

## UNDEREMPLOYMENT

### 6.0 Introduction

Workers are classified as underemployed if they are willing and able to change their work situation in order to, for example, work additional hours, or use their skills better, or increase their income per hour, or work in an establishment with higher productivity, etc. regardless of the duration or productivity of their currently employment situation. By definition, therefore, underemployment includes persons who, even though during the reference week worked or had a job, were willing and available to work “better” or “more adequately”.

For statistical purposes, international guidelines provide definitions for measurement of time-related underemployment; and certain types of inadequate employment situations

- (a) Time-related underemployment - Relates to persons who are willing and able to work beyond the total hours worked in all jobs they hold during the reference period and who work, during this period, fewer total hours in all their jobs than a selected threshold. The criteria for defining time-related underemployment are (i) willingness to work additional hours; (ii) availability to work additional hours; and (iii) having worked less than a threshold relating to working time
- (b) Inadequate employment situation - Includes persons who, during the short reference period, were willing to change their current work situation or to make changes to their work activities and/or environment, for any set of reasons, chosen according to national circumstances. The criteria for identification: (i) wanting to replace their current paid or self employment; and (ii) carry changes in their current jobs (reorganizing work, upgrading tools, machinery, equipment, etc).

In this Chapter, time related underemployment is discussed in terms of age, area, sex, education level, employment status, industry and reason. The chapter deals only with currently underemployment which refers to the week of reference. (Previous week)

### 6.1 Currently Underemployed Persons

A total of 60,553 persons were found to be underemployed. Most (60.5 per cent) of the underemployed persons appear in ages 15-34 years, led by the age group 20-24, which alone have 18.9 percent of the total currently underemployment (Table below). In urban areas, persons aged 15 – 34 years make 64.4 percent. Rural areas have 60.0 percent of the total currently underemployment, 32.8 percent being rural male alone. The results also reveal that in rural areas, males are more underemployment compared to their female counterparts, unlike urban areas where female takes the lead. The results indicate that the number of underemployed persons decreases as the age increases. This, of course, has the direct relationship with the size of labour force available in the age groups.

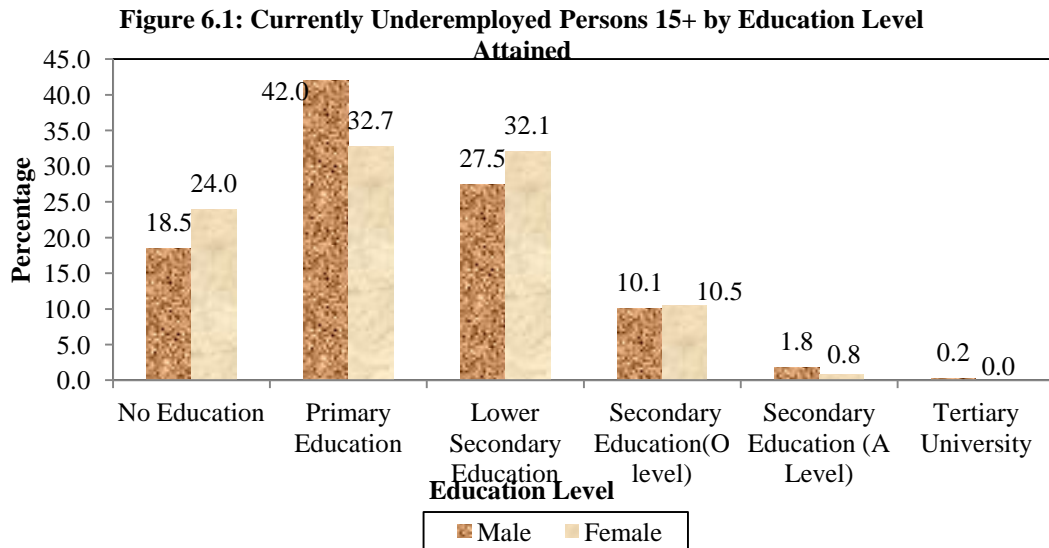
**Table 6.1: Currently Underemployed Persons 15+ by Age Group, Area and Sex**

Age Group	Rural			Urban			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-19	3,124	2,430	5,554	1,961	1,252	3,213	5,085	3,682	8,767
20-24	3,533	3,105	6,638	2,794	2,039	4,832	6,326	5,144	11,470
25-29	2,487	2,857	5,344	1,784	2,706	4,490	4,271	5,562	9,833

30-34	1,690	1,808	3,498	1,147	1,932	3,079	2,837	3,740	6,577
35-39	2,172	2,286	4,458	1,034	1,404	2,437	3,206	3,690	6,895
40-44	2,274	1,311	3,585	950	1,710	2,660	3,224	3,021	6,245
45-49	1,260	1,063	2,323	521	508	1,029	1,780	1,572	3,352
50-54	1,239	779	2,018	446	392	838	1,685	1,171	2,856
55-59	827	363	1,190	345	369	714	1,172	732	1,904
60-64	553	215	767	345	166	510	897	380	1,278
65+	701	237	938	405	32	437	1,106	269	1,375
<b>Total</b>	<b>19,858</b>	<b>16,454</b>	<b>36,313</b>	<b>11,732</b>	<b>12,509</b>	<b>24,241</b>	<b>31,590</b>	<b>28,963</b>	<b>60,553</b>

## 6.2 Currently Underemployment by Education Level Attained

The Survey results show that underemployment is generally dominated by persons who have attained lower secondary education and below. Table below shows that for primary education, males are more affected compared with females for 42.0 percent and 32.7 percent respectively. Those who have A-level education and tertiary University are least affected.



### 6.3 Currently Underemployment by Employment Status

Half (50 percent) of the rural underemployed persons are those engaged as unpaid family helpers in agricultural activities. Rural males take the leading position having 59.7 percent and females 38.3 percent. This employment status, generally, takes the primary position putting in 32.4 percent of total currently underemployment

A self employed (non-agricultural) without employees, engaged 33.0 percent of total currently underemployed persons. Females within the urban areas are more affected reaching 51.3 percent of urban currently underemployed persons engaged as self employed in non agricultural activities without employees (Table below).

**Currently Underemployed Persons 15+ by Employment Status, Area and Sex**

Employment Status	Rural			Urban			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
A paid employee	3.7	2.7	3.3	23.2	17.0	20.0	11.0	8.9	10.0
A self employed (non-agricultural) with employees	0.7	0.0	0.4	5.8	1.1	3.4	2.6	0.5	1.6
A self employed (non-agricultural) without employees	22.9	26.2	24.4	40.0	51.3	45.9	29.3	37.1	33.0
Unpaid family helper (non-agricultural)	3.2	17.9	9.9	18.5	25.9	22.4	8.9	21.4	14.9
Unpaid family helper (agricultural)	59.7	38.3	50.0	8.7	3.5	6.0	40.8	23.3	32.4
Work on own farm or shamba/family	9.8	14.8	12.1	3.7	1.1	2.4	7.5	8.9	8.2
<b>Total Percent</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Total Number</b>	<b>19,858</b>	<b>16,454</b>	<b>36,313</b>	<b>11,732</b>	<b>12,509</b>	<b>24,241</b>	<b>31,590</b>	<b>28,963</b>	<b>60,553</b>

Agriculture, hunting and forestry, as an economic sector, takes 33.4 percent of the currently underemployed persons. Nearly 90.4 percent of the underemployed persons are in rural areas affecting both sexes (almost equally).

The other industry in which many of the currently underemployed engaged is the wholesale and retail trade; repair of motorvehicles, motorcycles and personal and household goods. Seventeen percent (17.0 percent) of the currently underemployed are engaged in this industry with the majority of females especially in urban areas as revealed by table below.

Education as an industry is also affected by underemployment, wherein lies 3.9 percent of the total currently underemployment. Two thirds of those so engaged are females, and vast majority of them are in urban areas. Health and social services industry seems to fare well having only 0.3 percent of currently underemployed persons (Table below).

**Percentage Distribution of Currently Underemployed Persons 15+ by Industry, Area and Sex**

Main Activity R 3	Rural			Urban			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, hunting and forestry	51.3	49.2	50.3	11.7	4.5	8.0	36.6	29.9	33.4
Fishing	18.2	4.1	11.8	1.2	0.1	0.6	11.9	2.4	7.4
Mining and Quarrying	0.8	0.0	0.4	0.0	0.6	0.3	0.5	0.3	0.4
Manufacturing	2.5	8.8	5.4	4.6	17.1	11.1	3.3	12.4	7.7
Electricity, Gas and Water Supply	0.2	0.0	0.1	1.7	0.3	1.0	0.7	0.1	0.4
Construction	4.9	0.0	2.7	22.1	1.3	11.4	11.3	0.6	6.1
Wholesale and retail trade ;repair of motorvehicles,motorcycles and personal and household goods	11.3	13.8	12.4	17.0	30.2	23.8	13.4	20.9	17.0
Hotels and Restaurants	0.2	2.5	1.2	1.4	3.6	2.5	0.6	3.0	1.8
Transport, Storage and Communication	6.2	0.0	3.4	10.9	0.8	5.7	8.0	0.3	4.3
Financial Intermediation	0.0	0.0	0.0	0.8	0.0	0.4	0.3	0.0	0.2
Real Estate, Renting and Business Activities	0.2	0.0	0.1	0.3	0.0	0.1	0.2	0.0	0.1
Public Administration and Defence, Compulsory Social Security	0.5	0.2	0.4	2.6	2.4	2.5	1.3	1.2	1.2
Education	0.6	1.5	1.0	5.8	10.5	8.2	2.5	5.4	3.9
Health and Social Work	0.1	0.5	0.3	0.6	0.0	0.3	0.3	0.3	0.3
Other Community Social and Personal Activities	0.6	2.0	1.2	3.6	3.5	3.6	1.8	2.6	2.2
Private Household with Employed Persons	0.0	0.6	0.3	0.0	0.4	0.2	0.0	0.5	0.2
Fetching water for home use	1.8	13.8	7.2	15.0	19.8	17.4	6.7	16.4	11.3
Collection of firewood for home use	0.5	3.0	1.7	0.7	5.0	2.9	0.6	3.9	2.2
<b>Total Percent</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Total Number</b>	<b>19,858</b>	<b>16,454</b>	<b>36,313</b>	<b>11,732</b>	<b>12,509</b>	<b>24,241</b>	<b>31,590</b>	<b>28,963</b>	<b>60,553</b>

The service sector is the leading sector in which many of the currently underemployed persons are engaged followed by the agricultural sector. The former marks 37.3 percent while the latter takes 33.4 percent of the total usually underemployed persons. Sixty three percent (63.0 percent) of the underemployed who are engaged in services sector are in urban areas, while 37.0 percent are in rural areas (Table below).

**Table 6.4: Underemployed Persons 15+ by Main Sector of Employment, Area and Sex**

Main Sector of Employment	Rural			Urban			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	10,182	8,101	18,283	1,377	557	1,934	11,560	8,658	20,217
Industry	4,311	2,131	6,442	880	2,271	3,152	5,191	4,402	9,594
Services	4,893	3,466	8,358	7,638	6,583	14,220	12,530	10,048	22,579
Domestic Services	473	2,757	3,229	1,836	3,098	4,935	2,309	5,855	8,164
<b>Total</b>	<b>19,858</b>	<b>16,454</b>	<b>36,313</b>	<b>11,732</b>	<b>12,509</b>	<b>24,241</b>	<b>31,590</b>	<b>28,963</b>	<b>60,553</b>

#### 6.4 Reasons for Underemployment

Out of the total currently underemployed persons, more than two-thirds (69.9 percent) stated that the main reason for underemployment is that they “can not find more work in a job, agriculture or business.” Males, as shown in Table 6.5, were found to have stated this reason more than females - accounting for 37.8 percent and 32.1 percent respectively. Furthermore, 75.4 percent and 70.8 percent of urban and rural males respectively are currently underemployed because they cannot find more work. Many, 59.5 percent, of persons who are underemployed citing this reason, are based in rural areas.

Off agricultural season, is among the referred to reasons causing underemployment for a good number of the currently underemployed persons. About 16.5 percent referred to this reason for their being currently underemployed, of whom 7.7 percent are males and 8.8 percent are females. Some 4.8 percent of underemployed persons associated their situation with lack of raw materials, equipment and finance, many of them females.

### Underemployed Persons 15+ by Reason, Sex and Area.

Reasons	Rural			Urban			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Cannot find more work in a job, agriculture or business	14,066	11,122	25,188	8,849	8,291	17,140	22,915	19,413	42,328
Suitable agricultural land not available	439	205	644	90	0	90	528	205	733
Lack of raw materials, equipment and finance	545	485	1,030	560	1,302	1,862	1,105	1,787	2,892
Machinery or electric breakdowns and other problems.	390	46	436	201	107	308	591	153	745
Suspended from work by employer	0	56	56	227	37	264	227	92	320
Not an agricultural season / business	3,791	3,874	7,665	867	1,473	2,340	4,658	5,347	10,006
Other reasons	627	666	1,294	938	1,300	2,238	1,565	1,966	3,531
<b>Total</b>	<b>19,858</b>	<b>16,454</b>	<b>36,313</b>	<b>11,732</b>	<b>12,509</b>	<b>24,241</b>	<b>31,590</b>	<b>28,963</b>	<b>60,553</b>

### Underemployment Rates

Table 6.6 shows that underemployment rate is one-eighth with age group 20 – 24 years having the highest rate of 20.1 and 16.8 in urban and rural areas respectively. Age group 65 years and above is least affected with underemployment rate of 7.3 percent. Urban females generally have the highest rate reaching 15.2, the most affected being age group 25 – 29 with underemployment rate of 19.1.

### Time Related Underemployment Rate 15+ by Age Group, Area and Sex (as Percentage of the Total Employment)

Age Group	Rural			Urban			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
15-19	10.6	10.3	10.5	18.8	12.0	15.4	12.7	10.9	11.9
20-24	19.3	14.6	16.8	21.4	18.5	20.1	20.2	16.0	18.1
25-29	17.0	13.7	15.0	13.9	19.1	16.6	15.5	15.9	15.7
30-34	10.7	9.3	9.9	8.4	15.1	11.7	9.6	11.6	10.7
35-39	14.6	12.1	13.2	9.5	14.0	11.7	12.5	12.7	12.6
40-44	14.9	8.3	11.5	7.9	18.7	12.6	11.8	12.1	12.0
45-49	9.3	10.1	9.7	5.8	8.0	6.7	7.9	9.3	8.5
50-54	13.6	9.8	11.8	6.7	11.4	8.3	10.7	10.3	10.5
55-59	14.0	8.2	11.5	7.4	21.4	11.2	11.1	11.9	11.4
60-64	10.4	5.3	8.2	12.0	9.3	11.0	11.0	6.5	9.1
65+	8.1	4.2	6.6	13.5	2.1	9.6	9.5	3.7	7.3
<b>Total</b>	<b>13.2</b>	<b>10.8</b>	<b>12.0</b>	<b>11.9</b>	<b>15.2</b>	<b>13.4</b>	<b>12.6</b>	<b>12.3</b>	<b>12.5</b>