

Global Conference on Measuring New Forms of Employment

Brussels, 4 - 5 July 2024



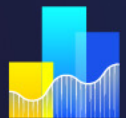
#MeasuringEmployment

Measuring Status in Employment: ICSE-18

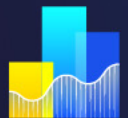
Zimbabwean Experience

Session 2

Clapton Munongerwa
Zimbabwe National Statistics Agency




- 1** Zimbabwe Labour Force Survey
- Status in Employment
- Impact of ICSE-18
- Applicability of ICSE-18



Labour Force Survey: Zimbabwe

- Survey conducted quarterly
- In line with 19th and 20th ICLS

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



Status in Employment

- Type of work relationship a person has in his/her job, taking into account the kind of economic risk and degree of authority that the person experiences in their job.
- status in employment reflects the structure of employment and composition of the employed
- Analysed with indicators of informality and labour underutilisation to provide comprehensive picture



Status in Employment

ICSE-18-A (by type of authority)

Independent workers

- A. Employers
- B. Independent workers without employees

Dependent workers without employees

- c. Dependent contractors
- D. Employees
- E. Contributing family workers

ICSE-18-R (by type of risk)

Workers in employment for profit

F. Independent workers in household market units

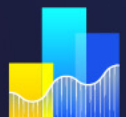
C. Dependent contractors

E. Contributing family workers

Workers employment for pay

G. Owner-operators of corporations

D. Employees



Why ICSE-18?

- Unpacks composition of employed persons broad classes of self employed v paid employment.
- Separation of economic risk (ICSE-18R) vs Authority (ICSE-18A)
- Measuring the quantum of the groups in precarious conditions in both criterion in line with the decent work country programme and SDG 8



Awareness Raising

- Stakeholder workshop
- Inter-ministerial committee on labour statistics
- Dissemination webinars
- Radio interviews



Impact:

- *formalisation strategy,*
- *Micro, Small and Medium Enterprises (MSME) policy 2020-2024,*
- *National Financial Inclusion Strategy*
- *social security coverage of the informal sector.*
- *Revision of the youth policy 2020-2025*
- *labour act (Chapter 28.01) by introducing the labour amendment act number 11 of 2023*



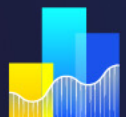
Applicability of ICSE-18

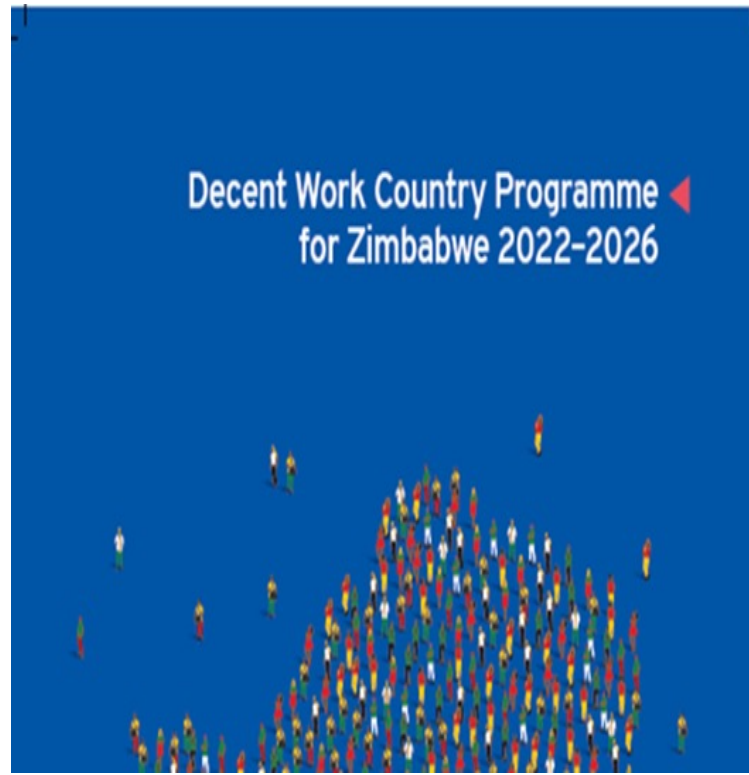
By Economic Risk

- Zimbabwe is highly informalised with 83% of all employed persons are in informal employment
- Identification of workers at risk and in precarious employment: 3D jobs

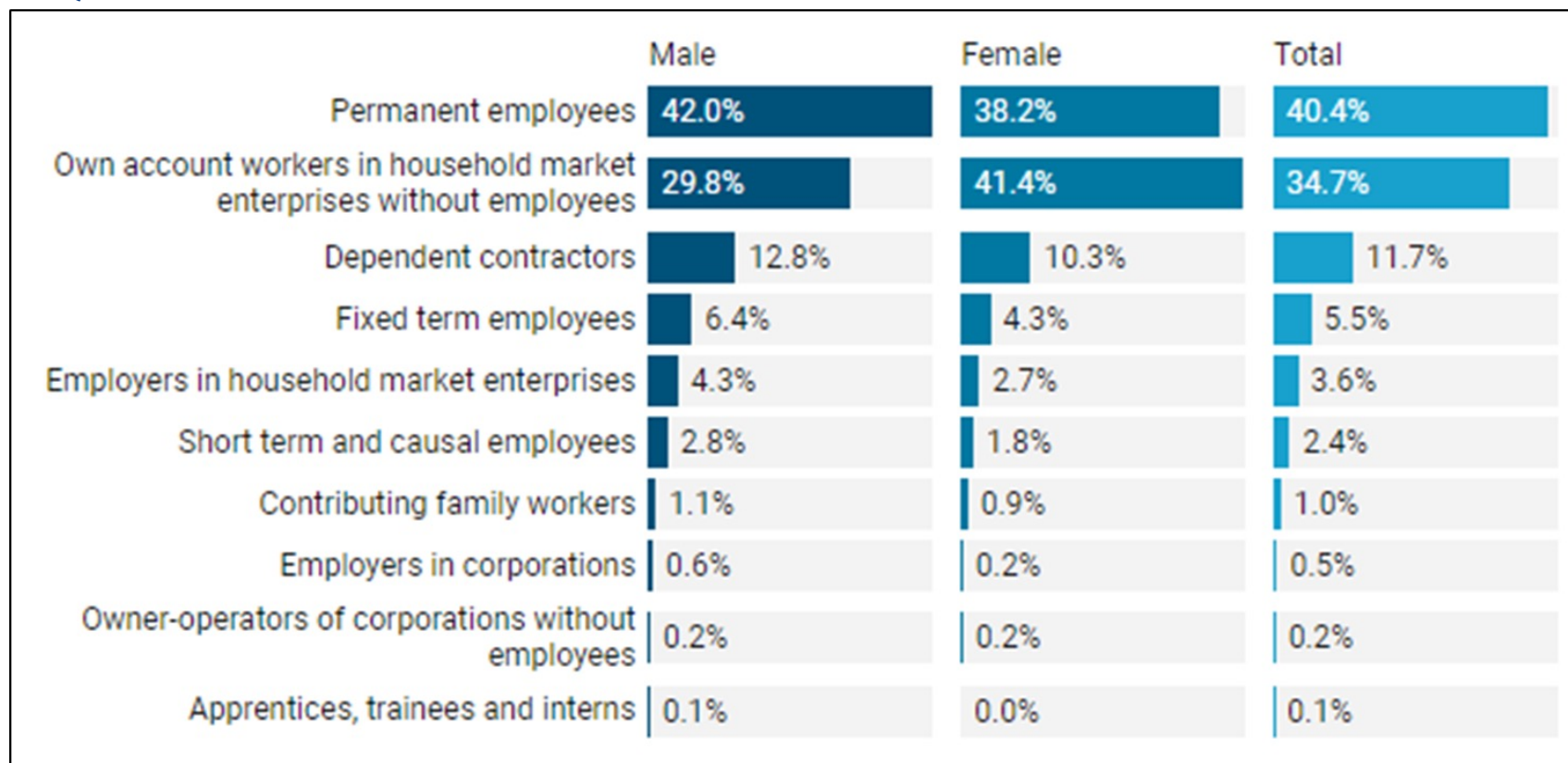
By Authority

- quantum of persons employed for pay
- Ensure fair treatment across different employment types

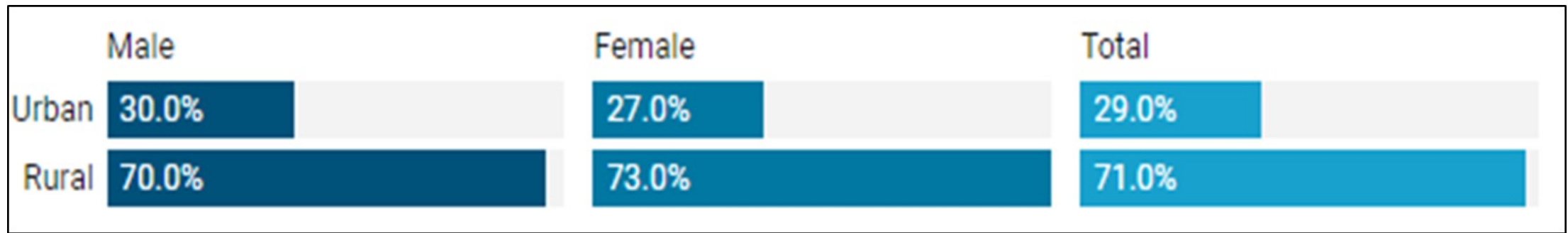




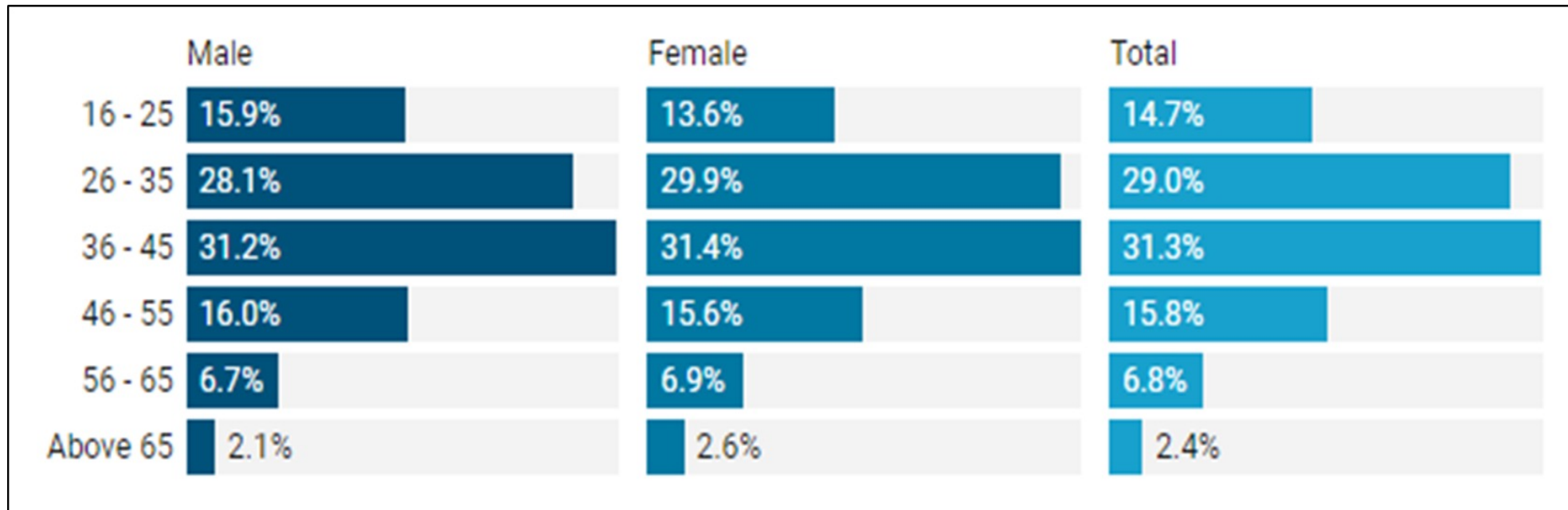
Status in Employment Category by Sex: Q1 2024



Contributing Family Workers by Age Group and Sex: Q1 2024



Own Account workers in Household Market Enterprises Without Employees by Age Group

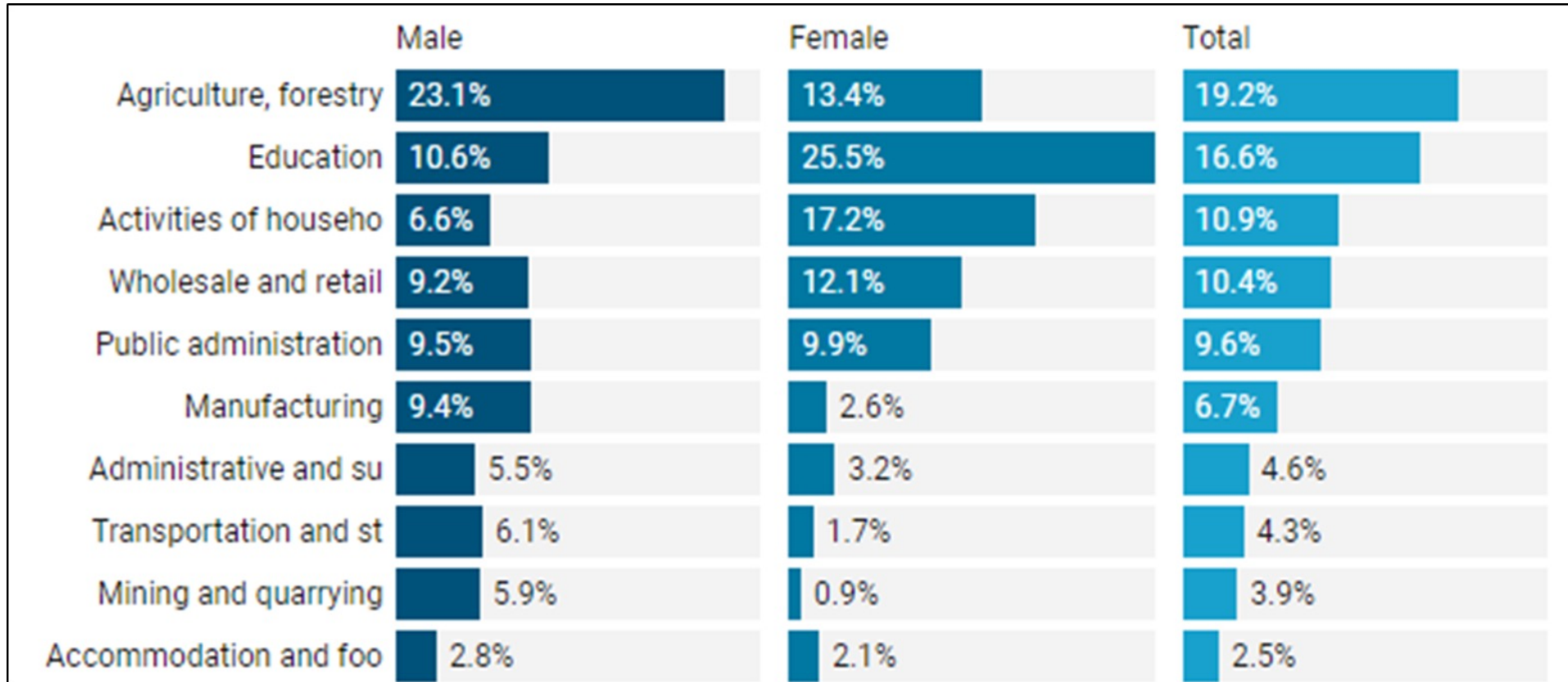


Distribution of Dependent Contractors by Sector and Sex: Q1 2024

Sector	Male	Female	Total
Agriculture	87,518	74,277	161,795
Household	5,768	12,489	18,257
Formal (Non-Agric)	25,087	6,298	31,385
Informal (Non-Agric)	124,157	49,273	173,430
Total	242,529	142,337	384,866



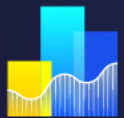
Permanent Employees by Industry





Clapton Munongerwa

Zimbabwe National Statistics Agency
Labour Statistics Manager
munongerwac@zimstat.co.zw



Global Conference on Measuring New Forms of Employment

Brussels, 4 - 5 July 2024



Thank you



Global Conference on Measuring New Forms of Employment

Brussels, 4 - 5 July 2024



Global Conference on Measuring New Forms of Employment

Brussels, 4 - 5 July 2024



#MeasuringEmployment