46.1	100	2 897 064

4.11 Field of Specialisation

An analysis of the field of specialisation for the employed persons by sex shown in *Table 4.10* highlighted that the majority of about 84 percent of employed persons did not specialise in any field. The field of education had the largest population compared to other fields at about five percent. For males, the largest proportion of the population was specialised in engineering, manufacturing and construction field at (3.7%) followed by social sciences, business and law (3.6%). For females,

education was the largest field of specialisation accounting for about seven percent followed by social sciences, business and law (4.6%).

Health and welfare had the least number of employed males (0.5%) while agriculture had the least number of employed females (0.6%). Overall, the field with the least specialised employed persons was agriculture (0.7%). About six percent of employed persons in urban areas had specialised in social sciences, business and law whilst around four percent of persons in rural areas had specialised in education.

Table 4.10: Number and Percentage Distribution of Currently Employed Population by Field of Specialisation, within Area and Sex, Zimbabwe 2019 LFCLS

	Urban	Rural	Total
Male			
Education	3.6	2.1	2.9
Humanities and arts	0.9	0.4	0.7
Social sciences, business and law	5.5	1.4	3.6
Science	1.4	0.7	1.1
Engineering, manufacturing and construction	5.6	1.4	3.7
Agriculture	0.6	1.2	0.9
Health and welfare	0.9	0.1	0.5
Services	0.8	0.3	0.6
None	80.7	92.5	86.1
Total Percent	100	100	100
Total Number	881 754	759 426	1 641 001
Female			
Education	8.7	5.6	7.3
Humanities and arts	1.0	0.8	0.9
Social sciences, business and law	7.3	1.5	4.6
Science	1.0	0.3	0.7
Engineering, manufacturing and construction	1.1	0.7	0.9
Agriculture	0.6	0.6	0.6
Health and welfare	3.1	0.9	2.1
Services	1.8	0.2	1.1
None	75.4	89.4	81.8
Total Percent	100	100	100
Total Number	681 062	575 001	1 256 063
Both Sexes			
Education	5.8	3.6	4.8
Humanities and arts	1.0	0.5	0.8
Social sciences, business and law	6.3	1.4	4.0
Science	1.2	0.5	0.9
Engineering, manufacturing and construction	3.6	1.1	2.5
Agriculture	0.6	1.0	0.7
Health and welfare	1.9	0.5	1.2
Services	1.2	0.3	0.8
None	78.4	91.1	84.3
Total Percent	100	100	100
Total Number	1 562 816	1 334 248	2 897 064

4.12 Sector of Employment

Understanding the distribution of employed population by sectors of employment serves as a proxy in determining the extent of decent work among employed persons. The informal sector, in particular, is mainly characterised by decent work deficits in the form of 3Ds i.e. dirty, demeaning and dangerous jobs with poor conditions of service and employment regulations. Those in the formal sector enjoy relatively better conditions of service as labour regulations can be effectively enforced in the sector.

About 34 percent of all employed persons were found in the informal sector whilst the formal sector accounted for 32 percent of employed persons. The largest proportion of all employed persons (34.2%) was in the household sector as shown in *Table 4.11*. The proportion of employed males and females who were in the informal sector was at par (33.7% each). About 40 percent of employed persons in urban areas and 26 percent in rural areas were in the informal sector whereas 49 percent in the rural areas and about 22 percent in urban areas were in the household sector.

Table 4.11: Number and Percentage Distribution of Currently Employed Population by Sector of Employment, within Sex and Area, Zimbabwe 2019 LFCLS

	Male	Female	Total
Urban			
Formal	41.6	33.7	38.2
Informal	40.4	40.2	40.3
Household	18.0	26.2	21.6
Total Percent	100	100	100
Employed	881 754	681 061	1 562 816
Rural			
Formal	26.0	23.8	25.0
Informal	25.9	26.0	26.0
Household	48.1	50.2	49.0
Total Percent	100	100	100
Employed	759 246	575 001	1 334 248
Zimbabwe			
Formal	34.4	29.1	32.1
Informal	33.7	33.7	33.7
Household	31.9	37.2	34.2
Total Percent	100	100	100
Employed	1 641 000	1 256 062	2 897 064

4.13 Work Related Income

The 2019 LFCLS collected data on work related income from all currently employed persons. The analysis in this section focuses on the income received by paid employees in their main jobs in the month of May 2019. *Table 4.12a* presents the distribution of paid employees by income received during the month of May 2019 in their main jobs and by sex. Fifty percent of all employed persons earned incomes which were in the range RTGS\$1 to RTGS\$200. Thirteen percent of the currently employed persons did not receive any income in May 2019 from their main jobs. The data generally showed a declining trend in the number of employees as the income ranges progressed with only three percent of all males and one percent of females earning above RTGS\$ 3 000.

Table 4.12a: Number and Percentage Distribution for Paid Employees by Income Received During Month of May 2019 in their Main Jobs and within Sex, Zimbabwe 2019 LFCLS

Income Range (RTGS Dollars)	Male	Female	Both Sexes
Zero	10.2	16.8	13.1
\$1 - \$200	47.0	52.7	49.5
\$201 - \$300	9.5	5.6	7.8
\$301 - \$400	6.2	4.3	5.4
\$401 - \$500	5.7	3.5	4.7
\$501 - \$600	4.1	2.4	3.4
\$601 - \$700	3.1	3.8	3.4
\$701 - \$800	2.9	4.3	3.5
\$801 - \$900	0.8	0.9	0.9
\$901 - \$1 000	1.7	1.0	1.4
\$1 001 - \$3 000	5.7	3.5	4.8
\$3 000 and above	3.1	1.1	2.2
Total Percent	100	100	100
Total Number	1 641 001	1 256 063	2 897 064

There was a general decline in number of persons as income progressed for both urban and rural areas as shown in *Table 4.12b*. The highest proportion of workers were in the RTGS\$1 to RTGS\$200 at about 48 percent (urban) and 51 percent (rural). The lowest percent of (1.2%) for males and (0.5%) for females were in the income range RTGS\$801 to RTGS\$900.

Table 4.12b: Percentage Distribution for Paid Employees by Income Received During Month of May 2019 in their Main Jobs, Area, and within Sex Zimbabwe 2019 LFCLS

Income Range (RTGS Dollars)	Male	Female	Total
Urban			
Zero	7.8	11.6	9.5
\$1 - \$200	44.2	53.1	48.1
\$201 - \$300	9.8	5.9	8.1
\$301 - \$400	6.8	5.4	6.2
\$401 - \$500	7.2	4.7	6.1
\$501 - \$600	5.3	3.0	4.3
\$601 - \$700	3.7	4.6	4.1
\$701 - \$800	3.5	4.7	4.0
\$801 - \$900	1.3	1.1	1.2
\$901 - \$1 000	2.2	1.3	1.8
\$1 001 - \$3 000	6.1	3.9	5.1
\$3 000 and above	2.2	0.7	1.6
Total Percentage	100	100	100
Total Number	881 754	681 062	1 562 816
Rural			
Zero	13.1	22.9	17.4
\$1 - \$200	50.3	52.2	51.1
\$201 - \$300	9.0	5.2	7.4
\$301 - \$400	5.5	3.1	4.5
\$401 - \$500	3.9	2.1	3.1
\$501 - \$600	2.7	1.7	2.3
\$601 - \$700	2.4	2.8	2.6
\$701 - \$800	2.2	3.8	2.9
\$801 - \$900	0.3	0.6	0.5
\$901 - \$1 000	1.1	0.7	0.9
\$1 001 - \$3 000	5.3	3.2	4.4
\$3 000 and above	4.1	1.6	3.0
Total Percentage	100	100	100
Total Number	759 246	575 001	1 334 248

4.14 Hours of Work

The 2019 LFCLS also looked at the distribution of the currently employed population by hours usually worked and total actual hours worked, including overtime, in all jobs during the reference period. Hours worked for the main job, second job and other jobs were recorded separately and then summed up to give total working hours. Information on working hours is critical as it sheds light on labour utilisation. The decent work indicator relating to excessive hours is defined as the proportion of the employed who are working more than 48 hours a week.

Table 4.13a shows the actual hours worked during the last seven days prior to the interview. About 28 percent of the employed population worked excessive hours of 49 or more during the reference week. Thirty-three percent of the males and 21 percent of the females worked excessive hours. On the other hand, about 23 percent of males and about 33 percent of females worked less than 20 hours per week during the reference period.

Table 4.13a: Number and Percentage Distribution of the Currently Employed Population by Total Actual Hours worked in all Jobs during the Reference Week, Zimbabwe 2019 LFCLS

Actual Hours of Work in All Jobs	Male	Female	Total
Under 20	22.5	32.9	27.0
20 – 29	8.7	11.3	9.8
30 – 39	10.5	10.8	10.6
40 – 48	25.3	23.9	24.7
49+	33.1	21.1	27.9
Total Percent	100	100	100
Total Number	1 641 001	1 256 063	2 897 064

A comparison of the average hours worked between males and females showed that on average, males had more actual and usual hours of work in the main, second and other jobs as shown in *Table 4.13b*.

Table 4.13b: Average Usual and Actual Hours of Work at Main, Second and Other Jobs During the Reference Week, Zimbabwe 2019 LFCLS

Job Type	Hours Worked			
	Male	Female	Total Percent	Total Number
Main job usual hrs	61.0	39.0	100	364 724
Main job actual hrs	61.5	38.5	100	333 625
Second job usual hrs	66.0	34.0	100	7 846
Second job actual hrs	62.7	37.3	100	817
Other jobs usual hours	69.8	30.2	100	5 262

4.15 Share of Employment in the non-Agriculture Sector

Table 4.14 shows the share of employment in the non-agriculture sectors. Around 1.9 million, constituting 64 percent of the employed persons were in the non-agriculture sectors. The largest proportion of all employed persons was in the retail trade; sale and repair of motor vehicles and motor cycles at 27 percent, followed by manufacturing at 12 percent. The least proportion was in the real estate activities at (0.1%).

Table 4.14: Number and Percent Share of Employment in the Non-Agriculture Sectors within Sex, Zimbabwe 2019
LFCLS

Industry	Male	Female	Total
Mining and quarrying	16.9	4.2	11.3
Manufacturing	14.9	7.8	11.7
Electricity, gas, steam and air conditioning supply	0.7	0.1	0.4
Water supply; sewerage, waste management and remediation activities	1.0	0.4	0.7
Construction	9.2	1.1	5.6
Wholesale trade	0.7	0.4	0.5
Retail trade; sale and repair of motor vehicles and motor cycles	17.6	37.6	26.5
Transportation and storage	7.5	0.9	4.6
Accommodation and food service activities	1.5	3.0	2.2
Information and communication	0.9	0.4	0.7
Financial activities	0.7	0.5	0.6
Insurance activities	0.3	0.4	0.4
Real estate activities	0.1	0.1	0.1
Professional, scientific and technical activities	1.1	1.0	1.1
Administrative and support service activities	3.8	1.4	2.7
Public administration and defence; compulsory social security	4.1	3.3	3.8
Education	7.4	14.5	10.5
Human health and social work activities	2.1	4.3	3.1
Arts, entertainment and recreation	0.8	0.2	0.6
Other service activities	4.0	3.8	3.9
Activities of households as employers of private domestic workers	4.5	14.5	8.9
Activities of extraterritorial organizations and bodies	0.1	0.1	0.1
Total Percent	100	100	100
Total Number	1 031 918	823 639	1 855 557

4.16 Share of Women in Wage Employment in non-Agriculture Sector

The indicator is defined as a proportion of female workers in wage employment (paid employment) in the non-agricultural sector in relation to the total wage employment in the non-agricultural sector. The indicator mainly seeks to address the SDG goal 5 which seeks to achieve gender equality and empower all women and girls.

Table 4.15 depicts that females constituted 43 percent of all persons in wage employment (excluding agriculture) whilst males constituted 57 percent. Females dominated males in the private households (72%), real estate and human health and social work activities with 63 percent each. Education accommodation and food service and insurance activities are dominated by females. Electricity, gas, steam and air conditioning and mining and quarrying sectors had the least proportion of females compared to males at about nine percent each.

Table 4.15: Number and Percent Share of Women in Wage Employment in the Non-Agriculture Sectors, Zimbabwe 2019 LFCLS

Industry	Male	Female	Total Percent	Total Number
Mining and quarrying	91.4	8.6	100	61 234
Manufacturing	85.2	14.8	100	72 715
Electricity, gas, steam and air conditioning supply	91.4	8.6	100	6 628
Water supply; sewerage, waste management and remediation activities	69.9	30.1	100	8 410
Construction	88.2	11.8	100	48 959
Wholesale trade	71.3	28.7	100	6 324
Retail trade; sale and repair of motor vehicles and motor cycles	55.6	44.4	100	84 975
Transportation and storage	90.1	9.9	100	39 818
Accommodation and food service activities	44.1	55.9	100	28 451
Information and communication	71.8	28.2	100	8 138
Financial activities	64.3	35.7	100	8 044
Insurance activities	44.8	55.2	100	5 090
Real estate activities	36.6	63.4	100	815
Professional, scientific and technical activities	60.9	39.1	100	14 452
Administrative and support service activities	76.3	23.7	100	44 562
Public administration and defence; compulsory social security	60.4	39.6	100	69 171
Education	39.0	61.0	100	183 805
Human health and social work activities	37.2	62.8	100	53 088
Arts, entertainment and recreation	87.8	12.2	100	6 954
Other service activities	72.9	27.1	100	12 802
Activities of households as employers undifferentiated goods- and services-producing activities of households for own use	28.5	71.5	100	152 899
Activities of extraterritorial organizations and bodies	63.9	36.1	100	1 772
Total	56.9	43.1	100	919 106

4.17 Precarious Employment

Persons in precarious employment are those whose contract of employment whether verbal or written is of a relatively short duration or whose contract can be terminated on short notice. Examples in this category include casual workers, seasonal workers and short term workers. An upsurge in the indicator corresponds to a deterioration of the decent work situation in this dimension, as it points to an increasing number of jobs becoming unstable and/or insecure.

The 2019 LFCLS established that about 552 thousand (19%) persons in employment were in precarious employment. Of these, the highest percentage, (37%) was in Harare followed by 11 percent which was in Mashonaland West. The least proportion of persons in precarious employment was in Matabeleland North at about two percent as shown in *Table 4.16a*.

Table 4.16a: Percent in Precarious Employment by Province and within Sex, Zimbabwe 2019 LFCLS

Province	Male	Female	Total
Manicaland	7.7	7.2	7.5
Mashonaland Central	4.4	5.2	4.7
Mashonaland East	7.0	7.4	7.2
Mashonaland West	12.4	9.5	11.3
Matabeleland North	2.7	1.1	2.0
Matabeleland South	5.0	5.3	5.1
Midlands	7.3	7.5	7.4
Masvingo	11.0	9.7	10.5
Harare	36.5	37.5	36.9
Bulawayo	6.0	9.6	7.4
Total Percent	100	100	100
Total Number	336 102	215 851	551 953

Table 4.16b shows that employed persons in the age group 20 to 24 years recorded the highest percentage of persons in precarious employment at about 21 percent. The age group 15 to 19 years accounted for 16 percent of the total persons in precarious employment. The least proportion was found in the 60 to 64 years age group accounting for (1.7%).

Table 4.16b: Proportion in Precarious Employment by Age Group and within Sex, Zimbabwe 2019 LFCLS

Age Group	Male	Female	Total
15 - 19	17.7	12.8	15.7
20 - 24	24.3	16.7	21.3
25 - 29	13.6	13.8	13.7
30 - 34	11.3	12.7	11.8
35 - 39	11.4	14.7	12.7
40 - 44	6.8	9.7	7.9
45 - 49	5.9	8.2	6.8
50 - 54	3.6	3.7	3.6
55 - 59	2.2	2.7	2.4
60 - 64	1.3	2.3	1.7
65 +	2.0	2.7	2.3
Total Percent	100	100	100
Total Number	336 102	215 851	551 953

4.18 Share of Women in Senior and Middle Management

This section focuses on females in the decision making positions within organisations. Figure 4.2 indicates the proportion of all employed persons who are in senior and middle management positions. It can be seen that about 34 percent of persons in senior and middle management were females.

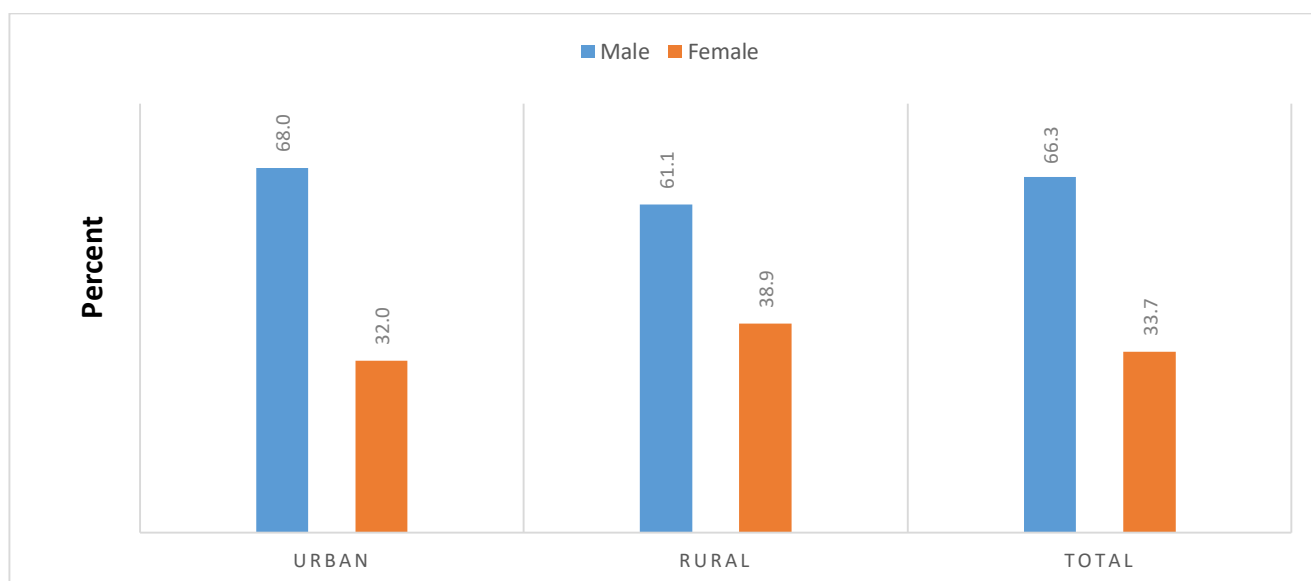


Figure 4.2: Share of Women in Middle and Senior Management by Area and Sex, Zimbabwe 2019 LFCLS

Disaggregation of this indicator by area showed that in rural areas, females were about 39 Percent of total persons in senior and middle management whilst in urban areas they were about 32 percent. With respect to provinces, *Table 4.17* shows that Manicaland had the highest proportion of females in senior and middle management at about 70 percent followed by Midlands (58.4%) and Mashonaland East (57.2%).

Table 4.17: Share of Women in Middle and Senior Management by Province, Zimbabwe 2019 LFCLS

Province	Middle and Senior Management			
	Male	Female	Total Percent	Total Number
Manicaland	30.2	69.8	100	5 582
Mashonaland Central	84.5	15.5	100	1 605
Mashonaland East	42.9	57.2	100	1 849
Mashonaland West	73.2	26.8	100	2 837
Matabeleland North	80.4	19.6	100	3 120
Matabeleland South	100.0	0.0	100	1 170
Midlands	41.6	58.4	100	2 042
Masvingo	87.1	12.9	100	4 255
Harare	66.7	33.3	100	23 020
Bulawayo	73.4	26.6	100	9 360
Total	66.3	33.7	100	54 839

4.19 Functional Disability

The 2019 LFCLS revealed that around that 376 thousand which is 13 percent of all employed persons had at least one form of functional disability such as difficulty seeing, hearing, self-care, walking among others. Of all the employed persons with at least one form of functional disability, about 54 percent were male whilst 46 percent were female (see *Figure 4.3*).

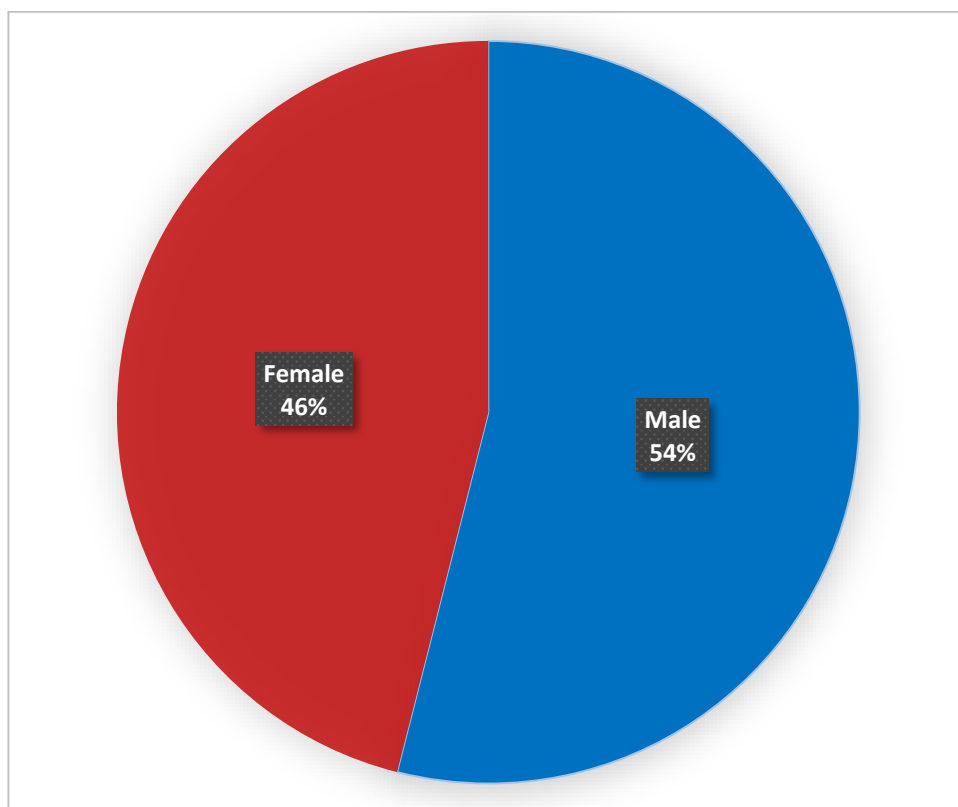


Figure 4.3: Distribution of Employed Persons with At Least One Form of Functional Disability by sex, Zimbabwe LFCLS 2019

About 52 percent of males in urban areas and 56 percent in rural areas of the employed persons had at least one form of functional disability as shown in *Figure 4.4*.

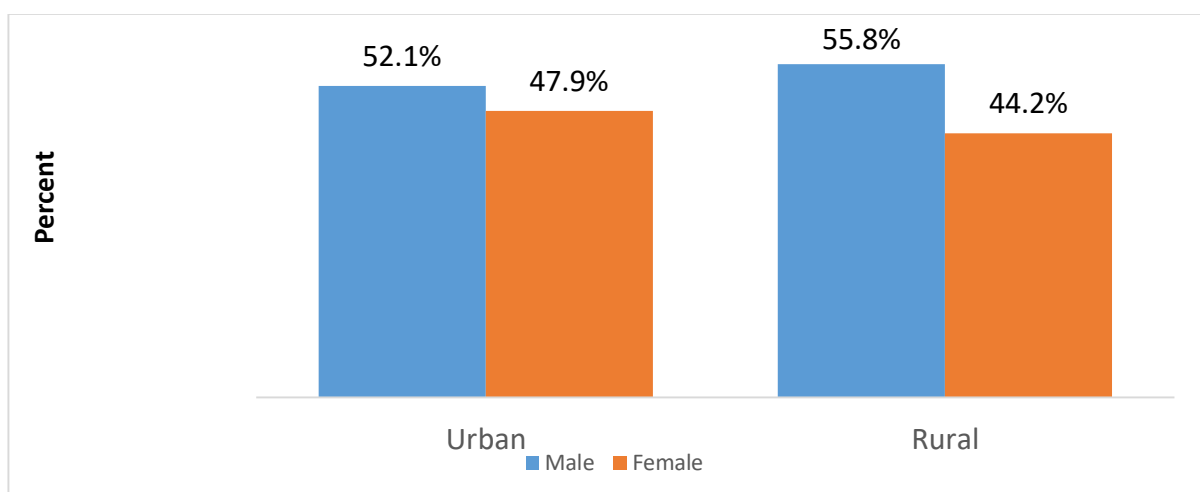


Figure 4.4: Distribution of Employed Persons with Functional Disability by Area and Sex, Zimbabwe 2019 LFCLS

In terms of types of functional disability, the highest proportion of employed persons had difficulty seeing and these constituted about 35 percent. This was followed by difficulty walking and difficulty remembering with 26 and 21 percent, respectively. The least proportion of employed persons with functional disability had difficulty with self-care at about one percent as shown in *Table 4.18*.

Table 4.18: Number and Percentage Distribution of Currently Employed Population by Nature of Functional Disability and within Sex, Zimbabwe 2019 LFCLS

Functional	Male	Female	Total
Difficulty seeing	34.3	36.5	35.3
Difficulty hearing	13.5	11.1	12.4
Difficulty walking	22.9	29.8	26.1
Difficulty remembering	22.7	18.8	20.9
Difficulty with self-care	1.4	1.0	1.2
Difficulty communicating	5.3	2.8	4.1
Total Percent	100	100	100
Total Number	202 801	173 074	375 876

4.20 Conclusion

The 2019 LFCLS indicated that 36 percent of the working age population was employed. Harare had the highest employment to population ratio of 55 percent. The survey showed that agriculture sector is still the dominant sector with 36 percent of the currently employed population in this sector. About 54 percent of all employed persons had reached lower secondary school as their highest level of qualification. About 376 thousand (13%) of all employed persons had at least one form of functional disability.

Chapter 5: Youths Employment

5.1 Introduction

In this report, information on youth was analysed in respect of two age-categories, that is, 15–24 years and 15–35 years. United Nations defines youth as persons between ages 15-24 while African Union defines youth as persons between ages 15-35. The survey collected information on the following youth characteristics; employment, economic activity status, youths neither in employment nor in education or training and education.

5.2 Youth Labour Force Participation Rates

Table 5.1a shows that the Labour Force Participation Rate (LFPR) for the youths aged 15-24 was about 30 percent. For females the LPFR was around 23 percent whilst for males the rate was 36 percent. Harare had the largest LFPR at about 41 percent followed by Bulawayo which had 34 percent. The lowest LFPR for the same age group was in Matabeleland North at about 15 percent.

Table 5.1a: Youth 15-24 years: Labour Force Participation Rate by Sex and Province, Zimbabwe 2019 LFCLS

Province	Male			Female			Total		
	Population	Labour Force	LFPR	Population	Labour Force	LFPR	Population	Labour Force	LFPR
Manicaland	162 658	50 165	30.8	157 158	26 707	17.0	319 815	76 871	24.0
Mashonaland Central	97 637	31 781	32.6	97 269	27 424	28.2	194 906	59 205	30.4
Mashonaland East	112 457	35 492	31.6	105 405	17 463	16.6	217 862	52 955	24.3
Mashonaland West	140 243	57 018	40.7	137 083	37 963	27.7	277 325	94 981	34.2
Matabeleland North	63 890	14 796	23.2	63 552	4 593	7.2	127 442	19 389	15.2
Matabeleland South	62 190	16 553	26.6	65 508	13 492	20.6	127 698	30 046	23.5
Midlands	156 907	51 996	33.1	142 256	30 010	21.1	299 162	82 006	27.4
Masvingo	126 619	32 678	25.8	136 082	21 185	15.6	262 701	53 863	20.5
Harare	321 809	158 158	49.1	316 325	100 644	31.8	638 134	258 802	40.6
Bulawayo	59 583	21 579	36.2	69 645	21 868	31.4	129 229	43 447	33.6
Total	1 303 993	470 213	36.1	1 290 281	301 348	23.4	2 594 274	771 562	29.7

The overall LFPR for the youths aged 15-35 was around 42 percent. The LFPR for males was around 50 percent whilst for females the rate was about 34 percent. With regard to provinces, Harare had the largest LFPR (55.9%) followed by Bulawayo (51.8%). Matabeleland North Province had the least LFPR at about 23 percent as shown in *Table 5.1b*.

Table 5.1b: Youth 15-35 years: Labour Force Participation Rate by Sex and Province, Zimbabwe 2019 LFCLS

Province	Male			Female			Total		
	Population	Labour Force	LFPR	Population	Labour Force	LFPR	Population	Labour Force	LFPR
Manicaland	245 007	106 378	43.4	275 394	78 644	28.6	520 400	185 022	35.6
Mashonaland Central	169 317	73 955	43.7	176 727	60 128	34.0	346 044	134 082	38.7
Mashonaland East	191 660	91 189	47.6	195 099	49 616	25.4	386 758	140 805	36.4
Mashonaland West	245 084	126 075	51.4	244 487	87 043	35.6	489 572	213 117	43.5
Matabeleland North	98 639	31 622	32.1	116 243	18 683	16.1	214 881	50 305	23.4
Matabeleland South	95 543	37 360	39.1	110 222	31 484	28.6	205 765	68 845	33.5
Midlands	247 950	113 661	45.8	258 574	76 412	29.6	506 524	190 074	37.5
Masvingo	189 995	72 202	38.0	235 288	53 064	22.6	425 283	125 266	29.5
Harare	553 363	363 457	65.7	597 011	279 437	46.8	1 150 374	642 895	55.9
Bulawayo	106 453	59 838	56.2	135 402	65 539	48.4	241 856	125 376	51.8
Total	2 143 011	1 075 736	50.2	2 344 447	800 052	34.1	4 487 458	1 875 788	41.8

5.3 Employment to Population Ratio (EPR)

Table 5.2ai shows the proportion of employed youths within the age group 15–24 years. The total employed youths was about 565 thousand. The youths' employment to population ratio was 21.8 percent of which 27.2 percent were males and 16.3 percent were females. Harare had the highest EPR of about 34 percent followed by Mashonaland Central with 25 percent. Matabeleland North had the least EPR (7.9%).

Table 5.2ai: Youths 15-24 years: Employment-to- Population Ratio by Province and Sex, Zimbabwe 2019 LFCLS

Province	Employed Youths			Population			Youths employment to Population ratio		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Manicaland	36 345	17 347	53 692	164 590	158 436	323 026	22.1	10.9	16. 6
Mashonaland Central	26 693	22 637	49 330	101 002	99 727	200 729	26.4	22.7	24. 6
Mashonaland East	28 178	14 515	42 693	113 400	108 684	222 084	24.8	13.4	19. 2
Mashonaland West	42 950	21 019	63 969	143 374	141 695	285 069	30.0	14.8	22. 4
Matabeleland North	6 887	3 343	10 230	65 137	64 805	129 942	10.6	5.2	7. 9
Matabeleland South	9 938	8 350	18 288	62 843	65 868	128 711	15.8	12.7	14. 2
Midlands	35 109	17 051	52 160	157 261	144 773	302 034	22.3	11.8	17. 3
Masvingo	27 192	16 039	43 231	127 585	138 682	266 267	21.3	11.6	16. 2
Harare	128 430	73 543	201 973	306 419	294 736	601 155	41.9	25.0	33. 6
Bulawayo	12 773	16 124	28 897	62 383	72 876	135 259	20.5	22.1	21. 4
Total	354 495	209 967	564 462	1 303 993	1 290 281	2 594 274	27.2	16. 3	21. 8

Table 5.2aii shows that there were 1.5 million employed youths among the 15–35 age group in the country. The national EPR was 33 percent. Males and females had EPRs of 40 percent and 27 percent, respectively. The highest youths EPR for the 15–35 age group was in Harare (48.9%) followed by Bulawayo (37.8%). The least youths EPR was in Matabeleland North (14.6%). Among males the highest EPR was again in Harare with about 58 percent and the lowest was in Matabeleland North with about 18 percent.

Table 5.2ii: Youths 15-35 years: Employment-to- Population Ratio by Province and Sex, Zimbabwe 2019 LFCLS

Province	Employed Youths			Population			Youths employment to Population ratio		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Manicaland	86 554	63 554	150 108	251 339	279 662	531 001	34.4	22.7	28.3
Mashonaland Central	65 310	49 820	115 130	175 544	181 844	357 388	37.2	27.4	32.2
Mashonaland East	69 503	40 794	110 297	195 815	199 095	394 910	35.5	20.5	27.9
Mashonaland West	105 160	62 646	167 806	252 576	254 189	506 765	41.6	24.6	33.1
Matabeleland North	17 896	13 954	31 850	99 886	118 376	218 262	17.9	11.8	14.6
Matabeleland South	27 150	25 211	52 361	97 134	111 538	208 672	28.0	22.6	25.1
Midlands	87 751	53 448	141 199	250 078	262 871	512 949	35.1	20.3	27.5
Masvingo	58 677	40 133	98 810	192 934	240 441	433 375	30.4	16.7	22.8
Harare	301 812	220 825	522 637	517 259	554 813	1 072 072	58.3	39.8	48.8
Bulawayo	43 843	51 324	95 167	110 446	141 618	252 064	39.7	36.2	37.8
Total	863 654	621 711	1 485 365	2 143 011	2 344 447	4 487 458	40.3	26.5	33.1

5.4 Employment to Population Ratio by Age Group, Area and Sex

Table 5.3ai below shows Employment to Population Ratio for youths age 15–24 years by age group, sex and area. The higher EPR among youths for this age group was in the urban areas (29.4%) compared to the rural areas (17.6%). The age group 20–24 years had a higher EPR in both urban and rural areas with about 43 percent and 28 percent, respectively.

Table 5.3ai: Youths 15-24 years: Employment-to-Population Ratio by Age Group, Sex and Area, Zimbabwe 2019 LFCLS

	Employed Youths			Youths Population			Employment to Population Ratio		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Urban									
15 - 19	58 068	40 674	98 742	255 278	262 174	517 452	22.7	15.5	19.1
20 - 24	100 876	69 053	169 929	187 449	208 454	395 903	53.8	33.1	42.9
Sub-Total	158 944	109 727	268 671	442 727	470 628	913 355	35.9	23.3	29.4
Rural									
15 - 19	76 755	41 749	118 504	542 908	497 982	1 040 890	14.1	8.4	11.4
20 - 24	118 796	58 491	177 287	318 359	321 671	640 030	37.3	18.2	27.7
Sub-Total	195 551	100 240	295 791	861 266	819 653	1 680 919	22.7	12.2	17.6
Grand Total	354 495	209 967	564 462	1 303 993	1 290 281	2 594 274	27.2	16.3	21.8

Among the employed youths aged 15–35 years, the national EPR was about 33 percent as shown in Table 5.3a. The urban area had a higher EPR of about 46 percent compared to rural area with about 26 percent. The EPR increased with increase in age for both urban and rural areas.

Table 5.3a: Youths 15-35 years: Employment-to- Population Ratio by Area, Age Group and Sex, Zimbabwe 2019 LFCLS

	Employed Youths			Youths Population			Employment to Population Ratio		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Urban									
15 - 19	58 068	40 674	98 742	255 278	262 174	517 452	22.7	15.5	19.1
20 - 24	100 876	69 053	169 929	187 449	208 454	395 903	53.8	33.1	42.9
25 - 29	117 946	92 770	210 716	157 878	198 017	355 895	74.7	46.8	59.2
30 - 35	151 857	134 799	286 656	182 496	231 584	414 080	83.2	58.2	69.2
Sub-Total	428 746	337 296	766 042	783 101	900 229	1 683 330	54.7	37.5	45.5
Rural									
15 - 19	76 755	41 749	118 504	542 908	497 982	1 040 890	14.1	8.4	11.4
20 - 24	118 796	58 491	177 287	318 359	321 671	640 030	37.3	18.2	27.7
25 - 29	107 050	81 586	188 636	233 786	286 649	520 435	45.8	28.5	36.2
30 - 35	132 307	102 589	234 896	264 858	337 917	602 775	50.0	30.4	39.0
Sub-Total	434 908	284 414	719 322	1 359 911	1 444 219	2 804 130	32.0	19.7	25.7
Grand Total	863 654	621 710	1 485 364	2 143 012	2 344 448	4 487 460	40.3	26.5	33.1

5.5 Employment by Province

Figure 5.5a below shows the percent distribution of employed youths aged 15 – 24 years by province and sex. In relation to males Manicaland had the highest proportion (67.7%) of employed youths followed by Midlands and Matabeleland North with around 67 percent each. The lowest EPR for males (44.2%) was in Bulawayo. Among females, Bulawayo with nearly 56 percent had the highest proportion of employed youths followed by Mashonaland Central (45.9%) and the lowest was in Manicaland (32.3%).

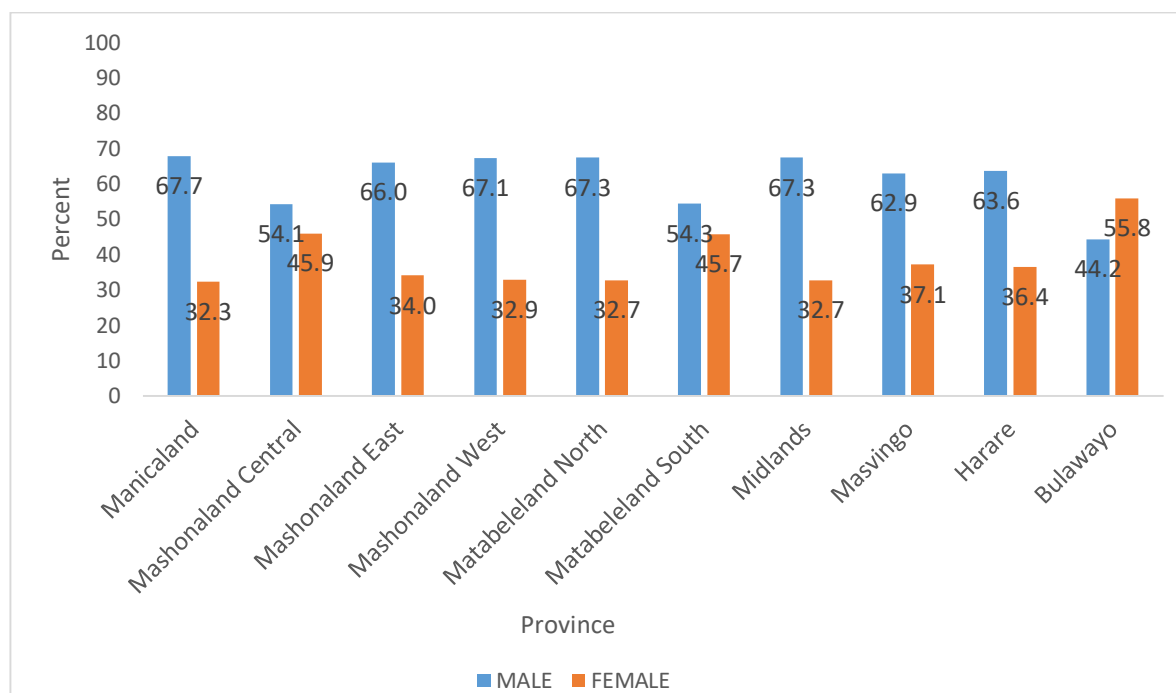


Figure 5.5a: Youths 15-24 years: Percentage Distribution of Currently Employed Population by Province and Sex, Zimbabwe 2019 LFCLS

Figure 5.5b shows that among the employed youths aged 15–35 years Mashonaland East with 63 percent had the highest proportion of employed male youths followed by Mashonaland West (62.7%). The lowest proportion of employed male youths was in Bulawayo (46.1%). Among females, Bulawayo (53.9%) had the highest proportion of currently employed youths followed by Matabeleland South (48.1%). The lowest proportion of employed youths for females was in Mashonaland East with 37 percent.

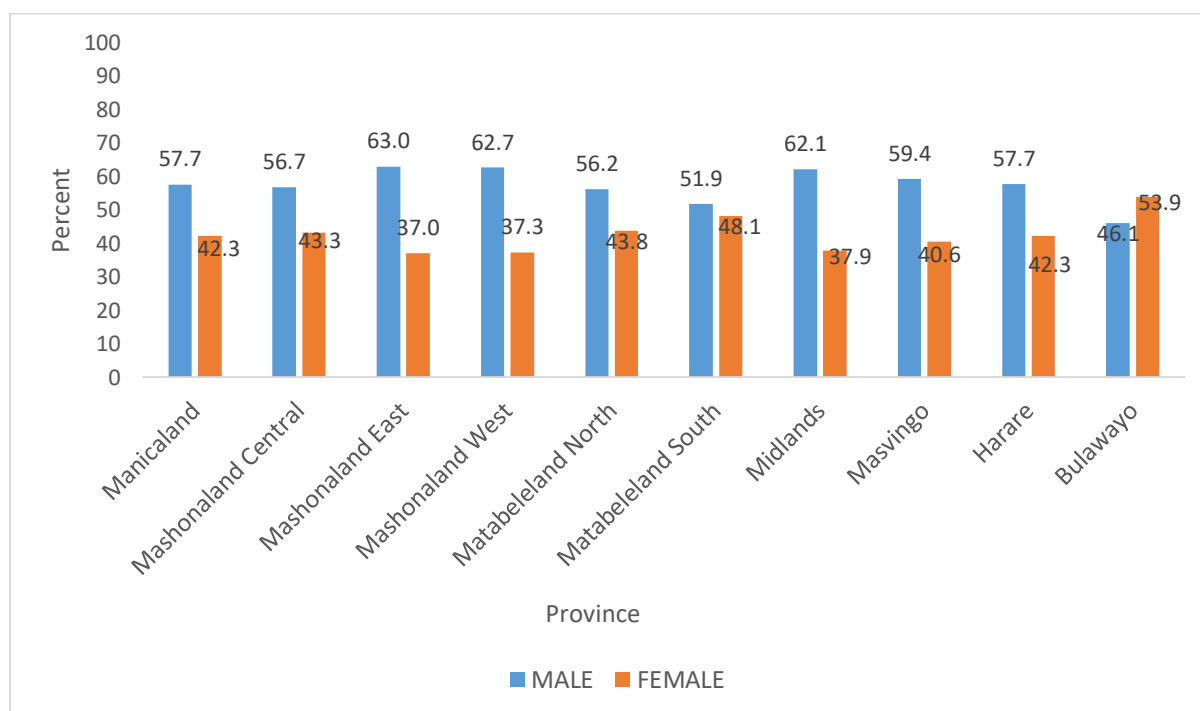


Figure 5.5b: Youths 15-35 years: Percentage Distribution of Currently Employed Population by Province and Sex, Zimbabwe 2019 LFCLS

5.6 Employment by Age Group and Sex

Figure 5.6a shows the distribution of employed youths population aged 15–24 years by age group and sex. Males had higher percentages of employed youths in both age groups; 15–19 years (62.1%) and 20–24 years (63.3%).

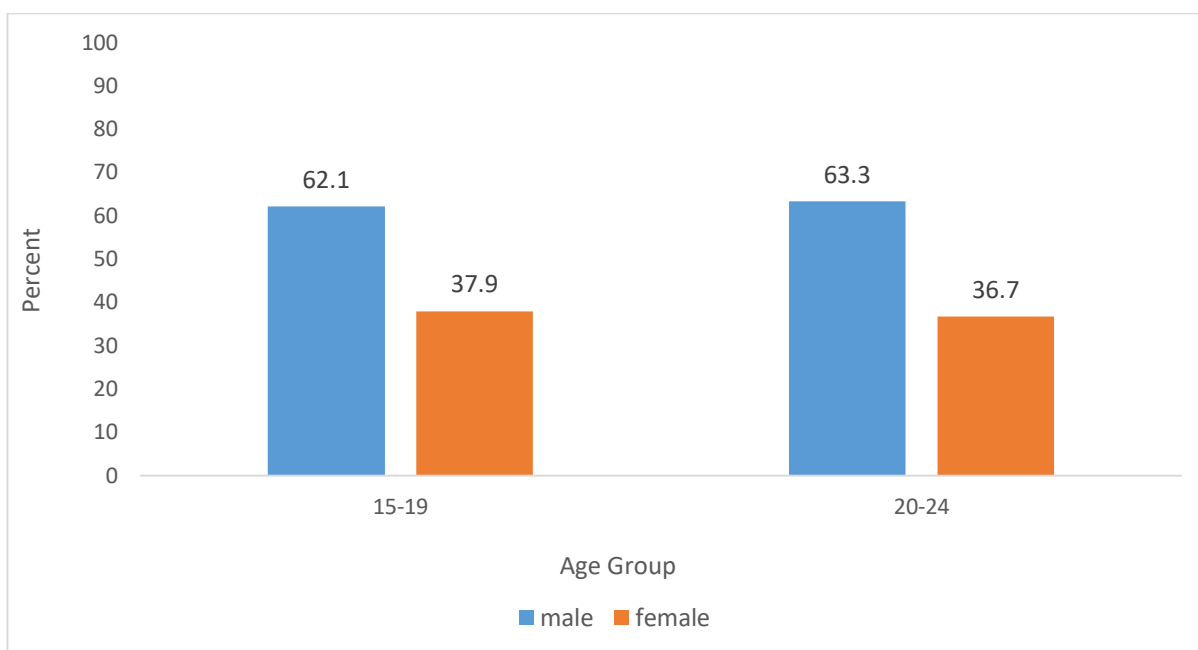


Figure 5.6a: Youths 15-24 years: Percentage Distribution of Currently Employed Population by Age Group and Sex, Zimbabwe 2019 LFCLS

Figure 5.6b shows distribution of employed youth population aged 15-35 years by age group and sex. The highest proportion, among males, was in the 20-24 age group with about 63 percent. The age group 30-35 years had the lowest proportion of about 55 percent. Among females the highest proportion was in the age group 30-35 years and the lowest being in the age group 20-24 (36.7%). There were more males employed in all age groups.

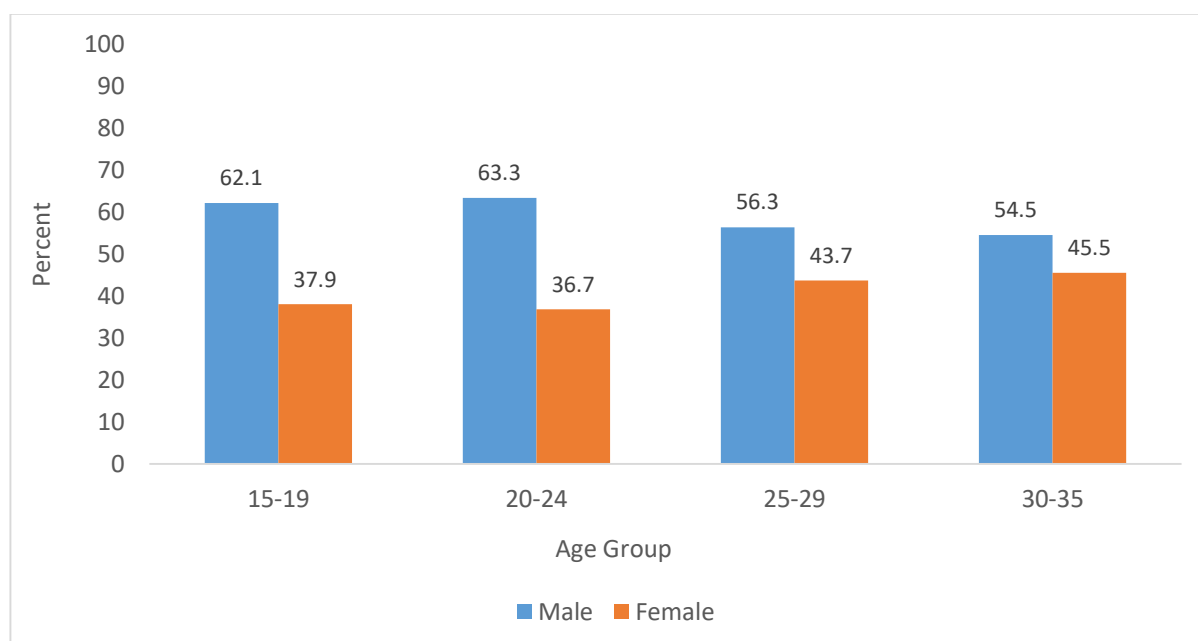


Figure 5.6b: Youths 15-35 years: Percentage Distribution of Currently Employed Population by Age Group and Sex, Zimbabwe 2019 LFCLS

5.7 Status in Employment

Table 5.4ai shows distribution of currently employed youths by status in employment in main job, sex and area. Most of the employed youths aged 15–24 years (51.0%) were working in rural areas. The proportions of own account workers as well as of employees were predominant in both urban and rural areas inclusive of either sex.

Table 5.4ai: Youth 15-24 years: Distribution of Currently Employed Population by Status in Employment in Main Job, Sex and within Area, Zimbabwe 2019 LFCLS

Employment Status	Urban	Rural	Total
Male			
Employers	1.6	1.4	1.5
Own account workers	20.1	19.4	19.7
Paid Employees	77.8	78.6	78.2
Contributing family workers	0.6	0.7	0.6
Total Percent	100	100	100
Total Number	164 085	190 410	354 495
Female			
Employers	0.7	1.8	1.2
Own account workers	24.5	24.4	24.5
Paid Employees	72.9	72.3	72.6
Contributing family workers	1.9	1.5	1.7
Total Percent	100	100	100
Total Number	112 567	97 400	209 967
Both sexes			
Employers	1.2	1.5	1.4
Own account workers	21.9	21.1	21.5
Paid Employees	75.8	76.5	76.1
Contributing family workers	1.1	0.9	1.0
Total Percent	100	100	100
Total Number	276 652	287 810	564 462

The distribution of employed youths' population aged 15–35 years by status in employment in main job, sex and area is shown in *Table 5.4aii*. A higher proportion of the youths had their main jobs in urban areas with about 54 percent. Generally, for this age group, own account workers and employees had a large proportion in both rural and urban areas. The pattern was the same for either sex.

**Table 5.4aii: Youths 15-35 years: Distribution of Currently Employed Population by Status
in Employment in Main Job, Sex and within Area, Zimbabwe 2019 LFCLS**

Employment Status	Urban	Rural	Total
Male			
Employers	4.0	2.8	3.4
Own account workers	29.6	28.5	29.1
Paid employees	66.0	68.3	67.1
Contributing family workers	0.3	0.4	0.3
Total Percent	100	100	100
Total Number	449 062	414 593	863 654
Female			
Employers	2.1	1.9	3.4
Own account workers	36.5	33.4	29.1
Paid employees	60.7	64.1	67.1
Contributing family workers	0.8	0.6	0.3
Total Percent	100	100	100
Total Number	346 317	275 394	621 711
Both Sexes			
Employers	3.2	2.4	2.8
Own account workers	32.6	30.4	31.6
Paid employees	63.7	66.6	65.1
Contributing family workers	0.5	0.5	0.5
Total Percent	100	100	100
Total Number	795 378	689 987	1 485 365

5.8 Industrial Sector

Table 5.5ai shows distribution of employed youths population aged 15–24 years by industry. About 47 percent of the youths were employed in the Agriculture, Forestry and Fishing Industry. Similarly, highest proportions of males (53.2%) and females (36.1%) were employed in the same industry followed by retail trade; sale and repair of motor vehicles and motor cycles at 14.1 percent with about nine percent for males and 23 percent for females. Around 65 percent of those employed in agriculture, forestry and fishing were in the rural areas.

Table 5.5ai: Youths 15-24 years: Distribution of Currently Employed Population by Industry, sex and Province, Zimbabwe 2019 LFCLS

	Agriculture, forestry and fishing	Mining and quarrying	Manufacturing	Electricity, gas, steam and air conditioning supply	Water supply; sewerage, waste management and remediation activities	Construction	Wholesale trade	Retail trade; sale and repair of motor vehicles and motor cycles	Transportation and storage	Accommodation and food service activities	Information and communication	Financial activities	Insurance activities	Professional, scientific and technical activities	Administrative and support service activities	Public administration and defence; compulsory social security	Education	Human health and social work activities	Arts, entertainment and recreation	Other service activities	Activities of households as employers of domestic personnel	Total	
																						Percent	Number
Sex																							
Male	53.2	9.8	7.9	0.4	0.5	4.0	0.2	8.7	4.0	0.9	0.5	0.2	0.2	0.0	0.7	0.4	0.5	0.1	0.5	1.6	5.6	100	354 495
Female	36.1	3.2	2.3	0.0	0.2	0.8	0.6	23.2	0.2	2.5	0.2	0.7	0.2	0.1	0.7	0.6	2.7	0.4	0.1	2.9	22.4	100	209 967
Area																							
Rural	64.8	6.5	3.7	0.1	0.1	2.4	0.0	9.1	1.2	0.3	0.0	0.4	0.0	0.0	0.3	0.1	0.9	0.1	0.3	1.0	8.6	100	295 791
Urban	27.0	8.3	8.2	0.4	0.7	3.3	0.7	19.6	4.0	2.9	0.8	0.3	0.4	0.1	1.2	0.8	1.8	0.3	0.4	3.4	15.4	100	268 671
Province																							
Manicaland	58.8	0.5	8.1	0.0	0.5	0.4	0.0	19.0	3.3	0.0	0.0	1.2	0.0	0.0	0.9	0.7	0.6	0.7	0.0	1.2	3.9	100	53 692
Mashonaland Central	70.6	8.4	4.2	0.0	0.0	1.7	0.0	9.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.4	0.0	0.0	1.0	2.6	100	49 330
Mashonaland East	71.2	1.1	7.3	0.0	0.0	2.5	0.0	10.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.5	7.1	100	42 692
Mashonaland West	53.6	12.3	2.8	0.0	0.4	1.5	0.0	12.4	3.1	0.0	0.4	0.8	0.0	0.0	2.0	0.0	0.6	0.0	1.5	4.5	4.1	100	63 968
Matabeleland North	58.8	1.0	9.4	3.1	0.0	5.5	0.0	7.0	0.0	15.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100	10 229
Matabeleland South	27.4	5.7	2.1	2.1	0.0	1.4	0.0	1.8	0.0	3.9	0.0	0.0	0.0	0.0	0.0	1.5	2.9	0.0	0.0	3.5	47.6	100	18 289
Midlands	41.3	15.0	3.4	0.0	0.0	3.5	0.0	13.2	0.8	0.6	0.6	0.5	0.0	0.0	0.0	0.0	0.7	0.0	0.0	0.6	19.9	100	52 160
Masvingo	67.5	0.0	3.0	0.0	1.0	3.2	0.0	8.0	2.5	1.1	0.0	0.0	0.0	0.0	0.9	0.0	2.0	0.0	0.0	2.1	8.8	100	43 231
Harare	34.8	9.8	8.1	0.4	0.5	3.6	0.3	16.1	3.4	2.3	0.2	0.3	0.1	0.1	0.8	0.8	1.7	0.3	0.5	2.1	13.7	100	201 973
Bulawayo	4.2	0.0	2.6	0.0	1.2	4.9	4.6	30.1	7.7	2.7	3.9	0.0	2.5	0.0	1.9	1.2	0.9	1.2	0.0	5.4	24.8	100	28 897
Total	46.8	7.3	5.8	0.3	0.4	2.8	0.3	14.1	2.5	1.5	0.4	0.4	0.2	0.0	0.7	0.5	1.3	0.2	0.3	2.1	11.8	100	564 462

Table 5.5a below shows employed youths population aged 15–35 years by industry and sex. Among the youths 15–35 years, about 37 percent were employed in agriculture, forestry and fishery industry. Males and females in the Agriculture, forestry and fishing industry contributed about 41 percent and about 32 percent each. About 11 percent males and 28 percent females were employed in retail trade; sale and repair of motor vehicles and motor cycles.

Table 5.5aii: Youths 15-35 years: Distribution of Currently Employed Population by Industry, Sex, Area and Province, Zimbabwe 2019 LFCLS

Sex	Agriculture, forestry and fishing	Mining and quarrying	Manufacturing	Electricity, gas, steam and air conditioning supply	Water supply; sewerage, waste management and construction	Wholesale trade	Retail trade; sale and repair of motor vehicles	Transportation and storage	Accommodation and food service activities	Information and communication	Financial activities	Insurance activities	Real estate activities	Professional, scientific and technical activities	Administrative and support service activities	Public administration and defence; compulsory	Education	Human health and social work activities	Arts, entertainment and recreation	Other service activities	Activities of households as employers of domestic	Activities of extraterritorial	Total		
																							Percent	Number	
Male	40.6	12.5	8.5	0.5	0.6	4.5	0.4	10.6	5.4	0.8	0.5	0.5	0.2	0.0	0.5	1.9	2.6	2.	1.	0.5	2.1	3.8	0.0	100	863 654
Female	31.8	3.3	3.5	0.0	0.2	0.8	0.2	27.5	0.7	2.2	0.4	0.5	0.3	0.1	0.5	0.7	2.0	7.1	1.8	0.1	3.4	12.8	0.1	100	621 711
Area																									
Rural	17.9	9.5	8.2	0.5	0.4	3.2	0.7	23.0	5.3	2.0	0.8	0.7	0.4	0.1	0.6	1.9	4.1	4.9	2.1	0.4	3.9	9.5	0.0	100	719 322
Urban	57.1	7.8	4.6	0.1	0.5	2.8	0.0	12.0	1.3	0.7	0.1	0.3	0.0	0.0	0.3	0.9	0.5	3.3	0.5	0.2	1.3	5.5	0.0	100	766 043
Province																									
Manicaland	48.1	2.2	6.1	0.3	0.4	1.0	0.0	24.9	2.5	0.0	0.6	1.4	0.0	0.0	0.0	1.1	3.0	1.5	0.8	0.0	2.7	3.2	0.0	100	150 107
Mashonaland Central	64.8	8.1	4.7	0.0	0.0	2.5	0.0	9.5	0.7	0.3	0.0	0.0	0.0	0.0	1.0	0.7	1.2	3.5	0.3	0.0	1.5	1.3	0.0	100	115 130
Mashonaland East	61.7	1.5	8.5	0.0	0.0	3.2	0.2	10.0	1.3	0.6	0.0	0.0	0.0	0.0	0.6	1.9	0.6	1.5	0.5	0.0	2.2	5.7	0.0	100	110 297
Mashonaland West	43.9	17.	3.8	0.0	0.3	1.9	0.2	16.7	2.0	0.8	0.4	0.6	0.0	0.0	0.0	1.6	1.0	2.6	0.5	0.6	3.2	3.1	0.0	100	167 806
Matabeleland North	39.5	4.5	6.4	1.0	1.1	2.9	0.0	17.4	0.0	10.8	1.9	0.0	1.0	0.0	0.0	1.0	1.9	7.3	0.0	0.0	3.5	0.0	0.0	100	31 850
Matabeleland South	20.6	8.2	1.3	0.7	1.0	2.8	0.4	15.1	4.8	1.4	0.0	0.0	0.0	0.0	0.0	0.6	3.1	9.2	2.3	0.0	2.6	25.6	0.0	100	52 362
Midlands	36.8	14.2	4.8	0.0	0.7	3.2	0.2	16.7	2.6	1.5	0.5	0.6	0.6	0.0	0.0	1.9	0.9	3.4	0.2	0.0	1.3	9.8	0.0	100	141 199
Masvingo	55.6	0.4	5.8	0.0	1.8	6.9	0.7	12.2	2.9	1.0	0.0	0.0	0.0	0.0	0.5	0.8	0.7	2.5	0.5	0.5	1.3	5.9	0.0	100	98 810
Harare	24.6	11.3	8.6	0.5	0.3	3.3	0.4	18.5	4.7	1.6	0.4	0.6	0.2	0.0	0.8	1.5	3.5	5.9	2.2	0.5	2.3	8.3	0.0	100	522 637
Bulawayo	1.3	0.5	4.7	0.4	0.4	2.8	1.4	31.2	8.2	2.6	1.6	0.3	1.1	0.4	0.8	2.0	4.7	4.0	3.1	0.5	8.7	18.9	0.4	100	95 167
Total	36.9	8.7	6.4	0.3	0.5	3.0	0.4	17.7	3.4	1.4	0.4	0.5	0.2	0.0	0.5	1.4	2.4	4.1	1.3	0.3	2.6	7.6	0.0	100	1 485 365

5.9 Occupation

Table 5.6ai shows the distribution of employed youths 15–24 years by occupation, sex, area, age group and province. About 564 thousand youths in this age group were employed, most of them being in elementary occupations (47.5%). The least were employed as managers or technicians and associates with less than one percent each. Among males the highest proportion was in elementary occupations (50.9%) followed by skilled agricultural, forestry and fishery workers (18.9%). About 42 percent of the females were also in elementary occupations and about 22 percent were in skilled agricultural, forestry and fishery workers. In the 15-19 and 20-24 age groups, about 51 percent and 45 percent were in elementary occupations, respectively.

Although the highest proportion of the youths were in elementary occupations for both urban and rural areas, the second highest proportion in urban areas was service and sales workers (21%), while the second highest for rural areas remained being skilled agricultural, forestry and fishing workers (31.2%).

Youths in Mashonaland Central and Mashonaland West are predominantly skilled agricultural, forestry and fishery workers (37.3% and 36% respectively). Elementary occupation is the second highest for both provinces.

Table 5.6ai: Youths 15-24 years: Distribution of employed youths by Occupation, Sex, Area and province, Zimbabwe 2019 LFCLS

	Managers	Professionals	Technicians and associate	Clerical support workers	Service and sales workers	Skilled agricultural,	Craft and related trades workers	Plant and machine	Elementary occupations		Total
Sex											
Male	0.7	1.0	0.8	0.1	8.0	18.9	6.6	13.0	50.9	100	354 495
Female	0.3	3.1	0.4	1.8	25.9	21.5	2.8	2.6	41.6	100	209 967
Age Group											
15 - 19	0.0	0.3	0.2	0.4	14.2	23.7	3.2	6.6	51.3	100	217 246
20 - 24	0.9	2.7	0.9	1.0	14.9	17.4	6.4	10.7	45.1	100	347 216
Area											
Urban	0.5	2.7	1.3	1.3	21.0	7.4	7.0	10.2	48.6	100	268 671
Rural	0.6	1.0	0.0	0.3	8.8	31.2	3.5	8.2	46.4	100	295 791
Province											
Manicaland	0.9	0.0	0.0	0.0	17.0	32.9	5.4	3.2	40.6	100	53 692
Mashonaland Central	0.0	1.8	0.0	0.6	8.1	37.3	12.1	8.4	31.6	100	49 330
Mashonaland East	0.0	0.6	0.0	0.0	8.9	25.5	3.4	2.6	59.0	100	42 692
Mashonaland West	0.8	1.4	0.9	0.0	13.9	36.0	3.8	16.1	27.1	100	63 968
Matabeleland South	0.0	0.0	0.0	6.0	10.1	19.4	6.9	5.0	52.6	100	10 229

Matabeleland North	0.0	1.5	0.0	4.8	5.9	1.4	0.0	3.5	82.9	100	18 289
Midlands	0.6	0.7	1.6	0.0	11.7	20.3	1.6	17.8	45.8	100	52 160
Masvingo	1.9	2.0	0.0	0.6	11.5	24.9	0.0	3.0	56.1	100	43 231
Harare	0.4	2.5	0.9	0.5	17.5	8.8	6.1	10.4	53.0	100	201 973
Bulawayo	1.3	4.6	1.2	3.8	29.1	2.7	9.5	5.1	42.8	100	28 897
Total	0.6	1.8	0.6	0.7	14.6	19.9	5.2	9.1	47.5	100	564 462

Of the 1.5 million employed youths population aged 15–35 years, nearly 36 percent had elementary occupations as shown in *Table 5.6a*. The respective percentages for males and females employed who had elementary occupations were about 38 percent and 33 percent. Males (16.7%) and females (19.9%) were employed as skilled agricultural, forestry and fishery workers. The age group 15–19 years had the highest percentage of youths with elementary occupations (51 %).

A similar pattern to the 15-24 years was observed regarding urban and rural as well as Mashonaland Central and Mashonaland West.

Table 5.6a: Youths 15-35 years: Distribution of Currently Employed Population by Sex, Age, Area and Province, Zimbabwe 2019 LFCLS

	Armed forces occupations	Managers	Professionals	Technicians and associate	Clerical support workers	Service and sales workers	Skilled agricultural, forestry and fishery workers	Craft and related trades workers	Plant and machine operators, and assemblers	Elementary occupations	Total	
Sex												
Male	0.5	1.1	3.8	2.2	0.9	11.5	16.7	9.3	16.4	37.6	100	863 654
Female	0.1	1.3	8.1	1.8	2.0	27.8	19.9	3.4	3.0	32.7	100	621 711
Age												
15 - 19	0.0	0.0	0.3	0.2	0.4	14.2	23.7	3.2	6.6	51.3	100	217 246
20 - 24	0.0	0.9	2.7	0.9	1.0	14.9	17.4	6.4	10.7	45.1	100	347 216
25 - 29	0.5	1.1	6.8	3.1	1.4	21.8	17.6	6.7	11.5	29.4	100	399 352
30 - 35	0.4	1.9	8.7	2.7	2.1	19.6	16.5	8.8	12.0	27.2	100	521 551
Area												
Urban	0.5	1.7	7.6	3.4	2.0	23.7	7.2	8.7	11.9	33.4	100	766 043
Rural	0.0	0.7	3.4	0.6	0.8	12.6	29.7	4.9	9.6	37.7	100	719 322
Province												
Manicaland	1.2	0.5	1.6	1.7	1.2	21.7	29.2	5.9	4.9	32.1	100	150 107
Mashonaland Central	0.0	0.0	3.3	1.0	1.3	12.4	35.6	11.0	9.4	26.1	100	115 130
Mashonaland East	0.0	1.7	1.9	0.7	1.5	10.0	23.8	5.5	3.8	51.1	100	110 297
Mashonaland West	0.3	0.5	3.1	1.4	0.6	18.4	28.2	5.6	18.4	23.5	100	167 806
Matabeleland	0.0	3.2	7.3	3.8	3.5	17.5	21.4	6.4	6.1	30.7	100	31 850
Matabeleland	0.6	0.4	8.4	1.5	1.7	12.7	4.4	1.3	12.1	56.9	100	52 362
Midlands	0.0	1.1	4.1	2.1	0.5	18.1	25.0	3.9	17.2	28.1	100	141 199
Masvingo	0.7	1.4	3.9	0.0	0.7	14.3	18.1	5.0	3.4	52.5	100	98 810
Harare	0.1	1.4	8.2	2.7	1.6	19.4	9.0	8.3	12.7	36.5	100	522 637
Bulawayo	0.4	2.6	10.6	4.4	3.3	31.3	0.8	8.7	4.8	33.0	100	95 167
Total	0.3	1.2	5.6	2.0	1.4	18.3	18.1	6.9	10.8	35.5	100	1 485 365

Table 5.6aiii presents distribution of employed youths population aged 15–24 years by occupation and industry. About 47 percent of the youths were employed in the agriculture, forestry and fishery industry. Retail trade industry constituted about 14 percent of the youths while 7 percent of the youths were in mining and quarrying. For youth who were skilled agricultural, forestry and fishery workers about 99 percent were in agriculture, forestry and fishery industry. Dominance of youth in service and sales work (66.7%), managers (46.4%) and technicians and associate professionals (20.8%) were observed in retail trade, sale and repair of motor vehicles and motor cycles industry. Youths who were professionals (55.2%) and clerical support workers (34.8%) had highest proportions in education industry.

Youths in craft and related trades were mainly in manufacturing at about 36 percent whereas youths whose occupation was plant and machine operators and assemblers were mainly in mining and quarrying industry at 67 percent.

Table 5.6aiii: Youths 15-24 years: Distribution of Currently Employed Population by Occupation and Industry, Zimbabwe 2019 LFCLS

Occupation	Agriculture, forestry and fishing	Mining and quarrying	Manufacturing	Electricity, gas, steam and air conditioning supply	Water supply; sewerage, waste management and remediation activities	Construction	Wholesale trade	Retail trade; sale and repair of motor vehicles and motor cycles	Transportation and storage	Accommodation and food service activities	Information and communication	Financial activities	Insurance activities	Professional, scientific and technical activities	Administrative and support service activities	Public administration and defense; compulsory social security	Education	Human health and social work activities	Arts, entertainment and recreation	Other service activities	Activities of households as employers undifferentiated goods- and services-producing activities of households for own use	Total	
Managers	25.4	0.0	0.0	0.0	0.0	0.0	0.0	46.4	0.0	14.6	9.2	0.0	0.0	0.0	2.3	0.0	0.0	0.0	2.2	0.0	0.0	100	3 189
Professionals	0.9	0.0	7.1	0.0	0.0	0.0	0.0	2.0	1.1	0.0	11.1	5.4	0.0	0.0	0.0	2.8	55.2	7.5	1.9	5.0	0.0	100	10 005
Technicians and associate professionals	0.0	13.7	10.5	0.0	7.8	0.0	0.0	20.8	0.0	9.8	7.7	7.8	16.7	1.8	0.0	1.6	0.0	1.6	0.0	0.0	0.0	100	3 609
Clerical support workers	0.0	0.0	1.6	0.0	0.0	0.0	0.0	8.7	8.2	22.5	0.0	1.7	9.4	2.0	1.5	0.0	34.8	1.3	0.0	8.2	0.0	100	4 224
Service and sales workers	4.9	0.0	2.0	0.0	0.0	0.1	0.8	66.7	2.1	6.7	0.6	0.1	0.0	0.0	2.9	1.4	0.0	0.5	0.5	8.7	2.0	100	82 679
Skilled agricultural, forestry and fishery workers	98.9	0.0	0.0	0.0	0.0	0.0	0.0	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.4	0.0	0.0	0.0	0.0	0.0	0.3	100	112 072
Craft and related trades workers	29.2	0.2	35.5	1.2	0.0	16.1	0.0	11.8	1.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	3.8	0.0	100	29 298
Plant and machine operators, and assemblers	0.0	67.3	10.5	1.0	1.8	0.0	0.0	0.9	16.3	0.0	0.0	0.0	0.0	0.0	1.5	0.0	0.6	0.0	0.0	0.0	0.0	100	51 458
Elementary occupations	52.3	2.3	5.4	0.3	0.4	4.1	0.5	6.5	1.3	0.5	0.0	0.4	0.0	0.0	0.2	0.4	0.0	0.0	0.4	1.0	24.2	100	267 928
Total	46.8	7.3	5.8	0.3	0.4	2.8	0.3	14.1	2.5	1.5	0.4	0.4	0.2	0.0	0.7	0.5	1.3	0.2	0.3	2.1	11.8	100	564 462

Table 5.6aiv presents information on employed youths population aged 15–35 years by occupation and industry. Youths in the age group 15-35 years who were skilled agricultural, forestry and fishery workers (98.3%), craft and related trades workers (16.9%) and elementary occupations (46.1%) were observed in the agriculture, forestry and fishing industry. Plant and machine operators and assemblers youths (67.9%) dominated the mining and quarrying industry whereas youths who were service and sales workers (60%) and managers (39.7%) were dominant in retail trade, sale and repair of motor vehicles and motor cycles. As observed in the 15-24 year age, youths who were professionals (61.9%) and clerical support workers (19.2%) dominated in the education industry. Technicians and associate professional youths were more in the human health and social work industry (18.5%).

Table 5.6aiv: Youths 15-35 years: Distribution of Currently Employed Population by Occupation and Industry, Zimbabwe 2019 LFCLS

Occupation	Agriculture, forestry and fishing	Mining and quarrying	Manufacturing	Electricity, gas, steam and air conditioning supply	Water supply; sewerage, waste	Construction	Wholesale trade	Retail trade; sale & repair of vehicles	Transportation and storage	Accommodation and food service activities	Information and communication	Financial activities	Insurance activities	Real estate activities	Professional, scientific and technical	Administrative and support service activities	Public admin and defence; compulsory	Education	Human health and social work activities	Arts, entertainment and recreation	Other service activities	Activities of households as employers	Activities of extraterritorial organizations	Total	
Armed forces occupations	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.7	96.3	0.0	0.0	0.0	0.0	0.0	0.0	100	4 395
Managers	12.2	4.4	6.3	0.0	0.0	0.4	1.3	39.7	5.7	3.5	1.7	0.4	0.0	0.2	1.2	1.7	7.9	2.1	5.9	0.4	2.9	0.0	2.2	100	17 470
Professionals	2.0	0.5	3.3	0.4	0.0	2.0	0.0	2.4	1.1	0.0	2.6	1.3	0.4	0.0	4.7	0.6	2.0	61.9	11.6	0.8	2.4	0.0	0.0	100	82 814
Technicians and associate professionals	3.4	4.2	11.1	0.0	1.9	1.6	1.1	11.2	4.2	5.4	1.5	7.4	7.1	1.4	1.6	0.3	7.3	0.2	18.5	4.4	6.0	0.0	0.0	100	30 215
Clerical support workers	11.7	2.6	2.0	0.0	0.0	0.0	2.0	6.9	7.3	10.6	3.0	10.0	4.1	0.0	2.2	3.4	12.7	19.2	0.3	0.0	2.1	0.0	0.0	100	20 600
Service and sales workers	5.1	0.0	1.4	0.0	0.0	0.0	0.9	60.0	2.1	4.8	0.6	0.0	0.0	0.0	0.1	4.5	7.8	0.8	1.1	0.4	9.2	1.3	0.0	100	271 897
Skilled agricultural, forestry and fishery workers	98.3	0.0	0.2	0.0	0.0	0.0	0.0	0.8	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.3	0.0	0.0	0.0	0.0	0.0	0.1	0.0	100	268 350
Craft and related trades workers	16.9	1.8	37.2	1.6	0.3	20.6	0.0	13.4	1.2	0.0	1.0	0.0	0.0	0.0	0.8	0.2	0.5	0.5	0.0	0.4	3.8	0.0	0.0	100	101 941
Plant and machine operators, and assemblers	2.1	67.9	7.4	0.5	1.8	0.4	0.0	1.2	16.0	0.3	0.0	0.0	0.0	0.0	0.0	1.2	0.0	0.8	0.0	0.0	0.2	0.0	0.0	100	160 316
Elementary occupations	46.1	2.8	6.4	0.2	0.6	3.9	0.4	13.0	2.5	0.5	0.1	0.4	0.0	0.0	0.1	0.8	0.3	0.3	0.1	0.2	1.0	20.6	0.0	100	527 368
Total	36.9	8.7	6.4	0.3	0.5	3.0	0.4	17.7	3.4	1.4	0.4	0.5	0.2	0.0	0.5	1.4	2.4	4.1	1.3	0.3	2.6	7.6	0.0	100	1 485 365

5.10 Institutional Sector

Table 5.7ai shows the distribution of employed youths population aged 15–24 years by institutional sector, area and sex. In all the institutional sectors, besides the central government, private sector-financial and NGOs, there were more males than females. Females accounted for about 92 percent in the central government sector. There were only males in the parastatal-financial and cooperatives sectors.

Table 5.7ai: Youths 15-24 years: Distribution of Currently Employed Population by Institutional Sector, Urban/Rural and Sex, Zimbabwe 2019 LFCLS

Institutional Sector	Area	Male	Female	Percent	Number
Central Government	U	8.1	91.9	100	4 185
	R	61.5	38.5	100	2 316
	T	27.1	72.9	100	6 501
Local Authorities/Government	U	73.8	26.2	100	2 959
	R	45.7	54.3	100	993
	T	66.8	33.2	100	3 952
Parastatal-Financial	U	100.0	0.0	100	492
	R	100.0	0.0	100	392
	T	100.0	0.0	100	884
Parastatal- Non financial	U	85.2	14.8	100	4 594
	R	72.5	27.5	100	840
	T	83.3	16.7	100	5 434
Households	U	55.5	44.5	100	73 711
	R	75.5	24.5	100	83 567
	T	66.1	33.9	100	157 278
PVT Enterprises-Financial	U	30.5	69.5	100	2 525
	R	31.1	68.9	100	916
	T	30.7	69.3	100	3 441
PVT Enterprises-Non Financial	U	68.4	31.6	100	74 227
	R	70.5	29.5	100	48 913
	T	69.2	30.8	100	123 140
Co-operatives	U	100.0	0.0	100	449
	R	0.0	0.0	0.0	0
	T	100.0	0.0	100	449
NGO'S	U	42.0	58.0	100	1 501
	R	28.6	71.4	100	1 716
	T	34.8	65.2	100	3 217
Other	U	89.6	10.4	100	3 796
	R	80.6	19.4	100	5 900
	T	84.1	15.9	100	9 696
Total	U	61.7	38.3	100	168 439
	R	72.8	27.2	100	145 554
	T	66.8	33.2	100	313 993

About 764 thousand youths aged 15-35 years were employed in different institutions as shown in *Table 5.7a.ii*. Of these, about 63 percent were males. According to area, males had higher percentages in both urban and rural areas with about 60 percent and 67 percent, respectively. There were more males in most of the institutional sectors besides the central government, local authorities, private sector-financial, cooperatives and NGOs.

Table 5.7aii: Youths 15-35 years: Distribution of Currently Employed Population by Institutional Sector, Area and Sex, Zimbabwe 2019 LFCLS

Institutional sector	Area	Male	Female	Percent	Number
Central Government	U	44.6	55.4	100	58 644
	R	42.1	57.9	100	19 654
	T	44.0	56.0	100	78 298
Local Authorities/Government	U	56.9	43.1	100	14 149
	R	32.6	67.4	100	9 354
	T	47.2	52.8	100	23 502
Parastatal-Financial	U	76.2	23.8	100	2 173
	R	79.3	20.7	100	1 890
	T	77.6	22.4	100	4 063
Parastatal-Non Financial	U	74.4	25.6	100	14 199
	R	63.7	36.3	100	4 788
	T	71.7	28.3	100	18 987
Households	U	52.1	47.9	100	114 029
	R	69.2	30.8	100	134 619
	T	61.4	38.6	100	248 647
Private Enterprises-Financial	U	50.0	50.0	100	7 485
	R	33.0	67.0	100	3 957
	T	44.2	55.8	100	11 442
Private Enterprises-Non Financial	U	68.0	32.0	100	202 905
	R	71.2	28.8	100	145 233
	T	69.3	30.7	100	348 138
Co-Operatives	U	56.1	43.9	100	2 380
	R	26.7	73.3	100	1 227
	T	46.1	53.9	100	3 606
NGO's	U	24.8	75.2	100	4 027
	R	33.5	66.5	100	4 369
	T	29.3	70.7	100	8 396
Other	U	78.0	22.0	100	7 085
	R	73.9	26.1	100	11 586
	T	75.5	24.5	100	18 671
Total	U	59.8	40.2	100	427 074
	R	66.5	33.5	100	336 675
	T	62.8	37.2	100	763 749

5.11 Highest Level of Education Attended

Table 5.8ai shows the distribution of the currently employed youths aged 15-24 years by highest level of education completed and area. About 64 percent of the youths reported that they had completed lower secondary. In urban areas the highest proportion of about 65 percent had completed lower secondary followed by those who had completed primary level with about 22 percent. Those who had completed lower secondary and primary in rural areas accounted for about 62 percent and 33 percent, respectively.

Table 5.8ai: Youth 15-24 years: Distribution of Currently Employed Population by Highest Level of Education Completed within Area, Zimbabwe 2019 LFCLS

Level of Education Completed	Urban	Rural	Total
Primary	22.4	33.3	28.1
Vocational- National Foundation Certificate	0.0	0.2	0.1
Lower Secondary	65.3	62.1	63.6
Upper Secondary	5.7	2.7	4.1
Vocational - Certificate	1.2	0.0	0.6
Vocational - Apprenticeship / Teacher College	1.3	0.5	0.9
Tertiary - Short Cycle	0.9	0.0	0.4
Tertiary - Higher National Diploma Bachelor Honours	2.4	0.7	1.5
Tertiary - Master / Doctorate Medical Courses	0.3	0.0	0.1
No Education	0.5	0.5	0.5
Total Percent	100	100	100
Total Number	268 671	295 792	564 562

The highest proportion of youths (63.6%) had completed lower secondary followed by those who had completed primary with about 28 percent as shown in *Table 5.8a*. About 62 percent of males had completed lower secondary and 31 percent had completed primary. Among females, about 66 percent had completed lower secondary and about 23 percent of them had completed primary. Those with no education accounted for less than one percent for both males and females.

Table 5.8a: Youth 15-24 years: Distribution of Currently Employed Population by Highest Level of Education Completed within Sex, Zimbabwe 2019 LFCLS

Level of Education Completed	Male	Female	Total
Primary	31.2	22.9	28.1
Vocational- National Foundation Certificate	0.0	0.3	0.1
Lower Secondary	62.2	66.1	63.6
Upper Secondary	3.8	4.6	4.1
Vocational - Certificate	0.5	0.7	0.6
Vocational - Apprenticeship / Teacher College	0.4	1.7	0.9
Tertiary - Short Cycle	0.2	0.8	0.4
Tertiary - Higher National Diploma / Bachelor / Bachelor Honours	1.1	2.3	1.5
Tertiary - Master / Doctorate Medical Courses	0.0	0.4	0.1
No Education	0.6	0.2	0.5
Total Percent	100	100	100
Total Number	354 495	209 967	564 562

Table 5.8bi shows the distribution of employed youth population aged 15-35 years by level of education completed and area. About 60 percent of the youths had completed lower secondary and about 23 percent had completed primary. Those with no education accounted for less than one percent. The highest proportion of those in urban areas had completed lower secondary followed by primary completion with about 17 percent. Youths in rural areas had higher percentages of those who had completed primary and lower secondary with about 30 percent and 61 percent, respectively.

Table 5.8bi: Youth 15-35 years: Distribution of Currently Employed Population by Highest Level of Education Completed within Area, Zimbabwe 2019 LFCLS

Highest level completed	Urban	Rural	Total
Primary	16.9	29.6	23.1
Vocational- National Foundation Certificate	0.2	0.1	0.2
Lower Secondary	60.0	61.0	60.4
Upper Secondary	5.4	3.1	4.3
Vocational - Certificate	2.1	0.6	1.4
Vocational - Apprenticeship / Teacher College	2.9	1.6	2.3
Tertiary - Short Cycle	4.1	1.4	2.8
Tertiary-Higher National Diploma /Bachelor/Bachelor Honors	6.6	1.7	4.2
Tertiary - Master / Doctorate Medical Courses	1.6	0.3	1.0
No Education	0.3	0.6	0.4
Total Percent	100	100	100
Total Number	766 042	719 323	1 485 365

Table 5.8bii shows distribution of youth population aged 15-35 years by level of education completed and sex. Among males, the highest proportion of about 61 percent had completed lower secondary followed by those who had completed primary with about 24 percent. About 59 percent of the females had completed lower secondary and 22 percent had completed primary.

Table 5.8bii: Youth 15-35 years: Distribution of Currently Employed Population by Highest Level of Education Completed within Sex, Zimbabwe 2019 LFCLS

Highest level completed	Male	Female	Total
Primary	24.1	21.6	23.1
Vocational- National Foundation Certificate	0.1	0.2	0.2
Lower Secondary	61.2	59.4	60.4
Upper Secondary	4.9	3.4	4.3
Vocational - Certificate	1.1	1.8	1.4
Vocational - Apprenticeship / Teacher College	1.5	3.4	2.3
Tertiary - Short Cycle	2.3	3.4	2.8
Tertiary - Higher National Diploma / Bachelor / Bachelor Honors	3.6	5.1	4.2
Tertiary - Master / Doctorate Medical Courses	0.6	1.5	1.0
No Education	0.5	0.3	0.4
Total Percent	100	100	100
Total Number	863 654	621 711	1 485 465

5.12 Field of Specialisation

Table 5.9ai shows that about 79 percent of the employed youths aged 15–24 years who had some fields of specialisation were in urban areas. Females in urban areas compared to those in rural areas dominated in most of the fields of specialisation with the exception of humanities and arts. Males in rural areas dominated in the fields of education and agriculture when compared to their urban counterparts.

Table 5.9ai: Youths 15-24 years: Distribution of Currently Employed Population by Field of Specialisation, Area and Sex, Zimbabwe 2019 LFCLS

Field of Specilisation	Sex	Area		Total	
		Urban	Rural	Percent	Number
Education	M	10.6	89.4	100	577
	F	82.8	17.2	100	5 182
	T	75.5	24.4	100	5 759
Humanities and arts	M	100.0	0.0	100	642
	F	0.0	0.0	0.0	0
	T	100.0	0.0	100	642
Social sciences, business and law	M	71.1	28.9	100	1 445
	F	62.4	37.6	100	4 254
	T	64.6	35.4	100	5 699
Science	M	100.0	0.0	100	1 331
	F	100.0	0.0	100	140
	T	100.0	0.0	100	1 471
Engineering, manufacturing and construction	M	80.3	19.8	100	3 489
	F	100.0	0.0	100	829
	T	84.0	16.0	100	4 318
Agriculture	M	0.0	100.0	100	283
	F	100.0	0.0	100	51
	T	15.3	84.7	100	334
Health and welfare	M	0.0	0.0	0.0	0
	F	100.0	0.0	100	1 223
	T	100.0	0.0	100	1 223
Services	M	0.0	0.0	0.0	0
	F	100.0	0.0	100	1 340
	T	100.0	0.0	100	1 340
Total	M	75.5	24.5	100	7 768
	F	80.8	19.2	100	13 018
	T	78.8	21.2	100	20 786

Table 5.9aai shows employed youths population aged 15–35 years by field of specialisation, sex and area. The dominance of youths for either sex in urban areas compared to rural areas was observed in all fields of specialization with the exception of agriculture.

Table 5.9aii: Youths 15-35 years: Number and Percentage Distribution of Currently Employed Population by Field of Specialisation, Sex and area, Zimbabwe 2019 LFCLS

Field of Specialisation	Sex	Urban	Rural	Percent	Number
Education	M	64.1	35.9	100	9 791
	F	63.7	36.3	100	33 849
	T	63.8	36.2	100	43 640
Humanities and arts	M	73.4	26.6	100	2834
	F	70.6	29.4	100	4578
	T	71.7	28.3	100	7412
Social sciences, business and law	M	80.3	19.7	100	19 117
	F	82.1	17.9	100	25 486
	T	81.3	18.7	100	44 603
Science	M	67.8	32.2	100	8 893
	F	89.5	10.5	100	4 933
	T	75.5	24.5	100	13 826
Engineering, manufacturing and construction	M	83.0	17.0	100	27 239
	F	82.0	18.0	100	4 823
	T	82.8	17.2	100	32 062
Agriculture	M	39.5	60.5	100	3419
	F	48.6	51.4	100	3390
	T	44.0	56.0	100	6809
Health and welfare	M	92.4	7.6	100	5046
	F	94.9	5.1	100	10 609
	T	94.1	5.9	100	15 655
Services	M	79.5	20.5	100	3246
	F	88.5	11.5	100	7 817
	T	85.9	14.1	100	11 063
Total	M	76.6	23.4	100	79 586
	F	76.2	23.8	100	95 485
	T	76.3	23.7	100	175 071

Table 5.9bi shows the percent distribution of employed youths population aged 15–24 years by field of specialisation and industry. The highest percentage by specialisation was in the retail trade (33.8%) followed by education (26.3%). All male youths in this age group who specialised in education were in the education industry while females had 81 percent. Females who specialised in science were all in the retail trade industry. Youths of either sex who specialized in agriculture dominated in the agriculture, forestry and fishery industry (100% each).

Table 5.9bi: Youths 15-24 years: Percentage Distribution of Currently Employed Population by Field of Specialisation by industry and Sex, Zimbabwe 2019 LFCLS

Specialisation	Sex	Agriculture, forestry and fishing	Mining and quarrying	Manufacturing	Electricity, gas, steam and air conditioning supply	Construction	Retail trade; sale and repair of motor vehicles and motor cycles	Transportation and storage	Accommodation and food service activities	Information and communication	Insurance activities	Professional, scientific and	Administrative and support service activities	Public administration and defence; compulsory social	Education	Human health and social work	Arts, entertainment	Other service activities	Total	
Education	M	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	100	576
	F	0.0	0.0	0.0	0.0	0.0	18.0	0.0	0.0	0.0	0.0	0.0	1.3	0.0	80.7	0.0	0.0	0.0	100	5 182
	T	0.0	0.0	0.0	0.0	0.0	16.2	0.0	0.0	0.0	0.0	0.0	1.1	0.0	82.6	0.0	0.0	0.0	100	5 758
Humanities and arts	M	0.0	0.0	12.6	0.0	0.0	0.0	77.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.1	0.0	100	642
	F	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100	0
	T	0.0	0.0	12.6	0.0	0.0	0.0	77.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.1	0.0	100	642
Social sciences, business and law	M	0.0	0.0	0.0	0.0	0.0	44.8	28.8	26.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100	1 446
	F	0.0	0.0	2.2	0.0	0.0	61.8	0.0	2.0	0.0	9.3	3.6	1.7	0.0	16.5	1.3	1.6	0.0	100	4 254
	T	0.0	0.0	1.6	0.0	0.0	57.5	7.3	8.2	0.0	6.9	2.7	1.3	0.0	12.3	1.0	1.2	0.0	100	5 700
Science	M	29.5	0.0	0.0	40.3	0.0	8.3	0.0	0.0	21.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100	1 331
	F	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100	140
	T	26.6	0.0	0.0	36.5	0.0	17.0	0.0	0.0	19.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100	1 471
Engineering, manufacturing and construction	M	21.6	2.1	10.3	0.0	9.5	39.8	3.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	11.5	2.0	100	3 489
	F	0.0	0.0	59.3	0.0	10.4	30.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100	829
	T	17.5	1.7	19.8	0.0	9.7	38.0	2.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	9.3	1.6	100	4 318
Agriculture	M	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100	283
	F	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100	51
	T	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100	334
Health and welfare	M	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100	0
	F	26.4	0.0	0.0	0.0	0.0	41.2	0.0	0.0	0.0	0.0	0.0	0.0	4.7	0.0	27.7	0.0	0.0	100	1 222
	T	26.4	0.0	0.0	0.0	0.0	41.2	0.0	0.0	0.0	0.0	0.0	0.0	4.7	0.0	27.7	0.0	0.0	100	1 222
Services	M	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100	0
	F	29.2	0.0	0.0	0.0	0.0	31.3	0.0	0.0	25.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	14.3	100	1 340
	T	29.2	0.0	0.0	0.0	0.0	31.3	0.0	0.0	25.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	14.3	100	1 340
	M	18.4	1.0	5.7	6.9	4.3	27.6	13.2	4.9	3.8	0.0	0.0	0.0	0.0	7.4	0.0	6.0	0.9	100	7 768
	F	5.9	0.0	4.5	0.0	0.7	37.5	0.0	0.7	2.6	3.0	1.2	1.1	0.4	37.5	3.0	0.5	1.5	100	13 018
Total	T	10.6	0.4	4.9	2.6	2.0	33.8	4.9	2.2	3.0	1.9	0.7	0.7	0.3	26.3	1.9	2.6	1.3	100	20 786

Among the youths 15–35 years, the highest percent by field of specialisation was in the education industry (27.4%) followed by retail trade industry (17.3%) as shown in Table 5.9ci. About 84 percent of the youths specialized in education were in the education industry. Males and females who specialised in agriculture contributed about 70 percent and 57 percent, respectively, in the agriculture, forestry and fishery industry.

Table 5.9ci: Youths 15-35 years: Percentage Distribution of Currently Employed Population by Field of Specialisation by industry and Sex, Zimbabwe 2019 LFCLS

Specialisation	Sex	Agriculture, forestry and fishing	Mining and quarrying	Manufacturing	Electricity, gas, steam and air conditioning supply	Construction	Wholesale trade	Retail trade; sale and repair of motor vehicles and motor cycles	Transportation and storage	Accommodation and food service activities	Information and communication	Financial activities	Insurance activities	Real estate activities	Professional, scientific and technical activities	Administrative and support service activities	Public administration and defence; compulsory social security	Education	Human health and social work activities	Arts, entertainment and recreation	Other service activities	Activities of households as employers undifferentiated goods and services	Activities of households for own use	Activities of extraterritorial organizations and bodies	Total
Education	M	6.5	0.0	0.0	0.0	0.0	0.0	9.2	0.0	0.0	0.0	0.0	0.7	0.0	0.0	0.0	12.0	71.5	0.0	0.0	0.0	0.0	0.0	100	9 792
	F	2.8	0.0	0.0	0.0	0.0	0.0	9.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.2	87.0	0.0	0.0	0.0	0.0	0.0	100	33 850
	T	3.6	0.0	0.0	0.0	0.0	0.0	9.7	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.1	2.8	83.5	0.0	0.0	0.0	0.0	0.0	100	43 642
Humanities and arts	M	8.8	0.0	2.9	0.0	10.5	0.0	9.4	17.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	6.8	27.4	0.0	2.3	14.5	0.0	0.0	100	2 834
	F	9.2	9.3	13.2	0.0	10.9	0.0	3.1	0.0	8.3	0.0	1.8	0.0	0.0	0.0	0.0	2.4	33.7	0.0	0.0	8.2	0.0	0.0	100	4 578
	T	9.0	5.7	9.2	0.0	10.7	0.0	5.5	6.7	5.1	0.0	1.1	0.0	0.0	0.0	0.0	4.1	31.3	0.0	0.9	10.6	0.0	0.0	100	7 412
Social sciences, business and law	M	20.6	0.0	4.7	0.0	0.6	2.6	18.8	6.5	2.0	1.9	13.1	3.5	0.0	10.2	2.5	4.5	3.5	1.9	1.2	1.8	0.0	0.0	100	19 116
	F	4.4	2.7	6.8	0.0	0.0	0.0	27.5	1.8	4.1	3.7	3.1	3.6	0.3	1.4	4.5	13.0	15.9	5.5	0.3	1.3	0.0	0.0	100	25 487
	T	11.3	1.5	5.9	0.0	0.3	1.1	23.8	3.8	3.2	3.0	7.4	3.5	0.2	5.2	3.7	9.4	10.6	3.9	0.7	1.5	0.0	0.0	100	44 603
Science	M	9.3	2.7	5.0	6.0	0.0	0.0	20.2	0.0	0.0	4.5	0.0	0.0	0.0	3.9	0.0	15.2	19.6	3.8	0.0	9.8	0.0	0.0	100	8 891
	F	4.8	0.0	6.9	0.0	0.0	0.0	25.5	0.0	0.0	0.0	2.2	6.5	7.3	10.5	0.0	1.4	24.5	1.3	0.0	1.5	0.0	7.6	100	4 933
	T	7.7	1.7	5.7	3.9	0.0	0.0	22.1	0.0	0.0	2.9	0.8	2.3	2.6	6.3	0.0	10.3	21.3	2.9	0.0	6.8	0.0	2.7	100	13 824
Engineering, manufacturing and construction	M	8.0	8.1	18.9	3.6	16.6	0.9	20.9	11.3	0.0	1.2	0.0	0.0	0.0	0.5	0.6	3.4	1.5	1.2	1.5	1.9	0.0	0.0	100	27 237
	F	1.1	0.0	32.8	0.0	1.8	0.0	48.1	0.0	0.0	0.0	6.9	0.0	0.0	0.0	0.0	0.0	8.0	0.0	0.0	0.0	1.5	0.0	100	4 825
	T	6.9	6.8	21.0	3.0	14.3	0.7	25.0	9.6	0.0	1.0	1.0	0.0	0.0	0.4	0.5	2.9	2.5	1.0	1.2	1.6	0.2	0.0	100	32 062
Agriculture	M	69.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.9	14.5	0.0	0.0	14.0	0.0	0.0	0.0	0.0	100	3 419
	F	56.9	0.0	2.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	17.6	0.0	1.6	21.9	0.0	0.0	0.0	0.0	0.0	100	3 390
	T	63.3	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	9.7	7.3	0.8	10.9	7.0	0.0	0.0	0.0	0.0	100	6 809
Health and welfare	M	6.4	0.0	1.2	0.0	0.0	0.0	0.0	6.0	0.0	0.0	0.0	0.0	0.0	1.4	0.0	2.8	0.0	82.3	0.0	0.0	0.0	0.0	100	5 047
	F	7.7	0.0	0.0	0.0	0.0	0.0	11.6	0.0	3.8	0.0	0.0	0.0	0.0	3.2	0.0	3.7	0.0	63.4	0.0	6.5	0.0	0.0	100	10 610
	T	7.3	0.0	0.4	0.0	0.0	0.0	7.9	1.9	2.6	0.0	0.0	0.0	0.0	2.6	0.0	3.4	0.0	69.5	0.0	4.4	0.0	0.0	100	15 657
Services	M	0.0	0.0	0.0	0.0	0.0	15.3	0.0	4.6	57.2	0.0	0.0	0.0	0.0	0.0	0.0	11.3	0.0	11.6	0.0	0.0	0.0	0.0	100	3 246

	F	10.9	0.0	4.5	0.0	0.0	0.0	34.5	0.0	6.8	4.3	0.0	0.0	0.0	6.3	0.0	12.4	0.7	2.4	0.0	12.2	4.9	0.0	100	7 816
	T	7.7	0.0	3.2	0.0	0.0	4.5	24.4	1.4	21.6	3.1	0.0	0.0	0.0	4.5	0.0	12.1	0.5	5.1	0.0	8.6	3.5	0.0	100	11 062
	M	13.2	3.1	8.3	1.9	6.2	1.6	15.4	6.6	2.8	1.4	3.1	0.9	0.0	3.2	1.4	6.3	13.3	7.6	0.9	2.7	0.0	0.0	100	79 586
	F	6.7	1.2	4.9	0.0	0.6	0.0	18.9	0.5	2.5	1.4	1.4	1.3	0.5	2.4	1.3	5.2	39.2	8.8	0.1	2.5	0.5	0.4	100	95 487
Total	T	9.6	2.0	6.5	0.9	3.1	0.7	17.3	3.3	2.6	1.4	2.2	1.1	0.2	2.8	1.3	5.7	27.4	8.2	0.4	2.6	0.3	0.2	100	175 073

5.13 Work Related Income

The majority of employed youths aged 15–24 years (79.1%) received income between RTGS\$1 and RTGS\$200 during the month of May in their main jobs as shown in Table 5.10ai.

Table 5.10ai: Youths 15-24 years: Number and Percentage Distribution for Paid Employees by Income Received During Month of May 2019 in their Main Jobs within Sex, Zimbabwe 2019 LFCLS

Income Range (RTGS Dollars)	Male	Female	Total
Zero	0.6	0.4	0.5
\$1 - \$200	78.9	79.7	79.1
\$201 - \$300	9.4	9.0	9.3
\$301 - \$400	5.6	4.0	5.1
\$401 - \$500	1.9	2.8	2.2
\$501 - \$600	0.7	0.8	0.7
\$601 - \$700	0.7	0.5	0.6
\$701 - \$800	0.5	1.3	0.8
\$801 - \$900	0.1	0.0	0.1
\$901 - \$1 000	0.4	0.0	0.3
\$1 001 - \$3 000	0.8	1.4	1.0
\$3000 and above	0.5	0.0	0.3
Total percent	100	100	100
Total Number	204 856	97 454	302 312

Among the employed youths population aged 15–35 years, about 61 percent received income of between RTGS\$1 and RTGS\$200 in their main jobs as shown in Table 5.10aai.

Table 5.10aai: Youths 15-35 years: Number and Percentage Distribution for Paid Employees by Income Received During Month of May 2019 in their Main Jobs within Sex, Zimbabwe 2019 LFCLS

Income Range (RTGS Dollars)	Male	Female	Total
Zero	0.5	0.5	0.5
\$1 - \$200	61.0	62.2	61.4
\$201 - \$300	11.0	7.8	9.8
\$301 - \$400	7.5	6.0	7.0
\$401 - \$500	4.3	3.8	4.1
\$501 - \$600	3.4	3.2	3.3
\$601 - \$700	4.3	8.0	5.7
\$701 - \$800	2.5	4.4	3.2
\$801 - \$900	1.2	0.9	1.1
\$901 - \$1 000	1.0	0.6	0.8
\$1 001 - \$3 000	2.8	2.4	2.6
\$3 000 and above	0.5	0.1	0.4
Total Percent	100	100	100
Total number	471 942	276 417	748 359

5.14 Hours of Work

Table 5.11ai shows results of actual hours worked in all jobs during the reference week. Thirty-one percent of the employed youths population aged 15–24 years worked excessive

hours (49 hours or more) during the reference period. Female youths (26.5%) worked excessive hours. Among males about 34 percent worked excessive in the last 7 days prior to the interview.

Table 5.11ai: Youths 15-24 years: Distribution of the Currently Employed Population by Total Actual Hours Worked in all Jobs During the Reference Week within Sex, Zimbabwe 2019 LFCLS

Actual Hours of Work in All Jobs	Male	Female	Total
Under 20	27.1	34.5	29.8
20 – 29	10.9	9.2	10.3
30 – 39	11.1	10.5	10.8
40 – 48	17.2	19.3	18.0
49+	33.7	26.5	31.0
Total Percent	100	100	100
Total Number	354 495	209 967	564 462

Table 5.11bi below shows the distribution of employed youths population aged 15–35 years by total hours actually worked in all jobs during the reference week. About 31 percent of the youths worked excessive hours. Among males, about 35 percent worked excessive hours during the reference week. Female youths who worked excessive hours constituted about 24 percent.

Table 5.11bi: Youths 15-35 years: Number and Percentage Distribution of the Currently Employed Population by Total Actual Hours worked in all Jobs during the Reference Week within Sex, Zimbabwe 2019 LFCLS

Actual Hours of Work in All Jobs	Male	Female	Total
Under 20	23.2	33.5	27.5
20 – 29	9.4	10.6	9.9
30 – 39	10.9	10.3	10.6
40 – 48	21.2	22.1	21.5
49+	35.4	23.6	30.5
Total Percent	100	100	100
Total Number	863 654	621 711	1 485 365

5.15 Precarious Employment

Figure 5.7a shows the distribution of youths population aged 15-24 years in precarious employment by province and sex. There were more females than males who were in precarious employment in Harare, Bulawayo, Midlands, Matabeleland South and Mashonaland Central. Harare had the highest proportion of males (38.3%) who were in precarious employment. The lowest proportion was in Matabeleland North with about two percent. Among females, Harare had the highest proportion of about 42 percent who were in precarious employment. Matabeleland North, with below one percent, had the lowest percent of females in precarious employment.

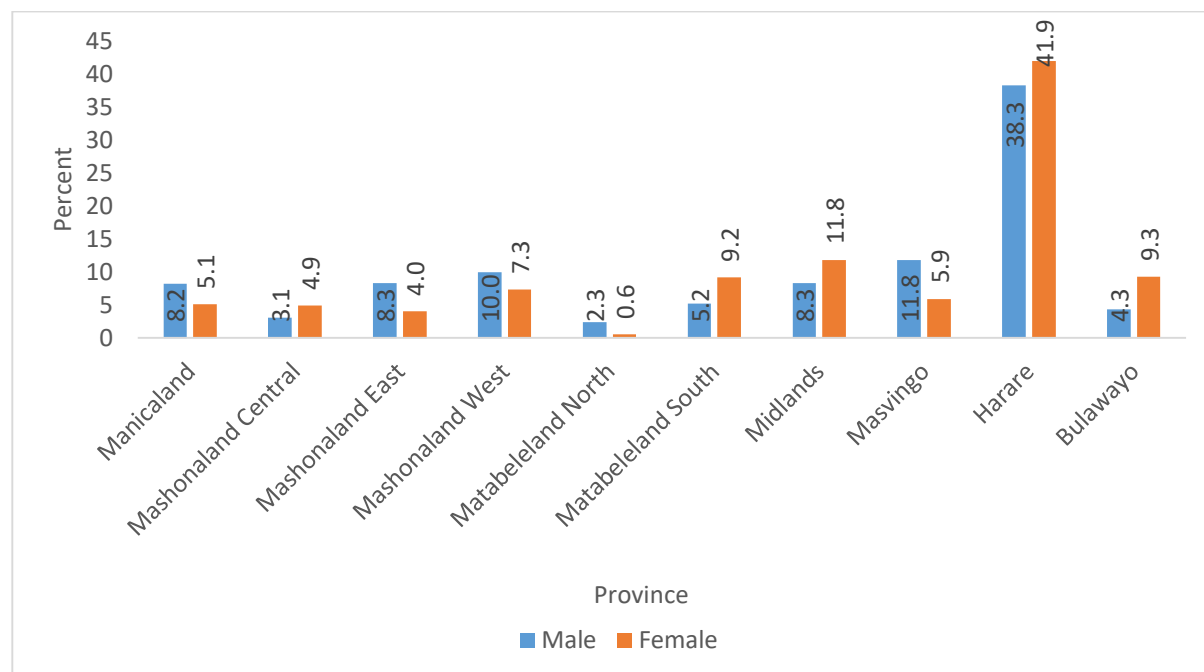


Figure 5.7a: Youth 15-24 Years: Percent Distribution of Youths 15-24 years in Precarious Employment by Province and Sex, Zimbabwe 2019 LFCLS

Table 5.12ai shows the distribution of employed youths population aged 15–24 years in precarious employment by area, age group and sex. About 69 percent of the youths in precarious employment were males. Among youths in precarious employment in rural areas about 76 percent of them were males.

Table 5.12ai Percent distribution of Youths 15-24 years in Precarious Employment by Area, Age Group and Sex, Zimbabwe 2019 LFCLS

	Sex		Total	
	Male	Female	Percent	Number
Area				
Urban	61.9	38.1	100	99 583
Rural	75.6	24.4	100	104 942
Age group				
15 - 19	68.3	31.7	100	86 920
20 - 24	69.4	30.6	100	117 605
Total	68.9	31.1	100	204 525

Harare had the highest proportions of female youths (39.7%) for the age group 15-35 years in precarious employment followed by Bulawayo (10.3%) as shown in *Figure 5.7b*. The least proportion of female youths in precarious employment was in Matabeleland North with one percent. The highest proportion of male youths (35.1%) in precarious employment was in Harare followed by Mashonaland West with about 12 percent. The least proportion for males in precarious employment was in Matabeleland North with about two percent. Generally, there were more males in precarious employment in most of the provinces except for Harare, Matabeleland South, Mashonaland Central and Bulawayo.

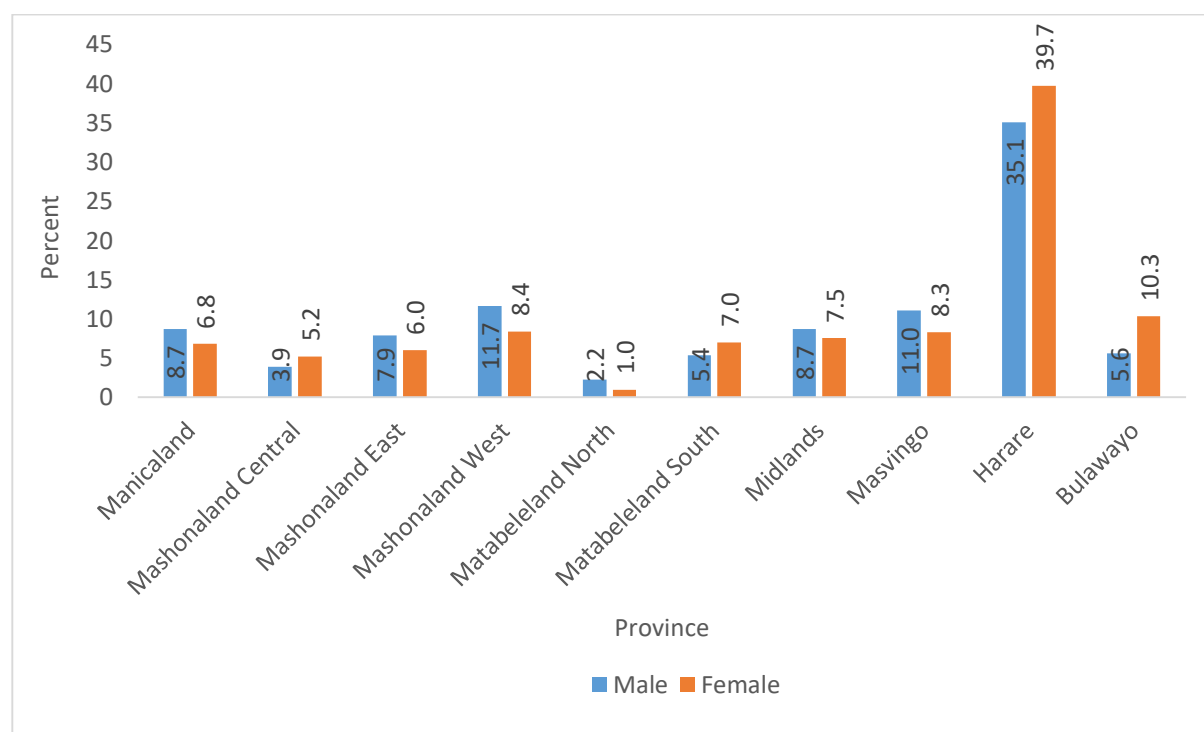


Figure 5.7b: Youth 15-35 Years: Percent Distribution of Youths in Precarious Employment by Province, Zimbabwe 2019 LFCLS

Table 5.12aⁱⁱ Shows distribution of employed youths population aged 15-35 years in precarious employment by area, age group and sex. About 360 thousand youths in this age group were in precarious employment of whom about 65 percent were males. There were more males in

precarious employment in both urban areas (59%) and rural areas (69.8%). All the age groups follow the same pattern.

Table 5.12aii: 15-35 years: Distribution of Employed Youths Population in Precarious Employment by Area, Age group and Sex, Zimbabwe 2019 LFCLS

	Sex		Total	
	Male	Female	Percent	Number
Area				
Urban	59.0	41.0	100	177 083
Rural	69.8	30.2	100	182 697
Age Group				
15 - 19	68.3	31.7	100	86 920
20 - 24	69.4	30.6	100	117 606
25 - 29	60.5	39.5	100	75 696
30 - 35	56.9	43.1	100	79 558
Total	64.5	35.5	100	359 780

5.16 Youth not in Employment, Education or Training (NEET)

Table 5.13a presents the distribution of youth 15-24 years not in education, not in employment and not in training by province and sex. Almost 45 percent of the youth population were not in education, not in employment and not in training. The proportion for males was about 37 percent while for females it was nearly 53 percent. Matabeleland North had the highest proportion of youth not in education, not in employment or not in training at about 68 percent while the lowest was in Harare at around 35 percent.

Table 5.13a: Youth 15-24 Years Not in Employment, Education or in Training by Province and Sex, Zimbabwe 2019 LFCLS

Province	Youth in Education not in Employment			Youth in Employment not in Education or Training			Youth Population			Youth not in Employment not in Education or Training		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Manicaland	70 927	60 564	131 491	35 756	17 015	52 770	162 658	157 158	319 815	34.4	50.6	42.4
Mashonaland Central	27 317	19 131	46 448	23 732	21 549	45 281	97 637	97 269	194 906	47.7	58.2	52.9
Mashonaland East	50 471	37 067	87 539	27 706	13 716	41 422	112 457	105 405	217 862	30.5	51.8	40.8
Mashonaland West	44 364	34 688	79 052	41 974	19 522	61 496	140 243	137 083	277 325	38.4	60.5	49.3
Matabeleland North	17 873	14 130	32 003	6 887	2 408	9 295	63 890	63 552	127 442	61.2	74.0	67.6
Matabeleland South	13 714	16 776	30 490	9 938	8 350	18 289	62 190	65 508	127 698	62.0	61.6	61.8
Midlands	56 243	42 205	98 448	35 109	17 051	52 160	156 907	142 256	299 162	41.8	58.3	49.7
Masvingo	56 814	51 576	108 390	26 709	16 039	42 748	126 619	136 082	262 701	34.0	50.3	42.5
Harare	108 704	95 847	204 551	134 279	79 359	213 638	321 809	316 325	638 134	24.5	44.6	34.5
Bulawayo	26 752	25 751	52 503	12 406	14 959	27 365	59 583	69 645	129 229	34.3	41.5	38.2
Total	473 179	397 736	870 915	354 495	209 967	564 462	1 303 993	1 290 281	2 594 274	36.5	52.9	44.7

For the 15-35 year age group, the proportion of youth not in employment, not in education or training was high at around 47 percent as shown in *Table 5.13b*. The proportion for females was 56 percent while that for males it was around 37 percent. At the provincial level, Matabeleland North had the highest proportion at about 71 percent while the lowest proportion was in Harare at around 33 percent.

Table 5.13b: Youth 15-35 Years Not in Employment, Education or in Training by Province and Sex, Zimbabwe 2019 LFCLS

Province	Youth in Education not in Employment			Youth in Employment not in Education			Youth Population			Youth not in Employment, Education or Training		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Manicaland	71 419	61 126	132 546	81 564	62 164	143 728	245 007	275 394	520 400	37.6	55.2	46.9
Mashonaland Central	27 817	20 377	48 194	60 137	46 568	106 704	169 317	176 727	346 044	48.1	62.1	55.2
Mashonaland East	50 471	37 067	87 539	66 291	39 277	105 568	191 660	195 099	386 758	39.1	60.9	50.1
Mashonaland West	44 364	36 442	80 806	100 361	59 128	159 489	245 084	244 487	489 572	40.9	60.9	50.9
Matabeleland North	17 873	14 130	32 003	17 896	13 019	30 915	98 639	116 243	214 881	63.7	76.6	70.7
Matabeleland South	14 374	17 689	32 063	26 212	24 579	50 791	95 543	110 222	205 765	57.5	61.7	59.7
Midlands	56 831	42 564	99 395	85 977	52 557	138 534	247 950	258 574	506 524	42.4	63.2	53.0
Masvingo	56 976	52 375	109 351	56 221	39 183	95 404	189 995	235 288	425 283	40.4	61.1	51.9
Harare	111 211	99 095	210 306	326 714	237 052	563 767	553 363	597 011	1 150 374	20.9	43.7	32.7
Bulawayo	27 804	28 277	56 082	42 282	48 182	90 464	106 453	135 402	241 856	34.2	43.5	39.4
Total	479 140	409 144	888 284	863 654	621 711	1 485 365	2 143 011	2 344 447	4 487 458	37.3	56.0	47.1

5.17 Functional Disability

Table 5.14ai shows the distribution of employed youths aged 15–24 years by at least one form of functional disability, area and sex. Around 37 percent of youths 15-24 years had at least one form of functional disability. Males who were technicians and associate professionals, service and sales workers and professionals, about ten percent each had at least one form of functional disability. Eight percent of the female youths who were plant and machine operators, and assemblers, professionals (6.5%) and skilled agricultural, forestry and fishery workers (6.2%) had at least one form of functional disability.

Table 5.14ai: Youths 15-24 years: Number and Percentage Distribution of Currently Employed Population by at least one form of Functional Disability, Occupation and Sex, Zimbabwe 2019 LFCLS

	Male			Female			Total	
	Yes	No	Total	Yes	No	Total	Percent	Number
Area								
Urban	6.6	93.4	158 944	4.2	95.8	109 727	100	268 671
Rural	5.5	94.5	195 551	5.7	94.3	100 240	100	295 791
Occupation								
Managers	0.0	100.0	2 649	0.0	100.0	540	100	3 189
Professionals	9.5	90.5	3 399	6.5	93.5	6 606	100	10 005
Technicians and associate professionals	10.1	89.9	2 811	0.0	100.0	798	100	3 609
Clerical support workers	0.0	100.0	448	0.0	100.0	3 775	100	4 224
Service and sales workers	9.9	90.1	28 283	4.2	95.8	54 395	100	82 679
Skilled agricultural, forestry and fishery workers	5.2	94.8	66 849	6.2	93.8	45 223	100	112 072
Craft and related trades workers	3.8	96.2	23 480	0.0	100.0	5 818	100	29 298
Plant and machine operators, and assemblers	0.9	99.1	46 059	8.0	92.0	5 399	100	51 458
Total	6.0	94.0	354 495	4.9	95.1	209 967	100	564 462

Table 5.14aai shows the distribution of employed youths population aged 15–24 years by at least one form of functional disability and industry. Males (15.3%) with at least one form of functional disability were in the water supply industry and about 11 percent were employed in accommodation and food services industry. About 56 percent of the females in the administrative and support service activities industry had at least one form of functional disability.

Table 5.14aii: Youths 15-24 years: Distribution of Currently Employed Population by at least one form of Functional Disability by Industry and Sex, Zimbabwe 2019 LFCLS

Industry	Male			Female			Total	
	Yes	No	Total	Yes	No	Total	Percent	Number
Agriculture, forestry and fishing	6.6	93.4	188 566	5.9	94.1	75 836	100	264 402
Mining and quarrying	1.2	98.8	34 813	6.5	93.5	6 668	100	41 481
Manufacturing	6.0	94.0	28 051	9.4	90.6	4 897	100	32 948
Electricity, gas, steam and air conditioning supply	0.0	100.0	1 576	0.0	0.0	0	100	1 576
Water supply; sewerage, waste management and remediation activities	15.3	84.7	1 851	0.0	100.0	422	100	2 273
Construction	9.0	91.0	14 197	0.0	100.0	1 603	100	15 800
Wholesale trade	0.0	100.0	641	0.0	100.0	1 323	100	1 964
Retail trade; sale and repair of motor vehicles and motor cycles	6.5	93.5	31 018	4.6	95.4	48 694	100	79 712
Transportation and storage	6.1	93.9	14 054	0.0	100.0	331	100	14 385
Accommodation and food service activities	11.4	88.6	3 301	0.0	100.0	5 262	100	8 563
Information and communication	0.0	100.0	1 741	0.0	100.0	416	100	2 157
Financial activities	0.0	100.0	712	0.0	100.0	1 369	100	2 081
Insurance activities	0.0	100.0	602	0.0	100.0	395	100	997
Professional, scientific and technical activities	0.0	0.0	0	0.0	100.0	152	100	152
Administrative and support service activities	1.9	98.1	2 658	56.3	43.7	1 557	100	4 215
Public administration and defence; compulsory social security	0.0	100.0	1 309	0.0	100.0	1 234	100	2 543
Education	0.0	100.0	1 609	7.5	92.5	5 706	100	7 315
Human health and social work activities	0.0	100.0	450	0.0	100.0	863	100	1 313
Arts, entertainment and recreation	0.0	100.0	1 804	0.0	100.0	147	100	1 951
Other service activities	10.0	90.1	5 847	0.0	100.0	6 098	100	11 945
Activities of households as employers undifferentiated goods- and services-producing activities of households for own use	5.8	94.2	19 694	3.2	96.8	46 994	100	66 688
Total	6.0	94.0	354 495	4.9	95.1	209 967	100	564 462

Among the employed youths population age 15–35 years about seven percent of either sex had at least one form of functional disability as shown in *Table 5.14bi*. About 9 percent of the male youths in armed forces occupations had at least one form of disability. About 10 percent of the female youths employed as professionals had at least one form of functional disability. Female youths employed in armed forces occupations and as clerical support workers said that they had no form of functional disability.

Table 5.14bi: Youths 15-35 years: Distribution of Currently Employed Population by at least one form of Functional Disability, Occupation by Area and Sex, Zimbabwe 2019 LFCLS

	Male			Female			Total	
	Yes	No	Total	Yes	No	Total	Percent	Number
Area								
Urban	6.0	94.0	428 746	7.3	92.7	337 296	100	766 043
Rural	8.0	92.0	434 908	6.3	93.7	284 414	100	719 322
Occupation								
Armed forces occupations	8.7	91.3	4 040	0.0	100.0	354	100	4 395
Managers	3.1	96.9	9 673	8.5	91.5	7 796	100	17 470
Professionals	5.0	95.0	32 613	9.5	90.5	50 201	100	82 814
Technicians and associate professionals	6.6	93.4	18 951	6.6	93.4	11 265	100	30 215
Clerical support workers	0.8	99.2	7 912	0.0	100.0	12 688	100	20 600
Service and sales workers	7.6	92.4	99 083	8.3	91.7	172 814	100	271 897
Skilled agricultural, forestry and fishery workers	7.3	92.7	144 531	3.7	96.3	123 818	100	268 350
Craft and related trades workers	5.5	94.5	80 603	7.8	92.2	21 338	100	101 941
Plant and machine operators, and assemblers	5.1	94.9	141 918	9.4	90.6	18 398	100	160 316
Elementary occupations	8.3	91.7	324 330	6.8	93.2	203 037	100	527 368
Total	7.0	93.0	863 654	6.8	93.2	621 711	100.0	1 485 365

Table 5.14bii shows the distribution of employed youths population aged 15–35 years by at least one form of functional disability by industry and sex. Of the males in the water supply industry about 34 percent had at least one form of disability. About 27 percent of the females in the administrative and support services industry had at least one form of disability. For the transport and storage industry, 25 percent of the females aged 15-35 years reported having at least one form of disability.

Table 5.14bii: Youths 15-35 years: Distribution of Currently Employed Population by at least one form of Functional Disability by Industry and Sex, Zimbabwe 2019 LFCLS

Industry	Male			Female			Total	
	Yes	No	Total	Yes	No	Total	Percent	Number
Agriculture, forestry and fishing	8.2	91.8	350 544	5.8	94.2	197 724	100	548 268
Mining and quarrying	5.2	94.8	108 162	8.5	91.5	20 349	100	128 511
Manufacturing	6.5	93.5	73 505	6.4	93.6	21 698	100	95 203
Electricity, gas, steam and air conditioning supply	0.0	100.0	3 986	0.0	0.0	0	100	3 986
Water supply; sewerage, waste management and remediation activities	34.2	65.8	5 590	0.0	100.0	1 267	100	6 857
Construction	8.9	91.1	39 291	0.0	100.0	5 256	100	44 547
Wholesale trade	10.5	89.5	3 816	4.4	95.6	1 384	100	5 200
Retail trade; sale and repair of motor vehicles and motor cycles	4.1	95.9	91 940	7.4	92.6	171 227	100	263 167
Transportation and storage	5.4	94.6	46 395	25.4	74.6	4 094	100	50 488
Accommodation and food service activities	5.7	94.3	6 581	3.4	96.6	13 776	100	20 357
Information and communication	0.0	100.0	4 318	0.0	100.0	2 307	100	6 626
Financial activities	8.1	91.9	4 154	12.1	87.9	3 378	100	7 532
Insurance activities	0.0	100.0	1 441	0.0	100.0	1 961	100	3 402
Real estate activities	0.0	100.0	30	0.0	100.0	431	100	461
Professional, scientific and technical activities	1.8	98.2	3 979	0.0	100.0	3 114	100	7 093
Administrative and support service activities	2.6	97.3	16 550	26.9	73.1	4 497	100	21 047
Public administration and defence; compulsory social security	3.0	97.0	22 665	2.0	98.0	12 558	100	35 224
Education	11.6	88.4	17 373	8.3	91.7	43 949	100	61 322
Human health and social work activities	8.7	91.3	8 460	15.4	84.6	11 022	100	19 482
Arts, entertainment and recreation	0.0	100.0	4 083	0.0	100.0	524	100	4 607
Other service activities	10.4	89.6	18 080	12.0	88.0	21 178	100	39 257
Activities of households as employers of domestic personnel	8.5	91.5	32 711	5.0	95.0	79 639	100	112 350
Activities of extraterritorial organizations and bodies	0.0	0.0	0	0.0	100.0	377	100	377
Total	7.0	93.0	863 654	6.8	93.2	621 711	100	1 485 365

5.18 Conclusion

According to the 2019 LFCLS, there were about 2.6 million youths aged 15–24 years and about 4.5 million were in the age group 15–35 years. Among the youths aged 15–24 years, about 565 thousand were employed and of the youths aged 15–35 years about 1.5 million were employed. About 52 percent of the employed youths aged 15–24 years were employed in the rural areas while about 52 percent of the youths aged 15–35 years were employed in urban areas. Forty-seven percent of youths aged 15–24 years were in the agriculture, forestry and fishery industry while about 37 percent of those aged 15–35 years were also employed in the agriculture, forestry and fishery industry. For both age categories of the youths, the majority earned between RTGS\$ 1 to RTGS\$ 200 during the month of May 2019. The majority of youths specialised in education, social sciences and business and law.

Chapter 6: Employment in Secondary Activities

This chapter describes essential characteristics of the second job/business of the respondent of the currently employed population. The section presents employment by age distribution, status in employment, industrial sector and occupation. This module on secondary employment is important for analysis of the characteristics of all jobs, which is not possible if only characteristics of the main job are collected.

6.1 Rate of Engagement in Secondary Activities

The rate of engagement in secondary activities refers to the proportion of those with a secondary job among the currently employed population (15 years and above).

Table 6.1 shows the number and percentage distribution of currently employed population having a second job by province. The currently employed population aged 15 years and above was estimated to be 2.9 million with 131 thousand being engaged in secondary activities. The national rate of engagement for the 2019 LFCLS was about five percent. Bulawayo had the highest rate of engagement at about seven percent followed by Harare with about six percent and Mashonaland West with five percent. In Matabeleland North about two percent of the employed population was engaged in secondary activities.

Table 6.1: Number and Percentage Distribution of Currently Employed Population Having a Second Job by Province and Sex, Zimbabwe 2019 LFCLS

Province	Employed population with second job	Employed Population	Rate of Engagement in second job
Manicaland	8 656	302 839	2.9
Mashonaland Central	5 144	216 805	2.4
Mashonaland East	4 787	195 289	2.5
Mashonaland West	17 461	324 227	5.4
Matabeleland North	1 272	76 177	1.7
Matabeleland South	2 466	87 599	2.8
Midlands	9 460	248 790	3.8
Masvingo	4 670	207 673	2.2
Harare	63 668	1 035 669	6.1
Bulawayo	13 868	201 997	6.9
Total	131 451	2 897 064	4.5

Table 6.2 shows the number and percentage distribution of currently employed female population having a second job. Female's secondary activity rate of engagement in Zimbabwe was about four percent. Bulawayo had the highest rate of engagement of about eight percent followed by Mashonaland West at about six percent.

Table 6.2: Number and Percentage Distribution of Currently Employed Female Population Having a Second Job, Zimbabwe 2019 LFCLS

Province	Employed Population With Second Job	Employed Population	Rate of Engagement in Second Jobs
Manicaland	5 058	139 213	3.6
Mashonaland Central	690	96 441	0.7
Mashonaland East	2 338	84 672	2.8
Mashonaland West	7 721	127 442	6.1
Matabeleland North	0	32 183	0.0
Matabeleland South	1 424	40 837	3.5
Midlands	2 168	103 679	2.1
Masvingo	2 024	91 880	2.2
Harare	24 831	438 208	5.7
Bulawayo	7 619	101 507	7.5
Total	53 873	1 256 063	4.3

Table 6.3 shows the number and percentage distribution of currently employed male population having a second job. The rate of engagement for males was about five percent. Harare Province had the highest secondary activity rate of engagement of about seven percent. Harare (6.5%), Bulawayo (6.2%), Midlands (5%) and Mashonaland West (4%) had the highest proportions of male populations having a second job.

Table 6.3: Number and Percentage Distribution of Currently Employed Male Population Having a Second Job, Zimbabwe 2019 LFCLS

Province	Employed Population with second job	Employed Population	Rate of Engagement in second job
Manicaland	3 598	163 626	2.2
Mashonaland Central	4 454	120 364	3.7
Mashonaland East	2 449	110 616	2.2
Mashonaland West	9 740	196 785	4.9
Matabeleland North	1 272	43 994	2.9
Matabeleland South	1 042	46 762	2.2
Midlands	7 292	145 111	5.0
Masvingo	2 646	115 793	2.3
Harare	38 836	597 461	6.5
Bulawayo	6 249	100 489	6.2
Total	77 578	1 641 001	4.7

Table 6.4 shows number and percentage distribution of currently employed population having a second job by province and sex. Males accounted for 59 percent of employed population with second job. In Bulawayo, Manicaland and Matabeleland South females accounted for more than 50 percent of employed population with second jobs.

Table 6.4: Number and Percentage Distribution of Currently Employed Population Having a Second Job by Province, Area and Sex, Zimbabwe 2019 LFCLS

Province	Male	Female	Total	
			Percent	Number
Manicaland	41.6	58.4	100	8 656
Mashonaland Central	86.6	13.4	100	5 144
Mashonaland East	51.2	48.8	100	4 787
Mashonaland West	55.8	44.2	100	17 461
Matabeleland North	100.0	0.0	100	1 272
Matabeleland South	42.3	57.7	100	2 466
Midlands	77.1	22.9	100	9 460
Masvingo	56.7	43.3	100	4 670
Harare	61.0	39.0	100	63 668
Bulawayo	45.1	54.9	100	13 868
National	59.0	41.0	100	131 451

Figure 6.1 shows percentage distribution of currently employed population having a second job by area and sex. The rate of engagement in secondary activities was higher for males than for their female counterparts in both urban and rural areas.

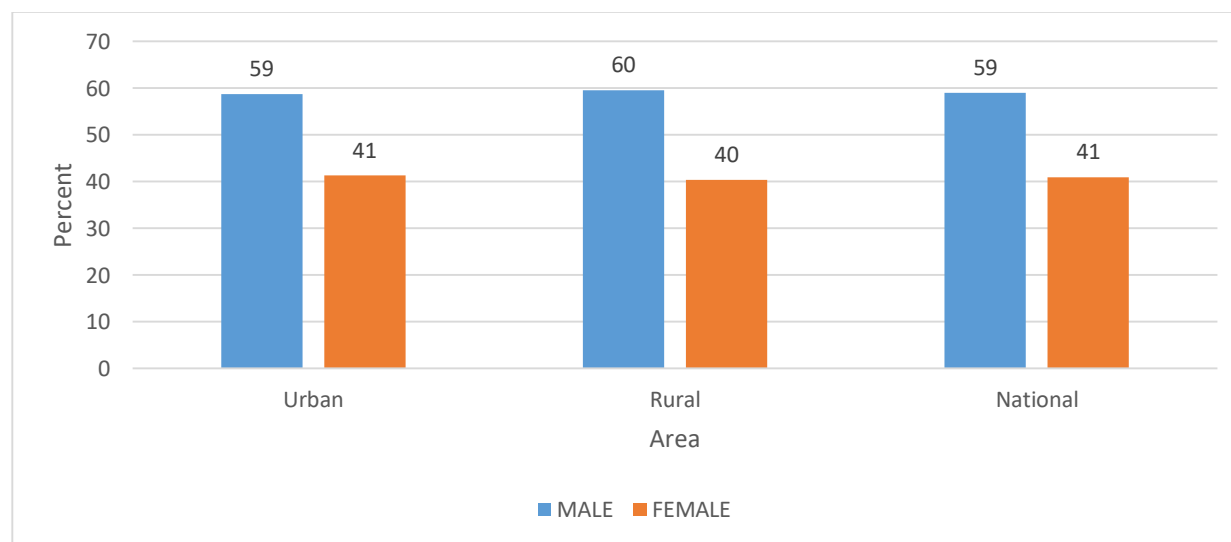


Figure 6.1: Percentage Distribution of Currently Employed Population Having a Second Job by Area and Sex, Zimbabwe 2019 LFCLS

6.2 Industrial Sector

Table 6.5a shows the percent distribution of currently employed population having a second job by industry and sex. About 37 percent of the male population employed in secondary employment was in the agriculture, forestry and fishing industry followed by retail trade; sale and repair of motor vehicles and motor cycles as well as manufacturing with about 16 percent each. The top three industries for females follow the same pattern.

Table 6.5a: Number and Percentage Distribution of Currently Employed Population Having a Second Job by Industry within Sex, Zimbabwe 2019 LFCLS

Industry	Male	Female
Agriculture, forestry and fishing	37.4	36.8
Mining and quarrying	4.9	2.2
Manufacturing	15.7	10.1
Construction	6.9	0.2
Wholesale trade	0.1	
Retail trade; sale and repair of motor vehicles and motor cycles	16.1	34.0
Transportation and storage	3.6	1.9
Accommodation and food service activities	0.0	1.7
Information and communication	0.5	0.0
Insurance activities	0.8	0.0
Real estate activities	0.4	
Professional, scientific and technical activities	1.3	0.7
Administrative and support service activities	1.6	1.4
Public administration and defence; compulsory social security	0.5	0.0
Education	1.6	3.7
Human health and social work activities	1.0	1.2
Arts, entertainment and recreation	1.1	0.6
Other service activities	5.8	5.2
Activities of households as employers	0.8	0.5
Percent	100	100
Total Number	77 578	53 873

Table 6.5b shows number and percentage distribution of currently employed population having a second job by industry and sex. Males in the secondary job dominated all industries except in retail trade, accommodation and food services activities, and education were females dominated.

Table 6.5b: Number and Percentage Distribution of Currently Employed Population Having a Second Job by Industry and Sex, Zimbabwe 2019 LFCLS

Industry	Male	Female	Total	
			Percent	Number
Agriculture, forestry and fishing	59.4	40.6	100	48 797
Mining and quarrying	76.5	23.5	100	4 950
Manufacturing	69.1	30.9	100	17 555
Construction	98.5	1.5	100	5 443
Wholesale trade	100.0	0.0	100	67
Retail trade; sale and repair of motor vehicles and motor cycles	40.6	59.4	100	30 823
Transportation and storage	73.7	26.4	100	3 834
Accommodation and food service activities	0	100.0	100	937
Information and communication	100.0	0.0	100	399
Insurance activities	100.0	0.0	100	589
Real estate activities	100.0	0.0	100	302
Professional, scientific and technical activities	74.1	25.9	100	1 349
Administrative and support service activities	62.1	38.0	100	1 998
Public administration and defence; compulsory social security	100.0	0.0	100	393
Education	38.2	61.8	100	3 262
Human health and social work activities	53.3	46.7	100	1 412
Arts, entertainment and recreation	72.6	27.4	100	1 165
Other service activities	61.8	38.2	100	7 317
Activities of households as employers	70.3	29.6	100	859

Table 6.6 shows the percent distribution of currently employed population having a second job by status in employment in the second job and sex. The majority of employed persons with a second job were own account workers at 62 percent followed by employees at around 25 percent. The pattern was the same for either sex. There were more employees (26.2%) in urban areas for both sexes while rural areas was dominant on own account workers at 64 percent. Rural areas had more male own account workers than urban areas at 66 percent and 55 percent, respectively.

Table 6.6: Number and Percentage Distribution of Currently Employed Population Having a Second Job by Status in Employment in the Second Job within Area and Sex, Zimbabwe 2019 LFCLS

Employment Status	Urban	Rural	Total
Male			
Employers	15.1	9.3	13.1
Own account workers	55.4	65.9	59.0
Paid employees	29.4	24.9	27.8
Contributing family workers	0.1	0.0	0.0
Total Percent	100	100	100
Total Number	50 502	27 076	77 578
Female			
Employers	9.6	17.2	12.2
Own account workers	68.8	60.4	65.9
Paid employees	21.6	22.4	21.9
Total Percent	100	100	100
Total Number	35 090	18 783	53 873
Both Sexes			
Employers	12.9	12.5	12.7
Own account workers	60.9	63.6	61.9
Paid employees	26.2	23.9	25.4
Contributing family workers	0.0	0.0	0.0
Total Percent	100	100	100
Total Number	85 592	45 859	131 451

6.3 Occupation

Figure 6.2 shows occupations by sex in percentage in relation to the total number of currently employed population having a second job. This Graph shows that, males dominated in percentage distribution of currently employed population having a second job in most occupations. Females had higher percentages in the clerical support workers and service and sales workers categories at 57 and about 62 percent, respectively, when compared to males.

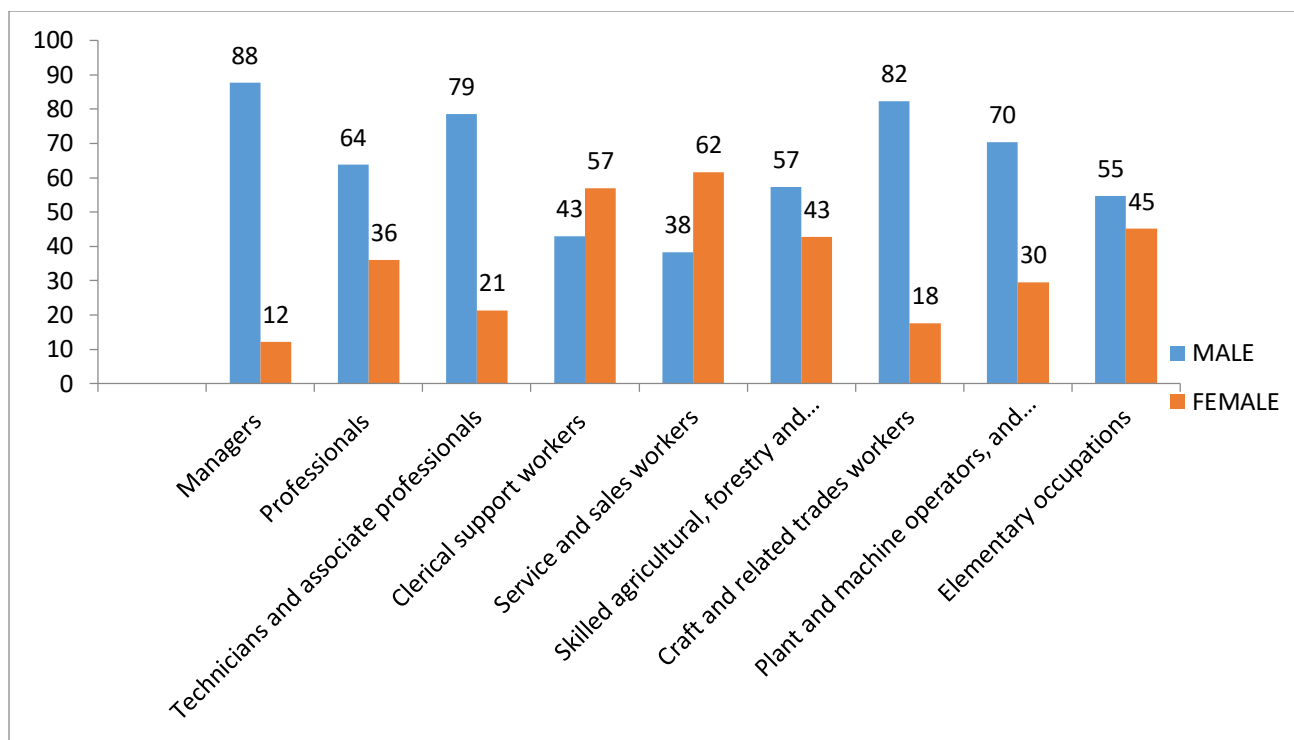


Figure 6.2: Number and Percentage Distribution of Currently Employed Population Having a Second Job by Occupation and Sex, Zimbabwe 2019 LFCLS

Table 6.7 depicts the distribution of currently employed population having a second job, classified by province and sex. Manicaland, Matabeleland South and Bulawayo with about 58, 58 and 55 percent, respectively, are the three provinces that had greater proportions of females than males currently employed population having a second job. Matabeleland North had no females with a second job.

Table 6.7: Distribution of Currently Employed Population Having a Second Job, Sex and Province, Zimbabwe 2019 LFCLS

Province	Male	Female	Total	
			Percent	Number
Manicaland	41.6	58.4	100	8 656
Mashonaland Central	86.6	13.4	100	5 144
Mashonaland East	51.2	48.8	100	4 787
Mashonaland West	55.8	44.2	100	17 461
Matabeleland North	100.0	0	100	1 272
Matabeleland South	42.3	57.7	100	2 466
Midlands	77.1	22.9	100	9 460
Masvingo	56.7	43.3	100	4 670
Harare	61.0	39.0	100	63 667
Bulawayo	45.1	54.9	100	13 868
Total	59.0	41.0	100	131 451

Figure 6.3 shows percentage distribution of currently employed population having a second job by age group and sex. Disaggregating the percentage of currently employed population having a second job, males had higher percent than females for all age groups except for the 55–59 year age group.

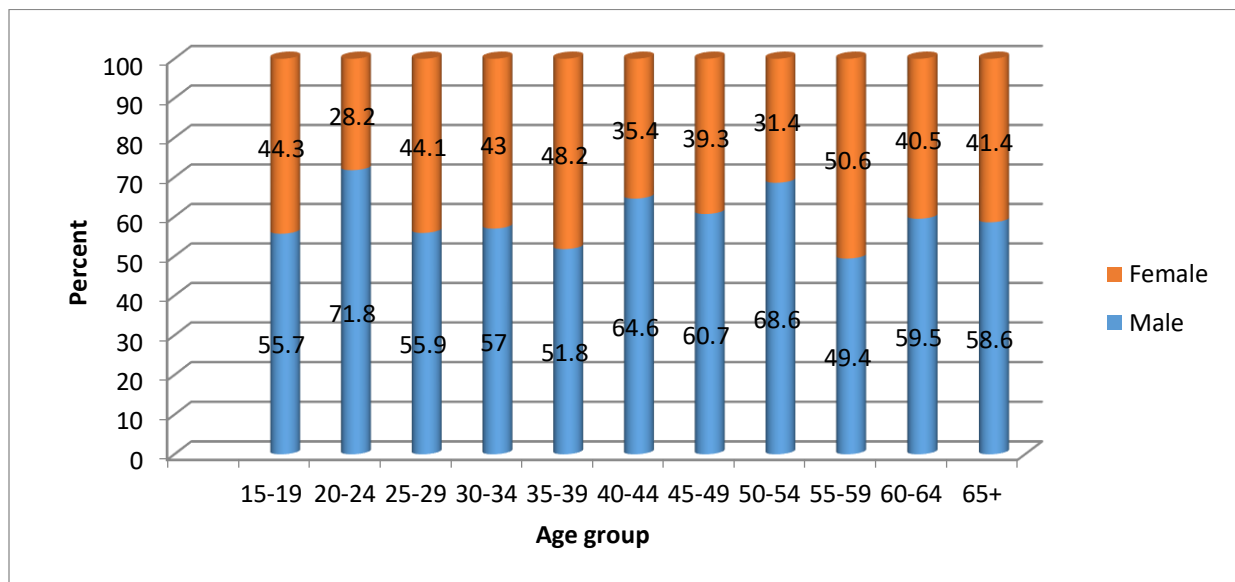


Figure 6.3: Percentage Distribution of Currently Employed Population Having a Second Job by Age group and Sex, Zimbabwe 2019 LFCLS

6.4 Population Having a Second Job by Age Group

Table 6.8 shows the distribution of currently employed population having a second job by age group, area and sex. Male population represented over 59 percent of the people in employment having second jobs both in both urban and rural areas. Urban population had majority of around 86 thousand of people with second jobs regardless of age compared to the rural population of about 46 thousand. Of the employed population in urban areas with a second job, the majority (80.4%) were in the broad age group 25-54 years while for rural areas the majority was in the 20-44 years with around 70 percent.

Table 6.8: Percent Distribution of Currently Employed Population Having a Second Job by Age Group, Sex and Area, Zimbabwe 2019 LFCLS

Age Group	Urban			Rural			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15 - 19	43.8	56.2	771	62.4	37.5	1 359	55.8	44.3	2 129
20 - 24	67.0	33.0	4 675	76.7	23.3	4 647	71.8	28.2	9 322
25 - 29	53.6	46.4	9 834	59.0	41.0	7 340	55.9	44.1	17 174
30 - 34	59.2	40.8	13 541	52.7	47.3	7 253	57.0	43.0	20 794
35 - 39	53.2	46.8	17 461	47.9	52.1	6 432	51.8	48.2	23 893
40 - 44	68.4	31.6	12 212	57.4	42.6	6 405	64.6	35.4	18 617
45 - 49	58.1	41.9	8 005	68.4	31.6	2 763	60.7	39.3	10 767
50 - 54	74.3	25.7	7 755	57.2	42.8	3 898	68.6	31.4	11 653
55 - 59	38.5	61.5	4 312	62.6	37.4	3 547	49.4	50.6	7 858
60 - 64	55.5	44.5	3 417	100.0	0.0	334	59.5	40.5	3 751
65 +	59.2	40.8	3 610	57.5	42.5	1 881	58.6	41.4	5 492
Total	59.0	41.0	85 592	59.0	41.0	45 859	59.0	41.0	131 451

6.5 Education

Table 6.9 shows number and percentage distribution of currently employed population having a second job by highest level of education completed, sex and area. Females dominated in the no education, foundational certificate, vocational and apprenticeship and teachers college and tertiary short cycle.

Table 6.9: Number and Percentage Distribution of Currently Employed Population Having a Second Job by Highest Level of Education Completed, Sex and Area, Zimbabwe 2019 LFCLS

Highest Level Completed	Urban			Rural			Total			Percent	Number
	Male	Female	Total	Male	Female	Total	Male	Female			
ECE	0	0	0	100.0	0.0	100	100.0	0.0	100		475
Primary	54.4	45.6	100	51.6	48.4	100	53.2	46.8	100		24 044
Vocational- National Foundation Certificate	7.9	92.1	100	0.0	0.0	0	7.9	92.1	100		686
Lower Secondary	67.6	32.4	100	63.6	36.4	100	66.1	33.9	100		63 370
Upper Secondary	54.3	45.7	100	0.0	0.0	0	100.0	0.0	100		3 242
Vocational - Certificate	59.2	40.8	100	52.2	47.8	100	57.1	42.9	100		4 466
Vocational - Apprenticeship / Teacher College	32.9	67.1	100	30.2	69.8	100	32.3	67.7	100		7 237
Tertiary - Short Cycle	42.3	57.7	100	45.2	54.8	100	42.8	57.2	100		9 068
Tertiary - Higher National Diploma / Bachelor / Bachelor Honours	63.7	36.3	100	49.9	50.1	100	59.4	40.6	100		12 289
Tertiary - Master / Doctorate											
Medical Courses	53.7	46.3	100	70.9	29.1	100	59.5	40.5	100		5 115
No Education	0.0	100.0	100	0.0	100.0	100	0.0	100.0	100		595

6.6 Field of Specialisation

Table 6.11 shows the number and distribution of currently employed population having a second job by field of specialisation, area and sex. Nationally, currently employed females and having a second job dominated over males in humanities and arts (81.2%) education (73.4) percent, health and welfare (68.1%) and social sciences business and law (56.1%). These are the same fields of specialisation females dominated in urban areas. However, in rural areas females only dominated over males in two fields of specialisation that is humanities and arts, and social services business and law.

Table 6.11: Number and Percentage Distribution of Currently Employed Population Having a Second Job by Field of Specialisation, Area and Sex, Zimbabwe 2019 LFCLS

Field of Specialisation	Urban			Rural			Total		
	Male	Female	Number	Male	Female	Number	Male	Female	Number
Education	19.1	80.9	7 117	52.4	47.6	2 072	26.6	73.4	9 189
Humanities and arts	26.9	73.1	1 169	0.0	100.0	500	18.8	81.2	1 669
Social sciences, business and law	47.5	52.5	8 408	26.8	73.2	1 753	43.9	56.1	10 161
Science	72.6	27.4	1 885	57.1	42.9	876	67.7	32.3	2 761
Engineering, manufacturing and construction	81.0	19.0	5 291	64.1	35.9	1 076	78.2	21.8	6 367
Agriculture	0.0	0.0	0	68.7	31.3	2 933	75.7	24.3	3 774
Health and welfare	45.4	54.6	1 529	0.0	0.0	0	31.9	68.1	2 175
Services	50.9	49.1	2 466	100.0	0.0	297	56.1	43.9	2 763
Not known or unspecified	63.7	36.3	55 094	62.2	37.8	37 499	63.1	36.9	92 593

6.7 Conclusion

The 2019 rate of engagement in secondary activities was about five percent with Bulawayo having the highest rate of engagement at about seven percent followed by Harare with about six percent. Most of the employed population were mostly engaged in the agriculture, forestry and fishing industry followed by retail trade; sale and repair of motor vehicles and motor cycles with about 16 percent for males and 34 percent for females in their second jobs. Males dominated in percentage distribution of currently employed population having a second job in most occupations. Females had higher percentage than males in the Clerical support workers and service and sales workers categories of 57 and about 62 percent respectively. Vocational apprenticeship / Teacher College was highly dominated by females with a proportion of about 67 percent in urban areas and 70 percent in rural areas.

Chapter 7: Informal Economy

7.1 Introduction

This chapter is divided into two parts covering informal sector and informal employment. Employment in the informal sector was determined by the characteristics of the enterprise in which a person was employed. In the 2019 LFCLS, a production unit was considered to be in the informal sector if the establishment was not registered with the Registrar of Companies. Those involved in agricultural activities were not considered as informal sector enterprises.

Informal employment was determined by the characteristics of the job a person does. Informal employment includes the following jobs; own account workers and employers employed in their own informal sector enterprises; unpaid contributing family workers irrespective of whether they work in formal or informal sector enterprises; members of informal producers' cooperative, and paid employees not entitled to any of the following: contribution to pension fund by employer, paid annual leave, paid sick leave and written contract with employer.

7.2 Characteristics of the Informal Sector

This section focuses on the characteristics of the informal sector where data was collected with respect to the following; number employed in the informal sector; employment structure in the informal sector (industry, employment status, institutional sector, occupation and hours worked) and educational characteristics.

7.2.1 Informal Sector Employees

The 2019 LFCLS estimated that around 976 thousand of the working population aged fifteen years and above were in the informal sector of whom 40 percent were in urban areas and 26 percent were in the rural areas as shown in *Table 7.1a*.

Table 7.1a: Number and Percent Distribution of Currently Employed Population 15 Years and Above by Sector of Employment within Sex and Area, Zimbabwe 2019 LFCLS

	Male		Female		Total	
	Percent	Number	Percent	Number	Percent	Number
Urban						
Formal	41.6	367 203	33.7	229 196	38.2	596 399
Informal	40.4	356 015	40.2	273 572	40.3	629 587
Household	18.0	158 536	26.2	178 293	21.6	336 829
Total	100	881 754	100	681 062	100	1 562 816
Rural						
Formal	26.0	197 067	23.8	136 873	25.0	333 940
Informal	25.9	196 864	26.0	149 429	26.0	346 293
Household	48.1	365 315	50.2	288 699	49.0	654 014
Total	100	759 246	100	575 001	100	1 334 248
Zimbabwe						
Formal	34.4	564 270	29.1	366 070	32.1	930 340
Informal	33.7	552 879	33.7	423 002	33.7	975 880
Household	31.9	523 852	37.2	466 992	34.2	990 843
Total	100	1 641 001	100	1 256 063	100	2 897 064

Around 73 percent of the informal sector employees were in the broad age group 20-44 years as shown in *Table 7.1b*.

Table 7.1b: Distribution of Currently Employed Population Aged 15 Years and Above in the Informal Sector by Age Group and Sex, Zimbabwe 2019 LFCLS

Age group	Male		Female		Total	
	Percent	Number	Percent	Number	Percent	Number
15-19	5.9	32 557	5.7	24 219	5.8	56 776
20-24	13.1	72 700	9.6	40 732	11.6	113 432
25-29	15.1	83 622	16.1	68 102	15.6	151 724
30-34	17.6	97 321	18.5	78 316	18.0	175 637
35-39	14.8	81 973	16.6	70 149	15.6	152 122
40-44	12.7	69 986	10.4	44 034	11.7	114 020
45-49	7.6	42 213	9.1	38 445	8.3	80 658
50-54	4.8	26 735	4.9	20 926	4.9	47 661
55-59	3.0	16 575	3.4	14 592	3.2	31 167
60-64	2.1	11 886	2.5	10 740	2.3	22 626
65+	3.1	17 309	3.0	12 745	3.1	30 054
Total	100	552 879	100	423 002	100	975 880

Table 7.2a shows that about 67 percent of the informal sector employees were married, 17 percent never married, about 10 percent divorced/separated while 6 percent widowed. Among females in the informal sector, about 62 percent were married, 15 percent divorced/separated and nearly 12 percent widowed. Married males accounted for the highest proportion of about 71 percent, while widows had the least proportion of about 2 percent.

Table 7.2(a): Distribution of the Currently Employed Population Aged 15 Years and Above in the Informal Sector by Marital Status and Sex, Zimbabwe 2019 LFCLS

Marriage Status	Male		Female		Total	
	Percent	Number	Percent	Number	Percent	Number
Never married	21.4	118 052	11.4	48 175	17.0	166 227
Married	71.4	394 630	61.6	260 438	67.1	655 069
Divorced/Separated	4.9	27 157	15.4	65 282	9.5	92 439
Widowed	2.4	13 039	11.6	49 106	6.4	62 145
Total	100	552 879	100	423 002	100	975 880

Table 7.2b shows that more males (71.0%) than females (29.0%) in the informal sector were never married. Sixty percent of the married population in informal sector were males. More females than males were divorced/or separated and widowed in this sector.

Table 7.2(b): Distribution of the Currently Employed Population Aged 15 Years and Above in the Informal Sector by Marital Status and Sex, Zimbabwe 2019 LFCLS

Marital Status	Male		Female		Total	
	Percent	Number	Percent	Number	Percent	Number
Never married	71.0	118 052	29.0	48 175	100	166 227
Married	60.2	394 630	39.8	260 438	100	655 069
Divorced/Separated	29.4	27 157	70.6	65 282	100	92 439
Widowed	21.0	13 039	79.0	49 106	100	62 145
Total	56.7	552 879	43.3	423 002	100	975 880

7.3 Status in Employment

Table 7.3a presents the employed population in the informal sector by employment status and sex. The table shows that about 69 percent were own account workers and almost 25 percent were paid employees. Employers accounted for about six percent of the population in the informal sector.

Table 7.3(a): Distribution of the Currently Employed Population Aged 15 Years and Above in the Informal Sector by Status in Employment within Sex, Zimbabwe 2019 LFCLS

Employment Status	Male		Female		Total	
	Percent	Number	Percent	Number	Percent	Number
Employers	8.1	44 633	4.2	17 969	6.4	62 603
Own account workers	64.1	354 273	74.8	316 436	68.7	670 709
Paid employees	27.6	152 742	20.3	85 973	24.5	238 715
Contributing family workers	0.2	1 231	0.6	2 623	0.4	3 854
Total	100	552 879	100.0	423 002	100	975 880

Table 7.3b shows that females dominated in the contributing family worker category with about 68 percent compared to their male counterparts with about 32 percent. In the employers' category, males had a percentage distribution of about 71 percent while females had about 29 percent. Males were the majority as paid employees contributing 64 percent and about 53 percent as own account workers.

Table 7.3(b): Percent Distribution of the Currently Employed Population Aged 15 years and above in the Informal Sector by Status in Employment and Sex, Zimbabwe 2019 LFCLS

Employment Status	Male		Female		Total	
	Percent	Number	Percent	Number	Percent	Number
Employers	71.3	44 633	28.7	17 969	100	62 603
Own account workers	52.8	354 273	47.2	316 436	100	670 709
Paid employees	64.0	152 742	36.0	85 973	100	238 715
Contributing family workers	31.9	1 231	68.1	2 623	100	3 854
Total	56.7	552 879	43.3	423 002	100	975 880

7.4 Informal Sector Employees by Industry

The distribution of informal sector employees by industrial sector is presented in *Table 7.4a*. The largest number of employees were in the retail trade, repair of motor vehicles and motor cycles at about 42 percent followed by those in mining and quarrying, and manufacturing industry at about 16 percent each.

Table 7.4 (a): Distribution of the Currently Employed Population Aged 15 Years and Above in the Informal Sector by Industry and within Sex, Zimbabwe 2019 LFCLS

Industry	Male		Female		Total	
	Percent	Number	Percent	Number	Percent	Number
Mining and quarrying	23.7	130 800	6.8	28 558	16.3	159 358
Manufacturing	17.4	96 017	13.0	54 862	15.5	150 880
Water supply; sewerage, waste management and remediation activities	0.9	4 804	0.6	2 434	0.7	7 238
Construction	12.3	67 990	1.1	4 584	7.4	72 575
Wholesale trade	0.1	734	0.3	1 351	0.2	2 085
Retail trade; sale and repair of motor vehicles and motor cycles	24.3	134 164	64.2	271 581	41.6	405 745
Transportation and storage	9.5	52 325	1.1	4 740	5.8	57 064
Accommodation and food service activities	0.5	2 947	2.3	9 547	1.3	12 493
Information and communication	0.4	2 309	0.1	401	0.3	2 710
Financial activities	0.3	1 812	0.5	2 309	0.4	4 120
Insurance activities	0.1	671	0.1	300	0.1	971
Real estate activities	0.1	445	0.0	0	0.0	445
Professional, scientific and technical activities	0.3	1 672	0.5	2 043	0.4	3 715

Administrative and support service activities	1.5	8 161	0.4	1 791	1.0	9 952
Education	2.0	11 235	2.0	8 361	2.0	19 596
Human health and social work activities	0.3	1 893	0.5	1 961	0.4	3 854
Arts, entertainment and recreation	0.6	3 186	0.2	690	0.4	3 876
Other service activities	5.7	31 714	6.5	27 489	6.1	59 203
Total	100	552 879	100	423 002	100	975 880

Table 7.4b shows that there were more females than males in wholesale; retail trade, repair of motor vehicles and motor cycles; accommodation and food service activities; other service activities; financial activities; professional, scientific and technical activities; human health and social work activities; and activities of extraterritorial organizations and bodies industrial sectors.

Table 7.4(b): Distribution of the Currently Employed Population Aged 15 Years and Above in the Informal Sector by Industry and Sex, Zimbabwe 2019 LFCLS

Industry	Male		Female		Total	
	Percent	Number	Percent	Number	Percent	Number
Mining and quarrying	82.1	130 800	17.9	28 558	100	159 358
Manufacturing	63.6	96 017	36.4	54 862	100	150 880
Water supply; sewerage, waste management and remediation activities	66.4	4 804	33.6	2 434	100	7 238
Construction	93.7	67 990	6.3	4 584	100	72 575
Wholesale trade	35.2	734	64.8	1 351	100	2 085
Retail trade; sale and repair of motor vehicles and motor cycles	33.1	134 164	66.9	271 581	100	405 745
Transportation and storage	91.7	52 325	8.3	4 740	100	57 064
Accommodation and food service activities	23.6	2 947	76.4	9 547	100	12 493
Information and communication	85.2	2 309	14.8	401	100	2 710
Financial activities	44.0	1 812	56.0	2 309	100	4 120
Insurance activities	69.1	671	30.9	300	100	971
Real estate activities	100.0	445	0.0	0	100	445
Professional, scientific and technical activities	45.0	1 672	55.0	2 043	100	3 715
Administrative and support service activities	82.0	8 161	18.0	1 791	100	9 952

Education	57.3	11 235	42.7	8 361	100	19 596
Human health and social work activities	49.1	1 893	50.9	1 961	100	3 854
Arts, entertainment and recreation	82.2	3 186	17.8	690	100	3 876
Other service activities	53.6	31 714	46.4	27 489	100	59 203
Total	56.7	552 879	43.3	423 002	100	975 800

7.5 Informal Sector Occupation

Table 7.5 shows the distribution of currently employed population in the informal sector by occupation. The highest percentage of around 31 was in the service and sales workers category followed by elementary occupations at about 24 percent. Twenty percent of the informal sector population were plant and machine operators, and assemblers.

Table 7.5: Distribution of Currently Employed Population Aged 15 Years and Above in the Informal Sector by Occupation Category and within Sex, Zimbabwe 2019 LFCLS

Occupation Category	Male		Female		Total	
	Percent	Number	Percent	Number	Percent	Number
Managers	1.2	6 553	1.4	6 068	1.3	12 620
Professionals	2.5	14 082	2.0	8 418	2.3	22 500
Technicians and associate professionals	1.8	10 041	0.7	2 898	1.3	12 939
Clerical support workers	0.2	1 160	0.5	2 326	0.4	3 486
Service and sales workers	16.1	88 939	51.5	217 742	31.4	306 681
Skilled agricultural, forestry and fishery workers	0.7	3 695	0.8	3 400	0.7	7 095
Craft and related trades workers	25.1	138 693	10.0	42 175	18.5	180 868
Plant and machine operators, and assemblers	30.6	169 415	6.8	28 641	20.3	198 056
Elementary occupations	21.8	120 300	26.3	111 335	23.7	231 636
Total	100	552 879	100	423 002	100	975 880

7.6 Field of Specialisation for Informal Sector Employees

Table 7.6 shows the distribution of the currently employed population in the informal sector by field of specialisation. Ninety percent did general programme, that is, they did not specialise in any area of study.

Table 7.6: Distribution of Currently Employed Population Aged 15 Years and Above in the Informal Sector by Field of Specialisation and within Sex, Zimbabwe 2019 LFCLS

Field of Specialisation	Male	Female	Total
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	Percent	Number	Percent	Number	Percent	Number
Never attended	0.9	5234	2.4	10 104	1.6	15 338
General programmes	91.5	506 116	87.9	371 949	90.0	878 066
Education	0.2	1 155	1.8	7 688	0.9	8 843
Humanities and arts	0.7	3 699	1.1	4 821	0.9	8 521
Social sciences, business and law	1.5	8 368	2.7	11 429	2.0	19 797
Science	0.8	4 357	0.5	2 101	0.7	6 458
Engineering, manufacturing and construction	3.7	20 236	1.5	6 293	2.7	26 528
Agriculture	0.2	1 324	0.0	0	0.1	1 324
Health and welfare	0.0	72	0.8	3 537	0.4	3 609
Security services	0.4	1 997	1.2	5 046	0.7	7 043
Not known or unspecified	0.1	320	0.0	32	0.0	352
Total	100.0	552 879	100	423 002	100	975 880

7.7 Institutional Sector

The distribution of the currently employed population in the informal sector by institutional sector presented in *Table 7.7* shows that about 85 percent of the population in the informal sector were in the private enterprise non-financial sector. Nearly four percent were in Non-Governmental Organizations (NGOs).

Table 7.7: Distribution of Currently Employed Population in the Informal Sector by Institutional Sector within Sex, Zimbabwe 2019 LFCLS

Institutional Sector	Male		Female		Total	
	Percent	Number	Percent	Number	Percent	Number
Private enterprises-financial	1.6	1 928	3.4	1 564	2.1	3 491
Pvt enterprises-non financial	87.3	104 722	77.8	36 172	84.6	140 894
Co-operatives	0.6	702	2.0	924	1.0	1 626
NGOs	1.1	1 315	10.7	4 999	3.8	6 313
Other Specify	9.4	11 315	6.2	2 861	8.5	14 176
Total	100.0	119 981	100.0	46 520	100	166 501

7.8 Educational Level of Informal Sector Employees

Around 64 percent of persons in the informal sector had lower secondary as their highest level of education completed. Twenty three percent had primary as their highest level

attended while about 2 percent had tertiary level, that is, at least a diploma qualification as the highest level of education completed (*see Table 7.8a*).

Table 7.8(a): Distribution of Currently Employed Population Aged 15 Years and Above in the Informal Sector by Highest Level of Education Completed and within Sex, Zimbabwe 2019 LFCLS

Highest Level Attended	Male		Female		Total	
	Percent	Number	Percent	Number	Percent	Number
Never been to school	0.9	5 234	2.4	10 104	1.6	15 338
ECE	0.1	283	0.0	0	0.0	283
Primary	22.0	121 886	24.1	101 737	22.9	223 623
Vocational - National Foundation Certificate	0.3	1 889	0.8	3 240	0.5	5 129
Lower Secondary	66.4	367 159	61.7	260 801	64.3	627 960
Upper Secondary	2.9	16 169	2.0	8 548	2.5	24 717
Vocational - Certificate	1.9	10 548	3.1	13 184	2.4	23 732
Vocational - Apprenticeship / Teacher College	1.0	5 557	0.8	3 541	0.9	9 097
Tertiary - Short Cycle	2.1	11 415	2.4	10 050	2.2	21 466
Tertiary - Higher National Diploma / Bachelor / Bachelor's Honour	2.1	11 481	2.5	10 372	2.2	21 852
Tertiary - Master / Doctorate						
Medical Courses	0.2	1 258	0.3	1 062	0.2	2 320
Don't Know	0.0	0	0.1	363	0.0	363
Total	100.0	552 879	100	423 002	100	975 880

Table 7.8b shows that females dominated the lower educational levels such as never been to school, vocational-national foundation certificate and vocational-certificate.

Table 7.8(b): Distribution of Currently Employed Population Aged 15 Years and Above in the Informal Sector by Highest Level of Education Completed and Sex, Zimbabwe 2019 LFCLS

Highest Level Attended	Male		Female		Total	
	Percent	Number	Percent	Number	Percent	Number
Never been to school	34.1	5 234	65.9	10 104	100	15 338
ECE	100.0	283	0.0	0	100	283
Primary	54.5	121 886	45.5	101 737	100	223 623
Vocational - Nation Foundation Certificate	36.8	1 889	63.2	3 240	100	5 129
Lower Secondary	58.5	367 159	41.5	260 801	100	627 960
Upper Secondary	65.4	16 169	34.6	8 548	100	24 717
Vocational - Certificate	44.4	10 548	55.6	13 184	100	23 732
Vocational - Apprenticeship / Teacher College	61.1	5 557	38.9	3 541	100	9 097
Tertiary - Short Cycle	53.2	11 415	46.8	10 050	100	21 466
Tertiary - Higher National Diploma / Bachelor / Bachelor's Honour	52.5	11 481	47.5	10 372	100	21 852
Tertiary - Master / Doctorate Medical Courses	54.2	1 258	45.8	1 062	100	2 320
Don't Know	0.0	0	100.0	363	100	363
Total	56.7	552 879	43.3	423 002	100	975 880

7.9 Working Hours in Economic Activity

Table 7.9 presents the distribution of the currently employed population in the informal sector by hours worked in economic activities in the last 7 days preceding the interview. Twenty-three percent worked less than 20 hours.

About thirty-three percent worked excessive hours of at least 49 in that week. Among males who worked excessive working long hours, they were about 38 percent as shown in *Table 7.9*.

Table 7.9: Distribution of Currently Employed Population Aged 15 Years and Above in the Informal Sector by Hours Worked in Economic Activities and within Sex, Zimbabwe 2019 LFCLS

Actual Hrs of Work in All Jobs	Male		Female		Total	
	Percent	Number	Percent	Number	Percent	Number
Under 20	17.7	97 905	30.1	127 218	23.1	225 123
20 – 29	9.7	53 575	12.4	52 380	10.9	105 955
30 – 39	11.5	63 593	10.7	45 086	11.1	108 679
40 – 48	16.9	93 473	13.1	55 597	15.3	149 069
49+	38.3	211 898	25.1	106 290	32.6	318 188
Not stated	5.9	32 434	8.6	36 431	7.1	68 865
Total	100.0	552 879	100.0	423 002	100	975 880

7.10: Informal Employment

Informal employment is determined by the characteristics of the job a person does. The section discusses informal employment from the results of the 2019 LFCLS.

7.11: Age Distribution

Table 7.10 shows that, of the 2.9 million currently employed population aged 15 years and above, about 2.2 million (76%) were considered to be in informal employment. About 20 percent of the currently employed persons were youths aged 15-24 years. Of these youths, 78 percent were in informal employment. About 3 percent of the population aged 65 and above were employed of whom 83 percent were in informal employment.

Table 7.10 Currently Employed Persons Aged 15 Years and Above by Type of Employment, Age Group and within Sex, Zimbabwe 2019 LFCLS

Age Group	Type of Employment												All Employed Persons
	Informal Employment						Formal Employment						
	Male		Female		Total		Male		Female		Total		
	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	
15-19	7.6	97 085	5.8	52 473	6.8	149 558	10.3	37 738	8.7	29 950	9.5	67 688	217 246
20-24	14.8	188 703	10.9	99 498	13.2	288 201	8.5	30 969	8.1	28 046	8.3	59 015	347 216
25-29	14.7	187 039	14.6	132 896	14.6	319 935	10.4	37 957	12	41 460	11.2	79 417	399 352
30-34	14.9	190 408	15.4	140 449	15.1	330 857	11.6	42 532	16.1	55 444	13.8	97 975	428 832
35-39	13.2	168 314	16.2	148 046	14.5	316 360	14.9	54 518	19.1	65 806	16.9	120 324	436 684
40-44	11	140 688	10.9	99 352	11	240 040	14.2	51 773	12.8	44 042	13.5	95 815	335 855
45-49	8.7	111 081	9.3	84 522	8.9	195 603	12.2	44 460	8.4	28 945	10.3	73 405	269 008
50-54	5.2	66 157	5.4	49 250	5.3	115 406	7.8	28 518	6.6	22 779	7.2	51 297	166 704
55-59	3.6	46 045	4.4	39 961	3.9	86 006	4.4	16 201	4.4	15 068	4.4	31 269	117 274
60-64	2.5	31 663	3.6	32 774	2.9	64 437	3.4	12 331	1.5	5 055	2.4	17 385	81 822
65+	3.8	48 425	3.5	32 347	3.7	80 772	2.3	8 399	2.3	7 899	2.3	16 298	97 070
Total	100	1 275 606	100	911 569	100	2 187 175	100	365 395	100	344 494	100	709 889	2 897 064

7.12: Educational Profile

Table 7.11(a) shows the percent distribution of the currently employed population aged 15 years and above who are in informal employment by highest level of education completed. About 58 percent of the currently employed population in informal employment had completed lower secondary while those who had completed primary were around 19 percent. Three percent of the informally employed population had a tertiary qualification of either a Higher National Diploma or a Bachelor's Degree or a Bachelor's Honours Degree.

Table 7.11(a): Distribution of Currently Employed Persons in Informal Employment Aged 15 Years and Above by Highest Level of Education Completed within Sex, Zimbabwe 2019
LFCLS

Highest Level Of Education Attended	Male		Female		Total	
	Percent	Number	Percent	Number	Percent	Number
Never Been To School	1.4	17 569	2.7	25 054	1.9	42 623
ECE	0.0	283	0.0	0	0.0	283
Primary	27.2	347 582	29.2	265 834	28.0	613 416
Vocational - Nation Foundation Certificate	0.3	3 352	0.5	4 131	0.3	7 484
Lower Secondary	59.8	762 634	54.9	500 410	57.7	1 263 044
Upper Secondary	2.8	35 376	1.6	14 796	2.3	50 172
Vocational - Certificate	1.7	22 070	2.1	19 557	1.9	41 627
Vocational - Apprenticeship / Teacher College	1.5	19 711	2.3	21 325	1.9	41 036
Tertiary - Short Cycle	1.9	24 099	2.4	22 269	2.1	46 368
Tertiary - Higher National Diploma / Bachelor / Bachelor's Honour	2.8	35 407	3.4	31 254	3.0	66 661
Tertiary - Master / Doctorate Medical Courses	0.6	7 125	0.7	6 577	0.6	13 702
Doctorate	0.0	397	0.0	0.0	0.0	397
Don't Know	0.0	0.0	0.0	363	0.0	363
Total	100	1 275 606	100	911 569	100	2 187 175

Females dominated the lower educational levels of never been to school, vocational-national foundation certificate and vocational-apprenticeship/teacher colleges. Males dominated mostly higher levels of education as shown in the *Table 7.11b*.

Table 7.11(b): Distribution of Currently Employed Persons in Informal Employment Aged 15 Years and Above by Highest Level of Education Completed and Sex, Zimbabwe 2019 LFCLS

Highest Level Of Education Attended	Male		Female		Total	
	Percent	Number	Percent	Number	Percent	Number
Never Been To School	41.2	17 569	58.8	25 054	100	42 623
ECE	100.0	283	0.0	0	100	283
Primary	56.7	347 582	43.3	265 834	100	613 416
Vocational - Nation Foundation Certificate	44.8	3 352	55.2	4 131	100	7 484
Lower Secondary	60.4	762 634	39.6	500 410	100	1 263 044
Upper Secondary	70.5	35 376	29.5	14 796	100	50 172
Vocational - Certificate	53.0	22 070	47.0	19 557	100	41 627
Vocational - Apprenticeship / Teacher College	48.0	19 711	52.0	21 325	100	41 036
Tertiary - Short Cycle	52.0	24 099	48.0	22 269	100	46 368
Tertiary - Higher National Diploma / Bachelor / Bachelor's Honour	53.1	35 407	46.9	31 254	100	66 661
Tertiary - Master / Doctorate Medical Courses	52.0	7 125	48.0	6 577	100	13 702
Doctorate	100.0	397	0.0	0	100	397
Don't Know	0.0	0	100.0	363	100	363
Total	58.3	1 275 606	41.7	911 569	100	2 187 175

7.13: Status in Employment

Information on status in employment provides a basis for describing the employed population's conditions of work. From *Table 7.12(a)*, the survey revealed that of all the population in informal employment, about 49 percent were employees, nearly 45 percent were own account workers and about five percent were own account worker.

Table 7.12(a): Currently Employed Population in Informal Employment Aged 15 Years and Above by Status in Employment within Sex, Zimbabwe 2019 LFCLS

Employment Status	Male		Female		Total	
	Percent	Number	Percent	Number	Percent	Number
Employer	5.7	72 580	3.6	32 953	4.8	105 533
Own account workers	40.3	514 530	52.1	474 554	45.2	989 085
Employee	53.6	684 286	43.5	396 383	49.4	1 080 670
Contributing family workers	0.3	4 209	0.8	7 678	0.5	11 887
Total	100	1 275 606	100	911 569	100	2 187 175

Table 7.12b shows that there were more females than males in the contributing family worker category. In the remaining categories, males dominated.

Table 7.12(b): Currently Employed Population in Informal Employment Aged 15 Years and Above by Status in Employment and Sex, Zimbabwe 2019 LFCLS

Employment Status	Male		Female		Total	
	Percent	Number	Percent	Number	Percent	Number
Employer	68.8	72 580	31.2	32 953	100	105 533
Own account workers	52.0	514 530	48.0	474 554	100	989 085
Employee	63.3	684 286	36.7	396 383	100	1 080 670
Contributing family workers	35.4	4 209	64.6	7 678	100	11 887
Total	58.3	1 275 606	41.7	911 569	100	2 187 175

7.14 Industrial Sector

Employment by industrial sector, presented in *Table 7.13a*, shows that the population in informal employment are predominantly in agriculture, forestry and fishing at about 35 percent. The other outstanding sector with informal employment is the retail trade, repair of motor vehicles and motorcycles with about 19 percent.

Table 7.13(a): Distribution of the Currently Employed Persons in Informal Employment by Industry within Sex, Zimbabwe 2019 LFCLS

Industry Category	Male		Female		Total	
	Percent	Number	Percent	Number	Percent	Number
Agriculture, forestry and fishing	37.6	479 597	31.8	289 748	35.2	769 345
Mining and quarrying	12.3	156 547	3.1	28 198	8.4	184 745
Manufacturing	9.7	123 976	6.0	55 101	8.2	179 077
Electricity, gas, steam and air conditioning supply	0.2	2 141	0.1	496	0.1	2 637
Water supply; sewerage, waste management and remediation activities	0.6	7 434	0.3	2 659	0.5	10 093
Construction	6.8	86 666	0.9	8 352	4.3	95 018
Wholesale trade	0.3	4 094	0.2	2 244	0.3	6 338
Retail trade; sale and repair of motor vehicles and motor cycles	11.9	151 397	28.7	261 339	18.9	412 736
Transportation and storage	5.0	63 662	0.6	5 254	3.2	68 916
Accommodation and food service activities	0.8	9 895	2.1	18 728	1.3	28 623
Information and communication	0.4	4 486	0.3	2 456	0.3	6 942
Financial activities	0.3	3 475	0.4	3 509	0.3	6 984
Insurance activities	0.2	2 064	0.2	2 134	0.2	4 199
Real estate activities	0.0	445	0.0	431	0.0	877
Professional, scientific and technical activities	0.3	3 895	0.2	2 021	0.3	5 917
Administrative and support service activities	2.4	30 523	0.8	7 690	1.7	38 213
Public administration and defence; compulsory social security	0.6	7 871	0.4	3 950	0.5	11 821
Education	2.8	35 883	5.8	52 864	4.1	88 747
Human health and social work activities	0.8	10 282	1.7	15 338	1.2	25 620
Arts, entertainment and recreation	0.5	6 252	0.1	1 139	0.3	7 391
Other service activities	2.9	37 619	3.2	29 529	3.1	67 148
Activities of households as employers of domestic personnel	3.6	46 269	12.9	117 748	7.5	164 017
Activities of extraterritorial organizations and bodies	0.1	1 132	0.1	640	0.1	1 772
Total	100	1 275 605	100	911 568	100	2 187 176

Table 7.13b shows that there were more females than males in informal employment in 7 of the 23 industrial sectors, namely, accommodation and food service activities, Retail trade; sale and repair of motor vehicles and motor cycles, financial activities, insurance activities, education, human health and social work activities, and activities of households as employers of domestic personnel.

Table 7.13(b): Distribution of the Currently Employed Persons in Informal Employment by Industry and Sex, Zimbabwe 2019 LFCLS

	Male		Female		Total	
	Percent	Number	Percent	Number	Percent	Number
Agriculture, forestry and fishing	62.3	479 597	37.7	289 748	100	769 345
Mining and quarrying	84.7	156 547	15.3	28 198	100	184 745
Manufacturing	69.2	123 976	30.8	55 101	100	179 077
Electricity, gas, steam and air conditioning supply	81.2	2 141	18.8	496	100	2 637
Water supply; sewerage, waste management and remediation activities	73.7	7 434	26.3	2 659	100	10 093
Construction	91.2	86 666	8.8	8 352	100	95 018
Wholesale trade	64.6	4 094	35.4	2 244	100	6 338
Retail trade; sale and repair of motor vehicles and motor cycles	36.7	151 397	63.3	261 339	100	412 736
Transportation and storage	92.4	63 662	7.6	5 254	100	68 916
Accommodation and food service activities	34.6	9 895	65.4	18 728	100	28 623
Information and communication	64.6	4 486	35.4	2 456	100	6 942
Financial activities	49.8	3 475	50.2	3 509	100	6 984
Insurance activities	49.2	2 064	50.8	2 134	100	4 199
Real estate activities	50.7	445	49.1	431	100	877
Professional, scientific and technical activities	65.8	3 895	34.2	2 021	100	5 917
Administrative and support service activities	79.9	30 523	20.1	7 690	100	38 213
Public administration and defence; compulsory social security	66.6	7 871	33.4	3 950	100	11 821
Education	40.4	35 883	59.6	52 864	100	88 747
Human health and social work activities	40.1	10 282	59.9	15 338	100	25 620
Arts, entertainment and recreation	84.6	6 252	15.4	1 139	100	7 391
Other service activities	56.0	37 619	44.0	29 529	100	67 148
Activities of households as employers of domestic personnel	28.2	46 269	71.8	117 748	100	164 017
Activities of extraterritorial organizations and bodies	63.9	1 132	36.1	640	100	1 772
Total	58.3	1 275 605	41.7	911 568	100	2 187 176

7.14 Hours Worked

Thirty-two percent of the population in informal employment worked more than 49 hours in economic activities during the last 7 days preceding the interview. Nearly 20 percent of the population in informal employment worked 20 hours or less. Relatively, more males (37%) than females (25%) worked excessive hours (see Table 7.14).

Table 7.14 Distribution of the Currently Employed Population in Informal Employment by Actual Hours Worked in the Last 7 Days in Economic Activities and Sex, Zimbabwe 2019 LFCLS

Actual Hrs of Work in All Jobs	Male		Female		Total	
	Percent	Number	Percent	Number	Percent	Number
Under 20	16.3	207 637	26.1	237 584	20.4	445 221
20 – 29	8.9	114 091	12.3	112 506	10.4	226 597
30 – 39	11.4	145 139	9.8	89 012	10.7	234 151
40 – 48	21.4	273 586	20.3	185 445	21.0	459 030
49+	37.0	471 644	25.1	229 257	32.0	700 901
Not stated	5.0	63 509	6.3	57 764	5.5	121 274
Total	100	1 275 606	100	911 569	100	2 187 175

7.15: Conclusion

The 2019 LFCLS estimated that around 976 thousand of the working population aged 15 years and above were in the informal sector. The distribution of the informal sector employees by industrial sector shows that the largest numbers of employees were in the retail trade, repair of motor vehicles and motor cycles (41%). The distribution of the currently employed population in the informal sector by occupation showed that the highest percentage, 31 percent, was in the service and sales workers category. About 33 percent worked excessive hours of at least 49 hours per week.

Of the 2.9 million currently employed population aged 15 years and above, 76 percent were in informal employment. About 58 percent of the currently employed population in informal employment completed lower secondary. Of the population in informal employment, 49 percent were employees and there were more females than males in 7 of the 23 industrial sectors. Thirty-two percent of the population in informal employment worked more than 49 hours in economic activities during the last 7 days preceding the interview.

Chapter 8: Other Forms of Work

8.1 Introduction

This chapter presents information on the demographic characteristics and distribution of persons involved in own use production work. Own use production work is one of the five forms of work which include employment work; unpaid trainee work; volunteer work; and other work activities. It comprises the production of goods and provision of services for own household's final use. According to international standards on statistics of work, own-use producers are defined as all persons of working age who were engaged in own-use production work for at least one hour during the reference period.

Own-use production comprises any activity an individual engages in to produce goods or provide services for own final use. The individual declares that the produce is for final consumption by members of the household or is mainly for consumption by household members even though they may sale a smaller component of the produce or exchange it for other produce or services. Own use production in the 2019 LFCLS was divided into three main categories namely;

- i. Production of foodstuff for own final use among the employed persons
- ii. Production of Other Goods and Provision of Services for Own Final Use, and
- iii. Subsistence Food Production

The combination of (i) and (iii) gives a whole account of production of own use food by the working age population in the country.

8.2 Production of Foodstuff for Own Final use among Employed Persons

Production of foodstuff for own final use by household members is a significant part of total production in many countries, and it plays an important role in improving and sustaining livelihoods. This survey captured three distinct categories of production of foodstuff for own final use in which employed persons were involved during the 7 days prior to the survey interviews. These categories included planting, maintaining or harvesting crops, raising or tending farm animals and fishing or hunting.

Around 923 thousand currently employed people were engaged in own use production of food stuff, with 505 thousand males and 417 thousand females. The contribution of currently employed males to own use production of food stuff was higher than that for females across all provinces except in Masvingo. Disparities in favour of males were more pronounced in Matabeleland South and Mashonaland West where among those engaged in own use production of food stuff, there were 59.9 and 59.5 percent male, respectively. See *Table 8.1*.

Table 8.1: Percent Distribution of Currently Employed Population Engaged in Own Use Production of Food Stuff by Province and Sex, Zimbabwe 2019 LFCLS

Province	Male	Female	Total	Percent	Number
Manicaland	50.7	49.3	100	13.0	119 943
Mashonaland Central	53.5	46.5	100	10.8	99 678
Mashonaland East	56.7	43.3	100	7.9	72 536
Mashonaland West	59.5	40.5	100	12.0	110 613
Matabeleland North	55.1	44.9	100	0.9	8 482
Matabeleland South	59.9	40.1	100	2.6	23 907
Midlands	56.4	43.6	100	10.2	94 103
Masvingo	50	50	100	10.2	94 229
Harare	55.4	44.6	100	31.4	289 720
Bulawayo	50.5	49.5	100	1.0	9 461
Total	54.8	45.2	100	100	922 673

Overall, more currently employed people in rural areas engaged in own use production of food stuff (62%) compared to those residing in urban areas (38%) and a similar pattern was observed across both sexes. See *Figure 8.1*.

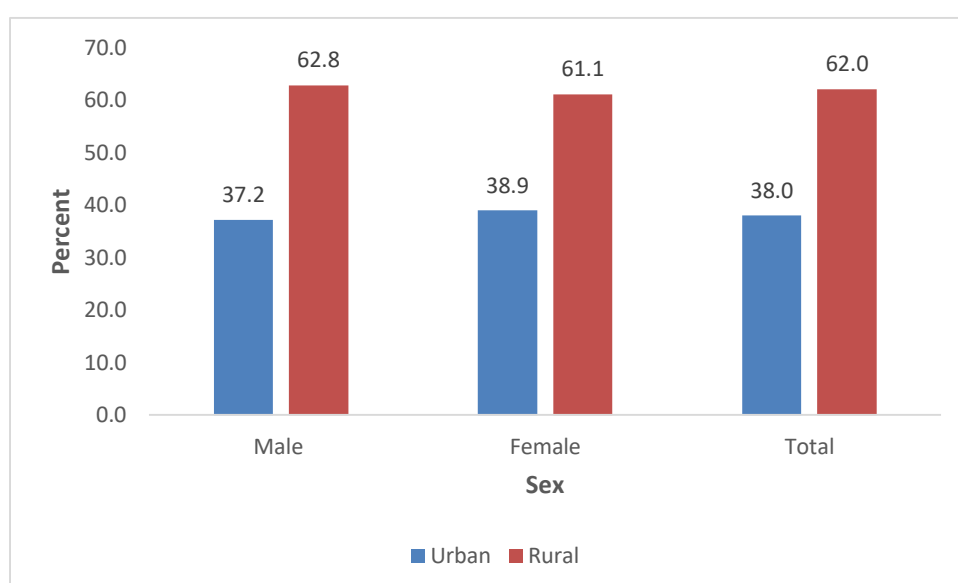


Figure 8.1: Percent Distribution of Currently Employed Population Engaged in Own Use Production of Food Stuff by Area and Sex, Zimbabwe 2019 LFCLS

Figure 8.2 shows the percent distribution of currently employed population engaged in own use production of food stuff by area and sex. Overall, there were more males in own use production of food stuff compared to females at (54.8%) and (45.2%), respectively. In both rural and urban areas, more males engaged in own use production of food stuff compared to females.

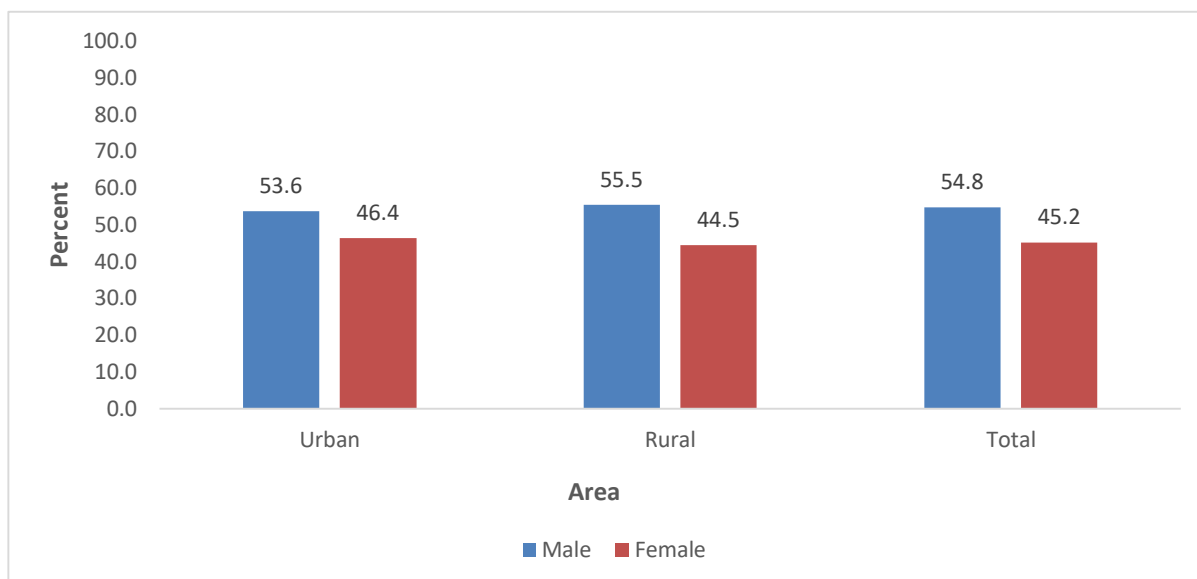


Figure 8.2: Percent Distribution of Currently Employed Population Engaged in Own Use Production of Food Stuff by area and sex, Zimbabwe 2019 LFCLS

The percent distribution of currently employed population engaged in own use production of food stuff by province and sex is shown in *Figure 8.3*. Harare had the highest proportion of currently employed population engaged in own use production of food stuff (31.4%) followed by Manicaland (13%) and the least was Matabeleland North (0.9%).

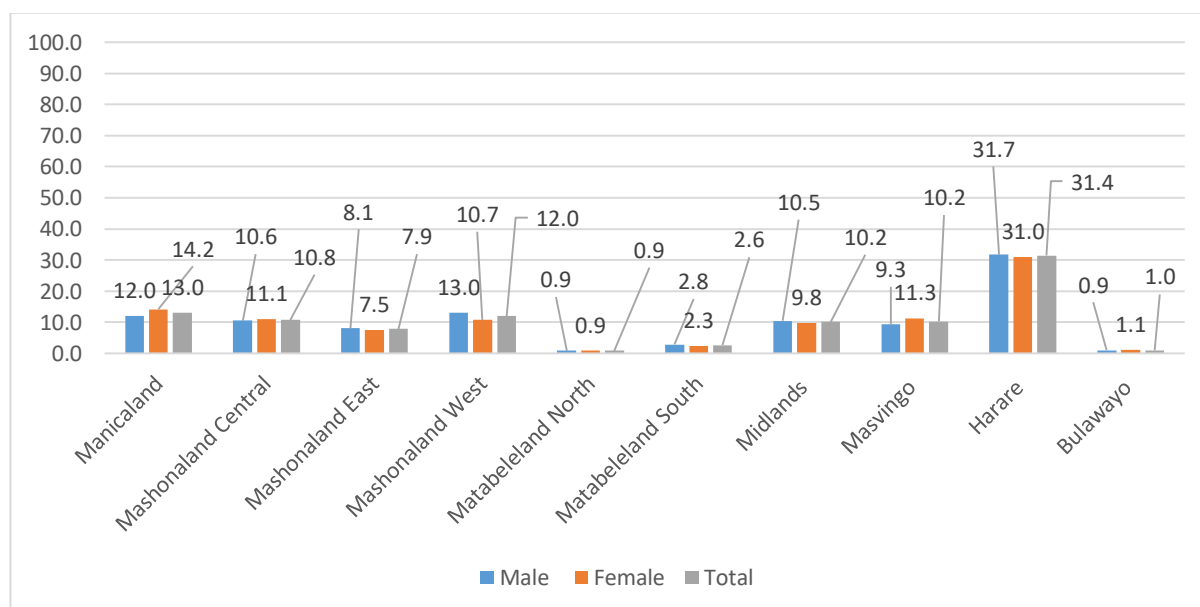


Figure 8.3: Percent Distribution of Currently Employed Population Engaged in Own Use Production of Food Stuff by Province and Sex, Zimbabwe 2019 LFCLS

Almost equal proportions of males and females planted, maintained or harvested any crops, vegetables or fruits (49.5% and 50.5%, respectively). Sixty three percent of those who raised or tended farm animals such as sheep, goats, chicken, were male. About 71 percent of the currently employed population engaged in own use production of food stuff who went for fishing and hunting were male. See *Figure 8.4*.

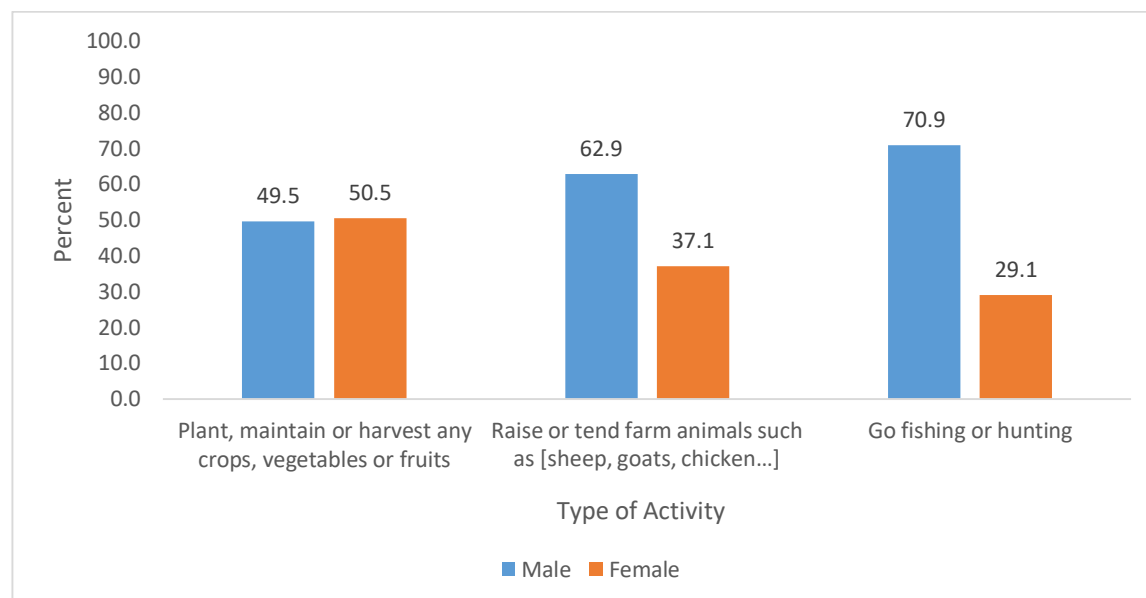


Figure 8.4: Percent Distribution of Currently Employed Population Engaged in Own Use Production of Food Stuff Type of Activity and Sex, Zimbabwe 2019 LFCLS

Table 8.2 shows the currently employed population engaged in own use production of food stuff by type of activity and province. The highest proportion of those who planted, maintained or harvested any crops, vegetables or fruits was in Harare (30.6%) followed by Manicaland (13.9%) and Mashonaland West (12.4%). Matabeleland North had the lowest proportion of those who planted, maintained or harvested any crops, vegetables or fruits. Among those who raised or tended farm animals such as sheep, goats, chicken a similar order of the top three provinces was observed.

Bulawayo had the lowest proportion of those who raised or tended farm animals, at 0.5%. Almost one in three of the currently employed population engaged in own use production of food stuff who went for fishing and hunting were from Harare followed by those from Masvingo (17.8%) and lowest in Mashonaland East, at 1.7 percent.

Table 8.2: Percent Distribution of Currently Employed Population Engaged in Own Use Production of Food Stuff within Type of Activity and Province, Zimbabwe 2019 LFCLS

Province	Plant, maintain or harvest any crops, vegetables or fruits	Raise or tend farm animals such as [sheep, goats, chicken...]	Go fishing or hunting
Manicaland	13.9	12.8	9.5
Mashonaland Central	10.2	11.7	11.5
Mashonaland East	7.7	9.1	1.7
Mashonaland West	12.4	11.8	16.7
Matabeleland North	0.7	1.0	2.6
Matabeleland South	1.4	4.3	3.7
Midlands	11.2	9.6	2.2
Masvingo	10.7	10.0	17.8
Harare	30.6	29.3	32.4
Bulawayo	1.1	0.5	1.9
Total Percent	100	100	100
Total Number	692 578	461 828	37 840

Figure 8.5 shows the percent distribution of currently employed population engaged in own use production of food stuff by sex and total hours spent doing the activities during the reference week. Overall, the greater proportion of around 42 percent of the population engaged in own use production of food stuff for less than five hours in the reference week. A similar pattern was observed for either sex. About nine percent worked excessive hours of at least 49 hours possibly because they had taken off days from their employment during the reference week.

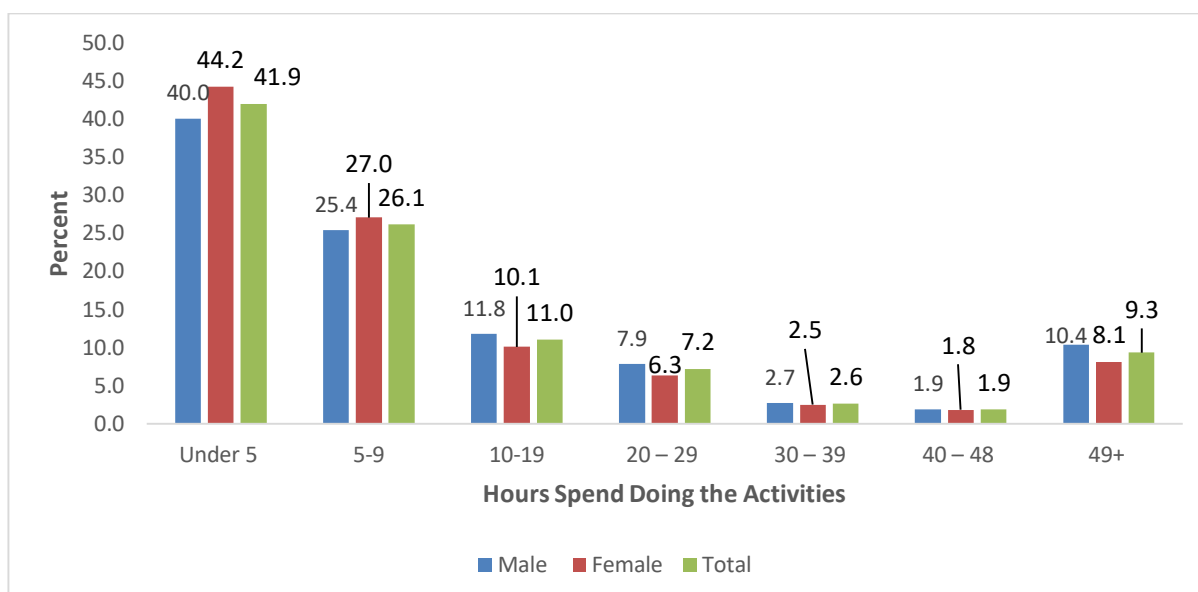


Figure 8.5: Percent Distribution of Currently Employed Population Engaged in Own Use Production of Food Stuff by Total Hours Spend During the Reference Week Doing the Activities and Sex, Zimbabwe 2019 LFCLS

8.3 Production of Other Goods or Provision of Services for Own Final Use

This indicator captured all persons of working age (combined all own use producers of food and those in subsistence production) who, during seven days reference period prior to the survey interview, performed any activity to produce goods or provide services for own final use. The work performed for a cumulative total of at least one hour was captured in any of the following 13 categories: cooking/serving food/washing dishes; prepare/preserve food; household goods manufactured; washing/drying or ironing; cleaning the house /yard; paying bills; shopping; repair/renovate/ extend the house; fetching water; fetching firewood and other fuels; provide care to adults and taking care of children under 18.

Table 8.3 presents the percent distribution of the working age population engaged in own use production of goods or provision of services by type of activity and sex. The table shows that females were disproportionately involved in different types of own use production of goods and provision of services activities than males. The activities that exhibited greatest gender disparities in favour of females were preserving food (males 14% and females 86%), cleaning houses (males 24.7% and females 75.3%), caring for children (males 22.2% and females 77.8%). On the other hand males were more involved than females on household construction work (males 78.7% and females 21.3%), maintenance and repairing (males 57.7% and females 42.3%) and paying of bills or fixing property (males 54.8% and females 45.2%).

Table 8.3: Percent Distribution of the Working Age Population Engaged in Own Use Production of Goods or Provision of Services by Type of Activity and Sex, Zimbabwe 2019 LFCLS

Type of Activity	Male	Female	Total Percent	Total Number
Preparing food	25.7	74.3	100	5 238 240
Preserving food	14.0	86.0	100	506 223
Making goods	40.8	59.2	100	95 783
Washing clothes	27.3	72.7	100	4 956 571
Cleaning the house	24.7	75.3	100	5 055 167
Paying bills or fixing property	54.8	45.2	100	247 560
Shopping	45.2	54.8	100	1 393 206
Maintenance and repairing	57.7	42.3	100	173 196
Construction work	78.7	21.3	100	236 841
Fetching Water	35.0	65.0	100	3 862 516
Fetching firewood	38.4	61.6	100	2 906 527
Care for ill adults	28.5	71.5	100	345 783
Care for children	22.2	77.8	100	3 087 711

Table 8.4a shows the percent distribution of the working age population engaged in own use production of goods or provision of services by type of activity and age group. When comparing the involvement of different age groups in own use production and provision of services, it is noteworthy that activities such as preparing food, washing clothes, cleaning the house, fetching water, fetching firewood and caring for children are done mostly by younger age groups and participation in them declines with age. Activities such as preserving food, making goods, paying bills or fixing property and construction work are done mostly by the broad age group (20-44 years).

Table 8.4a: Percent Distribution of the Working Age Population Engaged in Own Use Production of Goods or Provision of Services by Type of Activity and Age group, Zimbabwe 2019 LFCLS

Type of Activity	Age Group											Percent	Number
	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+		
Preparing food	21.0	13.4	11.5	10.7	10.7	8.2	6.0	4.0	3.8	3.5	7.1	100	5 238 240
Preserving food	7.0	10.1	10.3	10.6	12.7	11.0	8.5	7.1	6.2	5.3	11.2	100	506 223
Making goods	7.2	6.5	9.2	12.5	12.0	9.3	6.9	7.3	8.2	4.0	16.8	100	95 783
Washing clothes	22.9	14.8	11.5	10.3	10.1	7.4	5.7	3.9	3.6	3.3	6.4	100	4 956 571
Cleaning the house	20.9	13.9	11.6	10.5	10.4	7.9	6.0	4.1	3.8	3.6	7.2	100	5 055 167
Paying bills or fixing property	3.4	5.9	13.5	14.6	12.7	13.7	11.0	8.3	5.3	5.3	6.1	100	247 560
Shopping	9.0	11.1	13.7	14.3	14.1	11.8	9.3	5.7	3.6	3.2	4.2	100	1 393 206
Maintenance and repairing	7.6	7.7	10.4	8.0	15.0	12.8	12.3	6.3	6.6	5.1	8.2	100	173 196
Construction work	9.3	9.9	6.9	10.3	9.4	12.4	9.2	6.4	5.4	7.2	13.5	100	236 841
Fetching water	23.2	13.7	11.0	10.3	10.4	8.0	6.0	4.1	3.7	3.7	5.9	100	3 862 516
Fetching firewood	18.8	12.7	11.0	10.9	11.3	8.6	7.0	4.5	4.0	3.8	7.5	100	2 906 527
Care for ill adults	12.9	13.0	7.8	8.5	7.8	9.8	7.1	5.9	5.9	5.9	15.5	100	345 783
Care for children	13.7	13.5	13.9	13.9	13.3	9.3	6.5	3.9	3.4	3.2	5.5	100	3 087 711

Table 8.4b presents the percent distribution of the working age population engaged in own use production of goods or provision of services by type of activity and area. Analysis of the involvement in own use production of goods or provision of services activities by type of activity and area of residence, the rural working age population was more involved in own use production of goods or provision services activities than that in the urban areas. All listed activities except paying of bills or fixing property were mostly done by people in rural households. The activities that had greatest disparities favouring the rural population included construction work (urban 20.4% and rural 79.6%), fetching firewood (urban 20.8% and rural 79.2%) and fetching water (urban 22.4% and rural 77.6%) respectively. Shopping for the household exhibited the least disparity based on area (urban 52.7% and rural 47.3%).

Table 8.4b: Percent Distribution of the Working Age Population Engaged in Own Use Production of Goods or Provision of Services by Type of Activity and Rural/Urban, Zimbabwe 2019 LFCLS

Type of Activity	Urban	Rural	Total	Total Number
			Percent	
Preparing food	36.3	63.7	100	5 238 240
Preserving food	27.8	72.2	100	506 223
Making goods	27.4	72.6	100	95 783
Washing clothes	36.7	63.3	100	4 956 571
Cleaning the house	35.7	64.3	100	5 055 167
Paying bills or fixing property	73.6	26.4	100	247 560
Shopping	52.7	47.3	100	1 393 206
Maintenance and repairing	35.9	64.1	100	173 196
Construction work	20.4	79.6	100	236 841
Fetching Water	22.4	77.6	100	3 862 516
Fetching firewood	20.8	79.2	100	2 906 527
Care for ill adults	22.5	77.5	100	345 783
Care for children	32.1	67.9	100	3 087 711

Table 8.5a presents the average time spend per week in own use production of goods or provision of services by type of activity and sex. Overall, the working age population spent more time on activities that include: caring for children (12.6 hours), caring for ill adults (10.8 hours) and preparing food (10.5 hours). On the other hand activities such as paying bills or fixing property (2.2 hours), shopping (2.6 hours) and preserving food (3.1 hours) accounted for the least hours. When comparing the average number of hours spent on activities by sex, it is of note that excluding payment of bills or fixing property and shopping, females spent more hours doing all the other listed activities in their households. It is also noteworthy that females spent about twice the amount of time doing household activities such as caring for children, washing clothes, cleaning houses and preparing food.

Table 8.5a: Average Time Spend per Week in Own Use Production of Goods or Provision of Services by Type of Activity and Sex, Zimbabwe 2019 LFCLS

Type of Activity	Male		Female		Total	
	Average Hours per Week	Number of Persons	Average Hours per Week	Number of Persons	Average Hours per Week	Number of Persons
Preparing food	5.4	1 347 021	12.3	3 891 219	10.5	5 238 240
Preserving food	2.6	71 100	3.2	435 123	3.1	506 223
Making goods	5.8	39 083	5.8	56 700	5.8	95 783
Washing clothes	2.1	1 352 299	4	3 604 272	3.5	4 956 571
Cleaning the house	2.8	1 249 203	5.7	3 805 964	5	5 055 167
Paying bills or fixing property	1.8	135 573	2.5	111 987	2.2	247 560
Shopping	3.1	629 429	2.2	763 777	2.6	1 393 206
Maintenance and repairing	6.2	100 009	3.1	73 187	4.9	173 196
Construction work	6.8	186 401	6.7	50 440	6.8	236 841
Fetching water	3.6	1 353 447	6.6	2 509 068	5.5	3 862 515
Fetching firewood	2.8	1 114 744	3.4	1 791 783	3.2	2 906 527
Care for ill adults	9.4	98 480	11.3	247 303	10.8	345 783
Care for children	6.7	685 829	14.3	2 401 883	12.6	3 087 712

Table 8.5b presents the average time spent per week in own use production of goods or provision of services by type of activity and area. Analysis of the time spent on own use production of goods or provision of services by type of activity and area (rural - urban dichotomy) shows that the rural population spent considerable amount of time on activities such as maintenance and repairing; making goods; paying bills or fixing property, construction work and fetching water compared to the urban population.

On the other hand, the urban population spent an appreciable amount of time on activities such as caring for children and ill adults. The rural and urban population spent an almost equal amount of time on activities such as preparing food, washing clothes, cleaning the house, shopping and fetching firewood.

Table 8.5b: Average Time Spend per Week in Own Use Production of Goods or Provision of Services by Type of Activity and Area, Zimbabwe 2019 LFCLS

Type of Activity	Urban		Rural		Total	
	Number of Persons	Average Hours per Week	Number of Persons	Average Hours per Week	Number of Persons	Average Hours per Week
Preparing food	1 954 158	10.4	3 284 082	10.5	5 238 240	10.5
Preserving food	148 778	3.5	357 446	3.0	506 224	3.1
Making goods	28 136	3.9	67 647	6.5	95 783	5.8
Washing clothes	1 863 539	3.6	3 093 032	3.4	4 956 571	3.5
Cleaning the house	1 857 983	5.4	3 197 184	4.8	5 055 167	5.0
Paying bills or fixing property	184 120	1.7	63 440	3.3	247 560	2.2
Shopping	752 651	2.7	640 556	2.6	1 393 207	2.6
Maintenance and repairing	63 805	3.6	109 391	5.6	173 196	4.9
Construction work	50 464	5.3	186 377	7.1	236 841	6.8
Fetching Water	915 424	5.0	2 947 091	5.7	3 862 515	5.5
Fetching firewood	636 547	3.4	2 269 980	3.1	2 906 527	3.2
Care for ill adults	82 345	11.8	263 438	10.5	345 783	10.8
Care for children	1 033 526	14.0	2 054 185	11.9	3 087 711	12.6

8.4 Subsistence Food Production

Subsistence foodstuff producers constitute an important subgroup of persons in own-use production work. They are defined as all those who performed any activities such as production of goods in order to produce foodstuff from agriculture, fishing, or gathering mainly to sustain the livelihood of the household or family. The definition excludes persons who engaged in such production as recreational or leisure activities.

Table 8.6 shows that in the working age population, a total of about 2 million persons (60.3% females and 39.7% males) engaged in subsistence food production during the reference week. The highest proportion of the working age population who engaged in subsistence food production were in Midlands (16.1%) followed by Masvingo (14%) and the least was in Bulawayo (0.2%).

Table 8.6: Percent Distribution of the Working Age Population Engaged in Subsistence Food Production by Province within Sex, Zimbabwe 2019 LFCLS

Province	Male	Female	Total
Manicaland	12.4	14.9	13.9
Mashonaland Central	10.6	9.4	9.8
Mashonaland East	11.5	11.8	11.6
Mashonaland West	9.0	7.7	8.2
Matabeleland North	6.7	5.8	6.1
Matabeleland South	9.2	8.0	8.5
Midlands	17.0	15.5	16.1
Masvingo	13.2	14.5	14.0
Harare	10.0	12.4	11.5
Bulawayo	0.4	0.1	0.2
Total Percent	100	100	100
Total Number	809 353	1 230 930	2 040 283

Figure 8.6 shows the percent distribution of the working age population engaged in subsistence food production by province and sex during the reference week. The chart shows that more females (60.3%) spent more time in subsistence food production compared to their male counterparts (39.7%). Disparities between males and females were mostly observed in Bulawayo where about 77 percent males were engaged in subsistence food production compared to about 24 percent females. The least disparities between males and females were observed in Mashonaland West (males, 43.6% and females, 56.4%).

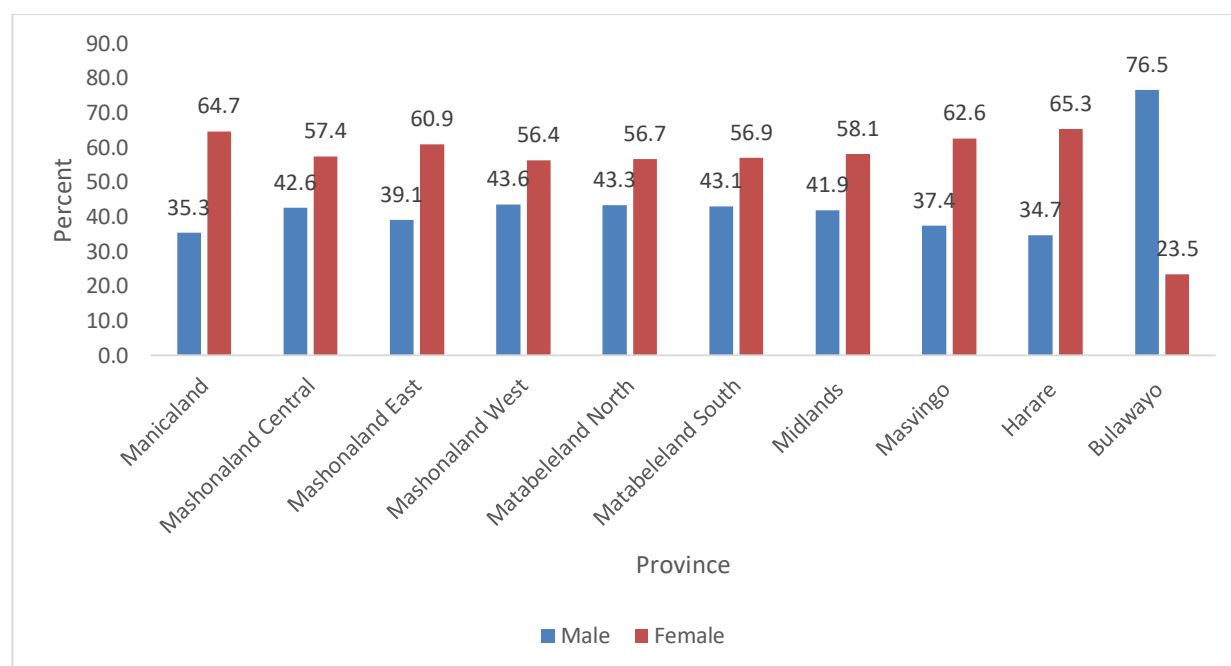


Figure 8.6: Percent Distribution of the Working Age Population Engaged in Subsistence Food Production by Province and Sex, Zimbabwe 2019 LFCLS

Disaggregating the number of hours spent in subsistence food production by sex as presented in Table 8.7 shows that generally for all time intervals, females spent more time in subsistence food production compared to males who also worked similar hours. Greatest disparities were noted among those who worked less than 5 hours during the reference period, males (35.2%) compared to females (64.8%). Least disparities between males and females were observed for those who worked for 20-29 hours (51.3% and 48.7%, respectively) and at least 49 hours (48% and 52%, respectively).

Table 8.7: Distribution of the Working Age Population Engaged in Subsistence Food Production by Total Hours Spent During the Reference Week Doing the Activities and Sex, Zimbabwe 2019 LFCLS

Hours Spent Doing Subsistence Food Production	Male	Female	Total percent	Total number
Under 5	35.2	64.8	100	608 238
5-9	36.3	63.7	100	504 030
10-19	39.9	60.1	100	324 420
20 – 29	51.3	48.7	100	180 101
30 – 39	36.2	63.8	100	89643
40 – 48	42.5	57.5	100	44 329
49+	48.0	52.0	100	289 136
Total	39.7	60.3	100	2 039 896

Almost all (about 100 percent) of the main products produced by the own use subsistence producers were agricultural, forestry and fishing products. This implies that a very small proportion of subsistence farmers (close to zero percent) produced manufacturing or undifferentiated goods and services for own use.

8.5 Conclusion

The findings of the 2019 LFCLS show that all the sub groups of own use production work and provision of services, were mostly done in rural areas. It is also noteworthy that own use 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. The majority of activities of own use production of other goods and services for own final use were mostly done by females in rural areas. The time spent doing any of the three own use production work and provision of services was mostly under five hours per week followed by 5-9 hours.

Chapter 9: Unemployment and Labour Underutilisation

9.1 Introduction

This chapter discusses unemployed population by province, sex, age group, educational attainment and field of specialisation. It also analyses other labour underutilisation components such as time-related under employment and potential labour force.

9.2 Unemployed Population

The unemployed population was defined as the proportion of persons of working-age who, during the reference period (7 days preceding the interview), were without work, available for work and were actively seeking work. The 'work' referred to here is 'work for pay or profit only' as adopted by the 19th ICLS resolution concerning statistics of work, employment and labour underutilisation of 2013.

9.2.1 Unemployment Rates

Table 9.1 shows that the national unemployment rate was about 16 percent. The rate for males and that of females was almost the same at 16 and 17 percent, respectively.

Matabeleland North had the highest unemployment rate (30%) followed by Midlands at 26 percent. The lowest rate was recorded in Harare (9%) followed by Manicaland at 15 percent and Mashonaland Central at 16 percent. For the remaining provinces, the rate was around 20 percent.

Table 9.1: Distribution of the Unemployed Persons Age 15 Years and Above by Province and Sex, Zimbabwe 2019 LFCLS

Province	Labour Force			Unemployed			Unemployment Rates		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Manicaland	198 298	159 579	357 876	34 672	20 365	55 037	17.5	12.8	15.4
Mashonaland Central	144 410	114 762	259 172	24 046	18 321	42 368	16.7	16.0	16.3
Mashonaland East	141 832	102 431	244 263	31 216	17 758	48 975	22.0	17.3	20.1
Mashonaland West	233 134	167 176	400 311	36 349	39 735	76 084	15.6	23.8	19.0
Matabeleland North	65 572	43 309	108 881	21 578	11 126	32 704	32.9	25.7	30.0
Matabeleland South	60 142	50 483	110 624	13 380	9 645	23 025	22.2	19.1	20.8
Midlands	190 934	145 138	336 072	45 823	41 459	87 282	24.0	28.6	26.0
Masvingo	140 204	115 656	255 860	24 411	23 776	48 187	17.4	20.6	18.8
Harare	647 500	492 874	1 140 374	50 039	54 666	104 705	7.7	11.1	9.2
Bulawayo	124 009	126 070	250 079	23 520	24 562	48 082	19.0	19.5	19.2
Total	1 946 035	1 517 478	3 463 512	305 034	261 415	566 449	15.7	17.2	16.4

9.2.2 Unemployment Rates by Age Group and Sex

Table 9.2 shows the unemployment rate by age group and sex. The unemployment rate was generally high in the broad age group 15-29 years. The rates were highest in the 20-24 years age group at about 28 percent. They were lowest in the 60-64 years and 65 years and above at 8% each.

Table 9.2: Distribution of the Unemployed Persons Age 15 Years and Above by Age Group and Sex, Zimbabwe 2019 LFCLS

Age Group	Labour Force			Unemployed			Unemployment Rates		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-19	177 246	112 565	289 811	42 423	30 142	72 565	23.9	26.8	25
20-24	292 968	188 783	481 751	73 296	61 239	134 535	25	32.4	27.9
25-29	275 921	218 903	494 824	50 925	44 547	95 472	18.5	20.4	19.3
30-34	271 325	231 942	503 266	38 385	36 049	74 434	14.1	15.5	14.8
35-39	253 485	246 194	499 679	30 653	32 342	62 995	12.1	13.1	12.6
40-44	220 205	165 289	385 494	27 744	21 894	49 638	12.6	13.2	12.9
45-49	173 286	124 093	297 378	17 745	10 625	28 370	10.2	8.6	9.5
50-54	105 896	82 268	188 164	11 221	10 240	21 461	10.6	12.4	11.4
55-59	67 590	61 284	128 875	5 345	6 255	11 600	7.9	10.2	9
60-64	46 909	41 961	88 869	2 916	4 132	7 047	6.2	9.8	7.9
65+	61 206	44 195	105 401	4 381	3 950	8 331	7.2	8.9	7.9
Total	1 946 037	1 517 477	3 463 512	305 034	261 415	566 448	15.7	17.2	16.4

9.2.3 Unemployment Rates by Highest Level of Education Attended

Table 9.3 shows the unemployment rates by highest level of education attended and sex. The unemployment rates were high among persons whose highest level of education was secondary school with upper secondary at about 22 percent and lower secondary around 19 percent. The lowest rate was among persons who attended vocational national foundation certificate at around four percent. Females had higher rates across all the levels of education categories except with primary.

Table 9.3: Distribution of Unemployment Rates Age 15 Years and Above by Highest Level of Education Attended and Sex, Zimbabwe 2019 LFCLS

Highest Level Attended	Persons in the Labour Force			Unemployed Persons			Unemployment Rates		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Never been to school	21 123	34 772	55 895	1 455	4 111	5 566	6.9	11.8	10.0
Early Childhood Education	759	298	1 057	0	0	0	0.0	0.0	0.0
Primary	473 992	392 180	866 172	74 001	58 615	132 616	15.6	14.9	15.3
Vocational - National Foundation Certificate	4 016	4 842	8 858	0	393	393	0.0	8.1	4.4
Lower Secondary	1 135 616	804 391	1 940 007	199 359	167 037	366 397	17.6	20.8	18.9
Upper Secondary	70 093	35 194	105 287	13 530	9 473	23 003	19.3	26.9	21.8
Vocational - Certificate	35 334	31 836	67 171	3 655	4 906	8 562	10.3	15.4	12.7
Vocational - Apprenticeship / Teachers College	44 149	62 618	106 767	2 269	3 292	5 561	5.1	5.3	5.2
Tertiary - Short Cycle	54 139	53 264	107 403	4 745	5 883	10 627	8.8	11.0	9.9
Higher National Diploma/Bachelors/Bachelor's Honours	85 455	79 700	165 155	5 064	5 423	10 487	5.9	6.8	6.3
Masters/Doctorate Medical Courses	20 898	17 681	38 579	956	1 942	2 899	4.6	11.0	7.5
Doctorate	461	0	461	0	0	0	0.0	0.0	0.0
Level not known	0	702	702	0	339	339	0.0	48.3	48.3
Total	1 946 035	1 517 478	3 463 512	305 034	261 414	566 449	15.7	17.2	16.4

9.2.4 Unemployment Rates by Field of Specialisation

Table 9.4 presents the distribution of the unemployed persons by field of specialisation and sex. High unemployment rates of at least 10 percent were reported in the services, science, general programmes as well as among those with no field of specialisation. The rate was highest (17.9%) among those with general programmes which cover pre-primary, elementary, primary and secondary education. This was followed by those who specialised in services with about 12 percent. The unemployment rate was lowest among persons who specialised in agriculture at around three percent.

Table 9.4: Distribution of Unemployed Persons 15 Years and Above by Field of Specialisation and Sex, Zimbabwe 2019 LFCLS

Field of Specialisation	Persons in the Labour Force			Unemployed Persons			Unemployment Rates		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
None	21 123	34 772	55 895	1 455	4 111	5 566	6.9	11.8	10.0
General Programmes	1 684 452	1 241 179	2 925 631	286 967	236 078	523 045	17.0	19.0	17.9
Education	45 480	89 541	135 022	2 113	5 857	7 970	4.6	6.5	5.9
Humanities and Arts	10 916	12 310	23 226	71	859	930	0.7	7.0	4.0
Social Sciences business and law	63 751	65 222	128 973	4 619	7 350	11 968	7.2	11.3	9.3
Science	18 689	10 384	29 074	1 309	1 654	2 963	7.0	15.9	10.2
Engineering, manufacturing and construction	67 032	12 098	79 131	6 833	1 028	7 861	10.2	8.5	9.9
Agriculture	14 900	7 442	22 342	728	0	728	4.9	0.0	3.3
Health and Welfare	8 672	28 706	37 378	0	1 972	1 972	0.0	6.9	5.3
Services	10 698	15 452	26 149	939	2 167	3 106	8.8	14.0	11.9
Not Known or Unspecified	320	371	691	0	339	339	0.0	91.4	49.1
Total	1 946 035	1 517 478	3 463 512	305 034	261 415	566 449	15.7	17.2	16.4

9.3 Duration of Unemployment

Duration of unemployment refers to the length of time that an unemployed person has been without work, available for work and looking for a job. Persons in short-term unemployment have been without work, available for work, and looking for a job for less than one year while persons in long-term unemployment have been unemployed, available for work, and looking for a job for at least one year.

Figure 9.1 shows the distribution of unemployed persons according to whether they have been unemployed for short or long term. Fifty-four percent of the unemployed persons were in short-term unemployment compared to 46 percent who were in long-term unemployment.

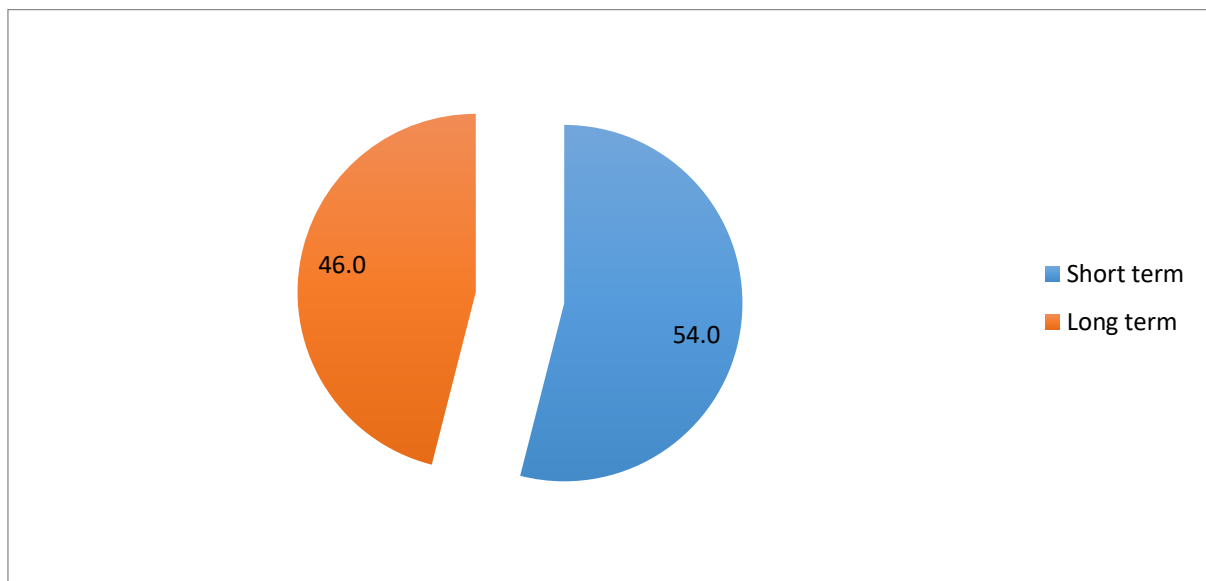


Figure 9.1: Unemployed Persons by Duration of Unemployment, Zimbabwe 2019 LFCLS

Figure 9.2 shows that a larger proportion (above 25%) of the unemployed persons had been without jobs, seeking and available to work for a period of between one and two years. A similar pattern was observed for males and females. The lowest proportion for both sexes was for those who have been unemployed for less than one month at 11 percent. For males the lowest was also among those who have been unemployed for less than one month at about 10 percent while for females it was among those who have been unemployed for a period between three and six months at about 10 percent.

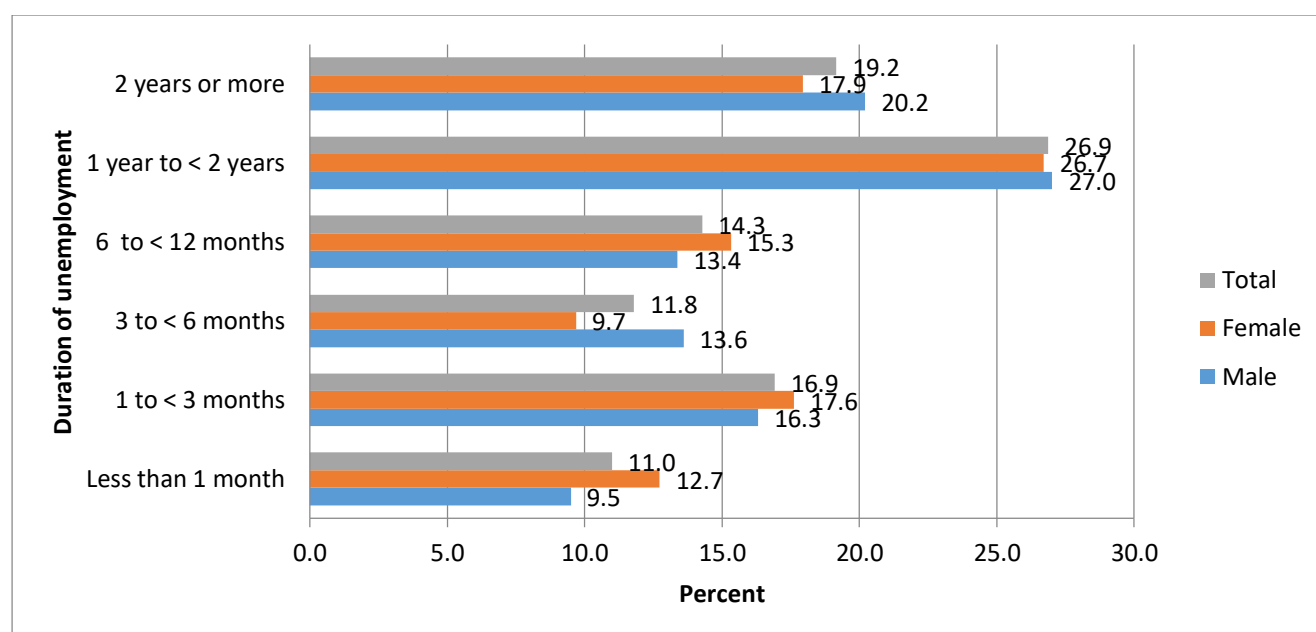


Figure 9.2: Unemployed Persons by Duration of Unemployment and Sex, Zimbabwe 2019 LFCLS

9.4 Potential Labour Force Population

The potential labour force population was identified as the number of persons of working age who were seeking but unavailable to start work (unavailable job seekers) or were available to start work but were not seeking for work (available non- job seekers) during the reference period. They are a sub group of persons outside the labour force with expressed interest in employment but may be unemployed because of limited labour market opportunities or limited channels of seeking employment.

The potential labour force, together with the unemployed population, is used to compute the Combined Rate of Unemployment and Potential Labour Force (CRUPLF). The indicator shows the extent of unmet need for employment for the unemployed and potential labour force population.

9.4.1: Combined Rates of Unemployment and Potential Labour Force

Table 9.5 presents the combined rates of unemployment and potential labour force by province and sex. The CRUPLF was around 50 percent for Zimbabwe distributed as 45 percent males and 55 percent females. At provincial level, the CRUPLF was highest in Matabeleland North (68%) and lowest in Harare (30%).

Table 9.5: Combined Rate of Unemployment and Potential Labour Force by Province and Sex, Zimbabwe 2019 LFCLS

Province	Extended Labour Force			Unemployed and Potential Labour Force			CRUPLF		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Manicaland	313 864	324 434	638 299	157 319	189 600	346 919	50.1	58.4	54.4
Mashonaland Central	247 867	207 029	454 896	134 154	115 058	249 210	54.1	55.6	54.8
Mashonaland East	254 844	252 229	507 074	147 440	169 470	316 911	57.9	67.2	62.5
Mashonaland West	351 333	314 811	666 144	163 791	193 042	356 833	46.6	61.3	53.6
Matabeleland North	132 622	100 513	233 135	89 151	70 200	159 351	67.2	69.8	68.4
Matabeleland South	102 656	84 578	187 234	57 533	44 733	102 266	56.0	52.9	54.6
Midlands	335 721	315 838	651 559	192 961	213 050	406 011	57.5	67.5	62.3
Masvingo	249 154	244 356	493 509	138 878	155 607	294 485	55.7	63.7	59.7
Harare	825 484	757 336	1 582 819	188 223	291 887	480 111	22.8	38.5	30.3
Bulawayo	161 558	178 909	340 466	64 654	81 321	145 975	40.0	45.5	42.9
Zimbabwe	2 975 104	2 780 032	5 755 136	1 334 103	1 523 969	2 858 072	44.8	54.8	49.7

9.4.2 Combined Rate of Unemployment and Potential Labour Force By Age Group, Sex and Area

Table 9.6 shows that nationally, the CRUPLF was high (above 60%) in the broad age group of 15-24. The rate had a steady decline as age increased. It was also high in rural areas at 60 percent. The CRUPLF for females was generally high compared to that of males across all age groups.

Table 9.6: Combined Rates of Unemployment and Potential Labour Force by Age Group, Sex and Area, Zimbabwe 2019 LFCLS

	Extended Labour Force			Unemployed and Potential Labour Force			CRUPLF		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Age Group									
15-19	343 631	271 561	615 192	208 808	189 138	397 947	60.8	69.6	64.7
20-24	495 655	421 784	917 438	275 983	294 239	570 223	55.7	69.8	62.2
25-29	411 807	410 337	822 143	186 811	235 980	422 791	45.4	57.5	51.4
30-34	381 923	397 864	779 788	148 984	201 972	350 955	39.0	50.8	45.0
35-39	366 644	401 826	768 470	143 812	187 974	331 786	39.2	46.8	43.2
40-44	324 648	294 864	619 513	132 188	151 469	283 657	40.7	51.4	45.8
45-49	247 355	202 748	450 103	91 815	89 280	181 094	37.1	44.0	40.2
50-54	138 824	132 767	271 590	44 149	60 738	104 887	31.8	45.7	38.6
55-59	95 470	100 864	196 334	33 224	45 835	79 059	34.8	45.4	40.3
60-64	69 299	72 738	142 037	25 306	34 909	60 214	36.5	48.0	42.4
65+	99 848	72 680	172 528	43 023	32 434	75 458	43.1	44.6	43.7
Area									
Urban	1 214 709	1 205 430	2 420 139	332 954	524 368	857 323	27.4	43.5	35.4
Rural	1 760 395	1 574 602	3 334 997	1 001 149	999 600	2 000 750	56.9	63.5	60.0
Zimbabwe	2 975 104	2 780 032	5 755 136	1 334 103	1 523 969	2 858 072	44.8	54.8	49.7

9.5 Discouraged Job Seekers

Discouraged job seekers are persons outside the labour force, who are available for work but are no longer looking for work due to specific labour-market related reasons, such as the belief that there are no jobs available. Discouraged job seekers are part of the potential labour force and in the 2019 LFCLS they constituted about 51 percent of the population in the potential labour force.

Table 9.7(a) shows the distribution of discouraged job seekers by age group, area and sex. The proportion of discouraged job seekers generally decreased with age for both males and females. For females, high percentages of above 12 were reported for the broad age group 15-39 years while for males the same pattern was observed for the 15-29 broad age group.

Table 9.7a: Distribution of Discouraged Job Seekers by Age Group, within Area and Sex, Zimbabwe 2019 LFCLS

	Urban	Percent	Rural	Percent	Total	Percent
Male						
15-19	18 445	20.2	77 265	16.7	95 711	17.3
20-24	21 260	23.3	84 781	18.4	106 041	19.2
25-29	10 700	11.7	56 082	12.2	66 782	12.1
30-34	6 839	7.5	44 986	9.7	51 825	9.4
35-39	6 465	7.1	51 479	11.2	57 944	10.5
40-44	8 805	9.6	52 473	11.4	61 278	11.1
45-49	4 731	5.2	33 263	7.2	37 994	6.9
50-54	4 208	4.6	12 611	2.7	16 819	3.0
55-59	2 572	2.8	17 481	3.8	20 054	3.6
60-64	3 220	3.5	10 796	2.3	14 017	2.5
65+	4 106	4.5	20 305	4.4	24 411	4.4
Total	91 352	100	461 523	100	552 875	100
Female						
15-19	18 822	11.3	70 259	15.8	89 081	14.6
20-24	30 944	18.5	76 598	17.2	107 542	17.6
25-29	26 837	16.1	62 486	14.0	89 323	14.6
30-34	25 915	15.5	50 757	11.4	76 672	12.5
35-39	16 238	9.7	59 054	13.3	75 292	12.3
40-44	17 663	10.6	41 894	9.4	59 557	9.7
45-49	14 103	8.5	27 232	6.1	41 335	6.8
50-54	5 487	3.3	19 211	4.3	24 698	4.0
55-59	6 033	3.6	13 228	3.0	19 261	3.1
60-64	2 716	1.6	12 322	2.8	15 038	2.5
65+	2 086	1.3	11 854	2.7	13 940	2.3
Total	166 843	100	444 896	100	611 739	100

Both sexes						
15-19	37 267	14.4	147 524	16.3	184 791	15.9
20-24	52 204	20.2	161 379	17.8	213 583	18.3
25-29	37 537	14.5	118 568	13.1	156 105	13.4
30-34	32 754	12.7	95 743	10.6	128 497	11.0
35-39	22 703	8.8	110 533	12.2	133 235	11.4
40-44	26 468	10.3	94 368	10.4	120 835	10.4
45-49	18 834	7.3	60 495	6.7	79 329	6.8
50-54	9 696	3.8	31 822	3.5	41 518	3.6
55-59	8 605	3.3	30 710	3.4	39 315	3.4
60-64	5 936	2.3	23 118	2.6	29 055	2.5
65+	6 192	2.4	32 159	3.5	38 350	3.3
Total	258 195	100	906 419	100	1 164 613	100

Table 9.7(b) shows that higher proportions of discouraged job seekers were from the rural areas across all age groups.

Table 9.7b: Distribution of Discouraged Job Seekers by Age Group, Area and Sex, Zimbabwe 2019 LFCLS

	Urban	Rural	Total	
			Percent	Number
Male				
15-19	19.3	80.7	100	95 711
20-24	20.0	80.0	100	106 041
25-29	16.0	84.0	100	66 782
30-34	13.2	86.8	100	51 825
35-39	11.2	88.8	100	57 944
40-44	14.4	85.6	100	61 278
45-49	12.5	87.5	100	37 994
50-54	25.0	75.0	100	16 819
55-59	12.8	87.2	100	20 054
60-64	23.0	77.0	100	14 017
65+	16.8	83.2	100	24 411
Total	16.5	83.5	100	552 875
Female				
15-19	21.1	78.9	100	89 081
20-24	28.8	71.2	100	107 542
25-29	30.0	70.0	100	89 323
30-34	33.8	66.2	100	76 672
35-39	21.6	78.4	100	75 292
40-44	29.7	70.3	100	59 557
45-49	34.1	65.9	100	41 335
50-54	22.2	77.8	100	24 698
55-59	31.3	68.7	100	19 261
60-64	18.1	81.9	100	15 038
65+	15.0	85.0	100	13 940
Total	27.3	72.7	100	611 739
Both sexes				
15-19	20.2	79.8	100	184 791
20-24	24.4	75.6	100	213 583
25-29	24.0	76.0	100	156 105
30-34	25.5	74.5	100	128 497
35-39	17.0	83.0	100	133 235
40-44	21.9	78.1	100	120 835
45-49	23.7	76.3	100	79 329
50-54	23.4	76.6	100	41 518
55-59	21.9	78.1	100	39 315
60-64	20.4	79.6	100	29 055
65+	16.1	83.9	100	38 350
Total	22.2	77.8	100	1 164 613

9.6 Time Related Underemployment

Persons in time-related underemployment are defined as all persons in employment, who during a short reference period, wanted to work additional hours, whose working time in all jobs are less than a specified hours' threshold, and who were available to work additional hours given an opportunity for more work.

Time-related underemployment is measured from household surveys using any three concepts:

- persons in employment who reported that they were working part-time or whose hours of work (usual or actual) were below certain cut-off point, and who also reported involuntary reasons for working fewer hours than full-time hours,
- persons in employment whose hours of work (usual or actual) were below a certain cut-off point who sought to work additional hours, and
- persons in employment whose hours of work (usual or actual) were below a certain cut-off point who wanted to work additional hours

The 2019 LFCLS defined time-related underemployment as all those employed persons aged 15 years and above who worked for less than 40 hours a week and wanted to work additional hours during the 7 day reference period.

To determine time-related underemployment, the following aspects were assessed among the currently employed persons aged 15 years and above:

- Number of hours actually worked in the last 7 days,
- Desire to work more hours during the last 7 days provided the extra hours were paid, and
- Availability to work more hours

9.6.1 Magnitude of Time Related Underemployment

Table 9.8 shows persons in time-related underemployment by industrial sector and sex. Forty-one percent of the currently employed population were in time-related underemployment of whom 43 percent were males and 39 percent females. Employed persons in the electricity, gas, steam and air conditioning industrial sector recorded the highest time-related underemployment rate (64%) followed by those in the water supply; sewerage, waste management and remediation activities with 59 percent. However, overall high time-related underemployment rates of above 33 percent were observed in all industrial sectors except in the real estate activities sector with close to five percent and insurance activities (26.6%).

Table 9.8: Number and Percent Distribution of Persons in Time-Related Underemployment by Industry and Sex, Zimbabwe 2019 LFCLS

Industrial Sector	Employed			Underemployment			Underemployment Rates		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	609 083	432 424	1 041 507	244 453	148 393	392 845	40.1	34.3	37.7
Mining and quarrying	174 566	34 413	208 979	72 495	10 800	83 295	41.5	31.4	39.9
Manufacturing	153 735	64 242	217 977	68 620	29 772	98 392	44.6	46.3	45.1
Electricity, gas, steam and air conditioning supply	6 950	570	7 520	4 245	570	4 816	61.1	100.0	64.0
Water supply; sewerage, waste management and remediation activities	10 590	3 278	13 868	6 358	1 831	8 188	60.0	55.9	59.0
Construction	94 793	9 352	104 145	44 042	4 628	48 669	46.5	49.5	46.7
Wholesale trade	6 780	3 162	9 942	2 772	1 621	4 393	40.9	51.3	44.2
Retail trade; sale and repair of motor vehicles and motor cycles	181 503	309 844	491 347	75 604	123 772	199 376	41.7	39.9	40.6
Transportation and storage	77 824	7 062	84 885	30 467	3 980	34 447	39.1	56.4	40.6
Accommodation and food service activities	15 466	24 688	40 154	5 977	8 185	14 162	38.6	33.2	35.3
Information and communication	9 351	3 329	12 680	4 952	977	5 929	53.0	29.3	46.8
Financial activities	6 761	4 488	11 249	2 302	1 522	3 824	34.0	33.9	34.0
Insurance activities	3 382	3 114	6 496	896	832	1 728	26.5	26.7	26.6
Real estate activities	1 290	517	1 807	0	86	86	0.0	16.6	4.8
Professional, scientific and technical activities	11 466	8 637	20 103	3 739	4 052	7 791	32.6	46.9	38.8
Administrative and support service activities	39 124	11 557	50 681	17 286	5 427	22 713	44.2	47.0	44.8
Public administration and defence; compulsory social security	42 212	27 421	69 633	15 149	11 754	26 903	35.9	42.9	38.6
Education	76 547	119 174	195 721	44 829	56 533	101 361	58.6	47.4	51.8
Human health and social work activities	21 707	35 768	57 475	10 492	15 332	25 824	48.3	42.9	44.9
Arts, entertainment and recreation	8 733	1 615	10 347	4 630	983	5 613	53.0	60.9	54.2
Other service activities	41 512	31 632	73 144	24 687	18 379	43 066	59.5	58.1	58.9
Activities of households as employers of domestic personnel	46 494	119 138	165 632	18 865	36 320	55 185	40.6	30.5	33.3
Activities of extraterritorial organizations and bodies	1 132	640	1 772	392	377	769	34.6	58.9	43.4
Total	1 641 001	1 256 063	2 897 064	703 251	486 124	1 189 375	42.9	38.7	41.1

Table 9.9 shows population in time-related underemployment by status in employment. Paid employees reported the highest underemployment rate of 43 percent while contributing family workers reported the lowest with 26 percent.

Table 9.9: Number and Percent Distribution of Persons in Time-Related Underemployment by Status in Employment and Sex, Zimbabwe 2019 LFCLS

Status in Employment	Underemployment			Employed			Underemployment Rates		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Paid employees	383 259	224 760	608 019	874 097	536 169	1 410 266	43.8	41.9	43.1
Employers	54 262	49 042	103 304	140 168	185 389	325 557	38.7	26.5	31.7
Own account workers	264 490	210 458	474 947	622 527	526 827	1 149 354	42.5	39.9	41.3
Contributing family workers	1 241	1 865	3 105	4 209	7 678	11 887	29.5	24.3	26.1
Total	703 251	486 124	1 189 375	1 641 001	1 256 063	2 897 064	42.9	38.7	41.1

9.7 Composition of Labour Underutilization

Labour underutilisation refers to mismatches between the supply and demand of labour which translates into an unmet need for employment among the population. It focuses on issues of insufficient labour absorption within the labour market. Although unemployment rate is the most commonly used indicator for labour underutilisation, there exists other indicators which can measure labour underutilisation like the time-related underemployment rate and potential labour force.

Tables 9.10a and b present the composition of the underutilised population. A total of around 4 million persons were underutilised with 14 percent unemployed, about 57 percent in the potential labour force and the remainder (29%) in time related underemployment.

Table 9.10(a): Composition of Labour Underutilization within Sex, Zimbabwe 2019 LFCLS

Form of Labour Underutilisation	Male	Female	Total
Unemployed	15.0	13.0	14.0
Potential Labour Force	50.5	62.8	56.6
Time Related Underemployment	34.5	24.2	29.4
Total Percent	100	100	100
Total Number	2 037 354	2 010 094	4 047 447

Table 9.10b shows that overall, males and females were almost equally underutilised at about 50 percent each. Females had a higher proportion than males in the potential labour force at 55 percent while males had greater proportions among the unemployed (54%) and those in time related underemployment (59%).

Table 9.10 (b): Composition of Labour Underutilization by Sex, Zimbabwe 2019 LFCLS

Form of Labour Underutilisation	Male	Female	Total Percent	Total Number
Unemployed	53.9	46.1	100	566 449
Potential Labour Force	44.9	55.1	100	2 291 623
Time Related Underemployment	59.1	40.9	100	1 189 375
Total	50.3	49.7	100	4 047 447

9.8 Conclusion

The 2019 LFCLS revealed that around 566 thousand persons were unemployed, constituting about 16 percent of the labour force. 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. The combined rate of unemployment and potential labour force was almost 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.

Chapter 10 Youth Unemployment and Labour Underutilisation

10.1 Introduction

This chapter analyses unemployment and labour underutilisation among the youth aged 15-24 and 15-35 years. It focuses on the characteristics of unemployed and underemployed youths with respect to age groups, sex, educational profile, specialisation as well as the geographical distribution.

10.2 Youth Unemployment

Youth unemployment is one of the 17 indicators analysed by the Key Indicators of the Labour Market (KILM); a multi-functional research tool produced by the ILO Department of Statistics. Unemployed youths are less likely to contribute effectively to the communities they reside in and to national development.

10.2.1 Unemployment Rates

Unemployment rate among youths aged 15-24 years was about 27 percent. The rates for males and females were about 25 and 30 percent, respectively, as shown in *Table 10.1a*. Amongst provinces, Matabeleland North (52.1%) had the highest rate, followed by Matabeleland South (39.1%) with Harare having the least of about 18 percent.

Table 10.1(a): Distribution of the Unemployed Youth 15-24 by Province and Sex, Zimbabwe 2019 LFCLS

	Labour Force			Unemployed			Unemployment Rates		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Age Group									
15-19	177 246	112 565	289 811	42 423	30 142	72 565	23.9	26.8	25.0
20-24	292 968	188 783	481 751	73 296	61 239	134 535	25.0	32.4	27.9
Total	470 214	301 348	771 562	115 719	91 381	207 100	24.6	30.3	26.8
Province									
Manicaland	50 164	26 707	76 871	14 409	9 692	24 101	28.7	36.3	31.4
Mashonaland Central	31 781	27 424	59 205	8 049	5 875	13 924	25.3	21.4	23.5
Mashonaland East	35 492	17 463	52 954	7 786	3 747	11 533	21.9	21.5	21.8
Mashonaland West	57 018	37 964	94 981	15 044	18 441	33 485	26.4	48.6	35.3
Matabeleland North	14 795	4 593	19 389	7 909	2 185	10 094	53.5	47.6	52.1
Matabeleland South	16 553	13 492	30 045	6 615	5 142	11 757	40.0	38.1	39.1
Midlands	51 996	30 009	82 005	16 887	12 959	29 846	32.5	43.2	36.4
Masvingo	32 679	21 185	53 863	5 969	5 146	11 115	18.3	24.3	20.6
Harare	158 158	100 644	258 801	23 879	21 285	45 164	15.1	21.1	17.5
Bulawayo	21 579	21 868	43 447	9 173	6 909	16 082	42.5	31.6	37.0
Total	470 213	301 348	771 561	115 718	91 381	207 100	24.6	30.3	26.8

Among the youths aged 15-35, unemployment rate was about 21 percent. The rates were about 20 and 23 percent for males and females, respectively, as shown in *Table 10.1b*. The provincial unemployment rate was highest in Matabeleland North (38.5%), followed by Bulawayo (27.8%) and Harare having the least of about 12 percent.

Table 10.1(b): Percent Distribution of the Unemployed Youth 15-35 by Province and Sex, Zimbabwe 2019 LFCLS

	Labour Force			Unemployed			Unemployment Rates		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Age Group									
15-19	177 246	112 565	289 811	42 423	30 142	72 565	23.9	26.8	25.0
20-24	292 968	188 783	481 751	73 296	61 239	134 535	25.0	32.4	27.9
25-29	275 921	218 903	494 824	50 925	44 547	95 472	18.5	20.4	19.3
30-35	329 602	279 800	609 402	45 439	42 412	87 851	13.8	15.2	14.4
Total	1 075 737	800 051	1 875 788	212 083	178 340	390 423	19.7	22.3	20.8
Province									
Manicaland	106 378	78 644	185 022	24 814	16 480	41 294	23.3	21.0	22.3
Mashonaland Central	73 955	60 127	134 082	13 818	13 560	27 378	18.7	22.6	20.4
Mashonaland East	91 189	49 616	140 805	24 898	10 339	35 237	27.3	20.8	25.0
Mashonaland West	126 074	87 043	213 117	25 714	27 915	53 628	20.4	32.1	25.2
Matabeleland North	31 622	18 683	50 305	13 726	5 664	19 390	43.4	30.3	38.5
Matabeleland South	37 360	31 485	68 845	11 148	6 905	18 054	29.8	21.9	26.2
Midlands	113 662	76 412	190 074	27 684	23 855	51 540	24.4	31.2	27.1
Masvingo	72 201	53 064	125 266	15 981	13 881	29 862	22.1	26.2	23.8
Harare	363 457	279 438	642 895	36 743	42 385	79 128	10.1	15.2	12.3
Bulawayo	59 838	65 539	125 377	17 556	17 357	34 912	29.3	26.5	27.8
Total	1 075 736	800 051	1 875 788	212 082	178 341	390 423	19.7	22.3	20.8

10.2.2 Unemployment Rates by Age Group, Area and Sex

Table 10.2a. presents unemployment rates by area and sex for the 15-24 age group. The unemployment rate for both sexes was about 27 percent. The rate for rural areas (29.5%) was higher compared to that of urban areas (23.9%). Female unemployment rate was (30.3%) as compared to males (24.6%).

Table 10.2a: Distribution of the Unemployed Youth 15-24 Years by Age Group, Area and Sex, Zimbabwe 2019 LFCLS

	Persons in Labour Force			Unemployed Persons			Unemployment Rates		
	Urban	Rural	Total	Urban	Rural	Total	Urban	Rural	Total
Male									
15-19	74 942	102 303	177 246	14 743	27 679	42 423	19.7	27.1	23.9
20-24	132 128	160 839	292 968	28 242	45 053	73 296	21.4	28.0	25.0
Total	207 070	263 143	470 213	42 986	72 733	115 718	20.8	27.6	24.6
Female									
15-19	55 572	56 994	112 565	14 151	15 991	30 142	25.5	28.1	26.8
20-24	100 965	87 818	188 783	29 818	31 421	61 239	29.5	35.8	32.4
Total	156 536	144 812	301 348	43 969	47 412	91 381	28.1	32.7	30.3
Both Sexes									
15-19	130 514	159 297	289 811	28 894	43 671	72 565	22.1	27.4	25.0
20-24	233 093	248 658	481 751	58 061	76 474	134 535	24.9	30.8	27.9
Total	363 607	407 955	771 561	86 955	120 145	207 100	23.9	29.5	26.8

Table 10.2b shows the unemployment rates for youths aged 15-35 years by area and sex. The unemployment rate was about 21% with rural areas recording a higher rate (24.6%) than urban areas (17.2 %). The unemployment rate for males was lower in both urban and rural areas (14.2% and 24.9%) as compared to that for females (20.8% and 24.1%). The 20-24 years subgroup had the highest rate of unemployment in both rural and urban areas for both sexes.

Table 10.2b: Distribution of the Unemployed Youth Age 15-35 Years, by Age Group, Area and Sex, Zimbabwe 2019 LFCLS

	Labour Force			Unemployed			Unemployment Rates		
	Urban	Rural	Total	Urban	Rural	Total	Urban	Rural	Total
Male									
15-19	74 942	102 303	177 246	14 743	27 679	42 423	19.7	27.1	23.9
20-24	132 128	160 839	292 968	28 242	45 053	73 296	21.4	28.0	25.0
25-29	142 878	133 043	275 921	18 389	32 536	50 925	12.9	24.5	18.5
30-35	173 458	156 144	329 602	12 970	32 469	45 439	7.5	20.8	13.8
Total	523 406	552 330	1 075 736	74 345	137 737	212 082	14.2	24.9	19.7
Female									
15-19	55 572	56 994	112 565	14 151	15 991	30 142	25.5	28.1	26.8
20-24	100 965	87 818	188 783	29 818	31 421	61 239	29.5	35.8	32.4
25-29	121 237	97 666	218 903	26 130	18 417	44 547	21.6	18.9	20.4
30-35	159 502	120 298	279 800	20 860	21 552	42 412	13.1	17.9	15.2
Total	437 276	362 775	800 051	90 959	87 381	178 341	20.8	24.1	22.3
Both Sexes									
15-19	130 514	159 297	289 811	28 894	43 671	72 565	22.1	27.4	25.0
20-24	233 093	248 658	481 751	58 061	76 474	134 535	24.9	30.8	27.9
25-29	264 115	230 708	494 824	44 519	50 953	95 472	16.9	22.1	19.3
30-35	332 960	276 442	609 402	33 830	54 021	87 851	10.2	19.5	14.4
Total	960 682	915 105	1 875 788	165 304	225 119	390 423	17.2	24.6	20.8

Youths aged 15-24 years, whose highest level of education was tertiary-short cycle had the highest unemployment rate of about 46 percent followed by those with upper secondary at around 38 percent as shown in *Table 10.3a*. Unemployment rate was highest (57.5%) among male youth with tertiary-short cycle compared to their female counterparts (37.8%).

Table 10.3 (a): Distribution of the Unemployed Youth Aged (15-24), Highest Level of Education Attended and Sex, Zimbabwe 2019 LFCLS

	Labour Force			Unemployed			Unemployment Rates		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Age Group									
15-19	177 246	112 565	289 811	42 423	30 142	72 565	23.9	26.8	25.0
20-24	292 968	188 783	481 751	73 296	61 239	134 535	25.0	32.4	27.9
Highest Level of Education									
Never been to school	2 187	816	3 003	0	328	328	0.0	40.2	10.9
Primary	135 370	61 452	196 822	24 703	13 399	38 102	18.2	21.8	19.4
Vocational - National Foundation Certificate	0	632	632	0	0	0	0.0	0.0	0.0
Lower Secondary	299 846	206 655	506 500	79 489	67 831	147 321	26.5	32.8	29.1
Upper Secondary	21 649	15 677	37 326	8 133	6 092	14 225	37.6	38.9	38.1
Vocational - Certificate	1 654	2 958	4 612	0	1 387	1 387	0.0	46.9	30.1
Vocational - Apprenticeship / Teacher College	1 563	4 108	5 671	70	577	646	4.5	14.0	11.4
Tertiary - Short Cycle	1 975	2 598	4 574	1 136	981	2 117	57.5	37.8	46.3
Higher National Diploma/ Bachelors	5 969	5 416	11 385	2 188	485	2 672	36.7	9.0	23.5
Master / Doctorate Medical Courses	0	1 037	1 037	0	302	302	0.0	29.1	29.1
Total	470 213	301 349	771 562	115 719	91 382	207 100	24.6	30.3	26.8

Youths aged 15-35 years with upper secondary as their highest level of education had the highest unemployment rate of about 25 percent followed by those with lower secondary at around 23 percent as shown in *Table 10.3b*. Female youths aged 15-35 years who had never been to school had the highest unemployment rate of 37 percent while the highest unemployment rate of about 22 percent was for males whose highest level of education was upper secondary.

Table 10.3 (b): Distribution of the Unemployed Youth Aged (15-35) by Age Group, Highest Level of Education Attended and Sex, Zimbabwe 2019 LFCLS

	Labour Force			Unemployed			Unemployment Rates		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Age Group									
15-19	177 246	112 565	289 811	42 423	30 142	72 565	23.9	26.8	25.0
20-24	292 968	188 783	481 751	73 296	61 239	134 535	25.0	32.4	27.9
25-29	275 921	218 903	494 824	50 925	44 547	95 472	18.5	20.4	19.3
30-35	329 602	279 800	609 402	45 439	42 412	87 851	13.8	15.2	14.4
Highest Level of Education									
Never been to school	4 258	2 899	7 157	0	1 072	1 072	0.0	37.0	15.0
Early Childhood Education	0	298	298	0	0	0	0.0	0.0	0.0
Primary	255 710	164 349	420 059	47 228	30 275	77 503	18.5	18.4	18.5
Vocational - National Foundation Certificate	695	1 943	2 638	0	393	393	0.0	20.2	14.9
Lower Secondary	671 878	491 131	1 163 009	143 209	122 022	265 231	21.3	24.8	22.8
Upper Secondary	54 957	29 199	84 156	12 298	8 282	20 581	22.4	28.4	24.5
Vocational - Certificate	10 965	15 052	26 017	1 520	3 863	5 383	13.9	25.7	20.7
Vocational - Apprenticeship / Teacher College	14 234	22 660	36 894	1 210	1 799	3 009	8.5	7.9	8.2
Tertiary - Short Cycle	22 848	25 603	48 452	2 917	4 362	7 279	12.8	17.0	15.0
Higher National Diploma/ Bachelors	34 436	36 250	70 686	3 289	4 698	7 988	9.6	13.0	11.3
Master / Doctorate Medical Courses	5 755	10 667	16 422	410	1 574	1 985	0.0	14.8	12.1
Total	1 075 736	800 051	1 875 788	212 081	178 340	390 424	19.7	22.3	20.8

Table 10.4a shows the distribution of the unemployed youths aged 15-24 years by field of specialisation and sex. The highest unemployment rate of about 44 percent (mainly females) was for youths with services as their field of specialisation. Youths who did not specialise in any field had an unemployment rate of about 11 percent. Males with social sciences, business and law had the highest unemployment rate of about 46 percent compared to 10 percent for females in the same field of specialisation.

Table 10.4 (a): Distribution of the Unemployed Population by Youth 15-24, Field of Specialisation and Sex, Zimbabwe 2019 LFCLS

	Labour Force			Unemployed			Unemployment Rates		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Age Group									
15-19	177 246	112 565	289 811	42 423	30 142	72 565	23.9	26.8	25.0
20-24	292 968	188 783	481 751	73 296	61 239	134 535	25.0	32.4	27.9
Field of Specialisation									
None	2 187	816	3 003	0	328	328	0.0	40.2	10.9
General Programmes	457 113	284 903	742 016	112 325	87 936	200 261	24.6	30.9	27.0
Education	398	5 939	6 337	70	1 264	1 334	17.6	21.3	21.1
Humanities and Arts	642	0	642	0	0	0	0.0	0.0	0.0
Social Sciences business and law	2 657	4 699	7 357	1 212	445	1 656	45.6	9.5	22.5
Science	2 037	193	2 230	706	54	759	34.7	28.0	34.0
Engineering, manufacturing and construction	4 896	1 138	6 033	1 407	309	1 715	28.7	27.2	28.4
Agriculture	283	51	334	0	0	0	0.0	0.0	0.0
Health and Welfare	0	1 223	1 223	0	0	0	0.0	0.0	0.0
Services	0	2 387	2 387	0	1 046	1 046	0.0	43.8	43.8
Total	470 213	301 348	771 561	115 718	91 381	207 100	24.6	30.3	26.8

Table 10.4b shows the distribution of the unemployed youth aged (15-35) by field of specialisation and sex. The highest unemployment rate of about 22 percent was for youths with general programmes as their field of specialisation. Youths who specialised in agriculture had the least unemployment rate of around four percent. Males with general programmes as field of specialisation had the highest unemployment rate of about 21 percent whereas for females, those who had no specialisation had the highest unemployment rate of 37 percent followed by those who specialised in sciences (25.1%).

Table 10.4(b): Percent Distribution of the Unemployed Population by Youth 15-35, Field of Specialisation and Sex, Zimbabwe 2019 LFCLS

	Labour Force			Unemployed			Unemployment Rates		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Age Group									
15-19	177 246	112 565	289 811	42 423	30 142	72 565	23.9	26.8	25.0
20-24	292 968	188 783	481 751	73 296	61 239	134 535	25.0	32.4	27.9
25-29	275 921	218 903	494 824	50 925	44 547	95 472	18.5	20.4	19.3
30-35	329 602	279 800	609 402	45 439	42 412	87 851	13.8	15.2	14.4
Field of Specialisation									
None	4 258	2 899	7 157	0	1 072	1 072	0.0	37.0	15.0
General Programmes	984 328	688 186	1 672 515	202 735	161 193	363 927	20.6	23.4	21.8
Education	9 402	34 957	44 359	1 394	3 703	5 098	14.8	10.6	11.5
Humanities and Arts	2 905	5 120	8 026	71	543	614	2.4	0.0	7.7
Social Sciences business and law	22 265	30 905	53 170	3 147	5 419	8 566	14.1	17.5	16.1
Science	10 202	6 587	16 790	1 309	1 654	2 963	12.8	25.1	17.6
Engineering, manufacturing and construction	30 368	5 851	36 219	3 129	1 028	4 156	10.3	17.6	11.5
Agriculture	3 715	3 390	7 105	297	0	297	8.0	0.0	4.2
Health and Welfare	5 046	12 580	17 627	0	1 972	1 972	0.0	15.7	11.2
Services	3 246	9 575	12 821	0	1 758	1 758	0.0	18.4	13.7
Total	1 075 735	800 050	1 875 789	212 082	178 342	390 423	19.7	22.3	20.8

10.3 Duration of Unemployment

The distribution of the unemployed youths 15-24 years by duration of unemployment is presented in *Figure 10.1*. The majority of youths aged 15-24 years were in short-term unemployment at 58 percent.

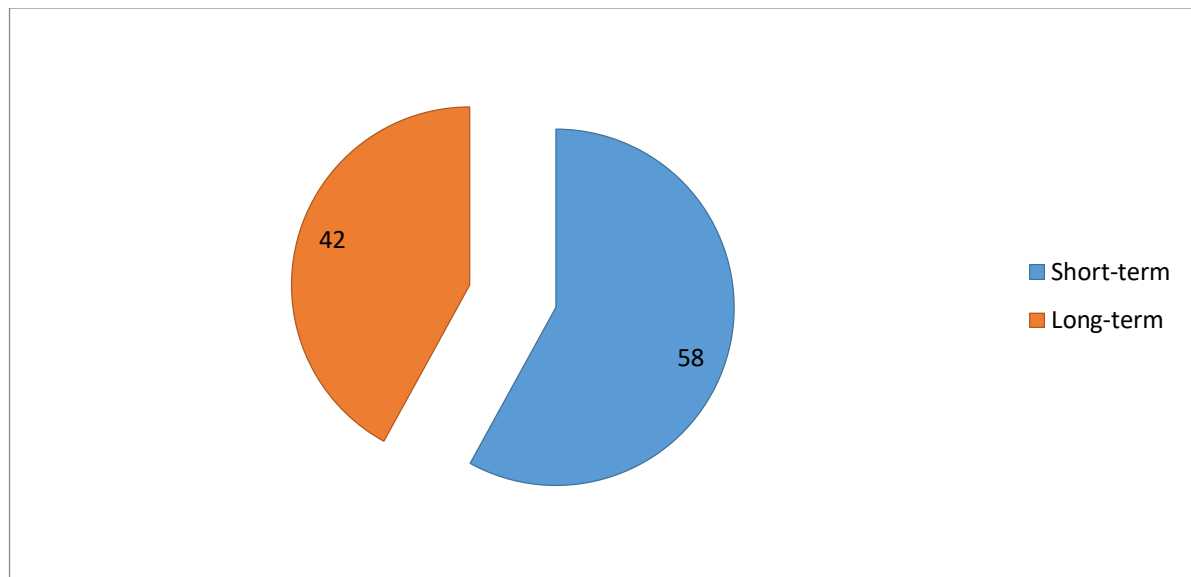


Figure 10.1: Percent Distribution of Unemployed Youths 15-24 Years by Duration of Unemployment, Zimbabwe 2019 LFCLS

Table 10.5a shows the distribution of youths aged 15-24 years by area, sex and duration of unemployment. Considering both sexes in all areas, the duration with the highest frequency was also 1 year to less than 2 years. The proportions were as follows; urban areas (31.3%), rural areas (25.9%) and both areas (28.2%). The duration with the least frequency was the same in all areas (less than 1 month) with proportions of (11.7%) in urban areas, (9.6%) in rural areas and (10.5%) in both areas combined.

For males, the duration with the highest frequency was 1 year to less than 2 years with the following proportions; urban areas (33.5%), rural areas (26.4%) and both areas (29.1%). The duration with the least frequency was less than 1 month in all cases. The proportions were noted; all males (9.4%), males in urban areas (10.1%) and males in rural areas (8.9%). For females the same pattern was observed.

Table 10.5(a): Distribution of the Unemployed Youth 15-24 Years by Sex, Duration of Unemployment within Area and Sex, Zimbabwe 2019 LFCLS

	Urban	Percent	Rural	Percent	Total	Percent
Male						
Less than 1 month	4 361	10.1	6 505	8.9	10 866	9.4
1 month to < 3 months	7 314	17.0	12 366	17.0	19 679	17.0
3 months to < 6 months	6 020	14.0	13 267	18.2	19 287	16.7
6 months to < 1year	4 493	10.5	12 699	17.5	17 192	14.9
1 year to < 2 years	14 403	33.5	19 221	26.4	33 624	29.1
2 years or more	6 395	14.9	8 676	11.9	15 071	13.0
Total	42 986	100	72 733	100	115 718	100
Female						
Less than 1 month	5 780	13.1	5 037	10.6	10 816	11.8
1 month to < 3 months	5 581	12.7	10 454	22.0	16 035	17.5
3 months to < 6 months	5 346	12.2	4 277	9.0	9 623	10.5
6 months to < 1year	8 895	20.2	8 299	17.5	17 194	18.8
1 year to < 2 years	12 775	29.1	11 955	25.2	24 730	27.1
2 years or more	5 591	12.7	7 391	15.6	12 983	14.2
Total	43 969	100	47 412	100	91 381	100
Both sexes						
Less than 1 month	10 141	11.7	11 541	9.6	21 683	10.5
1 month to < 3 months	12 895	14.8	22 819	19.0	35 714	17.2
3 months to < 6 months	11 367	13.1	17 544	14.6	28 910	14.0
6 months to < 1year	13 388	15.4	20 997	17.5	34 385	16.6
1 year to < 2 years	27 178	31.3	31 176	25.9	58 354	28.2
2 years or more	11 986	13.8	16 067	13.4	28 053	13.5
Total	86 955	100	120 145	100	207 100	100

Figure 10.2 shows the distribution of unemployed youths aged 15-35 years by duration of unemployment. As was the case with the 15-24 year youth category, a higher proportion (54%) of the unemployed youth 15-35 years old were in short-term unemployed as compared to 46 percent for those in long-term unemployment.

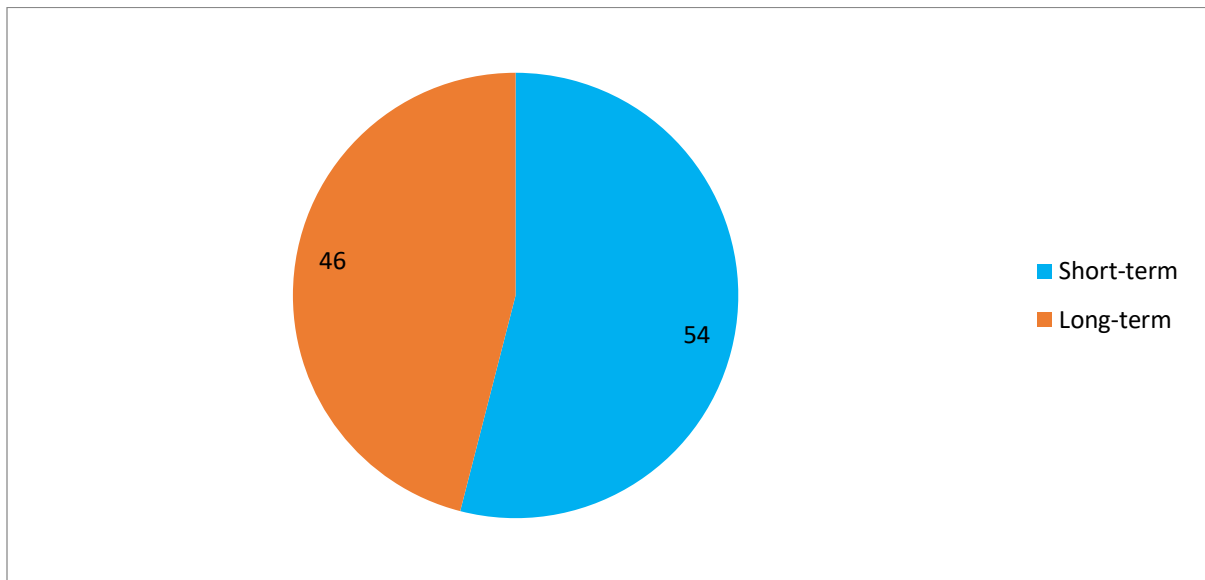


Figure 10.2: Percent Distribution of Unemployed Youths 15-35 Years by Duration of Unemployment, Zimbabwe 2019 LFCLS

The distribution of youths aged 15-35 years by area, sex and duration of unemployment is shown in *Table 10.5b*. Considering both sexes in all areas, the duration with the highest frequency was also 1 year to less than 2 years. The proportions were as follows: urban areas (32.3%), rural areas (24.7%) and both areas (27.9%). The duration with the least frequency was the same in all areas (less than 1 month) with proportions of (9.9%) in urban areas, (10%) in rural areas and (10%) in both areas combined.

For males, the duration with the highest frequency was 1 year to less than 2 years with the following proportions: urban areas (35.7%), rural areas (25.4%) and both areas (29%). The duration with the least frequency was less than 1 month in all cases. The proportions were as follows: all males (9.1%), males in urban areas (9.4%) and males in rural areas (9%). The same pattern was observed for females.

Table 10.5(b): Distribution of the Unemployed Youth 15-35 Years by Duration of Unemployment, within Area and Sex, Zimbabwe 2019 LFCLS

	Urban	Percent	Rural	Percent	Total	Percent
Male						
Less than 1 month	6 965	9.4	12 384	9.0	19 350	9.1
1 month to < 3 months	11 494	15.5	19 722	14.3	31 216	14.7
3 months to < 6 months	8 141	11.0	21 143	15.4	29 284	13.8
6 months to < 1 year	7 571	10.2	24 318	17.7	31 889	15.0
1 year to < 2 years	26 556	35.7	34 952	25.4	61 508	29.0
2 years or more	13 618	18.3	25 218	18.3	38 837	18.3
Total	74 345	100	137 737	100	212 084	100
Female						
Less than 1 month	9 471	10.4	10 101	11.6	19 572	11.0
1 month to < 3 months	10 931	12.0	19 495	22.3	30 426	17.1
3 months to < 6 months	10 984	12.1	10 064	11.5	21 049	11.8
6 months to < 1 year	13 356	14.7	14 610	16.7	27 967	15.7
1 year to < 2 years	26 779	29.4	20 602	23.6	47 380	26.6
2 years or more	19 437	21.4	12 509	14.3	31 947	17.9
Total	90 958	100	87 381	100	178 341	100
Both sexes						
Less than 1 month	16 437	9.9	22 486	10.0	38 922	10.0
1 month to < 3 months	22 425	13.6	39 217	17.4	61 641	15.8
3 months to < 6 months	19 125	11.6	31 207	13.9	50 332	12.9
6 months to < 1 year	20 927	12.7	38 928	17.3	59 855	15.3
1 year to < 2 years	53 335	32.3	55 553	24.7	108 888	27.9
2 years or more	33 055	20.0	37 728	16.8	70 783	18.1
Total	165 304	100	225 119	100	390 421	100

10.4 Combined Rate of Unemployment and Potential Labour Force for Youths

Table 10.6a shows that the overall CRUPLF for youths 15-24 years was about 63 percent. Matabeleland North had the highest CRUPLF at around 85 percent followed by Midlands and Matabeleland South at about 73 percent each. Harare had the lowest at around 46 percent.

Table 10.6 (a): Distribution of the Combined Rate of Unemployment and Potential Labour Force in Youth 15-24 Years by Age Group, Province and Sex, Zimbabwe 2019 LFCLS

Age Group	Extended Labour Force			Persons in Unemployment and Potential Labour Force			CRUPLF		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-19	343 631	271 561	615 192	208 808	189 138	397 947	60.8	69.6	64.7
20-24	495 655	421 784	917 438	275 983	294 239	570 223	55.7	69.8	62.2
Province									
Manicaland	94 876	79 023	173 899	59 120	62 008	121 128	62.3	78.5	69.7
Mashonaland Central	68 660	58 667	127 327	44 928	37 118	82 046	65.4	63.3	64.4
Mashonaland East	67 220	51 454	118 673	39 514	37 738	77 252	58.8	73.3	65.1
Mashonaland West	102 224	94 056	196 280	60 251	74 533	134 784	58.9	79.2	68.7
Matabeleland North	37 714	25 373	63 087	30 828	22 964	53 792	81.7	90.5	85.3
Matabeleland South	37 196	29 289	66 486	27 259	20 939	48 197	73.3	71.5	72.5
Midlands	110 063	81 863	191 926	74 954	64 813	139 767	68.1	79.2	72.8
Masvingo	65 591	57 650	123 241	38 881	41 611	80 493	59.3	72.2	65.3
Harare	219 318	176 928	396 246	85 039	97 569	182 608	38.8	55.1	46.1
Bulawayo	36 424	39 043	75 467	24 019	24 083	48 102	65.9	61.7	63.7
Zimbabwe	839 286	693 345	1 532 631	484 791	483 378	968 169	57.8	69.7	63.2

For the 15-35 years youth category, the overall CRUPLF was around 55 percent. The overall rate for females was about 61 percent while for males it was about 50 percent. It can also be noted from *Table 10.6b* that the CRUPLF was decreasing as age was increasing.

Matabeleland North had the highest rate in this category at around 76 percent followed by Masvingo and Midlands at about 64 percent each while Harare had the lowest at about 37%.

Table 10.6(b): Percent Distribution of the Youth 15-35 Population in Potential Labour Force by Province and Sex, Zimbabwe 2019 LFCLS

	Extended Labour Force			Persons in Unemployment and Potential Labour Force			CRUPLF		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Age Group									
15-19	343 631	271 561	615 192	208 808	189 138	397 947	60.8	69.6	64.7
20-24	495 655	421 784	917 438	275 983	294 239	570 223	55.7	69.8	62.2
25-29	411 807	410 337	822 143	186 811	235 980	422 791	45.4	57.5	51.4
30-35	468 765	473 957	942 722	184 602	236 569	421 171	39.4	49.9	44.7
Province									
Manicaland	181 683	180 526	362 209	100 119	118 362	218 481	55.1	65.6	60.3
Mashonaland Central	138 954	123 256	262 210	78 817	76 689	155 506	56.7	62.2	59.3
Mashonaland East	157 880	126 768	284 648	91 589	87 491	179 079	58.0	69.0	62.9
Mashonaland West	213 984	185 615	399 599	113 624	126 487	240 110	53.1	68.1	60.1
Matabeleland North	71 296	56 694	127 990	53 400	43 674	97 075	74.9	77.0	75.8
Matabeleland South	68 659	55 506	124 165	42 446	30 926	73 374	61.8	55.7	59.1
Midlands	206 725	181 710	388 435	120 747	129 152	249 901	58.4	71.1	64.3
Masvingo	135 598	130 972	266 571	79 378	91 789	171 167	58.5	70.1	64.2
Harare	455 877	432 558	888 435	129 163	195 505	324 668	28.3	45.2	36.5
Bulawayo	89 201	104 034	193 236	46 920	55 852	102 771	52.6	53.7	53.2
Zimbabwe	1 719 857	1 577 639	3 297 496	856 203	955 928	1 812 131	49.8	60.6	55.0

10.5 Discouraged Job Seekers

Table 10.7 shows information on the distribution of Discouraged Job Seekers among the youth population age range of 15-35 years. Of the total discouraged job seekers in the age group range of 15-35 years, there were more females (53.1%) than males (46.9%). The age range 20-24 years had the highest number of discouraged job seekers, with a total of about 31 percent and an average of 16 percent for both males and females.

Table 10.7: Percent Distribution of Discouraged Job Seekers Youth 15-35 by Age Group, within Area and Sex, Zimbabwe 2019
LFCLS

	Urban	Rural	Total
Male			
15-19	11.5	14.8	14.0
20-24	13.1	16.3	15.5
25-29	6.7	10.8	9.8
30-35	4.1	8.6	7.5
Total	35.4	50.6	46.9
Female			
15-19	12.3	13.3	13.1
20-24	19.4	14.6	15.8
25-29	16.7	11.9	13.1
30-35	16.2	9.6	11.2
Total	64.6	49.4	53.1
Both sexes			
15-19	23.8	28.1	27.1
20-24	32.5	30.9	31.3
25-29	23.4	22.7	22.9
30-35	20.3	18.3	18.8
Total Percent	100	100	100
Total Number	166 088	516 453	682 542

10.6: Underemployment for Youth

Table 10.8a shows the youth population aged 15–24 years time related underemployment rates (worked for less than 40 hours a week) by industry and sex. Underemployment rate among youths aged 15-24 years was about 37 percent. It was higher for males at 39 percent while for females it was about 33 percent. For the industry sector underemployment rate was highest for other service activities at 76 percent followed by those in arts, entertainment and recreation at 61 percent. The lowest rate was for human health and social work activities at about nine percent.

Table 10.8a: Distribution of Youth 15-24 in Time-Related Underemployment by Industry and Sex, Zimbabwe 2019 LFCLS

	Underemployment			Employed			Underemployment rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Age Group									
15-19	40 918	20 486	61 404	134 823	82 423	217 246	30.3	24.9	28.3
20-24	97 243	48 525	145 768	219 672	127 544	347 216	44.3	38.0	42.0
Industrial Sector									
Agriculture, forestry and fishing	67 435	23 126	90 560	188 566	75 836	264 401	35.8	30.5	34.3
Mining and quarrying	16 364	1 853	18 217	34 813	6 668	41 481	47.0	27.8	43.9
Manufacturing	11 753	3 061	14 814	28 051	4 897	32 948	41.9	62.5	45.0
Electricity, gas, steam and air conditioning supply	717	0	717	1 576	0	1 576	45.5	0.0	45.5
Water supply; sewerage, waste management and remediation activities	1 131	0	1 131	1 851	422	2 274	61.1	0.0	49.8
Construction	7 902	1 180	9 083	14 197	1 603	15 799	55.7	73.6	57.5
Wholesale trade	492	439	931	641	1 323	1 964	76.7	33.2	47.4
Retail trade; sale and repair of motor vehicles and motor cycles	12 734	17 478	30 212	31 018	48 694	79 712	41.1	35.9	37.9
Transportation and storage	4 333	265	4 598	14 054	331	14 385	30.8	80.1	32.0
Accommodation and food service activities	1 083	1 395	2 478	3 301	5 262	8 563	32.8	26.5	28.9
Information and communication	753	416	1 169	1 741	416	2 158	43.2	100.0	54.2
Financial activities	66	669	735	712	1 369	2 081	9.2	48.8	35.3
Insurance activities	0	395	395	602	395	997	0.0	100.0	39.6
Professional, scientific and technical activities	0	86	86	0	152	152	0.0	56.7	56.7
Administrative and support service activities	1 980	444	2 424	2 658	1 557	4 215	74.5	28.5	57.5
Public administration and defence; compulsory social security	338	143	480	1 309	1 234	2 542	25.8	11.6	18.9
Education	394	2 166	2 560	1 609	5 706	7 315	24.5	38.0	35.0
Human health and social work activities	64	55	119	450	863	1 314	14.3	6.3	9.1
Arts, entertainment and recreation	1 043	147	1 190	1 804	147	1 951	57.8	100.0	61.0
Other service activities	3 930	5 158	9 088	5 847	6 098	11 946	67.2	84.6	76.1
Activities of households as employers	5 650	10 535	16 185	19 694	46 994	66 688	28.7	22.4	24.3
Total	138 161	69 011	207 172	354 495	209 967	564 462	39.0	32.9	36.7

Table 10.8b shows the youth population aged 15–35 years time related underemployment rates by industry and sex. Underemployment rate among youths aged 15-35 years was about 41 percent. It was higher in males at about 43 percent while for females it was about 38 percent. For the industry sector, underemployment rate was highest for water supply, sewerage, waste management and remediation activities at about 63 percent followed by other service activities at 59 percent.

Table 10.8b: Distribution of Youth 15-35 in Time-Related Underemployment by Industry and Sex, Zimbabwe 2019 LFCLS

	Underemployment			Employed			Underemployment rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Age Group									
15-19	40 918	20 486	61 404	1 34 823	82 423	2 17 246	30.3	24.9	28.3
20-24	97 243	48 525	1 45 768	2 19 672	1 27 544	3 47 216	44.3	38.0	42.0
25-29	96 717	69 667	1 66 384	2 24 996	1 74 356	3 99 352	43.0	40.0	41.7
30-35	1 10 949	80 152	1 91 101	2 32 939	1 95 893	4 28 832	47.6	40.9	44.6
Industrial Sector									
Agriculture, forestry and fishing	1 37 737	60 158	1 97 895	3 35 948	1 82 772	5 18 720	41.0	32.9	38.2
Mining and quarrying	42 920	5 992	48 912	1 02 550	19 429	1 21 979	41.9	30.8	40.1
Manufacturing	28 978	11 690	40 668	69 406	20 872	90 278	41.8	56.0	45.0
Electricity, gas, steam and air conditioning supply	1 722	0	1 722	3 682	0	3 682	46.8	0.0	46.8
Water supply; sewerage, waste management and remediation activities	3 146	422	3 568	4 441	1 267	5 707	70.8	33.3	62.5
Construction	16 633	2 644	19 277	35 146	4 530	39 676	47.3	58.4	48.6
Wholesale trade	2 160	500	2 659	3 517	1 384	4 901	61.4	36.1	54.3
Retail trade; sale and repair of motor vehicles and motor cycles	35 485	60 463	95 949	84 471	1 58 098	2 42 569	42.0	38.2	39.6
Transportation and storage	15 930	2 941	18 871	44 277	4 094	48 370	36.0	71.9	39.0
Accommodation and food service activities	2 907	5 662	8 569	6 284	13 776	20 059	46.3	41.1	42.7
Information and communication	2 255	654	2 909	4 123	2 253	6 376	54.7	29.0	45.6
Financial activities	1 694	1 522	3 216	4 154	3 378	7 532	40.8	45.1	42.7
Insurance activities	467	682	1 149	1 441	1 961	3 402	32.4	34.8	33.8
Real estate activities	0	0	0	30	431	461	0.0	0.0	0.0
Professional, scientific and technical activities	1 097	563	1 659	3 110	2 777	5 887	35.3	20.3	28.2
Administrative and support service activities	7 375	1 981	9 356	15 104	4 334	19 437	48.8	45.7	48.1
Public administration and defence; compulsory social security	9 389	4 176	13 565	20 628	11 015	31 643	45.5	37.9	42.9
Education	8 959	18 660	27 618	14 593	40 170	54 763	61.4	46.5	50.4
Human health and social work activities	2 832	4 565	7 397	6 059	9 436	15 495	46.7	48.4	47.7
Arts, entertainment and recreation	1 739	524	2 262	4 012	524	4 536	43.3	100.0	49.9
Other service activities	9 525	12 025	21 550	17 277	19 491	36 768	55.1	61.7	58.6
Activities of households as employers domestic personnel	12 878	22 631	35 508	32 179	77 849	1 10 028	40.0	29.1	32.3
Activities of extraterritorial organizations and bodies	0	377	377	0	377	377	0.0	100.0	100.0
Total	3 45 826	2 18 830	5 64 657	8 12 430	5 80 216	13 92 646	42.6	37.7	40.5

10.6.2 Extra Hours of Work Preferred

Table 10.9a present's information on the youths age 15-24 years in time related underemployment and the amount of extra hours that they would have preferred to work provided that the extra hours were paid for. Almost equal proportions of under employed youths preferred to work 5-10 hours and 11-19 hours at 29 percent and 28 percent, respectively. Most of the males (30.2%) preferred to work extra hours of between 11-19 hours per week while females (32%) preferred to work extra hours of between 5-10 hours per week.

Table 10.9a: Distribution of Youth 15-24 in Time-Related underemployment by More Hours Preferred to Work within Sex, Zimbabwe 2019 LFCLS

Additional Hours	Male	Female	Total
Under 5	12.0	16.9	13.7
5-10	27.4	32.0	29.0
11-19	30.2	23.9	28.1
20-29	17.1	15.6	16.6
30-39	4.0	2.9	3.7
40+	9.3	8.8	9.1
Total	100.0	100.0	100
Total	138 161	69 011	207 172

Table 10.9b present's information on the youths age 15-35 years in time related underemployment and the amount of extra hours that they would have preferred to work provided that the extra hours were paid for. A similar preference to the 15-24 years age group is observed. A greater proportion of underemployed youths (58%) preferred to work extra hours of between 5-19 hours per week. Most of the males (31.8%) preferred to work extra hours of between 11-19 hours per week while females (28%) preferred to work extra hours of between 5-10 hours per week.

Table 10.9b: Distribution of Youth 15-35 in Time-Related Underemployment by More Hours preferred to Work within Sex, Zimbabwe 2019 LFCLS

Additional Hours	Male	Female	Total
Under 5	10.6	16.5	12.9
5-10	28.0	28.0	28.0
11-19	31.8	27.0	30.0
20-29	17.3	17.2	17.3
30-39	4.3	4.0	4.2
40+	7.9	7.3	7.7
Total Percent	100	100	100
Total Number	345 826	218 830	564 657

10.7 Composition of Labour Underutilisation for Youth

Potential Labour Force constituted the largest proportion (64.8%) in terms of labour underutilisation for the age group 15-24. The proportions for unemployed and time related underemployment were at about 18 percent each, (*See Table 10.10a*). The largest proportion for both males and females was in potential labour force at about 60 percent and 71 percent, respectively.

Table 10.10 (a): Composition of Labour Underutilisation in Youth 15-24 Years within Sex, Zimbabwe 2019
LFCLS

Form of Labour Underutilisation	Male	Female	Total
Unemployed	18.6	16.5	17.6
Potential Labour Force	59.2	71.0	64.8
Time Related Underemployment	22.2	12.5	17.6
Total Percent	100	100	100
Total Number	622 952	552 389	1 175 341

Potential Labour Force constituted the largest proportion (59.2%) in terms of labour underutilisation for the age group 15-35, followed by time related underemployment (24.5%), and the least percentage was in the unemployed category at about 16 percent, (*See Table 10.11b*).

The highest proportion of males was in the Potential Labour Force with about 53 percent. The same category had the highest proportion of females (65.7%), followed by time related underemployment at about 19 percent while the least share of females was in the unemployed category (15.1%).

Table 10.10(b): Composition of Labour Underutilization in Youth 15-35 Years within Sex, Zimbabwe 2019 LFCLS

Form of Labour Underutilisation	Male	Female	Total
Unemployed	17.6	15.1	16.3
Potential Labour Force	52.8	65.7	59.2
Time Related Underemployment	29.6	19.2	24.5
Total Percent	100	100	100
Total Number	1 166 412	1 140 160	2 306 572

10.8 Conclusion

In summary, the 2019 LFCLS revealed a youth unemployment rate of about 27 percent and 21 percent for the 15-24 and 15-35 years age group, respectively. Youth unemployment was higher among females than for males in all the age groups and in the broad age categories (15-24 years and 15-25 years). The greatest proportion of unemployed youths (both sexes) had been unemployed for a duration of more than a year but less than two year on the day they were interviewed. For the two sets of broad age categories (15-24 years and 15-35 years), underutilised youths were mostly those in the Potential Labour Force. The Combined Rate of Unemployment and Potential Labour Force (CRUPLF) was at 63 percent and 55 percent for the 15-24 and 15-35 broad categories, respectively. Females had the highest CRUPLF than males in the two broad categories. Overall, the majority of discouraged job seekers, around 58 percent were in the 15 -24 years broad age group. A majority of youths in time related underemployment preferred to work 5-19 extra hours, with most males preferring 11-19 hours while most females preferred 5-10 hours.

11 Migration

11.1 Introduction

The Africa Union Migration Policy Framework for Africa (2018-2030) and the 2014 Southern Africa Development Community Migration Policy, provides an overarching migration management framework for monitoring and regulating internal and international migration. The frameworks also provide guidelines for proper data collection and dissemination on migration trends. To facilitate the effective publication of comprehensive labour migration data in Zimbabwe in line with the frameworks, the 2019 LFCLS included a module on labour migration which sought to obtain information on migrants with special interest on currently working labour migrants.

Table 11.1 shows that one percent of the population did not have Zimbabwean citizenship. Of these 44 percent had Mozambican citizenship, followed by 27 percent with Malawian citizenship and 9 percent with Zambian citizenship. Two percent were stateless. See *Figure 11.1*.

Table 11.1: Distribution of Population by Citizenship and Sex, Zimbabwe 2019 LFCLS

Citizenship	Number			Percent			Percent within Sex Excluding Zimbabweans					
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Zimbabwe	6 681 164	7 440 470	14 121 634	47.3	52.7	100	99.3	99.4	99.3			
Botswana	2 383	3 392	5 775	41.3	58.7	100	0.0	0.0	0.0	5.2	7.1	6.1
Malawi	11 384	14 354	25 738	44.2	55.8	100	0.2	0.2	0.2	24.7	29.9	27.3
Mozambique	21 326	20 417	41 743	51.1	48.9	100	0.3	0.3	0.3	46.2	42.5	44.3
South Africa	3 936	2 703	6 638	59.3	40.7	100	0.1	0.0	0.0	8.5	5.6	7.0
Zambia	4 296	4 351	8 647	49.7	50.3	100	0.1	0.1	0.1	9.3	9.1	9.2
Other African Countries	555	294	849	65.4	34.6	100	0.0	0.0	0.0	1.2	0.6	0.9
United Kingdom	759	412	1 171	64.8	35.2	100	0.0	0.0	0.0	1.6	0.9	1.2
American Countries	445	235	680	65.4	34.6	100	0.0	0.0	0.0	1.0	0.5	0.7
Asian Countries	221	110	331	66.8	33.2	100	0.0	0.0	0.0	0.5	0.2	0.4
Other Countries	393	393	786	50.0	50.0	100	0.0	0.0	0.0	0.9	0.8	0.8
Stateless	464	1 353	1 817	25.5	74.5	100	0.0	0.0	0.0	1.0	2.8	1.9
Total	6 727 325	7 488 484	14 215 810	47.3	52.7	100	100	100	100	100	100	100

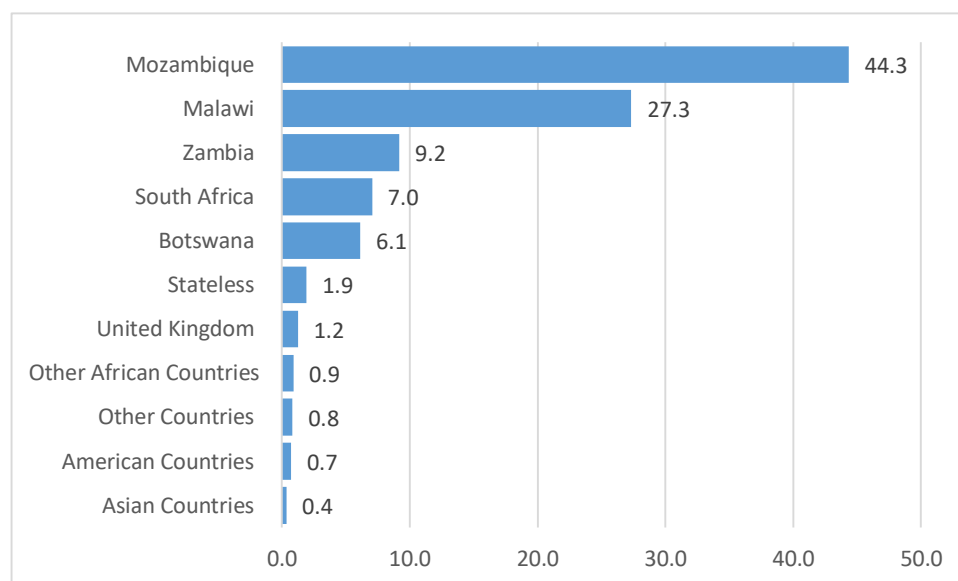


Figure 11.1: Distribution of Migrants by Citizenship and Sex, Zimbabwe 2019 LFCLS

About eighty-eight percent of the population had not changed place of usual residence (district or country) since June 2014. In other words, about 12 percent of the population had migrated. *Table 11.2* has the details.

Table 11.2: Distribution of Population by Migratory Status and Sex, Zimbabwe 2019 LFCLS

Migratory Status	Number			Percent			Percent within Sex		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Migrants	788 774	933 032	1 721 806	45.8	54.2	100	11.7	12.5	12.1
Non Migrants	5 938 551	6 555 453	12 494 004	47.5	52.5	100	88.3	87.5	87.9
Total	6 727 325	7 488 484	14 215 810	47.3	52.7	100	100	100	100

Most migrants (40.5%), stated that they migrated for marriage reasons, that is, to join the spouse or family. The second largest category, twelve percent, migrated for training or attending school. See *Table 11.3*. More males than females migrated due to job transfer, arranged job, business opportunity, looking for paid work and natural disaster.

Table 11.3: Distribution by Main Reason of Movement and Sex, Zimbabwe 2019 LFCLS

Reason	Number			Percent			Percent within Sex		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Job transfer	53 883	28 064	81 947	65.8	34.2	100	6.8	3.0	4.8
Arranged job	81 448	42 383	123 831	65.8	34.2	100	10.3	4.5	7.2
Looking for better agriculture land	25 655	28 650	54 306	47.2	52.8	100	3.3	3.1	3.2
Business opportunities	11 379	6 243	17 622	64.6	35.4	100	1.4	0.7	1.0
Looking for paid work	81 984	46 264	128 247	63.9	36.1	100	10.4	5.0	7.4
Join spouse/marriage/family	261 147	436 221	697 368	37.4	62.6	100	33.1	46.8	40.5
Attend school/training	94 497	107 150	201 647	46.9	53.1	100	12.0	11.5	11.7
Divorce/Separation	31 225	65 578	96 803	32.3	67.7	100	4.0	7.0	5.6
Natural Disaster	2 731	0	2 731	100.0	0.0	100	0.3	0.0	0.2
Death related	38 215	49 011	87 226	43.8	56.2	100	4.8	5.3	5.1
Illness related	18242	25465	43 708	41.7	58.3	100	2.3	2.7	2.5
Other	88368	98002	186 370	47.4	52.6	100	11.2	10.5	10.8
Total	788 774	933 032	1 721 806	45.8	54.2	100	100	100	100

The highest proportion of migrants moved alone (48.4%) followed by those who moved as an entire household (21.6%) and those who moved with parents about 11 percent. With the exception of migrants who moved with those not related to them, all categories were dominated by females. See *Table 11.4*

Table 11.4: Distribution of Migrants by Company on Migration and Sex, Zimbabwe 2019 LFCLS

Company on migration	Number			Percent			Percent within Sex		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Alone	406 764	425 929	832 693	48.8	51.2	100	51.6	45.6	48.4
Entire household	180 275	190 814	371 089	48.6	51.4	100	22.9	20.5	21.6
Spouse	20 478	28 285	48 763	42.0	58.0	100	2.6	3.0	2.8
Son/daughter	2378	65 186	67 564	3.5	96.5	100	0.3	7.0	3.9
Parent(s)	85 479	106 531	192 009	44.5	55.5	100	10.8	11.4	11.2
Brother/Sister	42 709	47 105	89 814	47.6	52.4	100	5.4	5.0	5.2
Other Relative	21 140	23 076	44 216	47.8	52.2	100	2.7	2.5	2.6
Not related	1 362	54	1 416	96.2	3.8	100	0.2	0.0	0.1
Part of household	28 189	46 052	74 242	38.0	62.0	100	3.6	4.9	4.3
Total	788 774	933 032	1 721 806	45.8	54.2	100	100	100	100

For the 2019 LFCLS, international migrants were defined as persons born outside Zimbabwe. *Table 11.5a* shows the distribution of the population by country of birth. About 254 thousand international migrants were recorded by the 2019 LFCLS of whom around 139 thousand (55%) were females. Of the population born outside the country, South Africa had the highest proportion followed by Mozambique at about 58 and 21 percent, respectively.

Table 11.5a: Population Distribution by Country of Birth and Sex, Zimbabwe 2019 LFCLS

Citizenship	Number			Percent			Excluding Zimbabwe					
							Number			Percent within Sex		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Zimbabwe	6 612 955	7 349 080	13 962 035	47.4	52.6	100						
Botswana	6 133	8 224	14 356	42.7	57.3	100	6 133	8 224	14 356	5.4	5.9	5.7
Malawi	6 492	6 360	12 851	50.5	49.5	100	6 492	6 360	12 851	5.7	4.6	5.1
Mozambique	26 423	27 434	53 857	49.1	50.9	100	26 423	27 434	53 857	23.1	19.7	21.2
South Africa	62 755	83 691	146 445	42.9	57.1	100	62 755	83 691	146 445	54.9	60.0	57.7
Zambia	6 686	8 930	15 616	42.8	57.2	100	6 686	8 930	15 616	5.8	6.4	6.2
Other African Countries	3 952	2 639	6 592	60.0	40.0	100	3 952	2 639	6 592	3.5	1.9	2.6
United Kingdom	1 092	819	1 911	57.1	42.9	100	1 092	819	1 911	1.0	0.6	0.8
American Countries	445	581	1 027	43.3	56.6	100	445	581	1 027	0.4	0.4	0.4
Other Countries	393	726	1 119	35.1	64.9	100	393	726	1 119	0.3	0.5	0.4
Total	6 727 326	7 488 484	14 215 809	47.3	52.7	100	114 371	139 404	253 775	100	100	100

Child migrants (64.1%) constituted the largest proportion of international migrants, followed by non-labour migrants, about 24 percent, with labour migrants being the least category, 12 percent. Labour migrants category had nearly 16 percent males compared to about nine percent females. See *Table 11.5b*.

Table 11.5b: Distribution of Migrants by Category and Sex, Zimbabwe 2019 LFCLS

Company on migration	Labour Migrants	Non Labour Migrants	Children Migrants	Total	Labour Migrants	Non Labour Migrants	Children Migrants	Total
Male	17 805	26 009	70 557	114 371	15.6	22.7	61.7	100
Female	12 663	34 706	92 035	139 404	9.1	24.9	66.0	100
Total	30 468	60 715	162 592	253 775	12.0	23.9	64.1	100

Distribution of labour migrants by sex, age group and area, is presented in *Table 11.6*. Labour migrants had the highest proportion in age group 65 and above as follows; urban (15%), rural (22.5%) and total (19%). Male age groups with the least proportions were 50-54 years (3.4%) in urban areas, and 25-29, 45-49 and 60-64 years (0% each) in rural areas.

The highest proportions of female labour migrants were in the age group 55-59 years at 22 percent being constituted of 14 percent in urban and 30 percent in rural areas.

A combination of both males and females (total labour migrants) by age group shows that the highest proportion was in age groups 55-59 (19.8%) in urban areas and 65 and above (22.5%) in rural areas.

Table 11.6: Distribution of Labour Migrants by Sex, Age Group and Area, Zimbabwe 2019 LFCLS

Age Group	Number			Percent			Percent within Sex		
	Urban	Rural	Total	Urban	Rural	Total	Urban	Rural	Total
Male									
15-19	277	659	936	29.6	70.4	100	3.6	6.5	5.3
20-24	475	783	1 258	37.8	62.2	100	6.1	7.8	7.1
25-29	454	0	454	100.0	0.0	100	5.9	0.0	2.5
30-34	1 046	267	1 313	79.7	20.3	100	13.5	2.7	7.4
35-39	566	320	885	64.0	36.2	100	7.3	3.2	5.0
40-44	347	1 578	1 924	18.0	82.0	100	4.5	15.7	10.8
45-49	599	0	599	100.0	0.0	100	7.7	0.0	3.4
50-54	262	1 590	1 852	14.1	85.9	100	3.4	15.8	10.4
55-59	1 241	1 187	2 427	51.1	48.9	100	16.0	11.8	13.6
60-64	358	0	358	100.0	0.0	100	4.6	0.0	2.0
65+	2 118	3 680	5 798	36.5	63.5	100	27.4	36.6	32.6
Total	7 742	10 063	17 805	43.5	56.5	100	100.0	100.0	100
Female									
20-24	448	659	1 107	40.5	59.5	100	7.0	10.5	8.7
25-29	623	0	623	100.0	0.0	100	9.7	0.0	4.9
30-34	553	0	553	100.0	0.0	100	8.6	0.0	4.4
35-39	161	755	916	17.6	82.4	100	2.5	12.1	7.2
40-44	1 134	1 388	2 522	45.0	55.0	100	17.7	22.2	19.9
45-49	478	0	478	100.0	0.0	100	7.5	0.0	3.8
50-54	906	1 886	2 792	32.4	67.6	100	14.2	30.1	22.1
55-59	1 562	0	1 562	100.0	0.0	100	24.4	0.0	12.3
60-64	533	1 576	2 109	25.3	74.7	100	8.3	25.2	16.7
Total	6 399	6 264	12 663	50.5	49.5	100	100.0	100.0	100
Both Sexes									
15-19	277	659	936	29.6	70.4	100	2.0	4.0	3.1
20-24	923	1 442	2 366	39.0	60.9	100	6.5	8.8	7.8
25-29	1 078	0	1 078	100.0	0.0	100	7.6	0.0	3.5
30-34	1 599	267	1 866	85.7	14.3	100	11.3	1.6	6.1
35-39	727	1 074	1 802	40.4	59.6	100	5.1	6.6	5.9
40-44	1 481	2 965	4 446	33.3	66.7	100	10.5	18.2	14.6
45-49	1 077	0	1 077	100.0	0.0	100	7.6	0.0	3.5
50-54	1 167	3 476	4 644	25.1	74.8	100	8.3	21.3	15.2
55-59	2 802	1 187	3 989	70.2	29.8	100	19.8	7.3	13.1
60-64	891	1 576	2 467	36.1	63.9	100	6.3	9.7	8.1
65+	2 118	3 680	5 798	36.5	63.5	100	15.0	22.5	19.0
Total	14 141	16 327	30 468	46.4	53.6	100	100	100	100

Mozambique had the highest proportion (56.9%) of labour migrants followed by Zambia with about 16 percent, and Malawi with nearly 13 percent. The highest proportion of male labour migrants were from Mozambique with about 62 percent. The same country had the highest proportion of female migrants (50.1%). Zambia and Malawi had higher proportions of female labour migrants than males. Zambia had 22 percent females against 11 percent males while Malawi had 19 percent females against nine percent males. See *Table 11.7*.

Table 11.7: Distribution of Labour Migrants by Country of Origin and Sex, Zimbabwe 2019 LFCLS

	Number			Percent			Percent within Sex		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Country of origin									
Botswana	392	0	392	100.0	0.0	100	2.2	0.0	1.3
Malawi	1 509	2 362	3 871	39.0	61.0	100	8.5	18.7	12.7
Mozambique	10 997	6 349	17 346	63.4	36.6	100	61.8	50.1	56.9
South Africa	628	711	1 339	46.9	53.1	100	3.5	5.6	4.4
Zambia	2 036	2 799	4 835	42.1	57.9	100	11.4	22.1	15.9
Other African Countries	1 910	367	2 277	83.9	16.1	100	10.7	2.9	7.5
United Kingdom	333	75	408	81.6	18.4	100	1.9	0.6	1.3
Total	17 805	12 663	30 468	58.4	41.6	100	100	100	100

Generally, most labour migrants were married, about 66 percent. About seventy-four percent of all males were married whereas for females the highest proportion of 56 percent were married. The proportion of widowed females was about 29 percent compared to about three percent widowed male labour migrants. See *Table 11.8*

Table 11. 8: Distribution of Labour Migrants by Marital Status and Sex, Zimbabwe 2019 LFCLS

Marital Status	Number			Percent			Percent within Sex		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Never married	2 604	1 206	3 810	68.3	31.7	100	14.6	9.5	12.5
Married	13 112	7 028	20 140	65.1	34.9	100	73.6	55.5	66.1
Divorced/separated	1 514	821	2 335	64.8	35.2	100	8.5	6.5	7.7
Widowed	575	3 608	4 183	13.7	86.3	100	3.2	28.5	13.7
Total	17 805	12 663	30 468	58.4	41.6	100	100	100	100

Table 11.9 shows that the highest proportion (46.9%) of labour migrants, had completed primary school. Those who had completed any secondary level were about 26 percent among females and about 28 percent among males. Labour migrants with tertiary level of education were about 14 percent males and 13 percent females. About 11 percent of male labour migrants had never been to school whereas among female migrants, 14 percent had never been to school.

Table 11.9: Distribution of Labour Migrants by Highest Level of Education Completed and Sex, Zimbabwe 2019 LFCLS

Highest level of education	Number			Percent			Percent within Sex		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Never been to school	1 998	1 725	3 723	53.7	46.3	100.0	11.2	13.6	12.2
Primary	8 364	5 930	14 294	58.5	41.5	100.0	47.0	46.8	46.9
Lower Secondary	4 932	2 898	7 830	63.0	37.0	100.0	27.7	22.9	25.7
Upper Secondary	75	411	486	15.4	84.6	100.0	0.4	3.2	1.6
Vocational - Certificate	377	0	377	100.0	0.0	100.0	2.1	0.0	1.2
Vocational - Apprenticeship / Teacher College	467	418	885	52.8	47.2	100.0	2.6	3.3	2.9
Tertiary - Short Cycle	75	0	75	100.0	0.0	100.0	0.4	0.0	0.2
Tertiary - Higher National Diploma / Bachelor / Bachelor's Honour	1 518	1 206	2 724	55.7	44.3	100.0	8.5	9.5	8.9
Tertiary - Master / Doctorate Medical Courses	0	75	75	0.0	100.0	100.0	0.0	0.6	0.2
Total	17 805	12 663	30 468	58.4	41.6	100	100	100	100

About 74 percent of labour migrants had done general programmes. Labour migrants who had no area of specialisation constituted about 12 percent and those with social sciences, business and law were about nine percent. Engineering, manufacturing and construction constituted about three percent. See *Table 11.10*.

Table 11.10: Distribution of Labour Migrants by Field of Specialisation and Sex, Zimbabwe 2019 LFCLS

Field of Specialisation	Number			Percent			Percent within Sex		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
None	1 998	1 725	3 723	53.7	46.3	100	11.2	13.6	12.2
General Programmes	13 371	9 239	22 610	59.1	40.9	100	75.1	73.0	74.2
Education	75	418	493	15.2	84.8	100	0.4	3.3	1.6
Social Sciences									
business and law	1 518	1 281	2 798	54.3	45.8	100	8.5	10.1	9.2
Engineering, manufacturing and construction	844	0	844	100.0	0.0	100	4.7	0.0	2.8
Total	17 805	12 663	30 468	58.4	41.6	100	100	100	100

All female labour migrants' reason for migration was to attend school or training. Nearly 34 percent of male labour migrants moved because they had jobs arranged for them, while about 31 percent were to join their spouses or families. Those male labour migrants who moved to attend school or training were about nine percent and 16 percent had other reasons for migration. See *Table 11.11*.

Table 11.11: Distribution of Labour Migrants by Reason for Migrating and Sex, Zimbabwe 2019 LFCLS

Reasons for migration	Number			Percent			Percent within Sex		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Arranged job	713	0	713	100.0	0.0	100	33.8	0.0	27.9
Join spouse/ marriage/family	659	0	659	100.0	0.0	100	31.2	0.0	25.7
Attend school/training	392	448	841	46.6	53.3	100	8.6	100.0	32.9
Other	347	0	347	100.0	0.0	100	16.4	0.0	13.6
Total	2 111	448	2 559	82.49	17.51	100	100	100	100

Table 11.12 presents information on Employment-to-Population Ratio (EPR) of labour migrants by province and sex. At national level, the EPR for labour migrants is about 30 percent. For provinces, the highest EPR was in Masvingo (74.9%), followed by Harare (53.7%), Manicaland (35.6%) and Mashonaland Central (30.8%). Male EPR by province was highest in Masvingo (100%), followed by Manicaland (68%), Harare (51.4%) and Mashonaland Central (42.2%). Average EPR for male labour migrants was about 39 percent. EPR for female labour migrants was highest in Masvingo (62.6%), followed by Harare (56.2%), Bulawayo (32.3%) and Matabeleland South (23.6%). The average EPR for females was about 22 percent.

Table 11.12: Employment-to- Population Ratio of Labour Migrants by Province and Sex, Zimbabwe 2019 LFCLS

Province	Male		Female		Total		Male	Female	Total
	Population	Employed	Population	Employed	Population	Employed			
Manicaland	5 775	3 928	8 945	1 305	14 720	5 233	68.0	14.6	35.6
Mashonaland Central	6 549	2 764	5 299	884	11 848	3 649	42.2	16.7	30.8
Mashonaland East	5 022	1 007	6 191	521	11 213	1 529	20.1	8.4	13.6
Mashonaland West	6 598	2 382	10 041	925	16 639	3 308	36.1	9.2	19.9
Matabeleland North	1 449	0	0	0	1 449	0	0.0	0.0	0.0
Matabeleland South	2 025	363	2 548	601	4 573	964	17.9	23.6	21.1
Midlands	1 452	354	1 272	0	2 724	354	24.4	0.0	13.0
Masvingo	783	783	1 605	1 005	2 388	1 789	100.0	62.6	74.9
Harare	7 321	3 764	6 575	3 694	13 896	7 458	51.4	56.2	53.7
Bulawayo	6 563	1 757	4 894	1 579	11 457	3 336	26.8	32.3	29.1
Total	43 537	17 103	47 369	10 516	90 906	27 619	39.3	22.2	30.4

Distribution of labour migrants by sex, status in employment in the main job and area is shown in *Table 11.13*. The status in employment in main job of all labour migrants was mainly employees (68.6%), followed by own account workers (26.6%) and employers (4.6%). Contributing family workers were less than one percent and were entirely females. Male labour migrants were made up of employees (69.9%), own account workers (22.7%) and employers (7.4%). Status of female labour migrants were mainly employees (66.5%), and own account workers 33 percent.

Analysis of status in employment in main job of male labour migrants for urban area was as follows: employees (60.8%), own account workers (21.2%) and employers (18%). In rural areas there are no male employers but employees are about 76 percent and own account workers about 24 percent. Females in urban areas are about 59 percent employees and own account workers were about 40 percent. In rural areas female labour migrants were about 75 percent employees and about 25 percent own account workers.

In urban areas, males and females combined together, employees were about 60 percent, own account workers (29.6%) and employers 10 percent. About 76 percent of labour migrants in rural areas were employees and around 24 percent own account workers.

Table 11.13: Distribution of Labour Migrants by Status in Employment in Main Job, Sex and Area, Zimbabwe 2019 LFCLS

	Number			Percent			Percent within Area		
	Urban	Rural	Total	Urban	Rural	Total	Urban	Rural	Total
Male									
Employer	1 264	0	1 264	100	0.0	100	18.0	0.0	7.4
Own account workers	1 495	2 383	3 879	38.5	61.4	100	21.2	23.7	22.7
Employee	4 280	7 680	11 960	35.8	64.2	100	60.8	76.3	69.9
Total	7 040	10 063	17 103	41.2	58.8	100	100	100	100
Female									
Own account workers	2 254	1 217	3 471	64.9	35.1	100	40.2	24.8	33.0
Employee	3 303	3 687	6 990	47.3	52.7	100	58.9	75.2	66.5
Contributing family workers	55	0	55	100	0.0	100	1.0	0.0	0.5
Total	5 612	4 904	10 516	53.4	46.6	100	100	100	100
Total									
Employer	1 264	0	1 264	100	0.0	100	10.0	0.0	4.6
Own account workers	3 750	3 600	7 350	51.0	49.0	100	29.6	24.1	26.6
Employee	7 583	11 367	18 950	40.0	60.0	100	59.9	75.9	68.6
Contributing family workers	55	0	55	100	0.0	100	0.4	0.0	0.2
Total	12 651	14 967	27 619	45.8	54.2	100	100	100	100

Information on labour migrants by industry is presented in *Table 11.14a*. It shows that about 45 percent of labour migrants are in the agriculture, forestry and fishing industry followed by about 14 percent in retail trade; sale and repair of motor vehicles and motor cycles industry. Manufacturing (6.3%) and construction and education had significant labour migrants (6.1% each).

Considering male labour migrants separately, agriculture, forestry and fishing had the highest proportion of about 43 percent followed by retail trade; sale and repair of motor vehicles and motor cycles (13%). The next largest group is manufacturing (10.1%) and construction (9.8%) and accommodation and food service activities (4.7%).

The industry occupied by most female labour migrants was agriculture, forestry and fishing (48.7%), followed by retail trade; sale and repair of motor vehicles and motor cycles (15.4%) and education (10.2%). Other service activities constituted about nine percent of female labour migrants.

Table 11.14a: Distribution of Labour Migrants by Industry within Sex, Zimbabwe 2019 LFCLS

Industry	Number			Percent		
	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	7 420	5 119	12 539	43.4	48.7	45.4
Mining and quarrying	545	454	999	3.2	4.3	3.6
Manufacturing	1 734	0	1 734	10.1	0.0	6.3
Electricity, gas, steam and air conditioning supply	0	75	75	0.0	0.7	0.3
Construction	1 677	0	1 677	9.8	0.0	6.1
Retail trade; sale and repair of motor vehicles and motor cycles	2 229	1 621	3 850	13.0	15.4	13.9
Transportation and storage	444	0	444	2.6	0.0	1.6
Accommodation and food service activities	799	0	799	4.7	0.0	2.9
Information and communication	51	55	105	0.3	0.5	0.4
Insurance activities	0	75	75	0.0	0.7	0.3
Professional, scientific and technical activities	0	347	347	0.0	3.3	1.3
Public administration and defense; compulsory social security	0	71	71	0.0	0.7	0.3
Education	609	1 077	1 686	3.6	10.2	6.1
Human health and social work activities	646	0	646	3.8	0.0	2.3
Other service activities	347	893	1 240	2.0	8.5	4.5
Activities of households as employers of domestic personnel	601	730	1 331	3.5	6.9	4.8
Total	17 103	10 516	27 619	100	100	100

About fifty-four percent of labour migrants were in rural areas. In urban areas, females constituted about 53 percent whereas there were more male labour migrants in rural areas (58.8%) compared to females. See *Table 11.14b*.

Table 11.14b: Distribution of Labour Migrants by Area within Sex, Zimbabwe 2019 LFCLS

Area	Number			Percent		
	Male	Female	Total	Male	Female	Total
Urban	7 040	5 612	12 651	41.2	53.4	45.8
Rural	10 063	4 904	14 967	58.8	46.6	54.2
Total	17 103	10 516	27 618	100.0	100	100

Table 11.14c shows data on labour migrants by province and sex. Harare had the largest proportion (27%) of total labour migrants, followed by Manicaland (18.9%) and Mashonaland Central (13.2%). Most male labour migrants were in Manicaland (23%) followed by Harare (22%), Mashonaland Central (16.2%) and Mashonaland West (13.9%). Midlands had the lowest number of male labour migrants (2.1%).

Female labour migrants were mostly found in Harare (35.1%), followed by Bulawayo (15%), Manicaland (12.4%) while the rest of the provinces had less than 10 percent each.

Table 11.14c: Distribution of Labour Migrants by Province within Sex, Zimbabwe 2019 LFCLS

Province	Number			Percent		
	Male	Female	Total	Male	Female	Total
Manicaland	3 928	1 305	5 233	23.0	12.4	18.9
Mashonaland Central	2 764	884	3 649	16.2	8.4	13.2
Mashonaland East	1 007	521	1 529	5.9	5.0	5.5
Mashonaland West	2 382	925	3 308	13.9	8.8	12.0
Matabeleland South	363	601	964	2.1	5.7	3.5
Midlands	354	0	354	2.1	0.0	1.3
Masvingo	783	1 005	1 789	4.6	9.6	6.5
Harare	3 764	3 694	7 458	22.0	35.1	27.0
Bulawayo	1 757	1 579	3 336	10.3	15.0	12.1
Total	17 103	10 516	27 619	100	100	100

Table 11.15 presents information on labour migrant's occupation by sex. Most labour migrants were in elementary occupations (41.5%) followed by service and sales workers (16.8%), craft and related trades workers (14.1%), skilled agricultural, forestry and fishery workers (10.8%), and professionals (9.6%).

Male labour migrants were more in elementary occupations (37.5%) followed by craft and related trades workers (22.7%) and, service and sales workers (15.3%).

Female labour migrants were more in elementary occupations (47.9%) followed by service and sales workers (19.3%), and professionals (14.8%). Skilled agricultural, forestry and fishery workers were about 12 percent.

Table 11.15: Distribution of Labour Migrants by Occupation within Sex, Zimbabwe 2019 LFCLS

Occupation	Number			Percent		
	Male	Female	Total	Male	Female	Total
Managers	811	75	886	4.7	0.7	3.2
Professionals	1 091	1 553	2 644	6.4	14.8	9.6
Technicians and associate professionals	51	71	122	0.3	0.7	0.4
Service and sales workers	2 611	2 029	4 640	15.3	19.3	16.8
Skilled agricultural, forestry and fishery workers	1 694	1 296	2 990	9.9	12.3	10.8
Craft and related trades workers	3 882	0	3 882	22.7	0.0	14.1
Plant and machine operators, and assemblers	545	454	999	3.2	4.3	3.6
Elementary occupations	6 417	5 038	11 455	37.5	47.9	41.5
Total	17 103	10 516	27 619	100	100	100

Table 11.16a presents information on income of labour migrants by sex. In May 2019, most labour migrants received income in the range of RTGS\$1-RTGS\$200 (64.6%) or did not need any income, 14 percent. The same pattern was observed for either sex.

Table 11.16a: Distribution of Labour Migrants by Income within Sex, Zimbabwe 2019 LFCLS

Income Range	Number			Percent		
	Male	Female	Total	Male	Female	Total
Zero	1 550	2 315	3 865	9.1	22.0	14.0
\$1 - \$200	10 948	6 885	17 832	64.0	65.5	64.6
\$201 - \$300	701	0	701	4.1	0.0	2.5
\$301 - \$400	0	411	411	0.0	3.9	1.5
\$401 - \$500	616	338	955	3.6	3.2	3.5
\$501 - \$600	1 003	71	1 074	5.9	0.7	3.9
\$701 - \$800	601	0	601	3.5	0.0	2.2
\$900 - \$1 000	384	0	384	2.2	0.0	1.4
\$1 001 - \$3 000	360	0	360	2.1	0.0	1.3
\$3 000 and above	940	496	1 436	5.5	4.7	5.2
Total	17 103	10 516	27 619	100	100	100

Most labour migrants (20.7%) were of the age group 65 years and followed by age group 40-44 years (16.1%) and 55-59 years (13.2%). The age group with the lowest proportion was 15-19 (2.4%). Males had a highest proportion of about 34 percent for age group 65 years and above followed by those 55-59 years (14.2%) and 40-44 years (11.3%). The highest proportion of female labour migrants was in the age group 40-44 years at 24 percent followed by in age group 60-64 years (20.1%) and 50-54 years (13.6%). Refer to Table 11.16b.

Table 11.16b: Distribution of Labour Migrants by Age Group within Sex, Zimbabwe 2019 LFCLS

Age group	Number			Percent		
	Male	Female	Total	Male	Female	Total
15-19	659	0	659	3.9	0.0	2.4
20-24	908	659	1 567	5.3	6.3	5.7
25-29	454	623	1 078	2.7	5.9	3.9
30-34	1 313	553	1 866	7.7	5.3	6.8
35-39	885	916	1 802	5.2	8.7	6.5
40-44	1 924	2 522	4 446	11.3	24.0	16.1
45-49	599	478	1 077	3.5	4.5	3.9
50-54	1 852	1 432	3 284	10.8	13.6	11.9
55-59	2 427	1 223	3 650	14.2	11.6	13.2
60-64	358	2 109	2 467	2.1	20.1	8.9
65+	5 723	0	5 723	33.5	0.0	20.7
Total	17 103	10 516	27 619	100	100	100

Most labour migrants in the informal sector were in Harare at 37 percent followed by Mashonaland Central at 17 percent.

Among female migrants in the informal sector, most were in Harare at about 34 percent followed by Bulawayo at about 21 percent and Mashonaland West (15.8%).

Table 11.17: Distribution of Labour Migrants in the Informal Sector by Province within Sex, Zimbabwe 2019 LFCLS

Province	Number			Percent		
	Male	Female	Total	Male	Female	Total
Manicaland	659	0	659	8.2	0.0	4.8
Mashonaland Central	1 770	643	2 413	22.1	11.0	17.4
Mashonaland East	562	0	562	7.0	0.0	4.1
Mashonaland West	780	925	1 706	9.7	15.8	12.3
Matabeleland South	363	601	964	4.5	10.3	7.0
Midlands	354	0	354	4.4	0.0	2.6
Masvingo	0	479	479	0.0	8.2	3.5
Harare	3 141	1 980	5 121	39.2	33.9	37.0
Bulawayo	377	1 212	1 589	4.7	20.7	11.5
Total	8 006	5 841	13 847	100	100	100

Information on labour migrants in informal employment by province and sex is presented in *Table 11.18*. Harare had the highest proportion of those in informal employment, 27 percent, followed by Manicaland (18.9%) and the lowest was Midlands (1.3%). The share of male labour migrants in informal employment was highest in Manicaland (23%) followed by Harare (22%) and proportion least in Midlands (2.1%). The proportion of female labour migrants in informal employment was highest in Harare (35.1%) followed by Bulawayo at 15 percent and Manicaland (12.4%).

Table 11.18: Distribution of Labour Migrants in Informal Employment by Province within Sex, Zimbabwe 2019 LFCLS

Province	Number			Percent		
	Male	Female	Total	Male	Female	Total
Manicaland	3 928	1 305	5 233	23.0	12.4	18.9
Mashonaland Central	2 764	884	3 649	16.2	8.4	13.2
Mashonaland East	1 007	521	1 529	5.9	5.0	5.5
Mashonaland West	2 382	925	3 308	13.9	8.8	12.0
Matabeleland South	363	601	964	2.1	5.7	3.5
Midlands	354	0	354	2.1	0.0	1.3
Masvingo	783	1 005	1 789	4.6	9.6	6.5
Harare	3 764	3 694	7 458	22.0	35.1	27.0
Bulawayo	1 757	1 579	3 336	10.3	15.0	12.1
Total	17 103	10 516	27 619	100	100	100

Table 11.19 presents the unemployment rates for labour migrants by province and sex. Unemployment rates were derived from labour force and the unemployed labour migrants presented in the same table.

At national level, the labour migrant unemployment rates were about four percent for males, 17 percent for females and about nine percent for both males and females. Harare and Bulawayo were

the only provinces with male unemployed labour migrants, about nine percent and 17 percent, respectively.

The highest unemployment rate for female labour migrants was in Mashonaland East, about 54 percent followed by Mashonaland West with about 37 percent and Bulawayo at 22 percent. Manicaland had about 15 percent while Harare had eight percent.

Table 11.19: Distribution of the Unemployed Labour Migrants by Province and Sex, Zimbabwe 2019 LFCLS

Province	Labour Force			Unemployed			Unemployment Rates		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Manicaland	3 928	1 529	5 457	0	225	225	0.0	14.7	4.1
Mashonaland Central	2 764	884	3 649	0	0	0	0.0	0.0	0.0
Mashonaland East	1 007	1 123	2 131	0	602	602	0.0	53.6	28.2
Mashonaland West	2 382	1 459	3 841	0	533	533	0.0	36.5	13.9
Matabeleland North	0	0	0	0	0	0	0	0.0	0.0
Matabeleland South	363	601	964	0	0	0	0.0	0.0	0.0
Midlands	354	0	354	0	0	0	0.0	0.0	0.0
Masvingo	783	1 005	1 789	0	0	0	0.0	0.0	0.0
Harare	4 115	4 033	8 148	351	339	690	8.5	8.4	8.5
Bulawayo	2 108	2 027	4 135	351	448	799	16.7	22.1	19.3
Total	17 805	12 663	30 468	702	2 147	2 849	3.9	17.0	9.4

11.2 Conclusion

Migrants in Zimbabwe were estimated to be about 253 thousand with 30 thousand of them being labour migrants. Most of the international migrants were from South Africa (57.7%). 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 %).

Chapter 12: Social Security

12.1: Introduction

Social security is a programme that provides income and health insurance to: retired persons, widowed, the disabled, the injured, the poor, and other socially excluded groups. Zimbabwe established social protection policies in line with international standards through the National Social Security Authority (NSSA) Act [Chapter 17:04], 1989. NSSA social schemes currently cover four of the nine branches of social security set out in the ILO Convention 102 of 1952, namely: old-age benefit; employment injury benefit; invalidity benefit; and survivors' benefit.

This chapter presents information on the social security benefits that the population of the country is receiving. It also covers the different institutions that are providing social security funds to the population of Zimbabwe.

12.2: Recipients of Social Security Funds

The survey asked all respondents whether they were currently receiving any monthly pensions or any social security funds. *Table 12.1* shows that 249 thousand persons, which is approximately two percent of the population, were receiving a monthly pension or any social security fund or both. An almost equal proportion of males and females were receiving a monthly pension as well as other social security benefits. Forty four percent of the population aged 65 years and above was receiving both monthly pension and other social security benefits. For the same age group, a greater proportion of males were receiving both monthly pension and other social security benefits compared to females, 57 percent and 24 percent, respectively.

The greater proportion population receiving monthly pension only was in the older ages of 44 years above. Similarly, the same older age group were receiving both a monthly pension and other social security benefits. Forty four percent of the population in the age group 65 and above were receiving other social security benefits only, while the population in the age group 10-14 years accounted for about 5 percent. The age group 10-14 years constituted the largest proportion of orphans as discussed in Chapter 2, therefore, expected to receive the survivor's benefits.

Table 12.1: Distribution of Population Receiving a Monthly Pension or Any Other Social Security Funds by Age Group, Zimbabwe 2019 LFCLS

Age Group	Yes, monthly pension			Yes, other social security benefit			Yes, both pension and other social security benefit			Not Receiving any Social Security			Not Specified				Total
	M	F	T	M	F	T	M	F	T	M	F	T	F	T	M	F	T
Under 1	0	0	0	0	0	0	0	0	0	2.9	2.8	2.8	0	0	2.8	2.7	2.8
1-4	0	0.6	0.3	0.6	0.8	0.7	1.7	0	1.1	11.8	10.5	11.1	0	0	11.6	10.3	10.9
5-9	1.1	0.7	0.9	1.9	3.9	2.9	4	0	2.4	16.8	15.7	16.2	25.1	25.1	16.5	15.5	15.9
10-14	0.3	1.2	0.7	5.4	5.3	5.3	0	2.7	1.1	14.4	12.8	13.6	49.8	49.8	14.2	12.7	13.4
15-19	2.2	0.7	1.5	3.9	3.8	3.9	0	0	0	12.1	10.3	11.1	25.1	25.1	11.9	10.2	11
20-24	0	0	0	2.6	0.8	1.7	0	0	0	7.7	7.2	7.4	0	0	7.5	7.1	7.3
25-29	0	1.2	0.5	0.9	1.1	1	2.3	0	1.4	5.9	6.6	6.3	0	0	5.8	6.5	6.2
30-34	0.5	1.8	1.1	0.6	2.8	1.8	0	3.2	1.3	5.5	6.4	6	0	0	5.4	6.3	5.9
35-39	1	0.8	0.9	0	1.6	0.9	4	3.3	3.7	5.5	6.5	6	0	0	5.4	6.4	5.9
40-44	1.8	3.7	2.6	0.6	4.4	2.6	3.5	9	5.6	4.9	4.7	4.8	0	0	4.8	4.7	4.7
45-49	4.8	9.3	6.8	2	11.7	7.1	0.5	11.4	4.8	3.7	3.5	3.6	0	0	3.7	3.6	3.7
50-54	4.8	8.1	6.2	1.6	10.9	6.5	7.3	19.5	12.1	2.2	2.4	2.3	0	0	2.2	2.6	2.4
55-59	9.5	17.8	13.1	1	11.4	6.5	6.8	8.3	7.4	1.7	2.4	2.1	0	0	1.8	2.6	2.2
60-64	16.6	13.1	15.1	18.7	11.8	15	12.7	18.4	15	1.3	2.4	1.9	0	0	1.6	2.5	2.1
65+	57.5	41.1	50.3	60	29.8	44.1	57.2	24.3	44.3	3.6	6	4.9	0	0	4.7	6.5	5.7
Total Zimbabwe	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Percent	1.1	0.8	1	0.6	0.6	0.6	0.2	0.1	0.2	98	98.5	98.3	0	0	47.3	52.7	100
Number of Persons	76 983	59 922	136 904	40 309	44 972	85 281	16 255	10 518	26 773	6593 779	7 372 794	13 966 572	279	279	6 727 325	7 488 484	14 215 810

Table 12.2 shows the distribution of the population receiving a monthly pension or any other social security funds by province, area and sex. There were more persons in urban areas (60.5%) than in rural areas (39.5%) receiving both pension and other social security benefit. Harare had the highest proportion of persons receiving both pension and other social security benefits (30.9%) followed by Bulawayo (13.9%).

Table 12.2: Percent Distribution of Population Receiving a Monthly Pension or Any Other Social Security Funds by Province, Area and Sex, Zimbabwe 2019
LFCLS

Province	Receiving , Monthly Pension			Receiving, Other Social Security Benefit			Receiving, Both Pension & Other Social Security Benefit		
	M	F	T	M	F	T	M	F	T
Manicaland	12.6	11.3	12.0	7.0	8.1	7.6	9.3	0.0	5.7
Mashonaland Central	4.7	6.9	5.7	24.2	22.8	23.5	5.6	5.1	5.4
Mashonaland East	9.5	10.3	9.9	10.4	13.6	12.1	5.7	5.3	5.5
Mashonaland West	6.5	5.4	6.0	4.3	5.2	4.8	8.1	5.4	7.0
Matabeleland North	4.9	3.2	4.2	4.2	2.5	3.3	9.1	5.9	7.9
Matabeleland South	6.2	5.3	5.8	3.4	7.3	5.5	2.6	0.0	1.6
Midlands	10.6	5.8	8.5	7.4	3.9	5.6	9.9	10.5	10.2
Masvingo	10.9	7.3	9.4	11.9	11.1	11.4	9.6	15.7	12.0
Harare	28.5	31.9	30.0	16.6	17.1	16.8	24.5	40.7	30.9
Bulawayo	5.7	12.4	8.6	10.6	8.5	9.5	15.5	11.4	13.9
Area									
Urban	41.9	57.0	48.5	32.3	35.3	33.9	57.1	65.7	60.5
Rural	58.1	43.0	51.5	67.7	64.7	66.1	42.9	34.3	39.5
Total Percent	100	100	100	100	100	100	100	100	100
Total Employees	76 983	59 922	136 904	40 309	44 972	85 281	16 255	10 518	26 773

Table 12.2: Continued

	Not Receiving any Social Security Benefit			Not Specified		Total		
Province	M	F	T	F	T	M	F	T
Manicaland	12.2	12.9	12.6	0.0	0.0	12.2	12.8	12.5
Mashonaland Central	8.4	7.9	8.1	0.0	0.0	8.4	8.0	8.2
Mashonaland East	9.3	9.8	9.6	0.0	0.0	9.3	9.8	9.6
Mashonaland West	11.1	10.5	10.8	0.0	0.0	11.0	10.5	10.7
Matabeleland North	5.2	5.4	5.3	0.0	0.0	5.2	5.4	5.3
Matabeleland South	4.9	4.9	4.9	0.0	0.0	4.9	4.9	4.9
Midlands	11.6	11.5	11.6	0.0	0.0	11.5	11.4	11.5
Masvingo	10.3	11.0	10.7	0.0	0.0	10.3	10.9	10.6
Harare	22.6	21.3	21.9	100	100	22.6	21.4	22.0
Bulawayo	4.4	4.7	4.6	0.0	0.0	4.5	4.8	4.7
Area								
Urban	33.4	32.5	32.9	100	100	33.5	32.8	33.1
Rural	66.6	67.5	67.1	0.0	0.0	66.5	67.2	66.9
Total Percent	100	100	100	100	100	100	100	100
Total Employees	6 593 779	7 372 794	13 966 572	279	279	6 727 325	7 488 484	14 215 810

12.3: Sources of Social Security Funds

Information on the sources of social security funds received were sought from all persons who were currently receiving a monthly pension or any other social security funds. The questions asked had multiple responses, therefore, the results obtained are the frequencies for each source mentioned. *Table 12.3* shows that NSSA (54%), was the largest source of funds for social security followed by Occupational Pension Funds (36%). One percent indicated that personal pension plan was their source of social security. The pattern is similar for both males and females. The persons aged 65 years and above were the age group mostly benefiting from occupational pensions (56%).

Table 12.3: Percent Distribution of Population Receiving a Monthly Pension or Any Other Social Security Funds within Source of Funds and Age Group, Zimbabwe 2019 LFCLS

Age Group	Male					Female					Total				
	Source of Funds														
	NSSA	Government	Occupational Pensions	Personal Pension Plan	Other Pensions	NSSA	Government	Occupational Pensions	Personal Pension Plan	Other Pensions	NSSA	Government	Occupational Pensions	Personal Pension Plan	Other Pensions
1-4	0.2	0.5	1.8	0.0	0.0	0.3	0.9	0.0	9.3	0.0	0.3	0.7	1.2	4.4	0.0
5-9	1.2	1.6	1.8	8.5	3.4	1.4	2.6	0.0	9.3	0.0	1.3	2.1	1.2	8.9	2.2
10-14	0.9	3.6	0.0	0.0	0.0	2.3	3.1	3.9	9.3	6.1	1.6	3.3	1.2	4.4	2.1
15-19	1.3	3.4	3.7	8.5	0.0	1.7	2.0	0.0	0.0	3.8	1.5	2.7	2.5	4.4	1.3
20-24	0.5	0.7	0.0	0.0	3.4	0.0	0.0	0.0	0.0	6.2	0.3	0.4	0.0	0.0	4.3
25-29	0.1	1.3	0.0	0.0	0.0	1.2	0.7	0.0	11.5	0.0	0.6	1.0	0.0	5.5	0.0
30-34	0.4	0.0	0.0	0.0	3.4	1.7	3.0	0.0	0.0	6.6	1.0	1.5	0.0	0.0	4.5
35-39	0.0	2.8	0.0	0.0	0.0	1.5	1.5	0.0	0.0	0.0	0.7	2.2	0.0	0.0	0.0
40-44	0.9	2.2	3.7	5.5	0.0	4.6	4.3	5.2	0.0	6.6	2.6	3.2	4.1	2.9	2.2
45-49	1.7	4.7	3.2	6.6	5.7	15.2	7.5	2.2	10.8	0.0	8.1	6.1	2.9	8.6	3.8
50-54	4.0	4.2	6.0	0.0	7.2	13.6	5.4	16.2	2.2	24.6	8.5	4.8	9.2	1.0	13.0
55-59	3.0	13.4	0.0	0.0	3.0	12.5	15.1	22.4	23.4	10.7	7.6	14.2	7.1	11.2	5.6
60-64	19.2	14.7	12.5	11.9	19.5	16.6	8.3	18.1	1.4	13.3	18.0	11.6	14.3	6.9	17.4
65+	66.5	47.1	67.4	59.0	54.6	27.6	45.5	32.0	22.9	22.0	47.9	46.3	56.2	41.7	43.7
Total	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Percent															
Total	52.28	51.61	68.31	52.15	66.44	47.72	48.39	31.69	47.85	33.56	53.64	37.18	6.39	1.26	1.52
Total															
Number	303 185	207 467	47 225	7 111	10 947	276 747	194 534	21 906	6 525	5 529	579 932	402 000	69 131	13 636	16 476

12.4: Health Insurance

This is insurance against the risk of incurring medical expenses among individuals. The survey sought information on whether respondents were beneficiaries of any medical aid scheme. *Table 12.4* shows the percent distribution of medical insurance coverage by age and sex. About 984 thousand persons, representing about seven percent of the population, indicated they were members of a medical aid scheme. There were more persons benefiting from medical insurance in urban areas (71%) than rural areas (29%). An analysis of the population distribution by province shows that Harare had the highest membership of about 46 percent followed by Bulawayo with 13 percent and Matabeleland South having the lowest, two percent.

Table 12.4: Population Currently Members of Any Medical Aid Scheme by Age Group, Province, Area, Wealth Quintiles within Sex, Zimbabwe 2019, LFCLS

Area, Health Quintiles Within Sex, Zimbabwe 2023, 21-619			
	Population Currently Members of Any Medical Aid Scheme		
	Male	Female	Total
Age Group			
Under 1	1.4	1.7	1.5
1-4	9.6	8.7	9.1
5-9	13.2	10.6	11.8
10-14	8.7	8.9	8.8
15-19	6.9	6.6	6.7
20-24	5.4	5.5	5.4
25-29	6.8	8.1	7.5
30-34	6.7	9.2	8.1
35-39	8	9.6	8.9
40-44	6.9	7.4	7.2
45-49	8	5.8	6.8
50-54	5.3	4.5	4.9
55-59	3.2	4.1	3.7
60-64	3.6	2.7	3.1
65+	6.3	6.7	6.5
Province			
Manicaland	7	7.8	7.4
Mashonaland Central	4.7	3.8	4.2
Mashonaland East	4.9	5.2	5.1
Mashonaland West	4.9	4.3	4.6
Matabeleland North	2.6	3.3	3
Matabeleland South	1.6	3.1	2.4
Midlands	7.3	7.4	7.4
Masvingo	9.1	8.5	8.8
Harare	45.9	43.4	44.5
Bulawayo	12	13	12.6
Area			
Urban	72.1	69.6	70.7
Rural	27.9	30.4	29.3
Total	100	100	100
Total Number	447 038	537 440	984 479

Table 12.5 shows the percent distribution of population currently members of any medical aid scheme by field of specialisation and sex. About 929 thousand members (7%) indicated that they were members of a medical aid scheme. There were sex differentials for the population, with 54 percent females and 46 percent males benefiting from the medical aid scheme. The highest proportion of persons who were currently any member of a medical aid scheme had done general programmes.

Table 12.5: Population Currently Members of Any Medical Aid Scheme by Field of Specialisation within Sex, Zimbabwe 2019 LFCLS

Field of Specialisation	Population Currently Members of Any Medical Aid Scheme		
	Male	Female	Total
Agriculture	1.3	0.7	1.0
Education	6.6	12.7	9.9
Engineering, manufacturing and construction	7.3	1.4	4.1
General Programmes	65.3	65.5	65.4
Health and Welfare	1.4	3.9	2.8
Humanities and Arts	1.3	1.3	1.3
None	3.3	2.7	3.0
Not Known or Unspecified	0.1	0.0	0.0
Science	2.5	1.1	1.7
Services	1.0	1.6	1.3
Social Sciences business and law	10.0	9.1	9.5
Total Percent	100	100	100
Total Number	424 293	504 877	929 171
Percent	45.7	54.3	100

The distribution of the population 5 years and above who were members of any medical aid scheme by status in employment and sex is depicted in Table 12.6. Most of the persons benefiting from medical aid scheme were employees (79.8%). Among the females, most of the medical aid scheme members were employees (74.6%) followed by own account workers (21.7%).

Table 12.6: Population Currently Members of Any Medical Aid Scheme by Status in Employment within Sex, Zimbabwe 2019 LFCLS

Status in Employment	Population Currently Members of Any Medical Scheme		
	Male	Female	Total
Employer	6.6	3.4	5.0
Own account workers	8.1	21.7	14.9
Employee	85.1	74.6	79.8
Contributing family workers	0.2	0.4	0.3
Total Percent	100	100	100
Total Number	211 350	211 542	422 891

Figure 12.1 shows the distribution of population currently members of medical aid scheme by amount of last monthly pension/any other social security benefit received. The monthly pension range RTGS\$1-RTGS\$200 had the highest proportion (71.9%) of the population currently members of any medical aid scheme had received between RTGS\$1-RTGS\$200 followed by those who had received RTGS\$201-RTGS\$300.

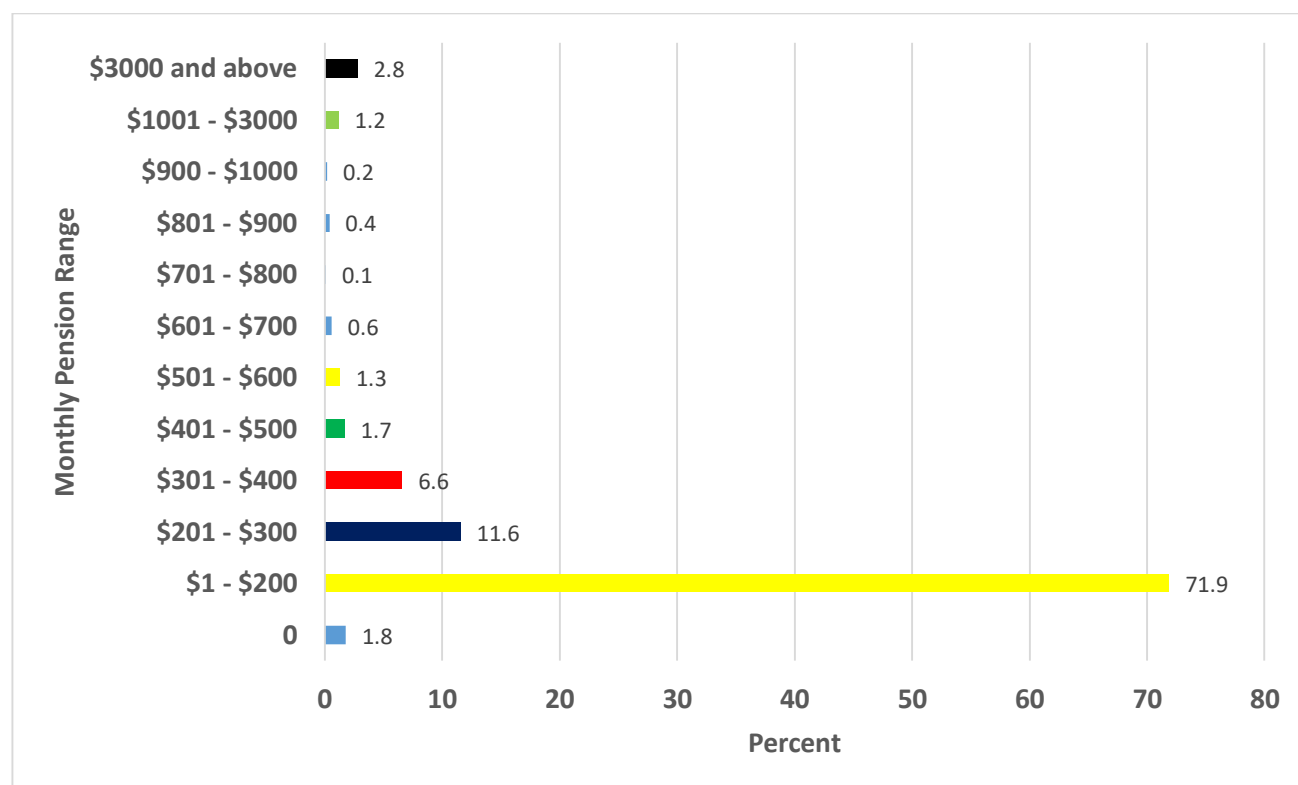


Figure 12.1: Population Currently Members of Any Medical Aid Scheme by Amount of Last Monthly Pension/Any Other Social Security Benefit And Sex, Zimbabwe 2019 LFCLS

Figure 12.2 shows the distribution of medical insurance among all persons by highest level of education completed and sex. Twenty-nine percent of members of medical aid schemes had lower secondary education followed by those with primary education at 24 percent. Similar patterns were observed for either sex.

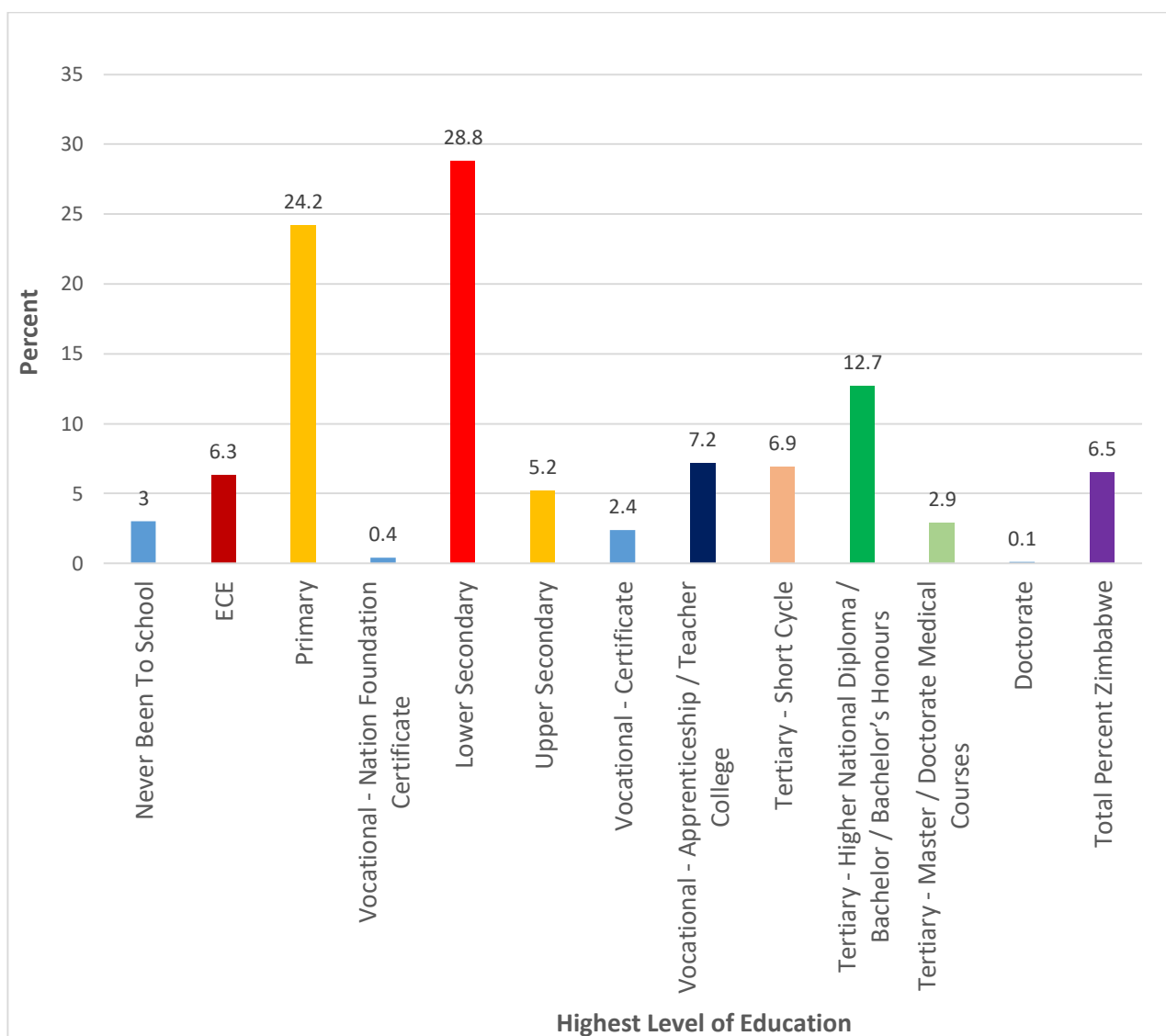


Figure 12.2: Percent Distribution of Population Currently Member of Any Medical Aid Scheme by Highest Level of Education, 2014 Zimbabwe LFCLS

Table 12.8: Percent Distribution of Population Currently Member of Any Medical Aid Scheme by Highest Level of Education within Sex, 2014 Zimbabwe LFCLS

Highest Level of Education	Population Currently Members of Any Medical Aid Scheme		
	Male	Female	Total
Never Been To School	3.3	2.7	3.0
ECE	7.4	5.4	6.3
Primary	23.8	24.6	24.2
Vocational - Nation Foundation Certificate	0.3	0.5	0.4
Lower Secondary	27.4	30.0	28.8
Upper Secondary	6.2	4.4	5.2
Vocational - Certificate	3.1	1.8	2.4
Vocational - Apprenticeship / Teacher College	5.5	8.6	7.2
Tertiary - Short Cycle	5.9	7.7	6.9
Tertiary - Higher National Diploma / Bachelor / Bachelor's Honours	13.3	12.1	12.7
Tertiary - Master / Doctorate Medical Courses	3.6	2.4	2.9
Doctorate	0.2	0.0	0.1
Total	100	100	100
Total Percent Zimbabwe	6.3	6.7	6.5
Total	424 293	504 877	929 171

A cross tabulation of the percent distribution of medical aid scheme membership status by sector shows that among the persons who were currently employed in the formal sector, thirty five percent were benefiting from medical insurance. For those who were employed in the informal sector, six percent were members of a medical aid scheme. *See Table 12.9.*

Table 12.9: Percent Distribution of Currently Employed Persons Benefiting from Medical Insurance within Sector and Sex, 2019 Zimbabwe LFCLS

	Sector					
	Formal			Informal		
Medical Aid Scheme						
Membership Status	Male	Female	Total	Male	Female	Total
Member	31.4	40.5	35.0	3.6	8.5	5.7
Not Member	68.6	59.5	65.0	96.4	91.5	94.3
Missing	0.0	0.0	0.0	0.0	0.0	0.0
Total	100	100	100	100	100	100
Number of Persons	564 270	366 070	930 340	552 879	423 002	975 880

The distribution of the currently employed population 15 years and above who were benefiting from medical insurance by institutional sector is shown in Table 12.10. The highest proportion of the population who had a medical aid scheme were in private enterprises-non financial (44.6%) followed by those who were in households (24.9%) and central government with (14.9%).

Table 12.10: Percent Distribution of Currently Employed Population 15 Years and Above by Institutional Sector, within Membership of Any Medical Aid Scheme and Sex, 2019 Zimbabwe LFCLS

Institutional Sector	Medical Aid Membership Status								
	Member			Not Member			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Central Government	35.6	54	44.1	5.3	8.1	6.3	11.3	20.7	14.9
Local Government	9.1	15.1	11.8	2.4	4.9	3.3	3.8	7.7	5.3
Parastatal-Financial	3.3	0.2	1.8	0.4	0.2	0.3	1	0.2	0.7
Parastatal-Non Financial	10.9	7.1	9.1	2.7	1.2	2.2	4.3	2.8	3.8
Households	0.3	2.8	1.4	2	37.9	31.9	22.9	28.3	24.9
Private Enterprises-Financial	1.6	0.9	1.2	1.1	1.9	1.4	1.2	1.6	1.4
Private Enterprises-Non Financial	37.3	18.4	28.6	54.3	40.6	49.4	50.9	34.5	44.6
Co-operatives	0.2	0	0.1	0.8	0.6	0.7	0.7	0.4	0.6
NGOs	0.8	0.8	0.8	0.8	2.3	1.4	0.8	1.9	1.2
Other	0.9	0.9	0.9	3.7	2.3	3.2	3.2	1.9	2.7
Total	100	100	100	100	100	100	100	100	100
Total Number	175 446	149 324	324 770	702 860	394 523	1 097 383	878 306	543 847	1 422 153

12.5 Conclusion

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. Occupational pension 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.

Chapter 13: Retrenchments

13.1 Introduction

Retrenchment as defined in the Labour Act [Chapter 28:01], refers to the termination of an employee's employment for the purpose of reducing expenditure or costs, adapting to technological change, reorganising the undertaking in which the employee is engaged in or for similar reasons and includes termination of employment on account of closure of the enterprise in which the worker is employed.

The 2019 Labour Force and Child Labour Survey (LFCLS) collected data on the characteristics and current activity status of the working age population who were at one point retrenched in the period from June 2014 to May 2019. The analysis in the ensuing sections focuses on the retrenchments that occurred during this period.

13.2 Size and Distribution of Ever-Retrenched Population

The 2019 LFCLS established that a total of 210 thousand employees were at one point laid off work in the period under review as shown in *Table 13.1a*. Most (26.2%) of the retrenchments occurred in 2018 and the larger number of the ever-retrenched population were residing in urban areas.

Table 13.1a: Percent Distribution of Ever-retrenched Population Aged 15 Years and Above by Year of Retrenchment, Area and Sex, Zimbabwe 2019 LFCLS

	Year	Male	Female	Total
Rural				
June-Dec	2014	6.1	10.4	7.3
	2015	22.8	11.3	19.8
	2016	18.2	10.1	16.1
	2017	18.8	23.1	19.9
	2018	24.7	21.7	23.9
Jan-May	2019	9.3	23.5	13.0
	Total percent	100	100	100
	Total number	72 661	26 136	98 797
Urban				
June-Dec	2014	15.5	10.1	13.8
	2015	11.4	14.7	12.4
	2016	17.4	10.4	15.2
	2017	18.5	15.5	17.6
	2018	26	32.9	28.2
Jan-May	2019	11.3	16.4	12.9
	Total percent	100	100	100
	Total number	76 200	35 265	111 465
Zimbabwe				
June-Dec	2014	10.9	10.2	10.7
	2015	17.0	13.3	15.9
	2016	17.8	10.3	15.6
	2017	18.7	18.7	18.7
	2018	25.4	28.2	26.2
Jan-May	2019	10.4	19.4	13.0
	Total percent	100	100	100
	Total number	148 862	61 471	210 333

Males constituted about 71 percent of the ever-retrenched population. For all the years under consideration more males than females were ever retrenched in rural as well as urban areas. See *Table 13.1b*.

Table 13.1b: Distribution of Ever-retrenched Population Aged 15 years and above by Year of Retrenchment, Area and Sex, Zimbabwe 2019 LFCLS

Year	Male	Female	Total percent	Total number
Rural				
2014	61.9	38.1	100	7 167
2015	84.9	15.1	100	19 543
2016	83.3	16.7	100	15 863
2017	69.4	30.6	100	19 666
2018	76.0	24.0	100	23 643
2019	52.5	47.5	100	12 916
Total percent	73.5	26.5	100	98 797
Urban				
2014	76.9	23.1	100	15 330
2015	62.5	37.5	100	13 865
2016	78.3	21.7	100	16 884
2017	72.0	28.0	100	19 563
2018	63.0	37.0	100	31 434
2019	59.9	40.1	100	14 390
Total percent	68.4	31.6	100	111 465
Zimbabwe				
2014	72.1	27.9	100	22 497
2015	75.6	24.4	100	33 408
2016	80.7	19.3	100	32 747
2017	70.7	29.3	100	39 229
2018	68.6	31.4	100	55 077
2019	56.4	43.6	100	27 306
Total percent	70.8	29.2	100	210 333

The distribution by province presented in *Table 13.2a* shows that Harare had the highest proportion of the ever-retrenched population (40.5%) followed by Mashonaland West (12.6%) and Mashonaland East (9.6%).

Table13.2a: Percent Distribution of Ever-retrenched Population Aged 15 years and above by Province within Sex, Zimbabwe 2019 LFCLS

Province	Male	Female	Total
Manicaland	8.2	9.7	8.7
Mashonaland Central	6.4	6.7	6.5
Mashonaland East	10.0	8.5	9.6
Mashonaland West	12.7	12.4	12.6
Matabeleland North	3.5	0.5	2.7
Matabeleland South	3.6	2.6	3.3
Midlands	5.1	2.8	4.4
Masvingo	8.4	6.1	7.7
Harare	38.8	44.7	40.5
Bulawayo	3.3	6.0	4.1
Total Percent	100	100	100
Total Number	14 8862	61 471	210 333

As reflected in *Table 13.2b*, the proportion of males was greater than that of females in all provinces although this was most pronounced in Matabeleland North (males 94.6% and females 5.4%).

Table13. 2b: Distribution of Ever-retrenched Population Aged 15 years and above by Province and Sex, Zimbabwe 2019 LFCLS

Province	Male	Female	Percent	Total Number
Manicaland	67.3	32.7	100	18 198
Mashonaland Central	69.8	30.2	100	13 576
Mashonaland East	73.9	26.1	100	20 137
Mashonaland West	71.3	28.7	100	26 537
Matabeleland North	94.6	5.4	100	5 582
Matabeleland South	77.0	23.0	100	7 044
Midlands	81.4	18.6	100	9 252
Masvingo	77.0	23.0	100	16 212
Harare	67.7	32.3	100	85 195
Bulawayo	57.1	42.9	100	8 599
Total	70.8	29.2	100	210 333

13.3: Level of Education of the Ever-retrenched Population

Table 13.3a presents the distribution of the ever-retrenched population by highest level of education attained. Sixty-two percent of the ever-retrenched population had completed lower secondary whilst 24 percent had attained primary education. The population who had Vocational–National Foundation Certificate had the least proportion at less than one percent.

Table13. 3a: Distribution of Ever-retrenched Population Aged 15 Years and Above by Highest Level of Education Attended within Sex, Zimbabwe 2019 LFCLS

Highest Level of Education Attended	Male	Female	Total
Never been to school	1.1	1.5	1.2
Primary	24.4	23.4	24.1
Vocational - Nation Foundation Certificate	0.1	0	0.1
Lower Secondary	62.4	59.4	61.5
Upper Secondary	2.3	2.0	2.2
Vocational - Certificate	2.5	5.5	3.4
Vocational - Apprenticeship / Teacher College	0.9	0.7	0.8
Tertiary - Short Cycle	2.6	2.8	2.7
Tertiary - Higher National Diploma / Bachelor / Hons	3.3	3.0	3.2
Tertiary - Master / Doctorate Medical Courses	0.4	1.7	0.8
Total Percent	100	100	100
Total Number	148 862	61 471	210 333

As shown in *Table 13.3b*, of the ever-retrenched population that had lower secondary education, 72 percent were males while 28 percent were females. The same distribution between males and females was observed for the ever-retrenched population, who had primary education. Overall, the proportion of males was greater for the ever-retrenched population in all categories except for those who had Tertiary–Master/ Doctorate, Medical courses as the highest level of education.

Table13. 3b: Distribution of Ever-retrenched Population Aged 15 Years and Above by Highest Level of Education Attended and Sex, Zimbabwe 2019 LFCLS

Highest Level of Education Attended	Male	Female	Total	
			Percent	Number
Never been to school	64.3	35.7	100	2 573
Primary	71.6	28.4	100	50 795
Vocational - Nation Foundation Certificate	100	0	100	116
Lower Secondary	71.8	28.2	100	129 382
Upper Secondary	73.9	26.1	100	4 680
Vocational - Certificate	52.0	48.0	100	7 053
Vocational - Apprenticeship / Teacher College	75.5	24.5	100	1 757
Tertiary - Short Cycle	69.8	30.2	100	5 631
Tertiary - Higher National Diploma / Bachelor / Hons	72.3	27.7	100	6 715
Tertiary - Master / Doctorate Medical Courses	37.2	62.8	100	1 630
Total	70.8	29.2	100	210 333

13.4: Ever-retrenched Population by Field of Specialisation

The distribution of the ever-retrenched population by field of specialisation is shown in *Table 13.4a*. Eighty-eight percent of the ever-retrenched population had general programmes as field of specialisation while four percent had specialised in social sciences, business and law. It is also noticeable that about four percent ever-retrenched population had specialized in engineering, manufacturing and construction.

Table 13.4a: Distribution of Ever-retrenched Population Aged 15 Years and Above by Field of Specialisation within Sex, Zimbabwe 2019 LFCLS

Field of Specialisation	Male	Female	Total
None	1.1	1.5	1.2
General Programmes	89.2	84.5	87.9
Education	0.3	1.8	0.7
Humanities and Arts	0.4	1.3	0.7
Social Sciences business and law	3.4	5.1	3.9
Science	0.3	0.8	0.5
Engineering, manufacturing and construction	4.1	2.1	3.5
Health and Welfare	0.5	1.9	0.9
Services	0.6	0.7	0.7
Total Percent	100	100	100
Total Number	14 8862	61 471	210 333

Males constituted 72 percent of those who had studied general programmes while females made up 28 percent of the ever-retrenched population that had specialised in same programmes. The proportion of females was greater than that of males in the population that had specialised in education (71.7%), health and welfare (61.3%), humanities and arts (56.7%) and science (51.2%). See *Table 13.4b*.

Table 13.4b: Distribution of Ever-retrenched Population Aged 15 Years and Above by Field of Specialisation and Sex, Zimbabwe 2019 LFCLS

Field of Specialisation	Male	Female	Total	
			Percent	Number
None	64.3	35.7	100	2 573
General programmes	71.8	28.2	100	184 934
Education	28.3	71.7	100	1 527
Humanities and arts	43.3	56.7	100	1 377
Social sciences business and law	61.7	38.7	100	8 195
Science	48.8	51.2	100	970
Engineering, manufacturing and construction	83.0	17.0	100	7 417
Health and welfare	38.7	61.3	100	1 942
Services	68.9	31.1	100	1 397
Total	70.8	29.2	100	210 333

13.5: Ever-retrenched Population by Economic Activity

The distribution of the ever-retrenched population by the economic activity of the last employer is depicted in *Figure 13.1*. The highest percentage of the ever-retrenched population was from agriculture, forestry and fishing (29%) followed by the manufacturing sector (13%) and retail trade; sale and repair of motor vehicles and motor cycles (12%).

The lowest percentages, were in the water supply; sewerage, waste management and remediation activities, Insurance activities, real estate activities, professional, scientific and technical activities, other service activities and activities of extraterritorial organizations, and bodies sectors with less than one percent each.

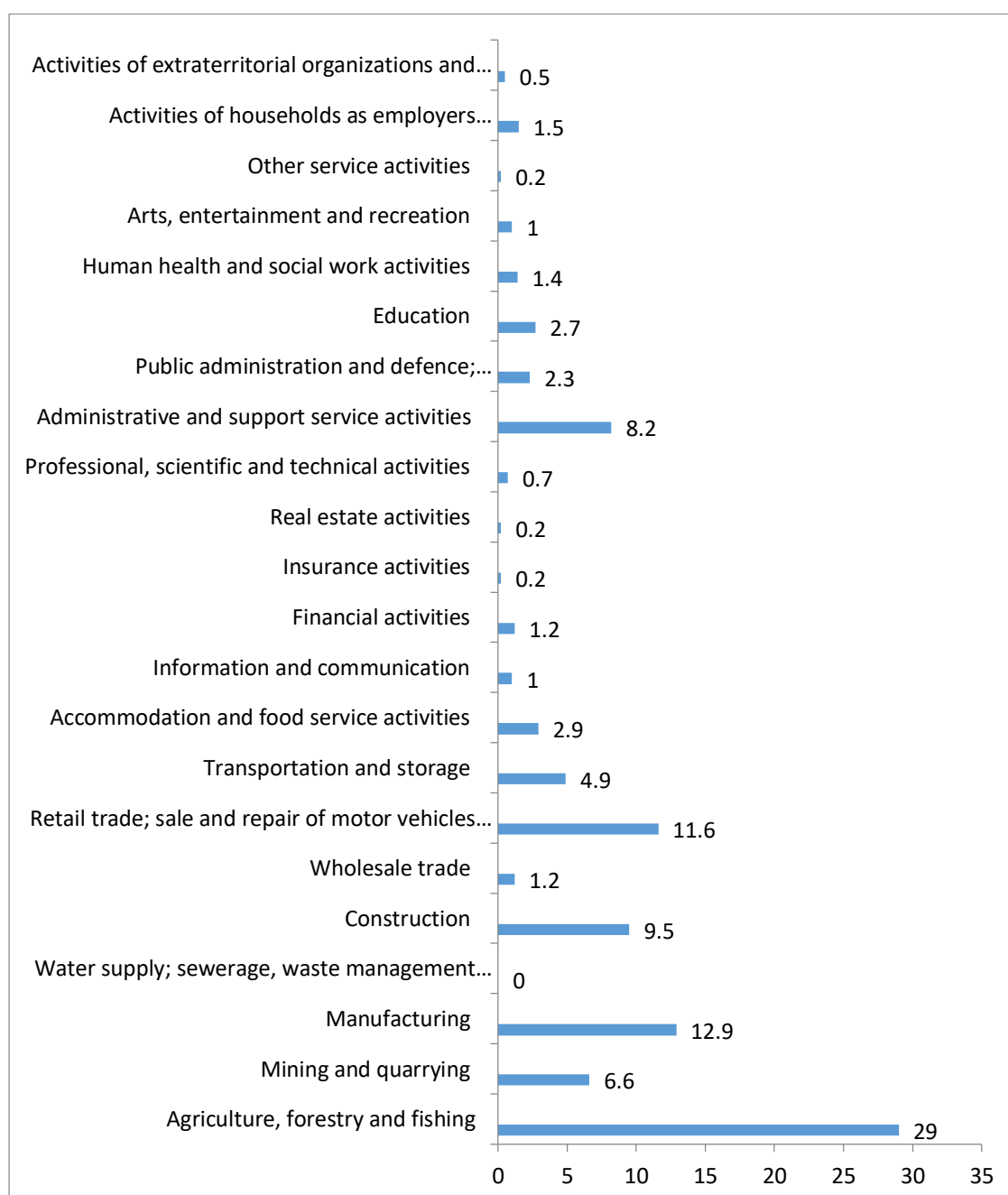


Figure 13.1: Ever-retrenched Population from June 2014 to May 2019 by Economic Sector, Zimbabwe 2019 LFCLS

As reflected in *Table 13.5*, the proportion of females was larger than that of males in those who were retrenched from the activities of households as employers of domestic personnel, education, professional, scientific and technical activities, insurance activities, financial activities, accommodation and food service activities and retail trade sectors.

Table 13.5: Distribution of Ever-retrenched Population Aged 15 Years and Above by Economic Activity of Last Employer and Sex, Zimbabwe 2019 LFCLS

Industrial Sector	Male	Female	Percent	Total Number
Agriculture, forestry and fishing	64.4	35.6	100	60 929
Mining and quarrying	95.4	4.6	100	13 915
Manufacturing	89.6	10.4	100	27 238
Water supply; sewerage, waste management	100	0.0	100	581
Construction	87.3	12.7	100	20 020
Wholesale trade	58.3	41.7	100	2 495
Retail trade; sale and repair of motor vehicles and motor cycles	48.3	51.7	100	24 352
Transportation and storage	91.9	8.1	100	10 375
Accommodation and food service activities	24.6	75.4	100	6 163
Information and communication	96.6	3.4	100	2 026
Financial activities	43.1	56.9	100	2 425
Insurance activities	14.0	86.0	100	465
Real estate activities	87.1	12.9	100	511
Professional, scientific and technical activities	36.2	63.8	100	1 546
Administrative and support service activities	84.0	16.0	100	17 198
Public administration and defence; compulsory social security	76.2	23.8	100	4 857
Education	40.6	59.4	100	5 590
Human health and social work activities	73.9	26.1	100	2 847
Arts, entertainment and recreation	80.1	19.9	100	2 137
Other service activities	100	0.0	100	376
Activities of households as employers of domestic personnel	10.7	89.3	100	3 169
Activities of extraterritorial organizations and bodies	57.2	42.8	100	1 048
Total	70.8	29.2	100	210 333

13.6 Ever –Retrenched Population Who Were Economically Inactive

The 2019 LFCLS established that 16 600 persons who were once retrenched had become economically inactive for various reasons. *Tables 13.6a* and *b* show the distribution of the ever-retrenched population who were economically inactive by reason of economic inactivity, area and sex.

At the national level, the majority (44%) of the economically inactive ever-retrenched persons cited engagement in household or family responsibilities as the reason they were economically inactive. Farming or fishing to produce food for the family and retirement on pension (17% each) were the other major reasons given for lack of labour force participation. See *Table 13.6a*.

Table 13.6a: Distribution of Ever-retrenched Population Aged 15 Years and Above by Reason of Economic Inactivity, Area and within Sex, Zimbabwe 2019 LFCLS

Reason of Economic Inactivity	Male	Female	Total
Rural			
Studying or training	0	0	0
Engaged in household or family responsibilities	29.3	73.7	48.3
Farming or fishing to produce food for the family	29.5	15.5	23.5
Retired or pensioner	25.8	0	14.7
With a long term illness, injury or disability	15.5	10.7	13.4
Other	0	0	0
Total percent	100	100	100
Total number	4 829	3 611	8 440
Urban			
Studying or training	27.2	1.5	11.9
Engaged in household or family responsibilities	0	67.4	40.0
Farming or fishing to produce food for the family	25.2	0	10.2
Retired or pensioner	24.6	14.4	18.6
With a long term illness, injury or disability	8.0	16.7	13.2
Other	15.0	0	6.1
Total percent	100	100	100
Total number	3 302	4 827	8 129
Zimbabwe			
Studying or training	11.1	0.8	5.8
Engaged in household or family responsibilities	17.4	70.1	44.2
Farming or fishing to produce food for the family	27.7	6.7	17.0
Retired or pensioner	25.3	8.3	16.6
With a long term illness, injury or disability	12.4	14.2	13.3
Other	6.1	0	3.0
Total percent	100	100	100
Total number	8 130	8 438	16 568

As reflected in *Table 13.6b*, in rural areas no persons cited studying or training as a reason for lack of engagement in economic activity while in urban areas, no males gave engagement in household or family responsibilities as a reason for lack of labour force participation.

Table 13.6b: Distribution of Ever-retrenched Population Aged 15 Years and Above by Reason of Economic Inactivity, Area and Sex., Zimbabwe 2019 LFCLS

Reason of Economic Inactivity	Male	Female	Total percent	Total number
Rural				
Studying or training	0	0	0	0
Engaged in household or family responsibilities	34.7	65.3	100	4 078
Farming or fishing to produce food for the family	71.7	28.3	100	1 985
Retired or pensioner	100.0	0	100	1 244
With a long term illness, injury or disability	65.8	34.2	100	1 134
Other	0	0	0	0
Urban				
Studying or training	92.8	7.2	100	969
Engaged in household or family responsibilities	0	100	100	3 253
Farming or fishing to produce food for the family	100	0	100	832
Retired or pensioner	53.9	46.1	100	1 508
With a long term illness, injury or disability	24.7	75.3	100	1 073
Other	100	0	100	494
Zimbabwe				
Studying or training	92.8	7.2	100	969
Engaged in household or family responsibilities	19.3	80.7	100	7 331
Farming or fishing to produce food for the family	80.1	19.9	100	2 816
Retired or pensioner	74.7	25.3	100	2 752
With a long term illness, injury or disability	45.8	54.2	100	2 206
Other	100	0	100	494
Total percent	49.1	50.9	100	16 568

Overall, the proportion of females was greater than for males among persons who cited engagement in household or family responsibilities and a long term illness, injury or disability as reason for economic inactivity. In all the other categories, the proportion of males was greater. (See Figure 13.2)

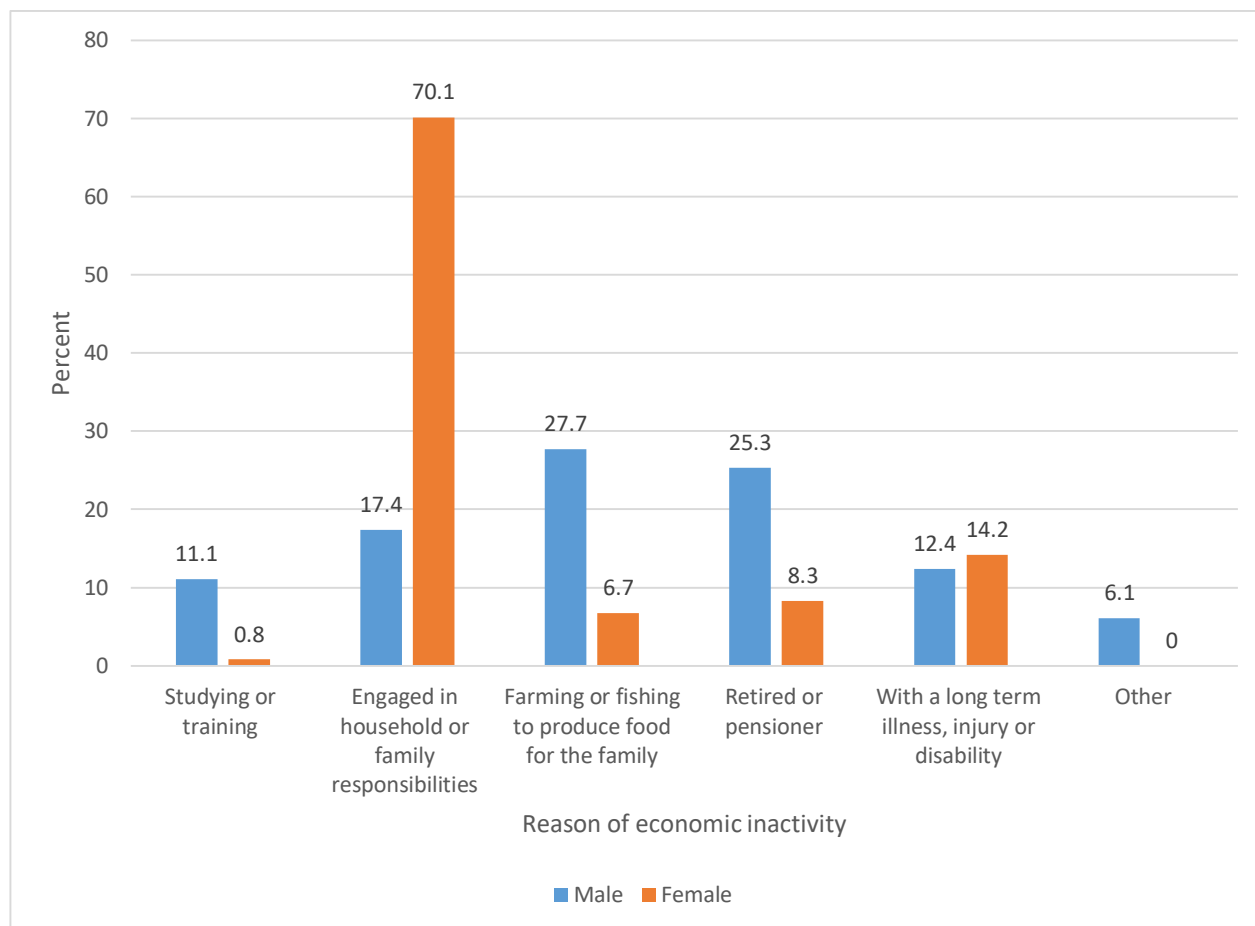


Figure 13.2: Distribution of Ever-retrenched Population Aged 15 Years and Above by Reason of Economic Inactivity and Sex, Zimbabwe 2019 LFCLS

13.7 Conclusion

In the period from June 2014 to May 2019, a total of 210 thousand persons were at one point laid off work with males making up 71 percent and females 29 percent of the population. The highest percentage of the once retrenched population was in Harare while the lowest was in Matabeleland North.

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 population had no field of specialisation as they had general programmes.

Engagement in household and family responsibilities was the predominant reason cited by the ever-retrenched persons who had become economically inactive. This was more pronounced among females who constituted (81%) of those who cited this reason.

Chapter 14: Work Related Safety

14.1: Introduction

The 2019 LFCLS sought information on the occupational injuries and diseases relating to respondents' working environment. Occupational Safety and Health at work, monitoring and evaluation, and enforcement of regulations governing occupational safety and health in Zimbabwe are the duties of the National Social Security Authority (NSSA). There are various Acts enshrined in the National Social Security Authority Act [Chapter 17:04] that guide the administration of Safety and Health at work. The Factories and Works Act, [Chapter 14:08] Revised Edition, 1996, provides for the registration and control of factories, regulation of conditions of work in factories, supervision of the use of machinery and prevention of accidents, among other issues. The Pneumoconiosis Act [Chapter 15:08], Revised Edition provides for the control and administration of persons in dusty occupations.

The Workers' Compensation system is currently the source of statistics on occupational injuries and diseases. The effective monitoring and evaluation of occupational injuries and diseases, data gathering and analysis of statistics on their occurrence is important. However, not all injuries and diseases are reported for compensation purposes and much of the informal sector is not covered as most enterprises are not insured for occupational injuries and diseases.

14.2 Work Related Injuries and Illness

During the survey, all persons 15 years and above who had been involved in some economic activities in the last 12 months preceding the survey were asked whether they had ever suffered work related injuries or illnesses. From *Table 14.1*, three percent of workers aged 15 years and above reported that they had been injured at work while one percent had suffered work-related illness. The table further shows that less than one percent of workers had been injured and contracted work-related illness during the 12 months preceding the survey.

Table 14.1: Percent Employees Reporting Injuries/Suffering Illness at Work in the Last 12 Months by Age Group and within Sex, Zimbabwe 2019 LFCLS

Age Group	Yes, injured at workplace			Yes, work-related illness			Yes, injury and illness			No Work Related Injury/Illness			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
15 - 19	0.7	0.5	0.7	3.4	0.5	2.4	0.0	0.0	0.0	8.7	6.7	7.8	8.2	6.6	7.5
20 - 24	9.1	11.8	9.5	1.2	9.7	4.4	0.0	0.0	0.0	13.8	10.2	12.2	13.4	10.2	12.0
25 - 29	16.7	19.5	17.2	25.2	12.1	20.4	0.0	0.0	0.0	13.4	13.9	13.6	13.7	13.9	13.8
30 - 34	23.1	15.8	21.8	21.5	22.0	21.7	9.2	45.2	29.7	13.6	15.5	14.5	14.2	15.6	14.8
35 - 39	18.0	21.2	18.5	11.1	23.2	15.6	29.4	3.5	14.7	13.4	16.9	15.0	13.6	17.0	15.1
40 - 44	11.7	7.6	11.1	11.1	10.4	10.9	32.7	22.8	27.1	11.7	11.5	11.6	11.7	11.4	11.6
45 - 49	11.7	5.5	10.6	8.6	2.3	6.3	0.0	11.6	6.6	9.4	9.1	9.3	9.5	9.0	9.3
50 - 54	2.8	5.5	3.2	2.3	0.5	1.6	3.8	16.9	11.3	6.0	5.8	5.9	5.8	5.7	5.8
55 - 59	2.8	0.0	2.3	7.1	6.9	7.0	24.8	0.0	10.7	3.8	4.4	4.1	3.8	4.4	4.0
60 - 64	2.0	12.5	3.8	5.4	8.8	6.7	0.0	0.0	0.0	2.7	2.8	2.7	2.7	3.0	2.8
65 +	1.4	0.0	1.2	3.0	3.6	3.2	0.0	0.0	0.0	3.6	3.2	3.4	3.5	3.2	3.4
Total Percent	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Percent	4.7	1.2	3.2	1.4	1.1	1.3	0.1	0.2	0.2	93.8	97.5	95.4	56.6	43.4	100
Total Number	76 367	15 331	91 698	23 311	13 650	36 961	1 858	2 449	4 307	1 539 464	1 224 563	2 764 028	1 641 001	1 255 993	2 896 994

14.3: Employees Reporting Injuries or Suffering Illnesses at Work

Figure 14.1 shows the distribution of employees reporting injuries or suffering illnesses at work by province. Relatively Harare had the highest proportion (38%) followed by Mashonaland West (15%) while Matabeleland South had the lowest (2%).

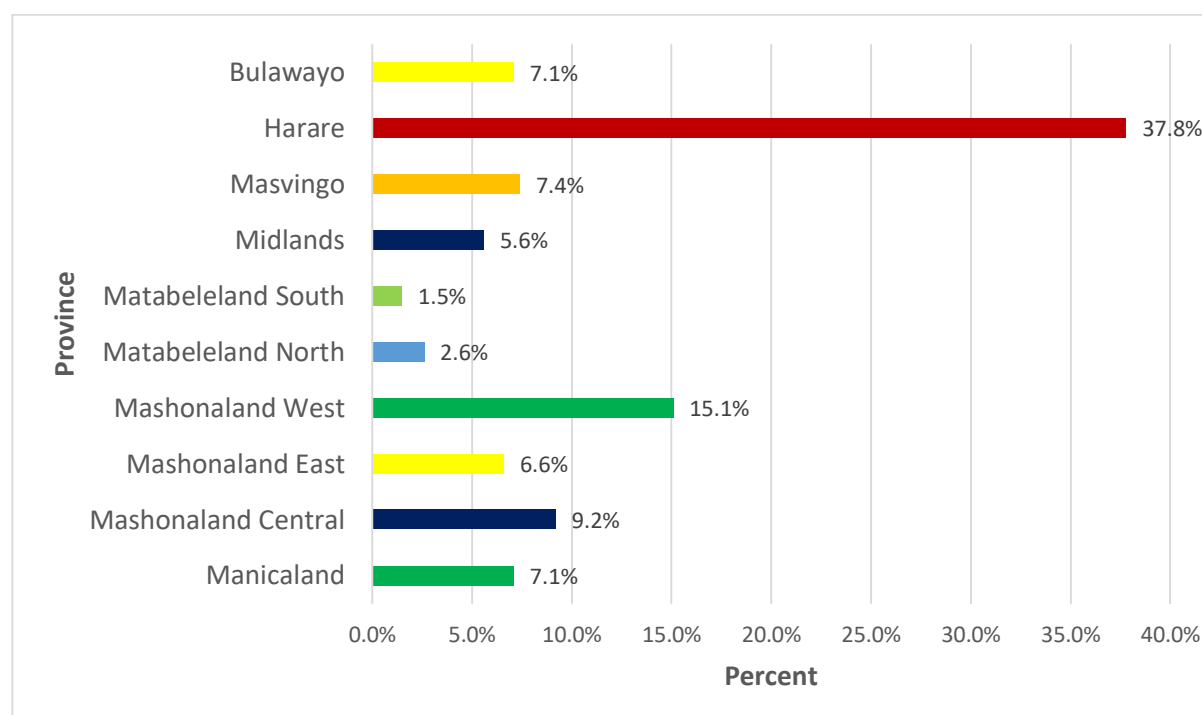


Figure 14.1: Percent Employees Reporting Injuries or Suffering Illness at Work in the Last 12 Months by Province, Zimbabwe 2019 LFCLS

Table 14.2 shows the distribution of causes of accident, injury or illness by industrial group and sex. Mechanical and physical factors caused 64 percent of injuries /illness at work. Sixty eight percent of males suffered from injuries\ diseases caused by mechanical and physical factors. For females, mechanical and physical factors caused 50 percent of the injuries\ illness at work while ergonomic and chemical\biological caused each about 17 percent.

Table 14.2: Feature of Working Environment Which Injury/Illness was related by Industrial Group and Sex, Zimbabwe 2019 LFCLS

MALE

Industrial Group	Feature of Working Environment									Total
	Mechanical/ physical	Electrical	Chemical/ Biological	Ergonomic	Psychosocial	Lack of personal protective equipment/ Other	Percent	Number		
Agriculture, forestry and fishing	60.9	1.2	19.5	4.4	0.0	11.2	2.8	100	27 705	
Mining and quarrying	73.7	2.8	3.7	12.1	0.0	7.1	0.6	100	17 920	
Manufacturing	72.0	2.7	0.4	2.6	0.4	21.5	0.4	100	15 575	
Electricity, gas, steam and air conditioning supply	63.7	0.0	0.0	36.3	0.0	0.0	0.0	100	576	
Water supply; sewerage, waste management and remediation activities	74.7	0.0	0.0	0.0	0.0	25.3	0.0	100	1 047	
Construction	62.2	3.1	2.9	15.5	0.0	11.2	5.1	100	9 701	
Wholesale trade	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100	59	
Retail trade; sale and repair of motor vehicles and motor cycles	79.3	4.8	0.0	7.8	0.0	6.1	2.0	100	8 465	
Transportation and storage	87.2	0.0	0.0	5.8	0.0	0.0	7.1	100	5 720	
Accommodation and food service activities	39.8	0.0	0.0	0.0	0.0	0.0	60.2	100	679	
Information and communication	0.0	0.0	0.0	0.0	0.0	100.0	0.0	100	67	
Financial activities	83.5	0.0	0.0	0.0	0.0	0.0	16.5	100	405	
Insurance activities	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100	69	
Professional, scientific and technical activities	0.0	0.0	0.0	100.0	0.0	0.0	0.0	100	333	
Administrative and support service activities	77.9	3.9	0.0	12.2	0.0	4.2	1.8	100	1 707	
Public administration and defence; compulsory social security	94.1	0.0	0.0	0.0	0.0	0.0	5.9	100	1 205	
Education	61.2	0.0	15.4	0.0	10.1	0.0	13.3	100	3 044	
Human health and social work activities	69.4	0.0	0.0	0.0	16.7	13.9	0.0	100	1 921	
Arts, entertainment and recreation	45.3	0.0	0.0	22.6	0.0	32.1	0.0	100	1 574	
Other service activities	58.8	6.3	0.0	0.0	0.0	23.2	11.7	100	3 222	
Activities of households as employers of domestic personnel.	21.4	0.0	0.0	0.0	0.0	69.2	9.4	100	543	
Total	68.2	2.2	6.8	7.3	0.7	11.5	3.4	100	101 536	

Table 14.2: Continued,
FEMALE

Industrial Group	Feature of Work Environment						Total	
	Mechanical/ physical	Chemical/Biological	Ergonomic	Psychosocial	Lack of personal protective equipment/clothing	Other	Percent	Number
Agriculture, forestry and fishing	39.0	29.3	17.0	0.0	11.1	3.5	100	12 696
Mining and quarrying	47.8	0.0	36.2	0.0	16.0	0.0	100	3 409
Manufacturing	70.5	21.2	0.0	0.0	8.4	0.0	100	2 836
Water supply; sewerage, waste management and remediation activities	100.0	0.0	0.0	0.0	0.0	0.0	100	73
Construction	0.0	0.0	100.0	0.0	0.0	0.0	100	486
Retail trade; sale and repair of motor vehicles and motor cycles	43.1	12.7	28.0	1.4	10.7	4.1	100	4 956
Accommodation and food service activities	93.1	0.0	6.9	0.0	0.0	0.0	100	1 037
Information and communication	54.4	0.0	0.0	45.5	0.0	0.0	100	664
Public administration and defence; compulsory social security	100.0	0.0	0.0	0.0	0.0	0.0	100	437
Education	26.9	25.4	0.0	25.3	0.0	22.5	100	1 262
Human health and social work activities	63.1	0.0	0.0	0.0	36.9	0.0	100	1 513
Other service activities	100.0	0.0	0.0	0.0	0.0	0.0	100	397
Activities of households as employers of domestic personnel.	94.4	0.0	0.0	0.0	0.0	5.6	100	1 666
Total	50.3	16.8	17.0	2.2	10.5	3.3	100	31 430

Table 14.2: Continued,
TOTAL

Industrial Group	Feature of Working Environment								Total	
	Mechanical / physical	Electrical	Chemical / Biological	Ergonomic	Psychosocial	Lack of personal protective equipment	Other	Percent	Number	
Agriculture, forestry and fishing	54.0	0.8	22.6	8.4	0.0	11.2	3.0	100	40	401
Mining and quarrying	69.6	2.3	3.1	16.0	0.0	8.6	0.5	100	21	329
Manufacturing	71.7	2.3	3.6	2.2	0.3	19.5	0.4	100	18	411
Electricity, gas, steam and air conditioning supply	63.7	0.0	0.0	36.3	0.0	0.0	0.0	100		576
Water supply; sewerage, waste management and remediation activities	76.3	0.0	0.0	0.0	0.0	23.7	0.0	100	1	120
Construction	59.3	3.0	2.8	19.5	0.0	10.6	4.9	100	10	187
Wholesale trade	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100		59
Retail trade; sale and repair of motor vehicles and motor cycles	65.9	3.0	4.7	15.2	0.5	7.8	2.8	100	13	421
Transportation and storage	87.2	0.0	0.0	5.8	0.0	0.0	7.1	100	5	720
Accommodation and food service activities	72.0	0.0	0.0	0.0	0.0	0.0	23.8	100	1	715
Information and communication	49.4	0.0	0.0	0.0	41.3	9.2	0.0	100		731
Financial activities	83.5	0.0	0.0	0.0	0.0	0.0	16.5	100		405
Insurance activities	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100		69
Professional, scientific and technical activities	0.0	0.0	0.0	100.0	0.0	0.0	0.0	100		333
Administrative and support service activities	77.9	3.9	0.0	12.2	0.0	4.2	1.8	100	1	707
Public administration and defence; compulsory social security	95.7	0.0	0.0	0.0	0.0	0.0	4.3	100	1	642
Education	51.1	0.0	18.3	0.0	14.6	0.0	16.0	100	4	305
Human health and social work activities	66.7	0.0	0.0	0.0	9.3	24.1	0.0	100	3	434
Arts, entertainment and recreation	45.3	0.0	0.0	22.6	0.0	32.1	0.0	100	1	574
Other service activities	63.3	5.6	0.0	0.0	0.0	20.6	10.4	100	3	618
Activities of households as employers of domestic personnel.	76.4	0.0	0.0	0.0	0.0	17.0	6.6	100	2	209
Total	64.0	1.7	9.1	9.6	1.0	11.2	3.4	100	132	966

14.4: Work Environment to Which Injury/Illness Was Related

The distribution of accident, injury or illness of workers aged 15 years and above by work environment and province is shown in *Table 14.3*. Mashonaland East had the highest proportion of workers (41%) exposed to other things processes or conditions bad for work environment followed by Masvingo with 38 percent exposed to dangerous tools(knives etc.) See *Table 14.3*.

Table 14.3: Percent Distribution of Employees Aged 15 Years and Above Reporting Exposure to Hazardous Working Environment in the Last 12 Months in by Province and within Sex, Zimbabwe 2019 LFCLS

Work Environment	Province														
	Manicaland			Mashonaland Central			Mashonaland East			Mashonaland West			Matabeleland North		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Dust fumes	0	0	0	17.9	0	11.6	0	38.7	11.1	19.6	79	35	16.3	0	14.1
Fire, gas, flames	12.2	0	10.2	0	0	0	0	0	0	0	0	0	0	0	0
Loud noise or vibration	17.5	0	14.7	0	0	0	0	0	0	7.4	0	5.5	0	0	0
Extreme cold or heat	0	0	0	0	0	0	26.6	0	18.9	0	0	0	0	0	0
Dangerous tools (knives etc.)	6.6	100	21.4	0	0	0	0	61.3	17.6	12.5	0	9.3	0	0	0
Work underground	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Work at heights	19.9	0	16.7	35.9	27.6	32.9	0	0	0	6.3	0	4.7	15.8	0	13.7
Work in water/lake/pond/river	0	0	0	0	0	0	0	0	0	9.4	0	7	0	0	0
Workplace too dark or confined	0	0	0	15.1	0	9.8	0	0	0	0	0	0	0	0	0
Insufficient ventilation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Chemicals (pesticides, glues, etc.)	26.3	0	22.1	0	72.4	25.7	32.6	0	23.2	24.9	21	23.9	30.8	0	26.7
Explosives)	0	0	0	0	0	0	0	0	0	19.8	0	14.7	0	0	0
Machinery and equipment (crane)	17.5	0	14.7	0	0	0	0	0	0	0	0	0	37.1	0	32.1
Other things processes or conditions bad for	0	0	0	31.1	0	20.1	40.8	0	29.1	0	0	0	0	100	13.3
Total	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	5 304	1 002	6 307	1 592	874	2 465	1 365	551	1 916	5 265	1 846	7 110	1 977	304	2 281

Table 14.3: Continued

Work Environment	Province													
	Matabeleland		Midlands		Masvingo		Harare			Bulawayo		Total		
	Male	Total	Male	Total	Male	Total	Male	Female	Total	Male	Total	Male	Female	Total
Dust fumes	0	0	0	0	11	11	9.9	28.3	12.9	17.3	17.3	9.9	32.1	13.5
Fire, gas, flames	0	0	0	0	0	0	0.3	26.2	4.5	16.7	16.7	2.1	14	4
Loud noise or vibration	0	0	0	0	0	0	2	0	1.6	27.3	27.3	4.8	0	4
Extreme cold or heat	0	0	0	0	11.9	11.9	3.3	0	2.8	0	0	3.3	0	2.7
Dangerous tools (knives etc.)	0	0	0	0	38	38	19.1	13.7	18.2	0	0	14.6	20.9	15.6
Work underground	0	0	18.7	18.7	0	0	2.6	0	2.1	0	0	2.3	0	1.9
Work at heights	0	0	24.7	24.7	14.4	14.4	4.7	9.5	5.5	0	0	9.2	7.5	8.9
Work in water/lake/pond/river	100	100	0	0	14.2	14.2	3.1	0	2.6	0	0	4.3	0	3.6
Workplace too dark or confined	0	0	0	0	0	0	0.9	0	0.7	0	0	0.9	0	0.8
Insufficient ventilation	0	0	0	0	0	0	0.3	0	0.2	0	0	0.2	0	0.1
Chemicals (pesticides, glues, etc.)	0	0	15.3	15.3	0	0	19.5	6.2	17.3	0	0	18.5	13.7	17.8
Explosives)	0	0	11.6	11.6	10.4	10.4	7.2	8.4	7.4	0	0	7.2	4.5	6.7
Machinery and equipment (crane)	0	0	29.7	29.7	0	0	15.4	7.7	14.1	38.7	38.7	14.5	4.1	12.8
Other things processes or conditions bad for	0	0	0	0	0	0	11.9	0	9.9	0	0	8.4	3.1	7.5
Total	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	363	363	2 516	2 516	3 343	3 343	26 678	5 257	31 936	2 027	2 027	50 429	9 834	60 262

14.5 Nature of Injury/Illness

Figure 14.2 shows the percentage distribution of the nature of injury or illness by industrial group. Questions asked on nature of injury or illnesses were multiple questions, therefore, the results obtained are the frequencies for each nature of injury. Of all the employees who reported suffering wounds, fractures and dislocations, 40 percent were in the agriculture, forestry and fishing industry while retail trade; sale and repair of motor vehicles and motor cycles sector had 16 percent.

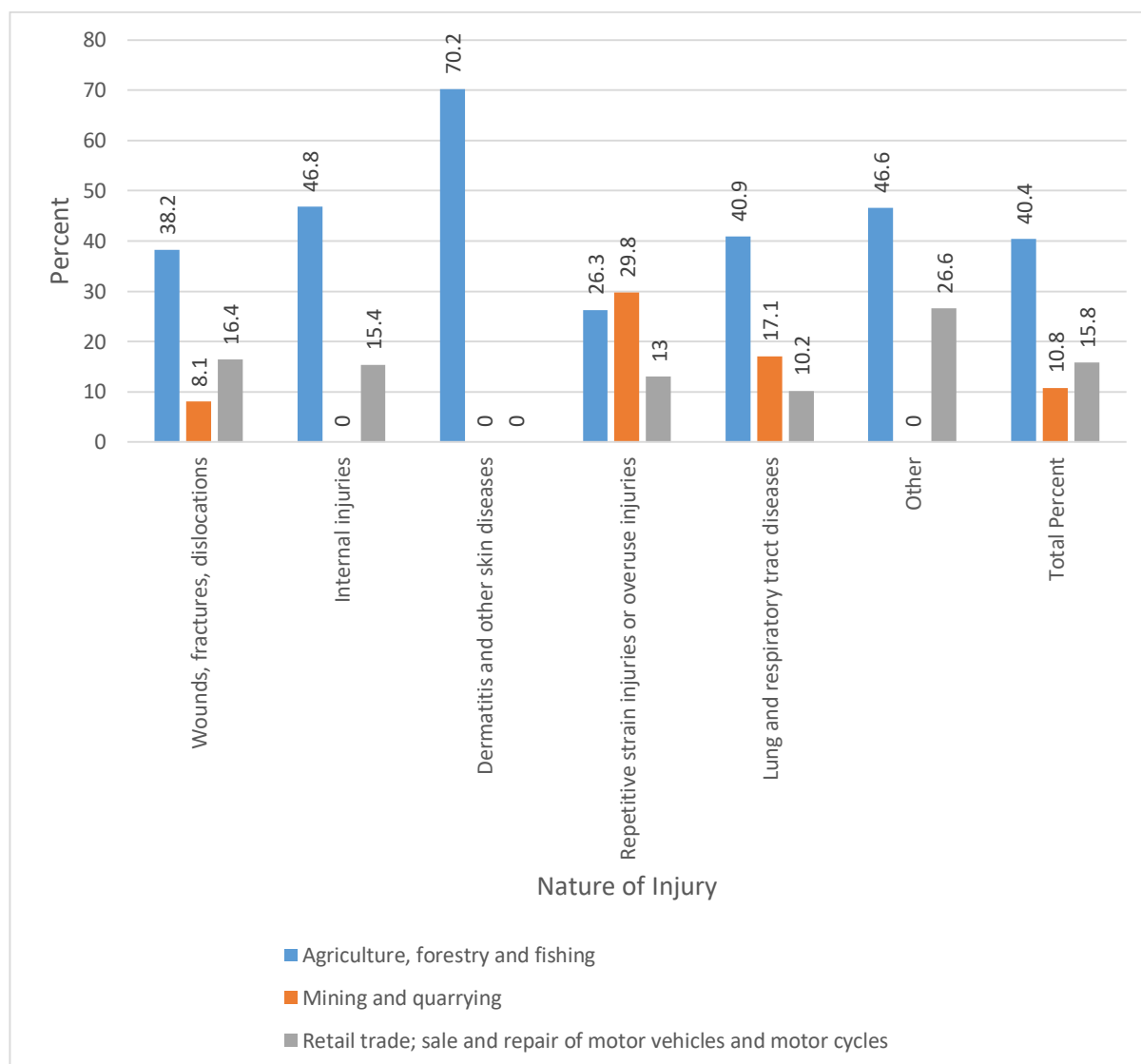


Figure 14.2: Percent Distribution of Nature of Injuries by Industry Group and Sex, Zimbabwe 2019 LFCLS

14.5 Conclusion

One hundred and thirty three thousand workers were aged 15 and above and they constituted about five percent. They 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.

Chapter 15: Working Children

15.1 Introduction

The International Labour Organisation (ILO) defines child labour as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It refers to work that:

- is mentally, physically, socially or morally dangerous and harmful to children; and
- interferes with their schooling by: depriving them of the opportunity to attend school; obliging them to leave school prematurely; or requiring them to attempt to combine school attendance with excessively long and heavy work.⁴

As such, forms of work that deprive children the opportunity to attend school, are harmful to their health and affects their wellbeing are supposed to be eliminated to allow for the development of children. When children participate in work activities that are not harmful to their health and that do not deprive them of education opportunities, this is viewed as personal development on the side of the child. Forms of work that can lead to personal development of the child include activities such as helping their parents around the home, assisting in a family business or working for money for own use outside school hours and during school holidays. These kinds of activities contribute to children's development and to the welfare of their families. They provide them with skills and experience, and help to prepare them to be productive members of society during their adult life.

15.2 Measurement of Child Labour

The ILO stipulates three age-specific thresholds for the number of hours children can perform economic activity without being classified as child labourers. A child that performed economic activities during the last week for more than the age-specific number of hours is classified as in child labour:

- i. age 5-11: 1 hour or more
- ii. age 12-14: 14 hours or more
- iii. age 15-17: 43 hours or more

For non-economic activities, a child that performed household chores during the reference week for more than the age-specific number of hours is classified as in child labour.

- i. age 5-11: 21 hours or more
- ii. age 12-14: 21 hours or more
- iii. age 15-17: No limit to number of hours

In Zimbabwe, three major variations were introduced, namely:

- (a) a cut off of 21 hours or more per week in relation to economic activities;
- (b) provision to allow for involvement of children aged 15 years and above in some form of work as per national law; and
- (c) a cut off of 35 hours or more per week for children involved in unpaid care activities as constituting non-economic child labour. (Ministry of Public Service, Labour and Social Welfare, Central Statistical Office and International Labour Organization, 1999).

⁴ <https://www.ilo.org/ipec/facts/lang--en/index.htm>

15.3 Prevalence of Child Labour

In the 2019 LFCLS, the prevalence of economic child labour was estimated as the proportion of children aged 5 to 14 years working at least 21 hours per week in some economic activities such as retailing or working in paid employment. Out of the 4.2 million children aged 5 to 14 years, about one percent were estimated to be in child labour. Boys were at higher chance of engaging in child labour than girls, about two percent and one percent, respectively. In Bulawayo, girls (3.8%) were more likely to engage in child labour than boys (1.5%). Child labour was generally higher among children aged 10-14 years than children aged 5-9 years.

Table 15.1: Distribution of Children Aged 5-14 Engaged in Economic Activities at Least 21 Hours per Week by Sex, Age Group and Province, Zimbabwe 2019 LFCLS

	Children Working 21 Hours or More per Week			Children Aged 5-14 Years		
	Boys	Girls	Total	Boys	Girls	Total
Province						
Manicaland	1.3	0.0	0.6	275 700	294 729	570 428
Mashonaland Central	2.7	0.7	1.7	176 746	168 215	344 961
Mashonaland East	1.2	1.0	1.1	203 770	197 770	401 541
Mashonaland West	0.7	0.6	0.7	193 340	206 692	400 033
Matabeleland North	0.3	0.0	0.2	111 107	106 710	217 817
Matabeleland South	0.3	0.6	0.4	108 367	104 291	212 658
Midlands	1.0	0.8	0.9	253 204	243 947	497 151
Masvingo	2.3	1.0	1.6	237 022	235 692	472 714
Harare	2.7	0.9	1.8	429 415	471 628	901 043
Bulawayo	1.5	3.8	2.7	74 662	74 935	149 597
Area						
Urban	2.2	1.2	1.7	612 910	645 894	1 258 804
Rural	1.4	0.6	1.0	1 450 423	1 458 715	2 909 138
Age Group						
5-9	0.5	0.2	0.3	1 108 226	1 156 971	2 265 198
10-14	3.0	1.5	2.3	955 107	947 638	1 902 745
Total	1.6	0.8	1.2	2 063 333	2 104 609	4 167 943

Children who were engaged in some non-economic activities for at least 35 hours per week were considered to be in non-economic child labour. The unpaid activities may have been done to produce food or other goods for consumption by the household or family. The unpaid activities included preparing food, serving daily meals or washing dishes; washing, drying, ironing or fixing clothes; cleaning the house, yard or garden, among other things. *Figure 15.1* shows the distribution of children aged 5-14 years who were engaged in some non-economic activities for at least 35 hours per week (Non-economic Child Labour) by type of activity. Out of the 4.2 million children, 0.16 percent were engaged in caring for other children in own household while 0.07 percent were engaged in food preparation for at least 35 hours per week. Girls were most likely to be non-economic child labour than boys.

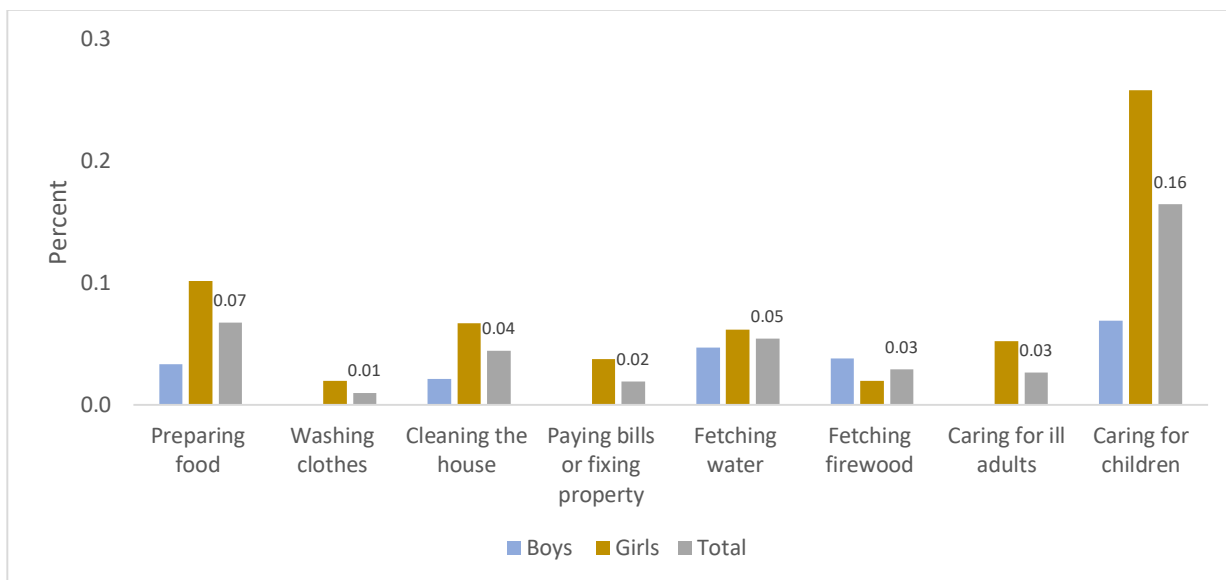


Figure 15.1: Children in Non-Economic Child Labour by Unpaid Activities Undertaken, Zimbabwe 2019 LFCLS

15.4 Characteristics of Child Labourers

In order to understand child labour, the following characteristics were analysed; school attendance, orphanhood and change of households in the last 12 months.

15.4.1 School Attendance Among Children in Child Labour

Figure 15.2 shows the distribution of children 5-14 years who were in economic child labour by their school attendance. Overall, about three percent of the children had never been to school while about a quarter had already left school. More boys were likely to have left school than girls. Regarding children who were currently in school, girls (78%) were more likely to have been at school than boys (69%).

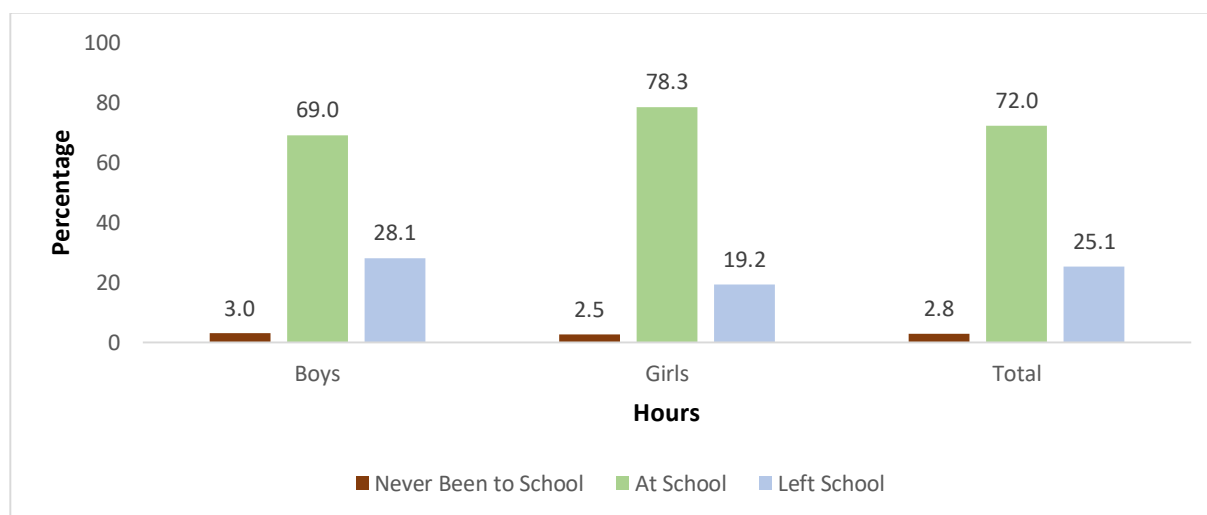


Figure 15.2: School Attendance among Children 5-14 Years in Economic Child Labour, Zimbabwe 2019 LFCLS

15.4.2 Reasons for Leaving School

Among the children who left school, about 83 percent cited financial constraints as the reason for leaving school with all the girls citing this as a reason. About 16 percent of these boys refused to go to school. See *Figure 15.3*.

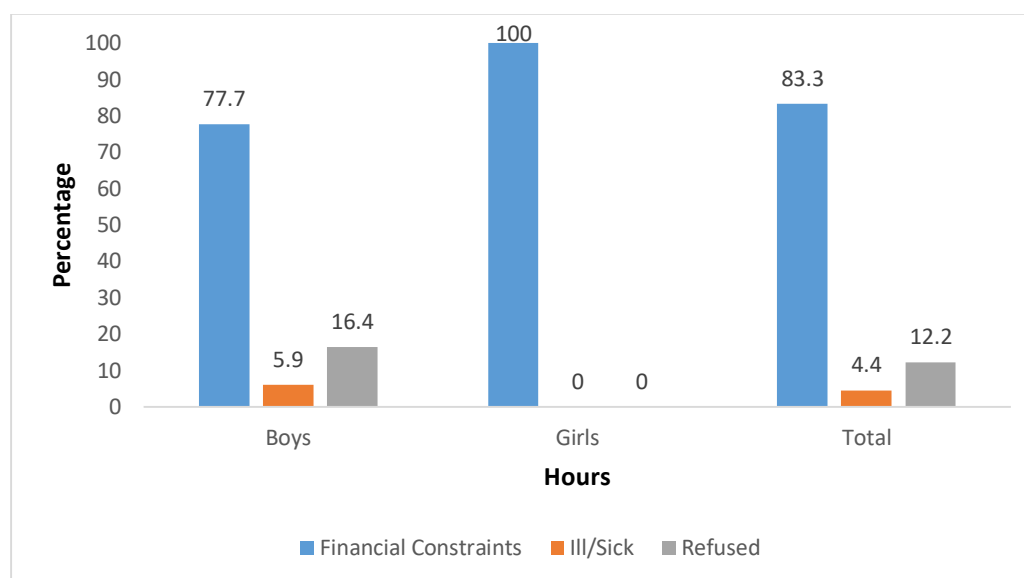


Figure 15.3: Reason for Leaving School among Children 5-14 Years Engaged in Economic Activities, Zimbabwe 2019 LFCLS

15.4.3 Orphanhood Status

Table 15.2 shows that about 21 percent of the children engaged in child labour were orphaned with children in the age group 10-14 years more likely to be engaged than those in the age group 5-9 years.

Table 15.2: Orphanhood Status among Children 5-24 Years Engaged in Economic Activities, Zimbabwe 2019 LFCLS

Age Group	Orphanhood Status				Total
	Orphan	Percent	Not Orphaned	Percent	
5-9	483	6.7	6 717	93.3	7 200
10-14	10 221	23.9	32 594	76.1	42 816
Total	10 704	21.4	39 311	78.6	50 015

15.4.4 Reasons for Changing Households

Changing households exposes children to the risk of engaging in child labour. Information was collected on whether children had changed households in the last twelve months preceding the survey. 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.

Figure 15.4 presents information on the reasons for changing households among the children 5-14 years who were engaged in child labour. About 83 percent of boys and 66 percent of girls changed households because they wanted to seek employment. About 34 percent of girls changed households in order to access education.

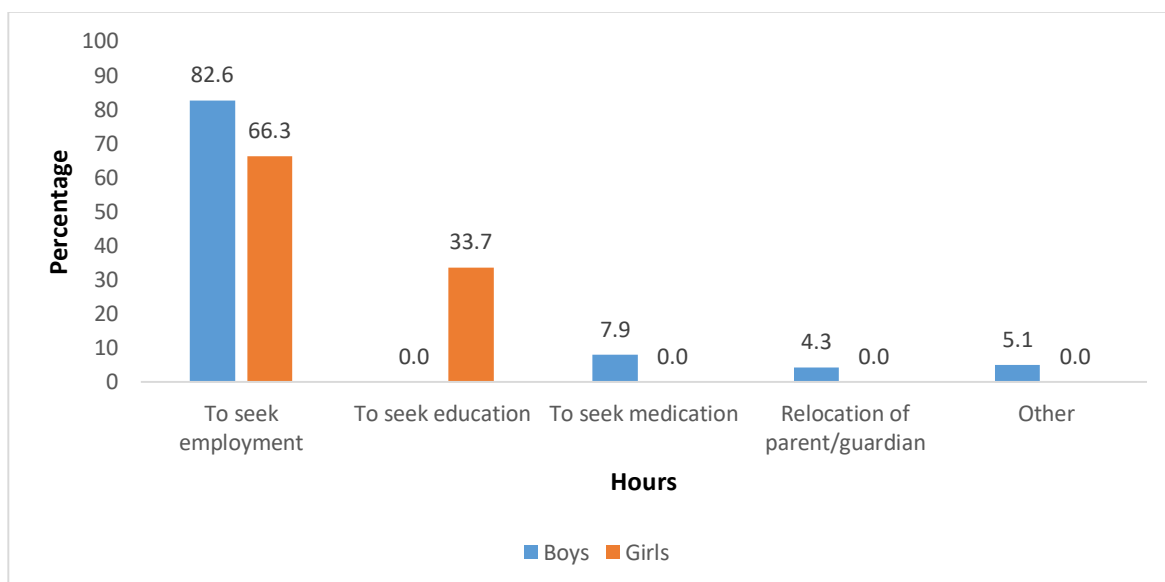


Figure 15.4: Reasons for Changing Households among Children Aged 5-14 Years Engaged in Child Labour, Zimbabwe 2019 LFCLS

15.5 Employment Conditions for Children in Child Labour

In order to understand the conditions of employment among children in child labour, the following were analysed for children who were involved in economic activities; status in employment, industrial sector, hours usually worked and income received.

15.5.1 Status in Employment

Figure 15.5 shows that the majority of the children engaged in child labour were employees (84.4%). About nine percent were contributing family workers while about seven percent were own account workers.

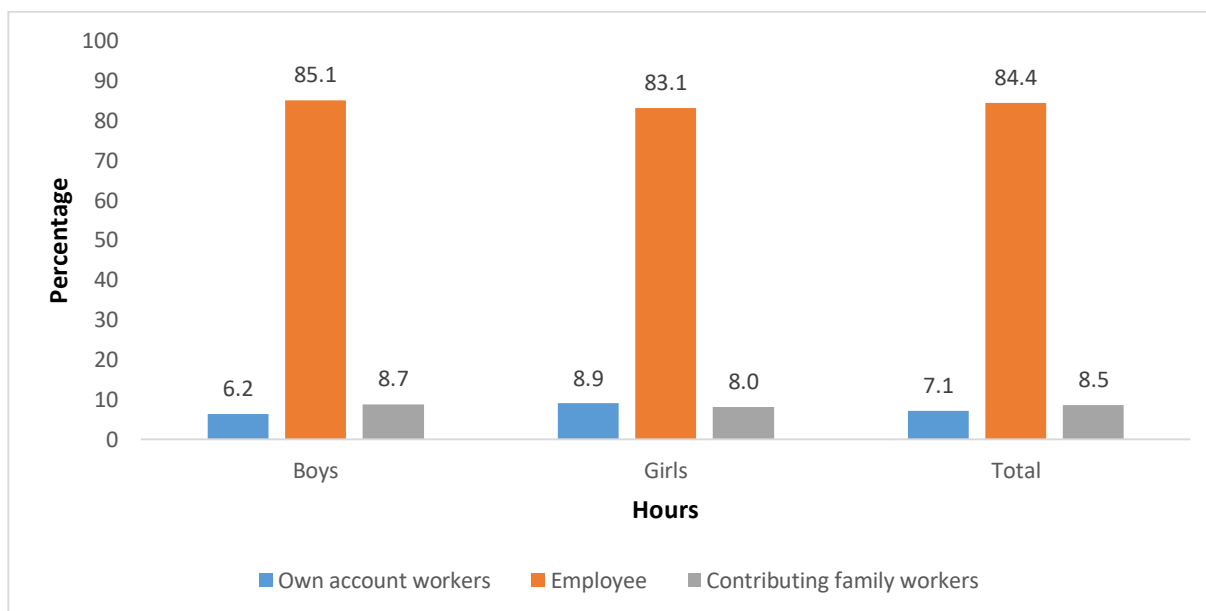


Figure 15.5: Status in Employment among Children 5-14 Years Engaged in Economic Child Labour, Zimbabwe 2019 LFCLS

15.5.2 Industrial Sector

About 71 percent of the children who were involved in child labour were in the agriculture, forestry and fishing industry while about 17 percent were in the retail trade industry. About five percent of the children were working in the mining and quarrying industry. *See Table 15.3*

Table 15.3: Percent Distribution of Children 5-14 Years in Economic Child Labour by Industry within Sex, Zimbabwe 2019 LFCLS

Industry	Percent			Number of Children		
	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	77.9	57.0	71.0	26 066	9 433	35 499
Mining and quarrying	4.8	6.8	5.4	1 600	1 118	2 718
Manufacturing	1.9	0.3	1.4	634	54	687
Water supply; sewerage, waste management and remediation activities	0.0	0.4	0.1	0	73	73
Retail trade	12.1	27.6	17.2	4 062	4 564	8 627
Transportation and storage	1.4	0.0	0.9	473	0	473
Accommodation and food service activities	0.0	1.6	0.5	0	265	265
Other service activities	1.3	0.0	0.8	422	0	422
Activities of households as employers of domestic personnel	0.6	6.3	2.5	204	1 047	1 251
Total	100	100	100	33 461	16 554	50 015

15.5.3 Hours Worked

Figure 15.6 shows the number of hours children in child labour usually worked per day. Overall, about 84 percent of the children usually work for less than 5 hours per day with more girls likely to work for these number of hours than boys. Fourteen percent boys worked for 5 to 8 hours per day compared to girls who worked for the same number of hours. About three percent of the boys worked for at least 12 hours per day.

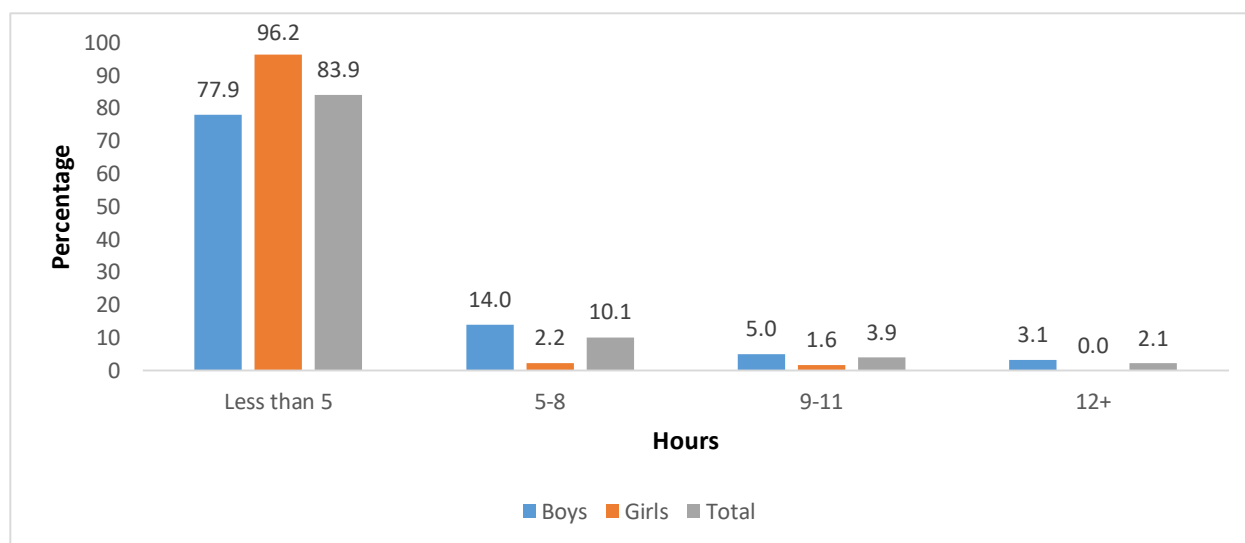


Figure 15.6: Percent Distribution of Children in Child Labour by Number of Hours Usually Worked per Day, Zimbabwe 2019 LFCLS

15.6 The Context of Child Labour

This section analyses the relationship between child labour and the following characteristics:

- household size,
- household head's level of education,
- household head's employment status,
- household head's marital status and
- utilisation of earnings.

The aim is to understand possible reasons or circumstances that may result in children engaging in child labour.

15.6.2 Head of Household

Child labour is slightly higher among children living in female headed households (1.5%) than it is in male headed households (1.4%) as shown in *Figure 15.7*.

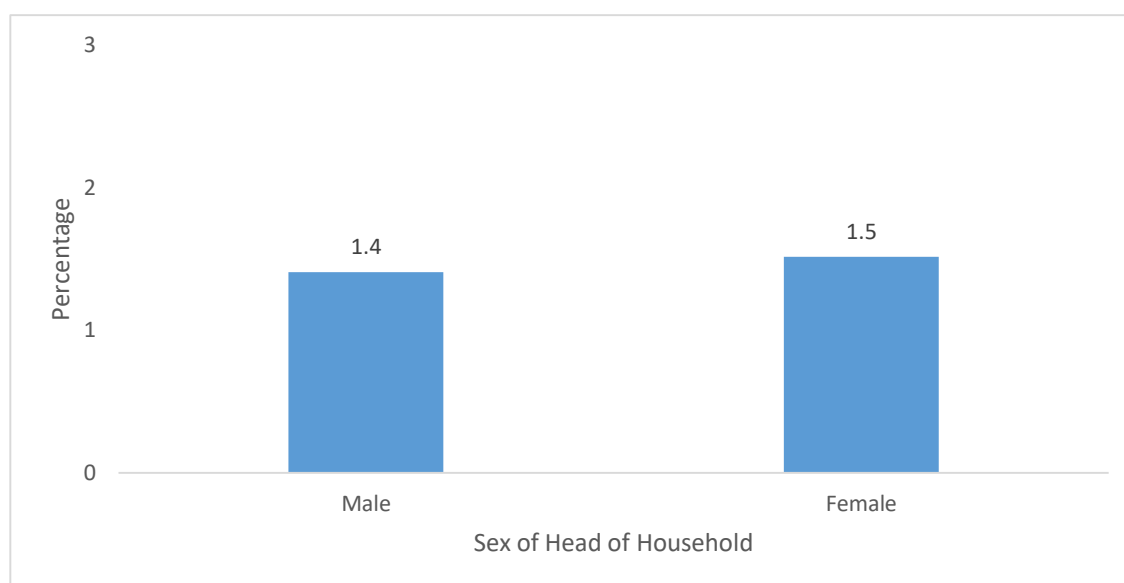


Figure 15.7 Prevalence of Child Labour among Children Living in Male and Female Headed Households, Zimbabwe 2019 LFCLS

15.6.3 Age of Head of Household

Figure 15.8 shows analysis of child labour by the age of the head of household. About 18 percent of children engaged in child labour lived in households headed by persons aged between 40-44 years. The incidents of child labour increased steadily from 2.5 in the 25-29 age group to 17.8 in the 40-44 age group and steadily decreased to 2.6 in the 60-64 age group.

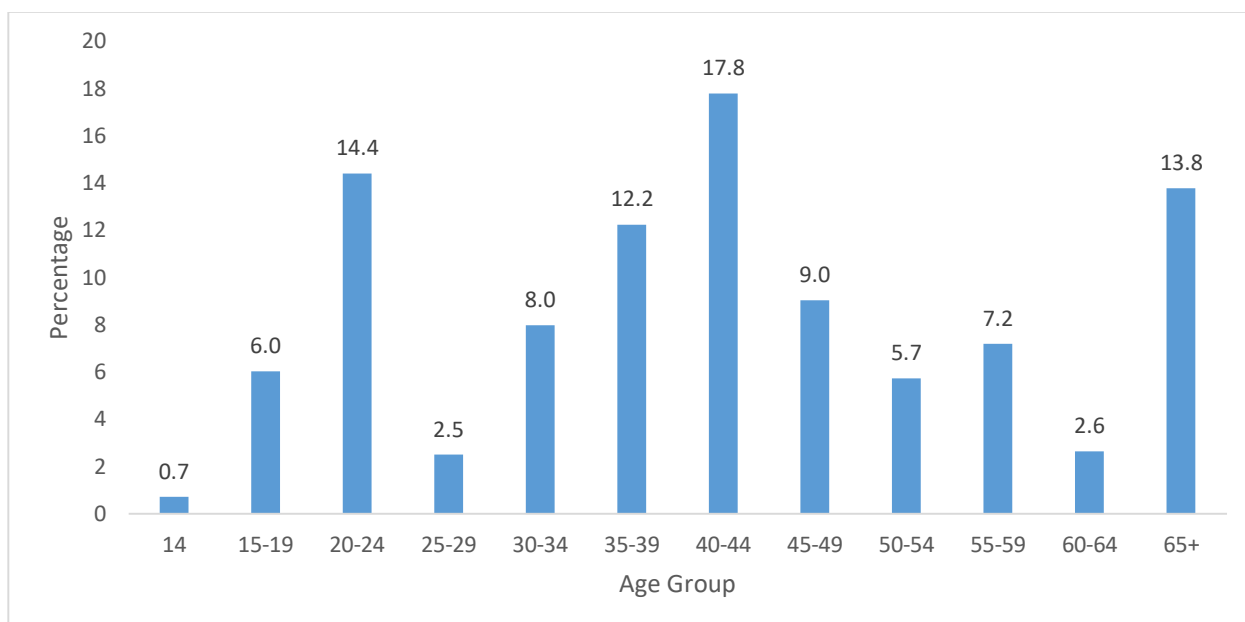


Figure 15.8: Distribution of Child Labour by Age of Head of Household, Zimbabwe 2019 LFCLS

15.6.4 Household Size

Figure 15.9 shows the distribution of children 5-14 years engaged in child labour by the size of the household that they were living in. Children living in smaller households were less likely to be involved in child labour than those in bigger households. Child labour increased from less than one percent among children living in two member households to about four percent for those living in 8 member households.

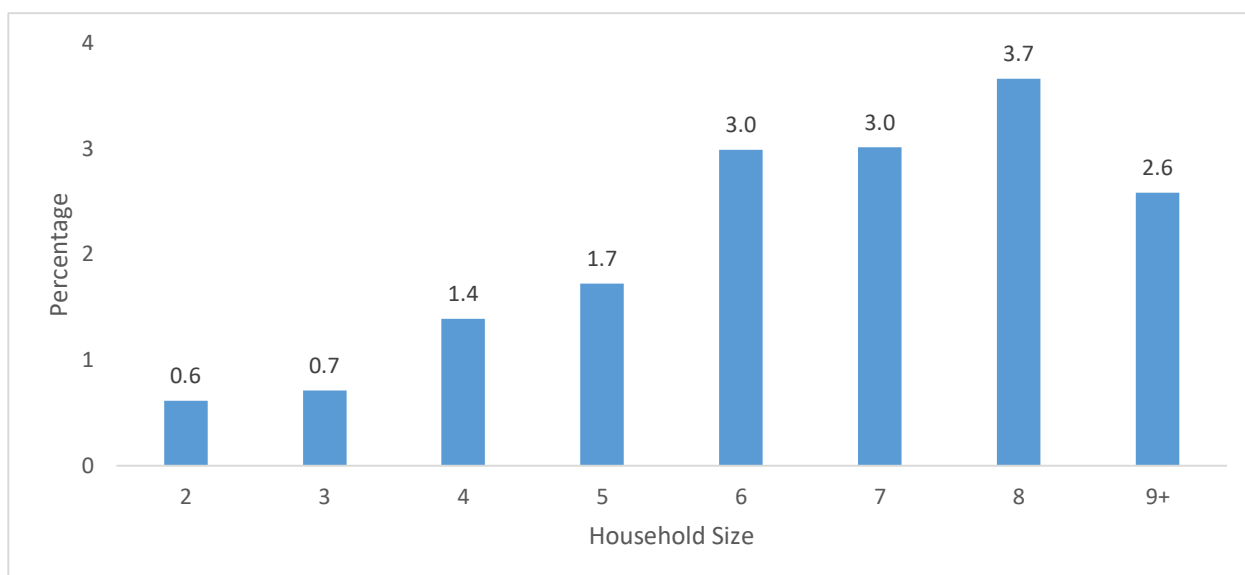


Figure 15.9: Distribution of Child Labour by Household Size, Zimbabwe 2019 LFCLS

15.6.5 Highest Level of Education of Head of Household

Child labour prevalence was more pronounced in households where the head had low levels of education. About 36 percent of children living in households where the head had ECE were engaged in child labour. Child labour was at about two percent among children living in households where the head had never been to school, had primary or vocational certificate. See Figure 15.10.

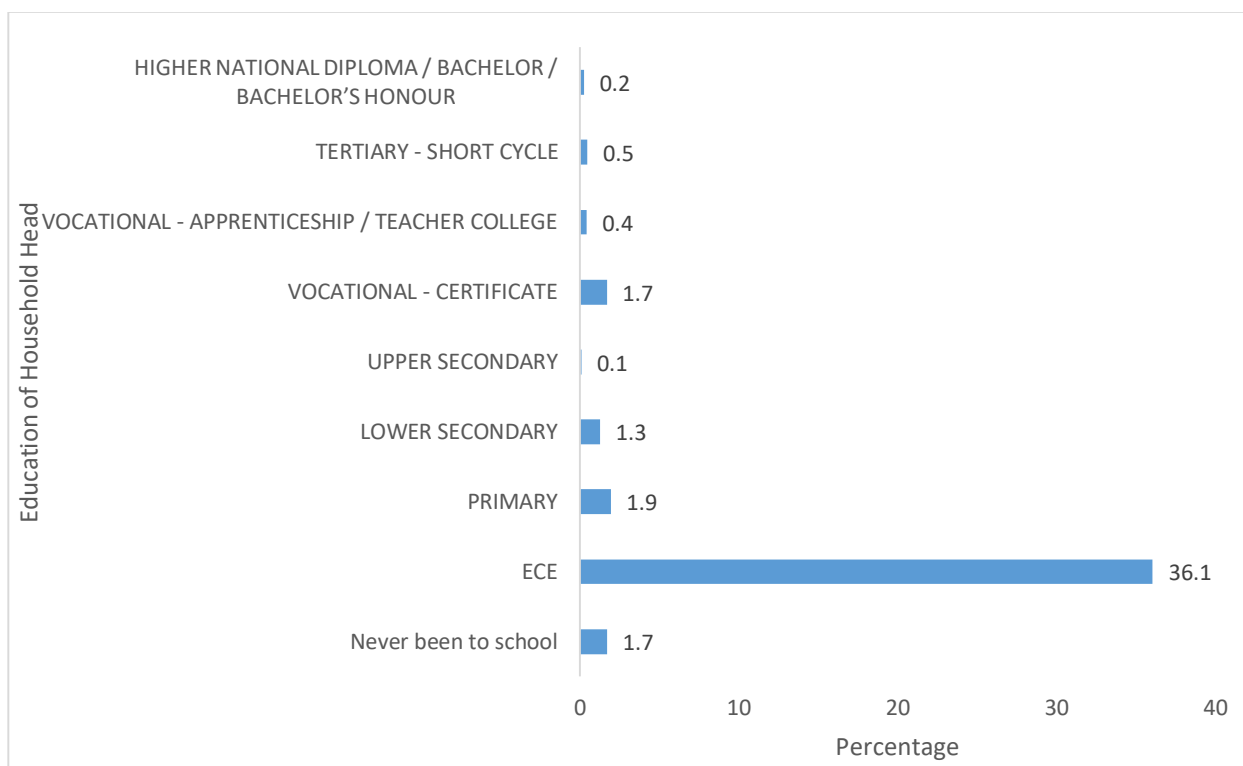


Figure 15.10: Distribution of Child Labour by Education of Head of Household, Zimbabwe 2019 LFCLS

15.6.6 Reasons for Working

The survey sought reasons for working among children in the age group 5 to 14 years who were engaged in child labour. *Figure 15.11* shows that about 62 percent of the children were working for their own up keep while about 22 percent were working to supplement household income.

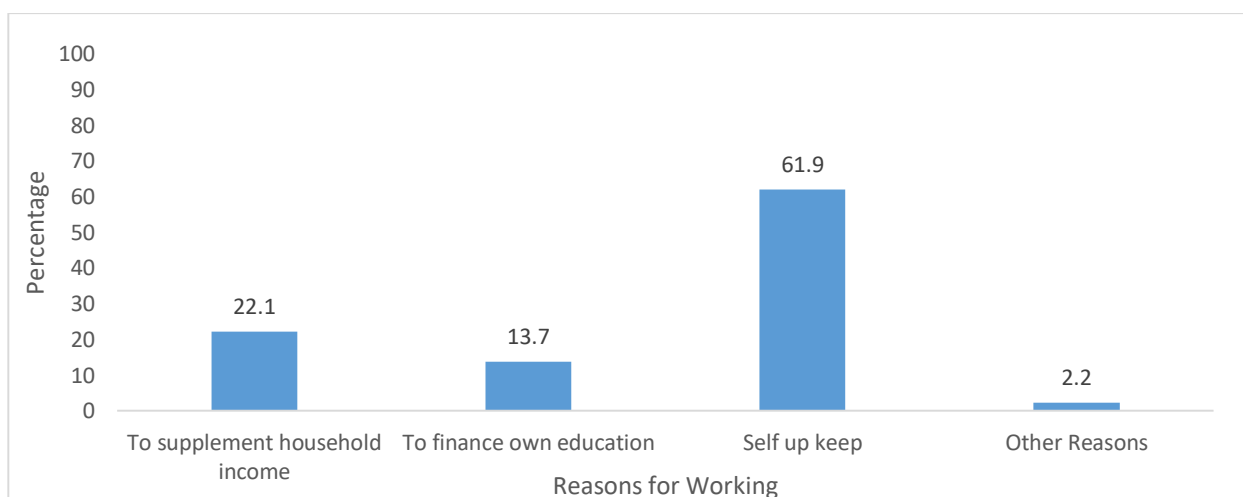


Figure 15.11: Reasons for Working among Children 5-14 Years Engaged in Child Labour, Zimbabwe 2019 LFCLS

15.6.7 Utilisation of Earnings

To further understand the context of child labour, the survey sought information on how the children's earnings were utilised. Forty-two percent of the children in child labour spent all the earnings themselves while about 18 percent gave part of their earnings to parents/guardians by themselves. *See Figure 15.12.*

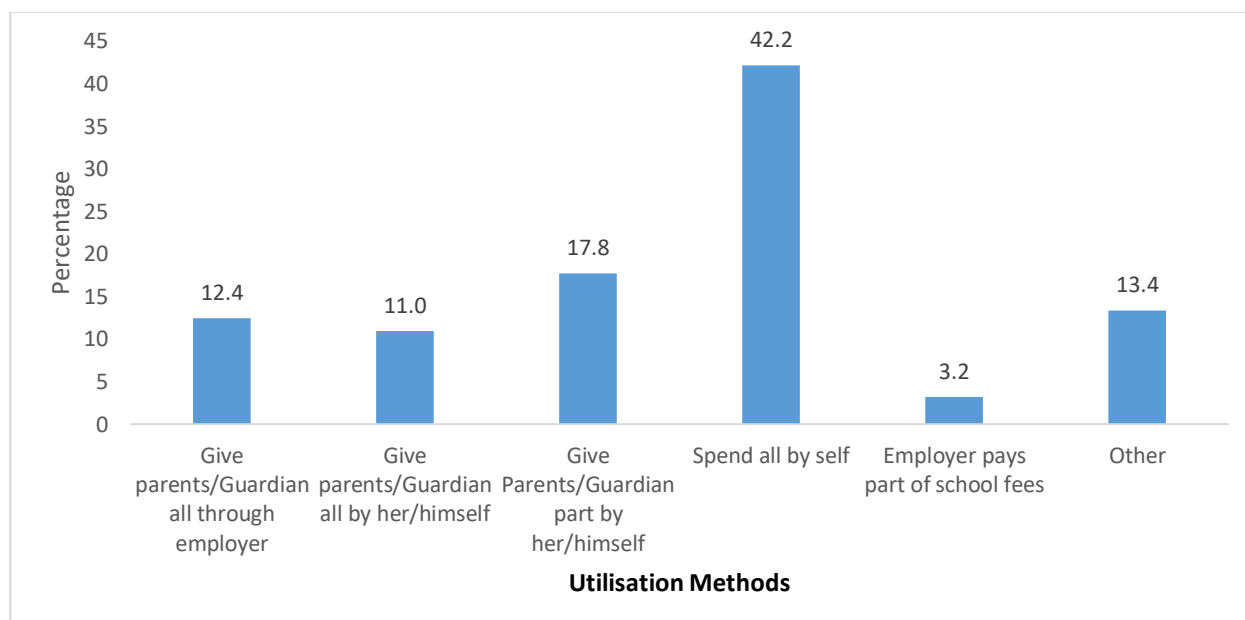


Figure 15.12. Utilisation of Earnings by Children Engaged in Child Labour, Zimbabwe 2019 LFCLS

15.6.8 Working Time

The majority of children engaged in child labour (60%) indicated that they had no specific working time. About six percent indicated that they worked during the night, between 8pm and 4am. Nearly 22 percent of the children worked in the afternoon, that is, between 12pm and 7 pm while about 13 percent worked between 5am and 11 am. *See Figure 15.13.*

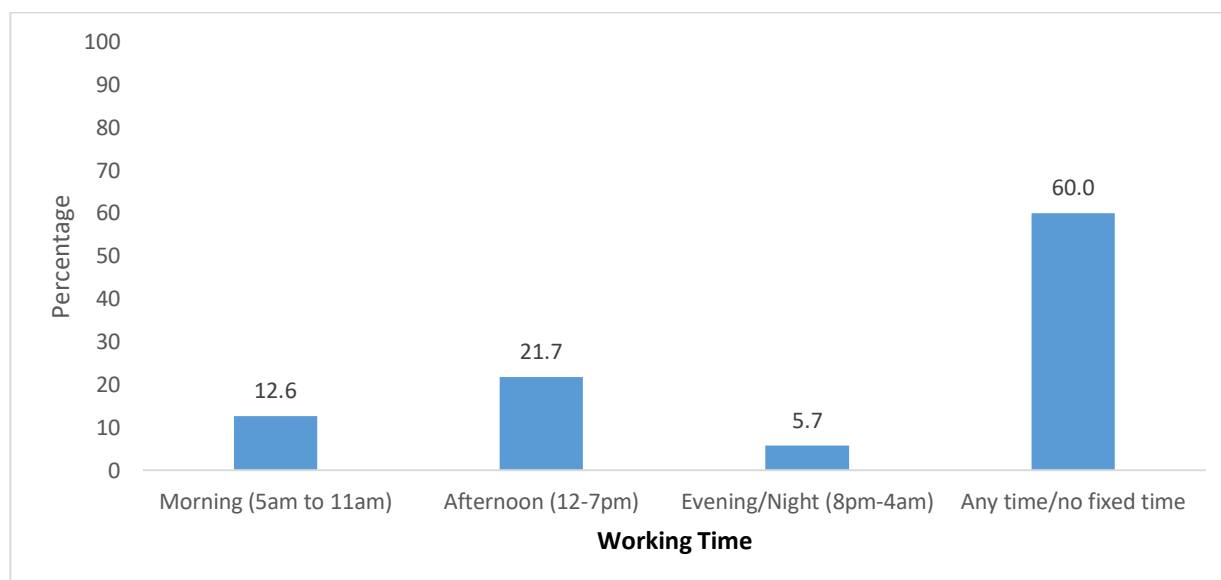


Figure 15.13 Working Time among Children Engaged in Child Labour, Zimbabwe 2019 LFCLS

In order to understand the interaction of work and school attendance among children engaged in child labour, information was collected for the children who were currently attending school regarding specific time of the day that they worked in the last 7 days preceding the survey. *Figure 15.14* shows that most of the children (57%) who were currently attending school usually worked during weekends while about 36 percent worked after school.

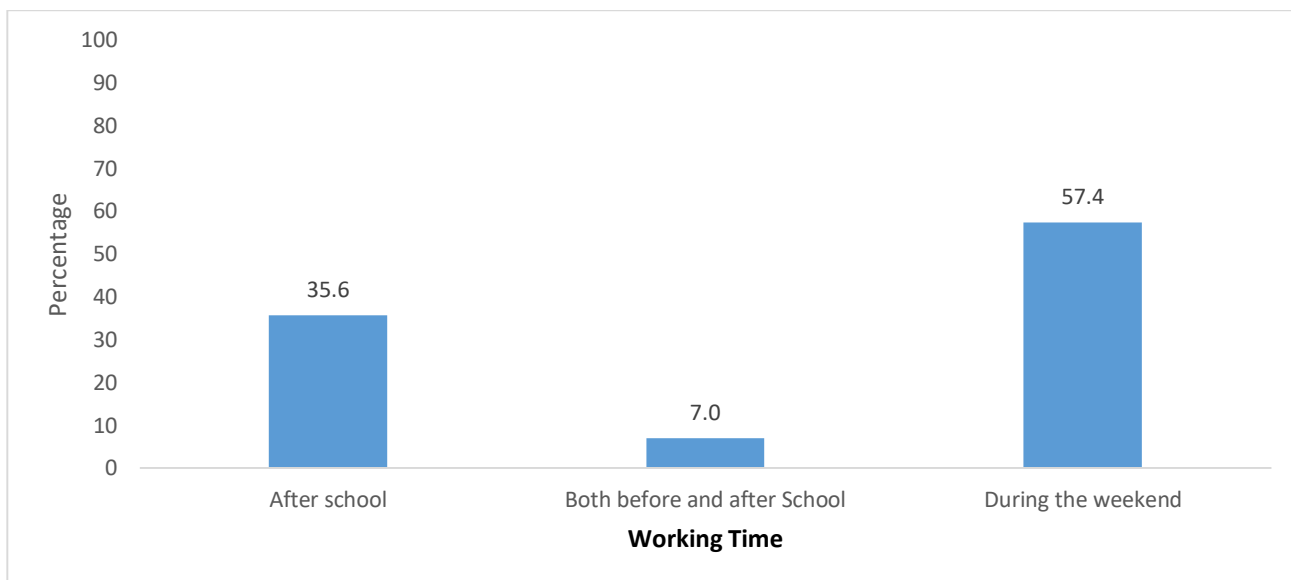


Figure 15.14 Working Time among Children who were Currently Attending School and were in Child Labour, Zimbabwe 2019 LFCLS

15.6.9 Conclusion

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. About 21 percent of the children in child labour were orphaned. 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 up keep and to supplement household income. Child labour prevalence was more pronounced in households where the head had low levels of education.

Appendix 1 Zimbabwe 2019 LFCLS Questionnaire

2019 LABOUR FORCE AND CHILD LABOUR SURVEY QUESTIONNAIRE



HOUSEHOLD INFORMATION PANEL		HH
HH1. Cluster number: _____		HH2. Household number: _____
HH3. Interviewers' name and number: NAME: NUMBER _____		HH5. PROVINCE: MANICALAND.....1 MASHONALAND CENTRAL.....2 MASHONALAND EAST.....3 MASHONALAND WEST.....4 MATABELELAND NORTH.....5 MATABELELAND SOUTH.....6 MIDLANDS.....7 MASVINGO.....8 HARARE.....9 BULAWAYO.....0
HH4. Supervisor's name and number: NAME: NUMBER _____		
HH6. Day / Month / Year of interview: ____ / ____ / 2019		
HH7 AREA:	URBAN 1 RURAL 2	
HH8. District _____		
<p><i>Check that the respondent is a knowledgeable member of the household and at least 18 years old before proceeding. You may only interview a child age 15-17 if there is no adult member of the household or all adult members are incapacitated. You may not interview a child under age 15.</i></p>		HH9. Record Start Time.
		HOURS : MINUTES ____ : ____
		HH9A. Record End Time.
		HOURS : MINUTES ____ : ____
<p>HH10.</p> <p>Hello, my name is (your name). I am employed by the Zimbabwe National Statistics Agency (ZIMSTAT). I am here to collect data for Labour Force and Child Labour Survey. The survey provides in-depth information on the labour force as well as socio-economic indicators useful in monitoring living conditions in Zimbabwe. The interview usually takes about 45 minutes. All the information collected in the Survey is strictly confidential and will be published and used in aggregated form where no individual/household data can be recognised. May I start now?</p>		
<p>HH11. YES, PERMISSION IS GIVEN 1 NO/NOT ASKED 2</p>		<p>1 ⇨ BACKGROUND CHARACTERISTICS 2</p>
<p>HH12. Result of interview:</p> <p><i>Discuss any result not completed with Supervisor.</i></p>	<p>COMPLETED.....01 NO HOUSEHOLD MEMBER AT HOME OR NO COMPETENT RESPONDENT AT HOME AT TIME OF VISIT.....02 ENTIRE HOUSEHOLD ABSENT FOR EXTENDED PERIOD OF TIME.....03 REFUSED.....04 DWELLING VACANT OR ADDRESS NOT A DWELLING.....05 DWELLING DESTROYED.....06 DWELLING NOT FOUND.....07 OTHER (specify).....96</p>	

HH13. Name and line number of the chief respondent to <i>Questionnaire:</i> NAME _____
HOUSEHOLD MEMBERS
CHILDREN UNDER 5
CHILDREN 5-17
MEMBERS 15 YEARS AND ABOVE
ADDRESS OF HOUSEHOLD

<i>To be filled after the Questionnaire is completed</i>			
	TOTAL	MALE	FEMALE
HH14	— —	— —	— —
HH15	— —	— —	— —
HH16	— —	— —	— —
HH17	— —	— —	— —

BACKGROUND CHARACTERISTICS

BC

First complete BC1-BC4 vertically for all household members, starting with the head of the household. Once BC1-BC4 are complete for all members, make sure to probe for additional members: Those that are not currently at home, any infants or small children and any others who may not be related (such as servants, friends) but who usually live in the household. Then, ask questions BC5A-BC11 for each member one at a time. If additional questionnaires are used, indicate by ticking this box: ☐

BC1. Line number	BC2. First, please tell me the name of each person who usually lives here, starting with the head of the household. Probe for additional household members.	BC3. What is (name's) relationship to head of household?	BC4. Is (name) male or female? 1 Male 2 Female	BC5A. What is (name)'s date of birth?		BC5. How old was (name) at his/her last birthday? Enter age in completed years ("00" for children less than 1 year) Record 98 for those aged 98 and over	BC6. Age 0-17? 1 Yes 2 No <input type="checkbox"/> BC9	BC7. Is (name's) biological mother alive? 1. Yes 2. No 8. Don't know	BC8. Is (name's) biological father alive? 1. Yes 2. No 8. Don't know	BC9. Age 12 Years and above? 1 Yes 2 No <input type="checkbox"/> BC11	BC10. What is (name's) marital status? 1. Never married 2. Married 3. Divorce/ Separated 4. Widowed	BC11. What is (name's) religion? Roman Catholic....11 Protestant.....12 Pentecostal.....13 Apostolic Sect.....14 Zion.....15 Other Christian (Specify)....16 Islam.....17 Traditional.....18 No Religion.....19 Other Religion (Specify) __ 96 Dk.....98								
LINE	NAME	RELATION*	M	F	MONTH	YEAR	AGE	Y	N	Y	N	DK		Y	N	N	M	D	W	RELIGION
01		0 1	1	2				1	2	1	2	8	1	2	8	1	2	1234		11 12 13 14 15 16 17 18 19 96 98
02			1	2				1	2	1	2	8	1	2	8	1	2	1 2 3 4		11 12 13 14 15 16 17 18 19 96 98
03			1	2				1	2	1	2	8	1	2	8	1	2	1 2 3 4		11 12 13 14 15 16 17 18 19 96 98
04			1	2				1	2	1	2	8	1	2	8	1	2	1 2 3 4		11 12 13 14 15 16 17 18 19 96 98
05			1	2				1	2	1	2	8	1	2	8	1	2	1 2 3 4		11 12 13 14 15 16 17 18 19 96 98
06			1	2				1	2	1	2	8	1	2	8	1	2	1 2 3 4		11 12 13 14 15 16 17 18 19 96 98
07			1	2				1	2	1	2	8	1	2	8	1	2	1 2 3 4		11 12 13 14 15 16 17 18 19 96 98
08			1	2				1	2	1	2	8	1	2	8	1	2	1 2 3 4		11 12 13 14 15 16 17 18 19 96 98
09			1	2				1	2	1	2	8	1	2	8	1	2	1 2 3 4		11 12 13 14 15 16 17 18 19 96 98
10			1	2				1	2	1	2	8	1	2	8	1	2	1 2 3 4		11 12 13 14 15 16 17 18 19 96 98
11			1	2				1	2	1	2	8	1	2	8	1	2	1 2 3 4		11 12 13 14 15 16 17 18 19 96 98
12			1	2				1	2	1	2	8	1	2	8	1	2	1 2 3 4		11 12 13 14 15 16 17 18 19 96 98
13			1	2				1	2	1	2	8	1	2	8	1	2	1 2 3 4		11 12 13 14 15 16 17 18 19 96 98
14			1	2				1	2	1	2	8	2	8	1	2	1 2 3 4		11 12 13 14 15 16 17 18 19 96 98	
15			1	2				1	2	1	2	8	1	2	8	1	2	1234		11 12 13 14 15 16 17 18 19 96 98

* Codes for BC3: Relationship to head of household:

01 HEAD
02 SPOUSE / PARTNER
03 SON / DAUGHTER
04 SON-IN-LAW / DAUGHTER-IN-LAW

05 GRANDCHILD
06 PARENT
07 PARENT-IN-LAW
08 BROTHER / SISTER

09 BROTHER-IN-LAW / SISTER-IN-LAW
10 UNCLE/AUNT
11 NIECE / NEPHEW
12 OTHER RELATIVE

13 ADOPTED / FOSTER / STEPCHILD
14 SERVANT (LIVE-IN)
96 OTHER (NOT RELATED)
98 DK

MIGRATION (for all persons)						M		
Line Number	NAME AND AGE		M1. Where was (<i>name</i>) born?	M2. What is (<i>name's</i>) citizenship?	M3. Has (<i>name</i>) moved from one district /country to another since June 2014?	M4. Where was (<i>name</i>) living before? (Before the most recent move)	M5. What was the main reason why (<i>name</i>) moved here?	M6. . With whom did (<i>name</i>) move?
	Copy names and ages of all members of the household from BC2 and BC5 to below and to next page of the module.		Enter District/ Country code of usual residence Probe. Is it where the parents were staying..	Enter country code ("000" for Zimbabwe)	1 Yes 2 No NEXT LINE/NEXT MODULE	Enter District/ Country code	1. Job transfer 2. Arranged job 3. Looking for better agriculture land 4. Business opportunities 5. Looking for paid work 6. Join spouse/marriage/family 7. Attend school/training 8. Divorce/Separation 9. Natural Disaster 10. Death related 11. Illness related 96. Other (Specify).....	1. Alone 2. Entire household 3. Spouse 4. Son/daughter 5. Parent(s) 6. Brother/ Sister 7. Other Relative 8. Not related 9. Part of household
LINE	NAME	AGE	BIRTH PLACE	CITIZENSHIP	Y N	PREVIOUS RESIDENCE	REASON FOR MOVING	WHOM MOVED WITH
01					1 2		1 2 3 4 5 6 7 8 9 10 11 96	1 2 3 4 5 6 7 8
02					1 2		1 2 3 4 5 6 7 8 9 10 11 96	1 2 3 4 5 6 7 8
03					1 2		1 2 3 4 5 6 7 8 9 10 11 96	1 2 3 4 5 6 7 8
04					1 2		1 2 3 4 5 6 7 8 9 10 11 96	1 2 3 4 5 6 7 8
05					1 2		1 2 3 4 5 6 7 8 9 10 11 96	1 2 3 4 5 6 7 8
06					1 2		1 2 3 4 5 6 7 8 9 10 11 96	1 2 3 4 5 6 7 8
07					1 2		1 2 3 4 5 6 7 8 9 10 11 96	1 2 3 4 5 6 7 8
08					1 2		1 2 3 4 5 6 7 8 9 10 11 96	1 2 3 4 5 6 7 8
09					1 2		1 2 3 4 5 6 7 8 9 10 11 96	1 2 3 4 5 6 7 8
10					1 2		1 2 3 4 5 6 7 8 9 10 11 96	1 2 3 4 5 6 7 8
11					1 2		1 2 3 4 5 6 7 8 9 10 11 96	1 2 3 4 5 6 7 8
12					1 2		1 2 3 4 5 6 7 8 9 10 11 96	1 2 3 4 5 6 7 8
13					1 2		1 2 3 4 5 6 7 8 9 10 11 96	1 2 3 4 5 6 7 8
14					1 2		1 2 3 4 5 6 7 8 9 10 11 96	1 2 3 4 5 6 7 8
15					1 2		1 2 3 4 5 6 7 8 9 10 11 96	1 2 3 4 5 6 7 8

EDUCATION FOR PERSONS AGED 3YEARS AND ABOVE																				ED										
Line number	NAME AND AGE.		ED1..		ED2.			ED3.			ED4.										ED5.									
	Copy names and ages of all members of the household from BC2 and BC5 to below and to next page of the module.		Check: Age 3 or above?		Has (name) ever attended school or any Early Childhood Education programme?			What is the main reason why (name) has never been to school?			What is the highest level and grade/form/year of school (name) has ever attended?										Did (name) <u>complete</u> that (grade/form year)?									
			1 YES 2 NO ✕ Next Line	1 NO, NEVER BEEN 2 YES, AT SCHOOL ✕ ED4 3 YES, LEFT SCHOOL ✕ ED4			1. Financial constraints 2. School too far away 3. Ill/sick 4. Still too young 5. Education not considered valuable 6. Other (Specify) SKIP TO NEXT PERSON/MODULE			Level: 00ECE 01 Primary 02 VocATIONAL- nATIONaI FOUNDATION cERTIFIcATE 03 Lower Secondary 04 Upper Secondary 05 VOCATIONAL - CERTIFICATE 06 VOCAT - APPRENTICESHIP / TEACHER COLLEGE 07 TERTIARY - SHORT CYCLE 08 TERTIARY - HIGHER NATIONAL DIPLOMA / BACHELOR / BACHELOR HONOURS 09 TERTIARY - MASTER / DOCTORATE MEDICAL COURSES 10 DOCTORATE 98 DK										GRADE/FORM/ YEAR: 98 DK Codes: 01-10			1 YES 2 NO 8 DK							
LINE	NAME	AGE	YES	NO							LEVEL										GRADE/FORM/ YEAR	Y	N	DK						
01		___	1	2	1	2	3	1	2	3	4	5	6	00	01	02	03	04	05	06	07	08	09	10	98	___	___	1	2	8
02		___	1	2	1	2	3	1	2	3	4	5	6	00	01	02	03	04	05	06	07	08	09	10	98	___	___	1	2	8
03		___	1	2	1	2	3	1	2	3	4	5	6	00	01	02	03	04	05	06	07	08	09	10	98	___	___	1	2	8
04		___	1	2	1	2	3	1	2	3	4	5	6	00	01	02	03	04	05	06	07	08	09	10	98	___	___	1	2	8
05		___	1	2	1	2	3	1	2	3	4	5	6	00	01	02	03	04	05	06	07	08	09	10	98	___	___	1	2	8
06		___	1	2	1	2	3	1	2	3	4	5	6	00	01	02	03	04	05	06	07	08	09	10	98	___	___	1	2	8
07		___	1	2	1	2	3	1	2	3	4	5	6	00	01	02	03	04	05	06	07	08	09	10	98	___	___	1	2	8
08		___	1	2	1	2	3	1	2	3	4	5	6	00	01	02	03	04	05	06	07	08	09	10	98	___	___	1	2	8
09		___	1	2	1	2	3	1	2	3	4	5	6	00	01	02	03	04	05	06	07	08	09	10	98	___	___	1	2	8
10		___	1	2	1	2	3	1	2	3	4	5	6	00	01	02	03	04	05	06	07	08	09	10	98	___	___	1	2	8
11		___	1	2	1	2	3	1	2	3	4	5	6	00	01	02	03	04	05	06	07	08	09	10	98	___	___	1	2	8
12		___	1	2	1	2	3	1	2	3	4	5	6	00	01	02	03	04	05	06	07	08	09	10	98	___	___	1	2	8
13		___	1	2	1	2	3	1	2	3	4	5	6	00	01	02	03	04	05	06	07	08	09	10	98	___	___	1	2	8
14		___	1	2	1	2	3	1	2	3	4	5	6	00	01	02	03	04	05	06	07	08	09	10	98	___	___	1	2	8
15		___	1	2	1	2	3	1	2	3	4	5	6	00	01	02	03	04	05	06	07	08	09	10	98	___	___	1	2	8

Line number	NAME AND AGE. Copy names and ages of all members of the household from BC2 and BC5 to below and to next page of the module.		ED7. ED4 Highest Level of Education attended = 02, 05, 06, 07, 08, 09 OR 10 1 YES 2 NO ☹ Next Line/Module	ED8.		For age 3-24 Years and Code 3 in ED2
				What is (name's) field of specialisation?		ED9. What was the main reason why (name) left school? 1. FINANCIAL CONSTRAINTS 2. SCHOOL TOO FAR AWAY 3. ILL/SICK 4. MARRIAGE/ PREGNANCY RELATED 5. COMPLETED/ SATISFIED 6. WAITING TO PROCEED TO THE NEXT LEVEL 7. REFUSED 8. EXPULSION 9. TO WORK/LOOKING FOR WORK 10. CARING FOR THE SICK 11. FAILED EXAMS 96. OTHER (SPECIFY).....
LIN E	NAME	AGE	YESNO	FIELD OF SPECIALISATION	ISCED CODE	REASON
01		___	1 2		___	1 2 3 4 5 6 7 8 9 10 96
02		___	1 2		___	1 2 3 4 5 6 7 8 9 10 96
03		___	1 2		___	1 2 3 4 5 6 7 8 9 10 96
04		___	1 2		___	1 2 3 4 5 6 7 8 9 10 96
05		___	1 2		___	1 2 3 4 5 6 7 8 9 10 96
06		___	1 2		___	1 2 3 4 5 6 7 8 9 10 96
07		___	1 2		___	1 2 3 4 5 6 7 8 9 10 96
08		___	1 2		___	1 2 3 4 5 6 7 8 9 10 96
09		___	1 2		___	1 2 3 4 5 6 7 8 9 10 96
10		___	1 2		___	1 2 3 4 5 6 7 8 9 10 96
11		___	1 2		___	1 2 3 4 5 6 7 8 9 10 96
12		___	1 2		___	1 2 3 4 5 6 7 8 9 10 96
13		___	1 2		___	1 2 3 4 5 6 7 8 9 10 96
14		___	1 2		___	1 2 3 4 5 6 7 8 9 10 96
15		___	1 2		___	1 2 3 4 5 6 7 8 9 10 96

ADULT AND CHILD FUNCTIONING(for persons 5 years and above)

D

Line number	NAME AND AGE <i>Copy names and ages of all members of the household from BC2and BC5 to below and to next page of the module</i>		RESPONSE CODES FOR CAUSE OF DIFFICULTY											
			RESPONSE CODES FOR DIFFICULTIES											
			1. No. no difficulty Skip to next difficulty/module 2. Yes, some difficulty 3. Yes, a lot of difficulty 4. Cannot at all 1. Born with disability 2. Work related accident 3. Other accident 4. Illness/Ageing 6.Other (Specify) 8. DK											
		D1. Does (<i>name</i>) have difficulty seeing, even if wearing glasses?	D1a. What caused the difficulty seeing?	D2. Does (<i>name</i>) have difficulty hearing, even if using hearing aid?	D2a. What caused the difficulty hearing?	D3. Does (<i>name</i>) have difficulty walking or climbing steps?	D3a. What caused the difficulty walking?	D4. Does (<i>name</i>) have difficulty remembering or concentrating?	D4a. What caused the difficulty remembering or concentrating?	D5. Does (<i>name</i>) have difficulty with self-care such as (bathing or dressing)?	D5a. What caused the difficulty with self care?	D6. Does (<i>name</i>) have difficulty communicating for example understanding or being understood by others?	D6a. What caused the difficulty communicating?	
	NAME	AGE	SEEING	HEARING	WALKING	CONCENTRATING	SELF CARE	COMMUNICATING						
01		_____	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8
02		_____	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8
03		_____	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8
04		_____	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8
05		_____	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8
06		_____	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8
07		_____	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8
08		_____	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8
09		_____	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8
10		_____	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8
11		_____	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8
12		_____	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8
13		_____	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8
14		_____	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8
15		_____	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8	1 2 3 4	1 2 3 4 6 8

EMPLOYMENT AT WORK (for persons 5 years and above)EM						TEMPORARY ABSENCE (for persons 5 years and above)										TA													
LINE NUM BER	NAME AND AGE		EM1. During the last 7 days, did (<i>name</i>) do any work for a wage, salary or any other pay, even if only for one hour?		EM2. During the last 7 days, did (<i>name</i>) run or do any kind of business, farming or other activity to generate income, even if only for one hour? <i>READ IF NEEDED: For example: [making things for sale, growing produce for sale, buying and reselling things, provided services for pay, raising animals or catching fish for sale]</i>		EM3. During the last 7 days, did (<i>name</i>) help with the paid job or business of a household or family member, even if only for one hour?		TA1. Even though (<i>name</i>) did not work during the last 7 days did (<i>name</i>) have a paid job or a business?		TA2. Why did (<i>name</i>) not work during the last 7 days?										TA2a. During the low/off-season, does (<i>name</i>) continue to do some work for that job or business?		TA3. Including the time that (<i>name</i>) has been absent, will (<i>name</i>) return to that same job or business in 3 months or less?		TA4. Does (<i>name</i>) continue to receive an income from his/her job or business during this absence?				
	Copy names and ages of all members of the household from BC2 and BC5 to below and to next page of the module		1. Yes SMJ1		2. No		1. Yes AG2		2. No		<div> <div>1. Yes</div> <div>2. No AG1</div> </div>										1. Yes AG2		2. No AG1		1. Yes AG2		2. No AG1		
			1. Yes AG1		2. No		1. Yes AG2		2. No		<div> <div>1. Yes AG2</div> <div>2. No AG1</div> </div>										1. Yes AG2		2. No AG1		1. Yes AG2		2. No AG1		
LINE	NAME	AGE	YES	NO	YES	NO	YES	NO	YES	NO	REASON FOR NOT WORKING										YES	NO	YES	NO	YES	NO			
01		— —	1	2	1	2	1	2	1	2	1	2	3	4	5	6	7	8	9	10	11	12	96	1	2	1	2	1	2
02		— —	1	2	1	2	1	2	1	2	1	2	3	4	5	6	7	8	9	10	11	12	96	1	2	1	2	1	2
03		— —	1	2	1	2	1	2	1	2	1	2	3	4	5	6	7	8	9	10	11	12	96	1	2	1	2	1	2
04		— —	1	2	1	2	1	2	1	2	1	2	3	4	5	6	7	8	9	10	11	12	96	1	2	1	2	1	2
05		— —	1	2	1	2	1	2	1	2	1	2	3	4	5	6	7	8	9	10	11	12	96	1	2	1	2	1	2
06		— —	1	2	1	2	1	2	1	2	1	2	3	4	5	6	7	8	9	10	11	12	96	1	2	1	2	1	2
07		— —	1	2	1	2	1	2	1	2	1	2	3	4	5	6	7	8	9	10	11	12	96	1	2	1	2	1	2
08		— —	1	2	1	2	1	2	1	2	1	2	3	4	5	6	7	8	9	10	11	12	96	1	2	1	2	1	2
9		— —	1	2	1	2	1	2	1	2	1	2	3	4	5	6	7	8	9	10	11	12	96	1	2	1	2	1	2
10		— —	1	2	1	2	1	2	1	2	1	2	3	4	5	6	7	8	9	10	11	12	96	1	2	1	2	1	2
11		— —	1	2	1	2	1	2	1	2	1	2	3	4	5	6	7	8	9	10	11	12	96	1	2	1	2	1	2
12		— —	1	2	1	2	1	2	1	2	1	2	3	4	5	6	7	8	9	10	11	12	96	1	2	1	2	1	2
13		— —	1	2	1	2	1	2	1	2	1	2	3	4	5	6	7	8	9	10	11	12	96	1	2	1	2	1	2
14		— —	1	2	1	2	1	2	1	2	1	2	3	4	5	6	7	8	9	10	11	12	96	1	2	1	2	1	2
15		— —	1	2	1	2	1	2	1	2	1	2	3	4	5	6	7	8	9	10	11	12	96	1	2	1	2	1	2

AGRICULTURAL WORK AND MARKET ORIENTATION(for persons 5 years and above)												AG								
LINE NUMBER	NAME AND AGE <i>Copy names and ages of all members of the household from BC2 and BC5 to below and to next page of the module</i>		AG1. During the last 7 days did (name) do any work in farming, such as crop farming and animal rearing? 1. Yes <input type="checkbox"/> AG3 2. No <input type="checkbox"/> JS1		AG2. Was this work that you mentioned in...? <i>READ CATEGORIES & MARK ALL THAT APPLY</i> A. Farming such as crop farming and animal rearing. B. Another type of job or business <input type="checkbox"/> MJ1		AG3. Thinking about the animals/products (name) worked on, are they intended...? <i>READ CATEGORIES & MARK ONE:</i> 1. Only for sale <input type="checkbox"/> MJ1 2. Mainly for sale <input type="checkbox"/> MJ1 3. Mainly for household use 4. Only for household use				AG4. Was (name) hired by someone else to do this work? 1. Yes <input type="checkbox"/> MJ1 2. No		AG5. What is the main product from farming that (name) was working on? <i>For example: [citrus fruits, vegetables, freshwater fish, cattle, chicken, rice]</i>		AG5A. ISIC CODE		AG6. During the last 7 days, on how many days did (name) work in this activity?		AG7. How many hours per day did (name) spend doing this during the last 7 days? _____ HOURS PER DAY <input type="checkbox"/> JS1 ENTER 98 FOR DON'T KNOW	
LINE	NAME	AGE	YES	NO	A	B				YES	NO	PRODUCTS	ISIC CODE	DAYS	HOURS					
01		_____	1	2	A	B	1	2	3	4	1	2								
02		_____	1	2	A	B	1	2	3	4	1	2								
03		_____	1	2	A	B	1	2	3	4	1	2								
04		_____	1	2	A	B	1	2	3	4	1	2								
05		_____	1	2	A	B	1	2	3	4	1	2								
06		_____	1	2	A	B	1	2	3	4	1	2								
07		_____	1	2	A	B	1	2	3	4	1	2								
08		_____	1	2	A	B	1	2	3	4	1	2								
9		_____	1	2	A	B	1	2	3	4	1	2								
10		_____	1	2	A	B	1	2	3	4	1	2								
11		_____	1	2	A	B	1	2	3	4	1	2								
12		_____	1	2	A	B	1	2	3	4	1	2								
13		_____	1	2	A	B	1	2	3	4	1	2								
14		_____	1	2	A	B	1	2	3	4	1	2								
15		_____	1	2	A	B	1	2	3	4	1	2								

CHARACTERISTICS OF MAIN JOB (for persons 5 years and above)					MJ			
LINE NUM BER	NAME AND AGE		MJ1. During the last 7 days did (name) have more than one job or business? 1. One job /business MJ3 2. More than one	MJ2. INTERVIEWER TO READ: I am now going to ask you some questions about (name) 's main job. The main job is the one where (name) usually work the highest number of hours even if (name) was temporarily absent during the last 7 days.	MJ3. In (name) 's main job, what kind of work does (name) usually do? ([e.g. Cattle farmer – Policeman , Cook , Primary school teacher])	MJ3a. What are the main tasks/duties (name) usually does? ([e.g. breed, raise and sell cattle; patrol the streets; plan and prepare meals; teach children how to read and write])	MJ3b. ISCO CODE	
LINE	NAME	AGE	ONE	MORE		JOB TITLE OR DESCRIPTION	MAIN TASKS AND DUTIES	ISCO CODE
01			1	2				
02			1	2				
03			1	2				
04			1	2				
05			1	2				
06			1	2				
07			1	2				
08			1	2				
9			1	2				
10			1	2				
11			1	2				
12			1	2				
13			1	2				
14			1	2				
15			1	2				

CHARACTERISTICS OF MAIN JOB						MJ	
LINE NUM BER	NAME AND AGE		MJ4. Does the business or place where (<i>name</i>) works have a name?	MJ5. What is the name?	MJ6. What is the main activity of the business or place where (<i>name</i>) works?	MJ6a. What are goods/services produced/offered by business/place of work?	MJ6b. ISIC CODE
	<i>Copy names and ages of all members of the household from BC2 and BC5 to below and to next page of the module</i>		1. Yes 2. Business without name ✖ MJ6 3. Private household ✖ MJ6b(only paid domestic workers)		(I.e.g.: Police Department Restaurant Transport Company	(I.e.g.: Police Department -public safety; Restaurant -preparing and serving meals; Transport Company -long distance transport of goods))	
LINE			NAME	AGE		NAME	ACTIVITY
01		___	1 2 3				
02		___	1 2 3				
03		___	1 2 3				
04		___	1 2 3				
05		___	1 2 3				
06		___	1 2 3				
07		___	1 2 3				
08		___	1 2 3				
9		___	1 2 3				
10		___	1 2 3				
11		___	1 2 3				
12		___	1 2 3				
13		___	1 2 3				
14		___	1 2 3				
15		___	1 2 3				

CHARACTERISTICS OF MAIN JOB										
LINE NU MBE R	NAME AND AGE <i>Copy names and ages of all members of the household from BC2 and BC5 to below and to next page of the module</i>	AGE	MJ7. In <i>(name's)</i> main job, does <i>(name)</i> work...? READ 1. In (name's) own business MJ9 2. In a business operated by a household or household member or friend 3. As an employee for someone else/organisation MJ10 4. As an apprentice/intern MJ10 5. Helping a family member or friend who works for someone else MJ10	MJ8. Who usually makes the decisions about the running of the business? 1. <i>(Name)</i> 2. <i>(name)</i> together with other household member(s) 3. Other household member(s) only MJ10a 4. Other (non-household) person MJ10a	MJ9. Did <i>(name)</i> have any paid employees during the last 7 days? 1. Yes MJ11 2.No	MJ9a. The products or services that <i>(name)</i> offer, can (he/she) set the price (himself/herse lf)? 1. Yes MJ11 2.No	MJ9b. Why can <i>(name)</i> not set the price? Is it because READ: 1. Another enterprise or agent sets the price MJ11 2. Prices are set by the customer(s) MJ11 3. Government defines the price by law/regulation MJ11 4. Prices are negotiated with the customer MJ11 5. It's the going rate on the market MJ11 6. Other (specify): _____ MJ11	MJ10. Is <i>(name)</i> employed by READ: 1. Central Government 2. Local authorities/Government 3. Parastatal –financial 4. Parastatal –non financial 5. Households 6. Pvt enterprises-financial 7. Pvt enterprises-non financial 8. Co-operatives 9. NGO's 96. Other (Specify).....	MJ10a. Is <i>(name)</i> paid a wage or salary for this work? 1. Yes, wages/salaries 2. Other form of payment 3. Not paid MJ11	
LINE	NAME	AGE			YES	NO	YES	NO		
01		___	1 2 3 4 5	1 2 3 4	1	2	1	2	1 2 3 4 5 6	1 2 3 4 5 6 7 8 9 96
02		___	1 2 3 4 5	1 2 3 4	1	2	1	2	1 2 3 4 5 6	1 2 3 4 5 6 7 8 9 96
03		___	1 2 3 4 5	1 2 3 4	1	2	1	2	1 2 3 4 5 6	1 2 3 4 5 6 7 8 9 96
04		___	1 2 3 4 5	1 2 3 4	1	2	1	2	1 2 3 4 5 6	1 2 3 4 5 6 7 8 9 96
05		___	1 2 3 4 5	1 2 3 4	1	2	1	2	1 2 3 4 5 6	1 2 3 4 5 6 7 8 9 96
06		___	1 2 3 4 5	1 2 3 4	1	2	1	2	1 2 3 4 5 6	1 2 3 4 5 6 7 8 9 96
07		___	1 2 3 4 5	1 2 3 4	1	2	1	2	1 2 3 4 5 6	1 2 3 4 5 6 7 8 9 96
08		___	1 2 3 4 5	1 2 3 4	1	2	1	2	1 2 3 4 5 6	1 2 3 4 5 6 7 8 9 96
9		___	1 2 3 4 5	1 2 3 4	1	2	1	2	1 2 3 4 5 6	1 2 3 4 5 6 7 8 9 96
10		___	1 2 3 4 5	1 2 3 4	1	2	1	2	1 2 3 4 5 6	1 2 3 4 5 6 7 8 9 96
11		___	1 2 3 4 5	1 2 3 4	1	2	1	2	1 2 3 4 5 6	1 2 3 4 5 6 7 8 9 96
12		___	1 2 3 4 5	1 2 3 4	1	2	1	2	1 2 3 4 5 6	1 2 3 4 5 6 7 8 9 96
13		___	1 2 3 4 5	1 2 3 4	1	2	1	2	1 2 3 4 5 6	1 2 3 4 5 6 7 8 9 96
14		___	1 2 3 4 5	1 2 3 4	1	2	1	2	1 2 3 4 5 6	1 2 3 4 5 6 7 8 9 96
15		___	1 2 3 4 5	1 2 3 4	1	2	1	2	1 2 3 4 5 6	1 2 3 4 5 6 7 8 9 96

CHARACTERISTICS OF MAIN JOB									
LINE NUM BER	NAME AND AGE		MJ10b. (In addition/Or) does (<i>name</i>) receive as payment any of the following...?	MJ10c. Was (<i>name</i>) being paid for that work.....	MJ10d. Does (<i>name</i>) have a written contract or oral agreement with his/her employer?	MJ10e. Does the contract or agreement specify a minimum amount of hours that (<i>name</i>) is supposed to work?	MJ10f. Is (<i>name's</i>) contract/agreement.	MJ10g. What is the total duration of (<i>name's</i>) current contract?	MJ10h. Why is (<i>name</i>) working for a fixed term?
	Copy names and ages of all members of the household from BC2 and BC5 to below and to next page of the module		READ AND MARK ALL THAT APPLY A. Commission or tips B. Fees for services provided C. Payment in food or accommodation D. Payment in products X. OTHER (Specify): _____ <i>Don't read</i> E. NOT PAID	READ: 1. By the business/organisati on/household (<i>name</i>) actually did the work for? 2. Or by a different organisation or business?	1. Yes, written contract 2. Yes, oral agreement 3. No MJ10i	1. Yes 2.No, [0 hour contract or contacted when needed] 3.No, it specifies the completion of a task or tasks	READ: 1. Of limited time duration 2. Permanent or without limit of time MJ10j 3. For the completion of a task or tasks MJ10i	1.Daily contract/agreement 2. Less than one month 3. 1 to less than 3 months 4. 3 to less than 6 months 5. 6 to less than 12 months 6. 12 to less than 24 months 7. 2 years or more	1.Period of training (apprentice, trainee, research assistant, etc) 2.Required before a permanent contract is granted 3. It is seasonal work 4. It is part of an employment creation program 5. It is substitute work 6. It terminates once a specific task is completed 7. Other reasons SKIP TO MJ10j FOR ALL
LINE	NAME	AGE							
01		_____	A BC DEX	1 2	1 2 3	1 2 3	1 2 3	1 2 3 4 5 6 7	1 2 3 4 5 6 7
02		_____	A BC DEX	1 2	1 2 3	1 2 3	1 2 3	1 2 3 4 5 6 7	1 2 3 4 5 6 7
03		_____	A BC DEX	1 2	1 2 3	1 2 3	1 2 3	1 2 3 4 5 6 7	1 2 3 4 5 6 7
04		_____	A BC DEX	1 2	1 2 3	1 2 3	1 2 3	1 2 3 4 5 6 7	1 2 3 4 5 6 7
05		_____	A BC DEX	1 2	1 2 3	1 2 3	1 2 3	1 2 3 4 5 6 7	1 2 3 4 5 6 7
06		_____	A BC DEX	1 2	1 2 3	1 2 3	1 2 3	1 2 3 4 5 6 7	1 2 3 4 5 6 7
07		_____	A BC DEX	1 2	1 2 3	1 2 3	1 2 3	1 2 3 4 5 6 7	1 2 3 4 5 6 7
08		_____	A BC DEX	1 2	1 2 3	1 2 3	1 2 3	1 2 3 4 5 6 7	1 2 3 4 5 6 7
9		_____	A BC DEX	1 2	1 2 3	1 2 3	1 2 3	1 2 3 4 5 6 7	1 2 3 4 5 6 7
10		_____	A BC DEX	1 2	1 2 3	1 2 3	1 2 3	1 2 3 4 5 6 7	1 2 3 4 5 6 7
11		_____	A BC DEX	1 2	1 2 3	1 2 3	1 2 3	1 2 3 4 5 6 7	1 2 3 4 5 6 7
12		_____	A BC DEX	1 2	1 2 3	1 2 3	1 2 3	1 2 3 4 5 6 7	1 2 3 4 5 6 7
13		_____	A BC DEX	1 2	1 2 3	1 2 3	1 2 3	1 2 3 4 5 6 7	1 2 3 4 5 6 7
14		_____	A BC DEX	1 2	1 2 3	1 2 3	1 2 3	1 2 3 4 5 6 7	1 2 3 4 5 6 7
15		_____	A BC DEX	1 2	1 2 3	1 2 3	1 2 3	1 2 3 4 5 6 7	1 2 3 4 5 6 7

CHARACTERISTICS OF MAIN JOB if 1-5 in MJ10 skip (MJ11 TO MJ11d)										
LINE NUMB ER	NAME AND AGE <i>Copy names and ages of all members of the household from BC2 and BC5 to below and to next page of the module</i>		MJ10i. Is (<i>name's</i>) work seasonal work? 1. Yes 2. No	MJ10j. Is (<i>name's</i>) employer responsible for deducting any taxes on (<i>name's</i>) income or is that (<i>name's</i>) responsibility? 1. Employer is responsible 2. (<i>Name</i>) is responsible 8. DK	MJ10k. Does (<i>name's</i>) employer pay contributions to a [PENSION FUND/HEALTH INSURANCE] for him/her? 1. Yes pension only 2. Yes health insurance only 3. Yes both 4. No 8. Don't know	MJ10l. Does (<i>name</i>) get paid annual leave? 1. Yes 2. No 8. Don't know	MJ10m. Would (<i>name</i>) get paid sick leave in case of illness or injury? 1. Yes 2. No 8. Don't know	MJ11. In what kind of place does (<i>name</i>) typically work? 1. At (<i>name's</i>) own home 2. At the client's or employer's home 3. At a business, office, factory with fixed premise 4. At a fixed location, on the street 5. In the open/on farmland/on the water 6. Vehicle 7. Other with no fixed location	MJ11a. Including (<i>name</i>) how many persons work at (<i>name's</i>) place of work? 1. 1 2. 2-5 3. 6-9 4. 10-19 5. 20-49 6. 50+	
LINE	NAME	AGE				YES NO DK	YES NO DK			
01			1 2	1 2 8	1 2 3 4 8	1 2 8	1 2 8	1 2 3 4 5 6 7	1 2 3 4 5 6	
02			1 2	1 2 8	1 2 3 4 8	1 2 8	1 2 8	1 2 3 4 5 6 7	1 2 3 4 5 6	
03			1 2	1 2 8	1 2 3 4 8	1 2 8	1 2 8	1 2 3 4 5 6 7	1 2 3 4 5 6	
04			1 2	1 2 8	1 2 3 4 8	1 2 8	1 2 8	1 2 3 4 5 6 7	1 2 3 4 5 6	
05			1 2	1 2 8	1 2 3 4 8	1 2 8	1 2 8	1 2 3 4 5 6 7	1 2 3 4 5 6	
06			1 2	1 2 8	1 2 3 4 8	1 2 8	1 2 8	1 2 3 4 5 6 7	1 2 3 4 5 6	
07			1 2	1 2 8	1 2 3 4 8	1 2 8	1 2 8	1 2 3 4 5 6 7	1 2 3 4 5 6	
08			1 2	1 2 8	1 2 3 4 8	1 2 8	1 2 8	1 2 3 4 5 6 7	1 2 3 4 5 6	
9			1 2	1 2 8	1 2 3 4 8	1 2 8	1 2 8	1 2 3 4 5 6 7	1 2 3 4 5 6	
10			1 2	1 2 8	1 2 3 4 8	1 2 8	1 2 8	1 2 3 4 5 6 7	1 2 3 4 5 6	
11			1 2	1 2 8	1 2 3 4 8	1 2 8	1 2 8	1 2 3 4 5 6 7	1 2 3 4 5 6	
12			1 2	1 2 8	1 2 3 4 8	1 2 8	1 2 8	1 2 3 4 5 6 7	1 2 3 4 5 6	
13			1 2	1 2 8	1 2 3 4 8	1 2 8	1 2 8	1 2 3 4 5 6 7	1 2 3 4 5 6	
14			1 2	1 2 8	1 2 3 4 8	1 2 8	1 2 8	1 2 3 4 5 6 7	1 2 3 4 5 6	
15			1 2	1 2 8	1 2 3 4 8	1 2 8	1 2 8	1 2 3 4 5 6 7	1 2 3 4 5 6	

CHARACTERISTICS OF MAIN JOB													
LINE NUMB ER	NAME AND AGE		MJ11b. Is the business where (<i>name</i>) works a [LIMITED COMPANY, TRADING PARTNERSHIP, LIMITED PARTNERSHIP]?			MJ11c. Is the business where (<i>name</i>) work registered in the[REGISTRAR OF COMPANIES]?			MJ11d. Does the business (<i>name</i>) work(s) in keep a complete set of accounts including [ASSETS, INCOME AND EXPENDITURES, (THAT IS A COMPLETE BALANCE SHEET)]?			MJ12. Which year did (<i>name</i>) begin working in this business or for this employer?	MJ13. And which month? 1. January 2. February 3. March 4. April 5. May 6. June 7. July 8. August 9. September 10. October 11. November 12. December
LINE	NAME	AGE	YES	NO	DK	YES	NO	DK	YES	NO	DK	YEAR	MONTH
01		_____	1	2	8	1	2	8	1	2	8		1 2 3 4 5 6 7 8 9 10 11 12
02		_____	1	2	8	1	2	8	1	2	8		1 2 3 4 5 6 7 8 9 10 11 12
03		_____	1	2	8	1	2	8	1	2	8		1 2 3 4 5 6 7 8 9 10 11 12
04		_____	1	2	8	1	2	8	1	2	8		1 2 3 4 5 6 7 8 9 10 11 12
05		_____	1	2	8	1	2	8	1	2	8		1 2 3 4 5 6 7 8 9 10 11 12
06		_____	1	2	8	1	2	8	1	2	8		1 2 3 4 5 6 7 8 9 10 11 12
07		_____	1	2	8	1	2	8	1	2	8		1 2 3 4 5 6 7 8 9 10 11 12
08		_____	1	2	8	1	2	8	1	2	8		1 2 3 4 5 6 7 8 9 10 11 12
9		_____	1	2	8	1	2	8	1	2	8		1 2 3 4 5 6 7 8 9 10 11 12
10		_____	1	2	8	1	2	8	1	2	8		1 2 3 4 5 6 7 8 9 10 11 12
11		_____	1	2	8	1	2	8	1	2	8		1 2 3 4 5 6 7 8 9 10 11 12
12		_____	1	2	8	1	2	8	1	2	8		1 2 3 4 5 6 7 8 9 10 11 12
13		_____	1	2	8	1	2	8	1	2	8		1 2 3 4 5 6 7 8 9 10 11 12
14		_____	1	2	8	1	2	8	1	2	8		1 2 3 4 5 6 7 8 9 10 11 12
15		_____	1	2	8	1	2	8	1	2	8		1 2 3 4 5 6 7 8 9 10 11 12

CHARACTERISTICS OF SECOND JOB (for persons 5 years and above) SJ INTERVIEWER ONLY ASK IF RESPONDENT HAD MORE THAN ONE JOB OR BUSINESS (MJ1 = 02). OTHERWISE SKIP TO WT1. READ: I am now going to ask you some questions about (<i>name</i> 's) second job.								
LINE NUMB ER	NAME AND AGE <i>Copy names and ages of all members of the household from BC2 and BC5 to below and to next page of the module</i>		SJ1. In his/her second job, what kind of work does (<i>name</i>) usually do? (e.g. Cattle farmer, Cook, Primary school teacher)	SJ1a. What are the main tasks/duties (<i>name</i>) usually do/does? (e.g. breed, raise and sell cattle; plan and prepare meals; teach children how to read and write)	SJ1b. ISCO CODE	SJ2. Does the business or place where (<i>name</i>) works have a name? 1. Yes 2. Business without name SJ4 3. Private household SJ4b	SJ3. What is the name?	SJ4. What is the main activity of the business or place where (<i>name</i>) works? (e.g.: Security, Restaurant, Transport Company)
LINE	NAME	AGE	JOB TITLE	TASKS	ISCO		NAME	ACTIVITY
01		_____				1 2 3		
02		_____				1 2 3		
03		_____				1 2 3		
04		_____				1 2 3		
05		_____				1 2 3		
06		_____				1 2 3		
07		_____				1 2 3		
08		_____				1 2 3		
9		_____				1 2 3		
10		_____				1 2 3		
11		_____				1 2 3		
12		_____				1 2 3		
13		_____				1 2 3		
14		_____				1 2 3		
15		_____				1 2 3		

CHARACTERISTICS OF SECOND JOB																		
LINE NU MBE R	NAME AND AGE		SJ4a. What are goods/services produced/offered by business/place of work?		SJ4b. ISIC CODE		SJ5. In (<i>name's</i>) second job, does he/she work...? READ 1. In (<i>name's</i>) own business 2. In a business operated by a household or family member SJ7 3. As an employee for someone else SJ7 4. As an intern SJ7 5. Helping a family member who works for someone else SJ7		SJ6. Did (<i>name</i>) have any paid employees in the last 7 days? 1. Yes WT1 2.No		SJ6a. The products or services that (<i>name</i>) offer, can (he/she) set the price (himself/herself)? 1. Yes WT1 2.No		SJ6b. Why can (<i>name</i>) not set the price? Is it because READ 1. Another enterprise or agent sets the price 2. Prices are set by the customer(s) 3. Government defines the price by law/regulation 4.Prices are negotiated with the customer 5. It's the going rate on the market 6. Other (specify): _____ SKIP TO WT1 FOR ANY		SJ7. Which of the following types of payment does (<i>name</i>) receive for this work: READ OUT AND MARK ALL THAT APPLY. A. A wage or salary B. Commission or tips C. Fees for services provided D. Payment in food or accommodation E. Payment in products X. OTHER (Specify): _____ Don't read Z. NOT PAID WT1		SJ7a. Is (<i>name's</i>) employer responsible for deducting any taxes on (<i>name's</i>) income or is that (<i>name's</i>) responsibility? 1. Employer is responsible 2. (Name) is responsible 8. DK	
	Copy names and ages of all members of the household from BC2 and BC5 to below and to next page of the module		([e.g.: Security - public safety; Restaurant - preparing and serving meals; Transport Company - long distance transport of goods])															
LINE	NAME		AGE	GOODS/SERVICES		ISIC CODE				YES	NO	YES	NO					
01			_____					1 2 3 4 5		1	2	1	2	1 2 3 4 5 6		A B C D E X Z		1 2
02			_____					1 2 3 4 5		1	2	1	2	1 2 3 4 5 6		A B C D E X Z		1 2
03			_____					1 2 3 4 5		1	2	1	2	1 2 3 4 5 6		A B C D E X Z		1 2
04			_____					1 2 3 4 5		1	2	1	2	1 2 3 4 5 6		A B C D E X Z		1 2
05			_____					1 2 3 4 5		1	2	1	2	1 2 3 4 5 6		A B C D E X Z		1 2
06			_____					1 2 3 4 5		1	2	1	2	1 2 3 4 5 6		A B C D E X Z		1 2
07			_____					1 2 3 4 5		1	2	1	2	1 2 3 4 5 6		A B C D E X Z		1 2
08			_____					1 2 3 4 5		1	2	1	2	1 2 3 4 5 6		A B C D E X Z		1 2
9			_____					1 2 3 4 5		1	2	1	2	1 2 3 4 5 6		A B C D E X Z		1 2
10			_____					1 2 3 4 5		1	2	1	2	1 2 3 4 5 6		A B C D E X Z		1 2
11			_____					1 2 3 4 5		1	2	1	2	1 2 3 4 5 6		A B C D E X Z		1 2
12			_____					1 2 3 4 5		1	2	1	2	1 2 3 4 5 6		A B C D E X Z		1 2
13			_____					1 2 3 4 5		1	2	1	2	1 2 3 4 5 6		A B C D E X Z		1 2
14			_____					1 2 3 4 5		1	2	1	2	1 2 3 4 5 6		A B C D E X Z		1 2
15			_____					1 2 3 4 5		1	2	1	2	1 2 3 4 5 6		A B C D E X Z		1 2

WORKING TIME IN EMPLOYMENT (for persons 5 years and above and if codes 1 in EM1, B in AG2, 1or2 in AG3 or 1 in AG4)WT									
LINE NUMB ER	NAME AND AGE <i>Copy names and ages of all members of the household from BC2 and BC5 to below and to next page of the module</i>		WT1. How many hours does (name) usually work per week in his/her main job? _____ A _____ HOURS PER WEEK WT4 ENTER 998 FOR DON'T KNOW	WT2. How many days per week does (name) usually work in his/her main job? _____ B _____ NUMBER OF DAYS	WT3. How many hours per day doeshe/she usually work in his/her main job? _____ C _____ HOURS PER DAY ENTER 998 FOR DON'T KNOW	WT4. During the last 7 days, did (name) have any absences or take time off from his/her main job for any reason, for example, holidays, illness, family reasons? 1. Yes 2. No	WT5. During the last 7 days, were there any days when (name) worked extra hours in his/her main job, paid or unpaid? 1. Yes 2. No WT7	WT6. For the last 7 days, how many extra hours was this? _____ NUMBER OF HOURS ENTER 998 FOR DON'T KNOW	WT7. How many hours did (name) work in total in his/her main job during the last 7 days? _____ D _____ NUMBER OF HOURS ENTER 998 FOR DON'T KNOW
LINE	NAME	AGE	HOURS	NUMBER OF DAYS	HOURS	ABSENCE	EXTRA HOURS	HOURS	TOTAL HOURS
01		____				1 2	1 2		
02		____				1 2	1 2		
03		____				1 2	1 2		
04		____				1 2	1 2		
05		____				1 2	1 2		
06		____				1 2	1 2		
07		____				1 2	1 2		
08		____				1 2	1 2		
9		____				1 2	1 2		
10		____				1 2	1 2		
11		____				1 2	1 2		
12		____				1 2	1 2		
13		____				1 2	1 2		
14		____				1 2	1 2		
15		____				1 2	1 2		

WORKING TIME IN EMPLOYMENT											WT		
LINE NUMB ER	NAME AND AGE		WT7a. Check if MJ1=2.		WT8.	WT9.	WT10.	WT11.	WT12.	WT13.	WT13a		
	Copy names and ages of all members of the household from BC2 and BC5 to below and to next page of the module		1. Yes, MJ1=2 WT8		How many hours does (name) usually work per week in his/her second job?	During the last 7 days, is that the number of hours (name) worked in (his/her) second job?	How many hours did (name) work in the last 7 days in his/her second job?	How many hours does (name) usually work per week in his/her other job(s)?	During the last 7 days, is that the number of hours (name) worked in his/her other job(s)?	How many hours did (name) work in the last 7 days in his/her other job(s)?	INTERVIEWER: FOR RESPONDENTS WITH MORE THAN ONE JOB NOW CALCULATE TWO TOTALS: 1.TOTAL HOURS USUALLY WORKED IN ALL JOBS A OR B * C + E + G 2.TOTAL HOURS ACTUALLY WORKED IN ALL JOBS D + F OR E + G OR H CONFIRM THESE TOTALS WITH THE RESPONDENT. IF THE RESPONDENT CONFIRMS THE TOTALS ENTER THEM BELOW. IF THE RESPONDENT DOES NOT AGREE WITH THE TOTALS, ASK THEM FOR THE CORRECT TOTALS AND ENTER THEM BELOW. THEN CONTINUE WITH QUESTION WT14.		
			2. No, MJ1=1 WT14		_____ E _____ NUMBER OF HOURS ENTER 998 FOR DON'T KNOW WT10	1. Yes WT11 2. No	_____ F _____ NUMBER OF HOURS ENTER 998 FOR DON'T KNOW	_____ G _____ NUMBER OF HOURS ENTER 998 FOR DON'T KNOW WT13 ENTER 0 FOR NO OTHER JOBS WT13a	1. Yes WT14 2. No	_____ H _____ NUMBER OF HOURS ENTER 998 FOR DON'T KNOW			
LINE	NAME	AGE	YES	NO	HOURS	YES	NO	HOURS	HOURS		HOURS	HRS USUALLY WORKED	HRS ACTUALLY WORKED
01		_____	1	2		1	2			1	2		
02		_____	1	2		1	2			1	2		
03		_____	1	2		1	2			1	2		
04		_____	1	2		1	2			1	2		
05		_____	1	2		1	2			1	2		
06		_____	1	2		1	2			1	2		
07		_____	1	2		1	2			1	2		
08		_____	1	2		1	2			1	2		
9		_____	1	2		1	2			1	2		
10		_____	1	2		1	2			1	2		
11		_____	1	2		1	2			1	2		
12		_____	1	2		1	2			1	2		
13		_____	1	2		1	2			1	2		
14		_____	1	2		1	2			1	2		
15		_____	1	2		1	2			1	2		

WORKING TIME IN EMPLOYMENT																						
LINE NUMB ER	NAME AND AGE		WT14. During the last thirty days, did (<i>name</i>) look for additional or otherpaid work?		WT15. Would (<i>name</i>) want to work more hours per week than usually worked, provided the extra hours are paid?		WT16. Could (<i>name</i>) start working more hours within the next two weeks?		WT17. How many additional hours per week could (<i>name</i>) work?		WT18. Does (<i>name</i>) want to change his/her current employment situation?		WT19. What is the main reason why (<i>name</i>) wants to change his/her employment situation?									
	Copy names and ages of all members of the household from BC2 and BC5 to below and to next page of the module		1. Yes 2. No		1. Yes 2. No WT18		1. Yes 2. No WT18		NUMBER OF HOURS WT18 ENTER 998 FOR DON'T KNOW		1. Yes 2. No IP1		1. Present job(s) is/are temporary 2. To have a better paid job 3. To have more clients/business 4. To work more hours 5. To work fewer hours 6. To better match skills 7. To work closer to home 8. To improve other working conditions 96. Other specify _____ —									
LINE	NAME	AGE	YES	NO	YES	NO	YES	NO	HOURS	YES	NO											
01		___	1	2	1	2	1	2		1	2	1	2	3	4	5	6	7	8	96		
02		___	1	2	1	2	1	2		1	2	1	2	3	4	5	6	7	8	96		
03		___	1	2	1	2	1	2		1	2	1	2	3	4	5	6	7	8	96		
04		___	1	2	1	2	1	2		1	2	1	2	3	4	5	6	7	8	96		
05		___	1	2	1	2	1	2		1	2	1	2	3	4	5	6	7	8	96		
06		___	1	2	1	2	1	2		1	2	1	2	3	4	5	6	7	8	96		
07		___	1	2	1	2	1	2		1	2	1	2	3	4	5	6	7	8	96		
08		___	1	2	1	2	1	2		1	2	1	2	3	4	5	6	7	8	96		
9		___	1	2	1	2	1	2		1	2	1	2	3	4	5	6	7	8	96		
10		___	1	2	1	2	1	2		1	2	1	2	3	4	5	6	7	8	96		
11		___	1	2	1	2	1	2		1	2	1	2	3	4	5	6	7	8	96		
12		___	1	2	1	2	1	2		1	2	1	2	3	4	5	6	7	8	96		
13		___	1	2	1	2	1	2		1	2	1	2	3	4	5	6	7	8	96		
14		___	1	2	1	2	1	2		1	2	1	2	3	4	5	6	7	8	96		
15		___	1	2	1	2	1	2		1	2	1	2	3	4	5	6	7	8	96		

The following questions apply to only persons such as **paid employees, paid interns and paid apprentices**.
 READ: Now I am going to ask you some questions for persons in paid employment, paid internship and paid apprentices.

The following questions apply to only persons in EMPLOYERS AND OWN ACCOUNT WORK.

This section is preferably to be answered by the individual respondents themselves and not by any household member.

(for persons 5 years and above and if code 1 in MJ7 or SJ5)

LINE NUMB ER	NAME AND AGE		IP1. How often does (<i>name</i>) receive earnings in his/her main job?	IP2. Does (<i>name</i>) usually receive any tips or commission?		IP3. What is (<i>name</i> 's) annual/monthly/every 2weeks/weekly/daily/hourly earnings before deductions?	IE1. (<i>Name</i>), what is the easiest way for you to tell us your earnings after expenses? Would it be.....? <i>READ OUT RESPONSES</i>	IE2. What is (<i>name</i>)'s earnings after expenses?
	Copy names and ages of all members of the household from BC2 and BC5 to below and to next page of the module		1. Annually 2. Monthly 3. Every 2 weeks 4. Weekly 5. Daily 6. Hourly 7. Refused 8. Don't know	1. Yes 2. No		RECORD IN RTG\$\$		RECORD IN RTG\$\$
LINE	NAME	AGE	EARNINGS PERIODICITY	YES	NO	EARNINGS AMOUNT		EARNINGS AMOUNT
01		_____	1 2 3 4 5 6 7 8	1	2		1 2 3 4 5 6 7 8	
02		_____	1 2 3 4 5 6 7 8	1	2		1 2 3 4 5 6 7 8	
03		____ _	1 2 3 4 5 6 7 8	1	2		1 2 3 4 5 6 7 8	
04		____ _	1 2 3 4 5 6 7 8	1	2		1 2 3 4 5 6 7 8	
05		____ _	1 2 3 4 5 6 7 8	1	2		1 2 3 4 5 6 7 8	
06		____ _	1 2 3 4 5 6 7 8	1	2		1 2 3 4 5 6 7 8	
07		____ _	1 2 3 4 5 6 7 8	1	2		1 2 3 4 5 6 7 8	
08		____ _	1 2 3 4 5 6 7 8	1	2		1 2 3 4 5 6 7 8	
9		____ _	1 2 3 4 5 6 7 8	1	2		1 2 3 4 5 6 7 8	
10		____ _	1 2 3 4 5 6 7 8	1	2		1 2 3 4 5 6 7 8	
11		____ _	1 2 3 4 5 6 7 8	1	2		1 2 3 4 5 6 7 8	
12		____ _	1 2 3 4 5 6 7 8	1	2		1 2 3 4 5 6 7 8	
13		____ _	1 2 3 4 5 6 7 8	1	2		1 2 3 4 5 6 7 8	
14		____ _	1 2 3 4 5 6 7 8	1	2		1 2 3 4 5 6 7 8	
15		____ _	1 2 3 4 5 6 7 8	1	2		1 2 3 4 5 6 7 8	

OWN USE PRODUCTION OF FOODSTUFF AMONG EMPLOYED PERSONS (for persons 5 years and above and if codes 1 in EM1, B in AG2, 1or2 in AG3 or 1 in AG4)OPF													
LINE NUMB ER	NAME AND AGE		OPF1. In addition to what you've already told me, during the last 7 days, did (<i>name</i>), do any of the following activities to produce food mainly for consumption by your household or family...? <i>READ AND MARK ALL THAT APPLY</i> A. Plant, maintain or harvest any crops, vegetables or fruits B. Raise or tend farm animals such as [sheep, goats, chicken...] C. Go fishing or hunting <i>IF YES TO ANY ITEM (A) TO (C)</i> <i>CONTINUE TOOPF2 OTHERWISE GO</i> <i>TO OUP1.</i>				OPF2. What are the main food products that (<i>name</i>) was working on for consumption by your household? (for example: chicken, cassava, rice, wild mushrooms citrus fruits, vegetables, freshwater fish, cattle) _____ MAIN PRODUCTS				OPF2a.ISIC CODE	OPF3. During the last 7 days, on how many days did (<i>name</i>) do this work? _____ NUMBER OF DAYS	OPF4. How many hours per day did (<i>name</i>) spend doing this during the last 7 days? _____ HOURS PER DAY OUP1 <i>ENTER 98 FOR DON'T KNOW</i> OUP1
LINE	NAME	AGE	A		B		C		MAIN PRODUCTS	ISIC CODE	NUMBER OF DAYS	HOURS PER DAY	
			YES	NO	YES	NO	YES	NO					
01		_____	1	2	1	2	1	2					
02		_____	1	2	1	2	1	2					
03		_____	1	2	1	2	1	2					
04		_____	1	2	1	2	1	2					
05		_____	1	2	1	2	1	2					
06		_____	1	2	1	2	1	2					
07		_____	1	2	1	2	1	2					
08		_____	1	2	1	2	1	2					
09		_____	1	2	1	2	1	2					
10		_____	1	2	1	2	1	2					
11		_____	1	2	1	2	1	2					
12		_____	1	2	1	2	1	2					
13		_____	1	2	1	2	1	2					
14		_____	1	2	1	2	1	2					
15		_____	1	2	1	2	1	2					

JOB SEARCH AND AVAILABILITY (For persons 15 years and above and code 2 in AG1 or AG4)											JS																																	
LINE NUMB ER	NAME AND AGE		JS1. During the last thirty days, did (name) do anything to find a paid job?		JS2 Or did (name) try to start a business?		JS3. What did (name) mainly do in the last thirty days to (find a paid job/start a business)?																JS4. .In addition to reading job advertisements, did (name) do anything else in the last thirty days to (find a paid job/start a business)?		JS5. What else did (name) do?												JS6. For how long has (name) been without work and trying to find a paid job or start a business?						JS7. At any time in the last 12 months,(that is since date of interview 2018)did (name) look for a paid job or try to start a business?	
	Copy names and ages of all members of the household from BC2 and BC5 to below and to next page of the module		1. Yes JS3 2. No		1. Yes 2. No JS7		1. Apply to prospective employers 2. Place or answer job advertisements 3. Study or read job advertisements 4. Post/update resume on professional/social networking sites 5. Register with (public employment service) 6. Register with a private employment centre/agency 7. Take a test or interview 8. Seek help from relatives, friends, others 9. Check at factories, work sites 10. Wait on the street to be recruited 11. Seek financial help to start a business 12. Look for land, building, equipment, materials to start a business 13. Apply for a permit or license to start a business 96. Other (specify): _____ IF 3 CONTINUE TO JS4, OTHERWISE SKIP TO JS6																1. Yes 2. No JS6		1. Apply to prospective employers 2. Place or answer job advertisements 3. Post/update resume on professional/social networking sites 4. Register with (public employment service) 5. Register with a private employment centre/agency 6. Take a test or interview 7. Seek help from relatives, friends, others 8. Check at factories, work sites 9. Wait on the street to be recruited 10. Seek financial help to start a business 11. Look for land, building, equipment, materials to start a business 12. Apply for a permit or license to start a business 96. Other (specify): _____												1. Less than 1 month 2. 1 month to < 3 months 3. 3 months to < 6 months 4. 6 months to < 12 months 5. 1 year to < 2 years 6. 2 years or more SKIP TO JS11 FOR ALL						1. Yes 2. No	
LINE	NAME	AGE	YES	NO	START BUSINESS	DONE TO FIND JOB/START BUSINESS																		HOW LONG WITHOUT WORK												YES	NO							
01			1	2	1	2	1	2	3	4	5	6	7	8	9	10	11	12	13	96	1	2	1	2	3	4	5	6	7	8	9	10	11	12	96	1	2							
02			1	2	1	2	1	2	3	4	5	6	7	8	9	10	11	12	13	96	1	2	1	2	3	4	5	6	7	8	9	10	11	12	96	1	2							
03			1	2	1	2	1	2	1	2	3	4	5	6	7	8	9	10	11	12	13	96	1	2	1	2	3	4	5	6	7	8	9	10	11	12	96	1	2					
04			1	2	1	2	1	2	1	2	3	4	5	6	7	8	9	10	11	12	13	96	1	2	1	2	3	4	5	6	7	8	9	10	11	12	96	1	2					
05			1	2	1	2	1	2	1	2	3	4	5	6	7	8	9	10	11	12	13	96	1	2	1	2	3	4	5	6	7	8	9	10	11	12	96	1	2					
06			1	2	1	2	1	2	1	2	3	4	5	6	7	8	9	10	11	12	13	96	1	2	1	2	3	4	5	6	7	8	9	10	11	12	96	1	2					
07			1	2	1	2	1	2	1	2	3	4	5	6	7	8	9	10	11	12	13	96	1	2	1	2	3	4	5	6	7	8	9	10	11	12	96	1	2					
08			1	2	1	2	1	2	1	2	3	4	5	6	7	8	9	10	11	12	13	96	1	2	1	2	3	4	5	6	7	8	9	10	11	12	96	1	2					
9			1	2	1	2	1	2	1	2	3	4	5	6	7	8	9	10	11	12	13	96	1	2	1	2	3	4	5	6	7	8	9	10	11	12	96	1	2					
10			1	2	1	2	1	2	1	2	3	4	5	6	7	8	9	10	11	12	13	96	1	2	1	2	3	4	5	6	7	8	9	10	11	12	96	1	2					
11			1	2	1	2	1	2	1	2	3	4	5	6	7	8	9	10	11	12	13	96	1	2	1	2	3	4	5	6	7	8	9	10	11	12	96	1	2					
12			1	2	1	2	1	2	1	2	3	4	5	6	7	8	9	10	11	12	13	96	1	2	1	2	3	4	5	6	7	8	9	10	11	12	96	1	2					
13			1	2	1	2	1	2	1	2	3	4	5	6	7	8	9	10	11	12	13	96	1	2	1	2	3	4	5	6	7	8	9	10	11	12	96	1	2					
14			1	2	1	2	1	2	1	2	3	4	5	6	7	8	9	10	11	12	13	96	1	2	1	2	3	4	5	6	7	8	9	10	11	12	96	1	2					
15			1	2	1	2	1	2	1	2	3	4	5	6	7	8	9	10	11	12	13	96	1	2	1	2	3	4	5	6	7	8	9	10	11	12	96	1	2					

JOB SEARCH AND AVAILABILITY			JS						
LINE NUM BER	NAME AND AGE		JS8. At present does (<i>name</i>) want to work?	JS9. What is the main reason why (<i>name</i>) did not try to look for a paid job or start a business in the last thirty days?	JS10. How soon does (<i>name</i>) expect to start working in this new job or business?	JS11. If a job or business opportunity had been available, could (<i>name</i>) have started working last 7 days?	JS12. Or, could (<i>name</i>) start working within the next fourteen days?	JS13. Why is (<i>name</i>) unable to start working within the next fourteen days?	JS14. Which of the following best describes what (<i>name</i>) is mainly doing at present?
	Copy names and ages of all members of the household from BC2 and BC5 to below and to next page of the module		1. Yes 2. No JS14	1. Waiting for results of a previous search 2. Awaiting recall from a previous job 3. Waiting for the season to start 4. Waiting to start new job or business 5. Tired of looking for jobs, no jobs in area 6. No jobs matching skills, lacks experience 7. Considered too young/old by employers 8. In studies, training 9. Family / household responsibilities 10. In agriculture / fishing for family use 11. Own disability, injury, illness 12. Retired, pensioner, other sources of income 96. Other (Specify): _____ IF 4CONTINUE TO JS10, OTHERWISE SKIP TO JS11	1. 1 month or less 2. More than 1 month and up to 3 months 3. More than 3 months	1. Yes OUPI 2. No	1. Yes OUPI 2. No	1. Awaiting recall from a previous job 2. Waiting for the season to start 3. In studies, training 4. Family / household responsibilities 5. In agriculture / fishing for family use 6. Retired, pensioner 7. Own disability, injury, illness 8. Other SPECIFY _____ _____ SKIP TO OUP1 FOR ALL	READ: 1. Studying or training 2. Engaged in household or family responsibilities 3. Farming or fishing to produce food for the family 4. Retired or pensioner 5. With a long term illness, injury or disability 6. Doing volunteering, community or charity work 7. Engaged in cultural or leisure activities 96. OTHER (SPECIFY): _____
LINE	NAME	AGE	YES NO	REASON NOT LOOK FOR JOB		YESNO	YESNO	UNABLE TO START WORK	CURRENTLY DOING
01		_____	1 2	1 2 3 4 5 6 7 8 9 10 11 12 96	1 2 3	1 2	1 2	1 2 3 4 5 6 7 8	1 2 3 4 5 6 7 96
02		_____	1 2	1 2 3 4 5 6 7 8 9 10 11 12 96	1 2 3	1 2	1 2	1 2 3 4 5 6 7 8	1 2 3 4 5 6 7 96
03		_____	1 2	1 2 3 4 5 6 7 8 9 10 11 12 96	1 2 3	1 2	1 2	1 2 3 4 5 6 7 8	1 2 3 4 5 6 7 96
04		_____	1 2	1 2 3 4 5 6 7 8 9 10 11 12 96	1 2 3	1 2	1 2	1 2 3 4 5 6 7 8	1 2 3 4 5 6 7 96
05		_____	1 2	1 2 3 4 5 6 7 8 9 10 11 12 96	1 2 3	1 2	1 2	1 2 3 4 5 6 7 8	1 2 3 4 5 6 7 96
06		_____	1 2	1 2 3 4 5 6 7 8 9 10 11 12 96	1 2 3	1 2	1 2	1 2 3 4 5 6 7 8	1 2 3 4 5 6 7 96
07		_____	1 2	1 2 3 4 5 6 7 8 9 10 11 12 96	1 2 3	1 2	1 2	1 2 3 4 5 6 7 8	1 2 3 4 5 6 7 96
08		_____	1 2	1 2 3 4 5 6 7 8 9 10 11 12 96	1 2 3	1 2	1 2	1 2 3 4 5 6 7 8	1 2 3 4 5 6 7 96
9		_____	1 2	1 2 3 4 5 6 7 8 9 10 11 12 96	1 2 3	1 2	1 2	1 2 3 4 5 6 7 8	1 2 3 4 5 6 7 96
10		_____	1 2	1 2 3 4 5 6 7 8 9 10 11 12 96	1 2 3	1 2	1 2	1 2 3 4 5 6 7 8	1 2 3 4 5 6 7 96
11		_____	1 2	1 2 3 4 5 6 7 8 9 10 11 12 96	1 2 3	1 2	1 2	1 2 3 4 5 6 7 8	1 2 3 4 5 6 7 96
12		_____	1 2	1 2 3 4 5 6 7 8 9 10 11 12 96	1 2 3	1 2	1 2	1 2 3 4 5 6 7 8	1 2 3 4 5 6 7 96
13		_____	1 2	1 2 3 4 5 6 7 8 9 10 11 12 96	1 2 3	1 2	1 2	1 2 3 4 5 6 7 8	1 2 3 4 5 6 7 96
14		_____	1 2	1 2 3 4 5 6 7 8 9 10 11 12 96	1 2 3	1 2	1 2	1 2 3 4 5 6 7 8	1 2 3 4 5 6 7 96
15		_____	1 2	1 2 3 4 5 6 7 8 9 10 11 12 96	1 2 3	1 2	1 2	1 2 3 4 5 6 7 8	1 2 3 4 5 6 7 96

OWN USE PRODUCTION OF OTHER GOODS (for persons 5 years and above)OUP										
READ: I am now going to ask you some questions about other unpaid activities (<i>name</i>) may have done to produce food or other goods for consumption by your household or family.										
LINE NUMBER	NAME AND AGE		OUP1. During the last 7 days, did (<i>name</i>) spend time cooking, serving daily meals or washing dishes? 1. Yes 2. No	OUP2. How many hours did (<i>name</i>) spend doing this in the last 7 days? Zita akatora maawa mangani achiita izvi pamazuva manomwe apfuura? _____ HOURS LAST 7 DAYS ENTER 998 FOR DON'T KNOW	OUP3. During the last 7 days, did (<i>name</i>) prepare other food or drinks to preserve them, such as [making flour, alcohol dried fish/meat/vegetables, peanut butter]? 1. Yes 2. No	OUP4. How many hours did (<i>name</i>) spend doing this in the last 7 days? _____ HOURS LAST 7 DAYS ENTER 998 FOR DON'T KNOW	OUP5. During the last 7 days, did (<i>name</i>) make goods for use by the household, such as furniture, pottery, baskets, clothing, and mats? 1. Yes 2. No	OUP6. How many hours did (<i>name</i>) spend doing this in the last 7 days? _____ HOURS LAST 7 DAYS ENTER 998 FOR DON'T KNOW	OUP7. During the last 7 days, did (<i>name</i>) wash, dry, iron or fix clothes? 1. Yes 2. No	OUP8. How many hours did (<i>name</i>) spend doing this in the last 7 days? _____ HOURS LAST 7 DAYS ENTER 998 FOR DON'T KNOW
LINE	NAME	AGE	GATHER FOOD	HOURS SPENT		HOURS SPENT		HOURS SPENT	WASH	HOURS SPENT
01		____	1 2		1 2		1 2		1 2	
02		____	1 2		1 2		1 2		1 2	
03		____	1 2		1 2		1 2		1 2	
04		____	1 2		1 2		1 2		1 2	
05		____	1 2		1 2		1 2		1 2	
06		____	1 2		1 2		1 2		1 2	
07		____	1 2		1 2		1 2		1 2	
08		____	1 2		1 2		1 2		1 2	
9		____	1 2		1 2		1 2		1 2	
10		____	1 2		1 2		1 2		1 2	
11		____	1 2		1 2		1 2		1 2	
12		____	1 2		1 2		1 2		1 2	
13		____	1 2		1 2		1 2		1 2	
14		____	1 2		1 2		1 2		1 2	
15		____	1 2		1 2		1 2		1 2	

OWN USE PRODUCTION OF OTHER GOODS

LINE NUMB ER	NAME AND AGE		OUP9. During the last 7 days, did (<i>name</i>) clean the house, yard or garden?	OUP10. How many hours did (<i>name</i>) spend doing this in the last 7 days?	OUP11. During the last 7 days, did (<i>name</i>) pay household bills or arrange services to fix the house or car?	OUP12. How many hours did (<i>name</i>) spend doing this in the last 7 days?	OUP13. During the last 7 days, did (<i>name</i>) spend time shopping for the household?	OUP14. How many hours did (<i>name</i>) spend doing this in the last 7 days?
	Copy names and ages of all members of the household from BC2 and BC5 to below and to next page of the module		1. Yes 2. No OUP11	_____ HOURS LAST 7 DAYS ENTER 998 FOR DON'T KNOW	1. Yes 2. No OUP13	_____ HOURS LAST 7DAYS ENTER 998 FOR DON'T KNOW	1. Yes 2. No OUP15	_____ HOURS LAST 7 DAYS ENTER 998 FOR DON'T KNOW
LINE	NAME	AGE	CLEANING	HOURS SPEND	FIX	HOURS SPENT	SHOPPING	HOURS SPENT
01		____	1 2		1 2		1 2	
02		____	1 2		1 2		1 2	
03		____	1 2		1 2		1 2	
04		____	1 2		1 2		1 2	
05		____	1 2		1 2		1 2	
06		____	1 2		1 2		1 2	
07		____	1 2		1 2		1 2	
08		____	1 2		1 2		1 2	
9		____	1 2		1 2		1 2	
10		____	1 2		1 2		1 2	
11		____	1 2		1 2		1 2	
12		____	1 2		1 2		1 2	
13		____	1 2		1 2		1 2	
14		____	1 2		1 2		1 2	
15		____	1 2		1 2		1 2	

OWN USE PRODUCTION OF OTHER GOODS								OUP
LINE NUMB ER	NAME AND AGE		OUP15. During the last 7 days, did (<i>name</i>) maintain or do repair to the dwelling or car such as [painting, decorating, installing fixtures or fittings]?	OUP16. How many hours did (<i>name</i>) spend doing this in the last 7 days?	OUP17. During the last 7 days, did (<i>name</i>) do construction work him/herself to renovate, extend or build the household's dwelling, fence?	OUP18. How many hours did (<i>name</i>) spend doing this in the last 7 days?	OUP19. During the last 7 days, did (<i>name</i>) fetch water from natural or public sources?	OUP20. How many hours did (<i>name</i>) spend doing this in the last 7 days?
	Copy names and ages of all members of the household from BC2 and BC5 to below and to next page of the module		1. Yes 2. No OUP17	Zita akatora maawa mangani achiita izvi mumazuva manomwe apfuura? _____ HOURS LAST 7 DAYS ENTER 998 FOR DON'T KNOW	1. Yes 2. No OUP19	_____ HOURS LAST 7DAYS ENTER 998 FOR DON'T KNOW	1. Yes 2. No OUP21	_____ HOURS LAST 7 DAYS ENTER 998 FOR DON'T KNOW
LINE	NAME	AGE	MAINTANANCE	HOURS SPEND	CONSTRUCTION	HOURS SPENT	FETCHING WATER	HOURS SPENT
01		_____	1 2		1 2		1 2	
02		_____	1 2		1 2		1 2	
03		_____	1 2		1 2		1 2	
04		_____	1 2		1 2		1 2	
05		_____	1 2		1 2		1 2	
06		_____	1 2		1 2		1 2	
07		_____	1 2		1 2		1 2	
08		_____	1 2		1 2		1 2	
9		_____	1 2		1 2		1 2	
10		_____	1 2		1 2		1 2	
11		_____	1 2		1 2		1 2	
12		_____	1 2		1 2		1 2	
13		_____	1 2		1 2		1 2	
14		_____	1 2		1 2		1 2	
15		_____	1 2		1 2		1 2	

OWN USE PRODUCTION OF OTHER GOODS								OUP
LINE NUMB ER	NAME AND AGE		OUP21. During the last 7 days, did (<i>name</i>) collect firewood or other natural products to use as fuel?	OUP22. How many hours did (<i>name</i>) spend doing this in the last 7 days?	OUP23. During the last 7 days, did (<i>name</i>) spend any time providing care, help or assistance to family members aged 18 years or older because of a disability, illness, or problems related to old age?	OUP24. How many hours did (<i>name</i>) spend doing this in the last 7 days?	OUP25. During the last 7 daysdid (<i>name</i>) spend any time caringforchildren aged 17 years or younger in own household?	OUP26. How many hours did (<i>name</i>) spend doing this in the last 7 days?
	Copy names and ages of all members of the household from BC2 and BC5 to below and to next page of the module		1. Yes 2. No OUP23	_____ HOURS LAST 7 DAYS ENTER 998 FOR DON'T KNOW	1. Yes 2. No OUP25	_____ HOURS LAST 7DAYS ENTER 998 FOR DON'T KNOW	1. Yes 2. No OUP25 Next line/module	_____ HOURS LAST 7 DAYS ENTER 998 FOR DON'T KNOW
LINE	NAME	AGE	FETCHING FIREWOOD	HOURS SPEND	CARE FOR ILL ADULTS	HOURS SPENT	CARE FOR CHILDREN	HOURS SPENT
01		_____	1 2		1 2		1 2	
02		____ _	1 2		1 2		1 2	
03		____ _	1 2		1 2		1 2	
04		____ _	1 2		1 2		1 2	
05		____ _	1 2		1 2		1 2	
06		____ _	1 2		1 2		1 2	
07		____ _	1 2		1 2		1 2	
08		____ _	1 2		1 2		1 2	
9		____ _	1 2		1 2		1 2	
10		____ _	1 2		1 2		1 2	
11		____ _	1 2		1 2		1 2	
12		____ _	1 2		1 2		1 2	
13		____ _	1 2		1 2		1 2	
14		____ _	1 2		1 2		1 2	
15		____ _	1 2		1 2		1 2	

RETRENCHMENT(for persons 15 years and above)						RT	SOCIAL SECURITY(For all persons)SS					
LINE NUM BER	NAME AND AGE		RT1. Has (<i>name</i>) ever been retrenched since June 2014?		RT2.. In which year was (<i>name</i>) last retrenched?	RT3. What kind of economic activity was (<i>name</i> 's) last employer engaged in? <i>Give description in 2 or more words e.g.</i> "Tobacco processing" "Gold mining" "Tax administration"	RT3a. ISIC CODE	SS1. Is (<i>name</i>) receiving a pension or any other social security benefit? 1. Yes, monthly pension 2. Yes, other social security benefit 3. Yes, both pension & other social security benefit 4. No SS4				SS2. What was the amount of (<i>name</i> 's) last monthly pension/ any other social security benefit? (Record actual value in RTGS dollars)
LINE	NAME	AGE	YES	NO	YEAR	ACTIVITY	ISIC CODE	PENSION/SOCIAL BENEFIT				AMOUNT
01		_____	1	2				1	2	3	4	
02		_____	1	2				1	2	3	4	
03		_____	1	2				1	2	3	4	
04		_____	1	2				1	2	3	4	
05		_____	1	2				1	2	3	4	
06		_____	1	2				1	2	3	4	
07		_____	1	2				1	2	3	4	
08		_____	1	2				1	2	3	4	
9		_____	1	2				1	2	3	4	
10		_____	1	2				1	2	3	4	
11		_____	1	2				1	2	3	4	
12		_____	1	2				1	2	3	4	
13		_____	1	2				1	2	3	4	
14		_____	1	2				1	2	3	4	
15		_____	1	2				1	2	3	4	

SOCIAL SECURITY SS						WORK RELATED SAFETY (for persons 5 years and above and if codes 1 in EM1, B in AG2, 1or2 in AG3 or 1 in AG4) WR													
LINE NUMBER	NAME AND AGE		SS3. What is the source of funds? A. NSSA B. Government C. Occupational Pensions e.g. NRZ pension, GMB D. Personal Pension Plan X. Other pensions (Specify)..... CIRCLE ALL MENTIONED	SS4. Is (<i>name</i>) currently a member/ beneficiary of any medical insurance scheme? 1. Yes 2. No 8. Don't know	WR1. Is (<i>name</i>) exposed to any of the following at work? READ EACH OF THE FOLLOWING OPTIONS AND MARK 1 FOR 'YES'; 2 FOR 'NO' FOR ALL OPTIONS														
					a. Dust, fumes,	b. Fire, gas, flames	c. Loud noise or vibration	d. Extreme cold or heat	e. Dangerous tools (knives etc.)	f. Work underground	g. Work at heights	h. Work in water/lake/pond/river	i. Workplace too dark or confined	j. Insufficient ventilation	k. Chemicals (pesticides, glues, etc.)	l. Explosives	m. Machinery and equipment (crane)	n. Other things processes or conditions bad for safety health	
LINE	NAME	AGE																	
01		___	A B C D X	1 2 8	1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2														
02		___	A B C D X	1 2 8	1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2														
03		___	A B C D X	1 2 8	1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2														
04		___	A B C D X	1 2 8	1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2														
05		___	A B C D X	1 2 8	1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2														
06		___	A B C D X	1 2 8	1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2														
07		___	A B C D X	1 2 8	1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2														
08		___	A B C D X	1 2 8	1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2														
9		___	A B C D X	1 2 8	1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2														
10		___	A B C D X	1 2 8	1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2														
11		___	A B C D X	1 2 8	1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2														
12		___	A B C D X	1 2 8	1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2														
13		___	A B C D X	1 2 8	1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2														
14		___	A B C D X	1 2 8	1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2														
15		___	A B C D X	1 2 8	1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2														

WORK RELATED SAFETY								ADDITIONAL QUESTIONS FOR PERSONS 5-17 YEARS	
	Name and Age		WR2. Has (<i>name</i>) been injured at the workplace or suffered from a work-related illness during the past 12 months? 1. Yes, injured at workplace 2. Yes, work-related illness 3. Yes, injury and illness 4. No If code 4: -For 5 to 17 years skip to CLI and -For above 17 years skip to NEXT LINE/HC1	WR3. What was/were the nature of (<i>name</i> 's) illness/injury? A. Wounds, fractures, dislocations B. Internal injuries C. Dermatitis and other skin diseases D. Effects of radiation (welders flash, ionising radiation etc.) E. Repetitive strain injuries or overuse injuries F. Physical stress factors e.g. Noise-induced vibrations G. Lung and respiratory tract diseases H. Foreign bodies (e.g. in the eye/ear) I. Chemical poisoning J. Multiple injuries K. Mental illness X. Other (Specify)..... (MORE THAN ONE ANSWER ACCEPTABLE)	WR4. To what feature of (<i>name</i> 's) working environment was the accident/ illness/injury related? 1. Mechanical/ physical hazard 2. Electrical 3. Chemical/Biological 4. Ergonomic 5. Psychosocial 6. Lack of personal protective equipment/clothing. 96. Other (Specify)..... 	WR5. What economic activity was (<i>name/establishment</i>) engaged in when the accident happened or which (<i>name</i>) suffered illness in the last 12 months?	WR5A. ISIC CODE	CL1. Has (<i>name</i>) ever changed household(s) in the last 12 months? 1. Yes 2. No	CL2. Why did (<i>name</i>) change household? (Record the reason for the most recent move) 1. To seek employment. 2. To seek education (school). 3. To seek medication 4. Abuse in the last household 5. Marriage/ divorce/ Separation 6. Death 7. Marriage/ divorce/separation of parent/ guardian 8. Relocation of parent/ guardian 96. Other (Specify).....
LINE	NAME	AGE	INJURY/ ILLNESS	INJURY/ ILLNESS NATURE	INJURY/ ILLNESS FEATURE	ECONOMIC ACTIVITY	ISIC CODE	YES NO	HOUSEHOLD CHANGE REASON
01		___	1 2 3 4	A B C D E F G H I J K X	1 2 3 4 5 6 96			1 2	1 2 3 4 5 6 7 96
02		___	1 2 3 4	A B C D E F G H I J K X	1 2 3 4 5 6 96			1 2	1 2 3 4 5 6 7 96
03		___	1 2 3 4	A B C D E F G H I J K X	1 2 3 4 5 6 96			1 2	1 2 3 4 5 6 7 96
04		___	1 2 3 4	A B C D E F G H I J K X	1 2 3 4 5 6 96			1 2	1 2 3 4 5 6 7 96
05		___	1 2 3 4	A B C D E F G H I J K X	1 2 3 4 5 6 96			1 2	1 2 3 4 5 6 7 96
06		___	1 2 3 4	A B C D E F G H I J K X	1 2 3 4 5 6 96			1 2	1 2 3 4 5 6 7 96
07		___	1 2 3 4	A B C D E F G H I J K X	1 2 3 4 5 6 96			1 2	1 2 3 4 5 6 7 96
08		___	1 2 3 4	A B C D E F G H I J K X	1 2 3 4 5 6 96			1 2	1 2 3 4 5 6 7 96
9		___	1 2 3 4	A B C D E F G H I J K X	1 2 3 4 5 6 96			1 2	1 2 3 4 5 6 7 96
10		___	1 2 3 4	A B C D E F G H I J K X	1 2 3 4 5 6 96			1 2	1 2 3 4 5 6 7 96
11		___	1 2 3 4	A B C D E F G H I J K X	1 2 3 4 5 6 96			1 2	1 2 3 4 5 6 7 96
12		___	1 2 3 4	A B C D E F G H I J K X	1 2 3 4 5 6 96			1 2	1 2 3 4 5 6 7 96
13		___	1 2 3 4	A B C D E F G H I J K X	1 2 3 4 5 6 96			1 2	1 2 3 4 5 6 7 96
14		___	1 2 3 4	A B C D E F G H I J K X	1 2 3 4 5 6 96			1 2	1 2 3 4 5 6 7 96
15		___	1 2 3 4	A B C D E F G H I J K X	1 2 3 4 5 6 96			1 2	1 2 3 4 5 6 7 96

ADDITIONAL QUESTIONS FOR PERSONS 5-17 YEARS from CL4 to CL10 ; Check if codes 1 in EM1, B in AG2, 1 or 2 in AG3 or 1 in AG4)											
LINE NUMBER	Name And Age		CL3. What does <i>(name)</i> usually do during his/her spare time?	CL4. What is the main reason why <i>(name)</i> is working?	CL5. How often is <i>(name)</i> paid?	CL6. What does <i>(name)</i> usually do with his/her earnings?	CL7. <i>If code 5 in CL6</i> How are <i>(name's)</i> earnings mainly spent on?	CL8. At what age did <i>(name)</i> start to work for the first time?	CL9. During which main time of the day does <i>(name)</i> usually work?	CL9A <i>If code 2 in ED2</i> In the last 7 days, when did <i>(name)</i> usually carry out these activities?	CL10. For how many hours does <i>(name)</i> usually work per day?
	NAME	AGE	SPARE TIME	REASON FOR WORKING	OFTEN PAID	EARNINGS USE	AGE	TIME OF DAY	HOURS WORKED		
	Copy names and ages of all members of the household from BC2 and BC5 to below and to next page of the module		A. Playing with friends, sisters/brothers B. Watching TV C. Listening to the Radio. D. Reading for fun E. Social networking F. Playing games alone X. Other (Specify). MORE THAN ONE ANSWER ACCEPTABLE	1. To supplement household income 2. To pay outstanding debt 3. To assist/help in household enterprise 4. To finance own education 5. Self-up keep 96. Other (Specify).	1. Piece rate 2. Hourly 3. Daily 4. Weekly 5. Monthly 6. Not paid Next line/Module 96. Other (Specify).	1. Give Parents/Guardian all through employer. 2. Give Parents/Guardian all by him/herself. 3. Give Parents/Guardian part through employer. 4. Give Parents/Guardian part by him/herself. 5. Spend all by self. 6. Employer pays part of school fees. 96. Other (Specify).	1. Household responsibilities 2. Personal necessities 3. Luxury goods/services. 96. Other (Specify).....	ENTER AGE IN COMPLETED YEARS	1. Morning(5-11am) 2. Afternoon(12-7pm) 3. Evening/ Night(8pm-4am) 4. Any time/no fixed time	1. After school 2. Before school 3. Both before and after 4. During the weekend 5. During hours of school time	RECORD TO THE NEAREST HOUR
01			A B C D E F X	1 2 3 4 5 96	1 2 3 4 5 6 96	1 2 3 4 5 6 96	1 2 3 96		1 2 3 4	1 2 3 4 5	
02			A B C D E F X	1 2 3 4 5 96	1 2 3 4 5 6 96	1 2 3 4 5 6 96	1 2 3 96		1 2 3 4	1 2 3 4 5	
03			A B C D E F X	1 2 3 4 5 96	1 2 3 4 5 6 96	1 2 3 4 5 6 96	1 2 3 96		1 2 3 4	1 2 3 4 5	
04			A B C D E F X	1 2 3 4 5 96	1 2 3 4 5 6 96	1 2 3 4 5 6 96	1 2 3 96		1 2 3 4	1 2 3 4 5	
05			A B C D E F X	1 2 3 4 5 96	1 2 3 4 5 6 96	1 2 3 4 5 6 96	1 2 3 96		1 2 3 4	1 2 3 4 5	
06			A B C D E F X	1 2 3 4 5 96	1 2 3 4 5 6 96	1 2 3 4 5 6 96	1 2 3 96		1 2 3 4	1 2 3 4 5	
07			A B C D E F X	1 2 3 4 5 96	1 2 3 4 5 6 96	1 2 3 4 5 6 96	1 2 3 96		1 2 3 4	1 2 3 4 5	
08			A B C D E F X	1 2 3 4 5 96	1 2 3 4 5 6 96	1 2 3 4 5 6 96	1 2 3 96		1 2 3 4	1 2 3 4 5	
09			A B C D E F X	1 2 3 4 5 96	1 2 3 4 5 6 96	1 2 3 4 5 6 96	1 2 3 96		1 2 3 4	1 2 3 4 5	
10			A B C D E F X	1 2 3 4 5 96	1 2 3 4 5 6 96	1 2 3 4 5 6 96	1 2 3 96		1 2 3 4	1 2 3 4 5	
11			A B C D E F X	1 2 3 4 5 96	1 2 3 4 5 6 96	1 2 3 4 5 6 96	1 2 3 96		1 2 3 4	1 2 3 4 5	
12			A B C D E F X	1 2 3 4 5 96	1 2 3 4 5 6 96	1 2 3 4 5 6 96	1 2 3 96		1 2 3 4	1 2 3 4 5	
13			A B C D E F X	1 2 3 4 5 96	1 2 3 4 5 6 96	1 2 3 4 5 6 96	1 2 3 96		1 2 3 4	1 2 3 4 5	
14			A B C D E F X	1 2 3 4 5 96	1 2 3 4 5 6 96	1 2 3 4 5 6 96	1 2 3 96		1 2 3 4	1 2 3 4 5	
15			A B C D E F X	1 2 3 4 5 96	1 2 3 4 5 6 96	1 2 3 4 5 6 96	1 2 3 96		1 2 3 4	1 2 3 4 5	

HOUSEHOLD CHARACTERISTICS		HC
HC1. How many rooms do members of this household usually use for sleeping?	NUMBER OF ROOMS _ _	
HC2. Main material of the dwelling floor. <i>Record observation.</i> <i>If observation is not possible, ask the respondent to determine the material of the dwelling floor.</i>	NATURAL FLOOR EARTH / SAND..... 11 RUDIMENTARY FLOOR WOOD PLANKS 21 FINISHED FLOOR PARQUET OR POLISHED WOOD..... 31 VINYL OR ASPHALT STRIPS 32 CERAMIC TILES 33 CEMENT 34 CARPET 35 OTHER (specify) 96	
HC3. Main material of the roof. <i>Record observation.</i>	NO ROOF 11 NATURAL ROOFING THATCH 12 SOD 13 RUDIMENTARY ROOFING RUSTIC MAT..... 21 WOOD PLANKS 23 CARDBOARD..... 24 FINISHED ROOFING METAL / TIN 31 WOOD..... 32 CERAMIC TILES 34 CEMENT 35 ROOFING SHINGLES 36 ASBESTOS..... 37 OTHER (specify) 96	
HC4. Main material of the exterior walls. <i>Record observation.</i>	NO WALLS 11 NATURAL WALLS CANE / TRUNKS 12 (POLE AND DAGGA)..... 13 MUD 14 RUDIMENTARY WALLS STONE WITH MUD..... 22 PLYWOOD..... 24 CARDBOARD..... 25 REUSED WOOD 26 FINISHED WALLS CEMENT 31 STONE WITH LIME / CEMENT..... 32 BRICKS..... 33 CEMENT BLOCKS 34 WOOD PLANKS / SHINGLES 36 OTHER (specify) 96	

HC5. Does your household have:	<div style="text-align: right;">YES NO</div> [A] A fixed telephone line? FIXED TELEPHONE LINE..... 1 2 [B] A radio? RADIO 1 2 [C] A sofa? SOFA 1 2 [D] A table? TABLE 1 2 [E] A chair? CHAIR 1 2 [F] A bed? BED..... 1 2 [G] A cupboard/kitchen unit? CUPBOARD/KITCHEN UNIT 1 2 [H] A wardrobe? WARDROBE..... 1 2	
HC6. Does your household have electricity?	YES, INTERCONNECTED GRID..... 1 YES, OFF-GRID (GENERATOR/ISOLATED SYSTEM) 2 NO..... 3	3 ⇨ HC8
HC7. Does your household have:	<div style="text-align: right;">YES NO</div> [A] A television? TELEVISION 1 2 [B] A refrigerator? REFRIGERATOR..... 1 2 [C] DVD/VCD Player? DVD/VCD PLAYER 1 2 [D] Water heater? WATER HEATER..... 1 2 [E] Electric iron? ELECTRIC IRON..... 1 2 [F] Microwave? MICROWAVE 1 2 [G] Deep freezer? DEEP FREEZER 1 2 [H] Fan? FAN..... 1 2 [I] Water pump? WATER PUMP 1 2 [J] Electric jug? ELECTRIC JUG 1 2	

HC8. Does any member of your household own a functional : [A] wristwatch? [B] bicycle? [C] motorcycle or scooter? [D] animal-drawn cart? [E] car, truck or van? [F] boat with/without a motor? [G] wheel barrow? [H] Animal drawn plough?	<div style="text-align: right;">YES NO</div> WRISTWATCH..... 1 2 BICYCLE 1 2 MOTORCYCLE / SCOOTER 1 2 ANIMAL-DRAWN CART 1 2 CAR / TRUCK / VAN 1 2 BOAT WITH/WITHOUT MOTOR..... 1 2 WHEEL BARROW 1 2 ANIMAL DRAWN PLOUGH 1 2	
HC9. Does any member of your household have a computer or a tablet?	YES 1 NO..... 2	
HC10. Does any member of your household have a mobile telephone?	YES 1 NO..... 2	
HC11. Does any member of your household have access to internet at home?	YES 1 NO..... 2	
HC12. Do you or someone living in this household own this dwelling unit? <i>If 'No', then ask: Do you rent this dwelling from someone not living in this household?</i> <i>If 'Rented from someone else', record '2'. For other responses, record '6' and specify.</i>	OWN 1 RENT 2 TIED ACCOMMODATION 3 OTHER (specify) _____ 6	
HC13. Does any member of this household own any land that can be used for agriculture?	YES 1 NO..... 2	2⇒HC15
HC14. How many hectares or acres of agricultural land do members of this household own? <i>First record the unit of measurement. If size is less than 1, record '00'. If 95 or more, record '95'. If unknown, circle '998'.</i>	HECTARES..... 1 ____ ACRES 2 ____ DK..... 998	


HC15. Does this household own any livestock, herds, other farm animals, or poultry?	YES 1 NO..... 2	2 ⇨ HC16K
HC16. How many of the following animals does this household have? [A] Milk cows and or bulls? [B] Other cattle? [C] Horses, donkeys or mules? [D] Goats? [E] Sheep? [F] Chickens? [G] Pigs? [H] Turkeys /Ducks [I] Guinea fowls? [J] Rabbits? <i>If none, record '00'. If 95 or more, record '95'. If unknown, record '98'.</i>	MILK COWS AND OR BULLS ____ ____ OTHER CATTLE..... ____ ____ HORSES, DONKEYS OR MULES..... ____ ____ GOATS..... ____ ____ SHEEP..... ____ ____ CHICKENS ____ ____ PIGS ____ ____ TURKEYS/DUCKS ____ ____ GUINEA FOWLS ____ ____ RABBITS ____ ____	
HC16K. Does any member of this household have a mobile phone money account, such as ecocash, telecash, onemoney, etc?	YES 1 NO..... 2	
HC17. Does any member of this household have a bank account?	YES 1 NO..... 2	

AGRICULTURAL POPULATION		AP
AP1. Did this household operate any land for agricultural purposes in the last 12 months?	YES, 1 NO..... 2	2 ⇒ AP3
AP2. Was farming performed as..? A. FOR USE/CONSUMPTION BY THE HOUSEHOLD B. FOR PROFIT/TRADE C. WAGE WORK FOR OTHERS <i>Circle all that apply</i>	FOR USE/CONSUMPTION BY THE HOUSEHOLD A FOR PROFIT/TRADE B WAGE WORK FOR OTHERS C	
AP3. Did this household raise or tend any livestock (e.g. cattle, goats, etc.) in the last 12 months?	YES, 1 NO..... 2	2 ⇒ NEXT MODULE
AP4. Was raising/tending livestock performed as...? A. FOR USE/CONSUMPTION BY THE HOUSEHOLD B. FOR PROFIT/TRADE C. WAGE WORK FOR OTHERS <i>Circle all that apply</i>	FOR USE/CONSUMPTION BY THE HOUSEHOLD A FOR PROFIT/TRADE B WAGE WORK FOR OTHERS C	

LAND OWNERSHIP										LW		
LINE NUMBE R	LW0. Do you use, own, or hold use rights for any parcel of land, either alone or jointly with someone else, irrespective of whether the parcel is used by your or another household, and irrespective of the use of the parcel (including dwelling plot, agricultural, pastoral, forest and business/commercial plots)?									YES . . . 1 NO 2 >> END OF QUESTIONS		
			LW2. Do you currently use, own, or hold use rights for any agricultural land (including pastoral land), either alone or jointly with someone else? YES.....1 NO.....2 >> LW8	LW3. Is there a document for any agricultural land you own or hold use rights to that is issued by Ministry of Local GVT, Public works and National Housing, Local Authorities (Urban or Rural) or private individual/ Organisation, such as: - Title deed, certificate of ownership, certificate of hereditary acquisition, lease or rental contract. Title deed, certificate of ownership, certificate of hereditary acquisition, lease or rental contract. YES...1 NO....2 >>LW5 DK.....8	LW4. What type of documents are there for the agricultural land you own or hold use rights to, and is your name listed on any of the documents as owner or right use holder? RECORD UP TO THREE DOCUMENTS <div> <div>CODES FOR DOCUMENT TYPE:</div> <div>CODES FOR NAME LISTED?</div> </div> TITLE DEED.....1 LEASE WITH AN OPTION TO PURCHASE.....2 A1 OFFER LETTER.....3 A1 SETTLEMENT LETTER.....4 99 YEAR LEASE.....5 SURVEY PLAN.....6 SETTELMENT PERMIT.....7 A2 OFFER LETTER.....8 OTHER (SPECIFY)96 YES.....1 NO.....2 DONT'KNOW.....98 REFUSAL.....99	LW5. Do you have the right to sell any of the agricultural land you own or hold use rights to, either alone or jointly with someone else? YES.....1 NO.....2 DONT'KNOW.....98 REFUSAL.....99	LW6. Do you have the right to bequeath any of the agricultural land you own or hold use rights to, either alone or jointly with someone else? YES.....1 NO.....2 DONT'KNOW..98 REFUSAL....99	LW7. On a scale from 1 to 5, where 1 is not at all likely and 5 is extremely likely, how likely are you to involuntarily lose ownership or use rights to any of the agricultural land you own or hold use rights to in the next 5 years? NOT AT ALL LIKELY.....1 SLIGHTLY LIKELY.....2 MODERATELY LIKELY.....3 VERY LIKELY.....4 EXTREMELY LIKELY.....5 DK.....8				
	Name	Age			DOC 1	DOC 2	DOC 3					
					DOC TYPE	NAME LISTED	DOC TYPE	NAME LISTED	DOC TYPE	NAME LISTED		
			1 2	1 2 8					1 2 98 99	1 2 98 99	1 2 3 4 5 8	

LINE NUMBE R	LAND OWNERSHIP										LW									
			<div>LW8. Do you currently use, own, or hold use rights for any non-agricultural land, such as land used for residential or commercial purposes, either alone or jointly with someone else YES..... .1 NO.....2 >>END</div>	<div>LW9. Is there a document for any non-agricultural land you own or hold use rights to that is issued by by Ministry of Local GVT, Public works and Naational Housing, Local Authorities (Urban or Rural) or private individual/ Organisation, such as: Title deed, certificate of ownership,certificate of hereditary acquisition, lease or rental contract. such as a title deed, certificate of ownership, certificate of hereditary acquisition, lease or rental contract? YES...1 NO....2 >>LW11</div>	<div>LW10. What type of documents are there for the non-agricultural land you own or hold use rights to, and is your name listed on any of the documents as owner or right use holder? RECORD UP TO THREE DOCUMENTS CODES FOR DOCUMENT TYPE: CODES FOR NAME TITLE DEED.....1 LISTED? LEASE WITH AN OPTION TO PURCHASE.....2 OTHER (SPECIFY).....96 YES.....1 NO.....2 N/A.....3 DONT 'KNOW...98 REFUSAL...99</div>	<div>LW11. Do you have the right to sell any of the non-agricultural land you own or hold use rights to, either alone or jointly with someone else? YES.....1 NO.....2 DONT' KNOW.....98 REFUSAL.....99</div>	<div>LW12 Do you have the right to bequeath any of the non-agricultural land you own or hold use rights to, either alone or jointly with someone else? YES.....1 NO.....2 DONT'KNOW...98 REFUSAL....99</div>	<div>LW13. On a scale from 1 to 5, where 1 is not at all likely and 5 is extremely likely, how likely are you to involuntarily lose ownership or use rights to any of the non-agricultural land you own or hold use rights to in the next 5 years? NOT AT ALL LIKELY1 SLIGHTLY LIKELY2 MODERATELY LIKELY3 VERY LIKELY4 EXTREMELY LIKELY5</div>												
	Name	Age			DOC 1		DOC 2		DOC 3											
					DOC TYPE	NAME LISTE D?	DOC TYP E	NAME LISTE D?	DOC TYPE	NAME LISTED?										
			1 2	1 2							1 2 98 99	1 2 98 99	1 2 3 4 5							

INTERVIEWER'S OBSERVATIONS

SUPERVISOR'S OBSERVATIONS

First Three Digits Of The Year	2019 LFCLS AGE DETERMINATION TABLE The age of somebody born in an identified year if his/her birthday is on or before the survey date, is the figure on the top left of a given box; if the birthday is after the survey date, the lower right figure applies									
	0	1	2	3	4	5	6	7	8	9
192_	-	-	97	96	95	94	93	92	91	90
		97	96	95	94	93	92	91	90	89
193_	89	88	87	86	85	84	83	82	81	80
	88	87	86	85	84	83	82	81	80	79
194_	79	78	77	76	75	74	73	72	71	70
	78	77	76	75	74	73	72	71	70	69
195_	69	68	67	66	65	64	63	62	61	60
	68	67	66	65	64	63	62	61	60	59
196_	59	58	57	56	55	54	53	52	51	50
	58	57	56	55	54	53	52	51	50	49
197_	49	48	47	46	45	44	43	42	41	40
	48	47	46	45	44	43	42	41	40	39
198_	39	38	37	36	35	34	33	32	31	30
	38	37	36	35	34	33	32	31	30	29
199_	29	28	27	26	25	24	23	22	21	20
	28	27	26	25	24	23	22	21	20	19
200_	19	18	17	16	15	14	13	12	11	10
	18	17	16	15	14	13	12	11	10	09
201_	09	08	07	06	05	04	03	02	01	00
	08	07	06	05	04	03	02	01	00	-

Appendix 2 Zimbabwe 2019 LFCLS List of Survey Personnel

DATA COLLECTION

National Supervisors (31 persons)

Mungate Taizivei, Matangira Tidings, Mwadiwa Tinashe, Chigiji Handrick, Marima Evelyn, Chinosenwa Lovemore, Mahere Lloyd, Phiri Matiwonesha, Chaora Grace, Makumbe Perfect, Sango Rodgers, Majoni Tigere, Chitiyo Jacob, Moyo Xolani, Mumera Amos, Hambayi Naison, Kaseke Brian, Chihwehete Veronica, Shangu Tariro, Maedze Felistas, Jona Ndafadzwa, Hobwani Samuel, Butai Catherine, Mudakureva Timothy, Munongerwa Clapton, Nemhara Muchineripi, Kapumba James, Muvirimi Macmillan, Munemo Tinashe, Mkwala Lawrence and Marewangapo Moses.

Drivers (22 Persons)

Sithole Tawanda, Chigumadzi Leyman, Chigwedu Shepherd, Tafuririka Danny, Wadyewhata Shine, Mazarire Alexander, Lulaka Mathew, Mushonga Charles, Chipere Douglas, Ringisayi Newton and Mhlanga George.

Field Work Teams

Manicaland Province (19 persons)

Chitsamba Tendai	Provincial Supervisor
Maupa Samson	Team Leader
Mangwanda David F	Team Leader
Magocha Jairo	Team Leader
Dondo Atmos	Enumerator
Masuka Israel	Enumerator
Chipiro Winnie	Enumerator
Maambira Greta	Enumerator
Mutema Stewart	Enumerator
Munyaradzi Tawanda	Enumerator
Nyabereka Anold	Enumerator
Murira Munyaradzi	Enumerator
Marufu Kumbirai	Enumerator
Mungana Petros	Enumerator
Vakisai Tapera	Enumerator
Marwisa Mark	Enumerator
Musasa Erick	Enumerator
Stacha Charles	Enumerator
Katerere Shingirai	Enumerator

Mashonaland East Province (19 Persons)

Tambaoga Ben B	Provincial Supervisor
Chimusepa Dominic	Team Leader
Samakande C	Team Leader
Rambwe B	Team Leader
Chimbwanda I	Enumerator
Magwenzi A O	Enumerator
Shiri Farai	Enumerator
Chigora P	Enumerator
Bangira G	Enumerator
Chapungu J	Enumerator
Mapfunde R	Enumerator
Shonhiwa M	Enumerator
Chewu M	Enumerator
Makawa L	Enumerator
Tigere C	Enumerator
Chipendo S	Enumerator
Mambondiumwe P	Enumerator
Mabwe A	Enumerator

Mashonaland Central Province (19 persons)

Taongai Tadzimirwa	Provincial Supervisor
Dhliwayo Clever	Team Leader
Nyauyanga Marisero	Team Leader
Mashindi Proud	Team Leader
Pfunye Wilmore	Enumerator
Chapangwani Gabriel	Enumerator
Shambakumanja Cryton	Enumerator
Chigwiza Zviito	Enumerator
Chapesa Tongai	Enumerator
Mukoka David	Enumerator
Mutandagayi Peter	Enumerator
Tsongora Vengai	Enumerator
Chingururu Cosmas	Enumerator
Mungana Petros	Enumerator
Matambanadzo Forget	Enumerator
Shapure Nhamo	Enumerator
Nziramasanga Jefferson	Enumerator
Siyawadyara Nosta	Enumerator
Kosaya Nosta	Enumerator

Mashonaland West Province (19 Persons)

Mapondera Lovemore	Provincial Supervisor
Sumanje Shamiso	Team Leader
Tinago Paidamoyo	Team Leader
Mugariri Comfort	Team Leader
Lavaiah Vengai	Enumerator
Maya Sekai	Enumerator
Tauya Stella	Enumerator
Kwaramba Staff	Enumerator
Muzarabani Candy	Enumerator
Nyirenda Tandiwe	Enumerator
Chinyama Lestra	Enumerator
Dzingai Edward	Enumerator
Tizora Irene	Enumerator
Mabire Zandrous	Enumerator
Mutusva Clever	Enumerator
Mupariwa Progress	Enumerator
Surupu Gift	Enumerator
Mubekapi Farai	Enumerator

Matabeleland North Province (13 Persons)

Mhlanga Timothy	Provincial Supervisor
Nkomo Victor	Team Leader
Ncube Rudolf	Team Leader
Nkomo Gladys	Enumerator
Molisa Nhlanhla	Enumerator
Mlilo Nontando	Enumerator
Jubane Freeman	Enumerator
Mpala Nodumo	Enumerator
Mugande Mbembe N	Enumerator
Moyo Ethson	Enumerator
Muleya Mpendulo	Enumerator
Mudenda Amos	Enumerator
Siachiwele Timothy	Enumerator

Midlands Province (19 Persons)

Augustine Zinhumwe	Provincial Supervisor
Sayi Stanford	Team Leader
Gusha Huroimwe	Team Leader
Shanapinuka Alec	Team Leader
Zhou Elisha	Enumerator
Mudhikidhi Job	Enumerator
Waida Saidi	Enumerator
Kona Christopher	Enumerator
Mangozho Amos	Enumerator
Mupeta Jeshua	Enumerator
Moyo Edmore	Enumerator
Mhishi Attitude	Enumerator
Sakelephi Mapako	Enumerator
Mucha Jannet	Enumerator
Annastarsia Taruziva	Enumerator
Takavarasha Noble	Enumerator
Mabika Saliwe	Enumerator
Ngwenya Blessed	Enumerator
Chimunda Esther	Enumerator

Harare Province (29 Persons)

Deve Prudence	Provincial supervisor
Ndaba Briton	Team Leader
Mahala Kudzai	Team Leader
Ndudzo Ephidale	Team Leader
Mudimu Portia	Team Leader
Nyemba Sonile	Enumerator
Wunganai Stanley	Enumerator
Bungu Eunice	Enumerator
Vhashiko Elisha	Enumerator
Chingono Robson	Enumerator
Masiwa Dorothy	Enumerator
Randani Ruth H	Enumerator
Auxilia Maponga	Enumerator
Mathar Mamuto	Enumerator
Manhera Sekai	Enumerator
Mazhiri Zuze	Enumerator
Gowa Miriam	Enumerator
Nyoni Aaron	Enumerator
Bgwirire Amander	Enumerator
Chimondo Obey	Enumerator
Jaravaza Nhamo	Enumerator

Matabeleland South Province (13 Persons)

Ngwenya Trust	Provincial supervisor
Bidi Mavis	Team Leader
Dube Honest	Team Leader
Ncube Nomusa	Enumerator
Mpofu Kenny	Enumerator
Ncube Bhempilo	Enumerator
Mpofu Ngakhiwe	Enumerator
Siziba Qhelani	Enumerator
Moyo Israel	Enumerator
Dube Liso	Enumerator
Ndebele Ephraim	Enumerator
Siwela Samukelisiwe	Enumerator
Mayihlome Selisiwe	Enumerator

Masvingo Province (19 Persons)

Manjengwa Darlington	Provincial Supervisor
Gono Francis D.	Team Leader
Mathimise Hlekani	Team Leader
Swatch Adson James	Team Leader
Musarurwa C Destiny	Enumerator
Ambali Lovemore	Enumerator
Chida Lovemore	Enumerator
Tsakani Rumbidzai	Enumerator
Gumbo Aviel	Enumerator
Mudzana Clever Cleto	Enumerator
Mutimba Swederai	Enumerator
Makwarimba Mhuru	Enumerator
Matotote Itai	Enumerator
Chibharo Kufa T	Enumerator
Kumbuya Danford	Enumerator
Chimedza Thomas	Enumerator
Maposa Thulani	Enumerator
Nyevedzanai S. Stuart	Enumerator
Maseva Jephias	Enumerator

Bulawayo Province (13 Persons)

Mutizwa Lazarus	Provincial Supervisor
Ndlovu Regina	Team Leader
Ncube Remember	Team Leader
Dube Qawana	Enumerator
Magonya Laida	Enumerator
Mpofu Wellington	Enumerator
Ngwenya Evans	Enumerator
Ncube Benedict	Enumerator
Zimba Charity	Enumerator
Sibanda Prosper	Enumerator
Mtovu Viola	Enumerator
Ngwenya Thobekile	Enumerator

Sibindi Meluleki	Enumerator
Chibika Sharon	Enumerator
Manyemba Novice	Enumerator
Nhapi Alois	Enumerator
Kachaka Melissa	Enumerator
Choga Ellah	Enumerator
Chitsenga Givemore	Enumerator
Chirau Bridgete	Enumerator

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Mungate Taizivei, Matangira Tidings, Mwadiwa Tinashe, Chigiji Handrick, Marima Evelyn, Mahere Lloyd, Sango Rodgers, Chinosengwa Lovemore, Chaora Grace, Kaseke Brian, Makumbe Perfect, Chitiyo Jacob, Moyo Xolani, Mumera Amos, Hambayi Naison, Chihwehwete Veronica, Hobwani Samuel, Mudakureva Timothy, Munongerwa Clapton, Nemhara Muchineripi, Kapumha James, Maedze Felistas, Munemo Tinashe, Jona Ndafadzwa, Marewangepo Moses and Shangu Tariro.

Appendix 3 Concepts and Definitions

This section presents concepts and definitions used in the report.

Combined Rate of Unemployment and Potential Labour Force: Is the ratio of the sum of the unemployed and the potential labour force populations relative to the extended labour force expressed as a percentage.

Employed Population: refers to the total number of persons who did some work for pay or profit in the reference period. All persons who had a paid job and were on leave, as well as those in self-employment but were absent from work due to various reasons such as inadequate raw materials, labour dispute, absence of business opportunities, etc, were all considered employed.

Extended Labour Force: refers to the sum of the persons in the labour force and those in potential labour force.

Formal Employment: Is the type of employment in which employees are entitled to social security coverage and paid annual or sick leave.

Formal Sector: Refers to all production units that are registered with the Registrar of Companies.

Informal Employment: Is the type of employment characterized by lack of an entitlement to paid annual leave and absence of social security. This type of employment can be found in both the formal sector and informal sector production units.

Labour Force: All persons of working age who were either employed or unemployed at the time of the survey.

Labour Force Participation Rate: Is the ratio of the Labour Force to the overall size of the working-age population. It is the proportion of the country's working-age population that engages actively in the labour market, either by working or looking for work relative to the population of the working-age.

Labour underutilisation: refers to the extent to which an economy fails to fully provide opportunities to employ its population to its full potential.

Persons outside the labour: All persons of working-age who were neither employed nor unemployed.

Potential Labour Force: Is defined as all persons of working age who during the short reference period were neither in employment nor in unemployment and:

(a) carried out activities to "seek employment", were not "currently available" but would become available within a short subsequent period established in the light of national circumstances or

(b) did not carry out activities to "seek employment", but wanted employment and were "currently available".

Time-related underemployment: includes all persons in employment who wanted to work additional hours and whose hours of work in all jobs and were available to work more hours given an opportunity for more work.

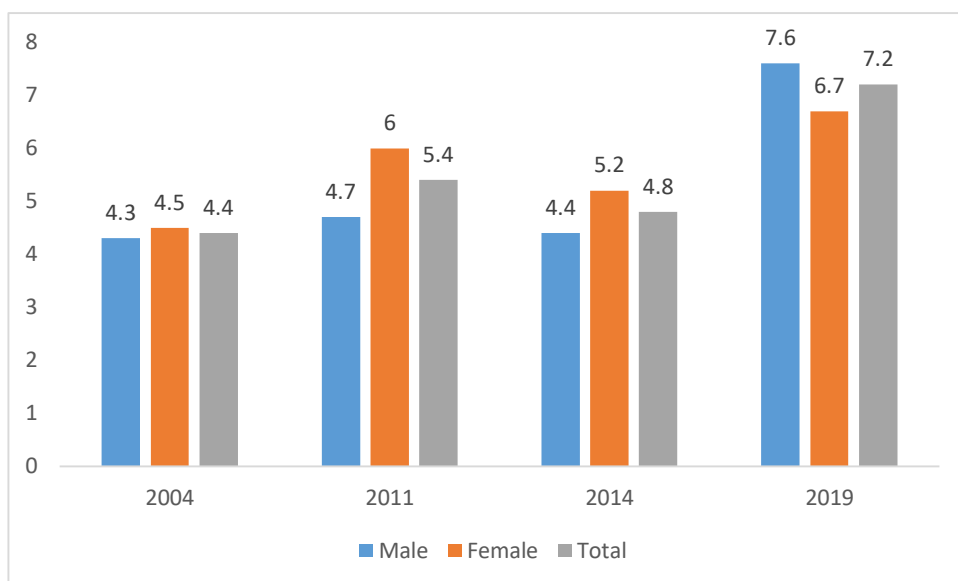
Time-related Underemployment Rate: Is the ratio of the underemployed population to the total employed population.

Unemployed Population: Refers to all persons in the labour force who were without work, were available and actively looking for work during a given reference period.

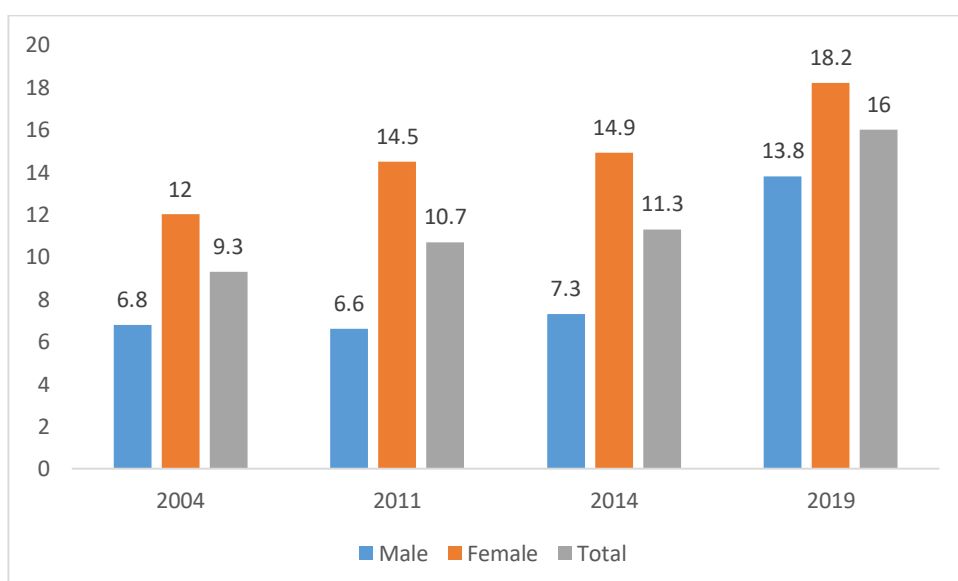
Unemployment rate: is the ratio of the unemployed population to the total population in the labour force expressed as a percentage.

Working-Age Population: Refers to all persons aged 15 years or older

Appendix 4: Unemployment Rates from 2004 to 2019 Computed using Old Method



Strict Unemployment Rates by Sex for the Period 2004 to 2019



Broad Unemployment Rates by Sex for the Period 2004 to 2019