

2011 Labour Force Survey

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Table of Contents	Page
Table of Contents.....	i
List of Tables.....	iii
List of Figures.....	xv
Acronyms.....	xvii
Foreword.....	xix
Executive Summary.....	xx
Zimbabwe 2011 LFCLS Fact Sheet.....	xxiii
Chapter 1: Background.....	1
Chapter 2: Population Characteristics.....	6
Chapter 3: Education.....	17
Chapter 4: Activity and Labour Force.....	34
Chapter 5: Characteristics of the Employed.....	50
Chapter 6: Characteristics of the Unemployed.....	68
Chapter 7: Underemployment.....	79
Chapter 8: Employment in Secondary Activities.....	86
Chapter 9: Characteristics of the Informal Sector.....	103
Chapter 10: Informal Employment.....	113
Chapter 11: Retrenchments.....	126
Chapter 12: Work Related Safety.....	145
Chapter 13: Social Security.....	153
Chapter 14: Health.....	168

Chapter 15: Housing Characteristics..... 180

Appendix A: Zimbabwe LFCLS 187

Appendix B: Concepts and Definitions 194

List of Tables

Page

Table 1:	Households Covered and Response Rates, by Province, Zimbabwe 2011 LFCLS.....	5
Table 2.1:	Population Distribution by Province, Sex and Sex Ratio, Zimbabwe 2011 LFCLS	10
Table 2.2:	Total Population by Age Group, Sex and Rural/Urban, Zimbabwe 2011 LFCLS.....	11
Table 2.3:	Total Population by Age, Sex and Sex Ratio, Zimbabwe 2011 LFCLS.....	12
Table 2.4:	Population Aged 12 Years and Above by Marital Status, Age Group and Sex, Zimbabwe 2011 LFCLS	13
Table 2.5:	Percent Distribution of Population Aged 12 Years and Above by Marital Status, Zimbabwe 2011 LFCLS.....	14
Table 2.6:	Percent Distribution of Ever Married Population Aged 12 Years and Above by Marital Status, Age Group and Sex, Zimbabwe 2011 LFCLS.....	15
Table 2.7:	Percent Distribution of Heads of Households by Age and Sex, Zimbabwe 2011 LFCLS.....	16
Table 3.1:	Percent Distribution of the Population Aged 5 Years and Above by School Attendance and Sex, Zimbabwe 2011 LFCLS.....	20
Table 3.2:	Percent Distribution of the Population Aged 5 Years and Above by School Attendance, Urban/Rural and Sex, Zimbabwe 2011 LCLFS.....	20
Table 3.3:	Percent Distribution of Population Aged 5 Years and Above by Age Group, Sex and School Attendance, Zimbabwe 2011 LFCLS.....	21
Table 3.4:	Percent Distribution of Population Aged 5-17 Years by Main Reason for Leaving School and Age Group, Zimbabwe 2011 LFCLS.....	22
Table 3.5:	Percent Distribution of Population Aged 5-17 Years by Reason for Never Been to School and Rural/Urban, Zimbabwe 2011 LFCLS.....	23

Table 3.6	Percent Distribution of Population Aged 5-17 Years by Reason for Never Been to School and Age, Zimbabwe 2011 LFCLS.....	24
Table 3.7	Percent Distribution of Population Aged 5-17 Years by Reason for Never Been to School and Province, Zimbabwe 2011 LFCLS.....	25
Table 3.8	School Enrolment Ratios for Population Aged 5-25 Years by Sex, Zimbabwe 2011 LFCLS.....	27
Table 3.9:	Percent Distribution of Population Aged 5 Years and Above by Age Group, Highest Level of Education Completed, Zimbabwe 2011 LFCLS.....	30
Table 3.10:	Literacy Rates for Population Aged 15 Years and Above by Age Group and Sex, Zimbabwe 2011 LFCLS.....	32
Table 3.11:	Literacy Rates for Population Aged 15 Years and Above by Province, Zimbabwe 2011 LFCLS.....	32
Table 3.12:	Literacy Rates for the Population Aged 15 Years and Above by Rural/Urban, Zimbabwe 2011 LFCLS.....	33
Table 4.1:	Labour Force Participation Rate by Urban/Rural, Age Group and Sex, Zimbabwe 2011 LFCLS.....	40
Table 4.2:	Labour Force Participation Rate by Province and Sex, Zimbabwe 2011 LFCLS.....	42
Table 4.3:	Percent Distribution of Economically Active Population by Current Activity, Age Group and Sex, Zimbabwe 2011 LFCLS.....	43
Table 4.4:	Percent Distribution of Economically Active Population Aged 15 Years and Above by Current Status, Province, Urban/Rural and Sex, Zimbabwe 2011 LFCLS	45
Table 4.5:	Percent Distribution of Economically Inactive Population Aged 15 Years and Above by Current Status, Province, Urban/Rural and Sex, Zimbabwe 2011 LFCLS.....	46
Table 4.6:	Usual Activity for Persons Aged 15 Years and Above by Province, Urban/Rural and Sex, Zimbabwe 2011 LFCLS.....	47
Table 4.7:	Percent Distribution of Usual Status of the Economically	

	Inactive Population Aged 15 Years by Province, Rural/Urban and Sex, Zimbabwe 2011 LFCLS.....	48
Table 5.1:	Percent Distribution of Employment to Population Ratios for Population Aged 15 Years and Above by Province, Rural/Urban and Sex, Zimbabwe 2011 LFCLS.....	56
Table 5.2:	Percent Distribution of Currently Employed Persons Aged 15 Years and Above by Level of Education and Sex, Zimbabwe 2011 LFCLS.....	57
Table 5.3:	Percent Distribution of Currently Employed Population Aged 15 Years and Above by Status in Employment and Sex, Zimbabwe 2011 LFCLS.....	58
Table 5.4:	Percent Distribution of Currently Employed Population Aged 15 Years and Above by Skill Level and Sex, Zimbabwe 2011 LFCLS.....	59
Table 5.5:	Percent Distribution of Currently Employed Population Aged 15 Years and Above by Institutional Sector and Sex, Zimbabwe 2011 LFCLS.....	60
Table 5.6:	Percent Distribution of Currently Employed Population Aged 15 Years and Above by Industrial Sector and Sex, Zimbabwe 2011 LFCLS.....	61
Table 5.7:	Percent Distribution of Currently Employed Population Aged 15 Years and Above by Occupational Category and Sex, Zimbabwe 2011 FCLS.....	63
Table 5.8:	Percent Paid Employees Aged 15 Years and Above by Income Received In May 2011.....	64
Table 5.9:	Percent Distribution of Currently Employed Population Aged 15 Years and Above by Institutional Sector, Hours Worked and Sex, Zimbabwe 2011 LFCLS.....	66
Table 5.10:	Percent Distribution of Share of Women in Wage (Paid) Employment in the Non-agriculture Sector by Industry, Zimbabwe 2011 LFCLS.....	67
Table 6.1:	Unemployment Rates, Type of Definition and Reference Period Used for Calculating Unemployment Rates, 1992-2011.....	73
Table 6.2:	Strictly Unemployed Population Aged 15 Years and Above by Age Group and Sex, Zimbabwe 2011 LFCLS.....	74

Table 6.3:	Broadly Unemployed Population Aged 15 Years and Above by Age Group and Sex, Zimbabwe 2011 LFCLS.....	75
Table 6.4:	Percent Strict Unemployed Population Aged 15 Years and Above by Rural/Urban, Main Method of Job Search in the Last 30 days and Sex, Zimbabwe 2011 LFCLS.....	76
Table 6.5:	Youth Aged 15-24 Years Unemployment Rate (Broad) by Age Group, Rural/Urban and Sex, Zimbabwe 2011 LFCLS.....	76
Table 6.6:	Youth Aged 15-24 Years Unemployment Rate (Strict) by Age Group, Rural/Urban and Sex, Zimbabwe 2011 LFCLS.....	76
Table 6.7:	Youth Aged 15-34 Years Unemployment Rate (Broad) by Age Group, Rural/Urban and Sex, Zimbabwe 2011 LFCLS.....	77
Table 6.8:	Broad Unemployment Rate for Population Aged 15 Years and Above by Level of Education and Sex, Zimbabwe 2011 LFCLS.....	78
Table 6.9:	Broadly Unemployed Population Aged 15 Years and Above by Marital Status and Sex, Zimbabwe 2011 LFCLS.....	78
Table 6.10:	Percent Broadly Unemployed Population who were Previously Employed Aged 15 Years and Above by Institutional Sector and Sex, Zimbabwe 2011 LFCLS	78
Table 7.1:	Percent Distribution of Persons Aged 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 2011 LFCLS.....	82
Table 7.2:	Persons in Time Related Underemployment Aged 15 Years and Above as a Percentage of Total Employment by Industrial Sector, Zimbabwe 2011 LFCLS	83
Table 7.3:	Underemployed Population Aged 15 Years and Above as a Percent of Total Employment by Institutional Sector, Zimbabwe 2011 LFCLS.....	84
Table 7.4:	Underemployed Population Aged 15 Years and Above as a Percent of Total Employment by Employment Status, Zimbabwe 2011 LFCLS.....	84

Table 7.5:	Average Hours Worked in the Last 7 days for Underemployed Population and Fully Employed Aged 15 Years and above by Employment Status, Zimbabwe 2011 LFCLS.....	85
Table 7.6:	Percent Underemployed Aged 15 Years and Above by More Hours Preferred to Work, Zimbabwe 2011 LFCLS.....	85
Table 8.1:	Currently Employed Persons Aged 15 Years and Above Having Secondary Job by Province, Rural/Urban and Sex, Zimbabwe 2011 LFCLS.....	90
Table 8.2:	Percent Distribution of Currently Employed Persons Aged 15 Years and Above Having Secondary Job by Age Group and Sex, Zimbabwe 2011 LFCLS.....	91
Table 8.3:	Percent Distribution of Currently Employed Persons Aged 15 Years and Above Having Secondary Job by Level of Education and Sex, Zimbabwe 2011 LFCLS.....	92
Table 8.4:	Percent Distribution of Currently Employed Persons Aged 15 Years and Above by Status in Employment in the Secondary Job and Sex, Zimbabwe 2011 LFCLS.....	93
Table 8.5:	Percent Distribution of Currently Employed Persons Aged 15 Years and Above by Institutional Sector in the Secondary Job and Sex, Zimbabwe 2011 LFCLS.....	94
Table 8.6:	Percent Distribution of Currently Employed Persons Aged 15 Years and Above by Industrial Sector in the Secondary Job and Sex, Zimbabwe 2011 LFCLS.....	95
Table 8.7	Percent Distribution of Currently Employed Persons Aged 15 Years and Above by Occupation Category in the Secondary Job and Sex, Zimbabwe 2011	

	LFCLS.....	97
Table 8.8	Percent Distribution of Currently Employed Persons Aged 15 Years and Above Having Paid Secondary Jobs by Income Received in the Month Preceding the Survey, Zimbabwe 2011 LFCLS.....	98
Table 8.9	Percent Distribution of Currently Employed Population Aged 15 Years and Above in the Informal Sector (Secondary Job) by Age Group and Sex, Zimbabwe 2011 LFCLS.....	98
Table 8.10	Percent Distribution of Currently Employed Persons Aged 15 Years and Above in the Informal Sector by Status in Employment in the Secondary Job and Sex, Zimbabwe 2011 LFCLS.....	99
Table 8.11	Percent Distribution of Currently Employed Persons Aged 15 Years and Above in the Informal Sector by Institutional Sector in the Secondary Job and Sex, Zimbabwe 2011 LFCLS.....	99
Table 8.12	Percent Distribution of Currently Employed Persons Aged 15 Years and Above in the Informal Sector by Industry in the Secondary Job and Sex, Zimbabwe 2011 LFCLS.....	100
Table 8.13	Percent Distribution of Currently Employed Persons Aged 15 Years and Above in the Informal Sector by Occupation in the Secondary Job and Sex, Zimbabwe 2011 LFCLS.....	101
Table 9.1:	Currently Employed Population Aged 15 Years and Above in the Informal Sector by Age Group and Sex, Zimbabwe 2011 LFCLS.....	105
Table 9.2:	Percent Distribution of Currently Employed Population Aged 15 Years and Above by Marital Status and Sex, Zimbabwe 2011 LFCLS.....	105
Table 9.3:	Percent Distribution of Currently Employed Population Aged 15 Years and Above in the Informal Sector by Status in Employment and Sex, Zimbabwe 2011 LFCLS.....	106

Table 9.4:	Percent Distribution of Currently Employed Population Aged 15 Years and Above in the Informal Sector by Industry and Sex, Zimbabwe 2011 LFCLS.....	107
Table 9.5:	Percent Distribution of Currently Employed Population Aged 15 Years and Above in the Informal Sector by Occupational Category and Sex, Zimbabwe 2011 LFCLS.....	108
Table 9.6:	Percent Distribution of Persons in the Informal Sector by Institutional Sector, Zimbabwe 2011 LFCLS.....	109
Table 9.7:	Percent Distribution of Currently Employed Population Aged 15 Years and .in the Informal Sector by Highest Level of Education Completed and Sex, Zimbabwe 2011 LFCLS.....	109
Table 9.8:	Percent Distribution of Currently Employed Population Aged 15 Years and Above in the Informal Sector by Hours Worked in Care Activities, Zimbabwe 2011 LFCLS.....	110
Table 9.9:	Percent Distribution of Currently Employed Population Aged 15 Years and Above in the Informal Sector by Hours Worked in Economic Activities, Zimbabwe 2011 LFCLS.....	110
Table 9.10:	Percent Distribution of Currently Employed Population Aged 15 Years and Above in the Informal Sector by Place of Operation and Size of Establishment, Zimbabwe 2011 LFCLS.....	111
Table 10.1:	Percent Distribution of Currently Employed Population Aged 15 Years and Above by Type of Employment and Aged Group, Zimbabwe 2011 LFCLS.....	117
Table 10.2:	Percent Distribution of Currently Employed Population Aged 15 Years and Above by Type of Employment and Highest Level of Education Completed, Zimbabwe 2011 LFCLS.....	118
Table 10.3:	Percent Distribution of Currently Employed Population Aged 15 Years	

	and Above by Type of Employment and Status in Employment, Zimbabwe 2011 LFCLS.....	119
Table 10.4:	Percent Distribution of Currently Employed Population Aged 15 Years and Above by Type of Employment and Skill Level, Zimbabwe 2011 LFCLS.....	120
Table 10.5:	Percent Distribution of Currently Employed Population Aged 15 Years and Above by Type of Employment and Institutional Sector, Zimbabwe 2011 LFCLS.....	120
Table 10.6:	Percent Distribution of Currently Employed Population Aged 15 Years and Above by Type of Employment and Industry, Zimbabwe 2011 LFCLS.....	121
Table 10.7:	Percent Distribution of Currently Employed Population Aged 15 Years and Above by Type of Employment and Occupational Category, Zimbabwe 2011 LFCLS.....	122
Table 10.8:	Percent Paid Employees Aged 15 Years and Above by Type of Employment and Kind of Income Received in the Month Preceding the Survey, Zimbabwe 2011 LFCLS.....	123
Table 10.9:	Percent Paid Employees Aged 15 Years and Above Paid Cash Only or Both in Cash and in Kind by Type of Employment and Cash Received in the Month Preceding the Survey, Zimbabwe 2011 LFCLS.....	123
Table 10.10:	Percent Paid Employees Aged 15 Years and Above Paid in Kind Only or Both in Cash and in Kind by Type of Employment and Value of in Kind Received in the Month Preceding the Survey, Zimbabwe 2011 LFCLS.....	124
Table 10.11:	Percent Distribution of Currently Employed Population Aged 15 Years and Above by Type of Employment and Hours Worked in Economic	

	Activities, Zimbabwe 2011 LFCLS.....	124
Table 10.12:	Percent Distribution of Currently Employed Population Aged 15 Years and Above by Type of Employment and Hours Worked in Care Activities, Zimbabwe 2011 LFCLS.....	125
Table 11.1:	Percent Ever-retrenched Population Aged 15 Years and Above by Province and Sex, Zimbabwe 2011 LFCLS.....	131
Table 11.2:	Percent Distribution of Ever-retrenched Population Aged 15 Years and Above by Year of Retrenchment, Rural/Urban, Year and Sex, Zimbabwe 2011 LFCLS.....	132
Table 11.3:	Percent Age-Sex Distribution of the Ever-retrenched Population by Activity Status, Zimbabwe 2011 LFCLS.....	134
Table 11.4:	Percent Ever-retrenched Population Aged 15 Years and Above by Level of Education and Sex, Zimbabwe LFCLS.....	136
Table 11.5:	Percent Ever-retrenched Population Aged 15 Years and Above by Level of Education Rural/Urban and Sex, Zimbabwe 2011 LFCLS.....	137
Table 11.6:	Percent Ever-retrenched Currently Employed Population Aged 15 Years and Above by Employment Status, Rural/Urban and Sex, Zimbabwe 2011 LFCLS.....	138
Table 11.7:	Percent Ever-retrenched Population Aged 15 Years and Above Currently Employed by Industrial sector and Sex, Zimbabwe 2011 LFCLS.....	139
Table 11.8:	Percent Ever-retrenched Currently Employed Population Aged 15 Years and Above by Skill Level and Sex, Zimbabwe 2011 LFCLS.....	142
Table 11.9:	Percent Ever-retrenched Economically Inactive Population Aged 15 years and Above by Rural/Urban and Sex, Zimbabwe 2011 LFCLS.....	143
Table 12.1:	Percent Distribution of Employees Aged 15 Years and Above Reporting Injuries/Suffering Illness at Workplace in the Last 12 Months by Age, Zimbabwe 2011 LFCLS.....	147

Table 12.2:	Percent Distribution of Employees Aged 15 Years and Above Reporting Injuries/Suffering Illness at Workplace in the Last 12 Months by Industrial Group, Zimbabwe 2011 LFCLS.....	148
Table 12.3:	Percent Distribution of Employees Aged 15 Years and Above Reporting Injuries/Suffering Illness at Workplace in the Last 12 Months by Industry in Which Injury/Illness Occurred and Province, Zimbabwe 2011 LFCLS.....	149
Table 12.4:	Percent Feature of Working Environment in Which Injury or Illness was Related by Industrial Group, Zimbabwe 2011 LFCLS.....	150
Table 12.5:	Percent Nature of Injury by Industrial Group, Zimbabwe 2011 LFCLS.....	152
Table 13.1:	Percent Distribution of Population Receiving a Monthly Pension or Any Other Social Security Fund by Age Group, Zimbabwe 2011 LFCLS.....	158
Table 13.2:	Percent Distribution of Population Receiving a Monthly Pension or Any Other Social Security Fund by Province and Sector, Zimbabwe 2011 LFCLS.	159
Table 13.3:	Percent Distribution of Population Receiving a Monthly Pension or Any Other Social Security Fund by Source of Funds and Age Group, Zimbabwe 2011 LFCLS.....	160
Table 13.4:	Percent Distribution of Population Receiving a Monthly Pension or Any Other Social Security Fund by Source of Funds and Age Group, Zimbabwe 2011 LFCLS.....	161
Table 13.5:	Percent Distribution of Population Currently Benefiting from Medical Insurance by Age Group and Sex, Zimbabwe 2011 LFCLS.....	162
Table 13.6:	Percent Distribution of Population Aged 15 Years and Above Currently Benefiting from Medical Insurance by Activity in Employment, Zimbabwe 2011 LFCLS.....	163
Table 13.7:	Percent Distribution of Population Currently benefiting from Medical Insurance by Highest Level of Education, Zimbabwe 2011 LFCLS.....	164
Table 13.8:	Percent Distribution of Currently Employed Persons Benefiting from	

	Medical Insurance by Sector of Enterprise and Sex, Zimbabwe 2011 LFCLS.....	165
Table 13.9:	Percent Distribution of Currently Employed Population Aged 15 Years and Above by Economic Sector, Membership of any Medical Aid Scheme and Sex, Zimbabwe 2011 LFCLS.....	166
Table 14.1:	Percent Distribution of Persons Who fell Ill During the Month Preceding the Survey by Rural/Urban, Age Group and Sex, Zimbabwe 2011 LFCLS.....	170
Table 14.2:	Percent Distribution of Persons Who fell Ill During the Month Preceding the Survey by Age Group, and by Province, Zimbabwe 2011 LFCLS.....	172
Table 14.3:	Percent Distribution of Persons Who fell Ill During the Month Preceding the Survey by Facility Visited, and by Province.....	174
Table 14.4:	Percent Distribution of Persons Who Fell Ill during the Month Preceding the Survey by Facility Visited, Rural/Urban and Sex, Zimbabwe 2011 LFCLS.....	175
Table 14.5:	Percent Distribution of Persons Who Fell Ill During the Month Preceding the Survey by Facility Visited, Rural/Urban and Year, Zimbabwe 1994, 1999, 2004 and 2011 LFCLS.....	176
Table 14.6:	Percent Distribution of Person 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 2011 LFCLS.....	176
Table 14.7:	Percent Distribution of Persons Who Fell Ill During the Month Preceding the Survey but did not Visit a Health Facility by Income Received in Paid Employment in May by Head of Household, Sex and Rural/Urban Area, Zimbabwe 2011 LFCLS.....	178
Table 15.1:	Percent distribution of Households by Tenure Status and Province, Zimbabwe 2011 LFCLS.....	183
Table 15.2:	Percent Distribution of Households by Type of Dwelling Unit and Tenure Status, Zimbabwe 2011 LFCLS.....	183

Table 15.3:	Percent Distribution of Households With or Without Access to Electricity by Province, Zimbabwe 2011 LFCLS.....	184
Table 15.4	Percent Distribution of Households Occupying Dwelling Units With or Without Access to Electricity and Type of Dwelling Unit, Zimbabwe 2011 LFCLS.....	184
Table 15.5:	Percent Distribution of Households by Source of Energy Mostly Used for Cooking and Province, Zimbabwe 2011 LFCLS.....	185
Table 15.6:	Percent Distribution of Households by Main Source of Water for Drinking and Cooking and Province, Zimbabwe 2011 LFCLS.....	185
Table 15.7:	Percent Distribution of Households by Type of Toilet Facility Mostly Used and Province, Zimbabwe 2011 LFCLS.....	186

List of Figures

Page

Figure 1.1:	Population Pyramid Showing the Percent Distribution of the Population by Age Group and Sex, Zimbabwe 2011 LFCLS.....	7
Figure 3.1	Percent Distribution of Population Aged 5 Years and Above Who have Never Been to School by Age Group, Zimbabwe 2011 LFCLS.....	18
Figure 4.1:	The Labour Force Framework, Zimbabwe 2011 LFCLS.....	35
Figure 4.2:	Labour Force Participation Rate by Age Group and Sex, Zimbabwe 2011 LFCLS.....	36
Figure 4.3:	Labour Force Participation by Age Group and Rural/Urban, Zimbabwe 2011 LFCLS.....	37
Figure 5.1:	Percent Distribution of Currently Employed Population Aged 15 Years and Above, Zimbabwe 2011 LFCLS.....	50
Figure 6.1:	Broad Unemployment Rate by Age Group and Sex, Zimbabwe 2011 LFCLS.....	69
Figure 6.2:	Broad Unemployment Rate by Age Group and Rural/Urban, Zimbabwe 2011 LFCLS.....	70
Figure 6.3:	Broad Unemployment Rate by Level of Education and Sex, Zimbabwe 2011 LFCLS.....	71
Figure 11.1:	Ever-retrenched Population Aged 15 Years and Above by Sex, Zimbabwe 2011 LFCLS.....	127
Figure 11.2:	Activity Status of the Ever-retrenched Population Aged 15 Years and Above, Zimbabwe 2011 LFCLS.....	128
Figure 13.1:	Demographic Protection Ratios, Zimbabwe 2011 LFCLS.....	155

Figure 14.1 Population that Fell Ill and did Not Visit a Health Facility,
Zimbabwe 1999, 2004, 2011
LFCLS.....168

Figure 15.1 Percentage Distribution of Households with and without
Electricity by Province
.....180

Acronyms

AIDS	Acquired Immuno-Deficiency Syndrome
AU	African Union
CLS	Child Labour Survey
CSO	Central Statistical Office
CSPro	Census and Survey Processing System
EA	Enumeration Area
EAs	Enumeration Areas
ECD	Early Childhood Learning
F	Female
FPL	Food Poverty Datum Line
GDP	Gross Domestic Product
GPI	Gender Parity Index
HIV	Human Immunodeficiency Virus
ILO	International Labour Organisation
IMPS	Integrated Microcomputer Processing System
IMS	Indicator Monitoring Survey
ISCO-08	International Standard Classification of Occupation 2008
ISSA	Integrated System for Survey Analysis
LFCLS	Labour Force and Child Labour Survey
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
MDG	Millennium Development Goal
MLSS	Ministry of Labour and Social Services
NGOs	Non Governmental Organisations
NSSA	National Social Security Authority
PDCs	Provincial Development Committees
PDL	Poverty Datum Line
Pop. Census	Population Census
PPS	Probability Proportional to Size
SAS	Statistical Analysis System
T	Total
TCPL	Total Consumption Poverty Line

UNICEF
ZDHS
ZIMSTAT
ZMS02

United Nations Children's Fund
Zimbabwe Demographic Health Survey
Zimbabwe National Statistics Agency
Zimbabwe Master Sample 2002

Foreword

The Zimbabwe National Statistics Agency (ZIMSTAT) carries out a Labour Force and Child Labour Survey (LFCLS) after every five years, the last one having been conducted in June 2004. The next survey was due in 2009, however, due to economic challenges facing the country then, it was not possible to conduct the survey though the instruments had been developed at a stakeholder workshop in 2008. The 2011 LFCLS was carried out from 9 to 29 June 2011.

The survey provides useful information 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. The survey findings also feed into the calculation of the Gross Domestic Product (GDP) of the country.

I would like to acknowledge the efforts of the Ministry of Labour and Social Services and the National Social Security Authority (NSSA), who were involved in the survey preparations from the questionnaire review workshop, training of trainers, training of field staff and the finalization of the report workshop. I am grateful to the United Nations Children's Fund (UNICEF) for providing financial support on the writing of the Child Labour Report and the International Labour Organization (ILO) for providing technical assistance throughout the survey process.

I would also like to thank all the respondents who co-operated during fieldwork as well as all the staff who were involved in the survey design, data collection, data editing, data entry, analysis, compilation and production of this report.

It is my sincere hope that the results of this survey will be fully utilized for the development of the nation.

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

M. Dzinotizei
DIRECTOR-GENERAL, ZIMSTAT

Executive Summary

This report presents the main results of the 2011 Zimbabwe Labour Force and Child Labour Survey (LFCLS) whose main 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 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 among some variables.

Training for the 2011 LFCLS was done at two levels. The first training was for trainers and was held from 2 to 7 May 2011 at Kadoma Hotel and Conference Centre. The second training was for team leaders and enumerators and was conducted from 30 May to 7 June 2011. Data collection was done from 9 to 29 June 2011. The 2011 LFCLS was a nationally representative sample survey covering 10 014 households.

The total population from the 2011 LFCLS was estimated at 11.9 million compared to 10.8 million from the 2004 LFS. The 2004 LFS and 2011 LFCLS excluded visitors and students in boarding schools and others living in institutional households. From the 2011 LFCLS, the number of males was estimated to be about 5.7 million compared to 6.2 million females to give a sex ratio of 92 males per 100 females. About 4 percent of males and 6 percent of females aged 5 years and above had never been to school. The literacy rate for males was 98 percent and that for females was close to 97 percent with the overall literacy rate at 97 percent.

The Population aged 15 years and above, considered to be the working age population accounted for about 58 percent of the population. Out of the population aged 15 years and above, 87 percent were economically active. Using the broad definition of unemployment, 11 percent was unemployed.¹

The number of persons aged 15 years and above excluded from the labour force (inactive population) was estimated at around 835 thousand. Of these, the largest percentage of 44 were students.

Twenty-nine percent of the currently employed population had completed secondary level education. The agriculture sector was the largest employer, accounting for almost 66 percent of the total employment.

Of the 653 thousand unemployed (broad), 36 thousand were once retrenched in the period June 2004 to May 2011. Of the 653 thousand unemployed population, 308 thousand were actively looking for work, giving a strict unemployment rate of 5.4 percent. Using the broad definition, the unemployment rate was 10.7 percent while the usual unemployment rate was 12.3 percent. Compared to other age groups, youth aged 15 to 24 years unemployment rate (broad) was the

¹ See Appendix B for Concepts and Definitions

highest at 16.5 percent. Those with secondary education as the highest level of education completed had the highest unemployment rate of around 17.1 percent.

The operational definition of time-related underemployed was, those aged 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 5.4 million currently employed population, 700 thousand were in time-related underemployment. The major reason for underemployment was lack of work (47 percent).

The Zimbabwe 2011 LFCLS showed that the rate of engagement in Secondary activities was 12 percent. The rate was higher in rural than in urban areas. At 34 percent, Agriculture, Forestry and fishing was the largest employer of population with secondary jobs.

In the 2011 LFCLS, a production unit was considered to be in the informal sector if the establishment was neither registered with the Registrar of Companies nor licensed. Households employing paid domestic workers and those involved in communal farming are excluded from the informal sector enterprises. Out of the currently employed population aged 15 years and above, about 567 thousand were considered to be in the informal sector. There were no gender differentials with both males and females contributing 50 percent in the informal sector.

Of the currently employed population aged 15 years and above, estimated to be 5.4 million, 84 percent were considered to be in informal employment, 11 percent were in formal employment and 5 percent were in employment not classifiable. Females constituted 53 percent of those in informal employment.

Data on retrenchments was collected for the period June 2004 to May 2011. Two hundred and forty-eight thousand persons were at least once retrenched during this period. The year 2008 had the highest number of retrenchments of around 41 thousand. Between January and May 2011, about 20 thousand persons were retrenched. The highest prevalence (43 percent) of retrenchments was among those who had completed secondary level of education. However, 205 thousand persons who were once retrenched between May 2004 and May 2011 had since been re-employed.

Over 500 thousand workers, which constituted above 9 percent of workers aged 15 years and above, reported suffering from injuries/illnesses that were work related during the 2011 LFCLS.

A total of 978 thousand persons, representing about 8 percent of the population indicated that they were members of a medical aid scheme. Thirty-nine percent of paid employees were benefiting from medical insurance.

The survey results reveal that about one in every 5 persons fell ill during the month preceding the survey. The most affected were children under 15 years. Thirty-one percent of those who fell ill and did not visit a health facility reported that they could not afford the cost of treatment.

Information on housing characteristics showed that 58 percent of the households were owners/purchasers of the dwelling units they lived in. About 55 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-eight percent of the households had safe water and close to 63 percent of the households had safe toilet facilities.

Zimbabwe 2011 LFCLS Fact Sheet

Population Size

Total:	11 930 038
Males:	5 727 571
Females:	6 202 467

Sex Ratio

Sex Ratio (males/ 100 females):	92.3
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Urban/ Rural Population

Population in Urban areas:	3 741 934
Percent:	31
Population in Rural areas:	8 188 104
Percent:	69

Area and Density

Area (Sq. Km.):	390 757
Density (Persons/ Sq. Km.):	31

Age Composition (percent)

Under 15 years:	42
15-64 years:	54
65+ years:	4

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

Never married:	37
Married:	50
Divorced/ Separated:	4
Widowed:	8

Households

Number of Private Households:	2 849 343
Average Household Size:	4.2
Percent of Male Headed Households:	65

Education for Population aged 5+ years (percent)

Never Been to School:	5
Currently at School:	37
Left School:	58

Literacy Rate

Both Sexes	97
Male	98
Female	97
Urban	100
Rural	96

Activity and Labour Force

Economically Active:	6 083 767
Percent Communal Farm Workers:	54.0
Percent Other Employed:	35.3
Percent Unemployed (broad):	10.7

Economically Inactive:	835 381
Percent Students:	44
Percent Homemakers:	21
Percent Retired/ Too Old/ Sick/Other:	35

Source of Energy

Percent of Households using Wood for cooking:	64
Electricity for cooking:	33

Tenure Status of Households (percent)

Owner/ Purchaser:	58
Lodger:	18
Tenant:	2
Tied Accommodation:	13
Parents’/ Guardian’s/ Relative’s House:	9

Housing Conditions

Percent of Households with Electricity:	55
with Safe Water:	78
with Safe Toilet Facilities:	63

Reason for not Visiting a Health Facility (percent)

Facility too Far:	4
Treatment not Necessary:	17
Cannot Afford:	31
Home Treatment:	44

Facility Visited by those Who Fell Ill (percent)

Public:	53
Private:	9
Traditional Healer:	1
Spiritual Healers:	3

Chapter 1: Background

1.1 Introduction

The 2011 Labour Force and Child Labour Survey (LFCLS) is a component of the National Household Surveys Capability Programme designed to monitor living conditions. The LFCLS provides socio-economic indicators useful in monitoring living conditions as well as providing in-depth information on the labour force in Zimbabwe. It seeks to accurately determine the current activity status of the population: who is economically active and who is not? Statistics on the size and composition of the two groups are key to formulating economic and social policies and related planning and research. The survey, therefore, focuses on social and economic characteristics, in particular, status in employment, industry, occupation, place of work and social security.

Preparations for the LFCLS were done by an internal committee which was set up in February 2008 to spearhead, guide and participate in the activities from design of survey instruments to dissemination. Representatives from the then Ministry of Public Service, Labour and Social Welfare, National Social Security Authority (NSSA), the International Labour Organisation (ILO) and United Nations Children's Fund (UNICEF) were co-opted into the committee in recognition of their special needs for labour market information.

The periodicity of the LFCLS is 5 years and the last survey was carried out in 2004 and thus the next was supposed to be in 2009. In July 2008, a stakeholder consensus building workshop was conducted in preparation for the LFCLS which was supposed to take off in 2009. The survey did not go according to plan because of economic challenges that the country was facing. The workshop, attended by representatives from Government ministries/departments, parastatals, trade unions, UNICEF and ILO, was to discuss the questionnaire, manuals and the tabulation plan in order to firm up on survey instruments while at the same time fostering a common understanding of the process involved.

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 primary objectives are to provide information on:

- (a) The number of people classified according to their activity status
- (b) The size and characteristics of the economically active population, that is, the employed and the unemployed.
- (c) Informal sector employment and informal employment
- (d) Retrenchments
- (e) The number of working children
- (f) Detrimental effects of work on children
- (g) Living conditions in general.

1.3 Survey Organisation

1.3.1 Listing and Mapping Training

A one day training of Mappers and Team Leaders for listing and mapping of households was conducted by Provincial Supervisors in their respective provinces on 24 March, 2011. Listing of households was conducted from 25 March to 2 April 2011, where 37 Team Leaders and 201 Mappers completed listing of 400 Enumeration Areas (EAs) in 5 days.

1.3.2 Pre-test

The survey instruments for the LFCLS were pre-tested in Kadoma from 2 to 7 May, 2011. During the pre-test, three days were devoted to theory and two to field practice. During the two days of field practice, each participant interviewed a minimum of four households. The pre-test was conducted in two selected localities (1 urban and 1 rural) to test the entirety of the survey procedures. Based on the results of the pre-test, further modifications to the wording and flow of the questionnaire were done.

1.3.3 Training of Enumerators

In addition to the pre-test training, the main fieldwork training was held from 30 May to 7 June, 2011. The workshop was attended by 262 participants from ZIMSTAT Head Office and Provincial Offices, technical committee members from Ministry of Labour and Social Services and NSSA. An assessment test and class exercises were done to assess the enumerators on the content of the questionnaires and the field procedures. Sessions of translating questionnaires from English to the main local languages of Shona and Ndebele were also conducted.

Towards the end of the training period, trainees spent two days conducting field interviews in urban and rural settings. Urban and rural areas were selected to provide the field staff with a better appreciation of different working environments.

1.3.4 Manpower

The fieldwork for the 2011 LFCLS was carried out in all the 10 provinces by 202 Enumerators and 38 Team Leaders. The provincial teams comprised Supervisors (National and Provincial), Team Leaders, Enumerators and Drivers. The size and composition of these teams were such that each team consisted of one Team Leader, four to six Enumerators and a Driver.

1.3.5 Data Collection

The fieldwork for the LFCLS was carried out from 9 to 29 June, 2011 and interviews were conducted in local languages. The respondents were assured of the confidentiality of results under the provision of the Census and Statistics Act [*Chapter 10:29*] of 2007. The overall response rate was 93.5 percent and the reasons for non-response include:

- Household members were away for an extended period during the survey period
- Dwelling units were vacant
- Refusals to participate in the survey.

1.3.6 Supervision

The quality of data obtained in the field to a greater extent depends on the quality of training and amount of supervision done during data collection. During the fieldwork, supervision was achieved through the following strategies:

- Checking if the itineraries were being prepared and followed
- Checking team organization and deployment
- Conducting spot checks and making sure the enumerators visited the correct EA and households
- Checking whether correct procedures on interviewing were being followed
- Editing completed questionnaires for correctness and completeness
- Attending to some technical and administrative issues as they arose

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

1.3.7 Transport

Each province was allocated three vehicles and fuel to cover 21 days of fieldwork for supervision and deployment of field staff to inaccessible areas.

1.3.8 Publicity

Publicity for the 2011 LFCLS was done through the following structures:

- *Provincial Level:* Publicity was done through the Provincial Development Committees (PDCs) by the Provincial Supervisors
- *District Level:* Publicity was done through the District Development Committees (DDCs) by District Team Leaders
- *Ward Level:* Publicity was done through the Ward councilors by Team Leaders
- *Village Level:* Publicity was done through the Village Heads, Kraal Heads and other influential persons in the village and EA by Enumerators.

In addition to the methods mentioned above, flyers publicizing the 2011 LFCLS and the National Baseline Survey on Life Experiences of Adolescence, which was to be conducted in August of the same year, as well as other activities of ZIMSTAT, were distributed to influential persons in all provinces. The publicity was done to ensure that potential respondents understood the objectives of the survey so that they contributed willingly and honestly without fear of the information being used for anything else other than statistical purposes.

1.4 Sample Design

The sampling frame used for the 2011 LFCLS was the 2002 Zimbabwe Master Sample (ZMS02) developed by the then Central Statistical Office after the 2002 Population Census. With the exception of Harare and Bulawayo, each of the other eight provinces was 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 each in Harare and Bulawayo. This gave a total of 34 strata.

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

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.

The 2011 LFCLS had a sample size of 10 014 households. Each enumerator was assigned two EAs within the 21 days of data collection. Enumerators assigned urban EAs covered 21 households per EA whilst those assigned rural EAs covered 27 households per EA. No substitutions of non-responding households were done in this survey. If a dwelling unit was found being occupied by a different household then that household was interviewed in place of the listed one. If a dwelling unit had been destroyed and the household was still staying or living within the same EA, the household was followed and interviewed.

Table 1 shows the number of households selected, households interviewed and the response rates by province. The survey targeted 10 014 households and 9 359 were interviewed giving a response rate of 93.5 percent. The response rate in all provinces is above 90 percent except for Harare province which had 88.7 percent.

Table 1. Households Covered and Response Rates, by Province, Zimbabwe LFCLS 2011

Province	Number of Households			Response Rate
	Selected	Not Interviewed	Interviewed	
Bulawayo	651	53	598	91.9
Manicaland	1 227	62	1 165	94.9
Mashonaland Central	1 002	54	948	94.6
Mashonaland East	1 050	65	985	93.8
Mashonaland West	1 074	40	1 034	96.3
Matabeleland North	813	51	762	93.7
Matabeleland South	792	39	753	95.1
Midlands	1 176	73	1 103	93.8
Masvingo	1 137	95	1 042	91.6
Harare	1 092	123	969	88.7
Total	10 014	655	9 359	93.5

1.5 Data Processing

After data collection, Provincial Supervisors and Team Leaders in all provinces checked and edited questionnaires and conducted call backs where necessary. Completed questionnaires were sent to the Head Office for coding and editing before data processing.

Data entry and verification was performed during the period 13 July to 4 August 2011, using the Census and Survey Processing (CSPPro), 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); also a Windows-based software, for data analysis.

Chapter 2: Population Characteristics

2.1 Introduction

This chapter presents results on the characteristics of the population of Zimbabwe based on the 2011 Labour Force and Child Labour Survey. A comparison with the 2004 Labour Force Survey 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 LFCLS provides an estimate of the population in private households excluding institutional households as well as mobile population and those living on the street. Students in boarding schools were also not included in the 2011 LFCLS.

The 2011 LFCLS gave the population of Zimbabwe as 11.9 million of whom 5.7 million were male and 6.2 million (52 percent) were female as shown in *Table 2.1*. Given that the area of Zimbabwe is 390 757 square kilometres, this gives a population density of 31 persons per square kilometre. The 2011 LFCLS population compared to the 2004 LFS shows an increase of 1.1 million from 10.8 million².

Comparison of population by province shows that Harare had the highest contribution at 16.8 percent followed by Manicaland at 13.4 percent with Bulawayo having the lowest at 5 percent.

2.3 Population Distribution and Age-Sex Structure

The distribution of population by age group is shown in *Table 2.2*. and *Figure 1.1*. The population under 15 years was 41.6 percent and 4.4 percent of the population was aged 65 years and above. The corresponding percentages from the 2004 LFS were 39.9 percent and 3.5 percent, respectively. The 2011 LFCLS show that the median age of the population was 18.6 years, which is less than 20 years, and this implies that the population is still young. Broadly, population with a median age of 30 years or more may be classified as old, those with a median age between 20 and 29 years as intermediate, and those with a median age less than 20 years as young population (Shryock & Siegel, 1975, Shryock, H. S., Siegel, S., & Associates: *The Methods and materials of Demography*, Bureau of the Census, Washington, DC, 1975).

² A comparison with the 2002 Population Census and projections based on that census may yield different figures because of a number of reasons. One of the reasons is that the Census used the *de-facto* method of population count whilst the 2011 LFCLS used *de-jure* method. In addition the census includes institutional households as well as mobile population and those living on the street.

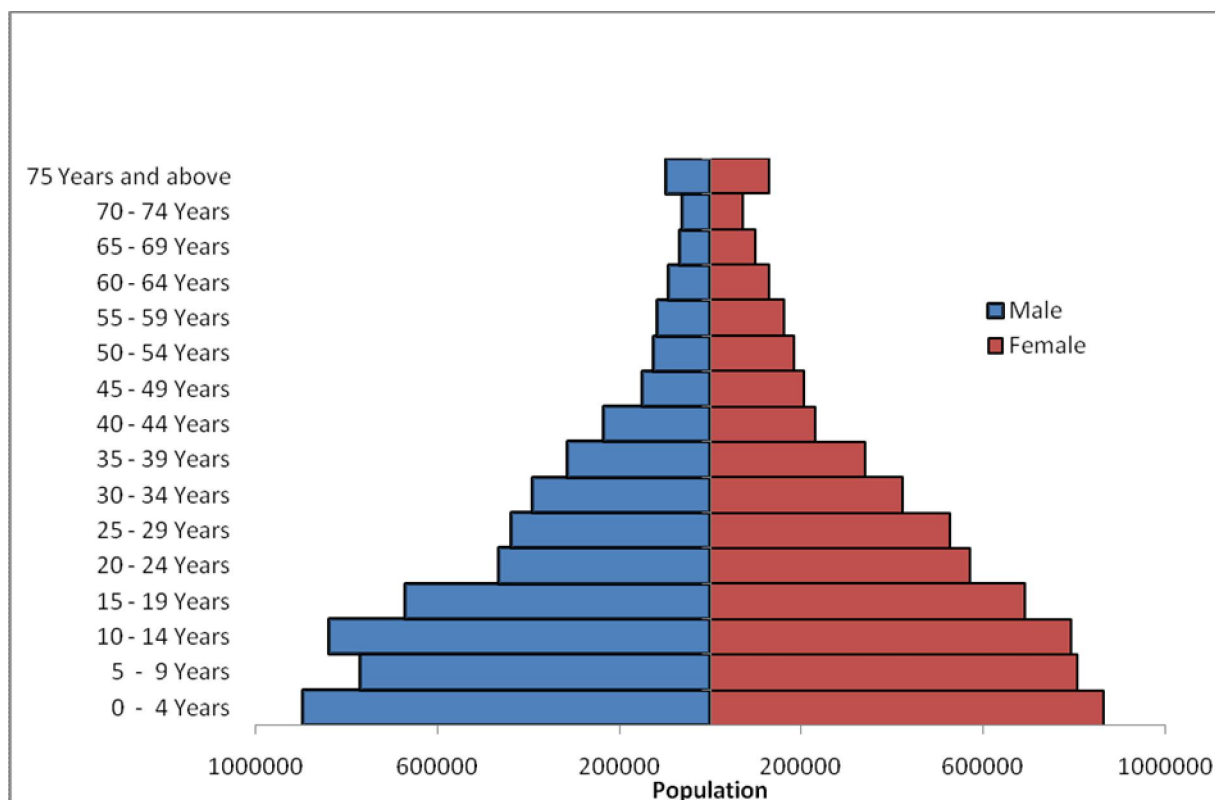


Figure 2.1: Population Pyramid Showing the Percentage Distribution of the Population by Age Group and Sex.

The distribution of rural and urban population is shown in *Table 2.2*. Of the total population, derived from table 2.2, 68.6 percent were usual residents in rural areas and the remainder (31.4 percent) were usual residents in urban areas whereas in 2004 the corresponding percentages were 65 percent and 35 percent, respectively. About 52 percent of the population residing in urban areas were female. The same sex distribution was observed in rural areas.

Of the male population in the country, 68.9 percent were in rural areas and 31.1 percent were in urban areas. Similarly for the female population, 68.4 percent were in rural areas and 31.6 percent were in urban areas.

In rural areas, the population aged 0 to 4 years constituted the highest percentage at 15.2 percent followed by those aged 10 to 14 years at 15 percent. The same age group, 0 to 4 years, constituted the highest percentage of the urban population at 13.6 percent followed by those aged 20 to 24 years at 10.9 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 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 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 population of age 15 to 64 years. As can be derived from Table 2.3, the child dependence ratio was 77 percent and the old age dependency ratio was 8 percent to give an age dependency ratio of 85 percent. The age dependency from the LFCLS was 8.2 percentage points higher than the 76.8 percent from the 2004 LFS.

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 for Zimbabwe was 92.3 males per 100 females while provincial sex ratios ranged from 81.4 in Bulawayo to 99.7 percent in Mashonaland West (*See Table 2.1*).

The 2011 LFCLS shows that there were three age groups that had more males than females as follows: a sex ratio of 106.2 was in the age group 10 to 14 years, 103.9 for the age group 0 to 4 years and a sex ratio of 101.7 for the age group 40 to 44 years. The smallest sex ratio of 67.7 was in the age group 50 to 54 years. (*See Table 2.3*).

2.5 Current Marital Status

Table 2.4 shows that for the population aged 12 years and above, 37.12 percent were never married, 50 percent were married, and 4.5 percent were divorced or separated and 8.5 percent were widowed. The highest percentage (34.4 percent) of the currently married population was in the age groups 30 to 34 years and 35 to 39 years.

Table 2.5 shows that 21.02 percent of the never married population aged 12 years and above were males as compared to 16 percent of the female population aged 12 years and above. Of the currently married population aged 12 years and above, 26.39 percent were females as compared to 23.41 percent males. Less than 2 percent of the male population aged 12 years and above were divorced or separated as compared to 7.44 percent of the female population aged 12 years and above.

Table 2.6 shows that the percentage of the ever-married population increases with age from 12.07 percent for males in the age group 20 to 24 years to 47.14 percent in the age group 70 to 74 years as compared to 39 percent for females aged 20 to 24 years up to 58.72 for the age group 50 to 54

years. This is in line with Zimbabwean culture where marriage is almost universal. Overall, 25.56 percent of the male population was ever married as compared to 37.12 percent of the female population.

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 aged 12 years and above, 64.5 percent of heads of households were male. In the age group 12 to 14, there were more females (66 percent) who were heads of households than males (34 percent) possibly due to elder brothers going away to look for jobs and staying in households where they are not heads of households but the trends change as people get older.

2.7 Conclusion

According to the 2011 LFCLS, Zimbabwe had a population of 11.9 million with a sex ratio of 92 males per 100 females. The population structure showed that 42 percent of the population is below the age of 15 years. About 69 percent of the population resided in rural areas. Thirty six percent of the population aged 12 years and above were heads of households.

Table 2.1: Population Distribution by Province, Sex and Sex Ratio, Zimbabwe 2011 LFCLS

Province	Male		Female		Total	Sex Ratio
	Number	Percent	Number	Percent		
Manicaland	742 642	13.0	853 147	13.8	13.4	87.0
Mashonaland Central	530 289	9.3	545 460	8.8	9.0	97.2
Mashonaland East	642 046	11.2	676 346	10.9	11.1	94.9
Mashonaland West	654 458	11.4	656 744	10.6	11.0	99.7
Matabeleland North	282 736	4.9	322 772	5.2	5.1	87.6
Matabeleland South	284 413	5.0	326 840	5.3	5.1	87.0
Midlands	711 568	12.4	759 384	12.2	12.3	93.7
Masvingo	632 633	11.1	710 483	11.5	11.3	89.0
Harare	981510	17.1	1 025 308	16.5	16.8	95.7
Bulawayo	265 275	4.6	325 983	5.3	5.0	81.4
Total Percent		100.0		100.0	100.0	
Zimbabwe	5 727 571		6 202 467		11 930 038	92.3

Table 2.2: Total Population by Age Group, Sex and Rural/Urban, Zimbabwe 2011 LFCLS

Age Group	Rural			Urban			Zimbabwe		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
0 - 4	633 593	614 177	1 247 770	261 704	247 896	509 600	895 297	862 073	1 757 370
5 - 9	580 543	596 805	1 177 348	190 370	208 668	399 038	770 913	805 473	1 576 386
10 - 14	635 026	593 940	1 228 967	204 425	196 505	400 930	839 451	790 445	1 629 896
15 - 19	510 245	444 587	954 833	160 229	245 425	405 654	670 474	690 012	1 360 487
20 - 24	290 059	336 060	626 119	175 154	233 051	408 205	465 212	569 112	1 034 324
25 - 29	257 824	304 929	562 753	179 472	220 641	400 113	437 297	525 570	962 866
30 - 34	223 849	244 252	468 101	166 558	177 866	344 424	390 407	422 118	812 525
35 - 39	180 888	208 038	388 925	133 605	129 580	263 185	314 492	337 618	652 110
40 - 44	122 466	146 384	268 849	111 617	83 875	195 492	234 083	230 259	464 341
45 - 49	93 702	137 707	231 410	55 857	6 6060	121 917	149 560	203 767	353 327
50 - 54	80 104	134 519	214 623	4 4040	4 8748	92 789	124 144	183 267	307 412
55 - 59	79 227	129 103	208329	36 343	32 204	68 547	115 569	161 307	276 876
60 - 64	66 428	104 758	171186	25 244	23 267	48 511	91 672	128 026	219 697
65 - 69	54 457	78 585	133 042	13 777	19 049	32 826	68 234	97 634	165 868
70 - 74	50 889	55 710	106 599	11769	13 117	24 886	62 658	68 827	131 485
75 +	86 214	113 036	199 250	11895	13 923	25 818	98 108	126 959	225 067
Total	3 945 513	4 242 591	8 188 104	1 782 058	1 959 876	3 741 934	5 727 571	6 202 467	11 930038

Table 2 3: Total Population by Age Group, Sex and Sex Ratio, Zimbabwe 2011 LFCLS

Age Group	Male	Female	Total	Sex Ratio
0 - 4	895 297	862 073	1 757 370	103.9
5 - 9	770 913	805 473	1 576 386	95.7
10 - 14	839 451	790 445	1 629 896	106.2
15 - 19	670 474	690 012	1 360 487	97.2
20 - 24	465 212	569 112	1 034 324	81.7
25 - 29	437 297	525 570	962 866	83.2
30 - 34	390 407	422 118	812 525	92.5
35 - 39	314 492	337 618	652 110	93.2
40 - 44	234 083	230 259	464 341	101.7
45 - 49	149 560	203 767	353 327	73.4
50 - 54	124 144	183 267	307 412	67.7
55 - 59	115 569	161 307	276 876	71.6
60 - 64	91 672	128 026	219 697	71.6
65 - 69	68 234	97 634	165 868	69.9
70 - 74	62 658	68 827	131 485	91
75 +	98 108	126 959	225 067	77.3
Total	5 727 571	6 202 467	11 930 038	92.3

Table 2.4: Population Aged 12 Years and Above by Marital Status and Sex, Zimbabwe 2011 LFCLS

Age Group	Marital Status										Total	
	Never Married		Married		Divorced/ Separated		Widowed		Not Stated		Male	Female
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
12-14	454 599	447 194	2 304	2 686	327	0	0	0	3 087	2 286	460 318	452 165
15 - 19	652 854	538 066	11 436	132 288	383	16 362	759	544	5 042	2752	670 474	690 012
20 - 24	339 724	164 844	116 737	355 658	7 130	44 225	997	3 507	625	877	465 212	569 112
25 - 29	134 279	59 513	285 855	407 385	14 791	46 186	2 030	11 963	342	523	437 297	525 570
30 - 34	42 171	22 422	323 936	334 609	18 834	35 989	4 888	28 923	579	176	390 407	422 118
35 - 39	12 183	13 468	282 484	247 876	13 126	30 934	6 700	44 431	0	910	314 492	337 618
40 - 44	10 091	4 705	208 604	147 226	6 906	24 619	7 907	53708	574	0	234 083	230 259
45 - 49	3 694	4 820	128 712	124 953	10 369	21 019	6 784	52 975	0	0	149 560	203 767
50 - 54	836	1 290	113 448	106 378	4 426	11 802	5 434	62 327	0	1 470	124 144	183 267
55 - 59	984	2 788	101 058	87 146	3 918	10 376	9 282	60 997	327	0	115 569	161 307
60 - 64	1 095	0	81 182	52 917	3 855	6 924	5188	68 184	351	0	91 672	128 026
65 - 69	245	1 536	59 600	36 143	3 072	4260	4 986	55 502	330	193	68 234	97 634
70 - 74	681	312	53 127	21 145	1 745	2760	7 105	43 848	0	762	62 658	68 827
75 +	2 566	0	76 301	23 160	2 206	3205	16 274	99 444	761	1 150	98 108	126 959
Total	1 656 002	1 260 959	1 844 785	2 079 568	91 090	258 662	78 333	586 353	12 018	11 099	3 682 228	4 196 641

*Table 2.5: Percent Distribution of Population Aged 12 Years and Above by Marital Status, Age Group and Sex,
Zimbabwe 2011 LFCLS*

Age Group	Marital Status											Number of Children		
	Never married		Married		Divorced / separated		Widowed		Not Stated		Percent	Male	Female	Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female				
12-14	49.8	49.0	0.3	0.3	0.0	0.0	0.0	0.0	0.3	0.3	100.0	460 318	452 165	912 483
15 - 19	48.0	39.6	0.8	9.7	0.0	1.2	0.1	0.0	0.4	0.2	100.0	670 474	690 012	136 0487
20 - 24	32.9	15.9	11.3	34.4	0.7	4.3	0.1	0.3	0.1	0.1	100.0	465 212	569 112	1 034 324
25 - 29	14.0	6.2	29.7	42.3	1.5	4.8	0.2	1.2	0.0	0.1	100.0	437 297	525 570	962 866
30 - 34	5.2	2.8	39.9	41.2	2.3	4.4	0.6	3.6	0.1	0.0	100.0	390 407	422118	812 525
35 - 39	1.9	2.1	43.3	38.0	2.0	4.7	1.0	6.8	0.0	0.1	100.0	314 492	337 618	652 110
40 - 44	2.2	1.0	44.9	31.7	1.5	5.3	1.7	11.6	0.1	0.0	100.0	234 083	230 259	464 341
45 - 49	1.1	1.4	36.4	35.4	2.9	6.0	1.9	15.0	0.0	0.0	100.0	149 560	203 767	353 327
50 - 54	0.3	0.4	36.9	34.6	1.4	3.8	1.8	20.3	0.0	0.5	100.0	124 144	183 267	307 412
55 - 59	0.4	1.0	36.5	31.5	1.4	3.8	3.4	22.0	0.1	0.0	100.0	115 569	161 307	276 876
60 - 64	0.5	0.0	37.0	24.1	1.8	3.2	2.4	31.0	0.2	0.0	100.0	91 672	128 026	219 697
65 - 69	0.2	0.9	35.9	21.8	1.9	2.6	3.0	33.5	0.2	0.1	100.0	68 234	97 634	165 868
70 - 74	0.5	0.2	40.4	16.1	1.3	2.1	5.4	33.4	0.0	0.6	100.0	62 658	68 827	131 485
75 +	1.1	0.0	33.9	10.3	1.0	1.4	7.2	44.2	0.3	0.5	100.0	98 108	126 959	225 067
Total	21.0	16.0	23.4	26.4	1.2	3.3	1.0	7.4	0.2	0.1	100.0	3 682 228	4 196 641	7 878 869

Table 2.6: Percent Distribution of Ever Married Population Aged 12 Years and Above by Marital Status, Age Group and Sex, Zimbabwe 2011 LFCLS

Age Group	Never married		Ever married		Not Stated		Total			
	Male	Female	Male	Female	Male	Female	Percent	Male	Female	Number
12-14	49.8	49.0	0.3	0.3	0.3	0.3	100.0	460 318	452 165	912 483
15 - 19	48.0	39.6	0.9	11.0	0.4	0.2	100.0	670 474	690 012	1 360 487
20 - 24	32.9	15.9	12.1	39.0	0.1	0.1	100.0	465 212	569 112	1 034 324
25 - 29	14.0	6.2	31.4	48.4	0.0	0.1	100.0	437 297	525 570	962 866
30 - 34	5.2	2.8	42.8	49.2	0.1	0.0	100.0	390 407	422 118	812 525
35 - 39	1.9	2.1	46.4	49.6	0.0	0.1	100.0	314 492	337 618	652 110
40 - 44	2.2	1.0	48.1	48.6	0.1	0.0	100.0	234 083	230 259	464 341
45 - 49	1.1	1.4	41.3	56.3	0.0	0.0	100.0	149 560	203 767	353 327
50 - 54	0.3	0.4	40.1	58.7	0.0	0.5	100.0	124 144	183 267	307 412
55 - 59	0.4	1.0	41.3	57.3	0.1	0.0	100.0	115 569	161 307	276 876
60 - 64	0.5	0.0	41.1	58.3	0.2	0.0	100.0	91 672	128 026	219 697
65 - 69	0.2	0.9	40.8	57.8	0.2	0.1	100.0	68 234	97 634	165 868
70 - 74	0.5	0.2	47.1	51.5	0.0	0.6	100.0	62 658	68 827	131 485
75 +	1.1	0.0	42.1	55.9	0.3	0.5	100.0	98 108	126 959	225 067
Total	21.0	16.0	25.6	37.1	0.2	0.1	100.0	3 682 228	4 196 641	7 878 869

Table 2.7: Percent Distribution of Heads of Households by Age and Sex, Zimbabwe 2011 LFCLS

Age Group	Male		Female		Total	
	Number	Percent	Number	Percent	Percent	Number
Under 12	526	100.0	0	0.0	100	526
12 - 14	1 188	34.0	2 305	66.0	100	3 493
15 - 19	21 368	52.2	19 543	47.8	100	40 911
20 - 24	97 692	62.2	59 444	37.8	100	157 136
25 - 29	268 818	74.9	90 054	25.1	100	358 872
30 - 34	315 499	75.3	103 663	24.7	100	419 162
35 - 39	276 196	70.6	114 810	29.4	100	391 006
40 - 44	209 049	66.8	103 951	33.2	100	313 000
45 - 49	133 048	56.6	101 857	43.4	100	234 906
50 - 54	115 000	55.4	92 592	44.6	100	207 592
55 - 59	109 906	58.3	78 660	41.7	100	188 566
60 - 64	84 599	52.7	75 804	47.3	100	160 404
65 - 69	63 429	53.9	54 218	46.1	100	117 647
70 - 74	57 645	58.8	40 471	41.3	100	98 116
75 +	84 402	53.4	73 605	46.6	100	158 007
Total	1 838 365	64.5	1 010 978	35.5	100	2 849 343

Chapter 3: Education

3.1 Introduction

This chapter describes the education characteristics of the population aged 5 years and above in relation to school attendance, highest level of education completed and literacy. School attendance refers to participation in full time education in an institution like primary and secondary school, college and university. The highest level of education completed covers both full time and part time school. Level of education completed refers to the completion of a full academic or technical/vocational training regardless 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

Tables 3.1 a and b show that in June 2011, 3.8 million persons (36.9 percent) were at school, with males constituting 51 percent. *Table 3.2* shows that of the population currently at school 72 percent were in rural areas while 28 percent were in urban areas. Of those in rural areas 51 percent were male while in urban areas 51 percent were females. From *Table 3.3*, seventy-nine percent of the population at school were of age 5 to 14 years.

3.3: Population Left School

Fifty-eight percent of the population aged 5 years and above had left school. Fifty-seven percent of the males and 59 percent of the females had left school, respectively. Most of the population that had left school (67.5 percent) was of age 15 to 39 years.

Table 3.4 shows that just over 400 thousand children aged 5 to 17 years had left school and of these 65 percent left school due to financial constraints. Apart from financial constraints, some children refused to continue attending school (7.8 percent) while others were satisfied with the level of education completed (6.1 percent). For children of age group 5 to 9 years, 3 percent found the school facilities too far probably due to their tender ages. Some children were out of school due to pregnancy related issues, especially those aged 15 to 17 years.

3.4: Population Never Been to School

Approximately 5 percent of the population aged 5 years and above had never been to school, with more females (66.3 percent) compared to males. Twenty-six percent of the population which had never been to school was of age 5 to 9 years. *Tables 3.3* and *3.6b* show that for ages above 40 years the proportion that had never been to school was higher than that of ages below 40 years with the exception of the 5 to 6 years, which include some who were yet to attend school as shown in *figure 3.1*

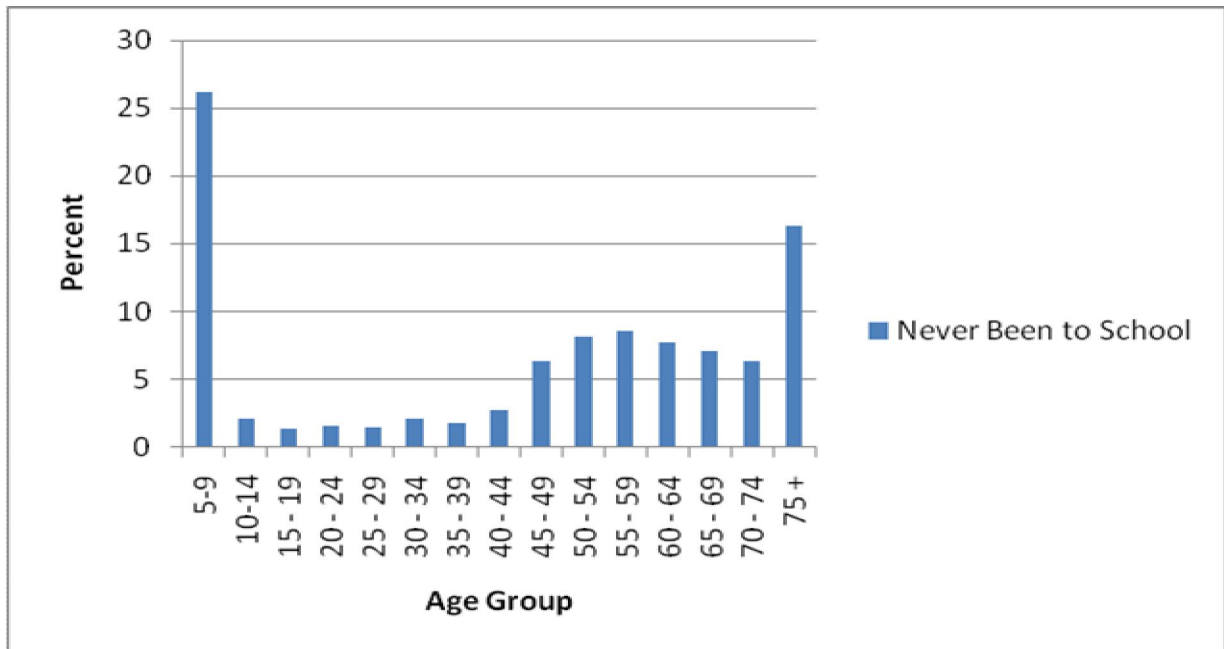


Figure 3.1: Percent Distribution of Population Aged 5 Years and Above who have Never Been to School by Age Group, Zimbabwe 2011LFCLS

Financial constraints and school facilities which were too far remain the worst impediments to education as shown in Tables 3.5 to 3.7. About 21 and 11 percent of children did not attend school due to financial constraints and unavailability of nearby school facilities, respectively. For the children who had never been to school due to the reason that they were still too young, about 78 percent were children of age 5 years. Children in rural areas were most affected by financial constraints, schools that were too far, considered ill or sick to attend school compared to their urban counterparts as shown in Table 3.7. Midlands and Masvingo provinces had the highest percentages (22 and 19 percent, respectively) of children who had never been to school because the schools were too far. Twenty-six percent of children who were financial constrained were from Mashonaland Central followed by Mashonaland West 20 percent, while the least (about 3 percent) were from Matabeleland North province.

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 3.8a to 3.8c 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 64. School attendance is higher in rural areas than in urban areas as reflected by the enrolment ratios of 65 and 62 in rural and urban areas, respectively. The table also shows that from age 16 to 25 years there is greater school attendance in urban compared to rural areas. In both urban and rural areas, the enrolment ratio for males is higher than for females. School enrolment ratios are very low for those of age 21 to 25 in rural areas.

A Gender Parity Index (GPI) for school enrolment is the school enrolment ratio for females divided by that for males. The GPI was 0.93 indicating that there is more enrolment of males than females at school.

3.6 Highest Level of Education Completed

The 2011 LFCLS revealed about 1.2 million person (11.4 percent) aged 5 years and above had no primary education, taking into consideration that 66.7 percent of these are the children in the age group 5 to 9 years, where some children are yet to start school. A population of 1.4 million (13.5 percent) had completed primary education with more females (56 percent) than males (44 percent) (*See Tables 3.9*). A population of 2.1 million (20.7 percent) had completed secondary education with almost equal percentages of females (50.1) and males (49.9). The population that had completed tertiary education was 712 thousand (7 percent) with more males (58.6 percent) than females (41.4 percent).

3.7 Literacy

Literacy is the ability to read and write, with understanding, a simple statement related to one's daily life. It involves a continuum of reading skill and often includes basic arithmetic skills (numeracy)³. To approximate the level of literacy, the population aged 15 years and above that had completed Grade three was classified as literate. The 2011 LFCLS showed that the overall literacy rate was 97⁴ which is an improvement from the 2004 LFS where it was 91. The highest literacy rates in the age group 15 to 59 years was above 90 as shown in *Table 3.10*. The lowest literacy rate was 78 for persons aged 70 years and above.

Table 3.11 shows that the urban provinces, Harare and Bulawayo, recorded the highest literacy rates of 99.6. All provinces recorded literacy rate which is 95 percent or more. For the urban population 99.5 percent were literate compared to 95.9 percent of the rural population as shown in *Table 3.12*. This has shown us that the gap which was there between the urban and the rural areas in 2004 LFS is closing up.

3.8 Conclusion

The 2011 LFCLS revealed that, although female population is higher than male population, there were fewer females who had completed higher levels of education though the percentages are improving from the previous LFS. More females have never been to school and more females than males had left school. The enrolment ratio for the population of age 5 to 25 years was 64. The literacy rate for the country was 97 percent.

³ UNESCO: Global Education Digest 2006 page 179

⁴ The Zimbabwe Demographic Health Survey, 2010/2011 which tested the ability to read of respondents with lower than secondary education, gave a literacy rate of 96.

Table 3.1: Percent Distribution of the Population Aged 5 Years and Above by School Attendance and Sex, Zimbabwe 2011 LFCLS

(a)

School attendance	Male	Female	Total
Never been	3.5	6.2	4.9
At school	39.3	34.7	36.9
Left school	57.1	59.0	58.1
Not Stated	0.0	0.1	0.1
Total Percent	100.0	100.0	100.0
Total Number	4 832 274	5 340 394	10 172 668

(b)

School attendance	Male	Female	Total Percent	Total persons
Never been	33.7	66.3	100.0	498 709
At school	50.7	49.3	100.0	3 752 227
Left school	46.7	53.3	100.0	5 913 115
Not Stated	27.1	72.9	100.0	8 618
Total Percent	47.5	52.5	100.0	10 172 668

Table 3.2: Percent Distribution of the Population Aged 5 Years and Above by School Attendance, Rural/Urban and Sex, Zimbabwe 2011 LFCLS

(a)

Area	At school		
	Male	Female	Total
Rural	73.0	71.1	72.1
Urban	27.0	28.9	27.9
Total Percent	100.0	100.0	100.0
Total Persons	1 890 857	1 841 437	3 732 293

(b)

Area	At school		Total	
	Male	Female	Total Percent	Total Persons
Rural	51.3	48.7	100.0	2 690 006
Urban	49.0	51.0	100.0	1 042 287
Total	50.7	49.3	100.0	3 732 293

Table 3. 3: Percent Distribution of Population Aged 5 Years and Above by Age Group, School Attendance and Sex, Zimbabwe 2011 LFCLS

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	41.2	18.6	26.2	36.5	39.8	38.1	0.2	0.2	0.2	16.0	15.1	15.5
10-14	3.9	1.3	2.2	41.3	40.3	40.8	1.7	1.3	1.5	17.4	14.8	16.0
15 - 19	2.1	1.0	1.4	19.0	17.5	18.3	11.1	11.5	11.3	13.9	12.9	13.4
20 - 24	2.9	0.9	1.6	2.5	1.7	2.1	15.0	16.9	16.0	9.6	10.7	10.2
25 - 29	1.5	1.5	1.5	0.4	0.5	0.4	15.5	16.2	15.9	9.0	9.8	9.5
30 - 34	2.1	2.1	2.1	0.1	0.2	0.2	13.9	13.1	13.5	8.1	7.9	8.0
35 - 39	1.6	1.9	1.8	0.1	0.0	0.0	11.2	10.5	10.8	6.5	6.3	6.4
40 - 44	1.4	3.4	2.7	0.1	0.0	0.1	8.4	6.9	7.6	4.8	4.3	4.6
45 - 49	3.9	7.7	6.4	0.0	0.0	0.0	5.2	5.6	5.4	3.1	3.8	3.5
50 - 54	4.7	9.8	8.1	0.0	0.0	0.0	4.2	4.8	4.5	2.6	3.4	3.0
55 - 59	4.8	10.6	8.6	0.0	0.0	0.0	3.9	4.0	4.0	2.4	3.0	2.7
60 - 64	5.4	9.0	7.8	0.0	0.0	0.0	3.0	3.1	3.1	1.9	2.4	2.2
65 - 69	4.8	8.2	7.1	0.0	0.0	0.0	2.2	2.2	2.2	1.4	1.8	1.6
70 - 74	5.2	7.0	6.3	0.0	0.0	0.0	2.0	1.5	1.7	1.3	1.3	1.3
75 +	14.5	17.2	16.3	0.0	0.0	0.0	2.7	2.2	2.4	2.0	2.4	2.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	168 049	330 660	498 709	1 901 273	1 850 954	3 752 227	2 760 619	3 152 496	5 913 115	4 832 274	5 340 394	10 172 668

Table 3. 4: Percent Distribution of the Population Aged 5 - 17 Years by Main Reason for Leaving School and Age Group, Zimbabwe 2011 LFCLS

(a)

Age	Reason for Leaving School											Total
	Financial constraints	School too far away	Ill/sick	Pregnancy related	Completed/satisfied	Refusal	Expulsion	To work/looking for work	Caring for the sick	Other	Not Stated	
5 - 9	2.8	12.9	2.3	0.0	0.0	2.9	0.0	0.0	0.0	25.6	3.6	3.1
10 - 14	24.2	36.1	35.5	4.2	1.6	26.4	0.0	100.0	24.0	11.2	13.6	21.5
15 - 17	73.0	51.0	62.1	95.8	98.4	70.7	100.0	124.4	76.0	63.2	82.9	75.4
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	224.4	100.0	100.0	100.0	100.0
Total Persons	259 533	2 920	11 052	11 869	24 546	31 197	474	2 697	5 996	7 837	42 350	400 472

(b)

Age	Reason for Leaving School											Total Percent	Total Person
	Financial constraints	School too far away	Ill/sick	Pregnancy related	Completed/satisfied	Refusal	Expulsion	To work/looking for work	Caring for the sick	Other	Not Stated		
5 - 9	59.0	3.1	2.1	0.0	0.0	7.4	0.0	0.0	0.0	16.2	12.2	100.0	12 359
10 - 14	72.9	1.2	4.6	0.6	0.4	9.5	0.0	1.4	1.7	1.0	6.7	100.0	86 273
15 - 17	62.7	0.5	2.3	3.8	8.0	7.3	0.2	0.5	1.5	1.6	11.6	100.0	301 840
Total	64.8	0.7	2.8	3.0	6.1	7.8	0.1	0.7	1.5	2.0	10.6	100.0	400 472

Table 3.5: Percent Distribution of Population Aged 5 - 17 Years by Reason for Never Been to School and Rural/ Urban, Zimbabwe 2011 LFCL

(a)

Rural/Urban	Reasons for Never Been to School							Total
	Financial constraints	School too far away	Ill/sick	Still too Young	Education not considered valuable	Other	Not Stated	
Rural	73.7	97.7	88.9	82.4	100.0	95.8	34.7	78.4
Urban	26.3	2.3	11.1	17.6	0.0	4.2	65.3	21.6
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Persons	31 120	16 090	5 326	76 166	1 805	64 825	10 956	150 487

(b)

Rural/Urban	Reasons for Never Been to School							Total Percent	Total Persons
	Financial constraints	School too far away	Ill/sick	Still too Young	Education not considered valuable	Other	Not Stated		
Rural	19.4	13.3	4.0	53.2	1.5	52.6	3.2	100.0	118 018
Urban	25.2	1.1	1.8	41.3	0.0	8.5	22.0	100.0	32 469
Total	20.7	10.7	3.5	50.6	1.2	43.1	7.3	100.0	150 487

Table 3.6: Percent Distribution of Population Aged 5 - 17 Years by Reason for Never Been to School and Age, Zimbabwe 2011 LFCLS

Age	Reason for Never Been to School							Total
	Financial constraints	School too far away	Ill/sick	Still too Young	Education not considered valuable	Other	Not Stated	
5	37.2	56.7	21.4	77.7	11.5	28.2	44.6	58.9
6	18.4	22.4	14.5	20.0	11.5	27.6	27.0	20.6
7	12.5	12.0	3.7	1.3	11.5	12.2	1.9	5.7
8	2.8	4.8	6.1	0.0	0.0	0.0	0.0	1.3
9	6.2	0.0	0.0	0.0	23.0	5.1	0.0	1.9
10	6.6	0.0	6.5	0.0	0.0	11.4	0.0	2.3
11	2.7	0.0	0.0	1.0	11.5	2.8	4.1	1.7
12	3.1	1.8	9.1	0.0	0.0	9.2	12.7	2.6
13	3.8	0.0	12.9	0.0	11.5	0.0	0.0	1.4
14	0.8	2.3	4.5	0.0	0.0	0.0	0.0	0.6
15	2.2	0.0	18.0	0.0	19.4	3.5	3.7	1.8
16	0.8	0.0	3.3	0.0	0.0	0.0	0.0	0.3
17	2.9	0.0	0.0	0.0	0.0	0.0	6.1	1.0
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total persons	31 120	16 090	5 326	76 166	1 805	9025	10 956	150 487

Age	Reason for Never Been to School							Total Percent	Total Persons
	Financial constraints	School too far away	Ill/sick	Still too Young	Education not considered valuable	Other	Not Stated		
5	13.1	10.3	1.3	66.7	0.2	2.9	5.5	100.0	88 646
6	18.4	11.6	2.5	49.2	0.7	8.0	9.5	100.0	30 970
7	45.7	22.7	2.3	11.4	2.4	13.0	2.4	100.0	8 518
8	44.5	39.2	16.4	0.0	0.0	0.0	0.0	100.0	1 977
9	68.7	0.0	0.0	0.0	14.8	16.5	0.0	100.0	2 795
10	59.9	0.0	10.0	0.0	0.0	30.0	0.0	100.0	3 439
11	33.3	0.0	0.0	31.3	8.2	9.8	17.5	100.0	2 546
12	24.2	7.2	12.3	0.0	0.0	21.1	35.2	100.0	3 954
13	57.0	0.0	33.0	0.0	10.0	0.0	0.0	100.0	2 082
14	28.6	43.4	28.0	0.0	0.0	0.0	0.0	100.0	860
15	25.4	0.0	35.2	0.0	12.9	11.5	14.9	100.0	2 720
16	58.0	0.0	42.0	0.0	0.0	0.0	0.0	100.0	419
17	57.3	0.0	0.0	0.0	0.0	0.0	42.7	100.0	1 560
Total	20.7	10.7	3.5	50.6	1.2	6.0	7.3	100.0	150 487

Table 3.7: Percent Distribution of Population Aged 5 - 17 Years by Reason for Never Been to School and Province, Zimbabwe 2011 LFCLS

(a)

Province	Financial Constraints			School Too Far			ILL/Sick			Still too Young			Education not Considered			Other			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Manicaland	8.8	7.8	8.4	14.0	10.8	12.6	0.0	23.5	16.3	15.1	23.6	19.1	0.0	0	0.0	18.8	15.8	17.3	12.7	16.7	14.6
Mashonaland Central	36.4	13.3	25.9	15.8	4.9	11.0	37.0	0.0	11.3	12.3	10.4	11.4	0.0	0	0.0	11.4	12.0	11.7	17.8	9.4	13.9
Mashonaland East	6.7	8.5	7.5	15.8	0.0	8.8	0.0	6.4	4.4	13.7	7.7	10.9	0.0	0	0.0	0.0	0.0	0.0	10.2	5.9	8.2
Mashonaland West	19.4	19.7	19.5	2.7	15.2	8.2	0.0	23.0	16.0	12.9	11.7	12.3	29.7	0	19.4	24.1	18.6	21.3	14.6	14.3	14.5
Matabeleland North	4.3	1.2	2.9	0.0	8.7	3.9	0.0	0.0	0.0	6.1	9.1	7.5	0.0	0	0.0	3.3	10.6	6.9	4.2	6.3	5.2
Matabeleland South	4.6	2.9	3.8	10.1	13.9	11.8	22.9	5.6	10.9	4.3	4.9	4.5	70.3	100	80.6	11.2	0.0	5.6	6.7	5.6	6.2
Midlands	8.1	13.3	10.5	23.6	20.8	22.4	11.0	25.5	21.1	8.2	15.8	11.7	0.0	0	0.0	4.7	0.0	2.4	10.9	14.0	12.4
Masvingo	2.7	6.5	4.5	17.9	20.4	19.0	29.1	0.0	8.9	12.6	6.7	9.9	0.0	0	0.0	0.0	8.7	4.3	9.7	8.0	8.9
Harare	7.9	19.6	13.2	0.0	5.2	2.3	0.0	9.3	6.5	11.2	9.3	10.3	0.0	0	0.0	18.9	12.9	15.9	10.3	16.2	13.1
Bulawayo	1.1	7.1	3.8	0.0	0.0	0.0	0.0	6.6	4.6	3.6	0.8	2.3	0.0	0	0.0	7.7	21.4	14.5	2.8	3.5	3.2
Total Percent	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total Persons	16 952	14 168	31 120	8 970	7 121	16 090	1 631	3 695	5 326	40 657	35 509	76 166	1 182	623	1 805	4 546	4 478	9 025	79 596	70 892	150 487

(b)

Province	Financial constraints			School too far away			Ill/sick			Still too Young			Education not Considered			Other			Total			
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total Percent	Total Persons
Manicaland	57.5	42.5	100	62.1	37.9	100	0.0	100.0	100	42.2	57.8	100	0.0	0.0	0	54.8	45.3	100	46.0	54.0	100	21 941
Mashonaland Central	76.6	23.4	100	80.2	19.7	100	0	0.0	0	57.4	42.6	100	0.0	0.0	0	49.0	51.0	100	68.0	32.0	100	20 878
Mashonaland East	48.3	51.7	100	0	0.0	100	0.0	100.0	100	67.0	33.0	100	0.0	0.0	0	0	0	0	66.0	34.0	100	12 326
Mashonaland West	54.0	46.0	100	18.2	81.8	100	0.0	100.0	100	55.8	44.2	100	100	0.0	100	56.9	43.1	100	53.4	46.6	100	21 784
Matabeleland North	81.7	18.3	100		100.0	100	0.0	0.0	0	43.6	56.4	100	0.0	0.0	0	24.1	75.9	100	43.0	57.0	100	7 848
Matabeleland South	65.2	34.9	100	47.7	52.3	100	64.2	35.8	100	50.0	49.9	100	57.2	42.8	100	100.0	0.0	100	57.3	42.7	100	9 292
Midlands	42.0	58.0	100	58.8	41.2	100	15.9	84.1	100	37.2	62.8	100	0.0	0.0	0	100.0	0.0	100	46.7	53.3	100	18 595
Masvingo	33.6	66.4	100	52.6	47.5	100	0	0.0	100	68.3	31.7	100	0.0	0.0	0	0	100	100	57.7	42.3	100	13 326
Harare	32.5	67.5	100		100.0	100	0.0	100.0	100	58.0	42.0	100	0.0	0.0	0	59.7	40.3	100	41.7	58.3	100	19 738
Bulawayo	15.3	84.7	100	0.0	0.0	100	0.0	100.0	100	83.5	16.5	100	0.0	0.0	0	26.6	73.4	100	47.5	52.5	100	4 759
Total	54.5	45.5	100	55.7	44.3	100	30.6	69.4	100	53.4	46.6	100	65.5	34.5	100	50.4	49.6	100	52.9	47.1	100	150 487

Table 3. 8: School Enrolment Ratios for Population Aged 5 – 25 Years by Sex, Zimbabwe 2011LFCLS

(a) Rural

Age	Male			Female			Total		
	At School	Total	Enrolment ratio	At School	Total	Enrolment ratio	At School	Total	Enrolment ratio
5	73 848	109 867	67.2	88 950	122 049	72.9	162 799	231 916	70.2
6	98 204	112 613	87.2	105 755	116 935	90.4	203 959	229 548	88.9
7	117 774	121 780	96.7	114 554	118 832	96.4	232 328	240 612	96.6
8	109 697	113 234	96.9	123 371	125 717	98.1	233 068	238 952	97.5
9	120 140	123 049	97.6	111 080	113 272	98.1	231 220	236 320	97.8
10	140 941	145 345	97.0	121 921	124 257	98.1	262 862	269 603	97.5
11	131 337	134 527	97.6	131 444	135 744	96.8	262 781	270 271	97.2
12	120 578	129 663	93.0	115 581	121 967	94.8	236 159	251 630	93.9
13	107 567	120 478	89.3	100 817	110 047	91.6	208 384	230 525	90.4
14	87 400	105 012	83.2	88 308	101 925	86.6	175 708	206 938	84.9
15	81 058	110 637	73.3	78 505	105 213	74.6	159 563	215 850	73.9
16	75 708	113 717	66.6	61 368	103 699	59.2	137 077	217 415	63.0
17	52 650	105 749	49.8	38 669	90 426	42.8	91 319	196 175	46.5
18	29 207	102 755	28.4	17 124	77 375	22.1	46 332	180 130	25.7
19	19 346	77 389	25.0	5 462	67 874	8.0	24 808	145 263	17.1
20	6 670	73 937	9.0	2 734	75 583	3.6	9 404	149 520	6.3
21	4 311	64 911	6.6	1 492	63 781	2.3	5 803	128 693	4.5
22	2 309	50 167	4.6	421	63 541	0.7	2 730	113 708	2.4
23	1 315	51 691	2.5	588	64 555	0.9	1 904	116 246	1.6
24	265	49 353	0.5	0.0	68 599	0.0	265	117 952	0.2
25	0.0	55 489	0.0	1 533	67 758	2.3	1 533	123 248	1.2
Total	1 380 326	2 071 362	66.6	1 309 679	2 039 152	64.2	2 690 006	4 110 515	65.4

(b) Urban

Age	Male			Female			Total		
	At School	Total	Enrolment ratio	At School	Total	Enrolment ratio	At School	Total	Enrolment ratio
5	31 108	42 663	72.9	31 622	41 535	76.1	62 730	84 198	74.5
6	38 306	41 457	92.4	38 945	42 887	90.8	77 250	84 344	91.6
7	37 449	38 170	98.1	36 442	37 823	96.3	73 891	75 993	97.2
8	34 458	34 458	100.0	40 080	40 080	100.0	74 537	74 537	100.0
9	33 622	33 622	100.0	45 715	46 344	98.6	79 337	79 966	99.2
10	47 660	48 990	97.3	33 741	35 283	95.6	81 402	84 272	96.6
11	48 894	50 271	97.3	41 054	42 470	96.7	89 948	92 741	97.0
12	36 861	36 861	100.0	44 650	45 655	97.8	81 511	82 516	98.8
13	32 039	34 344	93.3	35 809	37 822	94.7	67 848	72 165	94.0
14	32 140	33 959	94.6	32 283	35 275	91.5	64 423	69 234	93.1
15	24 331	26 799	90.8	41 613	46 914	88.7	65 944	73 713	89.5
16	28 555	32 348	88.3	28 489	41 017	69.5	57 044	73 364	77.8
17	24 696	37 386	66.1	19 294	47 221	40.9	43 990	84 607	52.0
18	17 126	33 871	50.6	19 144	54 392	35.2	36 271	88 264	41.1
19	8 657	29 824	29.0	14 275	55 882	25.5	22 932	85 706	26.8
20	10 417	33 685	30.9	8 285	44 494	18.6	18 702	78 179	23.9
21	6 835	40 521	16.9	7 462	49 991	14.9	14 297	90 513	15.8
22	4 521	28 284	16.0	2 921	49 953	5.8	7 441	78 237	9.5
23	6 044	38 881	15.5	3 600	43 932	8.2	9 644	82 813	11.6
24	4 369	33 783	12.9	3 524	44 681	7.9	7 894	78 464	10.1
25	2 441	36 627	6.7	2 809	41 492	6.8	5 250	78 119	6.7
Total	510 530	766 804	66.6	531 757	925 141	57.5	1 042 286	1 691 945	61.6

(c) Zimbabwe

Age	Male			Female			Total		
	At School	Total	Enrolment ratio	At School	Total	Enrolment ratio	At School	Total	Enrolment ratio
5	104 957	152 530	68.8	120 572	163 584	73.7	225 529	316 114	71.3
6	136 510	154 070	88.6	144 699	159 822	90.5	281 209	313 892	89.6
7	155 223	159 950	97.0	150 996	156 655	96.4	306 220	316 605	96.7
8	144 155	147 692	97.6	163 451	165 797	98.6	307 606	313 489	98.1
9	153 762	156 671	98.1	156 795	159 615	98.2	310 557	316 286	98.2
10	188 601	194 335	97.0	155 662	159 540	97.6	344 264	353 875	97.3
11	180 230	184 798	97.5	172 498	178 214	96.8	352 728	363 013	97.2
12	157 439	166 524	94.5	160 231	167 622	95.6	317 670	334 146	95.1
13	139 606	154 822	90.2	136 625	147 869	92.4	276 231	302 691	91.3
14	119 540	138 972	86.0	120 591	137 200	87.9	240 131	276 172	86.9
15	105 389	137 436	76.7	120 118	152 127	79.0	225 507	289 563	77.9
16	104 263	146 065	71.4	89 858	144 715	62.1	194 121	290 780	66.8
17	77 346	143 135	54.0	57 963	137 647	42.1	135 309	280 782	48.2
18	46 334	136 626	33.9	36 269	131 767	27.5	82 602	268 393	30.8
19	28 004	107 213	26.1	19 737	123 756	15.9	47 741	230 969	20.7
20	17 087	107 622	15.9	11 019	120 077	9.2	28 107	227 699	12.3
21	11 145	105 433	10.6	8 955	113 773	7.9	20 100	219 205	9.2
22	6 830	78 451	8.7	3 342	113 494	2.9	10 172	191 945	5.3
23	7 359	90 571	8.1	4 189	108 487	3.9	11 547	199 059	5.8
24	4 634	83 136	5.6	3 524	113 280	3.1	8 159	196 416	4.2
25	2 441	92 116	2.6	4 343	109 250	4.0	6 784	201 366	3.4
Total	1 890 857	2 838 166	66.6	1 841 437	2 964 293	62.1	3 732 293	5 802 459	64.3

Table 3. 9: P Percent Distribution of Population Aged 5 Years and Above by Age Group, Highest Level of Education Completed and Sex, Zimbabwe 2011
LFCLS

Age Group	No primary education			Some primary education			Completed primary			Some secondary education		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
5-9	49.5	50.5	100.0	48.4	51.6	100.0	0.0	0.0	0.0	0.0	0.0	0.0
10-14	54.0	46.0	100.0	53.2	46.8	100.0	46.3	53.7	100.0	41.7	58.3	100.0
15 - 19	63.9	36.1	100.0	61.6	38.4	100.0	50.4	49.6	100.0	49.7	50.3	100.0
20 - 24	53.1	46.9	100.0	47.6	52.4	100.0	40.2	59.8	100.0	43.2	56.8	100.0
25 - 29	33.2	66.8	100.0	39.9	60.1	100.0	35.8	64.2	100.0	43.7	56.3	100.0
30 - 34	33.3	66.7	100.0	40.8	59.2	100.0	44.0	56.0	100.0	40.8	59.2	100.0
35 - 39	30.6	69.4	100.0	27.6	72.4	100.0	38.3	61.7	100.0	38.3	61.7	100.0
40 - 44	19.6	80.4	100.0	24.1	75.9	100.0	32.6	67.4	100.0	42.5	57.5	100.0
45 - 49	20.4	79.6	100.0	25.9	74.1	100.0	38.0	62.0	100.0	49.6	50.4	100.0
50 - 54	20.8	79.2	100.0	27.9	72.1	100.0	40.4	59.6	100.0	54.6	45.4	100.0
55 - 59	19.0	81.0	100.0	33.0	67.0	100.0	50.1	49.9	100.0	68.1	31.9	100.0
60 - 64	23.4	76.6	100.0	37.7	62.3	100.0	48.7	51.3	100.0	64.3	35.7	100.0
65 - 69	22.0	78.0	100.0	36.2	63.8	100.0	50.9	49.1	100.0	81.9	18.1	100.0
70 - 74	26.5	73.5	100.0	48.1	51.9	100.0	62.2	37.8	100.0	75.5	24.5	100.0
75 +	30.3	69.7	100.0	48.0	52.0	100.0	63.8	36.2	100.0	39.4	60.7	100.0
Total	42.3	57.7	100.0	47.6	52.4	100.0	44.0	56.0	100.0	46.2	53.8	100.0
Total Persons	489 245	666 716	1 155 961	1 501 648	1 656 371	3 158 020	604 006	768 968	1 372 974	762 768	888 017	1 650 786
Percent of Total persons	4.8	6.6	11.4	14.8	16.3	31.0	5.9	7.6	13.5	7.5	8.7	16.2

Table 3. 9 (Cont)

Age Group	Completed secondary education			Tertiary			Not Coded			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
5-9	0.0	0.0	0.0	0.0	0.0	0.0	28.7	71.3	100.0	48.9	51.1	100.0
10-14	42.2	57.8	100.0	0.0	0.0	0.0	45.8	54.3	100.0	51.5	48.5	100.0
15 - 19	41.4	58.6	100.0	10.1	89.9	100.0	61.5	38.5	100.0	49.3	50.7	100.0
20 - 24	46.1	53.9	100.0	50.6	49.4	100.0	55.7	44.4	100.0	45.0	55.0	100.0
25 - 29	48.7	51.3	100.0	50.4	49.6	100.0	19.8	80.2	100.0	45.4	54.6	100.0
30 - 34	50.1	49.9	100.0	58.9	41.1	100.0	0.0	100.0	100.0	48.0	52.0	100.0
35 - 39	58.7	41.3	100.0	55.3	44.7	100.0	0.0	0.0	0.0	48.2	51.8	100.0
40 - 44	59.4	40.6	100.0	69.9	30.1	100.0	0.0	100.0	100.0	50.4	49.6	100.0
45 - 49	59.4	40.6	100.0	57.5	42.5	100.0	20.9	79.1	100.0	42.3	57.7	100.0
50 - 54	66.4	33.6	100.0	66.5	33.5	100.0	0.0	100.0	100.0	40.4	59.6	100.0
55 - 59	60.4	39.6	100.0	70.2	29.8	100.0	0.0	100.0	100.0	41.7	58.3	100.0
60 - 64	62.1	37.9	100.0	62.7	37.3	100.0	29.7	70.2	100.0	41.7	58.3	100.0
65 - 69	84.3	15.7	100.0	65.9	34.1	100.0	36.5	63.5	100.0	41.1	58.9	100.0
70 - 74	26.8	73.2	100.0	73.0	27.0	100.0	100.0	0.0	100.0	47.7	52.3	100.0
75 +	100.0	0.0	100.0	68.5	31.5	100.0	29.3	70.7	100.0	43.6	56.4	100.0
Total	49.9	50.1	100.0	58.6	41.4	100.0	34.5	65.5	100.0	47.5	52.5	100.0
Total Persons	1 050 917	1 053 970	2 104 888	417 507	294 631	712 138	6 182	11 720	17 901	4 832 274	5 340 394	10 172 668
Percent of Total persons	10.3	10.4	20.7	4.1	2.9	7.0	0.1	0.1	0.2	47.5	52.5	100.0

Table 3. 10: Literacy Rates for Population Aged 15 Years and Above by Age Group and Sex, Zimbabwe 2011 LFCLS

Age	Male			Female			Total		
	Total	Literate	Literacy rate	Total	Literate	Literacy rate	Total	Literate	Literacy rate
15 - 19	665 264	658 522	99.0	687 036	684 646	99.7	1 352 300	1 343 168	99.3
20 - 24	461 254	457 591	99.2	565 416	562 228	99.4	1 026 670	1 019 819	99.3
25 - 29	434 821	431 330	99.2	519 783	515 858	99.2	954 604	947 188	99.2
30 - 34	386 851	383 929	99.2	415 302	410 110	98.7	802 153	794 039	99.0
35 - 39	311 514	309 749	99.4	330 865	323 514	97.8	642 379	633 263	98.6
40 - 44	231 719	229 675	99.1	218 974	213 487	97.5	450 693	443 162	98.3
45 - 49	142 695	139 702	97.9	178 232	166 655	93.5	320 927	306 357	95.5
50 - 54	115 444	109 583	94.9	149 555	135 772	90.8	264 999	245 355	92.6
55 - 59	107 533	103 090	95.9	126 417	112 542	89.0	233 950	215 632	92.2
60 - 64	82 719	74 043	89.5	97 907	80 415	82.1	180 625	154 458	85.5
65 - 69	60 060	54 893	91.4	69 669	59 696	85.7	129 729	114 589	88.3
70 - 74	53 699	48 909	91.1	45 385	38 894	85.7	99 083	87 804	88.6
75 +	72 809	57 411	78.9	69 394	52 781	76.1	142 203	110 191	77.5
Total	3 126 382	3 058 426	97.8	3 473 936	3 356 598	96.6	6 600 317	6 415 024	97.2

Table 3. 11: Literacy Rates for Population Aged 15 Years and Above by Province, Zimbabwe 2011 LFCLS

Province	Male			Female			Total		
	Total	Literate	Literacy rate	Total	Literate	Literacy rate	Total	Literate	Literacy rate
Manicaland	387 711	378 450	97.6	452 207	431 861	95.5	839 918	810 311	96.5
Mashonaland Central	288 828	278 617	96.5	273 097	255 104	93.4	561 925	533 721	95.0
Mashonaland East	343 415	339 138	98.8	373 404	360 723	96.6	716 818	699 862	97.6
Mashonaland West	355 380	344 823	97.0	358 031	342 607	95.7	713 411	687 430	96.4
Matabeleland North	141 419	132 980	94.0	163 512	155 663	95.2	304 931	288 643	94.7
Matabeleland South	139 947	134 857	96.4	172 672	165 126	95.6	312 619	299 983	96.0
Midlands	380 609	370 093	97.2	414 377	398 940	96.3	794 986	769 033	96.7
Masvingo	298 919	291 201	97.4	367 315	351 841	95.8	666 234	643 042	96.5
Harare	623 162	622 172	99.8	687 809	683 667	99.4	1 310 971	1 305 839	99.6
Bulawayo	166 991	166 094	99.5	211 513	211 066	99.8	378 504	377 161	99.6
Total	3 126 382	3 058 426	97.8	3 473 936	3 356 598	96.6	6 600 317	6 415 024	97.2

Table 3.12: Literacy Rates for the Population Aged 15 Years and Above by Rural/Urban, Zimbabwe 2011LFCLS

	Male			Female			Total		
	Total	Literate	Literacy rate	Total	Literate	Literacy rate	Total	Literate	Literacy rate
Rural	2 008 853	1 943 603	96.8	2 184 009	2 076 868	95.1	4 192 862	4 020 470	95.9
Urban	1 117 529	1 114 824	99.8	1 289 926	1 279 731	99.2	2 407 455	2 394 554	99.5
Total	3 126 382	3 058 426	97.8	3 473 936	3 356 598	96.6	6 600 317	6 415 024	97.2

Chapter 4: Activity and Labour Force

4.1 Introduction

The 2011 LFCLS, distinguished between two measures of the economically active population: the currently active population (labour force) measured in relation to the last 7 days preceding the interview, and the usually active population which was measured in relation to the last 12 months preceding the survey. The currently active population (labour force), the most widely used measure of the economically active population, comprised all persons aged 15 years and above who were employed or unemployed. The definitions of employment and unemployment will be covered in more detail in later chapters. The measurement of the currently active population is based on the labour force framework. The essential feature of the labour force framework is that the persons are classified according to their activities during the specified reference period using priority rules. Using priority rules, the labour force framework classifies the population into three mutually exclusive and exhaustive categories: employed persons, unemployed persons, and persons not in the labour force (economically inactive). The employed persons comprise paid employees, employers, own account workers and contributing family workers.

4.2 Labour Force Framework

A person aged 15 years and above was considered to be currently economically active if he/she was either employed for at least one hour during the last 7 days preceding the interview, or usually works but was temporarily absent from work, or was without work and available for work (unemployed). The definition of the unemployed used is sometimes referred to as the broad definition of unemployment.

Figure 4.1 depicts the labour force framework. The population aged 15 years and above was estimated at 7 million and about 87 percent of this population was economically active. The percentage of the economically active remained stagnant in comparison to figures obtained from the 2004 LFS. The unemployment rate is defined as the number of unemployed persons people expressed as a percentage of the aggregate number of persons employed and unemployed (economically active population). Using the broad definition, 11 percent of the economically active population aged 15 years and above was unemployed in 2011. The broad unemployment rate was an increase compared to the 9 percent recorded in 2004.

The percentage of communal and resettlement workers increased to 54 percent when compared to the 2004 LFS, 30 percent. In the survey, the head of household and spouse as well as their children were considered as communal or resettlement or peri-urban farmers. This probably explains the increase as in the 2004 LFS, the head of household and spouse were the

ones considered as communal or resettlement or peri-urban farmers, with the children being classified as unpaid family workers (contributing family workers). The change in classification of children of communal workers is in line with ILO recommendations on classification of status in employment. Consequently the 'other employed' category reduced to 35 percent when compared to 60 percent reported in the 2004 LFS.

The economically inactive population was distributed as follows; 44 percent were students, 21 percent were home-makers and the remaining categories contributed 35 percent of the economically inactive population.

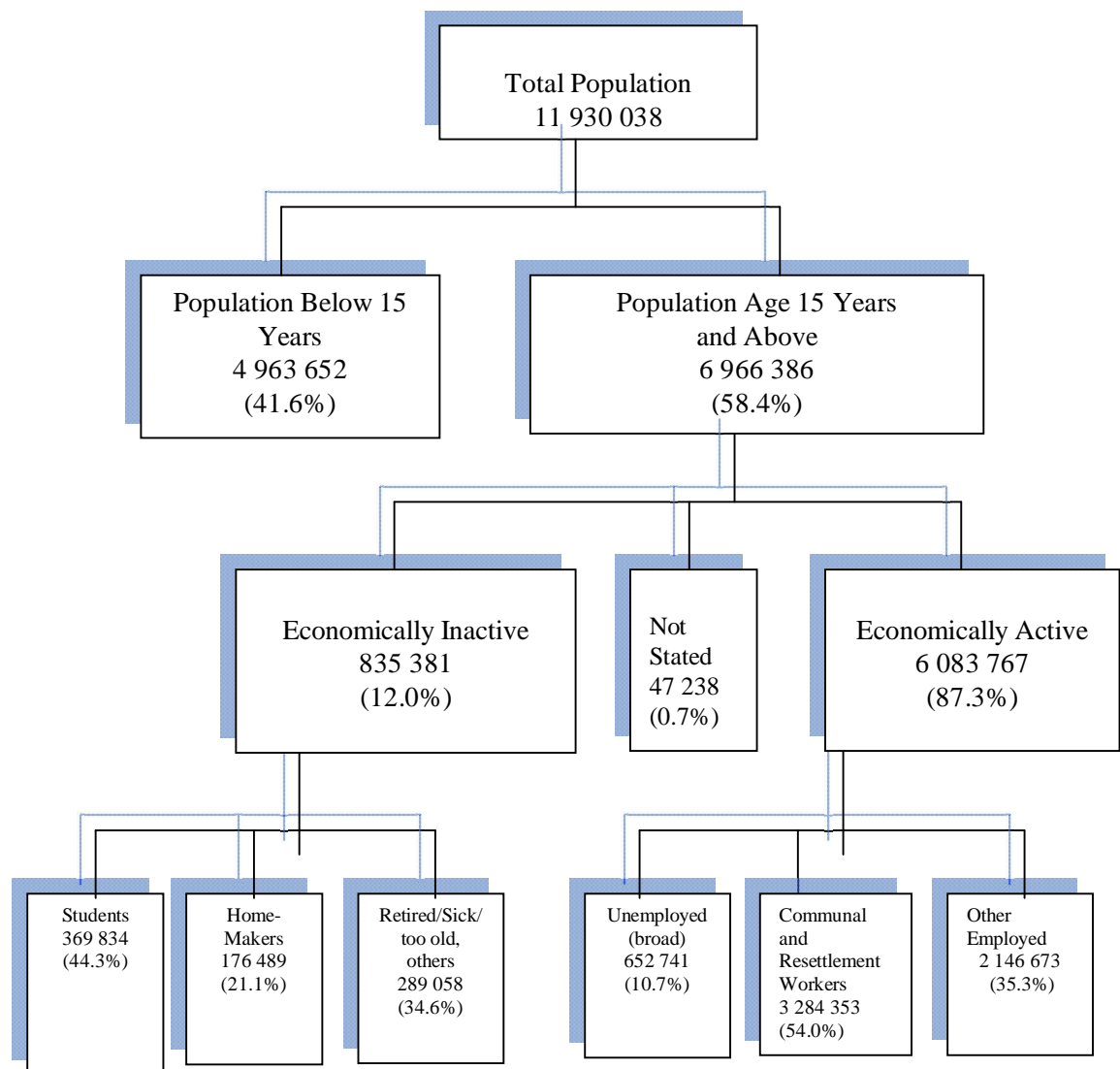


Figure 4. 1: The Labour Force Framework, Zimbabwe 2011 LFCLS

4.3 Current Labour Force Participation Rate

The Labour Force Participation Rate (LFPR) is a key labour market indicator. It measures the proportion of the working-age population (15 years and above) that engages actively in the labour market, either by working or looking for work. The LFPR provides an indication of the relative size of the supply of labour available for production of goods and services. The LFPR is sometimes referred to as the Economic Activity Rate.

From *Table 4.1*, the overall LFPR in 2011 was 87 percent, with the rate for males being 90 percent and for females, 85 percent. For all the age groups, the LFPR for males exceeded those for females with the LFPR for both sexes ranging from 69 in the age group 65 years and above to 96 in the age group 35 to 39 years.

The LFPR for males ranges from 74 percent in the age groups 15 to 19 years and 65 years and above to 98 percent in the age group 30 to 34 years while that for females ranged from 65 percent in the age group 65 years and above to 95 percent in the age group 45-49 years.

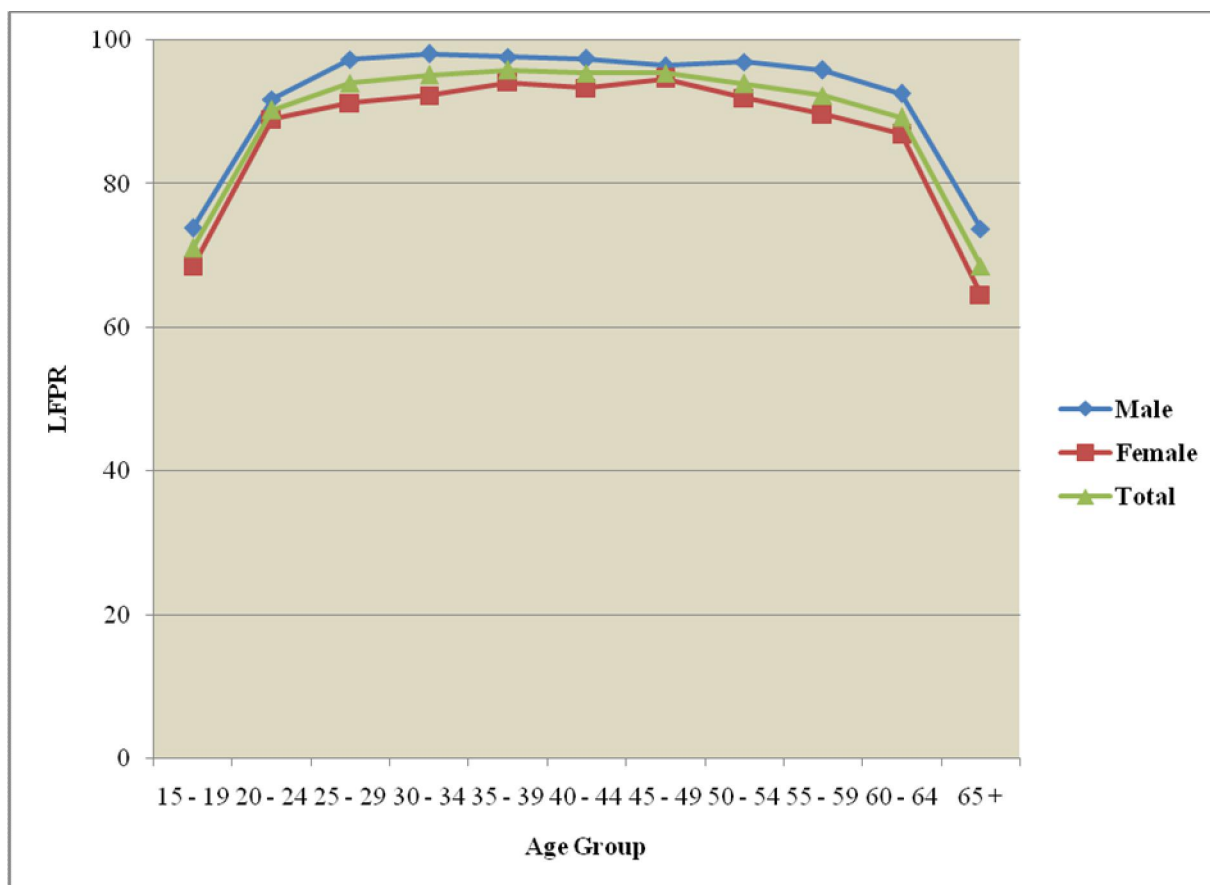


Figure 4. 2: Labour Force Participation Rate by Age Group and Sex, Zimbabwe 2011 LFCLS

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 80 percent and 91 percent, respectively. The LFPR in urban areas ranged from 43 percent for those of age 15 to 19 years to slightly above 94 percent for those of age 35 to 39 years. In rural areas, the LFPR ranged from 73 percent for those of age 65 years and above to 97 percent for those in the broad age group 30 to 44, and age group 50 to 54 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.

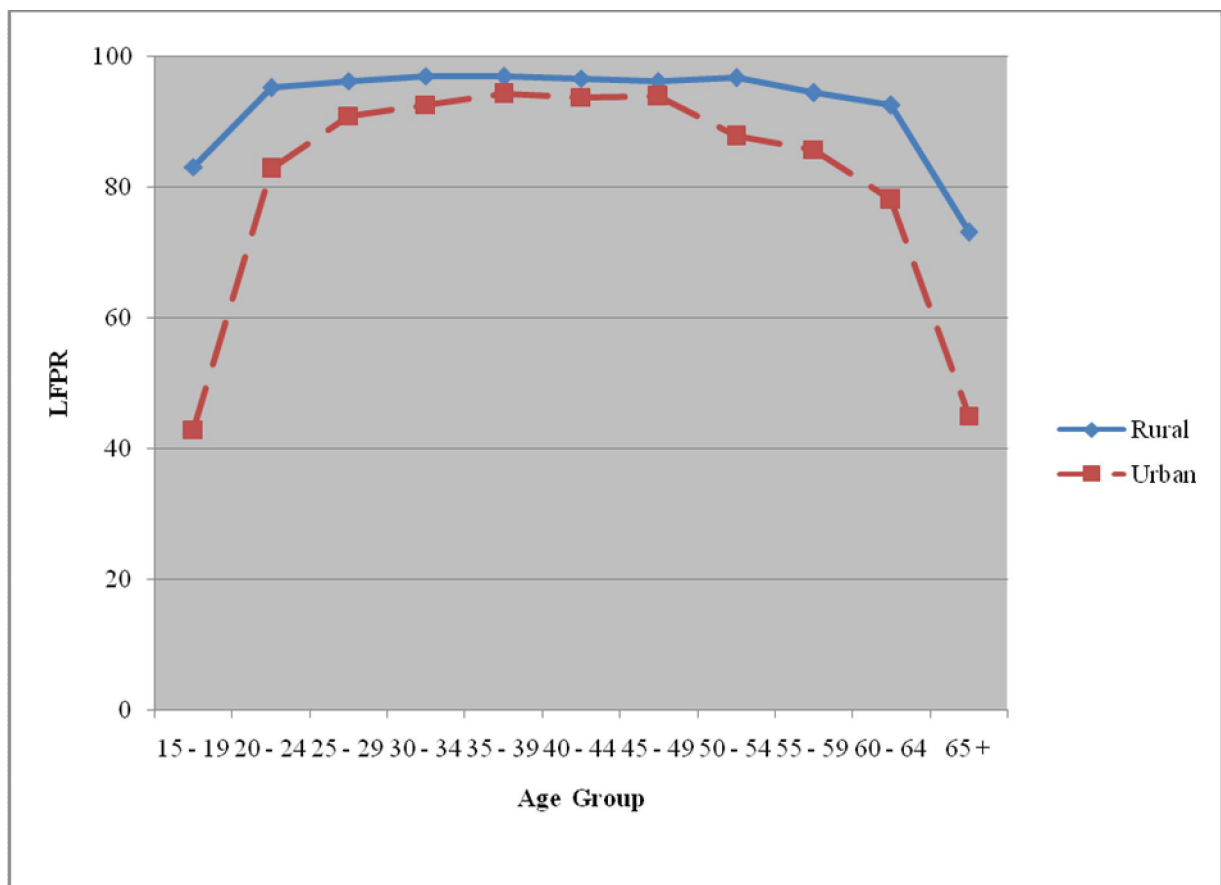


Figure 4. 3: Labour Force Participation Rates by Age Group and Rural/ Urban, Zimbabwe 2011 LFCLS

4.3.2 Provincial Labour Force Participation Rates

Labour force participation rates by province ranged from 77 percent in Bulawayo to 92 percent in Manicaland and Masvingo (*Table 4.2*). Harare, with a LFPR of 82 percent together with Bulawayo had the lowest rates compared to the other provinces. Relatively large differentials between females and males participation rates were observed in the two mainly urban provinces of Harare and Bulawayo. The male participation rates were 87 percent and 81 percent in Harare and Bulawayo, respectively, while the corresponding participation rates for females in the respective provinces were 78 percent and 73 percent. Gender parity was observed in Masvingo Province which had a participation rate of 92 percent for both females and males.

4.4 Employment and Unemployment

Table 4.3a shows that, out of the 6.1 million economically active persons, 89 percent were employed and 11 percent were unemployed. For the economically active population in Zimbabwe, the highest percentage of the labour force (54.0 percent) were own account workers (communal and resettlement farming) followed by paid employee-permanent at 14 percent.

Forty-nine percent of the male labour force were own account worker (communal and resettlement farming), 20 percent were paid employees in permanent jobs and 12 percent were own account worker (other). Of the females in the labour force, 59 percent were own account worker (communal and resettlement farming), 15 percent were unemployed and 12 percent were own account worker (other).

Table 4.3b shows that the percentage contribution of the economically active population decreased with age. For the purpose of this report, youth has been divided into two age categories 15 to 24 years and 15 to 34 years. This is in line with United Nations and African Union (AU) definitions of youth, respectively. Thirty-one percent of the labour force was aged 15 to 24 years. Youth, aged 15 to 24 years were 57 percent of contributing family workers, 48 percent of the unemployed, 35 percent of own account workers in communal farming and 34 percent of casual employees.

In line with the AU definition of the youth, 59 percent of the labour force was aged 15 to 34 years. Four out of every five unemployed persons were the youth. The youth were also 83 percent of contributing family workers, 56 percent of own account workers in communal farming and 69 percent of casual employees.

Table 4.4 shows the 6.1 million economically active population by province, rural/urban areas and sex. For the economically active population in rural areas, the highest percentage of the labour force (77.6 percent) were own account workers (communal and resettlement farming) followed by paid employee-permanent at 8 percent. Twenty-seven percent of the

economically active population in urban areas were own account workers (other) followed by those in broad unemployment and paid employee-permanent at 26 percent, respectively.

4.5 Economically Inactive Population

Table 4.5 shows the distribution of the currently economically inactive population. The currently economically inactive population are those individuals aged 15 years and above who in the last 7 days preceding the interview in the 2011 LFCLS were neither employed nor unemployed. The categories of the economically inactive population were student, homemaker, retired with pension, retired without pension, sick/ ill/ too old and 'other'. Of the 835 thousand economically inactive population, 63 percent were females compared to 37 percent for males. Forty-four percent of the inactive population were students followed by the ill/ sick / too old at 24 percent. Being a student was given as the reason for being economically inactive by 58 percent of males whilst for females the percentage was 36. Being ill or sick or too old was cited by 23 percent of males and 25 percent of females as the reason for being inactive. Thirty percent of females and 6 percent of males were homemakers.

4.6 Usual Activity Status

Activity status comprises paid employee, employer, own account worker, contributing 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 7 days reference period was used, while usual activity status referred to 12 months.

4.6.1 Usually Economically Active Population

Table 4.6 shows the distribution of population aged 15 years and above by usual activity, labour force participation rate, unemployment rate, province, rural/urban and sex. About 5.1 million persons were usually employed and 715 thousand were usually unemployed, giving a usual unemployment rate of 12 percent. Usual unemployment rate for rural areas was 5 percent while for urban areas it was 28 percent. Usual labour force participation was 86 percent in rural areas, 79 percent in urban areas to give an overall rate of 84 percent.

4.6.2 Usually Economically Inactive Population

About 1.1 million persons were usually inactive (See *Table 4.7*). The highest percentage of the usually inactive population were students (51.4 percent) followed by those involved in household duties (20.8 percent) and the sick/ill at 14 percent. Of the usually economically inactive population, less than one percent was caring for the sick.

In rural areas, the highest percentage of the usually inactive population were students (48.0 percent) followed by the sick/ill at 21 percent and those in household duties (18.3 percent). Fifty-six percent of the inactive population in urban areas were students followed by those in household duties at 24 percent. In contrast to rural areas, the sick/ill in urban areas were 7 percent compared to 21 percent in rural areas.

4.7 Conclusion

About 6.1 million persons were currently economically active. Eleven percent of the currently economically active population was in broad unemployment. The current labour force participation rates for males, females and for both sexes were 90, 85 and 87, respectively. The labour force participation rates for males exceeded those for females. The number of the currently economically inactive population stood at 835 thousand, of whom 44 percent were students. Of the currently inactive population in rural areas one in every five was sick/ill.

Table 4. 1: Labour Force Participation Rate by Urban/Rural, Age Group and Sex, Zimbabwe 2011
LFCLS

Age Group	Male			Female			Total		
	Population	Labour Force	Labour Force Participation Rate	Population	Labour Force	Labour Force Participation Rate	Population	Labour Force	Labour Force Participation Rate
Rural									
15 - 19	510 245	436 275	85.5	444 587	357 041	80.3	954 833	793 316	83.1
20 - 24	290 059	278 959	96.2	336 060	317 053	94.3	626 119	596 011	95.2
25 - 29	257 824	251 444	97.5	304 929	290 227	95.2	562 753	541 671	96.3
30 - 34	223 849	218 794	97.7	244 252	235 311	96.3	468 101	454 105	97.0
35 - 39	180 888	176 240	97.4	208 038	200 703	96.5	388 925	376 943	96.9
40 - 44	122 466	119 492	97.6	146 384	140 314	95.9	268 849	259 806	96.6
45 - 49	93 702	90 255	96.3	137 707	132 461	96.2	231 410	222 716	96.2
50 - 54	80 104	78 222	97.7	134 519	129 269	96.1	214 623	207 492	96.7
55 - 59	79 227	75 592	95.4	129 103	121 191	93.9	208 329	196 783	94.5
60 - 64	66 428	62 077	93.5	104 758	96 197	91.8	171 186	158 274	92.5
65 +	191 559	147 133	76.8	247 332	173 663	70.2	438 891	320 795	73.1
Total	2 096 351	1 934 483	92.3	2 437 669	2 193 430	90.0	4 534 020	4 127 913	91.0
Urban									
15 - 19	160 229	58 925	36.8	245 425	115 237	47.0	405 654	174 161	42.9
20 - 24	175 154	148 116	84.6	233 051	189 768	81.4	408 205	337 884	82.8
25 - 29	179 472	174 143	97.0	220 641	189 456	85.9	400 113	363 598	90.9
30 - 34	166 558	164 347	98.7	177 866	154 521	86.9	344 424	318 868	92.6
35 - 39	133 605	131 079	98.1	129 580	117 030	90.3	263 185	248 109	94.3
40 - 44	111 617	108 537	97.2	83 875	74 665	89.0	195 492	183 202	93.7
45 - 49	55 857	53 983	96.6	66 060	60 444	91.5	121 917	114 427	93.9
50 - 54	44 040	42 208	95.8	48 748	39 225	80.5	92 789	81 432	87.8
55 - 59	36 343	35 233	96.9	32 204	23 539	73.1	68 547	58 772	85.7
60 - 64	25 244	22 785	90.3	23 267	15 061	64.7	48 511	37 846	78.0
65 +	37 441	21 827	58.3	46 089	15 727	34.1	83 530	37 555	45.0
Total	1 125 560	961 182	85.4	1 306 807	994 672	76.1	2 432 367	1 955 854	80.4
Zimbabwe									
15 - 19	670 474	495 200	73.9	690 012	472 277	68.4	1 360 487	967 477	71.1
20 - 24	465 212	427 075	91.8	569 112	506 821	89.1	1 034,324	933 895	90.3
25 - 29	437 297	425 587	97.3	525 570	479 683	91.3	962 866	905 269	94.0
30 - 34	390 407	383 141	98.1	422 118	389 832	92.4	812 525	772 973	95.1
35 - 39	314 492	307 319	97.7	337 618	317 733	94.1	652 110	625 052	95.9
40 - 44	234 083	228 029	97.4	230 259	214 979	93.4	464 341	443 008	95.4
45 - 49	149 560	144 239	96.4	203 767	192 905	94.7	353 327	337 143	95.4
50 - 54	124 144	120 430	97.0	183 267	168 494	91.9	307 412	288 924	94.0
55 - 59	115 569	110 825	95.9	161 307	144 730	89.7	276 876	255 555	92.3
60 - 64	91 672	84 862	92.6	128 026	111 259	86.9	219 697	196 120	89.3
65 +	229 000	168 960	73.8	293 420	189 390	64.5	522 421	358 350	68.6
Total	3 221 910	2 895 666	89.9	3 744 476	3 188 101	85.1	6 966 386	6 083 767	87.3

Table 4. 2: Labour Force Participation Rate by Province and Sex, Zimbabwe 2011 LFCLS

Province	Male			Female			Total		
	Population	Labour Force	Labour Force Participation Rate	Population	Labour Force	Labour Force Participation Rate	Population	Labour Force	Labour Force Participation Rate
Manicaland	397 448	374 112	94.1	493 429	447 593	90.7	890 877	821 705	92.2
Mash Central	304 036	280 376	92.2	317 534	287 368	90.5	621 570	567 744	91.3
Mash East	352 692	317 082	89.9	403 962	349 058	86.4	756 654	666 140	88.0
Mash West	372 620	338 494	90.8	394 177	339 658	86.2	766 797	678 152	88.4
Mat North	150 110	133 555	89.0	190 199	156 096	82.1	340 309	289 651	85.1
Mat South	146 606	121 510	82.9	188 987	155 260	82.2	335 593	276 770	82.5
Midlands	392 433	358 735	91.4	446 084	386 862	86.7	838 517	745 597	88.9
Masvingo	312 921	288 910	92.3	398 872	368 088	92.3	711 793	656 998	92.3
Harare	625 058	546 120	87.4	695 935	541 375	77.8	1 320 992	1 087 496	82.3
Bulawayo	167 986	136 770	81.4	215 298	156 743	72.8	383 284	293 514	76.6
Zimbabwe	3 221 910	2 895 666	89.9	3 744 476	3 188 101	85.1	6 966 386	6 083 767	87.3

**Table 4. 3: Percent Distribution of Economically Active Population by Current Activity, Age Group and Sex,
Zimbabwe 2011 LFCLS**

(a)

Age Group	Paid employee-permanent	Paid employee-casual.	Employer	Own account worker (communal farmer)	Own account worker (other)	Contributing family worker	Not Stated	Unemployed (broad)	Percent	Number
Male										
15 - 19	4.1	5.0	0.0	77.5	3.2	1.2	0.2	8.7	100	495 200
20 - 24	12.0	16.5	0.1	46.8	9.5	1.2	0.1	13.8	100	427 075
25 - 29	21.3	15.8	0.4	38.1	15.9	0.6	0.0	7.9	100	425 585
30 - 34	26.7	14.0	0.6	35.2	18.7	0.1	0.1	4.6	100	383 142
35 - 39	31.2	11.8	0.9	36.1	17.1	0.7	0.0	2.2	100	307 320
40 - 44	36.1	11.1	1.3	30.6	17.5	0.0	0.0	3.5	100	228 029
45 - 49	30.7	7.0	0.9	42.5	14.4	0.0	0.2	4.2	100	144 239
50 - 54	35.2	8.4	0.9	42.6	9.8	0.6	0.2	2.4	100	120 430
55 - 59	27.9	5.3	2.0	52.4	10.2	0.0	0.0	2.2	100	110 826
60 - 64	22.1	4.8	0.9	60.2	4.6	0.0	0.1	7.3	100	84 862
65 +	6.7	3.6	0.3	80.4	5.5	0.2	0.0	3.3	100	168 960
Total	20.4	10.8	0.6	49.0	11.9	0.6	0.1	6.6	100	2 895 666
Female										
15 - 19	2.7	7.5	0.0	66.1	3.6	2.0	0.1	17.9	100	472 277
20 - 24	4.8	8.4	0.0	49.8	10.5	1.5	0.0	25.0	100	506 821
25 - 29	12.2	7.1	0.3	45.3	14.2	1.3	0.0	19.6	100	479 683
30 - 34	11.4	6.9	0.3	47.4	17.3	1.0	0.2	15.6	100	389 832
35 - 39	12.0	6.8	0.6	52.6	17.8	0.9	0.1	9.2	100	317 732
40 - 44	12.8	5.4	0.2	54.5	16.4	0.4	0.2	10.2	100	214 979
45 - 49	12.2	5.4	0.3	59.6	15.2	0.0	0.3	7.1	100	192 906
50 - 54	4.8	3.1	0.2	72.0	11.7	0.2	0.0	8.0	100	168 493
55 - 59	4.6	5.1	0.7	78.2	6.5	0.0	0.0	4.8	100	144 730
60 - 64	4.1	1.2	0.0	85.2	5.0	0.7	0.0	3.8	100	111 259
65 +	1.4	1.1	0.0	90.3	4.2	0.0	0.0	3.0	100	189 389
Total	7.9	6.2	0.2	58.5	11.6	1.0	0.1	14.5	100	3 188 102
Total										
15 - 19	3.4	6.3	0.0	72.0	3.4	1.6	0.2	13.2	100	967 479
20 - 24	8.1	12.1	0.0	48.4	10.0	1.4	0.1	19.9	100	933 894
25 - 29	16.5	11.2	0.4	41.9	15.0	1.0	0.0	14.1	100	905 268
30 - 34	19.0	10.4	0.5	41.3	18.0	0.5	0.2	10.2	100	772 971
35 - 39	21.4	9.3	0.8	44.4	17.4	0.8	0.0	5.8	100	625 051
40 - 44	24.8	8.3	0.7	42.2	16.9	0.2	0.1	6.8	100	443 007
45 - 49	20.1	6.0	0.6	52.3	14.9	0.0	0.3	5.9	100	337 143
50 - 54	17.4	5.3	0.5	59.8	10.9	0.4	0.1	5.6	100	288 924
55 - 59	14.7	5.2	1.3	67.0	8.1	0.0	0.0	3.7	100	255 555
60 - 64	11.9	2.7	0.4	74.3	4.9	0.4	0.1	5.3	100	196 121
65 +	3.9	2.3	0.1	85.6	4.8	0.1	0.0	3.1	100	358 350

Total	13.8	8.4	0.4	54.0	11.8	0.8	0.1	10.7	100	6 083 767
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(b)

Age Group	Paid employee-permanent	Paid employee-casual	Employer	Own account worker (communal farmer)	Own account worker (other)	Contributing family worker	Not Stated	Unemployed (broad)	Total
Male									
15 - 19	3.5	7.9	0.0	27.1	4.6	34.1	35.8	22.6	17.1
20 - 24	8.7	22.4	2.8	14.1	11.7	31.2	22.6	30.8	14.7
25 - 29	15.4	21.4	10.5	11.4	19.7	14.4	0.0	17.6	14.7
30 - 34	17.3	17.1	15.1	9.5	20.8	1.2	17.0	9.2	13.2
35 - 39	16.2	11.6	17.4	7.8	15.2	13.0	0.0	3.6	10.6
40 - 44	13.9	8.1	17.9	4.9	11.5	0.0	0.0	4.2	7.9
45 - 49	7.5	3.2	8.4	4.3	6.0	0.0	11.6	3.2	5.0
50 - 54	7.2	3.2	6.5	3.6	3.4	4.1	8.5	1.5	4.2
55 - 59	5.2	1.9	13.6	4.1	3.3	0.0	0.0	1.2	3.8
60 - 64	3.2	1.3	4.7	3.6	1.1	0.0	4.5	3.2	2.9
65 +	1.9	1.9	3.1	9.6	2.7	2.1	0.0	2.9	5.8
Total Percent	100	100	100	100	100	100	100	100	100
Total Number	590 490	313 795	16 077	1 418 716	345 271	16 916	2 795	191 606	2 895 666
Female									
15 - 19	5.1	17.9	0.0	16.7	4.6	29.2	21.2	18.4	14.8
20 - 24	9.7	21.5	0.0	13.5	14.4	23.7	0.0	27.4	15.9
25 - 29	23.3	17.1	22.4	11.6	18.4	19.5	0.0	20.4	15.0
30 - 34	17.7	13.4	15.6	9.9	18.3	11.9	31.1	13.2	12.2
35 - 39	15.1	10.9	29.3	9.0	15.3	9.2	8.2	6.3	10.0
40 - 44	11.0	5.8	5.0	6.3	9.5	2.9	17.8	4.8	6.7
45 - 49	9.4	5.2	7.5	6.2	7.9	0.0	21.7	3.0	6.1
50 - 54	3.2	2.7	5.1	6.5	5.3	1.1	0.0	2.9	5.3
55 - 59	2.7	3.7	15.0	6.1	2.6	0.0	0.0	1.5	4.5
60 - 64	1.8	0.7	0.0	5.1	1.5	2.6	0.0	0.9	3.5
65 +	1.1	1.1	0.0	9.2	2.1	0.0	0.0	1.2	5.9
Total Percent	100	100	100	100	100	100	100	100	100
Total Number	251 397	198 938	6 944	1 865 637	369 602	31 949	2 500	461 135	3 188 102
Total									
15 - 19	3.9	11.8	0.0	21.2	4.6	30.9	28.9	19.6	15.9
20 - 24	9.0	22.1	2.0	13.8	13.1	26.3	11.9	28.4	15.4
25 - 29	17.7	19.7	14.1	11.6	19.0	17.7	0.0	19.6	14.9
30 - 34	17.4	15.7	15.3	9.7	19.5	8.2	23.6	12.0	12.7
35 - 39	15.9	11.3	21.0	8.5	15.2	10.5	3.9	5.5	10.3
40 - 44	13.0	7.2	14.0	5.7	10.5	1.9	8.4	4.6	7.3
45 - 49	8.1	4.0	8.2	5.4	7.0	0.0	16.4	3.0	5.5
50 - 54	6.0	3.0	6.1	5.3	4.4	2.1	4.5	2.5	4.7
55 - 59	4.5	2.6	14.0	5.2	2.9	0.0	0.0	1.4	4.2
60 - 64	2.8	1.1	3.3	4.4	1.3	1.7	2.4	1.6	3.2

65+	1.7	1.6	2.1	9.3	2.4	0.7	0.0	1.7	5.9
Total Percent	100	100	100	100	100	100	100	100	100
Total Number	841 887	512 733	23 020	3 284 353	714 873	48 865	5 295	652 741	6 083 767

Table 4. 4: Percent Distribution of Economically Active Population Aged 15 and Above by Current Status, Province, Urban/Rural and Sex, Zimbabwe 2011LFCLS

Area	Sex	Paid employee-permanent	Paid employee-casual	Employer	Own account worker (communal farmer)	Own account worker (other)	Contributing family worker	Not Stated	Unemployed (broad)	Total	
										Percent	Number
Manicaland	M	12.1	10.9	0.6	64.9	6.9	0.6	0.0	4.1	100	374 112
	F	5.1	4.1	0.0	76.9	5.8	0.3	0.0	7.8	100	447 593
	T	8.2	7.2	0.3	71.4	6.3	0.4	0.0	6.1	100	821 705
Mash Central	M	12.1	8.4	0.1	70.6	6.4	0.4	0.1	2.0	100	280 376
	F	4.8	5.0	0.1	80.0	4.4	0.4	0.2	5.2	100	287 368
	T	8.4	6.7	0.1	75.4	5.4	0.4	0.1	3.6	100	567 744
Mash East	M	25.3	8.4	0.4	55.3	7.2	0.1	0.0	3.3	100	317 083
	F	8.5	6.5	0.4	67.5	7.3	0.5	0.0	9.3	100	349 058
	T	16.5	7.4	0.4	61.7	7.3	0.3	0.0	6.5	100	666 140
Mash West	M	14.0	12.6	0.5	59.4	8.6	0.4	0.2	4.4	100	338 494
	F	5.2	9.6	0.2	63.5	9.9	0.6	0.1	10.7	100	339 658
	T	9.6	11.1	0.4	61.4	9.3	0.5	0.2	7.5	100	678 152
Mat North	M	12.8	8.1	0.5	70.4	4.1	0.8	0.5	2.9	100	133 555
	F	5.4	2.8	0.7	79.7	2.1	0.7	0.3	8.4	100	156 096
	T	8.8	5.2	0.6	75.4	3.0	0.7	0.4	5.8	100	289 651
Mat South	M	19.1	8.9	0.0	58.5	7.8	0.0	0.0	5.7	100	121 510
	F	8.6	4.8	0.1	73.9	4.8	0.0	0.0	7.8	100	155 260
	T	13.2	6.6	0.1	67.1	6.1	0.0	0.0	6.9	100	276 769
Midlands	M	16.1	7.1	0.3	65.1	8.5	0.4	0.2	2.4	100	358 736
	F	4.7	3.7	0.2	72.3	8.8	0.8	0.1	9.4	100	386 863
	T	10.2	5.3	0.3	68.8	8.6	0.6	0.1	6.0	100	745 597
Masvingo	M	20.9	4.2	0.5	63.9	6.7	0.5	0.0	3.3	100	288 910
	F	5.5	1.2	0.0	79.7	6.8	0.3	0.0	6.5	100	368 089
	T	12.3	2.5	0.2	72.7	6.8	0.4	0.0	5.1	100	656 998
Harare	M	33.3	18.9	1.2	3.2	26.6	0.9	0.1	15.8	100	546 120
	F	15.9	12.2	0.3	4.7	29.4	2.6	0.1	34.8	100	541 376
	T	24.6	15.6	0.7	4.0	28.0	1.8	0.1	25.3	100	1 087 496
Bulawayo	M	32.1	13.1	0.7	0.7	28.8	2.2	0.0	22.4	100	136 770
	F	13.4	9.0	0.7	1.5	27.4	4.2	0.0	43.8	100	156 743
	T	22.1	10.9	0.7	1.1	28.0	3.3	0.0	33.8	100	293 514
Rural	M	12.8	7.2	0.2	71.9	5.6	0.2	0.1	2.0	100	1 934 483
	F	4.1	4.3	0.1	82.6	3.8	0.3	0.1	4.7	100	2 193 430
	T	8.2	5.6	0.1	77.6	4.6	0.3	0.1	3.4	100	4 127 913
Urban	M	35.7	18.1	1.3	2.8	24.7	1.3	0.1	15.9	100	961 183
	F	16.1	10.6	0.5	5.4	28.8	2.5	0.1	36.0	100	994 672
	T	25.7	14.3	0.9	4.1	26.8	1.9	0.1	26.1	100	1 955 854
Zimbabwe	M	20.4	10.8	0.6	49.0	11.9	0.6	0.1	6.6	100	2 895 666
	F	7.9	6.2	0.2	58.5	11.6	1.0	0.1	14.5	100	3 188 102
	T	13.8	8.4	0.4	54.0	11.8	0.8	0.1	10.7	100	6 083 767

Table 4. 5: Percent Distribution of Economically Inactive Population by Current Status, Province, Urban/Rural and Sex, Zimbabwe 2011 LFCLS

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	38.6	9.3	2.9	1.1	39.6	7.4	1.1	100	21 059
	F	26.1	23.8	0.0	0.0	40.4	9.1	0.7	100	43 704
	T	30.2	19.1	0.9	0.4	40.1	8.5	0.8	100	64 763
Mash Central	M	44.9	8.5	0.0	2.0	27.9	14.6	2.1	100	21 997
	F	33.4	24.9	0.0	3.6	30.3	7.0	0.8	100	29 635
	T	38.3	17.9	0.0	2.9	29.3	10.2	1.4	100	51 632
Mash East	M	54.2	4.4	4.0	0.8	33.2	2.6	0.8	100	33 170
	F	29.1	27.7	0.0	0.0	37.9	3.0	2.3	100	52 402
	T	38.8	18.7	1.6	0.3	36.0	2.8	1.7	100	85 572
Mash West	M	49.5	8.3	2.9	2.9	23.9	5.6	7.0	100	30 698
	F	30.0	37.4	0.0	0.4	20.7	8.7	2.8	100	53 488
	T	37.1	26.8	1.0	1.3	21.9	7.6	4.3	100	84 185
Mat North	M	44.0	10.5	0.0	0.8	38.0	6.8	0.0	100	15 919
	F	37.7	24.6	0.3	0.7	28.9	7.3	0.6	100	32 127
	T	39.8	19.9	0.2	0.7	31.9	7.1	0.4	100	48 045
Mat South	M	55.9	8.2	4.0	1.4	18.9	11.6	0.0	100	24 545
	F	41.1	25.1	0.0	0.0	25.1	8.3	0.5	100	30 545
	T	47.7	17.6	1.8	0.6	22.3	9.8	0.3	100	55 090
Midlands	M	59.7	6.2	1.8	0.0	28.1	3.4	0.8	100	31 492
	F	38.2	24.7	0.0	0.4	32.0	4.7	0.0	100	55 715
	T	46.0	18.0	0.6	0.3	30.6	4.2	0.3	100	87 207
Masvingo	M	46.5	1.8	0.0	3.8	41.2	5.2	1.4	100	22 962
	F	36.7	11.7	0.0	0.8	47.5	3.3	0.0	100	29 496
	T	41.0	7.4	0.0	2.1	44.8	4.1	0.6	100	52 458
Harare	M	76.4	2.0	3.6	4.7	7.9	2.3	3.1	100	74 241
	F	41.4	35.6	0.3	2.5	11.8	6.6	1.8	100	145 269
	T	53.2	24.3	1.4	3.2	10.5	5.2	2.2	100	219 509
Bulawayo	M	63.5	11.8	9.5	3.0	8.2	3.2	0.8	100	29 798
	F	40.8	36.4	2.6	1.2	11.0	7.0	1.0	100	57 120
	T	48.6	28.0	5.0	1.8	10.0	5.7	0.9	100	86 919
Rural	M	41.9	7.0	1.2	0.9	39.6	7.9	1.4	100	151 154
	F	29.3	21.5	0.0	0.9	40.3	6.7	1.3	100	231 326
	T	34.3	15.8	0.5	0.9	40.0	7.2	1.3	100	382 480
Urban	M	73.5	5.4	5.2	4.0	6.6	2.7	2.7	100	154 727
	F	41.9	36.1	0.6	1.4	12.3	6.3	1.3	100	298 174
	T	52.7	25.6	2.2	2.3	10.3	5.1	1.7	100	452 901
Zimbabwe	M	57.9	6.2	3.2	2.5	22.9	5.3	2.0	100	305 881
	F	36.4	29.8	0.4	1.2	24.5	6.5	1.3	100	529 500
	T	44.3	21.1	1.4	1.7	23.9	6.1	1.5	100	835 381

Note: M – Male F – Female T – Total

Table 4. 6: Usual Activity for Persons Aged 15 years and Above by Province, Urban/Rural and Sex, Zimbabwe 2011LFCLS

Province/ Area	Sex	Economically Active Population			Economically Inactive Population	Total Population	Usual LFPR	(Usual) Unemployment Rate
		Employed	Unemployed	Total				
Manicaland	M	342 702	16 388	359 090	38 358	397 448	90.3	4.6
	F	398 523	27 833	426 356	67 073	493 429	86.4	6.5
	T	741 225	44 222	785 447	105,431	890 878	88.2	5.6
Mash Central	M	253 551	6 839	260 390	43 646	304 036	85.6	2.6
	F	250 640	15 301	265 941	51 592	317 533	83.8	5.8
	T	504 193	22 140	526 333	95 238	621 571	84.7	4.2
Mash East	M	286 524	15 251	301 775	50 917	352 692	85.6	5.1
	F	300 046	34 996	335 042	68 921	403 963	82.9	10.4
	T	586 570	50 247	636 817	119 838	756 655	84.2	7.9
Mash West	M	298 109	21 876	319 985	52 319	372 304	85.9	6.8
	F	262 359	54 616	316 975	77 203	394 178	80.4	17.2
	T	560 467	76 491	636 958	129 522	766 480	83.1	12.0
Mat North	M	119 421	10 195	129 616	20 495	150 111	86.3	7.9
	F	137 543	12 025	149 568	40 631	190 199	78.6	8.0
	T	256 964	22 220	279 184	61 126	340 310	82.0	8.0
Mat South	M	109,807	9 315	119 122	27 485	146 607	81.3	7.8
	F	141,834	13 321	155 155	33 832	188 987	82.1	8.6
	T	251,640	22 636	274 276	61 317	335 593	81.7	8.3
Midlands	M	329 317	11 016	340 333	51 532	391 865	86.8	3.2
	F	335 490	40 465	375 955	69 561	445 516	84.4	10.8
	T	664 807	51 481	716 288	121 093	837 381	85.5	7.2
Masvingo	M	258 202	9 860	268 062	44 858	312 920	85.7	3.7
	F	321 822	20 871	342 693	56 178	398 871	85.9	6.1
	T	580 026	30 731	610 757	101 036	711 793	85.8	5.0
Harare	M	440 767	91 028	531 795	93 263	625 058	85.1	17.1
	F	324 144	199 987	524 131	171 803	695 934	75.3	38.2
	T	764 911	291 015	1 055 926	265 066	1 320 992	79.9	27.6
Bulawayo	M	104 077	31 343	135 420	32 566	167 986	80.6	23.1
	F	85 185	72 921	158 106	57 192	215 298	73.4	46.1
	T	189 262	104 264	293 526	89 758	383 284	76.6	35.5
Rural	M	1 762 264	62 985	1 825 249	270 785	2 096 034	87.1	3.5
	F	1 963 084	113 672	2 076 756	360 913	2 437 669	85.2	5.5
	T	3 725 349	176 656	3 902 005	631 698	4 533 703	86.1	4.5
Urban	M	780 214	160 124	940 338	184 654	1 124 992	83.6	17.0
	F	594 502	378 663	973 165	333 073	1 306 238	74.5	38.9
	T	1 374 717	538 787	1 913 504	517 727	2 431 231	78.7	28.2
Zimbabwe	M	2 542 479	223 108	2 765 587	455 438	3 221 025	85.9	8.1
	F	2 557 587	492 335	3 049 922	693 986	3 743 908	81.5	16.1
	T	5 100 065	715 444	5 815 509	1 149 424	6 964 933	83.5	12.3

Table 4.7: Percent Distribution of Usual Status of the Economically Inactive Population Aged 15 years and Above by Province, Urban/Rural and Sex, Zimbabwe 2011 LFCLS

Province	Sex	Student	Household duties	Disabled	Sick/ill	Retired	Income recipient	Caring for the sick	Other	Not Stated	Total Percent	Total Population
Manicaland	M	54.3	5.4	4.5	26.6	3.3	0.0	0.5	2.9	2.5	100	38 358
	F	39.8	24.9	2.6	24.3	0.0	0.5	1.3	5.2	1.3	100	67 073
	T	45.1	17.8	3.3	25.2	1.2	0.3	1.0	4.4	1.7	100	105 431
Mash Central	M	66.3	6.9	4.5	12.7	1.2	2.0	0.0	5.4	1.1	100	43 646
	F	52.6	22.3	3.5	12.7	2.1	0.0	0.3	6.5	0.0	100	51 592
	T	58.9	15.3	4.0	12.7	1.7	0.9	0.2	6.0	0.5	100	95 238
Mash East	M	58.9	11.7	1.8	20.9	2.3	0.5	0.5	3.1	0.5	100	50 917
	F	35.0	31.4	3.2	24.7	0.4	1.0	0.4	3.9	0.0	100	68 921
	T	45.1	23.0	2.6	23.1	1.2	0.8	0.4	3.6	0.2	100	119 838
Mash West	M	69.2	5.9	6.4	9.2	2.5	0.7	0.0	5.7	0.3	100	52 319
	F	39.7	32.4	0.7	14.9	0.3	0.0	1.2	9.8	1.1	100	77 203
	T	51.6	21.7	3.0	12.6	1.2	0.3	0.7	8.2	0.7	100	129 522
Mat North	M	36.0	25.6	5.2	19.4	0.0	0.0	0.0	9.7	4.0	100	20 495
	F	34.0	30.6	3.9	19.8	1.1	0.0	0.0	9.5	1.0	100	40 631
	T	34.7	29.0	4.3	19.6	0.7	0.0	0.0	9.6	2.0	100	61 126
Mat South	M	57.4	10.1	4.8	11.8	6.9	1.9	0.0	7.1	0.0	100	27 485
	F	44.1	24.2	4.8	12.3	2.3	0.0	0.5	10.1	1.9	100	33 832
	T	50.1	17.9	4.8	12.1	4.4	0.9	0.3	8.7	1.0	100	61 317
Midlands	M	73.3	4.7	2.6	14.9	1.1	0.0	0.0	2.6	0.7	100	51 532
	F	48.2	19.1	3.4	18.6	0.0	0.0	0.9	7.7	2.1	100	69 561
	T	58.9	13.0	3.1	17.0	0.5	0.0	0.5	5.5	1.5	100	121 093
Masvingo	M	60.9	9.3	4.0	17.4	2.6	0.7	0.0	3.7	1.4	100	44 858
	F	39.5	31.6	2.8	18.0	1.2	0.0	0.6	5.6	0.6	100	56 178
	T	49.0	21.7	3.3	17.7	1.8	0.3	0.4	4.8	0.9	100	101 036
Harare	M	73.7	4.0	1.2	6.3	7.2	0.5	0.0	4.0	3.2	100	93 263
	F	44.5	33.8	0.7	6.9	2.5	4.3	0.7	4.5	2.2	100	171 803
	T	54.8	23.3	0.9	6.6	4.2	2.9	0.5	4.3	2.5	100	265 066
Bulawayo	M	67.6	8.7	1.5	7.4	6.8	4.0	0.0	0.0	3.9	100	32 566
	F	47.2	33.8	0.6	7.1	1.8	3.7	1.1	3.8	0.8	100	57 192
	T	54.6	24.7	0.9	7.3	3.6	3.8	0.7	2.4	2.0	100	89 758
Rural	M	58.6	8.9	4.5	19.7	1.6	0.2	0.2	5.2	1.0	100	270 785
	F	40.1	25.3	2.9	21.3	0.9	0.2	0.6	8.2	0.5	100	360 913
	T	48.0	18.3	3.6	20.6	1.2	0.2	0.4	6.9	0.8	100	631 698
Urban	M	73.8	6.0	1.6	4.7	6.8	1.8	0.0	2.5	2.7	100	184 654
	F	45.6	33.8	1.3	7.7	1.7	2.9	1.0	3.9	2.1	100	333 073
	T	55.6	23.9	1.4	6.7	3.5	2.5	0.6	3.4	2.3	100	517 727
Zimbabwe	M	64.8	7.7	3.3	13.7	3.7	0.9	0.1	4.1	1.7	100	455 438
	F	42.7	29.4	2.2	14.8	1.3	1.5	0.8	6.2	1.3	100	693 986
	T	51.4	20.8	2.6	14.3	2.2	1.3	0.5	5.3	1.4	100	1 149 424

Note: M – Male F – Female T - Total

Chapter 5: Characteristics of the Employed

5.1 Introduction

The currently employed population comprises all persons 15 years and above, who during the reference period met the following requirements:

- (a) Performed some work for pay, profit or family gain, in cash or in kind;
- (b) Usually work but happened to be temporarily absent from work because of leave, sickness, bad weather, industrial disputes or transport constraints.

The 2011 LFCLS collected information on the main job and secondary job. The International Labour Organization defines a job as a set of related tasks and activities that a person carries out for payment in cash or in kind, for profit or family gain. If a person had more than one job, the main job was the one where a person normally spends most of her or his working time (or is expected to do so under her or his work contract).

This chapter discusses the characteristics of the currently employed population in their main job.

5.2 Employment to Population Ratio

The employment to population ratio refers to the proportion of the working age population (15 years and above) who are employed. The ratio indicates the extent to which the economy uses the productive potential of males and females. This ratio is one of the employment indicators for Millennium Development Goals (Target 1b) – Achieve full and productive employment and decent work for all, including women and young people.

Table 5.1 shows that the employment to population ratio for Zimbabwe was 78 percent. The national employment-to-population ratio declined from 79.03 percent recorded in 2004. Male employment to population ratio in Zimbabwe was 84 percent while for female it was 73 percent. The employment to population ratio was higher in rural (87.9 percent) than in urban areas (59.4 percent).

The employment to population ratio by province varied from 51 percent in Bulawayo to 88 percent in Mashonaland Central. Provincial employment to population ratios for females ranged from 41 percent in Bulawayo to 86 percent each in Masvingo and Mashonaland Central while for males it ranged from 63 percent in Bulawayo to 90 percent in Manicaland and Mashonaland Central. Large differentials between male and female employment to population ratios were observed in the urban provinces of Harare (73.6 percent for male against 50.7 percent for female) and Bulawayo (63.2 percent for male against 40.9 percent for female).

5.3 Age Distribution

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

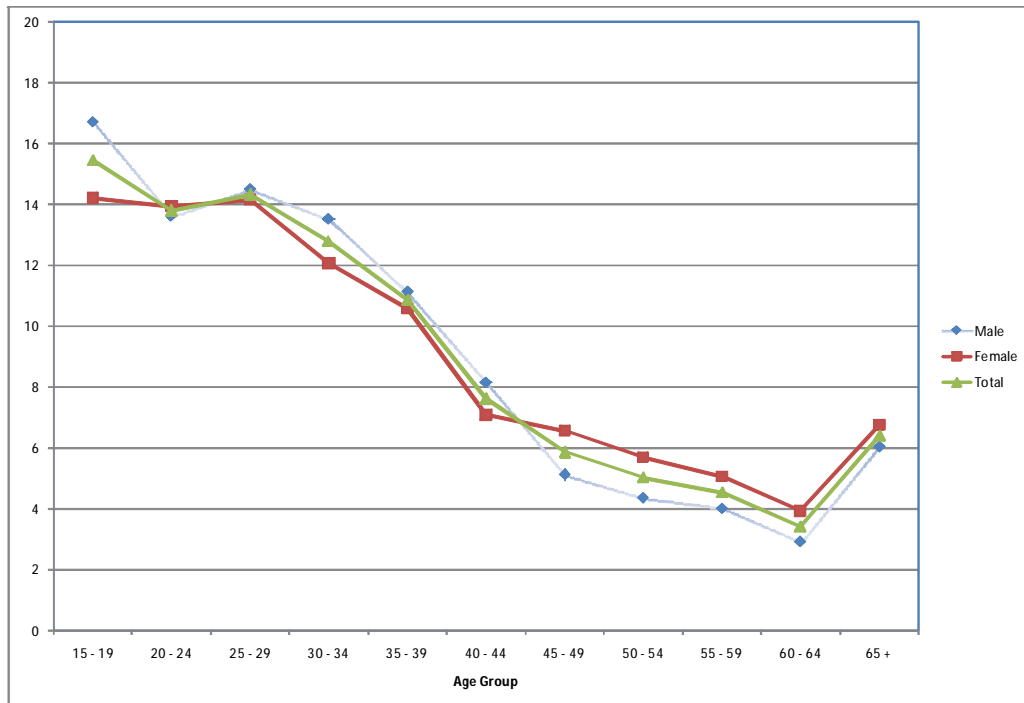


Figure 5. 1: Percent Distribution of Currently Employed Population Aged 15 Years and Above, Zimbabwe 2011 LFCLS

The 15 to 19 years age group for both males (16.7 percent) and females (14.2 percent) provided the largest contribution to the employed. Between ages 25 to 44 years, the percent contribution to the employed is higher for males than for females while for ages 45 to 65 years and above, the percentage contribution of female employed exceeded that of males.

5.4 Educational Profile

The percent distribution of employed population by level of education is presented in *Tables 5.2a* and *b*. The tables show that about 29 percent of the employed population had completed secondary education as their highest level of education, 20 percent had some secondary education, 18 percent had completed primary and 17 percent had some primary education. Eleven percent of the currently employed population had tertiary education. Within the levels of education: no primary education, some primary education and completed primary, there were more females than males. For higher levels of education completed, secondary education and tertiary education, there were more males than females indicating that women still have to attain higher levels of education.

5.5 Status in Employment

Knowing the number of persons working on their own or for others is critical in determining the structure and functioning of the labour market. Jobs are classified with respect to the type of explicit or implicit contract of employment of the person with other persons or organizations. The employed population was sub-categorized as follows: paid employee - permanent, paid employee - casual/temporary/contract/seasonal, employer, own account worker (communal, resettlement & peri-urban farmer), own account worker (other) and contributing family worker.

Of all the employed persons, 61 percent were own account worker (communal, resettlement & peri-urban farmer), 16 percent were paid employee- permanent and 13 percent were own account worker (other). (see *Tables 5.3a*)

Table 5.3b reveals that females dominated the own account worker (communal, resettlement & peri-urban farmer), own account worker (other) and contributing family worker categories. These work arrangements usually lack social protection, and pay is usually too low to generate savings.

Own-account workers and contributing family workers are summed together to produce a classification of “vulnerable employment”, an indicator of the Millennium Development Goals employment targets. In Zimbabwe, 75 percent of the employed population were in vulnerable employment. Sixty-six percent of males and 83 percent of females were in vulnerable employment. Definitions on status in employment are in *Appendix B*.

5.6 Skill Level

Tables 5.4a and b show that about 83 percent of the employed population was unskilled, 6 percent were skilled, 5 percent were semi-skilled and 5 percent were professionals. Within the unskilled group, about 54 percent were female. Within professionals there were more males (59.3 percent) than females (40.7 percent). The low skill level for females could explain why more females than males are in vulnerable employment. See *Appendix B* for definitions on skill levels.

5.7 Institutional Sector

Institutional Sector refers to the legal and social organization and institutional status of the establishment in which the individual works. The set up were sub-categorized as follows: private, central government, local government, parastatals, private households, co-operative, non-governmental organizations and other establishments.

Tables 5.5a and b present the employed population by institutional sector and sex. The private household sector which comprises of communal farmers and paid domestic workers accounted for 68 percent of the employed persons while the private sector employed almost 25 percent. The public sector comprising of the central government, local government and parastatals employed nearly 7 percent with the other remaining institutional sectors employing the rest. In all the institutional sectors, besides the private households, more males were employed than females.

5.8 Industrial Sector

The distribution of the employed population in 2011 by industrial sector, presented in Table 5.6a, shows that about 66 percent of the employed were in agriculture, forestry and fishing followed by wholesale and retail trade; repair of motor vehicles and motorcycles at 10 percent. In comparison to the 2004 LFS, employment in agriculture, forestry and fishing increased by a percentage point, whilst wholesale and retail trade; repair of motor vehicles and motorcycles has displaced manufacturing as the second largest employer.

Table 5.6b shows that there were more females than males in 8 of the 21 industries, namely; agriculture, forestry and fishing; wholesale and retail trade, repair of motor vehicles and motorcycles; accommodation and food service activities; education; human health and social work activities; other service activities; activities of households as employers and activities of extraterritorial organizations and bodies.

5.9 Occupation

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

From Table 5.7a on employed population by occupational categories, about 62 percent of the employed population was skilled agricultural, forestry and fishery workers followed by 11 percent of employees in elementary occupations. The same pattern was observed in 2004, where 62 percent of the employed persons were also in agriculture. (CSO, 2006).

Table 5.7b shows that there were more females than males in the occupations of professionals, service and sales workers and skilled agricultural, forestry and fishery workers.

5.10 Work Related Income

The 2011 LFCLS collected work related income information from all the currently employed persons. This section has limited its analysis to only paid employees. *Table 5.8a* shows the distribution of currently employed paid employees by kind of income received in May 2011, the month preceding the survey. Ninety percent of the paid employees reported receiving their income as cash only and 6 percent reported receiving their income as both in cash and in kind in the month preceding the survey. Two percent reported receiving no income for work done in May 2011.

The distribution of cash received by paid employees who indicated that the kind of income received in the month preceding the survey was cash only or both in cash and in kind is shown in *Table 5.8b*. For paid employees who received cash in the month preceding the survey, 32 percent reported receiving in cash US\$100 and below, 26 percent amounts from US\$101 to US\$200 and 27 percent received amounts from US\$201 to US\$300. Forty-two percent of female paid employees and 28 percent of males reported receiving US\$100 and below in cash.

The poverty datum lines (PDLs) represents the cost of a given standard of living that must be attained if a person is deemed not to be poor. There are two measures of standards of living, the food poverty lines (FPL) and the total consumption poverty lines (TCPL). The 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. An individual whose total consumption expenditure does not exceed the food poverty line is deemed to be very poor. The FPL for a person in May 2011 was US\$30.48, indicating that about 67 percent of the paid employees were above the FPL.

Another measure of the standard of living is the total consumption poverty line (TCPL), 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 total consumption poverty line is deemed to be poor.

The estimated TCPL per person per month for May 2011 was about US\$100, indicating that more than 67 percent of the employed population received an income more than the TCPL during the reference month. An average household in Zimbabwe was estimated to consist of five persons. The FPL and TCPL for five persons were US\$152.38 and US\$497.84, respectively. The percentage of the paid employees who received an income above the FPL and TCPL for five persons was, 42 and 6 percent, respectively.

For those who were currently employed and had indicated that the kind of income they had received was in the form of in kind only or both in cash and in kind, were asked to value the

income received in kind. From *Table 5.8c*, 97 percent of paid employees reported the value of income received in kind as from US\$1 to US\$200.

5.11 Hours Worked

The employed population were asked how many hours (including overtime) they worked during the reference period. Information on working hours is critical as it sheds light on labour utilization. The hours of work distribution can take the form of under-employed or excessive hours of work. The decent work indicator relating to excessive hours is defined as the proportion of the employed who are working more than 48 hours a week. The threshold is based on ILO Conventions.

Results from the 2011 LFCLS showed that about 30 percent of the employed population work excessive hours according to the information in *Table 5.9*. Thirty-seven percent of the males and 24 percent of females worked excessive hours. The gender difference could be explained by the fact that most females are also engaged in household chores which are considered as non-economic activities, hence, are not included in measurement of working time and yet they are likely to be over-burdened.

In relation to the institutional sector, cooperatives had 51 percent of the employees working excessive hours closely followed by those in the private sector at 49 percent. The private household sector had the least number of persons (22.5 percent) working more than 48 hours. The low percentage in the private household sector could be explained by the seasonality of communal agriculture. Further details on hours worked are covered in *Chapter 7* on Underemployment.

5.12 Share of Women in Wage Employment in the Non-Agricultural Sector

The indicator is defined as a proportion of female workers in wage employment (paid employment) in the non-agriculture sector in relation to the total wage employment in the non-agricultural sector. The indicator seeks to address the MDG Goal 3: Promote gender equality and empower women. The indicator measures the degree to which women have equal access to paid employment, which affects their integration into the monetary economy.⁵

From *Table 5.10*, the share of women in wage employment in the non-agricultural sector was 34 percent. In relation to the industrial sectors the share of women in wage employment was 87 percent in the activities of households as employers, 64 percent in Human health and social work activities whilst Education had 55 percent. Mining and quarrying sector had the least share of women in paid employment at 2 percent.

⁵ Guide to the new Millennium Development Goals Employment Indicators: including the full set of Decent Work Indicators, International Labour Office.- Geneva: ILO, 2009

5.13 Conclusion

The 2011 LFCLS showed that 78 percent of the working age population was employed. The employment to population ratio was higher in rural than in urban areas with Mashonaland Central recording the highest employment- to- population ratio of 88 percent. In urban provinces, the male ratios were higher than female ratios. Eighty-four percent of the employed population had either attained primary or secondary as the highest level of education completed. Three out of every four employed persons were in vulnerable employment. The survey showed that the agriculture sector is still the dominant sector with 66 percent of the currently employed persons in this sector. The survey also revealed that 30 percent of the employed work excessive hours. The share of women in wage employment in the non-agricultural sector was 34 percent.

Table 5.1: Percent Distribution of Employment to Population Ratios for Persons Aged 15 Years and Above by Province, Rural/ Urban and Sex, Zimbabwe 2011 LFCLS

Province/ Area	Sex	Employed Population	Working Age Population	Employment to population ratio
Manicaland	M	358 918	397 448	90.3
	F	412 627	493 429	83.6
	T	771 545	890 877	86.6
Mash Central	M	274 880	304 036	90.4
	F	272 538	317 534	85.8
	T	547 418	621 570	88.1
Mash East	M	306 646	352 692	86.9
	F	316 473	403 962	78.3
	T	623 118	756 654	82.4
Mash West	M	323 715	372 620	86.9
	F	303 239	394 177	76.9
	T	626 954	766 797	81.8
Mat North	M	129 724	150 110	86.4
	F	143 054	190 199	75.2
	T	272 778	340 309	80.2
Mat South	M	114 566	146 606	78.1
	F	143 074	188 987	75.7
	T	257 640	335 593	76.8
Midlands	M	350 206	392 433	89.2
	F	350 522	446 084	78.6
	T	700 727	838 517	83.6
Masvingo	M	279 440	312 921	89.3
	F	344 250	398 872	86.3
	T	623 689	711 793	87.6
Harare	M	459 807	625 058	73.6
	F	353 038	695 935	50.7
	T	812 845	1 320 992	61.5
Bulawayo	M	106 158	167 986	63.2
	F	88 153	215 298	40.9
	T	194 312	383 284	50.7
Rural	M	1 895 666	2 096 351	90.4
	F	2 090 108	2 437 669	85.7
	T	3 985 774	4 534 020	87.9
Urban	M	808 394	1 125 560	71.8
	F	636 859	1 306 807	48.7
	T	1 445 252	2 432 367	59.4
Zimbabwe	M	2 704 060	3 221 910	83.9
	F	2 726 967	3 744 476	72.8

	T	5 431 026	6 966 386	78.0
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Table 5.2: Percent Distribution of Currently Employed Persons Aged 15 Years and Above by Level of Education and Sex, Zimbabwe 2011 LFCLS

(a)

Level of Education	Male	Female	Total
No primary education	2.5	7.4	5.0
Some primary education	14.0	19.5	16.7
Completed primary	16.9	19.6	18.3
Some secondary education	20.1	20.0	20.0
Completed secondary education	32.5	24.9	28.7
Tertiary	13.9	8.5	11.2
Not Stated	0.1	0.2	0.1
Total Percent	100	100	100
Total Number	2 704 060	2 726 967	5 431 026

(b)

Level of Education	Male	Female	Total	
			Percent	Number
No primary education	25.3	74.7	100	269 735
Some primary education	41.6	58.4	100	908 556
Completed primary	46.1	53.9	100	991 980
Some secondary education	49.9	50.1	100	1 087 546
Completed secondary education	56.5	43.5	100	1 558 234
Tertiary	62.0	38.0	100	607 438
Not Stated	28.0	72.0	100	7 537
Total	49.8	50.2	100	5 431 026

Table 5.3: Percent Distribution of Currently Employed Persons Aged 15 Years and Above by Status in Employment and Sex, Zimbabwe 2011 LFCLS

(a)

Status in Employment	Male	Female	Total
Paid employee- permanent	21.8	9.2	15.5
Paid employee- casual/temporary/contract/seasonal.	11.6	7.3	9.4
Employer	0.6	0.3	0.4
Own account worker (communal, resettlement & peri-urban farmer)	52.5	68.4	60.5
Own account worker (other)	12.8	13.6	13.2
Contributing family worker	0.6	1.2	0.9
Not Stated	0.1	0.1	0.1
Total Percent	100	100	100
Total Persons	2 704 060	2 726 967	5 431 026

(b)

Status in Employment	Male	Female	Total	
			Percent	Number
Paid employee- permanent	70.1	29.9	100	841 887
Paid employee- casual/temporary/contract/seasonal.	61.2	38.8	100	512 733
Employer	69.8	30.2	100	23 020
Own account worker (communal, resettlement & peri-urban farmer)	43.2	56.8	100	3 284 353
Own account worker (other)	48.3	51.7	100	714 873
Contributing family worker	34.6	65.4	100	48 865
Not Stated	52.8	47.2	100	5 295
Total	49.8	50.2	100	5 431 026

Table 5.4: Percent Distribution of Currently Employed Population Aged 15 Years and Above by Level of Skill and Sex, Zimbabwe 2011 LFCLS

(a)

Skill Level	Male	Female	Total
Professional	6.3	4.3	5.3
Skilled	8.2	2.8	5.5
Semi-skilled	7.1	3.2	5.2
Unskilled	77.3	88.6	82.9
Not known	0.1	0.2	0.1
Not Stated	0.9	1.0	0.9
Total Percent	100	100	100
Total Number	2 704 060	2 726 967	5 431 026

(b)

Skill Level	Male	Female	Total	
			Percent	Number
Professional	59.3	40.7	100	288 616
Skilled	74.7	25.3	100	298 568
Semi-skilled	69.1	30.9	100	279 711
Unskilled	46.4	53.6	100	4 504 873
Not known	46.4	53.6	100	7 779
Not stated	45.9	54.1	100	51 479
Total	49.8	50.2	100	5 431 026

Table 5. 5: Percent Distribution of Currently Employed Population Aged 15 Years and Above by Institutional Sector and Sex, Zimbabwe 2011 LFCLS

(a)

Institutional Sector	Male	Female	Total
Private	31.4	17.6	24.5
Central Government	5.3	3.8	4.6
Local Government	1.2	1.1	1.2
Parastatal	1.8	0.5	1.2
Private Households	59.4	76.5	68.0
Co-operative	0.2	0.0	0.1
NGOs	0.4	0.3	0.3
Other	0.1	0.1	0.1
Not Stated	0.2	0.1	0.2
Total Percent	100	100	100
Total Number	2 704 060	2 726 967	5 431 026

(b)

Institutional Sector	Male	Female	Total	
			Percent	Number
Private	63.9	36.1	100	1 328 821
Central Government	57.9	42.1	100	247 244
Local Government	51.9	48.1	100	62 604
Parastatal	79.6	20.4	100	62 658
Private Households	43.5	56.5	100	3 691 634
Co-operative	84.8	15.2	100	7 621
NGOs	58.4	41.6	100	17 044
Other	57.0	43.0	100	3 997
Not Stated	58.2	41.8	100	9 404
Total	49.8	50.2	100	5 431 026

Table 5.6: Percent Distribution of Currently Employed Population Aged 15 Years and Above by Industrial Sector and Sex, Zimbabwe 2011 LFCLS

(a)

Industrial Sector	Male	Female	Total
Agriculture, forestry and fishing	59.9	71.6	65.8
Mining and quarrying	3.6	0.3	2.0
Manufacturing	7.7	2.3	5.0
Electricity, gas, steam and air conditioning supply	0.3	0.0	0.2
Water supply; sewerage, waste management and remediation activities	0.1	0.0	0.1
Construction	3.4	0.4	1.9
Wholesale and retail trade; repair of motor vehicles and motorcycles	8.2	10.7	9.5
Transportation and storage	3.1	0.2	1.7
Accommodation and food service activities	0.5	0.6	0.6
Information and communication	0.5	0.1	0.3
Financial and insurance activities	0.5	0.3	0.4
Real estate activities	0.1	0.1	0.1
Professional, scientific and technical activities	0.4	0.3	0.4
Administrative and support service activities	2.5	0.8	1.6
Public administration and defence; compulsory social security	2.1	0.5	1.3
Education	2.8	3.4	3.1
Human health and social work activities	0.9	1.6	1.2
Arts, entertainment and recreation	0.5	0.2	0.4
Other service activities	2.3	3.6	2.9
Activities of households as employers	0.4	2.7	1.5
Activities of extraterritorial organizations and bodies	0.0	0.1	0.1
Not Stated	0.1	0.2	0.1
Total Percent	100	100	100
Total Number	2 704 060	2 726 967	5 431 026

(b)

Industrial Sector	Male	Female	Total	
			Percent	Number
Agriculture, forestry and fishing	45.4	54.6	100	3 573 893
Mining and quarrying	91.3	8.7	100	107 690
Manufacturing	77.1	22.9	100	269 826
Electricity, gas, steam and air conditioning supply	95.3	4.7	100	8 778
Water supply; sewerage, waste management and remediation activities	73.3	26.7	100	4 351
Construction	90.6	9.4	100	101 827
Wholesale and retail trade; repair of motor vehicles and motorcycles	43.3	56.7	100	514 851
Transportation and storage	93.2	6.8	100	90 630
Accommodation and food service activities	41.5	58.5	100	30 215
Information and communication	85.3	14.7	100	16 076
Financial and insurance activities	64.8	35.2	100	22 077
Real estate activities	59.4	40.6	100	4 439
Professional, scientific and technical activities	55.8	44.2	100	20 808
Administrative and support service activities	75.4	24.6	100	88 139
Public administration and defence; compulsory social security	79.9	20.1	100	70 760
Education	45.0	55.0	100	167 342
Human health and social work activities	35.8	64.2	100	67 161
Arts, entertainment and recreation	65.3	34.7	100	19 167
Other service activities	38.2	61.8	100	159 343
Activities of households as employers	13.2	86.8	100	83 605
Activities of extraterritorial organizations and bodies	38.7	61.3	100	2 806
Not Stated	41.6	58.4	100	7 242
Total	49.8	50.2	100	5 431 026

Table 5. 7: Percent Distribution of Currently Employed Population Aged 15 Years and Above by Occupational Category and Sex, Zimbabwe 2011 LFCLS

(a)

Occupation Category	Male	Female	Total
Managers	1.7	0.4	1.1
Professionals	3.8	4.1	3.9
Technicians and associate professionals	2.2	1.0	1.6
Clerical support workers	1.6	0.9	1.3
Service and sales workers	9.9	11.2	10.5
Skilled agricultural, forestry and fishery workers	54.6	68.8	61.7
Craft and related trades workers	9.0	2.3	5.6
Plant and machine operators, and assemblers	5.6	0.4	3.0
Elementary occupations	11.4	10.9	11.1
Armed forces occupations	0.3	0.0	0.2
Total Percent	100	100	100
Total Persons	2 704 060	2 726 967	5 431 026

(b)

Occupation Category	Male	Female	Total	
			Percent	Persons
Managers	79.4	20.6	100	58 747
Professionals	47.7	52.3	100	214 370
Technicians and associate professionals	67.7	32.3	100	86 013
Clerical support workers	62.4	37.6	100	68 007
Service and sales workers	46.9	53.1	100	572 777
Skilled agricultural, forestry and fishery workers	44.0	56.0	100	3 352 013
Craft and related trades workers	79.7	20.3	100	303 802
Plant and machine operators, and assemblers	93.6	6.4	100	162 111
Elementary occupations	51.0	49.0	100	605 018
Armed forces occupations	100.0	0.0	100	8 167
Total	49.8	50.2	100	5 431 026

Table 5.8: Percent Paid Employees Aged 15 Years and Above by Kind of Income Received in May 2011, Zimbabwe 2011 LFCLS

(a)

Kind of income	Male	Female	Total
None	1.9	3.1	2.3
Cash only	90.6	87.2	89.5
In kind only	0.5	1.2	0.7
Both in cash and in kind	5.5	6.3	5.8
No work done	1.3	2.2	1.6
Not Stated	0.2	0.1	0.1
Total Percent	100	100	100
Total Number	904 285	450 335	1 354 620

Table 5.8: Percent Paid Employees Aged 15 Years and Above Paid Cash Only or Both in Cash and in Kind by Cash Received in May 2011, Zimbabwe 2011 LFCLS

(b)

Cash Received	Male	Female	Total
US\$100 and below	27.5	42.2	32.3
US\$101 - US\$200	28.8	19.6	25.8
US\$201 – US\$300	27.6	25.7	27.0
US\$301 - US\$400	6.8	4.5	6.1
US\$401 - US\$500	3.2	2.2	2.9
US\$501 - US\$1000	3.6	4.0	3.8
US\$1001 - US\$3000	1.6	1.1	1.4
US\$3001 and above	0.5	0.2	0.4
Not Stated	0.3	0.3	0.3
Total Percent	100	100	100
Total Number	869 493	421 187	1 290 680

Table 5.8: Percent Paid Employees Aged 15 Years and Above Paid in Kind Only or Both in Cash and in Kind by Value of in Kind Income Received in May 2011, Zimbabwe 2011 LFCLS

(c)

Value of In Kind Income Received	Male	Female	Total
US\$100 and below	81.3	89.0	84.3
US\$101 - US\$200	15.6	7.1	12.4
US\$201 – US\$300	1.2	1.0	1.2
US\$301- US\$400	0.5	0.0	0.3
US\$3 001 and above	0.0	0.5	0.2
Not Stated	1.2	2.3	1.7
Total Percent	100	100	100
Total Number	54 729	33 654	88 383

Table 5.9: Percent Distribution of Currently Employed Population Aged 15 Years and Above by Institutional Sector, Hours Worked and Sex, Zimbabwe 2011 LFCLS

Institutional Sector	Sex	Hours						Total	
		Under 20	20 - 29	30 - 39	40 - 48	49 +	Not Stated	Percent	Number
Private	M	9.9	3.4	5.0	26.5	55.2	0.1	100	849 090
	F	24.1	7.6	6.9	22.5	38.7	0.1	100	479 976
	T	15.1	4.9	5.7	25.1	49.2	0.1	100	1 329 066
Central Government	M	4.7	1.4	5.9	43.7	44.4	0.0	100	143 123
	F	6.1	2.7	6.4	54.0	30.8	0.0	100	104 121
	T	5.3	2.0	6.1	48.0	38.7	0.0	100	247 244
Local Government	M	10.4	4.6	6.9	41.5	36.3	0.2	100	32 521
	F	12.3	10.4	9.3	30.9	37.1	0.0	100	30 083
	T	11.4	7.4	8.1	36.4	36.7	0.1	100	62 604
Parastatal	M	7.0	4.3	4.7	39.7	44.3	0.0	100	49 854
	F	7.7	0.0	2.0	69.9	20.5	0.0	100	12 804
	T	7.1	3.4	4.2	45.9	39.5	0.0	100	62 658
Private Households	M	34.8	14.9	11.1	13.2	25.8	0.1	100	1 605 302
	F	38.3	16.9	12.4	12.3	20.0	0.2	100	2 086 088
	T	36.8	16.1	11.8	12.7	22.5	0.2	100	3 691 389
Co-operative	M	3.9	0.0	11.8	30.5	53.8	0.0	100	6 460
	F	0.0	0.0	0.0	64.3	35.7	0.0	100	1 160
	T	3.3	0.0	10.0	35.6	51.0	0.0	100	7 621
NGOs	M	16.5	6.2	1.8	43.8	31.6	0.0	100	9 956
	F	21.1	5.1	0.0	32.9	41.0	0.0	100	7 088
	T	18.4	5.7	1.1	39.3	35.5	0.0	100	17 044
Other	M	19.3	0.0	22.6	29.1	29.1	0.0	100	2 278
	F	19.8	0.0	15.7	38.5	25.9	0.0	100	1 719
	T	19.5	0.0	19.6	33.1	27.7	0.0	100	3 997
Not Stated	M	22.6	0.0	6.0	30.1	37.0	4.3	100	5 476
	F	49.4	0.0	9.5	0.0	1.7	39.3	100	3 927
	T	33.8	0.0	7.5	17.5	22.3	19.0	100	9 404
Total	M	24.4	10.2	8.7	20.0	36.6	0.1	100	2 704 060
	F	34.1	14.5	11.1	16.3	23.9	0.2	100	2 726 967
	T	29.3	12.3	9.9	18.1	30.2	0.2	100	5 431 026

Table 5.10 : Percent Distribution of Share of Women in Wage (Paid) Employment in the Non-agriculture Sector by Industry, Zimbabwe 2011 LFCLS

Industrial Sector	Male	Female	Total	
			Percent	Number
Mining and quarrying	97.6	2.4	100	73 417
Manufacturing	84.8	15.2	100	153 575
Electricity, gas, steam and air conditioning supply	95.3	4.7	100	8 778
Water supply; sewerage, waste management and remediation activities	73.3	26.7	100	4 351
Construction	88.5	11.5	100	45 879
Wholesale and retail trade; repair of motor vehicles and motorcycles	70.1	29.9	100	116 578
Transportation and storage	91.4	8.6	100	69 074
Accommodation and food service activities	55.3	44.7	100	15 934
Information and communication	86.9	13.1	100	12 696
Financial and insurance activities	65.4	34.6	100	21 442
Real estate activities	48.5	51.5	100	2 730
Professional, scientific and technical activities	55.6	44.4	100	18 195
Administrative and support service activities	75.7	24.3	100	83 424
Public administration and defence; compulsory social security	79.8	20.2	100	70 328
Education	45.1	54.9	100	162 411
Human health and social work activities	36.5	63.5	100	59 408
Arts, entertainment and recreation	63.8	36.2	100	14 699
Other service activities	48.4	51.6	100	48 502
Activities of households as employers	12.8	87.2	100	77 248
Activities of extraterritorial organizations and bodies	38.7	61.3	100	2 806
Total	66.1	33.9	100	1 061 476

Chapter 6: Characteristics of the Unemployed

6.1 Introduction

The 2011 LFCLS measured the characteristics of the Unemployed as one of its objectives. These characteristics included the educational level of the unemployed, method of job search, marital status, whether previously employed or not as well as whether they were ever retrenched since the year 2004. Two definitions of unemployment were used during the survey and these are the 'Strict' and 'Broad' definition. The Strict definition refers to a person, 15 years and above, who during the reference period was without work, available for work and was seeking for work. The broad definition of unemployment excludes the condition of actively seeking employment.

6.2 Unemployment Rates

Table 6.1 presents unemployment rates for the period 1992 to 2011 and the type of definition and reference period used for calculating the unemployment rates. Using the strict definition of unemployment rate in the last 7 days preceding the survey, the 2011 LFCLS recorded an unemployment rate of 5.4 percent compared to 4.4 percent in 2004. Similarly, using the broad definition in the last 7 days, **the unemployment rate was 10.7 percent** in 2011 while it was 9.3 percent in 2004. For the broad definition using the last 12 months, the 2011 LFCLS recorded 12 percent unemployment rate as compared to 11.4 percent recorded in 2004.

Table 6.3 shows that the unemployment rate for females in 2011 was 14.5 percent while it was 6.6 for males using the broad definition of unemployment in the last 7 days.

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, strict and broad unemployment rates were 5.4 percent and 10.7 percent, respectively. In urban areas strict unemployment rate was 15.3 percent while the broad definition gave 26.1 percent. In rural areas the strict unemployment rate was 1.2 percent and the broad rate was 3.4 percent.

In rural areas, the strict unemployment rate was almost the same for both males (1.2 percent) and females (1.1 percent). In urban areas 19.1 percent of the females and 12.1 percent of the males were in the strict definition of unemployment.

6.3 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 show that slightly above 308 thousand persons were looking for a job. Of these almost 46 percent asked friends or relatives, slightly above 21 percent submitted applications to employers and around 19 percent made enquiries at either farms or factories. The results show that there has not been a change in the preferred methods of job search since 2004 as they were in that order. Almost 85 percent of job seekers were in urban areas implying there is a perception that there is a higher likelihood of getting a job in urban areas than rural areas.

6.4 Age

Figure 6.1 shows broadly defined unemployment rates by age group and sex. Broad unemployment rates for females were higher compared to those of males for all age groups except for population aged 60 years and above. Unemployment rate for both sexes was highest for age group 20-24 years (about 20 percent) after which unemployment rate decreased with age though with some fluctuations at age group 60-64 years.

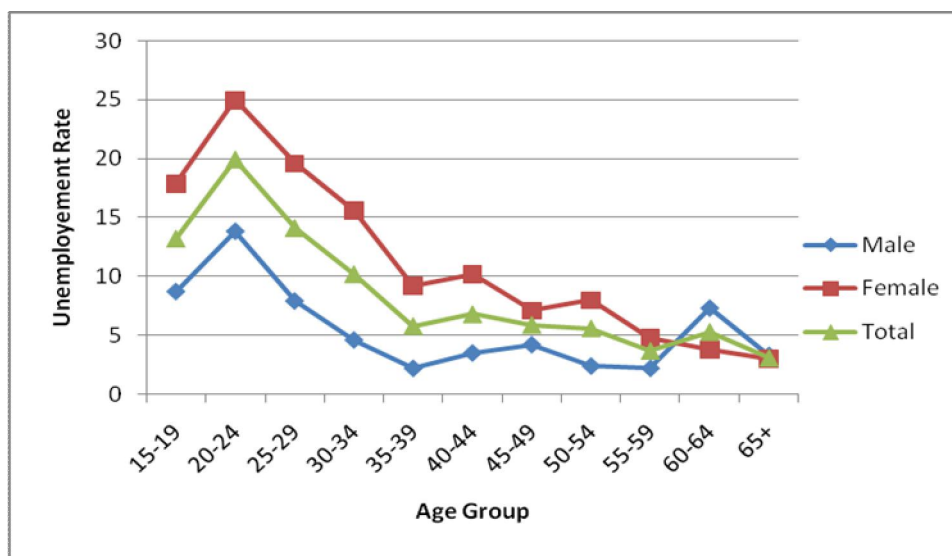


Figure 6.1: Broad Unemployment Rate by Age Group and Sex, Zimbabwe 2011 LFCLS

Figure 6.2 and Table 6.3 show that for all age groups, the broad unemployment rates were higher in urban areas than in rural areas. A similar observation is made for strict unemployment rate. The findings are in contrast to those of the 2004 LFCLS where broad unemployment rates were higher in rural areas than urban areas.

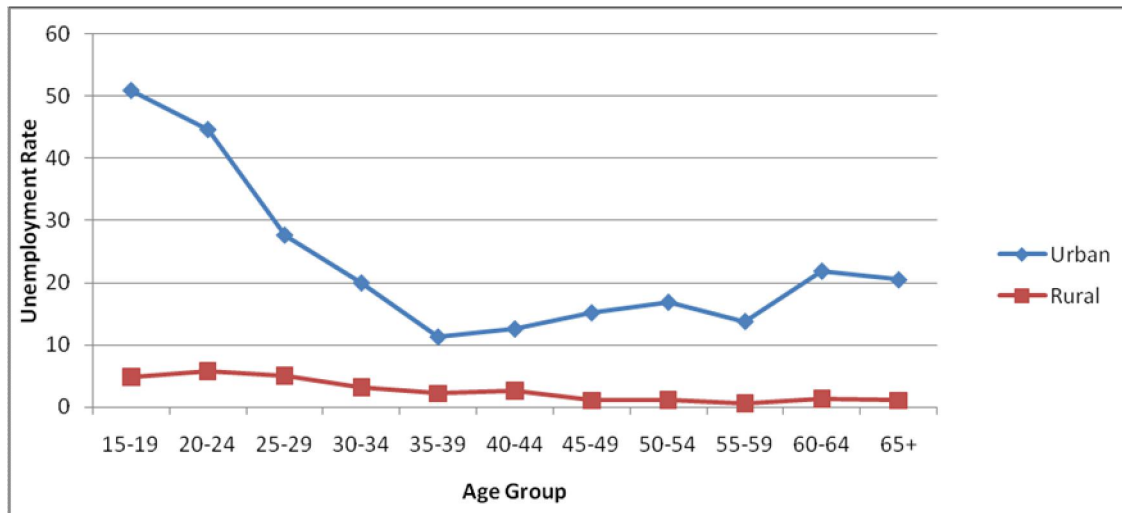


Figure 6.2: Broad Unemployment Rate by Age Group and Rural/ Urban, Zimbabwe 2011 LFCLS

6.5 Youth Unemployment

For the purpose of this report, youth has been divided into two age categories 15 to 24 years and 15 to 34 years. This is in line with United Nations and African Union definitions of youth, respectively. Table 6.5 show that broad youth unemployment rate for the 15 to 24 years age group was slightly above 11 percent for males, about 22 percent for females and around 17 percent for both sexes. Youth, aged 15-24 years unemployment rate was more in urban areas (47 percent) than in rural areas (6 percent). Youth aged 15 to 24 years unemployment rates, based on the strict definition for males was close to 8 percent, around 10 percent for females and about 9 percent for both sexes. See Table 6.6.

Table 6.7 shows the youth aged (15 to 34) years broad unemployment rate at about 20 percent for females, around 9 percent for males and close to 15 percent for both sexes. It was higher for urban areas (34 percent) as compared to around 5 percent for rural areas.

6.6 Educational Characteristics

Table 6.8 shows broad unemployment rates by level of education and sex. For males, unemployment rates were highest (9 percent) for those who have completed secondary level of education and the same scenario for females at 25 percent. For both sexes the unemployment rate was highest (17 percent) for those with secondary level of education. Figure 6.3 shows broad unemployment rate by level of education and sex.

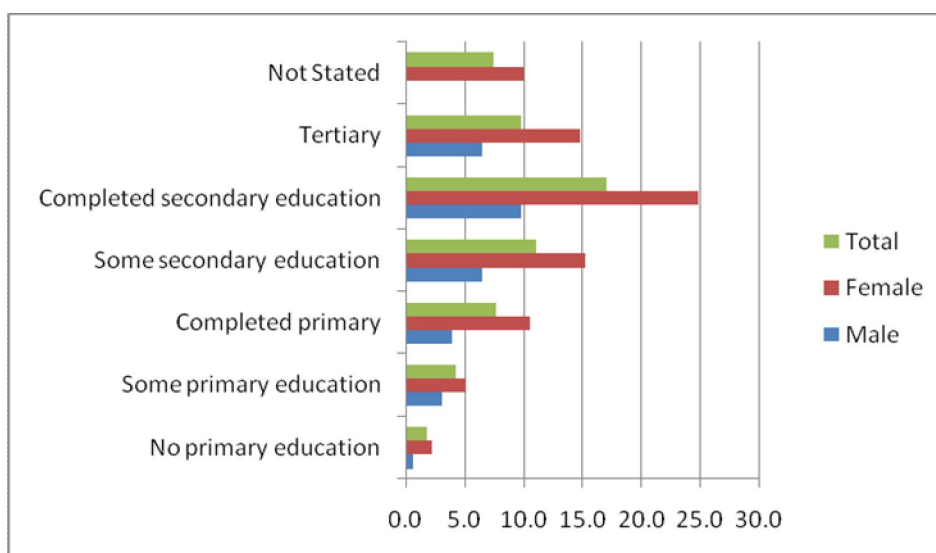


Figure 6.3: Broad Unemployment Rate by Level of Education and Sex, Zimbabwe 2011 LFCLS

6.7 Marital Status

Table 6.9 presents the distribution of the unemployed (broad) population by marital status and sex. The unemployed rate was highest for the married persons (54.3) followed by those who were never married at 36 percent. For the males who were unemployed, 63 percent were never married and 32 percent were married. For the unemployed females, close to 64 percent were married while slightly above five percent were widowed.

6.8 Unemployed but Previously Employed Persons

Slightly above 53 percent of the 653 thousand currently unemployed persons were previously employed. See Table 6.10. Of the unemployed females 51 percent were previously employed. The group comprised of 32 percent males and 68 percent females.

6.9 Conclusion

About 653 thousand persons were without jobs and were available for work, giving a broad unemployment rate of around 11 percent, using the 7 days reference period. Fifty-three percent of the persons in broad unemployment were previously employed. About 308 thousand were actively looking for work, giving a strict unemployment rate of five percent. The 12 months usual unemployment rate was 12 percent. Unemployment rates were highest for the youths, those with secondary education and higher education and residing in urban areas.

Table 6.1: Unemployment Rates, Type of Definition and Reference Period Used for Calculating Unemployment Rates, 1992 – 2011

Year	Labour Force			Unemployed			Unemployment Rate			Definition	Reference Period
	Male	Female	Total	Male	Female	Total	Male	Female	Total		
1992	2 123 858	1 377 940	3 501 798	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	4 403 696	237 952	109 209	347 161	10.2	5.3	7.9	Strict	7 days
1994			4 921				6.8	3.0	5.0	Strict	7 days
1997	2 513 959	2 407 072	4 921 031	219 386	121 758	341 144	8.7	5.1	6.9	Strict	12 months
1999	2 572 889	2 390 373	4 963 262	187 142	110 669	297 811	7.3	4.6	6.0	Strict	7 days
2002	2 568 171	2 271 340	4 839 511	-	-	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	5 375 318	118 506	117 550	236 056	4.3	0.0	4.4	Strict	7 days
2004 ²	2 827 946	2 836 978	5 664 924	188 696	340 141	528 837	6.8	12.0	9.3	Broad	7 days
2004 ³	2 639 146	2 698 654	5 337 800	223 983	385 654	609 637	8.5	14.3	11.4	Broad	12 months
2011 ¹	2 838 271	2 900 834	5 739 104	134 211	173 867	308 078	4.7	6.0	5.4	Strict	7 days
2011 ²	2 895 666	3 188 101	6 083 767	191 606	461 135	652 741	6.6	14.5	10.7	Broad	7 days
2011 ³	2 765 587	3 049 922	5 815 509	223 108	492 335	715 443	8.1	16.1	12.3	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 aged 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 aged 15 years and above who, during the reference period were: - without work and currently available for work

Twelve months Unemployed persons are persons aged 15 years and above who during the reference period were: without work and usually available for work

Source: 2002 Population Census; 1987 & 1997 Inter Censal Demographic Survey (ICDS);
1993 Indicator Monitoring Survey (IMS);
1994 LFS, 1999 LFS, 2004 LFS & 2011LFCLS

Table 6.2: Strictly Unemployed Population Aged 15 Years and Above by Age Group and Sex, Zimbabwe 2011 LFS

Age Group	Labour Force			Strictly Unemployed			Strict Unemployment Rates		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Rural									
15 - 19	429 761	335 639	765 400	5 100	6 221	11 321	1.2	1.9	1.5
20 - 24	275 761	298 365	574 127	6 409	6 138	12 547	2.3	2.1	2.2
25 - 29	249 521	275 912	525 433	4 503	6 314	10 817	1.8	2.3	2.1
30 - 34	218 250	227 419	445 669	2 982	3 289	6 272	1.4	1.4	1.4
35 - 39	175 126	196 682	371 808	2 229	758	2 987	1.3	0.4	0.8
40 - 44	119 168	134 570	253 738	489	230	719	0.4	0.2	0.3
45 - 49	90 163	130 764	220 927	401	205	606	0.4	0.2	0.3
50 - 54	78 222	127 591	205 813	825		825	1.1	0.0	0.4
55 - 59	75 592	119 945	195 536	0	0	0	0.0	0.0	0.0
60 - 64	61 229	95 344	156 573		438	438	0.0	0.5	0.3
65 +	146 198	171 469	317 667	386		386	0.3	0.0	0.1
Total	1 918 992	2 113 700	4 032 692	23 325	23 592	46 918	1.2	1.1	1.2
Urban									
15 - 19	46 741	78 393	125 134	19 466	20 304	39 770	41.6	25.9	31.8
20 - 24	136 519	138 668	275 187	37 759	50 539	88 297	27.7	36.4	32.1
25 - 29	170 141	148 032	318 173	23 292	31 954	55 246	13.7	21.6	17.4
30 - 34	161 774	123 253	285 027	11 610	18 307	29 917	7.2	14.9	10.5
35 - 39	130 477	106 430	236 907	2 884	13 841	16 724	2.2	13.0	7.1
40 - 44	107 094	64 551	171 645	5 724	5 876	11 600	5.3	9.1	6.8
45 - 49	50 538	51 280	101 817	2 186	2 562	4 748	4.3	5.0	4.7
50 - 54	41 974	31 778	73 752	1 844	4 275	6 118	4.4	13.5	8.3
55 - 59	33 690	18 818	52 507	848	1 023	1 871	2.5	5.4	3.6
60 - 64	20 290	12 611	32 902	2 829	526	3 356	13.9	4.2	10.2
65 +	20 042	13 320	33 362	2 444	1 068	3 513	12.2	8.0	10.5
Total	919 279	787 134	1 706 413	110 886	150 275	261 160	12.1	19.1	15.3
Zimbabwe									
15 - 19	476 502	414 033	890 534	24 567	26 525	51 092	5.2	6.4	5.7
20 - 24	412 280	437 034	849 314	44 167	56 677	100 844	10.7	13.0	11.9
25 - 29	419 662	423 944	843 607	27 795	38 267	66 062	6.6	9.0	7.8
30 - 34	380 024	350 672	730 696	14 592	21 597	36 189	3.8	6.2	5.0
35 - 39	305 604	303 112	608 715	5 113	14 598	19 711	1.7	4.8	3.2
40 - 44	226 262	199 121	425 382	6 214	6 106	12 320	2.7	3.1	2.9
45 - 49	140 701	182 043	322 744	2 588	2 766	5 354	1.8	1.5	1.7
50 - 54	120 196	159 369	279 566	2 668	4 275	6 943	2.2	2.7	2.5
55 - 59	109 281	138 762	248 043	848	1 023	1 871	0.8	0.7	0.8
60 - 64	81 520	107 955	189 474	2 829	965	3 794	3.5	0.9	2.0
65 +	166 240	184 789	351 029	2 831	1 068	3 899	1.7	0.6	1.1
Total	2 838 271	2 900 834	5 739 104	134 211	173 867	308 078	4.7	6.0	5.4

Table 6.3: Broadly Unemployed Population Aged 15 Years and Above by Age Group and Sex, Zimbabwe 2011 LFS

Area/Age Group	Labour Force			Unemployed			Unemployment Rates		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Rural									
15 - 19	436 275	357 041	793 316	11 615	27 622	39 237	2.7	7.7	4.9
20 - 24	278 959	317 053	596 011	9 606	24 825	34 431	3.4	7.8	5.8
25 - 29	251 444	290 227	541 671	6 426	20 628	27 054	2.6	7.1	5.0
30 - 34	218 794	235 311	454 105	3 527	11 180	14 707	1.6	4.8	3.2
35 - 39	176 240	200 703	376 943	3 344	4 779	8 122	1.9	2.4	2.2
40 - 44	119 492	140 314	259 806	813	5 975	6 788	0.7	4.3	2.6
45 - 49	90 255	132 461	222 716	493	1 901	2 395	0.5	1.4	1.1
50 - 54	78 222	129 269	207 492	825	1 679	2 503	1.1	1.3	1.2
55 - 59	75 592	121 191	196 783	0	1 247	1 247	0.0	1.0	0.6
60 - 64	62 077	96 197	158 274	848	1 292	2 140	1.4	1.3	1.4
65 +	147 133	173 663	320 795	1 321	2 193	3 514	0.9	1.3	1.1
Total	1 934 483	2 193 430	4 127 913	38 817	103 322	142 139	2.0	4.7	3.4
Urban									
15 - 19	58 925	115 237	174 161	31 650	57 147	88 797	53.7	49.6	51.0
20 - 24	148 116	189 768	337 884	49 356	101 638	150 994	33.3	53.6	44.7
25 - 29	174 143	189 456	363 598	27 293	73 377	100 671	15.7	38.7	27.7
30 - 34	164 347	154 521	318 868	14 183	49 576	63 758	8.6	32.1	20.0
35 - 39	131 079	117 030	248 109	3 485	24 441	27 926	2.7	20.9	11.3
40 - 44	108 537	74 665	183 202	7 168	15 990	23 157	6.6	21.4	12.6
45 - 49	53 983	60 444	114 427	5 632	11 726	17 358	10.4	19.4	15.2
50 - 54	42 208	39 225	81 432	2 077	11 721	13 798	4.9	29.9	16.9
55 - 59	35 233	23 539	58 772	2 392	5 745	8 136	6.8	24.4	13.8
60 - 64	22 785	15 061	37 846	5 323	2 977	8 300	23.4	19.8	21.9
65 +	21 827	15 727	37 555	4 230	3 476	7 706	19.4	22.1	20.5
Total	961 182	994 672	1 955 854	152 789	357 813	510 602	15.9	36.0	26.1
Zimbabwe									
15 - 19	495 200	472 277	967 477	43 265	84 770	128 035	8.7	17.9	13.2
20 - 24	427 075	506 821	933 895	58 962	126 464	185 425	13.8	25.0	19.9
25 - 29	425 587	479 683	905 269	33 719	94 006	127 725	7.9	19.6	14.1
30 - 34	383 141	389 832	772 973	17 709	60 756	78 465	4.6	15.6	10.2
35 - 39	307 319	317 733	625 052	6 829	29 219	36 048	2.2	9.2	5.8
40 - 44	228 029	214 979	443 008	7 981	21 964	29 945	3.5	10.2	6.8
45 - 49	144 239	192 905	337 143	6 125	13 628	19 753	4.2	7.1	5.9
50 - 54	120 430	168 494	288 924	2 902	13 399	16 301	2.4	8.0	5.6
55 - 59	110 825	144 730	255 555	2 392	6 992	9 383	2.2	4.8	3.7
60 - 64	84 862	111 259	196 120	6 171	4 269	10 440	7.3	3.8	5.3
65 +	168 960	189 390	358 350	5 551	5 669	11 220	3.3	3.0	3.1
Total	2 895 666	3 188 101	6 083 767	191 606	461 135	652 741	6.6	14.5	10.7

Table 6.4 : Percent Strict Unemployed Population Aged 15 Years and Above by Rural/Urban, Main Method of Job Search in the Last 30 Days and Sex, Zimbabwe 2011 LFS

Area/Sex	Registered or checked at any employment agency	Applied to employers, responded or placed advertisements	Enquired at farms, factories or work sites	Asked friends or relatives about work	Seeking self-employment	Looked for work by other means	Not stated	Percent Total Number	
Rural									
Male	0.4	14.7	32.2	40.5	12.1	0.0	0.0	100	23 325
Female	5.7	5.4	11.1	64.6	13.2	0.0	0.0	100	23 592
Total	3.1	10.0	21.6	52.6	12.7	0.0	0.0	100	46 918
Urban									
Male	8.6	25.8	27.1	33.1	4.0	1.0	0.4	100	110 886
Female	8.1	21.5	12.8	52.8	4.1	0.3	0.3	100	150 275
Total	8.3	23.3	18.9	44.4	4.1	0.6	0.3	100	261 160
Zimbabwe									
Male	7.2	23.8	28.0	34.4	5.4	0.9	0.3	100	134 211
Female	7.8	19.3	12.6	54.4	5.3	0.2	0.3	100	173 867
Total	7.5	21.3	19.3	45.7	5.4	0.5	0.3	100	308 078

Table 6.5: Youth Aged 15-24 Years Unemployment Rate (Broad) by Age Group, Rural/Urban and Sex, Zimbabwe 2011 LFS

Area/Age Group	Labour Force			Broadly Unemployed			Broad Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Rural									
15 - 19	436 275	357 041	793 316	11 615	27 622	39 237	2.7	7.7	4.9
20 - 24	27 895	317 053	596 011	9 606	24 825	34 431	3.4	7.8	5.8
Total	715 234	674 094	1 389 327	21 221	52 447	73 668	3.0	7.8	5.3
Urban									
15 - 19	58 925	115 237	174 161	31 650	57 147	88 797	53.7	49.6	51.0
20 - 24	148 116	189 768	337 884	49 356	101 638	150 994	33.3	53.6	44.7
Total	207 041	305 005	512 045	81 006	158 785	239 791	39.1	52.1	46.8
Zimbabwe									
15 - 19	495 200	472 277	967 477	43 265	84 770	128 035	8.7	17.9	13.2
20 - 24	427 075	506 821	933 895	58 962	126 464	185 425	13.8	25.0	19.9
Total	922 275	979 098	1 901 372	102 227	211 234	313 460	11.1	21.6	16.5

Table 6.6: Youth Aged 15-24 Years Unemployment Rate (Strict) by Age Group, Rural/Urban and Sex, Zimbabwe 2011 LFS

Age Group	Labour Force			Strictly Unemployed			Strict Unemployment Rate		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Rural									
15 - 19	429 761	335 639	765 400	5 100	6 221	11 321	1.2	1.9	1.5
20 - 24	275 761	298 365	574 127	6 409	6 138	12 547	2.3	2.1	2.2
Total	705 522	634 004	1 339 527	11 509	12 359	23 868	1.6	1.9	1.8
Urban									
15 - 19	46 741	78 393	125 134	19 466	20 304	39 770	41.6	25.9	31.8
20 - 24	136 519	138 668	275 187	37 759	50 539	88 297	27.7	36.4	32.1
Total	183 260	217 061	400 321	57 225	70 843	128 067	31.2	32.6	32.0
Zimbabwe									
15 - 19	476 502	414 033	890 534	24 567	26 525	51 092	5.2	6.4	5.7
20 - 24	412 280	437 034	849 314	44 167	56 677	100 844	10.7	13.0	11.9
Total	888 782	851 067	1 739 848	68 734	83 202	151 936	7.7	9.8	8.7

Table 6.7: Youth Aged 15 -34 Years Unemployment Rate (Broad) by Age Group, Rural/Urban and Sex, Zimbabwe 2011 LFS

Area/Age Group	Labour Force			Broadly Unemployed			Broad Unemployment Rates		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Rural									
15 - 19	436 275	35 7 041	793 316	11 615	27 622	39 237	2.7	7.7	4.9
20 - 24	278 959	317 053	596 011	9 606	24 825	34 431	3.4	7.8	5.8
25 - 29	251 444	290 227	541 671	6 426	20 628	27 054	2.6	7.1	5.0
30 - 34	218 794	235 311	454 105	3 527	11 180	14 707	1.6	4.8	3.2
Total	1 185 472	1 199 632	2 385 103	31 174	84 255	115 429	2.6	7.0	4.8
Urban									
15 - 19	58 925	115 237	174 161	31 650	57 147	88 797	53.7	49.6	51.0
20 - 24	148 116	189 768	337 884	49 356	101 638	150 994	33.3	53.6	44.7
25 - 29	174 143	189 456	363 598	27 293	73 377	100 671	15.7	38.7	27.7
30 - 34	164 347	154 521	318 868	14 183	49 576	63 758	8.6	32.1	20.0
Total	545 531	648 982	1 194 511	122 482	281 738	404 220	22.5	43.4	33.8
Zimbabwe									
15 - 19	495 200	472 277	967 477	43 265	84 770	128 035	8.7	17.9	13.2
20 - 24	427 075	506 821	933 895	58 962	126 464	185 425	13.8	25.0	19.9
25 - 29	425 587	479 683	905 269	33 719	94 006	127 725	7.9	19.6	14.1
30 - 34	383 141	389 832	772 973	17 709	60 756	78 465	4.6	15.6	10.2
Total	1 731 003	1 848 613	3 579 614	153 655	365 996	519 650	8.9	19.8	14.5

Table 6.8: Broad Unemployment Rate for Population Aged 15 Years and Above by Level of Education and Sex, Zimbabwe 2011 LFCLS

Educational Level	Male	Female	Total
Labour Force			
No primary education	68 610	206 176	274 786
Some primary education	389 999	559 463	949 462
Completed primary	475 594	598 587	1 074 181
Some secondary education	580 258	643 672	1 223 930
Completed secondary education	976 208	903 092	1 879 300
Tertiary	402 889	271 072	673 961
Not Stated	2 108	6 039	8 147
Total	2 895 666	3 188 101	6 083 767
Unemployed			
No primary education	470	4 581	5 051
Some primary education	12 037	28 869	40 906
Completed primary	18 747	63 454	82 201
Some secondary education	37 903	98 481	136 384
Completed secondary education	96 132	224 934	321 066
Tertiary	26 317	40 206	66 523
Not Stated		609	609
Total	191 606	461 134	652 740
Unemployment Rate			
No primary education	0.7	2.2	1.8
Some primary education	3.1	5.2	4.3
Completed primary	3.9	10.6	7.7
Some secondary education	6.5	15.3	11.1
Completed secondary education	9.8	24.9	17.1
Tertiary	6.5	14.8	9.9
Not Stated	0.0	10.1	7.5
Total	6.6	14.5	10.7

Table 6.9 : Broadly Unemployed Population Aged 15 Years and Above by Marital Status and Sex, Zimbabwe 2011 LFCLS

Sex	Never Married	Married	Divorced/Separated	Widowed	Not Stated	Percent Total	Total Number
Male	63.1	31.9	3.3	1.3	0.5	100	191 606
Female	24.7	63.6	6.2	5.4	0.2	100	461 135
Total	35.9	54.3	5.3	4.2	0.3	100	652 741

Table 6.10 : Percent Broadly Unemployed Population who were Previously Employed Aged 15 Years and Above by Sex, Zimbabwe 2011 LFCLS

Previously Employed	Male	Female	Total
Yes	58.3	51.3	53.4
No	40.8	48.2	46.0
Not Stated	1.0	0.5	0.6
Total Percent	100	100	100
Total Number	191 606	461 135	652 741

Chapter 7: Underemployment

7.1 Introduction

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

7.2 The Underemployment Concept

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/her occupational skill (training and working experience). Time-related underemployment is measured from household surveys using any of the three concepts below:

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

The operational definition of time-related underemployment in this survey was all those employed persons of aged 15 years and over, involuntarily working less than 40 hours a week, who wanted to work additional hours during the 7 days reference period. While the cut off number of hours may depend on the type of economic activity, the 2011 LFCLS adopted 40 hours as the cut off limit for all activities.

To determine time-related underemployment, three questions (see Questionnaire in *Appendix A*) were asked to currently employed persons aged 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 5.4 million currently employed population aged 15 years and above, 18 percent (954 thousand) had worked for less than 40 hours during the reference week and had indicated that they wanted to work more hours. *Table 7.1* presents the percent distribution of persons aged 15 years and above working less than 40 hours a week and wanting to work more hours by reason for not working more hours.

The reasons for underemployment were classified into two categories, involuntary and voluntary. Out of the 954 thousand in underemployment, 74 percent stated involuntary reasons for not working more hours. About 48 percent of those in involuntary underemployment were males. The main reason for involuntary category was due to not finding more work / lack of business contributing 47 percent. For the voluntary reasons, household duties had the most contribution, accounting for 16 percent of the underemployed. For those who cited household duties as the main reason for being underemployed, about 81 percent were females.

7.4 Underemployment and the Employed

7.4.1 Industrial Sector

Table 7.2 presents the percentage of time-related underemployment to total employed by industry and sex. Of the 5.4 million who were employed, 701 thousands (12.9 percent) were in time-related underemployment.

Underemployment was most prevalent within the accommodation and food service industry at 32 percent, followed by 30 percent in wholesale and retail trade, repair of motor vehicles and motorcycles.

7.4.2 Institutional Sector

Table 7.3 shows employment and underemployment by institutional sector. Time-related underemployment was highest within private households at 15 percent. Private households sector comprises mainly of domestic workers and communal farmers/ peri-urban farmers.

7.4.3 Status in Employment

Table 7.4 shows percentages of persons aged 15 years and above in time-related underemployment by employment status. Of the own account workers (other) category, 19 percent was underemployed. For males, the highest percentage (21 percent) of those underemployed were in the own account worker (other) category while none of them were in the employer category. For males, the percentage of underemployed ranged from 3 percent for paid employee permanent to 18 percent for the (other) own account workers. For both sexes the highest percent of underemployed were own account workers (other) (19 percent) while 3 percent were permanent paid employees.

7.5 Average Hours Worked

Table 7.5 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 30 hours by own account workers to 56 hours by employers. For the time-related underemployed population, the average hours worked ranged from 6 hours by contributing family workers to 21.1 hours by permanent paid employees. Females in underemployment were working fewer hours than males in almost all the employment categories except in the contributing family worker category, where males were working for an average of 6 hours whilst females were working for 13.7 hours. However, for the fully employed persons males tended to work more hours than females.

7.6 Availability to Work Additional Hours

Employed respondents who indicated that they wanted to work additional hours were asked information about the number of additional hours they were available to work in the last 7 days preceding the interview. The results of those in time-related underemployment are presented in *Table 7.6*. Of the 701 thousand underemployed, 31 percent were available to work additional hours of at most 10 hours, 13 percent indicated additional hours of more than 40 hours during the last 7 days.

Out of the 333 thousand underemployed males, 28 percent were available to work additional hours of at most 10 hours whilst 15 percent were available to work more than 40 hours in the last 7 days. Of the 368 thousand underemployed females, 33 percent were available to work additional hours of at most 10 hours and about 10 percent of the employees were available to work more than 40 hours in the last 7 days.

7.8 Conclusion

Out of the 5.4 million who were employed, 701 thousands (12.9 percent) were in time-related underemployment. Underemployment was most prevalent within the accommodation and food service industry at 32 percent. Time-related underemployment was highest within private households' institutional sector at 15 percent. For the time-related underemployed population, the average hours worked ranged from 6 hours by contributing family workers to 21.1 hours by permanent paid employees.

Table 7. 1: Percent Distribution of Population Aged 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 2011

LFS

Reasons	Sex			Total	
	Male	Female	Percent	Percent	Number
Involuntary					
Cannot find more work, lack of business	50.48	49.52	100.00	46.50	443 465
Lack of finance, raw materials	41.38	58.62	100.00	5.83	55 582
Breakdown of machinery, electrical fault, etc	69.70	30.30	100.00	0.53	5 086
Off- season, inactivity	49.94	50.06	100.00	10.32	98 386
Industrial disputes, strike, laid -off	43.06	56.94	100.00	0.21	1 981
Transport constraints	23.37	76.75	100.00	0.09	843
Illness, injury	33.01	66.99	100.00	6.95	66 300
Other involuntary reason	36.06	63.94	100.00	3.04	28 979
Total	47.52	52.48	100.00	73.47	700 622
Voluntary					
Household duties	19.06	80.94	100.00	16.42	156 566
Student, unpaid training	61.32	38.68	100.00	3.50	33 360
Vacation, family reason	49.64	50.36	100.00	3.87	36 878
Other voluntary reason	51.76	48.24	100.00	1.60	15 217
Not Stated	51.69	48.31	100.00	1.15	10 986
Total	32.47	67.53	100.00	26.53	253 007
Grand Total	43.53	56.47	100.00	100.00	953 629

Table 7.2: Population in Time-Related Underemployment Aged 15 Years and Above as a Percent of

Total Employment by Industrial Sector, Zimbabwe 2011 LFCLS

Industrial sector	Total Employed			Underemployed			Percent Underemployed		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	1 621 000	1 952 893	3 573 893	242 945	269 975	512 921	14.99	13.82	14.35
Mining and quarrying	98 336	98 336	98 336	3 750	928	4 678	3.81	0.94	4.76
Manufacturing	208 136	208 136	208 136	21 125	8 432	29 557	10.15	4.05	14.20
Electricity, gas, steam and air conditioning supply	8 363	416	8 778	0	0	0	0.00	0.00	0.00
Water supply; sewerage, waste management and remediation activities	3 188	1 163	4 351	0	0	0	0.00	0.00	0.00
Construction	92 266	9 561	101 827	16 400	442	16 842	17.77	4.62	16.54
Wholesale and retail trade; repair of motor vehicles and motorcycles	222 715	222 715	222 715	20 283	47 480	67 763	9.11	21.32	30.43
Transportation and storage	84 436	84 436	84 436	5 611	419	6 030	6.65	0.50	7.14
Accommodation and food service activities	12 550	12 550	12 550	1 158	2 873	4 032	9.23	22.89	32.13
Information and communication	13 719	2 356	16 076	0	235	235	0.00	9.97	1.46
Financial and insurance activities	14 308	7 769	22 077	1 255	0	1 255	8.77	0.00	5.68
Real estate activities	2 637	2 637	2 637	288	0	288	10.92	0.00	10.92
Professional, scientific and technical activities	11 607	9 200	20 808	1 317	990	2 307	11.35	10.76	11.09
Administrative and support service activities	66 418	217 21	88 139	3 036	276	3 311	4.57	1.27	3.76
Public administration and defence; compulsory social security	56 548	14 213	70 760	1 803	489	2 292	3.19	3.44	3.24
Education	75 251	92 091	167 342	2 283	4 345	6 628	3.03	4.72	3.96
Human health and social work activities	24 052	43 110	67 161	676	4 197	4 873	2.81	9.74	7.26
Arts, entertainment and recreation	12 523	6 644	19 167	1 835	483	2 318	14.65	7.27	12.09
Other service activities	60 842	98 501	159 343	9 009	16 844	25 853	14.81	17.10	16.22
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	11 064	72 541	83 605	165	9 274	9 439	1.49	12.78	11.29
Activities of extraterritorial organizations and bodies	1 087	1719	2 806	0	0	0	0.00	0.00	0.00
Not Stated	3 016	4227	7 242	0	0	0	0.00	0.00	0.00
Total	2 704 060	2 726 967	5 431 026	332 939	367 682	700 621	12.31	13.48	12.90

Table 7.3: Underemployed Population Aged 15 Years and Above as a Percent of Total Employment by Institutional Sector, Zimbabwe 2011 LFCLS

Institutional Sector	Total Employed			Underemployed			Percent Underemployed		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Private	849 090	479 976	1 329 066	68 565	72 127	140 692	8.08	15.03	10.59
Central Government	143 123	104 121	247 244	3 364	1 747	5 111	2.35	1.68	2.07
Local Government	32 521	30 083	62 604	2 083	2 512	4 596	6.41	8.35	7.34
Parastatal	49 854	12 804	62 658	2 739	769	3 508	5.49	6.01	5.60
Private Households	1 605 302	2 086 088	3 691 389	254 188	290 152	544 340	15.83	13.91	14.75
Co-operative	6 460	1 160	7 621	707	0	707	10.94	0.00	9.28
NGOs	9 956	7 088	17 044	1 185	0	1 185	11.90	0.00	6.95
Other	2 278	1 719	3 997	108	0	108	4.74	0.00	2.70
Not Stated	5 476	3 927	9 404	0	375	375	0.00	9.55	3.99
Total	2 704 060	2 726 967	5 431 026	332 939	367 682	700 621	12.31	13.48	12.90

Table 7.4: Underemployed Population Aged 15 Years and Above as a Percent of Total Employment by Employment Status, Zimbabwe 2011 LFCLS

Status in Employment	Total Employed			Underemployed			Percent Underemployed		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Paid employee-permanent	590 490	251 397	841 887	16 504	6 067	22 571	2.79	2.41	2.68
Paid employee-casual/temporary/contract/seasonal.	313 795	198 938	512 733	23 746	20 897	44 643	7.57	10.50	8.71
Employer	16 077	6 944	23 020	1 035	0	1 035	6.44	0.00	4.50
Own account worker (communal, resettlement & peri-urban farmer)	1 419 148	1 865 759	3 284 908	229 032	260 954	489 986	16.14	13.99	14.92
Own account worker (other)	344 839	369 480	714 319	60 836	76 627	137 463	17.64	20.74	19.24
Contributing family worker	16 916	31 949	48 865	1 787	3 137	4 924	10.56	9.82	10.08
Not Stated	2 795	2 500	5 295	0	0	0	0.00	0.00	0.00
Total	2 704 060	2 726 967	5 431 026	332 939	367 682	700 621	12.31	13.48	12.90

Table 7. 5: Average Hours Worked in the Last 7 Days for Underemployed and Fully Employed Population Aged 15 Years and Above by Employment Status, Zimbabwe 2011 LFCLS

Employment Status	Fully Employed		Underemployed	
	Male	Female	Male	Female
Paid employee- permanent	52	49	21.06	20.44
Paid employee- casual/temporary/contract/seasonal.	54	48	16.38	13.26
Employer	56	44	19.67	0
Own account worker (communal, resettlement & peri-urban farmer)	33	30	19	16.67
Own account worker (other)	52	42	16.37	13.31
Contributing family worker	40	37	6	13.67

Table 7. 6: Percent Underemployed Population Aged 15 Years and Above by More Hours Available to Work, Zimbabwe 2011 LFCLS

Additional Hours Available	Male	Female	Total
Up to 10	27.9	33.3	30.7
11 - 20	20.5	22.3	21.4
21 - 30	22.9	22.4	22.6
31 - 40	13.1	11.5	12.3
More than 40	15.4	10.4	12.8
Not Stated	0.2	0.1	0.2
Total Percent	100	100	100
Total Persons	32 939	367 682	700 621

Chapter 8: Employment in Secondary Activities

8.1 Introduction

Working population may participate in more than one economic activity. The 2011 LFCLS solicited information from the currently employed population on its main activity as well as secondary activity. This chapter describes the secondary activities of the currently employed population.

8.2 Rate of Engagement in Secondary Activities

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

The currently employed population aged 15 years and above was estimated to be 5.4 million and of these 668 thousand had secondary activities; 384 thousand were males and 284 thousand were females (*Table 8.1*). The table shows that 12 percent of the currently employed population had secondary jobs. Male secondary activity engagement rate in Zimbabwe was about 14 percent while for female it was about 10 percent. The rate of engagement in secondary activities is higher in rural (13.7 percent) than in urban areas (8.4 percent). A relatively large differential between male and female rates of engagement in secondary activities were observed in the rural areas. Manicaland and Masvingo had the highest rates of engagement in secondary activity at 18 percent each, followed by Mashonaland West at 14 percent and Matabeleland South at 13 percent.

8.3 Age Distribution

Table 8.2 reveals that the employed population in the age groups 25 to 29 (14.9 percent) and 30 to 34 (14.5 percent) were more likely to have secondary activities than those in other groups. The same age groups provide the largest contribution for each sex to the employed population with secondary activities.

8.4 Educational Profile

The percent distribution of the employed population by level of education is presented in *Tables 8.3a* and *b*. Thirty percent of the employed population with secondary jobs had completed secondary education, 19 percent had completed primary school and 18 percent had some secondary education. Among the males with a secondary job, ten percent had tertiary education.

8.5 Status in Employment

As in the main job, persons with secondary jobs were asked about their status in employment in relation to the second job. Status in employment is one of the useful criterions to distinguish between jobs. The other two criterions are different employers and differences in activity.

Of all the employed persons with secondary jobs, 57 percent were own account worker (other), 25 percent were own account worker (communal, resettlement & peri-urban farmer) and 14 percent were paid employee-casual/temporary/contract/seasonal (see *Tables 8.4a*). From *Table 8.4b*, the survey revealed that there were more males than females in all status in employment categories.

8.6 Institutional Sector

Tables 8.5a and *b* present the employed population with secondary jobs by institutional sector and sex. *Table 8.5a* reveals that as in the main job, the private household sector which comprises mainly communal farmers and paid domestic workers contributed 60 percent of those with secondary jobs while 35 percent were in the private sector.

8.7 Industrial Sector

The distribution of the employed population with secondary jobs by industrial sector is presented in *Table 8.6a*. Thirty-four percent of the population was in agriculture, forestry and fishing followed by manufacturing were 20 percent and wholesale and retail trade, repair of motor vehicles and motorcycles were 17 percent.

Table 8.6b shows that there were more females than males in accommodation and food service activities; other service activities; activities of households as employers; wholesale and retail trade, repair of motor vehicles and motorcycles and human health and social work activities.

8.8 Occupation

Twenty-eight percent of the employed population with secondary activities was engaged in elementary occupations. Skilled agricultural, forestry and fishery workers rank second, accounting for 27 percent of all occupations in secondary activities. Craft and related trades workers accounted for 24 percent of secondary activities (see *Table 8.7a*).

From *Table 8.7b*, it can be observed that there were more females than males only in the occupational category of service and sales workers.

8.9 Income

As in the main job, persons with secondary jobs were asked on the income received in the month preceding the survey in relation to the second job. The distribution of the employed population with secondary jobs who were in paid employment by income received is presented in *Table 8.8*.

Eighty percent of the paid employees in secondary jobs reported receiving US\$100 and below in the month preceding the survey. Seven percent reported receiving income in the US\$101-US\$200 range.

8.10 Secondary Employment in the Informal Sector

8.10.1 Informal Sector Employees (Secondary Job)

In the secondary job, a production unit was considered to be in the informal sector if the establishment was not registered with the registrar of companies. Households employing paid domestic workers only and those involved in agriculture were not considered as informal sector enterprises. Details on the Informal Sector will come in Chapter 9 of this report.

The currently employed population aged 15 years and above with a secondary job in the informal sector was estimated to be around 177 thousand of whom 58 percent were males. Fifty-one percent of the population in the informal sector was youth (15 to 34 years) (see *Table 8.9*).

8.10.2 Status in Employment

Table 8.10 presents the employed population in the informal sector in the secondary job by their status in employment. The table shows that 88 percent of the population in informal sector was own account worker (other), 7 percent was paid employees casual/temporary/contract/seasonal and 4 percent was contributing family worker. *Table 8.10 (b)* shows that there were more males than females in all status in employment categories.

8.10.3 Institutional Sector

Table 8.11 shows the distribution of the population in the informal sector by institutional sector. Ninety-eight percent of the population in the informal sector was in the private sector while the rest were distributed as follows: co-operatives (1.6 percent), NGOs (0.6 percent) and Other (0.3 percent).

8.10.4 Industrial Sector

The distribution of the population in the informal sector in their secondary jobs by industrial sector is presented in *Table 8.12a*. Thirty-five percent of the population was in manufacturing followed by wholesale and retail trade, repair of motor vehicles and motorcycles were 27 percent and other service activities with 14 percent.

Table 8.12b shows that there were more females than males in other service activities and wholesale and retail trade, repair of motor vehicles and motorcycles.

8.10.5 Occupation

Thirty-five percent of the employed population with secondary activities in the informal sector was engaged in elementary occupations. Craft and related trades workers rank second, accounting for 32 percent of all occupations in the informal sector. Service and sales workers account for 22 percent of secondary activities in the informal sector (see *Table 8.13*).

8.11 Conclusion

The 2011 LFCLS showed that the rate of engagement in secondary activities was 12 percent. The rate was higher in rural than in urban areas with Manicaland and Masvingo recording the highest rates of 18 percent. Fifty-seven percent of the employed population with secondary jobs were own account worker (other). At 34 percent, Agriculture, forestry and fishing was the largest employer of the population with secondary jobs. Eighty percent of the paid employees in secondary jobs reported receiving US\$100 and below in the month preceding the survey. Twenty-six percent of the population with secondary jobs was engaged in informal sector activities.

Table 8.1: Currently Employed Persons Aged 15 Years and Above Having Secondary Job by Province, Rural/Urban and Sex, Zimbabwe 2011 LFCLS

Province/ Area	Sex	Employed Population With Secondary Activity		Rate of Engagement in Secondary Activities
			Employed Population	
Manicaland	M	80 124	358 918	22.3
	F	61 016	412 627	14.8
	T	141 140	771 545	18.3
Mash Central	M	40 741	274 880	14.8
	F	26 037	272 538	9.6
	T	66 777	547 418	12.2
Mash East	M	30 770	306 646	10.0
	F	19 742	316 473	6.2
	T	50 513	623 118	8.1
Mash West	M	55 196	323 715	17.1
	F	33 672	303 239	11.1
	T	88 868	626 954	14.2
Mat North	M	18 339	129 724	14.1
	F	13 518	143 054	9.4
	T	31 857	272 778	11.7
Mat South	M	16 297	114 566	14.2
	F	17 165	143 074	12.0
	T	33 462	257 640	13.0
Midlands	M	43 431	350 206	12.4
	F	27 296	350 522	7.8
	T	70 728	700 727	10.1
Masvingo	M	51 781	279 440	18.5
	F	57 097	344 250	16.6
	T	108 878	623 689	17.5
Harare	M	41 166	459 807	9.0
	F	24 319	353 038	6.9
	T	65 485	812 845	8.1
Bulawayo	M	5 829	106 158	5.5
	F	4 176	88 153	4.7
	T	10 005	194 312	5.1
Rural	M	311 436	1 895 666	16.4
	F	235 175	2 090 108	11.3
	T	546 611	3 985 774	13.7
Urban	M	72 238	808 394	8.9
	F	48 864	636 859	7.7
	T	121 102	1 445 252	8.4
Zimbabwe	M	383 674	2 704 060	14.2
	F	284 039	2 726 967	10.4
	T	667 712	5 431 026	12.3

Table 8.2: Percent Distribution of Currently Employed Persons Aged 15 Years and Above Having a Secondary Job by Age Group and Sex, Zimbabwe 2011 LFCLS

Age Group	Male	Female	Total
15 - 19	7.8	6.4	7.2
20 - 24	11.8	12.0	11.9
25 - 29	15.8	13.7	14.9
30 - 34	15.1	14.0	14.6
35 - 39	12.9	11.6	12.3
40 - 44	10.4	10.7	10.5
45 - 49	6.9	8.5	7.6
50 - 54	5.2	8.1	6.4
55 - 59	5.9	5.9	5.9
60 - 64	2.7	4.6	3.5
65 +	5.6	4.5	5.2
Total Percent	100	100	100
Total Persons	383 674	284 039	667 712

Table 8.3: Percent Distribution of Currently Employed Persons Aged 15 Years and Above Having a Secondary Job by Level of Education and Sex, Zimbabwe 2011 LFCLS

(a)

Educational level	Male	Female	Total
No primary education	2.3	6.5	4.1
Some primary education	12.7	21.4	16.4
Completed primary	18.4	19.3	18.8
Some secondary education	17.5	17.3	17.5
Completed secondary education	33.2	25.5	29.9
Tertiary	15.8	9.9	13.3
Not Stated	0.0	0.1	0.1
Total Percent	100	100	100
Total Number	383 674	284 039	667 712

(b)

Educational level	Male	Female	Total	
			Percent	Number
No primary education	32.5	67.5	100	27 304
Some primary education	44.6	55.4	100	109 375
Completed primary	56.3	43.7	100	125 598
Some secondary education	57.7	42.3	100	116 536
Completed secondary education	63.8	36.2	100	199 892
Tertiary	68.2	31.8	100	88 575
Not Stated	32.0	68.0	100	434
Total	57.5	42.5	100	667 712

Table 8.4: Percent Distribution of Currently Employed Persons Aged 15 Years and Above by Status in Employment in the Secondary Job and Sex, Zimbabwe 2011 LFCLS

(a)

Status in Employment	Male	Female	Total
Paid employee- permanent	0.9	0.9	0.9
Paid employee-casual/temporary/contract/seasonal	15.6	11.3	13.8
Employer	1.2	0.1	0.8
Own account worker (communal, resettlement & peri-urban farmer)	25.1	24.2	24.7
Own account worker (other)	54.8	60.8	57.4
Contributing family worker	2.1	2.2	2.1
Not stated	0.4	0.5	0.4
Total Percent	100	100	100
Total Persons	383 674	284 039	667 712

(b)

Status in Employment	Male	Female	Total	
			Percent	Number
Paid employee- permanent	56.5	43.5	100	5 821
Paid employee-casual/temporary/contract/seasonal	65.0	35.0	100	91 825
Employer	92.6	7.4	100	5 127
Own account worker (communal, resettlement & peri-urban farmer)	58.4	41.6	100	164 894
Own account worker (other)	54.9	45.1	100	382 955
Contributing family worker	56.6	43.4	100	14 180
Not stated	51.1	48.9	100	2 910
Total	57.5	42.5	100	667 712

Table 8.5: Percent Distribution of Currently Employed Population Aged 15 Years and Above by Institutional Sector in the Secondary Job and Sex, Zimbabwe 2011 LFCLS

(a)

Institutional Sector	Male	Female	Total
Private	37.6	32.1	35.3
Central Government	0.8	1.5	1.1
Local Government	1.0	0.9	0.9
Parastatals	0.2	0.1	0.2
Private Households	58.2	62.2	59.9
Co-operative	0.6	1.1	0.8
NGO s	0.2	1.0	0.5
Other	0.3	0.1	0.2
Not Stated	1.2	1.0	1.1
Total Percent	100	100	100
Total Number	383 674	284 039	667 712

(b)

Institutional Sector	Male	Female	Total	
			Percent	Number
Private	61.2	38.8	100	235 501
Central Government	42.2	57.8	100	7 533
Local Government	61.0	39.0	100	6 205
Parastatals	80.5	19.5	100	1 045
Private Households	55.8	44.2	100	399 807
Co-operative	42.0	58.0	100	5 404
NGO s	20.0	80.0	100	3 672
Other	81.8	18.2	100	1 255
Not Stated	61.3	38.7	100	7 291
Total	57.5	42.5	100	667 712

Table 8. 6: Percent Distribution of Currently Employed Population Aged 15 Years and Above by Industrial Sector in the Secondary Job and Sex, Zimbabwe 2011 LFCLS

(a)

Industrial Sector	Male	Female	Total
Agriculture, forestry and fishing	33.2	34.3	33.7
Mining and quarrying	6.4	1.0	4.1
Manufacturing	23.4	15.9	20.2
Electricity, gas, steam and air conditioning supply	0.1	0.0	0.1
Water supply; sewerage, waste management and remediation activities	0.1	0.0	0.1
Construction	11.2	4.9	8.5
Wholesale and retail trade; repair of motor vehicles and motorcycles	11.8	23.9	16.9
Transportation and storage	1.9	0.0	1.1
Accommodation and food service activities	0.3	1.0	0.6
Information and communication	0.8	0.0	0.5
Professional, scientific and technical activities	0.1	0.0	0.0
Administrative and support service activities	0.3	0.2	0.3
Public administration and defence; compulsory social security	0.4	0.0	0.2
Education	1.0	0.6	0.8
Human health and social work activities	0.8	1.2	0.9
Arts, entertainment and recreation	0.8	0.2	0.6
Other service activities	6.6	14.7	10.0
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	0.6	1.3	0.9
Not Stated	0.2	0.7	0.4
Total Percent	100	100	100
Total Persons	383 674	284 039	667 712

(b)

Industrial Sector	Male	Female	Total	
			Percent	Number
Agriculture, forestry and fishing	56.7	43.3	100	225 054
Mining and quarrying	89.7	10.3	100	27 342
Manufacturing	66.5	33.5	100	134 879
Electricity, gas, steam and air conditioning supply	100	0.0	100	409
Water supply; sewerage, waste management and remediation activities	100	0.0	100	415
Construction	75.3	24.7	100	56 880
Wholesale and retail trade; repair of motor vehicles and motorcycles	40.0	60.0	100	113 120
Transportation and storage	100	0.0	100	7 149
Accommodation and food service activities	31.6	68.4	100	4 193
Information and communication	100.0	0.0	100	3 053
Professional, scientific and technical activities	100.0	0.0	100	330
Administrative and support service activities	75.3	24.6	100	1 755
Public administration and defence; compulsory social security	100.0	0.0	100	1 388
Education	67.3	32.7	100	5 636
Human health and social work activities	46.2	53.8	100	6 310
Arts, entertainment and recreation	84.3	15.7	100	3 808
Other service activities	37.7	62.3	100	67 044
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	38.6	61.4	100	6 124
Not Stated	30.7	69.3	100	2 825
Total	57.5	42.5	100	667 712

Table 8. 7: Percent Distribution of Currently Employed Population Aged 15 Years and Above by Occupational Category in the Secondary Job and Sex, Zimbabwe 2011 LFCLS

(a)

Occupational Group	Male	Female	Total
Managers	1.3	0.0	0.8
Professionals	1.9	1.4	1.7
Technicians and associate professionals	1.7	0.3	1.1
Clerical support workers	0.2	0.0	0.1
Service and sales workers	7.6	21.8	13.6
Skilled agricultural, forestry and fishery workers	26.5	26.9	26.7
Craft and related trades workers	27.6	18.2	23.6
Plant and machine operators, and assemblers	6.5	1.2	4.2
Elementary occupations	26.7	30.2	28.2
Total Percent	100	100	100
Total Persons	383 674	284 039	667 712

(b)

Occupational Group	Male	Female	Total	
			Percent	Number
Managers	97.7	2.3	100	5 218
Professionals	64.4	35.6	100	11 212
Technicians and associate professionals	87.3	12.7	100	7 330
Clerical support workers	100.0	0.0	100	924
Service and sales workers	32.0	68.0	100	90 932
Skilled agricultural, forestry and fishery workers	57.1	42.9	100	177 962
Craft and related trades workers	67.2	32.8	100	157 620
Plant and machine operators, and assemblers	88.1	11.9	100	28 158
Elementary occupations	54.4	45.6	100	188 356
Total	57.5	42.5	100	667 712

Table 8.8: Percent Distribution of Currently Employed Population Aged 15 Years and Above Having Paid Secondary Jobs by Income Received in the Month Preceding the Survey, Zimbabwe 2011 LFCLS

Income Received	Male	Female	Total
US\$100 and below	74.4	89.0	79.6
US\$101 - US\$200	9.3	3.3	7.2
US\$201 – US\$300	5.3	0.5	3.6
US\$301- US\$400	0.2	0.0	0.1
US\$401 - US\$500	0.0	0.3	0.1
US\$501- US\$1000	1.8	0.0	1.2
US\$1001- US\$3000	0.7	0.0	0.5
US\$3 001 and above	0.6	0.0	0.4
Not Stated	7.6	6.9	7.3
Total Percent	100	100	100
Total Number	62 968	34 679	97 646

Table 8.9: Percent Distribution of Currently Employed Population Aged 15 years and Above in the Informal Sector (Secondary Job) by Age Group and Sex, Zimbabwe 2011 LFCLS

Age Group	Male		Female		Total	
	Number	Percent	Number	Percent	Total	Percent
15 - 19	8 802	8.6	4 431	5.9	13 233	7.5
20 - 24	12 869	12.6	10 903	14.6	23 772	13.5
25 - 29	19 924	19.5	9 159	12.3	29 083	16.5
30 - 34	12 644	12.4	11 333	15.2	23 977	13.6
35 - 39	11 437	11.2	10 689	14.3	22 127	12.5
40 - 44	10 192	10.0	8 609	11.6	18 801	10.7
45 - 49	8 558	8.4	5 829	7.8	14 386	8.2
50 - 54	4 608	4.5	4 366	5.9	8 974	5.1
55 - 59	5 069	5.0	3 641	4.9	8 709	4.9
60 - 64	3 915	3.8	3 090	4.1	7 004	4.0
65 +	3 975	3.9	2 465	3.3	6 440	3.6
Total	101 992	100	74 514	100	176 506	100

Table 8.10: Percent Distribution of Currently Employed Persons Aged 15 Years and Above in the Informal Sector by Status in Employment in the Secondary Job and Sex, Zimbabwe 2011 LFCLS

(a)

Status in Employment	Male	Female	Total
Paid employee- permanent	0.4	0.0	0.2
Paid employee- casual/temporary/contract/seasonal	9.7	3.1	6.9
Employer	1.3	0.1	0.8
Own account worker (other)	84.3	92.9	88.0
Contributing family worker	3.9	3.6	3.8
Not Stated	0.4	0.3	0.4
Total Percent	100	100	100
Total Number	101 992	74 514	176 506

(b)

Status in Employment	Male	Female	Total	
			Percent	Number
Paid employee- permanent	100.0	0.0	100	384
Paid employee- casual/temporary/contract/seasonal	81.2	18.8	100	12,128
Employer	93.3	6.7	100	1,430
Own account worker (other)	55.4	44.6	100	155,239
Contributing family worker	59.9	40.1	100	6,646
Not Stated	66.5	33.5	100	680
Total	57.8	42.2	100	176 506

Table 8.11: Percent Distribution of Currently Employed Persons Aged 15 Years and Above in the Informal Sector by Institutional Sector in the Secondary Job and Sex, Zimbabwe 2011 LFCLS

Institutional Sector	Male	Female	Total
Private	97.7	97.3	97.5
Co-operative	1.9	1.3	1.6
NGOs	0.0	1.4	0.6
Other	0.4	0.0	0.3
Total Percent	100	100	100
Total Number	101 992	74 514	176 506

Table 8.12: Percent Distribution of Currently Employed Persons Aged 15 Years and Above in the Informal Sector by Industry in the Secondary Job and Sex, Zimbabwe 2011 LFCLS

(a)

Industry	Male	Female	Total
Agriculture, forestry and fishing	1.3	3.3	2.1
Mining and quarrying	10.4	1.2	6.5
Manufacturing	38.1	29.9	34.7
Construction	16.2	3.3	10.7
Wholesale and retail trade; repair of motor vehicles and motorcycles	17.6	39.9	27.0
Transportation and storage	3.0	0.0	1.8
Accommodation and food service activities	0.0	1.2	0.5
Information and communication	1.6	0.0	0.9
Administrative and support service activities	0.6	0.0	0.3
Education	0.9	0.0	0.5
Human health and social work activities	0.7	0.0	0.4
Other service activities	9.3	20.7	14.1
Not Stated	0.4	0.5	0.4
Total Percent	100	100	100
Total Number	101 992	74 514	176 506

(b)

Industry	Male	Female	Total	
			Percent	Number
Agriculture, forestry and fishing	35.1	64.9	100	3 769
Mining and quarrying	92.1	7.9	100	11 461
Manufacturing	63.5	36.5	100	61 183
Construction	87.2	12.8	100	18 905
Wholesale and retail trade; repair of motor vehicles and motorcycles	37.6	62.4	100	47 608
Transportation and storage	100.0	0.0	100	3 100
Accommodation and food service activities	0.0	100.0	100	914
Information and communication	100.0	0.0	100	1 616
Administrative and support service activities	100.0	0.0	100	578
Education	100.0	0.0	100	912
Human health and social work activities	100.0	0.0	100	722
Other service activities	38.1	61.9	100	24 968
Not Stated	50.8	49.2	100	768
Total	57.8	42.2	100	176 506

Table 8.13: Percent Distribution of Currently Employed Persons Aged 15 Years and Above in the Informal Sector by Occupation in the Secondary Job and Sex, Zimbabwe 2011 LFCLS

Occupation Category	Male	Female	Total
Managers	0.7	0.0	0.4
Professionals	2.6	1.5	2.1
Technicians and associate professionals	0.9	0.0	0.5
Service and sales workers	10.8	36.4	21.6
Skilled agricultural, forestry and fishery workers	1.1	2.1	1.5
Craft and related trades workers	38.5	23.0	32.0
Plant and machine operators, and assemblers	10.9	1.8	7.1
Elementary occupations	34.5	35.1	34.8
Total Percent	100	100	100
Total Number	101 992	74 514	176 506

Chapter 9: Characteristics of the Informal Sector

9.1 Introduction

This chapter focuses on the informal sector. The 2011 Labour Force and Child Labour 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, institutional sector, occupation and hours worked, etc), and
- iii. Educational characteristics of the informal sector employees.

In the 2011 LFCLS, a production unit was considered to be in the informal sector if the establishment was neither registered with the registrar of companies nor licensed, or was licensed only. Households employing paid domestic workers only and those involved in agriculture were not considered as informal sector enterprises.

9.2 Main Job

9.2.1 The Informal Sector Employees

The 2011 LFCLS estimated that 567 thousand of the working population aged 15 years and above was in the informal sector. Around 69 percent of the informal sector employees were in the broad age group 20 to 39 years. See *Table 9.1*.

Table 9.2a shows that about 67 percent of the informal sector employees were married, 17 percent were never married, 9 percent were divorced/separated while 7 percent were widowed. Among females in the informal sector 63 percent were married, 13 percent were divorced/separated and 13 percent were widowed. For males 70 percent were married and 23 percent were never married. In the informal sector 87 percent of the widowed were females and 13 percent were males as shown in *Table 9.2(b)*.

9.2.2 Employment

The following section gives an analysis of the informal sector employees by status in employment, industry, and occupation, highest level of education and number of hours worked.

9.2.3 Status in Employment and Sex

Table 9.3a presents the employed population in the informal sector by employment status and sex. The table shows that 82 percent were own account worker (other) and 8 percent were paid employee - casual/temporary/contract/seasonal. *Table 9.3b* shows that there were more males than females in all other categories of employment status except for the own account worker (other) and contributing family workers where there were more females.

9.2.4 Employees and Industry

The distribution of the informal sector employees by industrial sector, presented in *Table 9.4a* shows that the largest number of employees were in the wholesale and retail trade, repair of motor vehicles and motor cycles (52 percent), followed by other services and manufacturing at 14 percent each. *Table 9.4b* shows that there were more females than males in the industrial sectors of: wholesale and retail, motor vehicles and motor cycles accommodation and food service activities; professional, scientific and technical activities; education; human health and social work; real estate activities and other service activities.

9.2.5 Informal Sector Occupation

Table 9.5 shows the population in the informal sector by occupation. The highest percentage, 39 percent, was in the service and sales workers category followed by elementary occupations at 33 percent.

9.2.6 Institutional Sector

The distribution of the population in the informal sector by institutional sector presented in *Table 9.6* shows that 99 percent of the population in the informal sector was in the private sector, with co-operatives and the other categories sharing the remaining one percent

9.2.7 Educational Level of Informal Sector Employees

The distribution of the informal sector employees aged 15 years and above by highest level of education completed is presented in *Table 9.7*. About 85 percent of the informal sector employees had primary or secondary level of education. There were more females (53.7 percent) than males (46.2 percent) with no primary level education whilst more males (56 percent) than females (44 percent) had attained tertiary level education.

9.2.8 Working Hours in Care Activity

The distribution of employees in the informal sector by hours worked in care activities during the last 7 days prior to the survey, presented in *Table 9.8* shows that 49 percent of the employees worked for 1 to 20 hours per week. In relative terms more females than males worked for at least 21 hours in care activities.

9.2.9 Informal Sector Working Hours in Economic Activity

Table 9.9a presents the distribution of currently employed population in the informal sector by hours worked in economic activities per 7 days. Sixty percent of the population worked for 40 hours or more. More males than females worked for 40 hours or more (See *Table 9.9b*).

9.2.10 Place of Operation

Places of operation, presented in *Table 9.10a* show that 26 percent of the population in the informal sector operated from no fixed location, around 24 percent operated in their household, 19 percent in another permanent building or fixed location and 17 percent on footpaths, streets or open spaces. About 76 percent of the informal sector enterprises had no employees, 17 percent had 1 to 4 employees, 3 percent had 5 to 9 employees and about 4 percent had 10 or more employees.

Table 9.10b show more males than females operated in someone else's household, in another permanent building and at no fixed location whilst females dominated in their household, at market, on a footpath, street or open space and other locations.

9.3 Conclusion

The 2011 LFCLS showed that the informal sector contributed 10 percent to the employed population. There was equal participation of males and females in the informal sector labour force. Thirty-seven percent of the informal sector employees were in service and sales. The largest percentage of informal sector employees (26 percent) was operating from no fixed location. Homes were being used as working places, contributing 24 percent of the informal sector. Seventeen percent of the informal sector activities were on the streets, footpaths or open spaces.

Table 9.1: Currently Employed Population Aged 15 Years and Above in the Informal Sector by Age Group and Sex, Zimbabwe 2011 LFCLS

Age Group	Male		Female		Total	
	Number	Percent	Number	Percent	Number	Percent
15 – 19	19 549	6.9	15 862	5.6	35 411	6.2
20 – 24	40 354	14.3	48 264	16.9	88 618	15.6
25 – 29	54 099	19.2	56 017	19.6	110 116	19.4
30 – 34	56 527	20.1	54 292	19.0	110 819	19.6
35 – 39	40 139	14.3	41 632	14.6	81 770	14.4
40 – 44	29 560	10.5	23 726	8.3	53 286	9.4
45 – 49	15 427	5.5	18 250	6.4	33 678	5.9
50 – 54	8 616	3.1	13 772	4.8	22 388	3.9
55 – 59	8 862	3.1	6 977	2.4	15 839	2.8
60 – 64	3 393	1.2	2 022	0.7	5 415	1.0
65 +	4 999	1.8	4 494	1.6	9 493	1.7
Total	281 524	100	285 310	100	566 833	100

Table 9.2: Percent Distribution of Currently Employed Population 5 Years and Above in the Informal Sector by Marital Status and Sex, Zimbabwe 2011 LFCLS

(a)

Marital Status	Male	Female	Total
Never married	22.7	11.3	17.0
Married	70.4	63.1	66.7
Divorced / separated	4.4	13.0	8.7
Widowed	1.9	12.5	7.2
Not Stated	0.5	0.1	0.3
Total Percent	100	100	100
Total Number	281 524	285 310	566 833

(b)

Marital Status	Male	Female	Total	Total Number
Never married	66.5	33.5	100	96 325
Married	52.4	47.6	100	378 175
Divorced / separated	25.0	75.0	100	49 530
Widowed	13.1	86.9	100	40 990
Not Stated	82.0	18.0	100	1 813
Total	49.7	50.3	100	566 833

Table 9.3: Percent Distribution of Currently Employed Population Aged 15 Years and Above in the Informal Sector by Status in Employment and Sex, Zimbabwe 2011 LFCLS

(a)

Status	Male	Female	Total
Paid employee- permanent	6.3	3.1	4.7
Paid employee-casual/temporary/contract/seasonal	13.2	3.5	8.3
Employer	1.1	0.8	1.0
Own account worker (other)	76.9	86.7	81.9
Contributing family worker	2.5	5.9	4.2
Total Percent	100	100	100
Total Number	281 524	285 310	566 833

(b)

Status	Male	Female	Total Percent	Total Number
Paid employee- permanent	67.0	33.0	100	26 480
Paid employee-casual/temporary/contract/seasonal.	78.6	21.4	100	47 149
Employer	58.2	41.8	100	5 398
Own account worker (other)	46.7	53.3	100	464 043
Contributing family worker	29.3	70.7	100	23 764
Total	49.7	50.3	100	566 833

Table 9.4: Percent Distribution of Currently Employed Population Aged 15 Years and Above in the Informal Sector by Industry and Sex, Zimbabwe 2011 LFCLS

(a)

Industry	Male	Female	Total
Agriculture, forestry and fishing	0.7	0.1	0.4
Mining and quarrying	5.0	1.1	3.1
Manufacturing	19.2	8.1	13.6
Construction	15.5	0.6	8.0
Wholesale and retail trade; repair of motor vehicles and motorcycles	38.1	65.5	51.9
Transportation and storage	6.8	0.1	3.4
Accommodation and food service activities	1.3	2.9	2.1
Information and communication	0.4	0.1	0.3
Financial and insurance activities	0.1	0.0	0.1
Real estate activities	0.0	0.1	0.1
Professional, scientific and technical activities	0.2	0.3	0.3
Administrative and support service activities	1.8	0.2	1.0
Education	0.9	1.0	1.0
Human health and social work activities	0.0	0.9	0.5
Arts, entertainment and recreation	0.8	0.0	0.4
Other service activities	9.0	18.7	13.9
Total Percent	100	100	100
Total Number	281 524	285 310	566 833

(b)

Industry	Male	Female	Total Percent	Total Number
Agriculture, forestry and fishing	87.0	13.0	100	2 315
Mining and quarrying	81.5	18.5	100	17 392
Manufacturing	70.0	30.0	100	77 254
Construction	96.1	3.9	100	45 417
Wholesale and retail trade; repair of motor vehicles and motorcycles	36.5	63.5	100	294 348
Transportation and storage	98.3	1.7	100	19 505
Accommodation and food service activities	30.3	69.7	100	11 984
Information and communication	83.9	16.0	100	1 467
Financial and insurance activities	100.0	0.0	100	288
Real estate activities	0.0	100.0	100	397
Professional, scientific and technical activities	34.0	66.0	100	1 501
Administrative and support service activities	90.3	9.7	100	5 615
Education	47.1	52.9	100	5 482
Human health and social work activities	0.0	100.0	100	2 631
Arts, entertainment and recreation	100.0	0.0	100	2 366
Other service activities	32.2	67.8	100	78 872
Total	49.7	50.3	100	566 833

Table 9.5: Percent Distribution of Currently Employed Population Aged 15 Years and Above in the Informal Sector by Occupational Category and Sex, Zimbabwe 2011 LFC1

(a)

Occupation Category	Male	Female	Total
Managers	1.1	0.1	0.6
Professionals	2.1	0.8	1.5
Technicians and associate professionals	1.4	0.9	1.1
Clerical support workers	0.2	0.1	0.2
Service and sales workers	24.4	51.0	37.8
Skilled agricultural, forestry and fishery workers	1.1	0.1	0.6
Craft and related trades workers	31.0	8.7	19.8
Plant and machine operators, and assemblers	9.7	1.3	5.5
Elementary occupations	29.0	36.9	33.0
Total Percent	100	100	100
Total Number	281 524	285 310	566 833

(b)

Occupation Category	Male	Female	Total Percent	Total Number
Managers	89.7	10.3	100	3 478
Professionals	72.2	27.8	100	8 315
Technicians and associate professionals	60.7	39.3	100	6 442
Clerical support workers	72.1	27.8	100	871
Service and sales workers	32.0	68.0	100	214 218
Skilled agricultural, forestry and fishery workers	91.1	8.9	100	3 369
Craft and related trades workers	77.8	22.2	100	112 077
Plant and machine operators, and assemblers	87.8	12.2	100	31 119
Elementary occupations	43.7	56.3	100	186 944
Total	49.7	50.3	100	566 833

Table 9.6: Percent Distribution of Population in the Informal Sector by Institutional Sector, Zimbabwe 2011 LFCLS

Institutional Sector	Male	Female	Total
Private	98.6	99.4	99.0
Co-operative	1.4	0.3	0.8
NGOs	0.1	0.0	0.0
Other	0.0	0.3	0.1
Total Percent	100	100	100
Total Number	281 524	285 310	566 833

Table 9.7: Percent Distribution of Currently Employed Population Aged 15 Years and Above in the Informal Sector by Highest Level of Education Completed and Sex, Zimbabwe 2011 LFCLS

(a)

Highest Level of Education Completed	Male	Female	Total
No primary education	0.8	0.9	0.8
Some primary education	5.7	7.7	6.8
Completed primary	9.2	11.9	10.5
Some secondary education	16.1	17.8	16.9
Completed secondary education	52.2	49.2	50.7
Tertiary	16.1	12.5	14.2
Total Percent	100	100	100
Total Number	281 524	285 310	566 833

(b)

Highest Level of Education Completed	Male	Female	Total Percent	Total Number
No primary education	46.2	53.7	100	4 668
Some primary education	42.3	57.7	100	38 270
Completed primary	43.1	56.9	100	59 780
Some secondary education	47.1	52.9	100	96 007
Completed secondary education	51.2	48.8	100	287 348
Tertiary	56.0	44.0	100	80 762
Total	46.2	53.7	100	566 833

Table 9.8: Percent Distribution of Currently Employed Population Aged 15 Years and Above in the Informal Sector by Hours Worked in Care Activities and Sex, Zimbabwe 2011 LFCLS

Number of Hours Worked	Male	Female	Total
Zero	39.5	2.9	21.1
1-20	54.6	43.0	48.7
21 - 40	5.0	42.0	23.6
41 - 60	0.3	9.8	5.1
61 - 80	0.3	1.5	0.9
80 and above	0.3	0.9	0.6
Not Stated	0.0	0.0	0.0
Total Percent	100	100	100
Total Number	281 524	285 310	566 833

Table 9.9: Percent Distribution of Currently Employed Population Aged 15 Years and Above in the Informal Sector by Hours Worked in Economic Activities, Zimbabwe 2011 LFCLS

a)

Number of Hours Worked	Male	Female	Total
Under 20	17.9	31.3	24.7
20 - 29	5.9	8.5	7.2
30 - 39	8.5	8.1	8.3
40 - 48	19.9	15.5	17.7
49 +	47.8	36.5	42.1
Not Stated	0.0	0.1	0.1
Total Percent	100	100	100
Total Number	281 524	285 310	566 833

(b)

Number of Hours Worked	Male	Female	Total	Total
Under 20	36.1	63.9	100	139 743
20 - 29	40.5	59.5	100	40 829
30 - 39	50.8	49.2	100	46 906
40 - 48	56.0	44.0	100	100 280
49 +	56.4	43.6	100	238 733
Not Stated	0.0	100.0	100	342
Total	49.7	50.3	100	566 833

Table 9.10: Percent Distribution of Currently Employed Population Aged 15 Years and Above in the Informal Sector by Place of Operation and Size of Establishment, Zimbabwe 2011 LFCLS

(a)

Place of Operation	Establishment Size				Total
	Zero	1-4	5-9	10 or more	
On a footpath, street or open space	20.0	13.4	0.0	9.3	17.8
At a market	11.1	10.1	0.0	0.0	10.1
In (name s) household	27.2	14.3	5.8	5.5	23.5
In someone else s household	4.5	8.2	14.0	6.2	5.5
In another permanent building/fixed location	7.2	35.8	66.4	66.5	16.3
No fixed location	28.7	18.1	13.8	12.4	25.8
Other	0.2	0.0	0.0	0.0	0.2
Not Stated	1.1	0.2	0.0	0.0	0.8
Total Percent	100	100	100	100	100
Total Number	429 898	97 244	18 437	21 254	566 833

(b)

Place of Operation	Male	Female	Total
On a footpath, street or open space	14.8	20.8	17.8
At a market	8.0	12.3	10.1
In (name s) household	16.3	30.6	23.5
In someone else s household	7.4	3.6	5.5
In another permanent building/fixed location	21.4	11.2	16.3
No fixed location	30.7	20.9	25.8
Other	0.1	0.2	0.2
Not Stated	1.2	0.5	0.8
Total	100	100	100
Total	281 524	285 310	566 833

Chapter 10: Informal Employment

10.1 Introduction

In an effort to measure the extent of the informalization of the labour market, the 2011 LFCLS used two concepts to measure informality. The concept of informal employment was used together with the concept of employment in the informal sector. The difference between the concepts is that the informal sector approach is enterprise-based whilst informal employment is job-based.

This Chapter focuses on informal employment. In order to classify all currently employed persons to their respective type of employment, the report uses the following criteria:

- (i) *Informal employment*: Employers and own-account workers (other) employed in their own informal sector enterprises, all contributing family workers, all own account workers (communal farmers, peri-urban, resettlement farmers), and paid employees not entitled to any of: contribution to a pension fund by employer, paid annual leave, paid sick leave and written contract with employer.
- (ii) *Formal employment*: Employers and own-account workers (other) employed in their own formal sector enterprises, and paid employees entitled to all of: contribution to a pension fund by employer, paid annual leave, paid sick leave and written contract with employer.
- (iii) *Employment not classifiable*: Employers and own-account workers (other) without information on whether they are in informal or formal sector enterprises, paid employees without information on benefits received with reference to: contribution to a pension fund by employer, paid annual leave, paid sick leave and written contract with employer and all those employed without information on their status in employment.

10.2 Age Distribution

The currently employed population aged 15 years and above was estimated to be 5.4 million and of these 4.6 million (84 percent) were considered to be in informal employment, 606 thousand (11 percent) were in formal employment and 252 thousand were in employment not classifiable (5 percent). Females constituted 53 percent of those in informal employment and 29 percent of the formally employed. *Table 10.1* shows differences in access to informal or formal employment exist with respect to age group. Twenty-nine percent of the currently employed were youths between 15 and 24 years. This age range accounts for 33 percent of people in informal employment and only 7 percent in formal employment.

Using the alternative age group 15 to 34 years for youth, it can be observed from the table that this age group accounted for 56 percent of the currently employed. Fifty-eight percent of the

population in informal employment was in this age group. This age range also accounted for 43 percent of population in formal employment.

10.3 Educational Profile

The percent distribution of employed population by level of education is presented in *Tables 10.2*. Sixty-seven percent of the informally employed population had not completed secondary education or acquired tertiary education. Population in formal employment had higher educational attainment, 84 percent had completed secondary education or tertiary education. Nine out of every ten females in formal employment had completed secondary education or tertiary education.

10.4 Status in Employment

Information on status in employment provides a basis for describing the employed population behaviour and conditions of work. Of all the employed persons, 61 percent were own account worker (communal, resettlement & peri-urban farmer), 16 percent were paid employee-permanent and 13 percent were own account worker (other) (see *Tables 10.3*).

From *Table 10.3*, the survey revealed that of all the population in informal employment, 72 percent were own account worker (communal, resettlement & peri-urban farmer), 10 percent were own account worker (other) and paid employees- casual/temporary/contract/ seasonal were also 10 percent.

For formal employment, 84 percent were paid employee- permanent, 8 percent were own account worker (other), 5 percent were paid employee- casual/temporary/contract/ seasonal while 3 percent were employers.

10.5 Skill Level

The 2011 LFCLS showed that more than half of the population in formal employment were professionals (36.3 percent) or were skilled (21.7 percent). For females who were in formal employment, 53 percent were professionals in contrast to 30 percent of the males. Ninety-one percent of persons in informal employment were considered to be unskilled. For females who were in informal employment, 94 percent were unskilled whilst for males in informal employment, 88 percent were unskilled. (see *Table 10.4*).

10.6 Institutional Sector

Table 10.5 presents the employed population by institutional sector and sex. The private household sector which comprises mainly communal, resettlement & peri-urban farmers and paid domestic workers accounted for 77 percent of the employed persons in informal employment followed by the private sector with 21 percent. For formal employment, private sector employed 52 percent and the central government had 33 percent. Parastatals and local authorities are also significant employers, with each sector employing about 7 percent each of the formally employed.

Nearly half of all females in formal employment (46.4 percent) were employed by central government. For males, 57 percent of the formally employed were in private sector.

10.7 Industrial Sector

Employment by industrial sector, presented in *Table 10.6*, shows agriculture is the pre-dominant employer at 77 percent for persons in informal employment. The other significant employer of persons in informal employment is the wholesale and retail trade, repair of motor vehicles and motorcycles at 8 percent.

Education, at 19 percent, was the largest employer of persons in formal employment followed by manufacturing (12.7 percent) and public administration (10.7 percent).

10.8 Occupation

From *Table 10.7*, it can be observed that at 73 percent, skilled agricultural, forestry and fishery workers constitute the bulk of informal employment. This was followed by elementary occupations (9.9 percent) and service and sales workers (8.7 percent) were also significant occupations for population in informal employment.

Twenty-five percent of population in formal employment were professionals. Nearly half of all females in formal employment (44.5 percent) were employed as professionals. For males, the corresponding percentage was 17. In comparison to their male counterparts, females in formal employment were under-represented in craft and related trade workers, plant and machine operators and skilled agriculture, forestry and fishing.

10.9 Work Related Income

The distribution of currently employed paid employees by kind of income received in the month preceding the survey is shown in *Table 10.8*. For persons in informal employment, 84 percent reported receiving their income as cash only and 9 percent reported receiving their income as both in cash and in kind in the month preceding the survey. Four percent of persons in informal employment reported receiving no income. In formal employment, 98 percent of the paid employees reported receiving their income as cash only, with less than 1 percent reporting having received no income in the month preceding the survey.

Respondents who indicated that they had received income in cash only or both in cash and in kind were asked how much they had received in cash for work done in the month preceding the survey. The distribution by cash received in the month preceding the survey is shown in *Table 10.9*. From the table it can be observed that paid employees in formal employment on average received higher cash than those in informal employment. For paid employees in informal employment, 80 percent received in cash US\$200 or below in the month preceding the survey. In contrast, 71 percent of the paid employees in formal employment reported receiving cash above US\$200 during the same reference period.

For those who are currently employed and had indicated that the kind of income they had received was in the form of in kind only or both in cash and in kind were asked to value the income received in kind. From *Table 10.10*, it is apparent that this form of compensation is mainly prevalent to those in informal employment. Ninety-six percent of paid employees in informal employment and 92 percent in formal employment reported the value of income received in kind as US\$200 or below in the month preceding the survey.

10.10 Hours Worked

Table 10.11 shows that about 52 percent of the employed worked less than 40 hours in economic activities. About 57 percent of the population in informal employment worked less than 40 hours compared to 12 percent for those in formal employment. The low percentage population in formal employment could be explained by the fact that working hours are regulated through collective bargaining agreements between employers and employees. In general, females tend to work fewer hours than males irrespective of the type of employment. The gender difference could be explained by the fact that most females are also engaged in household chores which are excluded in measurement of working time.

In relation to care activities, 90 percent of males in either informal or formal employment worked less than 20 hours in care activities in the 7 days reference period (see *Table 10.12*). The majority of women (56.2 percent) worked over 20 hours in care activities. In informal employment, 58 percent of females worked over 20 hours whilst in formal employment the percentage of females who worked over 20 hours was 41 percent.

10.11 Conclusion

The currently employed population aged 15 years and above was estimated to be 5.4 million and of these 84 percent were considered to be in informal employment, 11 percent were in formal employment and 5 percent were in employment not classifiable. Females constituted 53 percent of those in informal employment and 29 percent of the formally employed. Educational attainment was related to the type of employment: 95 percent of the informally employed population had secondary or lower levels of education whilst 52 percent of the population in formal employment had tertiary education. Ninety-one percent of persons in informal employment were unskilled in their jobs, while more half of persons in formal employment were professionals or skilled. The survey indicated that paid employees in formal employment on average received higher incomes than their counterparts in informal employment. Hours of work also differ with 57 percent of persons in informal employment indicating they had worked less than 40 hours compared to 12 percent for those in formal employment.

*Table 10. 1: Percent Distribution of Currently Employed Population Aged 15 Years and Above by Type of Employment and Age Group, Zimbabwe 2011
LFCLS*

Age Group	Informal Employment			Formal Employment			Employment not classifiable			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
15 - 19	20.6	15.5	17.9	0.5	0.3	0.5	5.7	9.5	7.6	16.7	14.2	15.5
20 - 24	15.3	14.6	14.9	6.1	6.6	6.2	10.8	11.4	11.1	13.6	13.9	13.8
25 - 29	14.1	13.3	13.7	14.9	23.9	17.5	19.5	15.8	17.6	14.5	14.1	14.3
30 - 34	12.0	11.5	11.7	19.8	17.1	19.1	18.3	15.5	16.9	13.5	12.1	12.8
35 - 39	9.7	9.8	9.7	17.2	17.9	17.4	14.1	16.0	15.1	11.1	10.6	10.8
40 - 44	6.4	6.5	6.5	15.9	12.6	15.0	10.9	9.8	10.3	8.1	7.1	7.6
45 - 49	4.6	6.1	5.4	7.7	11.1	8.7	5.6	9.4	7.5	5.1	6.6	5.8
50 - 54	3.5	5.9	4.8	8.5	3.6	7.0	3.9	4.7	4.3	4.3	5.7	5.0
55 - 59	3.6	5.3	4.5	5.5	3.2	4.8	5.3	2.8	4.0	4.0	5.1	4.5
60 - 64	3.0	4.1	3.6	2.8	2.7	2.8	2.0	2.7	2.4	2.9	3.9	3.4
65 +	7.2	7.4	7.3	1.0	1.0	1.0	3.8	2.5	3.1	6.0	6.7	6.4
Total Percent	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	2 152 094	2 420 677	4 572 771	430 774	175 389	606 163	121 192	130 901	252 093	2 704 060	2 726 967	5 431 026

Table 10. 2: Percent Distribution of Currently Employed Population Aged 15 Years and Above by Type of Employment and Highest Level of Education Completed, Zimbabwe 2011 LFCLS

Level of Education	Informal Employment			Formal Employment			Employment not classifiable			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
No primary education	3.0	8.2	5.7	0.3	0.3	0.3	1.5	2.6	2.1	2.5	7.4	5.0
Some primary education	16.4	21.1	18.9	2.9	2.9	2.9	9.9	10.9	10.5	14.0	19.5	16.7
Completed primary	18.9	20.9	19.9	7.6	3.6	6.4	14.8	18.1	16.5	16.9	19.6	18.3
Some secondary education	23.0	21.3	22.1	6.9	3.5	5.9	14.6	18.2	16.5	20.1	20.0	20.0
Completed secondary education	31.5	24.4	27.7	36.2	23.5	32.5	37.3	36.2	36.7	32.5	24.9	28.7
Tertiary	7.1	4.0	5.4	46.0	66.3	51.9	21.9	13.5	17.5	13.9	8.5	11.2
Not Stated	0.1	0.2	0.2	0.0	0.0	0.0	0.0	0.5	0.3	0.1	0.2	0.1
Total Percent	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	2 152 094	2 420 677	4 572 771	430 774	175 389	606 163	121 192	130 901	252 093	2 704 060	2 726 967	5 431 026

Table 10. 3: Percent Distribution of Currently Employed Population Aged 15 Years and Above by Type of Employment and Status in Employment, Zimbabwe 2011 LFCLS

Status in Employment	Informal Employment			Formal Employment			Employment not classifiable			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Paid employee- permanent	9.9	3.9	6.7	83.8	85.6	84.3	13.6	4.9	9.1	21.8	9.2	15.5
Paid employee- casual/temporary/contract/seasonal	13.2	7.4	10.1	4.9	5.3	5.0	7.7	9.0	8.4	11.6	7.3	9.4
Employer	0.1	0.1	0.1	2.8	2.5	2.7	0.8	0.2	0.5	0.6	0.3	0.4
Own account worker (communal, resettlement & peri-urban farmer)	65.9	77.1	71.8	N/A	N/A	N/A	N/A	N/A	N/A	52.5	68.4	60.5
Own account worker (other)	10.1	10.2	10.2	8.5	6.6	8.0	75.5	84.0	79.9	12.8	13.6	13.2
Contributing family worker	0.8	1.3	1.1	N/A	N/A	N/A	N/A	N/A	N/A	0.6	1.2	0.9
Not Stated	N/A	N/A	N/A	N/A	N/A	N/A	2.3	1.9	2.1	0.1	0.1	0.1
Total Percent	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	2 152 094	2 420 677	4 572 771	430 774	175 389	606 163	121 192	130 901	252 093	2 704 060	2 726 967	5 431 026

Table 10. 4: Percent Distribution of Currently Employed Population Aged 15 Years and Above by Type of Employment and Skill Level, Zimbabwe 2011LFCLS

Skill category	Informal Employment			Formal Employment			Employment not classifiable			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Professional	1.7	0.8	1.2	29.5	53.0	36.3	6.5	3.2	4.8	6.3	4.3	5.3
Skilled	4.7	1.6	3.0	24.0	16.0	21.7	15.6	6.9	11.1	8.2	2.8	5.5
Semi-skilled	5.2	2.5	3.8	15.7	7.7	13.4	11.8	8.9	10.3	7.1	3.2	5.2
Unskilled	87.8	94.0	91.1	28.9	21.9	26.9	61.7	76.8	69.6	77.3	88.6	82.9
Not Known	0.1	0.2	0.1	0.1	0.0	0.1	0.4	0.4	0.4	0.1	0.2	0.1
Not Stated	0.5	0.8	0.7	1.8	1.4	1.7	3.9	3.7	3.8	0.9	1.0	0.9
Total Percent	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	2 152 094	2 420 677	4 572 771	430 774	175 389	606 163	121 192	130 901	252 093	2 704 060	2 726 967	5 431 026

Table 10. 5: Percent Distribution of Currently Employed Population Aged 15 Years and Above by Type of Employment and Institutional Sector, Zimbabwe 2011 LFCLS

Institutional sector	Informal Employment			Formal Employment			Employment not classifiable			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Private	26.7	16.2	21.2	57.1	38.0	51.6	22.6	15.6	19.0	31.4	17.6	24.5
Central Government	1.1	0.8	0.9	27.5	46.4	32.9	1.8	1.7	1.8	5.3	3.8	4.6
Local Government	0.4	0.5	0.4	5.4	9.7	6.6	1.1	0.9	1.0	1.2	1.1	1.2
Parastatals	0.6	0.3	0.5	8.1	2.8	6.6	1.0	0.0	0.5	1.8	0.5	1.2
Private Households	70.5	81.8	76.5	0.5	0.8	0.6	70.3	80.3	75.5	59.4	76.5	68.0
Co-operative	0.2	0.0	0.1	0.4	0.0	0.3	0.0	0.0	0.0	0.2	0.0	0.1
NGOs	0.3	0.1	0.2	0.7	2.0	1.1	0.0	0.5	0.3	0.4	0.3	0.3
Other	0.1	0.1	0.1	0.1	0.2	0.1	0.0	0.0	0.0	0.1	0.1	0.1
Not Stated	0.0	0.1	0.1	0.2	0.1	0.2	3.2	1.0	2.1	0.2	0.1	0.2
Total Percent	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	2 152 094	2 420 677	4 572 771	430 774	175 389	606 163	121 192	130 901	252 093	2 704 060	2 726 967	5 431 026

Table 10. 6: Percent Distribution of Currently Employed Population Aged 15 Years and Above by Type of Employment and Industry, Zimbabwe 2011 LFCLS

Industrial groups	Informal Employment			Formal Employment			Employment not classifiable			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	73.4	79.7	76.7	6.7	8.2	7.1	9.8	7.8	8.8	59.9	71.6	65.8
Mining and quarrying	1.7	0.2	0.9	11.9	1.0	8.8	9.1	2.2	5.5	3.6	0.3	2.0
Manufacturing	5.3	1.6	3.3	15.4	5.8	12.7	23.2	9.6	16.1	7.7	2.3	5.0
Electricity supply	0.0	0.0	0.0	1.7	0.0	1.2	0.0	0.0	0.0	0.3	0.0	0.2
Water supply	0.0	0.0	0.0	0.7	0.7	0.7	0.0	0.0	0.0	0.1	0.0	0.1
Construction	3.1	0.2	1.6	3.4	1.0	2.7	9.0	1.4	5.1	3.4	0.4	1.9
Wholesale and retail trade; repair of motor vehicles and motorcycles	7.3	9.1	8.2	9.4	8.4	9.1	21.3	43.9	33.0	8.2	10.7	9.5
Transportation and storage	2.3	0.1	1.1	6.5	2.5	5.3	5.7	0.2	2.8	3.1	0.2	1.7
Accommodation and food service	0.3	0.6	0.5	0.8	0.7	0.8	1.4	2.2	1.8	0.5	0.6	0.6
Information and communication	0.2	0.1	0.1	1.7	0.4	1.3	2.0	0.3	1.2	0.5	0.1	0.3
Financial and insurance activities	0.1	0.1	0.1	2.7	2.7	2.7	0.0	0.3	0.2	0.5	0.3	0.4
Real estate activities	0.0	0.1	0.0	0.5	0.3	0.4	0.0	0.0	0.0	0.1	0.1	0.1
Professional activities	0.1	0.1	0.1	1.5	3.5	2.0	1.9	0.4	1.2	0.4	0.3	0.4
Administrative activities	1.9	0.4	1.1	5.2	6.3	5.5	2.3	0.8	1.5	2.5	0.8	1.6
Public administration and defence	0.2	0.0	0.1	12.1	7.4	10.7	0.1	0.5	0.3	2.1	0.5	1.3
Education	1.1	1.2	1.1	12.0	34.8	18.6	0.8	1.5	1.2	2.8	3.4	3.1
Human health and social work activities	0.3	0.8	0.6	3.7	11.4	5.9	0.8	2.6	1.8	0.9	1.6	1.2
Arts, entertainment and recreation	0.2	0.2	0.2	1.5	1.2	1.4	0.9	0.3	0.6	0.5	0.2	0.4
Other service activities	1.8	3.0	2.4	2.4	3.2	2.6	9.3	16.3	12.9	2.3	3.6	2.9
Activities of households as employers	0.4	2.6	1.6	0.1	0.3	0.1	1.1	7.2	4.2	0.4	2.7	1.5
Extraterritorial organizations	0.0	0.0	0.0	0.2	0.2	0.2	0.0	0.5	0.3	0.0	0.1	0.1
Not Stated	0.1	0.1	0.1	0.1	0.0	0.0	1.2	2.0	1.6	0.1	0.2	0.1
Total Percent	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	2 152 094	2 420 677	4 572 771	430 774	175 389	606 163	121 192	130 901	252 093	2 704 060	2 726 967	5 431 026

Table 10. 7: Percent Distribution of Currently Employed Population Aged 15 Years and Above by Type of Employment and Occupational Category, Zimbabwe 2011 LFCLS

Occupation category	Informal Employment			Formal Employment			Employment not classifiable			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Managers	0.5	0.1	0.3	7.7	4.7	6.8	1.7	0.2	1.0	1.7	0.4	1.1
Professionals	1.3	1.3	1.3	16.6	44.5	24.7	2.1	2.7	2.4	3.8	4.1	3.9
Technicians and associate professionals	1.0	0.5	0.7	8.2	8.4	8.3	1.9	1.3	1.6	2.2	1.0	1.6
Clerical support workers	0.5	0.3	0.4	7.2	9.6	7.9	1.0	1.1	1.1	1.6	0.9	1.3
Service and sales workers	7.9	9.5	8.7	19.1	16.2	18.3	14.1	35.4	25.2	9.9	11.2	10.5
Skilled agricultural, forestry and fishery workers	67.8	77.0	72.7	1.7	2.1	1.8	7.0	6.2	6.6	54.6	68.8	61.7
Craft and related trades workers	6.9	1.7	4.1	13.0	2.7	10.0	31.0	12.0	21.2	9.0	2.3	5.6
Plant and machine operators, and assemblers	3.6	0.3	1.8	13.6	1.1	10.0	13.3	1.4	7.1	5.6	0.4	3.0
Elementary occupations	10.6	9.3	9.9	11.0	10.6	10.9	27.7	39.6	33.9	11.4	10.9	11.1
Armed forces occupations	0.0	0.0	0.0	1.9	0.0	1.3	0.0	0.0	0.0	0.3	0.0	0.2
Total Percent	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	2 152 094	2 420 677	4 572 771	430 774	175 389	606 163	121 192	130 901	252 093	2 704 060	2 726 967	5 431 026

Table 10. 8: Percent Paid Employees Aged 15 Years and Above by Type of Employment and Kind of Income Received in the Month Preceding the Survey, Zimbabwe 2011 LFCLS

Kind of Income	Informal Employment			Formal Employment			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
None	3.1	4.4	3.6	0.2	0.8	0.4	1.9	3.0	2.3
Cash only	85.3	81.2	83.9	97.4	97.7	97.5	90.6	87.3	89.5
In kind only	0.9	1.9	1.3	0.1	0.0	0.0	0.5	1.2	0.8
Both in cash and in kind	8.2	9.4	8.6	2.1	1.3	1.9	5.6	6.4	5.9
No work done	2.2	3.2	2.5	0.0	0.0	0.0	1.3	2.0	1.5
Not Stated	0.2	0.0	0.1	0.1	0.2	0.1	0.1	0.1	0.1
Total	100	100	100	100	100	100	100	100	100
Total Number	496 389	272 840	769 228	382 053	159 346	541 399	878 441	432 186	1 310 627

Table 10. 9: Percent Paid Employees Aged 15 Years and Above Paid Cash Only or Both in Cash and in Kind by Type of Employment and Cash Received in the Month Preceding the Survey, Zimbabwe 2011 LFCLS

Cash Received	Informal Employment			Formal Employment			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
US\$100 and below	46.3	64.0	52.5	4.9	6.3	5.3	27.7	41.5	32.2
US\$101 - US\$200	31.9	20.1	27.8	25.2	19.7	23.6	28.9	19.9	26.0
US\$201 – US\$300	14.5	10.5	13.1	43.6	50.1	45.5	27.6	25.9	27.1
US\$301 - US\$400	2.9	2.7	2.8	11.6	7.9	10.5	6.8	4.7	6.1
US\$401 - US\$500	1.6	0.8	1.3	5.0	4.1	4.8	3.1	2.1	2.8
US\$501 - US\$1000	1.5	1.0	1.3	5.6	8.9	6.6	3.3	4.1	3.6
US\$1001 - US\$3000	0.7	0.5	0.6	2.8	2.3	2.6	1.6	1.2	1.5
US\$3001 and above	0.3	0.2	0.2	0.9	0.2	0.7	0.5	0.2	0.4
Not Stated	0.4	0.2	0.3	0.4	0.6	0.4	0.4	0.3	0.4
Total Percent	100	100	100	100	100	100	100	100	100
Total Number	465 640	247 174	712 815	380 483	158 128	538 611	846 123	405 302	1 251 426

Table 10. 10: Percent Paid Employees Aged 15 Years and Above Paid in Kind Only or Both in Cash and in Kind by Type of Employment and Value of in Kind Income Received in the Month Preceding the Survey, Zimbabwe 2011 LFCLS

Value of in Kind Income Received	Informal Employment			Formal Employment			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
US\$100 and below	80.9	88.0	83.7	72.8	89.9	76.6	79.6	88.1	82.8
US\$101 - US\$200	15.0	7.8	12.1	19.1	0.0	14.9	15.6	7.2	12.4
US\$201 – US\$300	1.5	1.1	1.3	0.0	0.0	0.0	1.2	1.1	1.2
US\$301- US\$400	0.6	0.0	0.4	0.0	0.0	0.0	0.5	0.0	0.3
US\$3 001 and above	0.0	0.6	0.2	0.0	0.0	0.0	0.0	0.5	0.2
Not Stated	2.1	2.5	2.3	8.1	10.1	8.5	3.0	3.1	3.0
Total Percent	100	100	100	100	100	100	100	100	100
Total Number	46 398	30 742	77 139	8 447	2 382	10 830	54 845	33 124	87 969

Table 10. 11: Percent Distribution of Currently Employed Population Aged 15 Years and Above by Type of Employment and Hours Worked in Economic Activities, Zimbabwe 2011 LFCLS

Hours worked	Informal Employment			Formal Employment			Employment not classifiable			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 20	28.7	36.4	32.8	4.9	6.0	5.2	18.7	28.4	23.8	24.4	34.1	29.3
20 - 29	11.9	15.4	13.7	2.0	4.0	2.6	7.9	12.6	10.4	10.2	14.5	12.3
30 - 39	9.9	11.6	10.8	3.3	5.4	3.9	6.1	8.6	7.4	8.7	11.1	9.9
40 - 48	16.8	14.0	15.3	36.5	48.4	40.0	17.8	14.9	16.3	20.0	16.3	18.1
49 +	32.5	22.4	27.2	53.2	36.1	48.2	48.9	34.6	41.5	36.6	23.9	30.2
Not Stated	0.1	0.2	0.1	0.1	0.0	0.0	0.6	0.8	0.7	0.1	0.2	0.2
Total Percent	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	2 152 094	2 420 677	4 572 771	430 774	175 389	606 163	121 192	130 901	252 093	2 704 060	2 726 967	5 431 026

Table 10. 12: Percent Distribution of Currently Employed Population Aged 15 Years and Above by Type of Employment and Hours Worked in Care Activities, Zimbabwe 2011 LFCLS

Hours worked in unpaid care activities	Informal Employment			Formal Employment			Employment not classifiable			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Zero	28.6	4.3	15.8	31.6	2.4	23.1	34.9	5.6	19.7	29.4	4.3	16.8
1-20	61.0	38.1	48.8	58.8	56.9	58.3	57.4	43.4	50.1	60.5	39.5	50.0
21-40	9.3	43.0	27.1	8.8	35.8	16.6	7.0	38.1	23.2	9.1	42.3	25.8
41-60	0.9	11.4	6.5	0.6	4.5	1.7	0.7	8.3	4.7	0.8	10.8	5.8
61-80	0.1	2.1	1.2	0.1	0.5	0.2	0.0	2.6	1.3	0.1	2.0	1.1
80 and above	0.1	1.1	0.6	0.0	0.0	0.0	0.0	1.9	1.0	0.1	1.1	0.6
Not Stated	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total Percent	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	2 152 094	2 420 677	4 572 771	430 774	175 389	606 163	121 192	130 901	252 093	2 704 060	2 726 967	5 431 026

Chapter 11: Retrenchments

11.1 Introduction

According to the Labour Act, [CHAPTER 28:01], retrenchment means termination of an employee's employment for the purpose of reducing expenditure or costs, adapting to technological change, reorganizing the undertaking in which the employee is employed or similar reasons, and includes the termination of employment on account of the closure of the enterprise in which the employee is employed. This chapter discusses the characteristics and current activity status of the ever-retrenched population aged 15 years and above at the time of survey. The reference period for retrenchment was June 2004 to May 2011.

11.2 Size and Distribution of Ever-retrenched Population

Tables 11.1a and b show that a total of 248 thousand employees were once retrenched between June 2004 and May 2011 with males accounting for 74 percent of the retrenchees. Harare Province had the highest percent of the ever-retrenched population at 30 percent followed by Manicaland Province at 13 percent and Mashonaland East and Mashonaland West at 12 percent each. The lowest percent of the ever-retrenched population was in Matabeleland North at 2 percent. Of the ever-retrenched females, 29 percent were in Harare Province and 15 percent in Mashonaland East Province. The lowest percent of the ever-retrenched female population of less than 1 percent was reported in Matabeleland North Province. For males, Harare Province had the highest percent of the ever-retrenched population, at 31 percent, followed by Manicaland Province at 12 percent with the lowest percent of 2 in Matabeleland South.

Tables 11.2a and b show the distribution of the ever-retrenched population by year of retrenchment, rural/urban areas and sex. The highest numbers of retrenchments (16 percent) were experienced in 2008 and 2010. The highest numbers of retrenchees in the rural areas were retrenched in 2008 and 2010, 17 percent each, while it was 15 and 14 percent, respectively, for urban areas in 2008 and 2010. The number of ever-retrenched male population by usual residence was divided almost equally between rural and urban areas, while more females were retrenched in urban areas compared to rural areas during the same period.

11.3 Age-Sex Distribution of the Ever-retrenched Population

Table 11.3 presents the distribution of ever-retrenched population by current activity status, rural/urban areas and sex. The highest percentage of the ever-retrenched population was in the 30 to 34 years age group (19.8 percent), followed by the 25 to 29 years age group, at 19 percent, as illustrated in Figure 11.1. The 15-19 year age group constituted 1 percent of the ever-retrenched employees. A similar pattern was observed in rural and urban areas.

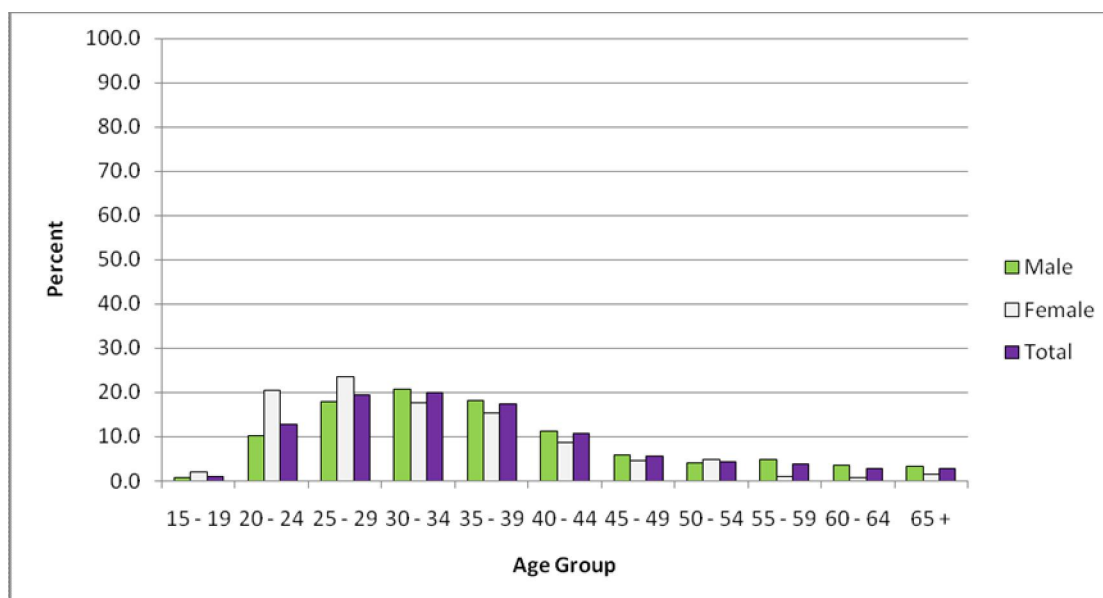


Figure 11. 1: Ever-retrenched Population Aged 15 Years and Above by Sex Zimbabwe 2011

11.4. Educational Level of the Ever-retrenched Population

Table 11.4 shows the distribution of the ever-retrenched population by level of education and sex. Forty-three percent of the ever-retrenched population had completed secondary education while 19 percent had completed tertiary level of education. Of the ever-retrenched population in rural areas, 33 percent had completed secondary level while 21 percent had attained primary level. Fifty-three percent of the ever-retrenched persons in urban areas had completed secondary education and 26 percent had completed tertiary level of education. See Table 11.5a

11.5 Activity Status of the Ever-retrenched population

Figure 11.2 illustrates the activity status of the ever-retrenched population. Ninety- seven percent (241 thousand) of the ever-retrenched population were economically active. Out of the economically active ever-retrenched population, 15 percent were broadly unemployed, and thus were without jobs but available for work. Of the economically active currently employed population, 41 percent were in the household sector, 36 percent in the formal sector and 22 percent were in the informal sector.

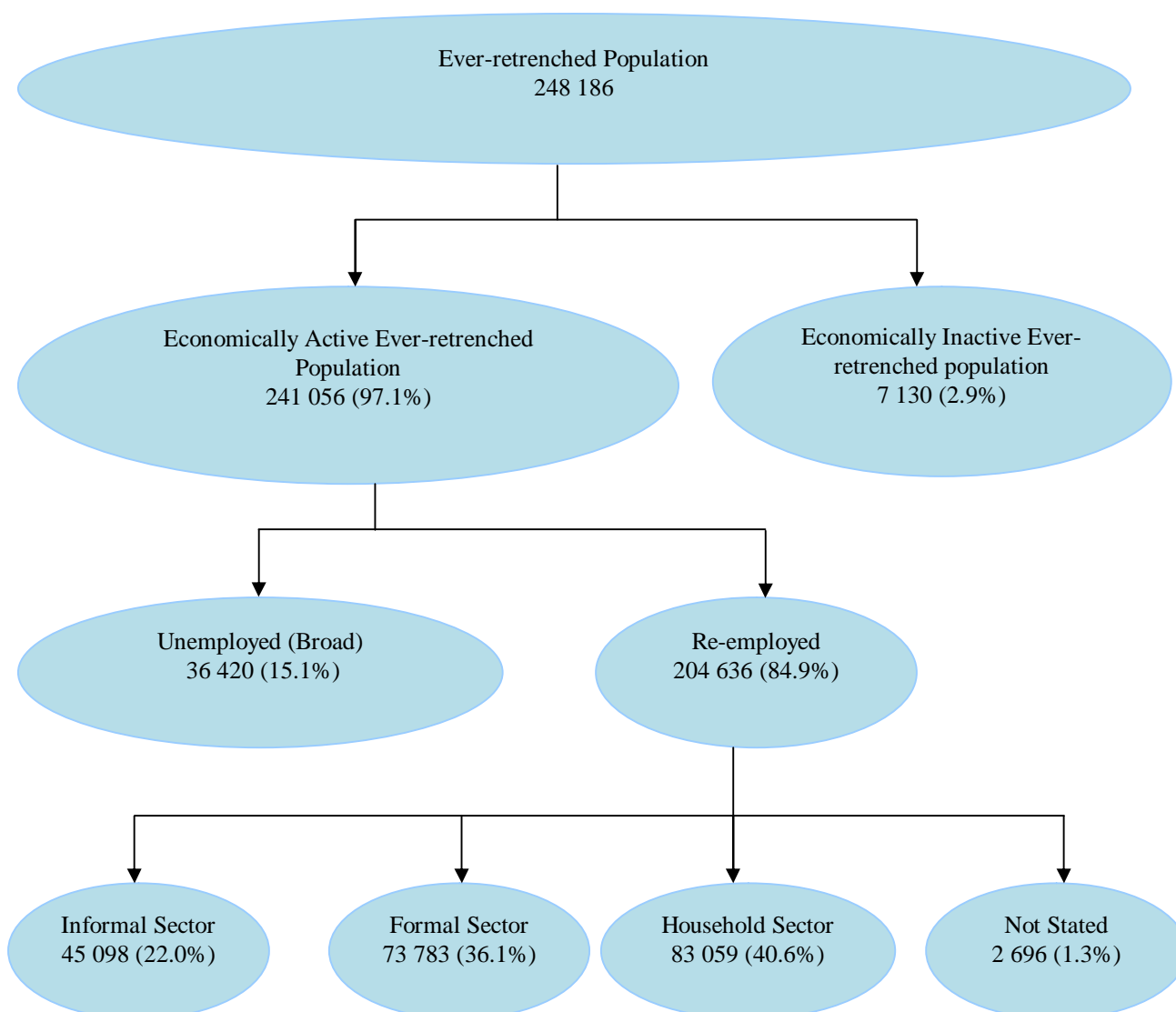


Figure 11. 2: Activity Status of the Ever-retrenched Population Aged 15 Years and Above, Zimbabwe 2011 LFCLS

11.6 The Re-employed Ever-retrenched

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

11.6.1 Educational Level of the Re-employed

Table 11.5b presents the distribution of the ever-retrenched re-employed population by level of education and sex. At national level, 44 percent of the ever-retrenched population had

completed secondary education while 18 percent had completed tertiary level. Of the ever-retrenched population in rural areas, 34 percent had completed secondary level while 20 percent had attained primary level. Fifty-four percent of the ever-retrenched persons in urban areas had completed secondary education and 25 percent had completed tertiary level of education.

11.6.2 Status in Employment

Of the ever-retrenched and re-employed population, 79 percent were male and 53 percent of them lived in rural areas (See *Table 11.6*). The highest percent of the ever-retrenched re-employed population in the country were own account workers (communal, peri-urban and resettlement farmers), at 31 percent, followed by own account worker (other), at 25 percent, paid employees engaged in casual/temporary/contract work, at 23 percent. Fifty-six percent of the retrenched in rural areas were own account workers (communal, peri-urban and resettlement farmers) while 19 percent were paid employees in permanent jobs. In urban areas, 42 percent of the re-employed were own account workers (other), 33 percent were paid employees (casual/ temporary/contract) and 22 percent were paid employees in permanent jobs.

11.6.3 Industrial Sector

The distribution of the ever-retrenched re-employed population by industrial sector, presented in *Table 11.7a* shows that agriculture, forestry and fishing accounted for 41 percent, followed by wholesale and retail trade, repair of motor vehicles and motorcycles, at 18 percent. *Table 11.7 b* shows that there were more males than females in most of the industrial sectors.

11.6.4 Skill Level

Tables 11.8a and *b* show the distribution of the ever-retrenched re-employed population by skill level and sex. Seventy-four percent of the re-employed population were unskilled while 22 percent were either skilled or semi-skilled. Three percent of the re-employed population were professionals. Within the unskilled re-employed population, 79 percent were males. There were more males than females in all skill level categories. See *Appendix B* for further details, concepts and definitions on skill level.

11.7 Economically Inactive Ever-retrenched Population

The ever-retrenched population aged 15 years and above and not in the labour force i.e. inactive population, were estimated at 7 thousand and the number of males and females were almost the same. For Zimbabwe, 39 percent of the ever-retrenched economically inactive employees were homemakers, 22 percent were ill, sick or too old and 8 percent were students. In rural areas, 49 percent of the economically inactive population were ill, sick or too old and 21 percent were homemakers (see *Tables 10.9a* and *b*). In urban areas, 45 percent of the economically inactive population were homemakers, 13 percent were ill, sick or too old and 9 percent were students.

11.8 Conclusion

About 248 thousand people, of whom 74 percent were males, were once retrenched between June 2004 and May 2011. The highest number of retrenchees were in 2008 and 2010. Thirty percent of the ever-retrenched population were in Harare Province. The current activity status of the ever-retrenched population showed that 82 percent were employed, 15 percent were unemployed and 3 percent were economically inactive. Forty-one percent of the ever-retrenched population were employed in the household sector, 36 percent were employed in the formal sector while 22 percent were employed in the informal sector.

Table 11.1: Percent Ever-retrenched Population Aged 15 Years and Above by Province and Sex, Zimbabwe 2011 LFCLS

(a)

Province	Male	Female	Total
Manicaland	12.0	14.0	12.5
Mashonaland Central	4.8	3.7	4.5
Mashonaland East	11.3	15.0	12.3
Mashonaland West	11.3	13.1	11.8
Matabeleland North	2.5	0.5	2.0
Matabeleland South	2.4	1.3	2.1
Midlands	8.7	7.5	8.4
Masvingo	8.0	3.3	6.8
Harare	30.9	29.2	30.4
Bulawayo	8.2	12.5	9.3
Total Percent	100	100	100
Total Number	183 783	64 403	248 186

(b)

Province	Male	Female	Total	
			Percent	Number
Manicaland	70.9	29.1	100	31 001
Mashonaland Central	78.6	21.4	100	11 161
Mashonaland East	68.4	31.6	100	30 457
Mashonaland West	71.2	28.8	100	29 244
Matabeleland North	93.1	6.9	100	5 003
Matabeleland South	83.6	16.4	100	5 200
Midlands	76.9	23.2	100	20 810
Masvingo	87.5	12.5	100	16 763
Harare	75.1	24.9	100	75 496
Bulawayo	65.1	34.9	100	23 050
Total	74.1	25.9	100	248 186

Table 11.2: Percent Distribution of Ever-retrenched Population Aged 15 Years and Above by Year of Retrenchment, Urban/Rural, Year and Sex, Zimbabwe 2011 LFCLS

(a)

	Year	Male	Female	Total
Rural	2004 (June-December)	17.5	5.7	14.8
	2005	13.9	8.7	12.7
	2006	8.0	4.4	7.2
	2007	12.9	17.7	13.9
	2008	17.9	15.6	17.4
	2009	9.9	12.8	10.5
	2010	14.6	26.6	17.3
	2011(January-May)	5.4	8.4	6.0
	Total Percent	100	100	100
	Total Number	91 210	26 437	117 647
Urban	2004 (June-December)	10.9	4.6	9.1
	2005	14.4	7.4	12.4
	2006	11.2	8.8	10.5
	2007	14.5	14.4	14.5
	2008	15.4	15.5	15.4
	2009	12.7	18.3	14.3
	2010	12.0	19.7	14.2
	2011(January-May)	9.0	11.2	9.6
	Total Percent	100	100	100
	Total Number	92 572	37 967	130 539
Zimbabwe	2004 (June-December)	14.2	5.1	11.8
	2005	14.1	8.0	12.5
	2006	9.6	7.0	8.9
	2007	13.7	15.7	14.2
	2008	16.6	15.6	16.4
	2009	11.3	16.1	12.5
	2010	13.3	22.5	15.7
	2011(January-May)	7.2	10.1	7.9
	Total Percent	100	100	100
	Total Number	183 783	64 403	248 186

(b)

	Year	Male	Female	Total	
				Percent	Number
Rural	2004 (June-December)	91.3	8.7	100	17 469
	2005	84.6	15.4	100	14 942
	2006	86.3	13.7	100	8 497
	2007	71.6	28.4	100	16 405
	2008	79.8	20.2	100	20 451
	2009	72.7	27.3	100	12 405
	2010	65.5	34.5	100	20 366
	2011(January-May)	68.8	31.2	100	7 112
	Total Percent	77.5	22.5	100	117 647
Urban	2004 (June-December)	85.3	14.7	100	11 857
	2005	82.5	17.5	100	16 122
	2006	75.6	24.4	100	13 661
	2007	71.1	28.9	100	18 905
	2008	70.7	29.3	100	20 135
	2009	62.8	37.2	100	18 697
	2010	59.7	40.3	100	18 580
	2011(January-May)	66.2	33.8	100	12 581
	Total Percent	70.9	29.1	100	130 539
Zimbabwe	2004 (June-December)	88.9	11.1	100	29 327
	2005	83.5	16.5	100	31 064
	2006	79.7	20.3	100	22 158
	2007	71.3	28.7	100	35 310
	2008	75.3	24.7	100	40 587
	2009	66.7	33.3	100	31 102
	2010	62.7	37.3	100	38 946
	2011(January-May)	67.1	32.9	100	19 693
	Total Percent	74.1	25.9	100	248 186

Table 11.3: Percent Distribution of the Ever-retrenched Population by Activity Status, Age and Sex, Zimbabwe 2011 LFCLS

Age Group	Employed			Unemployed			Inactive			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Rural												
15 - 19	1.0	0.0	0.0	0.0	18.0	10.2	0.0	0.0	0.0	0.9	3.5	1.5
20 - 24	8.7	16.2	16.2	19.9	10.8	14.7	26.2	0.0	20.6	9.5	14.9	10.7
25 - 29	18.6	19.5	19.5	45.2	22.0	32.0	21.9	50.0	27.9	19.8	20.4	20.0
30 - 34	20.0	26.3	26.3	15.9	14.2	15.0	21.2	0.0	16.6	19.8	23.5	20.7
35 - 39	18.1	14.1	14.1	5.1	6.2	5.7	0.0	0.0	0.0	17.2	12.3	16.1
40 - 44	9.0	3.0	3.0	0.0	28.7	16.3	16.5	50.0	23.7	8.7	8.8	8.7
45 - 49	5.0	8.7	8.7	0.0	0.0	0.0	14.2	0.0	11.2	5.0	6.9	5.4
50 - 54	4.2	4.9	4.9	0.0	0.0	0.0	0.0	0.0	0.0	3.9	3.9	3.9
55 - 59	6.7	1.1	1.1	0.0	0.0	0.0	0.0	0.0	0.0	6.3	0.8	5.1
60 - 64	4.4	1.7	1.7	0.0	0.0	0.0	0.0	0.0	0.0	4.1	1.3	3.5
65 +	4.3	4.5	4.5	13.9	0.0	6.0	0.0	0.0	0.0	4.6	3.6	4.4
Total Percent	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	85 803	20 857	106 660	3 943	5 182	9 125	1 464	398	1 862	91 210	26 437	117 647
Urban												
15 - 19	0.4	1.8	0.7	0.0	0	0	0	0	0	0.3	1.0	0.5
20 - 24	7.7	14.7	9.2	25.7	46.3	35.7	21.5	0.0	8.4	10.7	24.4	14.7
25 - 29	16.5	23.3	18.0	12.9	33.4	22.8	18.7	8.8	12.7	16.0	25.6	18.8
30 - 34	24.4	14.2	22.2	6.5	3.9	5.3	11.6	46.7	33.1	21.4	13.4	19.1
35 - 39	20.3	23.4	21.0	13.5	9.5	11.6	0.0	8.8	5.4	18.8	17.3	18.4
40 - 44	13.4	13.4	13.4	18.1	0.0	9.3	0.0	10.7	6.5	13.8	8.5	12.3
45 - 49	6.2	3.5	5.6	9.8	2.4	6.3	11.1	0.0	4.3	6.8	2.8	5.7
50 - 54	4.1	3.5	4.0	0.0	3.7	1.8	28.0	24.9	26.1	4.0	5.4	4.4
55 - 59	3.6	2.3	3.3	1.7	0.0	0.9	0.0	0.0	0.0	3.2	1.3	2.7
60 - 64	1.2	0.0	1.0	11.8	0.8	6.4	9.0	0.0	3.5	3.0	0.3	2.2
65 +	2.1	0.0	1.7	0.0	0.0	0.0	0.0	0.0	0.0	1.8	0.0	1.3
Total Percent	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	76 412	21 563	97 975	14 117	13 179	27 295	2 043	3 225	5 268	92 572	37 967	130 538

Table 11.3: Percent Distribution of the Ever-retrenched Population by Activity Status, Age and Sex, Zimbabwe 2011 LFCLS (Cont)

Age Group	Employed			Unemployed			Inactive			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
15 - 19	0.7	0.9	0.7	0.0	5.1	2.6	0.0	0.0	0.0	0.6	2.0	1.0
20 - 24	8.2	15.4	9.7	24.4	36.3	30.4	23.5	0.0	11.6	10.1	20.5	12.8
25 - 29	17.6	21.4	18.4	20.0	30.2	25.1	20.1	13.4	16.7	17.9	23.5	19.4
30 - 34	22.1	20.2	21.7	8.6	6.8	7.7	15.6	41.6	28.8	20.6	17.6	19.8
35 - 39	19.1	18.8	19.1	11.7	8.5	10.1	0.0	7.8	4.0	18.0	15.3	17.3
40 - 44	11.1	8.3	10.5	14.1	8.1	11.1	6.9	15.0	11.0	11.3	8.6	10.6
45 - 49	5.6	6.0	5.7	7.7	1.8	4.7	12.4	0.0	6.1	5.9	4.5	5.5
50 - 54	4.2	4.2	4.2	0.0	2.7	1.3	16.3	22.2	19.3	4.0	4.8	4.2
55 - 59	5.2	1.7	4.5	1.3	0.0	0.7	0.0	0.0	0.0	4.7	1.1	3.8
60 - 64	2.9	0.8	2.5	9.2	0.5	4.8	5.2	0.0	2.6	3.6	0.7	2.8
65 +	3.3	2.2	3.1	3.0	0.0	1.5	0.0	0.0	0.0	3.2	1.5	2.7
Total Percent	100	100	100	100	100	100	100	100	100	100	100	100
Total Number	162 215	42 420	204 636	18 060	18 360	36 420	3 507	3 623	7 130	183 782	64 403	248 186

Table 11.4: Percent Ever-retrenched Population Aged 15 Years and Above by Level of Education and Sex, Zimbabwe 2011 LFCLS

(a)

Level of Education	Male	Female	Total
No Primary	1.5	0.6	1.3
Some Primary	8.6	9.8	8.9
Completed Primary	13.4	16.4	14.2
Some secondary education	14.0	10.8	13.2
Completed Secondary	44.2	40.8	43.3
Tertiary	18.3	21.6	19.1
Total Percent	100	100	100
Total Number	183 783	64 403	248 186

(b)

Level of Education	Male	Female	Total	
			Percent	Number
No Primary	88.4	11.6	100	3 104
Some Primary	71.4	28.6	100	22 100
Completed Primary	70.0	30.0	100	35 290
Some secondary education	78.7	21.3	100	32 704
Completed Secondary	75.6	24.4	100	107 477
Tertiary	70.7	29.3	100	47 510
Total	74.1	25.9	100	248 186

Table 11 5: Percent Ever-retrenched Population Aged 15 Years and Above by Level of Education, Rural/ Urban and Sex, Zimbabwe 2011 LFCLS

(a)

Urban/Rural and Sex	None	Some Primary	Completed Primary	Some Secondary Education	Completed Secondary Education	Tertiary	Total	
							Percent	Number
Rural								
Male	1.9	13.5	17.1	19.0	36.7	11.9	100	91 210
Female	1.4	21.0	33.9	13.3	21.0	9.4	100	26 437
Total	1.8	15.2	20.9	17.7	33.1	11.3	100	117 647
Urban								
Male	1.1	3.8	9.8	9.1	51.6	24.6	100	92 572
Female	0.0	2.0	4.3	9.0	54.6	30.1	100	37 967
Total	0.8	3.3	8.2	9.1	52.5	26.2	100	130 539
Zimbabwe								
Male	1.5	8.6	13.4	14.0	44.2	18.3	100	183 783
Female	0.6	9.8	16.4	10.8	40.8	21.6	100	64 403
Total	1.3	8.9	14.2	13.2	43.3	19.1	100	248 186

Table 11.5: Percent Ever-retrenched Currently Employed Population Aged 15 Years and Above by Level of Education, Rural/ Urban and Sex, Zimbabwe 2011 LFCLS

(b)

Urban/Rural and Sex	None	Some Primary	Completed Primary	Some Secondary Education	Completed Secondary Education	Tertiary	Total	
							Percent	Number
Rural								
Male	2.0	14.1	17.7	18.6	36.8	10.8	100	85 803
Female	1.7	24.0	30.0	11.2	21.1	12.0	100	20 857
Total	2.0	16.0	20.1	17.2	33.7	11.0	100	106 660
Urban								
Male	1.3	3.0	8.9	8.6	52.5	25.7	100	76 412
Female	0.0	3.5	3.4	10.4	59.9	22.7	100	21 563
Total	1.0	3.2	7.7	9.0	54.1	25.0	100	97 975
Zimbabwe								
Male	1.7	8.9	13.6	13.9	44.2	17.8	100	162 215
Female	0.9	13.6	16.5	10.8	40.9	17.4	100	42 420
Total	1.5	9.9	14.2	13.2	43.5	17.7	100	204 636

Table 11.6: Percent Ever-retrenched Currently Employed Population Aged 15 Years and Above by Employment Status, Rural/ Urban and Sex, Zimbabwe 2011 LFCLS

(a)

Area	Employment Status	Male	Female	Total
Rural	Paid Employee Permanent	20.5	12.2	18.9
	Paid Employee Casual/Temporary/Contract	13.7	17.5	14.5
	Own Account Worker (Communal & Resettlement Farmer)	55.3	61.0	56.4
	Own Account Worker (Other)	10.3	6.9	9.6
	Contributing Family Worker	0.0	2.3	0.5
	Not Stated	0.1	0.0	0.1
	Total Percent	100	100	100
	Total Number	85 803	20 857	106 660
Urban	Paid Employee Permanent	23.2	15.2	21.5
	Paid Employee Casual/Temporary/Contract	32.3	33.7	32.6
	Own Account Worker (Communal & Resettlement Farmer)	3.7	0.0	2.9
	Own Account Worker (Other)	40.8	44.7	41.7
	Contributing Family Worker	0.0	6.3	1.4
	Not Stated	0.0	0.0	0.0
	Total Percent	100	100	100
	Total Number	76 412	21 563	97 975
Zimbabwe	Paid Employee Permanent	21.8	13.7	20.1
	Paid Employee Casual/Temporary/Contract	22.5	25.8	23.1
	Own Account Worker (Communal & Resettlement Farmer)	31.0	30.0	30.8
	Own Account Worker (Other)	24.7	26.2	25.0
	Contributing Family Worker	0.0	4.3	0.9
	Not Stated	0.1	0.0	0.1
	Total Percent	100	100	100
	Total Number	162 215	42 420	204 636

(b)

Area	Employment Status	Male	Female	Total	
				Percent	Number
Rural	Paid Employee Permanent	87.4	12.6	100	20 142
	Paid Employee Casual/Temporary/Contract	76.3	23.7	100	15 439
	Own Account Worker (Communal & Resettlement Farmer)	78.9	21.1	100	60 190
	Own Account Worker (Other)	85.9	14.1	100	10 277
	Contributing Family Worker	0.0	100.0	100	484
	Not Stated	100.0	0.0	100	127
	Total	80.4	19.6	100	106 660
Urban	Paid Employee Permanent	84.4	15.6	100	21 049
	Paid Employee Casual/Temporary/Contract	77.2	22.8	100	31 923
	Own Account Worker (Communal & Resettlement Farmer)	100.0	0.0	100	2 816
	Own Account Worker (Other)	76.4	23.6	100	40 833
	Contributing Family Worker	0.0	100.0	100	1 355
	Not Stated	0.0	0.0	100	0
	Total	78.0	22.0	100	97 975
Zimbabwe	Paid Employee Permanent	85.8	14.2	100.0	41 191
	Paid Employee Casual/Temporary/Contract	76.9	23.1	100.0	47 362
	Own Account Worker (Communal & Resettlement Farmer)	79.8	20.2	100.0	63 006
	Own Account Worker (Other)	78.3	21.7	100.0	51 110
	Contributing Family Worker	0.0	100.0	100.0	1 840
	Not Stated	100.0	0.0	100.0	127
	Total	79.3	20.7	100.0	204 636

Table 11.7: Percent Ever-retrenched Population Aged 15 Years and Above Currently Employed by Industrial Sector and Sex, Zimbabwe 2011 LFCLS

(a)

Industrial Sector	Male	Female	Total
Agriculture, forestry and fishing	41.3	39.8	41.0
Mining and quarrying	3.4	0.0	2.7
Manufacturing	11.7	8.0	10.9
Electricity, gas, steam and air conditioning supply	1.0	0.0	0.8
Water supply; sewerage, waste management and remediation activities	0.3	0.0	0.2
Construction	4.7	0.0	3.7
Wholesale and retail trade; repair of motor vehicles and motorcycles	14.9	29.0	17.9
Transportation and storage	4.8	0.0	3.8
Accommodation and food service activities	0.6	4.3	1.3
Information and communication	0.7	0.0	0.6
Financial and insurance activities	0.8	0.7	0.8
Real estate activities	0.3	0.0	0.2
Professional, scientific and technical activities	0.9	1.0	1.0
Administrative and support service activities	5.5	1.2	4.6
Public administration and defence; compulsory social security	0.9	1.2	0.9
Education	0.9	2.4	1.2
Human health and social work activities	0.4	0.7	0.4
Arts, entertainment and recreation	0.8	0.6	0.8
Other service activities	5.7	3.9	5.4
Activities of households as employers undifferentiated goods	0.3	4.3	1.2
Activities of extraterritorial organizations and bodies	0.0	0.9	0.2
Not Stated	0.0	2.1	0.4
Total Percent	100	100	100
Total Number	162 215	42 420	204 636

(b)

Industrial Sector	Male	Female	Total	
			Percent	Number
Agriculture, forestry and fishing	79.9	20.1	100	83 957
Mining and quarrying	100.0	0.0	100	5 456
Manufacturing	84.9	15.1	100	22 375
Electricity, gas, steam and air conditioning supply	100.0	0.0	100	1 627
Water supply; sewerage, waste management and remediation activities	100.0	0.0	100	439
Construction	100.0	0.0	100	7 605
Wholesale and retail trade; repair of motor vehicles and motorcycles	66.3	33.7	100	36 531
Transportation and storage	100.0	0.0	100	7 710
Accommodation and food service activities	33.1	66.9	100	2 738
Information and communication	100.0	0.0	100	1 192
Financial and insurance activities	82.5	17.5	100	1 667
Real estate activities	100.0	0.0	100	503
Professional, scientific and technical activities	77.8	22.2	100	1 959
Administrative and support service activities	94.6	5.4	100	9 478
Public administration and defence; compulsory social security	74.5	25.6	100	1 911
Education	59.0	41.0	100	2 488
Human health and social work activities	66.8	33.3	100	855
Arts, entertainment and recreation	83.5	16.6	100	1 573
Other service activities	84.8	15.2	100	10 970
Activities of households as employers undifferentiated goods	23.5	76.5	100	2 357
Activities of extraterritorial organizations and bodies	0.0	100.0	100	363
Not Stated	0.0	100.0	100	882
Total	79.3	20.7	100	204 636

Table 11.8: Percent Ever-retrenched Currently Employed Population Aged 15 Years and Above by Skill Level and Sex, Zimbabwe 2011 LFCLS

(a)

Skill Level	Male	Female	Total
Professional	3.2	1.5	2.8
Skilled	12.2	5.0	10.7
Semi-skilled	10.6	14.0	11.3
Unskilled	73.4	76.1	73.9
Not known	0.0	1.0	0.2
Not Stated	0.6	2.3	1.0
Total Percent	100	100	100
Total Number	162 215	42 420	204 636

(b)

Skill Level	Male	Female	Total	
			Percent	Number
Professional	89.0	11.0	100	5 820
Skilled	90.2	9.8	100	21 902
Semi-skilled	74.4	25.6	100	23 163
Unskilled	78.7	21.3	100	151 279
Not known	0.0	100.0	100	445
Not Stated	51.7	48.3	100	2 026
Total	79.3	20.7	100	204 636

Table 11.9: Percent Ever-retrenched Economically Inactive Population Aged 15 Years and Above by Rural/Urban and Sex, Zimbabwe 2011 LFCLS

(a)

Area	Activity	Male	Female	Total
Rural	Student	5.1	0.0	4.0
	Homemaker	0.0	100.0	21.4
	Ill/Sick/Too Old	61.9	0.0	48.7
	Other	16.8	0.0	13.2
	Not Stated	16.3	0.0	12.8
	Total percent	100	100	100
	Total Number	1 464	398	1 862
Urban	Student	11.1	7.9	9.1
	Homemaker	27.8	55.3	44.6
	Ill/Sick/Too Old	0.0	20.6	12.6
	Other	61.1	16.3	33.7
	Not Stated	0.0	0.0	0.0
	Total Percent	100	100	100
	Total Number	2 043	3 225	5 268
Zimbabwe	Student	8.6	7.0	7.8
	Homemaker	16.2	60.2	38.5
	Ill/Sick/Too Old	25.8	18.3	22.0
	Other	42.7	14.5	28.3
	Not Stated	6.8	0.0	3.3
	Total Percent	100	100	100
	Total Number	3 507	3 623	7 130

(b)

Area	Activity	Male	Female	Total	
				Percent	Number
Rural	Student	100	0	100	74
	Homemaker	0	100	100	398
	Ill/Sick/Too Old	100	0	100	906
	Other	100	0	100	246
	Not Stated	100	0	100	238
	Total		78.6	21.4	100
Urban	Student	47.2	52.8	100	481
	Homemaker	24.1	75.9	100	2 350
	Ill/Sick/Too Old	0.0	100.0	100	664
	Other	70.4	29.6	100	1 774
	Not Stated	0.0	0.0	100	0
	Total		38.8	61.2	100
Zimbabwe	Student	54.2	45.8	100	555
	Homemaker	20.6	79.4	100	2 748
	Ill/Sick/Too Old	57.7	42.3	100	1 570
	Other	74.1	26.0	100	2 020
	Not Stated	100.0	0.0	100	238
	Total		49.2	50.8	100

Chapter 12: Work Related Safety

12.1 Introduction

One of the pillars of the ILO Decent Work agenda is to ensure that "...women and men enjoy working conditions that are safe..."⁶. The objective of the Decent Work Agenda in Africa on work-related injuries is "Greater awareness of the importance of occupational safety and health in the workplace and improved action to ensure compliance with laws concerning working conditions"⁷.

In Zimbabwe, the monitoring of Safety and Health at work and the enforcement of regulations governing them is the responsibility of the National Social Security Authority. There are various Acts that guide the enforcement of Safety and Health at work. The NSSA Act, [Chapter 17:04], provides for the overall administration of the NSSA. Statutory Instrument 68 of 1990 (Accident Prevention and Workers' Compensation Scheme) covers accident prevention, compensation for accidents and diseases contracted during the course of duty. The Pneumoconiosis Act, [Chapter 15:08] Revised Edition, 1996, provides for the control and administration of persons employed in dusty occupations. The Factories and Works Act, [Chapter 14:08] Revised Edition, 1996, provides for registration and control of factories, regulation of conditions of work in factories, supervision of the use of machinery and prevention of accidents, among other issues.

In order to effectively monitor occupational injuries and diseases, it is vital to gather and analyse information and statistics on their occurrence. Currently, the main source of occupational injury statistics and occupational diseases statistics is the Workers' Compensation system. This system has two major shortcomings; (i) not all occupational injuries and diseases are reported for compensation purposes (ii) much of the informal sector is not covered, as most enterprises are not insured for occupational injuries and diseases. This survey sought to provide a comprehensive picture of the magnitude of occupational injuries and diseases in Zimbabwe, as it collected data from the household.

The 2011 LFCLS solicited information on the occupational injuries and diseases in relation to the respondents' working environment. It is envisaged that NSSA and other stakeholders will use the information to evaluate existing initiatives and plans for improved health and safety measures at work places.

12.2 Work Related Injuries and Illness

During the survey, all persons 15 years and above who had been involved in some economic activities in the 12 months preceding the survey were asked whether they had ever suffered work related injuries or illnesses.

⁶ International Labour Organization. *Decent Work*. ILO, Geneva, 1999

⁷ The Decent Work Agenda in Africa: 2007–2011: Eleventh African Regional Meeting Addis Ababa, April 2007

From *Table 12.1*, six percent of workers aged 15 years and above had been injured at work while three percent had suffered work related illness. Eight percent of males had suffered work related injuries compared to five percent of females.

Table 12.2 shows the percentage of employees injured in each industry. Of the workers in the Construction and Manufacturing industries 13 percent, respectively, had either been injured, contracted work-related illness or had suffered both during the 12 months preceding the survey. Twelve percent of workers in the Mining and Quarrying industry and 11 percent in the Transport and Storage industry were either injured, contracted diseases or suffered both at work.

12.3 Feature to Which Injury/Illness Was Related

Table 12.4 shows the distribution of causes of accident, injury or illness by industrial group and sex. Mechanical and physical factors caused 46 percent of injuries/illness at work. Eighty-one percent of females employed in the Mining and Quarrying industrial group suffered from injuries/diseases caused by ergonomic factors. Lack of personal protective equipment was cited by 47 percent of males in the mining and quarrying industry and by 19 percent of females in the Agriculture, Hunting, Forestry and Fishing industry, as the cause of injuries.

12.4 Nature of Injury/Illness

Questions asked on nature of injury or illnesses were multiple response questions, therefore, the results obtained are the frequencies for each nature of injury.

The percent distribution of the nature of injury for workers injured at work is presented in *Table 12.5*. Of all the employees who reported suffering wounds, fractures and dislocations, 73 percent were in the agriculture, hunting, forestry and fishing industry while the manufacturing and construction industries had 5 percent each. Effects of radiation were reported by 48 percent of workers in the manufacturing industry and by 17 percent in the agriculture, hunting, forestry and fishing industry.

12.5 Conclusion

Five hundred and four thousand workers, which constituted about 9 percent of workers aged 15 years and above, reported suffering work related injuries/illnesses or both in the last twelve months preceding the survey. Six percent suffered work related injuries while 3 percent reported suffering work related illness. A small proportion, 0.1 percent reported having suffered both work related injuries and illnesses. In relative terms most workers were injured in the Construction; Mining and Quarrying; Manufacturing; and Transport and Storage industries. Work-related injuries and illnesses were mostly reported by employees in the 15 to 39 year age group.

Table 12. 1: Percent Distribution of Employees Aged 15 Years and Above Reporting Injuries/ Suffering Illnesses at Workplace in the Last 12 Months by Age, Zimbabwe 2011 LFCLS

Age Group	Percent Reporting Work Related Injuries or Illness or both																	
	Yes, injured at workplace			Yes, work-related illness			Yes, both injured & illness			No			Missing			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
15 - 19	11.6	6.9	9.9	5.8	3.6	4.5	0.0	15.4	3.8	17.5	15.0	16.2	21.1	4.3	13.3	16.7	14.2	15.5
20 - 24	12.7	9.2	11.5	8.5	6.1	7.1	0.0	0.0	0.0	13.9	14.5	14.2	14.6	12.1	13.5	13.6	13.9	13.8
25 - 29	16.3	10.0	14.0	18.1	7.5	12.1	35.4	18.9	31.3	14.2	14.5	14.4	12.7	32.1	21.7	14.5	14.1	14.3
30 - 34	15.0	11.2	13.6	18.3	11.3	14.3	18.2	0.0	13.7	13.2	12.1	12.7	8.2	17.8	12.6	13.5	12.1	12.8
35 - 39	9.7	11.2	10.2	13.9	13.2	13.5	8.6	11.2	9.2	11.2	10.5	10.8	19.5	9.0	14.7	11.1	10.6	10.8
40 - 44	8.9	7.5	8.4	7.0	13.4	10.7	15.0	0.0	11.3	8.1	6.9	7.5	14.1	0.0	7.6	8.1	7.1	7.6
45 - 49	6.4	8.0	7.0	4.1	8.2	6.5	4.5	0.0	3.4	5.0	6.4	5.8	0.0	9.8	4.5	5.1	6.6	5.8
50 - 54	3.8	9.7	6.0	5.9	8.7	7.5	0.0	19.1	4.7	4.4	5.4	4.9	0.0	0.0	0.0	4.3	5.7	5.0
55 - 59	4.3	5.4	4.7	5.1	9.3	7.5	2.7	16.3	6.0	4.0	4.9	4.4	0.0	7.9	3.7	4.0	5.1	4.5
60 - 64	3.3	8.1	5.0	3.6	8.0	6.2	0.0	10.8	2.6	2.9	3.6	3.2	0.0	0.0	0.0	2.9	3.9	3.4
65 +	8.0	12.9	9.8	9.7	10.6	10.2	15.6	8.2	13.8	5.7	6.3	6.0	9.7	7.0	8.5	6.0	6.7	6.4
Total	100.0	100	100.0	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Percent Zimbabwe	8.0	4.6	6.3	2.4	3.2	2.8	0.2	0.1	0.1	89.1	92.0	90.5	0.2	0.2	0.2	100.0	100.0	100.0
Total Employees	217 624	124 432	342 056	66 248	88 041	154 289	5 664	1 845	7 510	2 408 738	2 507 676	4 916 414	5 786	4 972	10 758	2 704 060	2 726 967	5 431 026

Table 12.2: Percent Distribution of Employees Aged 15 Years and Above Reporting Injuries/ Suffering Illnesses at Workplace in the Last 12 Months by Industrial Group, Zimbabwe 2011 LFCLS

Industrial Industry	Total Employed in Industry			Percent Injured/Ill or Both In Industry		
	Male	Female	Total	Male	Female	Total
Agriculture, forestry and fishing	1 621 000	1 952 893	3 573 893	11.5	8.7	10.0
Mining and quarrying	98 336	9 355	107 690	13.2	0.6	12.1
Manufacturing	208 136	61 690	269 826	13.8	9.4	12.8
Electricity, gas, steam and air conditioning supply	8 363	416	8 778	3.4	0.0	3.2
Water supply; sewerage, waste management and remediation activities	3 188	1 163	4 351	10.9	0.0	8.0
Construction	92 266	9 561	101 827	12.5	20.3	13.2
Wholesale and retail trade; repair of motor vehicles and motorcycles	222 715	292 136	514 851	8.3	6.4	7.2
Transportation and storage	84 436	6 194	90 630	12.3	0.0	11.4
Accommodation and food service activities	12 550	17 665	30 215	13.4	4.9	8.4
Information and communication	13 719	2 356	16 076	0.0	0.0	0.0
Financial and insurance activities	14 308	7 769	22 077	5.7	0.0	3.7
Real estate activities	2 637	1 802	4 439	0.0	0.0	0.0
Professional, scientific and technical activities	11 607	9 200	20 808	3.2	0.0	1.8
Administrative and support service activities	66 418	21 721	88 139	3.7	0.0	2.8
Public administration and defence; compulsory social security	56 548	14 213	70 760	9.2	4.7	8.3
Education	75 251	92 091	167 342	2.9	3.4	3.2
Human health and social work activities	24 052	43 110	67 161	5.4	7.7	6.9
Arts, entertainment and recreation	12 523	6 644	19 167	7.1	7.9	7.4
Other service activities	60 842	98 501	159 343	6.9	5.7	6.2
Activities of households as employers undifferentiated goods	11 064	72 541	83 605	8.4	3.8	4.4
Activities of extraterritorial organizations and bodies	1 087	1 719	2 806	0.0	39.6	24.3
Not Stated	3 016	4 227	7 242	10.7	0.0	4.5
Total	2 704 060	2 726 967	5 431 026	10.7	7.9	9.3

Table 12.3: Percent Distribution of Employees Aged 15 Years and Above Reporting Injuries/ Suffering Illnesses in the Last 12 Months by Industry in Which Injury/ Illness Occurred and Province, Zimbabwe 2011 LFCLS

Industrial Group	Province										Total
	Manicaland	Mashonaland Central	Mashonaland East	Mashonaland West	Matabeleland North	Matabeleland South	Midlands	Masvingo	Harare	Bulawayo	
Agriculture, Hunting , Forestry and Fishing -Combined	15.7	12.9	11.9	18.3	4.9	6.2	15.1	12.6	2.2	0.2	100.0
Agriculture, Hunting & Forestry	15.5	13.0	12.0	18.3	5.0	6.3	15.1	12.7	1.8	0.2	100.0
Fishing	32.8	0.0	0.0	18.1	0.0	0.0	17.9	0.0	31.2	0.0	100.0
Mining & Quarrying	4.9	16.9	8.9	34.0	4.1	5.9	20.7	0.9	3.7	0.0	100.0
Manufacturing	16.3	2.3	6.9	9.7	2.3	1.2	10.2	3.7	40.3	7.0	100.0
Electricity, Gas & Water Supply	4.4	4.4	6.5	11.2	0.0	0.0	0.0	12.5	54.6	6.4	100.0
Construction	21.1	2.8	18.8	5.6	3.8	6.1	4.2	4.3	27.3	5.9	100.0
Wholesale & Retail Trade	2.9	3.1	0.0	5.0	1.6	3.1	5.3	7.4	57.8	13.8	100.0
Other	10.5	2.2	12.4	5.2	0.0	0.0	3.0	10.7	47.2	8.8	100.0
Not Stated	20.3	3.1	8.7	4.5	4.1	2.2	14.3	1.2	33.3	8.2	100.0
Total	14.6	10.1	11.2	15.5	4.0	5.0	12.7	10.6	13.7	2.6	100.0
Total Employees	73 359	51 059	56 640	78 094	20 021	25 229	64 103	53 457	69 033	12 859	503 854

Table 12.4: Percent Feature of Working Environment in Which Injury or Illness was Related by Industrial Group, Zimbabwe 2011 LFCLS

Sex	Industrial Group	Feature of Working Environment						Other	Not Stated	Total	
		Mechanical / Physical	Electrical	Chemical / Biological	Ergonomic	Psychosocial	Lack of personal protective equipment/ clothing			Percent	Number
Male	Agriculture, Hunting, Forestry & Fishing Combined	53.7	0.5	2.2	14.9	0.1	27.2	1.3	0.2	100.0	176 625
	-Agriculture, Hunting & Forestry	54.2	0.5	2.2	14.8	0.1	26.8	1.3	0.2	100.0	174 429
	Fishing	13.7	0.0	0.0	26.4	0.0	59.9	0.0	0.0	100.0	2 196
	Mining & Quarrying	31.2	2.9	8.3	11.2	0.0	46.5	0.0	0.0	100.0	16 430
	Manufacturing	43.6	1.8	4.2	15.9	2.0	31.5	1.1	0.0	100.0	22 126
	Electricity, Gas & Water Supply	39.4	12.5	26.2	11.0	0.0	10.8	0.0	0.0	100.0	4 412
	Construction	47.8	0.0	2.8	18.0	0.0	28.6	2.8	0.0	100.0	20 522
	Wholesale & Retail Trade	60.0	0.0	0.0	9.2	4.7	14.9	5.9	5.2	100.0	11 371
	Other	47.7	0.6	3.7	19.6	5.6	16.5	5.3	1.1	100.0	32 457
	Not Stated	3.6	0.0	0.0	0.0	0.0	11.0	0.0	85.4	100.0	5 593
Female	Agriculture, Hunting, Forestry and Fishing Combined	45.1	0.6	2.5	30.8	1.3	19.0	0.4	0.4	100.0	169 951
	Agriculture, Hunting & Forestry	44.6	0.6	2.6	31.2	1.3	19.2	0.4	0.2	100.0	167 698
	Fishing	80.6	0.0	0.0	0.0	0.0	0.0	0.0	19.4	100.0	2 253
	Mining & Quarrying	19.0	0.0	0.0	81.0	0.0	0.0	0.0	0.0	100.0	310
	Manufacturing	36.1	0.0	4.5	36.3	8.9	14.1	0.0	0.0	100.0	7 079
	Construction	65.1	0.0	0.0	25.8	0.0	9.1	0.0	0.0	100.0	2 716
	Wholesale & Retail Trade	31.3	3.1	0.0	51.1	7.6	6.9	0.0	0.0	100.0	10 241
	Other	27.7	0.0	5.8	31.2	14.5	10.8	10.0	0.0	100.0	17 827
	Not Stated	5.6	0.0	0.0	0.0	0.0	0.0	0.0	94.4	100.0	6 194

Table 12.4: Percent Feature of Working Environment Which Injury or Illness was Related by Industrial Group, Zimbabwe 2011 LFCLS (Cont)

Industrial Group		Feature of Working Environment						Other	Not Stated	Total	
		Mechanical / Physical	Electrical	Chemical/ Biological	Ergonomic	Psychosocial	Lack of personal protective equipment/ clothing			Percent	Number
Total	Agriculture, Hunting, Forestry & Fishing Combined	49.5	0.5	2.3	22.7	0.7	23.1	0.9	0.3	100.0	346 576
	Agriculture, Hunting & Forestry	49.5	0.5	2.4	22.8	0.7	23.1	0.9	0.2	100.0	342 127
	Fishing	47.6	0.0	0.0	13.0	0.0	29.6	0.0	9.8	100.0	4 449
	Mining & Quarrying	30.9	2.8	8.2	12.4	0.0	45.6	0.0	0.0	100.0	16 739
	Manufacturing	41.8	1.4	4.2	20.8	3.6	27.3	0.9	0.0	100.0	29 206
	Electricity, Gas & Water Supply	39.4	12.5	26.2	11.0	0.0	10.8	0.0	0.0	100.0	4 412
	Construction	49.8	0.0	2.5	18.9	0.0	26.3	2.5	0.0	100.0	23 237
	Wholesale & Retail Trade	46.4	1.5	0.0	29.1	6.1	11.1	3.1	2.8	100.0	21 612
	Other	40.6	0.4	4.4	23.7	8.7	14.4	6.9	0.7	100.0	50 284
Not Stated	4.7	0.0	0.0	0.0	0.0	5.2	0.0	90.1	100.0	11 788	
Total		46.3	0.7	2.9	21.8	1.8	22.4	1.6	2.5	100.0	503 854

Table 12.5: Percent Nature of Injury by Industrial Group, Zimbabwe 2011 LFCLS

Nature of Injury	Industrial Group									Not Stated	Total
	Agriculture, Hunting Forestry & Fishing combined	Agriculture, Hunting & Forestry	Fishing	Mining & Quarrying	Manufacturing	Electricity, Gas & Water Supply	Construction	Wholesale & Retail Trade	Other		
Wounds, Fractures, Dislocations	72.5	71.2	1.4	3.9	4.7	1.0	4.8	3.4	9.3	0.4	100.0
Internal Injuries	77.5	76.8	0.6	1.8	1.7	0.0	2.9	3.6	12.5	0.0	100.0
Dermatitis and other skin	73.3	73.3	0.0	13.1	0.0	0.0	0.0	0.0	13.7	0.0	100.0
Effects of radiation (welders flash, ionising radiation, etc)	16.9	16.9	0.0	0.0	47.8	0.0	0.0	15.4	19.9	0.0	100.0
Repetitive strain injuries or overuse injuries	73.1	72.4	0.8	0.9	3.2	0.0	4.9	6.7	10.8	0.5	100.0
Physical stress factors e.g. noise	33.3	33.3	0.0	5.6	6.6	0.0	9.8	21.1	23.5	0.0	100.0
Lung and respiratory tract	48.4	48.4	0.0	8.0	18.8	4.3	7.9	7.4	5.2	0.0	100.0
Foreign bodies (e.g. in the eye/ear)	71.7	71.7	0.0	2.9	9.3	0.0	5.1	1.5	9.5	0.0	100.0
Chemical poisoning	71.0	71.0	0.0	1.5	7.3	0.0	0.0	0.0	4.9	15.2	100.0
Multiple Injuries	55.5	55.5	0.0	0.0	29.8	0.0	14.7	0.0	0.0	0.0	100.0
Mental illness	58.7	58.7	0.0	0.0	7.1	0.0	2.9	0.0	31.3	0.0	100.0
Total	69.8	68.9	1.0	3.4	5.9	0.9	4.8	4.4	10.2	0.6	100.0

Chapter 13: Social Security

13.1 Introduction

Social Security, interchangeably known as social protection, is defined as “all cash and in-kind social transfers that are organised by state or parastatal organisations or are agreed upon through collective bargaining processes. Benefits arising from this arrangement include cash transfers such as pensions, employment injury benefits, short-term cash benefits (sickness and maternity benefits, unemployment benefits) as well as benefits in kind such as health services”⁸. Social security centres on the concept of risk management defined as consisting of “public interventions to assist individuals, households, and communities better manage risks, and to provide support to the critically poor”⁹.

The ILO Philadelphia Declaration of 1944 is one of the earliest steps taken to advocate for the right of individuals to social security. It proposed the extension of social security measures to provide a basic income to all in need of such protection and comprehensive medical care. This proposal was confirmed by the ILO Declaration on Social Justice for a Fair Globalization in 2008¹⁰. The rights –based approach to social security borrows from Article 22 of the Universal Declaration of Human Rights (UDHR), which states that “Everyone, as a member of society, has the right to social security”. ILO Convention 102 of 1952¹¹ sets standards that have to be followed on old-age pension, medical care and other branches of social security, for countries that ratify this convention.

At its 2011 International Labour Conference, the ILO had a recurrent discussion, on its agenda, focusing on the social protection floor concept. This concept has two dimensions; the “horizontal” and “vertical” dimensions. The “horizontal” dimension comprises the extension of income security and access to health care, starting at a modest level, to the whole population. The “vertical” dimension seeks to provide higher levels of income security and health protection in line with economic and social development, where people were faced with fundamental life contingencies such as unemployment, ill health, disability, maternity, loss of breadwinner and old age.

⁸ Cichon M. et.al., (2004) *Financing Social Protection*. Quantitative Methods in Social Protection Series, ILO Geneva.

⁹ Holzmann R and S. Jorgensen (1999) “Social Protection as Social Risk Management.

¹⁰ ILO Declaration on Social Justice for a Fair Globalization, International Labour Conference, Ninety-seventh Session, Geneva, 10 June 2008

¹¹ ILO C102 Social Security (Minimum Standards) Convention, 1952

During the colonial period, social security in Zimbabwe was provided along racial lines covering only populations of European descent. Africans were supposed to fall back on extended familial ties for social security. This failed to provide social security to the African population during periods when covariant risks¹² visited a family. Occupational pension schemes were only available to Europeans and very few Africans in certain classes of employment. When the country urbanized, new forms of social protection were required as the risk profile changed and the family support system was weakened.

The Government of Zimbabwe set up the National Social Security Authority through the NSSA Act [Chapter 17:04] of 1989. The Act empowers the Minister of Labour and Social Services to establish social security schemes for the provision of benefits to or in respect of all employees or such classes of employees as may be specified. It is important to note that schemes created under this Act are employment-based, contributory and are designed to benefit employees and their dependents. NSSA started collecting contributions in October 1994.

This chapter presents information on pension benefits that were being accessed by the respondents. It also covers the different institutions that provided pension benefits and health insurance.

13.2 Demographic Protection Ratio

Figure 13.1 below shows the old age demographic protection ratio for contributors affiliated to all pension schemes. This indicator reflects to what extent the current working-age population is protected in old age. It is calculated as the number of current affiliates to institutions providing benefits in old age as a proportion of the working-age population. For males the demographic protection ratio increased up to age group 50-54 years - the same age group also has the highest old age protection. For females the old age protection ratios increase up to age group 40-44 years, decline thereafter up to age group 50-59 years and peaks in the age group 60-64 years.

¹² Risks caused by external factors that affect a large number of individuals or households at the same time

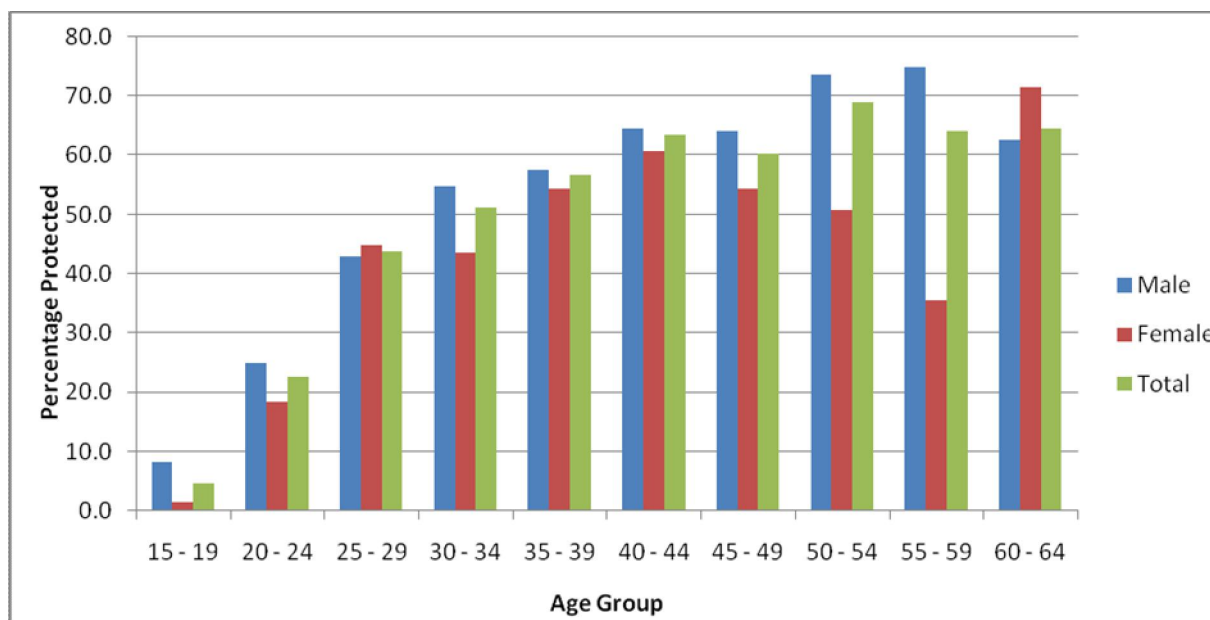


Figure 13. 1 Demographic Protection Ratios

13.3 Recipients of Social Security Funds

The survey asked all respondents whether they were currently receiving any monthly pensions. *Table 13.1* shows that 181 thousand persons were receiving a monthly pension. *Table 13.1* further shows that some recipients of social security pensions were aged below 60 years, the normal pensionable age. This group constitutes survivors and invalidity pensioners, and benefiting children under the age of 18 years who were survivors of members of pension schemes. This is also a reflection of practices of schemes such as the National Social Security Authority, which allow contributors in arduous employment to retire at age 55 years and which pay pensions to injured workers regardless of their age.

The most relevant age group to consider for pension analysis is 60 years and above, since the normal retirement age in Zimbabwe is 60 years. The population in receipt of a pension in the age group 60 years and above was 41 percent and it was 30 percent for the age group 65 years and above. For the male population aged 60-64 years and 65 years and above, 13 and 40 percent was in receipt of a pension, respectively. For females in age groups 60-64 and 65 years and above, 10 and 17 percent were in receipt of a pension, respectively. This indicates a gender disparity for old age pension recipients, which favours males.

Analysis of the population receiving a monthly pension by provinces shows that there is little variation amongst provinces as shown in *Table 13.2*. However, analysis by rural/urban sector indicates that the majority of the population, 68 percent, who were not receiving any social security funds, was from rural areas.

13.4 Sources of Social Security Funds and Amounts Received

The question on sources of social security funds and pensions received was asked to all persons who had indicated that they were in receipt of a monthly pension. The question allowed for multiple responses, therefore, the results obtained are the frequencies for each source mentioned. *Table 13.3* shows that the Government, with 44 percent was the largest source of funds for social security followed by NSSA, 38 percent and occupational pension schemes, 11 percent. Two percent indicated that personal pension schemes were their source of social security.

Recipients of a monthly pension or any other social security benefits were asked a question on the amount that they last received. *Table 13.4* shows that 24 percent of the recipients received amounts between US\$100 and US\$199. Twenty-three percent of the recipients received amounts between US\$20 and US\$39. Fifty-two percent of the funds recipients were males while 48 percent were females.

13.5 Health Insurance

Health insurance is insurance against the risk of incurring medical expenses among individuals. Article 10 of Section II of the ILO Convention 102 of 1952 specifies minimum contingencies to be covered by Health Insurance. These include general practitioner care, specialist care, pharmaceutical supplies, hospitalisation, pregnancy and pre-and post-natal care.

The survey sought information on whether respondents were beneficiaries of any medical aid scheme. *Table 13.5* shows the distribution of medical insurance coverage by age group. A total of 978 thousand persons, representing about 8 percent of the population, indicated they were members of a medical aid scheme. The proportion of males and females benefiting from a medical insurance was almost the same (8.5 and 7.9 percent, respectively). The age groups benefiting most from medical insurance were 0 to 9 years and the 25 to 34 years with representation of 24 and 20 percent, respectively. Seventeen percent of medical insurance beneficiaries were in urban areas compared to 4 percent in rural areas.

Table 13.6 shows the distribution of persons aged 15 years and above by status in employment and membership of a medical insurance scheme. Thirty-nine percent of all paid “employee-permanent” workers were covered by medical insurance. Among employers, 37 percent were insured. Two percent of own account workers (communal, resettlement & peri-urban farmers) were covered by medical insurance.

Table 13.7 shows that 38 percent of the people with tertiary education as their highest level of education were covered by medical insurance. Among the population with some secondary education, six percent were females and five percent were males.

Table 13.8 shows the distribution of currently employed population aged 15 years and above who benefit from medical insurance by sector of enterprise. Overall, nine percent of the working

population had medical insurance. About seven percent of the employed population who had medical insurance were in the formal sector, two percent in private households and one percent in the informal sector. Sixty-six percent of employees in private households did not have medical insurance.

Analysis of the coverage of medical insurance among currently employed persons by industrial sector is shown in *Table 13.9* and reveals that the agriculture, forestry and fishing industry contributed 19 percent followed by the education sector at 17 percent and the manufacturing sector, 11 percent.

13.5 Conclusion

As expected most of the recipients of social security funds were aged above 60 years. Thirty-nine percent of the paid employees were covered by social security in old age and 8 percent of the total population was covered by medical aid schemes. This shows that social protection coverage in Zimbabwe is still very low. The ideal situation is to extend social protection coverage to the rest of the population using a life cycle approach. Social protection measures that cater for the needs of children (e.g. access to health and education), population in the labour force (e.g. unemployment benefits and health), and the aged (pensions and health) should be comprehensively provided by the Government.

Table 13. 1: Percent Distribution of Population Receiving a Monthly Pension or Any Other Social Security Funds by Age Group, Zimbabwe 2011 LFCLS

Age Group	Monthly Pension, Other Social Security Benefit and Both			No			Missing			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 5	0.2	1.0	0.6	15.9	14.1	14.9	35.9	25.4	31.7	15.6	13.9	14.7
5-9	2.5	5.0	3.7	13.7	13.1	13.4	0.0	0.0	0.0	13.5	13.0	13.2
10-14	5.3	7.4	6.3	14.8	12.8	13.8	0.0	12.9	5.2	14.7	12.7	13.7
15 - 19	7.2	5.3	6.3	11.8	11.2	11.5	8.7	0.0	5.2	11.7	11.1	11.4
20 - 24	0.3	1.4	0.8	8.3	9.3	8.8	0.0	0.0	0.0	8.1	9.2	8.7
25 - 29	0.6	1.9	1.3	7.8	8.6	8.2	0.0	23.4	9.4	7.6	8.5	8.1
30 - 34	1.3	3.0	2.1	6.9	6.9	6.9	14.2	0.0	8.5	6.8	6.8	6.8
35 - 39	1.1	3.4	2.2	5.6	5.5	5.5	0.0	12.9	5.2	5.5	5.4	5.5
40 - 44	1.4	12.2	6.6	4.1	3.6	3.9	0.0	0.0	0.0	4.1	3.7	3.9
45 - 49	7.7	16.8	12.1	2.5	3.1	2.8	5.6	0.0	3.4	2.6	3.3	3.0
50 - 54	10.9	11.2	11.1	2.0	2.8	2.4	0.0	0.0	0.0	2.2	3.0	2.6
55 - 59	10.1	9.3	9.7	1.9	2.5	2.2	0.0	0.0	0.0	2.0	2.6	2.3
60 - 64	11.9	8.9	10.4	1.4	2.0	1.7	8.7	0.0	5.2	1.6	2.1	1.8
65 +	39.4	13.3	26.9	3.4	4.6	4.0	27.0	25.4	26.3	4.0	4.7	4.4
Total	100	100	100	100	100	100	100	100	100	100	100	100
Total Percent Zimbabwe	1.6	1.4	1.5	98.3	98.6	98.4	0.1	0.0	0.0	100	100	100
Number of Persons	93 926	86 935	180 861	5 630 312	6 113 294	11 743 607	3 332	2 238	5 570	5 727 571	6 202 467	11 930 038

Table 13.2: Percent Distribution of Population Receiving a Monthly Pension or Any Other Social Security Funds by Province and Sector, Zimbabwe 2011 LFCLS

Province	Monthly Pension, Other Social Security Benefit and Both			No			Missing			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Manicaland	0.3	0.2	0.2	12.6	13.6	13.1	0.0	0.0	0.0	13.0	13.8	13.4
Mashonaland Central	0.1	0.1	0.1	9.1	8.7	8.9	0.0	0.0	0.0	9.3	8.8	9.0
Mashonaland East	0.2	0.1	0.1	11.0	10.8	10.9	0.0	0.0	0.0	11.2	10.9	11.1
Mashonaland West	0.1	0.1	0.1	11.3	10.5	10.9	0.0	0.0	0.0	11.4	10.6	11.0
Matabeleland North	0.1	0.0	0.0	4.9	5.2	5.0	0.0	0.0	0.0	4.9	5.2	5.1
Matabeleland South	0.1	0.1	0.1	4.9	5.2	5.0	0.0	0.0	0.0	5.0	5.3	5.1
Midlands	0.2	0.2	0.2	12.2	12.1	12.1	0.0	0.0	0.0	12.4	12.2	12.3
Masvingo	0.2	0.2	0.2	10.9	11.3	11.1	0.0	0.0	0.0	11.0	11.5	11.3
Harare	0.3	0.4	0.3	16.8	16.2	16.5	0.0	0.0	0.0	17.1	16.5	16.8
Bulawayo	0.1	0.1	0.1	4.5	5.1	4.8	0.0	0.0	0.0	4.6	5.3	5.0
Sector												
-Rural	1.0	0.6	0.8	67.9	67.8	67.8	0.0	0.0	0.0	68.9	68.4	68.6
-Urban	0.7	0.8	0.7	30.4	30.8	30.6	0.0	0.0	0.0	31.1	31.6	31.4
Total Percent	1.6	1.4	1.5	98.3	98.6	98.4	0.1	0.0	0.0	100	100	100
Number of Persons	93 926	86 935	180 861	5 630 312	6 113 294	11 743 607	3 332	2 238	5 570	5 727 571	6 202 467	11 930 038

Table 13.3: Percent Distribution of Population Receiving a Monthly Pension or Any Other Social Security Funds by Source of Funds and Age Group, Zimbabwe 2011 LFCLS

Age Group	Source of Funds					Total
	NSSA	Government	Occupational Pensions	Personal Pension Plan	Other Pensions	
0 - 4	0.0	0.0	1.1	0.0	0.0	0.1
5-9	3.7	1.9	0.0	0.0	20.3	3.3
10-14	5.5	6.3	2.1	0.0	25.9	6.4
15 - 19	5.4	4.5	5.3	5.3	18.5	5.7
20 - 24	1.4	0.0	0.6	0.0	0.0	0.6
25 - 29	1.4	1.1	0.0	0.0	0.0	1.0
30 - 34	3.4	1.0	1.6	0.0	4.0	2.1
35 - 39	3.2	1.8	1.3	0.0	0.0	2.1
40 - 44	8.2	5.7	3.3	0.0	13.1	6.7
45 - 49	14.2	11.2	9.2	46.7	1.9	12.4
50 - 54	7.7	15.6	7.9	0.0	3.7	10.8
55 - 59	8.0	14.4	9.4	11.7	6.8	11.0
60 - 64	10.9	7.4	24.7	29.6	3.5	10.9
65 - 69	9.7	11.3	8.4	6.6	2.3	9.8
70 - 74	10.9	10.6	8.4	0.0	0.0	9.7
75 +	6.3	7.1	16.8	0.0	0.0	7.4
Total	100.0	100.0	100.0	100.0	100.0	100.0
Total Recipients	70 651	81 970	20 822	3 859	9 955	187 258
Percent Total	37.7	43.8	11.1	2.1	5.3	100.0

Table 13.4: Percent Distribution of Population Receiving a Monthly Pension or Any Other Social Security Funds by Source of Funds and Sex, Zimbabwe 2011 LFCLS

Amount Received	Sex			Total Persons	Percent Total
	Male	Female	Total		
Under US\$20	27.4	72.6	100.0	23 060	12.8
US\$20 - US\$39	52.0	48.0	100.0	40 999	22.7
US\$40 - US\$59	46.6	53.4	100.0	27 454	15.2
US\$60 – US\$99	51.9	48.1	100.0	22 464	12.4
US\$100- US\$199	66.2	33.8	100.0	42 556	23.5
US\$200 - US\$299	63.2	36.8	100.0	7 656	4.2
US\$300 and above	66.2	33.8	100.0	2 244	1.2
Not Stated	50.9	49.1	100.0	14 427	8.0
Total	51.9	48.1	100.0	180 861	100.0

Table 13.5: Percent Distribution of Population Currently Benefiting from Medical Insurance by Age Group and Sex, Zimbabwe 2011 LFCLS

Age Group	Population Currently Members of a Medical Aid Scheme									Not Stated			Total		
	Yes			No			Do not know			Male	Female	Total	Male	Female	Total
	Male	Female	Total	Male	Female	Total	Male	Female	Total						
0 - 4	11.8	10.1	10.9	16.0	14.2	15.0	8.7	9.6	9.2	37.5	33.7	35.3	15.6	13.9	14.7
5-9	10.6	13.5	12.1	13.7	12.9	13.3	5.3	8.5	7.0	3.9	15.3	10.5	13.5	13.0	13.2
10-14	11.7	9.9	10.8	14.9	13.0	13.9	13.4	32.5	23.5	11.0	11.3	11.2	14.7	12.7	13.7
15 - 19	6.6	7.3	7.0	12.2	11.5	11.8	30.7	6.9	18.1	6.0	5.4	5.6	11.7	11.1	11.4
20 - 24	5.2	8.0	6.6	8.4	9.3	8.9	0.0	8.5	4.5	4.8	4.4	4.5	8.1	9.2	8.7
25 - 29	7.9	11.3	9.6	7.6	8.2	7.9	21.9	0.0	10.3	12.0	7.1	9.2	7.6	8.5	8.1
30 - 34	9.6	11.6	10.6	6.6	6.4	6.5	6.4	0.0	3.0	5.6	4.7	5.0	6.8	6.8	6.8
35 - 39	9.5	7.7	8.6	5.1	5.3	5.2	0.0	5.7	3.0	4.6	2.4	3.4	5.5	5.4	5.5
40 - 44	9.9	6.3	8.1	3.5	3.5	3.5	6.4	0.0	3.0	0.0	3.8	2.2	4.1	3.7	3.9
45 - 49	5.1	5.3	5.2	2.4	3.1	2.8	0.0	6.9	3.7	2.2	0.0	0.9	2.6	3.3	3.0
50 - 54	4.2	3.3	3.7	2.0	2.9	2.5	0.0	5.7	3.0	0.0	4.6	2.7	2.2	3.0	2.6
55 - 59	3.5	2.6	3.0	1.9	2.6	2.3	0.0	5.0	2.6	2.3	0.0	1.0	2.0	2.6	2.3
60 - 64	2.0	1.5	1.7	1.6	2.1	1.8	4.9	5.7	5.3	3.4	0.0	1.4	1.6	2.1	1.8
65 - 69	0.9	0.6	0.7	1.2	1.7	1.5	2.4	0.0	1.1	0.0	0.0	0.0	1.2	1.6	1.4
70 - 74	0.4	0.5	0.5	1.2	1.2	1.2	0.0	0.0	0.0	0.0	2.5	1.5	1.1	1.1	1.1
75 +	1.0	0.6	0.8	1.8	2.2	2.0	0.0	4.9	2.6	6.7	4.8	5.6	1.7	2.0	1.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Sector-Rural	4.5	3.7	4.1	95.3	96.0	95.7	0.0	0.0	0.0	0.1	0.2	0.2	100.0	100.0	100.0
-Urban	17.3	16.7	17.0	82.3	83.0	82.6	0.2	0.2	0.2	0.2	0.2	0.2	100.0	100.0	100.0
Total Percent Zimbabwe	8.5	7.9	8.2	91.2	91.9	91.6	0.1	0.1	0.1	0.1	0.2	0.2	100.0	100.0	100.0
Number of Persons	489 205	488 944	978 150	5 225 740	5 697 109	10 922 849	4 125	4 615	8 740	8 500	11 798	20 299	5 727 571	6 202 467	11 930 038

Table 13.6: Percent Distribution of Population Aged 15 Years and Above Currently Benefiting from Medical Insurance by Activity in Employment, Zimbabwe 2011 LFCLS

Activity Status	Sex		Total Employees in Activity	Total Percent
	Male	Female		
Paid employee- permanent	35.9	44.6	841 887	38.5
Paid employee- casual/temporary/contract/seasonal.	6.8	6.1	512 733	6.5
Employer	27.5	60.4	23 020	37.4
Own account worker (communal, resettlement & peri-urban farmer)	1.6	2.5	3 284 908	2.1
Own account worker (other)	4.9	11.7	714 319	8.4
Contributing family worker	7.7	7.6	48 865	7.6
Not Stated	0.0	0.0	5 295	0.0
Total	10.3	8.1	5 431 026	9.2

Table 13.7: Percent Distribution of Population Currently Benefiting from Medical Insurance by Highest Level of Education, Zimbabwe 2011 LFCLS

Level of education	Population Currently Members of Any Medical Aid Scheme												No Stated			Total		
	Yes			No			Do not know											
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total			
No primary education	2.3	2.8	5.1	40.0	54.7	94.7	0.0	0.0	0.1	0.0	0.2	0.2	42.3	57.7	100.0			
Some primary education	2.6	2.6	5.2	44.9	49.7	94.6	0.0	0.1	0.1	0.0	0.1	0.1	47.6	52.4	100.0			
Completed primary	2.0	2.3	4.3	42.0	53.6	95.5	0.0	0.1	0.1	0.0	0.0	0.1	44.0	56.0	100.0			
Some secondary education	2.3	2.8	5.1	43.7	50.9	94.7	0.1	0.0	0.1	0.1	0.0	0.1	46.2	53.8	100.0			
Completed secondary education	5.1	5.9	11.0	44.7	44.1	88.9	0.0	0.0	0.0	0.1	0.0	0.1	49.9	50.1	100.0			
Tertiary	21.0	17.1	38.1	37.4	24.1	61.5	0.2	0.2	0.4	0.0	0.0	0.0	58.6	41.4	100.0			
Children Under Five Years	3.3	2.8	6.1	47.5	46.0	93.5	0.0	0.0	0.0	0.2	0.2	0.4	50.9	49.1	100.0			
Not Stated	0.0	0.0	0.0	30.3	55.9	86.2	0.0	0.0	0.0	4.2	9.6	13.8	34.5	65.5	100.0			
Total	4.1	4.1	8.2	43.8	47.8	91.6	0.0	0.0	0.1	0.1	0.1	0.2	48.0	52.0	100.0			
Total Population	489 205	488 944	978 150	5 225 740	5 697 109	10 922 849	4 125	4 615	8 740	8 500	11 798	20 299	5 727 571	6 202 467	11 930 038			

Table 13.8: Percent Distribution of Currently Employed Persons Benefiting from Medical Insurance by Sector of Enterprise and Sex, Zimbabwe 2011 LFCLS

Medical Aid Cover	Sector of Enterprise									Not Stated			Total		Percent	
	Informal			Formal			Household			Male	Female	Total	Male	Female		Number
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Number	
Yes	0.5	1.2	0.9	8.8	4.7	6.7	0.9	2.1	1.5	0.1	0.0	0.1	10.3	8.1	500 117	9.2
No	10.5	9.6	10.1	19.9	6.9	13.4	58.4	74.3	66.4	0.8	1.0	0.9	89.5	91.7	4 922 288	90.6
Do not know	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	3 536	0.1
Not Stated	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.1	0.0	0.0	0.0	0.1	0.1	5 085	0.1
Total	11.0	10.9	10.9	28.8	11.6	20.2	59.4	76.5	68.0	0.8	1.0	0.9	100.0	100.0	5 431 026	100.0

Table 13.9: Percent Distribution of Currently Employed Population Aged 15 Years and Above by Economic Sector, Membership of Any Medical Aid Scheme and Sex, Zimbabwe 2011 LFCLS

Economic Sectors	Percent Currently Members of any Medical Aid Scheme									Not Stated			Total		
	Yes			No			Do not know			Male	Femal		Male	Femal	
	Male	Femal	Total	Male	Female	Total	Male	Femal	Total		e	Total		e	Total
Agriculture, forestry and fishing	14.4	24.5	18.9	65.2	75.8	70.6	18.7	36.0	27.1	48.5	100.0	71.0	59.9	71.6	65.8
Mining and quarrying	8.6	0.6	5.0	3.1	0.3	1.7	0.0	0.0	0.0	0.0	0.0	0.0	3.6	0.3	2.0
Manufacturing	15.1	5.8	11.0	6.8	2.0	4.3	39.2	0.0	20.1	0.0	0.0	0.0	7.7	2.3	5.0
Electricity, gas, steam and air conditioning supply	2.0	0.2	1.2	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.0	0.2
Water supply; sewerage, waste management and remediation activities	0.7	0.5	0.6	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.1
Construction	3.1	0.5	2.0	3.4	0.3	1.9	0.0	0.0	0.0	0.0	0.0	0.0	3.4	0.4	1.9
Wholesale and retail trade; repair of motor vehicles and motorcycles	6.8	14.1	10.1	8.4	10.4	9.4	23.2	15.2	19.3	0.0	0.0	0.0	8.2	10.7	9.5
Transportation and storage	4.5	1.6	3.3	2.9	0.1	1.5	0.0	0.0	0.0	14.2	0.0	8.0	3.1	0.2	1.7
Accommodation and food service activities	1.6	1.0	1.3	0.3	0.6	0.5	0.0	0.0	0.0	0.0	0.0	0.0	0.5	0.6	0.6
Information and communication	1.9	0.3	1.2	0.3	0.1	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.5	0.1	0.3
Financial and insurance activities	3.5	2.6	3.1	0.2	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.5	0.3	0.4
Real estate activities	0.4	0.0	0.2	0.1	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.1
Professional, scientific and technical activities	2.4	2.0	2.2	0.2	0.2	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.4	0.3	0.4
Administrative and support service activities	3.9	3.6	3.8	2.3	0.5	1.4	0.0	0.0	0.0	0.0	0.0	0.0	2.5	0.8	1.6
Public administration & defence; compulsory social security	12.1	4.0	8.5	0.9	0.2	0.6	18.9	0.0	9.7	0.0	0.0	0.0	2.1	0.5	1.3
Education	12.7	22.6	17.1	1.6	1.7	1.7	0.0	33.7	16.5	0.0	0.0	0.0	2.8	3.4	3.1
Human health and social work activities	2.7	6.4	4.3	0.7	1.1	0.9	0.0	15.2	7.4	0.0	0.0	0.0	0.9	1.6	1.2
Arts, entertainment and recreation	0.7	1.4	1.0	0.4	0.1	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.5	0.2	0.4
Other service activities	2.5	6.3	4.2	2.2	3.4	2.8	0.0	0.0	0.0	20.8	0.0	11.7	2.3	3.6	2.9
Activities of households as employers undifferentiated goods	0.0	0.9	0.4	0.5	2.8	1.7	0.0	0.0	0.0	0.0	0.0	0.0	0.4	2.7	1.5
Activities of extraterritorial organizations bodies	0.1	0.8	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1
Not Stated	0.0	0.2	0.1	0.1	0.2	0.1	0.0	0.0	0.0	16.5	0.0	9.3	0.1	0.2	0.1

Total	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Total Percent	10.3	8.1	9.2	89.5	91.7	90.6	0.1	0.1	0.1	0.1	0.1	0.1	100	100	100

Chapter 14: Health

14.1 Introduction

This chapter looks at the number of persons who fell ill in the 30 days preceding the interview, the health facility visited and the duration of illness. Respondents who fell ill but did not visit a health facility were asked why they did not do so. Illness or sickness was defined for the survey as acute physical and/or mental condition which make the person to be absent from work/school or unable to perform normal duties. This 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 fall ill indicates the burden of diseases on the health sector. For industry, this may lead to loss in the output/production of goods and services while for education it may lead to student absenteeism. Hence, it is important to know the number of persons affected by illness and their treatment seeking behaviour for effective planning by health institutions, industry and education services.

14.2 Illness by Age Group, Sex and Province

Tables 14.1a and b show that about 2.3 million persons reported that they fell ill in the 30 days preceding the interview, representing about 20 percent of the estimated population. The number of females who fell ill was 1.3 million, about 22 percent of the estimated female population while the number of males was about 992 thousand, about 17 percent of the estimated male population.

For the population that fell ill, 4 percent was below the age of one, 12 percent was aged 1 to 4 years while 21 percent was aged 5 to 14 years. Ten percent of those who fell ill were 65 year and above. *Table 14.1b* also shows that for every person who fell ill in urban areas, there were three persons who fell ill in rural areas and nationally more females than males reported to have fallen ill.

Tables 14.2a and b show that Manicaland Province, at 17 percent, followed by Harare and Mashonaland East Provinces, at 13 percent each, accounted for the highest number of persons who fell ill while Bulawayo, at 4 percent, had the lowest. With respect to the total population dependant on the working age, Masvingo Province reported the highest number of children less than 15 years and persons over 65 years (53.5 percent) who fell ill and Harare Province had the least (36.7 percent).

14.3 Main Facility Visited

The health facilities visited were categorised as: government/mission/council, private clinics/hospitals, traditional healer/herbalist and prophets/faith healer/spiritual healer. A public health institution refers to a clinic or hospital owned by government, mission or local authorities such as councils and municipalities. Private clinics/hospitals refer to institutions owned by individuals like doctors and other health professionals as well as institutions on mines and farms. In this report public health institutions and private clinics/hospitals are also referred to as modern health facilities.

Sixty-two percent of persons who fell ill visited a modern health facility. *Table 14.3a and b* show that 53 percent visited a public health institution and 9 percent visited private health institutions. Less than 5 percent visited non-modern health facilities. Thirty-four percent of those who fell ill did not visit a health facility.

Tables 14.4a and b present the distribution of the persons who fell ill by urban/rural areas and sex. The results show that 41 percent of persons in urban areas and 31 percent in rural areas who fell ill did not visit a health facility. More females than males visited health facilities in both rural and urban areas.

Table 14.5 presents the distribution of the persons who fell ill by urban/rural areas and sex for 1994, 1999, 2004 and 2011 Labour Force Surveys. The results show that over the years, the number of persons who visited private health institutions has been increasing while there is a decrease in the number of persons visiting traditional healers. Since 1999, the number of persons visiting public health facilities has been decreasing. Overall, the population not visiting health facilities for treatment has increased since 1999 (See *Figure 14.1*).

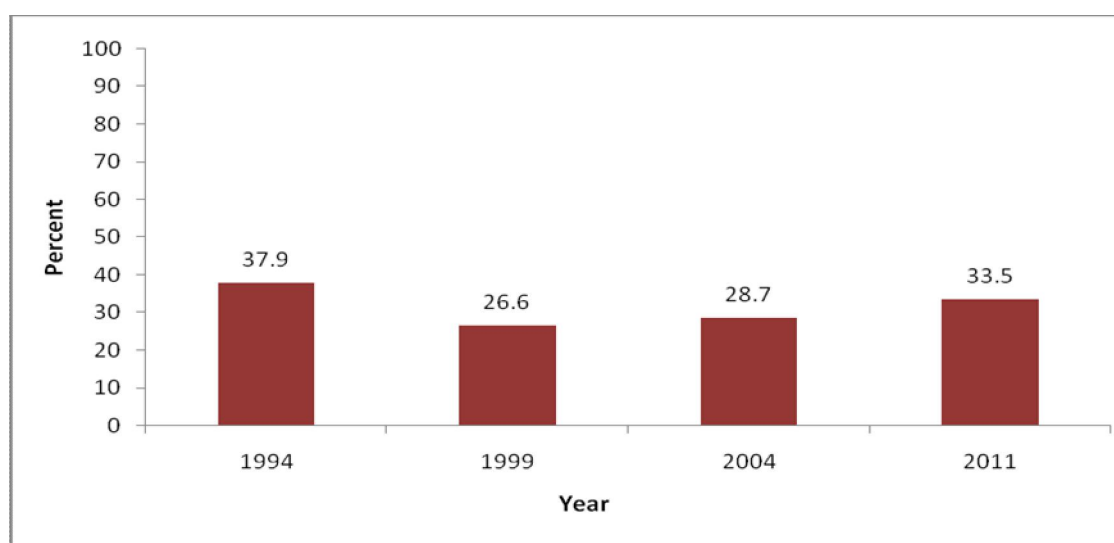


Figure 14.1: Population that Fell Ill and did not Visit a Health Facility, Zimbabwe 1999 LFS, 2004 LFS, 2011 LFCLS

Forty-four percent of the persons who did not visit a health facility for treatment were treated at home, 31 percent could not afford treatment, 17 percent reported that treatment was not necessary and 4 percent felt the facility was too far. See *Tables 14.6a and b*. Midlands Province reported the highest number of persons who fell ill and failed to visit a health facility (8.4 percent) and Matabeleland North Province reported the least number of persons who fell ill and failed to seek treatment (5.6 percent).

Forty-seven percent of the urban population who did not visit a health facility for treatment received home treatment and 19 percent felt treatment was not necessary. In the rural areas, 43 percent received home treatment and 17 percent felt that treatment was not necessary. Equal proportions in rural and urban areas that fell ill and did not visit a health facility could not afford the cost (31 percent each). Ninety-three percent of those who did not visit a health facility because it was too far were from rural areas. Seventy-two percent of those who could not afford treatment were also from rural areas. Overall, 72 percent of those who did not visit a health facility were from rural areas.

Table 14.7a and b present the distribution of the persons who fell ill and did not seek treatment by urban/rural areas and sex and income earned in the month preceding the survey by heads of households in paid employment. The results show that males constituted 85 percent of the persons who fell ill and did not seek treatment and whose head of household was in paid employment. Forty percent of persons who fell ill and did not seek treatment were in households where the head of household earned between US\$1 and US\$100, 32 percent were in households where the head of household earned between US\$201 and US\$300 and 22 percent were in households where the head of household earned between US\$101 and US\$200.

In rural areas, results show that males constituted 89 percent of persons who fell ill and did not seek treatment and whose head of household was in paid employment. Eighty-three percent of persons who fell ill and did not seek treatment in urban areas were males in households where the head of household was in permanent employment.

Fifty-nine percent of persons who fell ill and did not seek treatment and whose head of household was not in paid employment were male and 41 percent were female.

14.4 Conclusion

The survey results show that about one in every five persons fell ill during the 30 days preceding the interview. The most affected persons were children under 15 years. Public health institutions were visited more than any other health facilities. Fifty-nine percent of those who visited private clinics were from rural areas. A third (31 percent) of those who fell ill and did not visit a health facility could not afford the cost of treatment. Four percent of those who did not visit a health facility considered the health facility to be too far.

Table 14.1: Percent Distribution of Persons Who Fell Ill During the Month Preceding the Survey by Rural/Urban, Age Group and Sex, Zimbabwe 2011LFCLS

(a)

Age Group	Rural			Urban			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 1	4.5	2.9	3.6	5.1	3.5	4.2	4.7	3.1	3.8
1-4	14.0	9.8	11.6	15.2	10.5	12.5	14.3	9.9	11.8
5-9	12.6	8.8	10.4	9.7	7.3	8.3	11.9	8.5	10.0
10-14	13.6	10.4	11.7	8.6	5.6	6.8	12.4	9.3	10.6
15-19	8.8	7.9	8.3	6.0	9.6	8.1	8.2	8.3	8.2
20-24	6.0	7.3	6.8	8.3	11.2	9.9	6.6	8.2	7.5
25-29	6.2	6.9	6.6	9.0	10.4	9.8	6.9	7.7	7.3
30-34	5.6	6.4	6.1	6.3	9.9	8.4	5.8	7.2	6.6
35-39	4.2	5.8	5.1	6.1	6.6	6.3	4.7	6.0	5.4
40-44	3.0	4.6	3.9	9.0	6.6	7.6	4.4	5.1	4.8
45-49	2.9	4.3	3.7	4.2	4.2	4.2	3.2	4.3	3.8
50-54	2.3	4.4	3.5	2.2	3.2	2.8	2.3	4.1	3.3
55-59	3.0	4.6	3.9	2.6	2.6	2.6	2.9	4.1	3.6
60-64	2.7	4.7	3.8	2.9	3.0	2.9	2.7	4.3	3.6
65-69	2.6	3.2	3.0	1.7	2.0	1.9	2.4	2.9	2.7
70-74	2.4	2.4	2.4	1.6	2.2	2.0	2.2	2.3	2.3
75+	5.4	5.7	5.6	1.3	2.0	1.7	4.4	4.8	4.7
Total Percent	100	100	100	100	100	100	100	100	100
Total Number	761 324	1 033 198	1 794 522	230 967	310 959	541 926	992 291	1 344 157	2 336 448

Table 14.1: Percent Distribution of Persons Who Fell Ill During the Month Preceding the Survey by Rural/Urban, Age Group and Sex, Zimbabwe 2011LFCLS

(b)

Age Group	Rural			Urban			Total		Total	
	Male	Female	Total Number	Male	Female	Total	Male	Female	Percent	Number
Under 1	53.2	46.8	65 072	52.5	47.5	22 606	53.0	47.0	100	87 678
1-4	51.4	48.6	207 663	51.9	48.1	67 735	51.5	48.5	100	275 398
5-9	51.2	48.8	187 312	49.8	50.2	45 166	50.9	49.1	100	232 478
10-14	49.1	50.9	210 504	53.4	46.6	37 045	49.7	50.3	100	247 549
15-19	45.2	54.8	148 828	31.9	68.1	43 765	42.2	57.8	100	192 593
20-24	37.7	62.3	121 655	35.6	64.4	53 847	37.1	62.9	100	175 503
25-29	40.0	60.0	118 723	39.2	60.8	53 001	39.8	60.2	100	171 724
30-34	39.3	60.7	108 590	32.3	67.7	45 272	37.3	62.7	100	153 862
35-39	35.0	65.0	92 082	40.7	59.3	34 374	36.6	63.4	100	126 457
40-44	32.7	67.3	70 501	50.2	49.8	41 384	39.2	60.8	100	111 885
45-49	33.0	67.0	66 477	42.7	57.3	22 610	35.5	64.5	100	89 087
50-54	27.8	72.2	62 938	34.1	65.9	15 102	29.0	71.0	100	78 040
55-59	32.8	67.2	70 324	42.2	57.8	13 983	34.4	65.6	100	84 307
60-64	29.7	70.3	68 414	42.3	57.7	15 920	32.0	68.0	100	84 334
65-69	38.0	62.0	52 939	39.1	60.9	10 244	38.2	61.8	100	63 183
70-74	42.9	57.1	42 634	35.5	64.5	10 643	41.4	58.6	100	53 277
75+	41.0	59.0	99 866	33.4	66.6	9 227	40.4	59.6	100	109 093
Total Percent	42.4	57.6	1 794 522	42.6	57.4	541 926	42.5	57.5	100	2 336 448

Table 14.2: Percent Distribution of Persons Who Fell Ill During the Month Preceding the Survey by Age Group, and Province, Zimbabwe 2011 LFCLS

(a)

Age Group	Province										Total	
	Mani- caland	Mash. Cent	Mash East	Mash West	Mat North	Mat South	Midland s	Masving o	Harare	Bulawayo	Percent	Number
Under 1	15.7	10.4	15.5	14.3	4.2	3.4	8.3	7.8	17.2	3.2	100	87 678
1-4	15.9	11.5	13.4	9.0	3.3	4.9	11.3	12.6	13.2	4.9	100	275 398
5-9	17.1	13.1	12.7	9.7	4.6	5.6	9.6	14.7	10.5	2.4	100	232 478
10-14	16.0	9.9	14.8	10.5	6.7	6.3	12.0	13.6	7.7	2.4	100	247 549
15-19	16.4	11.1	15.1	12.3	4.4	4.8	12.6	8.1	11.9	3.3	100	192 593
20-24	15.3	10.6	10.7	12.2	3.7	3.3	12.9	8.9	18.4	4.0	100	175 503
25-29	16.0	11.6	9.0	16.8	3.1	3.7	11.3	8.7	14.5	5.4	100	171 724
30-34	13.8	8.7	10.8	15.2	3.8	3.3	13.6	11.7	16.1	3.0	100	153 862
35-39	18.0	11.1	11.4	10.5	5.0	3.5	9.9	10.9	15.5	4.1	100	126 457
40-44	14.9	9.3	11.0	8.2	3.1	4.8	9.3	10.5	23.7	5.2	100	111 885
45-49	19.9	7.7	9.3	11.9	5.4	4.2	11.8	10.6	13.4	5.7	100	89 087
50-54	21.5	10.7	10.3	8.7	5.7	5.4	14.4	8.5	9.9	4.8	100	78 040
55-59	16.6	8.2	10.9	11.3	5.3	7.4	13.8	12.9	10.4	3.3	100	84 307
60-64	21.0	13.0	14.6	9.0	4.0	5.9	11.9	6.0	11.6	3.0	100	84 334
65-69	16.2	8.0	17.4	9.0	7.7	9.2	9.4	10.4	8.0	4.8	100	63 183
70-74	16.6	8.5	12.5	7.0	3.8	7.2	14.6	13.6	13.1	3.0	100	53 277
75+	17.5	9.8	15.8	7.0	4.6	7.7	15.7	16.0	4.2	1.7	100	109 093
Total	16.6	10.6	12.7	11.0	4.5	5.1	11.8	11.2	12.9	3.7	100	2 336 448

Table 14. 2: Percent Distribution of Persons Who Fell Ill During the Month Preceding the Survey by Age Group, and Province, Zimbabwe 2011 LFCLS

(b)

Age Group	Province										Total
	Mani- caland	Mash. Cent	Mash East	Mash West	Mat North	Mat South	Midland s	Masving o	Harare	Bulawayo	
Under 1	3.6	3.7	4.6	4.9	3.5	2.5	2.6	2.6	5.0	3.2	3.8
1-4	11.3	12.8	12.5	9.7	8.8	11.3	11.3	13.2	12.1	15.4	11.8
5-9	10.2	12.3	9.9	8.7	10.3	10.9	8.2	13.0	8.1	6.5	10.0
10-14	10.2	10.0	12.4	10.1	15.7	13.1	10.8	12.8	6.3	7.0	10.6
15-19	8.1	8.7	9.8	9.2	8.0	7.8	8.8	5.9	7.6	7.4	8.2
20-24	6.9	7.5	6.3	8.3	6.2	4.9	8.3	6.0	10.7	8.1	7.5
25-29	7.1	8.0	5.2	11.2	5.0	5.4	7.0	5.7	8.2	10.7	7.3
30-34	5.5	5.4	5.6	9.1	5.5	4.3	7.6	6.9	8.3	5.3	6.6
35-39	5.9	5.7	4.9	5.2	6.0	3.8	4.6	5.3	6.5	5.9	5.4
40-44	4.3	4.2	4.1	3.6	3.3	4.6	3.8	4.5	8.8	6.7	4.8
45-49	4.6	2.8	2.8	4.1	4.6	3.2	3.8	3.6	4.0	5.8	3.8
50-54	4.3	3.4	2.7	2.6	4.2	3.6	4.1	2.5	2.6	4.3	3.3
55-59	3.6	2.8	3.1	3.7	4.2	5.2	4.2	4.1	2.9	3.2	3.6
60-64	4.6	4.4	4.2	2.9	3.2	4.2	3.6	1.9	3.2	2.9	3.6
65-69	2.6	2.0	3.7	2.2	4.6	4.9	2.2	2.5	1.7	3.5	2.7
70-74	2.3	1.8	2.2	1.5	1.9	3.3	2.8	2.8	2.3	1.8	2.3
75+	4.9	4.3	5.8	3.0	4.8	7.1	6.2	6.6	1.5	2.2	4.7
Total Percent	100	100	100	100	100	100	100	100	100	100	100
Total Number	387 846	246 908	296 055	257 415	104 988	118 296	274 987	262 135	301 092	86 725	2 336 448

Table 14. 3: Percent Distribution of Persons Who Fell Ill During the Month Preceding the Survey by Province and Facility Visited, Zimbabwe 2011 LFCLS

(a)

Province	Public	Private	Traditional healer	Faith Healer	None	Not Stated	Total percent	Total Number
Manicaland	51.8	12.7	1.0	5.9	27.9	0.6	100	387 846
Mashonaland Central	59.0	8.4	0.9	2.6	28.9	0.1	100	246 908
Mashonaland East	57.3	6.9	0.3	3.1	29.7	2.7	100	296 055
Mashonaland West	52.6	7.8	1.7	3.8	33.6	0.4	100	257 415
Matabeleland North	62.6	2.9	0.8	0.8	32.2	0.7	100	104 988
Matabeleland South	65.0	1.6	0.2	2.5	30.5	0.2	100	118 296
Midlands	44.3	7.3	0.6	3.1	44.7	0.0	100	274 987
Masvingo	57.0	6.3	2.2	4.5	30.0	0.0	100	262 135
Harare	42.3	16.3	0.1	0.6	39.8	1.0	100	301 092
Bulawayo	41.7	13.6	0.0	0.5	44.2	0.0	100	86 725
Total	52.6	9.1	0.9	3.2	33.5	0.7	100	2 336 448

Table 14. 3: Percent Distribution of Persons Who Fell Ill During the Month Preceding the Survey by Province and Facility Visited, Zimbabwe 2011 LFCLS

(b)

Province	Public	Private	Traditional healer	Faith Healer	None	Not Stated	Total Percent
Manicaland	16.3	23.2	19.6	30.7	13.8	15.6	17.0
Mashonaland Central	11.9	9.8	11.4	8.6	9.1	1.9	10.1
Mashonaland East	13.8	9.6	4.2	12.2	11.2	51.3	12.7
Mashonaland West	11.0	9.5	21.9	13.1	11.1	6.1	10.6
Matabeleland North	5.3	1.5	4.0	1.1	4.3	4.4	4.7
Matabeleland South	6.3	0.9	1.3	3.9	4.6	1.3	5.4
Midlands	9.9	9.4	7.6	11.4	15.7	0.4	11.8
Masvingo	12.2	7.7	28.1	15.9	10.0	0.0	11.4
Harare	10.4	23.0	1.9	2.4	15.3	18.9	12.8
Bulawayo	2.9	5.6	0.0	0.6	4.9	0.0	3.4
Total Percent	100	100	100	100	100	100	100
Total Number	1 228 967	213 086	20 090	74 928	783 542	15 834	2 336 448

Table 14.4: Percent Distribution of Persons Who Fell Ill During the Month Preceding the Survey by Facility Visited, Rural/Urban and Sex, Zimbabwe 2011 LFCLS

(a)

Facility	Rural			Urban			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government/ Mission/ Council Facility	56.3	56.2	56.2	42.0	39.5	40.6	53.0	52.3	52.6
Private clinic/Hospital	8.2	6.2	7.1	15.5	16.3	15.9	9.9	8.5	9.1
Traditional Healer/ Herbalist	1.5	0.7	1.0	0.5	0.1	0.3	1.2	0.6	0.9
Prophets/Faith/ Spiritual Healers	2.9	4.4	3.7	0.9	1.9	1.4	2.4	3.8	3.2
None	30.2	32.0	31.2	41.0	41.3	41.2	32.7	34.2	33.5
Not Coded	0.9	0.5	0.7	0.1	1.0	0.6	0.7	0.6	0.7
Total Percent	100	100	100	100	100	100	100	100	100
Total Number	761 324	1 033 198	1 794 522	230 967	310 959	541 926	992 291	1 344 157	2 336 448

Table 14.4: Percent Distribution of Persons Who Fell Ill During the Month Preceding the Survey by Facility Visited, Rural/Urban and Sex, Zimbabwe 2011 LFCLS

(b)

Facility	Rural			Urban			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Government/ Mission/ Council Facility	42.5	57.5	56.2	44.2	55.8	40.6	42.8	57.2	1 228 967
Private clinic/Hospital	49.2	50.8	7.1	41.5	58.5	15.9	46.1	53.9	213 086
Traditional Healer/ Herbalist	60.6	39.4	1.0	71.7	28.3	0.3	61.4	38.6	20 090
Prophets/Faith/ Spiritual Healers	32.9	67.1	3.7	25.4	74.6	1.4	32.1	67.9	74 928
None	41.0	59.0	31.2	42.4	57.6	41.2	41.4	58.6	783 542
Not Stated	56.5	43.5	0.7	9.2	90.8	0.6	46.6	53.4	15 834
Total Percent	42.4	57.6	100.0	42.6	57.4	100.0	42.5	57.5	2 336 448

Table 14.5: Percent Distribution of Persons Who Fell Ill During the Month Preceding the Survey by Facility Visited, Rural/Urban and Year, Zimbabwe 1994 LFS, 1999LFS, 2004LFS, 2011 LFCLS

Reason	Urban				Rural				Total			
	1994	1999	2004	2011	1994	1999	2004	2011	1994	1999	2004	2011
Public Health Facility	44.8	48.0	59.0	40.6	53.4	67.7	61.8	56.2	51.7	62.0	59.7	52.6
Private Clinic/Hospital	24.7	18.0	8.1	15.9	2.87	3.3	5.1	7.1	7.1	7.5	7.3	9.1
Traditional Healer	0.7	1.0	0.9	0.3	1.16	0.0	1.6	1.0	1.2	1.8	1.1	0.9
Faith Healer	*	*	2.1	1.4	*	*	4.1	3.7	*	*	2.7	3.2
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	41.2	40.2	24.9	26.7	31.2	37.9	26.6	28.7	33.5
Total Percent	100	100	100	100	100	100	100	100	100	100	100	100

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

Table 14. 6a: 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 2011 LFCLS

(a)

Province	Reason							Total	
	Facility Too Far	Health Cannot Afford	Facility Closed	Treatment Home	Treatment Not Necessary	Other	Not Stated	Percent	Number
Manicaland	4.0	22.5	0.2	49.7	19.9	3.0	0.6	6.8	108 125
Mashonaland Central	4.0	35.5	0.0	40.8	12.9	5.9	0.9	6.6	71 396
Mashonaland East	3.0	38.2	0.0	43.9	13.6	1.0	0.3	6.7	87 883
Mashonaland West	0.8	35.3	0.4	53.0	8.7	1.6	0.2	6.6	86 600
Matabeleland North	9.2	33.9	1.6	35.1	19.7	0.5	0.0	5.6	33 834
Matabeleland South	4.8	20.7	0.5	51.2	18.0	2.5	2.3	5.9	36 113
Midlands	10.8	28.2	0.7	37.4	21.9	0.8	0.2	8.4	122 923
Masvingo	6.1	29.0	0.0	38.9	22.5	2.3	1.2	5.9	78 676
Harare	0.7	30.8	0.0	47.0	18.7	2.7	0.0	6.0	119 697
Bulawayo	1.3	45.0	0.0	36.9	15.9	1.0	0.0	6.5	38 296
Rural	5.7	31.4	0.4	42.6	16.9	2.3	0.7	6.8	560 453
Urban	1.1	30.7	0.0	47.4	18.8	2.0	0.0	6.0	223 089
Total	4.4	31.2	0.3	44.0	17.4	2.2	0.5	6.6	783 542

Table 14.6 : 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 2011 LFCLS

(b)

Province	Reason							Percent
	Facility Too Far	Cannot Afford	Health Facility Closed	Home Treatment	Treatment Not Necessary	Other	Not Stated	
Manicaland	12.4	10.0	9.7	15.6	15.8	18.8	17.7	6.8
Mashonaland Central	8.1	10.4	0.0	8.5	6.7	24.3	17.5	6.6
Mashonaland East	7.6	13.8	0.0	11.2	8.7	5.2	6.6	6.7
Mashonaland West	1.9	12.5	14.9	13.3	5.5	8.2	5.3	6.6
Matabeleland North	8.9	4.7	26.2	3.4	4.9	0.9	0.0	5.6
Matabeleland South	4.9	3.1	8.2	5.4	4.8	5.3	22.2	5.9
Midlands	38.5	14.2	41.0	13.3	19.7	5.8	5.3	8.4
Masvingo	13.8	9.3	0.0	8.9	13.0	10.6	25.4	5.9
Harare	2.4	15.1	0.0	16.3	16.4	18.7	0.0	6.0
Bulawayo	1.4	7.0	0.0	4.1	4.5	2.1	0.0	6.5
Rural	92.9	72.0	100.0	69.3	69.3	73.6	100.0	71.5
Urban	7.1	28.0	0.0	30.7	30.7	26.4	0.0	28.5
Total Percent	100	100	100	100	100	100	100	100
Total Number	34 672	244 380	2 124	344 741	136 594	17 222	3 809	783 542

Table 14.7: Percent Distribution of Persons Who Fell Ill During the Month Preceding the Survey but did not Visit a Health Facility by Income Received in Paid Employment in May by the Head of Household, Rural/Urban and Sex, Zimbabwe 2011 LFCLS

(a)

Income of Head of Household	Rural			Urban			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
US\$1 - US\$100	67.8	58.2	66.8	22.0	35.8	24.4	40.2	41.9	40.4
US\$101 - US\$200	15.1	7.0	14.2	27.3	21.0	26.2	22.4	17.2	21.6
US\$201 - US\$300	11.2	34.8	13.8	42.1	43.2	42.3	29.9	40.9	31.5
US\$301 - US\$400	2.9	0.0	2.6	5.4	0.0	4.5	4.4	0.0	3.7
US\$501 - US\$1000	3.0	0.0	2.7	3.2	0.0	2.6	3.1	0.0	2.6
Total Percent	100	100	100	100	100	100	100	100	100
Head not in Paid Employment	27 509	19 758	47 267	19 675	13 759	33 434	47 184	33 517	80 701
Total Number	11 385	1 368	12 754	17 319	3 661	20 980	28 704	5 030	33 734

Table 14.7: Percent Distribution of Persons Who Fell Ill During the Month Preceding the Survey but did not Visit a Health Facility by Income Received in Paid Employment in May by the Head of Household, Rural/Urban and Sex, Zimbabwe 2011 LFCLS

(b)

Income of Head of Household	Rural			Urban			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
US\$1 - US\$100	90.7	9.3	8 517	74.4	25.6	5 125	84.5	15.5	13 641
US\$101 - US\$200	94.6	5.3	1 811	86.0	14.0	5 492	88.2	11.8	7 302
US\$201 - US\$300	72.9	27.1	1 756	82.2	17.8	8 882	80.6	19.4	10 638
US\$301 - US\$400	100.0	0.0	327	100.0	0.0	934	100.0	0.0	1 261
US\$501 - US\$1000	100.0	0.0	343	100.0	0.0	549	100.0	0.0	892
Head not in Paid Employment	58.2	41.8	58.6	58.8	41.2	41.4	58.5	41.5	80 701
Total Number	89.3	10.7	12 754	82.6	17.4	20 980	85.1	14.9	33 734

Chapter 15: Housing Characteristics

15.1 Introduction

This chapter describes the housing characteristics and living conditions 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 housing characteristics and the living conditions of the population directly or indirectly show the extent of vulnerability of the population to diseases and other hazards while the tenure status indicates households' welfare levels.

15.2 Tenure Status

Table 15.1 shows that of the 2.8 million households in Zimbabwe, 58 percent were owner/purchasers, 18 percent were lodgers and 13 percent were in tied accommodation.

Of the 981 thousand households in urban areas, 47 percent of them were lodging, 26 percent were owner/purchasers and 14 percent lived in dwelling units owned by parents or guardians or relatives of the head of the household.

About 74 percent of the households in rural areas owned or were in the process of buying their dwelling units, 16 percent were in tied accommodation and six percent lived in dwelling units owned by parents or guardians or relatives of the head of the household.

Harare had the highest percentage of lodgers at 49 percent, followed by Bulawayo with 37 percent. For all of the other provinces, the number of owner/purchaser households was higher than that of lodgers.

15.3 Type of Dwelling Unit

In the 2011 LFCLS, dwelling units were classified into the following categories: traditional, mixed, detached/semi-detached, flat/town house, shack and other. See *Appendix B* for details on definitions.

Table 15.2 shows the number of households by tenure status and type of dwelling unit. About 43 percent of the households lived in detached/semi-detached units while 24 percent and 30 percent lived in traditional and mixed dwelling units, respectively. For all the tenure status the percentage of households dwelling in shacks decreased to 0.1 percent when compared to 2.1 percent as of 2004 LFS.

15.4 Dwelling Units with Electricity

Availability of electricity in a dwelling unit and the subsequent reduction in the use of solid fuels like wood and coal are indicators of improved standards of living in a country.

Figure 15.1 depicts the percentage distribution of households with and without electricity by province. Bulawayo and Harare had the highest proportion of households with electricity, 99 percent and 89 percent, respectively. Matabeleland North province had the highest proportion of households without electricity, 66 percent of its total number of households. About 65 percent of the households in rural areas were without electricity compared to 8 percent of the households in urban areas. (See Table 15.3)

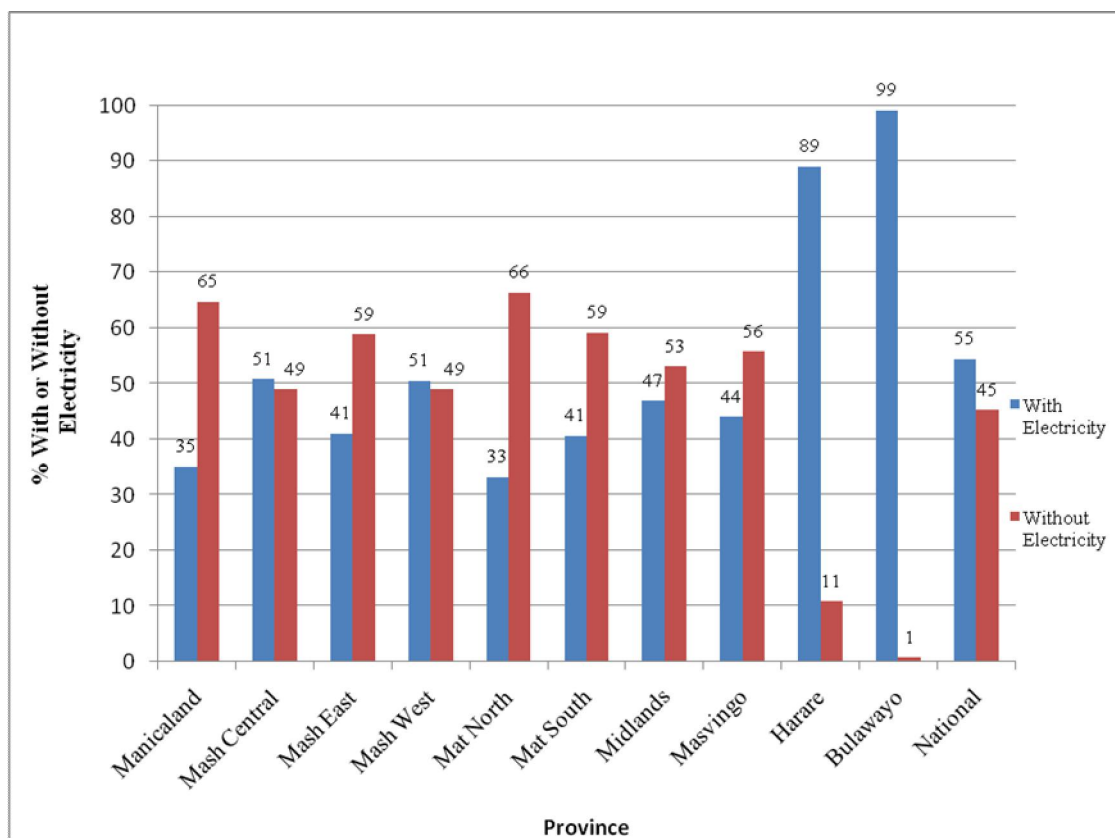


Figure 15.1: Percentage Distribution of Households with and without Electricity by Province

Table 15.4 shows the distribution of households with electricity by type of dwelling unit. The traditional type of dwelling unit had the least proportion of electrified households, 21 percent, while flat/townhouse had 91 percent.

15.5 Main Source of Energy for Cooking

Table 15.5 shows the main source of energy used by households for cooking by province. At national level, 64 percent of households used wood and 33 percent used electricity as the main source of energy for cooking. In rural areas, 92 percent of the households used wood whilst 8 percent used electricity as the main source of energy used by households for cooking. In urban areas, 83 percent used electricity and 12 percent used wood. In Bulawayo, out of 155 thousand households, 97 percent used electricity as the main source of energy for cooking while in Harare the percentage was 78.

15.6 Main Source of Water for Drinking and Cooking

Table 15.6 shows the distribution of households by province and main source of water for drinking and cooking. The sources of improved source of water were categorized into: piped water inside house; piped water outside house; communal tap and protected well/borehole. In Zimbabwe, 78 percent of the households used safe water for drinking and cooking.

The rural and urban proportions of improved source of water use were 68 and 98 percentages, respectively. The percentage of households using improved source of water ranged from 63 percent in Mashonaland Central province to about 100 percent in Bulawayo province.

About 15 percent and 7 percent of households were using water from unprotected wells and river/stream/dam, respectively. The proportion of households using unsafe water sources is close to the 21 percent estimate of the 2004 LFS.

15.7 Toilet Facilities

Table 15.7 shows the distribution of households by province and main toilet facility used. The types of toilet facilities considered as improved sanitation: flush toilet, blair toilet and pit toilet with slab. In Zimbabwe, 63 percent of the households used safe sanitation. Twenty-six percent had no toilet facility.

About 92 percent of the households in urban areas had either flush or blair toilets while in rural areas about 34 percent of the households had these facilities. The most common type of toilet facility used in rural areas was the blair (26.4 percent). About 40 percent of the households in rural areas had no toilet facility.

Matabeleland North and Masvingo provinces had 69 percent and 50 percent of households without a toilet facility, respectively.

15.8 Conclusion

Of the 2.8 million households, 58 percent of households lived in owner/purchaser accommodation and 18 percent were lodgers. In urban areas 92 percent and 35 percent in rural areas had access to electricity. Wood was still the major source of energy used for cooking; it was being used by 64 percent of the households. Seventy-eight percent of the households were using improved source of water for drinking and cooking. Of the rural households, about 40 percent were without toilet facilities compared to about one percent in urban areas.

Table 15. 1: Percent Distribution of Households by Tenure Status and Province, Zimbabwe 2011 LFCLS

Province/Area	Tenure Status						Not Stated	Total	
	Owner/ Purchase r	Tenant	Lodger	Accommodation	Parents/ Tied Guardian's Relative's House	Other		Percent	Number
Manicaland	67.5	0.3	8.5	12.1	8.1	3.5	0.1	100.0	395 062
Mashonaland Central	71.8	1.2	4.5	15.0	5.7	1.6	0.3	100.0	250 820
Mashonaland East	59.4	1.1	7.7	24.0	7.3	0.4	0.1	100.0	321 612
Mashonaland West	56.1	0.2	15.7	17.7	9.6	0.3	0.5	100.0	300 461
Matabeleland North	75.6	2.4	2.8	12.3	5.7	0.4	0.9	100.0	131 921
Matabeleland South	73.6	0.0	5.4	13.4	7.3	0.2	0.1	100.0	134 652
Midlands	68.3	0.2	15.8	10.3	5.4	0.0	0.0	100.0	329 789
Masvingo	72.7	0.4	5.6	15.7	5.1	0.3	0.1	100.0	315 579
Harare	25.0	6.1	49.1	4.9	14.8	0.2	0.0	100.0	514 432
Bulawayo	31.7	2.3	36.5	8.0	21.1	0.3	0.2	100.0	155 016
Rural	73.8	0.4	2.4	15.8	6.3	1.1	0.2	100.0	1 868 798
Urban	26.4	4.1	47.1	7.7	14.4	0.2	0.1	100.0	980 546
Zimbabwe	57.5	1.7	17.8	13.0	9.1	0.8	0.2	100.0	2 849 343

Table 15. 2: Percent Distribution of Households by Type of Dwelling Unit and Tenure Status, Zimbabwe 2011 LFCLS.

Tenure Status	Type of Dwelling Unit						Not Stated	Total	
	Traditional	Tra ditio Mixed nal	Detached	Flat/Tow n- House	Shack	Other		Percent	Number
Owner/Purchaser	36.2	44.1	18.8	0.8	0.1	0.0	0.0	100.0	1 637 195
Tenant	0	7.5	71.8	20.0	0.0	0.7	0.0	100.0	48 457
Lodger	0.3	1.5	92.1	5.7	0.2	0.2	0.0	100.0	506 454
Tied Accommodation	7.3	13.6	73.0	5.1	0.3	0.5	0.1	100.0	370 698
Parents/ Guardian's /Relative's House	14.6	25.2	53.9	6.0	0.3	0.0	0.0	100.0	258 602
Other	72.5	7.9	17.3	2.3	0.0	0.0	0.0	100.0	22 822
Not Stated	20.0	7.6	21.3	0.0	0.0	0.0	51.2	100.0	5 116
Total	23.8	29.9	42.9	3.0	0.1	0.1	0.1	100.0	2 849 343

Table 15.3: Percent Distribution of Households With or Without Access to Electricity by Province, Zimbabwe 2011 LFCLS

Province	Percentage of Households		Not Coded	Total	
	With Electricity	Without Electricity		Percent	Number
Manicaland	35.1	64.8	0.1	100.0	395 062
Mashonaland Central	50.8	49.0	0.2	100.0	250 820
Mashonaland East	41.0	58.9	0.1	100.0	321 612
Mashonaland West	50.5	49.0	0.5	100.0	300 461
Matabeleland North	33.2	66.4	0.4	100.0	131 921
Matabeleland South	40.6	59.2	0.2	100.0	134 652
Midlands	46.9	53.1	0.1	100.0	329 789
Masvingo	44.0	55.8	0.2	100.0	315 579
Harare	89.1	10.9	0.0	100.0	514 432
Bulawayo	99.2	0.8	0.0	100.0	155 016
Rural	34.8	65.0	0.2	100.0	1 868 798
Urban	92.1	7.9	0.0	100.0	980 546
Total	54.5	45.3	0.1	100.0	2 849 343

Table 15.4: Percent Distribution of Households Occupying Dwelling Units With or Without Access to Electricity, Zimbabwe 2011 LFCLS

Type of Dwelling Unit	Percentage of Households		Not Coded	Total	
	With Electricity	Without Electricity		Percent	Number
Traditional	20.8	79.0	0.1	100.0	677 131
Mixed	34.4	65.5	0.1	100.0	851 485
Detached/semi-detached	84.6	15.4	0.0	100.0	1 223 625
Flat/Townhouse	91.0	9.0	0.0	100.0	86 365
Shacks	62.3	37.7	0.0	100.0	3 629
Other	89.7	10.3	0.0	100.0	3 799
Not Stated	15.0	10.7	74.4	100.0	3 308
Total	54.5	45.3	0.1	100.0	2 849 343

Table 15. 5: Percent Distribution of Households by Source of Energy Mostly Used for Cooking by Province, Zimbabwe 2011 LFCLS.

Province/Area	Source of Energy for Cooking							Not Stated	Total	
	Wood	Paraffin	Electricity	Gas	Coal	Gel	Other		Percent	Number
Manicaland	85.0	0.2	14.6	0.0	0.1	0.0	0.0	0.1	100	395 062
Mashonaland Central	87.9	0.2	11.7	0.0	0.0	0.0	0.0	0.2	100	250 820
Mashonaland East	77.4	0.3	22.0	0.1	0.0	0.0	0.0	0.2	100	321 612
Mashonaland West	77.1	1.2	21.2	0.1	0.0	0.0	0.0	0.4	100	300 461
Matabeleland North	87.0	0.0	12.6	0.2	0.1	0.0	0.0	0.2	100	131 921
Matabeleland South	82.9	0.1	16.4	0.0	0.0	0.0	0.0	0.5	100	134 652
Midlands	70.9	0.5	28.5	0.0	0.1	0.0	0.0	0.0	100	329 789
Masvingo	85.5	0.2	14.1	0.0	0.0	0.0	0.0	0.1	100	315 579
Harare	11.9	9.2	78.0	0.7	0.0	0.1	0.1	0.0	100	514 432
Bulawayo	3.0	0.2	96.7	0.0	0.0	0.0	0.0	0.2	100	155 016
Rural	92.1	0.2	7.5	0.0	0.0	0.0	0.0	0.2	100	1 868 798
Urban	11.5	5.4	82.5	0.4	0.1	0.1	0.0	0.1	100	980 546
Zimbabwe	64.3	2.0	33.3	0.2	0.0	0.0	0.0	0.1	100	2 849 343

Table 15. 6: Percent Distribution of Households by Main Source of Water for Drinking and Cooking by Province, Zimbabwe 2011 LFCLS.

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/	Other	Not Stated	Percent	Number
Manicaland	9.7	13.1	4.0	48.4	17.7	7.0	0.0	0.1	100.0	395 062
Mashonaland Central	3.2	8.8	2.4	48.9	18.1	18.2	0.3	0.2	100.0	250 820
Mashonaland East	9.4	7.5	9.0	51.2	19.4	3.2	0.1	0.1	100.0	321 612
Mashonaland West	8.2	12.7	8.8	36.6	26.4	6.5	0.4	0.4	100.0	300 461
Matabeleland North	6.6	5.7	5.4	67.2	3.4	11.4	0.2	0.2	100.0	131 921
Matabeleland South	11.1	6.2	1.3	59.6	6.0	14.9	0.8	0.1	100.0	134 652
Midlands	18.1	10.9	2.1	44.1	17.7	6.0	0.9	0.2	100.0	329 789
Masvingo	9.0	8.5	3.3	43.3	26.2	8.3	1.2	0.2	100.0	315 579
Harare	21.7	53.0	2.2	20.7	2.4	0.0	0.1	0.0	100.0	514 432
Bulawayo	60.7	38.8	0.0	0.3	0.0	0.0	0.1	0.0	100.0	155 016
Rural	3.3	4.5	5.2	54.5	21.9	9.9	0.5	0.2	100.0	1 868 798
Urban	36.4	47.3	1.7	13.0	1.3	0.0	0.1	0.1	100.0	980 546
Zimbabwe	14.7	19.2	4.0	40.2	14.8	6.5	0.4	0.1	100.0	2 849 343

Table 15.7: Percent Distribution of Households by Type of Toilet Facility Mostly Used by Province, Zimbabwe 2011 LFCLS.

Province/Area	Type of Toilet Facility					Not Stated	Total	
	Flush Toilet	Blair Toilet	Pit Toilet With Slab	Pit Toilet Other	None		Percent	Number
Manicaland	17.4	25.8	11.7	22.9	22.2	0.1	100.0	395 062
Mashonaland Central	10.2	26.2	13.9	24.2	25.1	0.4	100.0	250 820
Mashonaland East	20.4	27.9	18.5	11.0	22.0	0.2	100.0	321 612
Mashonaland West	25.9	23.5	8.7	7.0	34.4	0.5	100.0	300 461
Matabeleland North	12.3	14.1	3.8	0.9	68.7	0.2	100.0	131 921
Matabeleland South	14.8	37.2	6.4	2.1	39.0	0.5	100.0	134 652
Midlands	31.3	12.8	11.4	9.0	34.8	0.6	100.0	329 789
Masvingo	19.6	18.4	7.2	4.2	50.2	0.4	100.0	315 579
Harare	82.9	3.3	5.7	6.8	1.1	0.1	100.0	514 432
Bulawayo	99.3	0.2	0.2	0.1	0.0	0.2	100.0	155 016
Rural	7.2	26.4	12.9	13.6	39.6	0.4	100.0	1 868 798
Urban	90.2	2.2	3.0	3.7	0.7	0.2	100.0	980 546
Zimbabwe	35.8	18.0	9.5	10.2	26.2	0.3	100.0	2 849 343

Appendix A: Zimbabwe LFCLS Questionnaire

Appendix B: Concepts and Definitions

Appendix A: 2011 Zimbabwe LFCLS Questionnaire



REPUBLIC OF ZIMBABWE
LABOUR FORCE AND CHILD LABOUR SURVEY 2011

STRICTLY CONFIDENTIAL WHEN COMPLETED

B	Interviewer Visits	1	2	3	4
	Date				
	Results ***				

A	Identification	Province	District	Ward	Sector	EA	Household
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C	Background characteristics:									D	Education:				E	Activity:	
	For all Persons				0 – 17 years		12 years +	5 years+	For persons age 15 years+		For Persons age 5 years and above		For persons age 5 - 17 years			For Persons age 5 years and above.	
	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
P	<i>Of those listed:</i>	What is (name's) relationship to head of household?	Is (name) male or female?	How old was (name) at his/her last birthday?	Is (name's) biological mother alive?	Is (name's) biological father alive?	What is (name's) marital status?	Where was (name's) usual residence in June 2006?	Has (name) ever been retrenched since June 2004?	Has (name) ever attended school?	<i>If code 1 in Q.11</i> What is the main reason why (name) never attended school?	What is (name's) highest level of education completed?	<i>If code 3 in Q.11</i> What was the main reason why (name) left school?	<i>If code 6 in Q.14</i> What was the main reason why (name) refused to go to school?	During the last 12 months up to the end of last month, was (name) employed at any time?	How many weeks in the last 12 months was (name) doing any of these activities in total?	
S	Was (name)	1. Head 2. Spouse	1. Male	Enter age in completed years	1. Yes	1. Yes	1. Never married	Enter district code or country code	<i>If "no" write N/A. If "yes", record the year</i>	1. Never been	1. Financial constraints	1. Financial constraints	1. Lack of interest	1. Yes	(A)		
O	1. Present last night	3. Son/Daughter 4. Brother/Sister 5. Nephew/ Niece/Cousin	2. Female	<i>"00" for children less than 1 year and "97" for those aged 97 years and over</i>	2. No	2. No	2. Married			2. At school	2. School too far away	2. School too far away	2. Bullying at school	2. No (skip to Q.18)	(A)		
N	2. Absent last night	6. Grand child 7. Parent 8. Other relative 9. Not related			3. Don't know	3. Don't know	3. Divorced/separated			3. Left school	3. Ill/sick	3. Ill/sick	3. Sexual abuse at school		(A)		
U							4. Widowed				4. Still too Young	4. Pregnancy related	4. Corporal punishment		(A)		
M											5. Education not considered valuable	5. Completed/satisfied	5. Incompetence		(A)		
B											6. Other (specify)	6. Refusal	6. Harassment by teachers		(A)		
E											7. Other (Specify)	7. Expulsion	7. Other (Specify)		(A)		
R											8. To work/looking for work	8. To work/looking for work	8. To work/looking for work		(A)		
L											9. Caring for the sick	9. Caring for the sick	9. Caring for the sick		(A)		
S											10. Other (Specify)	10. Other (Specify)	10. Other (Specify)		(A)		
C															(A)		
A	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	
1	1 2	1 2 3 4 5 6 7 8 9	1 2	1 2 3 4 5 6 7 8 9	1 2 3	1 2 3	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3	1 2 3 4 5 6	1 2 3 4 5 6 7 8 9 10	1 2 3 4 5 6 7 8 9 10	1 2 3 4 5 6 7	1 2	1 2 3 4 5 6 7 8 9	
2	1 2	1 2 3 4 5 6 7 8 9	1 2	1 2 3 4 5 6 7 8 9	1 2 3	1 2 3	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3	1 2 3 4 5 6	1 2 3 4 5 6 7 8 9 10	1 2 3 4 5 6 7 8 9 10	1 2 3 4 5 6 7	1 2	1 2 3 4 5 6 7 8 9	
3	1 2	1 2 3 4 5 6 7 8 9	1 2	1 2 3 4 5 6 7 8 9	1 2 3	1 2 3	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3	1 2 3 4 5 6	1 2 3 4 5 6 7 8 9 10	1 2 3 4 5 6 7 8 9 10	1 2 3 4 5 6 7	1 2	1 2 3 4 5 6 7 8 9	
4	1 2	1 2 3 4 5 6 7 8 9	1 2	1 2 3 4 5 6 7 8 9	1 2 3	1 2 3	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3	1 2 3 4 5 6	1 2 3 4 5 6 7 8 9 10	1 2 3 4 5 6 7 8 9 10	1 2 3 4 5 6 7	1 2	1 2 3 4 5 6 7 8 9	
5	1 2	1 2 3 4 5 6 7 8 9	1 2	1 2 3 4 5 6 7 8 9	1 2 3	1 2 3	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3	1 2 3 4 5 6	1 2 3 4 5 6 7 8 9 10	1 2 3 4 5 6 7 8 9 10	1 2 3 4 5 6 7	1 2	1 2 3 4 5 6 7 8 9	
6	1 2	1 2 3 4 5 6 7 8 9	1 2	1 2 3 4 5 6 7 8 9	1 2 3	1 2 3	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3	1 2 3 4 5 6	1 2 3 4 5 6 7 8 9 10	1 2 3 4 5 6 7 8 9 10	1 2 3 4 5 6 7	1 2	1 2 3 4 5 6 7 8 9	
7	1 2	1 2 3 4 5 6 7 8 9	1 2	1 2 3 4 5 6 7 8 9	1 2 3	1 2 3	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3	1 2 3 4 5 6	1 2 3 4 5 6 7 8 9 10	1 2 3 4 5 6 7 8 9 10	1 2 3 4 5 6 7	1 2	1 2 3 4 5 6 7 8 9	
8	1 2	1 2 3 4 5 6 7 8 9	1 2	1 2 3 4 5 6 7 8 9	1 2 3	1 2 3	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3	1 2 3 4 5 6	1 2 3 4 5 6 7 8 9 10	1 2 3 4 5 6 7 8 9 10	1 2 3 4 5 6 7	1 2	1 2 3 4 5 6 7 8 9	
9	1 2	1 2 3 4 5 6 7 8 9	1 2	1 2 3 4 5 6 7 8 9	1 2 3	1 2 3	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3	1 2 3 4 5 6	1 2 3 4 5 6 7 8 9 10	1 2 3 4 5 6 7 8 9 10	1 2 3 4 5 6 7	1 2	1 2 3 4 5 6 7 8 9	
10	1 2	1 2 3 4 5 6 7 8 9	1 2	1 2 3 4 5 6 7 8 9	1 2 3	1 2 3	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3	1 2 3 4 5 6	1 2 3 4 5 6 7 8 9 10	1 2 3 4 5 6 7 8 9 10	1 2 3 4 5 6 7	1 2	1 2 3 4 5 6 7 8 9	

*** Result Codes: 1. Completed 2. No household member at home or no competent respondent at home at time of visit 3. Entire household absent for extended period 4. Postponed
5. Refused 6. Dwelling vacant 7. Dwelling destroyed 8. Dwelling not found 9. Other (Specify)-----

Prompts for questions 16 and 21: Did (name) do any work of any kind on own or the family farm, cattle post/kraal or other agricultural holding (chicken house, vegetable plot etc)? The work can be for cash, income in kind, barter or for own consumption. Include any form of house construction or major maintenance? Conduct any type of business whether big or small (e.g. brew beer, sell cakes, make mats/clothes, etc)? Help unpaid in a family business of any type? Catch or collect fish or river products for payment? Collect any water or firewood for payment? Make anything from own farm or natural products for sale or for own use? Do any type of wage or salary job – full time or part time, temporary, casual, piecework or permanent?

Appendix A: Zimbabwe LFCLS Questionnaire (Cont.)



REPUBLIC OF ZIMBABWE LABOUR FORCE AND CHILD LABOUR SURVEY 2011

STRICTLY CONFIDENTIAL WHEN COMPLETED

A	Identification	Province	District	Ward	Sector	EA	Household

E	Activity: For Persons age 5 years and above.											F		Employment: For Persons age 5 years and above		
						If "Yes" Q21 or Q22	If Code 1 or 2 in Q23			If "Yes" in Q21 or Q22		If "Yes" in Q21 or Q22				
	18	19	20	21	22	23	24	25	26	27	28		29	30		
P e r s o n N u m b e r	When not working, was (name) available for work if given the opportunity?	How many weeks was (name) available for work in the last 12 months? (B)	What was (name) doing when not working? 1. Student 2. Household duties 3. Disabled. 4. Sick/ill 5. Retired 6. Income recipient 7. Caring for the sick 8. Other (Specify) ----- ----- ----- -----	Did (name) work for one hour or more in the last 7 days? (read out prompts below) 1. Yes (skip to Q. 23) 2. No	Does (name) usually work but happen to be temporarily absent in the last 7 days because of leave, sickness, bad weather, industrial disputes or transport constraints? 1. Yes 2. No (skip to Q. 46)	In (name's) main job in the last 7 days what was he/she? 1. Paid employee- permanent 2. Paid employee- casual/temporary/contract/seasonal. 3. Employer 4. Own account worker (communal, resettlement & peri-urban farmer) 5. Own account worker (other) 6. Contributing family worker If Code 3-6 (skip to Q28)	Does (name's) employer pay contributions to a pension scheme/ fund for (name)? 1. Yes 2. No 3 Don't know	Does (name) benefit from paid annual leave? 1. Yes 2. No 3 Don't know	Does (name) benefit from paid sick leave? 1. Yes 2. No 3 Don't know	Does (name) have a written contract with employer? 1. Yes 2. No 3 Don't know	What were the main tasks or duties in (name's) main job in the last 7 days? Describe in 2 to 4 words e.g. "Communal Farming" "Bus Driving".	For office use only	What is the name of the physical establishment where (name) works? Give the name in 2 or more words' e.g. "OK Bazaars, Mbare" "Petunia Laboratories"	What kind of economic activity is (name/ establishment) engaged in? Give description in 2 or more words' e.g. "Tobacco processing" "Gold Mining" "Tax Administration"	For office use only	
	a	r	s	t	u	v	w	x	y	z	aa	ab	ac	ad	ae	af
	1	1 2		1 2 3 4 5 6 7 8	1 2	1 2	1 2 3 4 5 6	1 2 3 1 2 3	1 2 3 1 2 3	1 2 3	1 2 3					
	2	1 2		1 2 3 4 5 6 7 8	1 2	1 2	1 2 3 4 5 6	1 2 3 1 2 3	1 2 3 1 2 3	1 2 3	1 2 3					
	3	1 2		1 2 3 4 5 6 7 8	1 2	1 2	1 2 3 4 5 6	1 2 3 1 2 3	1 2 3 1 2 3	1 2 3	1 2 3					
	4	1 2		1 2 3 4 5 6 7 8	1 2	1 2	1 2 3 4 5 6	1 2 3 1 2 3	1 2 3 1 2 3	1 2 3	1 2 3					
	5	1 2		1 2 3 4 5 6 7 8	1 2	1 2	1 2 3 4 5 6	1 2 3 1 2 3	1 2 3 1 2 3	1 2 3	1 2 3					
	6	1 2		1 2 3 4 5 6 7 8	1 2	1 2	1 2 3 4 5 6	1 2 3 1 2 3	1 2 3 1 2 3	1 2 3	1 2 3					
	7	1 2		1 2 3 4 5 6 7 8	1 2	1 2	1 2 3 4 5 6	1 2 3 1 2 3	1 2 3 1 2 3	1 2 3	1 2 3					
	8	1 2		1 2 3 4 5 6 7 8	1 2	1 2	1 2 3 4 5 6	1 2 3 1 2 3	1 2 3 1 2 3	1 2 3	1 2 3					
9	1 2		1 2 3 4 5 6 7 8	1 2	1 2	1 2 3 4 5 6	1 2 3 1 2 3	1 2 3 1 2 3	1 2 3	1 2 3						
10	1 2		1 2 3 4 5 6 7 8	1 2	1 2	1 2 3 4 5 6	1 2 3 1 2 3	1 2 3 1 2 3	1 2 3	1 2 3						

Prompts for questions 16 and 21: Did (name) do any work of any kind on own or the family farm, cattle post/kraal or other agricultural holding (chicken house, vegetable plot etc)? The work can be for cash, income in kind, barter or for own consumption. Include any form of house construction or major maintenance? Conduct any type of business whether big or small (e.g. brew beer, sell cakes, make mats/clothes, etc)? Help unpaid in a family business of any type? Catch or collect fish or river products for payment? Collect any water or firewood for payment? Make anything from own farm or natural products for sale or for own use? Do any type of wage or salary job – full time or part time, temporary, casual, piecework or permanent?

Appendix A: Zimbabwe LFCLS Questionnaire (Cont.)



REPUBLIC OF ZIMBABWE
LABOUR FORCE AND CHILD LABOUR SURVEY 2011

STRICTLY CONFIDENTIAL WHEN COMPLETED

A	Identification	Province	District	Ward	Sector	EA	Household
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F	Employment : continued					Employment: Secondary Job					G	Hours worked: For Persons age 5 years and above.				
	If Code 1,6,7,8 in Q31					If "Yes" in Q21 or Q22						If "Yes" in Q21 or Q22				
	31	32	33	34	35	36	37	38	39	40	41	42	43	44		
P	In what Sector is this establishment?	How many employees work in this establishment?	Is (name/ establishment)	Where is the Establishment located?	What is (name's) skill category?	In the last 7 days, did (name) have any Secondary job(s)?	In (name's) secondary job in the last 7 days what was he/she?	What were the main tasks or duties in (name's) secondary job in the last 7 days?	For office use only	What kind of economic activity is (name/ establishment) engaged in?	For office use only	In what Sector is this establishment?	Is (name/ establishment) registered	How many hours (including overtime) in all jobs (if more than one) did (name) work for in the last 7 days? Record rounded number of hours e.g. 74.5 to 075hrs	Did (name) want to work more hours during the last 7 days?	How many more hours was (name) available to work during the last 7 days?
r	1. Private 2. Central Government 3. Local Government 4. Parastatal 5. Private Households 6. Co-operative 7. NGO's 8. Other (Specify)	1. Registered only. 2. Licensed only. 3. Registered and licensed. 4. Neither registered nor licensed.	1. On a footpath, street or open space. 2. At a market. 3. In (name's) household 4. In someone else's household 5. In another permanent building/ fixed location. 6. No fixed location. 7. Other (Specify)	1. Professional 2. Skilled 3. Semi-skilled 4. Unskilled 5. Not known	1. Paid employee-permanent 2. Paid employee-casual/temporary/contract/seasonal. 3. Employer 4. Own account worker (communal, resettlement & peri-urban farmer) 5. Own account worker (other) 6. Contributing family worker	Describe in 2 to 4 words e.g. "Communal Farming" "Bus Driving".	1. Yes 2. No (Skip to Q42)	1. Private 2. Central Government 3. Local Government 4. Parastatal 5. Private Households 6. Co-operative 7. NGO's 8. Other (Specify)	1. Yes 2. No 3. Don't know	1. Yes 2. No 3. Don't know	1. Yes 2. No (skip to Q.46) 3. Don't know	1. Yes 2. No (skip to Q.46) 3. Don't know	1. Yes 2. No (skip to Q.46) 3. Don't know	1. Yes 2. No (skip to Q.46) 3. Don't know	1. Yes 2. No (skip to Q.46) 3. Don't know	
s	(If code 2, 3,4, 5 skip to Q35)															
o																
n																
u																
m																
b																
e																
r																
a	ag	ah	ai	aj	ak	al	am	an	ao	ap	aq	ar	as	at		
1	1 2 3 4 5 6 7 8		1 2 3 4	1 2 3 4 5 6 7	1 2 3 4 5	1 2	1 2 3 4 5 6			1 2 3 4 5 6 7	1 2 3		1 2			
2	1 2 3 4 5 6 7 8		1 2 3 4	1 2 3 4 5 6 7	1 2 3 4 5	1 2	1 2 3 4 5 6			1 2 3 4 5 6 7	1 2 3		1 2			
3	1 2 3 4 5 6 7 8		1 2 3 4	1 2 3 4 5 6 7	1 2 3 4 5	1 2	1 2 3 4 5 6			1 2 3 4 5 6 7	1 2 3		1 2			
4	1 2 3 4 5 6 7 8		1 2 3 4	1 2 3 4 5 6 7	1 2 3 4 5	1 2	1 2 3 4 5 6			1 2 3 4 5 6 7	1 2 3		1 2			
5	1 2 3 4 5 6 7 8		1 2 3 4	1 2 3 4 5 6 7	1 2 3 4 5	1 2	1 2 3 4 5 6			1 2 3 4 5 6 7	1 2 3		1 2			
6	1 2 3 4 5 6 7 8		1 2 3 4	1 2 3 4 5 6 7	1 2 3 4 5	1 2	1 2 3 4 5 6			1 2 3 4 5 6 7	1 2 3		1 2			
7	1 2 3 4 5 6 7 8		1 2 3 4	1 2 3 4 5 6 7	1 2 3 4 5	1 2	1 2 3 4 5 6			1 2 3 4 5 6 7	1 2 3		1 2			
8	1 2 3 4 5 6 7 8		1 2 3 4	1 2 3 4 5 6 7	1 2 3 4 5	1 2	1 2 3 4 5 6			1 2 3 4 5 6 7	1 2 3		1 2			
9	1 2 3 4 5 6 7 8		1 2 3 4	1 2 3 4 5 6 7	1 2 3 4 5	1 2	1 2 3 4 5 6			1 2 3 4 5 6 7	1 2 3		1 2			
10	1 2 3 4 5 6 7 8		1 2 3 4	1 2 3 4 5 6 7	1 2 3 4 5	1 2	1 2 3 4 5 6			1 2 3 4 5 6 7	1 2 3		1 2			

Appendix A: Zimbabwe LFCLS Questionnaire (Cont.)



REPUBLIC OF ZIMBABWE
LABOUR FORCE AND CHILD LABOUR SURVEY 2011

STRICTLY CONFIDENTIAL WHEN COMPLETED

A Identification																			
Province		District		Ward		Sector		EA		Household									
G	Hours worked: <i>continued</i>					H Unemployment For Persons age 15 years & above.			I Work Related Income For Persons age 5 years & above										
	If "Yes" in Q43					If "No" in Q22			If "yes" in Q16 or Q.21 or Q.22										
	45		46			47	48	49		50	51	52		53	54	55			
P e r s o n u m b e r	Why didn't (name) work more hours in the last 7 days? 1. Cannot find more work, lack of business. 2. Lack of finance, raw materials. 3. Breakdown of machinery, electrical fault, etc 4. Off- season, inactivity. 5. Industrial disputes, strike, laid -off. 6. Transport constraints 7. Illness, injury. 8. Other involuntary reason, (Specify)----- ----- 9. Household duties. 10 Student, unpaid training. 11 Vacation, family reason 12 Other voluntary reason, (Specify)----- -----					In the last 7 days, how many hours did (name) spend in unpaid housekeeping & other home duties for own household, including washing clothes, cleaning house, shopping, cooking, caring for the children & the sick?			Was (name) available for work in the last 7 days? 1. Yes 2. No. (skip to Q50).	Did (name) look for work in the last 30 days? 1. Yes 2. No. (skip to Q. 50).	How did (name) mainly look for work in the last 30 days? 1. Registered or checked at any employment agency. 2. Applied to employers, responded or placed advertisements. 3. Enquired at farms, factories or work sites. 4. Asked friends or relatives about work. 5. Seeking self-employment 6. Looked for work by other means, (Specify) ----- ----- (skip to Q51)		If code 2 in Q.47or Q48, What was (name) doing when not available/ not looking for work in the last 7 days? 1. Student 2. Homemaker 3. Retired with pension. 4.Retired without pension 5.Ill/Sick/Too Old 6.Other (Specify) ----- -----	Has (name) ever worked before whether for pay or family gain or in (name's) own business? 1. Yes 2. No (If code 2 skip to Q56)	What kind of income did (name) receive for work done in the main job in May? 1. None 2. Cash only 3. In kind only 4. Both in cash and in kind 5. No work done (if code 1 or 5 skip to Q56)		If code 2 or 4 in Q.52. How much did (name) receive in cash for work done in the main job in May? 1. Zero 2. US\$1 - US\$100 3. US\$101 - US\$200 4. US\$201 – US\$300 5.US\$301- US\$400 6.US\$401- US\$500 7. US\$501- US\$1000 8. US\$1001- US\$3000 9. US\$3 001 and above.	If code 3 or 4 in Q.52. What was the value of the income received in kind by (name) for work done in the main job in May? 1. Zero 2. US\$1 - US\$100 3. US\$101 - US\$200 4. US\$201 – US\$300 5.US\$301- US\$400 6.US\$401- US\$500 7. US\$501- US\$1000 8. US\$1001- US\$3000 9. US\$3 001 and above.	What was the total income received, whether in cash or kind, for work done in all other jobs by (name) in May? 1. Zero 2. US\$1 - US\$100 3. US\$101 - US\$200 4. US\$201 – US\$300 5.US\$301- US\$400 6.US\$401- US\$500 7. US\$501- US\$1000 8. US\$1001- US\$3000 9. US\$3 001 and above.
	a au		av			aw	ax	ay		az	ba	bb		bc	bd	be			
	1 2 3 4 5 6 7 8 9 10 11 12		1 2 3 4 5 6 7 8 9 10 11 12			1 2	1 2	1 2 3 4 5 6		1 2 3 4 5 6	1 2	1 2 3 4 5		1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9			
	2 1 2 3 4 5 6 7 8 9 10 11 12		1 2 3 4 5 6 7 8 9 10 11 12			1 2	1 2	1 2 3 4 5 6		1 2 3 4 5 6	1 2	1 2 3 4 5		1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9			
	3 1 2 3 4 5 6 7 8 9 10 11 12		1 2 3 4 5 6 7 8 9 10 11 12			1 2	1 2	1 2 3 4 5 6		1 2 3 4 5 6	1 2	1 2 3 4 5		1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9			
	4 1 2 3 4 5 6 7 8 9 10 11 12		1 2 3 4 5 6 7 8 9 10 11 12			1 2	1 2	1 2 3 4 5 6		1 2 3 4 5 6	1 2	1 2 3 4 5		1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9			
	5 1 2 3 4 5 6 7 8 9 10 11 12		1 2 3 4 5 6 7 8 9 10 11 12			1 2	1 2	1 2 3 4 5 6		1 2 3 4 5 6	1 2	1 2 3 4 5		1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9			
	6 1 2 3 4 5 6 7 8 9 10 11 12		1 2 3 4 5 6 7 8 9 10 11 12			1 2	1 2	1 2 3 4 5 6		1 2 3 4 5 6	1 2	1 2 3 4 5		1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9			
	7 1 2 3 4 5 6 7 8 9 10 11 12		1 2 3 4 5 6 7 8 9 10 11 12			1 2	1 2	1 2 3 4 5 6		1 2 3 4 5 6	1 2	1 2 3 4 5		1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9			
	8 1 2 3 4 5 6 7 8 9 10 11 12		1 2 3 4 5 6 7 8 9 10 11 12			1 2	1 2	1 2 3 4 5 6		1 2 3 4 5 6	1 2	1 2 3 4 5		1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9			
9 1 2 3 4 5 6 7 8 9 10 11 12		1 2 3 4 5 6 7 8 9 10 11 12			1 2	1 2	1 2 3 4 5 6		1 2 3 4 5 6	1 2	1 2 3 4 5		1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9				
10 1 2 3 4 5 6 7 8 9 10 11 12		1 2 3 4 5 6 7 8 9 10 11 12			1 2	1 2	1 2 3 4 5 6		1 2 3 4 5 6	1 2	1 2 3 4 5		1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9				

Appendix A: Zimbabwe LFCLS Questionnaire (Cont.)



REPUBLIC OF ZIMBABWE

LABOUR FORCE AND CHILD LABOUR SURVEY 2011

STRICTLY CONFIDENTIAL WHEN COMPLETED

A	Identification	Province	District	Ward	Sector	EA	Household
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J	Social Security : For all persons					K	Child Questions: For Persons age 5 -17 years							
	If "yes" in Q21 or Q22													
	56	57	58	59	60	61	62	63	64	65	66	67	68	69
P	Is (name) currently receiving a monthly pension or any other social security funds?	What was the amount of (name's) last monthly pension/benefit? <i>(Record actual value in United States dollar)</i>	What is the source of funds? 1 NSSA 2 Government 3. Occupational Pensions 4. Personal Pension Plan 5 Other pensions-(specify) <i>(More than one answer acceptable)</i>	Is (name) currently a member of any medical insurance scheme? 1. Yes 2. No 3. Don't know	Has (name) ever changed household(s) in the last 12 months? 1. Yes 2. No <i>(Skip to Q.62)</i>	What was (name) doing while staying with the last household? 1. Working/ had a job but not attending school. 2. Attending school/training institute but not working. 3. Working/ had a job & attending school. 4. Nothing 5. Other (specify) ----- ----- -----	What is the main reason why (name) is working? 1. To supplement household income 2. To pay outstanding debt 3. To assist/help in household enterprise 4. Education/ Training programme is not suitable 5. Education/ Training institutions are too far 6. Other (specify) -----	How often is (name) paid? 1. Piece rate 2. Hourly 3. Weekly 4. Monthly 5. Not paid <i>(skip to Q66)</i> 6. Other (Specify) -----	What did (name) do with his/her last earnings? 1. Gave Parents/ Guardian all through employer. 2. Gave Parents/ Guardian all by him/herself. 3. Gave Parents/ Guardian part through employer. 4. Gave Parents/ Guardian part by him/herself. 5. Spent all by self. 6. Other (Specify) -----	If code 5 in Q.64 How are (name's) earnings mainly spent? 1. Household responsibilities 2. Personal necessities 3. Luxury goods/ services. 4. Other (specify) -----	During which time of the day does (name) usually work? 1. Morning 2. Afternoon 3. Evening/ Night <i>(More than one answer is acceptable)</i>	For how many hours does (name) usually work per day? <i>(Record to the nearest hour)</i>	At what age did (name) start to work for the first time? <i>Enter age in completed years</i> ----- ----- -----	What does (name) do for fun? 1. Playing with friends, sisters/ brothers. 2. Watching TV 3. Listening to the Radio. 4. Reading 5. Nothing 6. Other (Specify) ----- <i>(more than one answer acceptable)</i>
a	bf	bg	bh	bi	bj	bk	bl	bm	bn	bo	bp	bq	br	bs
1	1 2 3 4		1 2 3 4 5	1 2 3	1 2	1 2 3 4 5	1 2 3 4 5 6	1 2 3 4 5 6	1 2 3 4 5 6	1 2 3 4	1 2 3			1 2 3 4 5 6
2	1 2 3 4		1 2 3 4 5	1 2 3	1 2	1 2 3 4 5	1 2 3 4 5 6	1 2 3 4 5 6	1 2 3 4 5 6	1 2 3 4 5 6	1 2 3			1 2 3 4 5 6
3	1 2 3 4		1 2 3 4 5	1 2 3	1 2	1 2 3 4 5	1 2 3 4 5 6	1 2 3 4 5 6	1 2 3 4 5 6	1 2 3 4	1 2 3			1 2 3 4 5 6
4	1 2 3 4		1 2 3 4 5	1 2 3	1 2	1 2 3 4 5	1 2 3 4 5 6	1 2 3 4 5 6	1 2 3 4 5 6	1 2 3 4	1 2 3			1 2 3 4 5 6
5	1 2 3 4		1 2 3 4 5	1 2 3	1 2	1 2 3 4 5	1 2 3 4 5 6	1 2 3 4 5 6	1 2 3 4 5 6	1 2 3 4	1 2 3			1 2 3 4 5 6
6	1 2 3 4		1 2 3 4 5	1 2 3	1 2	1 2 3 4 5	1 2 3 4 5 6	1 2 3 4 5 6	1 2 3 4 5 6	1 2 3 4	1 2 3			1 2 3 4 5 6
7	1 2 3 4		1 2 3 4 5	1 2 3	1 2	1 2 3 4 5	1 2 3 4 5 6	1 2 3 4 5 6	1 2 3 4 5 6	1 2 3 4	1 2 3			1 2 3 4 5 6
8	1 2 3 4		1 2 3 4 5	1 2 3	1 2	1 2 3 4 5	1 2 3 4 5 6	1 2 3 4 5 6	1 2 3 4 5 6	1 2 3 4	1 2 3			1 2 3 4 5 6
9	1 2 3 4		1 2 3 4 5	1 2 3	1 2	1 2 3 4 5	1 2 3 4 5 6	1 2 3 4 5 6	1 2 3 4 5 6	1 2 3 4	1 2 3			1 2 3 4 5 6
10	1 2 3 4		1 2 3 4 5	1 2 3	1 2	1 2 3 4 5	1 2 3 4 5 6	1 2 3 4 5 6	1 2 3 4 5 6	1 2 3 4	1 2 3			1 2 3 4 5 6

Appendix A: Zimbabwe LFCLS Questionnaire (Cont.)



REPUBLIC OF ZIMBABWE
LABOUR FORCE AND CHILD LABOUR SURVEY 2011

STRICTLY CONFIDENTIAL WHEN COMPLETED

A	Identification	Province	District	Ward	Sector	EA	Household

	L Work Related Safety for Persons 5 years and above				M Health: All Persons			
	If "yes" in Q16 or Q.21 or Q.22							
	70	71	72	73	74	75	76	77
P e r s o n N u m b e r	Has (name) been injured at the workplace or suffered from a work-related illness during the past 12 months? 1. Yes, injured at workplace 2. Yes, work-related illness 3. Yes, both injured and illness 4. No (skip to Q.74)	What was/were the nature of illnesses/injuries? 1. Wounds, fractures, dislocations 2. Internal injuries 3. Dermatitis and other skin diseases 4. Effects of radiation (welders flash, ionising radiation, etc) 5. Repetitive strain injuries or overuse injuries 6. Physical stress factors e.g. noise-induced vibrations 7. Lung and respiratory tract diseases 8. Foreign bodies (e.g. in the eye/ear) 9. Chemical poisoning 10. Multiple injuries 11. Mental illness 12. Other (Specify)..... (More than one answer acceptable)	To what feature of (name's) working environment was the accident/ illness/injury related? 1. Mechanical/ Physical 2. Electrical 3. Chemical/Biological 4. Ergonomic 5. Psychosocial 6. Lack of personal protective equipment/ clothing. 7. Other (Specify)..... 	What was the economic activity (name/establishment) engaged in when the accident happened or from which (name) suffered illness in the last 12 months? 1. Agriculture, Hunting & Forestry 2. Fishing 3. Mining & Quarrying 4. Manufacturing 5. Electricity, Gas & Water Supply 6. Construction 7. Wholesale & Retail Trade 8. Other (Specify)..... 	Was (name) ill/sick in the last 30 days? 1. Yes 2. No (skip to Q.78)	What was the main health facility visited? 1. Government/ Mission/ 2. Private clinic/ Hospital 3. Traditional Healer/ Herbalist 4. Prophets/Faith/Spiritual Healers 5. None	If code 5 in Q.75, What was the main reason why (name) did not visit a health facility? 1. Facility too far away 2. Cannot afford 3. Health facility closed 4. Home treatment 5. Treatment not necessary 6. Other (specify)..... 	What was the total number of days (name) missed work/ school/ unable to perform normal duties due to illness/ sickness in the last 30 days?
a	bt	bu	bv	bw	bx	by	bz	ca
1	1 2 3 4	1 2 3 4 5 6 7 8 9 10 11 12	1 2 3 4 5 6 7	1 2 3 4 5 6 7 8	1 2	1 2 3 4 5	1 2 3 4 5 6	
2	1 2 3 4	1 2 3 4 5 6 7 8 9 10 11 12	1 2 3 4 5 6 7	1 2 3 4 5 6 7 8	1 2	1 2 3 4 5	1 2 3 4 5 6	
3	1 2 3 4	1 2 3 4 5 6 7 8 9 10 11 12	1 2 3 4 5 6 7	1 2 3 4 5 6 7 8	1 2	1 2 3 4 5	1 2 3 4 5 6	
4	1 2 3 4	1 2 3 4 5 6 7 8 9 10 11 12	1 2 3 4 5 6 7	1 2 3 4 5 6 7 8	1 2	1 2 3 4 5	1 2 3 4 5 6	
5	1 2 3 4	1 2 3 4 5 6 7 8 9 10 11 12	1 2 3 4 5 6 7	1 2 3 4 5 6 7 8	1 2	1 2 3 4 5	1 2 3 4 5 6	
6	1 2 3 4	1 2 3 4 5 6 7 8 9 10 11 12	1 2 3 4 5 6 7	1 2 3 4 5 6 7 8	1 2	1 2 3 4 5	1 2 3 4 5 6	
7	1 2 3 4	1 2 3 4 5 6 7 8 9 10 11 12	1 2 3 4 5 6 7	1 2 3 4 5 6 7 8	1 2	1 2 3 4 5	1 2 3 4 5 6	
8	1 2 3 4	1 2 3 4 5 6 7 8 9 10 11 12	1 2 3 4 5 6 7	1 2 3 4 5 6 7 8	1 2	1 2 3 4 5	1 2 3 4 5 6	
9	1 2 3 4	1 2 3 4 5 6 7 8 9 10 11 12	1 2 3 4 5 6 7	1 2 3 4 5 6 7 8	1 2	1 2 3 4 5	1 2 3 4 5 6	
10	1 2 3 4	1 2 3 4 5 6 7 8 9 10 11 12	1 2 3 4 5 6 7	1 2 3 4 5 6 7 8	1 2	1 2 3 4 5	1 2 3 4 5 6	

Appendix A: Zimbabwe LFCLS Questionnaire



REPUBLIC OF ZIMBABWE
LABOUR FORCE AND CHILD LABOUR SURVEY 2011

STRICTLY CONFIDENTIAL WHEN COMPLETED

A	Identification	Province	District	Ward	Sector	EA	Household

N	Housing Characteristics						
	Note that for Q78 to Q83 circle on the response codes						
	1	78	79	80	81	82	83
P e r s o n N u m b e r	Write down the names of all adults, children and babies, starting with the head of household. <i>Include usual members who are temporarily absent.</i> <i>Note that visitors are not usual members.</i>	What is the tenure status of the household? 1. Owner/purchaser 2. Tenant 3. Lodger 4. Tied accommodation 5. Parents'/Guardian's/Relative's House. 6 Other (Specify)----- -----	Type of dwelling unit <i>Record observation</i> 1. Traditional 2. Mixed 3. Detached/semi-detached 4. Flat/Townhouse 5. Shacks 6. Other (Specify)----- -----	Does the household have access to electricity? 1. Yes 2. No	What is the household's main source of water for drinking and cooking? 1. Piped water inside house 2. Piped water outside house (on premise) 3. Communal tap 4. Well/borehole protected 5. Well unprotected 6. River/Stream/Dam 7. Other (Specify)----- -----	What type of toilet facility is used most by this household? 1. Flush toilet 2. Blair toilet 3. Pit toilet with slab 4. Pit toilet other 5. None	What is the household's main source of energy for cooking? 1. Wood 2. Paraffin 3. Electricity 4. Gas 5. Coal/ charcoal 6. Gel 7. Other (Specify)----- -----
	a	cb	0 Total number of persons in household		Comments		
1							
2							
3		Male		cc			
4		Female		cd			
5		Total		ce			
6		Physical address of the household			Enumerator's Name	Date	
7					Team Leader's Name	Date	
8					Supervisor's Name	Date	
9					Head Office Editor/Coder	Date	
10					Data entry clerk	Date	
							<i>If the household continues on another set, tick here</i>

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-permanent means an employee other than a seasonal or contract worker who is employed on a monthly or weekly basis, having first satisfactorily completed a one month probation period on a daily notice basis. Such employees generally enjoy benefits such as vacation leave, pension, etc. Note that the one month probation period does not apply to some permanent workers e.g. shopkeepers, gardeners and housemaids.

Paid Employee-casual/temporary/contract/seasonal refers to non-permanent paid employees.

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 & peri-urban 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. It should be emphasised that both the head of household and spouse as well as their children are considered communal or resettlement or peri-urban farmers. If another member of the household operates his/her own fields then he/she becomes a communal farmer or peri-urban or resettlement farmer. Own account workers can employ other workers without being classified as employers, as long as they do so on a non-continuous basis e.g. to help with the harvest or planting.

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. They can employ other workers as occasional helpers etc. as long as this is on a non-continuous basis. Whenever an own-account worker continuously employs at least one employee, she or he is classified an employer. Please note that prostitution and all other

Appendix B: Concepts and Definitions (Cont.)

economic activities (regardless of whether they are legal or not) can also fall under this category. However, theft and begging are excluded since they do not qualify as economic activities.

Contributing family workers refer to those members of the household who work without pay in a market-oriented enterprise that is operated by the household but cannot be regarded as partners because their degree of commitment is not at the level comparable to that head of the establishment. Note that the definition only refers to 'market-oriented enterprises', i.e. those enterprises that provide goods or services that are provided for payment in cash or in kind to other people e.g. a family shop, vehicle-repair enterprise. Communal, resettlement and peri-urban farmers generally do not operate a market-oriented enterprise but primarily produce for their own consumption. Therefore, all family members who are engaged in farming should be classified as own account worker (communal, resettlement & per-urban farmer) and not as contributing family workers.

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 aged 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 aged 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 aged 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.

Appendix B: Concepts and Definitions (Cont.)

Unemployed persons (broad definition) are persons aged 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 refers to 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 refers to employees 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 refers to employees 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 refers to 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 refers to 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 refers to 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.

Appendix B: Concepts and Definitions (Cont.)

Chemical/Biological hazards refers to the 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 is the 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) refers to 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 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 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

Appendix B: Concepts and Definitions (Cont.)

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.
- **Tied Accommodation:** The household occupies the dwelling unit by virtue of one of its members being employed by an establishment. The house belongs to the employer and is made available as part of the terms of employment. If the person leaves the job, s (he) is required to move out of the dwelling unit.

Examples of this type of tied accommodation include:

- q plantation and commercial farm compounds;
 - q industrial and factory compounds;
 - q domestic workers' quarters;
 - q railways and other industrial accommodation;
 - q staff houses provided in schools
- **Parent's /guardian's/ relative's house**
- § **Other** includes those staying free in a household but constitute a separate household.