



Zimbabwe

2004 Labour Force Survey



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Acronyms

AIDS	Acquired Immuno-Deficiency Syndrome
CLS	Child Labour Survey
CSO	Central Statistical Office
CSPro	Census and Survey Processing System
EA	Enumeration Area
EAs	Enumeration Areas
F	Female
FPL	Food Poverty Datum Line
GDP	Gross Domestic Product
HIV	Human Immunodeficiency Virus
ICDS	Inter - Censal Demographic Survey
ICES	Income, Consumption and Expenditure Survey
ILO	International Labour Organisation
IMPS	Integrated Microcomputer Processing System
IMS	Indicator Monitoring Survey
ISSA	Integrated System for Survey Analysis
LFPR	Labour Force Participation Rate
LFS	Labour Force Survey
LSCFA	Large Scale Commercial Farms Areas
M	Male
Mash Cent	Mashonaland Central
Mash East	Mashonaland East
Mash West	Mashonaland West
Mat North	Matabeleland North
Mat South	Matabeleland South
MPSL&SW	Ministry of Public Service, Labour and Social Welfare
NGOs	Non Governmental Organisations
NSSA	National Social Security Authority
Pop.Census	Population Census
PPS	Probability Proportional to Size
SAS	Statistical Analysis System
SSCFA	Small Scale Commercial Farming Areas
T	Total
TPL	Total Consumption Poverty Line
UNICEF	United Nations Children's Fund
UNIFEM	United Nations Development Fund for Women
ZBH	Zimbabwe Broadcasting Holdings
ZMS02	Zimbabwe Master Sample 2002

Foreword

The Central Statistical Office (CSO) carries out a Labour Force Survey (LFS) after every five years; the last one having been conducted in June 1999. The information is useful for formulating policies on employment, human resources development strategies, macro-economic monitoring, incomes support and social programmes as well as for informing debate on these issues. Following the June 1999 LFS, the Ministry of Public Service, Labour and Social Welfare (MPSL&SW) in collaboration with CSO conducted an in-depth Child Labour Survey (CLS) in September of the same year with the June Survey as a base.

In order to rationalise resource use, the CSO incorporated the CLS into the 2004 LFS and consequently the questionnaire became longer. In June 2003, the International Labour Organisation (ILO) provided a Labour Expert to review the employment statistics and refine questions to meet user demands. The mission was timed to coincide with the consensus-building workshop for stakeholders to discuss questions, methods, draft manuals and the expected output from the 2004 LFS. The workshop objectives were to firm up on the 2004 LFS instruments as well as foster a common understanding of the process involved. User organisations such as MPSL&SW, ILO and the National Social Security Authority (NSSA) were involved in the survey preparations from questionnaire design, training and fieldwork to writing of the report, in line with some of the recommendations made during the 1999 LFS dissemination workshops.

The data were processed by CSO and two separate publications were produced: one on the general labour force and the other on child labour. This publication on the general labour force provides demographic and socio-economic indicators as well as information on the economically active population.

CSO is grateful for the financial and technical support given by institutions such as the United Nations Children's Fund (UNICEF), United Nations Development Fund for Women (UNIFEM), ILO, NSSA, the MPSL&SW and individuals for the successful execution of the 2004 LFS. The office would also like to thank all respondents who co-operated during the fieldwork as well as all the staff who were involved in the design, data collection, data editing, data entry, analysis, compilation and production of this report.

Any comments on this report will be appreciated in order to improve future reports.

M. Nyoni
ACTING DIRECTOR OF CENSUS AND STATISTICS

Executive Summary

This report presents the main results of the Zimbabwe 2004 Labour Force Survey (LFS) whose major objective was to provide information on the number of people classified by their activity status. Data to measure the extent and nature of child labour in Zimbabwe were also collected and a separate report (Child Labour Report) was produced. Data are presented at national and provincial levels with disaggregation to rural/ urban areas. Data were disaggregated by sex and efforts have been made to find correlation of some variables.

Training for the 2004 LFS was done at two levels. The first training was for trainers (14 to 18 May 2004) and the second was the training of enumerators and team leaders, which was conducted from 19 to 28 May 2004. Data collection was from 1 to 21 June 2004. The 2004 LFS was a nationally representative survey covering about 9 thousand households.

The total population from 2004 LFS was estimated at 10.8 million persons, compared to 11.6 million from the 2002 Population Census, which was a total count. The 2004 LFS population excluded visitors and students in boarding schools which were included in the census. In the 2004 LFS, the number of males was about 5.28 million compared to 5.54 million females to give a sex ratio of 95 males per 100 females. About 6 percent and 9 percent of males and females age 5 years and above, respectively, had never been to school. The literacy rate for males was 94 percent and that for females was 87 percent with the overall literacy rate at 91 percent.

Population age 15 years and above, considered to be the working age population, accounted for 60 percent of the population. Out of the population age 15 years and above, 87 percent was economically active. Using the broad definition of unemployment, nine percent were unemployed.

The number of persons age 15 years and above excluded from the labour force (inactive population) was estimated at 829 thousand of whom the largest percentage, 40 percent, were students.

Eighty five percent of employed persons had primary or secondary as the highest level of education completed. The agriculture sector was the largest employer, accounting for 65 percent of the total employment.

Of the 529 thousand persons unemployed (broad definition), twenty four thousand were once retrenched in the period 1995 to May 2004. Forty five percent were previously employed showing that most retrenchments occurred earlier than 1995. Of the 529 thousand unemployed persons, 236 thousand were actively looking for work, giving a strict unemployment rate of 4 percent. Using the broad definition, the unemployment rate was 9 percent while the usual unemployment rate was 11 percent. Compared to other age groups, youth unemployment was the highest at 15 percent, especially for those with secondary level of education.

The operational definition of time-related underemployed in this survey was all those employed persons age 15 years and above, involuntarily working less than 40 hours a week, who were seeking or available for additional work during the one week reference period. Of the 5.1 million currently employed population, 196.4 thousand were in time-related underemployment. The major reason for underemployment was lack of work. Underemployment was higher in rural areas than in urban areas. The average number of hours worked in the last 7 days preceding the survey for full employment was 48 hours while for time-related underemployment it was 19 hours.

In the 2004 LFS, a production unit was considered to be in the informal sector if it was in a private institutional sector, neither registered nor licensed and employed less than 10 persons. Households employing paid domestic workers and those involved in communal farming are excluded from informal sector enterprises. Out of the currently employed population age 15 years and above, 681 thousand were considered to be in the informal sector. There were more females (53 percent) than males (47 percent) in the informal sector.

Data on retrenchments was collected for the period 1995 to May 2004. One hundred and ninety three thousand persons were at least once retrenched. Year 2000 had the highest number of retrenchments of 27 thousand. Between January and May 2004, nine thousand three hundred and twenty five persons were retrenched. The highest prevalence of retrenchment was among those with lower levels of education. However, 161.6 thousand persons who were once retrenched between 1995 and May 2004 had since been re-employed.

Over 300 000 workers, which constituted 6 percent of workers aged 15 years and above, reported suffering from injuries that were work related.

The survey results reveal that about one in every six persons fell ill during the month before the survey. The most affected persons were children under the age of 5 years. The results also show that more people visited public health institutions than all other facilities.

Information on housing characteristics showed that 57 percent of the households were owners/ purchasers of dwelling units they live in. Forty four percent of the households were staying in dwelling units with electricity. The source of energy for cooking for 64 percent of the households was wood. Seventy nine percent of households had safe water and 75 percent of households had toilet facilities.

Zimbabwe 2004 LFS Fact Sheet

Population Size

Total:	10 815 618
Males:	5 276 969
Females:	5 538 649

Sex Ratio

Sex Ratio (males/ 100 females):	95
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Urban/ Rural Population

Population in Urban areas:	3 783 204
Percent:	35
Population in Rural areas:	7 032 413
Percent:	65

Area and Density

Area (Sq. Km.):	390 757
Density (Persons/ Sq. Km.):	28

Age Composition (percent)

Under 15 years:	40
15-64 years:	57
65+ years:	3

Marital Status (Population age 12 years and above – percent)

Never married:	40
Married:	49
Divorced/ Separated:	4
Widowed:	7

Households

Number of Private Households:	2 677 198
Average Household Size:	4
Percent of Male Headed Households:	68

Education for Population age 5+ years (Percent)

Never Been to School:	8
Currently at School:	32
Left School:	60

Literacy Rate

Both Sexes	91
Male	94
Female	87
Urban	97
Rural	85

Activity and Labour Force

Economically Active:	5 668 096
Percent Communal Farm Workers:	30.3
Percent Other Employed:	60.4
Percent Unemployed (broad):	9.3
Economically Inactive:	829 049
Percent Students:	40
Percent Homemakers:	30
Percent Retired/ Too Old/ Sick/ Other:	30

Zimbabwe 2004 LFS Fact Sheet Continued

Source of Energy

Percent of Households using

Housing Conditions

Percent of Households

Wood for cooking:	64	with Electricity:	44
Electricity for cooking:	35	with Safe Water:	79
		with Toilet Facilities:	75

***Tenure Status of Households
(Percent)***

Owner/ Purchaser:	57
Lodger:	20
Tenant:	2
Tied Accommodation:	14
Parents'/ Guardian's/ Relative's House:	6
Other:	1

***Reason for not Visiting a Health
Facility (Percent)***

Facility too Far:	5
Treatment not Necessary:	23
Cannot Afford:	23
Home Treatment:	48
Not Stated:	1

***Facility Visited by those Who Fell Ill
(Percent)***

Public:	84
Private:	10
Traditional Healer:	4
Other Healers:	1

Chapter 1 Background

1.1 Introduction

Preparations for the 2004 Labour Force Survey were intensified in February 2003 when an internal committee was set up to spearhead, guide and participate in the activities from design of survey instruments to dissemination. Representatives from the Ministry of Public Service, Labour and Social Welfare, National Social Security Authority, the International Labour Organisations and United Nations Children's Fund (UNICEF) were co-opted into the committee in recognition of their special needs of labour information.

In June 2003, the Central Statistical Office sought services of a Labour Expert/Consultant from ILO Geneva, to review labour statistics. The mission was timed to coincide with a LFS stakeholder workshop held in Mutare. The workshop, attended by representatives from government ministries/departments, parastatals, trade unions, UNICEF and United Nations Development Fund for Women (UNIFEM), was to discuss the questions, methods, draft manuals and the expected output in order to firm up on survey instruments while at the same time fostering a common understanding of the process involved.

A Child Labour Survey was conducted in September 1999 drawing from the June 1999 LFS. For the 2004 round, it was decided to combine the two surveys to save resources. However, two separate reports, this one on the general labour force and the other on child labour have been produced.

During the 1999 LFS dissemination workshops, new areas for data were identified and include retrenchments, enhanced informal sector, underemployment and unpaid care work. Questions on these areas were included in the 2004 survey to satisfy user demands.

Details on objectives of the survey, survey organisation, sample design and data processing are presented in the remainder of the chapter.

1.2 Objectives of the Survey

The main objectives of the LFS were to provide information on the:

- i. number of people classified according to their activity status
- ii. size and characteristics of the economically active population, i.e. the employed and the unemployed
- iii. informal sector employment
- iv. number of working children
- v. detrimental effects on working children, and
- vi. living conditions in general.

1.3 Survey Organisation

1.3.1 Pilot Survey

The survey instruments for LFS were pre-tested in Masvingo from 19 to 28 February, 2004. During the training for the pilot survey, 3 days were devoted to theory, 2 to field practice and 2 days to data collection on the pilot survey. During the two days of field practice, each enumerator interviewed a minimum of 4 households. Modifications to the questionnaire were made based on lessons drawn from the exercise.

1.3.2 Listing and Mapping Training

Training of Enumerators and Team Leaders for listing and mapping of households was conducted by Provincial Supervisors in their respective provinces from 20 to 21 April, 2004. Listing of households was conducted from 22 to 28 April, 2004 and the lists were used to update the sampling frame for the households in the selected enumeration areas (EAs).

1.3.3 Training of Trainers & Enumerators

The main training for the survey was conducted at two levels. The first level was the training of trainers from CSO, ILO and MP&SW held in Chinhoyi from 14 to 18 May, 2004. The Provincial Supervisors were included to equip them with thorough understanding as they would (i) train enumerators and be able to categorise them according to their strengths and weaknesses for the purpose of field supervision and (ii) supervise at provincial level. The second level training was for Team Leaders and Enumerators and was again conducted in Chinhoyi from 19 to 28 May, 2004 with Provincial Supervisors as the lead trainers assisted by first level trainers.

The second level training comprised five days of theoretical instructions and mock interviews, 4 days of field practice using real respondents with every other day set aside for discussions of the field experiences after each day of field practice. Trainees were given tests to establish their understanding of the survey concepts and definitions as well as practical examples. There were sessions for translating the English questionnaires into the main local languages of Shona and Ndebele.

1.3.4 Manpower

The fieldwork for LFS was carried out in all the 10 provinces by 127 Enumerators/Team Leaders. The provincial teams comprised Supervisors (National & Provincial), Team Leaders, Enumerators and drivers. The size and composition of these teams varied from province to province depending on the sample allocation.

1.3.5 Data Collection

The fieldwork for LFS was carried out from 1 to 21 June, 2004 and interviews were conducted in local languages. It took between 45 and 80 minutes for an Enumerator to complete each questionnaire. Each enumerator covered an average of 100 households. The respondents were assured of confidentiality of results under the provision of the Census and Statistics Act, Chapter 10:15. The average response rate was 92 percent and the reasons for non-response include:

- Household members were away for an extended period during the survey period.
- Dwellings were vacant after occupiers had left employment at some of the commercial farms and some were seasonal workers.

- Few cases of refusals especially in low-density suburbs.

The urban response rate was 96 percent while the rural response rate was 88 percent.

1.3.6 Supervision

The Household Survey Branch coordinated the administrative and logistics of the survey, with the Provincial Supervisors coordinating the overall supervision of data collection in their respective provinces. Each Team Leader was assigned 6 Enumerators to supervise and each Enumerator covered two EAs. The survey supervisory team consisted of national core team members from the Head Office who were assigned a province each to supervise, 10 Provincial Supervisors and Team Leaders.

Supervision concentrated mainly on quality control through observing interviews, re-interviewing a percentage of households and field editing of questionnaires to check for completeness and consistency.

1.3.7 Transport

The National and Provincial Supervisors were provided with a vehicle and additional vehicles were hired for use by Team Leaders and Enumerators to compliment the motorbike fleet. This contributed to the smooth flow of fieldwork supervision and data collection.

1.3.8 Publicity

Due to financial constraints the survey was publicised at national level only through the Zimbabwe Broadcasting Holdings (ZBH) on a television programme, "This Morning". Provincial Supervisors, Team Leaders and Enumerators publicised the survey at provincial, district and EA levels. The publicity was done to ensure that potential respondents understand the objectives of the study so that they would be at ease in responding to child labour questions and contribute willingly and honestly without fear of the information being used for anything else other than statistical purposes.

1.4 Sample Design

The sampling frame used for the 2004 LFS was the 2002 Zimbabwe Master Sample (ZMS02) developed by the Central Statistical Office after the 2002 Population Census. With the exception of Harare and Bulawayo, each of the other eight provinces were stratified into four strata according to land use: Communal Lands, Large Scale Commercial Farming Areas (LSCFA), Urban and Semi-Urban Areas, and Small Scale Commercial Farming Areas (SSCFA) and Resettlement Areas. Only one urban stratum was formed in each of Harare and Bulawayo. This gave a total of 34 strata.

The sample design was in two stages with enumeration areas as the first stage and households as the second stage sampling units. In total 400 EAs were selected with probability proportional to size (PPS), the size being the number of households enumerated in the 2002 census. The selection of the EAs was a systematic, one-stage operation, carried out independently for each of the 34 strata.

A sub-sample of 200 enumeration areas (EAs) from the 400 EAs in the ZMS02 was selected for the LFS in two stages. In the first stage, 200 EAs were selected with equal probabilities. Since the EAs in the ZMS02 were selected with probability proportional to size from the sampling frame, equal probability selection of a subsample of EAs for the LFS was equivalent to selection with probability proportional to size from the entire sampling frame. A complete listing of the households in the selected EAs was carried out and the list of households used as the frame for the second-stage systematic random selection of households.

1.5 Data Processing

After data collection, supervisors and team leaders in all provinces spent time manually cleaning, editing and checking questionnaires and conducting call backs where necessary. Completed questionnaires for LFS were sent to the Head Office for coding and editing before data processing.

Data entry and verification was performed during the period 13 August to 10 September, 2004 using the Census and Survey Processing (CSPro), a Windows-based software. During data entry, further editing of computer identified errors were done and corrections made. Data ranges in numerical values were used to eliminate erroneous data as a result of mistakes made during coding. For missing values, extra codes were devised to cater for them. Tabulation was done using Statistical Analysis System (SAS) software.

Chapter 2 Population Characteristics

2.1 Introduction

This chapter presents results on the characteristics of the population of Zimbabwe based on the 2004 Labour Force Survey. A comparison with the 2002 Population Census is made wherever possible. The chapter covers information on population size, population distribution and age-sex structure, sex ratio, current marital status and household headship.

2.2 Population Size

The 2004 LFS gave the population of Zimbabwe, excluding institutions, as 10.8 million of which 5.3 million were male and 5.5 million (51.2 percent) were female. Given that the area of Zimbabwe is 390 757 square kilometres, this gives a population density of 28 persons per square kilometre.

The 2004 LFS population compared to the 2002 Population Census shows a decrease of 800 thousand from 11.6 million. A number of reasons can account for the apparent decline in population including concepts used in collecting data. The Census used the *de-facto* method of population count but the 2004 LFS used *de-jure* which excludes visitors. The LFS provides an estimate of the population in private households but the Population Census included private and institutional households. In addition, the country has been experiencing out migration especially from professionals. Students in boarding schools were also not included in the 2004 LFS.

Table 2.1 shows the distribution of the population by province. Harare had the highest population at 17.9 percent followed by Manicaland at 13.5 percent with Bulawayo and Matabeleland South having the lowest at 5.5 percent each.

2.3 Population Distribution and Age-Sex Structure

The distribution of population by age group is shown in *Table 2.2*. About 39.9 percent of the population was under age 15 years and 3.5 percent of the population was age 65 years and above. The corresponding percentages from the 2002 Population Census were 40.6 percent and 4 percent, respectively. The average age of males in the population was about 21.7 years and that for females was about 22.7 years.

The distribution of rural and urban population is shown in *Table 2.2*. Of the total population, 65 percent, as found in the 2002 Population Census, were usual residents in rural areas. About 51.2 percent of the population residing in both urban and rural areas were females.

The male population in the rural areas constituted about 31.7 percent of the total population of Zimbabwe while for every three persons in the country, one is a female residing in rural areas. Of the total population 17.1 percent were males in urban areas and 17.9 percent females.

In rural areas, the highest percentage of the population (15.8 percent) were aged 0 to 4 years followed by those of age 10 to 14 years at 14.2 percent. In urban areas, the highest percentage of the population (14.3 percent) were aged 20 to 24 years followed by those of age 0 to 4 years at 13.8 percent.

2.3.1 Population Dependency Ratios

There are three types of dependency ratios, namely; child, old age and age. Child dependency ratio is the proportion of children under age 15 years to the working population of age 15 to 64 years. The old age dependency ratio is the proportion of the population age 65 years and above to the working population of age 15 to 64 years. The age dependency ratio is the proportion of children under age 15 years and population age 65 years and above to the working population of age 15 to 64 years. The child dependence ratio was 70.6 and the old age dependency ratio was 6.2 to give an age dependency ratio of 76.8 percent. The age dependency from the LFS was 3.6 percent lower than the 80.4 percent from the 2002 Population Census results.

2.4 Sex Ratio

A sex ratio gives the number of males per 100 females where a sex ratio of less than 100 implies less males than females. The sex ratio at birth for most developing countries usually ranges from 102 to 107 males per 100 females (*CSO, 1998*). The sex ratio for Zimbabwe was 95.3 males per 100 females while provincial sex ratios ranged from 88.7 in Matabeleland South to 99.5 in Mashonaland West (See *Table 2.1*).

The 2004 LFS shows that the highest sex ratio of 121 was in the age group 65 to 69 years followed by 108.1 in the age group 60 to 64 years (See *Table 2.3*). There were fluctuations in the sex ratios, in contrast to the 2002 Population Census where there were only two age groups, 0 to 4 and 30 to 34 years, with more males than females.

2.5 Current Marital Status

Table 2.5 shows that for the population age 12 years and above, 40.1 percent were never married, 48.5 percent were married, 4.4 percent were divorced/ separated and 6.9 percent were widowed. The highest percentage (18 percent) of the currently married population was in the age group 25 to 29 years.

Table 2.6 shows that the percentage of ever-married increases with age from 6.0 percent in the age group 12 to 19 years to 99.5 percent in the age group 65 to 69 years. This is in line with Zimbabwean culture where marriage is almost universal.

2.6 Household Headship

A head of household refers to that usual member of the household who manages the day to day activities of the household and its members and is regarded as such by other usual members of the household. *Table 2.7* shows that of the population age 12 years and above, 66.9 percent of heads of households were male. In the age group 12 to 14, there were more females (83 percent) who were heads of households than males

(17 percent) possibly due to elder brothers going away to look for jobs and staying in households where they are not head of households but the trends change as people get older.

2.7 Conclusion

According to the 2004 LFS, Zimbabwe had a population of 10.8 million with a sex ratio of 95 males per 100 females. The population structure showed that the population is still young since 63 percent of the population is below the age of 25 years. About 65 percent of the population resided in rural areas. Thirty six percent of the population age 12 years and above were heads of households.

Table 2. 1: Population Distribution by Province, Sex and Sex Ratio, Zimbabwe 2004 LFS

Province	Male		Female		Total	Sex Ratio
	Num	Percent	Num	Percent		
Manicaland	730 739	13.85	737 457	13.31	13.57	99.1
Mashonaland Central	439 387	8.33	458 884	8.29	8.31	95.8
Mashonaland East	483 847	9.17	496 744	8.97	9.07	97.4
Mashonaland West	604 428	11.45	607 435	10.97	11.20	99.5
Matabeleland North	310 864	5.89	338 567	6.11	6.00	91.8
Matabeleland South	278 239	5.27	313 750	5.66	5.47	88.7
Midlands	639 472	12.12	681 234	12.30	12.21	93.9
Masvingo	562 577	10.66	629 973	11.37	11.03	89.3
Harare	958 371	18.16	975 493	17.61	17.88	98.2
Bulawayo	269 045	5.10	299 112	5.40	5.25	89.9
Total Percent Zimbabwe	5 276 969	100	5 538 649	100	10 815 618	95.3

Table 2. 2: Total Population by Age, Sex and Rural/Urban, Zimbabwe 2004 LFS

Age Group	Rural			Urban			Zimbabwe		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
0 - 4	556 846	556 542	1 113 387	254 996	265 307	520 303	811 842	821 849	1 633 690
5 - 9	454 033	466 919	920 952	197 841	200 720	398 561	651 874	667 639	1 319 513
10 - 14	516 263	481 932	998 196	175 029	190 655	365 684	691 292	672 587	1 363 880
15 - 19	468 490	403 809	872 299	191 565	238 284	429 849	660 055	642 093	1 302 148
20 - 24	315 941	337 723	653 664	224 238	316 044	540 282	540 179	653 767	1 193 946
25 - 29	219 979	260 676	480 655	208 482	226 829	435 311	428 461	487 505	915 966
30 - 34	186 870	200 428	387 298	189 820	157 328	347 148	376 690	357 756	734 446
35 - 39	127 079	146 165	273 244	124 048	98 862	222 910	251 127	245 027	496 154
40 - 44	105 316	146 639	251 956	74 034	80 177	154 211	179 350	226 816	406 167
45 - 49	92 534	137 470	230 003	68 871	54 902	123 773	161 405	192 372	353 776
50 - 54	87 151	124 208	211 359	48 604	39 059	87 663	135 755	163 267	299 022
55 - 59	66 077	95 713	161 790	30 242	29 725	59 966	96 319	125 438	221 756
60 - 64	72 861	76 958	149 819	28 210	16 514	44 723	101 071	93 472	194 542
65 - 69	61 871	53 777	115 648	14 798	9 568	24 366	76 669	63 345	140 014
70 - 74	41 109	42 618	83 727	7 811	5 858	13 668	48 920	48 476	97 395
75 +	59 007	69 409	128 416	6 953	7 832	14 784	65 960	77 241	143 200
Total	3 431 427	3 600 986	7 032 413	1 845 541	1 937 663	3 783 204	5 276 968	5 538 649	10 815 617

Table 2 3: Total Population by Age, Sex and Sex Ratio, Zimbabwe 2004 LFS

Age Group	Male	Female	Total	Sex Ratio
0 - 4	811 841	821 849	1 633 691	98.8
5 - 9	651 874	667 639	1 319 513	97.6
10 - 14	691 293	672 587	1 363 880	102.8
15 - 19	660 055	642 094	1 302 149	102.8
20 - 24	540 179	653 767	1 193 946	82.6
25 - 29	428 461	487 505	915 966	87.9
30 - 34	376 690	357 756	734 446	105.3
35 - 39	251 127	245 027	496 154	102.5
40 - 44	179 351	226 816	406 167	79.1
45 - 49	161 405	192 372	353 777	83.9
50 - 54	135 755	163 267	299 021	83.1
55 - 59	96 319	125 438	221 756	76.8
60 - 64	101 071	93 472	194 542	108.1
65 - 69	76 668	63 346	140 014	121.0
70 - 74	48 920	48 475	97 395	100.9
75 +	65 960	77 241	143 201	85.4
Total	5 276 969	5 538 649	10 815 618	95.3

Table 2. 4: Population Age 12 Years and Above by Marital Status and Sex, Zimbabwe 2004 LFS

Age Group	Marital Status								Total	
	Never Married		Married		Divorced/ Separated		Widowed			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
12 - 19	1 077									
	563	934 697	11 002	103 138	1 122	11 422	0	1 411	1 089 687	1 050 669
20 - 24	419 016	228 845	112 292	372 242	7 914	47 158	957	5 522	540 179	653 767
25 - 29	130 305	54 401	282 096	354 452	13 708	52 978	2 352	25 498	428 461	487 505
30 - 34	33 408	22 341	321 150	260 639	17 383	41 626	4 748	33 150	376 690	357 756
35 - 39	10 042	8 465	227 740	178 240	8 795	26 546	4 550	31 776	251 127	245 027
40 - 44	3 397	5 202	160 794	156 220	7 669	25 552	7 490	39 843	179 351	226 816
45 - 49	2 858	2 522	149 760	131 651	2 253	13 170	6 534	45 028	161 405	192 372
50 - 54	1 197	705	123 235	107 077	3 544	10 523	7 779	44 961	135 755	163 267
55 - 59	1 631	971	85 364	70 407	4 362	10 348	4 962	43 712	96 319	125 438
60 - 64	1 509	695	89 477	50 711	3 034	2 533	7 050	39 532	101 071	93 472
65 - 69	675	0	64 107	28 388	3 174	2 722	8 713	32 236	76 668	63 346
70 - 74	492	736	40 978	14 970	1 073	2 033	6 377	30 736	48 920	48 475
75 +	860	717	50 614	12 341	2 261	3 047	12 225	61 136	65 960	77 241
Total	1 682	1 260 297	1 718 609	1 840 474	76 291	249 659	73 738	434 542	3 551 591	3 785 149

Table 2. 5: Percent Distribution of Population Age 12 Years and Above by Marital Status, Zimbabwe

2004 LFS

Age Group	Marital Status					Total	
	Never Married	Married	Divorced/ Separated	Widowed	Not Stated	Percent	Number
	12 - 19	94.02	5.34	0.53	0.07	0.00	100
20 - 24	54.26	40.58	4.61	0.54	0.00	100	1 193 946
25 - 29	20.17	69.49	7.28	3.04	0.02	100	915 966
30 - 34	7.59	79.21	8.03	5.16	0.00	100	734 446
35 - 39	3.73	81.83	7.12	7.32	0.00	100	496 154
40 - 44	2.12	78.05	8.18	11.65	0.00	100	406 167
45 - 49	1.52	79.54	4.36	14.57	0.00	100	353 777
50 - 54	0.64	77.02	4.70	17.64	0.00	100	299 021
55 - 59	1.17	70.24	6.63	21.95	0.00	100	221 756
60 - 64	1.13	72.06	2.86	23.94	0.00	100	194 542
65 - 69	0.48	66.06	4.21	29.25	0.00	100	140 014
70 - 74	1.26	57.44	3.19	38.11	0.00	100	97 395
75 +	1.10	43.96	3.71	51.23	0.00	100	143 201
Total	40.12	48.51	4.44	6.93	0.00	100	7 336 740

Table 2. 6: Percentage of Ever Married Population Age 12 Years and Above by Marital Status and Age Group, Zimbabwe 2004 LFS

Age Group	Never Married	Ever Married	Not Stated	Total	
	Percent	Number	Percent	Number	Number
12 - 19	94.02	5.97	0.00	100	2 140 354
20 - 24	54.26	45.74	0.00	100	1 193 946
25 - 29	20.17	79.82	0.02	100	915 966
30 - 34	7.59	92.41	0.00	100	734 446
35 - 39	3.73	96.27	0.00	100	496 154
40 - 44	2.12	97.88	0.00	100	406 167
45 - 49	1.52	98.48	0.00	100	353 777
50 - 54	0.64	99.36	0.00	100	299 021
55 - 59	1.17	98.83	0.00	100	221 756
60 - 64	1.13	98.87	0.00	100	194 542
65 - 69	0.48	99.52	0.00	100	140 014
70 - 74	1.26	98.74	0.00	100	97 395
75 +	1.10	98.90	0.00	100	143 201
Total	40.12	59.88	0.00	100	7 336 740

Table 2. 7: Percent Distribution of Heads of Households by Age and Sex,

Zimbabwe 2004 LFS

Age Group	Male		Female		Total	
	Number	Percent	Number	Percent	Percent	Number
12 - 14	316	16.67	1 578	83.33	100	1 894
15 - 19	17 955	52.31	16 362	47.67	100	34 324
20 - 24	131 833	62.23	80 015	37.77	100	211 848
25 - 29	288 644	73.40	104 604	26.60	100	393 248
30 - 34	317 944	74.11	111 073	25.89	100	429 017
35 - 39	224 429	71.48	89 545	28.52	100	313 974
40 - 44	168 294	62.72	100 032	37.28	100	268 326
45 - 49	153 159	62.92	90 259	37.08	100	243 418
50 - 54	128 150	63.92	72 335	36.08	100	200 485
55 - 59	92 171	61.69	57 239	38.31	100	149 410
60 - 64	93 619	66.00	48 228	34.00	100	141 847
65 - 69	74 136	68.01	34 872	31.99	100	109 008
70 - 74	45 633	61.21	28 919	38.79	100	74 552
75 +	59 977	56.72	45 766	43.28	100	105 743
Total	1 790 442	66.88	886 654	33.12	100	2 677 096

Chapter 3 Education

3.1 Introduction

This chapter describes the education characteristics of the population age 5 years and above in relation to school attendance, highest level of education completed and literacy. Questions on school attendance refer to formal education whilst the highest level of education completed covers both formal and non-formal school. Non-formal education refers to day and evening study groups, which are run by government and the private sector. Level of education completed refers to the completion of a full academic or technical/vocational training irregardless of whether one passes examinations or not. Thus, a child who is currently attending grade one or dropped from grade one before the end of the full academic year and did not proceed by any other way is categorized under no level of education completed.

3.2: Population at School

Table 3.1 shows that in June 2004, about 3 million persons (32 percent) were at school, with males constituting 51 percent. Fifty two percent of the rural population currently at school were male while in urban areas there was almost an equal number of males and females. From *Table 3.3*, seventy eight percent of the populations at school were of age 5 to 14 years.

3.3: Population Left School

About 60 percent of the population age 5 years and above had left school; 52 percent being females in both urban and rural areas. Sixty two percent of the population, which had left school, was of age 15 to 34 years.

Table 3.6 shows that 73 percent of children age 15 to 17 years had left school due to financial constraints, satisfaction of level of education completed or refusal to continue attending school. Apart from financial constraints, those of age group 5 to 9 years find the school facilities too far probably due to their tender ages. Some children are out of school due to pregnancy related issues, in particular those aged 15 to 17 years.

3.4 Population Never Been to School

Eight percent of the population age 5 years and above had never been to school. More females (62 percent) have never been to school compared to males. *Table 3.2* shows that of the rural population that had never been to school, 63 percent were female while in the urban areas 56 percent were female. Thirty nine percent of the population, which had not attended school, was of age 5 to 9 years as shown in *Table 3.3*. Fifty one percent of the never been to school are aged 40 years and above. It appears Zimbabwe has made great strides in educating its population since independence.

In Zimbabwe anyone under the age of 18 years is considered a child by law and those of age 15 to 17 years are expected to be attending school unless they have joined the labour force or have dropped out of school.

Financial constraints and lack of school facilities remain the worst impediment to education as shown in *Tables 3.4a and b*. About 8 and 5 percent of children did not attend school due to lack of funds and unavailability of nearby school facilities, respectively. Children in urban areas are most affected by financial constraints and 54 percent compared to 46 percent in rural areas have never been to school. In all provinces except Mashonaland Central, more than 75 percent of the children were still too young to be at school. For 28 percent and 21 percent of children in Matabeleland North and Manicaland provinces, respectively, the schools were too far.

3.5 School Enrolment

The school enrolment ratio is the number of persons currently attending school per hundred persons in a given age or age group. *Tables 3.7a to c* show school enrolment ratios by single year age, urban/rural and sex. The overall school enrolment ratio for the population of age 5 to 25 years was 88. School attendance is higher in urban areas than in rural areas as reflected by the enrolment ratios of 88 and 86 in urban and rural areas, respectively. In both urban and rural areas, the enrolment ratio for females is higher than for males. School enrolment ratios are low for those of age 5 and 6 years, 7 and 14, respectively. This is due to the children starting school late, particularly in rural areas where the ratios are very small and schools are at a distance.

3.6 Highest Level of Education Completed

The 2004 LFS revealed that about 746 thousand females and 630 thousand males had completed Grade 7 and more females (54 percent) than males (46 percent) had completed Form 2. *See Table 3.6*. More females than males reach Form 2 but the trend is reversed at higher levels. For example, about 19 thousand females compared to 46 thousand males were college graduates.

The highest number of persons had completed Ordinary Level (1,8 million) but a much smaller number, 95 thousand, had completed Advanced Level.

3.7 Literacy

Literacy is defined as the ability to read with understanding and write legibly. To approximate the level of literacy, the population that had completed Grade three was classified as literate. The 2004 LFS showed that the overall literacy rate was 91 with the highest literacy rates in the age group 15 to 29 years as shown in *Table 3.7*. The lowest literacy rate was 39 for persons aged 70 years and above.

Table 3.8 shows that the urban provinces of Harare and Bulawayo recorded the highest literacy rates of 98 and 97 percent, respectively. Mashonaland Central as observed in previous surveys, recorded the lowest rate of about 83 percent. Ninety eight percent of the urban population was literate compared to 86 percent of the rural population as shown in *Table 3.9*.

3.8 Conclusion

The 2004 LFS revealed that, although female population is higher than male population, there are less females who have completed higher levels of education. More males were at school and more females than males had left school. The enrolment ratio for the population age 5 to 25 years was 88. The literacy rate for the country was 91 percent.

Table 3.1: Percent Distribution of the Population Age 5 Years and Above by School Attendance and Sex, Zimbabwe 2004 LFS

(a)

School Attendance	Male	Female	Total
Never Been to School	5.84	9.10	7.51
Currently at School	34.10	30.53	32.26
Left School	60.06	60.37	60.22
Not Stated	0.00	0.01	0.00
Total Percent	100	100	100
Total Number	4 465 127	4 716 800	9 181 927

(b)

School Attendance	Male	Female	Total Percent	Total Number
Never Been to School	37.81	62.19	100	689 869
Currently at School	51.40	48.60	100	2 962 515
Left School	48.50	51.50	100	5 529 199
Not Stated	0.00	100	100	344
Total	48.63	51.37	100	9 181 927

Table 3.2: Percent Distribution of the Population Age 5 Years and Above by School Attendance, Rural/Urban and Sex, Zimbabwe 2004 LFS

(a) Rural

School Attendance	Male	Female	Total Percent	Total Number
Never Been to School	36.57	63.43	100	579 608
Currently at School	51.98	48.02	100	1 988 147
Left School	48.53	51.47	100	3 219 710
Not Stated	0.00	100	100	344
Total	48.51	51.49	100	5 787 808

(b) Urban

School Attendance	Male	Female	Total Percent	Total Number
Never Been to School	44.31	55.69	100	110 262
Currently at School	50.21	49.79	100	974 368
Left School	48.46	51.54	100	2 309 489
Not Stated	0.00	0.00	100	0
Total	48.83	51.17	100	3 394 119

Table 3. 3: Percent Distribution of Population Age 5 Years and Above by Age Group, Sex and School Attendance, Zimbabwe 2004 LFS

Age Group	Never Been to School			At School			Left School			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
5 - 9	51.28	31.86	39.20	33.67	36.29	34.95	0.20	0.29	0.25	14.60	14.15	14.37
10-14	1.90	0.65	1.12	42.15	43.68	42.89	1.66	1.44	1.55	15.48	14.26	14.85
15-19	1.41	0.88	1.08	21.85	18.67	20.30	12.07	12.98	12.54	14.78	13.61	14.18
20-24	1.38	1.40	1.39	2.09	1.19	1.65	18.82	22.15	20.53	12.10	13.86	13.00
25-29	1.37	1.70	1.57	0.13	0.07	0.10	15.77	16.83	16.32	9.60	10.34	9.98
30-34	1.01	2.44	1.90	0.06	0.03	0.05	13.91	12.18	13.02	8.44	7.58	8.00
35-39	1.00	3.62	2.63	0.02	0.00	0.01	9.25	8.06	8.64	5.62	5.19	5.40
40-44	2.41	8.17	6.00	0.02	0.00	0.01	6.44	6.73	6.59	4.02	4.81	4.42
45-49	3.33	8.95	6.86	0.01	0.01	0.01	5.69	5.40	5.54	3.61	4.08	3.85
50-54	5.72	6.84	6.41	0.00	0.03	0.01	4.51	4.69	4.60	3.04	3.46	3.26
55-59	4.72	7.12	6.21	0.00	0.00	0.00	3.13	3.33	3.24	2.16	2.66	2.42
60-64	7.08	7.21	7.16	0.00	0.00	0.00	3.08	2.20	2.62	2.26	1.98	2.12
65-69	5.39	5.26	5.31	0.00	0.00	0.00	2.33	1.43	1.87	1.72	1.34	1.52
70-74	4.54	4.71	4.65	0.00	0.00	0.00	1.38	0.99	1.18	1.10	1.03	1.06
75 +	7.45	9.19	8.53	0.00	0.02	0.01	1.73	1.30	1.51	1.48	1.64	1.56
Total Percent	100	100	100	100	100	100	100	100	100	100	100	100
Total Persons	260 811	429 059	689 869	1 522 620	1 439 895	2 962 515	2 681 696	2 847 503	5 529 199	4 465 127	4 716 800	9 181 927

Table 3.4: Percentage Population Age 5 - 17 Years by Reason for Never Been to School and Rural/Urban, Zimbabwe 2004 LFS

(a)

Rural/Urban	Reason for Never Been to School					Total
	Financial Constraints	School Too Far	Ill/Sick	Still Too Young	Other	
Rural	46.17	28.57	21.97	28.00	29.11	29.04
Urban	53.83	71.43	78.03	72.00	70.89	70.96
Total Percent	100	100	100	100	100	100
Total Persons	22 795	14 091	8 609	224 089	9 346	282 063

(b)

Rural/Urban	Reason for Never Been to School						Total Persons
	Financial Constraints	School Too Far	Ill/Sick	Still Too Young	Other	Total Percent	
Rural	12.85	4.92	2.31	76.60	3.32	100	81 899
Urban	6.13	5.03	3.36	80.61	3.31	100	200 164
Total	8.08	5.00	3.05	79.45	3.31	100	282 063

Table 3.5: Percentage Population Age 5 - 17 Years by Reason for Never Been to School and Province, Zimbabwe 2004 LFS

(a)

Province	Reason for Never Been to School						Total Percent	Total Number
	Financial Constraints	School Too Far	Ill/Sick	Still Too Young	Other	Not Stated		
Bulawayo	0.00	2.02	0.00	87.27	10.71	0.00	100	8 868
Manicaland	11.03	6.28	2.66	80.03	0.00	0.00	100	48 182
Mash Cent	20.96	3.30	2.45	66.16	7.13	0.00	100	24 849
Mash East	7.72	2.93	2.95	84.77	1.64	0.00	100	20 947
Mash West	13.76	4.47	3.04	75.36	3.37	0.00	100	30 344
Mat North	2.00	14.76	5.34	75.60	2.29	0.00	100	26 886
Mat South	4.10	4.68	5.49	79.81	4.14	1.78	100	15 812
Midlands	5.13	7.44	1.97	81.10	2.18	2.18	100	38 584
Masvingo	5.07	2.05	3.28	85.40	2.63	1.57	100	25 347
Harare	4.79	0.00	3.04	82.49	5.87	3.81	100	42 244
Total	8.08	5.00	3.05	79.45	3.31	1.11	100	
Total Number	22 794	14 091	8 609	224 089	9 346	3 133		282 063

(b)

Province	Reason for Never Been to School						Total Percent	Total Number
	Financial Constraints	School Too Far	Ill/Sick	Still Too Young	Other	Not Stated		
Bulawayo	0.00	1.27	0.00	3.45	10.16	0.00	3.14	8 868
Manicaland	23.32	21.47	14.90	17.21	0.00	0.00	17.08	48 182
Mash Cent	22.85	5.83	7.06	7.34	18.95	0.00	8.81	24 849
Mash East	7.09	4.35	7.17	7.92	3.68	0.00	7.43	20 947
Mash West	18.32	9.62	10.71	10.20	10.96	0.00	10.76	30 344
Mat North	2.36	28.16	16.68	9.07	6.59	0.00	9.53	26 886
Mat South	2.84	5.25	10.08	5.63	7.01	9.00	5.61	15 812
Midlands	8.69	20.36	8.83	13.96	8.99	26.91	13.68	38 584
Masvingo	5.64	3.68	9.65	9.66	7.14	12.70	8.99	25 347
Harare	8.88	0.00	14.91	15.55	26.52	51.42	14.98	42 244
Total	100	100	100	100	100	100	100	
Total Number	22 794	14 091	8 609	224 089	9 346	3 133		282 063

Table 3. 6: Percentage Distribution of the Population Age 5 - 17 Years by Main Reason for Leaving School and Age Group, Zimbabwe 2004 LFS

(a)

Age Group	Reason for Leaving School									Total Percent	Total Persons
	Financial constraints	School Too Far	Pregnancy Related	Completed/ Satisfied	Refusal	Expulsion	To Work/ Looking for Work	Removed by Parents/Relative	Other		
5 - 9	42.5	13.63	0.00	0.00	5.41	0.00	0.00	2.31	24.02	100	14 170
10 - 14	70.5	0.71	0.66	0.67	17.77	0.16	0.21	0.42	4.33	100	85 122
15 - 17	69.1	0.36	2.72	8.26	7.76	0.00	0.86	0.30	7.14	100	262 310
Total	68.3	0.96	2.13	6.15	10.02	0.04	0.68	0.41	7.14	100	361 602

(b)

Age Group	Reason for leaving School									Total Percent
	Financial constraints	School Too Far	Pregnancy Related	Completed/ Satisfied	Refusal	Expulsion	To Work/ Looking for Work	Removed by Parents/Relative	Other	
5 - 9	2.41	55.63	0.00	0.00	2.11	0.00	0.00	22.31	13.19	3.92
10 - 14	24.32	17.48	7.25	2.56	41.72	100	7.35	24.56	14.27	23.54
15 - 17	73.3	26.89	92.75	97.44	56.17	0.00	92.65	53.14	72.55	72.54
Total Percent	100	100	100	100	100	100	100	100	100	100
Total Persons	247 147	3 473	7 701	22 246	36 250	135	2 448	1 466	25 817	361 602

Table 3. 7: School Enrolment Ratios for Population Age 5 - 25 years by Sex, Zimbabwe 2004 LFS

(a) Rural

Age	Male			Female			Total		
	At School	Total	Enrolment Ratio	At School	Total	Enrolment Ratio	At School	Total	Enrolment Ratio
5	0	28 199	0.0	422	27 784	1.5	422	55 983	0.8
6	3 455	33 877	10.2	3 457	35 532	9.7	6 912	69 409	10.0
7	21 250	43 414	48.9	15 554	34 153	45.5	36 803	77 567	47.4
8	29 065	38 378	75.7	37 566	47 282	79.5	66 631	85 660	77.8
9	40 586	44 241	91.7	35 912	37 750	95.1	76 499	81 991	93.3
10	43 065	43 888	98.1	38 511	38 742	99.4	81 576	82 630	98.7
11	34 481	35 105	98.2	34 235	35 366	96.8	68 716	70 470	97.5
12	41 670	42 888	97.2	41 558	42 164	98.6	83 228	85 053	97.9
13	42 403	42 886	98.9	36 744	36 923	99.5	79 147	79 809	99.2
14	37 140	37 623	98.7	37 496	37 496	100.0	74 636	75 119	99.4
15	36 679	37 534	97.7	35 695	35 695	100.0	72 374	73 229	98.8
16	29 749	29 749	100.0	36 878	36 878	100.0	66 627	66 627	100.0
17	34 025	34 025	100.0	29 819	29 819	100.0	63 844	63 844	100.0
18	39 891	40 070	99.6	44 262	44 764	98.9	84 154	84 834	99.2
19	37 384	38 009	98.4	28 088	28 362	99.0	65 472	66 371	98.6
20	37 453	37 733	99.3	38 479	39 115	98.4	75 932	76 848	98.8
21	28 382	28 684	98.9	34 142	34 142	100.0	62 525	62 826	99.5
22	29 575	29 575	100.0	27 003	27 854	96.9	56 578	57 429	98.5
23	20 584	21 189	97.1	30 281	30 432	99.5	50 865	51 620	98.5
24	22 890	23 279	98.3	29 443	29 919	98.4	52 333	53 198	98.4
25	23 310	23 636	98.6	26 562	27 620	96.2	49 871	51 256	97.3
Total	633 038	733 981	86.2	642 107	737 791	87.0	1 275 145	1 471 772	86.6

(b) Urban

Age	Male			Female			Total		
	At School	Total Enrolment	Ratio	At School	Total Enrolment	Ratio	At School	Total Enrolment	Ratio
5	4 766	79 506	6.0	9 282	79 563	11.7	14 048	159 070	8.8
6	13 490	89 550	15.1	15 114	100 186	15.1	28 604	189 736	15.1
7	62 868	103 795	60.6	46 605	84 998	54.8	109 473	188 792	58.0
8	79 392	94 505	84.0	96 090	113 997	84.3	175 482	208 503	84.2
9	92 589	96 409	96.0	101 944	106 394	95.8	194 534	202 803	95.9
10	106 060	109 582	96.8	102 007	103 442	98.6	208 067	213 024	97.7
11	72 081	72 702	99.1	84 761	86 179	98.4	156 842	158 881	98.7
12	103 765	104 559	99.2	106 390	106 390	100.0	210 155	210 949	99.6
13	98 680	98 953	99.7	90 484	90 753	99.7	189 164	189 706	99.7
14	101 776	103 107	98.7	94 179	95 132	99.0	195 955	198 239	98.8
15	92 484	92 484	100.0	83 260	83 983	99.1	175 744	176 467	99.6
16	83 172	83 771	99.3	92 327	92 911	99.4	175 499	176 682	99.3
17	90 059	91 111	98.8	88 224	88 224	100.0	178 283	179 335	99.4
18	113 261	113 498	99.8	110 657	112 140	98.7	223 917	225 638	99.2
19	99 590	99 804	99.8	88 366	89 317	98.9	187 957	189 121	99.4
20	87 088	87 864	99.1	107 550	108 358	99.3	194 639	196 221	99.2
21	74 073	74 073	100.0	100 791	101 447	99.4	174 863	175 519	99.6
22	79 431	79 900	99.4	101 601	102 889	98.7	181 031	182 789	99.0
23	70 213	70 445	99.7	84 121	84 446	99.6	154 334	154 891	99.6
24	87 201	87 438	99.7	94 453	95 166	99.3	181 654	182 604	99.5
25	73 670	73 670	100.0	82 788	83 566	99.1	156 458	157 236	99.5
Total	1 685 709	1 906 727	88.4	1 780 993	2 009 481	88.6	3 466 703	3 916 208	88.5

(c) Zimbabwe

Age	Male			Female			Total		
	At School	Total Enrolment	Ratio	At School	Total Enrolment	Ratio	At School	Total Enrolment	Ratio
5	4 766	107 705	4.4	9 704	107 348	9.0	14 471	215 053	6.7
6	16 946	123 428	13.7	18 570	135 717	13.7	35 516	259 145	13.7
7	84 118	147 209	57.1	62 159	119 151	52.2	146 276	266 360	54.9
8	108 457	132 883	81.6	133 656	161 280	82.9	242 112	294 163	82.3

9	133 176	140 650	94.7	137 856	144 143	95.6	271 032	284 793	95.2
10	149 125	153 470	97.2	140 518	142 184	98.8	289 643	295 654	98.0
11	106 561	107 806	98.8	118 996	121 545	97.9	225 558	229 351	98.3
12	145 435	147 447	98.6	147 948	148 554	99.6	293 383	296 002	99.1
13	141 082	141 839	99.5	127 228	127 676	99.6	268 310	269 515	99.6
14	138 916	140 730	98.7	131 675	132 628	99.3	270 591	273 358	99.0
15	129 163	130 018	99.3	118 955	119 678	99.4	248 118	249 696	99.4
16	112 921	113 520	99.5	129 205	129 789	99.6	242 126	243 309	99.5
17	124 084	125 136	99.2	118 043	118 043	100.0	242 127	243 180	99.6
18	153 152	153 568	99.7	154 919	156 904	98.7	308 071	310 473	99.2
19	136 975	137 813	99.4	116 454	117 679	99.0	253 429	255 492	99.2
20	124 542	125 597	99.2	146 029	147 473	99.0	270 571	273 069	99.1
21	102 455	102 756	99.7	134 933	135 589	99.5	237 388	238 345	99.6
22	109 006	109 475	99.6	128 604	130 743	98.4	237 610	240 218	98.9
23	90 797	91 634	99.1	114 402	114 877	99.6	205 199	206 512	99.4
24	110 091	110 717	99.4	123 896	125 085	99.0	233 987	235 802	99.2
25	96 979	97 306	99.7	109 349	111 186	98.3	206 329	208 492	99.0
Total	2 318 747	2 640 708	87.8	2 423 100	2 747 272	88.2	4 741 848	5 387 980	88.0

Table 3. 8: Population Age 5 Years and Above by Age Group, Sex and Level of Education, Zimbabwe 2004 LFS

Age Group	Level Of Education																								Total					
	None			Grade 7			Form 2			Form 4			Form 6			Diploma/Cert After Primary			Diploma/Cert After Secondary			Graduate/ Postgraduate			Male	Female	Total			
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total			
5-9	5 688	8 288	13 976	0	205	205	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	651 874	667 639	1 319 513
10-14	661	708	1 368	86 477	89 445	175 922	6 905	10 586	17 491	208	-	208	178	0	178	-	-	-	-	-	-	-	-	-	-	-	-	691 293	672 587	1 363 880
15-19	611	241	852	135 615	142 086	277 701	106 219	115 198	221 417	129 156	129 746	258 902	6 146	7 283	13 429	-	483	483	1 013	1 573	2 586	-	-	-	-	-	660 055	642 094	1 302 149	
20-24	308	900	1 207	79 147	108 622	187 769	42 148	69 454	111 601	266 488	302 565	569 053	23 414	16 775	40 189	699	1 307	2 006	20 348	29 980	50 328	3 114	1 045	4 159	-	-	540 179	653 767	1 193 946	
25-29	-	-	-	65 992	93 806	159 797	27 424	59 995	87 419	213 409	175 591	389 000	9 401	2 085	11 486	3 311	2 075	5 386	42 329	47 310	89 639	4 900	4 788	9 688	-	-	428 141	487 505	915 646	
30-34	-	269	269	40 489	70 952	111 441	30 144	40 023	70 167	171 046	120 631	291 677	12 067	4 477	16 544	1 912	1 838	3 750	51 192	37 656	88 849	10 270	2 080	12 350	-	-	376 690	357 756	734 446	
35-39	178	183	361	30 438	53 256	83 694	24 169	24 083	48 252	106 750	62 274	169 024	4 130	2 202	6 332	2 244	2 149	4 393	41 279	21 754	63 034	5 814	5 177	10 991	-	-	251 127	245 027	496 154	
40-44	269	1 872	2 141	38 048	56 293	94 341	23 166	21 005	44 171	44 547	20 695	65 242	2 572	696	3 268	3 180	3 155	6 335	17 676	14 444	32 119	8 489	3 124	11 614	-	-	179 351	226 816	406 167	
45-49	968	501	1 469	40 138	46 822	86 960	17 575	11 345	28 920	22 988	14 632	37 350	258	200	458	3 995	2 688	6 683	15 809	8 056	23 866	3 884	1 326	5 210	-	-	161 405	192 372	353 777	
50-54	538	1 212	1 750	36 579	38 392	74 971	15 676	8 166	23 842	8 204	4 955	13 159	341	-	341	2 101	1 406	3 507	8 859	4 043	12 902	2 392	515	2 906	-	-	135 755	163 267	299 022	
55-59	-	746	746	26 224	17 985	44 209	7 054	5 729	12 783	6 518	2 046	8 564	1 155	683	1 838	842	2 306	3 148	5 065	3 444	8 509	792	-	792	-	-	96 319	125 438	221 757	
60-64	985	1 235	2 220	20 353	14 113	34 465	5 070	2 000	7 070	2 519	2 263	4 782	359	-	359	1 741	2 323	4 063	5 211	1 780	6 991	3 514	438	3 952	-	-	101 071	93 472	194 543	
65-69	-	135	135	15 819	7 749	23 569	3 677	425	4 102	1 355	308	1 664	459	-	459	2 516	890	3 406	1 841	1 746	3 587	1 390	480	1 869	-	-	76 668	63 346	140 014	
70-74	337	1 628	1 965	7 750	4 029	11 779	2 895	1 133	4 029	659	674	1 334	-	-	-	1 524	623	2 146	2 118	-	2 118	866	-	866	-	-	48 920	48 475	97 395	
75 +	809	3 087	3 895	7 223	2 607	9 830	1 083	220	1 303	679	923	1 602	240	-	240	1 609	-	1 609	232	218	450	240	240	480	-	-	65 960	77 241	143 201	
Total	11 352	21 005	32 354	630 292	746 362	1 376 653	313 205	362 682	682 567	974 526	837 303	1 811 561	60 720	34 401	95 121	25 674	21 243	46 915	212 972	172 004	384 978	45 665	213 64	87 717	19 64	877 4	4 464 808	4 716 802	9 181 610	

Table 3. 9: Literacy Rates for Population Age 15 Years and Above by Age Group and Sex, Zimbabwe 2004 LFS

Age Group	Male			Female			Total		
	Total	Literate	Literacy Rate	Total	Literate	Literacy Rate	Total	Literate	Literacy Rate
15-19	660 055	648 998	98.3	642 094	629 618	98.1	1 302 149	1 278 617	98.2
20-24	540 179	533 218	98.7	653 767	642 863	98.3	1 193 946	1 176 081	98.5
25-29	428 461	421 476	98.4	487 505	477 214	97.9	915 966	898 691	98.1
30-34	376 690	371 971	98.7	357 756	342 557	95.8	734 446	714 528	97.3
35-39	251 127	247 269	98.5	245 027	222 406	90.8	496 154	469 675	94.7
40-44	179 351	168 607	94	226 816	175 684	77.5	406 167	344 292	84.8
45-49	161 405	143 526	88.9	192 372	138 449	72	353 777	281 975	79.7
50-54	135 755	115 450	85	163 267	119 242	73	299 021	234 692	78.5
55-59	96 319	81 091	84.2	125 438	80 480	64.2	221 756	161 571	72.9
60-64	101 071	74 365	73.6	93 472	54 341	58.1	194 542	128 706	66.2
65-69	76 668	56 614	73.8	63 346	29 787	47	140 014	86 401	61.7
70-74	48 920	30 868	63.1	48 475	18 034	37.2	97 395	48 902	50.2
75 +	65 960	34 896	52.9	77 241	20 611	26.7	143 201	55 506	38.8
Total	3 121 960	2 928 349	93.8	3 376 574	2 951 288	87.4	6 498 534	5 879 637	90.5

Table 3. 10: Literacy Rates for Population Age 15 Years and Above by Province, Zimbabwe 2004 LFS

Province	Male Population			Female Population			Total Population		
	Total	Literate	Literacy Rate	Total	Literate	Literacy Rate	Total	Literate	Literacy Rate
Manicaland	398 901	368 599	92.4	436 972	381 202	87.2	835 872	749 801	89.7
Mash Cent	248 880	221 887	89.2	267 649	204 848	76.5	516 528	426 735	82.6
Mash East	281 817	265 555	94.2	305 774	270 451	88.4	587 591	536 005	91.2
Mash West	360 321	331 386	92.0	360 478	302 112	83.8	720 799	633 497	87.9
Mat North	170 035	154 380	90.8	191 029	155 760	81.5	361 064	310 141	85.9
Mat South	140 131	128 491	91.7	180 311	152 046	84.3	320 442	280 537	87.5
Midlands	385 515	357 277	92.7	400 321	340 515	85.1	785 836	697 792	88.8
Masvingo	314 618	291 353	92.6	388 450	317 557	81.7	703 067	608 909	86.6
Harare	645 174	636 674	98.7	638 391	625 730	98	1 283 566	1 262 404	98.4
Bulawayo	176 569	172 747	97.8	207 200	201 067	97	383 769	373 814	97.4
Total	3 121 961	2 928 349	93.8	3 376 575	2 951 288	87.4	6 498 534	5 879 637	90.5

Table 3.11: Literacy Rates for the Population 15 Years and Above by Rural/Urban, Zimbabwe 2004 LFS

Rural/ Urban	Male Population			Female Population			Total Population		
	Total	Literate	Literacy Rate	Total	Literate	Literacy Rate	Total	Literate	Literacy Rate
Rural	1 904 285	1 731 018	90.9	2 095 593	1 702 387	81.2	3 999 878	3 433 406	85.8
Urban	1 217 675	1 197 331	98.3	1 280 981	1 248 901	97.5	2 498 656	2 446 231	97.9
Total	3 121 960	2 928 349	93.8	3 376 574	2 951 288	87.4	6 498 534	5 879 637	90.5

Chapter 4 Activity and Labour Force

4.1 Introduction

The labour force or the economically active population refers to those who are available for the production of goods and services for cash or in kind. The labour force comprises the employed and the unemployed. The currently active population (labour force), the most widely used measure of the economically active population, is based on a short reference period, such as one day or one week (ILO, 1990). In the 2004 LFS, 7 days were used as the short reference period. Using priority rules, the labour force framework classifies the economically active population into mutually exclusive and exhaustive categories of paid employees, employers, own account workers, unpaid family workers and the unemployed (ILO, 1990).

4.2 Labour Force Framework

The 2004 LFS canvassed for information that allows for both broad and strict definitions of unemployment to be presented. The unemployment rate is defined as the number of unemployed people expressed as percentage of the aggregate number of persons employed and unemployed (economically active population). The broad definition of unemployed refers to the population age 15 years and above which during the seven day reference period, did not work and had no job or business to go back to but were available for work. The strict definition of unemployment, requires that those without a job and available for work, actively look for work (see Appendix B). The broad definition of unemployment is more appropriate in Zimbabwe given that there are limited methods of job search, particularly in rural areas. Comparative analysis of broad and strict definition is presented in *Chapter 6* which covers characteristics of the unemployed.

Figure 4.1 depicts the labour force framework. The population age 15 years and above was estimated at 6.5 million and about 87 percent of this population was economically active compared to seventy one percent in 1999 (1999, LFS). Using the broad definition, 9 percent of the economically active population age 15 years and above was unemployed in 2004. Of the economically inactive population, 40 percent were students while home-makers and those who had retired or were sick or too old each accounted for 30 percent of the economically inactive population.

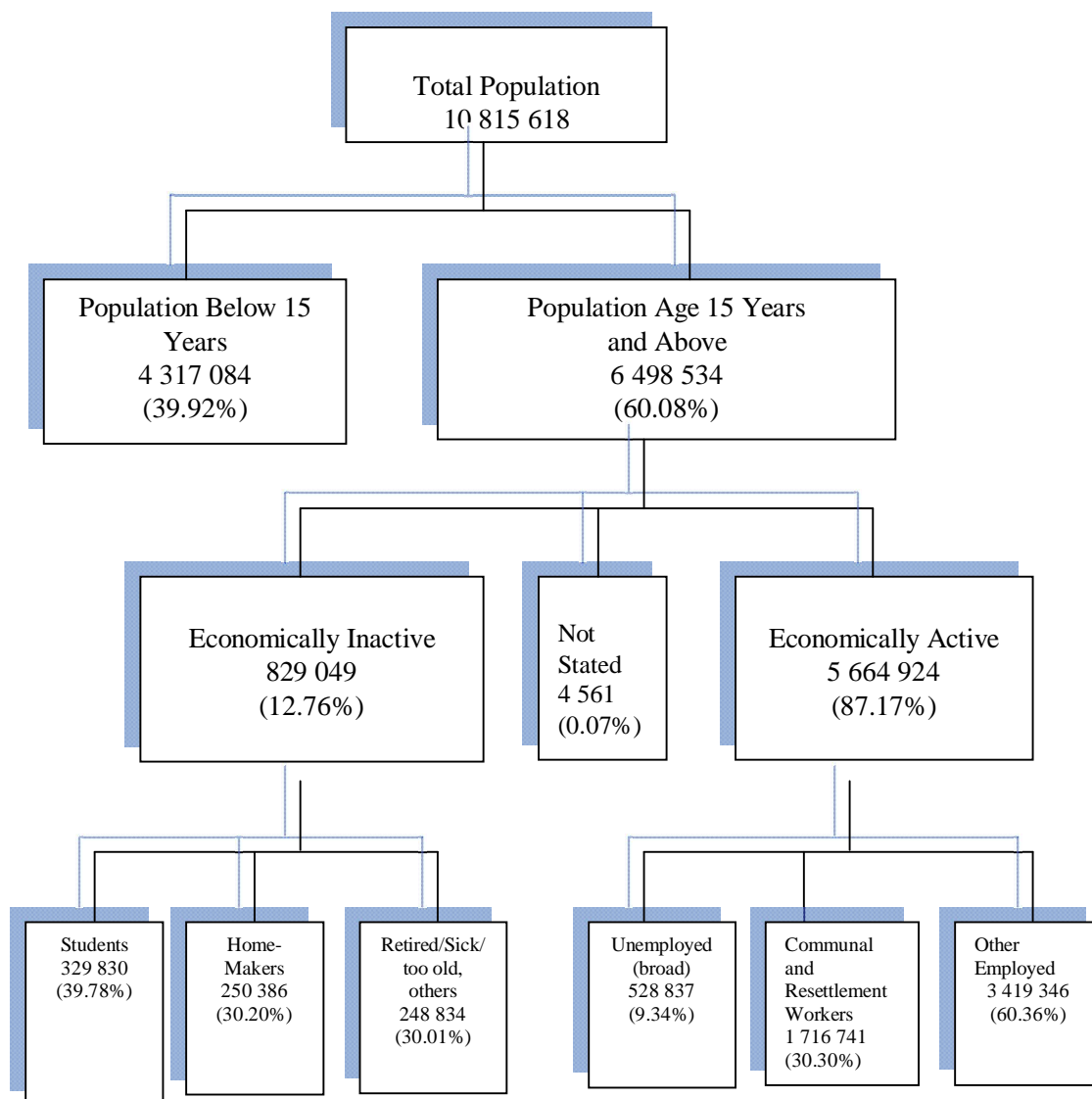


Figure 4. 1: The Labour Force Framework, Zimbabwe 2004 LFS

4.3 Participation in the Labour Force

Participation of a population in the labour force is measured by labour force participation rate (LFPR) or activity rate. Participation rates are calculated by dividing the number of the economically active persons in a given age group by the total number of persons in that age group and multiplying the result by a hundred.

Table 4.1 and Figure 4.2 show that for all the age groups the LFPR for males exceed those for females with the LFPR for both sexes ranging from 73 in the age groups 65 years and above and 15 to 19 to 95 in the age group 35 to 39 years. LFPR for males ranges from 75 percent in the age group 15 to 19 years to 98 percent in the age group 25 to 29 years while that for females ranged from 67 percent in the age group 65 years and above to 92 percent in the age group 35-39 years. LFPR for males, females and for both sexes were 91, 84 and 87, respectively.

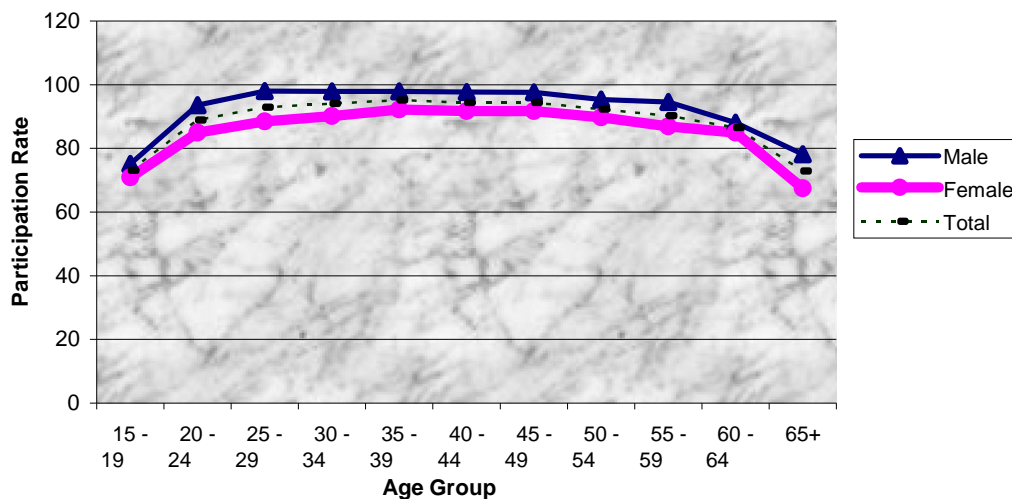


Figure 4. 2: Labour Force Participation Rate by Age Group and Sex, Zimbabwe 2004 LFS

4.3.1 Rural/Urban Labour Force Participation Rates

Figure 4.3 depicts rural/ urban LFPR by age group. For all age groups LFPR are higher in rural areas than in urban areas. The LFPR for urban and rural areas were 79 percent and 92 percent, respectively. High differentials are noted in the age group 15 to 24 years and the age 55 years and above. LFPR in urban areas ranged from 47 percent for those of age 15 to 19 years and 65 years and above to 93 percent for those of age 35 to 39 years while in rural areas LFPR ranged from 77 percent for those of age 65 years and above to 97 percent for those age 25 to 29 years and of age 35 to 44 years (See Table 4.1). The observed rural/ urban differentials in LFPR could be attributed to the fact that the agriculture sector, which is mainly rural based, offers the highest employment in Zimbabwe for both the young and the old.

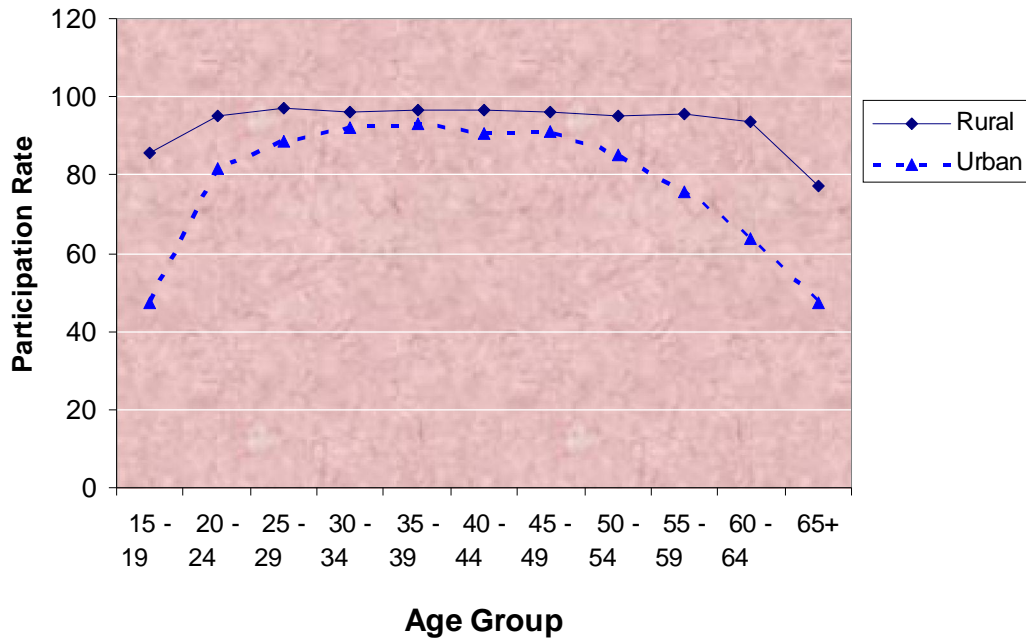


Figure 4. 3: Labour Force Participation Rates by Age Group and Rural/ Urban

4.3.2 Labour Force Participation in the Provinces

Labour force participation rates by province ranged from 73 percent in Bulawayo to 95 percent in Mashonaland Central (*Table 4.2*). Harare with a LFPR of 79 percent together with Bulawayo had the lowest rates compared to the other provinces. Female participation rates are lower in urban areas when compared to rural areas. The male participation rates were 81 percent and 86 percent in Bulawayo and Harare, respectively, while the corresponding participation rates for females were 67 percent and 73 percent for Bulawayo and Harare, respectively. Traditionally or culturally men are expected to fend for their families.

4.4 Employment and Unemployment

Table 4.3a shows that, out of the 5.7 million economically active persons, 91 percent were employed. Twenty seven percent of the male labour force were paid employees in permanent jobs, 6.7 percent were unemployed and less than 1 percent were employers. Thirty eight percent of the female labour force were own account workers in communal and resettlement farming, a minute percentage were employers and 12 percent were unemployed. For the economically active population in Zimbabwe, the highest percentage

of the labour force (30 percent) was own account workers in communal and resettlement farming while 9 percent were unemployed. The highest percentage of 18 percent of the unemployed were of age 20 to 24 years followed by those of age 15 to 19 and 25 to 29 years at 12 percent each.

Table 4.3b shows that the percentage of the economically active population decreases with age. Fifty percent of the labour force was aged 15 to 29 years. Sixty four percent of permanent paid employees were of age 20 to 39 years while 77 percent of casual employees were of age 15 to 34 years. Fifty five percent of employers were in the age group 30 to 44 years, 71 percent of other own account workers were of age group 20 to 39 years and 89 percent of unpaid family workers were of age group 15 to 29 years. The percent distribution of economically active population by age group, current activity, province, rural/urban and sex is shown in *Appendix Table A1*. In rural areas, the highest percentage of economically active population were communal and resettlement own account workers at 46 percent followed by unpaid family workers at 31 percent. In urban areas, 35 percent of the economically active population were permanent paid employees.

4.5 Economically Inactive Population

Table 4.4 shows the economically inactive population in the last seven days before the survey in June 2004. The economically inactive population are those individuals whose main activity during the reference period was neither employed nor unemployed. The categories of the economically inactive population were student, homemaker, disabled, sick/ ill/ too old, retired, income recipient and those caring for the sick. There were 537 thousand economically inactive females compared to 292 thousand males. The students constituted the highest percent (40 percent) of the inactive population followed by the homemakers at 30 percent. Females dominated the homemaker category. Nineteen percent of the inactive population were ill or sick or too old.

4.6 Usual Activity Status

Activity status comprises paid employee, employer, own account worker, unpaid family worker and the unemployed. Activity status can be measured on the basis of current (short) or usual (long) reference period. For the current activity status, the seven day reference period was used, while usual activity status referred to twelve months.

4.6.1 Usually Economically Active Population

Table 4.5 shows the distribution of population age 15 years and above by usual activity, labour force participation rate, unemployment rate, province, rural/urban and sex. About 4.7 million persons were usually employed and 610 thousand were usually unemployed,

giving a usual unemployment rate of 11.42. Usual unemployment rate for rural areas was 3 while for urban areas it was 25. Usual labour force participation rate was 85 percent in rural areas, 78 percent in urban areas to give an overall rate of 82.

4.6.2 Usually Economically Inactive Population

About 1.2 million persons were usually inactive (See *Table 4.6*). The highest percentage of the usually inactive population were students (54 percent) followed by those involved in household duties (25 percent) and the sick/ill/too old (11 percent). Of the economically inactive population, 1.2 percent were disabled while 0.7 percent were caring for the sick.

4.7 Conclusion

About 5.7 million persons were economically active. Nine percent of the economically active population was unemployed (broad). The number of economically inactive population stood at 829 thousand, of whom 40 percent were students. LFPR for males, females and for both sexes were 91, 84 and 87, respectively. Female labour force participation rates are lower in urban areas than in rural areas.

Table 4. 1: Labour Force Participation Rate by Urban/Rural, Age Group and Sex, Zimbabwe 2004 LFS

Age Group	Male			Female			Total		
	Population	Labour Force	Participation Rate	Population	Labour Force	Participation Rate	Population	Labour Force	Participation Rate
Rural									
15 - 19	468 490	407 965	87.08	403 809	339 369	84.04	872 299	747 334	85.67
20 - 24	315 941	308 551	97.66	337 723	311 525	92.24	653 664	620 076	94.86
25 - 29	219 979	215 860	98.13	260 676	250 081	95.94	480 655	465 941	96.94
30 - 34	186 870	183 563	98.23	200 428	188 168	93.88	387 298	371 731	95.98
35 - 39	127 079	124 107	97.66	146 165	139 732	95.60	273 244	263 839	96.56
40 - 44	105 316	104 398	99.13	146 639	139 278	94.98	251 956	243 676	96.71
45 - 49	92 534	90 165	97.44	137 470	130 926	95.24	230 003	221 091	96.13
50 - 54	87 151	83 195	95.46	124 208	118 037	95.03	211 359	201 232	95.21
55 - 59	66 077	63 258	95.73	95 713	91 360	95.45	161 790	154 618	95.57
60 - 64	72 861	67 589	92.76	76 958	72 294	93.94	149 819	139 883	93.37
65+	161 987	133 378	82.34	165 804	119 014	71.78	327 791	252 392	77.00
Total	1 904 285	1 782 028	93.58	2 095 593	1 899 784	90.66	3 999 878	3 681 812	92.05
Urban									
15 - 19	191 565	87 821	45.84	238 284	116 185	48.76	429 849	204 006	47.46
20 - 24	224 238	197 168	87.93	316 044	243 572	77.07	540 282	440 740	81.58
25 - 29	208 482	203 868	97.79	226 829	181 169	79.87	435 311	385 037	88.45
30 - 34	189 820	185 141	97.54	157 328	134 209	85.31	347 148	319 350	91.99
35 - 39	124 048	121 832	98.21	98 862	86 212	87.20	222 910	208 044	93.33
40 - 44	74 034	70 808	95.64	80 177	68 647	85.62	154 211	139 455	90.43
45 - 49	68 871	67 304	97.72	54 902	45 441	82.77	123 773	112 745	91.09
50 - 54	48 604	46 250	95.16	39 059	28 461	72.87	87 663	74 711	85.23
55 - 59	30 242	27 835	92.04	29 725	17 666	59.43	59 966	45 501	75.88
60 - 64	28 210	21 445	76.02	16 514	7 061	42.76	44 723	28 506	63.74
65+	29 562	16 444	55.63	23 258	8 570	36.85	52 818	25 014	47.36
Total	1 217 676	1 045 918	85.89	1 280 982	937 194	73.16	2 498 654	1 983 112	79.37
Zimbabwe									
15 - 19	660 055	495 786	75.11	642 093	455 553	70.95	1 302 148	951 339	73.06
20 - 24	540 179	505 719	93.62	653 767	555 097	84.91	1 193 946	1 060 816	88.85
25 - 29	428 461	419 728	97.96	487 505	431 250	88.46	915 966	850 978	92.90
30 - 34	376 690	368 704	97.88	357 756	322 377	90.11	734 446	691 081	94.10
35 - 39	251 127	245 939	97.93	245 027	225 943	92.21	496 154	471 882	95.11
40 - 44	179 350	175 206	97.69	226 816	207 926	91.67	406 167	383 132	94.33
45 - 49	161 405	157 469	97.56	192 372	176 368	91.68	353 776	333 837	94.36
50 - 54	135 755	129 445	95.35	163 267	146 498	89.73	299 022	275 943	92.28
55 - 59	96 319	91 093	94.57	125 438	109 026	86.92	221 756	200 119	90.24
60 - 64	101 071	89 034	88.09	93 472	79 354	84.90	194 542	168 388	86.56
65+	191 549	149 822	78.22	189 062	127 584	67.48	380 609	277 406	72.88
Total	3 121 961	2 827 946	90.58	3 376 575	2 836 978	84.02	6 498 532	5 664 924	87.17

Table 4. 2: Labour Force Participation Rate by Province and Sex, Zimbabwe 2004 LFS

Province	Male			Female			Total		
	Population	Labour Force	Participation Rate	Population	Labour Force	Participation Rate	Population	Labour Force	Participation Rate
Manicaland	398 901	365 817	91.71	436 972	374 300	85.66	835 874	740 117	88.54
Mashonaland Central	248 878	240 042	96.45	267 647	252 147	94.21	516 529	492 189	95.29
Mashonaland East	281 817	247 024	87.65	305 775	259 044	84.72	587 591	506 067	86.13
Mashonaland West	360 322	325 711	90.39	360 477	274 738	76.22	720 799	600 449	83.30
Matabeleland North	170 036	152 440	89.65	191 028	166 297	87.05	361 065	318 737	88.28
Matabeleland South	140 130	132 090	94.26	180 312	167 974	93.16	320 441	300 063	93.64
Midlands	385 516	370 371	96.07	400 321	373 717	93.35	785 835	744 087	94.69
Masvingo	314 618	298 696	94.94	388 450	364 147	93.74	703 067	662 843	94.28
Harare	645 174	553 612	85.81	638 392	466 057	73.00	1 283 566	1 019 669	79.44
Bulawayo	176 568	142 145	80.50	207 201	138 556	66.87	383 769	280 701	73.14
Zimbabwe	3 121 961	2 827 946	90.58	3 376 576	2 836 978	84.02	6 498 534	5 664 924	87.17

Table 4. 3: Percent Distribution of Economically Active Population by Current Activity, Age Group and Sex, Zimbabwe 2004 LFS

(a)

Activity	Paid Employee Permanent	Paid Employee casual	Own Account Employer	Own Account Worker (Communal & Resettlement)	Own Account Worker (Other)	Unpaid Family Worker	Not Stated	Unemployed (broad)	Total	
									Percent	Number
Male										
15-19	5.76	5.69	0.09	2.23	2.66	73.90	0.00	9.67	100	495 787
20-24	17.91	12.83	0.20	8.57	10.63	36.75	0.00	13.10	100	505 719
25-29	32.26	13.75	0.18	16.31	16.57	13.50	0.00	7.43	100	419 729
30-34	40.48	9.35	0.54	22.45	18.14	4.48	0.00	4.57	100	368 704
35-39	43.43	7.13	1.36	24.05	18.47	2.81	0.00	2.76	100	245 939
40-44	38.70	7.07	0.77	33.79	15.46	1.60	0.00	2.62	100	175 206
45-49	46.78	6.09	0.76	33.47	10.04	0.42	0.00	2.42	100	157 468
50-54	36.60	4.01	0.64	46.28	8.76	0.94	0.00	2.78	100	129 445
55-59	31.70	3.16	0.00	54.30	7.34	0.74	0.00	2.75	100	91 093
60-64	21.91	5.55	0.93	59.12	9.96	0.84	0.00	1.70	100	89 034

65+	9.44	2.70	0.59	75.49	8.27	1.03	0.00	2.47	100	149 822
Total	26.95	8.55	0.45	23.05	11.70	22.63	0.00	6.67	100	2 827 947
Female										
15-19	7.74	4.97	0.00	7.49	2.93	63.18	0.00	13.68	100	455 553
20-24	10.65	8.63	0.07	20.20	12.62	25.09	0.00	22.74	100	555 098
25-29	12.05	7.16	0.06	32.26	17.06	14.11	0.13	17.17	100	431 250
30-34	17.00	6.66	0.43	35.52	19.03	11.13	0.30	9.93	100	322 378
35-39	17.03	4.94	0.00	41.71	20.77	8.22	0.14	7.19	100	225 943
40-44	14.71	4.72	0.22	52.75	16.94	5.75	0.00	4.92	100	207 926
45-49	11.13	3.83	0.00	63.03	13.50	4.93	0.00	3.57	100	176 368
50-54	8.20	2.62	0.00	69.65	9.78	5.46	0.14	4.14	100	146 497
55-59	6.52	2.06	0.24	73.40	7.63	5.50	0.00	4.66	100	109 027
60-64	3.30	1.14	0.00	81.97	6.69	5.85	0.00	1.05	100	79 354
65+	1.62	1.92	0.00	80.65	6.02	9.16	0.00	0.64	100	127 584
Total	11.06	5.64	0.10	37.54	12.69	20.91	0.07	11.99	100	2 836 978
Total										
15-19	6.71	5.35	0.05	4.75	2.79	68.77	0.00	11.59	100	951 340
20-24	14.12	10.63	0.13	14.66	11.67	30.65	0.00	18.14	100	1 060 817
25-29	22.02	10.41	0.12	24.39	16.82	13.81	0.07	12.36	100	850 979
30-34	29.53	8.09	0.49	28.54	18.55	7.58	0.14	7.07	100	691 082
35-39	30.79	6.08	0.71	32.51	19.57	5.40	0.07	4.88	100	471 882
40-44	25.68	5.79	0.47	44.08	16.26	3.85	0.00	3.87	100	383 132
45-49	27.95	4.90	0.36	49.09	11.87	2.80	0.00	3.03	100	333 836
50-54	21.52	3.27	0.30	58.69	9.30	3.34	0.07	3.50	100	275 942
55-59	17.98	2.56	0.13	64.70	7.50	3.33	0.00	3.79	100	200 120
60-64	13.14	3.47	0.49	69.89	8.42	3.20	0.00	1.39	100	168 389
65+	5.85	2.34	0.32	77.86	7.24	4.77	0.00	1.63	100	277 406
Total	18.99	7.09	0.27	30.30	12.20	21.77	0.04	9.34	100	5 664 925

Table 4.3 (Contd)

(b)

Activity	Paid Employee Permanent	Paid Employee casual	Employer	Own Account Worker (Communal & Resettlement)	Own Account Worker (Other)	Unpaid Family Worker	Not Stated	Unemployed (broad)	Total
Male									
15-19	3.74	11.67	3.70	1.69	3.98	57.25	0.00	25.40	17.53
20-24	11.89	26.83	7.79	6.65	16.25	29.04	0.00	35.11	17.88
25-29	17.77	23.86	6.12	10.50	21.01	8.85	0.00	16.52	14.84
30-34	19.59	14.25	15.75	12.70	20.21	2.58	0.00	8.92	13.04
35-39	14.02	7.25	26.44	9.07	13.72	1.08	0.00	3.59	8.70
40-44	8.90	5.12	10.62	9.08	8.18	0.44	0.00	2.43	6.20
45-49	9.67	3.97	9.46	8.09	4.78	0.10	0.00	2.02	5.57
50-54	6.22	2.15	6.57	9.19	3.42	0.19	0.00	1.91	4.58
55-59	3.79	1.19	-	7.59	2.02	0.10	0.00	1.33	3.22
60-64	2.56	2.04	6.53	8.08	2.68	0.12	0.00	0.80	3.15
65+	1.86	1.67	7.02	17.35	3.74	0.24	0.00	1.96	5.30

Total Percent	100	100	100	100	100	100	0.00	100	100
Total Number	761 992	241 876	12 672	651 744	330 991	639 976	0.00	188 696	2 827 947
Female									
15-19	11.24	14.15	-	3.21	3.71	48.51	0.00	18.32	16.06
20-24	18.85	29.92	14.57	10.53	19.46	23.47	0.00	37.10	19.57
25-29	16.57	19.28	9.31	13.06	20.45	10.25	28.09	21.77	15.20
30-34	17.47	13.41	50.58	10.75	17.04	6.05	46.81	9.41	11.36
35-39	12.26	6.97	-	8.85	13.04	3.13	15.20	4.78	7.96
40-44	9.75	6.14	16.23	10.30	9.78	2.01	0.00	3.01	7.33
45-49	6.26	4.22	-	10.44	6.62	1.47	0.00	1.85	6.22
50-54	3.83	2.40	-	9.58	3.98	1.35	9.85	1.78	5.16
55-59	2.27	1.40	9.31	7.51	2.31	1.01	0.00	1.49	3.84
60-64	0.84	0.56	-	6.11	1.48	0.78	0.00	0.24	2.80
65+	0.66	1.53	-	9.66	2.13	1.97	0.00	0.24	4.50
Total Percent	100	100	100	100	100	100	99.95	100	100
Total Number	313 734	160 031	2 772	1 064 997	359 937	593 326	2 040	340 141	2 836 978
Total									
15-19	5.93	12.66	3.04	2.63	3.84	53.05	0.00	20.85	16.79
20-24	13.92	28.06	9.01	9.06	17.92	26.36	0.00	36.39	18.73
25-29	17.42	22.04	6.70	12.09	20.72	9.53	28.09	19.90	15.02
30-34	18.97	13.92	22.00	11.49	18.56	4.25	46.81	9.24	12.20
35-39	13.51	7.14	21.69	8.93	13.37	2.07	15.20	4.35	8.33
40-44	9.15	5.52	11.63	9.84	9.02	1.20	0.00	2.80	6.76
45-49	8.67	4.07	7.76	9.55	5.74	0.76	0.00	1.91	5.89
50-54	5.52	2.25	5.39	9.43	3.72	0.75	9.85	1.83	4.87
55-59	3.35	1.28	1.67	7.54	2.17	0.54	0.00	1.43	3.53
60-64	2.06	1.45	5.35	6.85	2.05	0.44	0.00	0.44	2.97
65+	1.51	1.62	5.76	12.58	2.91	1.07	0.00	0.85	4.90
Total Percent	100	100	100	100	100	100	99.95	100	100
Total Number	1 075 726	401 907	15 444	1 716 741	690 928	1 233 302	2 040	528 837	5 664 925

Table 4. 4: Economically Inactive Population by Current Status, Province, Urban/Rural and Sex,

Zimbabwe 2004 LFS

Province/ Area	Sex	Student	Home- maker	Retired- with pension	Retired without pension	Ill/Sick/ Too Old	Other	Not Stated	Total Percent	Total Number
Manicaland	M	45.18	4.85	4.61	4.64	28.60	8.87	3.25	100	33 083
	F	26.43	41.66	1.40	1.40	22.33	2.14	4.65	100	62 673
	T	32.91	28.94	2.51	2.52	24.49	4.47	4.16	100	95 756
Mashonaland Central	M	33.27	0.00	0.00	0.00	51.91	14.83	0.00	100.01	8 838
Central	F	32.32	16.58	0.00	0.00	50.12	0.97	0.00	100	15 502
	T	32.66	10.56	0.00	0.00	50.77	6.00	0.00	100	24 340
Mashonaland East	M	70.05	1.83	1.95	1.02	18.10	4.62	2.43	100	34 495
East	F	49.06	30.21	0.87	0.76	17.73	0.87	0.51	100	46 386
	T	58.01	18.11	1.33	0.87	17.89	2.47	1.33	100	80 881
Mashonaland West	M	51.13	9.60	4.73	5.29	17.99	6.86	4.40	100	33 425
West	F	17.80	54.68	0.00	0.65	17.93	3.47	5.47	100	84 979

Matabeleland North	T	27.20	41.95	1.34	1.96	17.94	4.43	5.17	100	118 405
	M	50.56	1.36	0.00	0.00	30.39	1.05	16.64	100	17 595
	F	25.45	32.08	0.00	0.00	22.28	3.62	16.58	100	24 376
Matabeleland South	T	35.98	19.20	0.00	0.00	25.68	2.54	16.60	100	41 971
	M	13.07	0.00	3.04	0.00	70.22	4.79	8.90	100	8 182
	F	13.21	15.01	1.15	1.20	65.28	2.94	1.20	100	12 337
Midlands	T	13.15	9.03	1.90	0.72	67.24	3.68	4.27	100	20 520
	M	68.42	4.07	3.41	0.00	15.46	6.91	1.74	100	15 145
	F	40.20	17.57	0.98	0.00	27.72	5.88	7.64	100	26 289
Masvingo	T	50.51	12.64	1.87	0.00	23.24	6.26	5.48	100	41 434
	M	45.32	3.78	2.03	0.00	36.47	10.84	1.56	100	15 401
	F	21.19	31.29	0.00	0.00	37.60	6.96	2.97	100	24 123
Harare	T	30.59	20.57	0.79	0.00	37.16	8.47	2.42	100	39 524
	M	65.07	8.80	6.34	3.26	11.95	4.58	0.00	100	91 562
	F	30.08	52.45	0.76	0.68	9.49	5.59	0.94	100	171 788
Bulawayo	T	42.25	37.27	2.70	1.57	10.35	5.24	0.61	100	263 351
	M	67.75	9.36	11.47	0.44	4.73	5.35	0.90	100	34 424
	F	37.74	45.47	2.20	1.63	8.27	3.21	1.48	100	68 444
Rural	T	47.79	33.39	5.30	1.23	7.08	3.93	1.28	100	102 868
	M	46.58	3.64	1.00	3.06	34.79	7.07	3.86	100	121 017
	F	24.67	30.51	0.07	0.79	35.07	3.74	5.15	100	194 854
Urban	T	33.06	20.21	0.43	1.66	34.96	5.02	4.66	100	315 872
	M	66.02	8.04	7.83	1.81	9.25	5.20	1.86	100	171 133
	F	32.87	50.51	1.27	0.78	8.39	4.04	2.13	100	342 044
Zimbabwe	T	43.92	36.35	3.46	1.12	8.68	4.43	2.04	100	513 177
	M	57.97	6.22	5.00	2.32	19.83	5.98	2.69	100	292 151
	F	29.89	43.25	0.84	0.78	18.07	3.93	3.23	100	536 898
	T	39.78	30.20	2.30	1.33	18.69	4.65	3.04	100	829 049

Note: M – Male F – Female T – Total

Table 4. 5: Usual Activity for Persons Age 15 Years and Above by Province, Urban/Rural and Sex

Zimbabwe 2004 LFS

Province/ Area	Sex	Economically Active Population			Economically Inactive Population	Total Population	Usual LFPR	(Usual) Unemployment Rate
		Employed	Unemployed	Total				
Manicaland	M	309 214	25 520	334 734	64 166	398 901	83.91	7.62
	F	333 602	20 868	354 470	82 502	436 972	81.12	5.89
	T	642 817	46 388	689 205	146 668	835 872	82.45	6.73
Mashonaland Central	M	217 291	2 852	220 143	28 736	248 880	88.45	1.30
	F	233 726	8 914	242 640	25 008	267 649	90.66	3.67
	T	451 017	11 767	462 784	53 744	516 528	89.60	2.54
Mashonaland East	M	225 769	4 602	230 371	51 446	281 817	81.74	2.00
	F	233 014	15 333	248 347	57 427	305 774	81.22	6.17
	T	458 784	19 935	478 719	108 872	587 591	81.47	4.16
Mashonaland West	M	269 477	27 399	296 876	63 446	360 321	82.39	9.23
	F	215 327	39 046	254 373	106 105	360 478	70.57	15.35

Matabeleland North	T	484 804	66 445	551 249	169 551	720 799	76.48	12.05
	M	137 874	2 705	140 579	29 456	170 035	82.68	1.92
	F	155 200	3 825	159 025	32 003	191 029	83.25	2.41
Matabeleland South	T	293 074	6 531	299 605	61 459	361 064	82.98	2.18
	M	114 762	7 283	122 045	18 086	140 131	87.09	5.97
	F	144 191	10 484	154 675	25 636	180 311	85.78	6.78
Midlands	T	258 954	17 767	276 721	43 721	320 442	86.36	6.42
	M	329 112	15 449	344 561	40 954	385 515	89.38	4.48
	F	330 606	31 555	362 161	38 159	400 321	90.47	8.71
Masvingo	T	659 718	47 004	706 722	79 114	785 836	89.93	6.65
	M	249 992	10 122	260 114	54 504	314 618	82.68	3.89
	F	313 140	19 036	332 176	56 274	388 450	85.51	5.73
Harare	T	563 132	29 158	592 290	110 777	703 067	84.24	4.92
	M	441 807	108 483	550 290	94 884	645 174	85.29	19.71
	F	262 980	192 701	455 681	182 710	638 391	71.38	42.29
Bulawayo	T	704 787	301 184	1 005 971	277 594	1 283 566	78.37	29.94
	M	119 864	19 568	139 432	37 137	176 569	78.97	14.03
	F	91 213	43 890	135 103	72 096	207 200	65.20	32.49
Rural	T	211 077	63 459	274 536	109 233	383 769	71.54	23.12
	M	1 556 878	56 336	1 613 214	291 071	1 904 285	84.71	3.49
	F	1 715 941	60 703	1 776 644	318 949	2 095 593	84.78	3.42
Urban	T	3 272 820	117 039	3 389 859	610 020	3 999 878	84.75	3.45
	M	858 285	167 647	1 025 932	191 743	1 217 675	84.25	16.34
	F	597 059	324 951	922 010	358 971	1 280 981	71.98	35.24
Zimbabwe	T	1 455 344	492 598	1 947 942	550 714	2 498 656	77.96	25.29
	M	2 415 163	223 983	2 639 146	482 814	3 121 960	84.53	8.49
	F	2 313 000	385 654	2 698 654	677 920	3 376 574	79.92	14.29
	T	4 728 163	609 637	5 337 800	1 160 734	6 498 534	82.14	11.42

Note: M – Male F – Female T - Total

Table 4. 6: Percent Distribution of Usual Status of the Economically Inactive Population by Province and Sex, Zimbabwe 2004 LFS

Province	Sex	Not Stated	Household Student	duties	Dis-abled	Sick/ Ill /too old	Retired	Income recipient	Caring For the sick	Othe r	Total Percent	Total Populatio n
Manicaland	M	0.85	76.40	1.67	0.00	11.96	2.05	0.00	0.00	7.07	100	64 166
	F	1.71	46.04	30.80	0.64	14.42	2.12	0.00	0.90	3.37	100	82 502
	T	1.33	59.32	18.06	0.36	13.34	2.09	0.00	0.51	4.99	100	146 668
Mashonaland Central	M	0.77	76.14	1.52	3.95	14.09	0.77	0.00	0.00	2.77	100	28 736
	F	0.00	60.32	8.00	1.76	21.77	1.84	0.00	2.24	4.07	100	25 008
	T	0.41	68.78	4.54	2.93	17.67	1.27	0.00	1.04	3.37	100	53 744
Mashonaland East	M	1.23	81.31	0.58	1.34	11.52	1.99	0.66	0.00	1.37	100	51 446
	F	0.48	60.96	23.08	0.00	10.28	0.61	0.00	0.46	4.12	100	57 427
	T	0.83	70.58	12.45	0.63	10.87	1.26	0.31	0.25	2.82	100	108 872

Mashonaland West	M	2.69	61.97	12.90	0.87	9.94	4.31	0.44	1.19	5.69	100	63 446
	F	1.37	25.48	56.01	0.78	10.02	0.52	0.26	1.07	4.49	100	106 105
	T	1.86	39.13	39.88	0.81	9.99	1.94	0.33	1.11	4.94	100	169 551
Matabeleland North	M	4.15	76.36	0.93	1.77	9.04	0.00	1.24	0.00	6.51	100	29 456
	F	3.20	50.95	23.56	2.67	15.06	0.00	0.57	0.00	4.00	100	32 003
	T	3.65	63.13	12.71	2.24	12.18	0.00	0.89	0.00	5.20	100	61 459
Matabeleland South	M	0.98	56.75	3.59	4.01	26.17	1.38	2.71	0.00	4.41	100	18 086
	F	0.97	53.56	9.21	2.09	27.61	2.87	0.51	0.00	3.20	100	25 636
	T	0.97	54.88	6.88	2.88	27.02	2.25	1.42	0.00	3.70	100	43 721
Midlands	M	2.31	86.37	0.00	3.30	6.76	1.26	0.00	0.00	0.00	100	40 954
	F	0.62	61.73	10.87	1.77	18.22	0.68	0.61	0.87	4.64	100	38 159
	T	1.50	74.49	5.24	2.56	12.29	0.98	0.29	0.42	2.24	100	79 114
Masvingo	M	3.08	76.07	1.09	2.39	12.64	1.84	0.00	0.49	2.39	100	54 504
	F	3.29	54.98	17.99	1.66	14.58	0.76	0.00	1.68	5.07	100	56 274
	T	3.18	65.36	9.67	2.02	13.63	1.29	0.00	1.10	3.75	100	110 777
Harare	M	1.39	66.77	8.37	0.00	9.66	10.80	0.38	0.00	2.62	100	94 884
	F	0.92	29.24	57.39	0.73	5.85	1.97	0.45	1.20	2.24	100	182 710
	T	1.08	42.07	40.64	0.48	7.15	4.99	0.43	0.79	2.37	100	277 594
Bulawayo	M	1.16	71.15	8.92	1.10	4.32	10.96	0.48	0.00	1.91	100	37 137
	F	1.23	38.86	45.12	1.18	5.48	3.29	0.98	0.97	2.89	100	72 096
	T	1.20	49.83	32.81	1.15	5.09	5.90	0.81	0.64	2.56	100	109 233
Zimbabwe	M	1.84	72.79	4.71	1.38	10.73	4.43	0.42	0.21	3.49	100	482 814
	F	1.34	41.46	38.60	1.03	11.15	1.55	0.35	1.01	3.52	100	677 920
	T	1.55	54.49	24.50	1.18	10.97	2.75	0.38	0.68	3.51	100	1 160 734

Note:

M – Male

F – Female

T - Total

Chapter 5 Characteristics of the Employed

5.1 Introduction

This chapter discusses the characteristics of the currently employed population, and cover the following: employment status, industry, occupation, skill level, level of education, income, retrenchment status, employment sex composition and spatial disaggregation by province and rural/ urban.

5.2 Employment Rate

Employment rate is calculated as follows:

$$\text{Employment Rate} = [(Number\ Employed) * 100] / (Total\ Population)$$

The employment rate measures the extent of employment concentration in the country, provinces, rural/urban and male/female population among other variables.

Table 5.1 shows the employment rate by province, rural/ urban areas and sex. Seventy nine percent of Zimbabwe's working age population was employed. Male employment rate in Zimbabwe was 85 percent while for female it was 74 percent. The employment rate is higher in rural (90 percent) than in urban areas (61 percent). The employment rate was higher for male than for female population for all provinces and for rural and urban areas. Employment rate by province varied from 57 percent in Bulawayo to 93 percent in Mashonaland Central. Provincial employment rate for females ranged from 44 percent in Harare to 91 in Mashonaland Central while for males it ranged from 70 percent in Bulawayo to 95 percent in Mashonaland Central. Large differentials between male and female employment rates were observed in the urban provinces of Harare (71 percent for male against 44 percent for female) and Bulawayo (70 percent for male against 46 percent for female).

5.3 Age Distribution

The age distribution of employed population by sex is depicted in *Figure 5.1*.

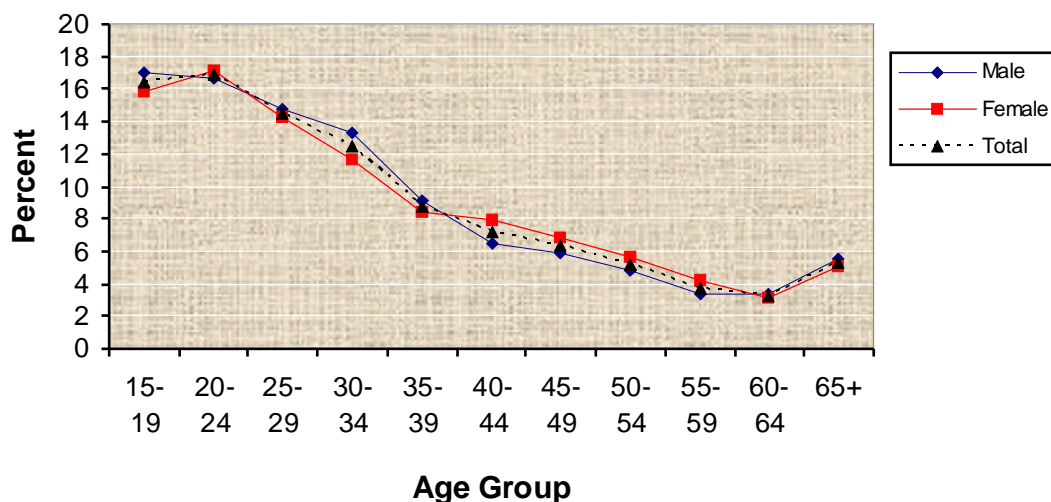


Figure 5. 1: Percent Distribution of Currently Employed Population Age 15 Years and Above, Zimbabwe 2004 LFS

The percentage of the employed population decreases with age. The percentage of the employed males peaks to 17 percent at age group 15 to 19 years while that for females also peaks to 17 percent but for the age group 20 to 24 years. Between ages 25 to 39 years, the percentage of employed is higher for males than for females while for ages 40 to 59 years, the percentage of female employed exceeds that of males. *Appendix Table A2* also shows the distribution of employed population by age group, institutional sector and sex. The cooperative institutional sector has the least number of females, 2.8 thousand, who are all under age 50 years.

5.4 Educational Profile

Table 5.2 presents the employed population by level of education, province, rural/urban and sex. In Zimbabwe, 47 percent of the employed population had completed secondary education as their highest level of education followed by those with primary level of education at 38 percent. The third highest group (6 percent) of employed population was those with no schooling and diploma/certificate after secondary.

Appendix Tables A3a to c shows the distribution of currently employed population by occupational categories, level of education and sex. Of those with agricultural occupations, 49 percent had primary level of education while 40 percent had secondary level of education.

5.5 Skill Level

The percent distribution of employed population by skill level and sex presented in *Tables 5.3a and b* show that 79 percent of the employed population were unskilled, 8 percent were skilled, 7 percent were semi-skilled and 5 percent were professionals. Within the unskilled group, 54 percent were female. Within

professionals there were more males (60 percent) than females. See *Appendix B* for concepts and definitions on skill levels. Cross tabulations of currently employed population by skill level, occupational category and sex are shown in *Appendix A, Tables A4a, b, and c*. Agriculture, the category with the highest employed population of 3 million had 0.2 percent of the employed population as professionals while 96 percent were unskilled. Of the females in agriculture, 0.1 percent were professional while 98 percent were unskilled.

5.6 Institutional Sector

The categories of institutional sectors are: private, central government, local government, parastatal, cooperative and non-governmental organizations. *Tables 5.4a and b* present the employed population by institutional sector and sex. The private sector accounted for 92 percent of the employed persons while central government employed 4 percent with the remaining institutional sectors employing about 4 percent.

In all the institutional sectors more males were employed than females with large disparities in parastatal and cooperatives where 20 percent and 24 percent females, respectively, were employed. About equal representation of the sexes in the private sector is achieved probably due to the fact that most of the employees in the agriculture sector, dominated by females, fall under the private sector. *Appendix Table A2* shows further disgregation of employed population by institutional sector, age group and sex. Currently employed population in the private sector were young with almost half of them being in the age groups 15 to 19, 20 to 24 and 25 to 29 years. However central government, local government, parastatal and cooperatives were dominated with employees in the age groups 25 to 29, 30 to 34 and 35 to 39 years while in non-governmental organizations the currently employed population were highest in the age group 35 to 39 at 25 percent followed by the age group 20 to 24 at 20 percent.

5.7 Industrial Sector

The distribution of the employed population in 2004 by industrial sector, presented in *Table 5.5a*, shows that sixty five percent of the employed were in agriculture, forestry and fishing followed by manufacturing at 6 percent. According to the 1999 LFS agriculture, forestry and fishing accounted for 60 percent of the employed while 8 percent were in manufacturing. The increase of 5 percent for agriculture, forestry and fishing could be attributed to the intensified land reform programme after 2000.

Table 5.5b shows that there were more males than females in 6 of the 11 industries, namely; mining and quarrying, manufacturing, construction, distribution, restaurants and hotels, transport and communication, finance, insurance and real estate, and public administration.

5.8 Occupation

From *Table 5.6a* on employed population by occupational categories, 62 percent of the employed population were in agriculture followed by 12 percent of employees in the services. The same pattern was observed in 1999, where 58 percent employed were in agriculture and 10 percent in services (CSO, 1999).

Table 5.6b shows that there were more females than males in the occupations of life sciences professionals, education, archivists, librarians and related professionals, clerks and secretaries, services and agriculture.

5.9 Income

Table 5.7 shows the distribution of currently employed population by income received in the month preceding the survey by rural/ urban and sex categories. In rural areas, 63 percent of the employed population received less than \$50 000 in the month preceding the survey while in urban areas, 34 percent of the employed population received an income ranging from \$200 001 to \$600 000. In Zimbabwe 73 percent of the employed population received an income of \$200 000 or less per month.

The food poverty datum line (FPL) represents the minimum consumption expenditure necessary to ensure that each individual can (if all expenditures were devoted to food) consume a minimum food basket representing 2 100 kilo calories.

The food poverty datum line (FPL) for May 2004 was estimated at slightly over \$89 000, indicating that about 54 percent of employed population were below FPL (see Figure 5.2).

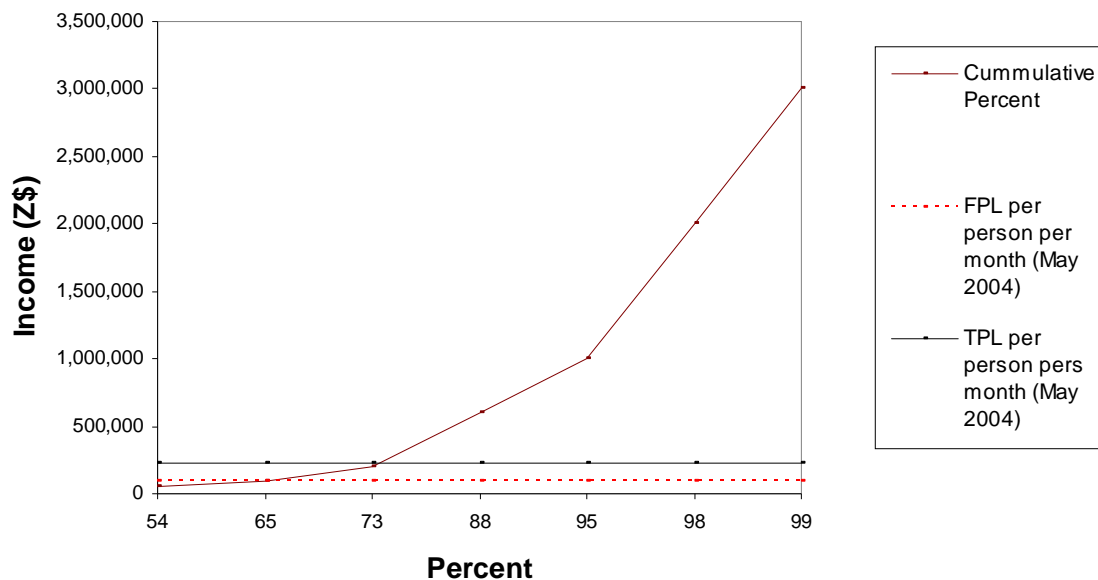


Figure 5. 2: Cumulative Percent of Population Age 15 Years and Above by Income Received, Zimbabwe 2004 LFS

Another measure of the standard of living is the total consumption poverty line (TPL), derived by computing the non-food consumption expenditure of poor households whose consumption expenditure is just equal to the FPL. This amount is added to the FPL. An individual whose total consumption expenditure does not exceed the food poverty line is deemed to be very poor.

The estimated TPL per person per month for May 2004 was about \$231 000 (CSO, 2005), indicating that more than 73 percent of the employed population received an income less than the TPL during the reference month. If these individuals who were below FPL or TPL were heading households of about 5 persons with no other source of income, then they were in extreme poverty because the corresponding FPL and TPL for five persons were \$446 465.41 and \$1 154 393.76, respectively. In Chapter 2 it was noted that the dependency ratio was about 77, meaning that if the population in the working age population were working, then on average four employed persons would be looking after five economically inactive person.

Seventy nine percent of employed females in rural areas and 24 percent of employed females in urban areas received an income below the FPL. For employed males in rural and urban areas the corresponding

percentages were 60 and 9, respectively. More females than males were below the FPL and the employed in rural areas were far below the FPL compared to their urban counterparts.

5.10 Hours Worked

The number of hours worked by the employees can be used to assess the extent of the productive capacity of the labour force. *Table 5.8*, on the distribution of the employed population by institutional sector, hours worked and sex during the last seven days prior the survey, shows that 36 percent of the employees worked 41 to 60 hours while 16 percent of the employees worked for less than 20 hours. Four percent of the employees worked for more than 80 hours.

In cooperatives, 38 percent of the female employees worked for 61 to 80 hours, 25 percent worked for 41 to 60 hours and 19 percent worked for more than 80 hours. Four percent of females employed in the private sector and 3 percent each in central government and parastatals worked for more than 80 hours. Further details on the average hours worked for full employment and time-related underemployment are covered in *Chapter 7*.

5.11 Conclusion

The employment rate was higher in rural than in urban areas. At provincial level, Mashonaland Central recorded the highest employment rate of 93 percent. In urban provinces, the male employment rates were higher than female employment rates. Eighty percent of the employed population had either attained primary or secondary as the highest level of education completed. Sixty five percent of the employed persons were in the agriculture sector, the sector which has expanded since 1999 when 60 percent of employees were in the sector.

Table 5. 1: Employment Rate for Population Age 15 Years and Above by Province, Rural/Urban and Sex, Zimbabwe 2004 LFS

Province/ Area	Sex	Total Population	Employed Population	Employment Rate
Manicaland	M	398 901	353 377	88.59
	F	436 972	362 596	82.98
	T	835 874	715 973	85.66
Mash Cent	M	248 878	237 505	95.43
	F	267 647	243 932	91.14
	T	516 529	481 436	93.21
Mash East	M	281 817	241 887	85.83
	F	305 775	244 459	79.95
	T	587 591	486 346	82.77
Mash West	M	360 322	298 286	82.78
	F	360 477	242 857	67.37
	T	720 799	541 143	75.08
Mat North	M	170 036	149 490	87.92
	F	191 028	162 250	84.94
	T	361 065	311 742	86.34
Mat South	M	140 130	127 636	91.08
	F	180 312	159 225	88.31
	T	320 441	286 859	89.52
Midlands	M	385 516	359 694	93.30
	F	400 321	354 086	88.45
	T	785 835	713 779	90.83
Masvingo	M	314 618	288 382	91.66
	F	388 450	347 502	89.46
	T	703 067	635 883	90.44
Harare	M	645 174	460 102	71.31
	F	638 392	283 817	44.46
	T	1 283 566	743 918	57.96
Bulawayo	M	176 568	122 893	69.60
	F	207 201	96 112	46.39
	T	383 769	219 005	57.07
Rural	M	1 904 285	1 743 344	91.55
	F	2 095 593	1 863 998	88.95
	T	3 999 878	3 607 343	90.19
Urban	M	1 217 676	895 905	73.57
	F	1 280 982	632 838	49.40
	T	2 498 654	1 528 744	61.18
Zimbabwe	M	3 121 961	2 639 251	84.54
	F	3 376 575	2 496 837	73.95
	T	6 498 532	5 136 088	79.03

Table 5. 2: Percent Currently Employed Population Age 15 Years and Above by Level of Education, Province, Rural/ Urban and Sex, Zimbabwe 2004 LFS

Province/ Area	Sex	None	Primary	Secondary	Diploma/ Certificate After	Diploma/ Certificate After	Graduate/ Post	Not Stated	Total	
					Primary	Secondary	Graduate		Percent	Number
Manicaland	M	4.46	36.01	53.24	0.79	4.35	0.97	0.20	100	353 377
	F	9.14	49.67	37.62	0.36	2.63	0.58	0.00	100	362 596
	T	6.83	42.93	45.33	0.57	3.48	0.77	0.10	100	715 973
Mash Cent	M	7.67	45.41	40.54	0.72	4.15	1.51	0.00	100	237 505
	F	18.21	49.22	29.48	0.11	2.31	0.57	0.10	100	243 932
	T	13.01	47.34	34.94	0.41	3.22	1.04	0.05	100	481 437
Mash East	M	4.24	32.86	52.73	0.69	7.61	1.77	0.11	100	241 887
	F	6.89	41.80	44.14	0.60	5.20	1.01	0.36	100	244 459
	T	5.57	37.35	48.41	0.64	6.40	1.39	0.24	100	486 346
Mash West	M	4.13	37.04	48.09	2.18	6.19	2.27	0.10	100	298 286
	F	10.54	48.95	32.73	2.53	4.15	0.72	0.37	100	242 857
	T	7.01	42.39	41.19	2.34	5.27	1.57	0.22	100	541 143
Mat North	M	5.13	50.51	43.01	0.31	0.67	0.16	0.20	100	149 490
	F	11.52	46.27	39.83	0.00	0.75	0.15	1.48	100	162 251
	T	8.46	48.31	41.35	0.15	0.71	0.16	0.87	100	311 741
Mat South	M	4.57	44.93	46.64	1.54	1.87	0.34	0.11	100	127 635
	F	9.47	47.79	40.41	0.35	1.90	0.00	0.08	100	159 225
	T	7.29	46.52	43.18	0.88	1.89	0.15	0.09	100	286 859
Midlands	M	4.52	41.95	48.15	0.29	4.30	0.62	0.15	100	359 695
	F	10.29	44.52	42.41	0.31	2.24	0.09	0.14	100	354 085
	T	7.39	43.23	45.30	0.30	3.28	0.36	0.15	100	713 780
Masvingo	M	4.15	42.10	43.99	1.30	6.82	1.45	0.19	100	288 382
	F	13.99	42.30	37.69	0.92	4.26	0.34	0.50	100	347 502
	T	9.53	42.21	40.55	1.10	5.42	0.84	0.36	100	635 884
Harare	M	0.71	11.59	69.13	0.37	15.80	2.30	0.09	100	460 102
	F	1.40	20.59	60.48	0.84	14.68	1.87	0.15	100	283 816
	T	0.97	15.02	65.83	0.55	15.37	2.13	0.12	100	743 918
Bulawayo	M	1.42	17.21	59.28	1.56	18.16	2.37	0.00	100	122 893
	F	1.97	20.79	49.37	1.06	24.59	2.22	0.00	100	96 113
	T	1.66	18.78	54.93	1.34	20.98	2.31	0.00	100	219 006
Rural	M	5.00	35.90	50.05	0.90	6.66	1.39	0.10	100	713 775
	F	11.31	45.56	36.40	0.37	5.52	0.80	0.03	100	702 641
	T	8.13	40.69	43.28	0.63	6.10	1.10	0.07	100	1 416 416
Urban	M	3.51	33.68	52.61	0.89	7.69	1.49	0.13	100	1 925 475
	F	9.21	40.98	42.87	0.83	5.10	0.63	0.39	100	1 794 196
	T	6.26	37.20	47.91	0.86	6.44	1.08	0.26	100	3 719 671
Zimbabwe	M	3.91	34.28	51.92	0.89	7.41	1.46	0.12	100	2 639 250
	F	9.80	42.27	41.05	0.70	5.22	0.68	0.29	100	2 496 837
	T	6.78	38.16	46.63	0.80	6.35	1.08	0.20	100	5 136 087

Table 5. 3 Percent Currently Employed Population Age 15 Years and Above by Level of Skill and Sex, Zimbabwe 2004 LFS

(a)

Skill Level	Male	Female	Total
Professional	5.84	4.16	5.02
Skilled	11.85	4.53	8.29
Semi-Skilled	10.67	4.07	7.46
Unskilled	71.09	86.75	78.71
Not Known	0.42	0.28	0.35
Not Stated	0.12	0.21	0.16
Total Percent	100	100	100
Total Number	2 639 250	2 496 837	5 136 087

(b)

Skill Level	Male	Female	Total	
			Percent	Number
Professional	59.74	40.26	100	257 815
Skilled	73.46	26.54	100	425 886
Semi-Skilled	73.48	26.52	100	383 401
Unskilled	46.42	53.58	100	4 042 438
Not Known	61.07	38.93	100	18 080
Not Stated	38.83	61.17	100	8 468
Total	51.39	48.61	100	5 136 087

Table 5. 4 Percent Currently Employed Population Age 15 Years and Above by Institutional Sector and Sex, Zimbabwe 2004 LFS

(a)

Institutional Sector	Male	Female	Total
Private	90.31	94.54	92.37
Central Government	4.12	3.15	3.65
Local Government	1.68	0.90	1.30
Parastatal	2.95	0.76	1.88
Cooperative	0.34	0.11	0.23
NGOs	0.28	0.22	0.25
Other	0.27	0.16	0.22
Not Stated	0.05	0.17	0.11
Total Percent	100	100	100
Total Number	2 639 250	2 496 837	5 136 087

(b)

Institutional Sector	Male	Female	Total	
			Percent	Number
Private	50.24	49.76	100	4 744 081
Central Government	58.07	41.93	100	187 363
Local Government	66.30	33.70	100	66 785
Parastatal	80.44	19.56	100	96 728
Cooperative	76.09	23.91	100	11 628
NGOs	57.20	42.80	100	12 789
Other	64.63	35.37	100	11 140
Not Stated	25.67	74.33	100	5 574
Total	51.39	48.61	100	5 136 087

Table 5. 5 Percent Currently Employed Population Age 15 Years and Above by Industrial Sector and Sex, Zimbabwe 2004 LFS

(a)

Industry Sector	Male	Female	Total
Agriculture, hunting and fishing	58.81	71.05	64.76
Mining and quarrying	2.97	0.52	1.78
Manufacturing	8.19	3.48	5.90
Construction	2.88	0.35	1.65
Distribution, restaurants and hotels	4.48	3.77	4.14
Transport and communication	3.69	0.37	2.07
Finance, insurance and real estate	1.21	0.66	0.95
Public Administration	3.65	0.85	2.29
Education services	2.47	2.83	2.64
Health	0.62	1.15	0.87
Private Domestic	1.18	3.58	2.35
Other	9.84	11.29	10.55
Not Stated	0.01	0.11	0.06
Total Percent	100	100	100
Total Number	2 639 250	2 496 837	5 136 087

(b)

Industry Sector	Male	Female	Total	
			Percent	Number
Agriculture, hunting and fishing	46.66	53.34	100	3 326 223
Mining and quarrying	85.90	14.10	100	91 206
Manufacturing	71.33	28.67	100	303 143
Construction	89.62	10.38	100	84 856
Distribution, restaurants and hotels	55.63	44.37	100	212 400
Transport and communication	91.41	8.59	100	106 401
Finance, insurance and real estate	65.88	34.12	100	48 587
Public Administration	82.02	17.98	100	117 575
Education services	47.96	52.04	100	135 656
Health	36.25	63.75	100	44 874
Private Domestic	25.88	74.12	100	120 460
Other	47.95	52.05	100	541 676
Not Stated	12.01	87.99	100	3 030
Total	51.39	48.61	100	5 136 087

Table 5. 6: Percent Currently Employed Population Age 15 Years and Above by Occupational Category and Sex, Zimbabwe 2004 LFS

(a)

Occupation Category	Male	Female	Total
Machine Operators	2.25	0.19	1.25
Government and Senior Officials	0.03	0.01	0.02
Directors, Managers and Company Secretaries	1.64	0.37	1.02
Business and Finance	2.69	2.59	2.64
Engineers and Technicians	0.63	0.00	0.33
Life Sciences Professionals	0.73	0.82	0.78
Education	2.31	2.57	2.44
Law and Security	4.06	0.47	2.31
Archivists, Librarians and Related Professionals	0.02	0.04	0.03
Social Science	0.08	0.01	0.05
Artists	0.63	0.08	0.36
Religion	0.17	0.02	0.10
Administrative Associate Professionals	1.53	0.47	1.01
Clerks and Secretaries	2.19	2.34	2.26
Transport	3.25	0.06	1.70
Services	8.79	15.56	12.08
Agriculture	55.61	69.32	62.27
Mining and Construction	6.22	1.07	3.71
Mechanics	3.09	0.03	1.60
Manufacturing	3.96	3.66	3.81
Not Elsewhere Classified	0.06	0.08	0.07
Not Stated	0.05	0.25	0.15
Total Percent	100	100	100
Total Number	2 639 250	2 496 837	5 136 087

(b)

Occupation Category	Male	Female	Total	
			Percent	Number
Machine Operators	92.61	7.39	100	64 177
Government and Senior Officials	75.69	24.31	100	1 193
Directors, Managers and Company Secretaries	82.57	17.43	100	52 580
Business and Finance	52.27	47.73	100	135 666
Engineers and Technicians	100	0.00	100	16 713
Life Sciences Professionals	48.50	51.50	100	39 890
Education	48.77	51.23	100	125 078
Law and Security	90.06	9.94	100	118 870
Archivists, Librarians and Related Professionals	31.86	68.14	100	1 466
Social Science	89.72	10.28	100	2 345
Artists	89.68	10.32	100	18 578
Religion	90.13	9.87	100	5 046
Administrative Associate Professionals	77.57	22.43	100	52 026
Clerks and Secretaries	49.68	50.32	100	116 139
Transport	98.21	1.79	100	87 294
Services	37.40	62.60	100	620 497
Agriculture	45.89	54.11	100	3 198 345
Mining and Construction	86.05	13.95	100	190 734
Mechanics	99.18	0.82	100	82 300
Manufacturing	53.36	46.64	100	195 897
Not Elsewhere Classified	45.38	54.62	100	3 770
Not Stated	16.16	83.84	100	7 482
Total	51.39	48.61	100	5 136 087

Table 5. 7: Percent Currently Employed Population Age 15 Years and Above by Income Received in the Month Preceding the Survey, Zimbabwe 2004 LFS

Area	Income Group	Male	Female	Total
Rural	Under \$50 000	60.14	78.67	69.72
	\$50 001 - \$100 000	14.24	10.34	12.22
	\$100 001 - \$200 000	7.92	3.89	5.84
	\$200 001 - \$600 000	10.12	4.26	7.09
	\$600 001 - \$1 000 000	3.79	1.89	2.81
	\$1 000 001 - \$2 000 000	2.18	0.55	1.33
	\$2 000 001 - \$3 000 000	0.63	0.22	0.42
	\$3 000 000 and above	0.98	0.19	0.57
	Total Percent	100	100	100
	Total Number	1 743 344	1 863 999	3 607 343
Urban	Under \$50 000	9.47	23.56	15.31
	\$50 001 - \$100 000	6.77	16.20	10.68
	\$100 001 - \$200 000	12.22	15.46	13.57
	\$200 001 - \$600 000	40.69	23.76	33.68
	\$600 001 - \$1 000 000	15.85	11.13	13.90
	\$1 000 001 - \$2 000 000	9.16	6.87	8.21
	\$2 000 001 - \$3 000 000	2.35	1.83	2.14
	\$3 000 000 and above	3.47	1.17	2.52
	Total Percent	100	100	100
	Total Number	895 906	632 838	1 528 744
Zimbabwe	Under \$50 000	42.94	64.70	53.53
	\$50 001 - \$100 000	11.71	11.82	11.76
	\$100 001 - \$200 000	9.38	6.82	8.14
	\$200 001 - \$600 000	20.50	9.20	15.01
	\$600 001 - \$1 000 000	7.88	4.23	6.11
	\$1 000 001 - \$2 000 000	4.55	2.15	3.38
	\$2 000 001 - \$3 000 000	1.21	0.63	0.93
	\$3 000 000 and above	1.83	0.44	1.15
	Total Percent	100	100	100
	Total Number	2 639 250	2 496 837	5 136 087

Table 5. 8: Percent Currently Employed Population age 15 Years and Above by Institutional Sector, Hours Worked and Sex, Zimbabwe 2004 LFS

Institutional Sector	Sex	Hours					Total	
		0-20	21-40	41-60	61-80	81+	Percent	Number
Private	M	15.47	21.64	37.01	21.24	4.64	100	2 383 569
	F	17.18	26.96	33.66	18.60	3.60	100	2 360 512
	T	16.34	24.35	35.31	19.90	4.11	100	4 744 081
Central Government	M	5.65	32.77	44.35	11.86	5.37	100	108 807
	F	7.60	40.30	34.60	14.45	3.04	100	78 556
	T	6.48	35.98	40.19	12.97	4.38	100	187 363
Local Government	M	4.55	32.47	45.45	13.64	3.9	100	44 276
	F	2.70	32.43	47.3	13.51	4.05	100	22 509
	T	3.95	32.46	46.05	13.60	3.95	100	66 785
Parastatal	M	3.00	20.60	43.35	23.18	9.87	100	77 805
	F	8.06	32.26	45.16	11.29	3.23	100	18 923
	T	4.07	23.05	43.73	20.68	8.47	100	96 728
Cooperative	M	15.09	24.53	43.40	15.09	1.89	100	8 848
	F	6.25	12.50	25.00	37.50	18.75	100	2 780
	T	13.04	21.74	39.13	20.29	5.80	100	11 628
NGOs	M	0.00	45.45	45.45	9.09	0.00	100	7 315
	F	10.00	40.00	35.00	15.00	0.00	100	5 474
	T	4.76	42.86	40.48	11.90	0.00	100	12 789
Other	M	18.18	54.55	13.64	9.09	4.55	100	7 200
	F	27.27	18.18	36.36	9.09	9.09	100	3 940
	T	21.21	42.42	21.21	9.09	6.06	100	11 140
Not Stated	M	25.00	25.00	0.00	0.00	50.00	100	1 431
	F	9.09	18.18	0.00	0.00	72.73	100	4 143
	T	13.33	20.00	0.00	0.00	66.67	100	5 574
Total	M	14.55	22.38	37.58	20.70	4.78	100	2 639 250
	F	16.69	27.41	33.83	18.37	3.69	100	2 496 837
	T	15.62	24.88	35.72	19.54	4.24	100	5 136 087

Chapter 6 Characteristics of the Unemployed

6.1 Introduction

One of the objectives of the 2004 LFS was to measure unemployment rate and related indicators. In relation to unemployment, the survey covered aspects of retrenchments since 1995, educational characteristics of the unemployed and the method of job search. A person, 15 years and above, who during the reference period is without work, available for work and is seeking work is considered unemployed (strict definition). The broad definition of unemployment excludes the condition of actively seeking employment from the strict definition.

6.2 Unemployment Rates

Table 6.1 presents unemployment rates for the period 1982 to 2004 and the type of definition and reference period used for calculating the unemployment rates. During the 1992 and 2002 population censuses, unemployment in the last 12 months preceding the censuses were considered for those who were of age 15 years and above, without a job or available for work or looking for work. The 1992 unemployment rate was 22 percent while it was 12 percent in 2002. Using the strict definition of unemployment rate in the last 7 days preceding the survey, the LFS of 2004 recorded the lowest rate of 4 percent dropping from 11 percent in 1982.

6.2.1 Broad Versus Strict Unemployment

Tables 6.2 and *6.3* show unemployment rates by strict and broad definitions in the last 7 days, age group, sex and rural/ urban categories. At national level, the strict unemployment rate was 4 and the broad unemployment rate was 9 percent. In rural areas, the strict unemployment rate was 0.7 percent while the broad definition gave 2 percent. In urban areas the strict unemployment rate was 12 percent and the broad unemployment rate 23 percent.

In both rural and urban areas, the strict unemployment rate for males was higher than that for females. This implies that males were more actively looking for work compared to females. Using the broad definition, male and female unemployment rates were almost equal in rural areas while in urban areas, female unemployment rate was double that for males.

6.2.2 Method of Job Search

All persons without work, but available for work and were looking for work in the last 30 days were asked to indicate the method of job search they were using. The categories of methods of job search were:

- Registered or checked at any employment agency
- Applied to employers, responded to or placed advertisements
- Enquired at farms, factories or work sites

- Asked friends or relatives about work
- Looked for work by other means

Table 6.4 shows that 236 thousand persons were looking for a job: 34 percent of the jobseekers asked friends or relatives, 28 percent submitted applications to employers and 27 percent made enquiries at either farms or factories. Eighty nine percent of the jobseekers were in urban areas probably due to the perception that there are higher chances of getting a job in urban areas than in rural areas.

6.3 Age

Figure 6.1 shows broadly defined unemployment rates by age group and sex.

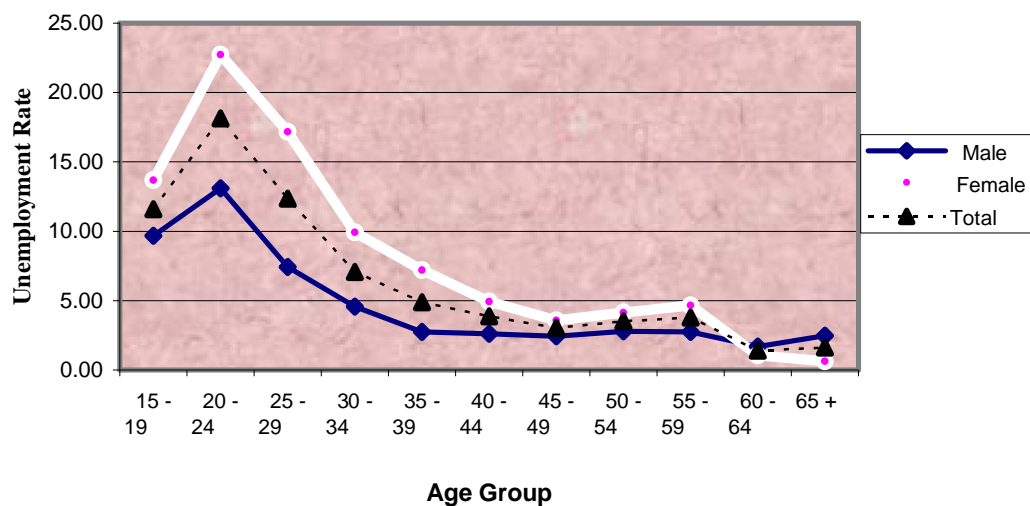


Figure 6. 1: Broad Unemployment Rate by Age Group and Sex, Zimbabwe 2004 LFS

Female broad unemployment rates are higher compared to those for males for all age groups except for age group 60 years and above. Unemployment rate peaks at age group 20-24 years (18 percent) after which unemployment rate decrease with age.

For all age groups the broad unemployment rates were higher in urban than in rural areas (See Figure 6.2). A similar observation is made for strict unemployment rates when analysed by age group and rural/urban.

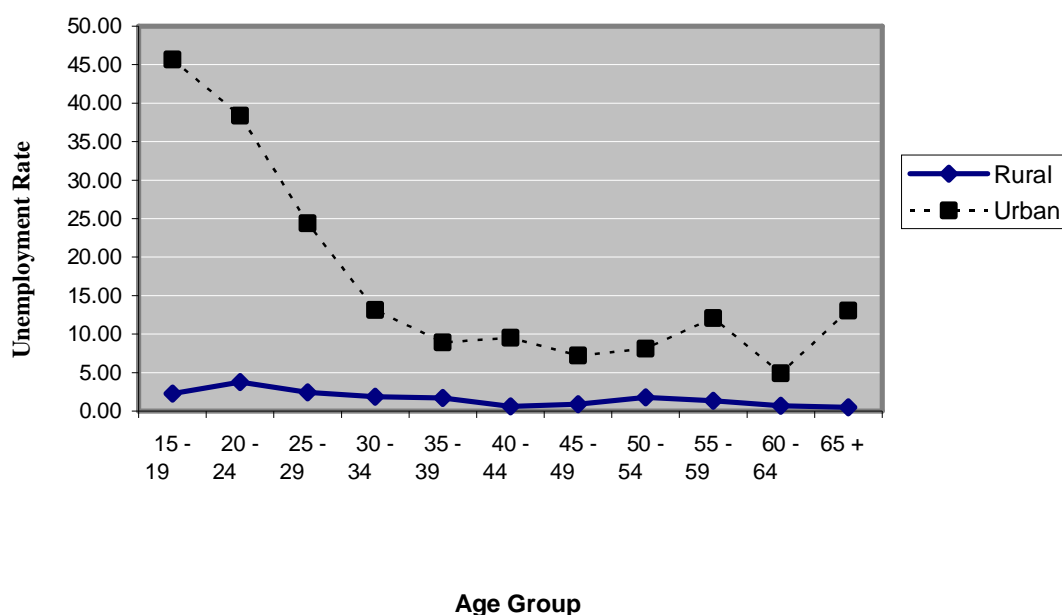


Figure 6.2 Broad Unemployment Rate by Age Group and Rural/ Urban, Zimbabwe 2004 LFS

6.3.1 Youth Unemployment

For the purpose of this report, youth refers to persons of age 15 to 24 years. Table 6.5 show that broad youth unemployment rate was 19 percent for females, 11 percent for males to give 15 percent for both sexes. Youth unemployment is higher relative to other ages probably because the youth tends to lack job experience. Youth unemployment rate based on the strict definition was less than 1 percent for females, 8 percent for males and 8 percent for both sexes as shown in Appendix Table A5.

6.4 Educational Characteristics

Table 6.6 shows broad unemployment rates by level of education and sex. For males, unemployment rate ranged from one percent for those with diploma or certificate after primary to 10 percent for those with secondary level of education. For females, unemployment rate was lowest (one percent) for graduates or post graduates and highest (19 percent) for those with secondary level of education. For both sexes, unemployment rate ranged from 2 percent for those with diploma or certificate after primary to 14 percent for those with secondary level of education as illustrated in Figure 6.3. Further details on the unemployed population using the broad definition by education level, province and sex are in Appendix Table A6. Harare, Bulawayo and Mashonaland West provinces had the highest number of unemployed persons, 276 thousand, 62 thousand and 59 thousand, respectively. Unemployed graduates / post graduates were found in Mashonaland Central, Manicaland, Harare and Mashonaland West.

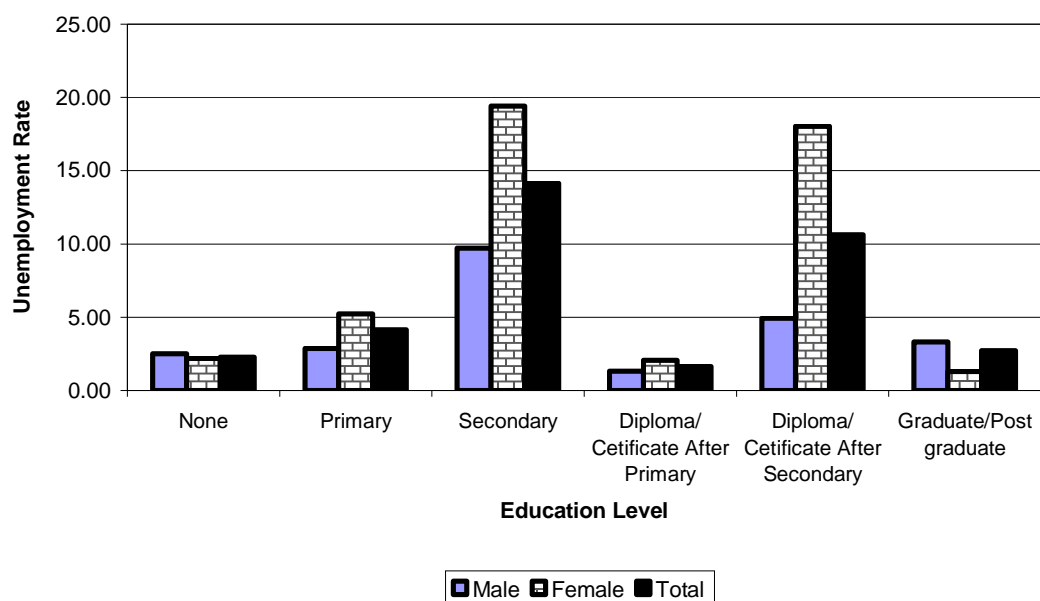


Figure 6. 3: Broad Unemployment Rate by Level of Education and Sex, Zimbabwe 2004 LFS

6.5 Marital Status

Table 6.7 presents the distribution of the unemployed (broad) population by marital status and sex. For the unemployed males, 69 percent were never married while 1 percent were widowed. For the unemployed females, 55 percent were married while 5 percent were widowed. For both sexes, 46 percent of the unemployed population was never married and 4 percent were widowed. More details on the unemployed population by marital status, age group and sex are shown in Appendix Table A7. Eighty nine percent of the unemployed were of age 15 to 34 years.

6.6 Ever-Retrenched and Currently Unemployed

This section covers the unemployed population that was ever-retrenched from 1995 to May 2004 (See question 8 of the questionnaire in Appendix C). Table 6.8 shows that out of 529 thousand unemployed, 24 thousand had been retrenched. Of the ever-retrenched and currently unemployed persons, 81 percent were males, 79 percent resided in urban areas and 78 percent were aged 20 to 39 years.

Table 6.9 shows the ever-retrenched and currently unemployed by level of education, province, rural/urban and sex. Eighty three percent of the ever-retrenched unemployed persons had secondary level of education while less than 1 percent had no level of education completed. Details of ever-retrenched and currently unemployed persons using the strict definition by rural/urban, level of education and sex are shown in Appendix Table A8. Eighty seven percent of the unemployed persons were in urban areas. In

rural areas, all the unemployed persons had either primary or secondary education as their highest level of education completed. More details on ever-retrenched population are provided in Chapter 9.

6.7 Unemployed but Previously Employed Persons

Forty five percent of the 529 thousand of the unemployed persons were previously employed; and of whom 79 percent were females. See *Table 6.10*.

Institutional Sector: *Table 6.10* shows the unemployed persons but previously employed by institutional sector and sex. Eighty eight percent were from the private sector and 61 percent were females. *Appendix Table A9* presents the unemployed but previously employed using the strict definition by institutional sector and sex.

Industrial Sector: The percent distribution of unemployed (broad) but previously employed by industrial sector and sex is shown in *Table 6.11*. Most of the unemployed were previously employed in the agriculture, hunting and fishing industry (22 percent) and manufacturing (18 percent) and distribution, restaurants and hotels (18 percent).

Occupation: *Table 6.12* presents the percent distribution of the unemployed (broad) population by previous occupation and sex. The highest percentage of 24 percent were engaged in agriculture followed by those in services (22 percent) and manufacturing at 12 percent. For males, 28 percent had occupations in agriculture followed by 13 percent in manufacturing occupations and 11 percent mining and construction. For females, 33 percent were from services, 22 percent from agriculture and 14 percent were clerks or secretaries.

6.8 Conclusion

About 529 thousand persons were without jobs and were available for work, giving a broad unemployment rate of 9 percent. Twenty four thousand of these were retrenched in the period 1995 to May 2004 and forty five percent of the 529 thousand unemployed were previously employed. Two hundred and thirty six thousand were actively looking for work, giving a strict unemployment rate of 4 percent. The usual unemployment rate was 11 percent. Unemployment rates were highest for the youths, those with secondary education and higher education and residing in urban areas. As a recommendation, the plight of retrenched and the youth needs to be re-looked at by the relevant policy makers.

Table 6. 1: Unemployment Rates, Type of Definition and Reference Period Used for Calculating Unemployment Rates, 1982 – 2004

Year	Labour Force			Unemployed			Unemployment Rate			Definition	Reference Period
	Male	Female	Total	Male	Female	Total	Male	Female	Total		
1982	1 510 740	973 330	2 484 070	163 780	104 320	268 100	10.9	10.7	10.8	Strict	7 days
1986/87	1 701 000	1 559 000	3 260 000	111 000	123 000	234 000	6.5	7.9	7.2	Strict	7 days
1987	1 593 000	1 534 000	3 027 000	137 000	97 000	234 000	8.7	6.9	7.8	Strict	12 months
1990/91			3 501 798				13.0	9.0	11.0	Strict	12 months
1992	2 123 858	1 377 940	4 403 696	468 712	295 487	764 199	22.1	21.4	21.8	Without a job or available for work or looking for work	12 months
1993	2 324 395	2 079 301	4 921 031	237 952	109 209	347 161	10.2	5.3	7.9	Strict	7 days
1994			4 963 031				6.8	3.0	5.0	Strict	7 days
1997	2 513 959	2 407 072	4 963 262	219 386	121 758	341 144	8.7	5.1	6.9	Strict	12 months
1999	2 572 889	2 390 373	4 839 511	187 142	110 669	297 811	7.3	4.6	6.0	Strict	7 days
2002	2 568 171	2 271 340	5 375 318	-	-	560 288	13.2	9.8	11.6	Without a job or available for work or looking for work	12 months
2004 ¹	2 759 547	2 615 770	5 664 924	118 506	117 550	236 056	4.3	0.0	4.4	Strict	7 days
2004 ²	2 827 946	2 836 978	5 337 800	188 696	340 141	528 837	6.8	12.0	9.3	Broad	7 days
2004 ³	2 639 146	2 698 654		223 983	385 654	609 637	8.5	14.3	11.4	Broad	12 months

Notes:

¹ Strict Definition of Unemployment and 7 Days Reference Period

² Broad Definition of Unemployment and 7 Days Reference Period

³ *Twelve Months Reference Period*

Strictly Unemployed persons are persons age 15 years and above who, during the reference period were: - without work, currently available for work and actively seeking employment.

Broadly Unemployed persons are persons age 15 years and above who, during the reference period were: - without work and currently available for work

Source: *1982, 1992 & 2002 Population Census; 1987 & 1997 Inter Censal Demographic Survey (ICDS);
1990/91 Income Consumption & Expenditure Survey (ICES);
1993 Indicator Monitoring Survey (IMS);
1986/87, 1994, 1999 & 2004 Labour Force Survey (LFS)*

Table 6. 2: Broadly Unemployed Population Age 15 Years and Above by Age Group and Sex, Zimbabwe 2004 LFS

Area/ Age Group	Labour Force			Broadly Unemployed			Broad Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Rural									
15 - 19	407 965	339 369	747 334	9 048	8 055	17 102	2.22	2.37	2.29
20 - 24	308 551	311 525	620 076	12 928	10 380	23 308	4.19	3.33	3.76
25 - 29	215 860	250 081	465 941	4 269	6 977	11 246	1.98	2.79	2.41
30 - 34	183 563	188 168	371 730	3 684	3 201	6 884	2.01	1.70	1.85
35 - 39	124 107	139 732	263 839	2 423	2 091	4 513	1.95	1.50	1.71
40 - 44	104 398	139 278	243 676	963	549	1 512	0.92	0.39	0.62
45 - 49	90 165	130 926	221 091	362	1 612	1 974	0.40	1.23	0.89
50 - 54	83 195	118 037	201 232	1 911	1 714	3 625	2.30	1.45	1.80
55 - 59	63 258	91 360	154 618	1 427	671	2 098	2.26	0.73	1.36
60 - 64	67 589	72 294	139 883	801	151	952	1.19	0.21	0.68
65 +	133 378	119 014	252 391	869	384	1 253	0.65	0.32	0.50
Total	1 782 028	1 899 784	3 681 811	38 684	35 785	74 468	2.17	1.88	2.02
Urban									
15 - 19	87 821	116 185	204 007	38 889	54 253	93 142	44.28	46.70	45.66
20 - 24	197 168	243 572	440 740	53 324	115 825	169 149	27.04	47.55	38.38
25 - 29	203 868	181 169	385 037	26 904	67 063	93 967	13.20	37.02	24.40
30 - 34	185 141	134 209	319 351	13 150	28 818	41 969	7.10	21.47	13.14
35 - 39	121 832	86 212	208 043	4 356	14 156	18 512	3.58	16.42	8.90
40 - 44	70 808	68 647	139 456	3 627	9 678	13 306	5.12	14.10	9.54
45 - 49	67 304	45 441	112 747	3 454	4 689	8 144	5.13	10.32	7.22
50 - 54	46 250	28 461	74 711	1 688	4 356	6 044	3.65	15.31	8.09
55 - 59	27 835	17 666	45 501	1 078	4 407	5 485	3.87	24.95	12.05
60 - 64	21 445	7 061	28 506	710	683	1 393	3.31	9.67	4.89
65 +	16 444	8 570	25 014	2 831	428	3 259	17.22	4.99	13.03
Total	1 045 918	937 194	1 983 112	150 012	304 356	454 368	14.34	32.48	22.91
Zimbabwe									
15 - 19	495 786	455 553	951 341	47 937	62 307	110 244	9.67	13.68	11.59
20 - 24	505 719	555 097	1 060 816	66 252	126 205	192 457	13.10	22.74	18.14
25 - 29	419 728	431 250	850 978	31 173	74 040	105 213	7.43	17.17	12.36
30 - 34	368 704	322 377	691 081	16 834	32 019	48 853	4.57	9.93	7.07
35 - 39	245 939	225 943	471 882	6 779	16 246	23 025	2.76	7.19	4.88
40 - 44	175 206	207 926	383 132	4 590	10 228	14 818	2.62	4.92	3.87
45 - 49	157 469	176 368	333 838	3 816	6 302	10 118	2.42	3.57	3.03
50 - 54	129 445	146 498	275 943	3 599	6 070	9 669	2.78	4.14	3.50
55 - 59	91 093	109 026	200 119	2 505	5 078	7 583	2.75	4.66	3.79
60 - 64	89 034	79 354	168 389	1 511	833	2 345	1.70	1.05	1.39
65 +	149 822	127 584	277 405	3 700	812	4 512	2.47	0.64	1.63
Total	2 827 946	2 836 978	5 664 924	188 696	340 141	528 837	6.67	11.99	9.34

Table 6. 3: Strictly Unemployed Population Age 15 Years and Above by Age Group and Sex, Zimbabwe 2004 LFS

Age Group	Labour Force			Strictly Unemployed			Strict Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Rural									
15 - 19	402 570	333 796	736 368	3 653	2 482	6 136	0.91	0.01	0.83
20 - 24	303 842	304 006	607 847	8 219	2 861	11 079	2.71	0.01	1.82
25 - 29	212 772	244 375	457 146	1 181	1 271	2 451	0.56	0.01	0.54
30 - 34	180 923	185 328	366 251	1 044	361	1 405	0.58	0.00	0.38
35 - 39	122 423	138 016	260 440	739	375	1 114	0.60	0.00	0.43
40 - 44	104 398	138 729	243 127	963	0	963	0.92	0	0.40
45 - 49	89 803	130 233	220 036	0	919	919	0	0.01	0.42
50-54	81 284	116 323	197 607	0	0	0	0	0	0
55-59	61 831	90 689	152 520	0	0	0	0	0	0
60 - 64	67 269	72 143	139 412	481	0	481	0.72	0	0.35
65 +	132 754	118 630	251 383	245	0	245	0.18	0	0.10
Total	1 759 869	1 872 268	3 632 137	16 525	8 269	24 794	0.94	0.00	0.68
Urban									
15 - 19	70 360	83 397	153 758	21 428	21 465	42 893	30.45	0.26	27.90
20 - 24	183 252	169 024	352 275	39 408	41 277	80 684	21.50	0.24	22.90
25 - 29	197 490	138 900	336 390	20 526	24 794	45 320	10.39	0.18	13.47
30 - 34	181 101	116 337	297 437	9 110	10 946	20 055	5.03	0.09	6.74
35 - 39	120 871	75 975	196 845	3 395	3 919	7 314	2.81	0.05	3.72
40 - 44	69 104	61 424	130 528	1 923	2 455	4 378	2.78	0.04	3.35
45 - 49	66 616	42 529	109 145	2 766	1 777	4 542	4.15	0.04	4.16
50 - 54	45 612	24 572	70 185	1 050	467	1 518	2.30	0.02	2.16
55 - 59	27 224	15 441	42 665	467	2 182	2 649	1.72	0.14	6.21
60 - 64	20 953	6 378	27 331	218	0	218	1.04	0	0.80
65 +	15 304	8 142	23 446	1 691	0	1 691	11.05	0	7.21

Total	997 887	742 119	1 740 006	101 981	109 281	211 262	10.22	0.15	12.14
Zimbabwe									
15 - 19	472 930	417 194	890 126	25 081	23 948	49 029	5.30	0.06	5.51
20 - 24	487 093	473 030	960 123	47 626	44 138	91 764	9.78	0.09	9.56
25 - 29	410 262	383 275	793 537	21 707	26 065	47 772	5.29	0.07	6.02
30 - 34	362 024	301 665	663 689	10 154	11 307	21 461	2.80	0.04	3.23
35 - 39	243 294	213 990	457 285	4 134	4 293	8 428	1.70	0.02	1.84
40 - 44	173 502	200 153	373 655	2 886	2 455	5 341	1.66	0.01	1.43
45 - 49	156 419	172 762	329 181	2 766	2 696	5 461	1.77	0.02	1.66
50 - 54	126 896	140 895	267 792	1 050	467	1 518	0.83	0.00	0.57
55 - 59	89 055	106 130	195 185	467	2 182	2 649	0.52	0.02	1.36
60 - 64	88 222	78 521	166 743	699	0	699	0.79	0	0.42
65 +	148 057	126 772	274 828	1 935	0	1 935	1.31	0	0.70
Total	2 757 756	2 614 387	5 372 143	118 506	117 550	236 056	4.30	0.04	4.39

Table 6. 4: Percent Unemployed Population Age 15 Years and Above by Province, Main Method of Job Search in the Last 30 Days and Sex, Zimbabwe 2004 LFS

Area/ Sex	Registered or checked at any employment agency	Applied to employers	Enquired at farms factories	Asked friends or relatives	Looked for work by other means	Not Stated	Total	
							Percent	Number
Rural								
Male	0.00	19.75	30.73	48.25	1.26	0.00	100	16 525
Female	11.45	17.70	34.43	31.77	0.00	4.64	100	8 269
Total	3.82	19.07	31.96	42.76	0.84	1.55	100	24 794
Urban								
Male	8.71	25.18	33.42	31.48	1.21	0.00	100	101 981
Female	9.84	33.71	20.78	35.40	0.27	0.00	100	109 281
Total	9.29	29.59	26.89	33.51	0.72	0.00	100	211 262
Zimbabwe								
Male	7.49	24.42	33.05	33.82	1.21	0.00	100	118 506
Female	9.96	32.58	21.74	35.15	0.25	0.33	100	117 550

Total	8.72	28.49	27.42	34.48	0.73	0.16	100	236 056
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Table 6. 5: Youth Unemployment Rate (Broad) by Age Group, Rural/ Urban and Sex, Zimbabwe 2004 LFS

Area/ Age Group	Labour Force			Broadly Unemployed			Broad Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Rural									
15 - 19	407 965	339 369	747 334	9 048	8 055	17 102	2.22	2.37	2.29
20 - 24	308 551	311 525	620 076	12 928	10 380	23 308	4.19	3.33	3.76
Total	716 516	650 894	1 367 410	21 976	18 435	40 410	3.07	2.83	2.96
Urban									
15 - 19	87 821	116 185	204 007	38 889	54 253	93 142	44.28	46.70	45.66
20 - 24	197 168	243 572	440 740	53 324	115 825	169 149	27.04	47.55	38.38
Total	284 989	359 757	644 747	92 213	170 078	262 291	32.36	47.28	40.68
Zimbabwe									
15 - 19	495 786	455 553	951 341	47 937	62 307	110 244	9.67	13.68	11.59
20 - 24	505 719	555 097	1 060 816	66 252	126 205	192 457	13.10	22.74	18.14
Total	1 001 505	1 010 650	2 012 157	114 189	188 512	302 701	11.40	18.65	15.04

Table 6. 6: Broad Unemployment Rate for Population Age 15 Years and Above by Level of Education and Sex, Zimbabwe 2004 LFS

Education Level	Male	Female	Total
Labour Force			
None	105 959	250 159	356 119
Primary	931 397	1 113 582	2 044 979
Secondary	1 517 774	1 271 941	2 789 715
Diploma/ Certificate After Primary	23 820	17 773	41 594
Diploma/ Certificate After Secondary	205 794	158 891	364 685
Graduate/Post graduate	39 987	17 102	57 089
Not Stated	3 216	7 528	10 744
Total	2 827 946	2 836 978	5 664 924
Unemployed			
None	2 667	5 469	8 137
Primary	26 666	58 134	84 800
Secondary	147 588	247 000	394 588

Diploma/ Certificate After Primary	312	367	680
Diploma/ Certificate After Secondary	10 135	28 659	38 794
Graduate/Post graduate	1 328	221	1 549
Not Stated	0	290	290
Total	188 696	340 141	528 837
Unemployment Rate			
None	2.52	2.19	2.28
Primary	2.86	5.22	4.15
Secondary	9.72	19.42	14.14
Diploma/ Certificate After Primary	1.31	2.06	1.63
Diploma/ Certificate After Secondary	4.92	18.04	10.64
Graduate/Post graduate	3.32	1.29	2.71
Not Stated	0	3.85	2.70
Total	6.67	11.99	9.34

Table 6. 7: Broadly Unemployed Population Age 15 Years and Above by Marital Status and Sex, Zimbabwe 2004 LFS

Sex	Never Married	Married	Divorced/ Separated	Widowed	Total	
					Percent	Number
Male	69.27	26.07	3.49	1.16	100	188 696
Female	33.41	55.06	6.61	4.92	100	340 141
Total	46.20	44.72	5.50	3.58	100	528 837

Table 6. 8: Ever Retrenched Currently Unemployed (Broad) Population by Age Group, Sex and Rural/ Urban and Sex, Zimbabwe 2004 LFS

Age Group	Male	Female	Percentage Both Sexes	Total Number
Rural				
15 - 19	10.23	0.00	9.28	481
20 - 24	21.90	100	29.14	1511
25 - 29	8.48	0.00	7.70	399
30 - 34	15.33	0.00	13.91	721
35 - 39	23.13	0.00	20.98	1 088
40-44	0.00	0.00	0.00	0
45-49	0.00	0.00	0.00	0
50 - 54	3.02	0.00	2.74	142
55 - 59	7.70	0.00	6.98	362
60 - 64	10.23	0.00	9.28	481
65+	0.00	0.00	0.00	0
Total Percent	100	100	100	
Total Number	4 703	481	5 185	5 185
Urban				
15-19	0.00	0.00	0.00	0
20 - 24	8.88	34.04	14.32	2 717
25 - 29	36.06	18.94	32.35	6 135
30 - 34	27.10	4.87	22.29	4 227
35 - 39	6.31	29.85	11.41	2 164
40 - 44	5.03	0.00	3.94	748
45 - 49	9.83	0.00	7.70	1 460
50 - 54	3.65	0.00	2.86	542
55 - 59	3.14	12.32	5.13	973
60-64	0.00	0.00	0.00	0
65+	0.00	0.00	0.00	0
Total Percent	100	100	100	
Total Number	14 860	4 107	18 967	18 967
Zimbabwe				
15 - 19	2.46	0.00	1.99	481
20 - 24	12.01	40.95	17.51	4 228
25 - 29	29.43	16.95	27.05	6 534
30 - 34	24.28	4.36	20.49	4 949
35 - 39	10.35	26.72	13.46	3 251
40 - 44	3.82	0.00	3.10	748
45 - 49	7.46	0.00	6.05	1 460
50 - 54	3.50	0.00	2.83	684
55 - 59	4.24	11.03	5.53	1 335
60 - 64	2.46	0.00	1.99	481
65+	0.00	0.00	0.00	0
Total Percent	100	100	100	
Total Number	19 563	4 589	24 152	24 152

Table 6. 9: Percent Ever-retrenched Currently and Broadly Unemployed Population Age 15 Years and Above by Level of Education, Province, Rural/ Urban and Sex, Zimbabwe 2004 LFS

Province/ Area	Sex	None	Primary	Secondary	Diploma/	Diploma/	Total	
					Cert After	Cert After	Percent	Number
					Primary	Secondary		
Manicaland	M	0.00	0.00	100	0.00	0.00	100	2 073
	F	-	-	-	-	-	-	-
Mash East	T	0.00	0.00	100	0.00	0.00	100	2 073
	M	0.00	0.00	100	0.00	0.00	100	901
	F	-	-	-	-	-	-	-
Mash West	T	0.00	0.00	100	0.00	0.00	100	1 901
	M	0.00	37.85	62.15	0.00	0.00	100	910
	F	-	-	-	-	-	-	-
Mat North	T	0.00	37.85	62.15	0.00	0.00	100	1 910
	M	0.00	47.40	52.79	0.00	0.00	100	519
	F	0.00	0.00	0.00	0.00	100	100	355
Mat South	T	0.00	28.11	31.31	0.00	40.57	100	875
	M	47.97	52.40	0.00	0.00	0.00	100	271
	F	-	-	-	-	-	-	-
Midlands	T	47.97	52.40	0.00	0.00	0.00	100	1 271
	M	0.00	0.00	74.37	0.00	25.63	100	1 498
	F	-	-	-	-	-	-	-
Masvingo	T	0.00	0.00	74.37	0.00	25.63	100	1 498
	M	0.00	46.22	0.00	53.61	0.00	100	582
	F	-	-	-	-	-	-	-
Harare	T	0.00	46.22	0.00	53.61	0.00	100	9 582
	M	0.00	5.12	88.90	0.00	5.98	100	2 403
	F	0.00	0.00	100	0.00	0.00	100	991
Bulawayo	T	0.00	3.88	91.58	0.00	4.53	100	3 12 394
	M	0.00	7.44	83.49	0.00	9.06	100	2 405
	F	0.00	0.00	100	0.00	0.00	100	1 242
Rural	T	0.00	4.91	89.14	0.00	5.98	100	3 647
	M	2.76	39.57	57.67	0.00	0.00	100	4 703
	F	0.00	0.00	100	0.00	0.00	100	1 481
Urban	T	2.51	35.89	61.60	0.00	0.00	100	5 185
	M	0.00	1.20	88.86	2.10	7.83	100	14 860

	F	0.00	0.00	91.36	0.00	8.64	100	107
	T	0.00	0.94	89.40	1.64	8.01	100	18 967
Zimbabwe	M	0.66	10.43	81.36	1.59	5.95	100	19 563
	F	0.00	0.00	92.26	0.00	7.74	100	589
	T	0.54	8.45	83.43	1.29	6.29	100	24 152

Table 6. 10: Percent Broadly Unemployed Population who were Previously Employed Age 15 Years and Above by Institutional Sector and Sex, Zimbabwe 2004 LFS

(a)

Institutional sector	Male	Female	Total
Private	83.59	91.66	88.33
Central Government	5.45	3.04	4.04
Local Government	1.96	2.03	2.00
Parastatal	4.85	1.09	2.65
Cooperative	0.77	0.45	0.59
NGOs	1.77	0.99	1.31
Other	0.97	0.36	0.61
Not Stated	0.64	0.36	0.47
Total Percent	100	100	100
Total Number	98 540	139 872	238 412

(b)

Institutional sector	Male	Female	Total	
			Percent	Number
Private	39.12	60.88	100	210 579
Central Government	55.86	44.15	100	9 622
Local Government	40.39	59.59	100	4 776
Parastatal	75.74	24.26	100	6 310
Cooperative	54.58	45.42	100	1 398
NGOs	55.60	44.40	100	3 133
Other	65.46	34.54	100	1 462
Not Stated	55.39	44.61	100	1 132
Total	41.33	58.67	100	238 412

Table 6. 11: Percent Broadly Unemployed Population Previously Employed Age 15 Years and Above by Industrial Sector and Sex, Zimbabwe 2004 LFS

(a)

Industrial Sector	Male	Female	Total
Agriculture, hunting and fishing	26.04	19.94	22.46
Mining and quarrying	1.44	0.96	1.16
Manufacturing	25.29	12.45	17.76
Construction	8.52	1.43	4.36
Distribution Restaurants & hotels	8.44	24.65	17.95
Transport and communication	8.72	2.52	5.09
Finance, Insurance & Real estate	2.26	1.78	1.98
Public Administration	6.56	0.63	3.08
Education services	2.00	4.09	3.23
Health	1.30	1.87	1.63
Other	8.70	17.96	14.13
Private Domestic	0.52	11.39	6.89
Not Stated	0.21	0.33	0.28
Total Percent	100	100	100
Total	98 540	139 872	238 412

(b)

Industrial Sector	Male	Female	Total	
			Percent	Number
Agriculture, hunting and fishing	47.93	52.07	100	53 548
Mining and quarrying	51.34	48.63	100	2 768
Manufacturing	58.87	41.13	100	42 332
Construction	80.82	19.19	100	10 392
Distribution Restaurants & hotels	19.42	80.58	100	42 798
Transport and communication	70.88	29.12	100	12 124
Finance, Insurance & Real estate	47.18	52.84	100	4 714
Public Administration	88.02	11.98	100	7 339
Education services	25.65	74.33	100	7 699
Health	32.83	67.17	100	3 896

Other	25.45	74.55	100	33 692
Private Domestic	3.11	96.89	100	16 437
Not Stated	30.71	69.29	100	674
Total	41.33	58.67	100	238 412

Table 6. 12: Percent Currently Broadly Unemployed Population Previously Employed Age 15 Years and Above by Occupational Category in the Last Job and Sex, Zimbabwe 2004 LFS

Occupational Category	Male	Female	Total
Machine Operators	4.70	0.00	1.94
Directors, Managers and Company Secretaries	0.00	0.69	0.41
Engineers and Technicians	2.41	0.00	0.99
Life Sciences Professionals	0.18	0.96	0.64
Education	1.25	2.88	2.21
Business and Finance	3.62	12.10	8.59
Artists	0.74	0.51	0.61
Law and Security	8.89	0.34	3.88
Administrative Associate Professionals	2.13	0.58	1.22
Clerks and Secretaries	6.15	13.53	10.48
Transport	6.15	1.15	3.21
Services	7.37	32.84	22.31
Agriculture	28.35	21.74	24.47
Mining and Construction	10.86	0.00	4.49
Mechanics	3.70	0.43	1.78
Manufacturing	12.75	11.92	12.26
Not Stated	0.76	0.33	0.51
Total Percent	100	100	100
Total Number	98 540	139 872	238 412

Chapter 7 Underemployment

7.1 Introduction

The Chapter explores concepts of underemployment and also discusses the magnitude of time-related underemployment by industrial sector, institutional sector, employment status, average hours worked, hours preferred to work and rural/ urban distribution.

7.2 The Underemployment Concept

Unemployment rates in most developing countries are generally low compared to developed countries (ILO, 1990). Some of the reasons emanate from the definition of employment and the implicit rules in the labour force framework. The current international definition of employment stipulates that it is sufficient for a person to be engaged in an economic activity for at least one hour during the reference period (one week or one day) to be classified as employed (ILO, 1990). It should be noted that by not considering the at least one hour when measuring employment would underestimate the gross domestic product of any given country. In other words, if one was actively seeking for employment but has provided goods and services, then the person is considered employed during the reference period. If one is looking for employment but spends most of the time doing household chores then the person is unemployed.

In the labour force framework, unemployment is considered to be an extreme situation of total lack of work. In many developing countries there is either none or a very limited number of workers covered by unemployment insurance or other public relief schemes. Under these conditions very few people can afford to be unemployed for any period of time. As such most people would be engaged in some economic activity, i.e. they get employed although it may be inadequate. Therefore the employment status cannot be fully described by unemployment data alone; underemployment data also plays a role.

According to ILO (1990), underemployment exists when a person's employment is inadequate in relation to specified norms or alternative employment account being taken of his occupational skill (training and working experience). Time-related underemployment is measured from household surveys using any of the three methods:

- Persons in employment who reported that they were working part time or whose hours of work (actual or usual) were below a certain cut –off point, and who also reported involuntary reasons for working fewer than full-time hours – these are also known as “involuntary part-time workers”.
- Persons in employment whose hours of work (actual or usual) were below a certain cut-off point who *wanted* to work additional hours.

- Persons in employment whose hours of work (actual or usual) were below a certain cut-off point who *sought* to work additional hours.

The operational definition of time-related underemployment in this survey was all those employed persons of age 15 years and over, involuntarily working less than 40 hours a week, who wanted to work additional hours during the one week reference period. While the cut off number of hours may depend on the type of economic activity, the 2004 LFS adopted 40 hours as the cut off limit for all activities. In Zimbabwe, working hours for most jobs are from 0745 to 1645 hours or 0730 to 1630 hours with an hour's break.

To determine time-related underemployment, three questions (see Questionnaire in *Appendix C*) were asked to currently employed persons age 15 years and above, which are:

- (i) Number of hours worked in the last 7 days
- (ii) Whether one wanted to work more hours during the last 7 days
- (iii) Reasons for not working more hours in the last 7 days

All those working less than 40 hours a week, who preferred to work more hours but did not do so due to involuntary reasons as stated from the third question were considered to be in time-related underemployment. The involuntary reasons were: cannot find more work, lack of finance/raw materials, breakdown of machinery/electrical fault, off- season or inactivity, industrial disputes/strike/laid-off and other involuntary reasons.

7.3 Magnitude of Underemployment

Of the 5.1 million currently employed population age 15 years and above, 6.6 percent (338.6 thousand) had worked for less than 40 hours during the reference week and had indicated that they wanted to work more hours. Out of 338.6 thousand, 196.4 thousand were in time-related underemployment, that is, they stated involuntary reasons for not working more hours. Fifty percent of those in time-related underemployment were males. One hundred and thirty eight thousand did not work more hours due to voluntary reasons and the remaining 3.8 thousand did not give reasons. The main voluntary reasons for not working more hours were sufficient work for 31 percent of males while 36 percent of the females were busy with household duties.

For 66 percent of the males and 59 percent of the females the main reason for time-related underemployment was that they could not find more work while machine breakdown accounted for less than 1 percent of time-related underemployment. See *Table 7.1* for details.

7.4 Provincial and Rural/Urban Underemployment

Province and National underemployment: *Table 7.2* shows time-related underemployment as a percentage of the labour force. About 3.5 percent of the labour force was in time-related underemployment; represented by 3.48 percent males and 3.45 percent females. The provincial percentage of underemployment ranged from 1 percent in Matabeleland North to 5.2 percent in Mashonaland West.

Rural/ Urban underemployment: *Table 7.3* provides the percentage distribution of time-related underemployment as a percentage of labour force by rural/ urban, age group and sex. In the rural areas, the highest percentage of underemployed were of age 45 to 49 years (11 percent) and 65 years and above (11 percent). In urban areas the percentage of those in time-related underemployment ranged from less than 1 percent in the age group 55 to 59 years to 3.3 percent in the age group 35 to 39 years. Nationally, underemployment ranged from 2.2 percent for the age group 55 to 59 years to 4.5 percent for the age group 45 to 49 years.

In rural areas and for both sexes, 8 out of every 100 in the labour force were in time-related underemployment. In urban areas a similar pattern was observed. The ratio of 2 underemployed per 100 persons in the labour force was observed for both males and females. The percentage of underemployed as a percentage of labour force was higher in rural (8.2 percent) than in urban (1.8 percent) areas.

7.5 Underemployment and the Employed

Industrial Sector: *Table 7.4* presents percentage of time-related underemployment to total employed by industry and sex. The highest percentage of 6.8 and 6.5 percent were in construction and other services, respectively with less than 1 percent of time related underemployment found in the public administration. Disparities in underemployment between sexes by industry were also observed. For instance, for the following industries percentage of underemployed by sex were as follows: manufacturing (2.6 percent for males and 8.3 percent for females), distribution, restaurants and hotels (3.2 percent for males and 6.7 percent for females), finance, insurance and real estate (4.8 percent for males and none for females) and private domestic (4.2 percent for males and 1.7 percent for females).

Institutional Sector: *Table 7.5* on employment by institutional sector shows that time-related underemployment was highest in the private sector at 4 percent.

Employment Status: *Table 7.6* depicts percentages of those in time-related underemployment by employment status. For males, the highest percentage (10 percent) of those underemployed were employers while less than 1 percent were permanent employees. For females the percentage of underemployed ranged from less than 1 percent for the employers to 9 percent for the other own account workers. For both sexes the highest percent of underemployed were other own account workers (9 percent) while 1 percent were permanent paid employees. Further details on persons in

time-related underemployment by age group and sex, province and sex are shown in *Appendix Tables A10 and A11*.

In the rural areas, 15 percent of the males of age 40 to 54 years were in time-related underemployment. In urban areas, 19 percent of the males in time-related underemployment were of age above 60 years while 27 percent of the females aged 50 years and above were in time-related underemployment. Mashonaland West had the highest percentage (6 percent) of time-related underemployment.

7.6 Average Hours Worked

Table 7.7 shows the average hours worked in the last 7 days for full employment and time-related underemployment by employment status and sex. For full employment, average hours worked ranged from 37 hours by unpaid family workers to 59 hours by paid employees with casual jobs. For time-related underemployed population, the average hours worked ranged from 16 hours by paid employees with casual jobs to 25 hours by employers. The average hours worked under full employment were 48 hours while those in time-related underemployment worked 19 hours.

Appendix Tables A12 to A15 provide more details on the average hours worked for full employment and time-related underemployment by institutional sector, province/ rural/ urban, industrial sector and sex. Institutions with time-related underemployment were central government (24 percent), NGOs (21 percent) and the private sector (19 percent). Education services (23 percent), mining and quarrying (23 percent) and manufacturing and health (22 percent each) were among the industrial sectors with the highest number of employees in time-related underemployment. The average hours for time-related underemployment for rural employees was 20 hours while urban employees averaged 18 hours.

7.7 Additional Hours Preferred to Work

Information on the number of additional hours preferred to work in the last 7 days was also solicited for those in time-related underemployment and the results are presented in *Table 7.8*. Of the 98 thousand underemployed males, 40 percent preferred to work additional hours of less than 10 hours while 8 percent were prepared to work at least 41 hours in the last 7 days. Of the 98 thousand underemployed females, 43 percent preferred to work additional hours of less than 10 hours and about 6 percent of the employees would have worked at least 41 in the last 7 days. Of the 196.4 thousand underemployed, 42 percent preferred additional hours of at most 10 hours and while 7 percent preferred to work additional of hours at least 41 hours during the last 7 days.

7.8 Conclusion

Of the 5.1 million currently employed population age 15 years and above, 196.4 thousand were underemployed. Underemployment was higher in rural areas than in urban areas. The survey revealed that many were in time-related underemployment due to either unavailability of work, lack of finance or off season, especially in rural areas. In particular, Mashonaland West, Mashonaland Central and Masvingo were the most affected. Perhaps Government could provide finance for projects. The industries most affected by time-related underemployment are education services, mining and quarrying, manufacturing and health. The institutional sectors with time-related underemployment included the private sector for males and parastatals, non-governmental organisations and local government for females.

The average number of hours worked in the last 7 days by those in full employment was 48 hours while those in time-related underemployment worked for 19 hours.

Table 7. 1: Percent Distribution of Persons Age 15 Years and Above Working Less Than 40 Hours a Week and Wanting to Work More Hours by Reason For Not Working More Hours, Zimbabwe 2004 LFS

Reason	Male	Female	Total
Involuntary Reasons			
Cannot find more work	65.65	59.17	62.42
Lack of finance	8.93	14.85	11.88
Breakdown of machinery	0.18	0.00	0.09
Off-season or inactivity	12.74	11.79	12.26
Industrial disputes	0.00	0.32	0.16
Other involuntary reason	12.51	13.88	13.19
Total Percent	100	100	100
Total Persons	98 405	97 974	196 379
Voluntary Reasons			
Have sufficient work	31.10	16.57	22.12
Household duties	11.90	35.64	26.58
Student, unpaid training	13.42	6.58	9.19
Illness disability	16.80	22.93	20.59
Vacation family reason	11.00	10.57	10.74
Other voluntary reason	11.72	5.92	8.14
Not Stated	4.06	1.79	2.65
Total Percent	100	100	100
Total Persons	54 277	87 898	142 174
Total Persons	152 682	185 872	338 553

Table 7. 2: Underemployed Aged 15 Years and Above as a Percentage of Labour Force by Province/ Rural/ Urban and Sex, Zimbabwe 2004 LFS

Province	Labour Force			Underemployed			Percent		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Manicaland	365 817	374 300	740 117	9	12	22	2.55	3.46	3.01
Mash Cent	240 042	252 147	492 189	12	13	25	5.02	5.25	5.13
Mash East	247 024	259 044	506 067	6	7	14	2.75	3.01	2.88
Mash West	325 711	274 738	600 449	789	809	598	17	13	31
Mat North	152 440	166 297	318 737	552	813	365	2	1	3
Mat South	132 090	167 974	300 063	2	2	4	067	213	280
Midlands	370 371	373 717	744 087	9	11	20	1.36	0.73	1.03
Masvingo	298 696	364 147	662 843	2	2	4	614	327	941
Harare	553 612	466 057	1 019 669	9	16	32	1.98	1.39	1.65
Bulawayo	142 145	138 556	280 701	942	057	999	2.68	2.96	2.82
Rural	1 782 028	1 899 784	3 681 811	16	16	32	5.63	4.41	4.96
Urban	1 045 918	937 194	1 983 112	15	14	30	2.87	3.15	3.00
Zimbabwe	2 827 946	2 836 978	5 664 924	5	4	10	3.78	3.50	3.64
				62	60	122	3.50	3.16	3.33
				36	37	73	3.44	4.04	3.73
				98	97	196	3.48	3.45	3.47
				405	975	380			

Table 7. 3: Underemployed as a Percent of the Labour Force by Rural/ Urban, Age Group and Sex, Zimbabwe 2004 LFS

Age Group	Rural			Urban			Zimbabwe		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-19	3.09	2.35	2.75	3.63	2.40	2.93	3.18	2.37	2.79
20-24	3.63	3.11	3.37	3.42	3.38	3.40	3.55	3.23	3.38
25-29	3.07	4.50	3.84	4.18	3.32	3.78	3.61	4.01	3.81
30-34	3.89	4.39	4.15	2.10	4.30	3.03	3.00	4.35	3.63
35-39	2.33	2.66	2.50	3.92	8.08	5.64	3.12	4.72	3.89
40-44	4.67	2.44	3.40	3.79	3.59	3.69	4.31	2.82	3.50
45-49	4.88	5.07	4.99	3.02	4.30	3.54	4.09	4.87	4.50
50-54	4.93	1.76	3.07	1.57	6.87	3.59	3.73	2.75	3.21
55-59	2.52	1.97	2.19	0.72	4.16	2.05	1.97	2.32	2.16
60-64	2.62	2.03	2.31	9.32	5.47	8.36	4.23	2.34	3.34
65+	3.91	3.19	3.57	7.40	7.26	7.35	4.29	3.46	3.91

Total	3.50	3.16	3.33	3.44	4.04	3.73	3.48	3.45	3.47
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Table 7. 4: Underemployed Age 15 Years and Above as a Percent of Total Employment by Industrial Sector, Zimbabwe 2004 LFS

Industrial Sector	Total Employed			Underemployed			Percent		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, hunting and fishing	1 552 129	1 774 094	3 326 223	59 405	59 818	119 223	3.83	3.37	3.58
Mining and quarrying	78 342	12 864	91 206	3 108	553	3 661	3.97	4.30	4.01
Manufacturing	216 242	86 901	303 143	5 711	7 219	12 930	2.64	8.31	4.27
Construction	76 044	8 812	84 856	5 173	630	5 804	6.80	7.15	6.84
Distribution restaurants and hotels	118 168	94 232	212 400	3 830	6 296	10 126	3.24	6.68	4.77
Transport and communication	97 261	9 139	106 401	2 460	331	2 791	2.53	3.62	2.62
Finance, insurance and real estate	32 009	16 578	48 587	1 526	0	1 526	4.77	0.00	3.14
Education services	65 066	70 590	135 656	687	816	1 503	1.06	1.16	1.11
Health	16 265	28 608	44 874	148	654	803	0.91	2.29	1.79
Other	259 749	281 927	541 676	15 053	20 166	35 218	5.80	7.15	6.50
Private Domestic	31 177	89 283	120 460	1 303	1 491	2 795	4.18	1.67	2.32
Public Administration	96 432	21 142	117 575	0	0	0	0.00	0.00	0.00
Not Stated	364	2 666	3 030	0	0	0	0.00	0.00	0.00
Total	2 639 250	2 496 837	5 136 087	98 405	97 975	196 380	3.73	3.92	3.82

Table 7. 5: Underemployed Age 15 Years and Above as a Percent of Total Employment by Institutional Sector, Zimbabwe 2004 LFS

Institutional Sector	Total Employed			Underemployed			Percent		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Private	2 383 569	2 360 512	4 744 081	97 570	95 982	193 552	4.09	4.07	4.08
Central Government	108 807	78 556	187 363	835	350	1 185	0.77	0.45	0.63
Local Government	44 276	22 509	66 785	0	727	727	0.00	3.23	1.09
Parastatal	77 805	18 923	96 728	0	737	737	0.00	3.89	0.76
Cooperative	8 848	2 780	11 628	0	0	0	0.00	0.00	0.00
NGOs	7 315	5 474	12 789	0	179	179	0.00	3.27	1.40
Other	7 200	3 940	11 140	0	0	0	0.00	0.00	0.00
Not Stated	1 431	4 143	5 574	0	0	0	0.00	0.00	0.00
Total	2 639 251	2 496 837	5 136 088	98 405	97 975	196 380	3.73	3.92	3.82

Table 7. 6: Underemployed Age 15 Years and Above as a Percent of Total Employment by Employment Status, Zimbabwe 2004 LFS

Employment Status	Total Employed			Underemployed			Percent		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Paid Employee permanent	761 992	313 734	1 075 726	7 217	3 625	10 842	0.95	1.16	1.01
Paid Employee casual Employer	241 876	160 031	401 907	4 450	4 822	9 272	1.84	3.01	2.31
Own Account Worker (Communal & resettlement farmer)	12 672	2 772	15 444	1 279	0	1 279	10.09	0.00	8.28
Own Account Worker (Other)	651 744	1 064 997	1 716 741	31 756	38 076	69 832	4.87	3.58	4.07
Unpaid Family Worker	330 991	359 937	690 928	28 933	32 089	61 022	8.74	8.92	8.83
Not Stated	639 976	593 326	1 233 302	24 770	19 363	44 133	3.87	3.26	3.58
	0	2 040	2 040	0	0	0	0.00	0.00	0.00
Total	2 639 251	2 496 837	5 136 088	98 405	97 975	196 380	3.73	3.92	3.82

Table 7. 7: Average Hours Worked in the Last 7 Days for Underemployed and Fully Employed Age 15 Years and Above by Employment Status, Zimbabwe 2004 LFS

Employment Status	Fully Employed			Underemployed		
	Male	Female	Total	Male	Female	Total
Paid Employee permanent	54.74	51.19	53.71	18.08	23.05	19.74
Paid Employee casual Employer	56.27	62.46	58.72	22.81	9.78	16.04
Own Account Worker (Communal & resettlement farmer)	55.74	41.43	52.94	24.68	0.00	24.68
Own Account Worker (Other)	47.91	45.53	46.42	21.79	20.09	20.87
Unpaid Family Worker	56.00	49.29	52.51	17.44	18.05	17.76
	37.43	37.03	37.24	17.62	19.18	18.30
Total	49.51	46.78	48.19	19.27	18.85	19.06

Table 7. 8: Percent Underemployed Aged 15 Years and Above by More Hours Preferred to Work, Zimbabwe 2004 LFS

Additional Hours Preferred	Male	Female	Total
Up to 10	40.36	42.64	41.50
11 - 20	26.45	25.36	25.91
21 - 30	16.04	18.11	17.07
31 - 40	9.30	7.63	8.47
More than 40	7.86	6.26	7.06
Total Percent	100	100	100
Total Persons	98 405	97 975	196 380

Chapter 8 Characteristics of the Informal Sector

8.1 Introduction

There has been an expansion of informal sector activities in recent years consequently creating a demand for comprehensive data that examines the size, nature and characteristics of the informal sector. The 2004 Labour Force Survey collected data that can shed some light on the following:

- i. The number employed in the informal sector.
- ii. Employment structure in the informal sector (industry sector, employment status, occupation and hours worked, etc), and
- iii. Educational characteristics of the informal sector employees

In the 2004 LFS, a production unit was considered to be in the informal sector if the institutional sector was private, neither registered nor licensed and employed less than 10 employees. Households employing paid domestic workers and those involved in communal farming were not considered as informal sector enterprises.

8.2 The Informal Sector Employees

The currently employed population age 15 years and above was estimated to be 5.1 million (See *Chapter 4*) and of these 681 thousand were considered to be in the informal sector; 319 thousand were males and 362 thousand were females (*Table 8.1*). Twenty one percent of the informal sector employees were of age 20 to 24 years and 19 percent were age 25 to 29 years. *Table 8.2a* shows that 59 percent of the informal sector employees were married, 26 percent were never married and 15 percent were widowed, divorced or separated. Eighty nine percent and 76 percent of the widowed and divorced /separated informal sector employees, respectively, were females as shown in *Table 8.2b*.

8.3 Informal Sector Employment

Paid employees, other own account workers and unpaid family workers constituted the informal sector employees. The following is an analysis of the informal sector employees by employment status, industry, occupation, level of education, hours of work and retrenchments.

8.3.1 Informal Sector Employee Status and Sex

Table 8.3a presents the employed population in the informal sector by employment status and shows that 76 percent of the employed population were other own account workers and 16 percent were unpaid family workers. *Table 8.3b* shows that there were more males than females in all the categories of employment status except for the employer and other own account worker where there were more females.

8.3.2 Informal Sector Employees and Industry

The distribution of the informal sector employees in 2004 by industrial sector, presented in *Table 8.4a*, shows that the largest number of employees were in other services (51 percent) followed by agriculture, hunting and fishing at 18 percent and manufacturing at 13 percent. *Table 8.4b* shows that there were more females than males in industrial sectors of manufacturing, distributions, restaurants and hotels, health and other services.

8.3.3 Informal Sector Occupation

Table 8.5 depicts the employees in the informal sector by occupation and shows that the highest percentage of the employees (46 percent) were in the services followed by agriculture at 15 percent.

8.3.4 Educational Level of Informal Sector Employees

The distribution of the informal sector employees 15 years and above by highest level of education completed is presented in *Table 8.6*. Ninety percent of the informal sector employees had primary or secondary level of education. Fifty nine percent of the employees in the informal sector were of age 20 to 34 years.

8.3.5 Informal Sector Working Hours

The distribution of employees in the informal sector by hours worked in economic activities during the last 7 days prior to the survey, presented in *Table 8.7*, shows that 53 percent of the employees worked for 25 to 60 hours. Of those who worked up to 70 hours, there were more females than males while for those who worked for more than 70 hours, there were more males. *Tables 8.8* shows that 76 percent of the employees worked for less than 28 hours in care activities while 20 percent worked for 29 to 56 hours.

8.4 Retrenchments

The informal sector absorbed 31 thousand persons from the population ever-retrenched between January 1995 and May 2004, 80 percent of them males (see *Table 8.10*). Sixty three percent of the males currently employed in the informal sector were retrenched between 1997 and 2000 whilst 69 percent of females were retrenched between 1999 and 2001 as shown in *Table 8.10*.

8.5 Place of Operation

Places of operation, presented in *Table 8.11*, show that 31 percent of the informal sector enterprises operated from a permanent building, 30 percent in one's home, 20 percent had no fixed location and 11 percent on footpaths. Eighty percent of the informal sector enterprises had no employees, 18 percent had 1 to 4 employees and 2 percent had 5 to 9 employees.

8.6 Conclusion

The 2004 LFS showed that the informal sector contributed less than fourteen percent to the employed population with females constituting 53 percent of the informal sector labour force. Fifty one percent of the informal sector employees were in other services. Homes are being turned into working places, accommodating 30 percent of the informal sector enterprise with 11 percent of the informal sector activities on the streets (footpaths).

Table 8. 1: Currently Employed Population in the Informal Sector by Age Group and Sex, Zimbabwe 2004 LFS

Age Group	Male		Female		Total	
	Number	Percent	Number	Percent	Number	Percent
15 - 19	44 130	13.8	36 308	10.0	80 437	11.8
20 - 24	67 144	21.1	76 616	21.2	143 761	21.1
25 - 29	62 524	19.6	69 182	19.1	131 705	19.4
30 - 34	57 636	18.1	60 435	19.0	118 070	17.3
35 - 39	35 864	11.2	42 852	13.4	78 716	11.6
40 - 44	17 461	5.5	30 361	9.5	47 822	7.0
45 - 49	9 998	3.1	20 807	6.5	30 804	4.5
50 - 54	5 471	1.7	9 932	3.1	15 403	2.3
55 - 59	4 792	1.5	6 631	2.1	11 422	1.7
60 - 64	5 340	1.7	3 141	1.0	8 481	1.2
65 +	8 434	2.6	5 538	1.7	13 972	2.1
Total	318 792	100	361 802	100	680 594	100

Table 8. 2: Percent Distribution of Currently Employed Population Age 15 Years and Above by Marital Status and Sex, Zimbabwe 2004 LFS

(a)

Marital Status	Male	Female	Total
Never Married	36.0	16.9	25.9
Married	58.3	59.6	59.0
Divorced/Separated	4.0	11.0	7.7
Widowed	1.7	12.5	7.4
Total Percent	100	100	100
Total Number	318 792	361 802	680 594

(b)

Marital Status	Male	Female	Total	
			Percent	Number
Never Married	65.2	34.8	100	176 017
Married	46.3	53.7	100	401 572
Divorced/Separated	24.3	75.7	100	52 525
Widowed	10.7	89.3	100	50 480
Total	46.8	53.2	100	680 594

Table 8. 3: Percentage Distribution of Currently Employed Population in Informal Sector Age 15 Years and Above by Current Activity and Sex, Zimbabwe 2004 LFS

(a)

Activity	Male	Female	Total
Paid Employee permanent	4.6	2.4	3.4
Paid Employee casual	5.1	3.3	4.2
Employer	0.2	0.2	0.2
Own Account Worker(Other)	72.8	79.6	76.4
Unpaid Family Worker	17.3	14.4	15.8
Other	0.0	0.2	0.1
Total Percent	100	100	100
Total Number	318 792	361 802	680 594

(b)

Activity	Male	Female	Total	
			Percent	Number
Paid Employee permanent	63.3	36.7	100	23 231
Paid Employee casual	57.6	42.4	100	28 448
Employer	48.1	51.8	100	1 171
Own Account Worker(Other)	44.6	55.4	100	519 941
Unpaid Family Worker	51.4	48.6	100	107 218
Other	0.0	100.0	100	585
Total	46.8	53.2	100	680 594

Table 8. 4: Currently Employed Population in Informal Sector Age 15 Years and Above by Industry, Zimbabwe 2004 LFS

(a)

Industry	Male	Female	Total
Agriculture, hunting and fishing	19.7	16.9	18.2
Mining and quarrying	3.8	1.8	2.7
Manufacturing	13.1	13.6	13.4
Construction	11.6	0.7	5.8
Distribution, restaurant and hotels	4.4	9.5	7.1
Transportation & communication	3.0	0.1	1.4
Finance, insurance and real estate	0.4	0.1	0.3
Education services	0.2	0.0	0.1
Health	0.0	0.1	0.1
Other	43.9	57.0	50.8
Not Stated	0.0	0.2	0.1
Total Percent	100	100	100
Total Number	318 792	361 802	680 594

(b)

Industry	Male	Female	Total	
			Percent	Number
Agriculture, hunting and fishing	50.6	49.4	100	124 142
Mining and quarrying	65.3	34.7	100	18 570
Manufacturing	45.8	54.2	100	91 042
Construction	94.0	6.0	100	39 182
Distribution, restaurant and hotels	29.1	70.9	100	48 393
Transportation & communication	97.0	3.0	100	9 743
Finance, insurance and real estate	73.2	26.8	100	1 788
Education services	100.0	0.0	100	639
Health	0.0	100.0	100	524
Other	40.4	59.6	100	345 933
Not Stated	0.0	100.0	100	638
Total	46.8	53.2	100	680 594

Table 8. 5: Currently Employed Population in the Informal Sector Age 15 Years and Above by Occupational Category and Sex, Zimbabwe 2004 LFS

Occupational Category	Male	Female	Total
Not Elsewhere Classified	0.0	0.4	0.2
Directors, Managers & Company Secretaries	0.0	0.1	0.0
Engineers & Technicians	0.9	0.0	0.4
Life Sciences Professionals	0.4	0.1	0.3
Education	0.1	0.0	0.0
Business & Finance	3.2	6.9	5.2
Archivists, Librarians & Related Professionals	0.1	0.1	0.1
Artists	3.0	0.1	1.4
Religion	0.0	0.0	0.0
Machine Operators	1.3	0.2	0.7
Administrative Associate Professionals	0.4	0.1	0.2
Clerks & Secretaries	0.2	0.4	0.3
Transport	2.1	0.0	1.0
Services	33.5	57.4	46.2
Law & Security	0.2	0.0	0.1
Agriculture	16.5	14.2	15.2
Mining & Construction	19.6	3.7	11.2
Mechanics	7.4	0.1	3.5
Manufacturing	10.9	16.2	13.7
Not Stated	0.0	0.2	0.1
Total Percent	100	100	100
Total Number	318 792	361 802	680 594

Table 8. 6: Currently Employed Population in the Informal Sector 15 Years and Above by Highest Level of Education Completed, Zimbabwe 2004 IM-LFS

(a) Male

Age group	None	Primary	Secondary	Diploma/ Certificate After Primary	Diploma/ Certificate After Secondary	Graduate/ Post Graduate	Total	
							Percent	Number
15 - 19	2.0	39.3	58.3	0.0	0.4	0.0	100	44 130
20 - 24	0.8	22.7	71.5	0.0	5.1	0.0	100	67 144
25 - 29	0.8	15.6	73.5	2.1	7.9	0.0	100	62 524
30 - 34	0.2	17.5	71.2	0.9	9.5	0.7	100	57 636
35 - 39	1.3	10.6	76.2	0.6	10.0	1.3	100	35 864
40 - 44	2.1	40.0	50.9	0.0	5.7	1.4	100	17 461
45 - 49	0.0	56.1	35.3	0.0	8.6	0.0	100	9 998
50 - 54	2.8	74.4	18.5	0.0	4.3	0.0	100	5 471
55 - 59	14.4	60.1	15.9	0.0	9.6	0.0	100	4 792
60 - 64	7.8	61.7	14.0	0.0	3.7	12.8	100	5 340
65 +	18.3	61.6	15.0	0.0	5.1	0.0	100	8 434
Total	1.8	26.4	64.1	0.6	6.5	0.6	100	318 792

(b) Female

Age group	None	Primary	Secondary	Diploma/ Certificate After Primary	Diploma/ Certificate After Secondary	Graduate/ Post Graduate	Total	
							Percent	Number
15 - 19	0.0	30.8	68.2	0.0	1.0	0.0	100	36 308
20 - 24	1.4	18.6	75.6	0.7	3.7	0.0	100	76 616
25 - 29	0.0	22.4	69.5	1.0	7.1	0.0	100	69 182
30 - 34	1.0	15.8	72.0	0.0	11.2	0.0	100	60 435
35 - 39	2.3	30.8	58.0	1.4	7.5	0.0	100	42 852
40 - 44	9.2	42.6	33.3	7.0	7.8	0.0	100	30 361
45 - 49	10.5	49.4	31.5	1.7	6.8	0.0	100	20 807
50 - 54	11.0	61.0	22.1	0.0	1.6	4.3	100	9 932
55 - 59	12.4	70.4	17.2	0.0	0.0	0.0	100	6 631
60 - 64	18.8	76.3	4.8	0.0	0.0	0.0	100	3 141
65 +	19.6	67.0	7.3	0.0	0.0	6.1	100	5 538
Total	3.1	28.7	60.7	1.2	6.1	0.2	100	361 802

(c) Total

Age group	Diploma/ Certificate		Diploma/ Certificate		Graduate/ Post Graduate		Not Stated	Total	
	None	Primary	Secondary	After Primary	After Secondary	Graduate		Percent	Number
15 - 19	1.1	35.4	62.8	0.0	0.7	0.0	0.0	100	80 438
20 - 24	1.1	20.5	73.7	0.4	4.4	0.0	0.0	100	143 760
25 - 29	0.4	19.2	71.4	1.5	7.5	0.0	0.0	100	131 706
30 - 34	0.6	16.6	71.6	0.4	10.4	0.4	0.0	100	118 071
35 - 39	1.9	21.6	66.3	1.0	8.6	0.6	0.0	100	78 716
40 - 44	6.6	41.7	39.8	4.5	7.0	0.5	0.0	100	47 822
45 - 49	7.1	51.6	32.7	1.2	7.4	0.0	0.0	100	30 805
50 - 54	8.1	65.8	20.8	0.0	2.5	0.0	2.8	100	15 403
55 - 59	13.2	66.1	16.7	0.0	4.0	0.0	0.0	100	11 423
60 - 64	11.9	67.1	10.6	0.0	2.4	8.1	0.0	100	8 481
65 +	18.9	63.7	12.0	0.0	3.1	0.0	2.4	100	13 972
Total	2.5	27.6	62.3	0.9	6.3	0.3	0.1	100	680 594

Table 8. 7: Currently Employed Population in the Informal Sector Age 15 Years and Above by Hours Worked in Care Activities, Zimbabwe 2004 LFS

(a)

Hours per week	Male	Female	Total
00 - 24	20.4	25.7	23.2
25 - 60	53.1	52.4	52.7
61 - 70	14.1	13.5	13.8
71 - 80	6.0	4.2	5.1
81 +	6.4	4.2	5.2
Total Percent	100	100	100
Total Number	318 792	361 802	680 594

(b)

Hours per Week	Male	Female	Total	
			Percent	Number
0 - 24	41.1	58.9	100	157 879
25 - 60	47.2	52.8	100	358 879
61 - 70	48.0	52.0	100	93 688
71 - 80	55.7	44.3	100	34 494
81 +	57.2	42.8	100	35 653
Total	46.8	53.2	100	680 594

Table 8. 8: Currently Employed Population in the Informal Sector Age 15 Years and Above by Hours Worked in Care Activities, Zimbabwe 2004 LFS

Hours Worked	15 - 24	25 - 60	61 - 70	71 - 80	81 +	Total
00 - 28	75.6	76.5	74.4	76.6	81.9	76.3
29 - 56	18.7	21.6	19.9	19.4	13.4	20.1
57 - 84	5.7	1.8	5.4	4.0	3.7	3.4
85 -112	0.0	0.0	0.3	0.0	0.9	0.1
Not stated	0.0	0.2	0.0	0.0	0.0	0.1
Total Percent	100	100	100	100	100	100
Total Number	157 879	358 879	93 689	34 494	35 653	680 594

Table 8. 9: Percent Distribution of Currently Employed Population in the Informal Sector Age 15 and Above by Hours of Work in Care Activities and Marital Status, Zimbabwe 2004 LFS

Hours per week	Never Married	Married	Divorced/ Separated	Widowed	Total
00 - 28	86.7	71.6	74.9	78.4	76.3
29 - 56	11.1	24.0	22.6	18.6	20.1
57 - 84	2.0	4.2	2.5	3.0	3.4
85 -112	0.0	0.1	0.0	0.0	0.1
Not Stated	0.2	0.1	0.0	0.0	0.1
Total Percent	100	100	100	100	100
Total Number	176 017	401 572	52 525	50 480	680 594

Table 8. 10: Ever-retrenched Currently Employed Population in the Informal Sector Age 15 Years and Above by Year of Retrenchment and Sex, Zimbabwe 2004 LFS

Year of Retrenchment	Male	Female	Total
1995	7.9	0.0	6.3
1996	6.7	0.0	5.3
1997	16.0	2.9	13.4
1998	16.9	0.0	13.5
1999	17.6	18.3	17.7
2000	12.4	33.8	16.6
2001	8.4	17.3	10.1
2002	9.7	5.8	8.9
2003	3.9	14.1	6.0
2004	0.6	7.8	2.0
Total Percent	100	100	100
Total Number	24 787	6 138	30 924

Table 8. 11: Percent Distribution of Currently Employed Population in the Informal Sector by Place of Operation and Establishment Size, Zimbabwe 2004 LFS

Place of Operation	No employees	1 to 4 employees	5 to 9 employees	Total
On a footpath	10.7	10.5	0.0	10.5
At a market	4.4	6.1	3.6	4.7
In name's home	33.0	20.3	12.0	30.3
In someone else's home	2.5	8.7	0.0	3.6
Permanent building	27.4	41.8	73.2	30.9
No fixed location	21.6	12.3	11.2	19.7
Other	0.2	0.0	0.0	0.2
Not Stated	0.2	0.3	0.0	0.2
Total Percent	100	100	100	100
Total Number	546 179	120 689	13 726	680 594

Chapter 9 Retrenchments

9.1 Introduction

Retrenchment occurs when an employee is laid off before retirement age for reasons that include establishment downsizing, relocation and viability problems. In the early 1990s, the Government of Zimbabwe embarked on the Economic Structural Adjustment Programme (ESAP) to revive the economy which resulted in retrenchments. Thus data on retrenchments became critical as reflected during the dissemination of 1999 LFS results. This chapter discusses the characteristics and current activity status of the ever-retrenched population age 15 years and above at the time of survey.

9.2 Size and Distribution of Ever-retrenched Employees

A total of 193 thousand employees were once retrenched between January 1995 and May 2004 with males accounting for 86 percent of the retrenchees. See *Tables 9.1a and b*. Harare had the highest percentage of the ever-retrenched male employees at 27 percent followed by Manicaland at 15 percent. The lowest percentage of the ever-retrenched male employees was in Matabeleland North at 2.5 percent. Of the ever-retrenched females, 34 percent were from Harare and 13 percent from Matabeleland South. The lowest percentage of the ever-retrenched female employees of 3 percent was from Mashonaland West. For both sexes Harare had the highest percentage of the ever-retrenched employees at 28 percent followed by Manicaland at 14 percent with the lowest percentage of 2 in Matabeleland North.

Tables 9.2a and b show the distribution of the ever-retrenched employees by year of retrenchment, rural/urban areas and sex. The number of ever-retrenched employees by usual residence was divided almost equally between rural and urban areas. For the period January 1995 to May 2004, the highest number of retrenchments (14 percent) occurred in 2000.

9.3 Age-Sex Distribution of the Ever-retrenched Employees

Table 9.3 presents the distribution of ever-retrenched employees by current activity status, rural/urban areas and sex. For both rural and urban areas, more than 50 percent of the ever-retrenched population were age 25 to 39 years as illustrated in *Figure 9.1*.

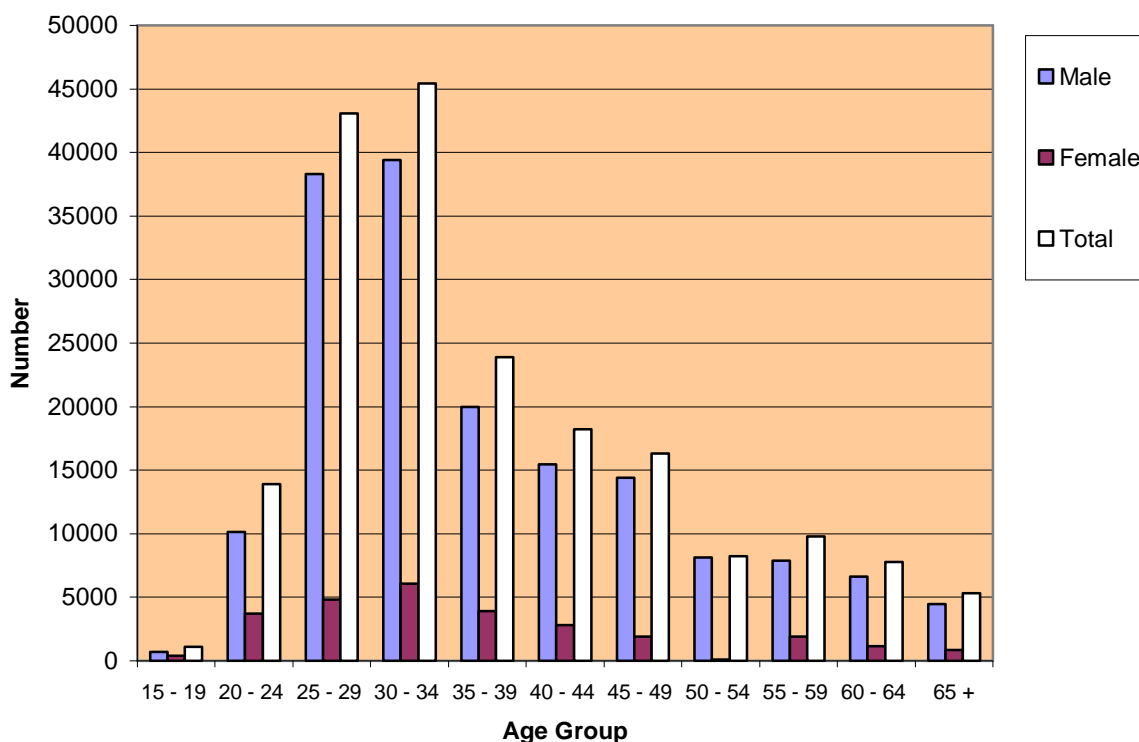


Figure 9. 1: Ever-retrenched Population Age 15 Years and Above by Sex Zimbabwe 2004
LFS

9.4. Educational Level of the Ever-retrenched Employees

Table 9.4 shows the distribution of the ever-retrenched employees by level of education, rural/ urban areas and sex. In the country, 58 percent of the ever-retrenched employees had secondary education while 27 percent had completed primary level of education. In rural areas, 44 percent of the ever-retrenched population had completed secondary level while 42 percent had attained primary level. Seventy three percent of the ever-retrenched persons in urban areas had secondary education, 13 percent had diploma or certificate after secondary level of education.

9.5 Activity Status of the Ever-retrenched Employees

Figure 9.2 illustrates the activity status of the ever-retrenched employees. Ninety six percent (185.7 thousand) of the ever-retrenched employees were economically active. Out of the economically active ever-retrenched employees, 13 percent were broadly unemployed, and thus were without jobs but available for work. Chapter 6 analysed the characteristics of the ever-retrenched currently employed. The remaining

economically active employees (87 percent) were currently employed (re-employed) of whom 81 percent were in the formal sector and 19 percent in the informal sector

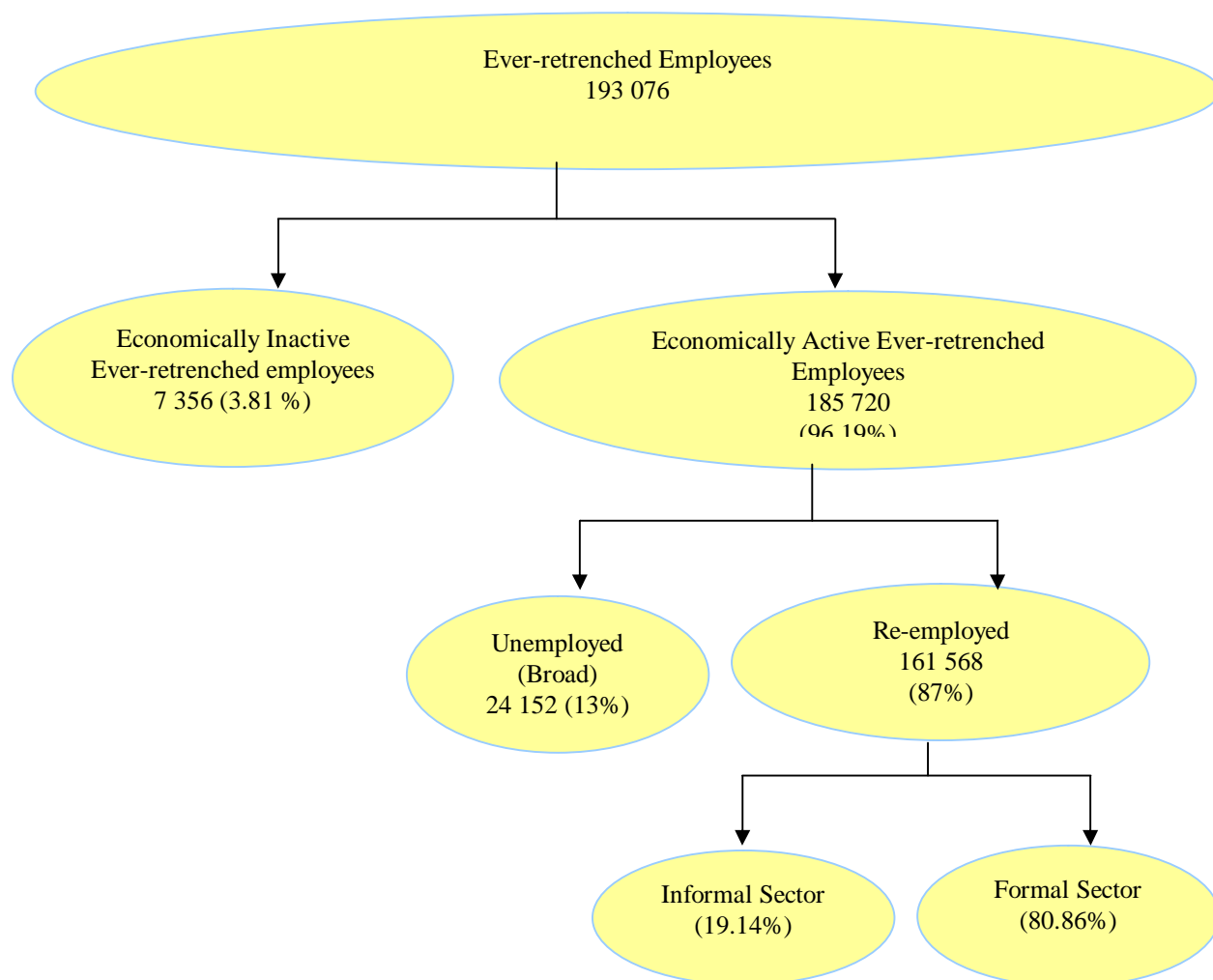


Figure 9. 2: Activity Status of the Ever-retrenched Population Age 15 Years and Above, Zimbabwe 2004 LFS

9.6 The Re-employed Ever-retrenched

This section describes the ever-retrenched and re-employed persons in relation to educational level, employment status, industrial sector and skill level.

9.6.1 Educational Level of the Re-employed

Tables 9.5a and b presents the distribution of the re-employed ever-retrenched employees by level of education, province and sex. Eighty seven percent of the ever-retrenched employees were re-employed. At national level, 4 in 5 of the re-employed

employees had attained primary or secondary level of education while 10 percent had diploma/certificate after secondary.

9.6.2 Employment Status

Of the ever-retrenched and re-employed, eighty seven percent were male (See *Table 9.6*) and fifty five were in rural areas. Forty seven percent of those in rural areas were communal and resettlement farmers while 25 percent were paid employees in permanent jobs. In urban areas, 40 percent of the re-employed were other own account workers and 38 percent were paid employees in permanent jobs. The highest percentage of the ever-retrenched re-employed in the country were paid employees in permanent jobs at 31 percent followed by communal and resettlement farmers at 27 percent.

9.6.3 Industrial Sector

The distribution of the ever-retrenched and re-employed by industrial sector, presented in *Table 9.7* shows that agriculture, forestry and fishing accounted for 45 percent, followed by manufacturing at 10 percent. *Tables 9.7a* and *b* show that there were more males than females in all industrial sectors.

9.6.4 Skill Level

Tables 9.8a and *b* show the distribution of the ever-retrenched and re-employed by skill level and sex. Sixty two percent of the re-employed were unskilled while 18 percent were skilled. Four percent of the re-employed were professionals. Within the unskilled re-employed, 85 percent were males. There were more males than females in all skill levels. See *Appendix B* for further details, concepts and definitions on skill level.

9.7 Economically Inactive Ever-retrenched Employees

The number of ever-retrenched employees age 15 years and above and not in the labour force i.e. inactive population were estimated at 7 400. In rural areas, 93 percent of the economically inactive employees were either ill, sick or too old (see *Tables 9.9a* and *b*). In urban areas, 34 percent of the economically inactive population were homemakers, 31 percent were either ill, sick or too old. For Zimbabwe, 54 percent of the ever-retrenched economically inactive employees were ill, sick or too old and 21 percent were homemakers.

9.8 Conclusion

About 193 thousand people, of whom 86 percent were males, were once retrenched between January 1995 and May 2004. The highest number of retrenchments were observed in 2000. Twenty eighty percent of the ever-retrenched employees were from Harare. Fifty eighty percent of the ever-retrenched employees were of age 25 to 39 years. The highest level of education completed for 55 percent of the ever-retrenched employees was secondary level. The current activity status of the ever-retrenched population showed that 84 percent were employed, 12 percent were unemployed and 4 percent were economically inactive. Nineteen percent of the re-employed were in the informal sector.

Table 9. 1: Ever-Retrenched Employees Age 15 Years and Above by Province and Sex, Zimbabwe 2004 LFS

(a)

Province	Male	Female	Total
Manicaland	14.58	7.21	13.52
Mashonaland Central	7.21	6.53	7.11
Mashonaland East	6.61	6.42	6.59
Mashonaland West	11.54	2.73	10.28
Matabeleland North	2.50	1.95	2.42
Matabeleland South	4.38	13.05	5.62
Midlands	10.44	9.57	10.32
Masvingo	8.79	7.08	8.54
Harare	27.07	33.57	28.00
Bulawayo	6.88	11.90	7.60
Total Percent	100	100	100
Total Number	165 461	27 615	193 076

(b)

Province	Male	Female	Total	
			Percent	Number
Manicaland	92.37	7.63	100	26 110
Mashonaland Central	86.87	13.13	100	13 726
Mashonaland East	86.07	13.93	100	12 717
Mashonaland West	96.20	3.80	100	19 854
Matabeleland North	88.48	11.52	100	4 669
Matabeleland South	66.80	33.20	100	10 851
Midlands	86.74	13.26	100	19 919
Masvingo	88.14	11.86	100	16 492
Harare	82.85	17.15	100	54 062
Bulawayo	77.60	22.40	100	14 676
Total	85.70	14.30	100	193 076

Table 9. 2: Percent Distribution of Ever-Retrenched Employees Age 15 Years and Above by Year of Retrenchment, Urban/Rural, Year and Sex, Zimbabwe 2004 LFS

(a)

	Year	Male	Female	Total
Rural	1995	9.92	6.02	9.43
	1996	6.01	3.61	5.71
	1997	6.36	6.51	6.37
	1998	14.15	5.65	13.09
	1999	9.81	2.39	8.88
	2000	12.38	20.92	13.44
	2001	15.21	14.16	15.08
	2002	10.31	9.39	10.20
	2003	12.00	17.18	12.64
	2004 ^a	3.86	14.17	5.15
	Total Percent	100	100	100
	Total Number	84 733	12 087	96 820
	Urban	1995	5.18	4.27
1996		8.25	3.68	7.51
1997		9.02	1.15	7.75
1998		13.21	7.29	12.26
1999		15.58	18.40	16.03
2000		14.37	17.78	14.92
2001		7.74	12.71	8.54
2002		12.57	14.30	12.84
2003		9.93	14.70	10.70
2004 ^a		4.16	5.72	4.41
Total Percent		100	100	100
Total Number		80 729	15 528	96 257
Zimbabwe		1995	7.60	5.04
	1996	7.10	3.65	6.61
	1997	7.66	3.50	7.06
	1998	13.69	6.57	12.67
	1999	12.62	11.39	12.45
	2000	13.35	19.15	14.18
	2001	11.57	13.34	11.82
	2002	11.41	12.15	11.52
	2003	10.99	15.79	11.67
	2004 ^a	4.01	9.42	4.78
	Total Percent	100	100	100
	Total Number	165 462	27 615	193 076

^a January to May

(b)

	Year	Male	Female	Total	
				Percent	Number
Rural	1995	92.03	7.97	100	9 130
	1996	92.11	7.89	100	5 526
	1997	87.25	12.75	100	6 172
	1998	94.61	5.39	100	12 673
	1999	96.64	3.36	100	8 601
	2000	80.58	19.42	100	13 015
	2001	88.28	11.72	100	14 603
	2002	88.50	11.50	100	9 871
	2003	83.03	16.97	100	12 242
	2004 ^a	65.65	34.35	100	4 987
	Total	87.52	12.48	100	96 820
	Urban	1995	86.31	13.69	100
1996		92.10	7.90	100	7 229
1997		97.60	2.40	100	7 462
1998		90.40	9.60	100	11 797
1999		81.49	18.51	100	15 432
2000		80.78	19.22	100	14 365
2001		75.99	24.01	100	8 222
2002		82.04	17.96	100	12 364
2003		77.83	22.17	100	10 296
2004 ^a		79.09	20.91	100	4 247
Total		83.87	16.13	100	96 257
Zimbabwe		1995	90.05	9.95	100
	1996	92.11	7.89	100	12 755
	1997	92.91	7.09	100	13 634
	1998	92.58	7.42	100	24 470
	1999	86.91	13.09	100	24 033
	2000	80.69	19.32	100	27 379
	2001	83.86	16.14	100	22 825
	2002	84.91	15.09	100	22 234
	2003	80.65	19.35	100	22 538
	2004 ^a	71.83	28.17	100	9 234
	Total	85.70	14.30	100	193 076

^a January to May

Table 9. 3: Age-Sex Distribution of the Ever-retrenched Employees by Activity Status, Zimbabwe 2004 LFS

Age Group	Employed			Unemployed			Inactive			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Rural												
15 - 19	0.29	3.53	0.71	10.23	0.00	9.28	0.00	0.00	0.00	0.83	3.36	1.15
20 - 24	6.10	10.25	6.64	21.90	100	29.14	4.93	0.00	4.73	6.94	13.73	7.79
25 - 29	22.40	21.63	22.30	8.48	0.00	7.70	9.11	0.00	8.74	21.22	20.57	21.14
30 - 34	21.35	23.65	21.65	15.33	0.00	13.91	9.30	100	12.96	20.64	23.41	20.99
35 - 39	9.77	10.90	9.92	23.13	0.00	20.98	13.66	0.00	13.11	10.64	10.37	10.60
40 - 44	9.57	12.07	9.90	0.00	0.00	0.00	8.96	0.00	8.59	9.02	11.48	9.33
45 - 49	10.66	5.64	10.01	0.00	0.00	0.00	5.77	0.00	5.54	9.92	5.36	9.35
50 - 54	6.16	0.97	5.49	3.02	0.00	2.74	8.77	0.00	8.41	6.07	0.92	5.42
55 - 59	6.59	6.46	6.57	7.70	0.00	6.98	0.00	0.00	0.00	6.45	6.15	6.41
60 - 64	3.40	3.93	3.47	10.23	0.00	9.28	12.49	0.00	11.98	4.06	3.74	4.02
65 +	3.70	0.97	3.35	0.00	0.00	0.00	27.06	0.00	25.97	4.22	0.92	3.81
Total Percent	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	77 395	11 495	88 891	4 703	481	5 185	2 635	111	2 746	84 733	12 087	96 820
Urban												
15 - 19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
20 - 24	4.46	0.00	3.86	8.88	34.04	14.32	5.49	37.35	17.83	5.31	13.30	6.59
25 - 29	23.72	13.10	22.31	36.06	18.94	32.35	0.00	15.73	6.10	25.16	14.95	23.51
30 - 34	27.53	31.57	28.07	27.10	4.87	22.29	17.92	0.00	10.98	27.12	20.87	26.11
35 - 39	15.16	14.77	15.11	6.31	29.85	11.41	17.28	0.00	10.59	13.60	17.06	14.16
40 - 44	10.93	14.67	11.42	5.03	0.00	3.94	5.49	0.00	3.36	9.65	9.10	9.56
45 - 49	7.20	12.88	7.95	9.83	0.00	7.70	0.00	0.00	0.00	7.43	7.99	7.52
50 - 54	3.17	0.00	2.75	3.65	0.00	2.86	15.51	0.00	9.50	3.69	0.00	3.10
55 - 59	3.06	7.09	3.59	3.14	12.32	5.13	0.00	0.00	0.00	2.97	7.66	3.72
60 - 64	4.27	0.00	3.71	0.00	0.00	0.00	17.92	38.24	25.79	3.96	4.40	4.03
65 +	0.50	5.93	1.22	0.00	0.00	0.00	20.43	8.68	15.88	1.10	4.68	1.68
Total Percent	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	63 044	9 634	72 678	14 860	4 107	18 967	2 824	1 786	4 610	80 728	15 527	96 257
Zimbabwe												
15 - 19	0.16	1.92	0.39	2.46	0.00	1.99	0.00	0.00	0.00	0.43	1.47	0.57
20 - 24	5.36	5.58	5.39	12.01	40.95	17.51	5.22	35.16	12.93	6.14	13.49	7.19
25 - 29	23.00	17.74	22.31	29.43	16.95	27.05	4.40	14.81	7.08	23.14	17.41	22.32
30 - 34	24.13	27.26	24.54	24.28	4.36	20.49	13.76	5.85	11.72	23.80	21.98	23.54
35 - 39	12.19	12.67	12.25	10.35	26.72	13.46	15.53	0.00	11.53	12.08	14.13	12.38
40 - 44	10.18	13.26	10.58	3.82	0.00	3.10	7.16	0.00	5.32	9.33	10.14	9.45
45 - 49	9.11	8.94	9.09	7.46	0.00	6.05	2.78	0.00	2.07	8.71	6.84	8.44
50 - 54	4.82	0.53	4.26	3.50	0.00	2.83	12.25	0.00	9.09	4.91	0.40	4.26
55 - 59	5.00	6.75	5.23	4.24	11.03	5.53	0.00	0.00	0.00	4.75	7.00	5.07
60 - 64	3.79	2.14	3.57	2.46	0.00	1.99	15.28	36.00	20.62	4.01	4.11	4.03
65 +	2.26	3.23	2.39	0.00	0.00	0.00	23.63	8.17	19.63	2.70	3.03	2.75
Total Percent	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	140 439	21 129	161 568	19 563	4 589	24 152	5 459	1 897	7 356	165 461	27 615	193 076

Table 9. 4: Percent Ever-retrenched Employees Age 15 Years and Above by Level of Education Rural/ Urban and Sex, Zimbabwe 2004 LFS

Urban/Rural and Sex	None	Primary	Secondary	Diploma/ Cert. After Primary	Diploma/ Cert After Secondary	Graduate/ Post Graduate	Not Stated	Total	
								Percent	Number
Rural									
Male	5.16	41.42	44.79	1.29	6.62	0.72	0.00	100	84 733
Female	7.60	49.40	36.22	0.00	6.78	0.00	0.00	100	12 088
Total	5.46	42.42	43.72	1.13	6.64	0.63	0.00	100	96 821
Urban									
Male	0.39	12.13	72.00	0.77	13.14	1.21	0.36	100	80 728
Female	0.00	12.36	76.13	0.00	11.52	0.00	0.00	100	15 527
Total	0.33	12.17	72.66	0.65	12.88	1.01	0.30	100	96 255
Zimbabwe									
Male	2.83	27.13	58.06	1.04	9.80	0.96	0.18	100	165 461
Female	3.33	28.57	58.66	0.00	9.44	0.00	0.00	100	27 615
Total	2.90	27.34	58.15	0.89	9.75	0.82	0.15	100	193 076

Table 9. 5: Ever Retrenched Currently Employed Employees Age 15 Years and Above by Level of Education and Sex, Zimbabwe 2004 LFS

(a)

Level of Education	Male	Female	Total
None	2.99	4.35	3.17
Primary	29.21	36.61	30.18
Secondary	55.71	48.38	54.75
Diploma/Cert. After Primary	0.61	0.00	0.53
Diploma/Cert. After Secondary	10.15	10.66	10.22
Graduate/Post graduate	1.13	0.00	0.98
Not Stated	0.21	0.00	0.18
Total Percent	100	100	100
Total Number	140 439	21 129	161 568

(b)

Level of Education	Male	Female	Total	
			Percent	Number
None	82.03	17.97	100	5 114
Primary	84.14	15.86	100	48 756
Secondary	88.44	11.56	100	88 456
Diploma/Cert. After Primary	100	0.00	100	858
Diploma/Cert. After Secondary	86.35	13.65	100	16 509
Graduate/Post graduate	100	0.00	100	1 586
Not Stated	100	0.00	100	290

Total	86.92	13.08	100	161 568
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Table 9. 6: Ever-retrenched Currently Employed Employees Age 15 Years and Above by Employment Status, Rural/ Urban and Sex, Zimbabwe 2004 LFS

(a)

Area	Employment Status	Male	Female	Total
Rural	Paid Employee Permanent	27.58	10.36	25.35
	Paid Employee Casual	10.51	17.09	11.36
	Own Account Worker (Communal & Resettlement Farmer)	49.56	33.24	47.45
	Own Account Worker (Other)	7.36	12.47	8.02
	Unpaid Family Worker	5.00	26.84	7.82
	Not Stated	0.00	0.00	0.00
	Total Percent	100	100	100
	Total Number	77 395	11 495	88 891
Urban	Paid Employee Permanent	38.95	33.58	38.24
	Paid Employee Casual	20.03	6.16	18.19
	Own Account Worker (Communal & Resettlement Farmer)	0.48	9.24	1.64
	Own Account Worker (Other)	38.67	45.09	39.52
	Unpaid Family Worker	1.88	0.00	1.63
	Not Stated	0.00	5.93	0.79
	Total Percent	100	100	100
	Total Number	63 044	9 634	72 678
Zimbabwe	Paid Employee Permanent	32.68	20.95	31.15
	Paid Employee Casual	14.78	12.11	14.43
	Own Account Worker (Communal & Resettlement Farmer)	27.53	22.30	26.84
	Own Account Worker (Other)	21.41	27.35	22.19
	Unpaid Family Worker	3.60	14.60	5.03
	Not Stated	0.00	2.70	0.35
	Total Percent	100	100	100
	Total Number	140 439	21 129	161 568

(b)

Area	Employment Status	Male	Female	Total	
				Percent	Number
Rural	Paid Employee Permanent	94.72	5.28	100	22 536
	Paid Employee Casual	80.54	19.46	100	10 097
	Own Account Worker (Communal & Resettlement Farmer)	90.94	9.06	100	42 179
	Own Account Worker (Other)	79.90	20.12	100	7 128
	Unpaid Family Worker	55.63	44.39	100	6 950
	Not Stated	0.00	0.00	0.00	0
	Total	87.07	12.93	100	88 891
Urban	Paid Employee Permanent	88.36	11.64	100	27 790
	Paid Employee Casual	95.51	4.49	100	13 219
	Own Account Worker (Communal & Resettlement Farmer)	25.34	74.66	100	1 192
	Own Account Worker (Other)	84.88	15.12	100	28 721
	Unpaid Family Worker	100	0.00	100	1 184
	Not Stated	0.00	100	100	571
	Total	86.74	13.26	100	72 678
Zimbabwe	Paid Employee Permanent	91.21	8.79	100	50 327
	Paid Employee Casual	89.03	10.97	100	23 316
	Own Account Worker (Communal & Resettlement Farmer)	89.14	10.86	100	43 371
	Own Account Worker (Other)	83.88	16.12	100	35 849
	Unpaid Family Worker	62.07	37.93	100	8 134
	Not Stated	0.00	100	100	571
	Total	86.92	13.08	100	161 568

Table 9. 7: Ever-Retrenched Employees Age 15 Years and Above Currently Employed by Industrial Sector and Sex, Zimbabwe 2004 LFS

(a)

Industrial Sector	Male	Female	Total
Agriculture hunting and fishing	44.38	49.72	45.08
Mining and quarrying	3.94	0.00	3.43
Manufacturing	10.91	6.15	10.29
Construction	3.65	0.00	3.17
Distribution restaurants and hotels	7.45	11.33	7.96
Transport and communication	6.73	0.00	5.85
Finance insurance and real estate	1.05	1.72	1.14
Public Administration	3.69	2.21	3.50
Education services	1.09	0.95	1.07
Health	0.37	0.00	0.32
Other	15.40	26.90	16.91
Private Domestic	1.32	1.03	1.29
Total Percent	100	100	100
Total Number	140 439	21 129	161 568

(b)

Industrial Sector	Male	Female	Total	
			Percent	Number
Agriculture hunting and fishing	85.58	14.42	100	72 837
Mining and quarrying	100	0.00	100	5 539
Manufacturing	92.18	7.82	100	16 625
Construction	100	0.00	100	5 125
Distribution restaurants and hotels	81.40	18.60	100	12 857
Transport and communication	100	0.00	100	9 448
Finance insurance and real estate	80.25	19.75	100	1 838
Public Administration	91.72	8.26	100	5 653
Education services	88.41	11.59	100	1 726
Health	100	0.00	100	525
Other	79.19	20.80	100	27 318
Private Domestic	89.50	10.50	100	2 077
Total	86.92	13.08	100	161 568

Table 9. 8: Ever-Retrenched Currently Employed Employees 15 Years and Above by Skill Level and Sex, Zimbabwe 2004 LFS

(a)

Skill Level	Male	Female	Total
Professional	4.16	1.01	3.75
Skilled	16.11	14.48	15.89
Semi-skilled	18.90	9.54	17.68
Unskilled	60.35	72.27	61.91
Not known	0.29	2.70	0.60
Not Stated	0.20	0.00	0.17
Total Percent	100	100	100
Total Number	140 439	21 129	161 568

(b)

Skill Level	Male	Female	Total	
			Percent	Number
Professional	96.46	3.54	100	6 053
Skilled	88.09	11.92	100	25 679
Semi-skilled	92.95	7.05	100	28 564
Unskilled	84.73	15.27	100	100 020
Not known	41.56	58.44	100	977
Not Stated	100	0.00	100	275
Total	86.92	13.08	100	161 568

Table 9. 9: Ever-Retrenched Economically Inactive Employees Age 15 Years and Above by Rural/Urban and Sex, Zimbabwe 2004 LFS

(a)

Area	Activity	Male	Female	Total
Rural	Student	0.00	100	4.04
	Homemaker	0.00	0.00	0.00
	Retired with pension	0.00	0.00	0.00
	Ill/Sick/Too Old	96.62	0.00	92.72
	Other	3.38	0.00	3.24
	Not Stated	0.00	0.00	0.00
	Total percent	100	100	100
	Total Number	2 635	111	2 746
Urban	Student	11.79	0.00	7.22
	Homemaker	28.90	41.38	33.71
	Retired with pension	27.34	0.00	16.75
	Ill/Sick/Too Old	26.49	38.24	31.04
	Other	0.00	20.38	7.90
	Not Stated	5.49	0.00	3.36
	Total Percent	100	100	99.98
	Total Number	2 824	1 786	4 610
Zimbabwe	Student	6.10	5.85	6.05
	Homemaker	14.95	38.96	21.13
	Retired with pension	14.14	0.00	10.49
	Ill/Sick/Too Old	60.34	36.00	54.06
	Other	1.63	19.19	6.16
	Not Stated	2.84	0.00	2.11
	Total Percent	100	100	100
	Total Number	5 459	1 897	7 356

(b)

Area	Activity	Male	Female	Total	
				Percent	Number
Rural	Student	0.00	100	100	111
	Homemaker	0.00	0.00	0	0
	Retired with pension	0.00	0.00	0	0
	Ill/Sick/Too Old	100	0.00	100	2 546
	Other	100	0.00	100	89
	Not Stated	0.00	0.00	0	0
	Total	95.96	4.04	100	2 746
Urban	Student	100	0.00	100	333
	Homemaker	52.50	47.50	100	1 554
	Retired with pension	100	0.00	100	772
	Ill/Sick/Too Old	52.27	47.73	100	1 431
	Other	0.00	100	100	364
	Not Stated	100	0.00	100	155
	Total	61.26	38.74	100	4 610
Zimbabwe	Student	74.83	24.94	100	445
	Homemaker	52.51	47.55	100	1 554
	Retired with pension	100	0.00	100	772
	Ill/Sick/Too Old	82.83	17.17	100	3 977
	Other	19.65	80.35	100	453
	Not Stated	100	0.00	100	155
	Total	74.21	25.79	100	7 356

Chapter 10 Work Related Safety

10.1 Introduction

The Government of Zimbabwe set up a National Social Security Authority (NSSA) in 1994 to create a national pension scheme and a compensation insurance fund for work related illnesses or injuries through contributions by employees. The Civil Service was taken on board in October 2002, but only benefits from the national pension scheme and not from the workers compensation insurance fund. The 2004 LFS solicited information on the perceived health and safety of workers in relation to their working environment. It is envisaged that NSSA and other stakeholders will use the information to evaluate existing initiatives and plan for improved health and safety measures at work places as well as related benefits for the workers injured or taken ill due to working environment.

This chapter focuses on the work related safety aspects for the working population of age 15 years and above. The working environment involves one or more health and safety hazards. One or any of the combination of chemical, physical, biological, electrical, psychosocial and stress hazards are found in many work places and can lead to occupational injuries and diseases. The occupational hazards may lead to low output or production at work. Workers are supposed to put on some protective wear suitable to their working environment. It is important to know the number of people injured at their workplaces, whether workers are aware of what type of protective clothing they are supposed to wear or whether protective clothing is used correctly and whether workers are aware of any health hazards at their workplace.

10.2 Aspect of Work Environment

10.2.1 Knowledge of Working Environment Health Hazards by Level of Education

Table 10.1 shows the distribution of employed population by knowledge of working environment health hazards, level of education and sex. Of the 5.1 million employed population, 43 percent reported that their working environment was dangerous/harmful to their health, 56 percent reported that their working environment was not dangerous/harmful and less than 1 percent did not know. Of those who reported a dangerous/harmful working environment, 45 percent had secondary education while 40 percent had primary level of education. This similar pattern of levels of education is observed for categories of the population which reported that their working environment was not harmful and those who were not aware of any harm. However, the working population that was not aware of harmful working environment are those with no education, primary and secondary, including those with diploma levels of education for either sex.

10.2.2 Knowledge of Working Environment Health Hazards by Occupation

The occupation of 560 thousand employees and aspects of their work environment are shown in *Table 10.2*. All the mine employees were aware that their working environment was dangerous or harmful to their health. Some construction employees, male vendors/ traders and female agricultural labourers and domestic workers professed ignorance of any dangers in their working environment. There is

need to verify whether the 18 percent of the employees who felt that there were no dangers at their working environment are knowledgeable of their working environment.

10.3 Dangerous Features in Work Environment

The over 2.2 million workers who had reported that there was some aspect of their working environment that was dangerous or harmful to their health were asked to state the most dangerous feature. From *Table 10.3*, sixty four percent of the workers identified the most dangerous feature as mechanical or physical, followed by chemical or biological (14 percent) and then lack of protective wear (9 percent). Forty four percent of the workers in education and health services revealed that the chemical or biological environment was the most dangerous feature in their working environment.

10.4 Work Related Injuries and Illness

10.4.1 Work Related Injuries

From *Table 10.4*, only about 322 thousand workers, constituting 6 percent of workers aged 15 years and above, reported suffering injuries related to work during the year preceding the survey. The survey revealed that the 15-34 year age group accounted for 62 percent of the 6% of workers who were injured at their workplaces. It should be noted that this age group accounted for 63 percent of the total labour force. See *Chapter 4, Table 4.3b*.

Agricultural employees, with 67 percent of the injured, were more prone to injuries at work than any other occupation. *Table 10.5* further shows that 59 percent and 81 percent of male and female agricultural employees, respectively, reported injuries that were work related.

10.4.2 Work Related Illness

Table 10.6, shows that only six percent of the working population reported suffering illness due to work related conditions. This was the same percentage observed for reported injuries. The 15-34 year age group constituted 61 percent of the working population reporting suffering illness due to work related conditions. However, the age group 65 years and above had a high percentage (10 percent) reporting having suffered illness to work related conditions. This could be due to ageing where the immune system may no longer be strong or more data is required to establish the duration in the workplace showing length of exposure.

From *Table 10.7*, sixty seven percent of the working population reporting suffering illness due to work related conditions were agricultural employees.

10.5 Feature to Which Injury/Illness Was Related

Table 10.8 shows the distribution of causes of accident, injury or illness. The common feature of working environment among most occupation groups was mechanical or physical. Fifty one percent of female transport employees felt that the ergonomic environment caused illness or injuries to them. Lack of personal protective equipment was cited by 35 percent of female mine employees as having caused illness or injury. For both sexes 17 percent and 16 percent of manufacturing and construction employees, respectively, revealed that lack of personal protective equipment caused the accident, illness or injury.

10.6 Nature of Injury/Illness

Questions on nature of injury or illness were asked to workers who had reported that they had suffered injury or were ill due to work related conditions. The questions asked were multiple response questions therefore the results obtained are the frequencies for each nature of injury. The “other” category in the table represents the frequencies of the combinations of the specified nature of injuries.

The percent distribution of the nature of injury for workers injured at work is presented in *Table 10.9*. In all occupation categories, workers reported wounds, fractures and dislocations as the most common nature of injury they suffered with domestic workers having the highest frequency of 60 percent. The highest frequencies for lung and respiratory tract diseases were recorded for manufacturing workers (21 percent) and mine workers (25 percent).

10.7 Medical Attention

Workers who reported that they had been injured at work were asked whether they received any medical treatment. From *Table 10.10*, forty percent revealed that the most serious injury or illness did not require any medical treatment. Eighty four percent female transport employees were medically treated at a clinic and released immediately. For the most serious injury or illness, 27 percent of manufacturing employees were medically treated at the workplace and discharged immediately. The survey revealed that 13 percent of female construction employees were hospitalised with vocational rehabilitation for the most serious injury or illness.

Table 10.11 shows the distribution of workers who were injured and sort medical attention. Fifty two percent of the workers paid for themselves or through their medical aid for the injuries sustained and illnesses suffered. Only 12 percent of the workers had their medical bills paid for by their employers while 19 percent received free medical attention.

10.8 Type of Protective Wear

Questions on type of protective wear were asked to economically active working population. The questions asked were multiple response questions therefore the results obtained are the frequencies for each type of protective wear. The “other” category in the tables represents the frequencies of the combinations of the specified type of protective wear and other types of protective wear.

Table 10.12 shows the type of perceived protective wear that the worker is supposed to have by their level of education completed. Across all education levels most workers did not require any type of protective clothing with those in the graduate/ post graduate level of education having the highest frequency (68 percent). From *Table 10.13*, eighty two percent in the agriculture, hunting and fishing sector did not use any protective wear.

Table 10.14 shows the type of protective wear one is supposed to have by occupational category. The religious employees did not use any type of protective wear. The agriculture employees used all types of protective wear but not earplugs. The survey revealed that earplugs were only used by mining and construction workers.

10.8 Conclusion

Three hundred and twenty-two thousand workers, which constituted 6 percent of workers aged 15 years and above, reported suffering injuries that were work related. About 6 percent of the employed population reported suffering illness due to work related conditions. The highest work related injuries and illnesses were reported by agricultural employees and those with low educational levels. The 15-

34 year age group were victims of injuries and illness related to the working environment. The labour force carries the burden of paying the bills for medical attention sought.

Table 10. 1: Percent Distribution of Population Age 15 years and Above by Knowledge of Working Environment Health Hazard, Level of Education and Sex, Zimbabwe 2004 LFS

Sex	Level of Education Completed	Is there an aspect of your work environment that is dangerous/ harmful to your health?				Total
		Yes	No	Don't know	Not Stated	
Male	None	4.02	3.77	8.26	0.00	3.91
	Primary	36.76	31.90	33.29	50.72	34.28
	Secondary	50.26	53.52	49.71	49.35	51.92
	Diploma/Cert. After Primary	0.92	0.85	2.00	0.00	0.89
	Diploma/Cert. After Secondary	6.84	7.98	6.73	0.00	7.41
	Graduate/Post graduate	1.05	1.88	0.00	0.00	1.46
	Not Stated	0.14	0.11	0.00	0.00	0.12
	Total Percent	100	100	100	100	100
	Total Males	1 281 618	1 341 579	14 525	1 528	2 639 250
Female	None	12.07	8.26	22.11	22.29	9.80
	Primary	45.97	40.16	30.43	27.74	42.27
	Secondary	36.85	43.58	44.35	49.97	41.05
	Diploma/Cert. After Primary	0.73	0.68	0.00	0.00	0.70
	Diploma/Cert. After Secondary	3.75	6.16	1.55	0.00	5.22
	Graduate/Post graduate	0.51	0.78	0.00	0.00	0.68
	Not Stated	0.11	0.38	1.57	0.00	0.29
	Total Percent	100	100	100	100	100
	Total Females	941 172	1 536 687	17 456	1 521	2 496 837
Total	None	7.43	6.16	15.82	11.11	6.78
	Primary	40.66	36.31	31.73	39.25	38.16
	Secondary	44.58	48.21	46.79	49.64	46.63
	Diploma/Cert. After Primary	0.84	0.76	0.91	0.00	0.80
	Diploma/Cert. After Secondary	5.53	7.01	3.90	0.00	6.35
	Graduate/Post graduate	0.83	1.29	0.00	0.00	1.08
	Not Stated	0.13	0.26	0.86	0.00	0.20
	Total Percent	100	100	100	100	100
	Percent	43.28	56.04	0.62	0.06	100
Zimbabwe	2 222 790	2 878 266	31 981	3 050	5 136 087	

Table 10. 2: Percent Distribution of Population Age 15 Years and Above by Occupation and Sex, Zimbabwe 2004 LFS

Sex	Occupation	Aspect of your work environment that is dangerous/ harmful to health?				Total	
		Yes	No	Don't know	Not Stated	Percent	Number
Male	Agricultural labourer	83.08	16.92	0.00	0.00	100	188 359
	Mine labourer	100	0.00	0.00	0.00	100	16 038
	Manufacturing labourer	87.79	12.21	0.00	0.00	100	29 455
	Domestic worker	94.80	5.20	0.00	0.00	100	2 500
	Transport labourer	80.11	19.89	0.00	0.00	100	17 801
	Construction labourer	84.59	14.01	1.41	0.00	100	15 504
	Vendor/Trader	74.29	20.70	5.01	0.00	100	9 596
	Other	82.54	17.46	0.00	0.00	100	40 281
	Not Stated	56.69	25.93	8.73	8.65	100	10 333
	Total	83.17	16.07	0.49	0.27	100	329 868
Female	Agricultural labourer	77.60	21.42	0.97	0.00	100	171 770
	Mine labourer	100	0.00	0.00	0.00	100	1 215
	Manufacturing labourer	91.02	8.98	0.00	0.00	100	6 283
	Domestic worker	75.42	21.71	2.85	0.00	100	8 280
	Transport labourer	84.43	15.57	0.00	0.00	100	912
	Construction labourer	81.27	18.73	0.00	0.00	100	1 351
	Vendor/Trader	82.74	17.26	0.00	0.00	100	12 504
	Other	86.20	13.81	0.00	0.00	100	21 483
	Not Stated	43.23	31.75	5.72	19.30	100	5 732
	Total	78.28	20.26	0.97	0.48	100	229 531
Total	Agricultural labourer	80.47	19.07	0.46	0.00	100	360 129
	Mine labourer	100	0.00	0.00	0.00	100	17 253
	Manufacturing labourer	88.36	11.64	0.00	0.00	100	35 738
	Domestic worker	79.92	17.88	2.19	0.00	100	10 780
	Transport labourer	80.32	19.68	0.00	0.00	100	18 713
	Construction labourer	84.33	14.39	1.29	0.00	100	16 855
	Vendor/Trader	79.07	18.75	2.18	0.00	100	22 100
	Other	83.81	16.19	0.00	0.00	100	61 764
	Not Stated	51.89	28.00	7.66	12.45	100	16 065
	Total Number	454 046	99 517	3 836	2 000		559 399

Table 10. 3: Percent Distribution of Population Age 15 Years and Above by Industrial Sector, Zimbabwe 2004
LFS

Industrial Sector	Most dangerous feature								Total		
	Mechanical/ Physical	Chemical/ Electrical Biological			Ergonomic	Psychosocial	Lack of personal protective equipment	Other	Not Stated	Percent	Number
Agriculture hunting and fishing	67.93	0.85	12.37	8.68	0.21	8.96	0.91	0.10	100	1 549 114	
Mining and quarrying	72.80	2.05	16.07	1.77	0.43	5.47	1.41	0.00	100	73 739	
Manufacturing	56.09	9.23	16.64	6.09	0.97	7.49	3.01	0.49	100	152 638	
Construction	66.92	1.92	10.97	6.57	0.00	13.63	0.00	0.00	100	50 404	
Distribution											
restaurants and hotels	46.90	6.13	21.50	8.44	3.71	10.18	3.14	0.00	100	54 717	
Transport and communication	72.19	2.35	10.59	7.79	0.98	4.16	1.94	0.00	100	42 679	
Finance, insurance and real estate	63.64	3.49	9.24	12.29	8.34	3.01	0.00	0.00	100	10 360	
Public Administration & Defence	61.94	0.00	11.15	2.48	2.17	8.70	13.56	0.00	100	47 091	
Other	44.03	4.89	16.48	17.27	0.56	9.80	6.81	0.16	100	154 228	
Education services	26.60	0.00	43.91	3.23	7.73	10.74	6.83	0.95	100	37 952	
Health	33.15	6.03	36.50	2.92	6.51	12.41	2.47	0.00	100	26 413	
Private Domestic	66.20	11.39	8.28	5.52	1.85	6.74	0.00	0.00	100	23 453	
Total Percent	63.88	2.08	13.97	8.49	0.69	8.86	1.91	0.13	100		
Total Number	1 419 821	46 226	310 599	188 717	15 295	196 890	42 373	2 869		2 222 790	

Table 10. 4: Percent Reporting Injuries at Work in the Last 12 Months by Age Group and Sex, Zimbabwe 2004 LFS

Age Group	Have you ever been injured at your workplace in the last 12 months?									Total		
	Yes			No			Not stated					
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
15 – 19	12.39	10.93	11.89	18.58	16.84	17.71	18.48	23.68	22.50	18.11	16.61	17.37
20 – 24	15.28	13.35	14.61	16.84	17.80	17.32	44.39	13.75	20.72	16.74	17.60	17.16
25 – 29	16.22	13.98	15.44	14.36	14.47	14.42	0.00	8.13	6.28	14.49	14.44	14.47
30 – 34	14.04	12.64	13.55	13.07	11.38	12.22	13.24	26.55	23.53	13.14	11.47	12.32
35 – 39	10.62	8.21	9.79	8.57	8.26	8.41	8.36	4.74	5.56	8.72	8.25	8.49
40 – 44	7.61	11.07	8.81	6.18	7.43	6.81	0.00	0.00	0.00	6.29	7.57	6.92
45 – 49	6.40	9.53	7.48	5.57	6.47	6.02	0.00	13.70	10.59	5.63	6.61	6.11
50 – 54	5.06	6.11	5.42	4.65	5.41	5.03	0.00	9.46	7.31	4.67	5.45	5.06
55 – 59	2.58	7.53	4.29	3.40	3.89	3.64	0.00	0.00	0.00	3.33	4.03	3.68
60 – 64	3.83	2.79	3.47	3.25	3.03	3.14	15.52	0.00	3.53	3.31	3.01	3.16
65 +	5.97	3.86	5.24	5.53	5.02	5.28	0.00	0.00	0.00	5.56	4.96	5.27
Total	100	100	100	100	100	100	100	100	100	100	100	100
Percent	7.61	4.17	5.92	92.32	95.58	93.93	0.07	0.24	0.16	100	100	100
Total Number	210 259	111 671	321 930	2 549 98	2 55 991	5 08 989	1 926	6 546	8 471	183 2 762	2 677 207	5 439 390

Table 10. 5: Percent reporting Injuries at Work in the Last 12 Months by Occupation and sex, Zimbabwe 2004 LFS

Occupation	Yes			No			Not stated			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agricultural labourer	58.67	81.03	66.87	2.52	3.45	2.99	12.50	5.00	7.14	6.89	6.91	6.90
Mine labourer	4.74	0.23	3.09	0.23	0.03	0.13	0.00	0.00	0.00	0.58	0.04	0.31
Manufacturing labourer	8.27	1.87	5.92	0.39	0.14	0.26	0.00	0.00	0.00	1.00	0.22	0.61
Domestic worker	1.08	5.39	2.66	0.06	0.12	0.09	0.00	0.00	0.00	0.14	0.35	0.25
Transport labourer	4.88	0.23	3.18	0.19	0.03	0.11	0.00	0.00	0.00	0.56	0.04	0.30
Construction labourer	5.15	0.23	3.35	0.14	0.05	0.09	0.00	0.00	0.00	0.53	0.06	0.29
Vendor/Trader	2.44	1.64	2.15	0.13	0.34	0.23	0.00	0.00	0.00	0.31	0.40	0.35
Other	11.25	7.03	9.70	0.51	0.38	0.45	12.50	0.00	3.57	1.36	0.68	1.02
Not stated	3.52	2.34	3.09	95.83	95.45	95.64	75.00	95.00	89.29	88.65	91.30	89.98
Total Percent	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	210 259	111 671	321 930	2 549 998	2 558 991	5 108 989	1 926	6 546	8 471	2 762 183	2 677 207	5 439 390

Table 10. 6: Percent Reporting Suffering Illness due to Work Related Conditions in the Last 12 Months, Zimbabwe 2004 LFS

Age Group	Suffered illness due to work conditions									Total		
	Yes			No			Not Stated					
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
15 - 19	8.89	5.73	7.35	20.13	17.63	18.88	25.00	18.18	20.00	19.46	16.96	18.20
20 - 24	15.16	10.35	12.83	16.76	17.64	17.20	12.50	18.18	16.67	16.66	17.23	16.95
25 - 29	15.33	14.05	14.71	13.87	14.05	13.96	0.00	9.09	6.67	13.95	14.04	13.99
30 - 34	13.59	12.75	13.18	12.15	10.90	11.52	12.50	22.73	20.00	12.23	11.04	11.63
35 - 39	9.06	8.50	8.79	8.22	8.08	8.15	12.50	9.09	10.00	8.28	8.10	8.19
40 - 44	6.10	9.06	7.53	6.29	7.58	6.94	12.50	0.00	3.33	6.28	7.65	6.97
45 - 49	7.84	8.13	7.98	5.41	6.53	5.97	0.00	13.64	10.00	5.55	6.63	6.10
50 - 54	5.92	9.06	7.44	4.73	5.33	5.03	0.00	9.09	6.67	4.80	5.55	5.17
55 - 59	4.88	7.02	5.92	3.31	3.96	3.63	0.00	0.00	0.00	3.40	4.12	3.76
60 - 64	4.70	4.07	4.39	3.19	3.22	3.21	25.00	0.00	6.67	3.30	3.26	3.28
65 +	8.54	11.28	9.87	5.94	5.08	5.50	0.00	0.00	0.00	6.09	5.41	5.75
Total Percent	100	100	100	100	100	100	100	100	100	100	100	100
Percent	5.87	5.44	5.66	94.06	94.30	94.18	0.07	0.26	0.16	100	100	100
Total Number	162 218	145 687	307 906	2 598 120	2 524 577	5 122 697	1 844	6 943	8 788	183	207	390

Table 10. 7: Percent Reporting Suffering Illness due to Work Related Conditions in the Last 12 Months by Occupation group and Sex, Zimbabwe 2004 LFS

Occupation	Yes			No			Not Stated			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agricultural labourer	57.67	76.52	66.82	3.62	2.75	3.18	12.50	0.00	3.33	6.89	6.91	6.90
Mine labourer	6.62	0.55	3.68	0.19	0.01	0.10	0.00	0.00	0.00	0.58	0.04	0.31
Manufacturing labourer	9.93	3.33	6.73	0.43	0.03	0.23	0.00	0.00	0.00	1.00	0.22	0.61
Domestic worker	1.05	2.96	1.97	0.08	0.20	0.14	0.00	0.00	0.00	0.14	0.35	0.25
Transport labourer	4.88	0.55	2.78	0.28	0.01	0.14	0.00	0.00	0.00	0.56	0.04	0.30
Construction labourer	4.01	0.92	2.51	0.30	0.01	0.16	0.00	0.00	0.00	0.53	0.06	0.29
Vendor/Trader	3.14	6.28	4.66	0.12	0.04	0.08	0.00	0.00	0.00	0.31	0.40	0.35
Other	12.72	8.87	10.85	0.63	0.19	0.41	0.00	0.00	0.00	1.36	0.68	1.02
Not Stated	0.00	0.00	0.00	94.35	96.75	95.56	87.50	100	96.67	88.65	91.30	89.98
Total Percent	100	100	100	100	100	100	100	100	100	100	100	100
Total Zimbabwe	162 218	145 687	307 906	2 598 120	2 524 577	5 122 697	1 844	6 943	8 788	2 762 183	2 677 207	5 439 390

Table 10. 8: Feature of Working Environment Which Injury/Illness was Related to by Occupation (%) for Population Age 15 Years and Above, Zimbabwe 2004 LFS

Sex	Occupation	To what feature of your working environment was accident related?								Total Percent
		Mechanical/ Physical	Electrical	Chemical/ Biological	Ergonomic	Psycho- social	Lack of personal protective equipment	Other	Not stated	
Male	Agricultural labourer	64.15	0.41	10.87	12.23	0.05	11.73	0.37	0.20	100
	Mine labourer	46.51	2.13	29.92	7.97	1.38	11.24	0.84	0.00	100
	Manufacturing labourer	49.52	6.57	17.60	10.92	0.00	15.41	0.00	0.00	100
	Domestic worker	84.50	0.00	0.00	0.00	3.74	11.73	0.00	0.00	100
	Transport labourer	50.32	6.62	15.43	13.88	4.75	5.37	1.76	1.87	100
	Construction labourer	65.71	4.53	1.29	9.00	0.00	16.88	2.59	0.00	100
	Vendor/Trader	64.59	0.00	6.63	11.31	0.00	12.88	0.00	4.58	100
	Other	64.14	1.51	11.20	7.18	1.39	9.25	4.36	0.96	100
	Not stated	2.35	0.79	0.00	0.00	0.00	0.00	2.73	94.12	100
Female	Agricultural labourer	58.44	1.04	4.17	26.77	0.16	8.80	0.61	0.00	100
	Mine labourer	40.41	0.00	12.18	12.18	0.00	35.14	0.00	0.00	100
	Manufacturing labourer	30.60	0.00	22.23	18.15	8.04	20.97	0.00	0.00	100
	Domestic worker	60.36	5.93	5.65	17.86	2.72	3.78	3.72	0.00	100
	Transport labourer	15.57	0.00	0.00	50.77	0.00	33.77	0.00	0.00	100
	Construction labourer	64.54	0.00	0.00	35.46	0.00	0.00	0.00	0.00	100
	Vendor/Trader	40.49	3.22	13.84	29.49	3.25	6.67	3.05	0.00	100
	Other	43.17	0.00	15.88	13.73	11.03	11.11	2.91	2.18	100
	Not stated	0.00	0.00	0.00	0.00	0.00	0.00	1.97	98.03	100
Total	Agricultural labourer	61.42	0.71	7.67	19.18	0.10	10.33	0.49	0.10	100
	Mine labourer	46.08	1.98	28.67	8.27	1.28	12.93	0.78	0.00	100
	Manufacturing labourer	45.69	5.24	18.53	12.38	1.63	16.53	0.00	0.00	100
	Domestic worker	66.73	4.37	4.16	13.15	2.99	5.87	2.74	0.00	100
	Transport labourer	48.68	6.31	14.70	15.61	4.53	6.70	1.68	1.78	100
	Construction labourer	65.62	4.19	1.20	10.97	0.00	15.62	2.40	0.00	100
	Vendor/Trader	51.14	1.80	10.65	21.46	1.81	9.42	1.70	2.02	100
	Other	56.84	0.98	12.83	9.46	4.75	9.90	3.86	1.38	100
	Not stated	1.34	0.45	0.00	0.00	0.00	0.00	2.41	95.80	100
	Total Percent	56.25	1.47	9.30	16.13	1.01	10.23	1.11	4.51	100

Table 10. 9: Percent Distribution of Population Age 15 Years and Above by Nature of Injury and Occupation Category, Zimbabwe 2004 LFS

Nature of Injury	Occupation								Total
	Agriculture Labourer	Mine Labourer	Manufacturing Labourer	Domestic worker	Transport Labourer	Construction Labourer	Vendor/ Trader	Other	
Wounds, Fractures, Dislocations	51.53	44.95	47.08	60.07	50.73	59.22	40.19	48.58	50.60
Internal Injuries	9.23	6.69	4.02	17.25	7.33	15.43	6.53	2.37	8.20
Dermatitis and other skin diseases	3.03	0.00	1.34	3.09	0.00	0.00	0.91	1.38	2.34
Effects of Radiation	0.94	1.28	6.88	0.00	8.32	1.21	0.00	0.81	1.54
Repetitive strain injuries	16.68	8.27	4.84	5.51	4.57	9.69	15.74	14.69	14.49
Physical Stress Factors	1.85	2.62	3.85	2.99	8.23	0.00	8.33	7.51	3.11
Lung and Respiratory tract diseases	6.79	20.81	24.50	4.16	7.12	9.17	14.41	13.74	9.56
Foreign Bodies	1.62	6.47	2.19	0.99	4.54	3.49	0.00	1.67	1.89
Chemical Poisoning	1.96	6.68	1.65	0.00	2.61	0.00	1.31	3.20	2.12
Multiple Injuries	0.87	0.86	0.00	0.00	0.00	0.00	1.80	0.00	0.68
Other	5.50	1.36	3.66	5.94	6.57	1.79	10.78	6.05	5.46
Total Percent	100	100	100	100	100	100	100	100	100

Note: Other nature of injury includes all combinations of the nature of injuries.

Table 10. 10: Severity of Injury by Occupation for Population Age 15 Years and Above Injured in the Last 12 months (%), Zimbabwe 2004 LFS

Sex/ Occupation	Referring to the most serious injury/illness how serious was the injury treated							Total	
	Did not need any medical treatment	Medically treated at the work place and released immediately	Medically treated at a clinic and released immediately	Medically treated at a hospital outpatient and discharged immediately	Hospitalised without vocational rehabilitation	Hospitalised with vocational rehabilitation	Not Stated	Percent	Number
Male									
Agricultural labourer	46.50	6.57	28.47	12.86	3.60	2.01	0.00	100	191 291
Mine labourer	16.74	26.18	17.87	27.47	10.31	1.45	0.00	100	16 038
Manufacturing labourer	16.20	29.42	23.38	26.46	1.29	3.24	0.00	100	29 596
Domestic worker	26.42	15.73	32.14	25.71	0.00	0.00	0.00	100	2 968
Transport labourer	15.50	8.08	34.34	35.57	3.29	3.23	0.00	100	18 467
Construction labourer	21.51	14.41	36.53	25.53	2.01	0.00	0.00	100	16 851
Vendor/Trader	65.42	4.06	21.62	5.92	2.97	0.00	0.00	100	10 506
Other	30.50	16.46	26.58	20.93	4.02	1.17	0.33	100	41 368
Not stated	0.00	0.00	0.00	0.00	0.00	0.00	100	100	14 411
Total	36.07	10.86	26.64	16.91	3.47	1.79	4.26	100	341 496
Female									
Agricultural labourer	50.86	5.03	28.09	12.60	2.10	1.22	0.10	100	175 218
Mine labourer	0.00	0.00	0.00	24.44	0.00	0.00	0.00	100	1 215
Manufacturing labourer	31.27	20.38	26.91	14.70	6.74	0.00	0.00	100	7 509
Domestic worker	41.74	4.01	23.15	31.10	0.00	0.00	0.00	100	8 280
Transport labourer	15.57	0.00	84.43	0.00	0.00	0.00	0.00	100	912
Construction labourer	29.90	0.00	45.82	11.25	0.00	13.10	0.00	100	1 351
Vendor/Trader	56.38	0.00	20.51	21.49	0.00	1.63	0.00	100	13 264
Other	37.43	6.92	28.21	23.03	0.00	2.22	2.18	100	22 098
Not stated	0.00	4.65	0.00	0.00	0.00	0.00	95.35	100	10 851
Total	46.20	5.28	26.77	14.18	1.74	1.26	4.57	100	240 698
Both Sexes									
Agricultural labourer	48.58	5.83	28.29	12.73	2.88	1.63	0.05	100	366 509
Mine labourer	15.56	24.33	21.93	27.25	9.59	1.34	0.00	100	17 253
Manufacturing labourer	19.25	27.59	24.10	24.09	2.39	2.59	0.00	100	37 105
Domestic worker	37.70	7.11	25.52	29.67	0.00	0.00	0.00	100	11 248
Transport labourer	15.50	7.70	36.70	33.90	3.13	3.08	0.00	100	19 379
Construction labourer	22.13	13.34	37.22	24.46	1.86	0.97	0.00	100	18 202
Vendor/Trader	60.38	1.80	21.00	14.61	1.31	0.91	0.00	100	23 770
Other	32.92	13.14	27.15	21.66	2.62	1.54	0.97	100	63 466
Not Stated	0.00	2.00	0.00	0.00	0.00	0.00	98.00	100	25 262
Total	40.26	8.55	26.69	15.78	2.75	1.57	4.39	100	582 193
Total Number	234 403	49 798	155 397	91 890	16 022	9 131	25 553		582 193

**Table 10. 11: Method of Payment for Medical Treatment of the Injured Worker,
Zimbabwe 2004 LFS**

Method of Payment for Medical Treatment	Percent Distribution
Workers Compensation Insurance Fund (WCIF)	0.95
Employer	12.14
Parents/guardian	7.38
Self/Medical Aid	51.51
Free	19.05
Other	6.35
Not Stated	2.62
Total Percent	100

Table 10. 12: Type of Protective Wear the Worker is Supposed to Have by Level of Education Completed, Zimbabwe 2004 LFS

Protective wear supposed to have	Level of Education Completed							Total
	None	Primary	Secondary	Diploma /Cert. After	Diploma /Cert. After	Graduate/ Post Graduate	Not Stated	
Glasses	0.02	0.15	0.13	0.00	1.29	0.83	0.00	0.19
Helmet	0.02	0.09	0.09	0.00	0.09	0.00	0.00	0.08
Earplugs	0.00	0.00	0.02	0.00	0.06	0.00	0.00	0.01
Special shoes	18.65	17.40	8.33	1.68	1.55	0.00	7.41	12.91
Gloves	0.47	0.65	1.16	1.46	1.68	1.21	0.00	0.90
Nose Bag/Gas Mask	0.17	0.33	0.71	3.53	1.20	0.75	0.00	0.53
Overall	2.45	2.33	2.75	3.76	3.58	0.44	9.64	2.58
None	43.30	39.07	43.05	45.56	58.76	68.39	36.79	42.23
Not Stated	0.12	0.11	0.16	0.00	0.00	0.00	2.44	0.13
Other	34.79	39.87	43.60	44.01	31.78	28.38	43.73	40.45
Total Percent	100	100	100	100	100	100	100	100

Note: Other type of protective wear includes all combinations of all other type of protective wear.

Table 10. 13: Type of Protective Wear the Worker Uses While Working by Industrial Sector, Zimbabwe 2004 LFS

Protective wear	Industrial Sector													Total
	Agriculture, hunting and fishing	Mining and quarrying	Manufacturing	Construction	Distribution, Transport restaurants and hotels	and communication	Finance, insurance & real estate	Public Administration & Defence	Other	Education services	Health	Private Domestic	Not Stated	
Glasses	0.04	0.00	0.31	0.00	0.00	0.00	0.60	0.00	0.06	0.13	0.00	0.00	0.00	0.05
Helmet	0.02	2.17	0.18	0.00	0.00	0.31	0.00	0.49	0.04	0.00	0.00	0.00	0.00	0.07
Earplugs	0.00	0.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01
Special shoes	0.02	0.00	0.00	0.42	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02
Gloves	0.09	0.00	0.32	1.41	0.84	0.31	1.00	0.99	1.15	0.20	8.64	0.00	0.00	0.33
Nose Bag/Gas Mask	0.15	0.00	0.30	0.00	0.49	0.00	0.00	0.41	0.19	0.19	2.29	0.00	0.00	0.18
Overall	3.33	2.94	11.94	9.96	8.56	10.09	1.92	4.61	4.84	1.96	3.82	4.91	0.00	4.28
None	82.47	29.47	44.73	35.03	73.37	64.87	87.38	43.71	79.36	92.93	31.34	71.90	72.75	77.25
Other	13.78	65.43	41.81	52.78	16.52	24.14	9.10	49.17	13.56	4.59	53.91	21.37	5.38	17.56
Not Stated	0.10	0.00	0.40	0.39	0.22	0.29	0.00	0.63	0.73	0.00	0.00	1.82	21.87	0.25
Total Percent	100	100	100	100	100	100	100	100	100	100	100	100	100	100

Table 10. 14: Type of Protective Wear the Worker is Supposed to Have by Occupational Category, Zimbabwe LFS 2004

Type of protective wear	Occupational Category										
	Machine Operators	Government and Senior Officials	Directors Managers & Company Secretaries	Business and Finance	Engineers & Technicians	Life Sciences Professionals	Education	Law and Security	Archivists Librarians & Related Professionals	Social Science	Artists
Glasses	0.00	0.00	0.00	0.68	0.00	0.00	0.90	0.00	0.00	0.00	0.00
Helmet	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.58	0.00	0.00	0.00
Earplugs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Special shoes	6.87	0.00	0.49	3.17	2.61	0.83	1.09	5.24	0.00	0.00	0.00
Gloves	0.00	0.00	0.00	0.99	0.00	7.96	1.44	0.36	0.00	12.37	0.00
Nose Bag/Gas Mask	0.85	0.00	0.55	0.37	0.81	1.23	2.72	0.26	0.00	0.00	1.44
Overall	3.14	0.00	1.48	3.93	7.89	4.30	3.51	2.95	0.00	0.00	2.75
None	24.58	84.49	78.88	77.13	21.94	28.83	80.10	33.23	36.97	59.23	43.33
Other	64.56	15.51	18.59	13.72	66.74	56.85	10.07	57.37	63.03	28.40	52.49
Not Stated	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Percent	100	100	100	100	100	100	100	100	100	100	100

Table 10.14: cont'd

Type of protective wear	Occupational Category											Total
	Religion	Administrative Associate Professionals	Clerks and Secretaries	Transport Services	Agriculture	Mining and Construction	Mechanics	Manufac- turing	Not Elsewh e Classified	Not Stated		
Glasses	0.00	2.45	1.50	0.27	0.10	0.06	0.28	1.14	1.49	0.00	0.00	0.21
Helmet	0.00	0.00	0.00	0.39	0.16	0.07	0.13	0.00	0.12	0.00	0.00	0.09
Earplugs	0.00	0.00	0.00	0.00	0.00	0.00	0.11	0.00	0.00	0.00	0.00	0.00
Special shoes	0.00	1.83	1.68	1.39	3.21	18.63	2.53	1.42	1.91	0.00	2.54	13.54
Gloves	0.00	0.00	1.16	0.73	2.27	0.61	0.80	3.13	0.89	0.00	0.00	0.89
Nose Bag/Gas Mask	0.00	1.37	0.96	0.40	0.71	0.31	1.54	0.00	2.27	7.64	0.00	0.54
Overall	0.00	8.25	4.86	5.64	2.93	2.01	2.58	7.27	6.55	0.00	4.89	2.63
None	100	46.40	77.92	55.68	73.19	32.17	19.13	16.90	52.54	49.56	52.60	40.25
Other	0.00	39.70	11.91	35.52	17.44	46.12	72.76	70.14	34.24	42.80	31.75	41.81
Not Stated	0.00	0.00	0.00	0.00	0.00	0.02	0.25	0.00	0.00	0.00	8.23	0.04
Total Percent	100	100	100	100	100	100	100	100	100	100	100	100

Chapter 11 Health

11.1 Introduction

This chapter looks at the number of persons who fell ill during May 2004, the month preceding the survey, the health facility visited and the reasons for not visiting a health facility. Illness or sickness was defined for the survey as “acute physical and mental condition which make the person to be absent from work/school or unable to perform normal duties” (CSO, 1999).

The definition implies that normal activities that are supposed to be performed by a person are affected when one falls ill. The number of persons who fell ill indicates the burden of disease the health sector and for work places this may lead to loss in the output/production of goods and services. Hence, it is important to have an idea of the number of persons affected by illness and their treatment seeking behaviour for effective planning.

Data from other surveys such as the 1994 and 1999 Labour Force Surveys would be used as basis for comparison.

11.2 Illness by Age Group, Sex and Province

Table 11.1 shows that about 2 million persons reported that they fell ill during the month preceding the survey representing 19 percent of the estimated population of close to 11 million. The number of females who fell ill was 1.2 million, about 21 percent of the estimated female population while the number of males was 956 thousand, about 18 percent of the estimated male population.

The most affected persons were of age 0 to 4 years (18 percent), 5 to 9 years (10 percent) and 20 to 24 years (10 percent). About 37 percent of the total number of persons who fell ill were under 14 years. The least affected persons were age 65 to 74 years. *Table 11.1* also shows that there were three times more persons in urban areas than rural areas and nationally more females than males reported to have fallen ill. *Table 11.2* shows that Midlands followed by Masvingo Province accounted for the highest number of persons who fell ill while Bulawayo had the lowest.

11.3 Main Facility Visited

A public health institution refers to a clinic or hospital owned by government, missions or local authorities like councils and municipalities. Private clinics refer to institutions owned by individuals like doctors and other health professionals as well as institutions on mines and farms. Traditional healers refer to herbalists, n’angas while other healers refer to religious and spiritual healers.

About 71 percent of persons who fell ill visited a health facility. *Table 11.3* shows about 84 percent visited a public health institution and less than 1 percent consulted other healers. *Tables 11.4 and 11.5* presents the distribution of the persons who fell ill by urban/rural areas and sex for 1994, 1999 and 2004. The results show that more people visit public health institutions. The population in urban areas visiting

private clinics declined but increased in rural areas. The 2004 LFS shows that 29 percent of those who fell ill did not visit a health facility.

Forty seven percent of the persons who did not visit a health facility were treated at home, 23 percent could not afford to pay, 23 percent reported that treatment was not necessary and 5 percent felt the facility was too far. See *Table 11.6*.

Table 11.7 shows the distribution of persons who fell ill but could not visit a health facility by reason of not doing so. Of the urban population, 44 percent received home treatment and 25 percent felt treatment was not necessary. In the rural areas 57 percent received home treatment and 25 percent could not afford treatment. *Table 11.8* gives comparative data on the reasons for not visiting a health facility in 1994, 1999 and 2004. The highest percentage of persons are treated at home (40 to 48 percent), followed by those who thought treatment was not necessary (23 to 25 percent) and those who could not afford (17 to 23 percent). Over the three surveys, at most 6 percent of the persons who fell ill felt that the facility was too far.

11.4 Conclusion

The survey results show that about one in every five persons fell ill during the month preceding the survey. The most affected persons were children under age 5 years. Patients visited public health institutions more than any other facilities. The number of urban patients who visited private clinics declined while those residing in rural areas increased. About 5 percent of the patients who did not visit a health facility considered the health facility to be too far. Twenty-three percent of those who fell ill could not afford to pay for health facility charges.

Table 11. 1: Percent Distribution of Persons Who Fell Ill During the Month Preceding the Survey by Rural/Urban, Age Group and Sex, Zimbabwe 2004 LFS

Age Group	Urban			Rural			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 1	5.0	3.3	4.1	4.1	2.4	3.2	4.7	3.1	3.8
1-4	15.8	12.3	13.9	17.3	11.2	14.1	16.2	12	13.9
5-9	10.6	9.5	10	11.7	7.6	9.6	10.9	9.0	9.9
10-14	9.7	7.9	8.7	12.2	8.9	10.5	10.4	8.1	9.2
15-19	8.2	7.5	7.8	9.6	8.4	9.0	8.6	7.7	8.1
20-24	8.6	11.1	10	7.4	9.4	8.4	8.3	10.6	9.6
25-29	7.4	8.9	8.2	6.4	9.9	8.3	7.1	9.2	8.2
30-34	6.5	6.9	6.7	6.1	7.8	7.0	6.4	7.1	6.8
35-39	5.5	5.1	5.3	3.0	5.7	4.4	4.8	5.3	5.0
40-44	3.9	5.1	4.5	3.8	5.9	4.9	3.9	5.3	4.6
45-49	3.4	4.6	4.1	3.0	4.8	3.9	3.3	4.6	4.0
50-54	3.3	4.5	4.0	3.0	3.9	3.5	3.2	4.3	3.8
55-59	2.0	3.5	2.8	2.1	3.1	2.7	2.1	3.4	2.8
60-64	2.8	2.9	2.8	3.0	3.2	3.1	2.9	3.0	2.9
65-69	2.6	1.8	2.2	2.2	2.5	2.4	2.5	2.0	2.2
70-74	1.9	1.6	1.7	2.1	1.5	1.8	1.9	1.6	1.8
75+	2.8	3.5	3.2	3.0	3.7	3.4	2.9	3.6	3.3
Total Percent	100	100	100	100	100	100	100	100	100
Total Number	681 982	858 834	1 540 816	274 027	304 626	578 653	956 011	1 163 463	2 119 474

Table 11. 2: Percent Distribution of Persons Who Fell Ill During the Month Preceding the Survey by Age Group, and by Province, Zimbabwe 2004 LFS

Age Group	Province										Total
	Mani- caland	Mash. Cent	Mash East	Mash West	Mat North	Mat South	Midlands	Masvingo	Harare	Bulawayo	
Under 1	2.0	4.4	2.5	3.5	4.8	3.0	4.5	4.2	5.1	2.9	3.8
1-4	12.9	16.1	9.7	15.8	12.6	16.4	14.1	14.9	13.2	10.6	13.9
5-9	11.0	8.5	8.6	8.7	13.1	11.4	11.7	9.7	8.2	8.6	9.9
10-14	11.5	9.7	9.4	7.7	12.7	10.0	10.6	7.9	5.0	9.4	9.2
15-19	9.1	9.2	8.2	7.5	6.8	8.1	6.9	10.1	6.2	7.8	8.1
20-24	6.9	9.6	9.8	10.7	6.4	6.8	10.4	8.7	14.1	9.8	9.6
25-29	8.6	7.6	7.2	7.6	6.9	5.7	6.3	8.5	13.4	9.7	8.2
30-34	7.3	6.4	7.4	7.4	5.6	4.6	6.6	5.4	9.2	8.0	6.8
35-39	3.0	5.1	5.7	6.3	5.6	3.1	3.9	4.4	7.7	6.7	5.0
40-44	5.2	3.4	5.7	3.9	4.6	5.6	5.3	4.0	3.3	9.4	4.6
45-49	3.9	3.9	4.8	3.4	4.4	4.2	4.8	4.5	2.5	3.9	4.0
50-54	4.4	2.5	5.4	3.6	3.4	4.2	4.2	3.3	3.8	3.9	3.8
55-59	2.9	2.4	3.2	2.2	2.9	2.7	2.9	3.4	2.4	2.7	2.8
60-64	2.9	3.8	4.0	1.8	2.5	2.9	2.8	2.5	3.4	1.5	2.9
65-69	2.2	2.6	3.3	2.9	2.2	3.0	1.8	2.2	0.8	1.9	2.2
70-74	2.5	1.2	1.5	2.8	1.6	2.5	1.5	1.8	1.1	1.0	1.8
75+	3.7	3.4	3.5	4.4	4.0	5.8	1.8	4.3	0.8	2.1	3.3
Total Percent Total	100	100	100	100	100	100	100	100	100	100	100
Number	249 520	258 475	193 257	198 166	127 096	137 163	309 580	308 883	266 674	70 660	2 119 474

Table 11. 3: Percent Distribution of Persons Who Fell Ill During the Month Preceding the Survey by Facility Visited and by Province, Zimbabwe 2004 LFS

Province	Public	Private	Traditional healer	Faith Healer	Other Healers	Total percent	Total Number
Manicaland	81.0	7.8	2.1	8.7	0.4	100	193 880
Mashonaland Central	90.2	2.3	2.6	3.3	1.5	100	185 328
Mashonaland East	88.1	9.0	0.9	1.7	0.3	100	130 446
Mashonaland West	84.6	8.7	1.7	4.0	1.0	100	137 233
Matabeleland North	94.2	5.1	0.7	0	0	100	111 267
Matabeleland South	91.0	2.9	3.4	2.5	0.2	100	92 030
Midlands	83.1	11.4	0.8	4.8	0	100	230 035
Masvingo	90.0	4.9	1.9	2.5	0.8	100	204 057
Harare	62.5	30.8	0.6	3.7	2.3	100	182 537
Bulawayo	74.7	23.1	0.8	0.9	0.4	100	44 890
Total	83.8	10.2	1.5	3.7	0.8	100	1 511 703

Table 11. 4: Percent Distribution of Persons Who Fell Ill During the Month Preceding the Survey by Facility Visited, Rural/Urban and Sex, Zimbabwe 2004 LFS

Facility	Urban			Rural			Total			Total Number
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
Public Health	83.6	83.4	83.5	85.6	83.3	84.4	84.2	83.4	83.8	1 266 286
Private Clinic	11.9	11.1	11.5	6.7	7.2	7.0	10.4	10.0	10.2	154 254
Traditional Healer	1.6	1.1	1.3	2.0	2.3	2.2	1.7	1.4	1.5	23 428
Faith Healer	2.3	3.6	3.0	4.6	6.4	5.5	3.0	4.3	3.7	56 307
Other Healers	0.5	0.8	0.7	1.0	0.8	0.9	0.7	0.8	0.8	11 428
Total Percent	100	100	100	100	100	100	100	100	100	
Total Number	481 988	605 616	1 087 604	200 549	223 550	424 099	682 537	829 166	1 511 703	

Table 11. 5: Percent Distribution of Persons Who Fell Ill During the Month Preceding the Survey by Facility Visited, Rural/Urban and Sex, Zimbabwe 1994 LFS, 1999 LFS, 2004 LFS

Facility	Urban			Rural			Total		
	1994	1999	2004	1994	1999	2004	1994	1999	2004
Public Health	44.8	48.0	59.0	53.4	67.7	61.8	51.7	62.0	59.7
Private Clinic	24.7	18.0	8.1	2.87	3.3	5.1	7.1	7.5	7.3
Traditional Healer	0.7	1.0	0.9	1.16	0.0	1.6	1.2	1.8	1.1
Faith Healer	*	*	2.1	*	*	4.1	*	*	2.7
Other Healers	1.4	2.2	0.5	2.4	2.0	0.7	2.1	2.1	0.5
Not Visited	28.4	30.8	29.4	40.2	24.9	26.7	37.9	26.6	28.7
Total Percent	100	100	100	100	100	100	100	100	100

Note: * In 1994 and 1999 LFS faith healers were combined with other healers

Table 11. 6: Percent Distribution of Persons Who Fell Ill During the Month Preceding the Survey but did not Visit a Health Facility by Reason for not doing so by Province, Zimbabwe 2004 LFS

Province	Reason					Total	
	Facility Too Far	Treatment Not Necessary	Cannot Afford	Home Not Stated Treatment		Percent	Number
Manicaland	3.0	15.5	14.4	67.1	0	100	55 643
Mashonaland Central	2.3	15.4	30.3	49.5	2.5	100	73 147
Mashonaland East	1.4	19.7	26.5	50.6	1.8	100	62 809
Mashonaland West	5.7	7.7	33.0	49.3	4.3	100	60 935
Matabeleland North	7.1	10.0	29.1	52.3	1.5	100	15 832
Matabeleland South	13.5	22.5	19.7	44.0	0.3	100	45 131
Midlands	5.4	38.8	17.7	37.5	0.6	100	79 545
Masvingo	8.9	32.2	17.8	40.4	0.7	100	104 826
Harare	1.1	28.8	23.8	45.6	0.6	100	84 136
Bulawayo	0.8	12.9	31.6	54.7	0	100	25 767
Total	4.9	23.2	23.3	47.4	1.3	100	607 771

Table 11. 7: Percent Distribution of Persons Who Fell Ill During the Month Preceding the Survey but did not Visit a Health Facility by Reason for not doing so, Sex and Rural/Urban Area, Zimbabwe 2004 LFS

Reason	Urban			Rural			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Facility too far	5.0	6.4	5.8	2.6	2.1	2.3	4.3	5.3	4.9
Treatment Not Necessary	26.9	25.3	26.0	15.9	14.2	15.0	23.9	22.6	23.2
Cannot Afford	18.8	25.8	22.7	20.7	28.6	24.8	19.3	26.5	23.3
Home Treatment	47.3	41.8	44.3	59	54.6	56.7	50.5	44.9	47.4
Not Stated	2.0	0.7	1.3	1.9	0.5	1.2	2.0	0.7	1.3
Total Percent	100	100	100	100	100	100	100	100	100
Total Number	199 996	253 218	453 214	73 480	81 077	154 557	273 476	334 295	607 771

Table 11. 8: Percent Distribution of Persons Who Fell Ill During the Month Preceding the Survey but did not Visit a Health Facility by Reason for not doing so and by Rural/Urban, Zimbabwe, 1994 LFS, 1999 LFS, 2004 LFS

Reason	Urban			Rural			Total		
	1994	1999	2004	1994	1999	2004	1994	1999	2004
Facility too far	1.7	0.6	5.8	6.8	3.6	2.3	6.1	2.6	4.9
Treatment Not Necessary	20.1	21.7	26	26.8	24.8	15	25.8	23.8	23.2
Cannot Afford	31.9	29	22.7	17.7	10.8	24.8	19.8	16.8	23.3
Home Treatment	40.2	44.5	44.3	40.7	50.1	47.4	40.6	48.3	47.4
Other	6.1	4.2	-	8	10.7	-	7.7	8.5	-
Not Stated	-	-	1.3	-	-	10.7	-	-	1.3
Total Percent	100	100	100	100	100	100	100	100	100

Chapter 12 Housing Characteristics

12.1 Introduction

This chapter describes the housing characteristics of the population including tenure status, type of dwelling unit, source of energy used for cooking, main source of water used for cooking and drinking and toilet facilities. The characteristics are used to assess the living conditions of the population and directly or indirectly show the extent of vulnerability of the population to diseases and other hazards in the housing environment. For example, the structure of the dwelling unit and sources of energy and water can indicate the susceptibility of household members to diseases like acute respiratory infections, tuberculosis and cholera, while tenure status is more of a welfare indicator.

12.2 Tenure Status

Table 12.1 shows that of the 521 thousand households in Harare, 54 percent, were lodging. The reason could be that Harare being the capital city and mainly urban, has a concentration of activities. For the other provinces, the number of owner/purchaser households was higher than that of lodgers. About 65 percent of the households in rural areas owned or were in the process of buying their dwelling units compared to 54 percent in urban areas.

12.3 Type of Dwelling Unit

The type of dwelling unit is critical to improving the quality of life as better quality units reduce the prevalence of diseases and contributes to physical, mental and social well being. For the 2004 LFS, dwelling units were classified into the following categories: traditional, mixed, detached, semi-detached, flat and other. See *Appendix B* for details on definitions.

Table 12.2 shows the number of households by tenure status and type of dwelling unit. Forty nine percent of the households lived in detached/semi-detached units and 26 percent and 21 percent lived in traditional and mixed dwelling units, respectively.

12.4 Dwelling Units with Electricity

One of the priorities of Government is rural electrification. Availability of electricity in a dwelling unit and the subsequent reduction in the use of solid fuels like wood and coal are indicators of the improving standards of living in a country. In private households, electrical energy is mostly used for lighting, cooking and operating household appliances.

Table 12.3 shows the distribution of households with electricity by type of dwelling unit. About 44 percent of households were staying in dwelling units with electricity. *Table 12.4* shows the source of energy for households by province. In Bulawayo, out of about 153 thousand households, 95 percent had access to electricity while in Harare about 85 percent of the 521 thousand households had access to electricity. For

the other provinces the proportion of households with electricity was relatively low since they are mainly rural and dominated by traditional and mixed dwelling units.

12.5 Source of Energy for Cooking and Lighting

Table 12.5 shows distribution of households by land use sector and main source of energy used for cooking and lighting. The highest percentages of the households using wood were in communal lands (98 percent), resettlement areas (94 percent) and large scale farming areas (93 percent) and small scale farming (60 percent). The use of wood without afforestation can deplete the environment of forests, creating a scarce resource of firewood on one hand while impacting negatively on the health status on the other. The use of electricity was dominant in urban areas, administrative centres and growth points. About 2 percent and 3 percent of households in urban council areas and growth points, respectively, used paraffin.

12.6 Main Source of Water for Drinking and Cooking

The sources of safe water were categorized into: piped water inside, piped water outside, communal tap and protected well/borehole. *Table 12.6* shows the distribution of households by province and main source of water. The percentage of households using safe water ranged from 58 percent in Midlands to 100 percent each in Harare and Bulawayo provinces. For rural households about a third of the households had no access to safe water.

About 21 percent of the households in Zimbabwe were using unsafe water for drinking and cooking. *Table 12.7* shows that 48 percent of households living in traditional and 32 percent of those in mixed dwelling units used water from unprotected wells and rivers, streams or dams.

12.7 Toilet Facilities

Table 12.8 shows the distribution of households by type of toilet facility and province. In Zimbabwe, about 41 percent of the households used flush toilets, 24 percent used blair toilets, 10 percent used pit toilets while 25 percent did not have toilet facilities.

About 99 percent of the households in urban areas had either flush or blair toilets while in rural areas about 44 percent of the households had these facilities. The most common type of toilet facility used in rural areas was the blair (about 39 percent). About 41 percent of the households in rural areas had no toilet facility.

12.8 Conclusion

About 57 percent of households lived in owner/purchaser accommodation. About 49 percent of dwelling units were detached/semi-detached and 26 percent were traditional. Wood is still the major source of energy used for cooking for 64 percent of the households. About 562 thousand households were using unsafe water for drinking and cooking. Of the households without toilet facilities 99 percent are in rural areas.

Table 12. 1: Percent Distribution of Households by Tenure Status and Province, Zimbabwe 2004 LFS

Province/Area	Tenure Status						Total	
	Owner/ Purchaser	Tenant	Lodger	Accommo- dation	Parents/ Tied Guardian's/R elative's House	Other	Percent	Number
Manicaland	67.7	1.4	6.2	22.8	1.9	0.0	100	381 874
Mashonaland Central	76.2	0.0	4.4	16.5	2.7	0.2	100	205 638
Mashonaland East	57.8	0.7	12.9	23.5	4.8	0.3	100	258 142
Mashonaland West	52.1	8.3	15.4	14.2	9.5	0.5	100	291 335
Matabeleland North	76.0	0.6	4.9	13.6	4.9	0.0	100	147 224
Matabeleland South	71.9	0.1	13.3	9.5	5.0	0.0	100	125 072
Midlands	68.9	2.7	13.0	10.9	3.2	1.4	100	300 969
Masvingo	62.3	0.1	11.4	21.6	4.5	0.1	100	292 638
Harare	30.1	1.6	53.5	3.0	7.5	4.3	100	520 845
Bulawayo	41.0	3.1	33.6	8.3	13.9	0.1	100	153 462
Rural	64.5	1.3	11.4	18.1	4.6	0.1	100	740 974
Urban	54.2	2.3	23.4	12.7	6.0	1.5	100	1 936 224
Zimbabwe	57.0	2.0	20.1	14.2	5.6	1.1	100	2 677 198

Table 12. 2: Percent Distribution of Households by Type of Dwelling Unit and Tenure Status, Zimbabwe 2004 LFS.

Tenure Status	Type of Dwelling Unit						Total	
	Traditional	Mixed	Detached	House	Shack	Other	Percent	Number
Owner/Purchaser	40.2	32.3	25.2	1.1	1.2	0.1	100	1 527 215
Tenant	8.3	14.8	69.1	7.4	0.5	0.0	100	53 658
Lodger	0.1	0.3	92.1	2.0	5.4	0.0	100	537 357
Tied Accommodation	10.1	8.3	76.4	4.1	0.9	0.2	100	379 472
Parents/ Guardian's /Relative's House	15.2	18.0	59.5	5.0	2.3	0.0	100	149 798
Other	11.8	1.6	58.5	7.7	6.5	13.8	100	29 698
Total	25.5	21.0	49.0	2.1	2.1	0.2	100	2 677 198

Table 12. 3: Percent Distribution of Households Occupying Dwelling Units With Access to Electricity and Without Access to Electricity, Zimbabwe 2004 LFS

Type of Dwelling Unit	Percentage of Households		Total	
	Electrified	Without Electricity	Percent	Number
Traditional	2.9	97.1	100	683 174
Mixed	11.5	88.5	100	562 163
Detached/Semi-detached	78.0	22.0	100	1 313 058
Flat/Townhouse	80.2	19.8	100	57 128
Shacks	54.9	45.1	100	56 115
Other	60.6	39.4	100	5 559
Total	44.4	55.6	100	2 677 198

Table 12. 4: Percent Distribution of Households by Source of Energy Mostly Used for Cooking by Province, Zimbabwe 2004 LFS.

Province/Area	Source of Energy for Cooking						Total	
	Wood	Paraffin	Electricity	Gas	Coal	Other	Percent	Number
Bulawayo	3.4	1.3	95.3	0.0	0.0	0.0	100	153 462
Manicaland	86.0	0.2	13.6	0.1	0.0	0.2	100	381 874
Mashonaland Central	90.1	0.1	9.7	0.0	0.0	0.0	100	205 638
Mashonaland East	78.9	0.8	20.2	0.1	0.0	0.0	100	258 142
Mashonaland West	71.3	0.6	27.6	0.5	0.0	0.0	100	291 335
Matabeleland North	93.6	0.3	5.9	0.1	0.2	0.0	100	147 224
Matabeleland South	87.3	0.8	11.8	0.0	0.0	0.0	100	125 072
Midlands	71.9	0.4	27.7	0.0	0.0	0.0	100	300 969
Masvingo	84.3	0.1	15.5	0.0	0.0	0.0	100	292 638
Harare	11.9	3.4	84.5	0.2	0.0	0.0	100	520 845
Rural	95.1	0.3	4.5	0.1	0.0	0.0	100	1 640 673
Urban	13.7	2.2	83.9	0.2	0.0	0.0	100	1 036 525
Zimbabwe	63.6	1.0	35.2	0.1	0.0	0.0	100	2 677 198

Table 12. 5: Percent Distribution of Households by Source of Energy Mostly Used for Cooking by Sector, Zimbabwe 2004 LFS.

Sector	Source of Energy for Cooking						Total	
	Wood	Paraffin	Electricity	Gas	Coal	Other	Percent	Number
Communal Lands	97.6	0.2	2.1	0.1	0.0	0.0	100	1 117 253
Small Scale Farming	59.9	1.5	35.0	2.2	1.3	0.0	100	18 105
Large Scale Farming Areas	93.4	0.1	6.4	0.0	0.0	0.2	100	297 169
Resettlement Areas.	93.8	0.5	5.8	0.0	0.0	0.0	100	157 453
Urban Council Areas	12.0	2.3	85.5	0.2	0.0	0.0	100	977 770
Administrative Centres	60.0	0.0	40.0	0.0	0.0	0.0	100	15 256
Growth Points	36.6	2.9	60.6	0.0	0.0	0.0	100	46 308
Other Urban	67.6	0.6	31.8	0.0	0.0	0.0	100	47 885
Total	63.6	1.0	35.2	0.1	0.0	0.0	100	2 677 198

Table 12. 6: Percent Distribution of Households by Main Source Water for Drinking and Cooking by Province, Zimbabwe 2004 LFS.

Province/Area	Main Source of Water for Drinking and Cooking							Total	
	Piped Water Inside House	Piped Water Outside House	Communal Tap	Well/Bore-hole Protected	Well Unprotected	River/Stream/Dam	Other	Percent	Number
Manicaland	8.0	15.1	14.9	41.0	12.5	8.5	0.0	100	381 874
Mash Cent	8.1	6.9	3.3	61.0	19.8	0.8	0.1	100	205 638
Mash East	6.4	16.0	8.0	47.2	20.4	1.5	0.4	100	258 142
Mash West	9.2	26.8	8.8	32.1	16.9	5.5	0.7	100	291 335
Mat North	6.4	5.0	19.1	45.9	6.9	16.7	0.0	100	147 224
Mat South	1.7	16.2	9.8	43.8	9.1	18.5	0.9	100	125 072
Midlands	18.3	16.7	6.1	16.5	24.8	17.5	0.0	100	300 969
Masvingo	4.5	15.9	10.0	33.3	26.3	8.0	1.9	100	292 638
Harare	30.0	62.9	3.9	3.0	0.2	0.1	0.0	100	520 845
Bulawayo	50.2	49.8	0.0	0.0	0.0	0.0	0.0	100	153 462
Rural	2.6	5.1	12.3	46.5	22.1	10.8	0.5	100	1 640 673
Urban	34.9	61.4	1.6	1.8	0.1	0.0	0.2	100	1 036 525
Zimbabwe	15.1	26.9	8.1	29.2	13.6	6.7	0.4	100	2 677 198

Table 12. 7: Percent Distribution of Households by Type of Dwelling Unit and by Main Source of Water for Drinking and Cooking, Zimbabwe 2004 LFS.

Type of Dwelling Unit	Main Source of Water for Drinking and Cooking							Total	
	Piped Water Inside House	Piped Water Outside House	Communal Tap	Well/Bore-hole Protected	Well Unprotected	River/Stream/Dam	Other	Percent	Number
Traditional	0.0	0.4	5.7	45.5	31.2	16.5	0.7	100	683 174
Mixed	0.3	1.3	4.3	61.5	22.5	9.5	0.6	100	562 163
Detached/Semi-detached	29.0	49.8	9.6	8.9	1.8	0.7	0.2	100	1 313 058
Flat/Townhouse	35.9	35.0	13.1	13.4	0.0	2.6	0.0	100	57 128
Shacks	2.3	63.3	30.4	1.0	0.9	1.8	0.4	100	56 115
Other	0.0	6.7	72.3	13.1	7.9	0.0	0.0	100	5 559
Rural	2.6	5.1	12.3	46.5	22.1	10.8	0.5	100	1 640 673
Urban	34.9	61.4	1.6	1.8	0.1	0.0	0.2	100	1 036 525
Zimbabwe	15.1	26.9	8.1	29.2	13.6	6.7	0.4	100	2 677 198

Table 12. 8: Percent Distribution of Households by Type of Toilet Facility Mostly Used, Zimbabwe 2004 LFS.

Province/Area	Type of Toilet Facility				Total	
	Flush Toilet	Blair Toilet	Pit Toilet	None	Percent	Number
Manicaland	21.0	38.4	17.2	23.4	100	381 874
Mashonaland Central	12.0	31.4	22.5	34.1	100	205 638
Mashonaland East	17.6	35.6	22.6	24.2	100	258 142
Mashonaland West	33.0	28.0	6.6	32.5	100	291 335
Matabeleland North	20.2	27.7	2.0	50.2	100	147 224
Matabeleland South	14.9	40.7	2.6	41.8	100	125 072
Midlands	30.8	22.7	8.8	37.8	100	300 969
Masvingo	24.0	30.9	5.9	39.3	100	292 638
Harare	95.1	1.9	2.8	0.2	100	520 845
Bulawayo	99.8	0.0	0.0	0.2	100	153 462
Rural	5.7	38.6	15.0	40.6	100	1 640 673
Urban	97.7	1.1	0.7	0.6	100	1 036 525
Zimbabwe	41.3	24.1	9.5	25.1	100	2 677 198

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Appendix A Tables

Table A 1: Percent Distribution of Economically Active Population by Age Group, Sex and Current Activity, Province/ Rural/ Urban, Zimbabwe 2004 LFS

Province/ Area	Sex	Paid Employee Permanent	Paid Employee Casual	Employer	Own Account Worker		Unpaid Family Worker	Not Stated	Unem- ployed (Broad)	Total	
					(Communal & Resettlement)	Own Account Worker (Other)				Percent	Number
Manicaland	M	21.45	10.73	0.83	31.10	6.63	25.85	0.00	3.40	100	365 817
	F	8.28	3.91	0.21	54.06	6.70	23.71	0.00	3.13	100	374 300
	T	14.79	7.28	0.51	42.71	6.67	24.77	0.00	3.26	100	740 117
MashCent	M	15.76	5.67	0.09	41.90	2.92	32.60	0.00	1.06	100	240 042
	F	6.91	5.87	0.00	57.53	2.87	23.57	0.00	3.26	100	252 147
	T	11.22	5.77	0.04	49.91	2.90	27.97	0.00	2.18	100	492 188
MasEast	M	27.40	8.41	0.64	29.16	8.62	23.69	0.00	2.08	100	247 024
	F	12.82	8.89	0.26	45.69	11.40	15.10	0.22	5.63	100	259 044
	T	19.93	8.66	0.45	37.62	10.04	19.29	0.11	3.90	100	506 067
MashWest	M	26.40	9.05	0.32	24.36	10.57	20.89	0.00	8.42	100	325 711
	F	9.54	11.84	0.00	35.15	10.58	21.16	0.11	11.60	100	274 738
	T	18.68	10.33	0.17	29.30	10.58	21.01	0.05	9.88	100	600 449
MatNorth	M	18.04	5.46	0.00	32.59	9.54	32.43	0.00	1.94	100	152 440
	F	6.50	1.96	0.13	55.43	6.51	27.04	0.00	2.43	100	166 296
	T	12.02	3.64	0.07	44.50	7.96	29.62	0.00	2.19	100	318 738
MatSouth	M	12.24	5.76	0.00	25.80	13.58	39.24	0.00	3.37	100	132 091
	F	3.67	3.35	0.00	43.89	6.65	37.23	0.00	5.21	100	167 974
	T	7.45	4.41	0.00	35.93	9.70	38.12	0.00	4.40	100	300 063
Midlands	M	19.89	5.47	0.21	29.82	8.78	32.95	0.00	2.88	100	370 370
	F	6.13	2.11	0.14	42.06	15.32	28.89	0.10	5.25	100	373 718
	T	12.98	3.79	0.18	35.97	12.06	30.91	0.05	4.07	100	744 086
Masvingo	M	19.20	10.48	0.00	28.54	4.56	33.77	0.00	3.45	100	298 696
	F	6.52	5.77	0.00	47.02	6.11	30.01	0.00	4.57	100	364 147
	T	12.23	7.89	0.00	38.69	5.41	31.71	0.00	4.07	100	662 842
Harare	M	44.60	10.05	0.72	1.08	24.21	2.44	0.00	16.89	100	553 612
	F	22.16	4.66	0.00	1.67	28.13	4.16	0.12	39.10	100	466 058
	T	34.35	7.59	0.39	1.35	26.00	3.22	0.06	27.04	100	1 019 669
Bulawayo	M	49.53	10.96	1.41	0.43	22.05	2.07	0.00	13.54	100	142 145
	F	28.16	11.23	0.42	0.41	26.29	2.71	0.15	30.63	100	138 555
	T	38.98	11.09	0.92	0.42	24.14	2.39	0.07	21.98	100	280 700
Rural	M	15.99	7.74	0.13	36.20	4.51	33.27	0.00	2.17	100	1 782 028
	F	5.22	5.05	0.03	55.36	3.72	28.70	0.03	1.88	100	1 899 783
	T	10.44	6.35	0.08	46.09	4.10	30.91	0.02	2.02	100	3 681 811
Urban	M	45.60	9.95	0.99	0.64	23.97	4.51	0.00	14.34	100	1 045 917
	F	22.89	6.84	0.24	1.41	30.87	5.12	0.16	32.48	100	937 194
	T	34.87	8.48	0.64	1.00	27.23	4.80	0.07	22.91	100	1 983 112
Zimbabwe	M	26.95	8.55	0.45	23.05	11.70	22.63	0.00	6.67	100	2 827 947
	F	11.06	5.64	0.10	37.54	12.69	20.91	0.07	11.99	100	2 836 978
	T	18.99	7.09	0.27	30.30	12.20	21.77	0.04	9.34	100	5 664 925

Table A 2: Currently Employed Population Age 15 Years and Above Institutional Sector, Age Group and Sex, Zimbabwe 2004 LFS

Institutional Sector / Sex	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total		
												Percent	Number	
Private														
M	18.55	17.36	14.32	12.90	8.12	5.95	5.32	4.52	3.47	3.44	6.05	100	2 383 569	
F	16.54	17.46	13.92	11.18	7.96	7.81	6.68	5.68	4.25	3.22	5.30	100	2 360 512	
T	17.55	17.41	14.12	12.05	8.04	6.87	6.00	5.10	3.86	3.33	5.68	100	4 744 081	
Central Government														
M	0.89	8.01	18.02	16.59	21.93	12.60	10.12	7.53	2.31	1.86	0.14	100	108 807	
F	1.00	13.02	23.70	19.51	18.18	9.93	7.60	4.41	1.81	0.84	0.00	100	78 556	
T	0.94	10.11	20.40	17.82	20.36	11.48	9.06	6.22	2.10	1.43	0.08	100	187 363	
Local Government														
M	1.76	7.19	17.18	14.56	17.19	13.15	14.26	6.38	4.13	3.23	0.96	100	44 276	
F	1.51	9.97	18.32	16.91	8.85	13.47	10.34	6.51	7.41	4.18	2.54	100	22 509	
T	1.68	8.13	17.56	15.35	14.38	13.26	12.94	6.42	5.24	3.55	1.49	100	66 785	
Parastatal														
M	4.26	10.39	19.76	18.55	12.48	10.50	10.81	8.02	1.72	2.47	1.05	100	77 805	
F	4.50	12.36	15.10	20.95	14.05	6.27	12.93	4.94	1.75	1.67	5.48	100	18 923	
T	4.30	10.77	18.84	19.02	12.79	9.67	11.23	7.42	1.72	2.31	1.92	100	96 728	
Cooperative														
M	6.71	20.17	27.08	13.83	15.39	6.71	3.39	1.67	2.26	2.78	0.00	100	8 848	
F	8.81	28.31	19.96	16.01	10.68	10.76	5.47	0.00	0.00	0.00	0.00	100	2 780	
T	7.22	22.12	25.38	14.35	14.26	7.68	3.89	1.27	1.72	2.12	0.00	100	11 628	
NGOs														
M	0.00	26.33	19.58	15.38	21.07	2.98	0.00	8.28	0.00	0.00	6.38	100	7 315	
F	0.00	10.89	8.28	10.92	22.43	10.43	15.86	5.02	5.66	10.50	0.00	100	5 474	
T	0.00	19.72	14.74	13.47	21.65	6.17	6.79	6.89	2.42	4.50	3.65	100	12 789	
Other														
M	0.00	14.29	7.24	37.88	20.58	5.00	12.13	2.90	0.00	0.00	0.00	100	7 200	
F	11.85	6.85	5.58	30.13	32.41	0.00	13.17	0.00	0.00	0.00	0.00	100	3 940	
T	4.19	11.66	6.65	35.13	24.77	3.23	12.49	1.88	0.00	0.00	0.00	100	11 140	
Not Stated														
M	0.00	65.34	15.51	19.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100	1 431	
F	5.82	5.70	41.18	28.67	0.00	13.78	0.00	4.85	0.00	0.00	0.00	100	4 143	
T	4.32	21.03	34.59	26.21	0.00	10.24	0.00	3.61	0.00	0.00	0.00	100	5 574	
Total														
M	16.97	16.65	14.72	13.33	9.06	6.46	5.82	4.77	3.36	3.32	5.54	100	2 639 250	
F	15.75	17.18	14.31	11.63	8.40	7.92	6.81	5.62	4.16	3.14	5.08	100	2 496 837	
T	16.38	16.91	14.52	12.50	8.74	7.17	6.30	5.18	3.75	3.23	5.31	100	5 136 087	

Table A 3: Currently Employed Population Age 15 Years and Above by Occupational Classification and Level of Education, Zimbabwe 2004 LFS

(a) Male

Occupational Category	None	Primary	Secondary	Diploma / Cert.		Graduate / Post graduate	Not State d	Total	
				After Primary	After Secondary			Percent	Number
Machine Operators	0.60	28.88	59.22	1.53	7.42	1.18	1.18	100	59 434
Government and Senior Officials *	0.00	20.49	49.17	0.00	30.45	0.00	0.00	100	903
Directors managers and Company Secretaries	0.00	4.77	43.84	3.94	33.87	13.58	0.00	100	43 415
Business and Finance	0.00	8.07	61.50	0.41	25.01	5.01	0.00	100	70 917
Engineers and Technicians *	0.00	4.75	59.31	2.87	21.56	11.51	0.00	100	16 713
Life Sciences Professionals *	1.08	25.16	26.19	3.93	30.59	13.05	0.00	100	19 345
Education	0.00	0.56	16.43	4.11	58.73	20.17	0.00	100	61 004
Law and Security	2.97	20.17	69.82	0.50	6.06	0.47	0.00	100	107 050
Archivists Librarians and Related Professionals *	0.00	0.00	61.67	0.00	38.33	0.00	0.00	100	467
Social Science *	0.00	0.00	84.17	0.00	0.00	15.83	0.00	100	2 104
Artists *	2.55	28.43	60.04	0.00	7.55	1.44	0.00	100	16 660
Religion *	0.00	12.05	25.92	0.00	31.31	30.72	0.00	100	4 548
Administrative Associate Professionals *	1.81	21.16	46.45	1.50	24.48	4.59	0.00	100	40 358
Clerks and Secretaries	0.59	6.64	67.72	0.50	22.73	1.83	0.00	100	57 694
Transport	1.32	15.09	73.12	0.96	8.47	0.70	0.34	100	85 729
Services	3.25	23.15	67.68	0.31	5.10	0.31	0.18	100	232 053
Agriculture	5.63	46.81	45.37	0.59	1.36	0.14	0.10	100	1 467 653
Mining and Construction	2.39	29.37	56.10	1.39	9.88	0.64	0.24	100	164 136
Mechanics	2.02	10.91	59.20	2.48	23.31	2.08	0.00	100	81 624
Manufacturing	1.18	22.25	69.25	0.86	6.19	0.28	0.00	100	104 524
Not Elsewhere Classified	0.00	0.00	100	0.00	0.00	0.00	0.00	100	1 711
Not Stated	0.00	22.66	77.34	0.00	0.00	0.00	0.00	100	1 209
Total	3.91	34.28	51.92	0.89	7.41	1.46	0.12	100	2 639 250

Note: * Indicates occupations that have few employees as per 2002 Population Census, hence the sample design may not give good estimates on these occupational classifications by level of education.

(b) Female

Occupational Category	None	Primary	Diploma / Cert.		Graduate / Post graduate	Not State	Total	
			Secondary	Primary			Secondary	Percent
Machine Operators	0.00	27.70	45.86	0.00	26.44	0.00	100	4 743
Government and Senior Officials *	0.00	0.00	0.00	100	0.00	0.00	100	290
Directors managers and Company Secretaries	0.00	8.37	27.04	3.83	47.77	13.00	100	9 165
Business and Finance	0.94	12.62	65.01	1.77	18.53	1.12	100	64 749
Engineers and Technicians *	0.00	0.00	0.00	0.00	0.00	0.00	0	0
Life Sciences Professionals *	2.28	10.45	22.22	10.40	48.97	5.69	100	20 545
Education	0.00	2.74	23.24	2.59	60.60	10.82	100	64 074
Law and Security	0.00	11.50	76.75	0.00	7.69	4.06	100	11 820
Archivists Librarians and Related Professionals *	0.00	63.66	36.34	0.00	0.00	0.00	100	999
Social Science *	0.00	0.00	0.00	0.00	0.00	100	100	241
Artists *	0.00	14.34	21.85	0.00	34.05	29.77	100	1 918
Religion *	0.00	51.81	0.00	0.00	48.19	0.00	100	498
Administrative Associate Professionals *	0.00	7.86	41.05	4.96	29.77	16.37	100	11 668
Clerks and Secretaries	0.00	2.39	59.62	2.91	30.34	4.75	100	58 446
Transport	0.00	0.00	67.67	0.00	32.33	0.00	100	1 565
Services	2.38	32.19	60.13	0.77	4.43	0.00	100	388 444
Agriculture	13.28	50.40	35.08	0.27	0.58	0.02	100	1 730 693
Mining and Construction	2.89	47.91	45.33	0.00	1.76	2.12	100	26 598
Mechanics	0.00	0.00	100	0.00	0.00	0.00	100	676
Manufacturing	3.44	27.76	53.72	2.04	12.67	0.00	100	91 373
Not Elsewhere Classified	0.00	15.15	84.80	0.00	0.00	0.00	100	2 059
Not Stated	9.10	10.49	63.13	0.00	13.42	0.00	100	6 273
Total	9.80	42.27	41.05	0.70	5.22	0.68	100	2 496 837

Note: * Indicates occupations that have few employees as per 2002 Population Census, hence the sample design may not give good estimates on these occupational classifications by level of education.

(c) Total

Occupational Category	Diploma/ Cert. Diploma/ Graduate Not After Cert. After / Post State Primary Secondary graduate d							Total	
	None	Primar ySecondary	Primary	Secondary	graduate			Percen t	Number
Machine Operators	0.55	28.79	58.23	1.42	8.82	1.10	1.09	100	64 177
Government and Senior Officials *	0.00	15.51	37.22	24.31	23.05	0.00	0.00	100	1 193
Directors managers and Company Secretaries	0.00	5.40	40.91	3.92	36.30	13.48	0.00	100	52 580
Business and Finance	0.45	10.24	63.18	1.06	21.92	3.16	0.00	100	135 666
Engineers and Technicians *	0.00	4.75	59.31	2.87	21.56	11.51	0.00	100	16 713
Life Sciences Professionals *	1.70	17.58	24.14	7.26	40.06	9.26	0.00	100	39 890
Education	0.00	1.68	19.92	3.33	59.69	15.38	0.00	100	125 078
Law and Security	2.68	19.31	70.51	0.45	6.22	0.83	0.00	100	118 870
Archivists Librarians and Related Professionals *	0.00	43.38	44.41	0.00	12.21	0.00	0.00	100	1 466
Social Science *	0.00	0.00	75.52	0.00	0.00	24.48	0.00	100	2 345
Artists *	2.29	26.97	56.09	0.00	10.29	4.37	0.00	100	18 578
Religion *	0.00	15.97	23.37	0.00	32.98	27.69	0.00	100	5 046
Administrative Associate Professionals *	1.41	18.18	45.24	2.28	25.67	7.23	0.00	100	52 026
Clerks and Secretaries	0.29	4.50	63.64	1.71	26.56	3.30	0.00	100	116 139
Transport	1.30	14.82	73.03	0.95	8.90	0.68	0.33	100	87 294
Services	2.70	28.81	62.95	0.60	4.68	0.12	0.14	100	620 497
Agriculture	9.77	48.76	39.80	0.42	0.94	0.07	0.24	100	3 198 345
Mining and Construction	2.46	31.95	54.60	1.19	8.75	0.85	0.20	100	190 734
Mechanics	2.01	10.82	59.54	2.46	23.12	2.06	0.00	100	82 300
Manufacturing	2.24	24.82	62.01	1.41	9.21	0.15	0.17	100	195 897
Not Elsewhere Classified	0.00	8.28	91.70	0.00	0.00	0.00	0.00	100	3 770
Not Stated	7.63	12.46	65.44	0.00	11.25	0.00	3.22	100	7 482
Total	6.78	38.16	46.63	0.80	6.35	1.08	0.20	100	5 136 087

Note: * Indicates occupations that have few employees as per 2002 Population Census, hence the sample design may not give good estimates on these occupational classifications by level of education.

Table A 4: Currently Employed Population Age 15 Years and Above by Occupation Category and Level of Skill, Zimbabwe 2004 LFS

(a) Male

Occupational Category	Professional	Semi-Skilled	Skilled	Unskilled	Not Known	Not Stated	Total	
							Percent	Number
Machine Operators	10.44	21.79	33.05	33.57	1.15	0.00	100	59 434
Government and Senior Officials	30.45	35.99	0.00	20.49	13.29	0.00	100	903
Directors managers and Company Secretaries	45.93	25.42	13.62	15.03	0.00	0.00	100	43 415
Business and Finance	15.14	32.36	13.88	37.33	0.72	0.57	100	70 917
Engineers and Technicians	22.07	37.29	26.16	14.49	0.00	0.00	100	16 713
Life Sciences Professionals	39.66	29.51	16.48	12.62	1.72	0.00	100	19 345
Education	74.12	14.79	5.31	3.77	2.02	0.00	100	61 004
Law and Security	5.95	23.36	28.68	41.15	0.87	0.00	100	107 050
Archivists Librarians and Related Professionals	38.33	61.67	0.00	0.00	0.00	0.00	100	467
Social Science	15.83	22.86	13.78	47.53	0.00	0.00	100	2 104
Artists	5.32	18.99	24.15	45.74	4.15	1.65	100	16 660
Religion	65.37	21.90	5.87	6.86	0.00	0.00	100	4 548
Administrative Associate Professionals	16.76	29.57	27.79	22.86	3.02	0.00	100	40 358
Clerks and Secretaries	23.33	23.07	29.37	22.65	1.01	0.58	100	57 694
Transport	9.46	51.19	14.30	24.48	0.00	0.57	100	85 729
Services	1.97	6.26	9.08	81.65	0.95	0.09	100	232 053
Agriculture	0.29	2.43	3.43	93.75	0.03	0.08	100	1 467 653
Mining and Construction	2.43	21.10	20.94	55.26	0.28	0.00	100	164 136
Mechanics	8.29	43.30	33.04	14.25	1.12	0.00	100	81 624
Manufacturing	1.63	23.63	25.95	48.64	0.15	0.00	100	104 524
Not Elsewhere Classified	0.00	41.91	0.00	58.09	0.00	0.00	100	1 711
Not Stated	0.00	0.00	0.00	22.66	47.23	30.11	100	1 209
Total	5.84	11.85	10.67	71.09	0.42	0.12	100	2 639 250

(b) Female

Occupational Category	Professional	Skilled	Semi-Skilled	Unskilled	Not Known	Not Stated	Total	
							Percent	Number
Machine Operators	16.55	21.88	30.42	31.12	0.00	0.00	100	4 743
Government and Senior Officials	0.00	100	0.00	0.00	0.00	0.00	100	290
Directors managers and Company Secretaries	45.39	23.12	3.00	28.49	0.00	0.00	100	9 165
Business and Finance	9.04	14.86	13.69	62.17	0.23	0.00	100	64 749
Engineers and Technicians	0.00	0.00	0.00	0.00	0.00	0.00	0	0
Life Sciences Professionals	59.81	21.29	11.03	6.99	0.88	0.00	100	20 545
Education	69.30	11.68	11.17	7.14	0.71	0.00	100	64 074
Law and Security	20.83	19.75	37.38	22.04	0.00	0.00	100	11 820
Archivists Librarians and Related Professionals	0.00	36.34	0.00	63.66	0.00	0.00	100	999
Social Science	100	0.00	0.00	0.00	0.00	0.00	100	241
Artists	52.24	22.84	14.34	10.58	0.00	0.00	100	1 918
Religion	100	0.00	0.00	0.00	0.00	0.00	100	498
Administrative Associate Professionals	36.90	26.77	4.71	27.97	3.66	0.00	100	11 668
Clerks and Secretaries	32.51	39.01	15.34	12.18	0.96	0.00	100	58 446
Transport	9.46	32.33	15.91	42.30	0.00	0.00	100	1 565
Services	0.93	4.63	6.09	87.57	0.39	0.39	100	388 444
Agriculture	0.12	0.86	1.22	97.65	0.05	0.09	100	1 730 693
Mining and Construction	1.03	2.85	2.99	92.30	0.83	0.00	100	26 598
Mechanics	0.00	0.00	100	0.00	0.00	0.00	100	676
Manufacturing	3.02	27.20	22.56	46.67	0.55	0.00	100	91 373
Not Elsewhere Classified	0.00	0.00	0.00	100	0.00	0.00	100	2 059
Not Stated	0.00	0.00	4.81	27.75	34.23	33.19	100	6 273
Total	4.16	4.53	4.07	86.75	0.28	0.21	100	2 496 837

(c) Total

Occupational Category	Professional	Skilled	Semi-Skilled	Unskilled	Not Known	Not Stated	Total	
							Percent	Number
Machine Operators	10.89	21.79	32.86	33.39	1.06	0.00	100	64 177
Government and Senior Officials Directors managers and Company Secretaries	23.05	51.47	0.00	15.51	10.06	0.00	100	1 193
Business and Finance	45.84	25.02	11.76	17.38	0.00	0.00	100	52 580
Engineers and Technicians	12.23	24.01	13.79	49.18	0.49	0.30	100	135 666
Life Sciences Professionals	22.07	37.29	26.16	14.49	0.00	0.00	100	16 713
Education	50.04	25.28	13.68	9.72	1.29	0.00	100	39 890
Law and Security	71.65	13.19	8.31	5.49	1.35	0.00	100	125 078
Archivists Librarians and Related Professionals	7.43	23.00	29.54	39.25	0.78	0.00	100	118 870
Social Science	12.21	44.41	0.00	43.38	0.00	0.00	100	1 466
Artists	24.48	20.51	12.37	42.64	0.00	0.00	100	2 345
Religion	10.17	19.38	23.14	42.11	3.72	1.48	100	18 578
Administrative Associate Professionals Clerks and Secretaries	68.79	19.74	5.29	6.18	0.00	0.00	100	5 046
Transport Services	21.28	28.94	22.61	24.00	3.16	0.00	100	52 026
Agriculture	27.95	31.09	22.31	17.38	0.99	0.29	100	116 139
Mining and Construction	9.46	50.85	14.33	24.80	0.00	0.56	100	87 294
Mechanics	1.32	5.24	7.21	85.36	0.60	0.28	100	620 497
Manufacturing	0.19	1.58	2.23	95.86	0.04	0.09	100	3 198
Not Elsewhere Classified	2.24	18.55	18.43	60.42	0.35	0.00	100	190 734
Not Stated	8.22	42.95	33.59	14.13	1.11	0.00	100	82 300
	2.28	25.30	24.37	47.72	0.34	0.00	100	195 897
	0.00	19.02	0.00	80.98	0.00	0.00	100	3 770
	0.00	0.00	4.04	26.93	36.33	32.69	100	7 482
Total	5.02	8.29	7.46	78.71	0.35	0.16	100	5 136 087

Table A 5: Youth Unemployment (Strict) by Age Group, Sex and Rural/ Urban, Zimbabwe 2004 LFS

Age Group	Labour Force			Unemployed (strict)			Unemployment Rate (strict)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Rural									
15 - 19	402								
	570	333 796	736 368	3 653	2 482	6 136	0.91	0.01	0.83
20 - 24	303								
	842	304 006	607 847	8 219	2 861	11 079	2.71	0.01	1.82
Total	706								
	412	637 802	1 344 215	11 872	5 343	17 215	1.68	0.01	1.28
Urban									
15 - 19	70 360	83 397	153 758	21 428	21 465	42 893	30.45	0.26	27.90
	183								
20 - 24	252	169 024	352 275	39 408	41 277	80 684	21.50	0.24	22.90
	253								
Total	612	252 421	506 033	60 836	62 742	123 577	23.99	0.25	24.42
Zimbabwe									
15 - 19	472								
	930	417 194	890 126	25 081	23 948	49 029	5.30	0.06	5.51
	487								
20 - 24	093	473 030	960 123	47 626	44 138	91 764	9.78	0.09	9.56
	960								
Total	023	890 224	1 850 249	72 707	68 086	140 793	7.57	0.08	7.61

Table A 6: Percent Distribution of Unemployed (broad) Population by Level of Education, Province and Sex, Zimbabwe 2004 LFS

Province	Sex	None	Primary	Secondary	Diploma/			Not Stated	Total	
					Diploma/ Cert. After	Cert. After	Graduate/Post graduate		Percent	Number
Manicaland	M	0.00	15.32	81.17	0.00	0.00	3.52	0.00	100	12 440
	F	2.63	38.04	55.58	0.00	3.74	0.00	0.00	100	11 704
	T	1.28	26.33	68.76	0.00	1.81	1.81	0.00	100	24 144
MashCent	M	0.00	40.40	59.60	0.00	0.00	0.00	0.00	100	2 537
	F	1.84	22.31	70.47	0.00	2.69	2.69	0.00	100	8 215
	T	1.40	26.58	67.91	0.00	2.06	2.06	0.00	100	10 752
MashEast	M	0.00	27.06	67.74	0.00	5.20	0.00	0.00	100	5 137
	F	4.29	12.97	80.91	0.00	1.83	0.00	0.00	100	14 585
	T	3.17	16.64	77.49	0.00	2.71	0.00	0.00	100	19 721
MashWest	M	2.33	24.67	71.81	0.00	0.00	1.20	0.00	100	27 425
	F	3.40	26.43	66.92	0.00	2.35	0.00	0.91	100	31 881
	T	2.91	25.61	69.18	0.00	1.26	0.55	0.49	100	59 306
MatNorth	M	0.00	26.75	73.25	0.00	0.00	0.00	0.00	100	2 950
	F	0.00	38.16	53.06	0.00	8.77	0.00	0.00	100	4 046
	T	0.00	33.35	61.58	0.00	5.07	0.00	0.00	100	6 996
MatSouth	M	2.92	30.35	63.32	0.00	3.41	0.00	0.00	100	4 455
	F	0.00	35.34	62.93	1.74	0.00	0.00	0.00	100	8 749
	T	0.98	33.66	63.06	1.15	1.15	0.00	0.00	100	13 204
Midlands	M	6.69	27.53	59.06	0.00	6.72	0.00	0.00	100	10 676
	F	2.50	18.88	74.65	0.00	3.97	0.00	0.00	100	19 632
	T	3.98	21.93	69.16	0.00	4.94	0.00	0.00	100	30 307
Masvingo	M	3.94	17.40	67.75	3.03	7.87	0.00	0.00	100	10 314
	F	1.44	30.00	58.50	0.00	10.06	0.00	0.00	100	16 645
	T	2.40	25.18	62.04	1.16	9.23	0.00	0.00	100	26 959
Harare	M	0.60	7.77	83.77	0.00	7.26	0.60	0.00	100	93 510
	F	0.95	12.21	75.66	0.00	11.18	0.00	0.00	100	182 241
	T	0.83	10.71	78.41	0.00	9.85	0.20	0.00	100	275 751
Bulawayo	M	1.12	7.46	84.15	0.00	7.27	0.00	0.00	100	19 252
	F	1.99	14.00	74.55	0.51	8.96	0.00	0.00	100	42 443
	T	1.72	11.96	77.55	0.35	8.43	0.00	0.00	100	61 695
Total	M	1.41	14.13	78.21	0.17	5.37	0.70	0.00	100	188 696
	F	1.61	17.09	72.62	0.11	8.43	0.06	0.09	100	340 141
	T	1.54	16.04	74.61	0.13	7.34	0.29	0.05	100	528 837

Table A 7: Unemployed Population (Strict) Age 15 Years and Above by Sex, Age Group and Marital Status, Zimbabwe 2004 LFS

Age group	Never Married	Married	Divorced / Separated	Widowed	Total	
					Percent	Number
15 - 19	87.92	11.10	0.98	0.00	100	49 029
20 - 24	74.57	21.62	3.81	0.00	100	91 764
25 - 29	39.50	51.22	7.02	2.25	100	47 772
30 - 34	13.97	69.82	10.20	6.00	100	21 461
35 - 39	6.67	69.48	18.14	5.70	100	8 428
40 - 44	0.00	62.55	4.49	32.95	100	5 341
45 - 49	7.84	61.82	0.00	30.34	100	5 461
50 - 54	0.00	69.17	0.00	30.76	100	1 518
55 - 59	0.00	17.63	0.00	82.37	100	2 649
60 - 64	0.00	100	0.00	0.00	100	699
65 +	12.66	43.93	14.37	29.04	100	1 935
Total	57.04	34.05	4.90	4.01	100	236 056

Table A 8: Ever-retrenched Currently Unemployed (Strict) Population Age 15 Years and Above by Level of Education, Rural/ Urban and Sex, Zimbabwe 2004 LFS

Area	Sex	None	Primary	Secondary	Diploma/ Cert. After Primary	Diploma/ Cert. After Secondary	Total	
							Percent	Number
Rural	Male	0.00	43.02	56.98	0.00	0.00	100	1 690
	Female	0.00	0.00	100	0.00	0.00	100	481
	Total	0.00	33.49	66.51	0.00	0.00	100	2 171
Urban	Male	0.00	1.44	89.77	2.51	6.28	100	12 430
	Female	0.00	0.00	84.19	0.00	15.81	100	2 246
	Total	0.00	1.22	88.92	2.13	7.73	100	14 676

Zimbabwe								
	Male	0.00	6.42	85.84	2.21	5.52	100	14 120
	Female	0.00	0.00	86.99	0.00	13.01	100	2 728
	Total	0.00	5.38	86.03	1.85	6.74	100	16 848

Table A 9: Unemployed (Strict) Previously Employed Population Age 15 Years and Above by Institutional Sector and Sex, Zimbabwe 2004 LFS

(a)

Institutional Sector	Male	Female	Total
Private	82.17	86.91	84.35
Central Government	5.14	5.06	5.11
Local Government	2.16	2.82	2.46
Parastatal	6.90	1.77	4.54
NGOs	2.92	1.46	2.25
Other	0.00	0.99	0.46
Not Stated	0.70	0.99	0.84
Total Percent	100	100	100
Total Number	59 609	50 904	110 512

(b)

Institutional Sector	Male	Female	Total	
			Percent	Number
Private	52.54	47.46	100	93 220
Central Government	54.34	45.66	100	5 642
Local Government	47.26	52.74	100	2 723
Parastatal	82.07	17.95	100	5 013
NGOs	70.10	29.90	100	2 485
Other	0.00	100	100	505
Not Stated	45.41	54.59	100	925
Total	53.94	46.06	100	110 512

Table A 10: Time-related Underemployed as a Percentage of Total Employment by Age Group and Rural/Urban, Zimbabwe 2004 LFS

Age Group	Rural			Urban			Zimbabwe		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15 - 19	3.16	2.41	2.82	6.51	4.51	5.39	3.52	2.74	3.16
20 - 24	3.79	3.22	3.50	4.69	6.44	5.52	4.08	4.18	4.13
25 - 29	3.13	4.63	3.93	4.82	5.27	5.00	3.90	4.84	4.35
30 - 34	3.97	4.47	4.22	2.27	5.48	3.49	3.14	4.84	3.91
35 - 39	2.37	2.70	2.54	4.07	9.66	6.19	3.20	5.09	4.09
40 - 44	4.71	2.45	3.42	3.99	4.17	4.08	4.43	2.96	3.64
45 - 49	4.90	5.13	5.04	3.19	4.80	3.82	4.19	5.05	4.64
50 - 54	5.05	1.79	3.13	1.63	8.11	3.90	3.84	2.87	3.33
55 - 59	2.58	1.98	2.22	0.75	5.54	2.34	2.02	2.44	2.25
60 - 64	2.65	2.04	2.33	9.64	6.05	8.79	4.30	2.36	3.39
65 +	3.94	3.20	3.59	8.94	7.64	8.45	4.40	3.48	3.98
Total	3.58	3.22	3.40	4.02	5.99	4.83	3.73	3.92	3.82

Table A 11: Time-related Underemployed Age 15 Years and Above as a Percentage of Total Employment by Province, Zimbabwe 2004 LFS

Province	Currently Employed			Time-related Underemployed			Percentage		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Bulawayo	122 893	96 113	219 006	5 366	4 844	10 211	4.37	5.04	4.66
Manicaland	353 377	362 596	715 973	9 319	12 942	22 262	2.64	3.57	3.11
Mashonaland Central	237 505	243 932	481 437	12 039	13 232	25 271	5.07	5.42	5.25
Moshanaland East	299 471	243 363	542 834	6 789	7 809	14 598	2.27	3.21	2.69
Moshanaland West	242 185	244 803	486 988	17 552	13 813	31 365	7.25	5.64	6.44
Matabeleland North	149 490	162 607	312 096	2 067	1 213	3 280	1.38	0.75	1.05
Matabeleland South	127 635	159 225	286 859	2 614	2 327	4 941	2.05	1.46	1.72
Midlands	359 695	354 085	713 780	9 942	11 057	20 999	2.76	3.12	2.94

Masvingo	288 689	347 681	636 370	16 811	16 066	32 877	5.82	4.62	5.17
Harare	460 102	283 816	743 918	15 905	14 671	30 576	3.46	5.17	4.11
Zimbabwe	2 641 042	2 498 221	5 139 261	98 404	97 974	196 380	3.73	3.92	3.82

Table A 12: Average Hours Worked in the Last 7 Days for Time-related Underemployed and Fully Employed Aged 15 Years and Above by Institutional Sector, Zimbabwe 2004 LFS

Institutional Sector	Fully Employed			Time-related Underemployed		
	Male	Female	Total	Male	Female	Total
Private	48.39	45.09	46.75	19.25	18.90	19.07
Central Government	51.64	45.51	49.07	22.15	29.23	24.24
Local Government	60.90	49.60	57.19	0.00	14.61	14.61
Parastatal	55.85	48.03	54.37	0.00	11.02	11.02
Cooperative	44.33	59.50	47.95	0.00	0.00	0.00
NGOs	47.75	41.13	44.97	0.00	20.98	20.98
Other	41.52	44.04	42.38	0.00	0.00	0.00
Not Stated	656.56	792.31	749.48	0.00	0.00	0.00
Total	49.51	46.78	48.19	19.27	18.85	19.06

Table A 13: Average Hours Worked in the Last 7 Days for Time-related Underemployed and Fully Employed Aged 15 Years and Above by Industrial Sector, Zimbabwe 2004 LFS

Industry	Fully Employed			Time-related Underemployed		
	Male	Female	Total	Male	Female	Total
Agriculture, hunting and fishing	45.23	43.19	44.14	20.07	19.22	19.65
Mining and quarrying	54.41	50.27	53.83	22.23	25.99	22.80
Manufacturing	52.67	45.28	50.64	24.50	20.07	22.03
Construction	48.62	42.88	48.02	13.13	12.00	13.01
Distribution restaurants and hotels	53.35	55.65	54.35	19.57	19.58	19.57
Transport and communication	62.25	45.26	60.81	14.00	0.00	12.34
Finance, insurance and real estate	48.80	41.90	46.37	7.21	0.00	7.21
Public Administration	54.47	48.74	53.44	0.00	0.00	0.00
Education services	54.80	47.41	50.95	23.89	22.26	23.01
Health	44.88	45.21	45.09	14.05	24.18	22.28
Private Domestic	46.33	50.64	49.54	14.10	9.55	11.67
Other	59.71	62.92	61.37	17.93	17.76	17.84
Not Stated	998.59	365.32	479.76	0.00	0.00	0.00

Total	49.51	46.78	48.19	19.27	18.85	19.06

Table A 14: Average Hours Worked in the Last 7 Days for Time-related Underemployed and Fully Employed Aged 15 Years and Above by Province, Zimbabwe 2004 LFS

Province	Fully Employed			Time-related underemployed		
	Male	Female	Total	Male	Female	Total
Bulawayo	49.17	47.47	48.43	15.51	15.22	15.37
Manicaland	43.68	39.01	41.33	23.72	22.21	22.84
Mashonaland Central	52.05	52.11	52.08	19.50	21.12	20.35
Moshanaland East	39.07	47.75	42.94	26.89	21.18	23.84
Moshanaland West	60.75	39.39	49.92	22.63	19.10	21.08
Matabeleland North	51.50	50.42	50.94	18.05	25.41	20.77
Matabeleland South	47.05	47.80	47.47	23.38	18.98	21.31
Midlands	50.20	52.11	51.15	21.61	24.14	22.94
Masvingo	49.57	42.37	45.62	12.80	9.38	11.13
Harare	53.48	53.45	53.47	15.66	19.34	17.43
Zimbabwe	49.51	46.78	48.19	19.27	18.85	19.06

Table A 15: Average Hours Worked in the Last 7 Days for Time-related Underemployed and Fully Employed Aged 15 Years and Above by Rural/ Urban, Age Group and Sex, Zimbabwe 2004 LFS

Age Group	Rural			Urban			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Fully Employed									
15 – 19	115.75	103.55	110.11	6.56	9.14	7.78	36.40	34.14	35.34
20 – 24	132.16	130.02	131.12	25.58	21.47	23.54	52.71	48.44	50.61
25 – 29	123.50	125.64	124.61	31.14	25.77	28.66	52.17	52.71	52.43
30 – 34	109.54	128.09	118.01	34.89	27.74	31.71	52.78	52.63	52.71
35 – 39	113.25	131.67	122.02	34.64	19.85	27.87	52.88	47.28	50.29
40 – 44	133.54	111.97	120.77	29.55	25.55	27.47	55.91	52.57	54.10
45 – 49	107.75	132.26	120.60	29.77	15.62	22.38	51.51	48.28	49.82
50 – 54	107.00	126.96	117.47	26.62	11.74	18.70	51.00	45.95	48.32
55 – 59	105.09	159.93	131.52	29.09	8.73	17.65	53.74	47.77	50.52
60 – 64	150.34	132.20	141.17	16.05	5.27	11.03	52.67	44.09	48.57
65 +	159.20	138.34	148.86	5.78	2.92	4.47	44.33	41.02	42.78
Total	121.72	125.17	123.43	24.64	18.13	21.50	49.51	46.78	48.19
Time-related Underemployed									
15 – 19	19.29	20.57	19.79	13.28	10.58	12.01	18.08	17.98	18.04
20 – 24	16.51	20.21	18.23	18.67	17.97	18.29	17.32	19.18	18.25
25 – 29	24.12	16.21	19.14	21.50	20.57	21.11	22.64	17.73	20.03
30 – 34	23.75	22.81	23.25	15.86	18.57	17.48	20.97	21.07	21.02
35 – 39	16.59	20.70	18.90	20.06	18.85	19.34	18.75	19.49	19.18
40 – 44	27.50	17.16	23.25	16.32	18.46	17.35	23.53	17.71	20.99
45 – 49	18.72	17.64	18.07	20.37	17.70	19.06	19.24	17.66	18.33
50 – 54	16.33	23.00	18.57	8.40	20.89	17.51	15.14	21.98	18.25
55 – 59	20.17	21.70	20.98	8.01	2.21	3.45	18.81	16.04	17.19
60 – 64	22.87	22.47	22.69	13.91	14.02	13.93	18.12	20.71	18.98
65 +	17.16	15.78	16.57	12.91	25.18	17.07	16.35	17.10	16.66
Total	20.04	19.36	19.71	17.94	18.03	17.99	19.27	18.85	19.06

Appendix B Concepts and Definitions

The sources of definitions and concepts are ILO (1990) Surveys of Economically Active Population, Employment, Unemployment and Underemployment and System of National Accounts (SNA), 1993

Current activity relates to activity during a short reference period such as a week used in the survey.

Usual activity relates to main activity during a long reference period such as 12 month used in the survey.

Economically Active Persons refer to those persons who were available for the production of goods and services for cash or in kind. The persons include: paid employees, employers, own account workers and the unemployed.

Paid Employee is a person who during the reference period, performed some work for wage or salary, in cash or in kind or a person who, having already worked in the present job, was temporarily not at work during the reference period but had formal attachment to his/ her job.

Employer is a person who operates his or her own economic enterprise or engages independently in a profession or trade, and hires one or more employees.

Own account worker (Communal and resettlement farmer): These operate their own enterprises, e.g. crop farming or keeping livestock with or without paid employees or who operate own economic enterprises directly without employing other people as helpers and work for own consumption or profit.

Own account worker (Other) are those who operate their own economic enterprise, e.g. petty trader, carpenter with or without paid employees or who operate own enterprises directly without employing other people as helpers and work for own consumption or profit.

Unpaid family worker refers to those members of the household who worked in the enterprise operated by the household without pay.

Activity rate/ Labour Force Participation rate is the percentage of persons that are economically active out of all persons in the specified age range.

Employed persons are persons age 15 years and above who worked for pay, profit or family gain for at least one hour during the reference period or who did not work during that period but had a job or business to go back to. Working for pay, profit or family gain

is limited to production of goods and services as set forth by the United Nations System of National Accounts.

Employment rate is calculated as the number of employed persons age 15 years and above divided by the total population in a given age range.

Persons in time-related underemployed comprise all persons in paid employment or self-employed, whether at work or not at work, involuntarily working less than the normal duration of work determined for the activity, who wanted to work additional hours during the reference period.

Unemployed persons (strict definition) are persons age 15 years and above who, during the reference period (e.g. 7 days) were:

- without work (were not in paid employment or self-employment),
- currently available for work and actively seeking employment, i.e. had taken specific steps (registered or checked at any employment agency, applied to employers, responded or placed advertisements, enquired at farms or worksites or asked friends or relatives about work) in a specified recent period to seek paid employment or self employment.

In this report they will be referred to as strictly unemployed persons.

Unemployed persons (broad definition) are persons age 15 years and above who, during the reference period were: - without work and currently available for work. These will be referred to as broadly unemployed persons in this report.

Unemployment rate is the percentage of unemployed persons in the economically active population and be strict or broad depending on definition of unemployment.

Professional: This is an employee for whom a basic requirement is usually a tertiary level qualification (e.g. diploma or degree), or experience of such amount and kind as to provide a comparable background. Also included are officials and managers who set broad policies and have overall responsibility for execution of those policies, as well as workers such as teachers, nurses, plus such persons as artists and actors who are frequently grouped as professionals.

Skilled: These are so designated under National Industrial Council Agreements and, accordingly, included are persons in artisan, craft and journeyman categories. Also included are those clerical and sales type occupations where a minimum level of proficiency may be indicated by a certificate or diploma (e.g. stenographer or bookkeeper)

Semi-skilled: These employees are so defined in National Industrial Council Agreements and accordingly included are a wide range of operators' and tradesmen's assistants. Also included are employees in occupations of which the skills for performance have usually been accumulated on the job in some instances supplemented by short duration training courses in particularly well defined aspects of the work.

Unskilled: These are employees who are not included in the three categories above i.e. professional, skilled or semi-skilled. They are usually persons in occupations for which training or instruction beyond a week is rarely necessary to enable an incumbent to efficiently perform the tasks that comprise the elements of jobs.

Retrenchment refers to a situation where an employee is laid off before retirement age for reasons, including establishment downsizing, relocation and viability problems.

Mechanical hazards: Poorly organised workplace e.g. tripping objects, flying fragments/sparks, risk of falling objects, unguarded machine parts, working with sharp tools etc.

Physical/ Electrical hazards: Poor general lighting, loud noise, exposure to direct sun or fire, hand held vibrating machines, heat, noise and dust pollution. Working with exposed electric wires and other electric dangers.

Chemical/Biological hazards: Use of unlabeled chemicals, some stored in the open, smelly chemicals, skin contact with chemicals, exposure to traffic or machine fumes/smoke, mineral dust, germs, insects or animals, clean water not available.

Ergonomic/psychosocial: Lifting of heavy loads, standing for long hours, seat uncomfortable, work while squatting, bending, twisted, hands above shoulder level, rapid pace of work, repetitive movements, isolated work, dirty workplace or inadequate toilets.

Personnel Protective equipment/controls (P/PE): Adequate and well maintained protective clothing and devices such as safety glasses, welding mask, hard hat, respirator, safety boots, gloves, overalls/dust coats/aprons, ventilation etc.

Economically inactive population refers to all those persons whose main activity during the reference period was neither employed nor unemployed. This group of people included the categories of students, homemakers and retired/ sick

Student: A student is a person who attends a regular formal educational institution, public or private. She or he should be a full-time or part-time student not usually engaged in any economic activity. University students, student teachers, apprentices, student nurses are also students.

Homemaker: A Homemaker is a person of either sex involved in housework in their own households e.g. fetching water, cooking, baby-sitting, etc and who do not work for pay or profit. Domestic workers engaged for pay are not included in this category but under paid employee.

Dwelling unit refers to the kind of housing occupied by a household and can be of the following categories; traditional, mixed, detached, semi-detached, flat and other.

Traditional type of **dwelling unit** is an old style settlement in which, the buildings are made of pole and dagga/bricks with thatched roofs and are used for living.

Mixed type of **a dwelling unit** consists of buildings in a cluster and is built of materials more modern than the pole and dagga/bricks and thatch. An example is a cluster made up of buildings of bricks with corrugated iron roof and the rest made of pole and dagga.

Detached dwelling unit is a structurally separate dwelling which is built of materials more modern than pole and dagga. Access to the street or pavement is by means of a path or driveway or steps not shared by other dwellings.

Semi-detached dwelling unit consists of two or more dwelling units with a common wall between them, with their gardens separated by a fence, hedge or wall whose access to the rest of the street or pavement meet the conditions set above for the detached dwelling unit.

Flat is a residential storey building or can be a block of semi-detached houses. it is usually small in terms of basic provisions, e.g. one or two bedrooms, one bathroom, lounge and a kitchen. a townhouse is a house bigger than a flat and is found in town. it is normally a detached one-storey building with facilities normally found in a house.

Other for a **dwelling unit** includes temporary dwelling such as tent, caravan or wooden shacks, which is not normally intended for permanent occupation.

Tenure status refers to the arrangement under which the household occupies its living quarters and the nature of its right to be there. The categories of tenure status were owner/purchaser, tenant, lodger, tied accommodation and other.

§ **Owner/purchaser:** refers to a household with a clear title or ownership of the house or is in the process of buying it. Most people in the communal lands own their dwelling units.

§ **Tenant:** refers to a household that occupies the whole dwelling unit in terms of a written or verbal agreement, and generally pays electricity and water bills to the local authority.

§ **Lodger:** rents part of a dwelling unit, which in most cases is occupied by the owner/purchaser.

§ **Other:** includes those staying free in a household but constitute a separate household.

Appendix C Questionnaire

