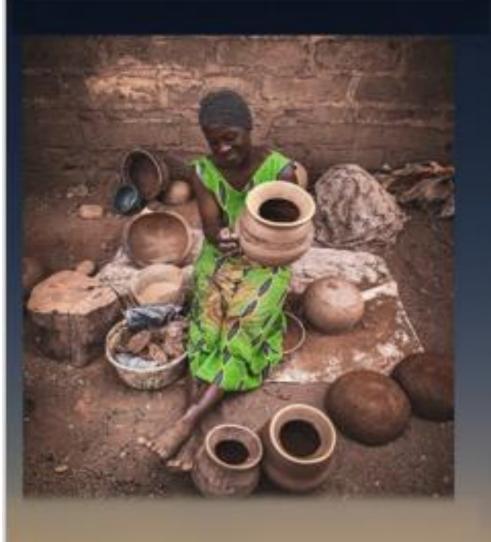


# 2024 FIRST QUARTER LABOUR FORCE SURVEY REPORT











**MAY 2024** 

The 2024 First Quarter Labour Force Survey report was produced by the Zimbabwe National Statistics Agency (ZIMSTAT). Additional information about the report may be obtained from:

ZIMSTAT: E-mail: pr@zimstat.co.zw; Website: http://www.zimstat.co.zw; Twitter: @zimstat Telephone: +263 242706681/8

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#### **1.0 Introduction**

Quarterly Labour Force Survey (QLFS) is a household-based survey conducted in both rural and urban areas across all provinces in Zimbabwe. The Survey is conducted in line with recommendations and guidelines of the 19<sup>th</sup> and 20<sup>th</sup> International Conference of Labour Statisticians (ICLS) as well as International Labour Organisation (ILO) Statistical Manual on the Informal Sector and Informal Employment (2013).

#### 2.0 Survey Objectives

The Quarterly Labour Force Survey aims to establish the following:

- a) Employment level
- b) Employment status of the labour force
- c) Employment in the informal economy
- d) Income levels
- e) Labour underutilisation
- f) Labour migration

#### 3.0 Survey Methodology

The sample was stratified using province and rural/urban domains. Selection was done in two stages. The first stage entailed selection of enumeration areas using the probability proportional to size method. The second stage entailed selection of households in selected enumeration areas using the systematic random sampling technique. A total of 9,650 households were selected from 386 enumeration areas. The survey response rate was 95.0 percent.

#### 4.0 Weighting

Weighting of survey data was done as follows:

a) First stage selection probabilities were combined with second stage probabilities and adjusted for non-response

b) The inverse of the combined probabilities adjusted for non-response was used as the base weight for sample households.

#### 5.0 Definitions of Key Labour Market Indicators

- a. Working Age Population refers to persons aged 16 and above
- b. Labour Force = Employed Persons + Unemployed Persons
- c. Labour Force Participation Rate (LFPR) =

$$\frac{Labour\ Force}{Working\ Age\ Population} \times 100$$

d. Employment-to-Population Ratio (EPR) =

 $\frac{Number of employed persons in working age population}{Working age population} \times 100$ 

Note: In calculating LPFR and EPR for various categories, numerators and denominators will be with respect to the referenced categories.

e. Unemployment Rate=

f. Youth Not in Employment, Education or Training (NEET)=

$$\frac{N_y - \left(N_{ye} + N_{yt}\right)}{N_y} \times 100$$

Where:  $N_y$  is Total Number of youth

 $N_{ye}$  is Number of youth in employment  $N_{yt}$  is Number of youth not in employment but in education or training)

- Note: Africa Union definition of youth is 15-35 years United Nations definition of youth is 15-24 years
- g. Expanded unemployment rate=

$$\frac{(Total number of unemployed persons + PLF)}{(Labour Force + PLF)} \times 100$$

Where PLF is Potential Labour Force

h. Employment by Industry

The indicator disaggregates employed persons into 21 sections of the International Standard Industrial Classification of all Economic Activities (ISIC) Revision 4 and expresses each sector as a percentage of total employment.

i. Employment by occupation

The indicator disaggregates employed persons into 10 major groups of the International Standard Classification of Occupations 2008 (ISCO-08) and expresses each group as a percentage of total employment.

j. Employment in informal economy

Employment in informal economy covers two concepts namely employment in informal sector and informal employment.

i) Employment in informal sector is determined by the characteristics of an enterprise in which a person is employed. For the purposes of the QLFS, an economic unit is considered to be in informal sector if it is not registered with the Registrar of Companies.

ii) Informal employment

Informal employment is determined by characteristics of the job a person holds and includes the following:

1. own account workers and employers who work in their own informal sector enterprises

2. unpaid contributing family workers irrespective of whether they work in formal or informal sector enterprises and

3. paid employees not entitled to any of the following: contribution to pension fund by employer, paid annual leave, paid sick leave and written contract with employer.

#### k. Employment in informal economy

Employment in informal economy covers two concepts namely;

- i. employment in informal sector,
- ii. informal employment.

Employment in informal sector is determined by the characteristics of an enterprise in which a person is employed. An economic unit is considered to be in informal sector if it is not registered with the Registrar of Companies.

Informal employment is determined by characteristics of the job a person holds. Informal employment includes the following jobs:

- i. own account workers and employers who work in their own informal sector enterprises,
- ii. unpaid contributing family workers irrespective of whether they work in formal or informal sector enterprises and
- iii. paid employees not entitled to any of the following: contribution to pension fund by employer, paid annual leave, paid sick leave and written contract with employer.

#### 1. Time-Related Underemployment

Refers to all persons in employment who wanted to work additional hours, whose working time in all jobs was less than 40 hours per week, and who were available to work additional hours given an opportunity for more work.

## 6.0 Summary of 2024 First Quarter, QLFS Findings

## Table 1: Key findings

	4th Quarter 2023		1st Quarter 2024	
Indicator	Number	Percent	Number	Percent
Labour Force				
Working Age Population (16 years and above)	8,639,522		8,616,968	
Labour Force (16 years and above)	4,003,121		4,140,180	
Labour Force Participation Rate (LFPR)		46.3		48.0
Total Employed	3,173,293		3,289,853	
Employment to Population Ratio (EPR)		36.7		38.2
Sector of Employment				
Formal (non-agriculture)	908,742	28.6	988,596	30.0
Informal (non-agriculture)	1,387,302	43.7	1,359,440	41.3
Agriculture	708,296	22.3	754,822	22.9
Activities of Households as an Employer	168,953	5.3	186,995	5.7
Unemployment				
National (16 years and above)	826,827	20.7	850,326	20.5
Youth (15-24 years)	283,182	38.4	324,945	37.7
Youth (15-35 years)	557,893	28.7	591,326	27.9
Expanded/Relaxed Unemployment				
National (16 years and above)	1,980,132	38.4	2,102,526	39.0
Youth (15-24 years)	633,240	58.7	742,876	58.1
Youth (15-35 years)	1,221,630	47.1	1,322,133	46.4
Youth Not in Education, Employment or Trai	ning (NEE]	<b>(</b> )	I	
Youth (15-24 years) NEET	1,197,122	45.4	1,377,336	49.4
Youth (15-35 years) NEET	2,267,290	48.5	2,338,942	48.9

	Male	Female	Total
Bulawayo	79.7%	60.3%	69.2%
Manicaland	48.9%	32.3%	39.7%
Mashonaland Central	51.7%	30.0%	40.2%
Mashonaland East	64.3%	40.4%	51.4%
Mashonaland West	59.5%	37.0%	47.7%
Matabeleland North	47.2%	26.1%	35.2%
Matabeleland South	50.7%	34.2%	41.6%
Midlands	55.1%	33.1%	43.1%
Masvingo	43.4%	28.6%	34.9%
Harare	78.5%	53.2%	65.0%
National	59.7%	38.2%	48.0%

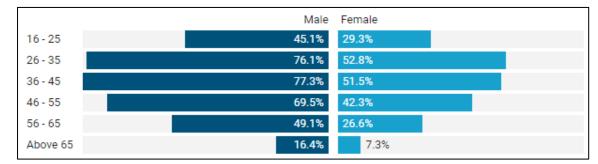
#### Figure 1: Labour Force Participation Rates by Province and Sex, 1st Quarter 2024

Figure 2: Quarterly Percentage Changes in Labour Force Participation Rates by Sex

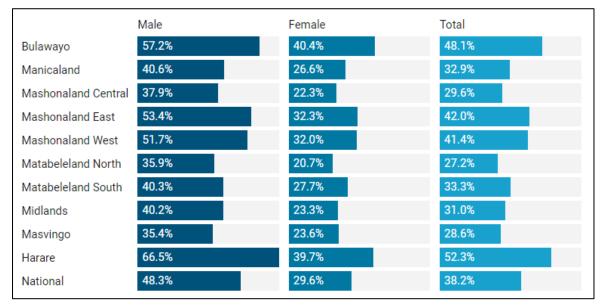
	Male	Female	Total
Q4 2023	58.0%	36.3%	46.3%
Q1 2024	59.7%	38.2%	48.0%
Percentage Points	1.7%	2.0%	1.7%

#### Figure 3: Labour Force Participation Rates by Urban/Rural Areas and Sex, 1st Quarter 2024

	Male	Female	Total
Urban	76.1%	55.1%	64.6%
Rural	49.6%	27.6%	37.7%



#### Figure 4: Labour Force Participation Rates by Age Group and Sex, 1st Quarter 2024

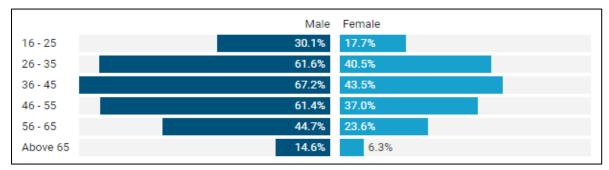


#### Figure 5: Employment to Population Ratio by Province and Sex, 1st Quarter 2024

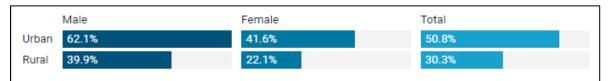
#### Figure 6: Quarterly Percentage Changes in Employment to Population Ratio by Sex

	Male	Female	Total
Q4 2023	46.9%	28.0%	36.7%
Q1 2024	48.3%	29.6%	38.2%
Percentage Points	1.5%	1.6%	1.4%

#### Figure 7: Employment to Population Ratio by Age Group and Sex, 1st Quarter 2024



#### Figure 8: Employment to Population Ratio by Urban/Rural Areas and Sex, 1st Quarter 2024



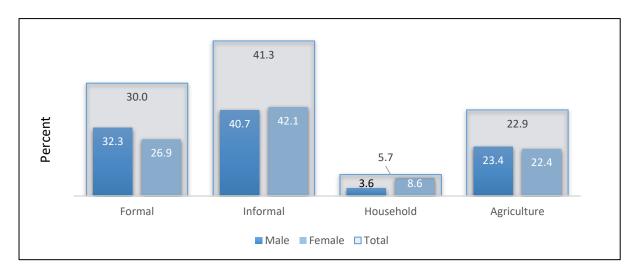
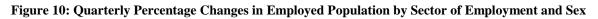


Figure 9: Distribution of Employed Population by Sector of Employment and Sex, 1st Quarter 2024



	Formal	Informal	Household	Agriculture	
Q4 2023	28.6%	43.7%	5.3%	22.3%	
Q1 2024	30.0%	41.3%	5.7%	22.9%	
Percentage Points	1.4%	-2.4%	0.4%	0.6%	

Figure 11: Distribution of Employed Population by Province and Sex, 1st Quarter 2024

	Male	Female	Total
Bulawayo	5.9%	6.7%	6.3%
Manicaland	10.5%	11.7%	11.0%
Mashonaland Central	7.2%	6.6%	6.9%
Mashonaland East	13.1%	12.7%	13.0%
Mashonaland West	13.7%	12.7%	13.3%
Matabeleland North	3.5%	3.6%	3.5%
Matabeleland South	3.7%	4.4%	4.0%
Midlands	9.3%	8.8%	9.1%
Masvingo	6.8%	8.5%	7.5%
Harare	26.3%	24.4%	25.5%
Number:	1,901,778	1,388,075	3,289,853

Figure 12: Distribution of Employed Population by Major Contributing Industries to Employment, 1<sup>st</sup> Quarter 2024

	Male	Female	Total
Wholesale and retail trade; sale and repair of motor vehicles and motor cycles	17.0%	33.2%	23.9%
Agriculture, forestry and fishing	23.4%	22.4%	22.9%
Manufacturing	10.7%	3.9%	7.8%
Education	5.1%	10.9%	7.5%
Mining and quarrying	10.8%	1.6%	6.9%
Activities of households as employers of domestic personnel	3.6%	8.6%	5.7%
Public administration and defence; compulsory social security	4.1%	4.0%	4.1%
Transportation and storage	6.1%	0.8%	3.9%
Construction	6.3%	0.4%	3.8%
Other service activities	2.3%	4.8%	3.4%
Number:	1,901,778	1,388,075	3,289,853

#### Figure 13: Distribution of Employed Population by Occupation and Sex, 1st Quarter 2024

	Male	Female	Total
Elementary occupations	26.7%	28.6%	27.5%
Service and sales workers	18.6%	31.4%	24.0%
Skilled agricultural, forestry and fishery workers	10.9%	13.6%	12.1%
Craft and related trades workers	16.0%	3.2%	10.6%
Professionals	7.4%	14.4%	10.4%
Plant and machine operators, and assemblers	10.9%	1.0%	6.7%
Managers	3.6%	3.3%	3.5%
Technicians and associate professionals	4.0%	2.6%	3.4%
Clerical support workers	1.4%	1.9%	1.6%
Other	0.4%	0.0%	0.2%
Number:	1,901,778	1,388,075	3,289,853

# Figure 14: Distribution of Employed Population in Informal Sector (Non-Agriculture) by Industry and Sex, 1<sup>st</sup> Quarter 2024

	Male	Female	Total
Wholesale and retail trade; sale and repair of motor vehicles and motor cycles	31.6%	69.8%	48.0%
Mining and quarrying	18.4%	2.7%	11.6%
Manufacturing	13.4%	6.4%	10.4%
Construction	12.4%	0.5%	7.3%
Other service activities	4.9%	9.9%	7.1%
Transportation and storage	11.2%	0.5%	6.6%
Accommodation and food service activities	2.0%	3.9%	2.8%
Administrative and support service activities	2.6%	2.1%	2.4%
Education	0.5%	1.9%	1.1%
Human health and social work activities	0.3%	1.1%	0.6%
Number:	774,724	584,716	1,359,440

#### Figure 15: Distribution of Informally Employed Persons by Industry and Sex, 1st Quarter 2024

	Male	Female	Total
Wholesale and retail trade; sale and repair of motor vehicles and motor cycles	18.6%	37.4%	26.6%
Agriculture, forestry and fishing	25.8%	24.5%	25.3%
Mining and quarrying	12.2%	1.7%	7.7%
Manufacturing	10.2%	3.9%	7.5%
Activities of households as employers of domestic personnel	4.2%	9.9%	6.6%
Education	2.9%	6.5%	4.4%
Construction	7.0%	0.3%	4.2%
Transportation and storage	6.3%	0.6%	3.9%
Other service activities	2.7%	5.3%	3.8%
Administrative and support service activities	3.3%	1.9%	2.7%
Number:	1,629,103	1,213,634	2,842,737

	Male	Female	Total
Wholesale and retail trade; sale and repair of motor vehicles and motor cycles	25.2%	49.7%	35.7%
Mining and quarrying	16.3%	2.3%	10.3%
Manufacturing	13.8%	5.2%	10.1%
Activities of households as employers of domestic personnel	5.6%	13.0%	8.8%
Education	4.0%	8.6%	6.0%
Construction	9.5%	0.4%	5.6%
Transportation and storage	8.6%	0.8%	5.2%
Other service activities	3.6%	7.1%	5.1%
Administrative and support service activities	4.4%	2.5%	3.6%
Accommodation and food service activities	2.6%	3.5%	3.0%
Number:	1,204,298	912,567	2,116,866

#### Figure 16: Informally Employed Persons in Non-Agriculture Sectors by Industry and Sex, 1st Quarter 2024

#### Figure 17: Distribution of Employed Persons with at Least One Form of Disability by Sex, 1st Quarter 2024

With Functional Disability Without Functional Disability	0.7%	Female 0.9% 99.1%	Total 0.8% 99.2%
Number:	1,901,778	1,388,075	3,289,853

#### Figure 18: Employed Population in Time-related Underemployment by Industry, 1st Quarter 2024

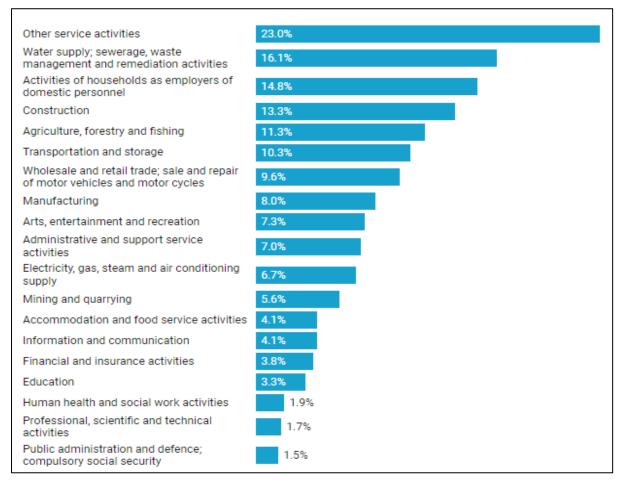


Figure 19: Distribution of Employed Persons by Income Band (in USD) and Sex, 1st Quarter 2024

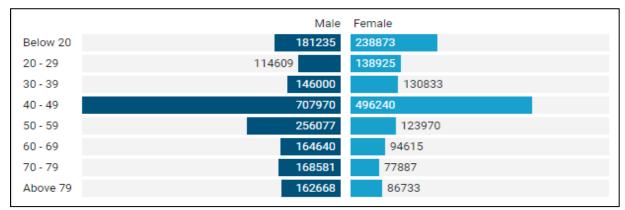
	Male	Female	Total
Less than 90	29.7%	40.9%	34.4%
90-181	24.1%	21.3%	23.0%
181-272	13.3%	8.9%	11.5%
272-362	14.6%	13.8%	14.2%
362-453	6.4%	6.2%	6.3%
453-544	2.7%	1.7%	2.3%
544-634	2.7%	2.1%	2.5%
634-725	0.5%	0.5%	0.5%
725-816	1.2%	0.9%	1.1%
more than 816	4.9%	3.5%	4.3%
Number:	1,901,778	1,388,075	3,289,853

	Male	Female	Total
less than 2000000	29.7%	40.9%	34.4%
2000001-4000000	24.1%	21.3%	23.0%
4000001-6000000	13.3%	8.9%	11.5%
6000001-8000000	14.6%	13.8%	14.2%
8000001-10000000	6.4%	6.2%	6.3%
1000001-12000000	2.7%	1.7%	2.3%
12000001-14000000	2.7%	2.1%	2.5%
14000001-16000000	0.5%	0.5%	0.5%
16000001-18000000	1.2%	0.9%	1.1%
more than 18000000	4.9%	3.5%	4.3%
Number:	1,901,778	1,338,078	3,289,853

#### Figure 20: Distribution of Employed Persons by Income Band (in ZWL) and Sex, 1st Quarter 2024

#### Figure 21: Average Income for Employed Persons by Industry, 1st Quarter 2024

Professional, scientific and technical activities	17,200,000
Activities of extraterritorial organizations and bodies	13,700,000
Real estate activities	12,700,000
Electricity, gas, steam and air conditioning supply	11,800,000
Financial activities	11,700,000
Human health and social work activities	11,500,000
Transportation and storage	9,898,677
Information and communication	9,379,999
Public administration and defence; compulsory social security	8,196,827
Education	7,894,456
Arts, entertainment and recreation	6,765,374
Accommodation and food service activities	6,748,292
Manufacturing	6,640,769
Wholesale and retail trade;sale and repair of motor vehicles and motor cycles	6,028,621
Construction	5,738,880
Other service activities	5,620,319
Mining and quarrying	5,517,287
Water supply; sewerage, waste management and remediation activities	5,094,230
Administrative and support service activities	4,750,678
Agriculture, forestry and fishing	2,756,852
Activities of households as employers of domestic personnel	2,055,946



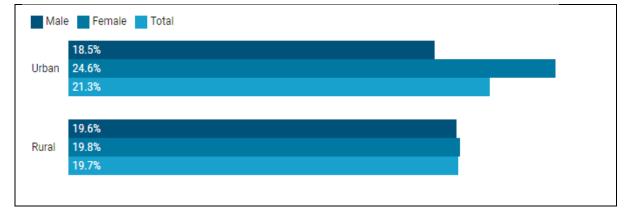
#### Figure 22: Distribution of Employed Population by Hours of Work and Sex, 1st Quarter 2024

#### Figure 23: Unemployment Rates by Province and Sex, 1<sup>st</sup> Quarter 2024

	Male	Female	Total
Bulawayo	28.3%	33.0%	30.5%
Manicaland	16.9%	17.7%	17.2%
Mashonaland Central	26.7%	25.7%	26.3%
Mashonaland East	16.9%	20.0%	18.2%
Mashonaland West	13.0%	13.4%	13.2%
Matabeleland North	24.0%	20.4%	22.5%
Matabeleland South	20.5%	19.1%	19.8%
Midlands	27.0%	29.7%	28.1%
Masvingo	18.4%	17.5%	18.0%
Harare	15.2%	25.3%	19.6%
National	19.1%	22.5%	20.5%

#### Figure 24: Quarterly Percentage Changes in Unemployment Rates by Province and Sex

	Male	Female	Total
Q4 2023	19.2	22.8	20.7
Q1 2024	19.1	22.5	20.5
Percentage Points	-0.1	-0.3	-0.2



#### Figure 25: Unemployment Rates by Urban/Rural Area and Sex, 1st Quarter 2024

#### Figure 26: Unemployment Rates by Age Group and Sex, 1st Quarter 2024

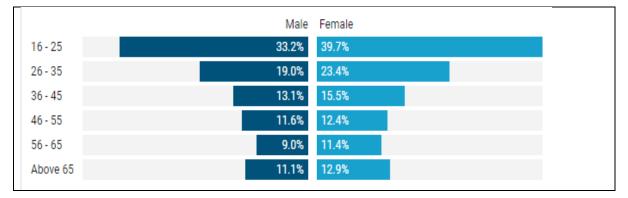


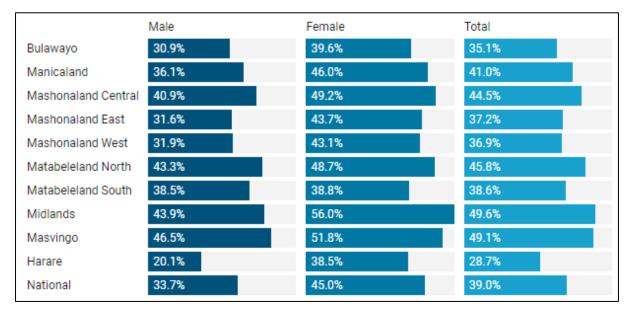
Figure 27: Unemployment Rates by Highest Level of Education Completed and Sex, 1st Quarter 2024

	Male	Female	Total
ECE	27.2%	49.5%	38.7%
Upper Secondary	21.5%	28.3%	23.7%
Lower Secondary	21.2%	25.3%	22.9%
Vocational Certificate	19.1%	25.9%	22.6%
Vocational National Foundation Certificate	8.4%	46.8%	22.1%
Primary	19.4%	22.5%	20.7%
Tertiary Short Cycle	8.3%	24.2%	15.4%
Tertiary HND/Bachelors Degree	8.8%	11.6%	10.2%
Master/Medical Doctorate Courses	10.4%	9.1%	9.8%
Never been to school	4.8%	12.6%	9.3%
Vocational/Apprenticeship/Teacher College	6.1%	6.2%	6.2%
Doctorate	0.0%	0.0%	0.0%
Number:	448,060	402,266	850,326



#### Figure 28: Unemployment Rate for Persons with Functional Disability by Sex, 1st Quarter 2024

#### Figure 29: Expanded Unemployment Rate by Province and Sex, 1st Quarter 2024



#### Figure 30: Distribution of Discouraged Job Seekers by Age Group and Sex, 1st Quarter 2024

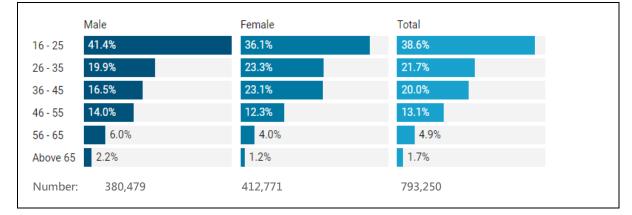


Figure 31: Proportion of Youth (15-24 Years) Not in Education, Employment or Training by Province and Sex, 1st Quarter 2024

	Male	Female	Total
Bulawayo	42.3%	51.8%	47.7%
Manicaland	43.8%	53.0%	48.4%
Mashonaland Central	55.2%	65.4%	60.1%
Mashonaland East	38.7%	52.8%	46.0%
Mashonaland West	41.7%	54.6%	48.0%
Matabeleland North	54.9%	57.0%	56.0%
Matabeleland South	48.9%	59.7%	54.2%
Midlands	41.6%	54.9%	48.4%
Masvingo	42.9%	60.0%	51.6%
Harare	34.3%	53.6%	44.6%
National	42.8%	55.8%	49.4%

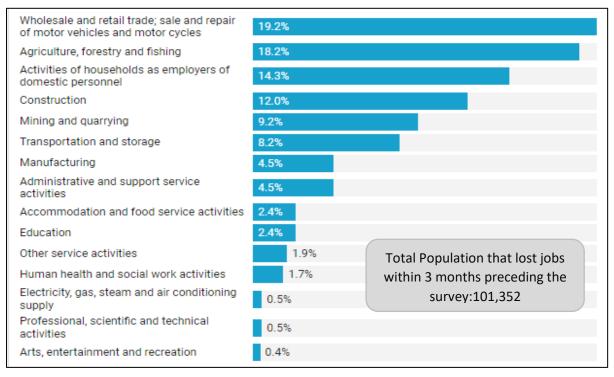
Figure 32: Proportion of Youth (15-35 Years) Not in Education, Employment or Training by Province and Sex, 1<sup>st</sup> Quarter 2024

	Male	Female	Total	
Bulawayo	38.5%	50.6%	45.0%	
Manicaland	44.3%	55.6%	50.2%	
Mashonaland Central	53.6%	66.2%	60.1%	
Mashonaland East	35.1%	53.1%	44.3%	
Mashonaland West	38.7%	56.5%	47.8%	
Matabeleland North	54.8%	60.7%	58.0%	
Matabeleland South	47.0%	58.2%	52.9%	
Midlands	39.7%	58.7%	49.7%	
Masvingo	44.5%	61.7%	53.6%	
Harare	28.8%	51.5%	41.2%	
National	40.3%	56.6%	48.9%	

Figure 33: Distribution of Employed Persons Who Reported Work Related Illnesses/Injuries by Industry, 1st Quarter 2024

Mining and quarrying	20.9%		
Agriculture, forestry and fishing	19.4%		
Wholesale and retail trade; sale and repair of motor vehicles and motor cycles	18.0%		
Manufacturing	14.2%		
Administrative and support service activities	5.8%		
Other service activities	5.1%		
Transportation and storage	4.2%		
Public administration and defence; compulsory social security Activities of households as employers of domestic personnel	3.3%Employed Persons who reported work related illness/injuries:56,286		
Construction	1.6%		
Education	1.5%		
Arts, entertainment and recreation	1.5%		
Accommodation and food service activities	1.3%		

## Figure 34: Distribution of Persons who lost Jobs 3 Months Preceding the Survey by Industry, 1<sup>st</sup> Quarter 2024



### Figure 35: Distribution of Labour Migrants in Zimbabwe by Country of Origin, 1st Quarter 2024

Mozambique	38.2%	
Malawi	21.4%	
Zambia	11.1%	
South Africa	7.9%	
Botswana	6.1%	
Other African Countries	5.6%	Number of Labour
Other European Countries	3.1%	Migrants:36,997
Asian Countries	2.8%	
Other Countries	2.7%	
United Kingdom	1.1%	