

**Ministry of Labour
and Social Security**

**The Swaziland Integrated
Labour Force Survey
2013/14 (ILFS)**



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Foreword

The Integrated Labour Force Survey 2013/14 (ILFS) is the third comprehensive labour force survey undertaken in Swaziland. This survey was designed to inform decision makers on policy formulation, monitoring and evaluation pertaining to the current status of the labour market in the country.

The Ministry of Labour & Social Security, in collaboration with the Central Statistical Office (CSO) has been conducting Labour Force Surveys (LFS) after every three years, since 2007. The present report is based on the Labour Force Survey 2013/14, which is the third in the series. The survey was conducted due to the high demand for Labour Market Information (LMI).

The data collection exercise which included listing of households within Enumeration Areas (EAs) took place from September to November 2013, while the actual data collection commenced from January to March 2014.

Winnie K. Magagula (Senator)

Minister of Labour and Social Security

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Nomathemba L. Hlope
Principal Secretary

Ministry of Labour and Social Security

List of acronyms

CSO	Central Statistical Office
EA	Enumeration Area
EAP	Economically Active Population
EPR	Employment Population Ratio
ILO	International Labour Organisation
ISCED	International Standard Classification of Education
ISCO	International Standard Classification of Occupations
ISIC	International Standard of Industrial Classification
LF	Labour Force
LFPR	Labour Force Participation Rate
LFS	Labour Force Survey
LMI	Labour Market Information
MOLSS	Ministry of Labour and Social Security
PSU	Primary Sampling Unit
SNA	System of National Accounts
WAP	Working Age Population

Executive Summary

The main objective of the LFS 2013/14 was to provide information on the relationship between individuals and the labour market in terms of how characteristics of individual persons were connected to their current or future position in the labour market. It was also intended to depict the labour market status in the country in terms of level as well as trend of major labour market indicators including the unemployment rate and other measures of labour underutilization, labour force participation rate, employment-to-population ratio (absorption rate), average hours worked by individuals in different sectors of the economy and different occupations, the income received as a result of participating in the production process of goods and services.

The survey was household based in nature, as its responding units were both private households and individuals residing in these households. The labour force survey was a probability sample based on a two-stage design. In the first stage 346 enumeration areas (EAs) were selected with probability proportional to size and then 12 households were selected with systematic sampling within each EA. Thus the sample consisted of 4,152 households. As in the previous LFS, the sampling frame was the Population and Housing Census that was conducted in May and June of 2007.

The LFS questionnaire was designed to comply with international standards for measuring the labour force as outlined in the International Labour Organisation (ILO) manual on surveys of the economically active population, employment, unemployment and underemployment, published in 1990. Industries were coded according to activities using the International Standard of Industrial Classification of economic activities (ISIC Revision 4) and occupations were coded according to International Standard Classification of Occupations (ISCO 2008).

The study examined the status of individuals who were fifteen years and above in the labour market, in terms of those who were able and willing to contribute labour as input in the

production process of goods and services in the country as defined in the United Nations Systems of National Accounts (the labour force), as well as those individuals who for various reasons did not participate in the labour market (those outside the labour force). In total an estimated 585,872 persons were in the working age population of whom 53% were females.

The labour force consisted of 295,237 persons, 52% of whom were males. Thus the labour force participation rate was 50% of the working age population. The male rate of 55% was higher than the female rate and this pattern was consistently so across all regions and residence (urban/rural). The trend in the labour force participation rate shows an increase from 2010 in its value but a decrease relative to 2007.

The number of employed persons was 212,130 giving an absorption rate of 36.2% in 2013/14. This rate was an increase from the 33.5% in 2010, implying that the economy was in a better position in 2013 than in 2010 to provide jobs for those at the age to work. Skills availability in the employed population was relatively high with over 20% having attained university or higher level. The popular occupations were service and sales workers and elementary occupations, whilst the services sector was the dominant industrial sector. About 5% of the employed persons were employers as compared to 79% who were employees and 16% who were own account workers.

There was evidence of gender differences in the occupations done by employed persons, with higher proportions of females having low level occupations such as service and elementary workers. Higher percentages of males than of females worked in agriculture whilst the opposite was true for the services sector. Males worked longer hours on average than their female counterparts, 50 hours compared to 43 hours. Their median monthly earnings were also higher at E2,000 compared to the female average of E1,200, a male/female differential ratio of 1.67. Thus, on average, male earnings were 67% higher than those of females. This pattern persisted for

most occupations and in many industries. Overall median monthly income was E1,600, a decrease from the E1,870 in 2007 but a slight increase from the average in 2010. An estimated 38% of employed persons worked in informal places whilst 8% of them had multiple jobs.

Persons in the labour force who were without work, looked for work and were available to work were 28.1% of the labour force. This was a slight improvement in the labour market situation relative to 2010 when the unemployment rate was 28.5%. In the year 2013, Swaziland's economic growth was doing well. Significant positive developments in addressing the issues of employment were in place globally. The country's efforts to create new jobs, especially for the unemployed and the new entrants in the labour market, had been effective. Hence this positive impact on the unemployment rate. It should be noted however that the former relaxed unemployment rate increased from 40.6% in 2010 to 41.7% in the period under review. The unemployment rate varied across regions with the highest value of 37.5% in Shiselweni. The rural

unemployment rate was 15 percentage points higher than the urban rate. The unemployment rate for youth was 51.6%. Although this shows a decline of about 12% from the 64% for year 2010, it is still nevertheless worrisome to have 52% of youths in the labour force unemployed with the consequent risk of social unrest. The rates of labour underutilization were quite high especially for those at either end of the age range. The overall rate was 54.6%, that of persons aged less than 25 years (the youths) was 75% and for persons aged 65 years and over it was 69%.

An estimated 43% of the employed population were low paid, that is their earnings were below two-thirds of the median monthly income of full-time employed persons. Jobs were reasonably secure (written contracts) for almost 58% of employed persons and about 6% were in precarious employment situations (short duration verbal contracts). Based on an assessment of these and some other decent work indicators available from the 2013/14 LFS, Swaziland's progress towards decent work has occurred but at a slow rate.

2013/14 Labour Force Survey

Fact Sheet on Selected Indicators

Topic	Indicator	Value
Population 15 years and over	Total Working Age Population	585,872
Labour Force	Total Labour Force	295,237
	Labour Force Participation Rate	50.4%
	Employment-to-Population Ratio	36.2%
	Unemployment Rate	28.1%
	Unemployment Rate (Relaxed)	41.8%
	Absorption Rate	36.2%
	Inactivity Rate	49.2%
Labour Force Rates by Sex	Male Labour Force Participation Rate	55.3%
	Female Labour Force Participation Rate	46.0%
	Male Employment-to-Population Ratio	41.8%
	Female Employment-to-Population Ratio	31.2%
	Male Unemployment Rate	24.4%
	Female Unemployment Rate	32.2%
Youth (15-24 years) Labour Force	Total Youth Labour Force	52,269
	Youth Employment-to-Population Ratio	13.1%
	Youth Unemployment Rate	51.6%
	Youth Labour force Participating rate	46.1%
Employment Income	Median monthly Earnings	E1 600

CHAPTER 1: Introduction

1.1 Background

A Labour Force Survey (LFS) is a survey of the employment circumstances of the population. It is the largest household survey that provides the official measures of employment and unemployment in a country. The method of collecting the data is such that it affords the opportunity to obtain information on relevant labour market aspect across all sectors of the economy in a consistent manner. It also facilitates interpretation of the information in a wider population setting minimising the element of ambiguity. The LFS is the best source of estimates of total employment including the self-employed, full and part-time employment and of unemployment. It generates standard labour market indicators such as the unemployment rate, employment-to-population rate and the labour force participation rate. The LFS collects data on personal characteristics of the working age population, such as age, sex, marital status and educational attainment which serve as useful explanatory factors. It further collects information on industry and occupation and sometimes also on job tenure, usual and actual hours worked of those who are employed.

The Ministry of Labour & Social Security, in collaboration with the Central Statistical Office (CSO) has been conducting Labour Force Surveys (LFS) after every three years, since 2007. The Integrated Labour Force Survey 2013/14 (ILFS) is the third comprehensive labour force survey undertaken in Swaziland. This survey was designed to inform decision makers on formulation, monitoring and evaluation of policies pertaining to the current status of the labour market in the country.

The main objectives of the LFS 2013/14 are

- ❖ Provide information to assess availability of labour supply for economic production
 - ❖ Provide the current level and distribution of employment and the extent of job creation
 - ❖ Obtain the current level of unemployment and other forms of labour underutilization
 - ❖ Describe the characteristics and profiles of the employed population, the unemployed population and those outside the labour force
- ❖ Provide the level of cash income derived from performing these economic activities by individuals within the households
 - ❖ Provide information
 - on special issues like working poverty, child labour and domestic work
 - to monitor progress towards set targets and goals relating to the labour market
 - ❖ Serve as an essential base for the design and evaluation of government programmes geared to employment creation, vocational training, income maintenance and poverty alleviation.

It provides information on the relationship between individuals and their current position on the labour market. It also depicts the labour force status in the country in terms of level as well as trend of major labour market indicators including the rates of: - employment, unemployment, labour underutilization, labour force participation, average hours worked by individuals in different sectors of the economy, the income received as a result of participating in the production processes of goods and services. The survey is household based in nature, as its responding units are both private households and individuals residing in these households.

1.2 Survey design

1.2.1 Sample design

The sample design used followed closely that of the Multiple Indicator Cluster Survey of 2010. The country was stratified into 8 domains; 4 regions, and two settlement types (urban and rural) in each region. Using the Population and Housing Census, 2007 as sampling frame, a total number of 347 enumeration areas (EAs) were selected across the domains (Table 1.1.1). The number of EAs to be selected was decided in order to achieve a given level of precision for a key indicator. Within each domain, EAs were sampled using probability proportional to size. The survey in the end covered 346 EAs out of the 347 EAs sampled. Twelve households were then systematically sampled in each EA. Thus, the total number of households sampled was 4,152.

Table 1.1.1: Sampling Scheme for LFS 2013/14

	Population (2007 Estimates)			Number of Clusters		
	Total	Urban	Rural	Total	Urban	Rural
Total	1,004,608	202,592	802,016	347	90	257
Region						
Hhohho	279,216	68,444	210,772	97	30	67
Manzini	313,163	92,752	220,411	98	32	66
Shiselweni	206,423	114,72	194,951	80	14	66
Lubombo	205,806	29,924	175,882	72	14	58

1.2.2 Field work

The data were collected over the 3-month period of January to March 2014 using a structured questionnaire and specially recruited interviewers and supervisors. Coordinators were staff members of MOLSS. A team consisting of 5 enumerators and 1 supervisor was assigned to each domain. The data was then collected from all households in the EA over approximately 2 days. Field editing of the data was done immediately after collection and before the team moved on to a new EA.

1.2.3 Questionnaire

The questionnaire consisted of three modules. The first collected basic data on

- the composition of households,
- characteristics of household members including educational attainment of those 5 years and older,
- information on the current economic activities of household members 5 years and above during the reference week,
- details of the current main job of the employed population,
- information on the unemployed population and those outside the labour force.

Data was also collected on the usual economic activity status of those 5 years and above during the last twelve months, but these are not analysed in this report. Assessing the long-term activity status accurately in a single survey such as this one has some challenges, in particular in terms of recall errors. Data was collected on

household tasks of children aged 5 to 17 years as well as information about working children. These are treated separately in other reports.

The second module dealt with housing and household characteristics as well as household socio-economic status, whilst the third module was a child questionnaire collecting data on the educational attainment and current economic activities of children aged 5 to 17 years as well as on the health and safety of working children. Both these modules are not analysed in this report but are the subjects of separate reports.

Copy of the questionnaire is available on request.

1.2.4 Survey variables

In the first module of the questionnaire described above, which provides the data analysed in this report, data was collected

- On the socio-demographic characteristics of all persons in the selected households;
- To identify the current economic activity statuses of all persons 5 years and above in the selected households;
- To identify the usual economic activity statuses of all persons 5 years and above in the selected households – this is not analysed in this report;
- On the characteristics (occupation, industry, status in employment, income and time worked);
 - Of persons currently employed with respect to their main job with limited information on their

- other jobs, if any;
- Of persons usually employed with respect to their usual main job (except for time worked) – not analysed in this report;
- To classify those not currently employed as currently unemployed or out of the labour force (not currently economically active) based on their availability and job-search activities;
- To identify those with underutilized labour including the unemployed, the discouraged workers and those in part-time employment;
- To determine the reasons why some persons are out of the labour force (not currently economically active).

It should be noted that although most of the data was collected for persons 5 years and above, the analysis in this report is restricted to data relating to persons 15 years and above.

1.2.5 Data processing

Data editing, including the coding of occupation and industry, was done in the office by staff of CSO and MOLSS. At the same time specially recruited data entry operators captured the data using the software application CPro. Tabulation and analyses were done in SPSS and results transferred to Excel for formatting and to Word for report writing.

1.3 Main concepts and definitions

1.3.1 Survey Population

The survey population is the group of people one is interested in studying. In the Labour Force Survey, the population of interest consists of civilians who do not live in institutions.

1.3.2 Working Age Population

The working age population are persons in the survey population aged 15 years and over.

1.2.3 Household

A Household is defined as a person or group of persons who live together in the same house or compound, share the same housekeeping arrangements and are catered for as one unit. Members of a household are not necessarily related (by blood or marriage) and not all those related in the same house or compound are necessarily of the same household.

1.3.4 Household member

A household member is someone who lived for approximately 4 days during the reference week in the same household. The head of the household is the person so identified by the household members.

1.3.5 Economic activity

In the 2013/2014 Labour Force Survey (LFS), the basic concept used for the collection of data and production of statistics is that of economic activity. A person in the working age population, that is 15 years and above, is economically active if that person supplied their labour over the reference period of one week for the production of goods and services as specified in the Swazi system of national accounts. The use of this short reference period is required for statistics relating to the labour force, as defined below. A person can be either economically active or not active, and if economically active, can be either employed or unemployed as defined below.

It should be noted that the recent international standards on employment statistics no longer uses the concept of economic activity for the production of labour force statistics¹. It was however not possible to use the new concept of income-generating work, which was defined in the 2012 international standards on employment statistics² in the survey as operational guidelines had not yet been developed and survey preparations were already well advanced.

¹ 19th ICLS (2012): Resolution concerning statistics of work, employment and labour underutilization, <http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/>

² Ibid

1.3.6 Labour force status

The labour force status of a person in the working age population characterises his/her participation in the labour market. It refers to a person's status in a short reference period and is meant to capture information at a given point in time. The reference period in the LFS was the calendar week prior to the household's interview. Since the LFS was conducted in January to March 2014, the reference period is in theory a moving week over these three months. However, it is unlikely that a person's status would have changed drastically over these three months, so the reference period is taken effectively as a fixed week.

1.3.7 Labour force (economically active population)

These are persons who participate in the labour market as either employed or unemployed, as defined below.

1.3.8 Employed population

To be considered employed, a person must satisfy one of the following criteria:-

- (a) Did at least one hour of work during the reference week for pay, profit, batter or home use in a wage or salary job, in his /her own establishment, or as an unpaid family worker in a family – owned establishment; or
- (b) Those persons who were temporarily absent from their jobs to which they will return due to illness, bad weather, vacation, labour management dispute or personal reasons. However, unpaid family workers temporarily absent from work are considered economically not active.
- (c) Persons engaged exclusively in producing goods or services for their own consumption are not considered as employed.

It should be noted that there is now a new definition of the employed in the recent international standards on employment statistics

adopted by the 19th International Conference of Labour (ICLS) in 2012³. However this new definition could not be implemented in the 2013/2014 LFS as preparations for the survey were already well-advanced before its adoption. Also operational guidelines for the new definition had not yet been developed at the time of the survey.

1.3.9 Unemployed population

The definition of unemployment used in the survey is the international definition which is used by most countries. The unemployed are those persons who did not work during the reference week, but were available to work during this week and who also conducted active job search during the four weeks prior to the interview. An active job search is any method which could directly result in a job offer, such as applying for a job.

1.3.10 Persons outside the labour force (Not Economically Active)

These are persons in the working age population who were neither employed or unemployed during the reference week.

1.3.11 Discouraged workers

These are workers who are economically not active, but want and are available for work. However, these persons have stopped seeking for jobs because they believe that no job exist for them. Persons who are discouraged workers are thus a subset of the not economically active population and sometimes identified separately.

1.3.12 Unemployed population (Former Relaxed Definition)

This definition of unemployed includes persons who were without work and available for work but were not seeking work. Amongst these persons are discouraged workers, who would now be considered as unemployed. This definition of unemployment was sometimes used in developing countries in preference to the

³ Ibid

international definition of unemployment as a preferred measure of their labour under utilization.

However, according to the recent international standards on employment statistics, this relaxed definition of unemployment no longer applies. These persons are instead considered as part of the group of persons whose labour is underutilized.

1.3.13 Part-time workers

These are persons who were employed but worked fewer than 36 hours in all their jobs during the reference week. Amongst them are those who did so involuntarily and would have liked to work more hours if the opportunity had presented itself. These latter are referred to as being in time-related underemployment. However, in the 2013/2014 survey they were not separately identifiable.

1.3.14 Labour underutilization

These are persons who were unemployed, discouraged workers or in time-related underemployment. The first two constitute those formerly classified as in unemployment using the relaxed definition. In the analysis of the 2013/2014 LFS presented in this report, the last group were replaced by all in part-time employment. Thus the values used in the analysis are an over-estimation of labour underutilization.

1.3.15 Labour Force Participation Rate

This is the labour force (economically active population) as a percent of the working age population.

1.3.16 Unemployment Rate

This is the number of unemployed as a percentage of the labour force (economically active population).

1.3.17 Employment to Population Ratio

This is the percentage of the working age population who are employed.

1.3.18 Labour underutilization rate

This is the proportion of the extended labour force (labour force plus discouraged workers) whose labour is underutilized (unemployed, discouraged worker or in part-time employment).

1.3.19 Main job

Some persons may have more than one job or perform more than one job in which case one of them is selected as the main job. In this survey, the main job was determined as the job where he/she spent most time.

1.3.20 Time worked

The concept of time worked used on the survey was that of hours actually worked. This Hours actually worked is the time spent in a job for the performance of activities that contribute to the production of goods and/or services during the specified reference period of the last calendar week before the interview. Included are overtime hours and time spent on tea/coffee breaks and other short pauses whilst at work. Time absent from work such as paid leave, holidays, sick leave and other such absences as well as longer breaks such as for meals are excluded from hours actually worked. Data was collected for the main job/activity and all other jobs/activities carried out on each day of the reference week.

1.3.21 Income from employment

This was measured as average monthly cash income from the main job before deduction of any compulsory payments such as tax. As such it was the amount usually received by the employed person each month.

Chapter 2: Economic Activity

2.1 Working Age Population

2.1.1 Framework

The 2013/2014 Labour Force Survey (LFS) shows that the working age population, that is population of fifteen years and above, was about 585,872 (Table 2.1.1). This is an increase of 7,303 (1.3 percent compared to the working age

population of 2010, which was 578,569. The working age population represents the total potential labour supply that a country could use for the production of goods and services. Females dominated the population with a proportion of 52.8 percent. This resembles the pattern found in most surveys and censuses of a higher number of females compared to males.

Table 2.1.1: Working age population, Labour force (by employed, unemployed) and Out of labour force by Sex

	Sex		Both Sexes
	Male	Female	
Working age population	276,384	309,488	585,872
Labour Force	152,748	142,489	295,237
Employed population (percent)	75.6	67.8	71.9
Unemployed population (percent)	24.4	32.2	28.1
All labour force (percent)	100.0	100.0	100.0
Out of Labour Force	123,636	166,999	290,635

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

Those in the labour force, as defined in Chapter 1, numbered 295,237; that was 50.4 percent of the working age population. Fifty-two percent of the labour force were males. Thus although there were more females than males in the working age population, the position was reversed for the labour force. Males had greater access to participating in supplying their labour for economic production. The proportion of the labour force who was employed was 72 percent, implying that the labour of 28 percent of persons in the labour force who were available and looking for work was not utilized. There was a slight gender difference in the labour force distributions in that the employed proportion for females was 68 percent as compared to 76 percent for males.

A total of 290,635 persons in the working age population, about 50 percent, was outside the

labour force, the bigger proportion of them being females (57%). The corresponding percentages for the female working age population and the male working age population were respectively 54 percent and 45 percent.

Looking for employment is a serious challenge in most developing countries, this results to some job seekers resolving to stop seeking for the jobs, though they are available if the opportunity avails itself. According to the survey about three quarters (69.5 percent) of the population out of labour force did not state their reasons for not seeking employment. Table 2.1.2 shows that the main reason stated for being out of the labour force was discouragement (23.7 percent). There were more males who did not look for work because of discouragement than the females, 25 percent and 22.8 percent respectively. A total of 2.4 percent were held up by household chores,

and this affected more females (3.2 percent) than males (1.3 percent). Females who stated illness, injury or disability as the reason for not looking for work were 0.4 percent while males were 0.3

percent. Among those who did not look for work due to education or training 1.1 percent were males compared to 0.2 percent females.

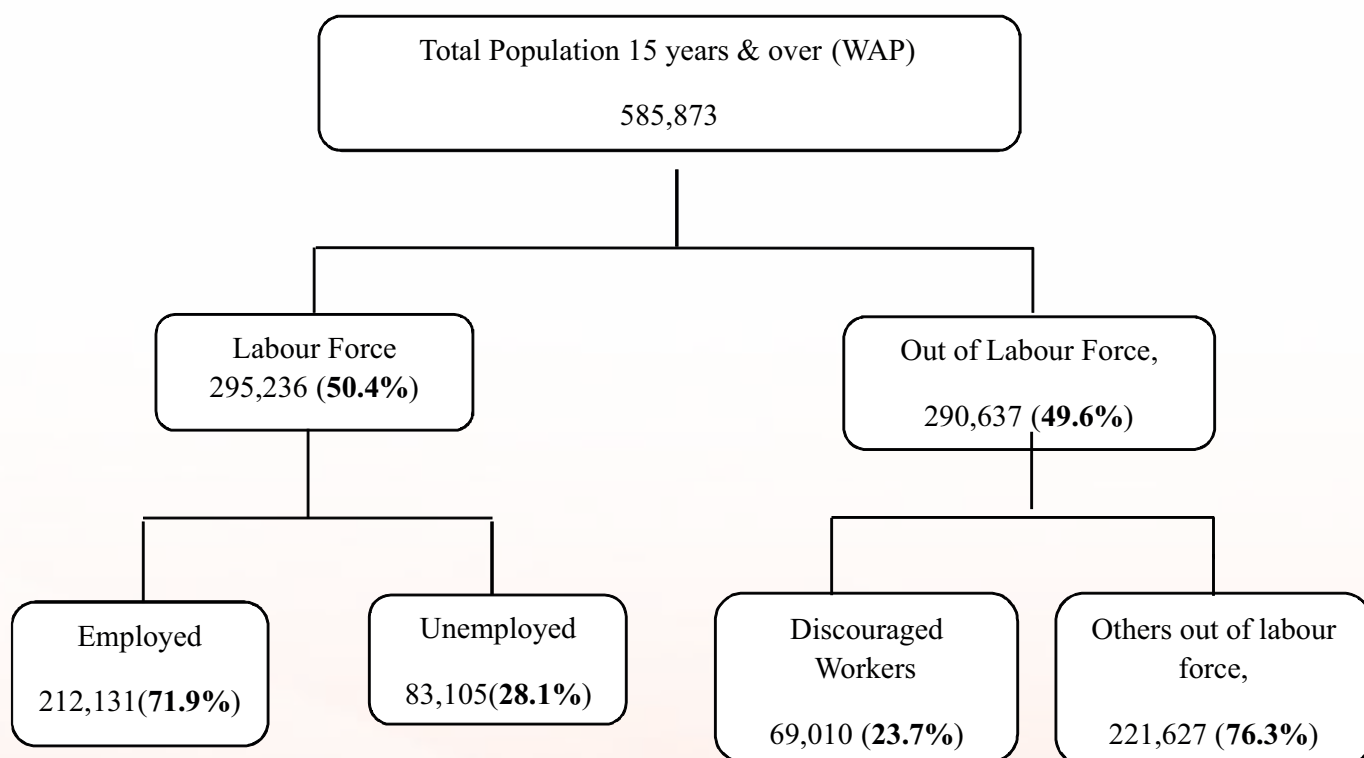
Table 2.1.2: Distribution of Out of labour force population by Reasons

Reason	Male	Female	Both Sexes
Discouraged	25.0	22.8	23.7
In school or training	1.1	0.2	0.6
Household chores	1.3	3.2	2.4
Illness, injury or disability	0.3	0.4	0.3
Retired or too old to work	0.1	0.0	0.2
Too young to work	0.0	0.0	0.0
Off season	0.3	0.4	0.3
Other reason	2.6	3.3	3.0
Not stated	69.2	69.7	69.5
	100.0	100.0	100.0

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

The above details are portrayed in the following figure.

Figure 2.1.1: Framework



Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

2.1.2 Age Sex Composition

About a third (33.1 percent) of the total working age population was persons aged 15 to 24 years (Table 2.1.3). Among the males in working age population those in the age group 15-24 years dominated with 35.4 percent, followed by the

age group 24-34 with 26.2 percent. Males aged 65 and above were few (6.3%). The trend was the same among females as population aged 15-24 years was 31.1 percent and 25.4 percent for ages 24-34 years. Females aged 65 years and over were also few but more than their male cohorts.

Table 2.1.3: Working age population by age group and sex

	Male	Female	Both Sexes
Age group			
15-24 years	35.4	31.1	33.1
25-34 years	26.2	25.4	25.8
35-44 years	15.3	14.9	15.1
45-54 years	9.6	11.7	10.7
55-64 years	7.2	8.5	7.9
65 years and over	6.3	8.4	7.4
All ages	100.0	100.0	100.0

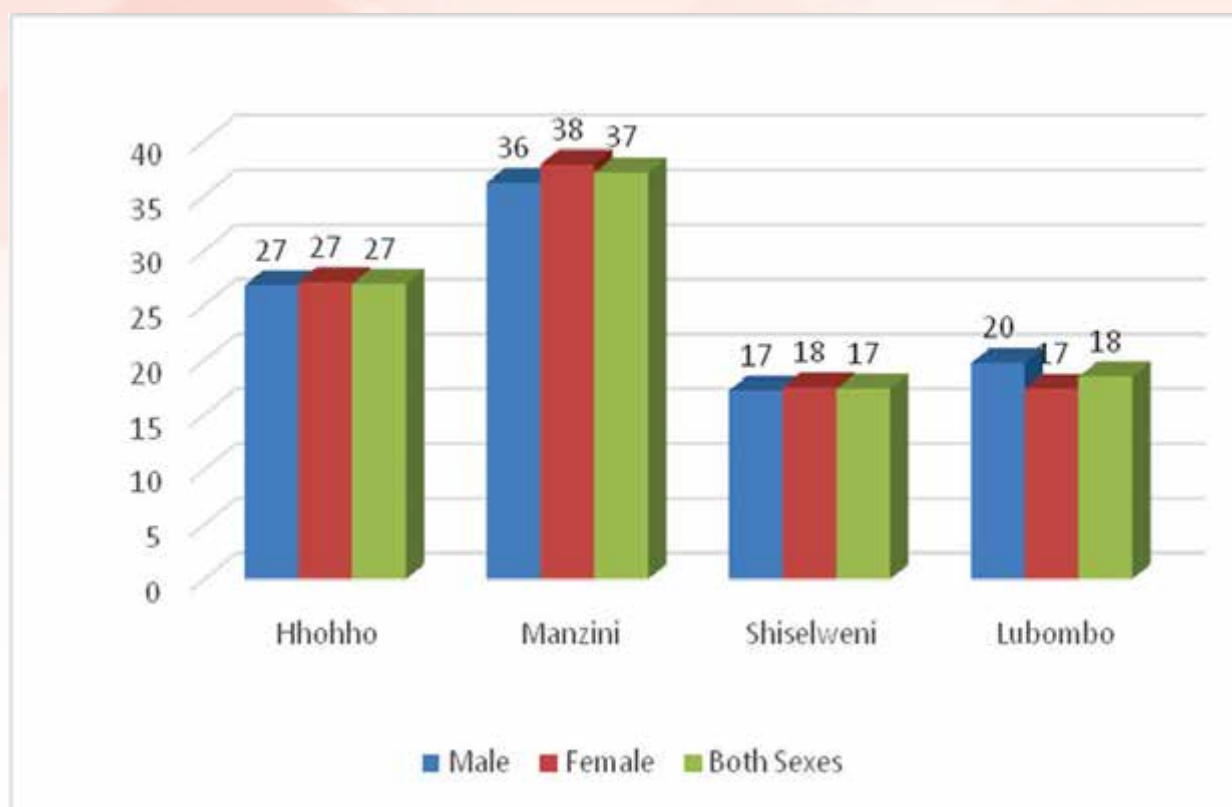
Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

2.1.3 Region, Residence, Citizenship & Educational Attainment

Figure 2.1.2 shows that most of the population (37 percent) resided in the Manzini region, due probably to the fact that it was the biggest industrial area compared to other regions. Thus the working age population tended to migrate from the rural areas to this urban and industrial centre. Both males and females (36 percent and

38 percent respectively) were concentrated in this centrally located region which has a city near the industrial town. More females than males were residing in this region. The Hhohho region had equal males and females. The Shiselweni region was the least populated with 18 percent of total working age population. In two of the regions females were more than the males, the Lubombo region which was more agricultural based had more males than females.

Figure 2.1.2: % Distribution of working age population by Region and Sex



Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

Table 2.1.4 shows that most of the working age population resides in the rural areas, 54 percent females and 52.5 males. Among the population residing in the urban areas males lead with 47.5 while females are 46 percent.

Table 2.1.4: Distribution of the Working age population by Residence and Sex

Residence	Sex		Both Sexes
	Male	Female	
Urban	39.3	38.2	38.7
Rural	60.7	61.8	61.3
All Locations	100.0	100.0	100.0

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

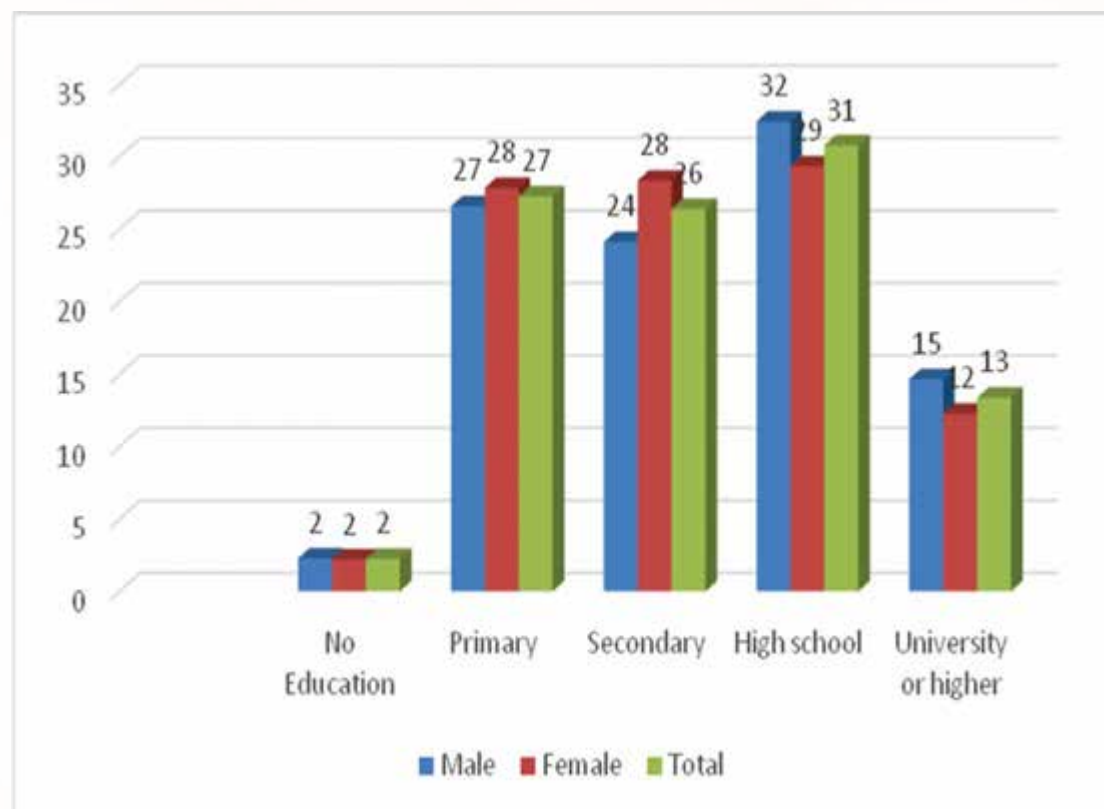
The results of the survey depicted that the working age population consist mainly of Swazis (about 99 percent). About 1 percent of the population was non-Swazis (Table 2.1.5). This was the same for both males and females.

Table 2.1.5: Working Age Population by Citizenship and Sex

Citizenship	Males	Females	Total
Swazi	98.9	98.7	98.8
Non-Swazi	1.1	1.4	1.2
All Persons	100.0	100.0	100.0

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

Figure 2.1.3: Working age population by Educational attainment and Sex



Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

A large percentage (30.8 percent) of the working age population had attained high school, followed by primary education with 27.3 percent. Thirty-two percent males and 29.3 percent females in the population had attained high school. Secondary education attainment was high for females with 28.4 percent while males are 24.1 percent. Only 2 percent of the working age population did not have education. In primary and secondary education females dominated, 27.8 and 28.4 respectively, while a high percentage of males had attained high school (32.4 percent) and university or higher level of education (14.6 percent).

2.2 Labour force

2.2.1 Labour Force Status and Sex

The results show that 71.9 percent of those in labour force were working and 28.1 percent were without work but actively seeking for jobs. Among the males in labour force 75.6 percent were employed and 24.4 were actively looking for work. Females who were employed were 67.8 percent of the female labour force, which is less than the proportion for males. The unemployment rate among females (32.2 percent) was higher than for males (24.4 percent).

Table 2.2.1: Distribution of Labour Force by Labour Force Status and Sex

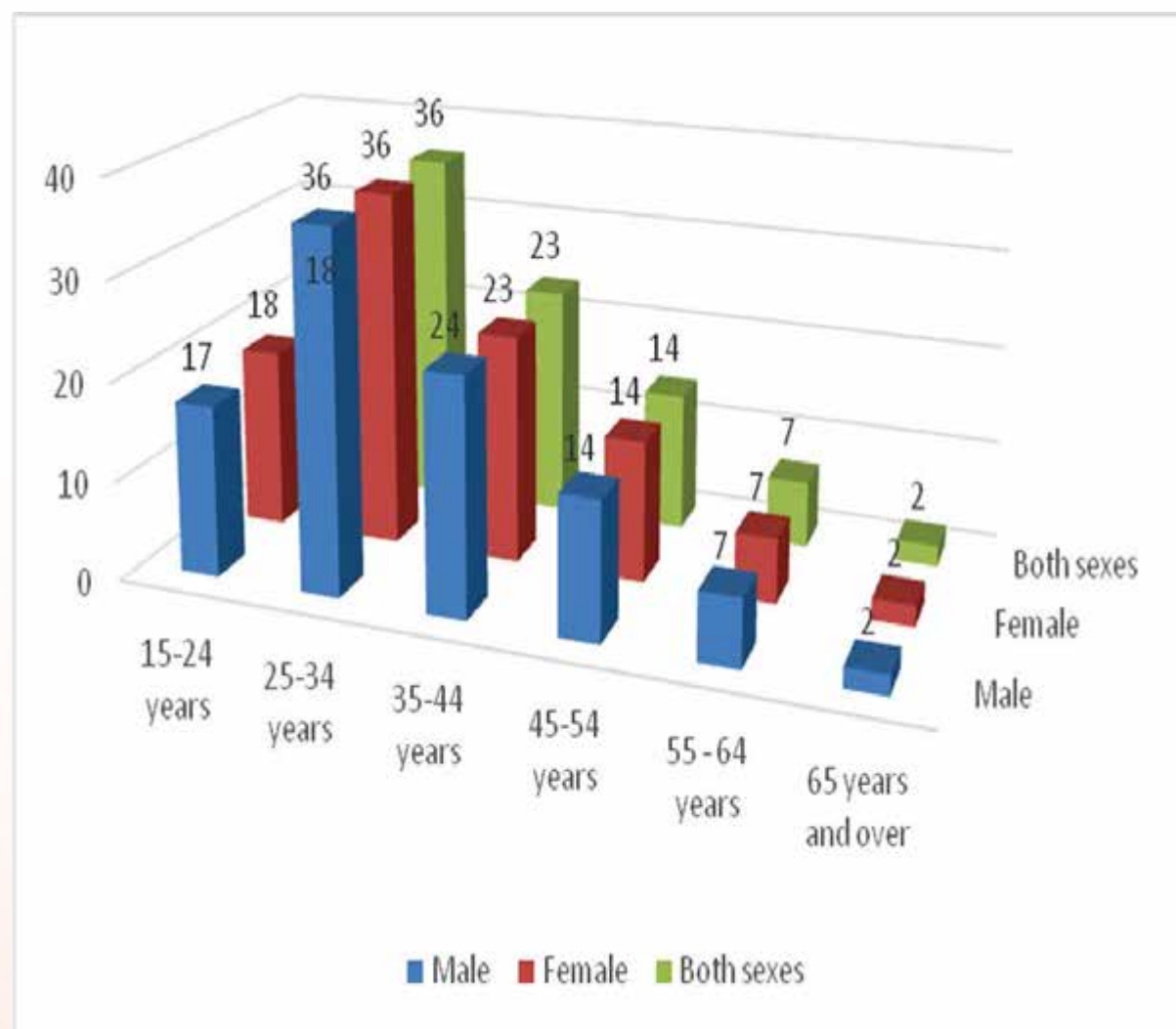
	Male	Female	Both Sexes
Employed population	75.6	67.8	71.9
Unemployed population	24.4	32.2	28.1
Total	100.0	100.0	100.0

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

2.2.2 Age group and Sex

The largest proportion of the economically active population is between ages 25-34 years with 36 percent for both males and females. This is followed by the population between 35 and 44 years which accounts for 23 percent, males in this group are a percent higher than females (24 percent and 23 percent). The youth (15-24 years) entering the labour market are 18 percent, 18 percent females and 17 percent males. Labour force participation decreases with increase in age as the shown in the figure below, 45-54 years are 14 percent, 55-64 years are 7 percent and 65 years and over are just two percent.

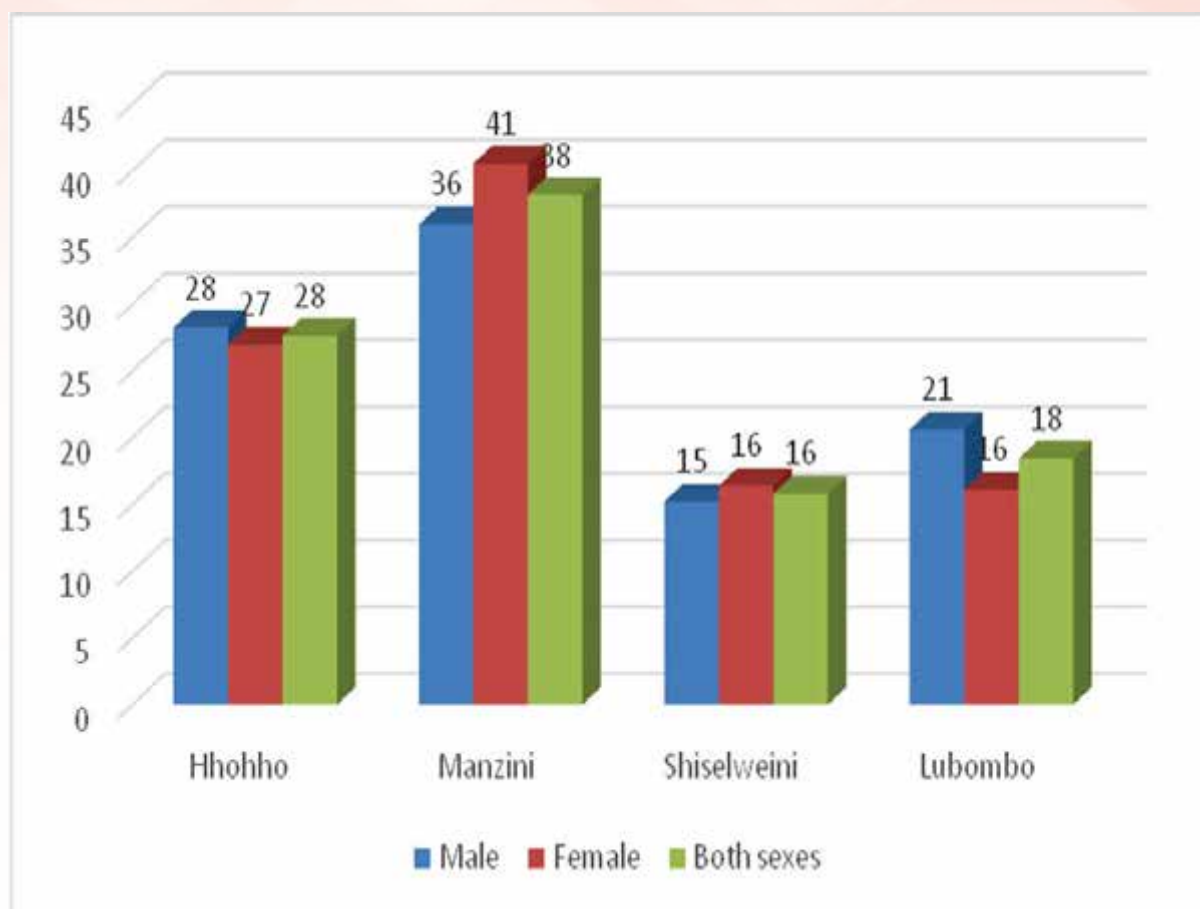
Figure 2.2.1: Distribution of the Labour Force by Age group and Sex



Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

2.2.3 Region and Sex

Figure 2.2.2: Distribution of the Labour Force by Region and Sex



Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

The Manzini region has the highest proportion of the labour force population in the country followed by the Hhohho region with 38.2 percent and 27.6 percent respectively. The Shiselweni region has the least proportion (15.8 percent). Females in the Manzini region constitute 40.5 percent of the total females in the labour force while males in the region are 36 percent of the total males in labour force. The Shiselweni region has the least rate (15.2 percent) of males in labour force and females in the Lubombo region are the least contributors in labour force.

2.2.4 Educational attainment and Sex

The table below shows that 29.5 percent of the working age population who were working or actively looking for work (that is the labour force) had attained high school education. About 30 percent of the labour force had secondary education and 9.3 percent had no education. Males in the labour force were high in all the levels of educational attainment compared to females, except for secondary education where females were high with 24 percent. Labour force with university or higher level of education is 16.9 percent for males and 16.3 for females. Males with no education participating in labour force were 9.8 percent while females were 8.8 percent.

Table 2.2.2: Distribution of the Labour Force by Educational attainment and Sex

Educational attainment	Male	Female	Both sexes
No Education	9.8	8.8	9.3
Primary	21.3	21.4	21.3
Secondary	21.9	24.0	22.9
High school	29.8	29.1	29.5
University or higher	16.9	16.3	16.6
Not stated	0.4	0.4	0.4
All levels	100.0	100.0	100.0
	152747	142488	295235

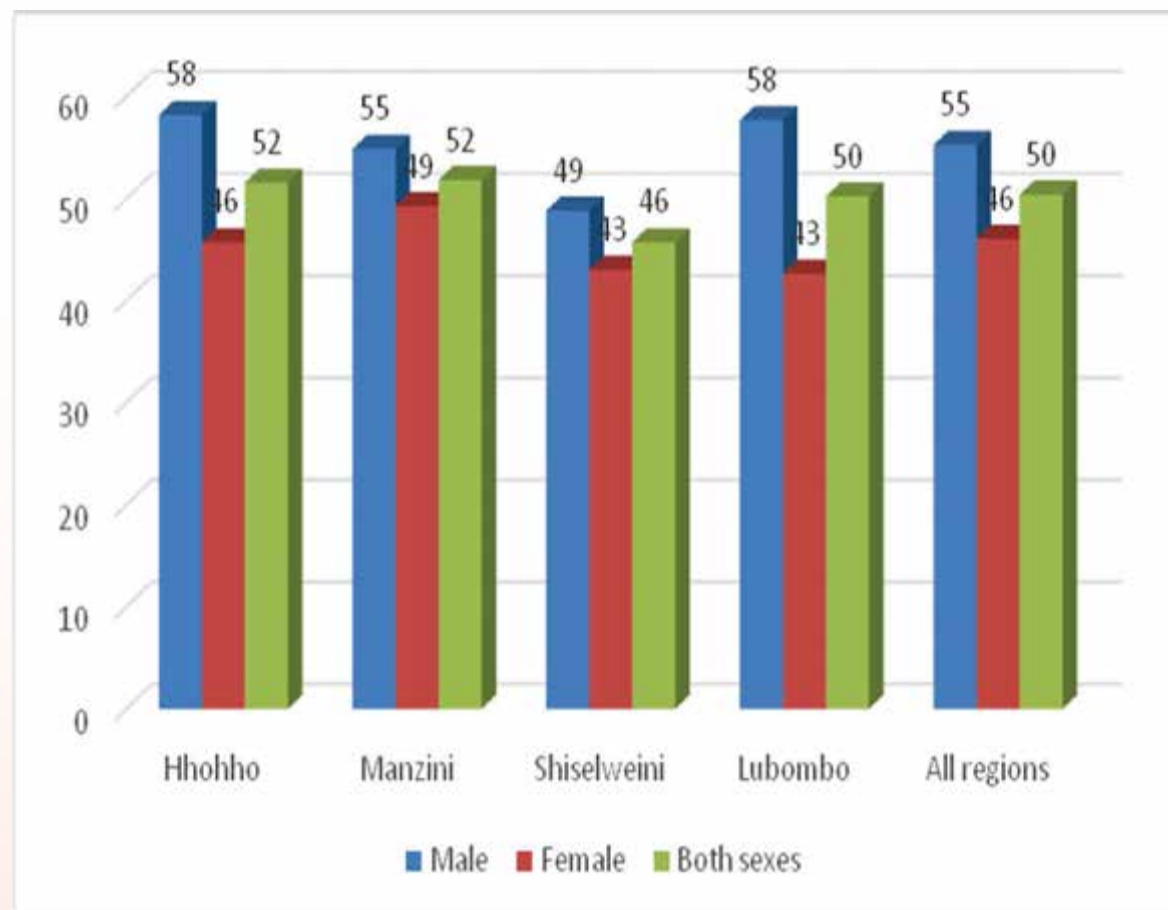
Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

2.2.5 Labour Force Participation Rate

Labour force participation rate was fifty percent. More males (55 percent) were economically active compared to females. The labour force participation rate was high (51.6 percent) in the Manzini region and the Shiselweni region had the lowest participation rate of 45.7 percent. Males in

all the regions had higher participation rates than females. Among males, the Hhohho region had high participation rate of 58.2 percent and immediately followed by the Lubombo region with 57.7 percent. Among females, the Manzini region led with 49.2 percent and the region with the lowest participation rate was the Lubombo region with 42.6 percent participation rate.

Figure 2.2.3: Labour Force Participation Rate by Region and Sex



Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

Table 2.2.3: Labour Force Participation Rate by Residence and Sex

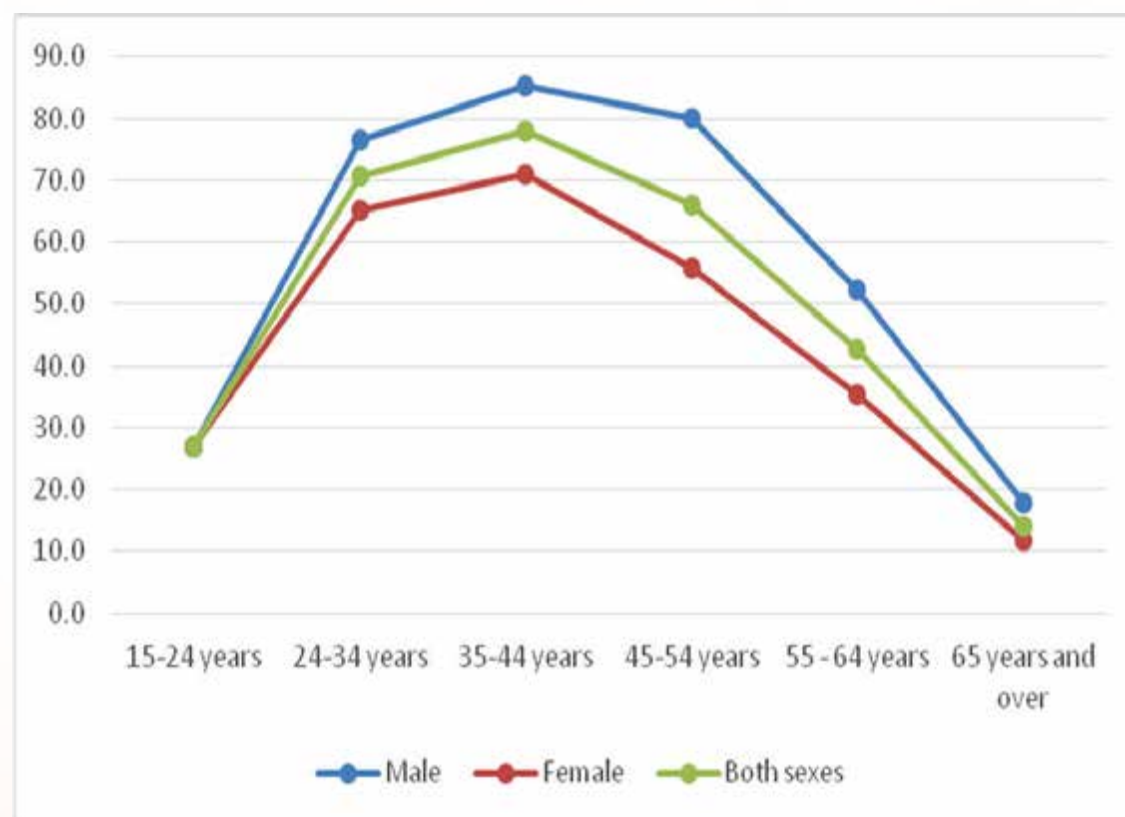
Residence	Male	Female	Both sexes
Urban	66.7	55.4	60.8
Rural	47.8	40.2	43.8
All locations	55.3	46.0	50.4

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

The labour force participation rate was higher (61 percent) in urban areas compared to rural areas. The participation rate for males in both urban and rural was above the participation rate for females.

The figure below (Figure 2.2.4) shows that about 30 percent of population entered the labour market at the age of 15-24 years. By age 24, 50 percent of the male labour force had entered the

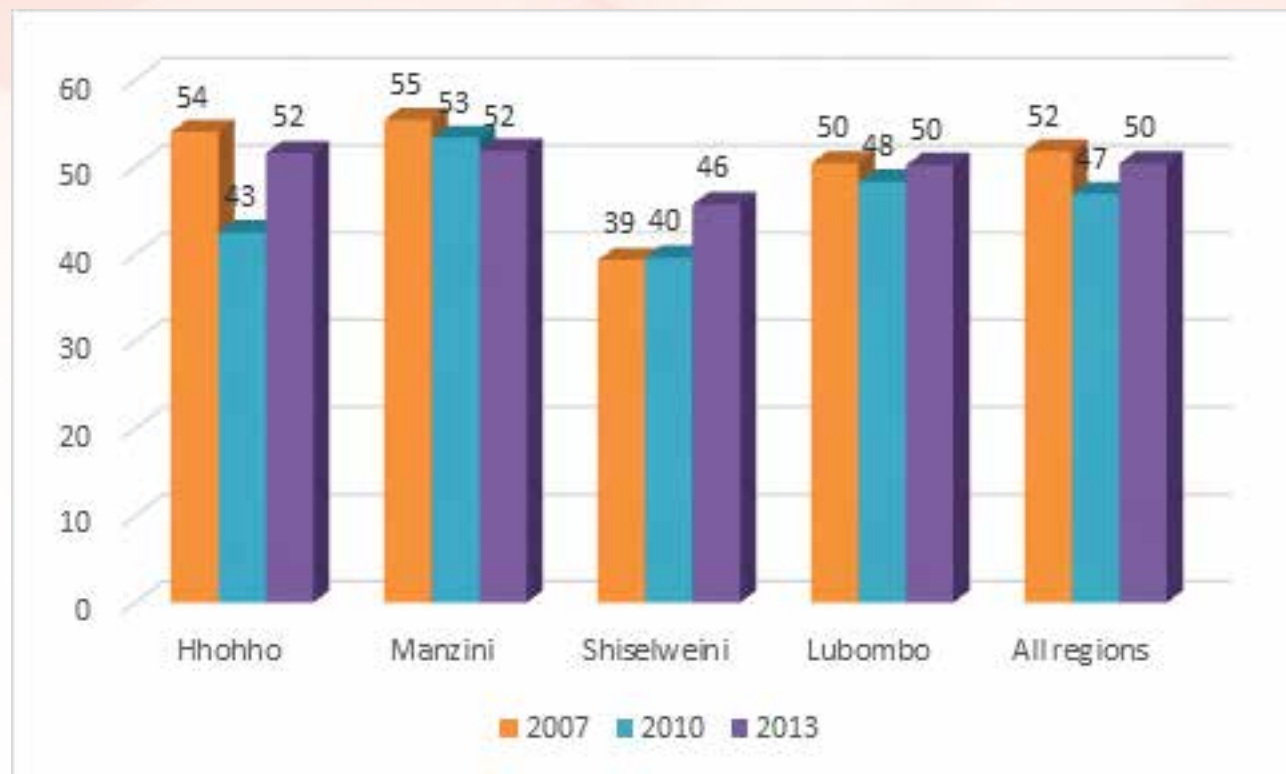
labour market as compared to the females for whom the age was 25 years. At the other end, over half of the female labour force quit the labour market by age 54 years whilst the males did the same at the later age of 64 years. The participation rate was at peak at the ages 35-44 years. At all ages male participation rate was higher than female participation rate.

Figure 2.2.4: Labour Force Participation Rate by Age and Sex

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

Labour force participation rate was high in most (three) of the regions in 2007 compared to 2010 and 2013 (Figure 2.2.5). Overall participation rate for 2010 was low compared to 2007 and 2013. Manzini had the highest labour force participation of 55.4 percent followed by

Figure 2.2.5: Labour Force Participation Rate by Region and Residence



Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

Hhohho with 54 percent; Shiselweni had the lowest participation rate of 39.3 percent. In all the three years Manzini had the highest participation rate, 55.4 percent, 53.3 percent and 51.8 percent respectively. Participation rate for 2013 was higher than 2010 in Hhohho, Shiselweni and Lubombo. Labour force participation rate for Shiselweni was low in all the three years compared to other regions.

Chapter 3: The Employed Population

3.1 Basic characteristics

This Chapter examines the structure and characteristics of those persons in the labour force who were employed, that is did some work during the reference week or were temporarily absent from work that week. Over 212,000 persons were employed in Swaziland in 2013, of which 46% were female (Table 3.1.1).

3.1.1 Employment size

The regions of Hhohho and Manzini hold the bulk of the employed (about two-thirds), not surprisingly given the high volume of economic activity in these regions. A slightly higher percentage of the employed population (52%) lived in urban areas compared to rural areas.

Table 3.1.1: % Distribution of employed persons by Region, Residence and Age group, and by Sex (2013 LFS)

	Sex		Both Sexes
	Male	Female	
Employed Persons	115,505	96,626	212,131
Regions	%	%	%
Hhohho	27.8	26.7	27.3
Manzini	37.0	42.9	39.7
Shiselweni	13.3	14.2	13.7
Lubombo	21.9	16.1	19.3
All regions	100.0	100.0	100.0
Residence			
Rural	46.9	48.4	47.6
Urban	53.1	51.6	52.4
All locations	100.0	100.0	100.0
Age group			
15-24 years	12.2	11.6	11.9
24-34 years	34.9	33.3	34.2
35-44 years	26.7	26.9	26.8
45-54 years	15.6	17.0	16.3
55-64 years	8.2	8.5	8.3
65 years and over	2.4	2.8	2.6
All ages	100.0	100.0	100.0

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

The employed population was relatively young with 46% aged less than 35 years, this irrespective of sex. Although the percentages at the older ages (45 years and above) are low, this was due largely to persons at these ages being out of the labour force.

3.1.2 Employment-to-population ratio

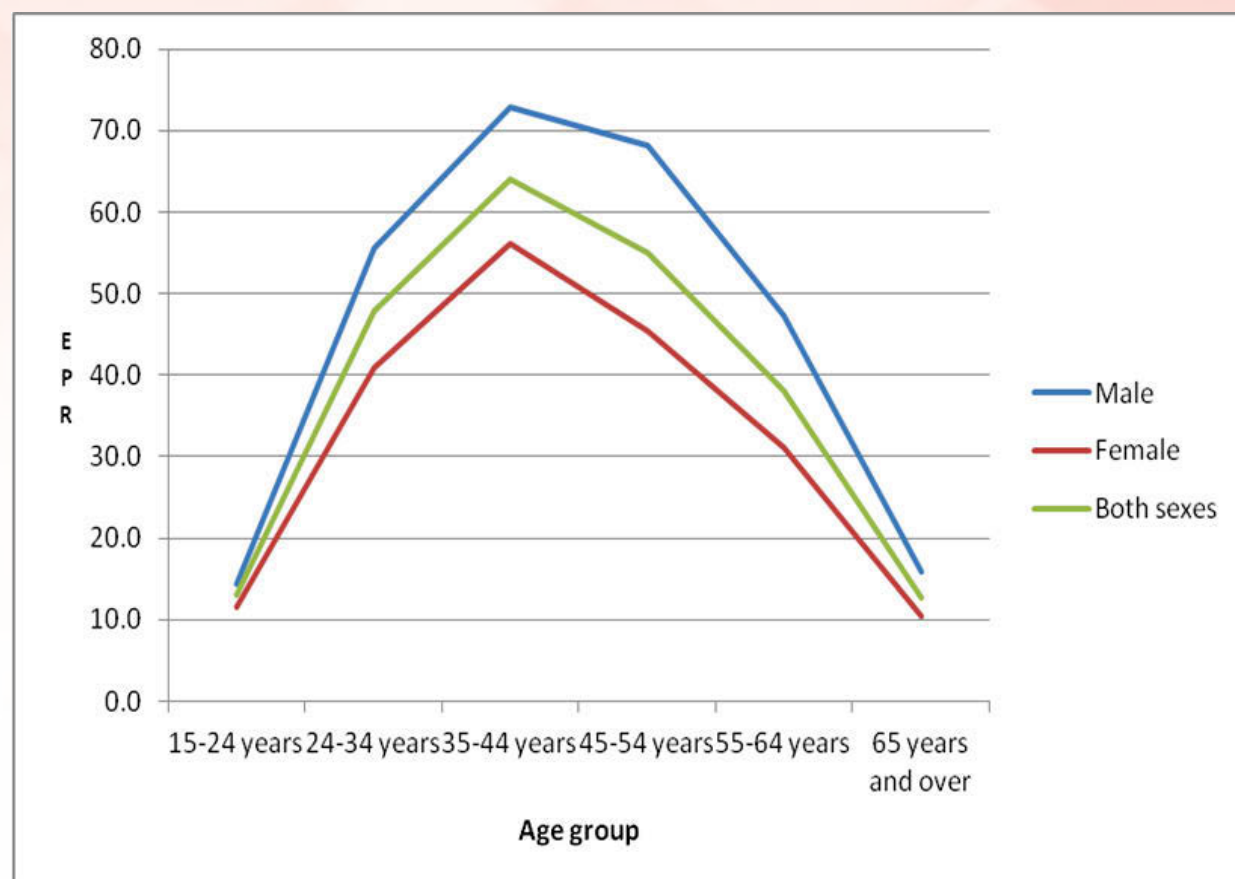
Table 3.1.2: Employment-to-Population Ratio by Region and Residence, and by Sex (LFS 2013)

	Sex		Both Sexes
	Male	Female	
Region			
Hhohho	43.3	30.7	36.6
Manzini	42.7	35.4	38.7
Shiselweni	32.3	25.3	28.6
Lubombo	46.4	29.0	37.7
All regions	41.8	31.2	36.2
Residence			
Rural	32.3	24.4	28.1
Urban	56.4	42.2	49.0
All locations	41.8	31.2	36.2

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

The employment to population ratio (EPR) is a measure of the extent to which the economy is providing income-generating jobs for persons who are of working age. The national rate of 36.2% is low and would suggest a very large number of persons of an age to supply their labour do not have access to jobs (Table 3.1.2). The situation was particularly bad in Shiselweni, where only 28.6% had access to jobs and in rural areas (28.1%). Only 31.2% of the females of working age had access to jobs, as compared to 41.8% of males.

The age distributions of EPR (Figure 3.1.1) have the expected shape, starting low as persons enter the labour force, rising to a maximum value at the mid-range ages and then decreasing as persons leave the labour force. The female curve is constantly below that of males indicating less opportunity for females to find work. Sometimes a dip occurs for females in the ages 24 to 34 years, as they leave the labour force to have children. This was not the case in Swaziland.

Figure 3.1.1: Employment-to-Population Ratio (EPR) by Age group and Sex (LFS 2013)

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

Population in the age range 25 to 54 years are, above all, expected to be working, as those below 25 years may be involved in education whilst those above 54 years are starting to quit the labour market into retirement. Thus the EPR for this group, referred to as the core

Table 3.1.3: Core Employment-to-Population Ratio by Region, Residence and by Sex (LFS 2013)

	Sex		Both Sexes
	Male	Female	
Region			
Hhohho	45.3	32.6	38.7
Manzini	44.0	37.8	40.7
Shiselweni	33.9	27.6	30.6
Lubombo	46.9	30.4	38.8
All regions	43.2	33.3	38.1
Residence			
Rural	33.3	25.8	29.4
Urban	57.7	44.5	50.9
All locations	43.2	33.3	38.1

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

EPR, is even more revealing about the ability of the economy to generate jobs than the overall EPR. The core EPR was only slightly higher at the national level with a value of 38.2 than the value for all those in the working age population (Table 3.1.3). The relatively lower position of females, those in rural areas and persons in Shiselweni compared to their complements remained the same. The consistently low values of the core EPR for all groups would suggest that the dearth of jobs in the economy was quite serious.

Looking at the trends over time, the dip in the EPR value in 2010 relative to 2007 has been reversed, as the overall EPR in 2013 was 36.2% compared to 33.5% in 2010 (Table 3.1.4). Thus it would seem that there has been an improvement in the job situation in the economy as a whole. This positive trend was true for all regions except Manzini, and for urban residence. Nevertheless, Manzini consistently had the highest rate in all of the years and also the urban rate was higher in each of the years.

Table 3.1.4: Trend of Employment -to-population Ratio (Absorption Rate) by Residence and Regions (LFS 2013)

	2007	2010	2013
Region			
Hhohho	39.3	30.3	36.6
Manzini	40.4	39.0	38.7
Shiselweni	27.5	26.7	28.6
Lubombo	34.4	34.2	37.7
All regions	37.2	33.5	36.2
Residence			
Rural	30.3	24.5	28.1
Urban	51.5	54.2	49.0
All locations	37.2	33.5	36.2

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

3.1.3 Educational attainment

Table 3.1.5: % Distribution of employed persons by Educational attainment and Sex (LFS 2013)

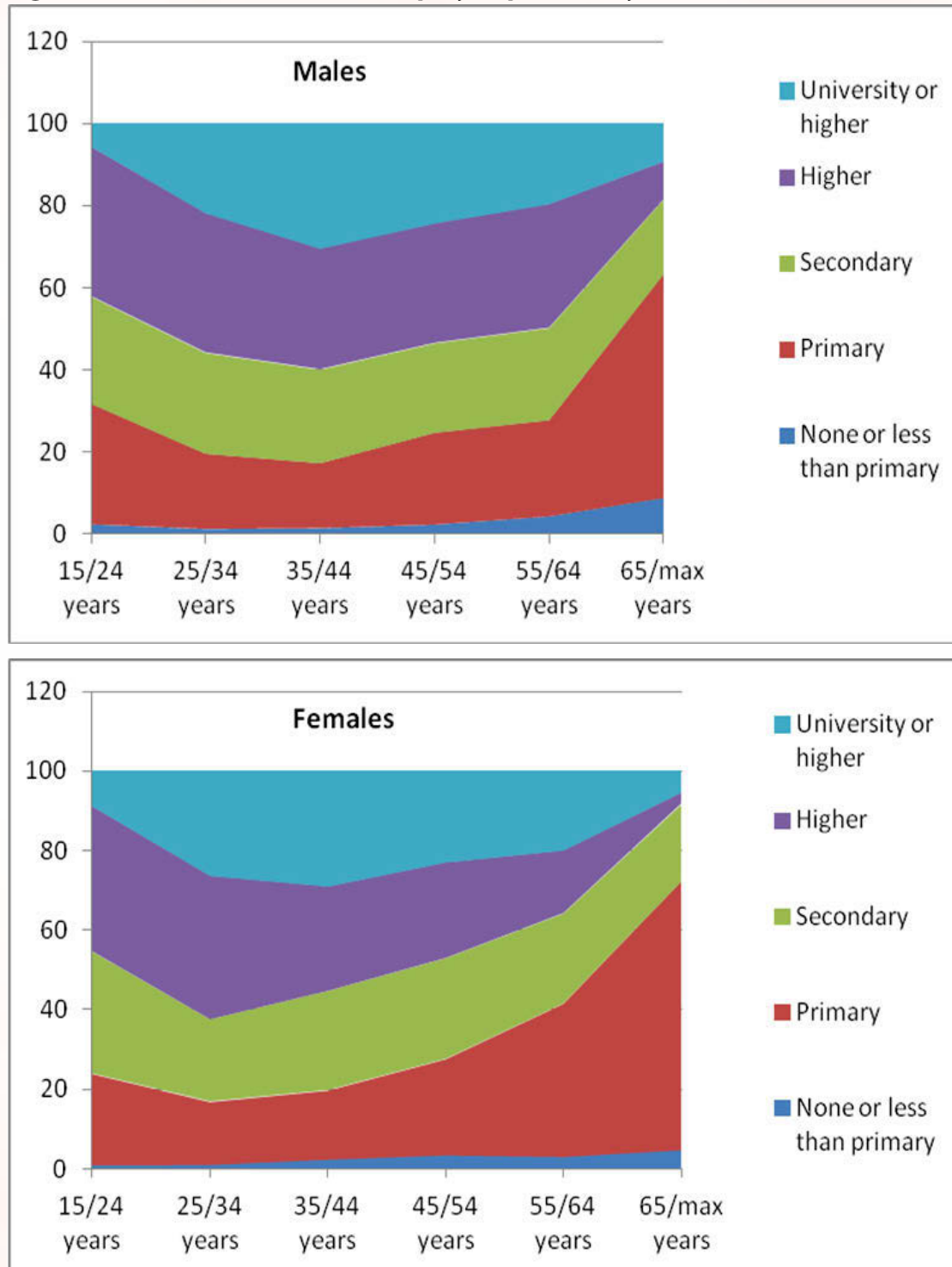
Educational attainment	Sex		Both Sexes
	Male	Female	
	%	%	%
None or less than primary	1.9	1.9	1.9
Primary	19.1	19.4	19.2
Secondary	21.7	22.0	21.8
High school	29.0	26.8	28.0
University or higher	20.3	21.6	20.9
Not stated	8.0	8.4	8.2
All levels	100.0	100.0	100.0
	115,505	96,625	212,130

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

The educational level of the employed population can be used as an assessment of the skills in the labour market, although this does not take into account skills that could have been developed outside formal education. There are positive signals on skills from this indicator (Table 3.1.5). Over 20% of the employed population had very high level skills (university or higher

attainment). At the other end, very low or no skills, only about 21% of the employed population were at this educational attainment level (less than secondary level). This pattern was consistent for both sexes with only slight variations in the levels of educational attainment between the sexes.

Figure 3.1.2: % Distribution of employed persons by Educational attainment, Age and Sex



Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

Looking at the distribution in Figure 3.1.2, it can be noted that there is an improvement in educational attainment levels going from the older employed persons to the younger ones. At the older ages over 60% had only primary education or less whilst this figure tumbles down to about 20% at the younger ages. Conversely, the proportion with secondary or higher education increases from about 30% at the older ages to about 70% at the younger ages. The rate for persons with university or higher education goes from about 10% in older ages to around 25% at the ages 25 to 34 years (those younger than this are likely to still be at university, so the rate declines for them relative to those in this latter age group). The situation with respect to gender shows that female employed persons were slightly at a disadvantage in terms of educational

attainment at older ages but they are in fact slightly better off at younger ages.

3.2 Multiple jobs

Taking on additional jobs is almost always due to insufficiency of income from the main job. Multiple job-taking is therefore closely linked with poverty. In Swaziland, about 8% of employed persons did additional jobs (Table 3.2.1). The highest incidence of multiple jobs was in Hhohho (9%) and the lowest in Shiselweni (6%). Persons in rural areas had a higher rate of multiple jobs (9%) than their urban counterparts (7%). Female employed persons had consistently higher rates than their male counterparts in all regions except Hhohho, reaching 10% in Lubombo. Those in rural areas had the highest rate at 10.3%.

TABLE 3.2.1: Percentage of employed persons with multiple jobs by Region, Residence and Sex (LFS 2013)

Region	Sex		Both Sexes
	Male	Female	
Hhohho	9.0	8.8	8.9
Manzini	6.7	8.6	7.6
Shiselweni	5.0	6.7	5.8
Lubombo	7.8	10.0	8.7
All regions	7.4	8.6	7.9
Residence			
Rural	7.7	10.3	8.9
Urban	7.0	7.0	7.0
All locations	7.4	8.6	7.9
	8,492	8,300	16,792

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

Looked at in terms of the distribution of multiple job-holders across regions, they were concentrated in Manzini (38.1%) and Hhohho (30.7%) and more so in rural than urban areas (Table 3.2.2). These patterns are further accentuated for the female employed population, with percentage of multiple job holders reaching about 43% in Manzini.

TABLE 3.2.2: % Distribution of persons with multiple jobs by Residence, Region and Sex (LFS 2013)

Region	Sex		Both Sexes
	Male	Female	
	%	%	%
Hhohho	34.0	27.3	30.7
Manzini	33.6	42.8	38.1
Shiselweni	9.1	11.1	10.1
Lubombo	23.4	18.8	21.1
All regions	100.0	100.0	100.0
	8,492	8,300	16,792
Residence			
Rural	49.2	57.8	53.4
Urban	50.8	42.2	46.6
All locations	100.0	100.0	100.0
	8,492	8,300	16,792

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

3.3 Characteristics of main job

The main job was identified as the one in which the employed person spent most time during the reference week or would have done so if they were at work that week.

3.3.1 Occupation

The occupation of a person at a job relates to the main tasks and duties usually performed by that person in that job. Occupations are classified into groups having similar tasks and duties and requiring similar skills. The classification used in this survey is the International Standard Classification of Occupations (ISCO) adopted by the International Conference of Labour Statisticians (ICLS) in 2008⁴.

The highest percentages of employed persons were service and sales workers (22%) and those in elementary occupations (20%), whilst management accounted for only about 5% of the employed (Table 3.3.1). A high percentage of employed persons were professionals (13%). The economy does not seem to be geared towards modern agriculture with only 7% of employed as skilled agricultural workers. This

seems surprising considering the government's objective of promoting this sector. Persons in technical jobs were also low at about 4%, suggesting a low demand for such skills in the economy or an inability to meet the demand.

There is a distinct gender difference as revealed in the distributions of occupations. Compared to their male counterparts, female employed had higher proportions in low level occupations such as service workers (27% compared to 18% for males) and elementary workers (24% compared to 17% for males). They however also had a higher percentage as professionals (15 % compared to 10% for males). The males had a higher percentage for almost all other occupation groups, especially the plant and machine operators (14% to 2% for females) and management (6% to 3% for females). The extent of this occupational segregation by sex is revealed in the value of 0.25 for Duncan's Index of dissimilarity. This Index takes the value zero for no segregation and a value of 1 for complete segregation. So it can be concluded that although there is some segregation by sex in the distribution of occupations in Swaziland, it is not quite intense.

³ <http://www.ilo.org/public/english/bureau/stat/isco/index.htm>

Table 3.3.1: Occupational Distribution (%) of Employed persons by Sex (Main Job) - LFS 2013.

Occupation Groups	Sex		Both sexes
	Male	Female	
Management	5.9	3.4	4.8
Professionals	10.2	15.4	12.6
Technicians and associate professionals	4.7	2.8	3.8
Clerical support workers	5.9	9.6	7.6
Service and sales workers	17.7	27.4	22.1
Skilled agricultural forestry fishery workers	8.8	3.8	6.5
Craft and related trades workers	15.8	11.8	14.0
Plant and machine operators and assemblers	14.1	2.2	8.7
Elementary occupations	16.8	23.5	19.9
Not stated	0.1	0.1	0.1
All Occupations	100.0	100.0	100.0
	115,450	96,681	212,131

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

Women's access to top jobs, as measured by the proportion of jobs at the top level (ISCO levels 11 and 12) that were occupied by women, was only 32.2%.

3.3.2 Industry

The industry associated with a person in a job is determined by the economic activities (goods or services produced) in the establishment where the job is located. Based on the similarity between these activities, they are grouped into a classification structure. In LFS 2013, the International Standard Industrial Classification of all economic activities (ISIC), revision 4 was used. For some of the analysis, these groups were further summarized into broad industry classification as follows: Agriculture (ISIC A), Industry (ISIC Groups B – D) and Services (ISIC Groups E to U).

The employment intensive sector at the national level was services (67%), especially for the employment of females (76%). This dominance of the sector was exhibited in all regions, residence and sex groups. However the services sector is quite a heterogeneous group. On further examination of the situation within this sector, the dominant components were 'education, health and administration (25%)', 'trade, repairs and transport (20%)' and 'household paid domestic work (11%)'. Agriculture was yet to feature as an important sector at the national level (14%) but made a strong showing in Lubombo, for both males (34%) and females (21%). Employment in industry hovered around 23% for males, higher than the rate of 14% for females.

Table 3.3.2: % Distribution of Employed persons by Broad Industry and Region (Main job), LFS 2013.

	Agriculture	Industry	Services	Not Stated	All industries	
Male						
Hhohho	18.7	19.4	61.5	0.5	100.0	32,226
Manzini	6.6	23.7	69.3	0.5	100.0	42,703
Shiselweni	20.6	22.0	57.0	0.5	100.0	15,329
Lubombo	33.6	25.6	40.4	0.5	100.0	25,285
All regions	17.7	22.7	59.1	0.5	100.0	115,543
Female						
Hhohho	12.0	6.9	80.7	0.5	100.0	25,791
Manzini	3.1	14.6	81.9	0.5	100.0	41,401
Shiselweni	11.0	23.8	64.7	0.5	100.0	13,783
Lubombo	21.2	13.2	65.1	0.5	100.0	15,613
All regions	9.5	13.6	76.4	0.5	100.0	96,588
Both Sexes						
Hhohho	15.7	13.8	70.0	0.5	100.0	58,017
Manzini	4.9	19.2	75.5	0.5	100.0	84,105
Shiselweni	16.1	22.8	60.6	0.5	100.0	29,113
Lubombo	28.8	20.9	49.9	0.5	100.0	40,896
All regions	14.0	18.6	67.0	0.5	100.0	212,131

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

3.3.3 Status in employment

The status in employment of an employed person is determined by the amount of risk and authority that person has over the operations of the enterprise. The classification of employed persons used in the LFS 2013 is the International

Classification of Status in Employment (ICSE), adopted in 1993⁶. It basically classifies employed persons as employees, own-account workers (own business without employees), employers (own business with employees), members of producers' cooperatives and contributing family workers.

Table 3.3.3: % Distribution of Employed persons by Status in employment and Sex (Main job), LFS 2013.

Status in employment	Sex		Both sexes
	Male	Female	
Employee	79.7	77.9	78.9
Own account worker	15.6	16.6	16.1
Employer	3.7	4.4	4.0
Member of producers' cooperative	0.1	0.1	0.1
Contributing family worker	0.9	1.1	1.0
All employed	100.0	100.0	100.0
	115,505	96,626	212,131

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

⁶ http://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS_087562/lang-en/index.htm

Overwhelmingly, employed persons in Swaziland were employees (79%), with about the same proportions for both sexes (Table 3.3.3). This is not unusual for countries at this stage of development. The percentage of female workers who were employers is interestingly slightly higher than that of male workers (4.4% to 3.7%). Although contributing family workers were relatively few overall (only 1%), the same gender difference is shown for them.

Vulnerable employment, defined as the proportion of the employed population who were own-account workers or contributing family workers was 17.1%, with females having a slightly higher rate of 17.7%. These were then persons whose jobs were at risk with not much by way of protection at work.

3.3.4 Skills availability

The major groups of ISCO follow a hierarchical pattern based on levels of skills requirements as determined by the educational attainment levels of the International Standard Classification of Education (ISCED). Occupations at the two highest levels of ISCO are expected to require skills at the high levels 5a and 6 of ISCED (tertiary such as university), whilst skills requirements for

those that are technical (ISCO Group 3) are set at ISCED level 5b (other tertiary). Semi-skilled occupations (ISCO Groups 4 to 8) require skills at ISCED levels 2 to 4 (secondary). Elementary occupations have the lowest skill requirements (ISCED level 1, primary or lower). On this basis, persons having lower educational attainment than that required for their jobs, according to ISCO, are under skilled and those having higher educational attainment than the jobs they are doing are over skilled. Both these instances are cases of skills mismatch. In the case of the former, however, it is possible that the missing skills were acquired outside formal education in some other way.

Table 3.3.4 presents the distribution of occupations by educational attainment in Swaziland. It shows that 29.0% of the employed population were under skilled, that is they were in jobs requiring skills that were higher than the skills they had acquired through their formal education. On the other hand, 18.1% of the employed population were working in jobs requiring skills that were lower than those these workers had acquired through formal education. They were thus over skilled for the jobs they were doing.

Table 3.3.4: Occupational Distribution of Employed persons by Educational Attainment (Main job).

Occupation groups	Educational attainment (LFS 2013)					
	No education	Primary	Secondary	High school	University or higher	All levels
	ISCED 0	ISCED 1	ISCED 2	ISCED 3-4	ISCED 5-6	
Management	589	963	1,594	2,904	4,059	10,109
Professionals	1,086	574	1,337	3,880	19,809	26,686
Technicians and associate professionals	753	912	820	2,413	3,050	7,948
Clerical support workers	542	521	1,691	6,732	6,500	15,986
Service and sales workers	4,140	9,045	11,844	16,170	5,535	46,734
Skilled agricultural forestry fishery workers	2,507	4,548	3,028	2,876	803	13,762
Craft and related trades workers	2,788	7,499	8,219	8,632	2,403	29,541
Plant and machine operators and assemblers	1,512	3,720	5,042	7,408	727	18,409
Elementary occupations	6,589	13,035	12,668	8,295	1,403	41,990
All occupations	20,506	40,817	46,243	59,310	44,289	211,165
						%
Under skilled						61,237 29.0
Over skilled						38,334 18.1

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

Although both these types of mis-matches are undesirable, of greater concern are the under-skilled. Looking at the conditional distributions of occupations for different levels of educational attainment (Table 3.3.5), the off-diagonal high values are consistent with employed persons being in general in jobs commensurate with their formal educational levels. The high percentages of employed persons with mid-level educational attainment (secondary & high school) doing low

level jobs explain the observed high rate of over-skilled employment. Some of the values at the top left hand corner of the table, though not very high, are surprising; for example, 5.3% of persons with no education doing professional jobs. It would be useful to further study these groups to understand this phenomenon of under-skilled employment although it is likely they acquired some skills through other non-formal training systems.

Table 3.3.5: % Occupational Distributions of Employed persons (Main job) by Educational Attainment (LFS 2013)

Occupation groups	Educational attainment					
	No education	Primary	Secondary	High school	University or higher	All levels
Management	2.9	2.4	3.4	4.9	9.2	4.8
Professionals	5.3	1.4	2.9	6.5	44.7	12.6
Technicians and associate professionals	3.7	2.2	1.8	4.1	6.9	3.8
Clerical support workers	2.6	1.3	3.7	11.4	14.7	7.6
Service and sales workers	20.2	22.2	25.6	27.3	12.5	22.1
Skilled agricultural forestry fishery workers	12.2	11.1	6.5	4.8	1.8	6.5
Craft and related trades workers	13.6	18.4	17.8	14.6	5.4	14.0
Plant and machine operators and assemblers	7.4	9.1	10.9	12.5	1.6	8.7
Elementary occupations	32.1	31.9	27.4	14.0	3.2	19.9
All occupations	100.0	100.0	100.0	100.0	100.0	100.0
	20,506	40,818	46,245	59,312	44,293	211,165

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

3.4 Working Time

This is the time actually worked by workers during the reference week. For those temporarily absent during this week, it is the time that would have been worked during this week.

Table 3.4.1: Mean number of hours actually worked per week by Occupation (main job) and by Sex (LFS 2013)

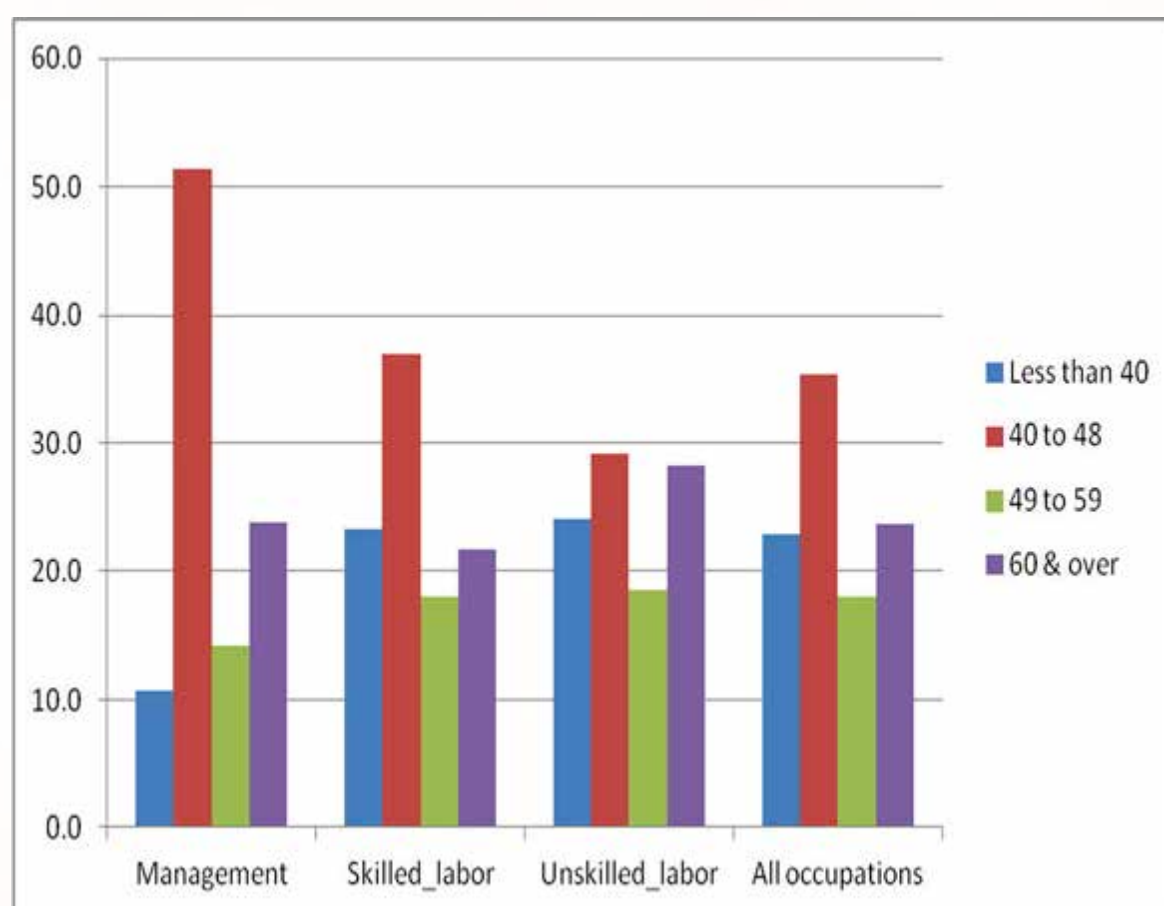
Occupations	Sex		Difference (M - F)	All workers
	Male	Female		
Management	49.8	44.6	5.2	48.1
Professionals	39.8	39.8	0.0	39.8
Technicians and associate professionals	45.9	39.6	6.3	43.8
Clerical support workers	47.2	43.8	3.4	45.2
Service and sales workers	58.5	45.7	12.8	51.3
Skilled agricultural, forestry & fishery workers	44.9	32.7	12.1	41.6
Craft and related trades workers	46.3	44.4	1.9	45.6
Plant and machine operators and assemblers	54.8	46.5	8.3	53.9
Elementary occupations	49.0	42.7	6.3	45.6
All occupations	49.6	43.0	6.5	46.6

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

On average, employed persons worked 46.6 hours during the reference week (Table 3.4.1). Plant operators and service workers did the highest numbers of hours (53.9 and 51.3 respectively). Males worked 6.5 hours more than their female counterparts in all occupations. This pattern holds in each occupation group except for professionals, and even in those groups in which females predominate in numbers (professionals, clerical, elementary and service). Although very few females worked as plant operators (2.2% of female employed persons), they worked on average 46.5 hours in the week.

Looking at the distribution of hours worked (Figure 3.4.1), it can be seen that only about 20% of employed persons worked less than 40 hours per week. The normal range for most employed persons is 40 to 48 hours per week (about 35%) but quite a large number worked more than 60 hours per week, and this consistently for all occupations. Management tended to stay in the normal working hours range of 40 to 48 hours and very few worked for less than 40 hours per week (about 10%).

Figure 3.4.1: Working time distribution by grouped occupation



Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

3.5 Income from employment

Earnings was measured in the LFS 2013 through a global question on monthly cash income, before deductions, addressed to all employed respondents.

3.5.1 Monthly Earnings of employed persons (levels)

The median monthly earnings of all employed

persons in Swaziland was 1,600 Emalangeni (Table 3.5.1). The highest paid workers were those working in management and as professional (E6500 in both cases). Overall male monthly earnings were 67% higher than females. Male employed persons in general earned more than females in each occupation group except for clerical workers and skilled agricultural workers where they earned the same amount (E4000 and E800 respectively). For some occupation groups (technicians,

elementary occupations and service workers) male monthly earnings were at least twice as high as those for females. These conclusions should however be taken with some caution as they do not take into account the number of weekly hours worked. As seen from Table 3.4.1, the sexes had differences in their weekly working time with

males tending to work longer hours than females. This would no doubt impact on their relative earnings, especially in those instances when the relative differences are close to or equal 1 such as for professionals, clerical workers and skilled agricultural workers. The gender wage gap is estimated at 40% with a wage differential of 1.67.

Table 3.5.1: Median monthly earnings (Emalangen) of employed persons in their main job by Occupation and Sex (LFS 2013)

Occupations	Sex		Ratio (M/F)	Both sexes (Emalangen)
	Male (Emalangen)	Female (Emalangen)		
Management	6500	4000	1.63	6500
Professionals	7000	6200	1.13	6500
Technicians and associate professionals	4500	2000	2.25	4000
Clerical support workers	4000	4000	1.00	4000
Service and sales workers	1700	850	2.00	1400
Skilled agricultural, forestry & fishery workers	800	800	1.00	800
Craft and related trades workers	1560	1000	1.56	1200
Plant and machine operators and assemblers	2500	1800	1.39	2400
Elementary occupations	1500	700	2.14	1000
All occupations	2000	1200	1.67	1600

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

With respect to industries, the financial services sector paid the highest median monthly earnings (E6400) followed by the education sector (E6000) and public administration (E5000). The lowest paying was the household sector (domestic staff), with a median monthly earnings of E550. The differential ratio between the highest paying

and lowest paying industry was 11.5, which means that persons in financial services earned almost 12 times as much as domestic workers. Again, these analyses do not take into account differences in the number of hours worked across industries.

Table 3.5.2: Median monthly earnings of employed persons in their main job by Selected Industry¹ and Sex (LFS 2013)

Industry	Sex		Differential ratio (M/F)	Both sexes
	Male	Female		
Agriculture	1500	900	1.7	1300
Manufacturing	2100	1200	1.8	1300
Construction	1800	2000	0.9	1800
Trade	2000	800	2.5	1200
Transportation and storage	2000	2690	0.7	2000
Accommodation and food services	2000	1250	1.6	1500
Financial and insurance activities	8000	3700	2.2	6400
Administrative and support service activities	1700	2410	0.7	1803
Public administration defence compulsory social security	3800	6500	0.6	5000
Education	6400	5500	1.2	6000
Human health and social work activities	5000	3391	1.5	3800
Activities of households as employers	600	550	1.1	550

Notes:

1 Industries with relatively large employment sizes, except for financial services

2 This industry included as it was the highest paying with moderate sized employment

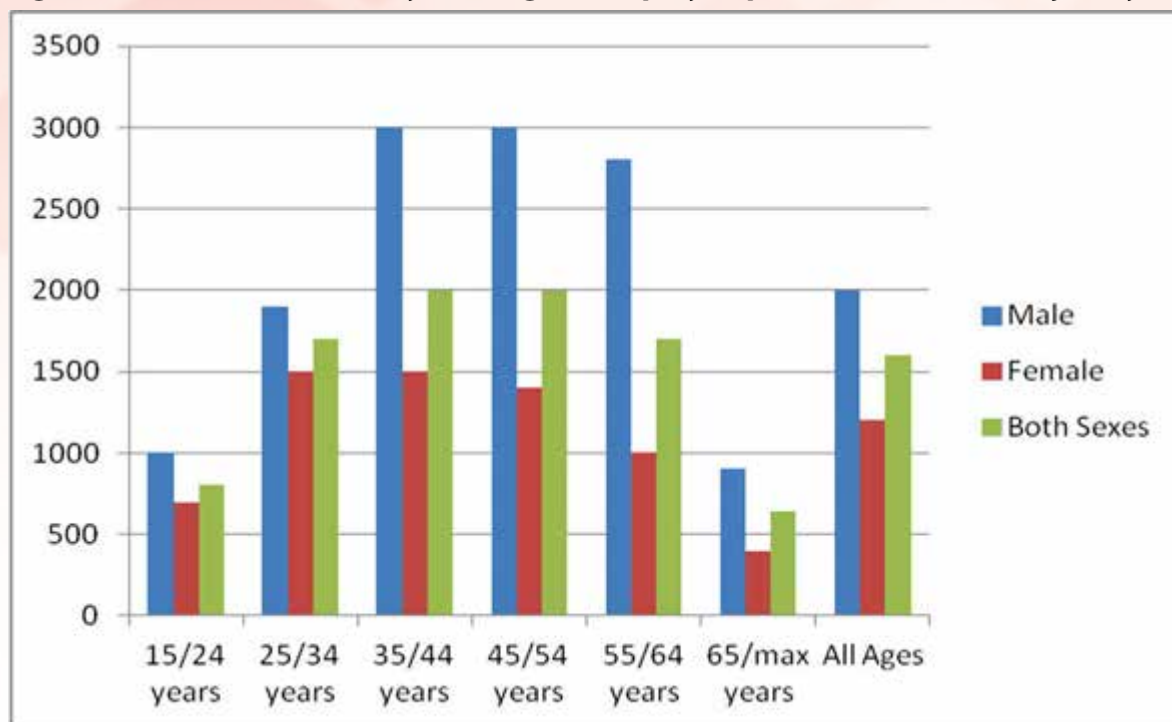
Low employment size reduces reliability of the value.

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

A gender analysis of industries with respect to pay identifies trade and financial services as those sectors in which male workers earned over twice as much as females. On the other hand, in public administration, transportation and construction female workers earned 70%, 30% and 11% respectively more than males. It should be noted however that in the last two of these sectors, female employment was low. The differences in time worked between males and females in each sector may however impact on this analysis.

The combined effect of sex and age on income levels is illustrated in Figure 3.5.1. The persistence of the higher male income is seen at all ages with the gaps particularly wide in the age groups 35 to 54 years. The age effect is the expected up-turned U shape with income increasing up to the ages 35 to 54 years and then declining down to ages 65 years and over.

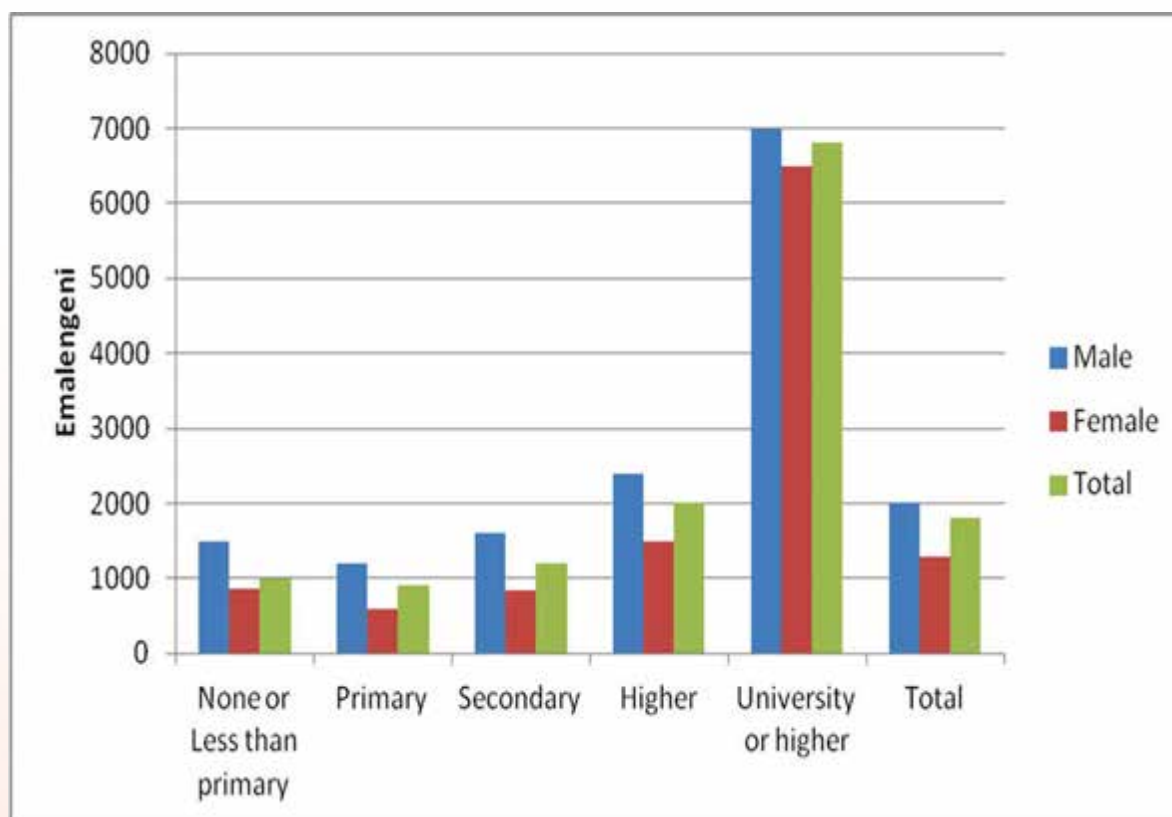
Figure 3.5.1: Median monthly earnings of employed persons in their main job by Age and Sex



Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

The expected effect of educational attainment on income is shown in Figure 3.5.2. Income levels of employed persons at low levels of educational attainment are low, increasing slightly until the university and higher level when it makes a massive jump. This pattern applies to both sexes.

Figure 3.5.2: Median monthly earnings of employed persons in their main job by Educational attainment and Sex



Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

Fitting the earnings function represented by the Mincer model, that is logarithm of income on sex, age, age squared and educational level yields the values in Table 3.5.3.

Table 3.5.3: Regression estimates of parameters of the earnings function

Variable	Estimate	Standard error	t-value
Intercept	3.966	0.019	205.518***
Sex	-0.415	0.004	-96.638***
Age	0.084	0.001	90.63***
Age ²	0*	0*	-77.008***
Education	0.548	0.002	281.684***

*: These are very small values approximated to 0. In fact the standardized value of the parameter is -0.724.

***: Highly significant.

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

The equation is thus

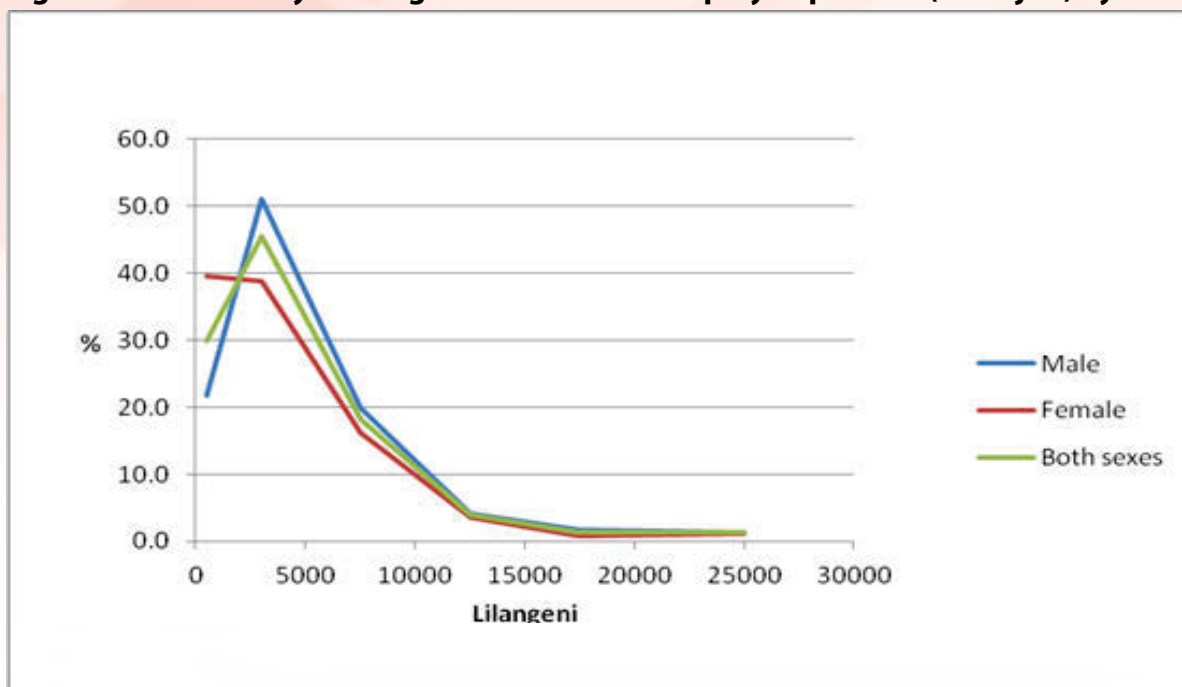
$$\text{Log Income} = 3.97 - 0.42 \times \text{Sex} + 0.08 \times \text{Age} + 0.0 \times \text{Age}^2 + 0.55 \times \text{Educational attainment},$$

where Sex = 0 for males and Sex = 1 for females. Thus whilst age and education are positively related to income, Sex is negatively related to it. In particular, being female reduces income level irrespective of age or educational level. Although the coefficient for the square of age is recorded as 0 in the equation, because it is so small, the standardized value is in fact -0.724. The negative sign indicates that whilst income initially rises with age, it eventually levels off and even declines.

3.5.2 Distribution of monthly earnings of employed persons

The distributions (Figure 3.5.3) are not unexpectedly negatively skewed; indicating that most employed persons had low earnings whilst a few had very high earnings, (just over 1% had earnings above E20,000 as compared to over 75% with earnings below E5,000). The modal earnings value (i.e. that earned by most employed persons) for all employed persons was between E1,000 and E5,000, which was also the case for employed males. Employed females however had a modal earnings value below E1,000.

Figure 3.5.3: Monthly earnings distribution of employed persons (main job) by Sex (LFS 2013)

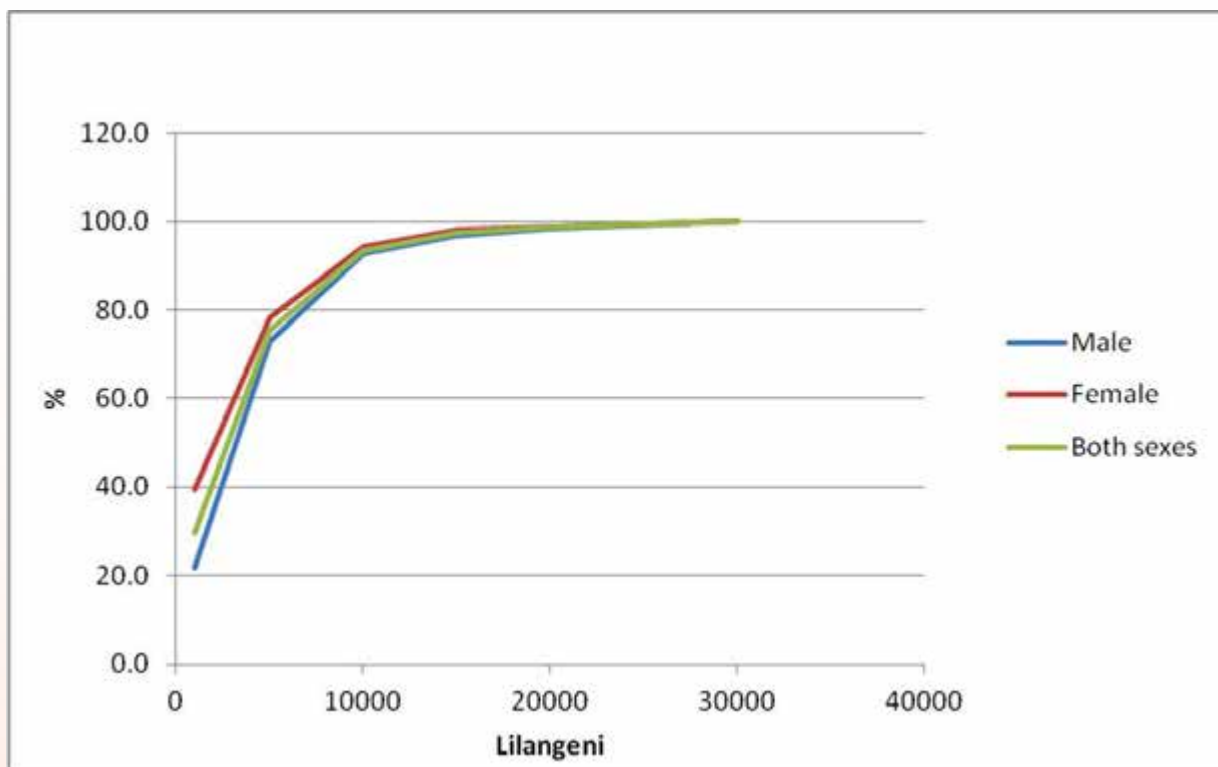


Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

Inequality in the earnings distribution is also revealed in the cumulative distribution of monthly earnings (Figure 3.5.4). Over 10% of the employed population earned more than E10000 per month whilst more than 50% earn less than E2000 per month. The situation was the same for

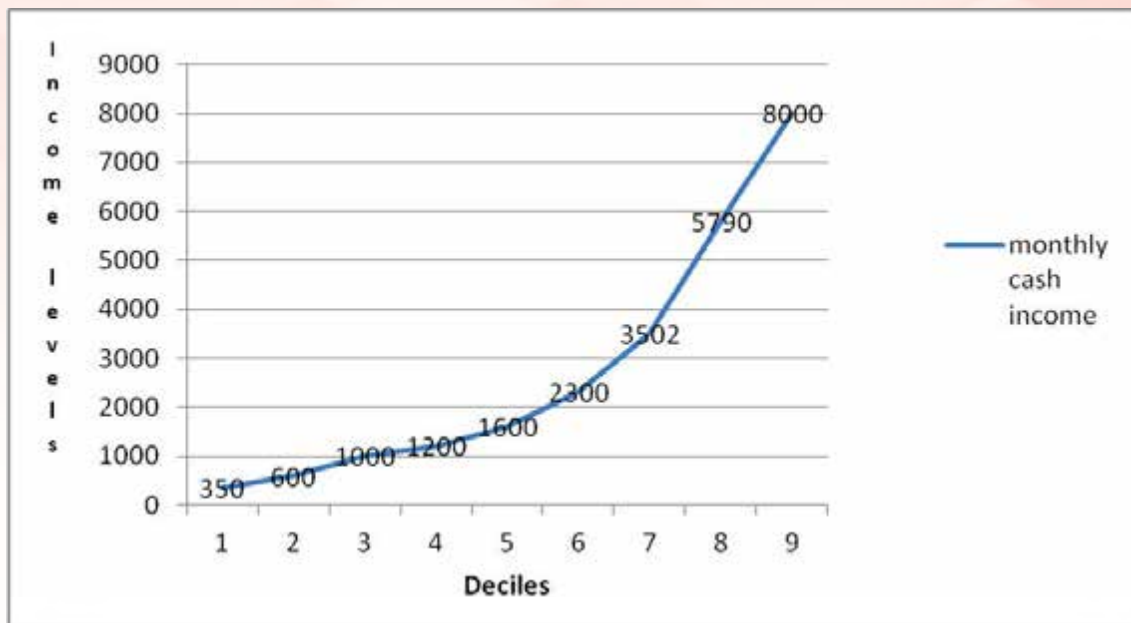
each of the sexes, although the female percentages were consistently higher than those of their male counterparts at the lower levels of earnings. The distribution of earnings in Figure 3.5.5 also demonstrates this inequality in distribution.

Figure 3.5.4: Cumulative monthly earnings distribution of employed persons (main job) by Sex (LFS 2013)



Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

Figure 3.5.5: Decile Distribution of monthly median cash income of employed persons



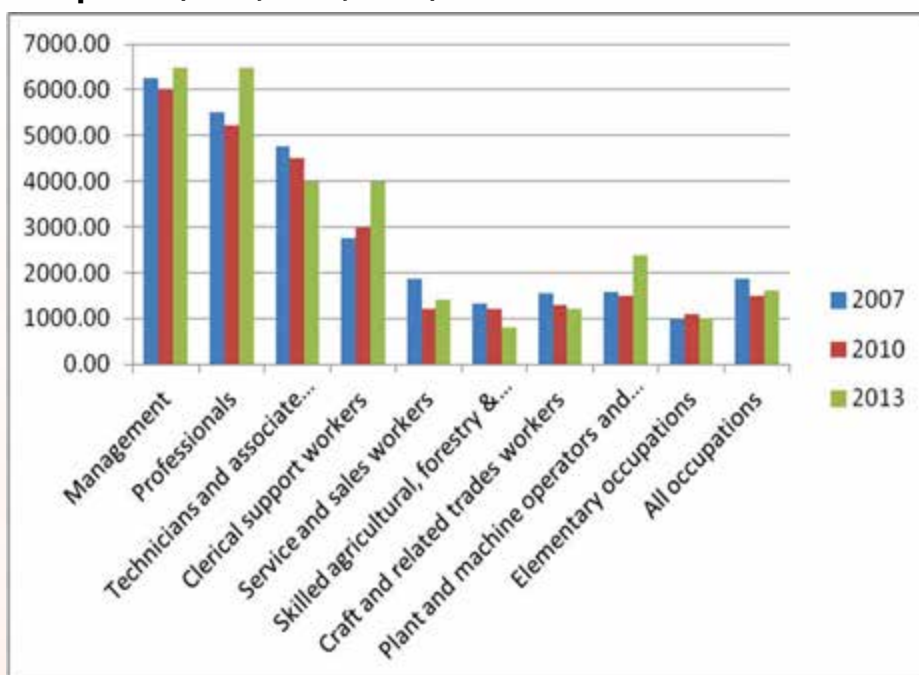
Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

The shape of the decile distribution of earnings in Figure 3.5.5 further strengthens this argument of inequality. Up to the 6th decile (60% of the employed population) the monthly cash income is only about E2,300 whilst the 9th decile figure of E8,000 indicates that the top 10% of the population earn over this amount monthly. Income inequality, assessed as the value of the 9th decile to that of the first, is 22.9%. This means that the top earners get 22.9 times the earnings of the lowest paid (1st decile), a substantial inequality.

3.5.3 Trends in employment income

Over the last three labour force surveys, median monthly income had a downward trend from E1870 in 2007 to E1600 in 2013 with the lowest, E1500 in 2010. If inflation is taken into account, this situation would be even worse as the values for 2010 and 2013 in real terms would be even lower.

Figure 3.5.6: Median monthly earnings (Emalangeni) of employed persons in their main job by Occupation (2007, 2010, 2013)



Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

Some occupation groups, however, buck this trend. Professionals, clerical workers and plant operators had an increasing trend over these years whilst management retained their dominant position. In all years, there was a downward trend in median monthly income across the occupation groups along the ISCO major group classification, except for craft workers and plant operators. The worst paid workers in 2013 were the skilled agricultural workers, whilst persons in elementary occupations were worst paid in 2007 and 2010.

3.6 Place of work

This is the location of the place where the employed person performed their work during the reference week. Place of work is useful for identifying outworkers, i.e. persons who worked outside the premises of their employers, usually home-workers. It is also useful in estimating the extent of informal sector work, as usually the majority of enterprises operating in fixed locations are formal whilst those operating at home, in the street, mobile tend to be informal.

Table 3.6.1: % Distribution of Employed persons by Place of work and Grouped occupations (Main job).

Place of work	Grouped Occupations			
	Management	Skilled labour	Unskilled labour	All occupations
Fixed non-farm non-commercial location	59.9	55.8	49.7	54.3
Farm location	6.1	5.4	13.9	7.9
Fixed small commercial location	15.5	9.6	6.2	8.9
Mobile or market stalls	7.5	11.4	15.5	12.4
At family dwelling.	6.7	13.3	10.4	12.1
Other	4.3	4.5	4.4	4.5
All places	100.0	100.0	100.0	100.0
	10,109	141,252	60,650	212,011
Low employment size reduces reliability of the value.				
% in Informal work places	34.0	38.7	36.4	37.8

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

A high percentage of almost 38% of employed persons worked in informal places (indicated in red in Table 3.6.1). This is also the case for the different occupation groups. Although not strictly so, this percentage is an indication of the extent of informal sector work in the economy. It suggests the phenomenon of informal sector employment has increased from the 34% value in 2010 and 20% in 2007. Management predominate work in fixed non-farm places whilst unskilled labour does the same for farm

places. About 12% of employed persons worked at home either as out-workers or workers in the informal sector.

3.7 Citizenship

Just over 1% of the employed population were non-Swazis (Table 3.7.1). They worked mainly in the services sectors (73%), which was also the case for Swazis (67%). Non-Swazis worked less so in agriculture (8%) compared to Swazis (14%).

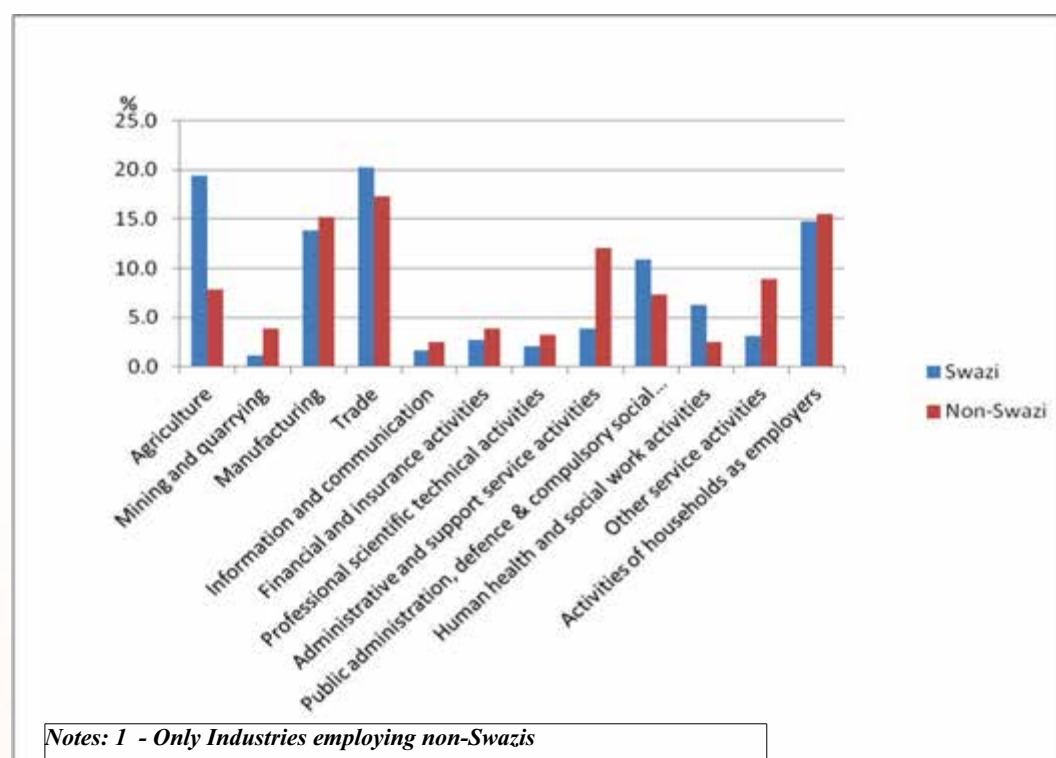
Table 3.7.1: % Distribution of Employed persons by Broad industry and Citizenship.

Broad Industry	Citizenship		All persons
	Swazi	Non-Swazi	
Agriculture	14.1	7.8	14.0
Industry	18.6	19.0	18.6
Services	66.9	72.8	67.0
Not stated	0.4	0.4	0.5
All industries	100.0	100.0	100.0
	209,659	2,460	212,119
	98.8	1.2	100.0

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

From Figure 3.7.1, non-Swazis had relatively high presence in manufacturing, trade, administrative support and household (domestic work) sectors (15%, 17%, 12% and 15% respectively). Swazis worked largely in agriculture, manufacturing, trade, public administration and household (domestic work) sectors (19%, 14%, 20%, 11%

and 16% respectively). Thus relatively, non-Swazis were more prominent in trade and administrative support whilst Swazis were more so in all the other industry groups. Given the small number of non-Swazis (2,460), this detailed analysis should however be treated with caution.

Figure 3.7.1: Distribution of employed persons by Selected industry1 and Citizenship

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

In terms of occupation (Table 3.7.2), concentrations of non-Swazis were in elementary occupations (36%), management (24%), professionals (14%) and service workers (12%). Comparative figures for Swazis in these same occupation groups were 20%, 5%, 13% and 22%. Thus there were some differences in the presence

of non-Swazis and Swazis particularly with respect to elementary occupations and management in which non-Swazis were relatively more highly concentrated. Again, given the small number of non-Swazis, these conclusions should be treated with some caution.

Table 3.7.2: % Distribution of Employed persons by Occupation and Citizenship.

Occupations	Citizenship		All persons
	Swazis	Non-Swazis	
Management	4.5	24.2	4.8
Professionals	12.6	14.4	12.6
Technicians and associate professionals	3.9	0.0	3.8
Clerical support workers	7.7	0.0	7.6
Service and sales workers	22.2	11.7	22.1
Skilled agricultural, forestry & fishery workers	6.6	2.1	6.5
Craft and related trades workers	14.0	7.1	14.0
Plant and machine operators and assemblers	8.8	3.9	8.7
Elementary occupations	19.7	36.4	19.9
Not Stated	0.1	0.1	0.1
All occupations	100.0	100.0	100.0
	209,681	2,450	212,131

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

Chapter 4: Labour Underutilization

4.1 Introduction

A person's labour is underutilized because it is either totally unutilized or not fully utilized in the economy. Amongst the former, there are those who in fact had looked for work unsuccessfully (referred to as 'unemployed') and those who have stopped looking for work because their past job search experiences have demonstrated to them that no work is available (referred to as 'discouraged workers'). Those whose labour is not fully utilized include employed persons whose volume of work falls short of some identified norm. They are said to be in "time-related underemployment". This chapter describes the structure, size and characteristics of these three groups of underutilized labour.

4.2 Unemployed population

Formally, the unemployed are persons who during the reference week were not employed, were looking for work during the four weeks prior to the interview and were available during the reference week to do this work if one was offered to them. In Swaziland, 83,106 persons were unemployed (Table 4.1.1). The highest percentage of the unemployed was in Manzini (34%) with Lubombo having the lowest (16%). Rural areas had 68% of the unemployed and 74% were less than 35 years old. Differences in these patterns between the sexes were minimal except for the slightly higher percentage of unemployed females in urban areas (34%) compared to that of their male counterparts (30%). It should be noted that the numbers observed in these distributions depend crucially on the definition of employment as only income-generating work.

Table 4.1.1: % Distribution of unemployed persons by Region, Residence and Age-group, and by Sex.

	Sex		Both Sexes
	Male	Female	
Unemployed persons	37,243	45,863	83,106
Regions			
Hhohho	29.5	27.6	28.5
Manzini	32.8	35.4	34.3
Shiselweni	21.1	21.0	21.0
Lubombo	16.6	16.0	16.3
All regions	100.0	100.0	100.0
Residence			
Rural	69.9	66.0	67.7
Urban	30.1	34.0	32.3
All locations	100.0	100.0	100.0
Age group			
15-24 years	33.0	32.0	32.4
24-34 years	40.7	41.7	41.3
35-44 years	14.4	14.9	14.7
45-54 years	8.4	8.2	8.3
55-64 years	2.6	2.4	2.5
65 years and over	0.9	0.7	0.8
All ages	100.0	100.0	100.0

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

The unemployment rate is the proportion of the labour force that was unemployed. From Table 4.1.2, 28% of persons in the labour force were unable to find income-generating work, even though they looked for it during the four weeks including and prior to the reference week. The situation was worse for females in the labour force, with a rate of 32% unemployed compared to the males (24%). Unemployment was a major

challenge in Shiselweni (38%) and in Hhohho (29%), with the former region being the worst of all the four regions. The dearth of jobs was particularly significant in rural areas, with an unemployment rate of 36% compared to the rate of 19% for urban areas. Females in the labour force in rural areas had the highest unemployment rate (39%).

Table 4.1.2: Unemployment rate by Region and Residence, and by Sex

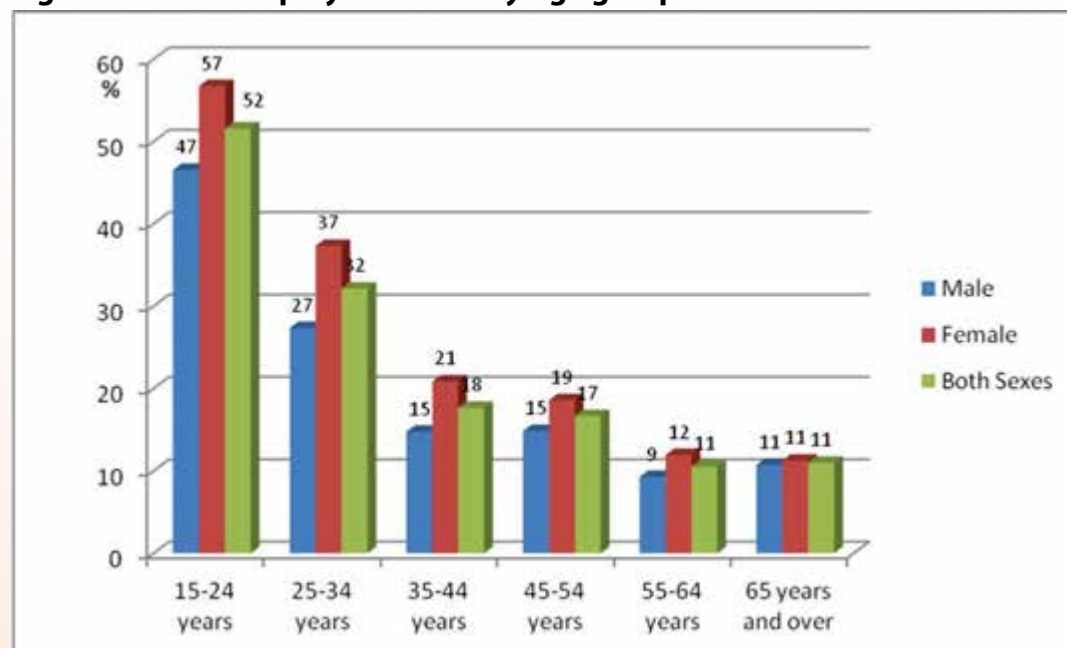
	Sex		Both Sexes
	Male	Female	
Regions			
Hhohho	25.5	32.9	29.0
Manzini	22.3	28.1	25.3
Shiselweni	33.8	41.2	37.5
Lubombo	19.6	32.0	24.8
All regions	24.4	32.2	28.1
Residence			
Rural	32.5	39.3	35.8
Urban	15.4	23.8	19.4
All locations	24.4	32.2	28.1

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

The unemployment rate declined with age for each of the sexes and overall for both sexes (Figure 4.1.1). Over half of persons in the labour force below the age of 25 years were unemployed, with females in this group having experienced an unemployment rate of over 55%!

Thus the economy could not produce income generating jobs for so many young persons, even though they actively looked for work. The female rate was higher than that of the males at each age group with the largest difference being in the age group 25 to 34 years.

Figure 4.1.1: Unemployment rate by Age group and Sex



Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

A trend analysis shows that the unemployment rate at the national level has remained steady at about 28% from 2007 to 2013 (Table 4.1.3). This however masks the differing fortunes between regions and locations. Shiselweni had an increasing unemployment rate over this period with a difference of about 7 percentage points between 2007 and 2013, moving from the second worst region to the worst. On the other hand, Lubombo witnessed a steady fall in its unemployment rate between 2007 and 2013, going from being the worst region with a rate of

31.8% in 2007 to the best region in 2013 with a rate of 24.8%. Hhohho and Manzini had slight changes in their unemployment rates between 2007 and 2013 with the former region having an increase from 27.2% to 29% and the latter a decrease from 27.1% to 25.3%. Rural unemployment rate, the higher of the two in each year, increased from 32.7% in 2007 to 35.8% in 2013, a difference of about 3 percentage points. The urban rate declined from 21.9% to 19.4% over this same period.

Table 4.1.3: Unemployment Rate by Region and by Residence - 2007, 2010, 2013

	2007	2010	2013
Region			
Hhohho	27.2	23.2	29.0
Manzini	27.1	22.9	25.3
Shiselweni	30.0	25.4	37.5
Lubombo	31.8	24.3	24.8
All regions	28.2	28.5	28.1
Residence			
Rural	32.7	37.1	35.8
Urban	21.9	16.7	19.4
All locations	28.2	28.5	28.1

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

There is a sharp divide amongst the SADC countries for which data is available with respect to their unemployment rates between 2011 and 2013 (Table 4.1.4). Four countries, including Swaziland, had unemployment rates of over 20% whilst the other 9 countries had rates of less than 10%. This may be due to possible differences in the concept of employment used in their surveys

with the former group restricting employment to only income-generating work. Amongst those with the high rates of over 20%, Swaziland had the second highest rate. Efforts are needed to standardize the unemployment rates published in the sub-region in order to carry out meaningful cross-country comparisons.

Table 4.1.4: Unemployment Rates in some SADC countries, 2011 - 2013

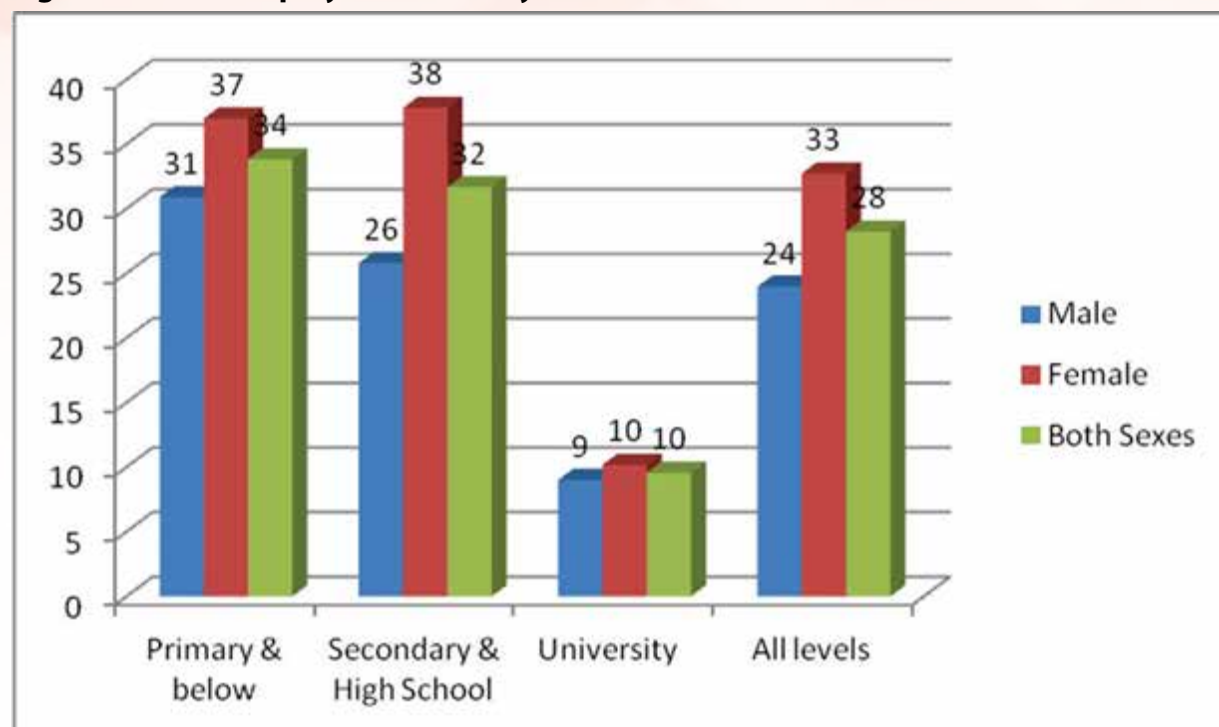
Country	%	Year
Botswana	20.0	2013
Democratic Republic of Congo	7.2	2012
Madagascar	3.6	2012
Malawi	7.6	2012
Mauritius	8.0	2013
Mozambique	7.5	2012
Namibia	29.6	2013
Seychelles	4.1	2011
South Africa	24.7	2013
Swaziland	28.1	2013
United Republic of Tanzania	3.5	2012
Zambia	7.8	2012
Zimbabwe	4.0	2012

Source: SADC Statistics Yearbook, 2013

The trend in unemployment rate by levels of educational attainment follows the expected pattern with high values of this rate at low levels of educational attainment (Figure 4.1.2). The high rate of over 9% for university graduates,

irrespective of sex, is worth noting. Females had consistently higher unemployment rates than their male counterparts at each level of educational attainment.

Figure 4.1.2: Unemployment rates by Educational attainment and Sex (LFS 2013)



Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

Although there is little difference in the unemployment rates between literates and illiterates (Table 4.1.5), the interesting phenomenon is the difference in patterns between the sexes. Whilst male illiterates had a higher rate of unemployment than their literate counterparts (26.1% as against 24.3%) the opposite held for the females. The

unemployment rate of literate females was higher than that of the illiterate females. It could be that the female illiterates made a greater effort to work than the male illiterates. Nevertheless, the female rates were consistently higher than those of the males for both the literates and the illiterates.

Table 4.1.5: Unemployment rate by Literacy level and Sex.

Literacy level	Sex		Both sexes
	Male	Female	
Literate	24.3	32.4	28.2
Illiterate	26.1	29.8	27.8
All levels	24.4	32.2	28.2

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

Almost three-quarters of the unemployed population have had long continuous periods of unemployment of 12 months or more (Table 4.1.6). This identifies the unemployment

challenge as structural rather than short-term. The economy has been failing over a long period to provide jobs for those looking for work.

Table 4.1.6: % Distribution of unemployed persons by Duration of unemployment and by Sex.

Duration of unemployment	Sex		Both sexes
	Male	Female	
Less than 6 months	17.4	16.6	17.0
6 to 12 months	5.8	8.8	7.5
12 months and over	75.4	74.2	74.7
Not Stated	1.4	0.4	0.8
All unemployed	100.0	100.0	100.0
	37,243	45,863	83,106

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

4.3 Labour Slack

These are the other two groups of underutilized labour, namely, those in time-related underemployment and the discouraged workers. In LFS 2013, only persons in part-time employment (working less than 36 hours per week) were in fact identified. Although this group included persons in time-related underemployment, it also included persons in voluntary part-time work who did not want to work extra hours. From the point of view of the economy, however, the short-fall in time worked even by persons in this latter group still represented labour that is employed but underutilized. Moreover the likelihood of part-time employed persons in Swaziland who would not want to work extra hours if possible is low.

4.3.1 Part-time employment

Just over 20% of employed persons in Swaziland were in part-time work (Table 4.2.1). There were only slight regional differences ranging from 25% in Hhohho to 20% in Manzini but the rates of part-time employment for females were significantly higher than those for males across all of the regions. Overall, the national rate for part-time employment amongst female employed workers was 29% compared to only 17% for male workers. Part-time employment is also largely a rural phenomenon with a rate of 32% for rural workers compared to only 13% for urban workers.

Table 4.2.1: Proportion of employed persons working less than 36 hours a week by Region and Residence, and by Sex

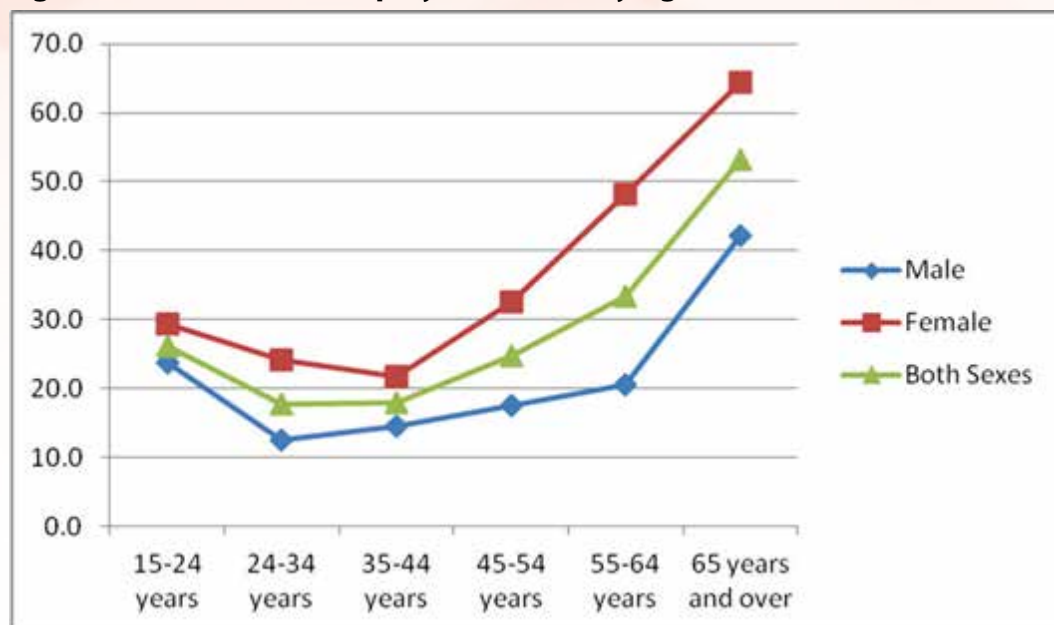
	Sex		Both Sexes
	Male	Female	
Regions			
Hhohho	20.4	29.8	24.6
Manzini	15.1	25.0	19.9
Shiselweni	15.2	33.9	24.0
Lubombo	14.9	32.6	21.7
All regions	16.5	28.7	22.1
Residence			
Rural	24.3	41.5	32.2
Urban	9.7	16.8	12.9
All locations	16.5	28.7	22.1

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

In terms of age, part-time employment has a U-shape, somewhat relatively high at younger ages and very high at older ages (Figure 4.2.1). Again, the female rates were consistently higher across

all age groups than the male rates, reaching a very high value of over 60% for ages 65 years and over.

Figure 4.2.1: Part-time employment rates by Age and Sex



Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

4.3.2 Discouraged job-seekers

These were persons without work, wanting and available to work but were not looking for work during the four weeks prior to the interview because they believed no work was available, having looked in vain prior to this period. The distribution of these persons across regions (Table 4.2.3) shows they were concentrated mainly in Manzini and Hhohho. Twice as many were in rural compared to urban areas. The patterns were the same for each sex. These

situations are not surprising given the distributions of the working age population. For the age distribution, a surprisingly higher percentage of discouraged job-seekers was in the age range 55 years and over (9.3%) relative to their share of the working age population. These probably were age-challenged persons who might have lost their jobs, would love to work again but were not looking because they knew employers would be reluctant to hire them for age reasons and it would be difficult to start a new business due to their age.

Table 4.2.2: % Distribution of Discouraged persons by Region, Residence and Age group, and by Sex.

	Sex		Both Sexes
	Male	Female	
Discouraged	30,965	38,045	69,010
Regions			
Hhohho	30.4	31.8	31.2
Manzini	36.4	38.0	37.3
Shiselweni	14.3	11.6	12.8
Lubombo	18.8	18.6	18.7
All regions	100.0	100.0	100.0
Residence			
Rural	64.4	62.3	63.3
Urban	35.6	37.7	36.7
All locations	100.0	100.0	100.0
Age group			
15-24 years	33.3	32.3	32.7
24-34 years	35.1	36.2	35.7
35-44 years	12.5	13.9	13.3
45-54 years	8.0	9.9	9.0
55-64 years	6.8	5.5	6.1
65 years and over	4.3	2.3	3.2
All ages	100.0	100.0	100.0

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

4.4 Former Relaxed Unemployed

The combination of the unemployed and the discouraged job-seekers constitute the group formerly referred to as the 'relaxed unemployed' in the previous international standards on employment statistics. The relaxed unemployment rate is computed as the percentage of the extended labour force that were in relaxed unemployment, where the extended labour force consists of all those in the labour force and those who are discouraged workers. Many developing countries, including Swaziland, preferred this measure of unemployment as being closer to their reality with respect to unutilized labour. However in the recent standards on measurement of work, employment and unemployment, it is recognised only as one of the alternative measures of labour under-utilisation.

Table 4.3.1 presents the (formerly) relaxed unemployment rates for different region, residence and sexes. The national relaxed unemployment rate is 41.8%, an increase from the (strict) unemployment rate of 28.1% in Section 4.1. Across the regions, Shiselweni and Hhohho continue to have the highest rates for relaxed unemployment, as they did for strict unemployment. The situation was particularly dramatic for females in Shiselweni with over 50% of the extended labour force in relaxed unemployment. The national relaxed unemployment rate for females (46.5%) was higher than for the males (37.1%), a slightly wider gap than for strict unemployment. In rural areas, over 61% of the extended labour force was in relaxed unemployment as compared to 26% in urban areas. This is a much wider rural/urban gap (35%) than for strict unemployment (16%), indicating the relative sizes of discouraged job-

seekers between the two areas. Although the rural rate of relaxed unemployment for males was much higher than for their urban counterparts

(55% to 22%), the female situation was much worse with almost 68% in relaxed unemployment in rural areas as compared to 28% in urban areas.

Table 4.3.1: (Former) Relaxed Unemployment rate by Region, Residence and Age-group, and by Sex.

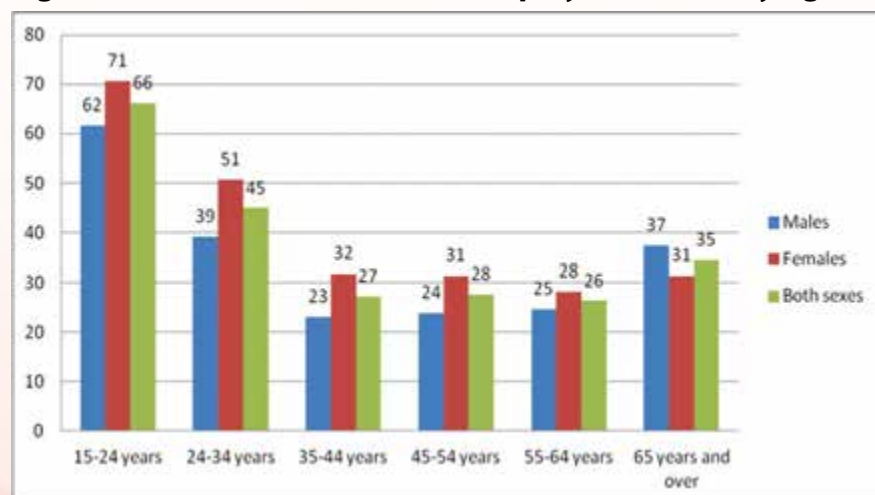
	Sex		Both Sexes
	Male	Female	
Relaxed Unemployed persons	183767	180534	364301
Regions			
Hhohho	38.8	49.0	43.8
Manzini	35.5	42.7	39.3
Shiselweni	44.4	50.5	47.5
Lubombo	32.2	47.6	39.1
All regions	37.1	46.5	41.8
Residence			
Rural	22.2	29.7	25.9
Urban	55.1	67.7	61.2
All locations	37.1	46.5	41.8
Age group			
15-24 years	61.6	70.6	66.2
24-34 years	39.2	50.7	44.9
35-44 years	23.0	31.7	27.2
45-54 years	23.8	31.3	27.6
55-64 years	24.6	28.2	26.3
65 years and over	37.4	31.3	34.5
All ages	37.1	46.5	41.8

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

The age distribution of the (former) relaxed unemployment rate (Figure 4.3.1) shows very high values for persons of young age (below 24 years) for both sexes, with female young persons

hitting a rate of 71% unemployment! The values decline with age up to age 55 years when they again go up.

Figure 4.3.1: (Former) relaxed unemployment rates by Age and Sex

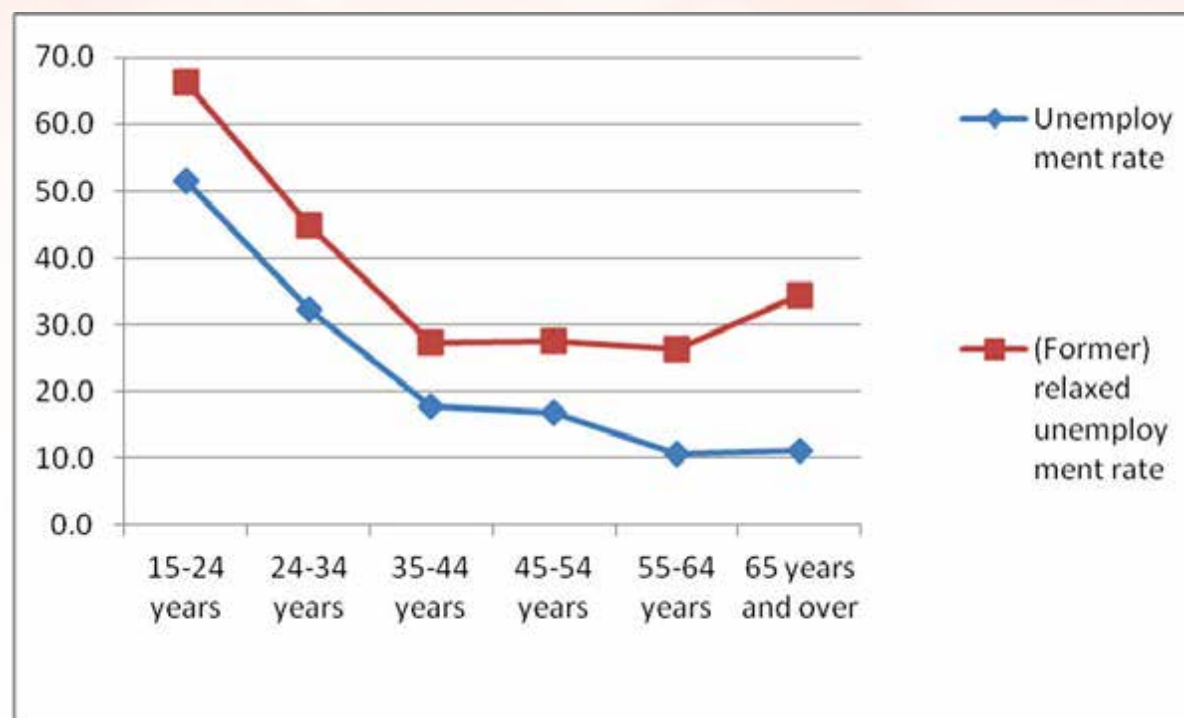


Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

A comparison of the unemployment rate and the (former) relaxed unemployment rate across age groups is given in Figure 4.3.2. The downward trends at the younger ages are similar but, after levelling off at the age range 35 to 54 years, the

former resumes a downward trend whilst the latter climbs up. The implication of this is the particular impact of discouraged job-seekers amongst the older ages.

Figure 4.3.2: Rates of unemployment and (former) relaxed unemployment by Age



Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

Unlike the unemployment rate that stayed relatively constant over the period 2007 to 2013, the (former) relaxed unemployment rate increased over this period (Table 4.3.2). This trend

was repeated in each region, except Lubombo which experienced a decreasing trend. The urban and rural rates went initially down in 2010 but rose again in 2013.

Table 4.3.2: (Former) Relaxed Unemployment Rate by Region and by Residence - 2007, 2010, 2013

	2007	2010	2013
Region			
Hhohho	36.30	42.30	43.81
Manzini	34.50	37.60	39.26
Shiselweini	43.10	45.60	47.46
Lubombo	45.20	40.90	39.08
All regions	38.00	40.60	41.76
Residence			
Rural	52.00	51.20	61.25
Urban	30.00	23.60	25.92
All locations	38.00	40.60	41.76

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

4.5 Labour underutilization

As mentioned earlier, labour underutilization is the combination of unemployed persons, discouraged job-seekers and persons in part-time employment (in lieu of time-related underemployment). The rate of labour underutilization is obtained by dividing the number of persons in labour underutilization by the extended labour force, as defined in Section 4.3 above.

The overall labour underutilization rate in the economy was about 55%, which is almost twice the unemployment rate (Table 4.4.1). This near doubling of the unemployment rate was also the case for the urban/rural and male/female

estimates of labour underutilization. Compared to the (former) relaxed unemployment rate, the increase in the overall labour underutilization rate was about 13 percentage points. Examined across regions, Shiselweni and Hhohho continued to be the worst regions but there was a slight change in the gender differentials. Whilst for females the worst regions were Shiselweni and Lubombo, for males they were Shiselweni and Hhohho. Not much changed for the rural rates, but there was a noticeable increase for urban areas of about 15 percentage points from the (former) relaxed unemployment rate of 26%. This increase in rates in the urban areas translated also to increases in the rates for males and females in these areas, especially the latter.

Table 4.4.1: Labour underutilization rate by Region, Residence and Age, and by Sex

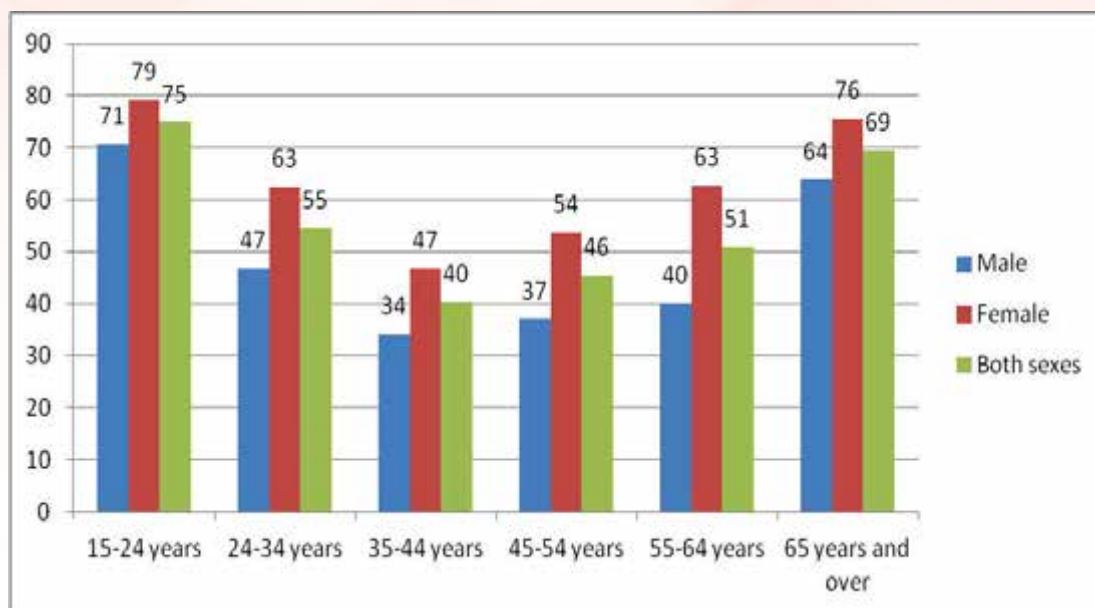
	Sex		Both Sexes
	Male	Female	
Regions			
Hhohho	51.4	64.2	57.6
Manzini	45.2	56.9	51.3
Shiselweni	52.8	67.3	60.1
Lubombo	42.3	65.0	52.4
All regions	47.5	61.9	54.6
Residence			
Rural	59.0	72.8	66.0
Urban	33.7	48.0	40.7
All locations	47.5	61.9	54.6
<i>Sour</i>			

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

The values of the labour underutilization rate across age groups reveal that a particular challenge existed for persons in the older age ranges (Figure 4.4.1) whose levels were almost as

high as the persons in the youngest age group. In fact the distribution is a U-shaped curve and this consistently so for both sexes.

Figure 4.4.1: Labour underutilization rates by Age and Sex



Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

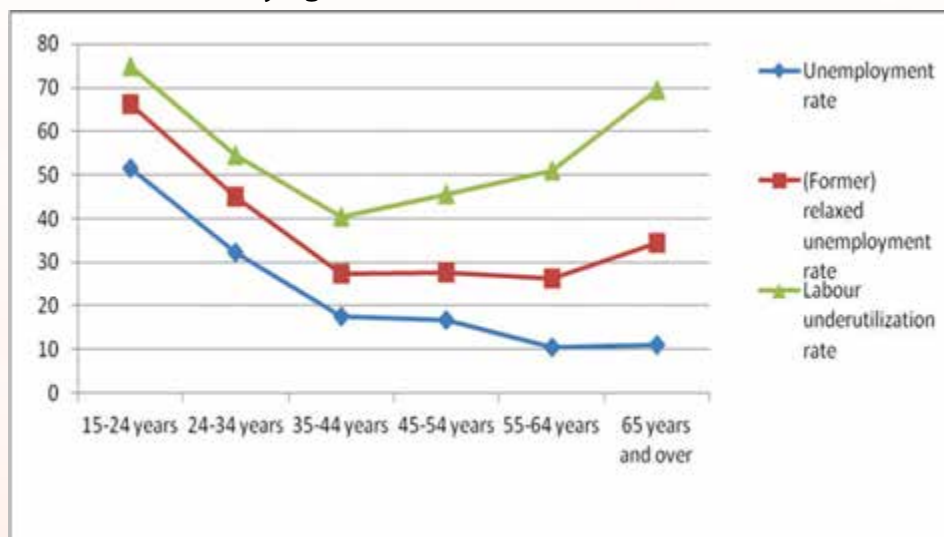
Comparing the three different measures of labour underutilization - the unemployment rate, the (former) relaxed unemployment rate and the labour underutilization rate – it can be deduced that (Figure 4.4.2):

- a) the trends are similar for younger age groups, going downwards with age;
- b) the extremely high value for labour underutilization for the youngest age group (73%);

- c) the changes in trends from age 45 years: The unemployment rate continued to fall, the (former) relaxed unemployment rate first stabilized and then increased moderately whilst the labour underutilization rate took a sharp upward turn.

It would seem that discouragement and insufficient hours of work played a significant role for the labour utilization of the older age groups.

Figure 4.4.2: Rates of unemployment, (former) relaxed unemployment and labour underutilization by Age



Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

Chapter 5: Decent work – low pay, job security and other indicators

5.1 Introduction

Decent work can be described as access to full and productive employment with rights at work, social protection, and the promotion of social dialogue for both women and men. These form the four strategic pillars of the decent work agenda. Decent work is central to sustainable poverty reduction and is a means for achieving equitable, inclusive and sustainable development.

The Decent Work indicators framework, presented to the 18th International Conference of Labour Statisticians (ICLS) in December 2008, covers ten substantive elements corresponding to the four strategic pillars of the Decent Work Agenda: employment opportunities; adequate earnings and productive work; decent working time; combining work, family and personal life; work that should be abolished; stability and security of work; equal opportunity and treatment in employment; safe work environment; social security; and, social dialogue, employers' and workers' representation.

Amongst the selected indicators are low pay rate and job security, which are discussed in the next two sections. In the final section, an overview of decent work in Swaziland based on all the indicators for which data is available in LFS 2013 is presented.

5.2 Low payrate

An essential element of decent work is that it should provide workers with adequate income. Persons with low pay are defined as those whose monthly income is less than two-thirds of the median monthly income of full-time (working 40 to 48 hours per week) employed persons. As so defined, this indicator departs from that approved by the ICLS in that it includes all employed and not just employees and it is based on monthly instead of hourly income.

An analysis of this indicator across time using time-series data would have yielded some indication on whether pay rate has been improving, albeit noting that as a relative indicator the same changes across the earnings distribution would not be detected. However, this is not possible as this indicator was not produced in the previous surveys. So the analysis below concentrates on comparing low-pay incidence between different groups of workers.

From Table 5.2.1, over 43% of employed persons in Swaziland were low paid. Women workers were disproportionately low paid as compared to their male counterparts (54% to 35%), which is typically the case in many countries. This was also the case for rural employed as compared to the urban workers (55% to 32%). Over 58% of employed persons in Shiselweni were low paid, by far the highest rate amongst all the regions

Table 5.2.1: Proportion of employed persons who are low paid by Region and Residence, and by Sex

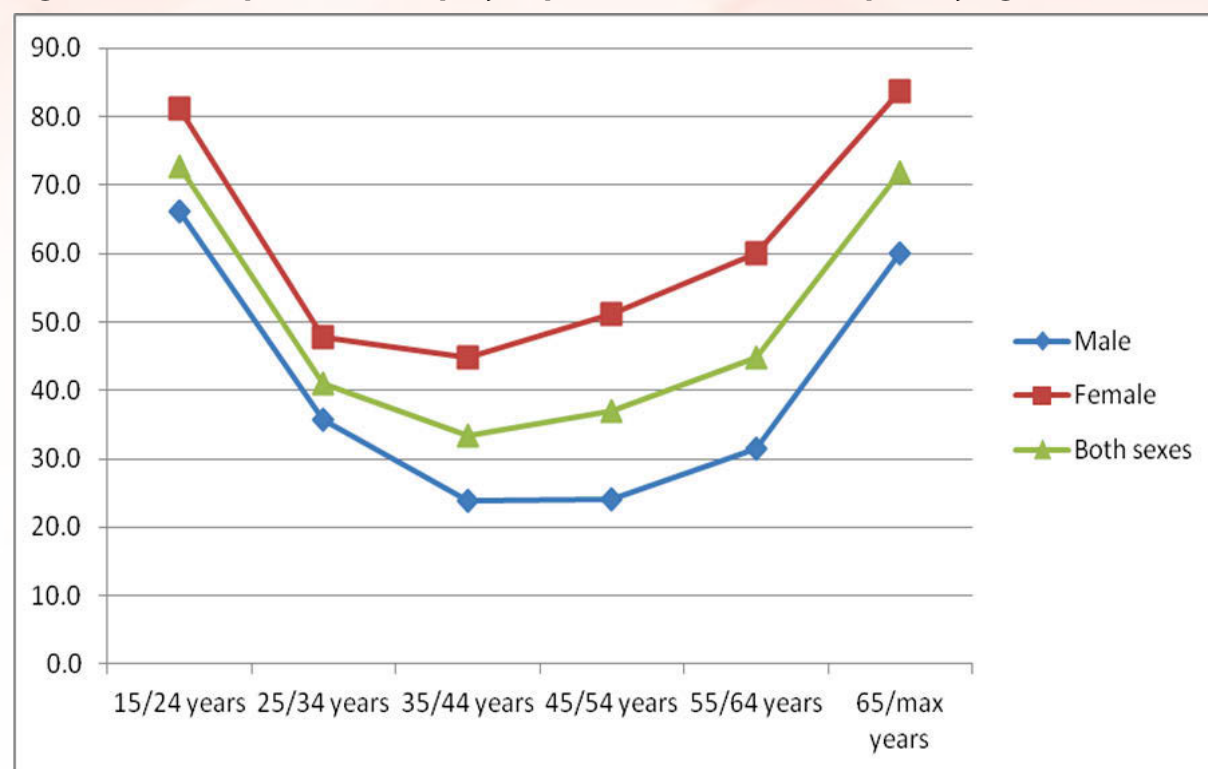
Region	Male	Female	Both sexes
Hhohho	34.3	46.8	39.8
Manzini	31.6	51.1	41.2
Shiselweni	48.6	69.1	58.3
Lubombo	31.9	57.2	41.5
All regions	34.7	53.5	43.2
Residence			
Rural	46.2	65.6	55.2
Urban	24.4	42.2	32.4
All locations	34.7	53.5	43.2

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

The age patterns in Figure 5.2.1 indicate that the incidence of low pay was particularly high at each end of the age spectrum, reaching levels as high as 80%. The U-shapes are similar for both sexes,

but the male rates were always substantially lower than the female equivalents for each age group.

Figure 5.2.1: Proportion of employed persons who were low paid by Age and Sex



Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

Examining the incidence of low pay across occupations (Table 5.2.2) reveals that skilled agricultural workers, those in elementary occupations (typically domestic workers) as well as craft workers had values of 71%, 63% and 58% respectively. These then were the low-paying jobs. There was a gender dimension to these

occurrences with female service workers having a rate of 64%, which was almost twice the equivalent male rate. The only instances when the female rates were lower than those for the males were for clerical workers and professionals, and then only very slightly. The management rates for the two sexes were close.

Table 5.2.2: Proportion of employed persons who were low paid by Occupation and Sex

Occupation	Sex		
	Male	Female	Both sexes
Management	15.0	21.1	17.0
Professionals	8.7	7.1	7.8
Technicians and associate professionals	20.8	46.2	29.3
Clerical support workers	15.5	14.9	15.1
Service and sales workers	35.2	64.2	51.6
Skilled agricultural forestry fishery workers	68.5	78.5	71.2
Craft and related trades workers	44.0	80.7	58.1
Plant and machine operators and assemblers	25.4	44.7	27.6
Elementary occupations	48.2	75.6	63.0
All occupations	34.6	53.5	43.2

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

Not unexpectedly, domestic workers (Activities of households as employers) had the highest incidence of low pay with a value of over 90%, consistently for both sexes. Other low paying sectors were agriculture and trade. It would seem that the vast majority of jobs in these sectors

cannot be classified as decent work. The only instance when the incidence of low pay for female workers was lower than for the males was in administration. Big differences in rates between male and female workers occurred in industry and trade sectors.

Table 5.2.3: Proportion of employed persons who were low paid by Grouped Industry and Sex

Industry	Sex		
	Male	Female	Both sexes
Agriculture	44.6	67.9	51.9
Industry	32.5	66.4	43.8
Trade	37.0	66.8	54.2
Transportation & Accommodation	31.1	47.8	35.9
Finance, ICT, Real estate	16.7	20.9	18.9
Administration	22.6	16.0	20.4
Activities of households as employers	88.6	92.5	91.2
Education, Health and Remaining services	17.5	25.8	22.3
All industries	34.6	53.7	43.3

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

5.3 Job security

Assessing the extent to which employed persons have some form of security in their work permits the differentiation between those jobs characterized by a degree of relative stability and those with little or no expectation of a long-lasting employment relationship. The aspect of job security that is addressed in this section is that of the duration and nature of job contracts. It should be noted, however, that short-term contracts may be renewed or renewable with the same employer over a long time period and so the person can be said to have a stable contract even if the duration is short. It is assumed that the number of such persons in Swaziland is likely to be small.

There are two areas of interest:

- The extent of written contracts, which by their nature are expected to be stable and so to afford employed persons many employment rights.

- The **precarious employment rate (PER)** measured in terms of the share of the employed whose contract of employment, whether verbal or written, is of relatively short duration.

Progress in this dimension of decent work is in the form of high levels of written contracts and low levels of PER. Analysing the differences by sex for these components is valuable for understanding the gender dimension of job security. Also employment in industries such as agriculture and construction may involve seasonal work, which makes it important to analyse the indicators by industry. Certain types of jobs such as casual jobs or elementary occupations sometimes imply working in substandard conditions; hence the analysis below by occupation.

Table 5.3.1: % Distribution of employed persons, PER by Region, Sex and Residence, and by Job security

	Duration						All employed	PER	
	Unlimited		≥ 12 months		< 12 months				
	Written	Verbal	Written	Verbal	Written	Verbal			
Region									
Hhohho	29.3	33.3	30.4	0.0	2.6	4.4	100.0	28,053	7.0
Manzini	34.8	42.2	20.1	1.5	1.4	0.0	100.0	50,151	1.4
Shiselweni	14.9	48.5	15.4	2.3	16.0	2.9	100.0	13,366	18.9
Lubombo	22.8	17.1	18.6	1.0	19.5	21.0	100.0	27,020	40.4
Total	28.5	35.1	21.7	1.1	7.5	6.1	100.0	118,590	13.6
Sex									
Male	27.9	35.1	20.1	1.0	8.8	7.0	100.0	65,071	15.9
Female	29.2	35.2	23.6	1.2	5.8	5.0	100.0	53,519	10.8
Both sexes	28.5	35.1	21.7	1.1	7.5	6.1	100.0	118,590	13.6
Residence									
Rural	29.1	43.6	14.6	1.0	5.6	6.1	100.0	56,403	11.7
Urban	28.0	27.4	28.1	1.2	9.1	6.2	100.0	62,186	15.3
All locations	28.5	35.1	21.7	1.1	7.5	6.1	100.0	118,590	13.6

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

From Table 5.3.1, a large percentage of employed persons in Swaziland have written contracts (58%), including even those with short term contracts (8%). There is some regional variation with Hhohho having the highest rate of 62% and Shiselweni the least rate of 46%. Gender differentials do not exist for this indicator. Sixty-five percent of urban employed persons had written contracts. The overall PER rate of 13.6% of employed persons with precarious employment (PER) was high. Differences in this rate did exist

across regions, sex and residence. The rate was as high as 40% in Lubombo though only 1.4% in Manzini. Male workers and those in urban areas were worse off in exposure to precarious employment than their complementary counterparts. It would seem then that although with respect to good conditions of work implied in written contracts, the situation in Swaziland is favourable the risk of precarious employment is still high in some places and for some groups.

Table 5.3.2: % Distribution of employed persons, PER by Grouped occupation and Job security

	Duration						All employed	PER	
	Unlimited		≥ 12 months		< 12 months				
	Written	Verbal	Written	Verbal	Written	Verbal			
Occupation									
Management	27.2	34.0	28.8	2.7	2.6	4.8	100.0	6,246	7.3
Skilled labour	29.8	34.6	23.2	1.1	6.9	4.4	100.0	76,601	11.3
Unskilled labour	26.2	36.1	17.3	0.9	9.4	10.1	100.0	36,171	19.5
All employed	28.5	35.1	21.7	1.1	7.5	6.1	100.0	119,018	13.6

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

With respect to occupation (Table 5.3.2), there was not much difference in the incidence of written contracts with management and skilled labour having about 60% and unskilled had 53% of these. Something of some interest was the high rate of written contracts of short duration, especially for unskilled labour (10%). The PER values were however quite different. Almost 20%

of unskilled labour was in precarious employment as compared to only 7% of workers in management. The type of job done could therefore increase the risk of precarious employment even though the prevalence of written contracts implied some labour law protection is available.

Table 5.3.3: % Distribution of employed persons, PER by Grouped industry and Job security

Industry	Duration						All employed	PER	
	Unlimited		≥ 12 months		< 12 months				
	Written	Verbal	Written	Verbal	Written	Verbal			
Agriculture	18.9	32.2	23.3	0.7	16.9	8.0	100.0	18,184	24.9
Industry	27.6	36.8	17.5	0.1	7.0	10.8	100.0	19,692	17.9
Services	30.8	35.5	22.2	1.4	5.4	4.6	100.0	80,088	10.1
Total	28.4	35.2	21.6	1.1	7.5	6.2	100.0	117,964	13.6

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

A surprisingly high percentage of agricultural workers did have written contracts (59%), especially those with short term contracts (17%) – Table 5.3.3. However, the precarious employment rate in agriculture was quite high (25%). Thus, once again, there are mixed messages with respect to this dimension of decent work in this sector. Written contract rates were also high in the other two sectors, over 50%. Services had the lowest PER of 10%, again somewhat surprising.

5.4 Some aspects of decent work

The analysis in this report covers 5 out of the 10 substantive elements of decent work, although not all the relevant 32 indicators are available. Table 5.4.1 presents the values of 18 of these indicators plus two of the context indicators as well as references to further discussions in the report.

On the substantive element, 'Employment opportunities', apart from the high percentage of paid employment (79%) the other indicators point to a relatively poor situation in the provision of decent jobs for the working age population – only 36% of this population had employment. Underutilized labour stood at 55%, with an unemployment rate (complete absence of work) of 28%. The situation of the youths aged

15 to 24 years was not much better and even slightly worse. Only 13% of the population had access to jobs. The labour of almost 80% of the extended labour force was underutilized with 52% completely without work even though they were looking for work and available to do it if one was found.

With respect to the element 'Adequate earnings', a high percentage of 43% of the employed was low paid. The average (median) monthly earnings of workers were E1600 with skilled agricultural workers getting only E800. Youths aged 15 to 24 years received monthly average earnings of E750, less than half the average monthly earnings of all workers.

There are challenges at both ends of the working time distribution regarding the element 'Decent working time'. Over 40% of the employed population had excessive hours of work, more than 48 hours a week, whilst 20% were in part-time employment (less than 36 hours a week). This latter figure can be considered as an estimate of time-related underemployment.

The assessment of the element 'Stability and security at work' was done in terms of written contracts, implying 'good jobs', and the precarious employment rate suggesting

unstable employment. The scorecard was good on the first and poor on the second with rates of 58% of the employed population with written contracts and 14% in precarious employment.

'Equal opportunity and treatment in employment' is the key gender substantive element of decent work. Whilst there seemed to be less segregation in occupations (Duncan index of 0.25), women's access to top jobs was

estimated at only 32% and the gender wage gap was 40%. A situation somewhat mixed but with still major challenges in working towards this target.

Thus in all, based on the substantive elements and indicators for which data was analysed from the LFS 2013, Swaziland's progress towards decent work has occurred but at a very slow rate.

Table 5.4.1: Selected decent work indicators from LFS 2013

Elements	Indicators	National value and reference
Employment opportunities	Employment-to-population ratio	36%; Chapter 3, §3.1.1
	Labour force participation rate	50.4%; Chapter 2, §2.1
	Employment by status in employment	79% - Employees, 16% - Own account workers, 4% - Employers, 1.1% - Others; Chapter 3, §3.3.3
	Part-time employment (in lieu of Informal employment)	38%, Chapter 3, §3.6
	Proportion of own-account and contributing family workers in total employment	17%; Chapter 3, §3.3.3
	Unemployment rate	28%; Chapter 4, §4.1
	Unemployment by level of education	34% - Below secondary, 32% - Secondary & High School, 10% - University; Chapter 4, §4.1
	Labour underutilization	55%; Chapter 4, §4.4
	Youth unemployment rate	51.6%; Chapter 6, §6.2
	Low pay rate (below 2/3 of median monthly earnings)	43%; Chapter 5, §5.2
Adequate earnings and productive work	Median monthly earnings in selected occupations	E6,500 – Management and Professionals, E4,000 – Technical and Clerical workers,

		E2,400 – Plant operators, E1,000 – Elementary occupations, E800 – Skilled agricultural workers; E1600 – All workers E750 – Youth (15-24) workers; Chapter 3, §3.5
Decent Working Time	Excessive hours (more than 48 hours per week)	43%; Chapter 3, §3.4
	Part-time employment rate	20%; Chapter 4, §4.2.1
Stability and security of work	Job security	58% - written contracts, 14% - precarious employment rate; Chapter 5, §5.2
Equal opportunity and treatment in employment	Occupational segregation by sex	Duncan's Index = 0.25; Chapter 3, §3.3.1
	Female share of employment in senior and middle management (ISCO88 groups 11 and 12)	32%; Chapter 3, §3.3.1
	Gender wage gap	40%; Chapter 3, §3.5.1
Context	Income inequality (percentile ratio P90/P10)	22.9%; Chapter 3, §3.5.2
	Employment by branch of economic activity	Agriculture = 18%, Industry = 23%, Services = 59%; Chapter 3, §3.3.2

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

Chapter 6: Youth Workers

6.1 Introduction

In Swaziland, the role of youths is important for both economic and socio-political reasons as well as for the stability of the country. This report therefore examines their role in the labour market, one of the most important factors of production.

Although the international definition of youths is persons aged 15 to 24 years, the national definition consistent with that of the African Union is persons aged 15 to 34 years. It is therefore necessary to present results and analysis for both definitions.

6.2 Youth Labour Force

Whichever ways they are defined, the majority of the youths lived in Manzini and Hhohho and in rural areas (Table 6.2.1). This follows the population dynamics. There were about the same numbers of males and females in the youth population. The pattern for the youth labour force was similar to that of the population.

At the national level, 27% of the youths aged 15 to 24 years participated in the labour force, as compared to the rate of 46% for youths aged 15 to 34 years and of 50% for the entire working age population (WAP). Although admittedly some of

the youths (15 – 24 years) were engaged in studies and so out of the labour force, this low youth labour force participation rate (LFPR) of 27%, about half the rate for the full labour force, indicates a serious underutilization of the available youth labour for the production of goods and services in the economy.

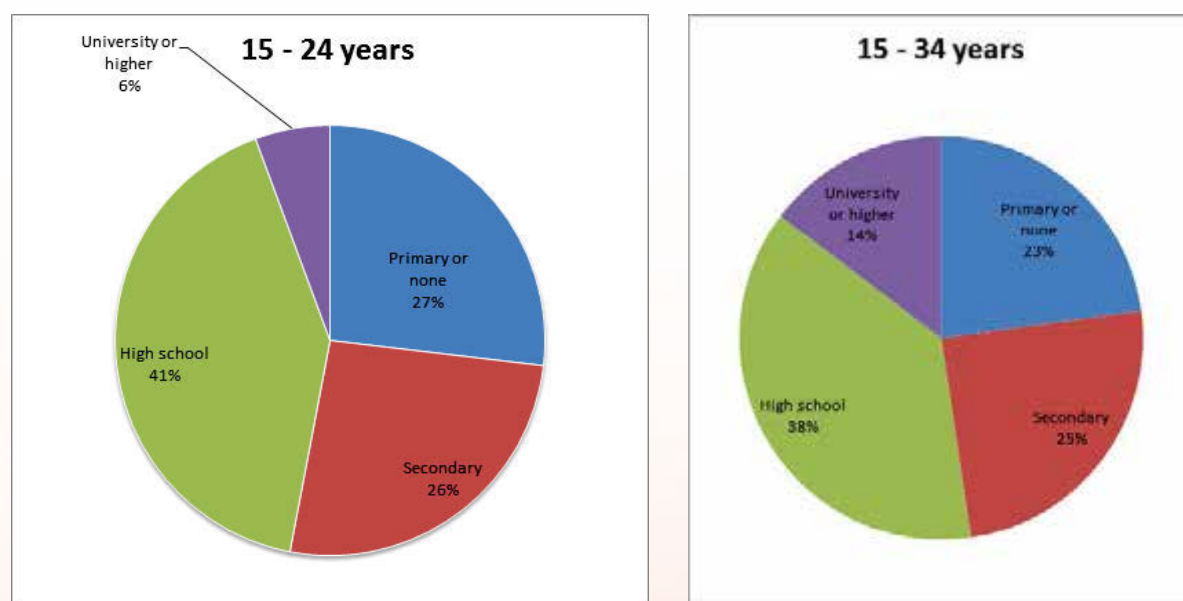
The youth (15 – 24 years) LFPR varied from 25% to 29% across regions with Hhohho having the highest rate. Despite the low volumes of the youth population and of the labour force in Shiselweni and Lubombo, their participation rates are high and not far from those of the other two regions. There were only slight gender differences in participation with a marginally higher male participation rate of 48% to the female 44% for youths aged 15 to 34 years. The rural/urban differentials in participation rates reverse the trend for the population and the labour force. Whilst the rural areas have the larger share for each of these variables, they have lower participation rates in each case. Thus, although over 60% of the youth (15 – 24 years) labour force was in rural areas, only 25% were active in the labour market as compared to the LFPR value of 32% for urban areas. The implication is that the vast majority of these youths are disadvantaged compared to their urban counterparts. This disparity persists even for the youths aged 15 to 34 years, although less so.

Table 6.2.1: % Distribution of Youths (15 - 24 years, 15 - 34 years) in the Population (P) and Labour Force (LF), and the Labour force participation rate (LFPR) by Region, Sex and Residence

	15 - 24			15 - 34		
	P	LF	LFPR	P	LF	LFPR
Region						
Hhohho	26.8	29.0	29.2	27.1	28.1	47.7
Manzini	37.4	38.0	27.4	37.7	38.5	46.9
Shiselweni	18.3	16.7	24.5	17.1	16.3	43.4
Lubombo	17.5	16.4	25.2	18.0	17.1	44.4
All regions	100.0	100.0	27.0	100.0	100.0	46.1
	193882	52269				
Sex						
Male	50.4	50.5	27.0	49.3	51.5	48.1
Female	49.6	49.5	26.9	50.7	48.5	44.1
Both sexes	100.0	100.0	27.0	100.0	100.0	46.1
	193882	52269				
Residence						
Rural	66.2	60.5	24.6	60.6	53.9	40.6
Urban	33.8	39.5	31.6	39.4	46.1	54.7
All locations	100.0	100.0	27.0	100.0	100.0	46.1
	193884	52269		345084	159037	

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

Figure 6.2.1: Distribution of youths (15 - 24 years and 15 - 34 years) in the labour force by Educational attainment



Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

From Figure 6.2.1, the youth labour force was relatively well-skilled with just 27% having only primary education or none (23% for the larger youth group). This position is more favourable than for the full labour force in which the value is 30%. The highest percentage of the youth labour force attained high school whilst 6% (14% for the larger group) had university level education. Such shares portend well for the availability of high level skills in the workforce.

6.3 Employed Youths

From Table 3.1.1, around 25,300 of the 212,000 employed persons were youths aged 15 – 24 years representing about 12% of the employed population. This seemingly low percentage is not surprising as these are the ages persons begin to enter the labour market, looking and sometimes securing jobs. However the corresponding value for the larger youth group, aged 15 to 34 years, was 46% which is a sizeable figure. Thus, from this perspective, the employed population was quite young.

Table 6.3.1: % Distribution of employed youths (15 - 24 years and 15 - 34 years), Employment-to-population ratio (EPR) by Region, Sex and Residence

	Employed youth		EPR	
	15 - 24 years	15 - 34 years	15 - 24 years	15 - 34 years
Regions				
Hhohho	26.6	27.3	13.0	28.5
Manzini	42.1	40.8	14.7	30.6
Shiselweni	13.3	13.7	9.5	22.4
Lubombo	18.0	18.3	13.5	29.1
Total	100.0	100.0	13.1	28.3
	25,308	97,760		
Sex				
Male	55.7	55.6	14.4	32.0
Female	44.3	44.4	11.6	24.8
Both sexes	100.0	100.0	13.1	28.3
	25,308	97,760		
Residence				
Rural	67.8	45.3	14.2	21.0
Urban	32.2	54.7	13.2	39.8
Total	100.0	100.0	13.9	28.3
	25,308	97,760		

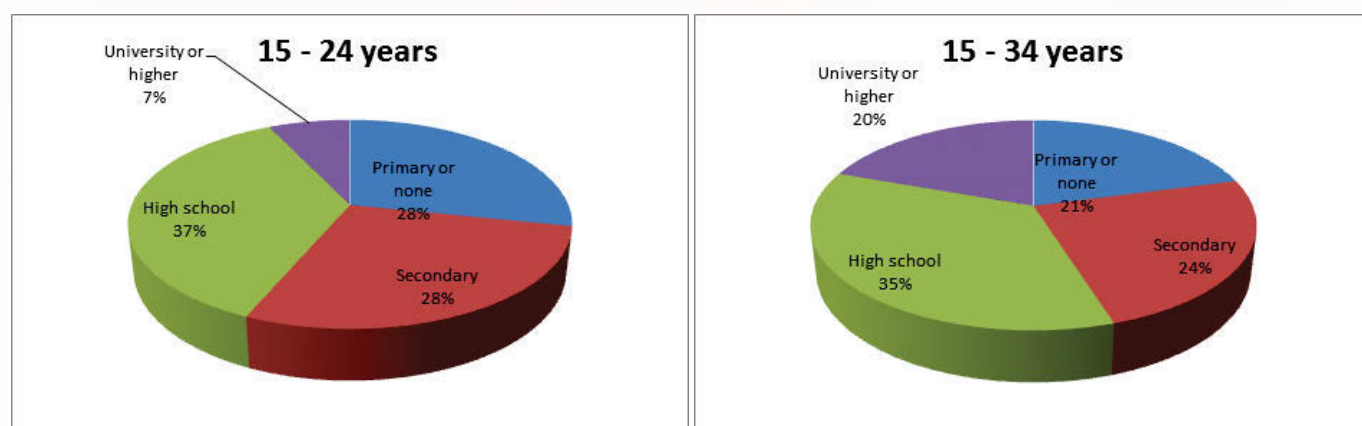
Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

The regional distributions of the employed populations for both youth groups follow closely those of the labour force (Table 6.3.1). Thus the employment share of the regions was in fact dictated by their labour force shares. The distributions by residence, however, show patterns that are different depending on which youth group is used. In the larger youth group, aged 15 to 34 years, a bigger proportion of the youth employed were in urban areas (55%) whilst for the other youth group aged 15 to 24 years the

opposite was true, with only 32% of the youth employed in urban areas. Thus it would seem that as youths got older, going beyond age 24 years, they migrated and found jobs in urban areas.

The distributions of the employed youths in Figure 6.3.1 are quite similar to those obtained for the youth labour force. Thus, those employed had similar skills to those in the labour force, which means that these skills were also the same for the youth unemployed population.

Figure 6.3.1: Distribution of employed youths (15 – 24 years and 15 – 34 years) by Educational attainment

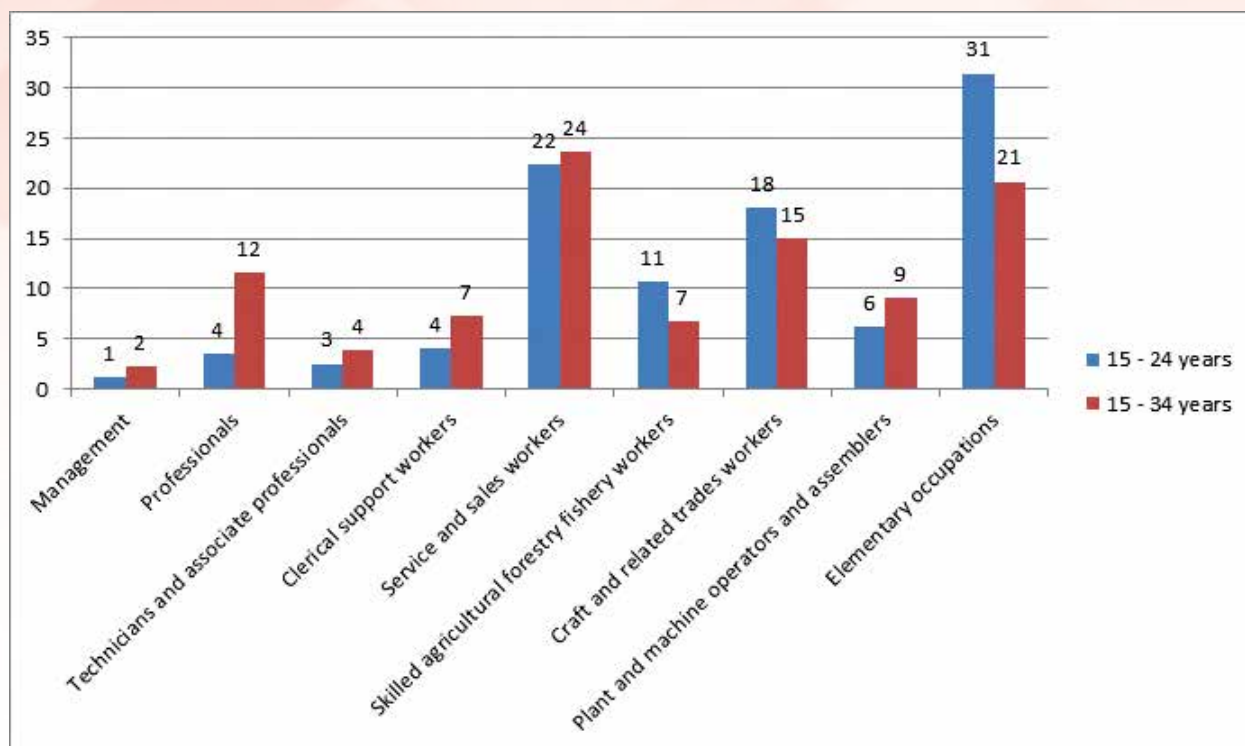


Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

The occupational distributions of the youth employed population are in Figure 6.3.2. Not surprisingly, the youths aged 15 to 24 years, had occupations predominantly at the lower end of the occupational ladder. In particular, they have high shares in those occupations that are not skill-demanding such as elementary occupations (domestic work mainly) with 31%, service work with 22% and as craft workers (18%). The pattern for the youths aged 15 to 34 years was quite close

to that of the entire employed population. Although not shown in the Figure, there was some evidence of occupational segregation, but this was not intense. Relative to the male youths, female youths tended to congregate in service and elementary occupations whilst the male youths were more prevalent in skilled agriculture, as craft workers but also in elementary occupations.

Figure 6.3.2: Occupational distributions of employed youths (15 to 24 years and 15 to 34 years)



Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

6.4 Youth Labour Underutilization

An estimated 27,000 youths aged 15 to 24 years were unemployed, representing 32% of the overall unemployed population. These were youths without work, who had looked for work during the 4 weeks prior to the interview and would have been able to take up a job if one had been offered during the reference week. For youths aged 15 to 34 years, the corresponding percentage was 73%, almost two-thirds of the unemployed population. Although understandably youths are at the entry level of the labour market and so should experience higher levels of unemployment, these numbers pose a challenge.

The overall unemployment rate for youths aged 15 to 24 years was 51.6% (Table 6.4.1). This value is less than twice the national rate of 28.1% and so is within the expected rule of thumb range for the ratio of youth to national unemployment rates. The expectation is that if this ratio is over two the youth unemployment situation is serious and if it is over three the situation is severe. It should be appreciated that this is a relative assessment of

the seriousness of youth unemployment against that at national level. Except for urban areas, where the youth rate is just over twice the national urban rate, in all other cases the ratios were less than 2. So, on this basis, the youth unemployment situation at the national level as well as for various sub-groups, except urban areas, was not serious relative to the national unemployment situation. The very high levels however create some cause for concern.

The distributions of the unemployed population across regions fairly much followed the labour force and population dynamics (Table 6.4.1). The situation is different for the unemployment rates. Shiselweni has the highest rate of 61% for the youths aged 15 to 24 years, compared to their share of only 20% of the youth unemployed population. No gender differences were perceptible on their own or within the various categories of regions and residence. Youth unemployment was a rural challenge with almost two-thirds of the unemployed population in these areas and unemployment rates of 58% for youths aged 15 to 24 years.

Table 6.4.1: % Distribution of unemployed youths (15 - 24 years and 15 - 34 years), Unemployment rate by Region, Sex and Residence,

Regions	Unemployed population		Unemployment rate	
	15 - 24	15 - 34	15 - 24	15 - 34
Hhohho	31.3	29.5	55.6	40.4
Manzini	34.2	34.8	46.4	34.9
Shiselweni	19.8	20.4	61.2	48.3
Lubombo	14.8	15.3	46.6	34.4
All regions	100.0	100.0	51.6	38.5
	26,961	61,276		
Sex				
Male	45.6	44.8	46.6	33.5
Female	54.4	55.2	56.7	43.8
Both sexes	100.0	100.0	51.6	38.5
	26,961	61,276		
Residence				
Rural	67.8	67.6	57.9	48.3
Urban	32.2	32.4	42.0	27.1
All locations	100.0	100.0	51.6	38.5
	26,961	61,277		

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

About 50,000 youths aged 15 to 24 years were in relaxed unemployment, as defined in Chapter 1, making up about 13% of the overall relaxed unemployed population. This is a much lower relative proportion than that based on the strict unemployment definition. This signifies that the incidence of discouraged workers was far greater in the general population than for the youth population, which re-affirms the findings in §4.2.2 of Chapter 4. The distribution by region followed the same pattern as those obtained using the strict unemployment definition. The overall relaxed unemployment rate was 66.2% for the youths aged 15 to 24 years. So the available labour of almost two-thirds of the youth labour force aged 15 to 24 years was not utilized, which

should give cause for some concern. The values of the relaxed unemployment rate across the regions send out the same message as for the strict unemployment rate. Once again, the female youths aged 15 to 24 years were in a relative worse position than their male counterparts. They had a higher relaxed unemployment rate with a value of 71% compared to the male rate of 62%. Although urban areas had about half as much of the youth relaxed unemployed population as the rural areas, their relaxed unemployment rate of 60% was quite high and not far from the 70% in the rural areas. This again points to the urban areas as the major location challenge for youth unemployment.

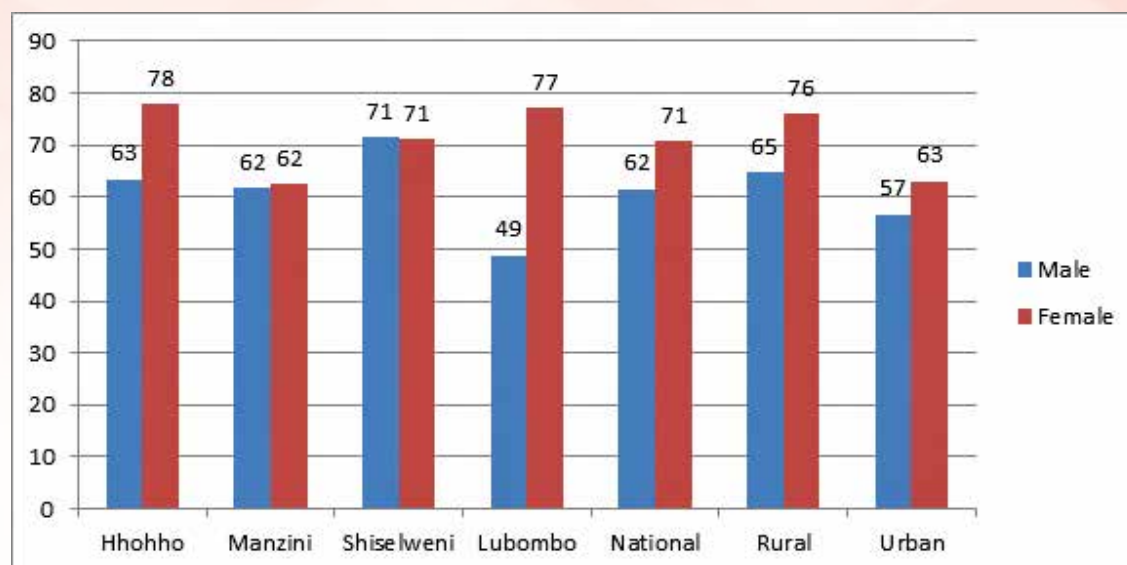
Table 6.4.2: % Distribution of (former) relaxed unemployed youths (15 - 24 years and 15 - 34 years), (former) relaxed unemployment rate by Region, Sex and Residence

Region	Relaxed unemployed		Relaxed unemployment rate	
	15-24	15-34	15-24	15-34
Hhohho	32.7	30.7	70.7	55.5
Manzini	35.2	35.6	62.1	49.2
Shiselweni	16.9	17.1	71.3	58.1
Lubombo	15.1	16.6	62.2	50.2
All regions	100.0	100.0	66.2	52.6
	49,532	108,479		
Sex				
Male	45.6	44.8	61.6	47.2
Female	54.4	55.2	70.6	58.0
Both sexes	100.0	100.0	66.2	52.6
	49,532	108,479		
Residence				
Rural	63.7	65.2	70.3	61.5
Urban	36.3	34.8	60.0	41.4
All locations	100.0	100.0	66.2	52.6
	49,532	108,480		

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

In addition to the observation above about the higher rate of female relaxed unemployment amongst the youths aged 15 to 24 years, there were differences in the gender patterns across the regions and residence (Figure 4.4.1). The gap in the relaxed unemployment rates between

females and males was higher in Hhohho and in Lubombo than in the other regions and also in rural compared to urban areas. Thus female youths were particularly worse off in these two regions and in rural areas than elsewhere.

Figure 6.4.1: (Former) relaxed unemployment rate of youths (15 to 24 years) by Region and Residence, and by Sex

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

The available labour of almost three quarters of the youth labour force aged 15 to 24 years was underutilized (Table 6.4.3). Thus 75% of youths aged 15 to 24 years (62% for youths aged 15 to 34

years) either were without work and available to work or were with work but had an insufficient quantity of work. The regional pattern again highlights

Table 6.4.3: Youth (15 - 24 years and 15 - 34 years) labour underutilization rate by residence and region, and by sex.

	15-24			15-34		
	Male	Female	Both sexes	Male	Female	Both sexes
Region						
Hhohho	74.4	85.2	79.8	59.7	70.4	65.0
Manzini	70.8	70.7	70.7	53.1	62.4	57.9
Shiselweni	77.7	84.0	80.9	60.8	71.4	66.4
Lubombo	55.7	83.0	68.6	47.2	73.3	58.9
All regions	70.4	79.0	74.8	55.0	67.9	61.5
Residence						
Rural	75.2	84.8	79.9	66.7	76.8	71.8
Urban	62.7	71.0	67.1	40.4	56.6	48.5
All locations	70.4	79.0	74.8	55.0	67.9	61.5

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

Shiselweni and Hhohho as the hot spots. The female relaxed unemployment rate was 80%. There were gender differences between the regions. The female rate for Lubombo of 83% is much higher than the male rate of 56%, giving the largest female/male difference of 17 percentage points amongst all the regions. The rural rate of labour underutilization is 80%, compared to 67% for urban areas. This is similar in pattern to the other measures of unemployment reported in this Chapter. The gender within residence pattern again shows the highest rate of 85% unemployment for female youths in rural areas.

6.5 Job Security for Youths

Job security is assessed in two dimensions, namely the duration of a contract and the type of contract. The duration of a contract measures the stability of work of the individual in terms of its being unlimited (very stable), long-term (stable) and short-term (precarious). The situation with respect to this first dimension for youths (aged 15 to 24 years and aged 15 to 34 years) is presented in Table 6.5.1. Overall, youths had a high incidence of stable contracts (71%) with only 7% in precarious employment contracts.

Table 6.5.1: % Distribution of contract duration of employed youths (15-24 years and 15-34 years) by Region and Residence

15-24	Duration			All periods	
	Unlimited	≥ 12 months	< 12 months		
Region					
Hhohho	56.3	35.9	7.8	100.0	24,595
Manzini	84.7	15.3	0.0	100.0	42,723
Shiselweni	70.9	18.4	10.7	100.0	13,803
Lubombo	56.4	25.6	17.9	100.0	16,342
All regions	70.8	22.7	6.5	100.0	97,463
Residence					
Rural	73.7	20.2	6.1	100.0	64,755
Urban	65.1	27.7	7.3	100.0	32,708
All locations	70.8	22.7	6.5	100.0	97,463
15-34					
Region					
Hhohho	59.6	33.2	7.2	100.0	44,867
Manzini	81.7	18.3	0.0	100.0	75,993
Shiselweni	71.6	19.8	8.6	100.0	23,111
Lubombo	57.9	24.1	17.9	100.0	30,677
All regions	70.5	23.3	6.1	100.0	174,648
Residence					
Rural	74.6	19.6	5.8	100.0	108,702
Urban	63.9	29.5	6.7	100.0	65,946
All locations	70.5	23.3	6.1	100.0	174,648

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

There were however regional differences. Youths in Lubombo had the lowest incidence of stable contracts (57%) compared to the 85% incidence in Manzini. They, along with those in Shiselweni, had high precarious employment rates of 18%

and 11% respectively. Youths in urban areas seem to have been worse off in the stability of their contracts. Only 65% had stable contracts and 7% had precarious employment contracts.

The other dimension of job security is the type of contract. A written contract suggests good legal protection for the worker in terms of the person's rights in labour law. About half of youths aged 15 to 24 years (and youths aged 15 to 34 years) had written contracts (Table 6.5.2) with values going from 32% in Shiselweni to 64% in Hhohho. Urban

youths had a slightly higher rate of written contracts (58%) than those in rural areas (45%). These are all relatively low values indicating inadequate protection for youth workers in terms of having written contracts.

Table 6.5.2: % Distribution of type of contract of employed youths (15-24 years and 15-34 years) by Region and Residence

15-24		Type of contract		All contracts
		Written	Verbal	
	Region			
	Hhohho	64.2	35.8	100.0
	Manzini	46.9	53.1	100.0
	Shiselweni	31.8	68.2	100.0
	Lubombo	50.3	49.7	100.0
	All regions	49.7	50.3	100.0
	Residence			
	Rural	45.4	54.6	100.0
	Urban	58.1	41.9	100.0
	All locations	49.7	50.3	100.0
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15-34				
	Region			
	Hhohho	62.9	37.1	100.0
	Manzini	51.4	48.6	100.0
	Shiselweni	33.9	66.1	100.0
	Lubombo	50.4	49.6	100.0
	All regions	51.9	48.1	100.0
	Residence			
	Rural	46.7	53.3	100.0
	Urban	60.4	39.6	100.0
	All locations	51.9	48.1	100.0

Source: 2013 Labour Force Survey, Central Statistics Office & Ministry of Labour and Social Security

