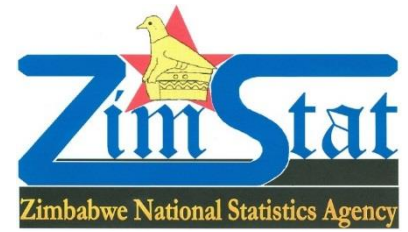


PRESENTATION ON 2019 LABOUR FORCE AND CHILD LABOUR SURVEY (LFCLS) RESULTS

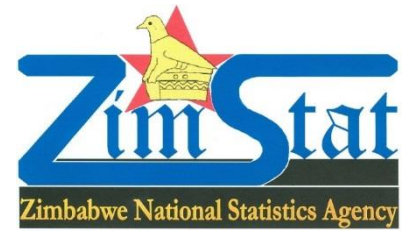




SAMPLE DESIGN AND SURVEY METHODOLOGY 2019 LFCLS



SAMPLE DESIGN



- The sample was 419 Enumeration Areas (EAs) translating to 10 475 households
- A two–stage stratified sample design
- The sample was allocated in the ten provinces and within the rural/urban strata using PPS.
- The first stage was selection of enumeration areas using probability proportional to size (PPS) using the 2012 number of households as a measure of size.
- The second stage involved selection of 25 households in each of the selected EAs using random systematic sampling. Household Listing was done to provide an updated frame for the selection of households.

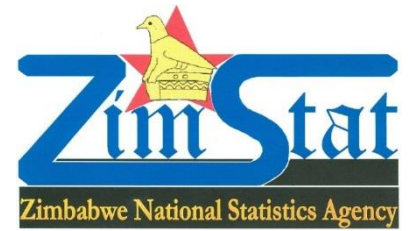


ALLOCATION

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



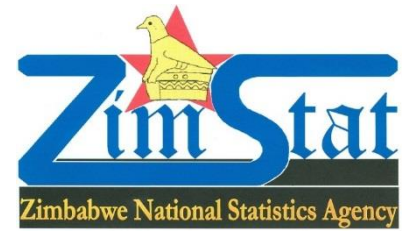
SURVEY ACTIVITIES



- A sensitization workshop for stakeholders was conducted in Kwekwe from 25 to 29 March, 2019.
- A training of trainers and pretest workshop was conducted in Mutare from 8 to 17 April, 2019.
- Enumerators training and field practice workshop was conducted from 14-27 May 2019 in Gweru.
- Data collection was conducted in all provinces concurrently from 5 June to 7 July 2019 in mainly local languages using CAPI.



DATA PROCESSING



- The data collection application was developed using CSPro software including a dedicated data management platform.
- Data were synchronized to a central server.
- 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) and Statistical Package for Social Sciences (SPSS)

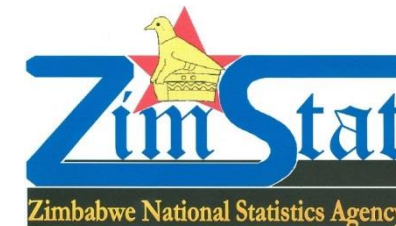


SURVEY FINDINGS

RESPONSE RATES AND POPULATION DISTRIBUTION



RESPONSE RATE

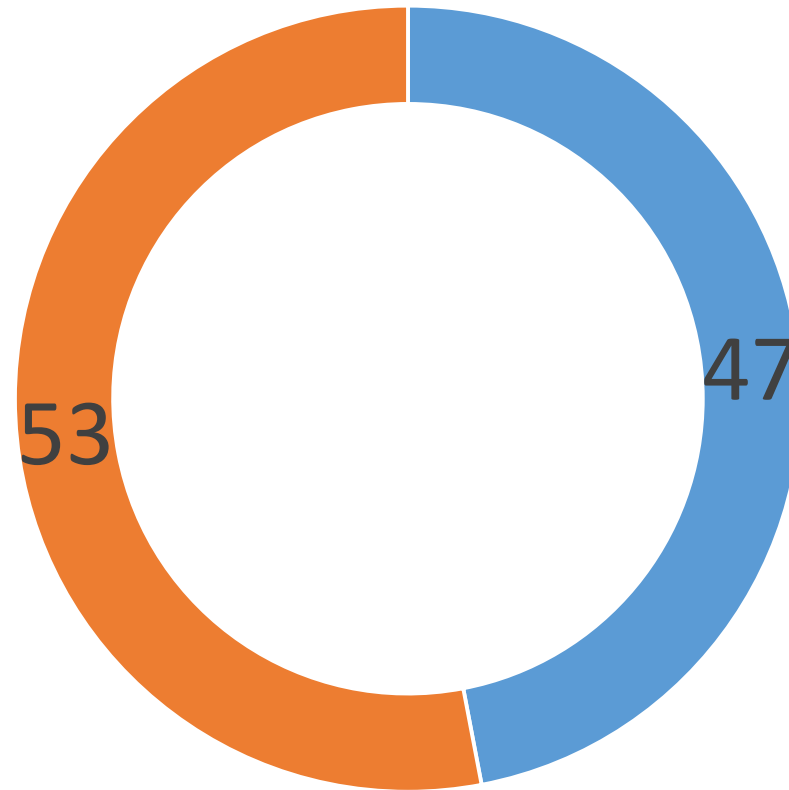


Province	Households Selected	Households Occupied	Households Interviewed	Response rate
Manicaland	1 054	964	934	96.9
Mashonaland Central	858	794	777	97.9
Mashonaland East	849	757	741	97.9
Mashonaland West	912	845	824	97.5
Matabeleland North	608	564	560	99.3
Matabeleland South	549	502	490	97.6
Midlands	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

Population distribution by province

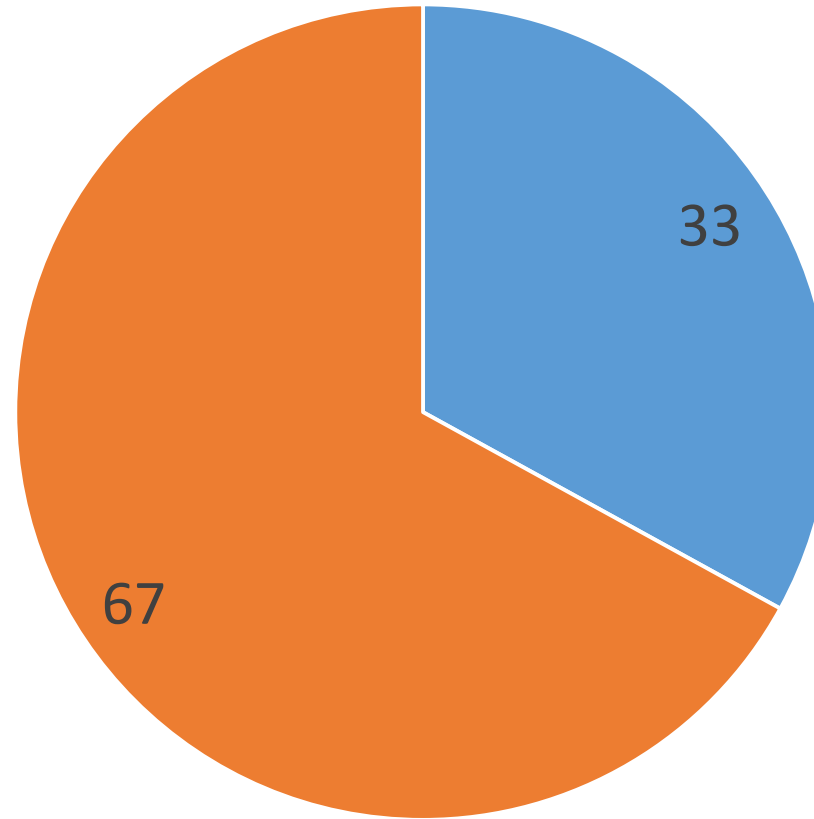
Province	Percent	Sex Ratio
Manicaland	12.5	85.2
Mashonaland Central	8.2	95.1
Mashonaland East	9.6	84.9
Mashonaland West	10.7	94.7
Matabeleland North	5.3	86.7
Matabeleland South	4.9	88.7
Midlands	11.5	90.6
Masvingo	10.6	84.6
Harare	22.0	95.1
Bulawayo	4.7	84.5
Zimbabwe	100	89.8

Percent population distribution by sex



■ Male ■ Female

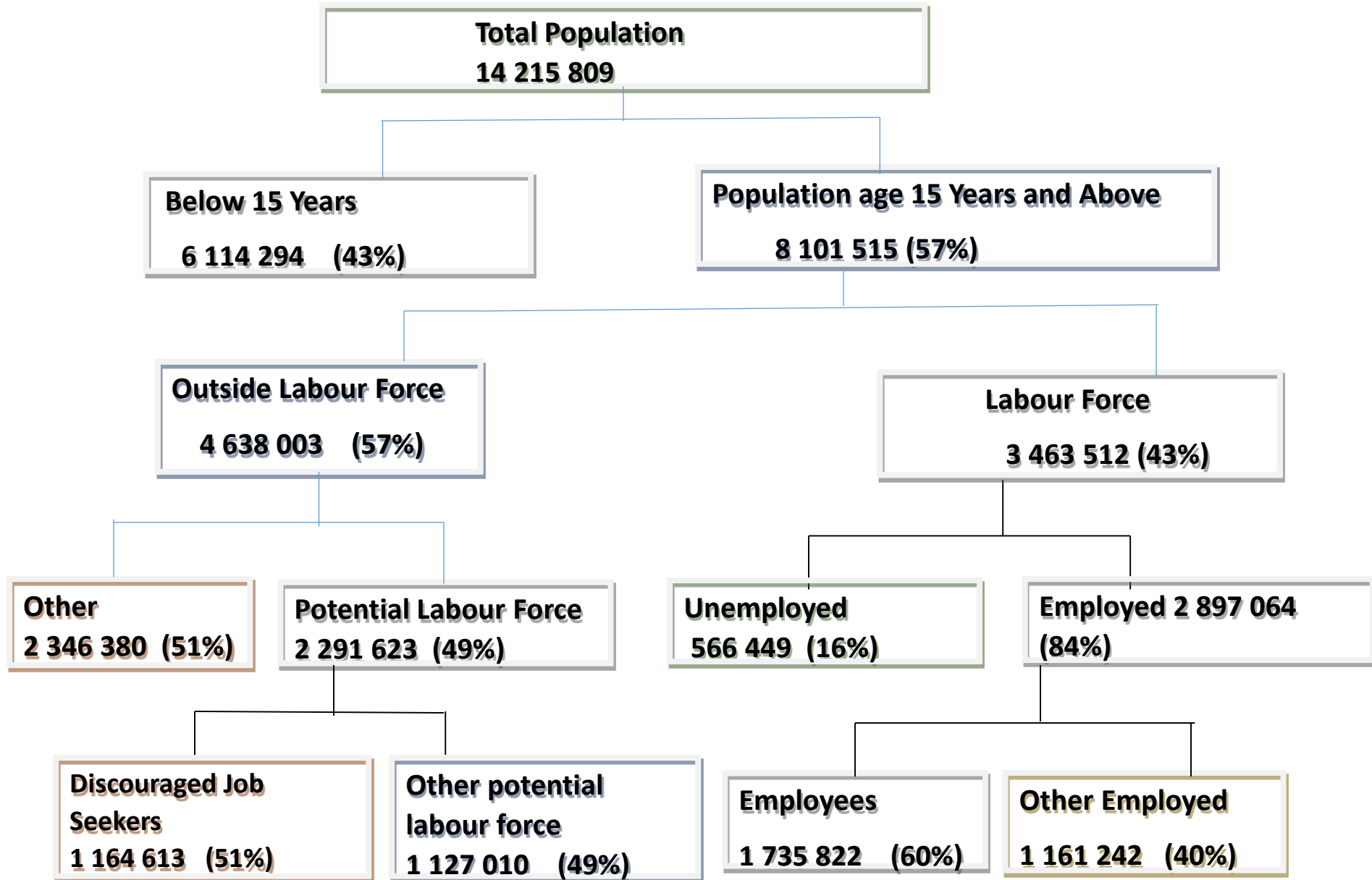
Percent population distribution by area



■ Urban ■ Rural

LABOURFORCE PARTICIPATION

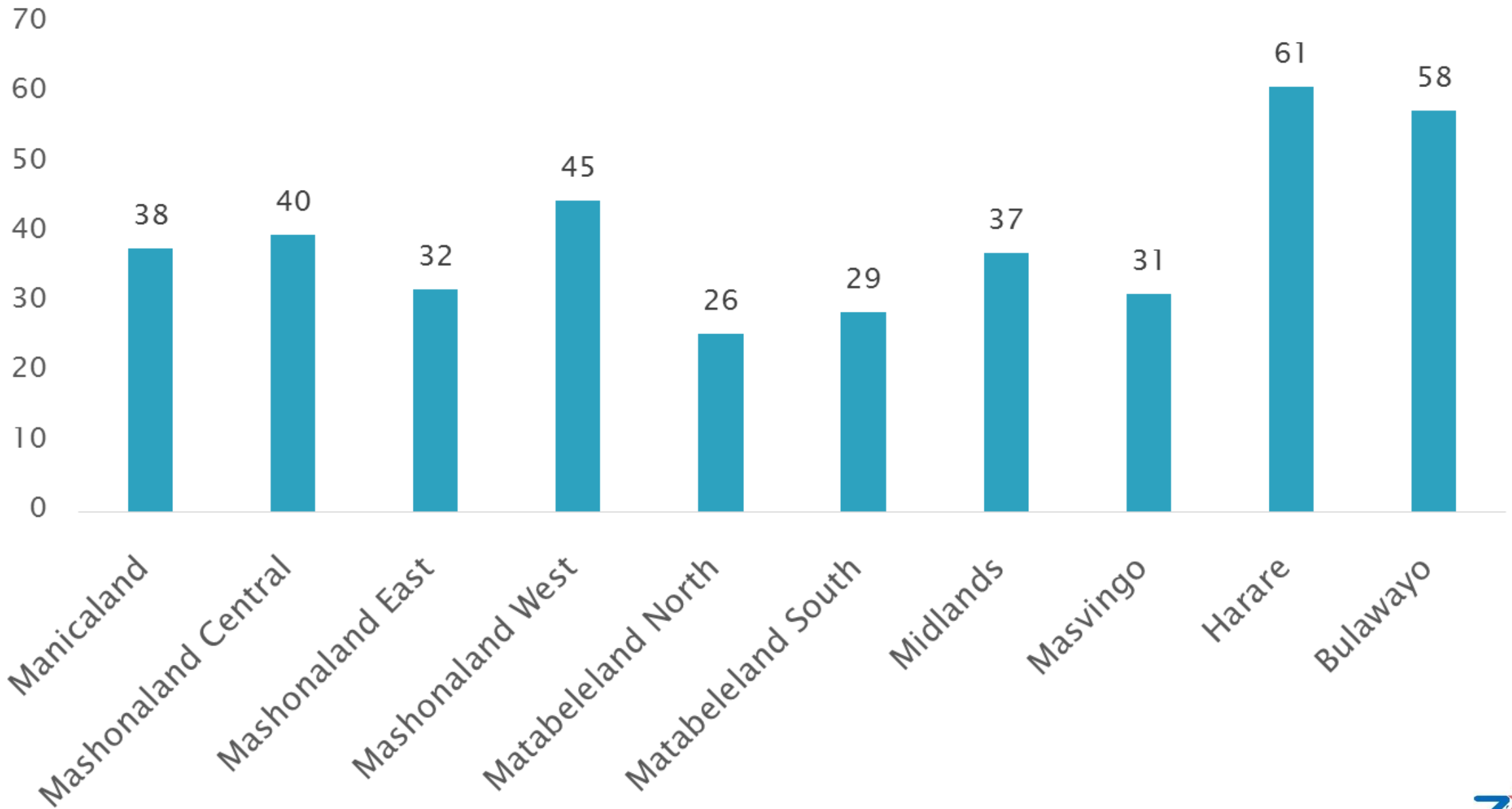
2019 Labour Force Framework



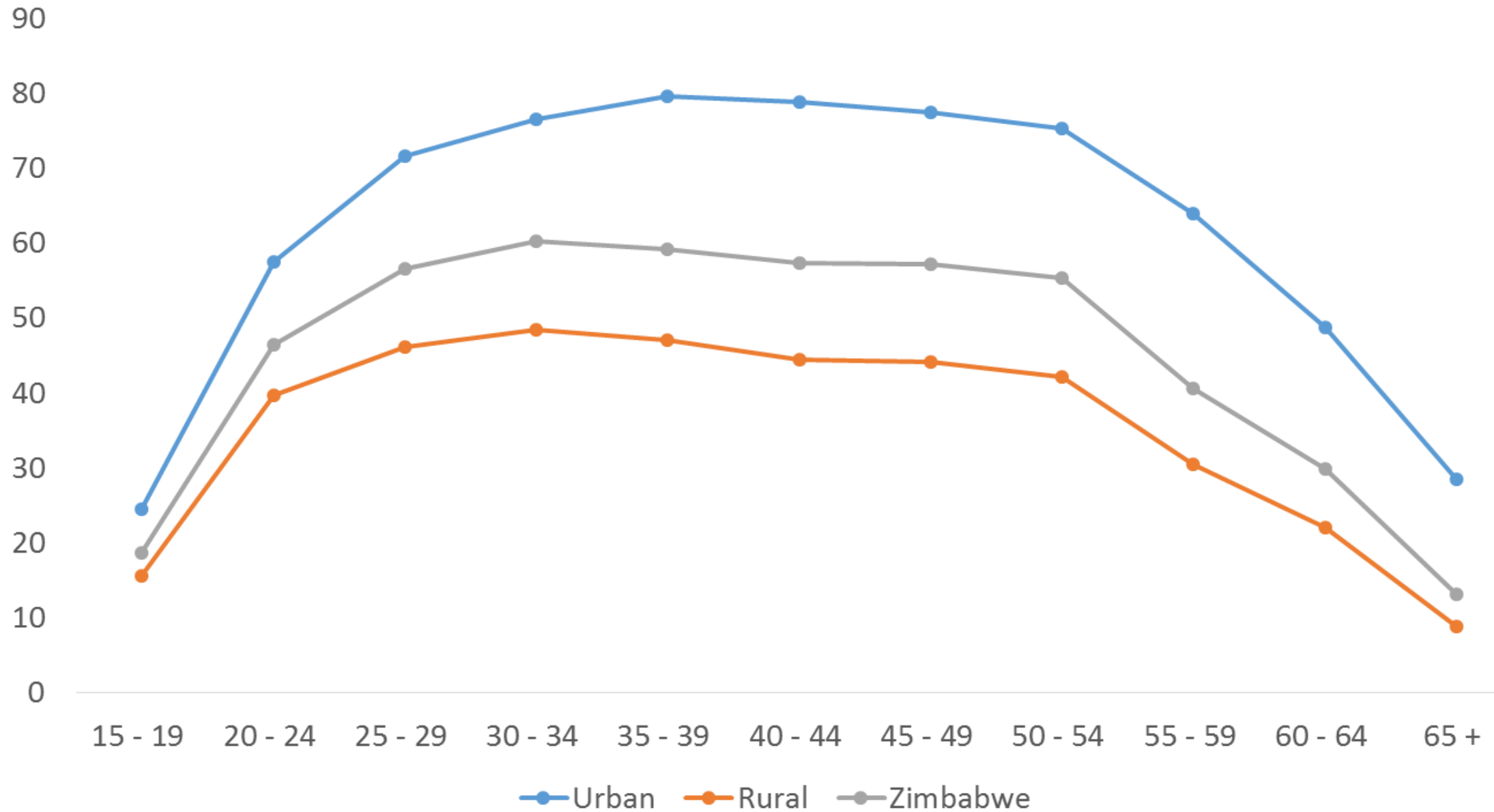
Labour Force Participation Rates (LFPR)

- The 2019 LFCLS gave a national LFPR of 43%
- Male LFPR- 53%
- Female LFPR- 34%

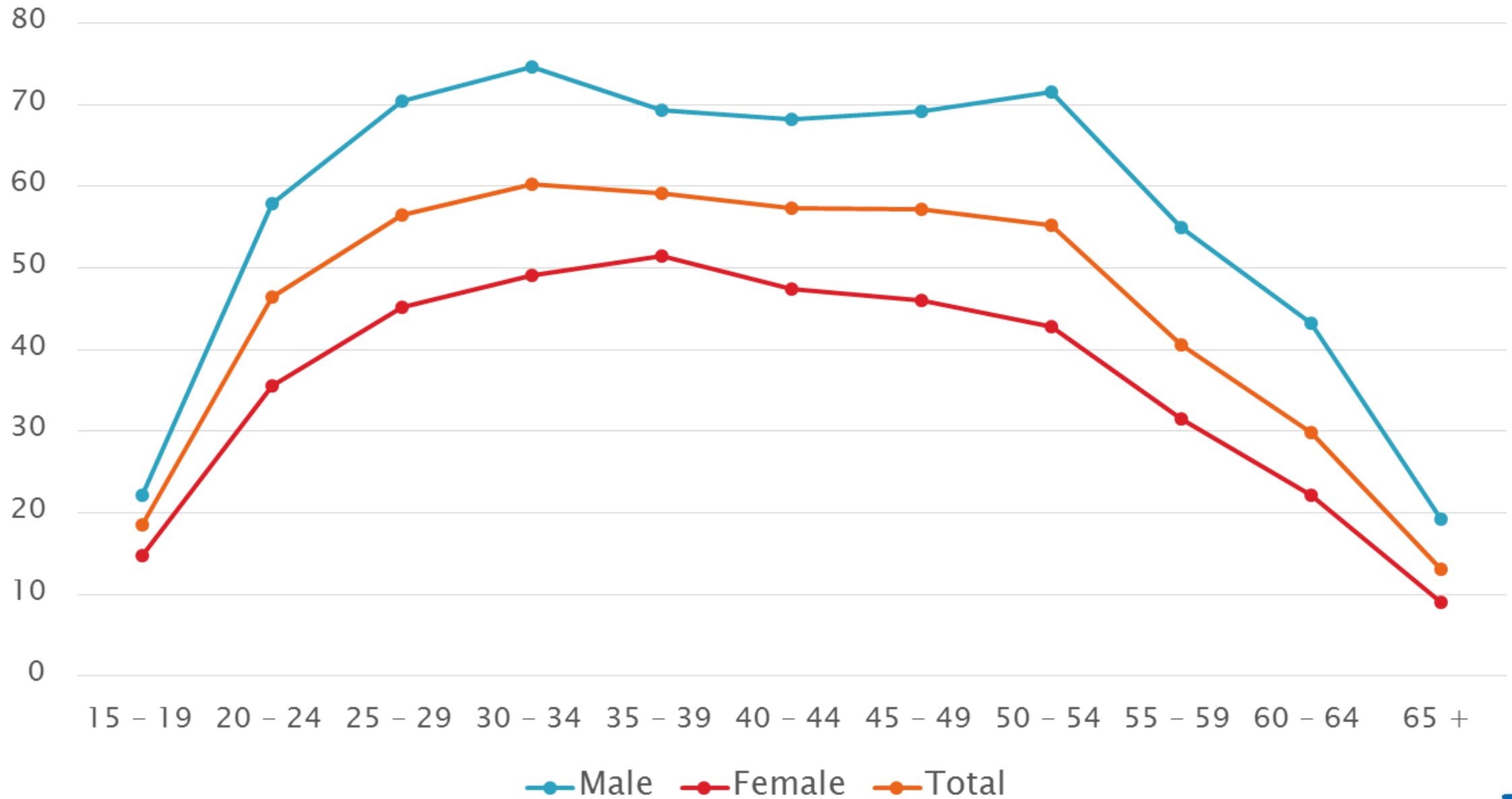
LFPR by province



LFPR by age group and area

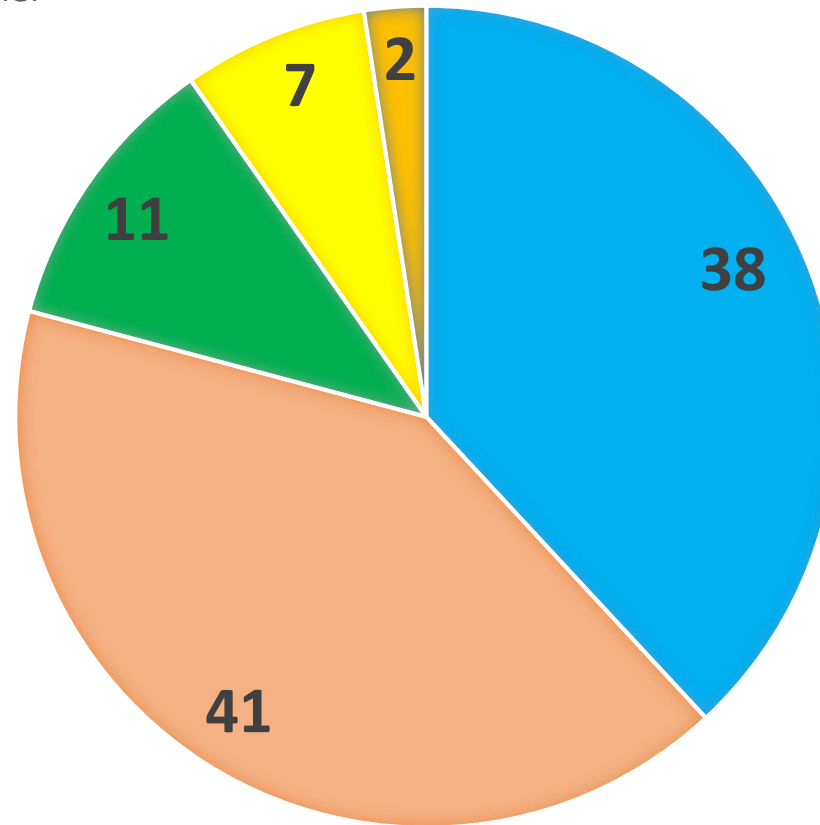


LFPR by age group and sex



Percent distribution of economically inactive population by category

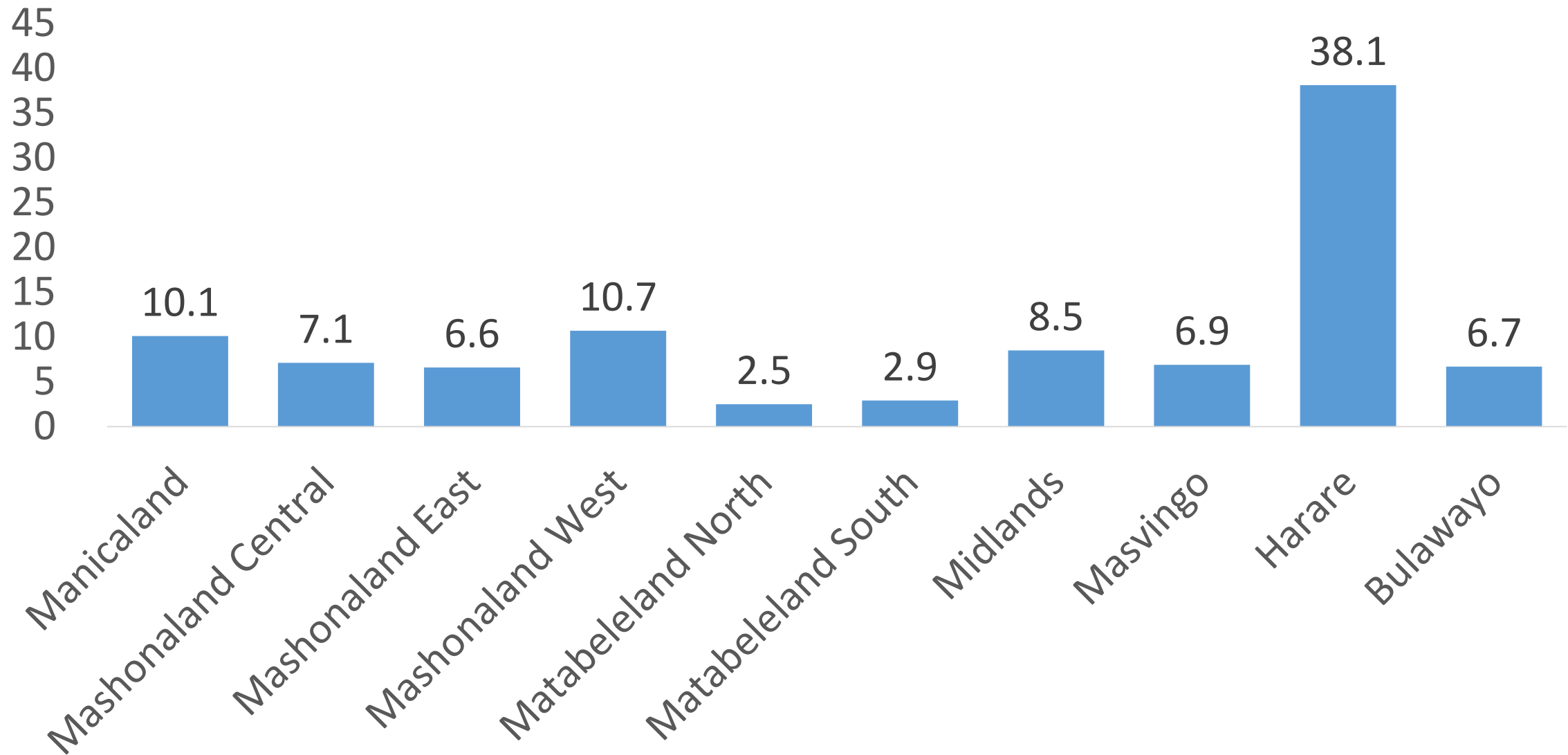
- Studying or training
- Engaged in household or family responsibility
- Farming or fishing to produce food for the family
- Retired or pensioner
- Other



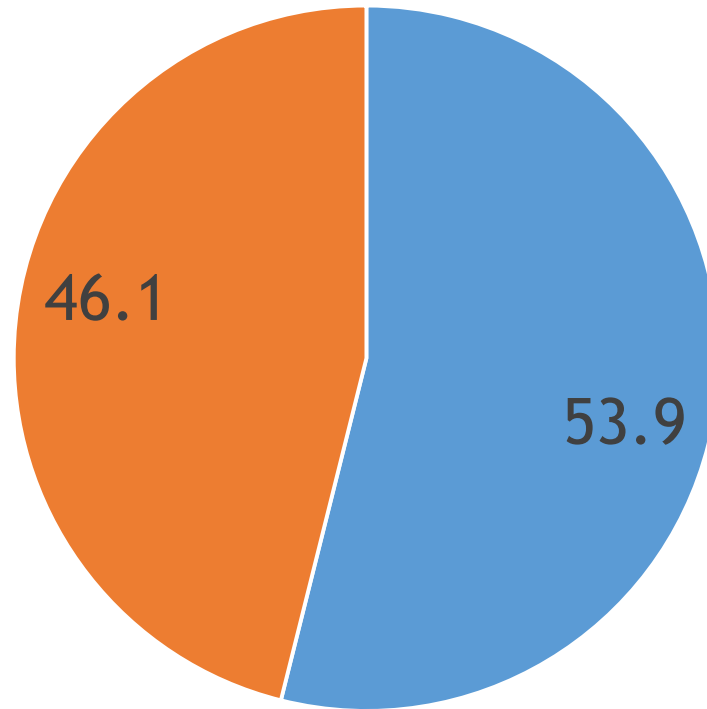
EMPLOYMENT

- Total number of currently employed persons was **2.9 million**.

Percent distribution of employed persons by province

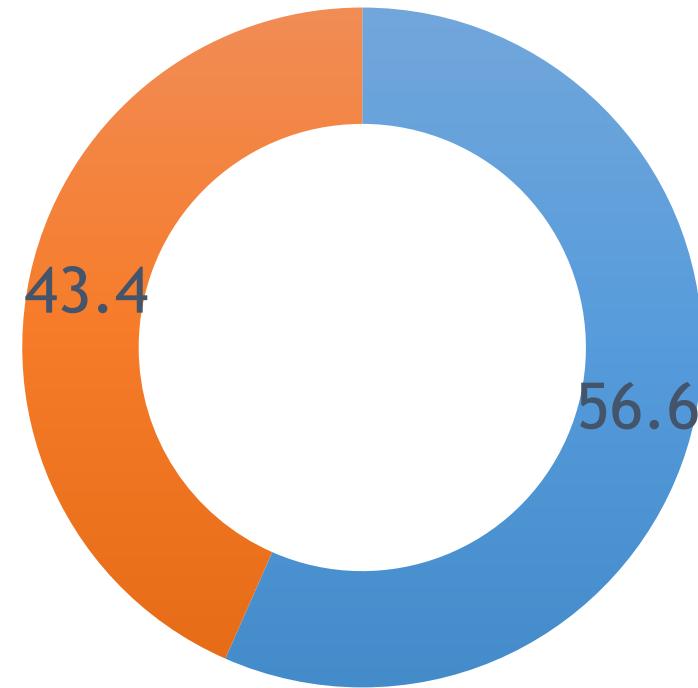


Percent distribution of employed persons by area



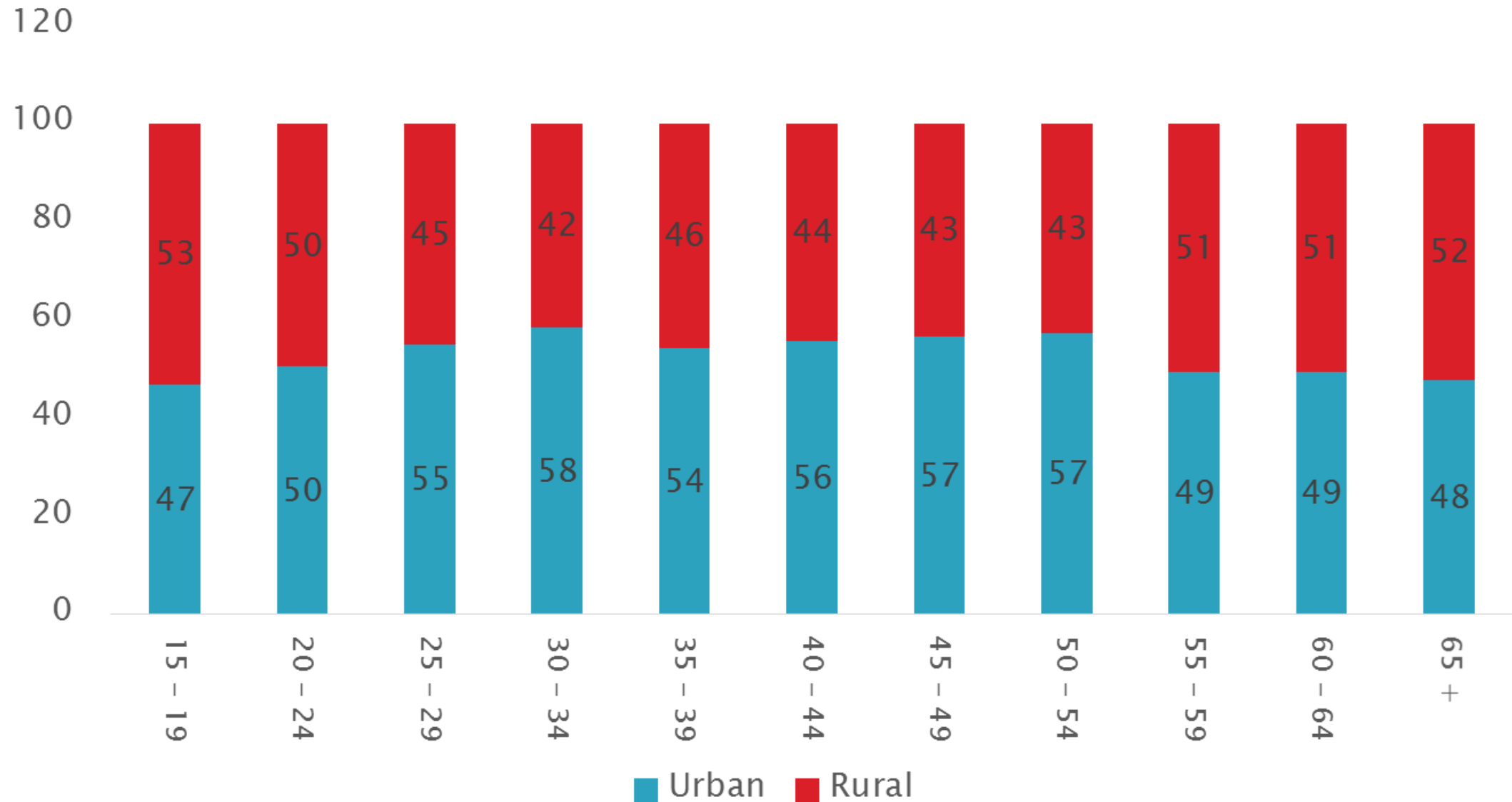
■ Urban ■ Rural

Percent distribution of employed persons by sex



■ Male ■ Female

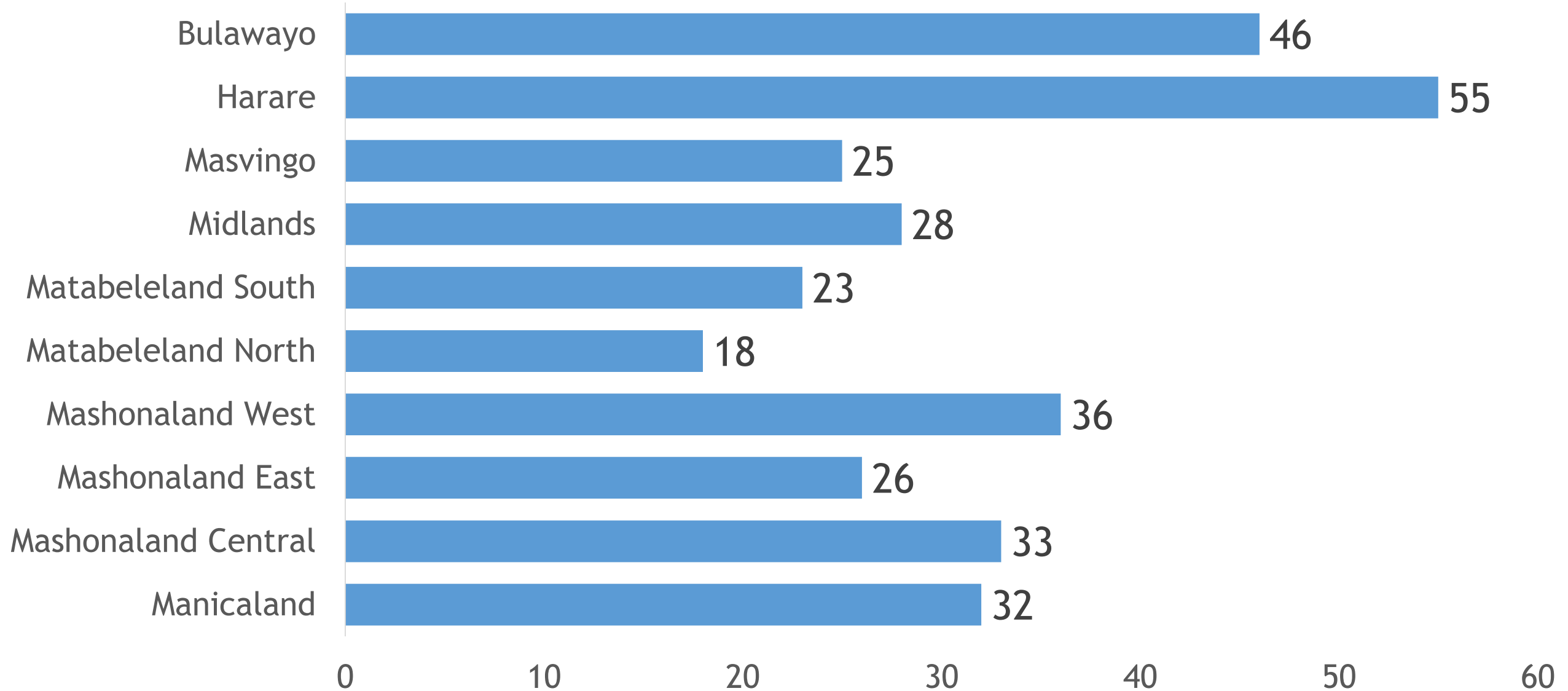
Percent distribution of employed persons by age group and area



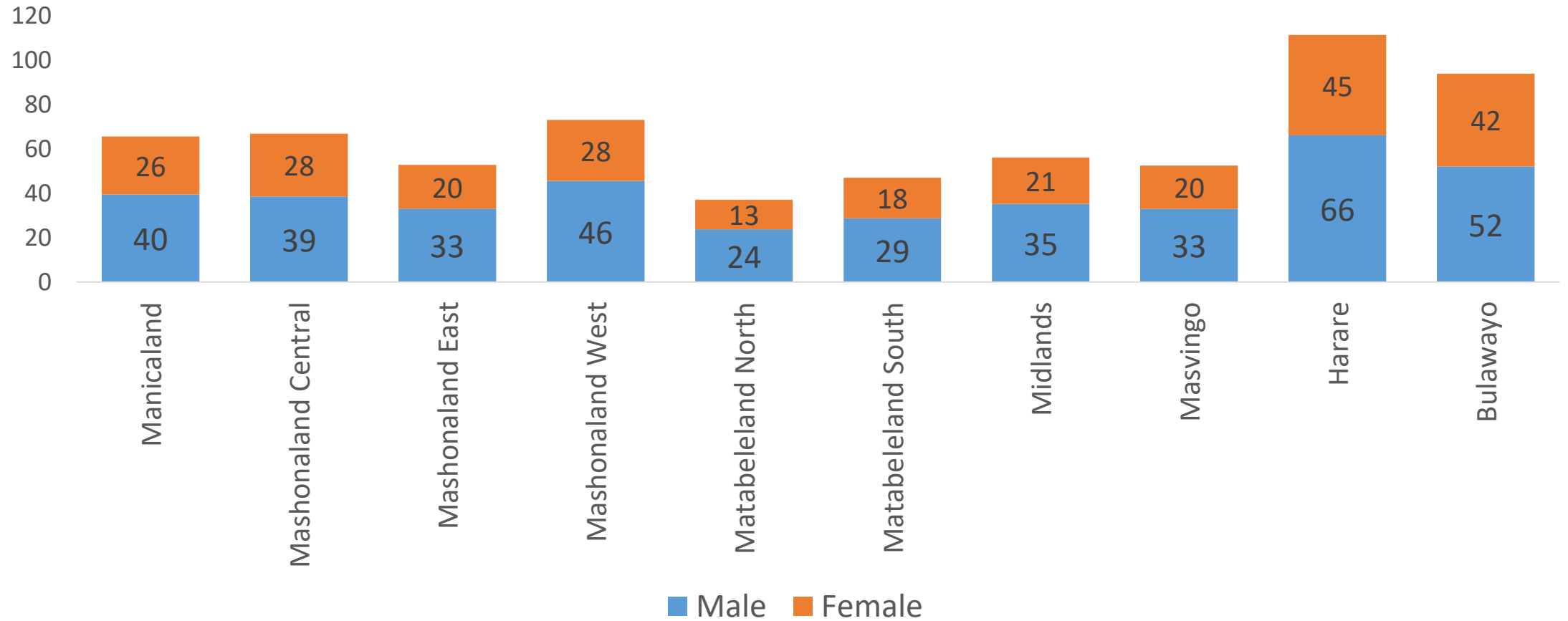
Employment to Population Ratio (EPR)

- National EPR was estimated at 36%.
- Male EPR- 44%
- Female EPR- 29%

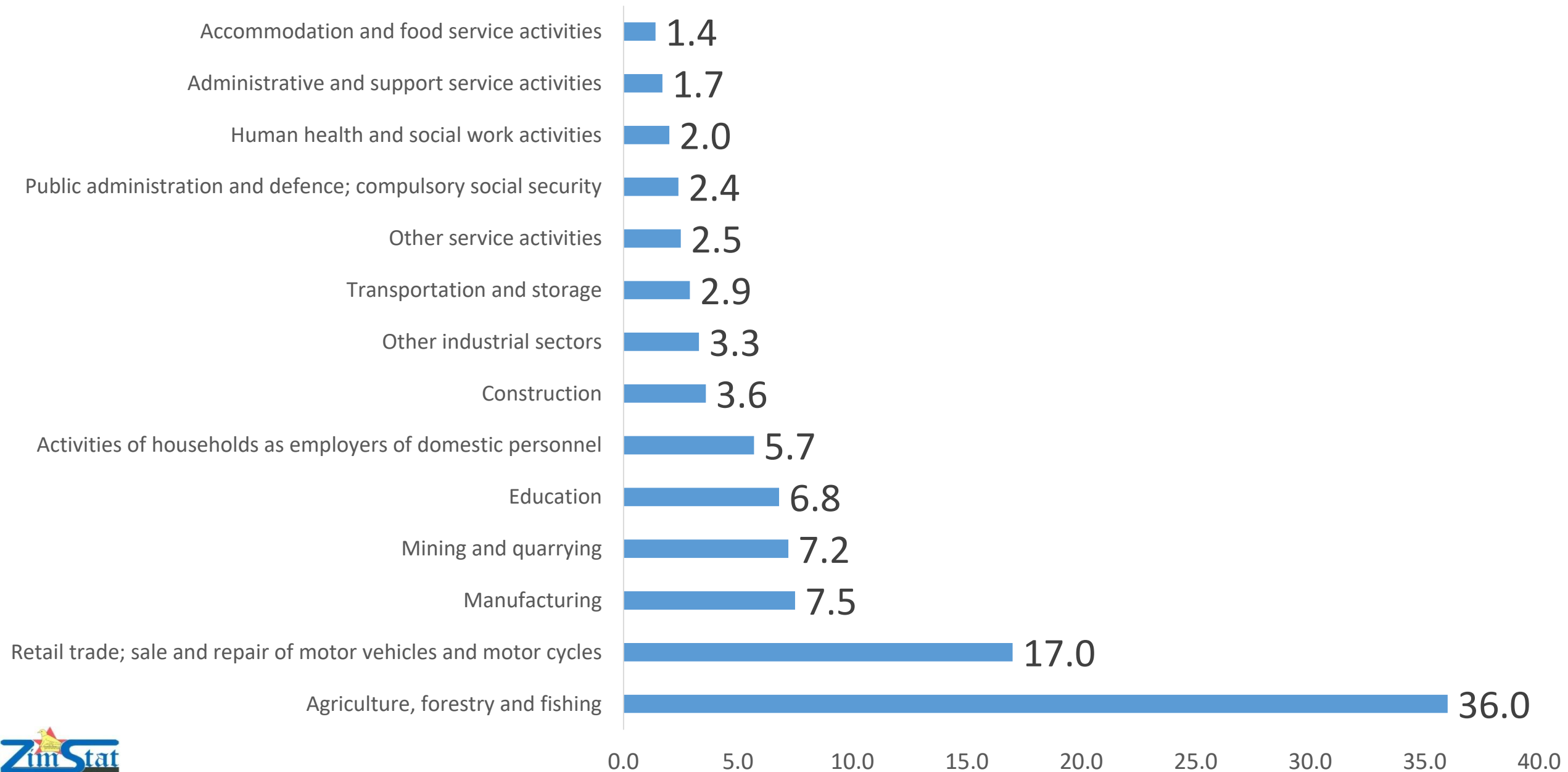
EPR by province



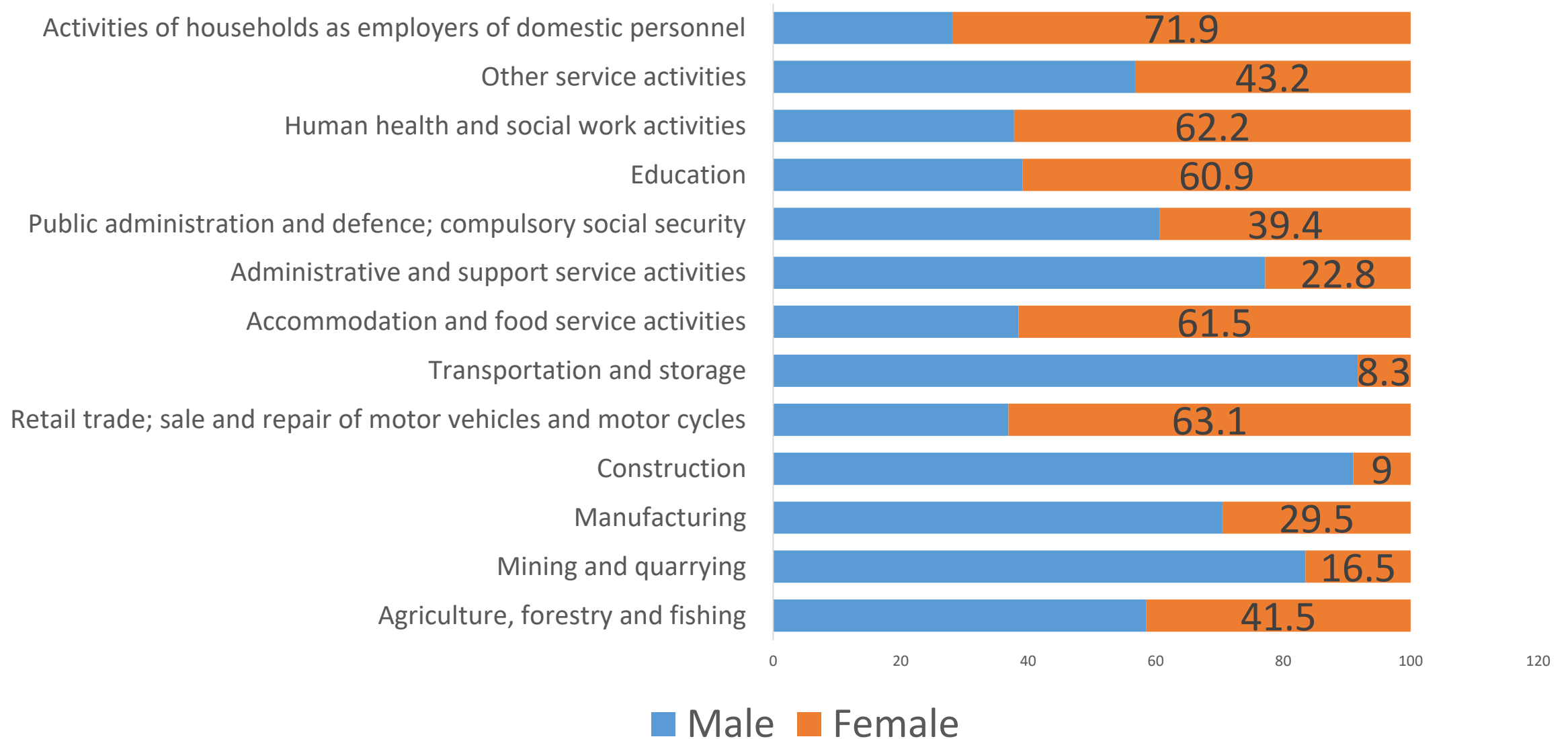
EPR by province and sex



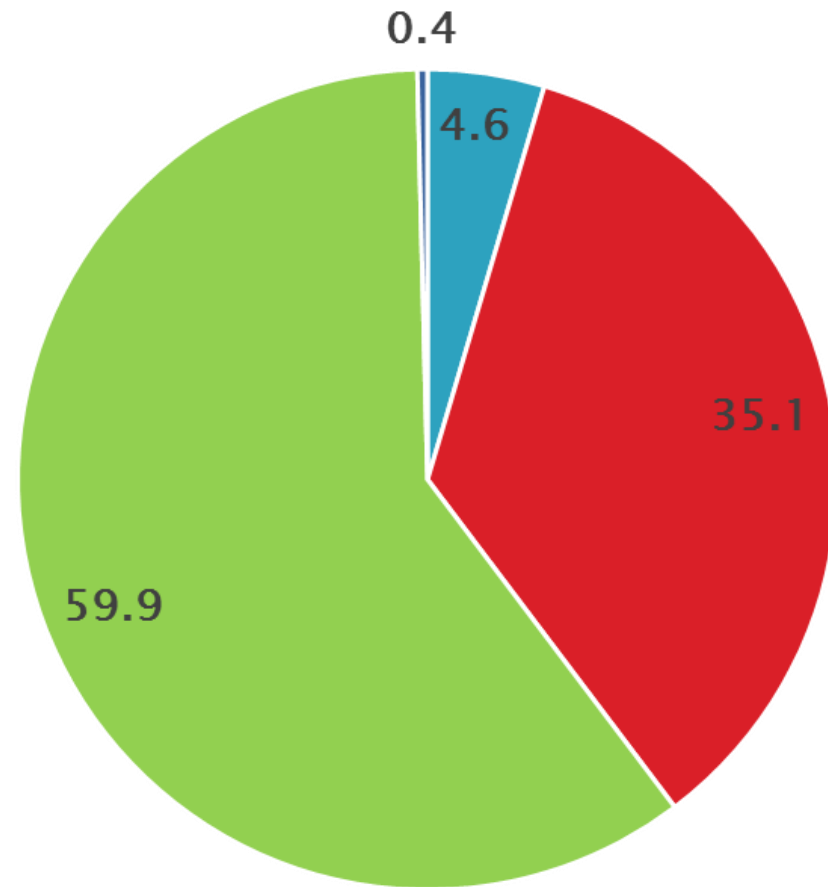
Percent distribution of employed persons by industry



Percent distribution of employed persons by industry and sex

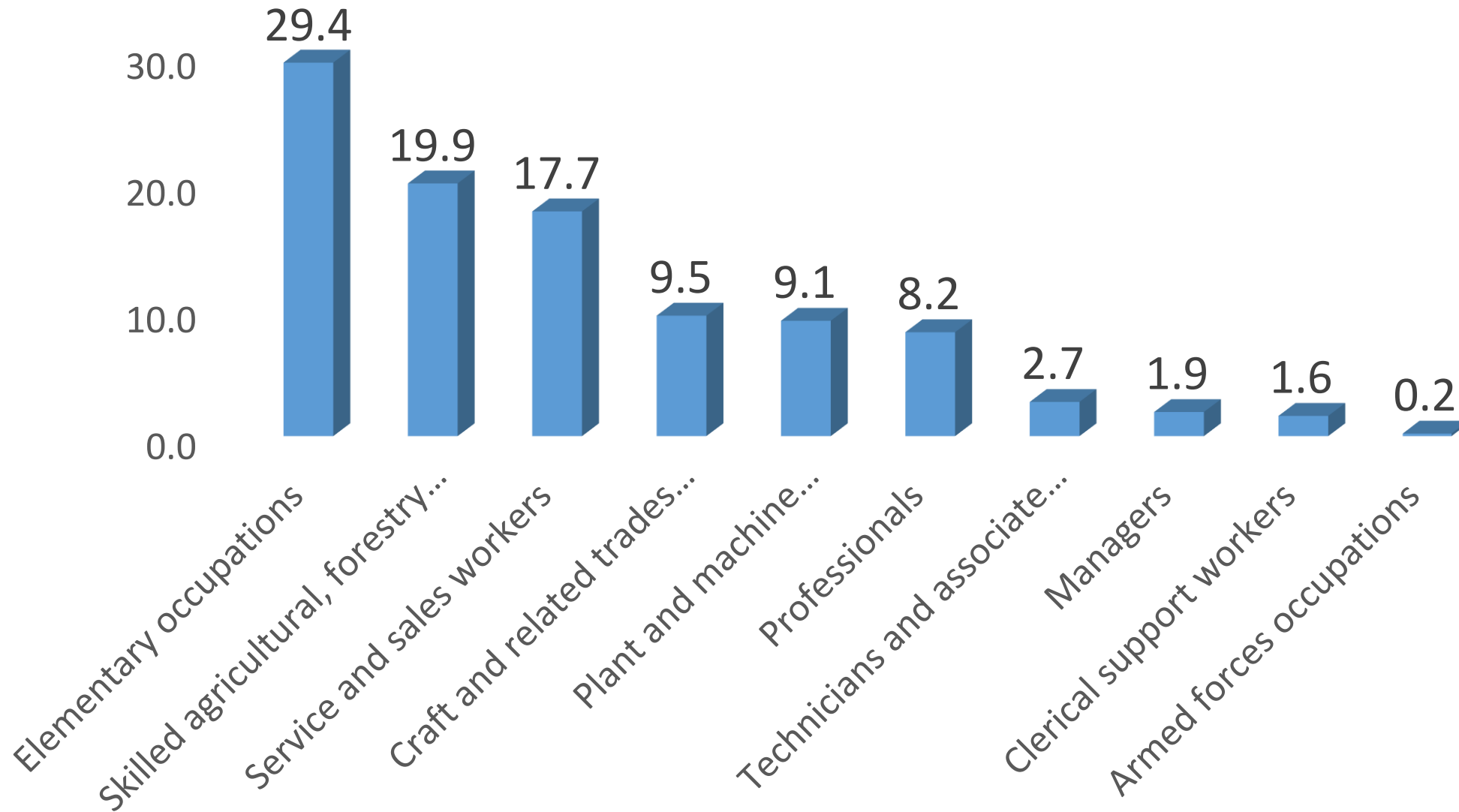


Percent distribution of employed persons by status in employment

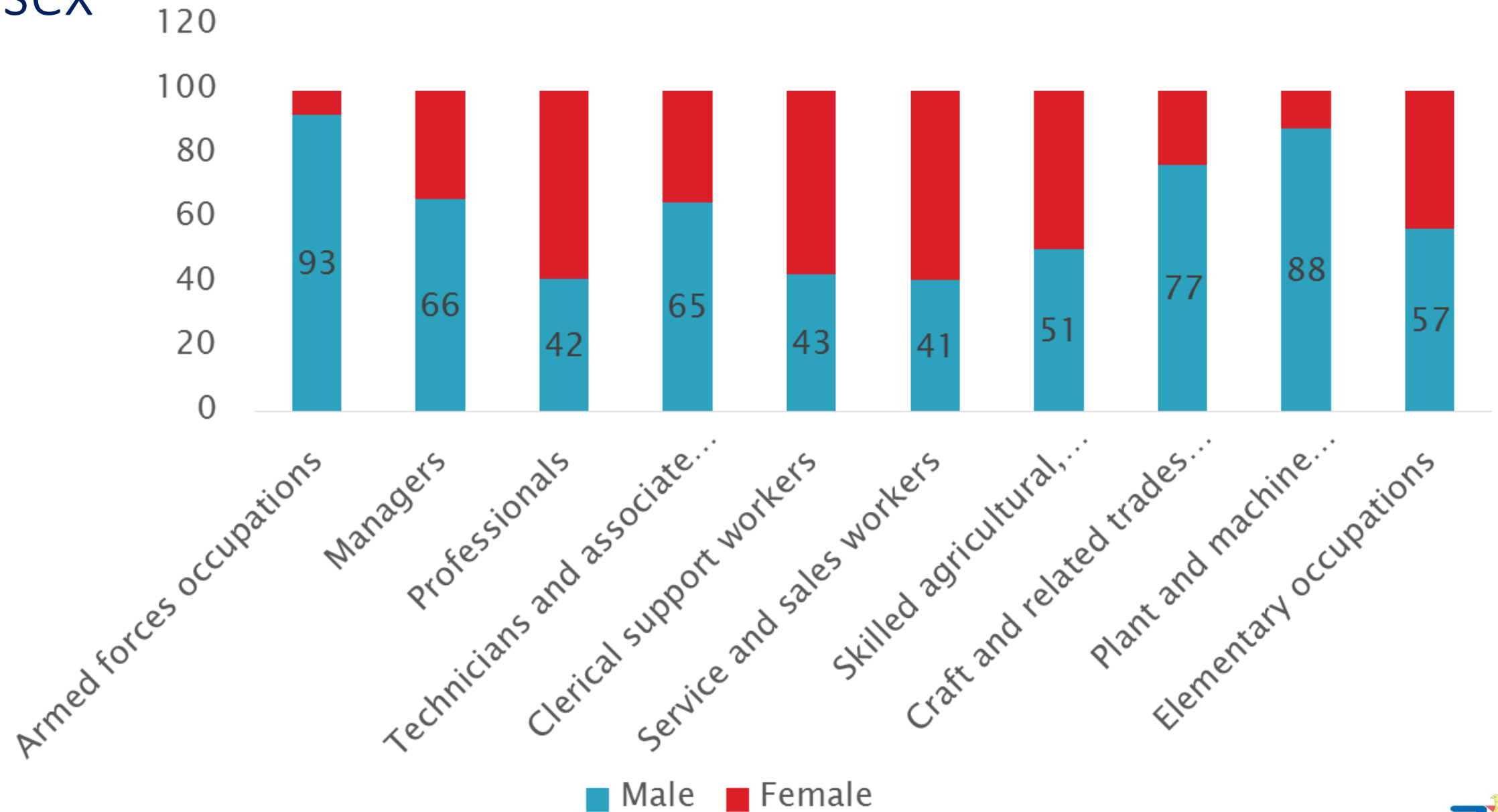


■ Employers ■ Own account workers ■ Employees ■ Contributing family worker

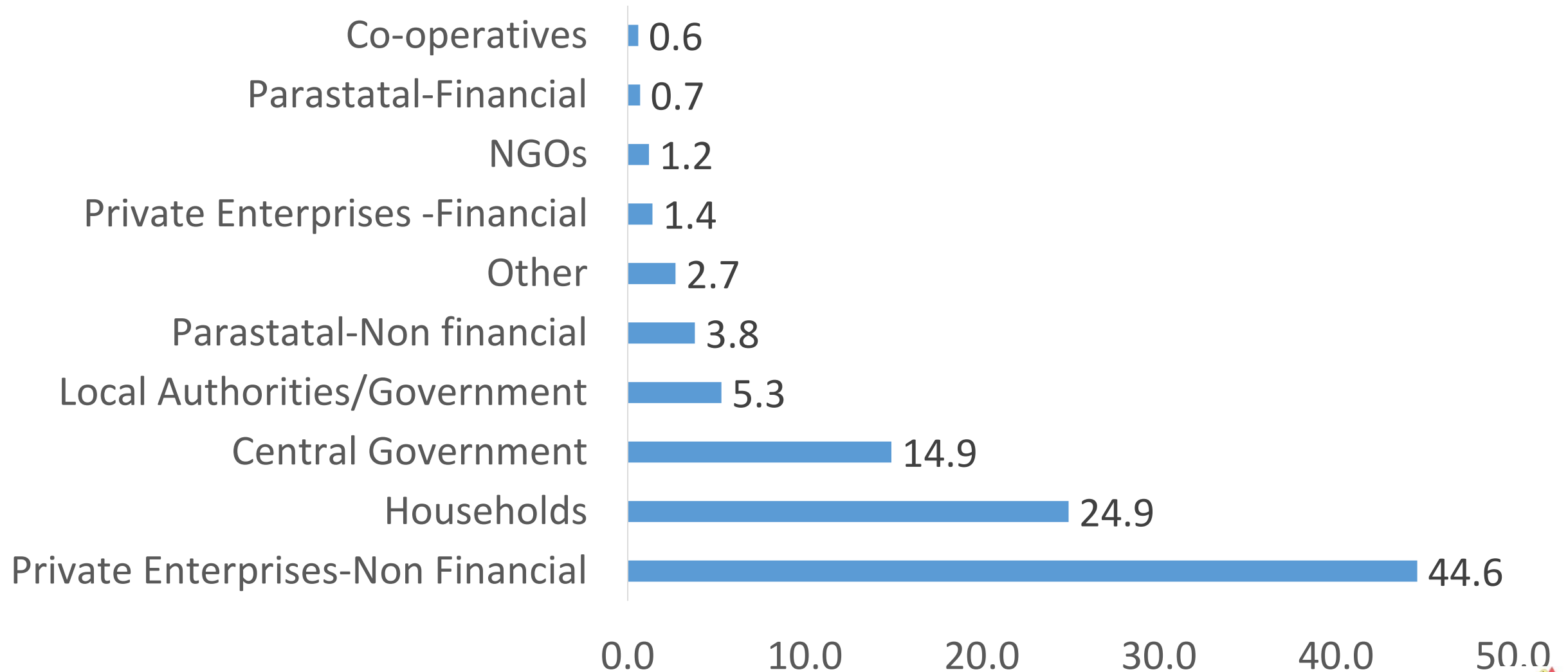
Percent distribution of employed persons by occupation



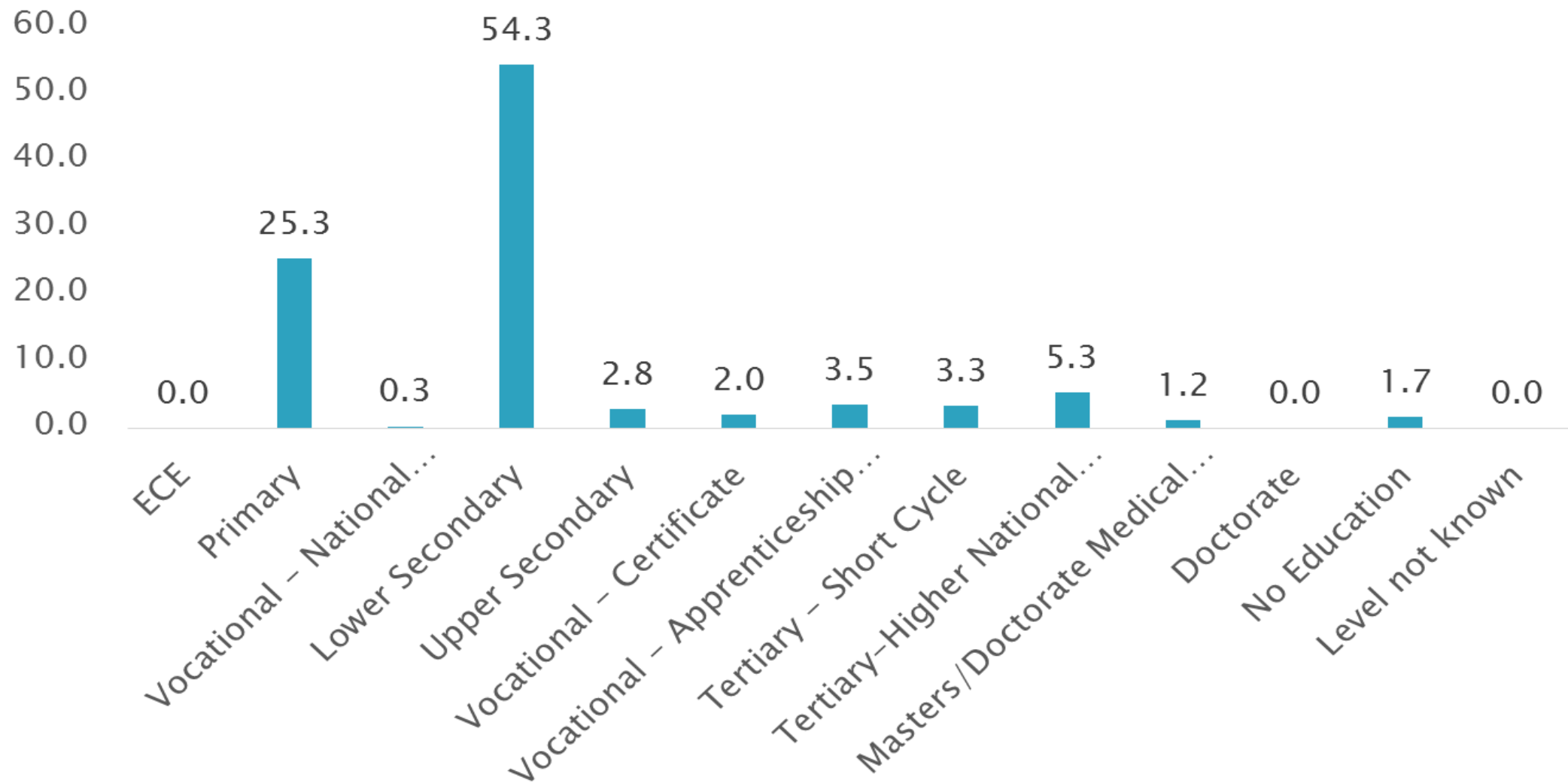
Percent distribution of employed persons by occupation and sex



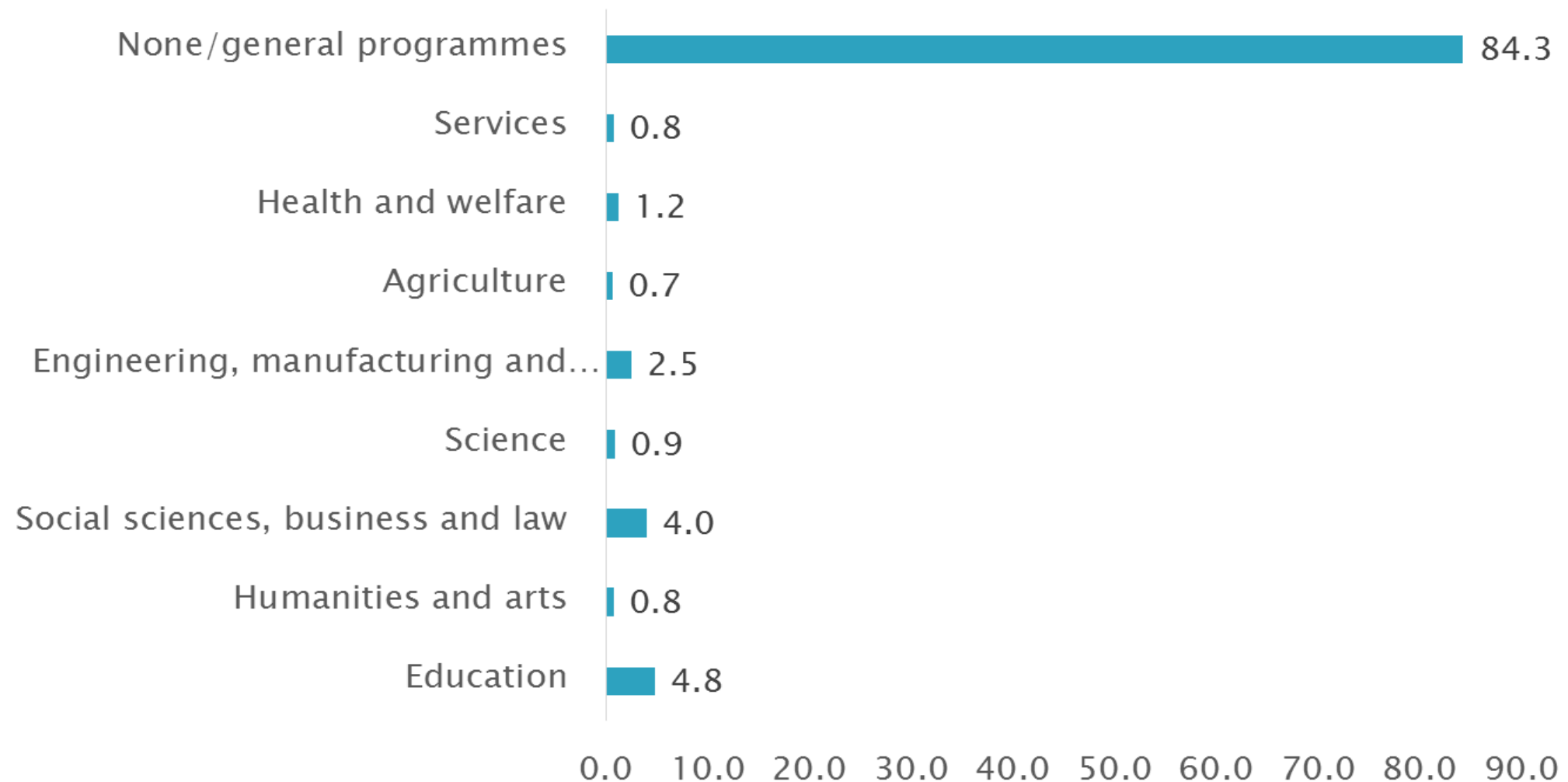
Percent distribution of employed persons by institutional sector



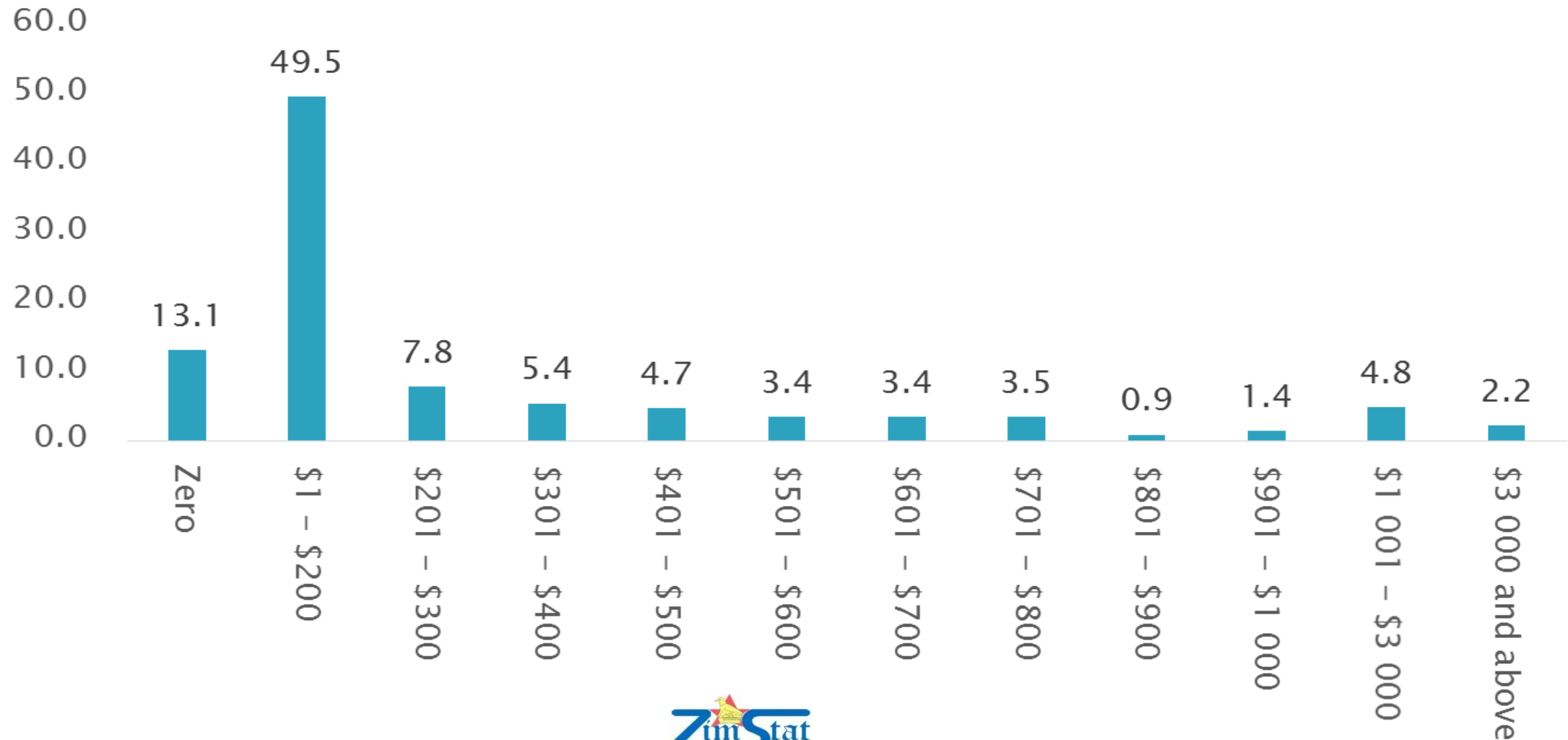
Percent distribution of employed persons by highest level of education attended



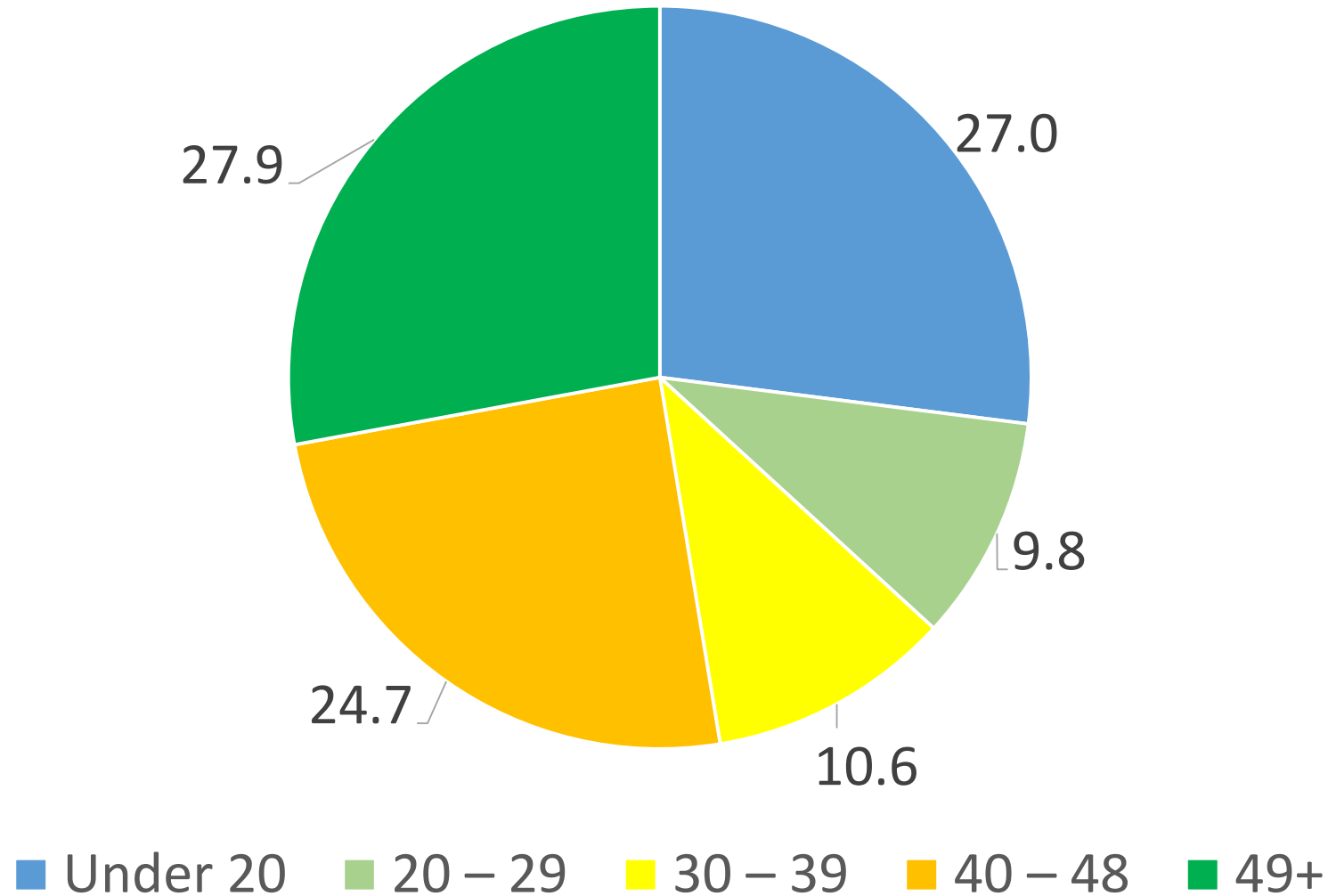
Percent distribution of employed persons by field of specialisation



Percent distribution of employed persons by income received (RTGS dollars) in the month of May 2019



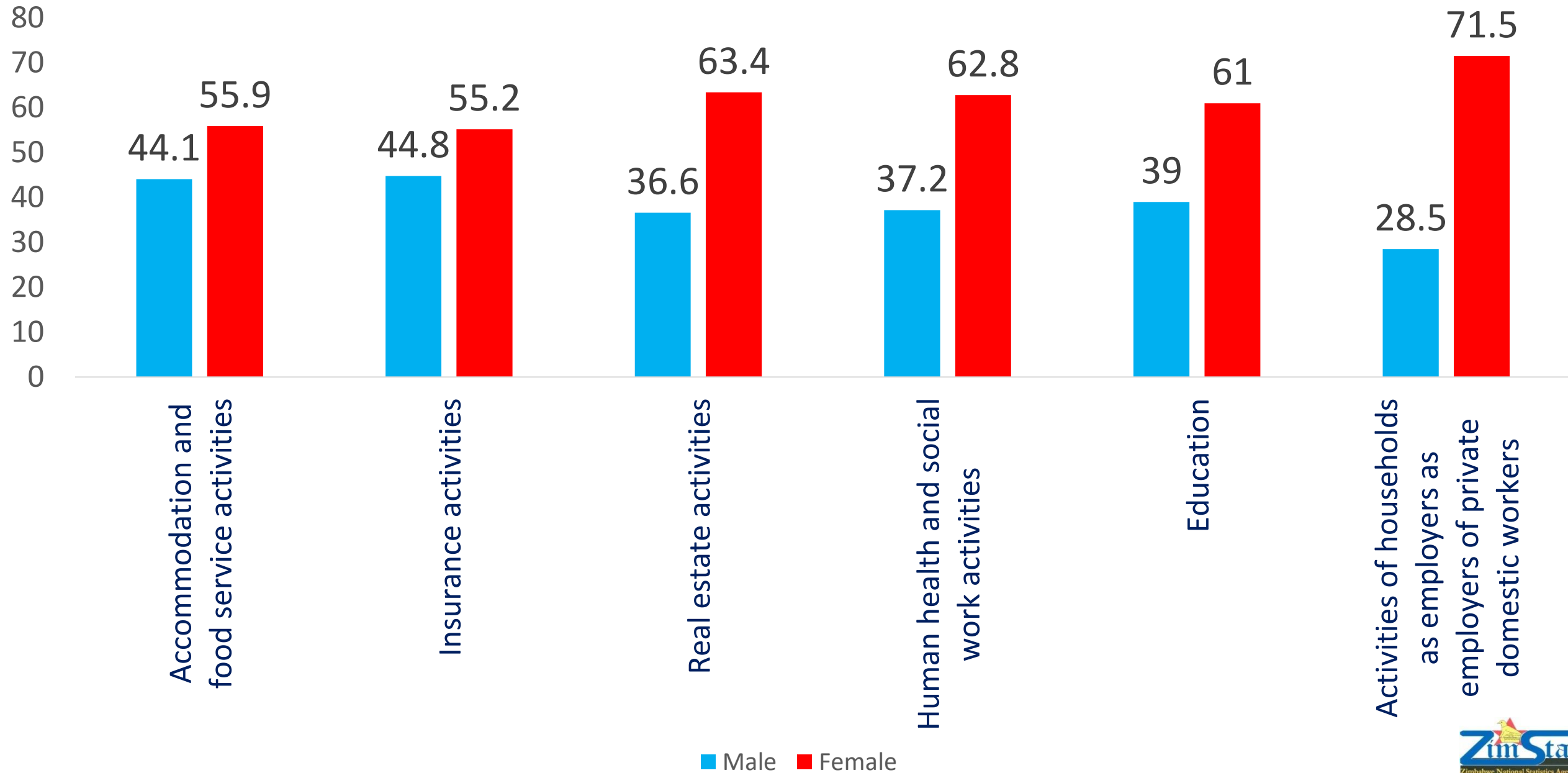
Percent distribution of employed persons by total actual hours worked in all jobs during the reference week



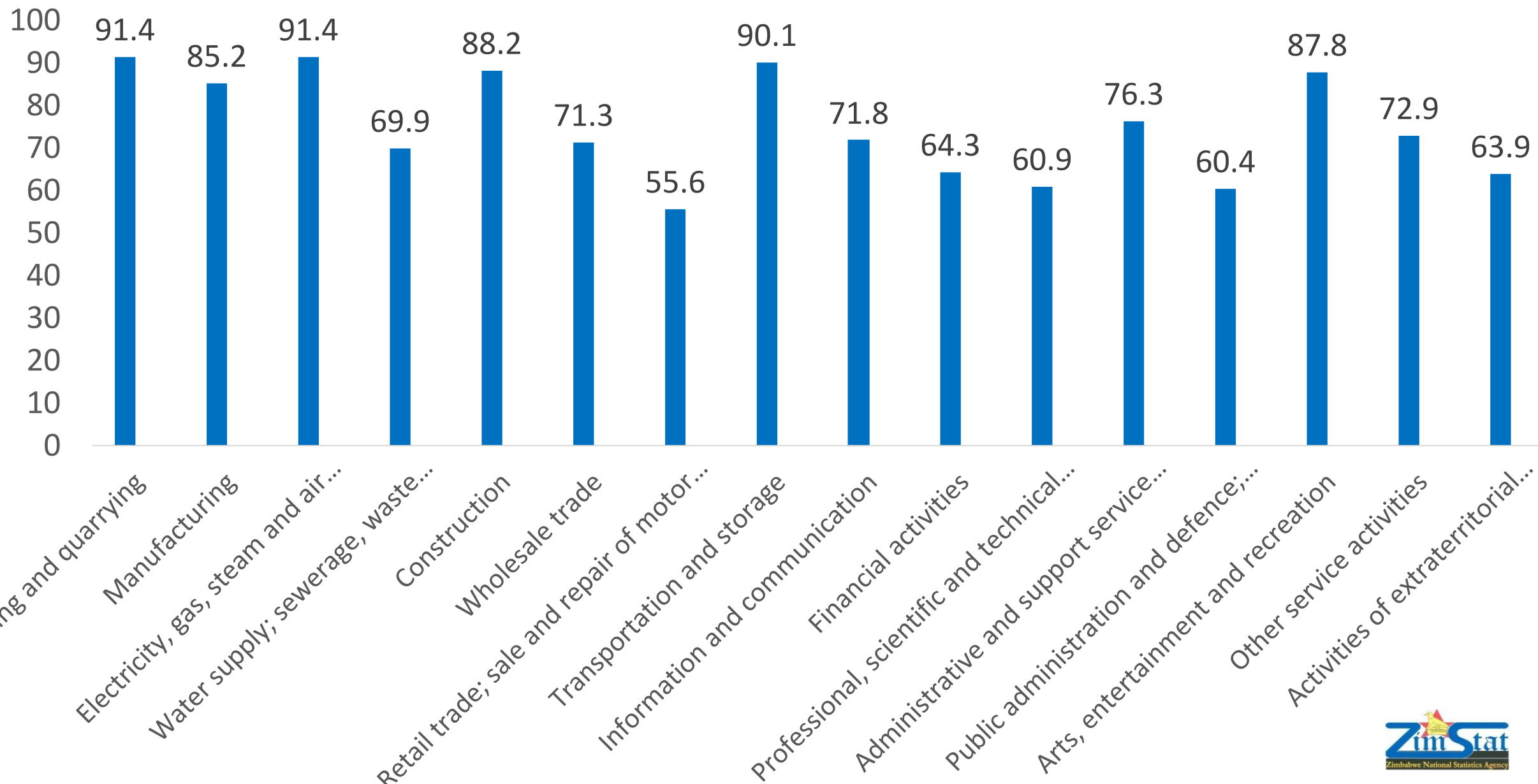
Share of women in wage employment in the non-Agriculture sector

- The 2019 LFCLS estimated the national women share in wage employment in the non-Agriculture sectors at **43%**

Percent distribution of Female dominated industries



Percent distribution of Male dominated industries



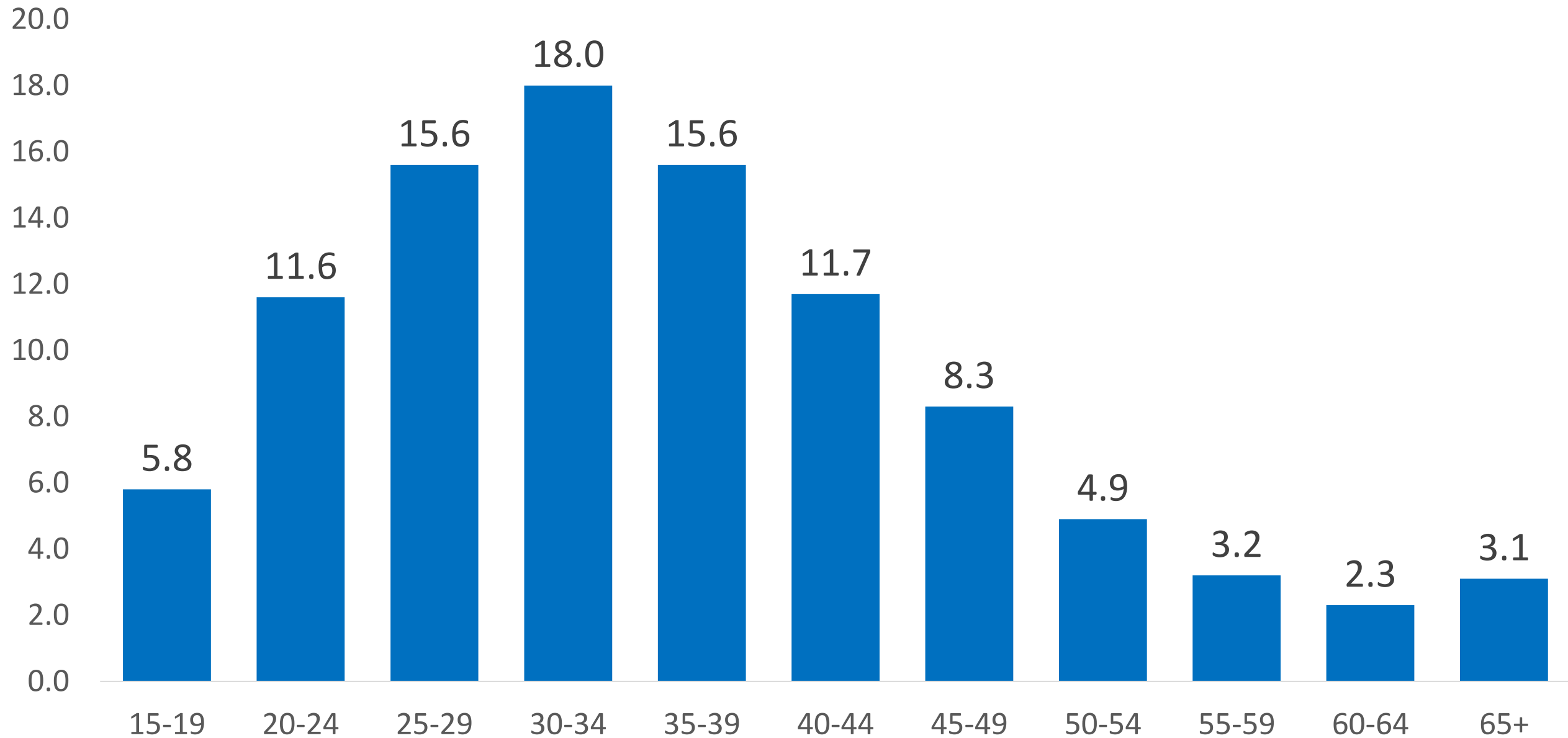
Precarious employment

- The 2019 LFCLS established that about **552 thousand (19%)** of persons in employment were in precarious employment.

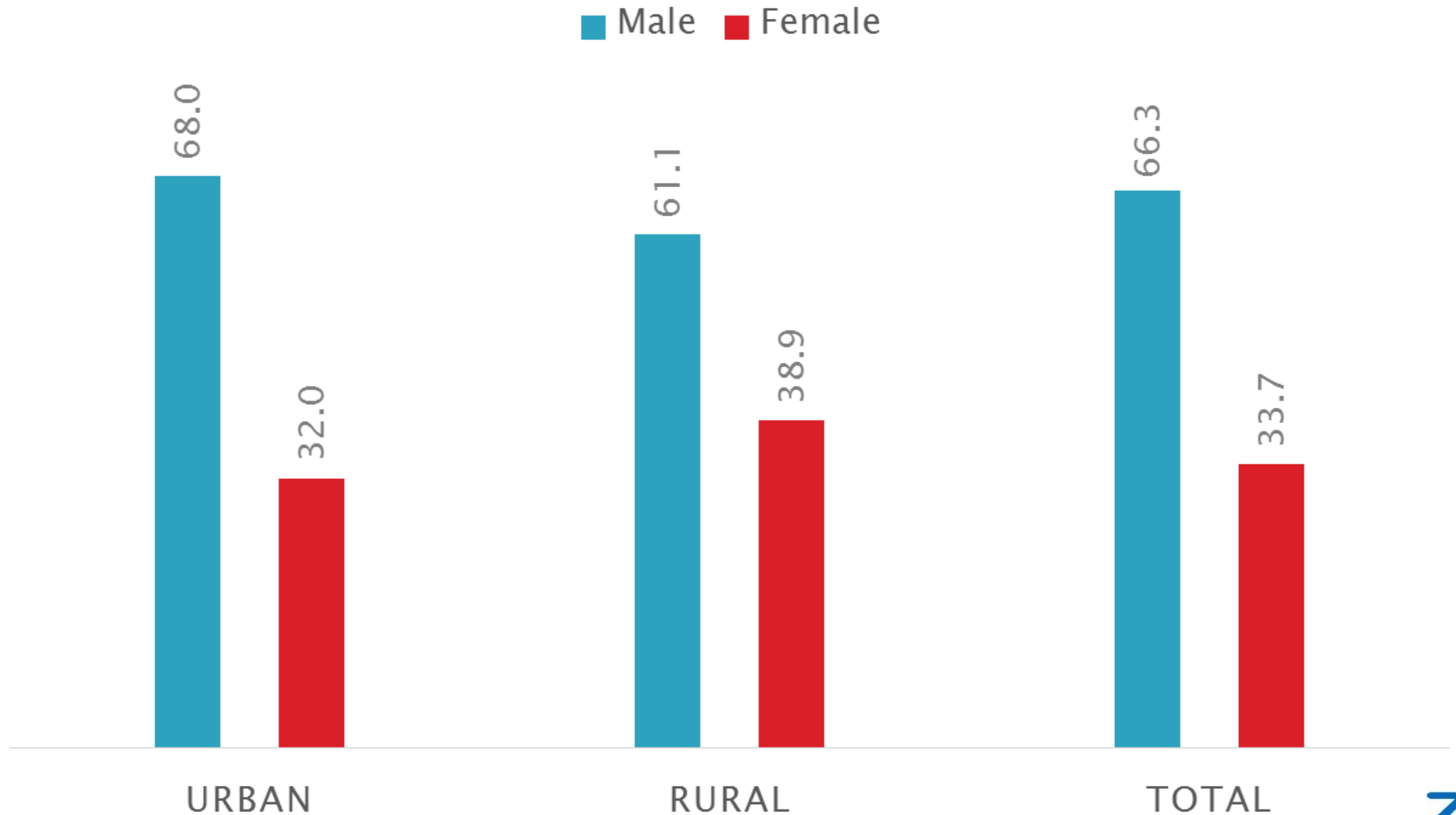
Percent employed persons in precarious employment by province



Percent employed persons in precarious employment by age group



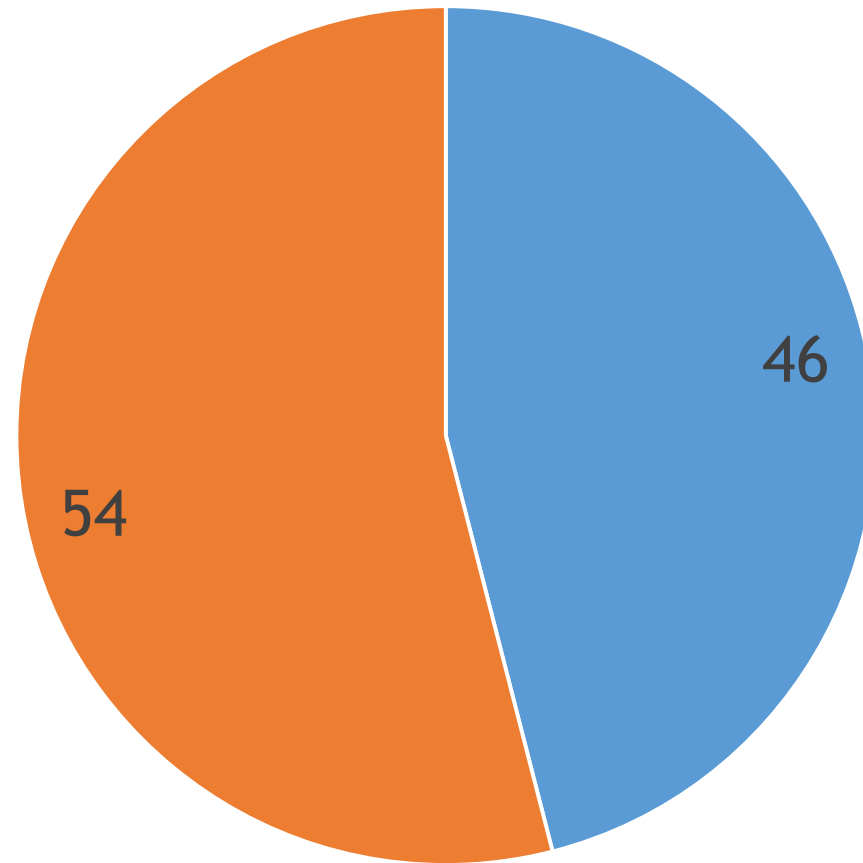
Share of women in middle and senior management



Employed persons with at least one form of functional disability

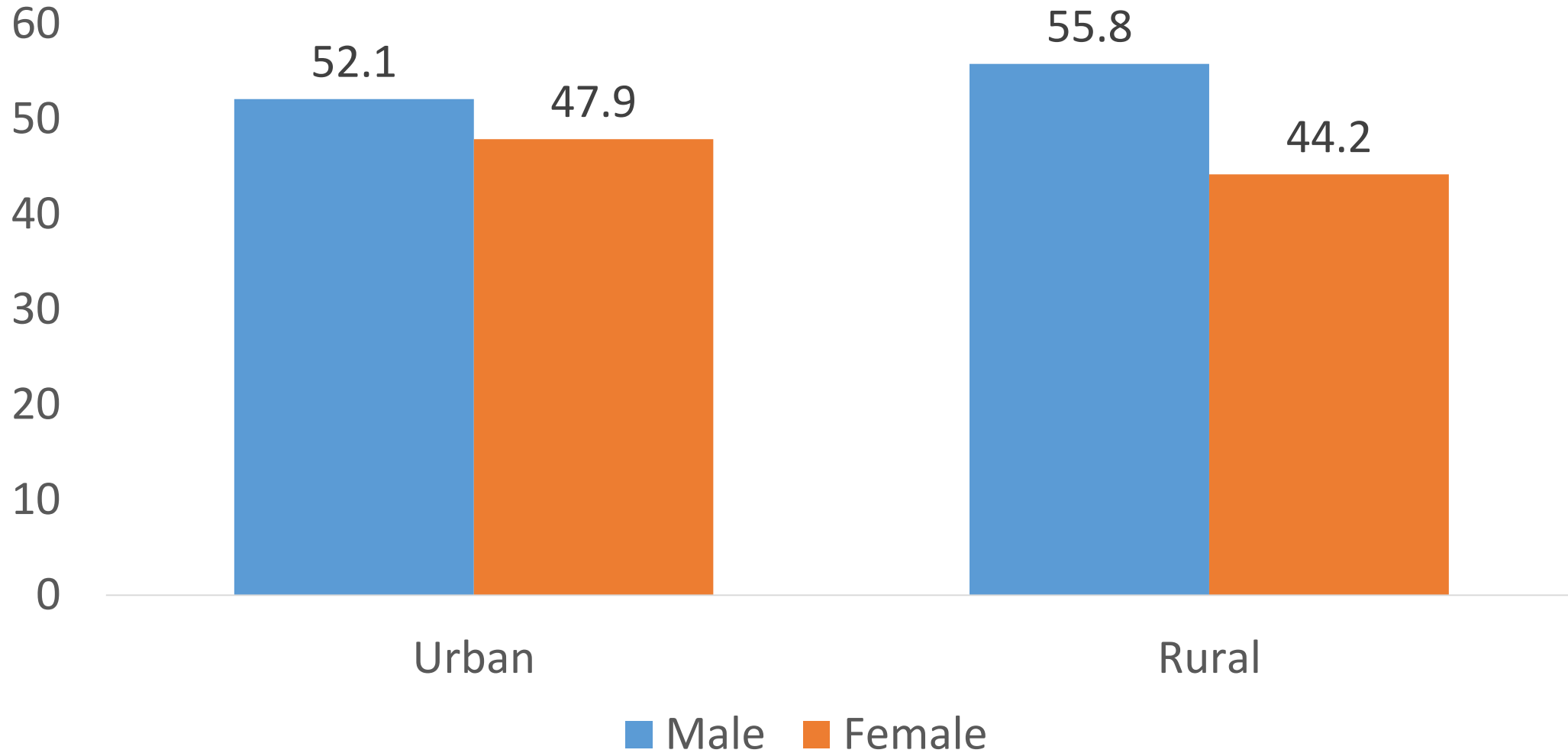
- About 376 thousand (**13%**) of all employed persons had at least one form of functional disability.
- The functional disabilities included such forms as difficulty seeing, hearing, self-care, walking among others.

Percent employed persons with at least one form of functional disability by sex

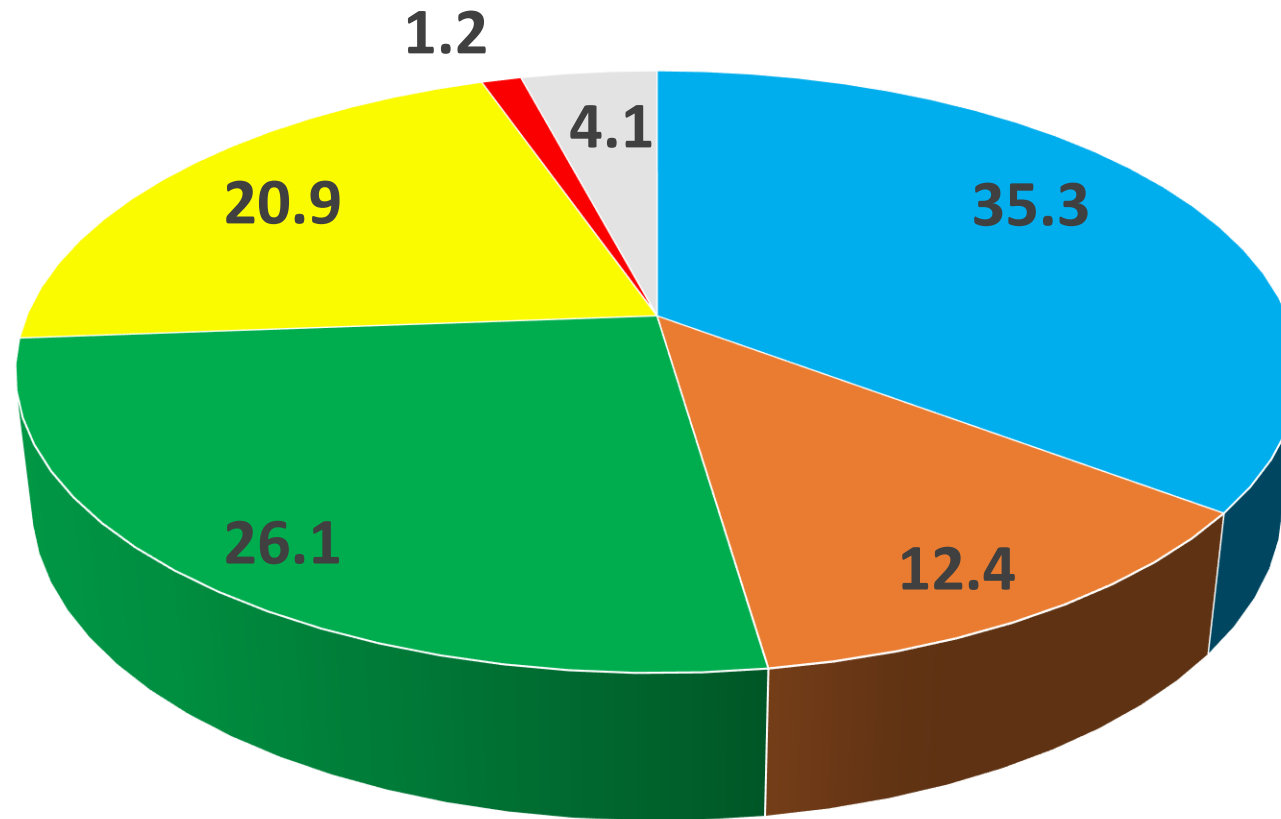


■ Female ■ Male

Percent employed persons with functional disability by area and sex



Nature of functional disability



■ Difficulty seeing

■ Difficulty walking

■ Difficulty with self-care

■ Difficulty hearing

■ Difficulty remembering

■ Difficulty communicating

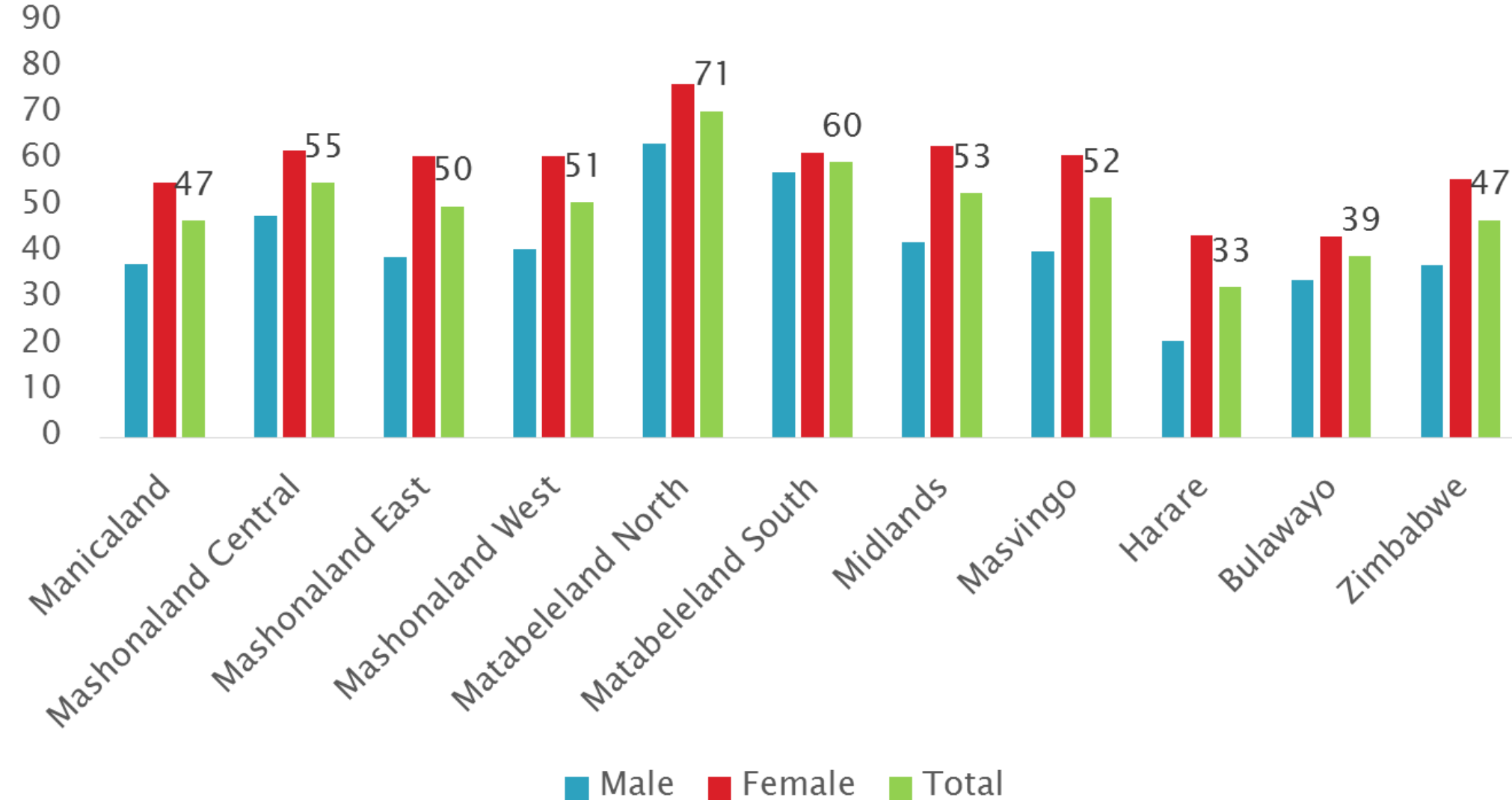
Youth NEET

- NEET refers to the proportion of youth who are neither in employment, nor education or training.
- **Forty-five percent of the youth (15-24) population were not in employment, not in education and not in training.**
- **Forty-seven percent of the youth (15-35) population were not in employment, not in education and not in training.**

Percent youth (15-24) years in NEET by province and sex



Percent youth (15-35) years in NEET by province and sex



UNEMPLOYMENT AND LABOUR UNDERUTILIZATION,

Unemployment

- 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
- actively seeking work.

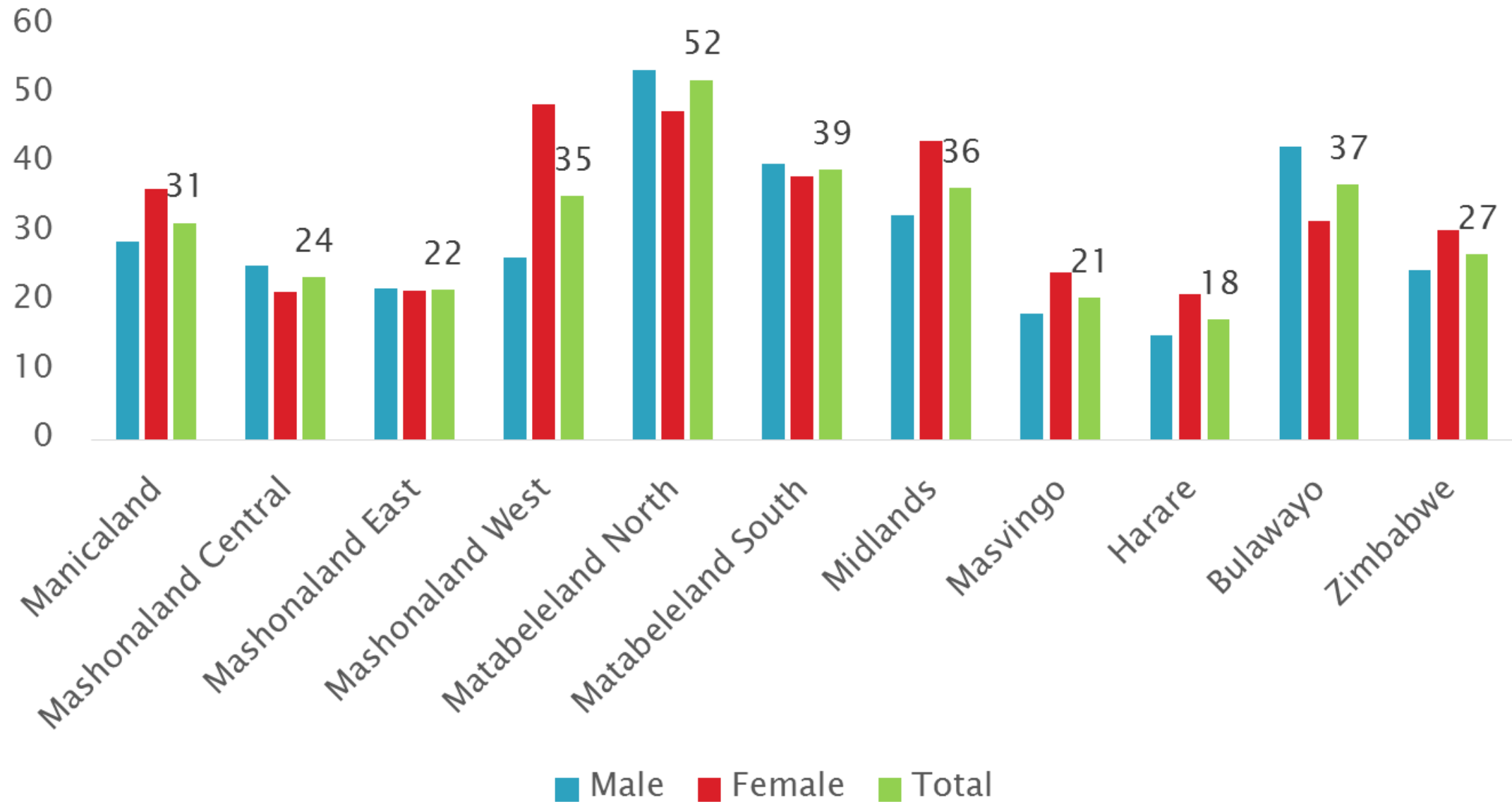
Unemployment rates

- The 2019 LFCLS gave a national unemployment rates as follows:
- **For persons 15 years and above- 16 percent**
- **For youth (15-24) years- 27 percent**
- **For youth (15-35) years- 21 percent**

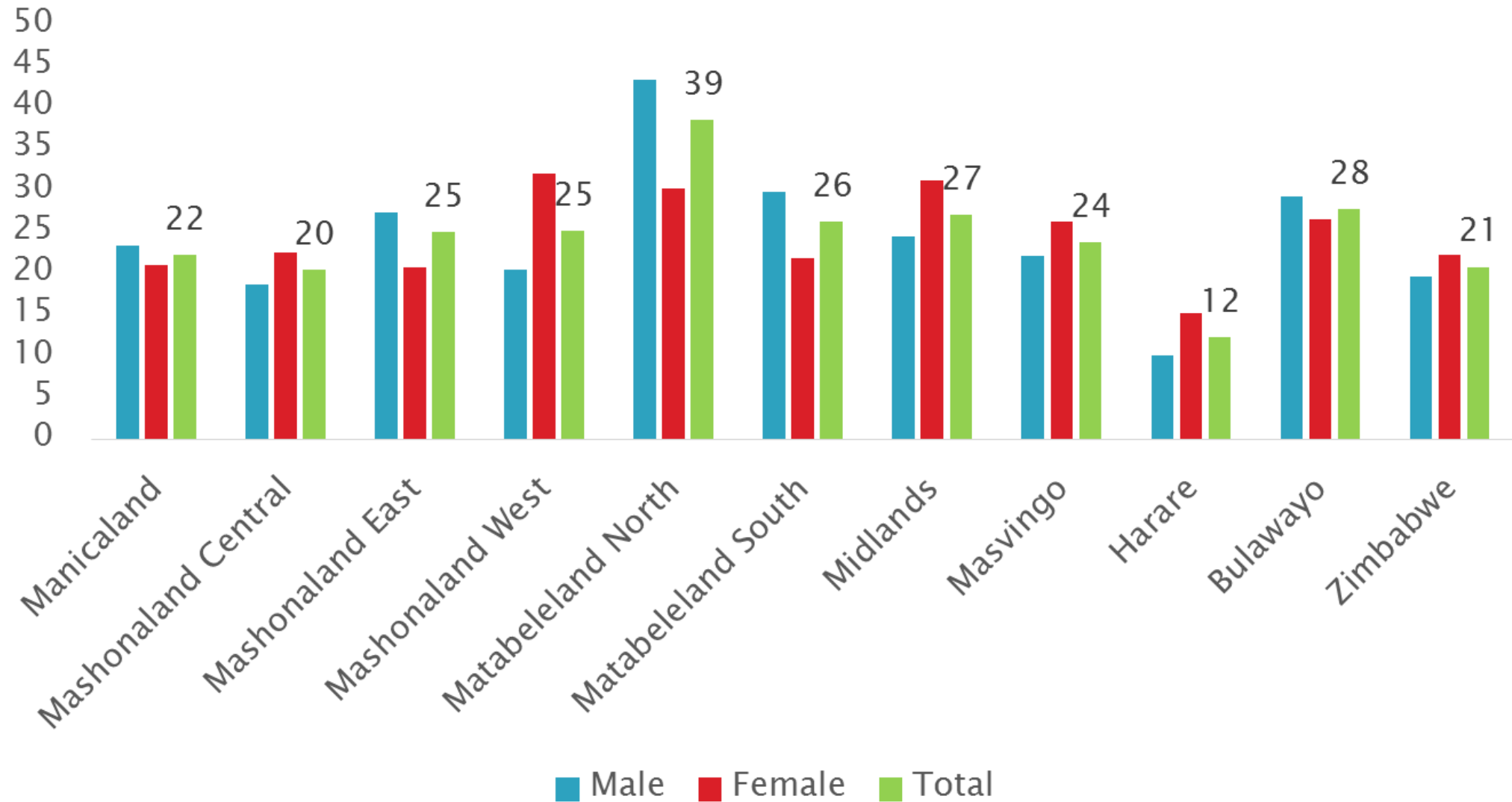
Unemployment rates by province and sex



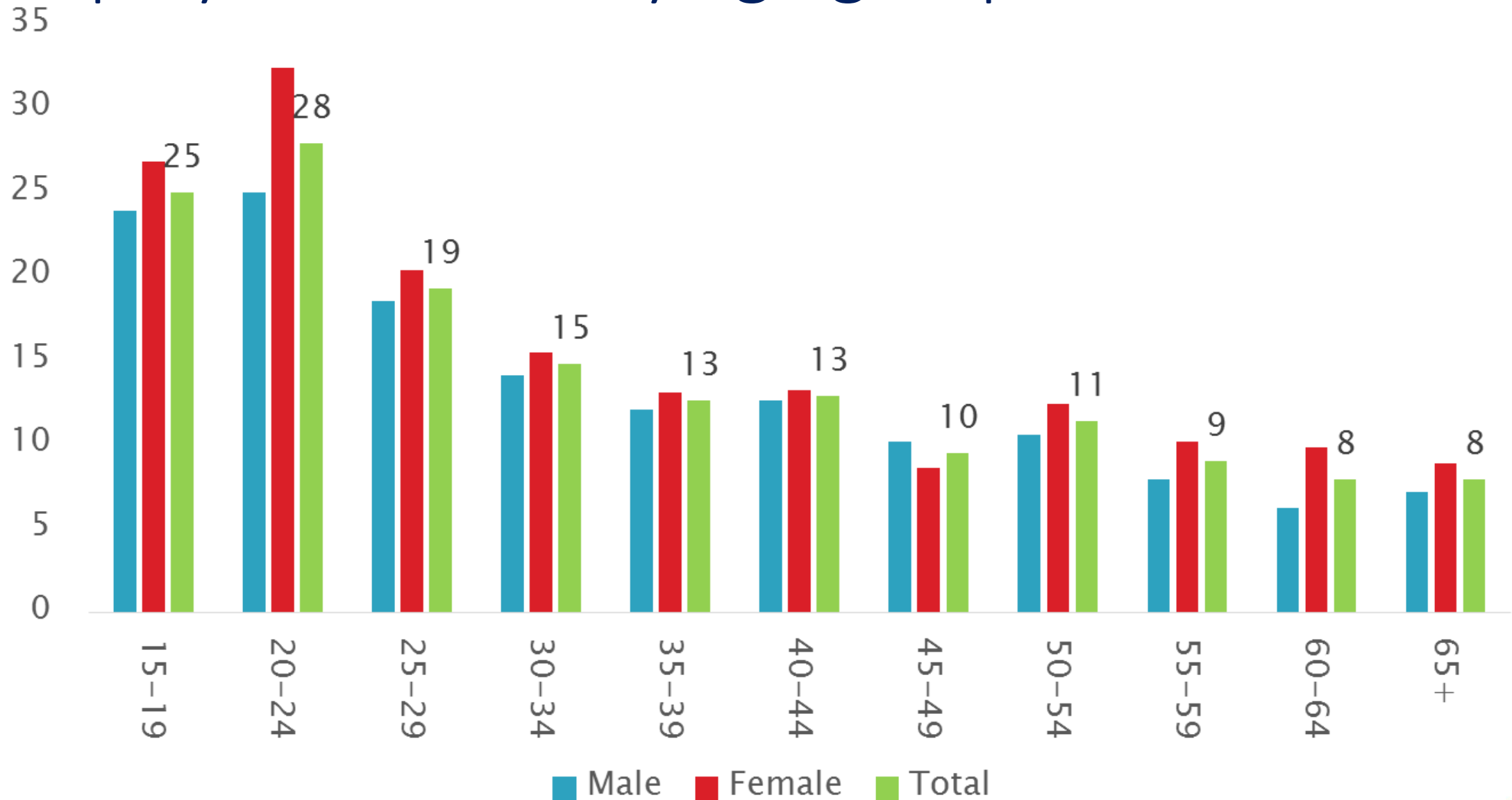
Unemployment rates for youth (15-24) years by province and sex



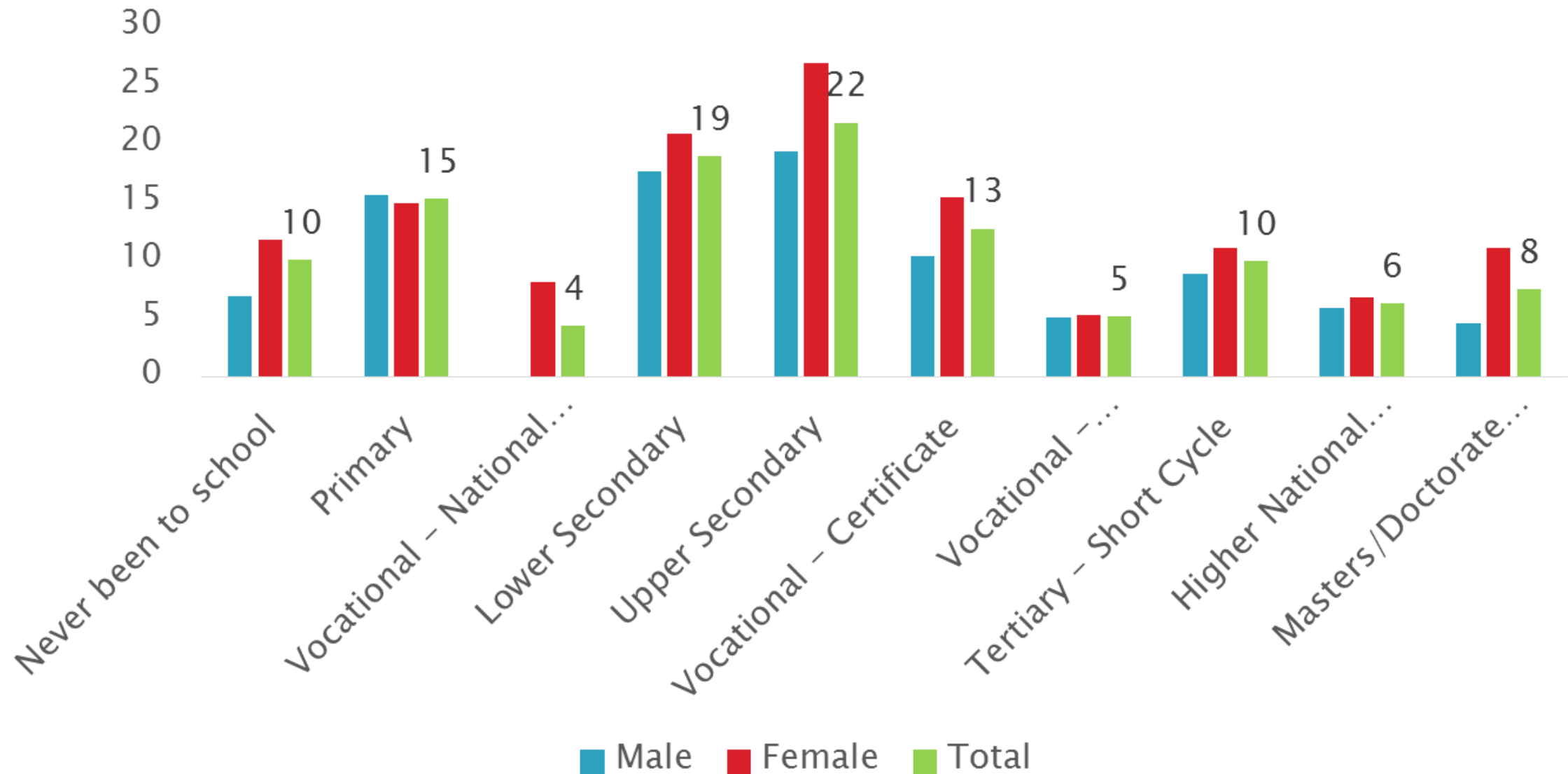
Unemployment rates for youth (15-35) years by province and sex



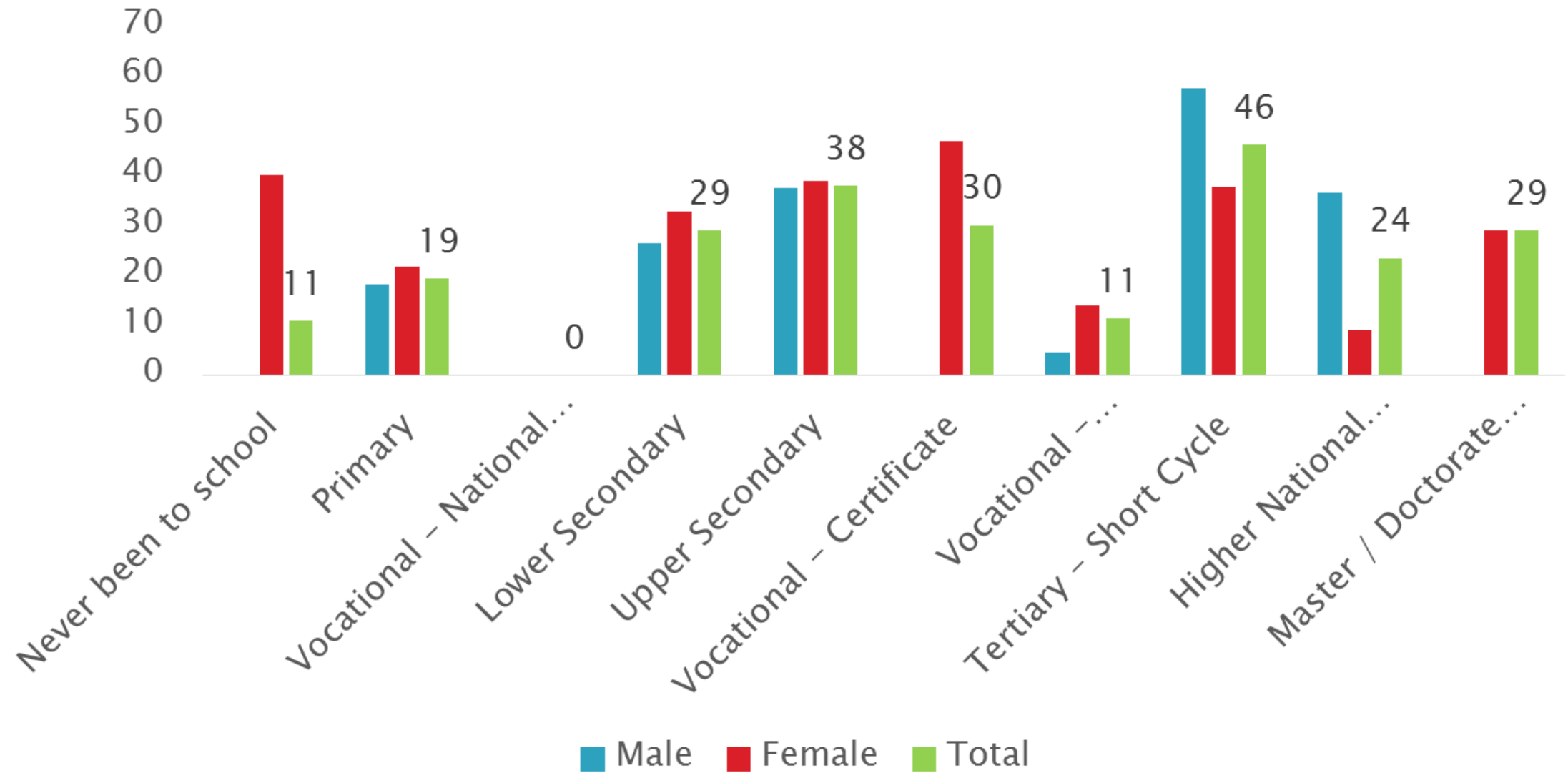
Unemployment rates by age group and sex



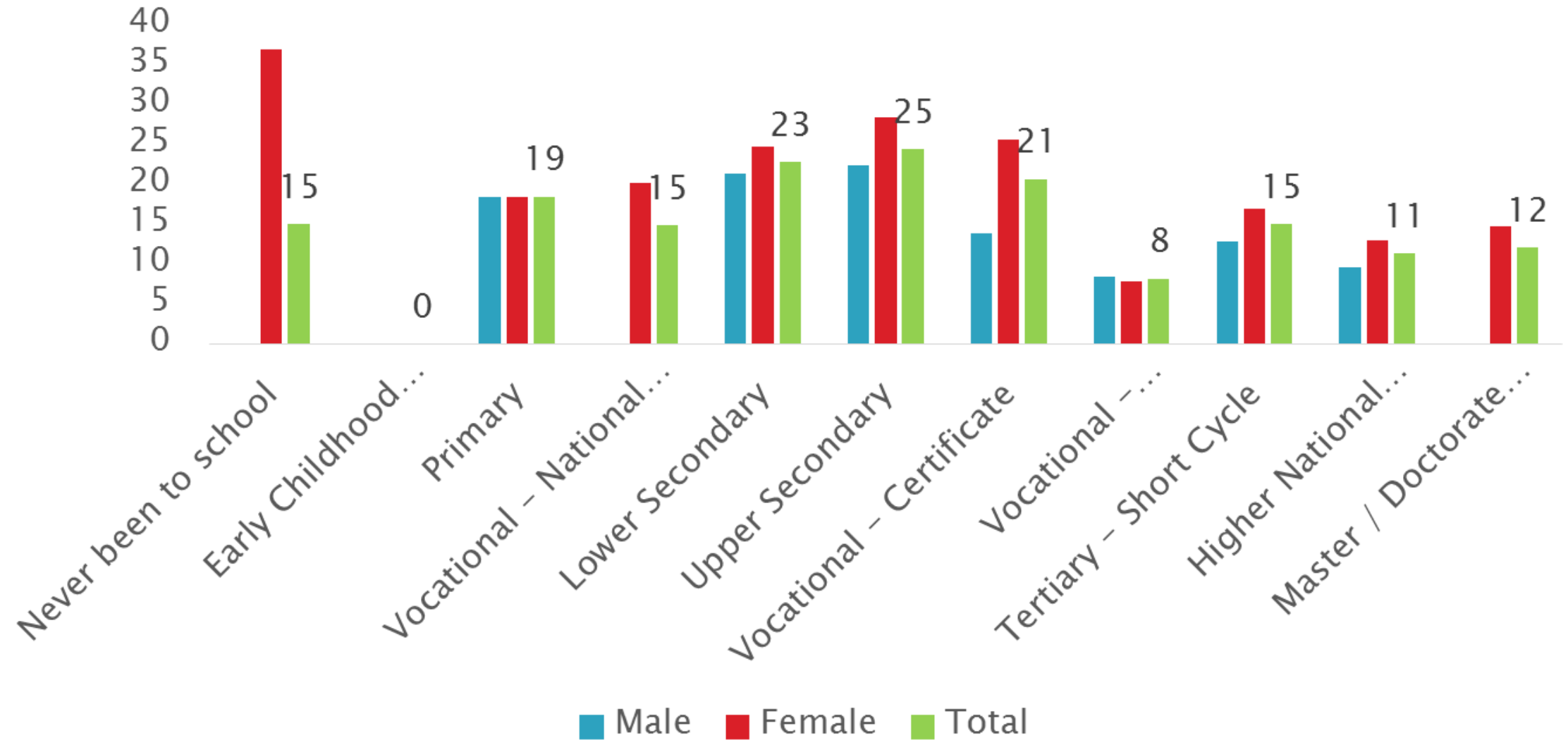
Unemployment rates by highest level of education attended and sex



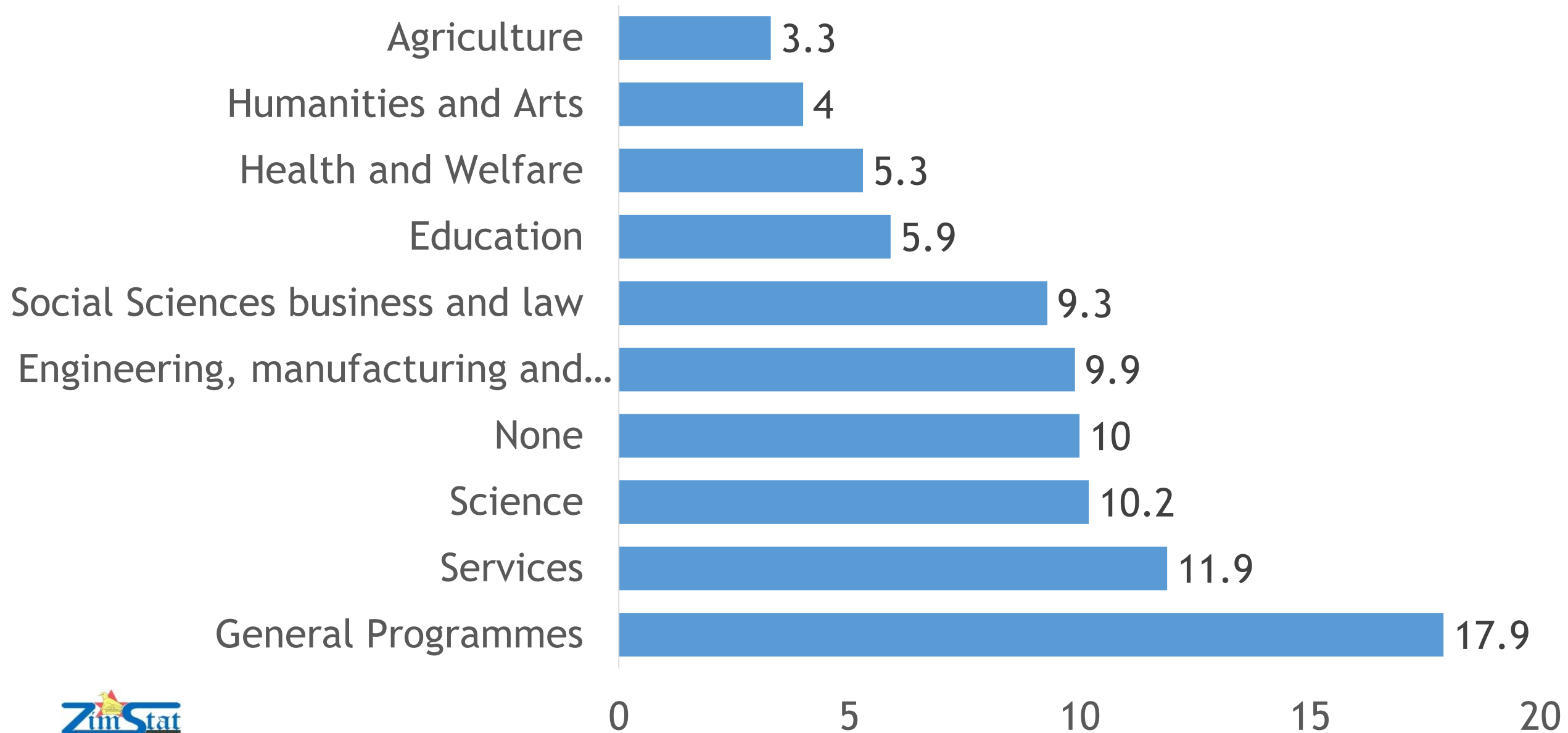
Unemployment rates for youth (15-24) years by highest level of education and sex



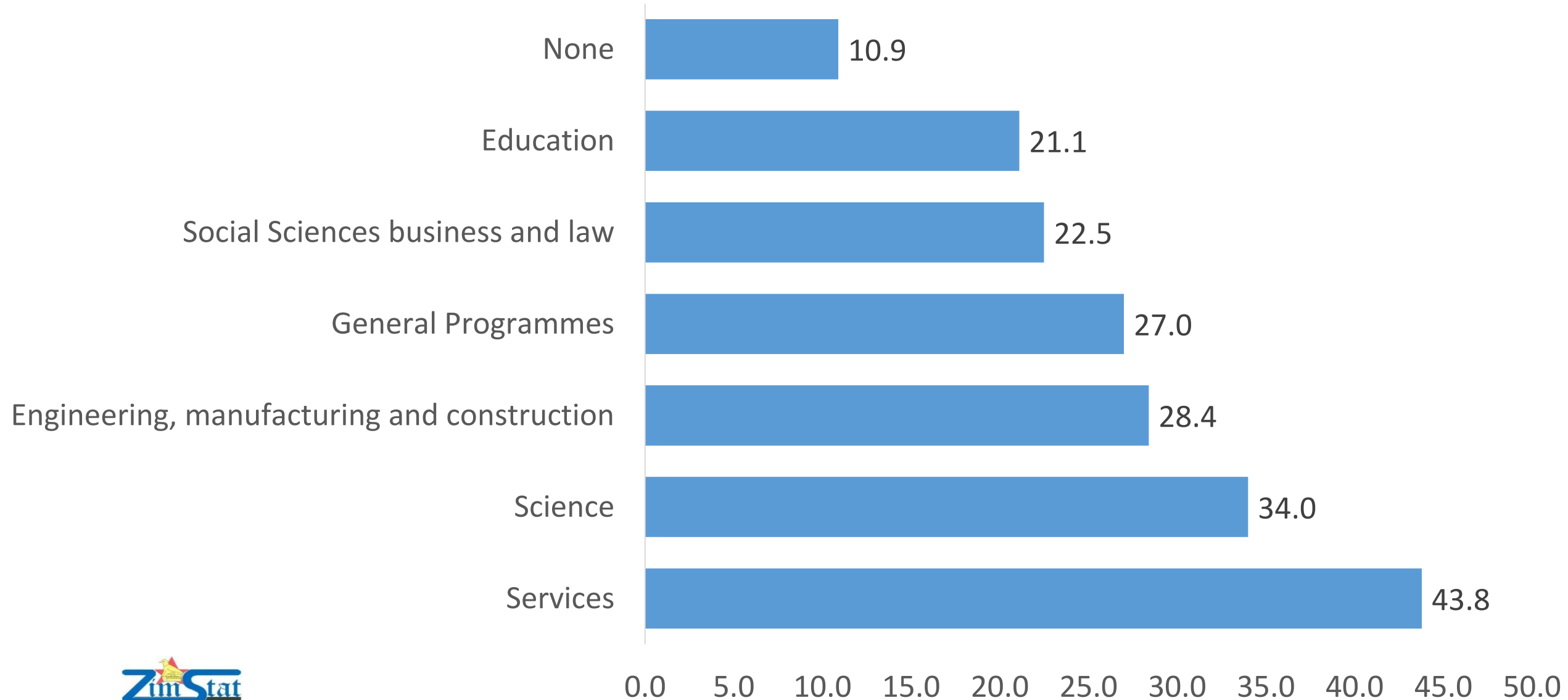
Unemployment rates for youth (15-35) years by highest level of education and sex



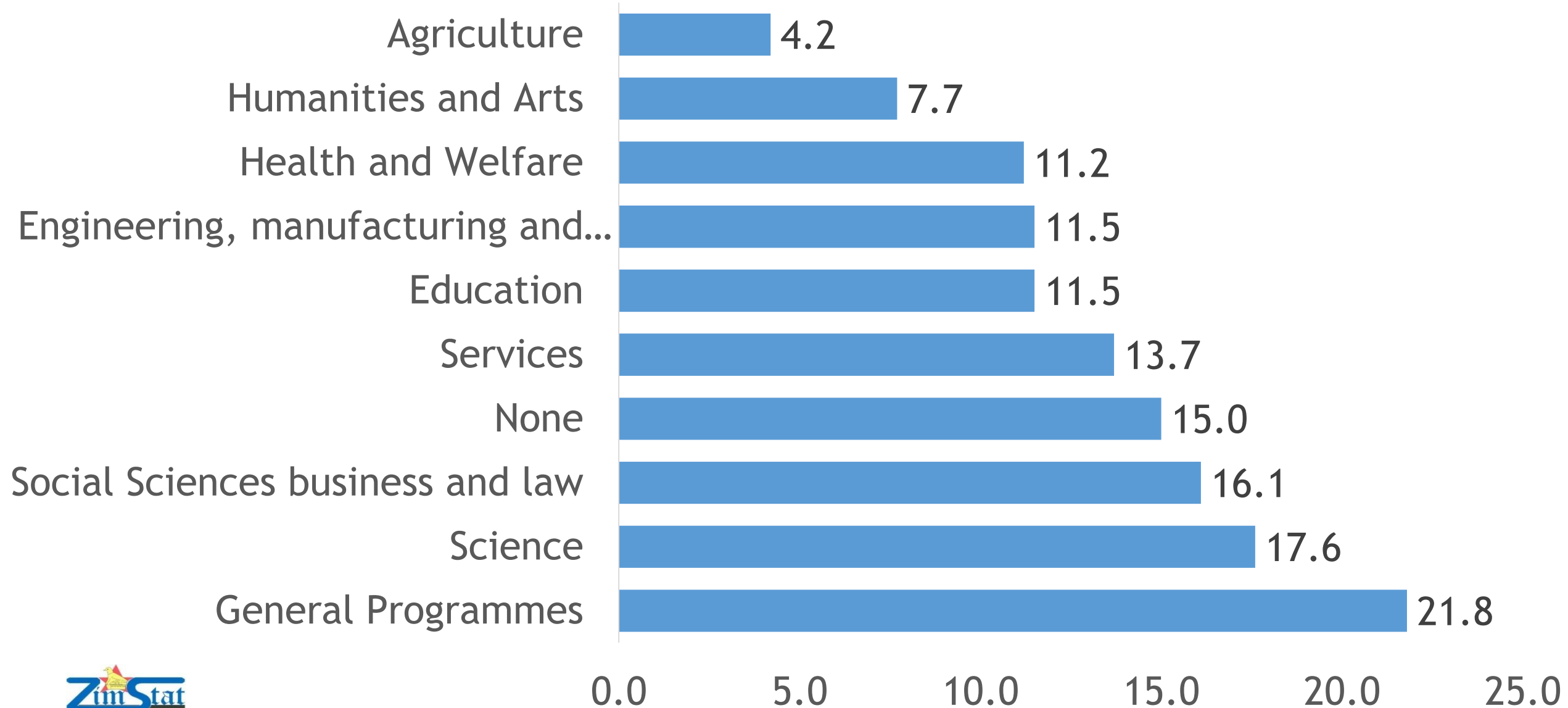
Unemployment by field of specialisation



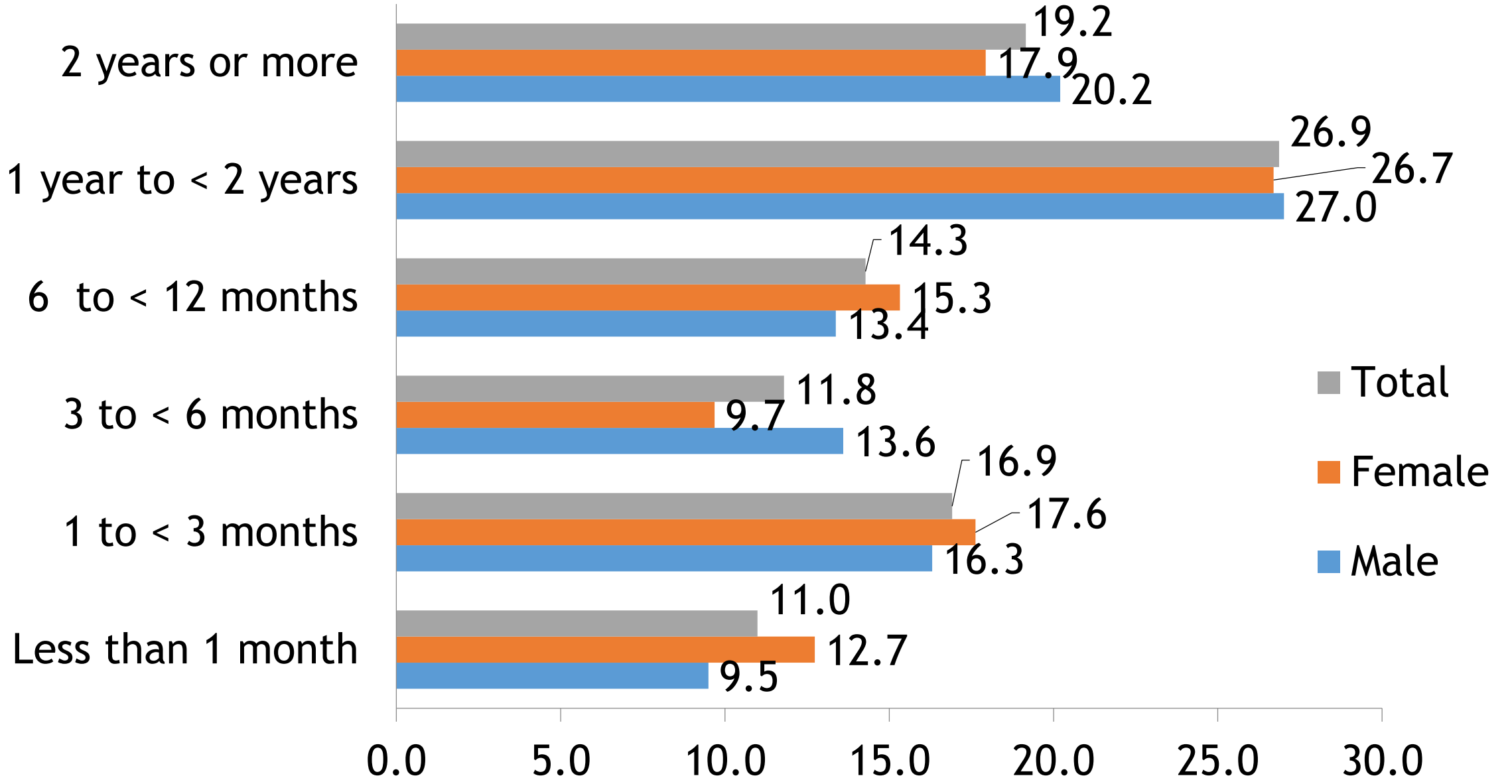
Unemployment rates for youth (15-24) years by field of specialisation



Unemployment rates for youth (15-35) years by field of specialisation



Unemployed persons by duration of unemployment



Potential labour force population

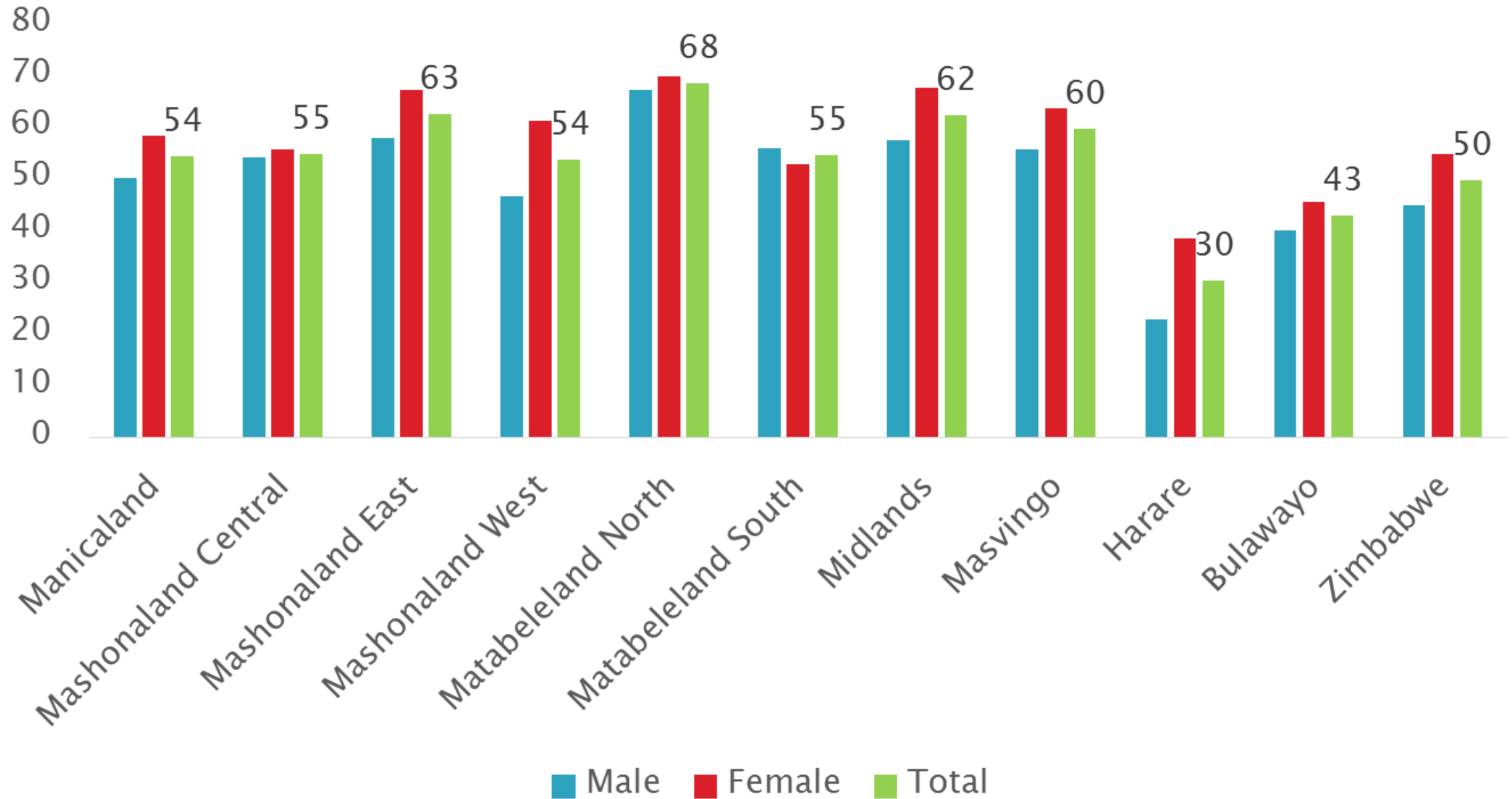
- The potential labour force population is identified as the number of persons of working age who were either;
 - without work & seeking but unavailable to start work , or
 - Without work & available but not seeking, during the reference period.

- Potential Labour Force + Unemployed = Combined Rate of Unemployment and Potential Labour Force (CRUPLF)

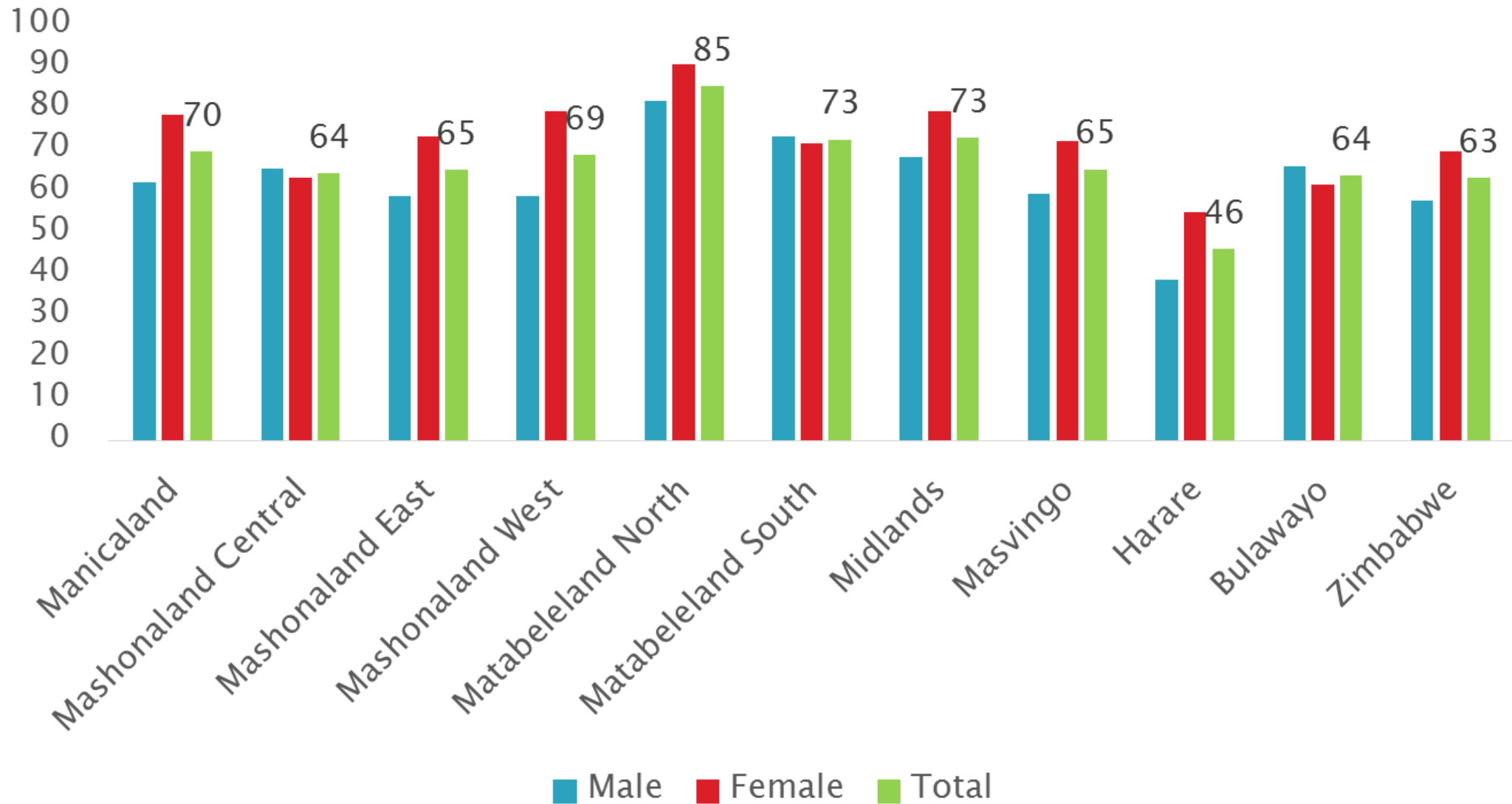
CRUPLF (LU3)

- The 2019 LFCLS gave the following national CRUPLF rates;
- **For persons 15 years and above – 50 percent**
- **For youth (15-24)- 63 percent**
- **For youth (15-35)- 55 percent**

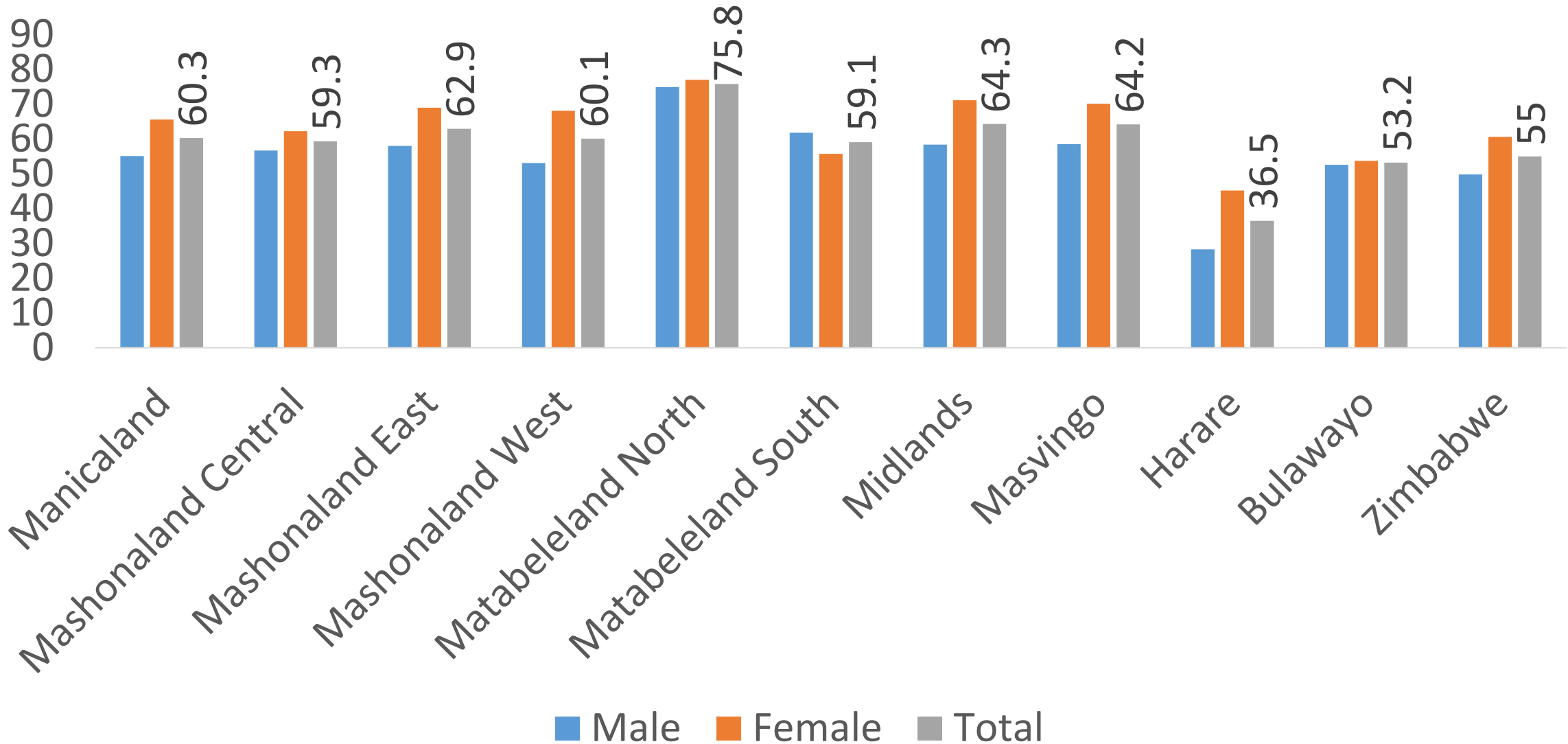
CRUPLF by province and sex



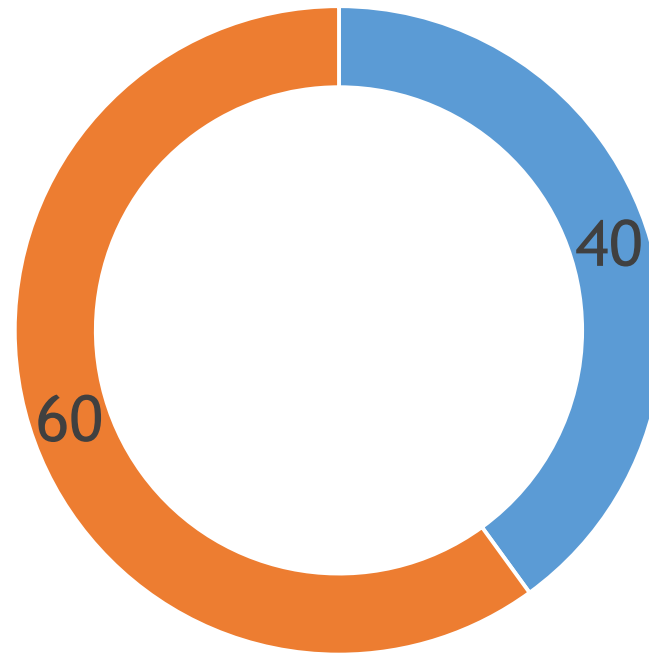
CRUPLF for youth (15-24) by province and sex



CRUPLF for youth (15-35) by province and sex

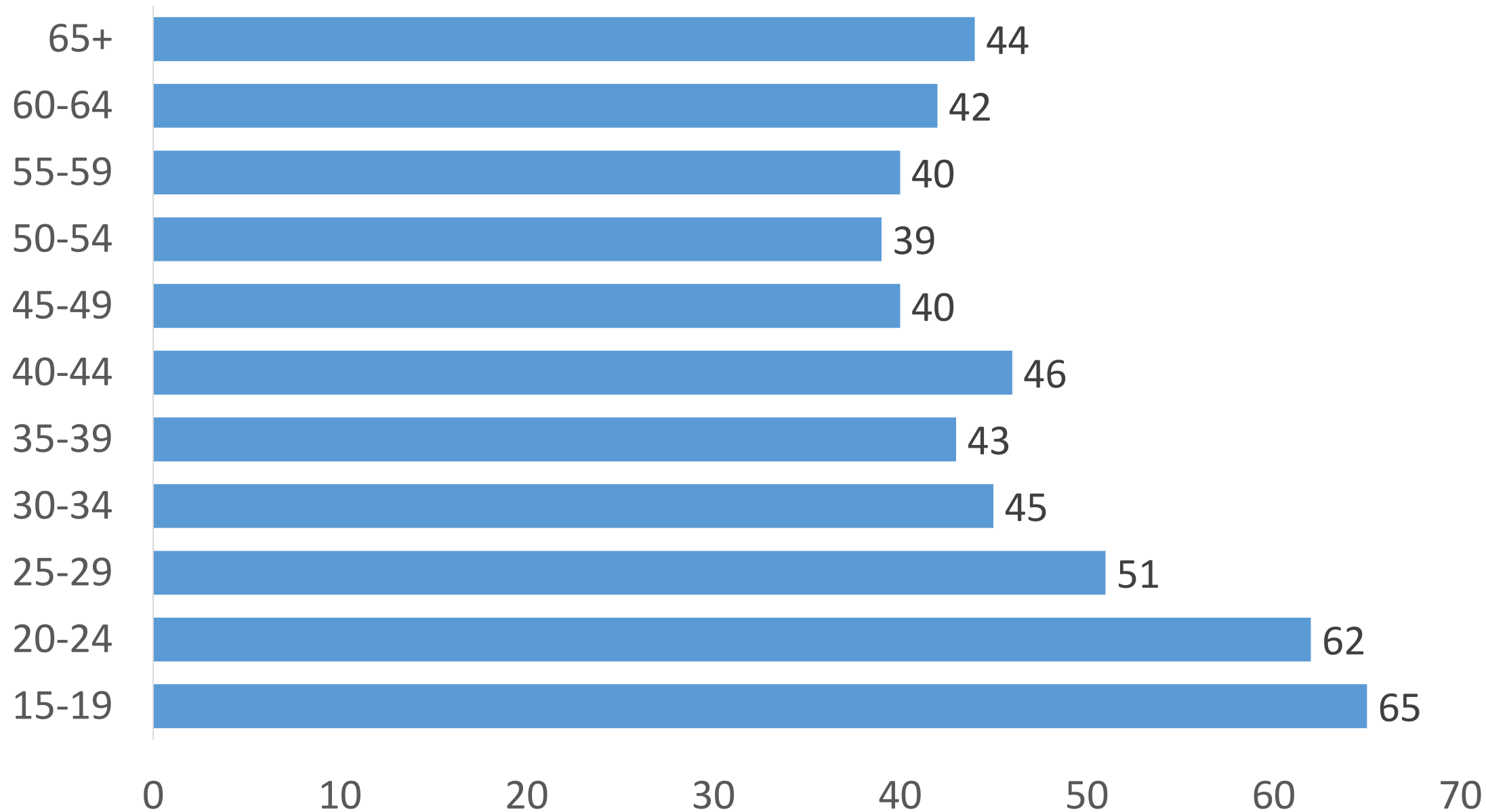


CRUPLF by urban/rural



■ Urban ■ Rural

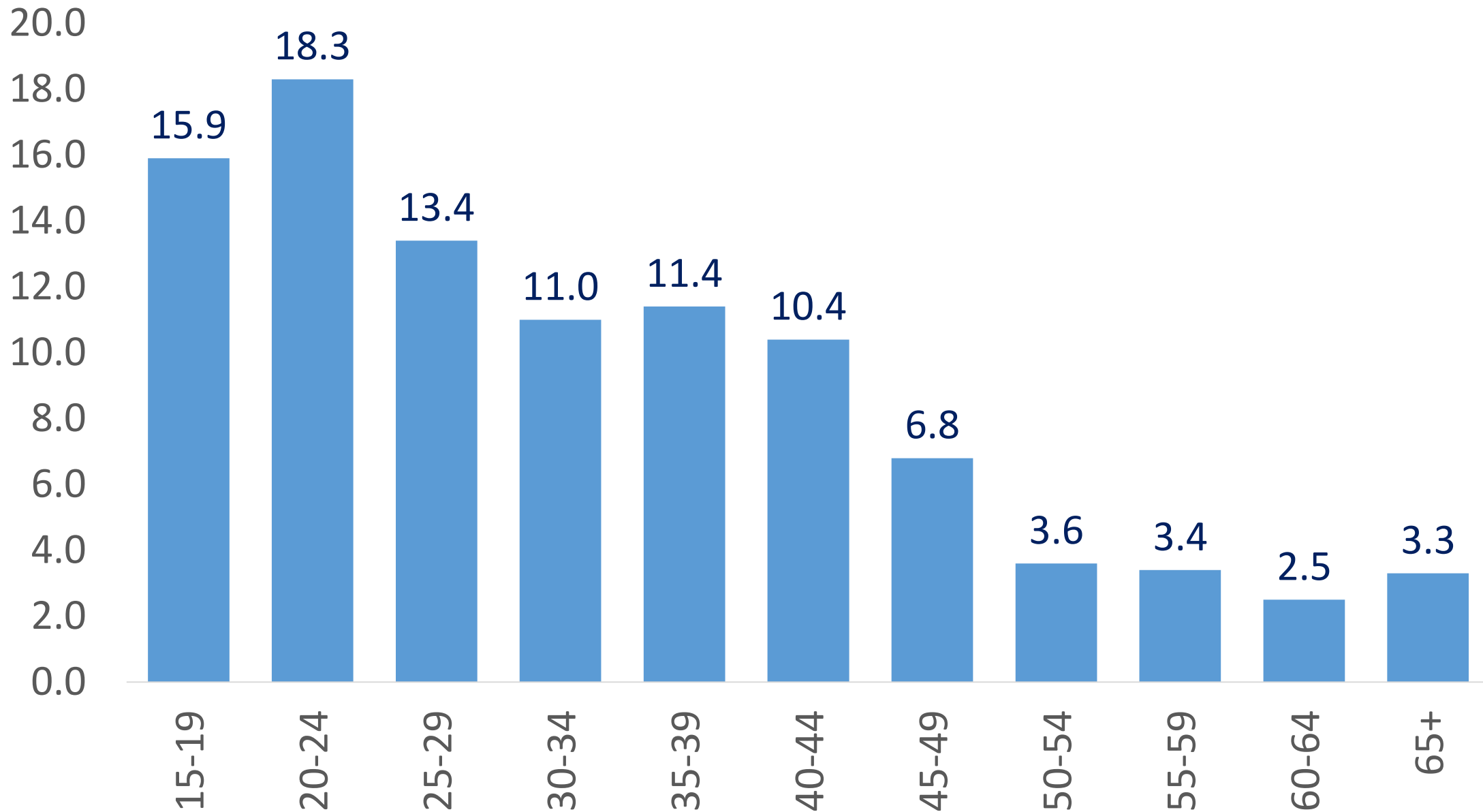
CRUPLF by age group



Discouraged job-seekers

- Discouraged job seekers were persons outside the labour force who were; available for work but were no longer looking for work due to specific labour-market related reasons such as the belief that there were no jobs available in the labour market.
- **The 2019 LFCLS estimated the discouraged job-seekers at 1.2 million.**
- Discouraged job seekers constituted about 51 percent of the population in the potential labour force.

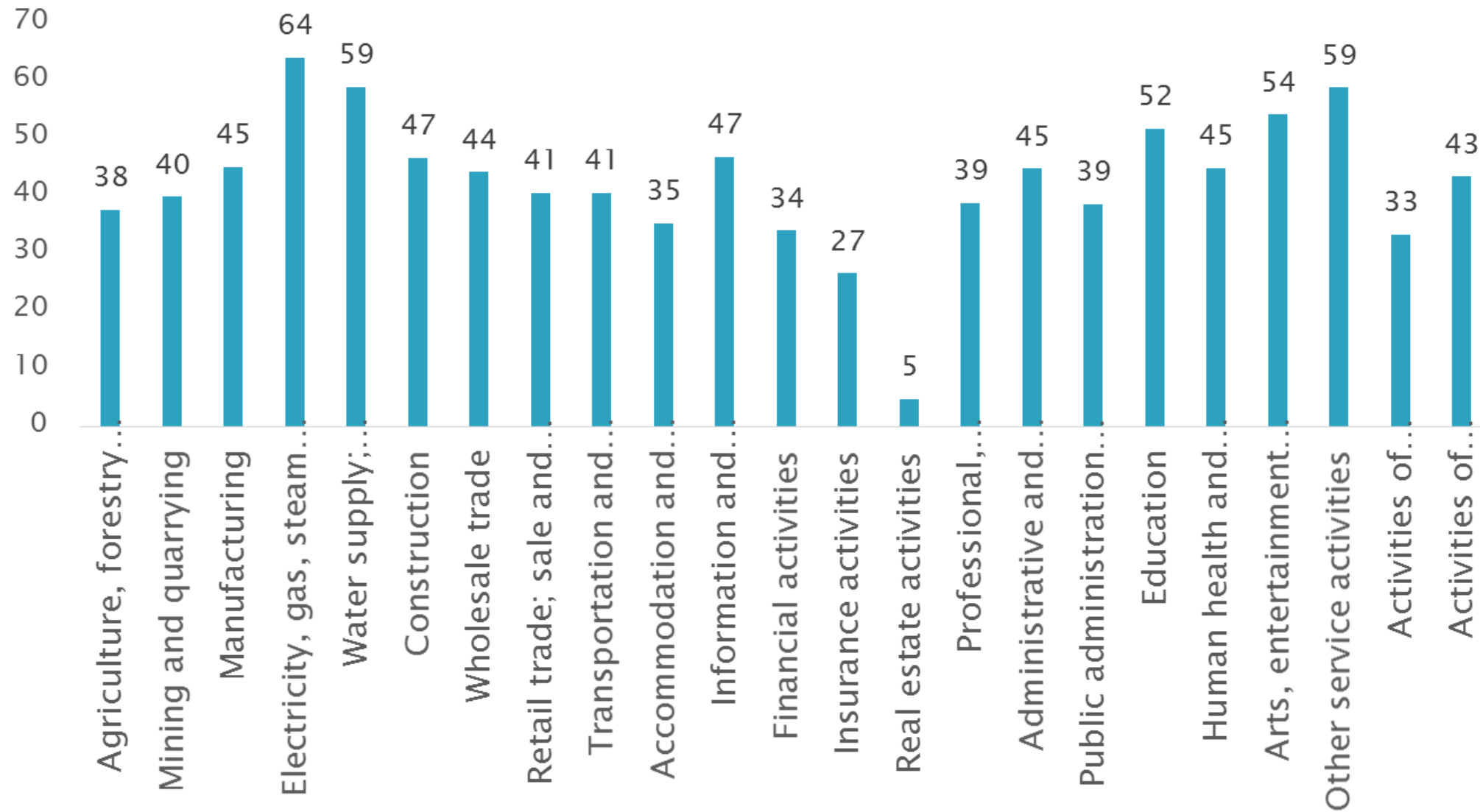
Proportion of discouraged job-seekers by age group



Time-related underemployment

- The 2019 LFCLS defined time-related underemployment as all those employed persons aged 15 years and above;
- who involuntarily worked for less than 40 hours a week, and
- wanted to work additional hours during the 7 day reference period.
- According to the 2019 LFCLS, **41 percent** of the currently employed population were in time-related underemployment.
- Rate for males was **43%**.
- Rate for females was **39%**.

Percent persons in time-related underemployment by industry



EMPLOYMENT IN SECONDARY ACTIVITIES

Rate of engagement in secondary activities

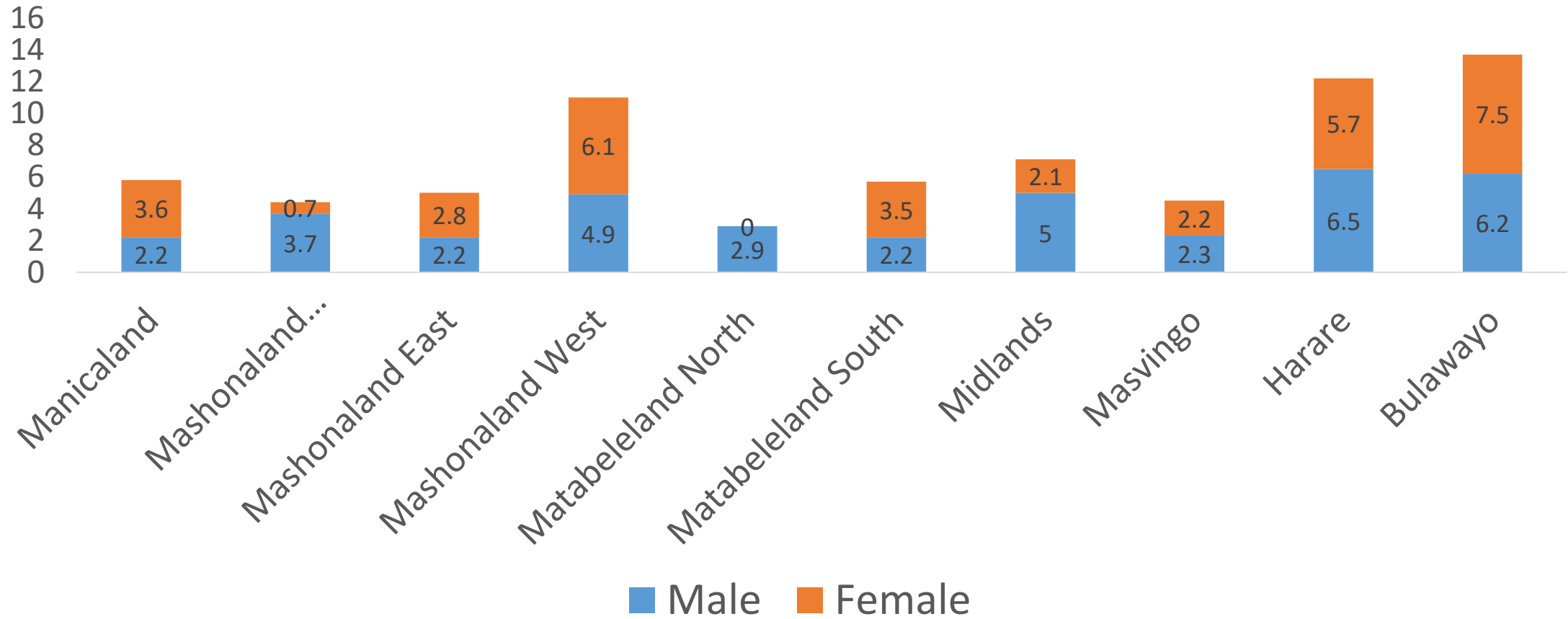
- The rate of engagement in secondary activities refers to the proportion of those with a secondary job among the currently employed population (15 years and above).
- Of the currently employed population aged 15 years and above **131 thousand** were engaged in secondary activities

Rate of engagement in second job by province

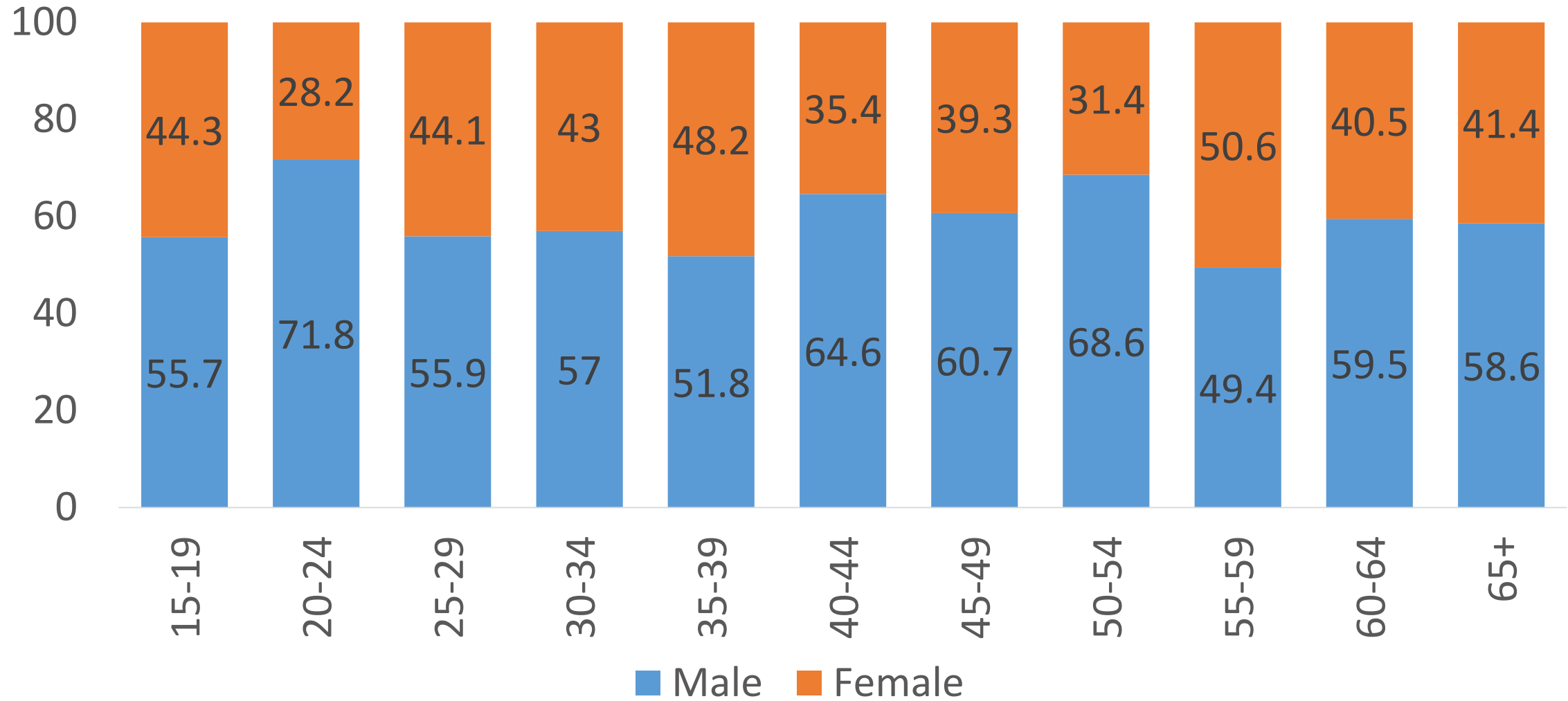
- The national rate of engagement in second jobs was around 5%***



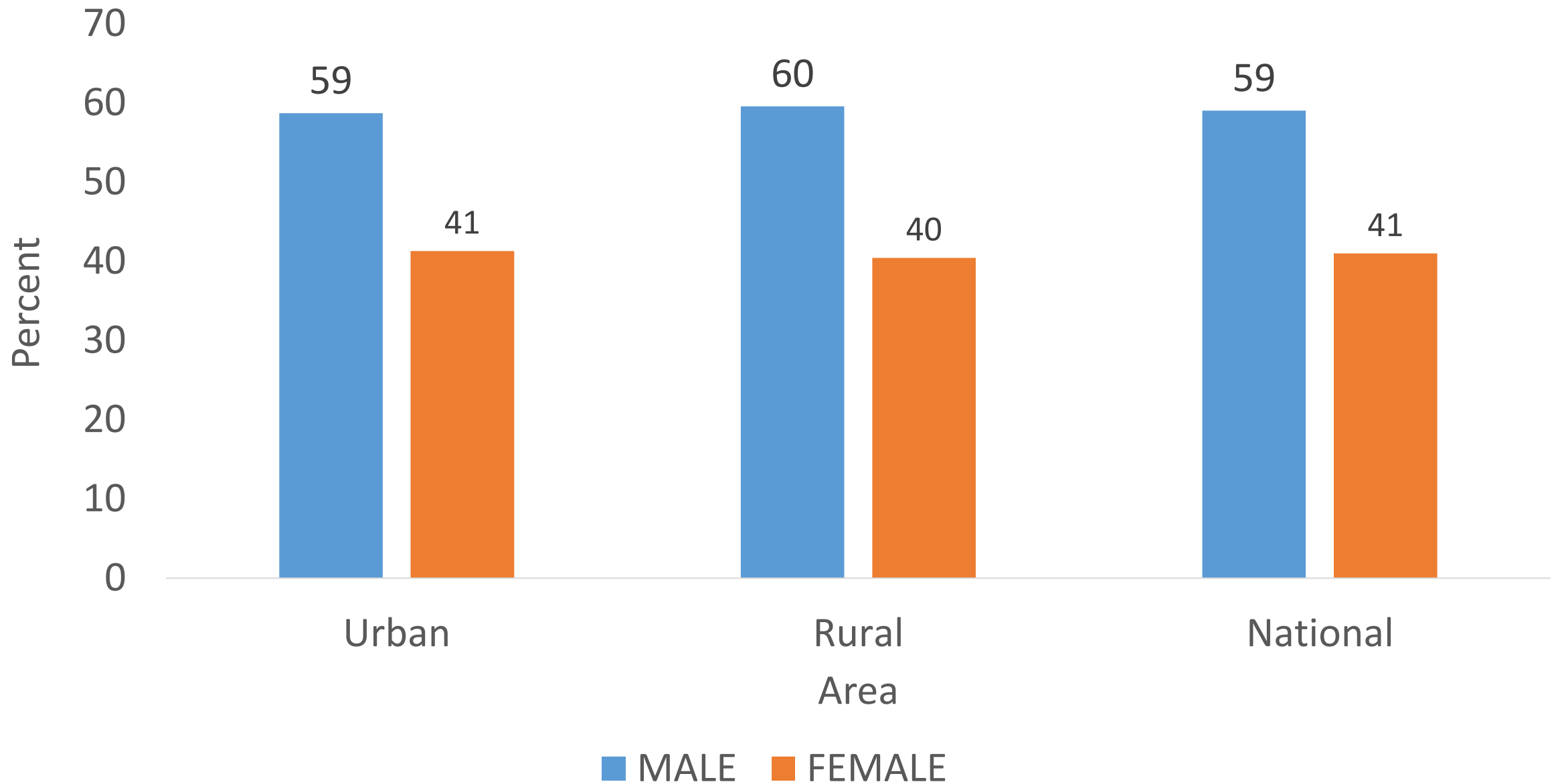
Rate of engagement in second jobs by province and sex



Percent distribution of employed persons with second jobs by age group and sex



Rate of engagement in second jobs by area and sex



INFORMAL ECONOMY

Informal economy

- The 2019 LFCLS divided informal economy into 2:
 - a) Informal sector



- b) Informal employment



- Informal sector- 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.

NB: Enterprises involved in agricultural activities were not considered as in the informal sector.

Informal economy

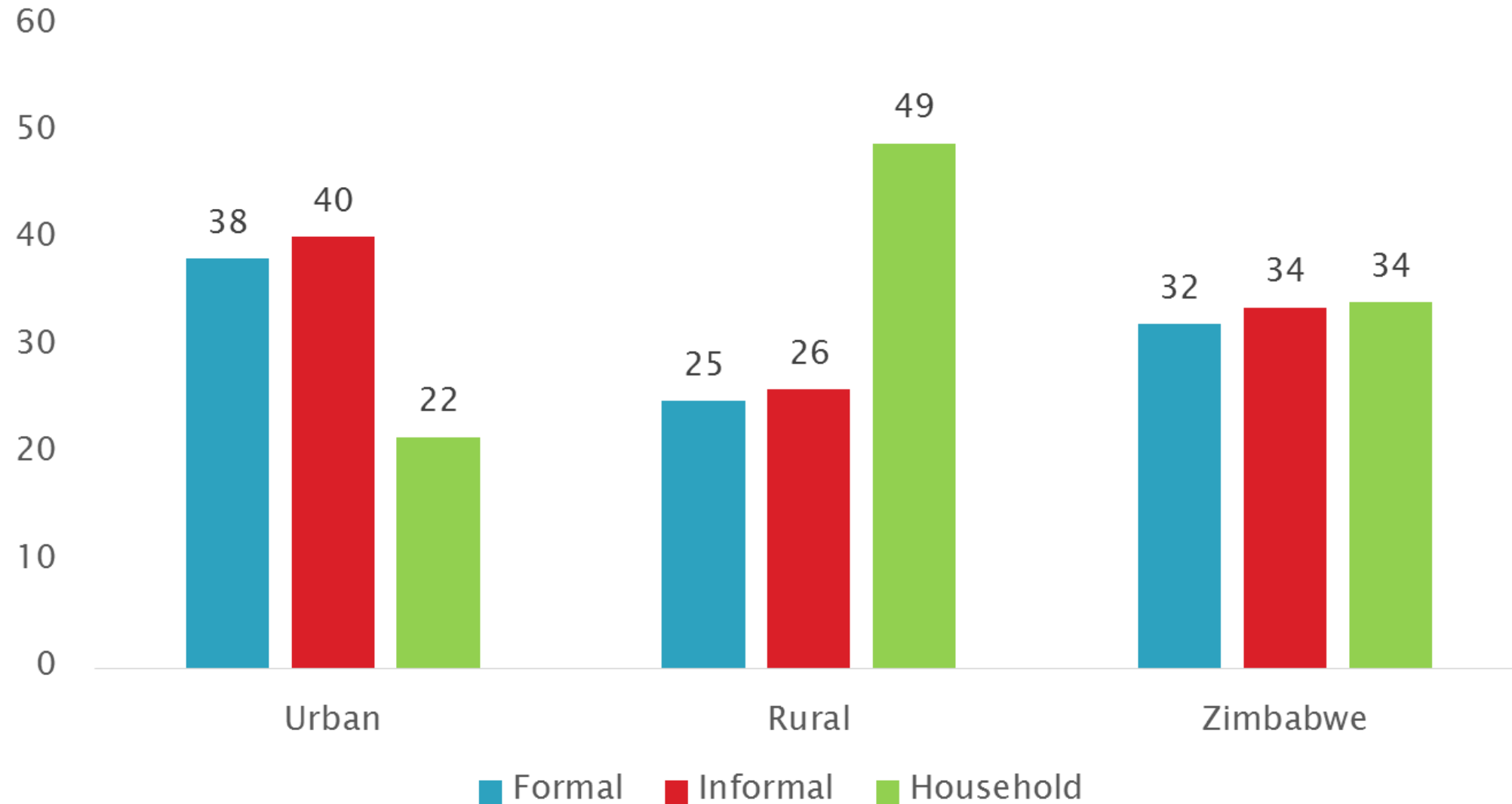
- Informal employment- Informal employment was determined by the characteristics of the job a person does.
- Informal employment included:
 - ✓ own account workers
 - ✓ employers employed in their own informal sector enterprises;
 - ✓ unpaid contributing family workers irrespective of whether they work 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.

Informal economy

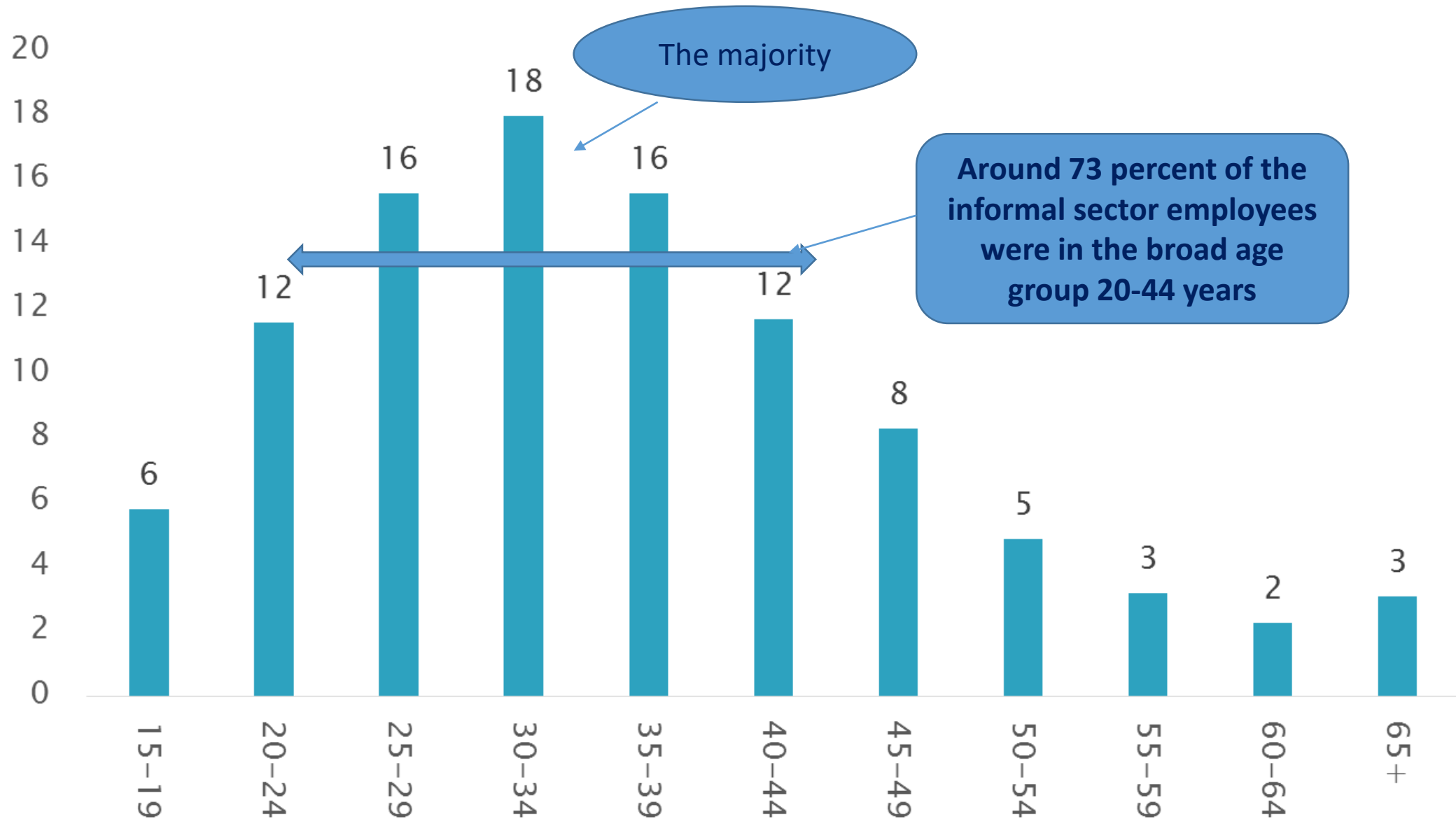
- **34 % of all employed persons were in the informal sector.**

- **76 % were informally employed.**

Percent distribution of employed persons by sector of employment and area

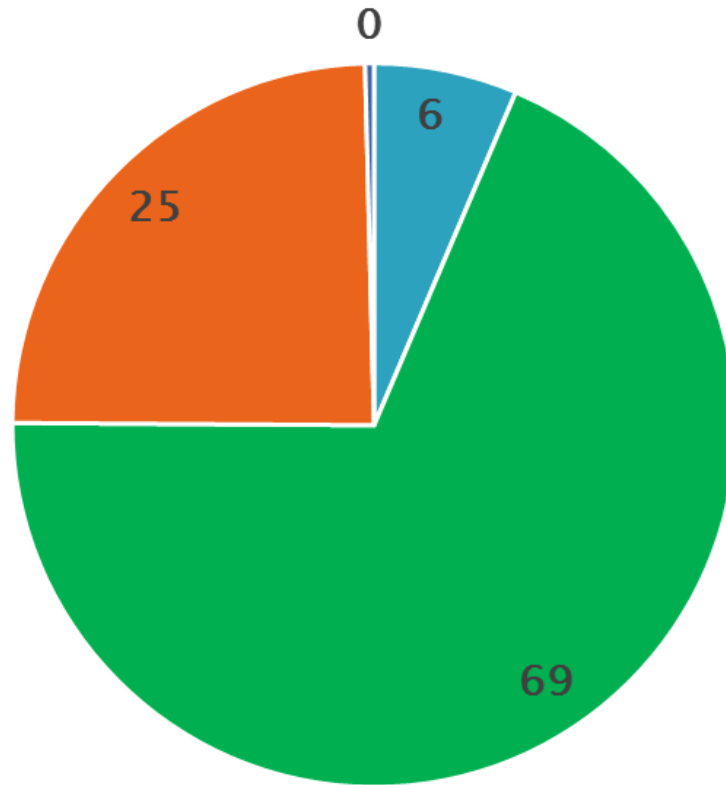


Percent employed persons in the Informal sector by age group



Percent persons in the informal sector by status in employment

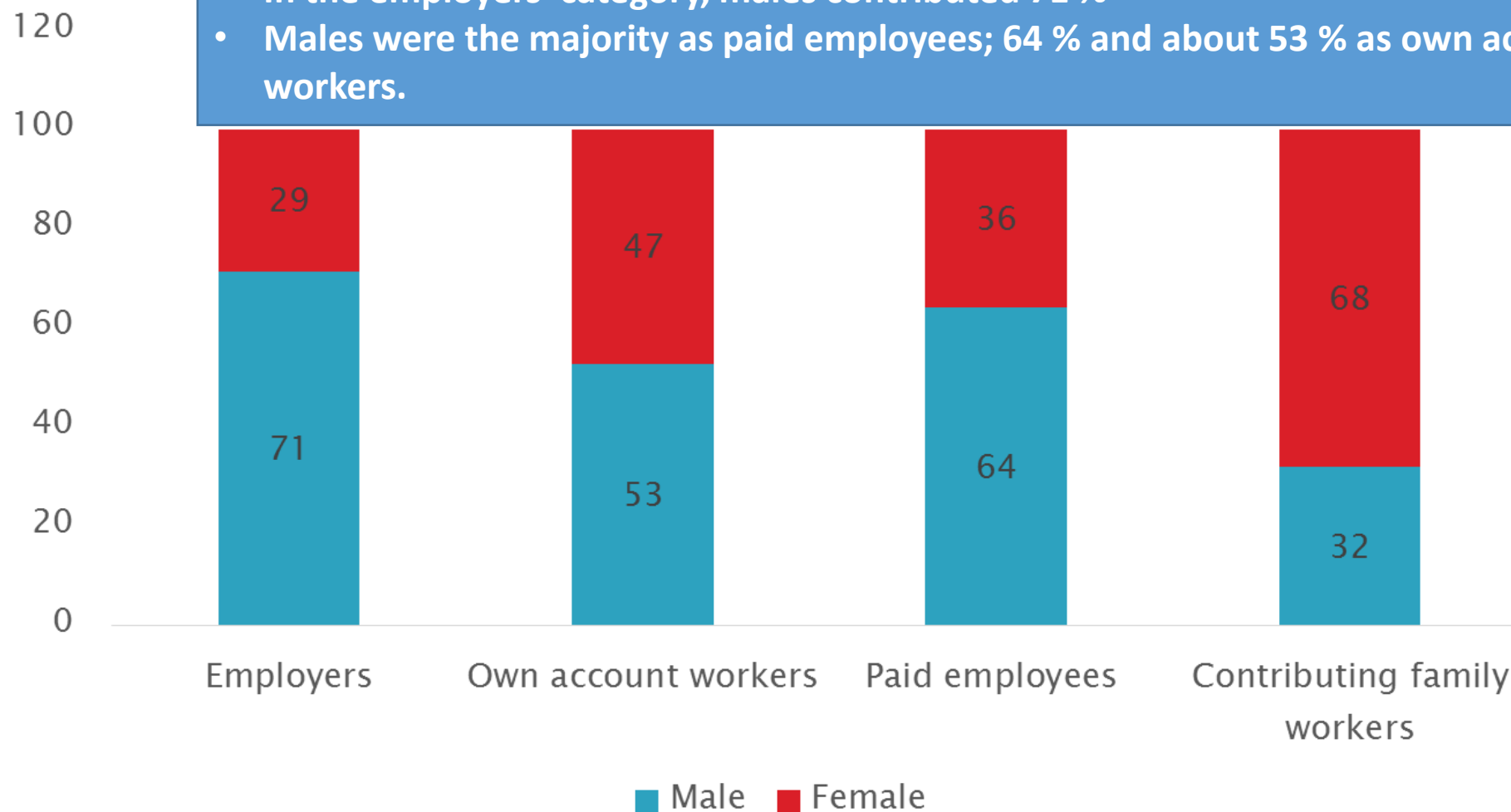
69 % were own account workers
25 % were paid employees.
Employers accounted for 6 %
There were non contributing family workers



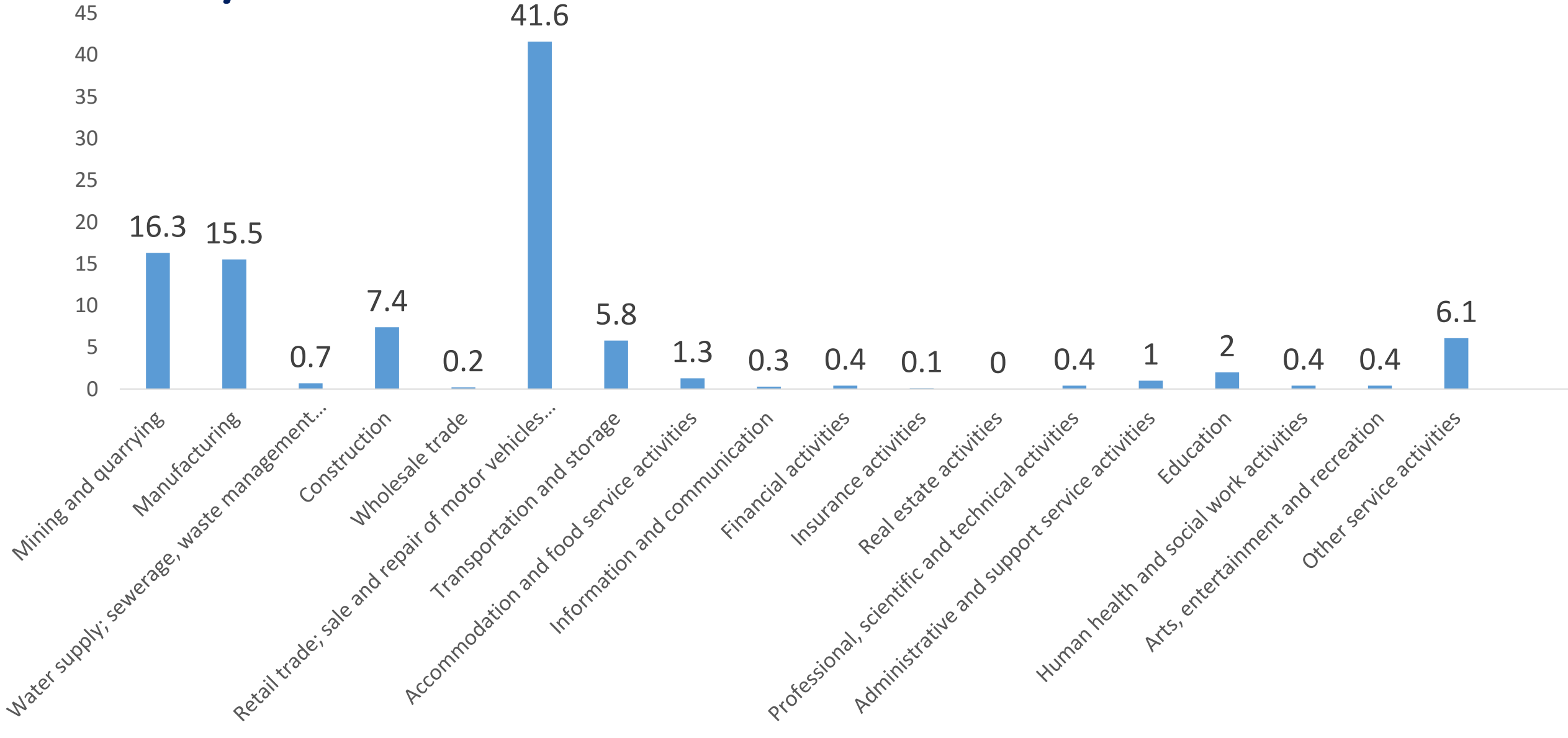
- Employers
- Own account workers
- Paid employees
- Contributing family workers

Percent persons in the informal sector by status in employment and sex

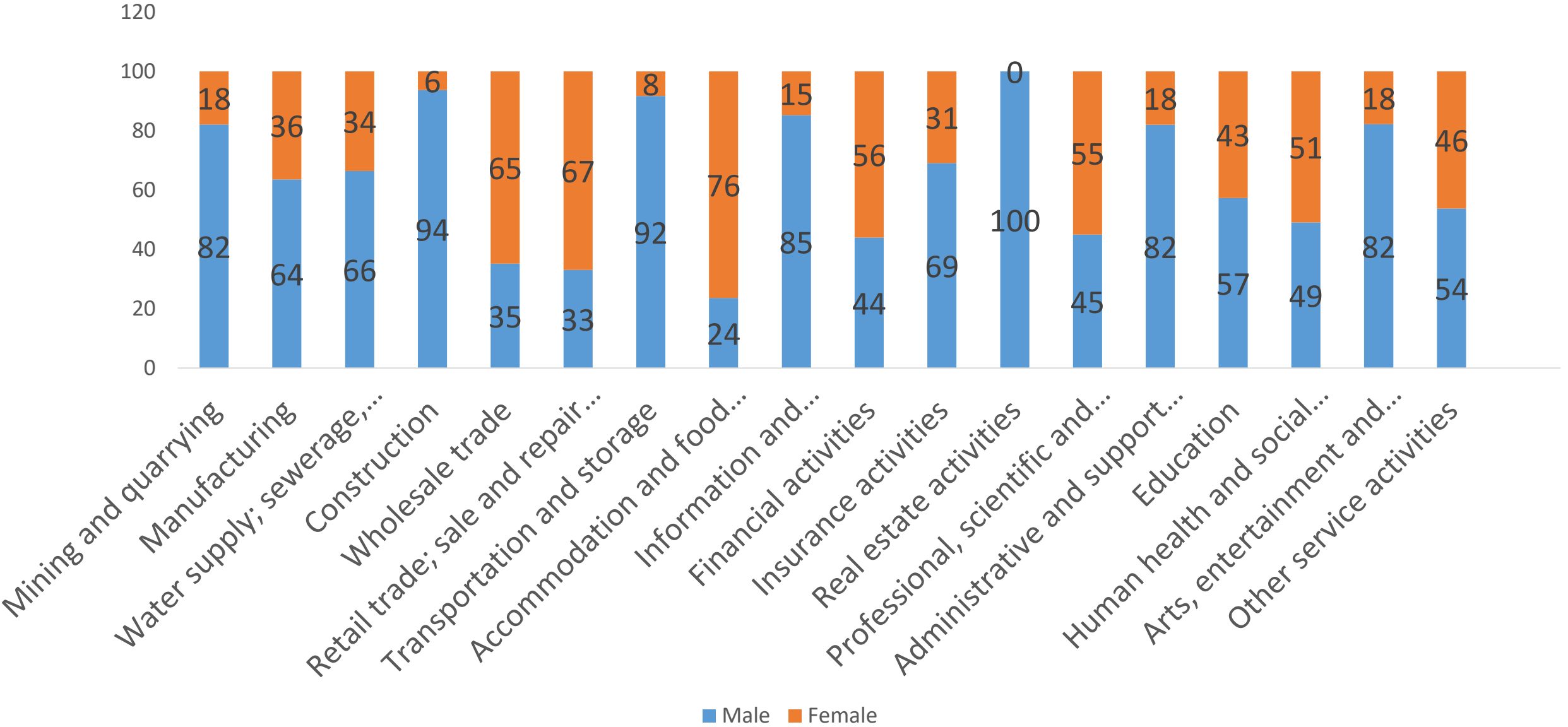
- Females dominated in the contributing family worker category with 68 %
- In the employers' category, males contributed 71 %
- Males were the majority as paid employees; 64 % and about 53 % as own account workers.



Percent employed persons in the informal sector by industry

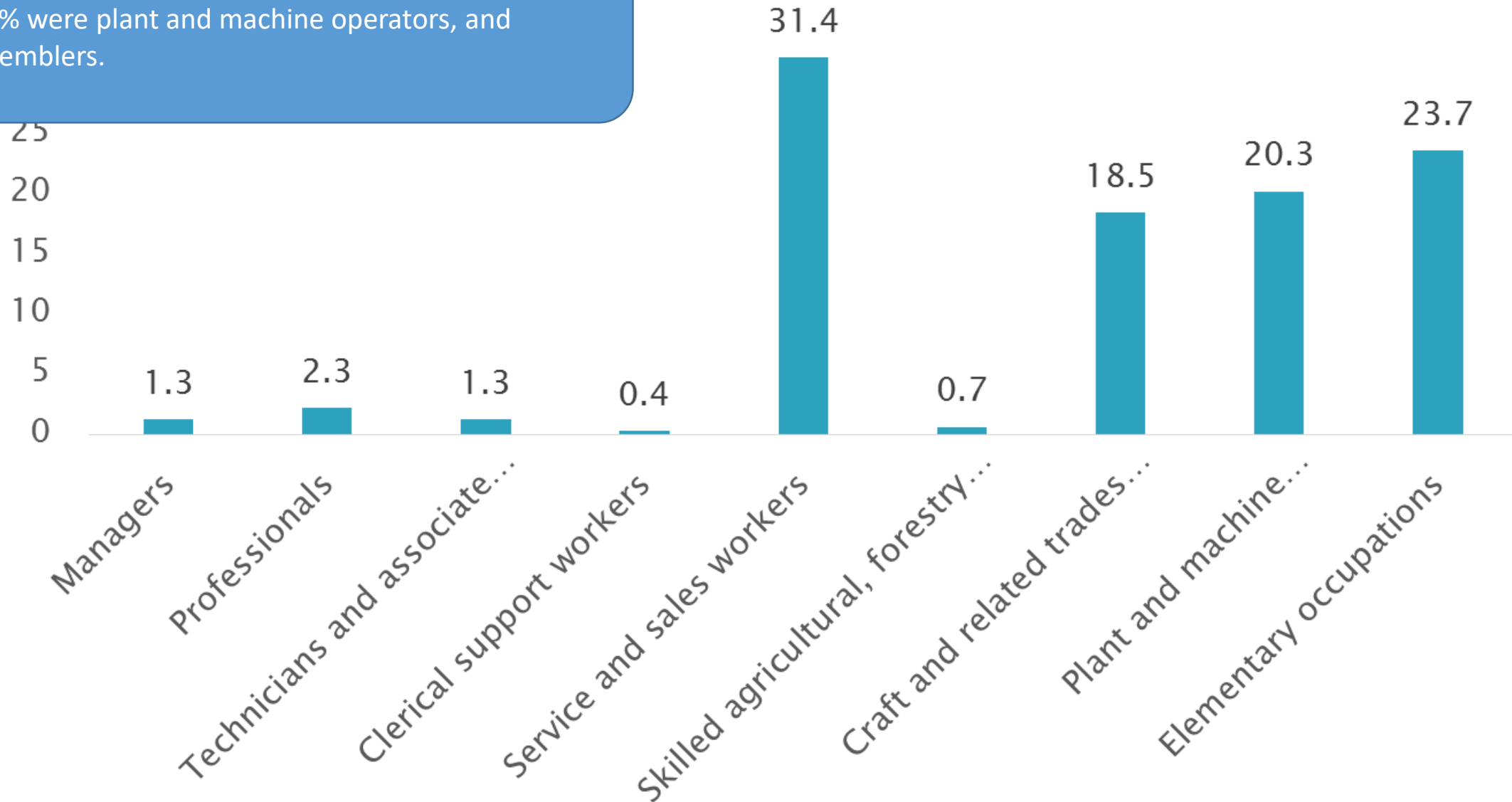


Percent persons in the informal sector by industry and sex

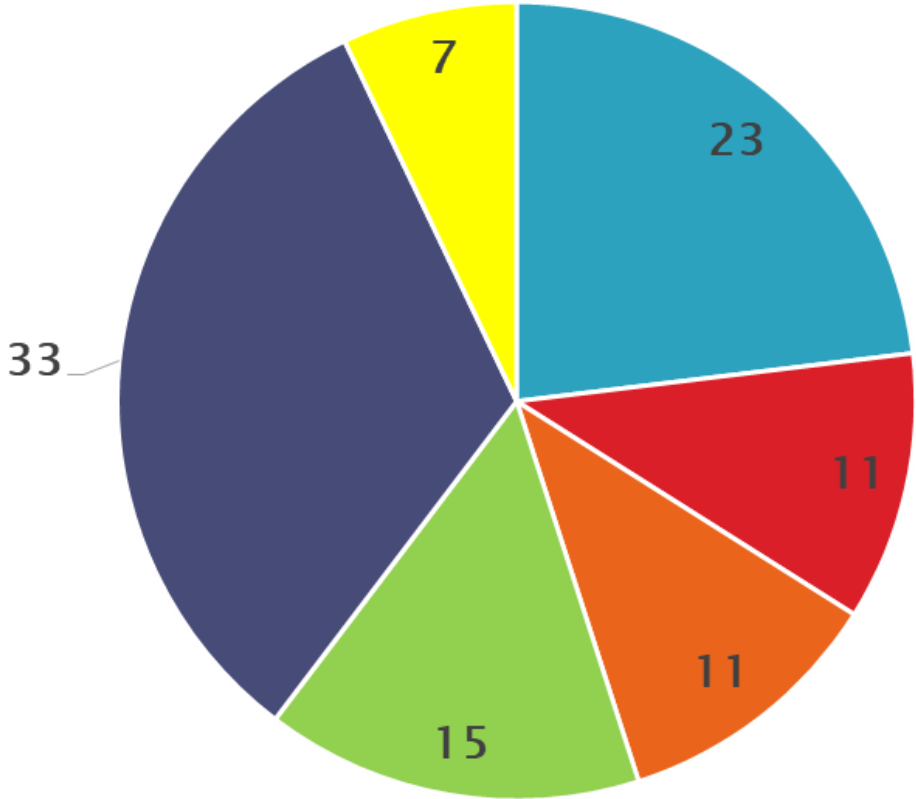


Percent persons in the informal sector by occupation

- 31 % were in the service and sales workers category
- Followed by elementary occupations at about 24 %.
- 20 % were plant and machine operators, and assemblers.



Persons in the informal sector by actual hours worked during the reference week

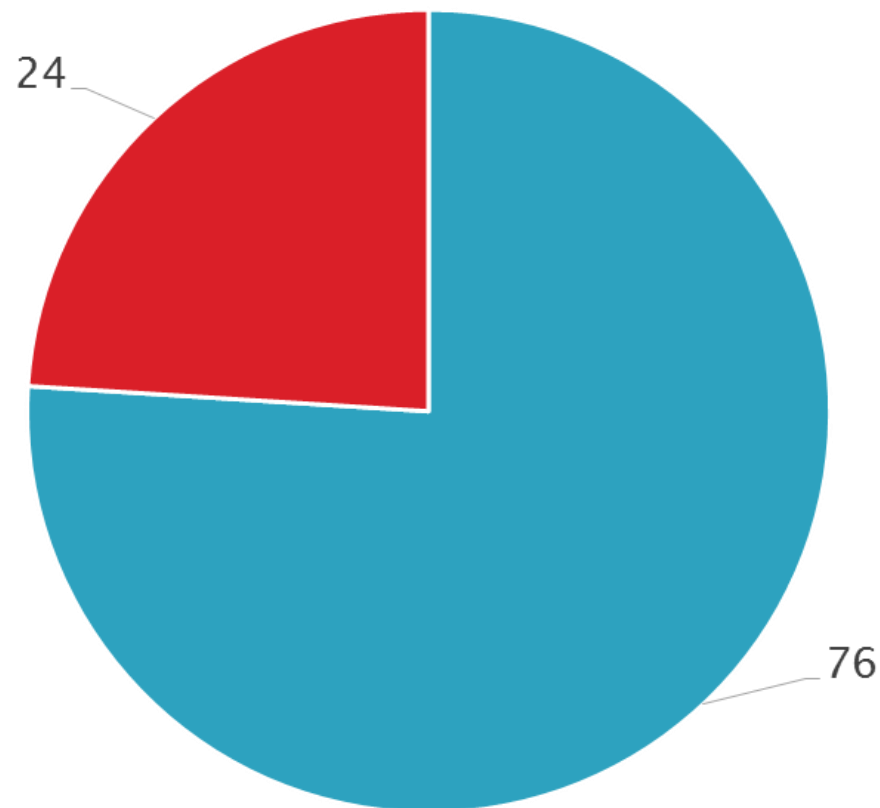


23% worked less than 20 hours.
33% worked excessive hours of at least 49

■ Under 20 ■ 20 - 29 ■ 30 - 39 ■ 40 - 48 ■ 49+ ■ Not stated

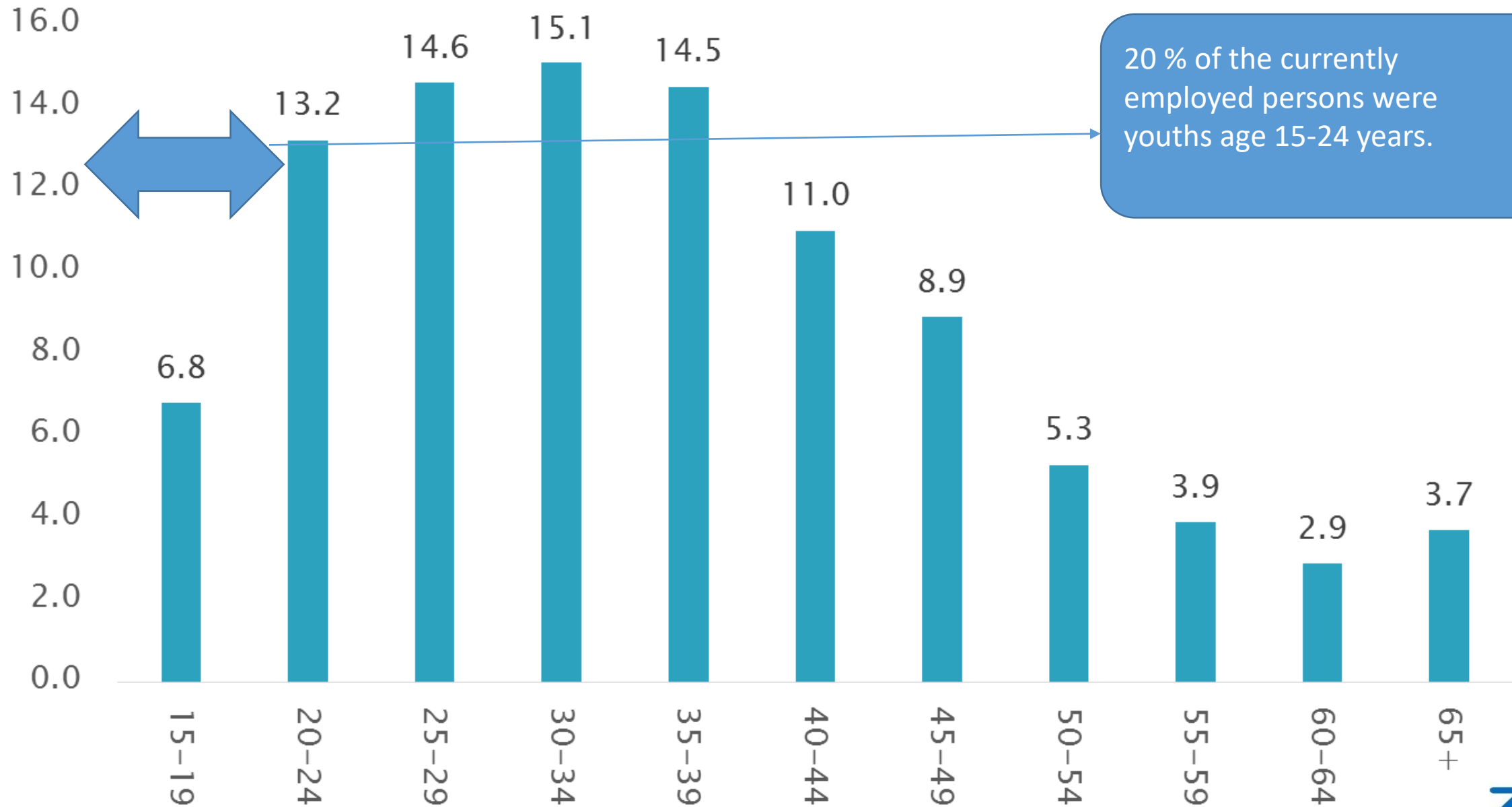
Percent distribution of persons in informal employment

Of the 2.9 million currently employed population age 15+ years, about 2.2 million (76%) were considered to be in informal employment.

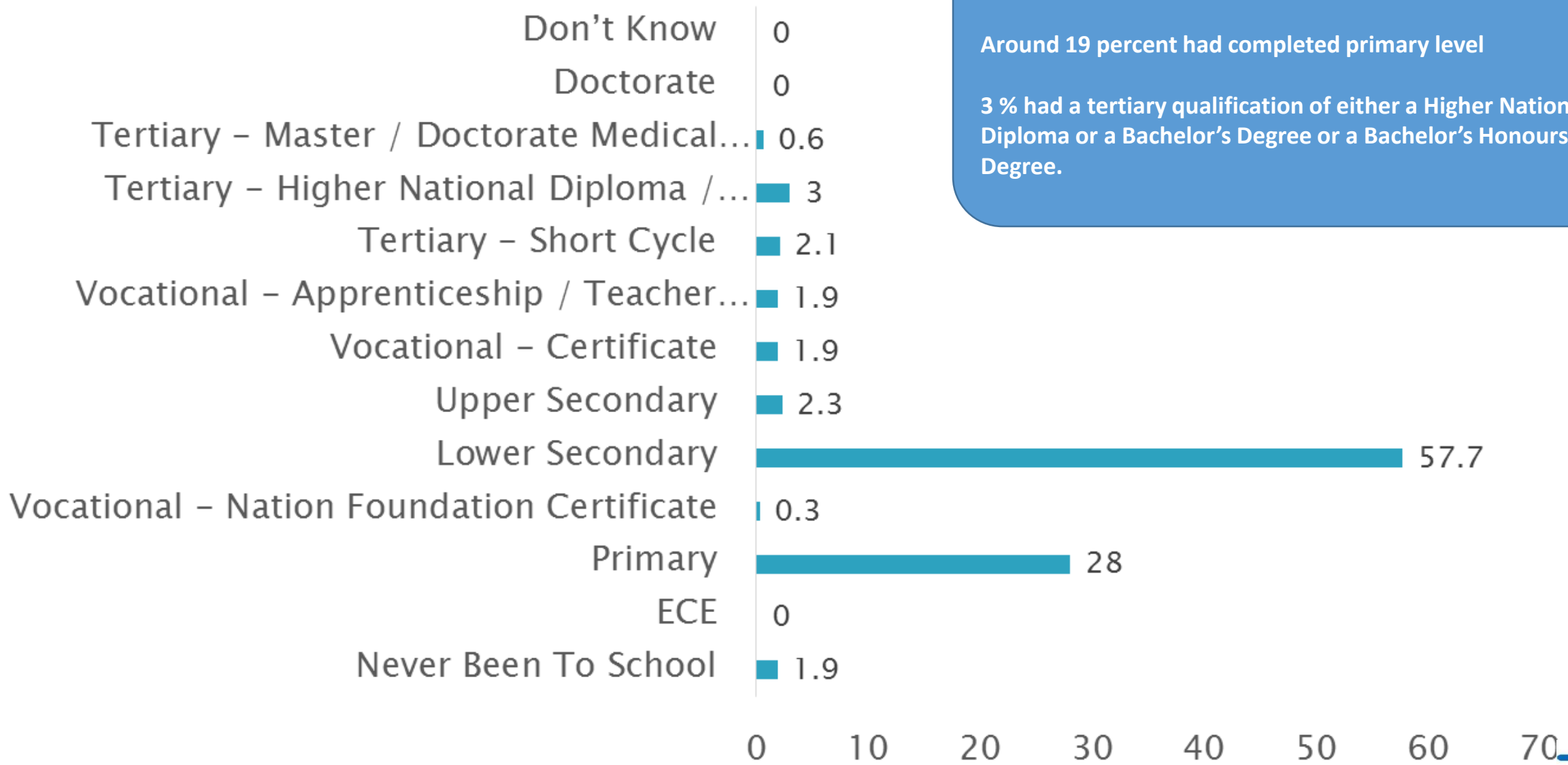


■ Informal employment ■ Formal employment

Persons in informal employment by age group



Persons in informal employment by highest level of education attended

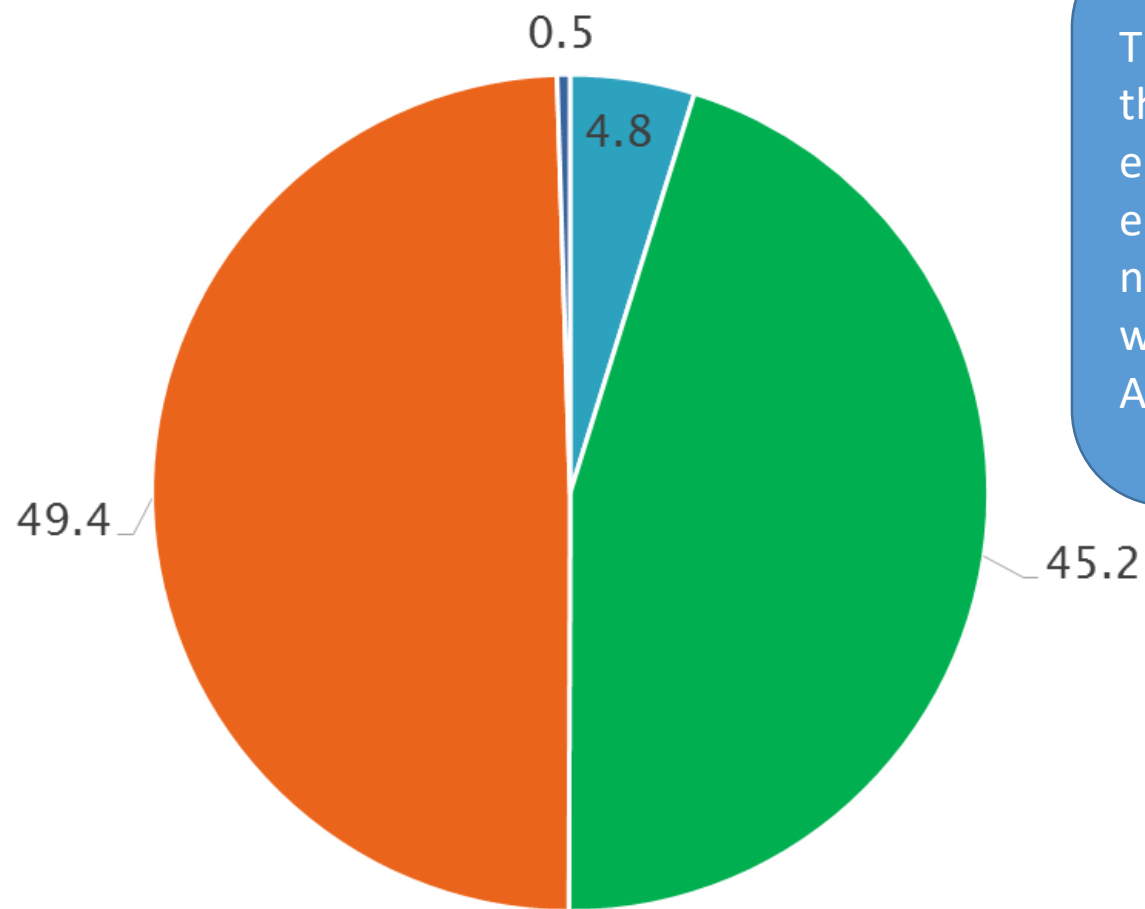


About 58 % of the currently employed population in informal employment had completed lower secondary

Around 19 percent had completed primary level

3 % had a tertiary qualification of either a Higher National Diploma or a Bachelor's Degree or a Bachelor's Honours Degree.

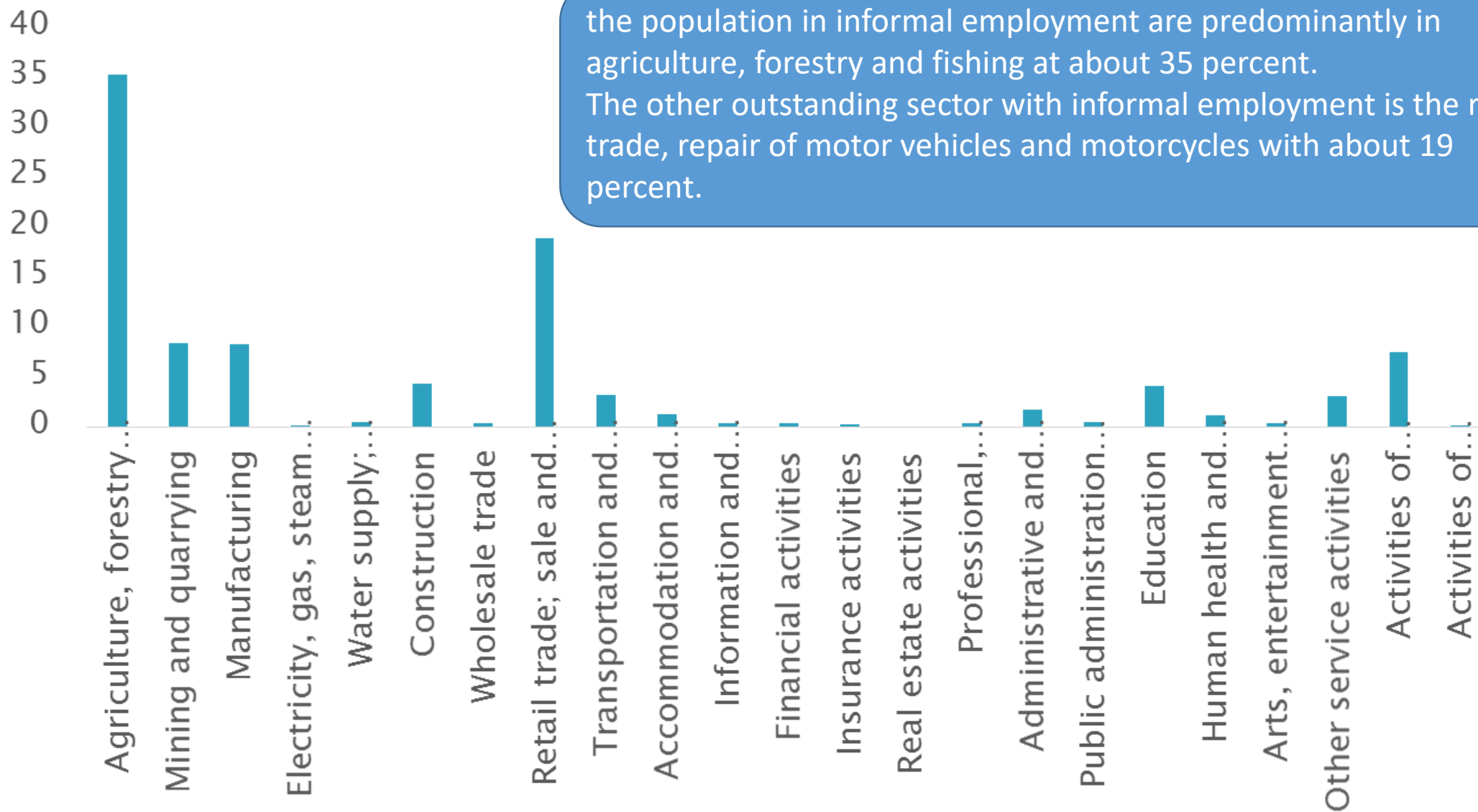
Persons in informal employment by status in employment



The survey revealed that of all the population in informal employment, about 49% were employees, nearly 45% were own account workers and About 5 % were employers.

■ Employer ■ Own account workers ■ Employee ■ Contributing family workers

Persons in informal employment by industrial sector



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.

OTHER FORMS OF WORK

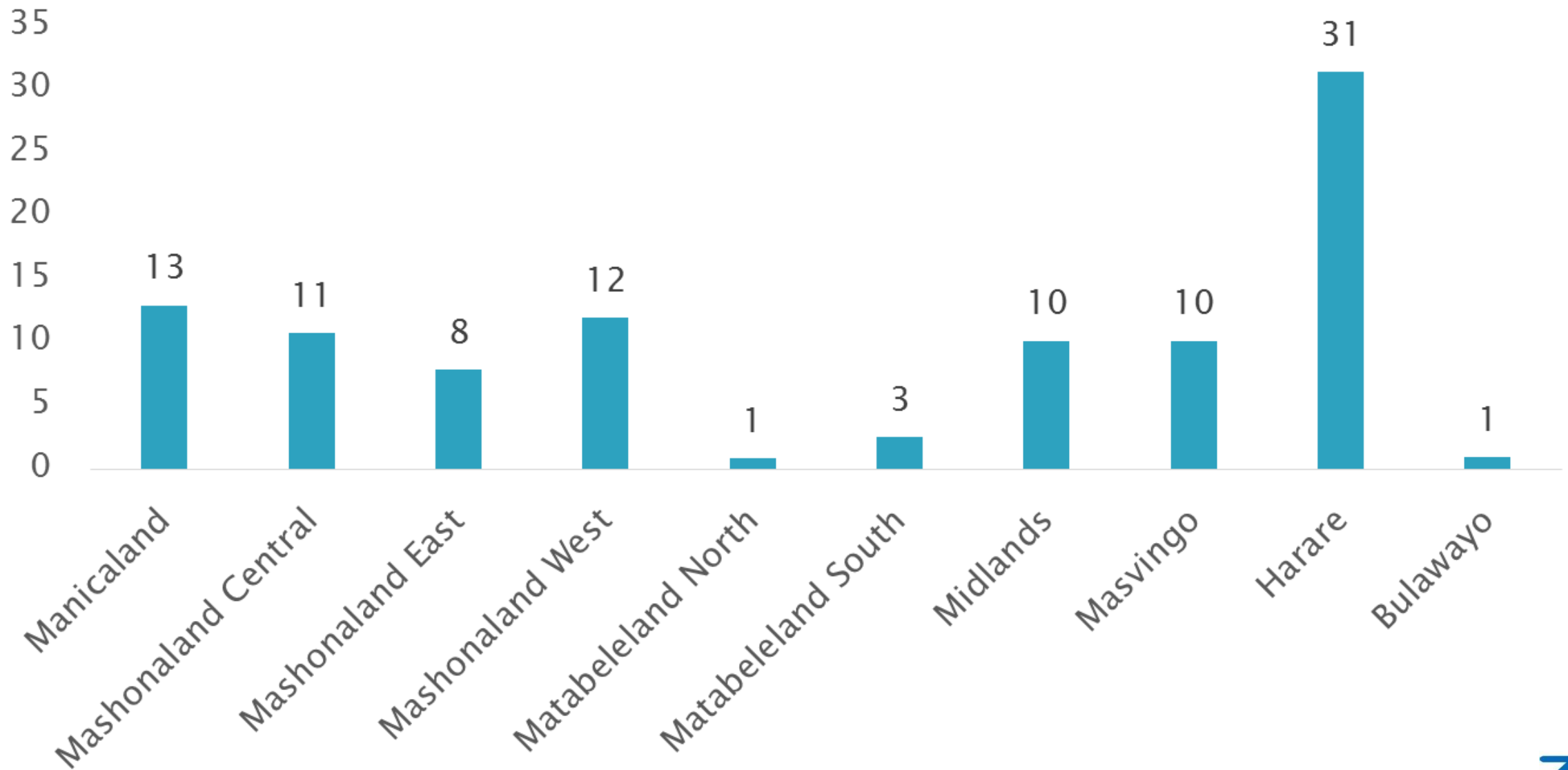
Own-use production work and provision of services

- The 2019 LFCLS divided own use production of goods and provision of services into 3 main categories for measurement purposes:
 - Production of foodstuff for own final use among the employed persons,
 - Production of other goods and provision of services for own final use, and
 - Subsistence food production.

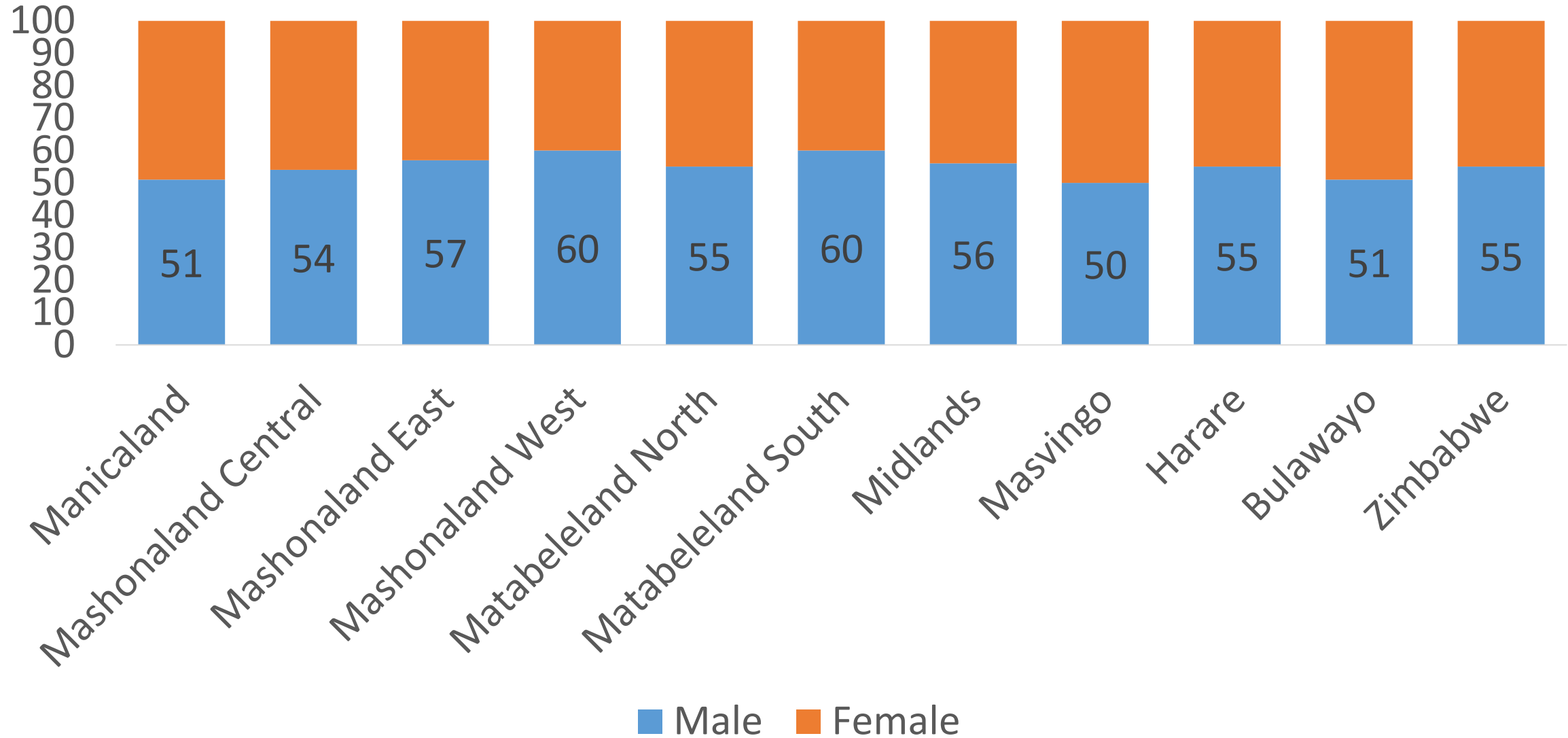
Production of foodstuff for own final use among employed persons

- The 2019 LFCLS estimated that around **923 thousand** currently employed people were engaged in own use production of food stuff.
- Of whom **505 thousand** were males and **417 thousand** females.

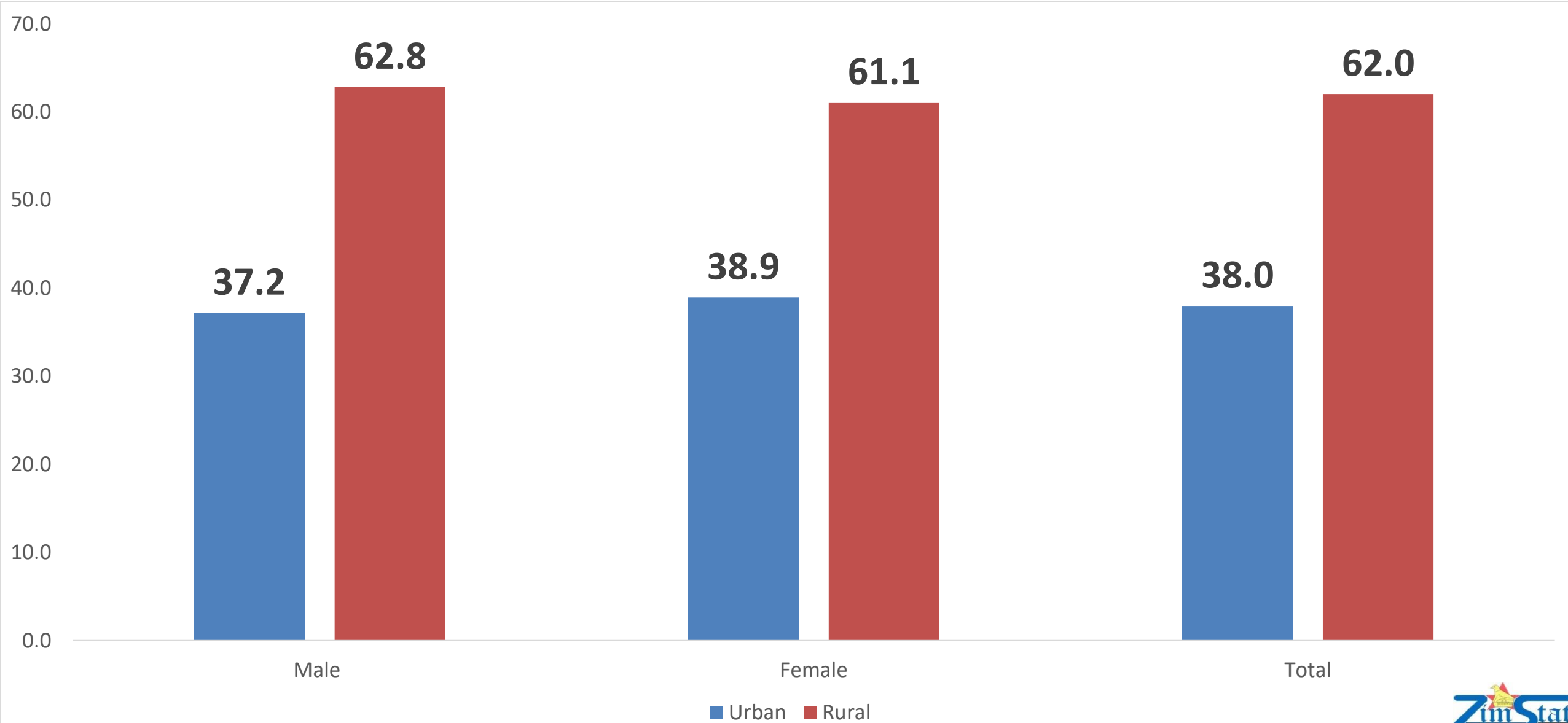
Percent employed persons engaged in own use production of foodstuff by province



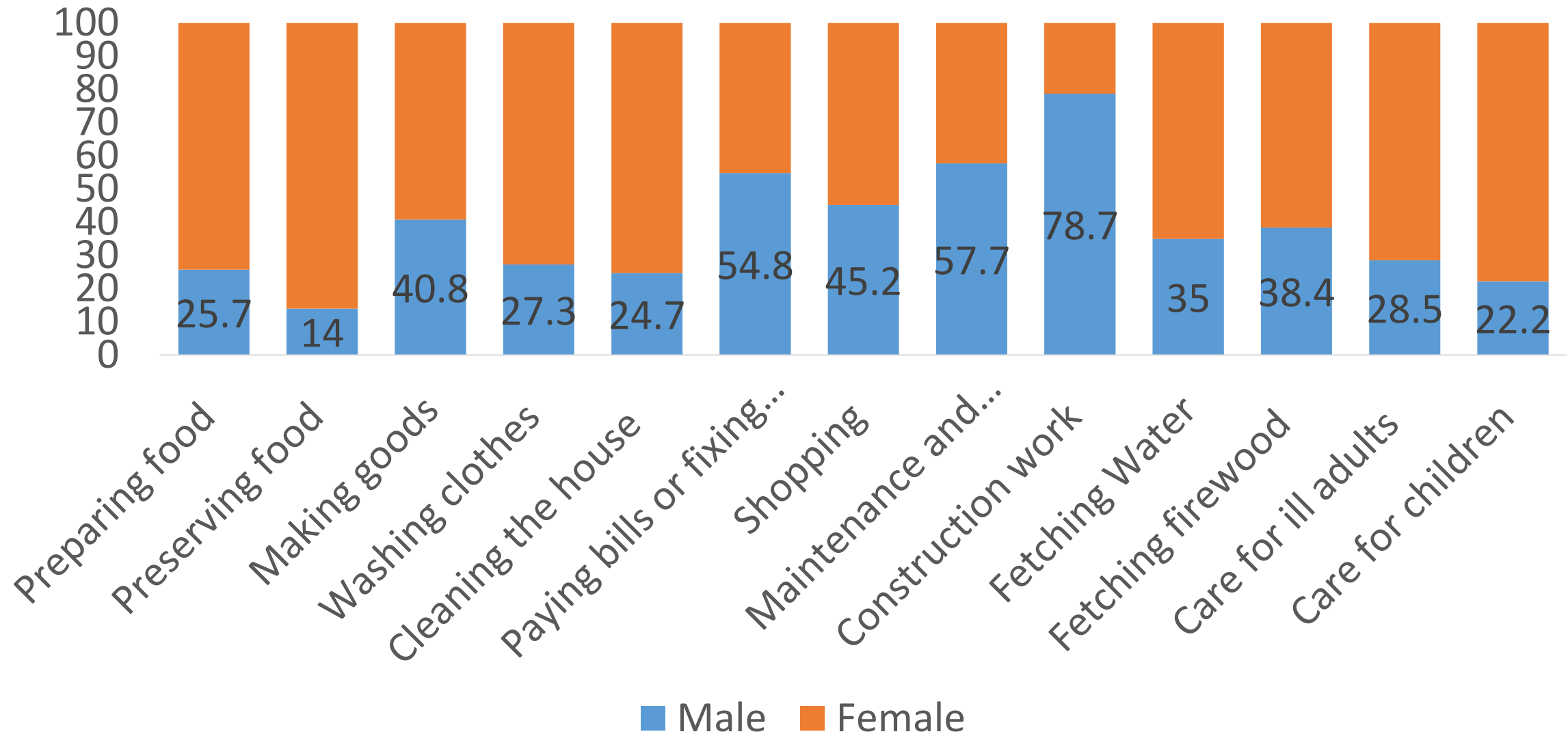
Employed persons engaged in own use production of foodstuff by province and sex



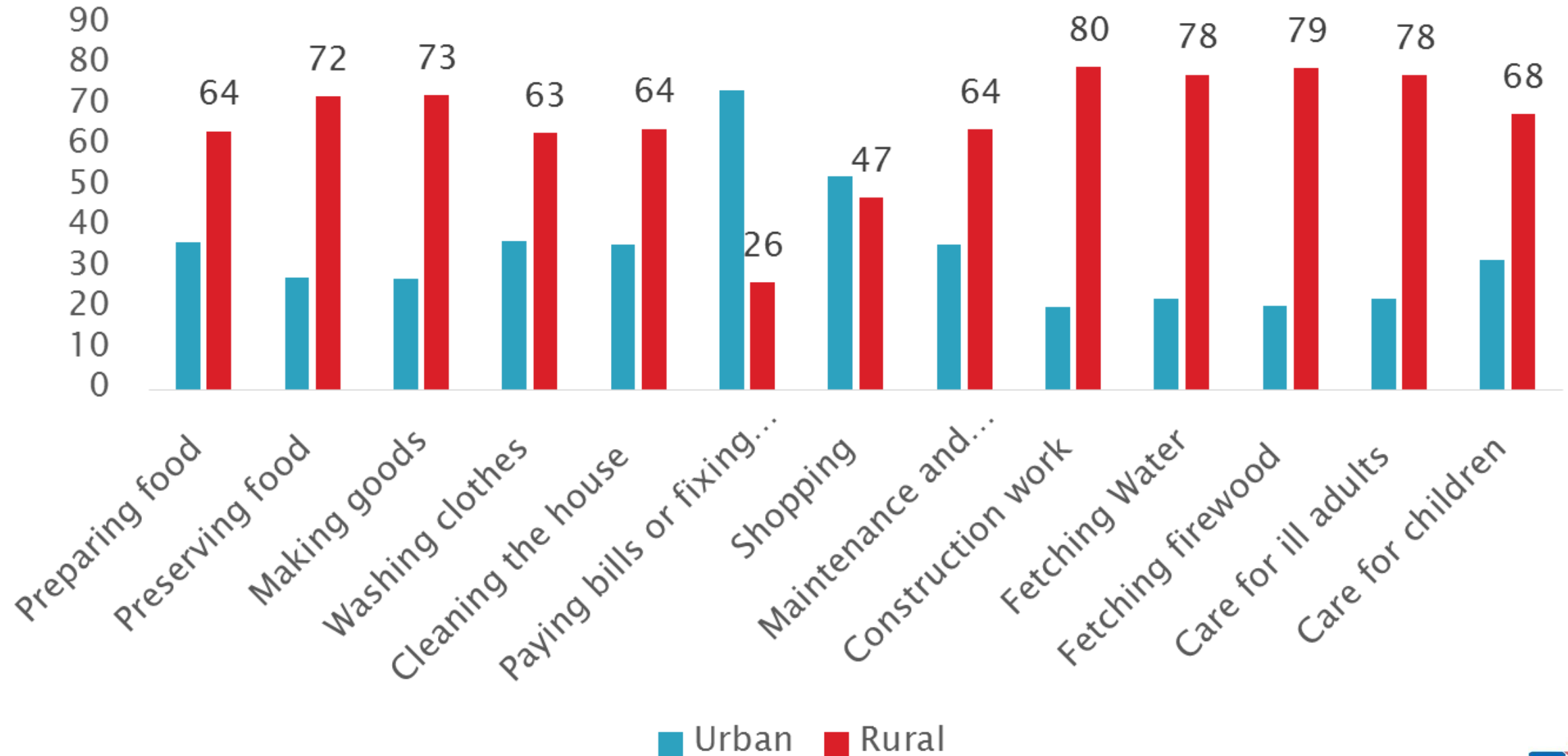
Percent employed persons engaged in own use production of foodstuff by area and sex



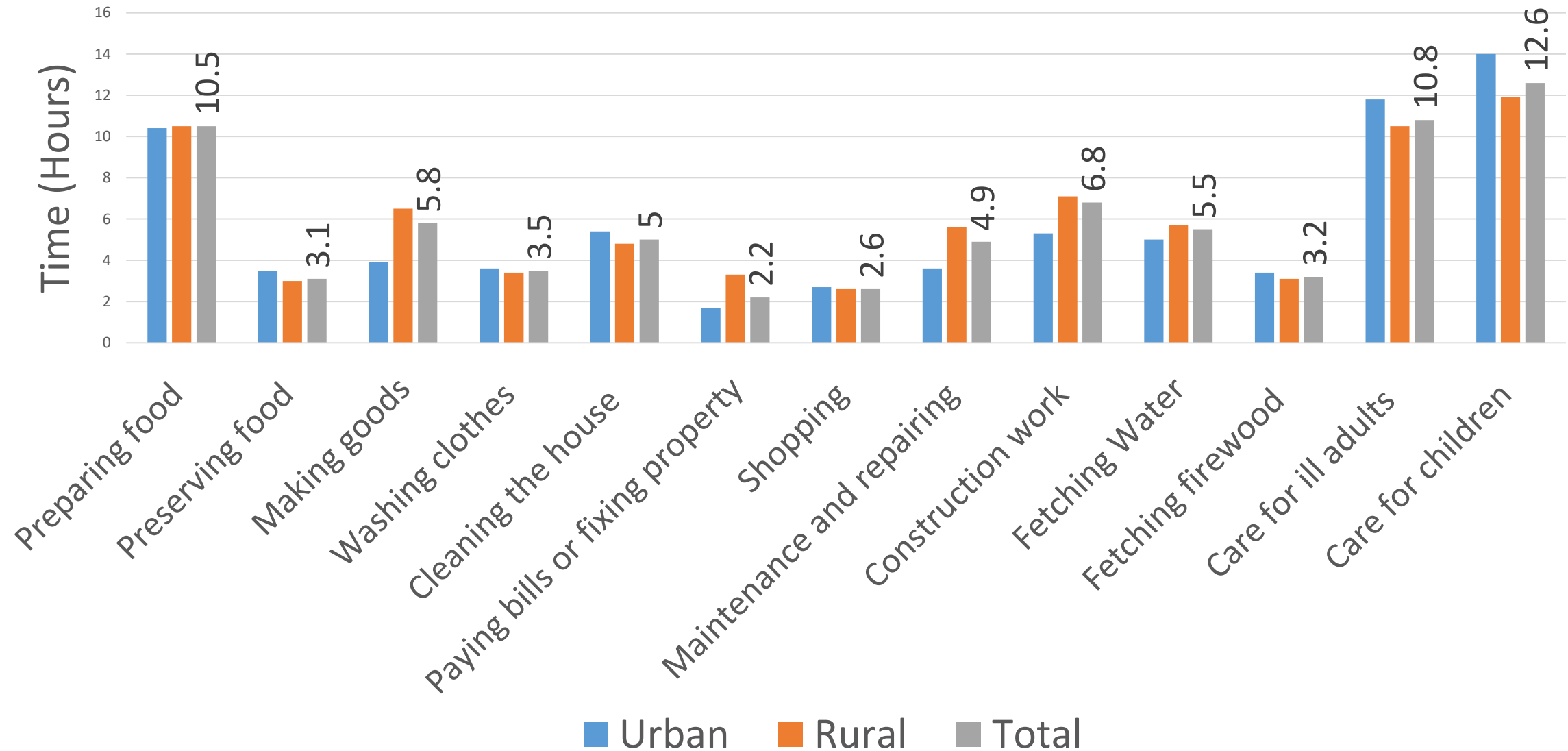
Working age population engaged in own use production of goods or provision of services by type of activity and sex



Percent distribution of Working age population engaged in own use production of goods or provision of services by type of activity and area



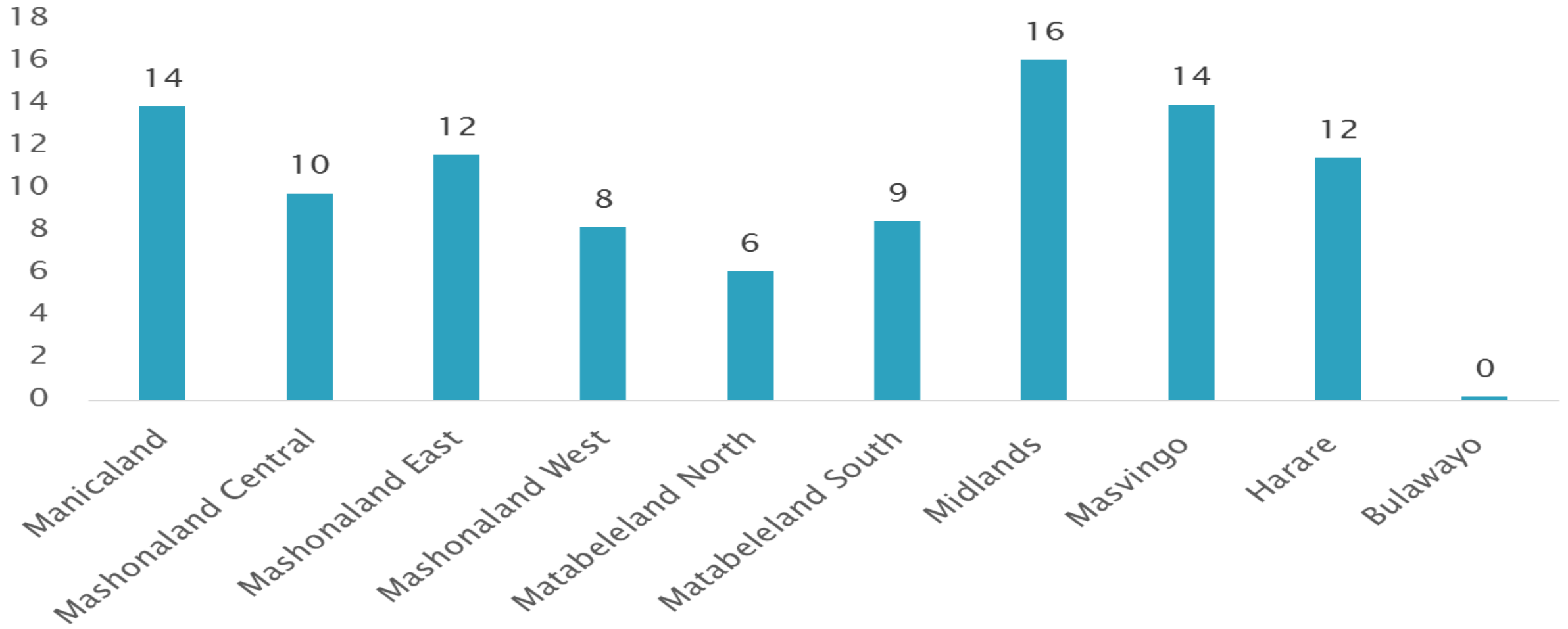
Working age population engaged in own use production of goods or provision of services by time spend during the reference week



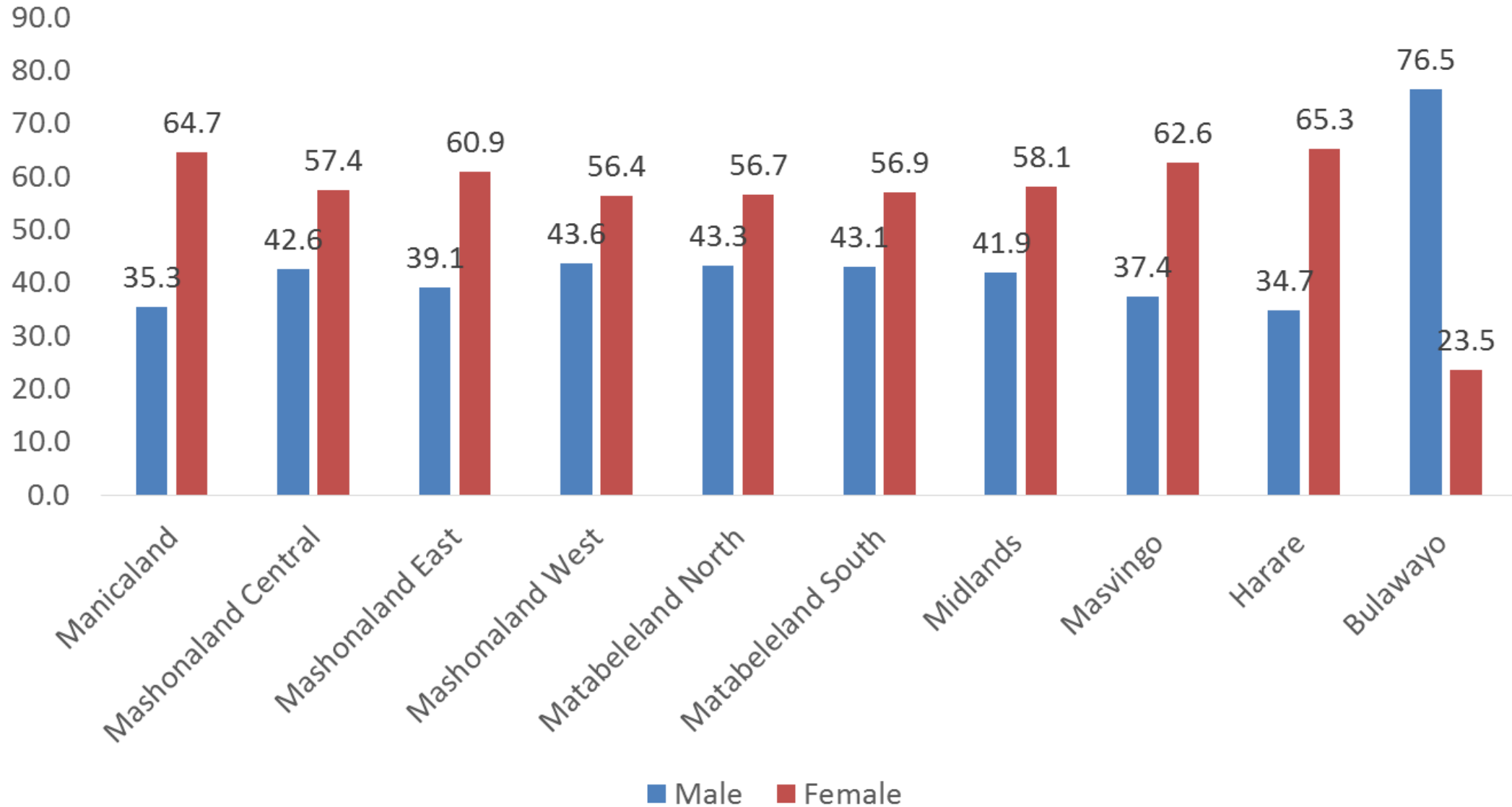
Subsistence food production

- 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
- Subsistence foodstuff producers constitute an important subgroup of persons in own-use production work.

Percent Distribution of Persons in Subsistence food production by province



Percent distribution of persons in subsistence food production by province and sex

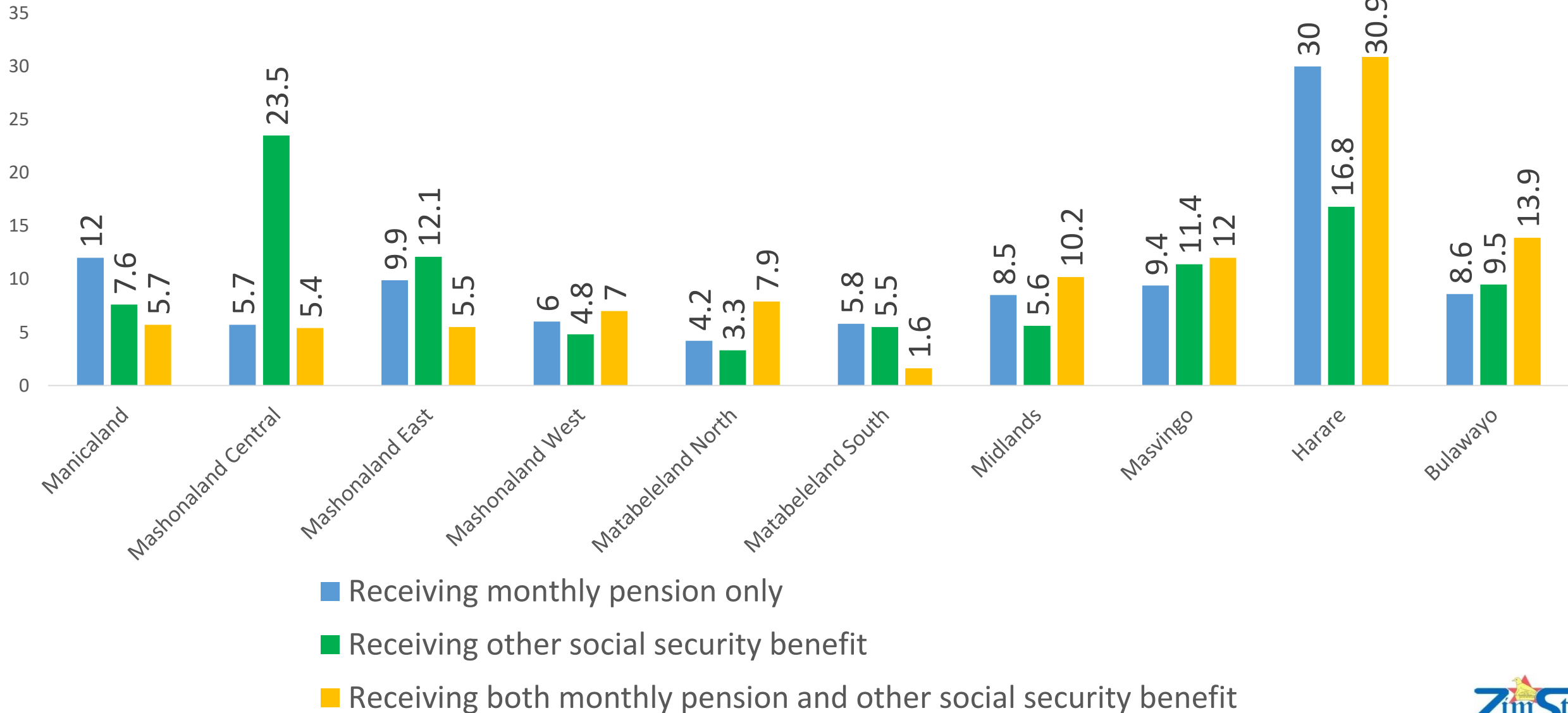


SOCIAL SECURITY

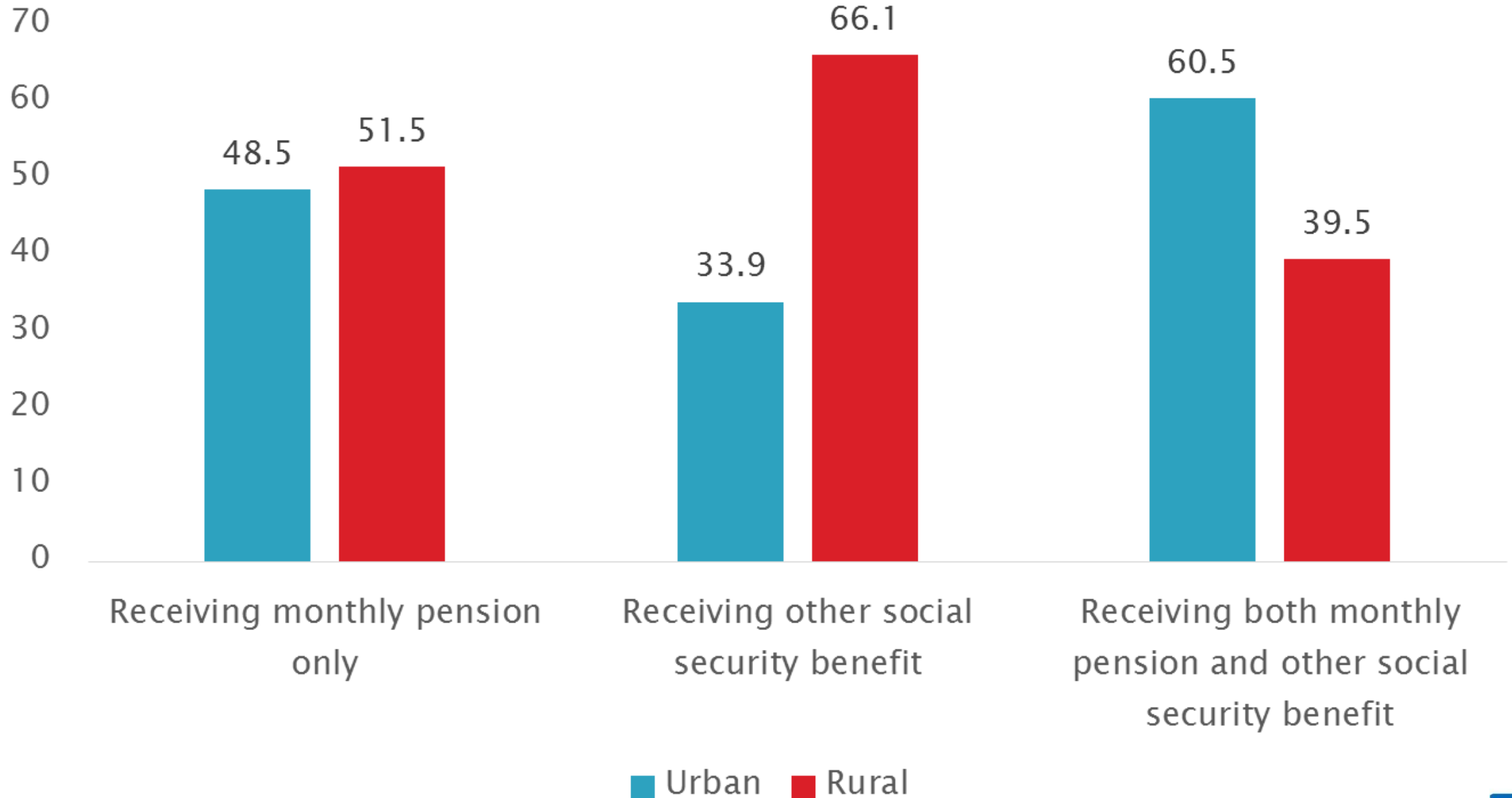
Social security

- 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.
- The 2019 LFCLS revealed that **249 thousand persons (2%)**, of the population were receiving a monthly pension or any social security fund or both.

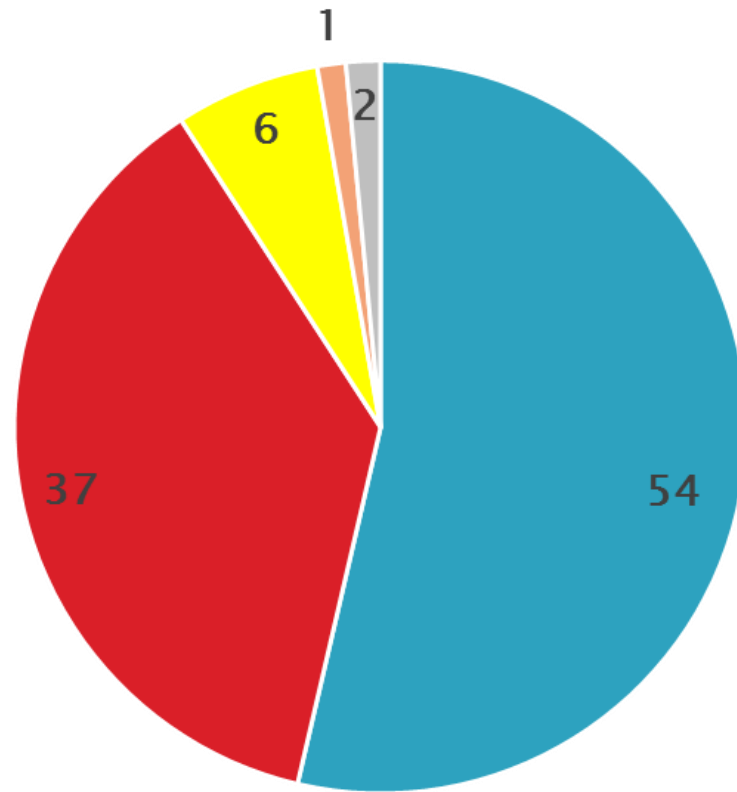
Percent recipients of social security benefit by province and type



Percent recipients of social security by area



Percent recipients of social security by source of funds



■ NSSA

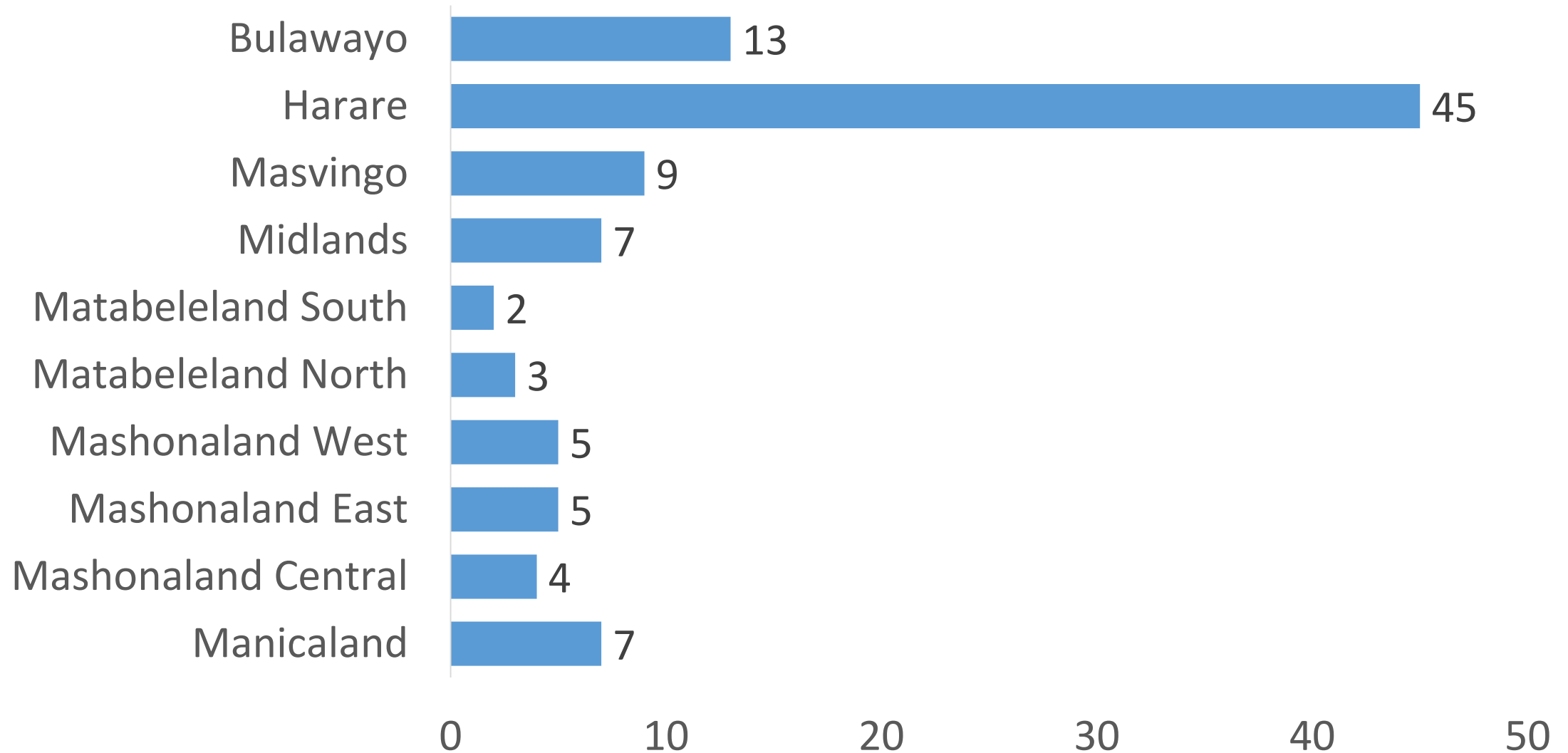
■ Government

■ Occupational Pensions

■ Personal Pension Plan

■ Other Pensions

Members of any medical aid scheme by province



WORK RELATED SAFETY

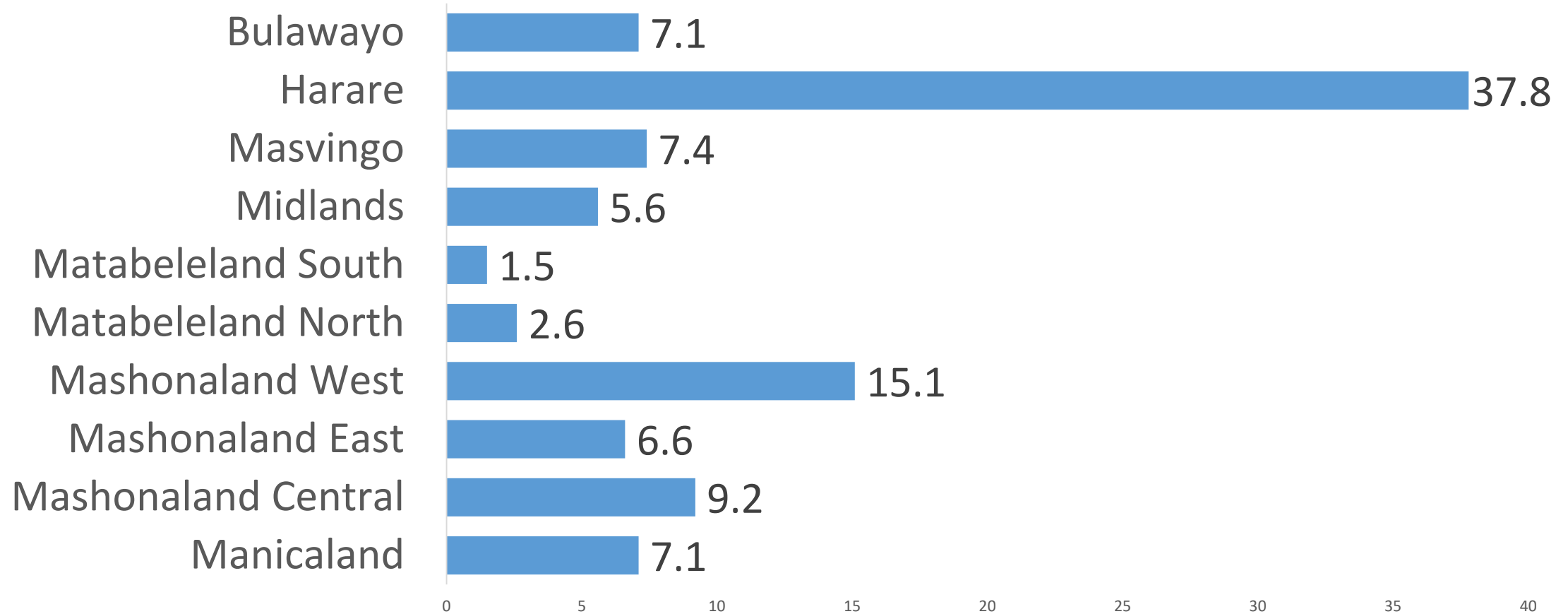
Work related safety

- This refers to 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).
- The 2019 LFCLS revealed that about **130 thousand employees (5%)** reported suffering from work related injuries, illnesses or both in the last 12 months preceding the survey.

Work related safety

- **3 percent** suffered work related injuries
- **1 percent** suffered work related illnesses
- **0.2 percent** suffered both

Percent distribution of employees reporting suffering from work related injuries/illnesses or both by province

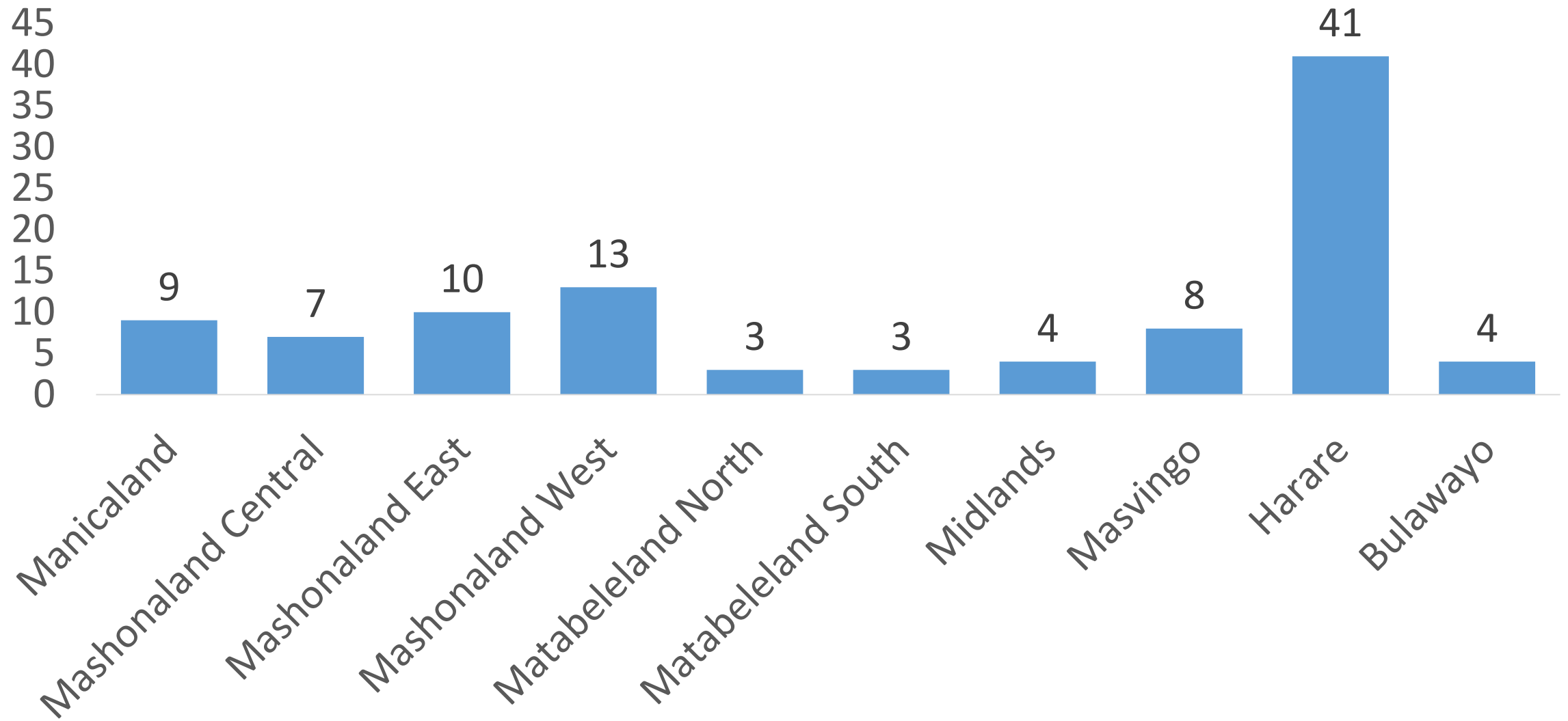


RETRENCHMENTS

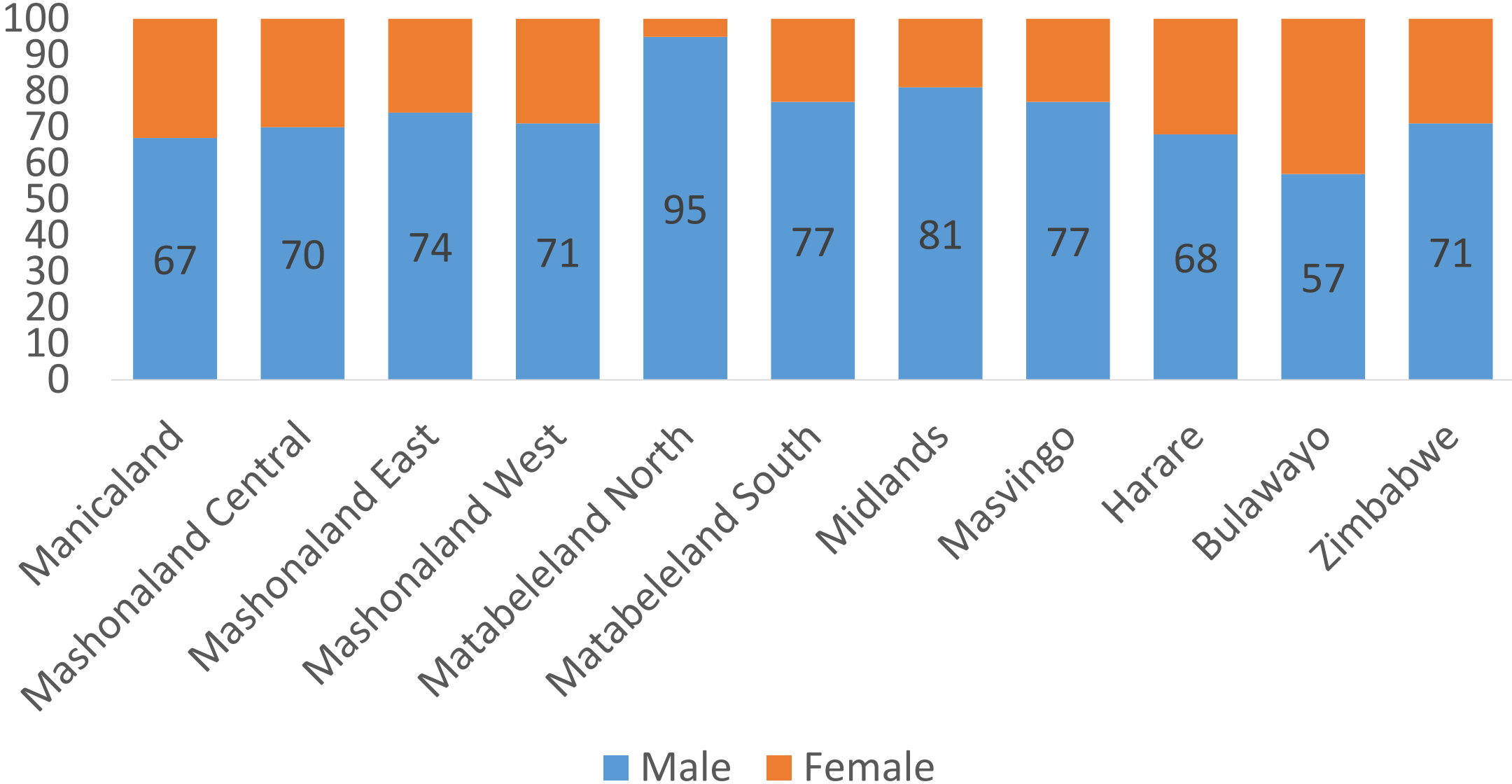
Retrenchments

- 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 termination of employment on account of closure of the enterprise in which the worker is employed.
- The 2019 LFCLS established that a total of **210 thousand** employees were at one point laid off work in the period from June 2014 to May 2019

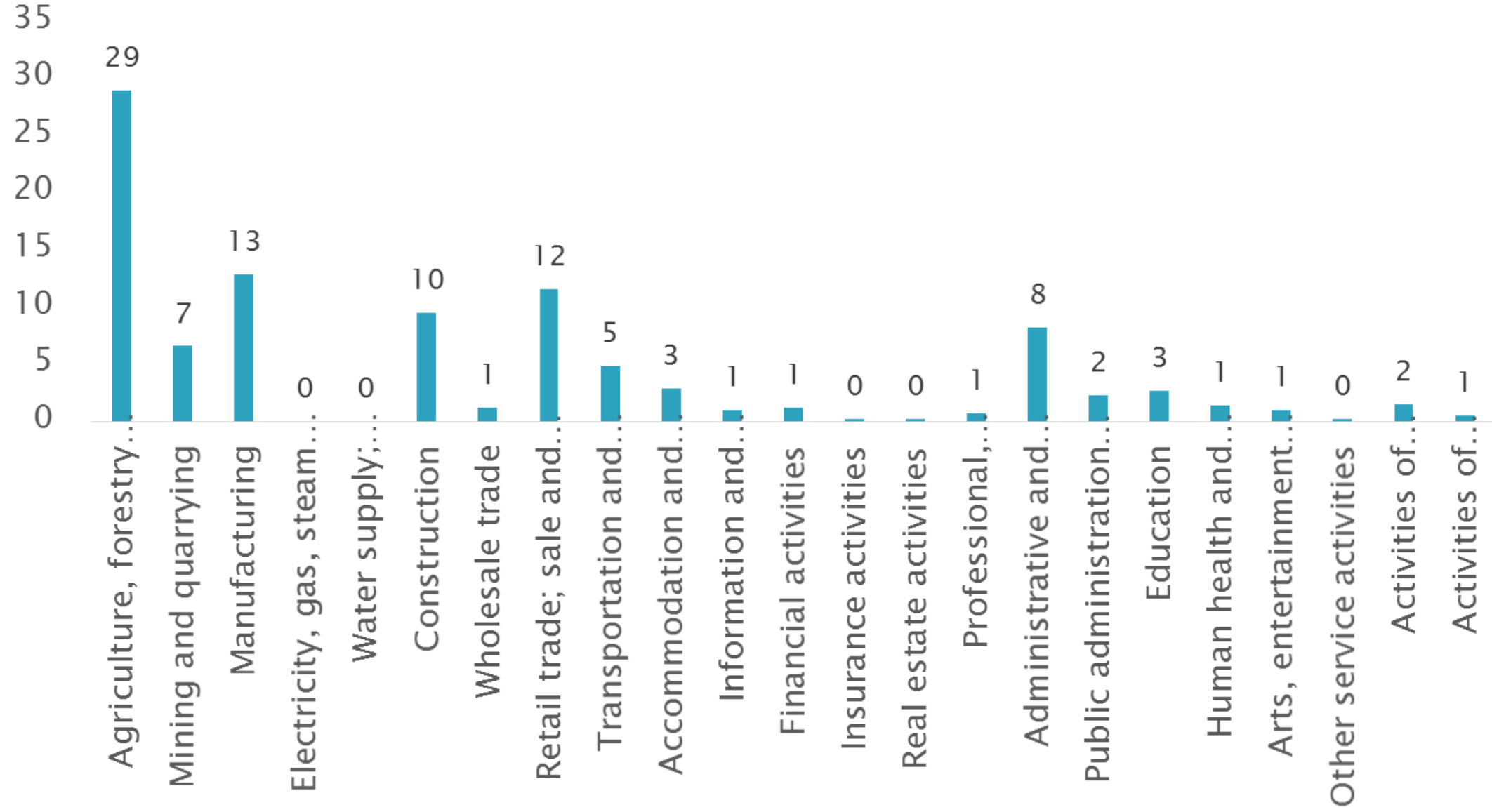
Percent distribution of ever-retrenched population aged 15 years and above by province



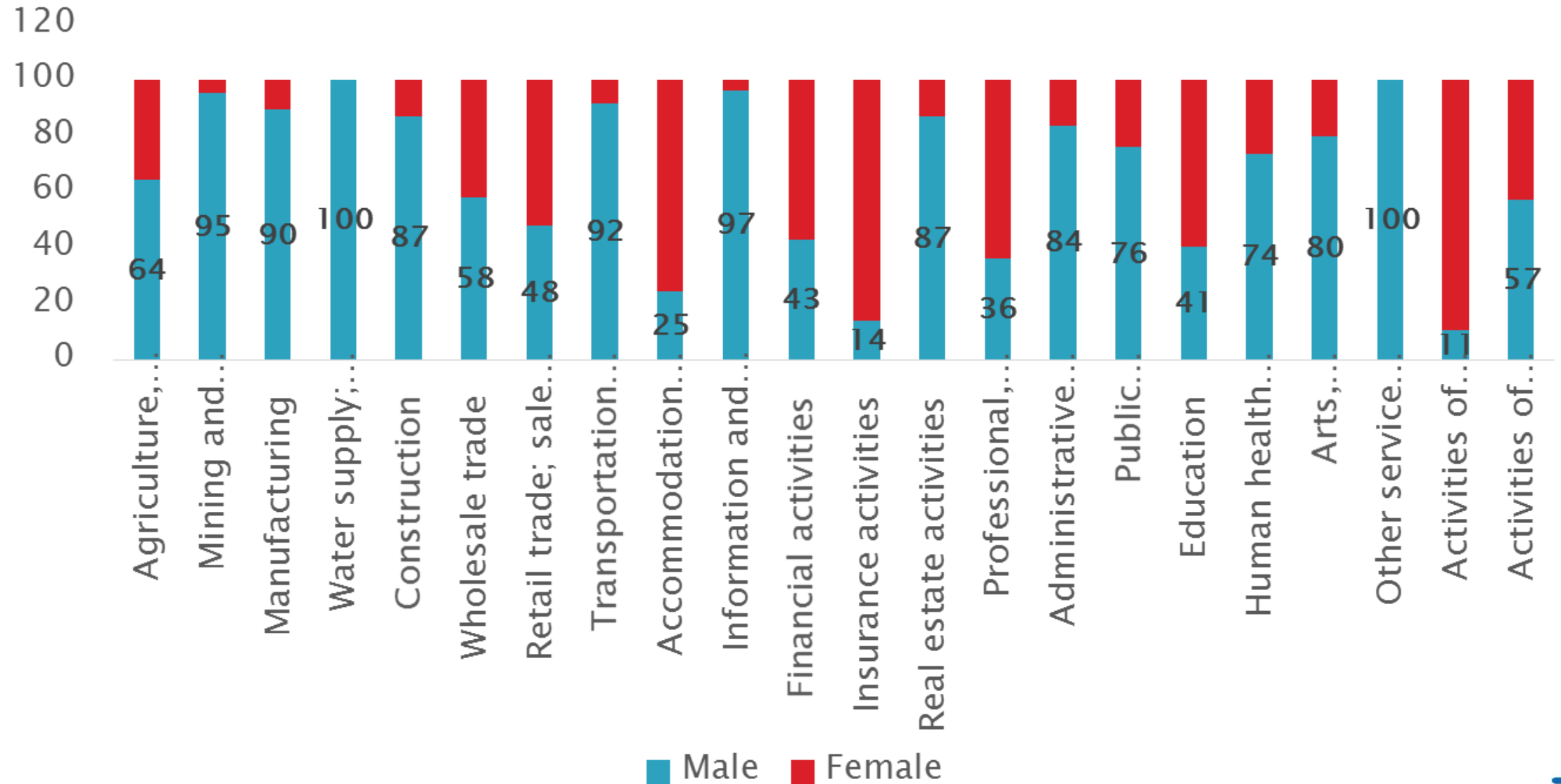
Percent distribution of ever-retrenched population by province and sex



Percent distribution of ever-retrenched population by economic activity of last employer



Percent distribution of ever-retrenched population by economic activity of last employer and sex

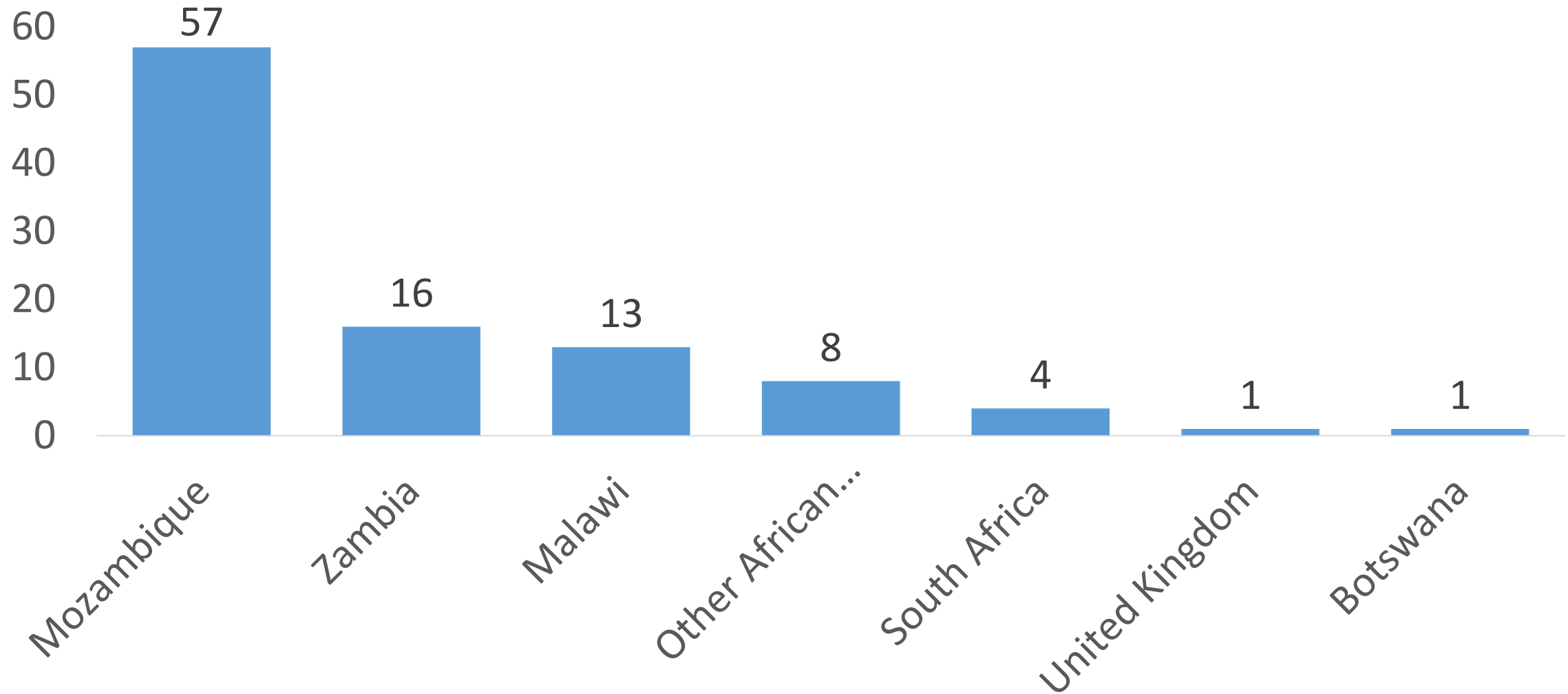


LABOUR MIGRANTS

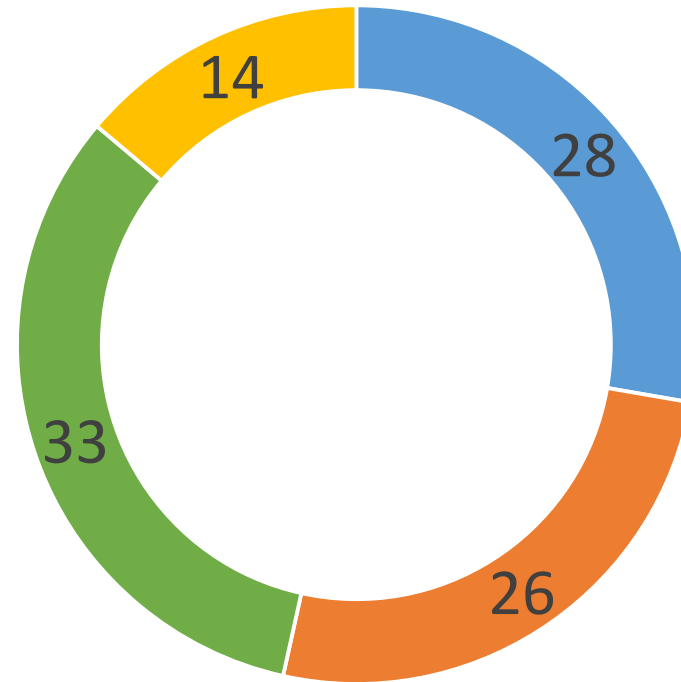
Labour migrants

- The 2019 LFCLS defined any person who was born outside Zimbabwe and migrated to this country for purposes of either taking up employment or seeking employment as a labour migrant.
- *NB: This was irrespective of duration of stay in the country.*
- The 2019 LFCLS recorded a total of around **30 thousand** labour migrants.

Percent distribution of labour migrants by country of origin



Percent distribution of labour migrants by initial reason of coming to Zimbabwe



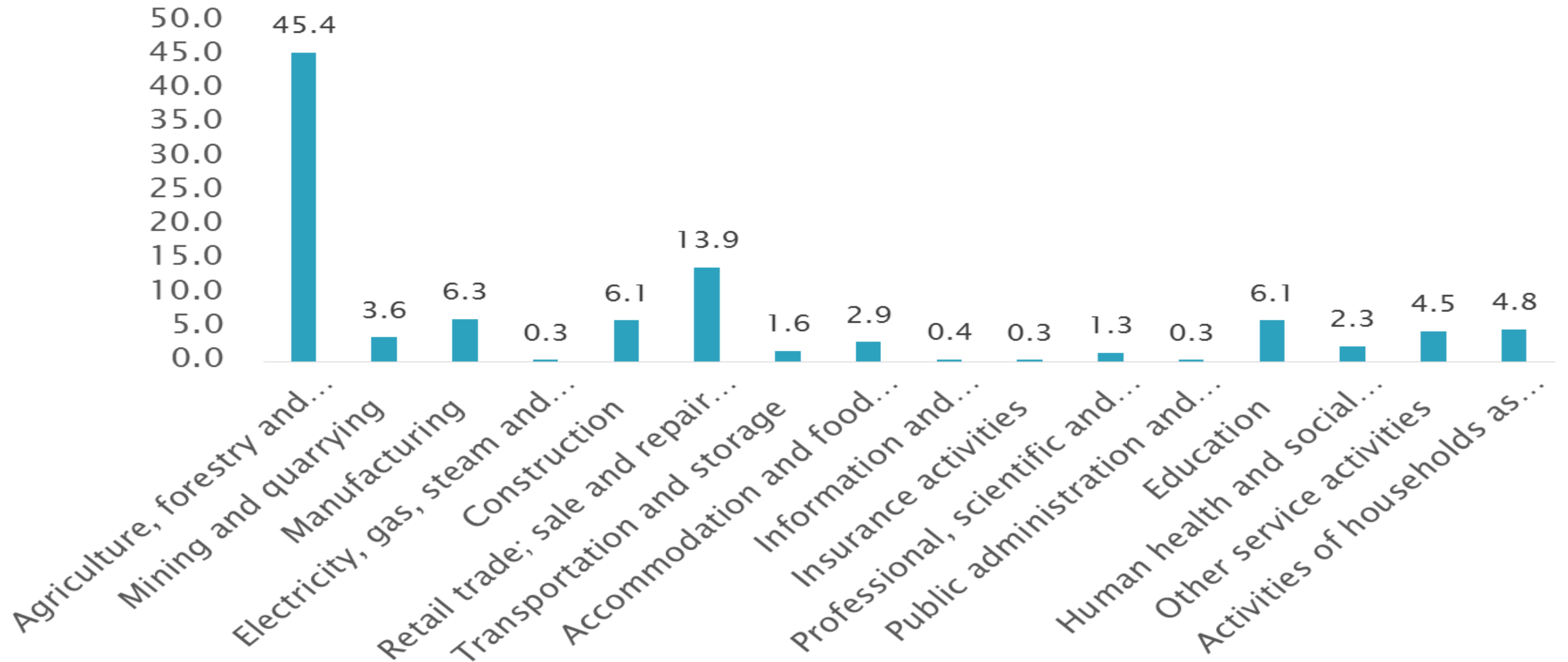
■ Arranged job

■ Join spouse/marriage/family

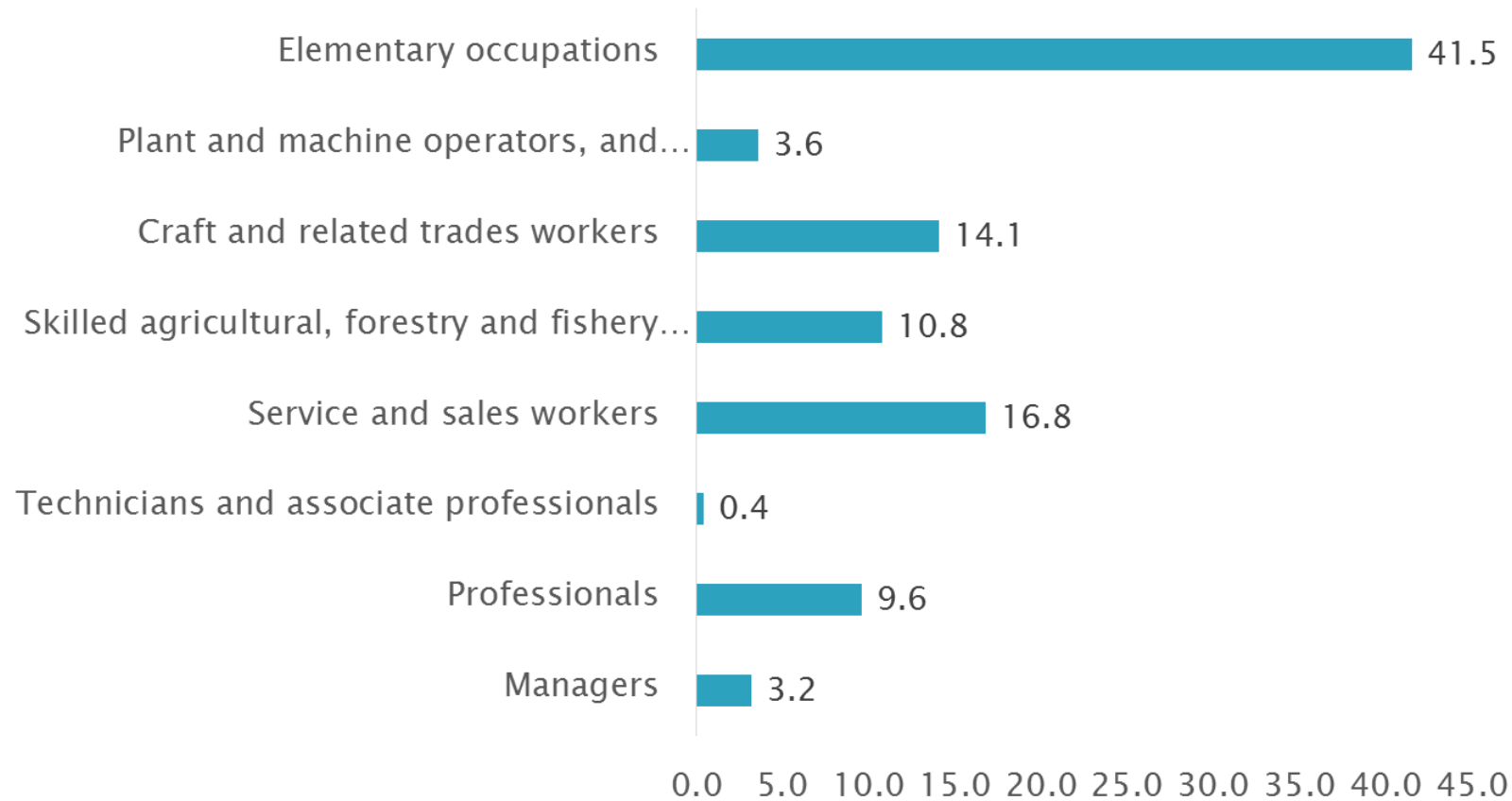
■ Attend school/training

■ Other

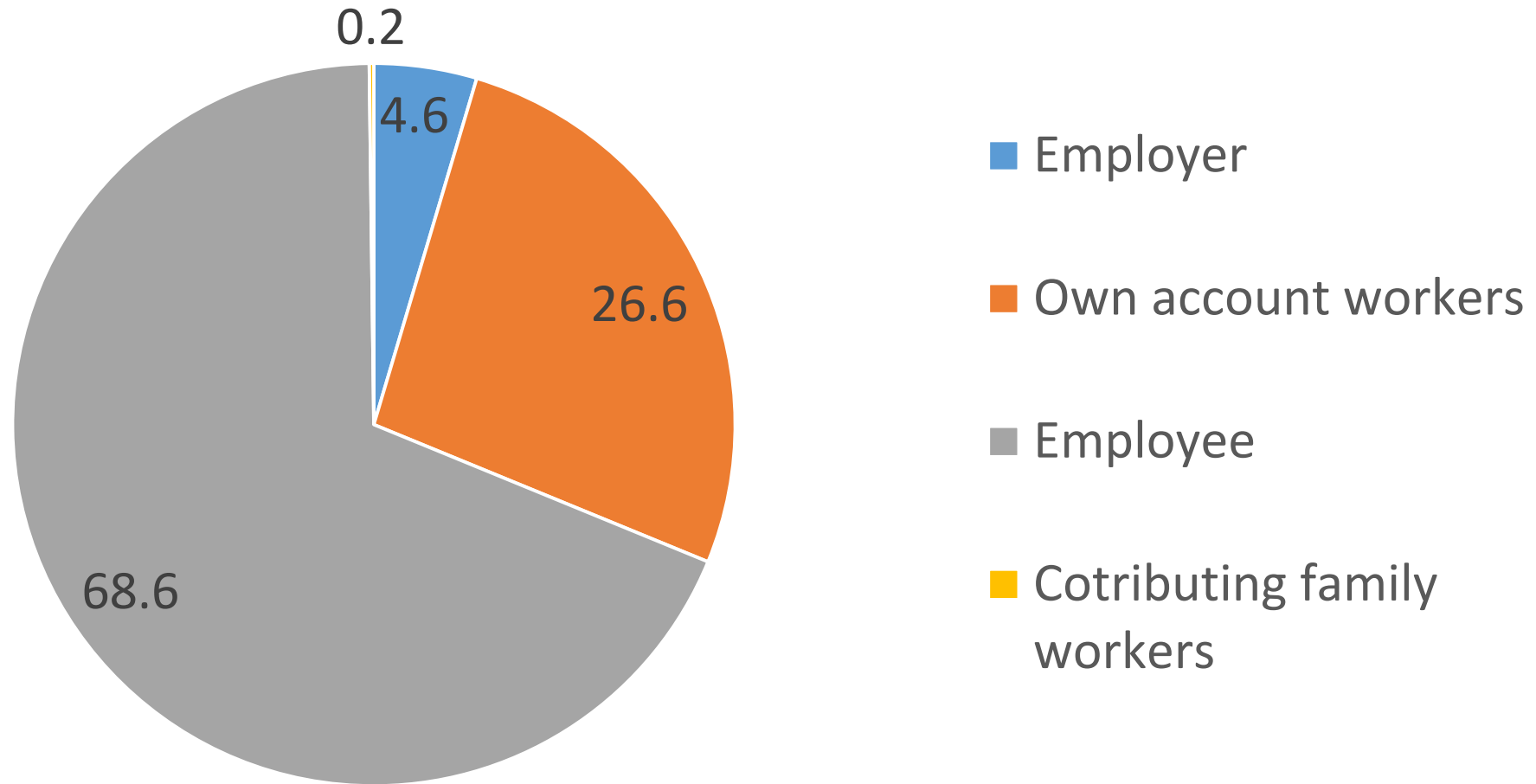
Percent distribution of labour migrants by industrial sector



Percent distribution of labour migrants by occupation



Percent distribution of Labour migrants by status in employment



CHILD LABOUR

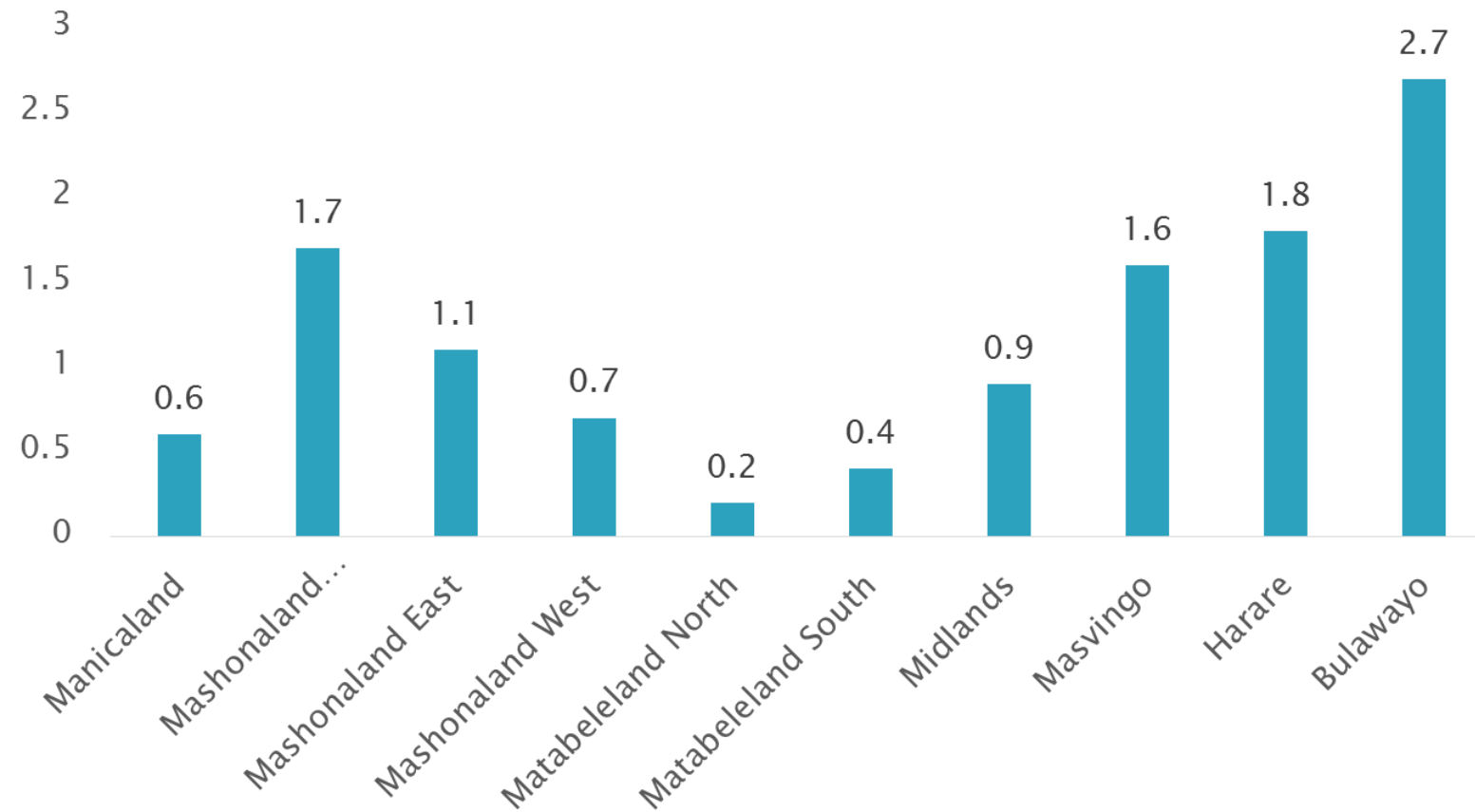
Definition of child labour

- The 2019 LFCLS defined child labour in the following manner;
- a cut off of 21 hours or more per week in relation to economic activities;
- a cut off of 35 hours or more per week for children involved in unpaid care activities as constituting non-economic child labour.
- Age cut off of 5 to 14 years.
- **(Ministry of Public Service, Labour and Social Welfare, Central Statistical Office and International Labour Organization, 1999).**

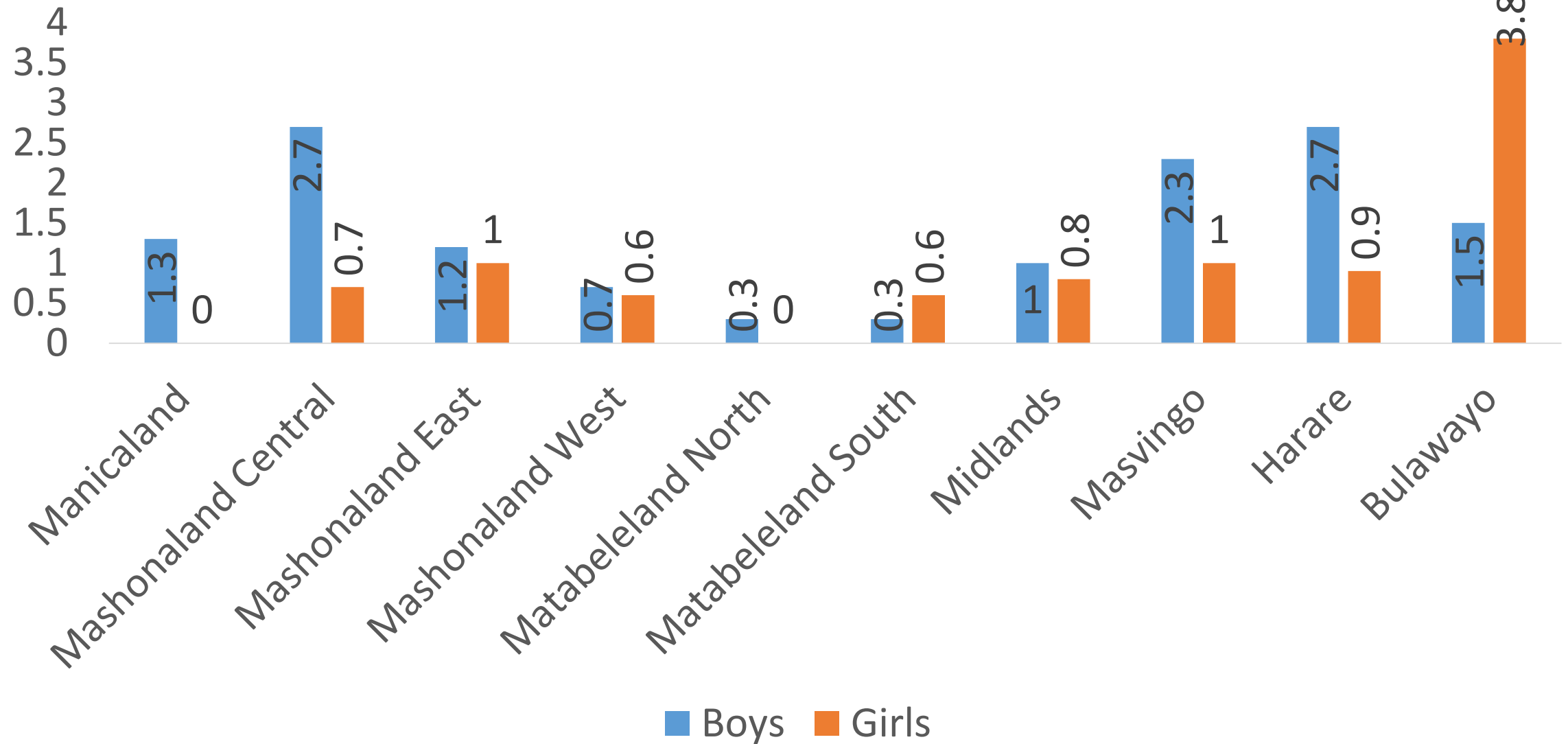
Economic child labour

- 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 to total children 5 to 14 years
- The 2019 LFCLS estimated that **1.2 percent** of the children were in economic child labour.

Percent children 5-14 years engaged in economic child labour by province



Percent children 5-14 years engaged in economic child labour by province and sex



Percent children 5-14 years engaged in economic child labour by area

- Rural areas - **1 percent**
- Urban areas – **2 percent**

Non-economic child labour

- Non-economic child labour was measured by the proportion of children aged 5 to 14 years working at least 35 hours per week in some non-economic activities to total children 5 to 14 years.

Percent distribution of children in non-economic child labour by activity

