

LABOUR FORCE SURVEY SOMALILAND 2012

REPORT ON BORAMA, HARGEISA & BURAO



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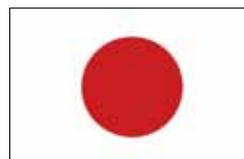




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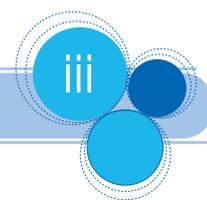
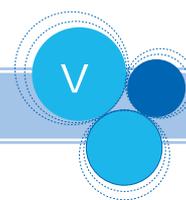


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Acronyms

CFW	Contributing family workers
ECDE	Early Childhood Development and Education
EU	European Union
FSNAU	Food Security and Nutrition Analysis Unit
ICSE	International Classification of Status in Employment
ILO	International Labour Organization
ISCO	International Standard Classification of Occupations
ISIC	International Standard Industrial Classification
LDC	Less Developed Country
LFPR	Labour force participation rate
LFS	Labour Force Survey
OAW	Own Account Workers
OSH	Occupational Safety and Health
PPS	Probability Proportional to Size
SLFS	Borama, Hargeisa & Burao Labour Force Survey
SSA	Sub-Saharan Africa
TVET	Technical Vocational Education and Training
UNDP	United Nations Development Programme
UNECA	United Nations Economic Commission for Africa
WB	World Bank

Foreword

The absence of labour force information has led to a series of misunderstandings about labour market indicators such as employment and unemployment. Somaliland requested support for the collation of concrete and reliable data on the labour market to serve as an integral element for policy formulation facilitating the development of inclusive growth for employment.

Consequently, the results of the Somaliland Labour Force Survey (LFS) have realized a long standing aspiration for reliable data on the labour market dispelling assumptions, misconceptions and misinterpretations of employment, unemployment and other labour market indicators. The data will assist the Somaliland administration, development partners and civil society in planning, decision making and developing policies intended to improve the welfare of the labour force.

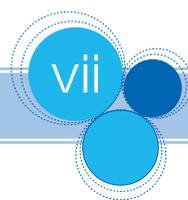
Productive and decent employment for all segments of the labour force is a key agenda item for Somaliland. It is enshrined in the Somaliland National Development Plan (2012-2016) and Somaliland Vision 2030. These documents spell out Somaliland's strategies, programmes and activities in addressing problems affecting the labour force and the results of the LFS offer significant guidance to the Government and social partners where the emphasis should be directed.

The beginning of this process was difficult and challenging. In preparation for the LFS in selected districts of Somaliland (Hargeisa, Burao and Boroma) we had acquired knowledge and expertise about best practice from similar surveys and from international organizations. UNDP collaborated with ILO to support the Somaliland Government. ILO provided overall technical support for the project which included training on labour market indicators, LFS design, staff training, results analysis and report writing. Somaliland is grateful for the financial support of UK AID and the Government of Japan in conducting the survey. The role of the Ministry of Planning and Development, notably the Statistics Department, and the Ministry of Labour and Social Development has been invaluable. In addition, we are thankful for the valuable support from Amoud, Burao and Hargeisa Universities who made available their outstanding students and academic personnel to work as enumerators and supervisors. The results could not have been achieved without the inputs of these actors.

The LFS formulation considers all of the labour market variables relevant to a developing economy like Somaliland; among them, underemployment and vulnerable employment were critically analysed. These variables have given us the direction to critically analyse and reform those issues affecting the growth of our labour force in order to improve their employability and standard of living; granting us further capability to deliver inclusive growth for employment to the people of Somaliland.

Whilst this is a positive start, it is important to scale up this seminal work nationwide and work towards the development of labour market information system which will continue to update our labour market information on a regular basis. The building of an appropriate and effective Labour Market Information (LMI) System is an absolute priority for Somaliland in order to be able to monitor actual developments and assess the impact of the labour market policies formulated and implemented. In that sense, this survey is also a major step towards the systematic production of labour force statistics in Somaliland.

Minister of Labour



Preface

The Somaliland Labour Force Survey was jointly undertaken by the Ministry of Planning and Development and the Ministry of Labour and Social Development in 2012. It embodies the results of data collection and analysis as well as labour market indicators.

This survey was conducted against the background of an almost complete lack of timely, accurate, and relevant time series data on the labour force in Somaliland which could be used for policy making and human development planning. This is the first Labour Force Survey to be carried out in Somaliland within living memory. Although this first work covered three districts, the process has commenced the work to ensure it will now be possible to compile national and districts statistics relating to employment, unemployment and underemployment and look constructively at many other aspects of people's working lives. These statistics will be especially useful to Government and its development partners as they attempt to identify the problems Somalilanders face in the area of employment. With this information available, planners and policy makers will be better placed to develop policies and programmes to improve the welfare of the people.

The results of the Somaliland Labour Force Survey provide the most recent up to date information on the people of selected most populous districts of Somaliland. As such, these results are being released for decision makers, researchers, academic institutions, private sector and the general public.

The Somaliland administration has exhibited a very high commitment of political will and made available considerable resources and, along with development partners such as UK Aid and Government of Japan to whom we extend our thanks, we now look to take the next steps in delivering improved lives to the people of Somaliland through a comprehensive employment approach.

Minister of Planning and National Development

Executive Summary

This report presents the main results of a Labour Force Survey (SLFS) 2012 conducted in selected districts in Somaliland, namely Borama, Hargeisa & Burao. The survey covered a sample of 1,656 households out of the targeted 1,800 households giving a response rate of 92%. It was conducted in collaboration with the Government of Somaliland with technical support provided by the International Labour Organization (ILO).

The key objective of the SLFS 2012 was to update data on the labour force given that Somaliland has only limited labour market data and information – the last labour force survey having been conducted in 1982. In addition to the standard labour force data and indicators, the survey also covered: non-market economic activities, child labour and issues related to Occupational Safety and Health (OSH).

The Surveyed Population

The distribution of the surveyed population depicts a youthful population, with those aged 34 years or less accounting for about 60% of the population across the urban, rural and nomadic populations. The proportion of the working age population, i.e. those aged 15-64 years, is about 69% of the total population and the dependency ratios for urban and rural areas are 53% and 51% respectively. Reported disability levels among the working age population are low - and the major causes of reported disabilities are “injury at work,” “mines” and “accidents.”

Education and Literacy

The literacy rates were highest for the youth aged 15-24 who had literacy rates of 74% for males and 55% for females. The literacy rate tends to decline as age increases beyond 24 years. On aggregate, about 37% of males and 35% of females have completed secondary education as their highest grade completed. Additionally, about 3 in 10 males and 2 in 10 females have a university education. The largest share of the remaining proportion of persons have upper primary or lower primary education.

Vocational training is minimal across Borama, Hargeisa & Burao and its districts. In addition most of the training is concentrated in urban areas. In Borama district, for persons aged 15 and over, the proportion who have done or are currently doing some formal vocational training in urban areas were 12% and 4% for males and females respectively. The corresponding rates for Hargeisa were 19% and 4% while those of Burao were 2% and 3% respectively.

The labour force

Economic activity and inactivity

The labour force includes part of the “economically active population” and is specifically made up of the sum of the employed and unemployed individuals. The inactive population excludes individuals who are in the labour force i.e. those employed or unemployed. Overall, most respondents were engaged in business activities with about 56% of males and 63% of females reporting that they undertook a business. Farming or herding was the next most important current economic activity among persons in Borama, Hargeisa & Burao with about 20% of males and 27% of females engaged in these activities.

Inactivity rates are high across all regions averaging about 38% for males who are aged 15 years and over and 62% for females of the same age group. Inactivity rates for males across the regions are urban (37%), rural (39%) and nomadic (37%). For females, the rates are 63%, 61% and 75% in urban, rural and nomadic regions respectively.

Labour force participation

The labour force participation rate across age groups for Borama, Hargeisa & Burao exhibits the typical inverted-U shape that characterizes most economies. The labour force participation rate tends to peak at the age group 35-54 years. For this age group, the urban labour force participation rates were 74% and 38% for males and females respectively while that of rural dwellers were 77% and 53% for males and females respectively. The labour force participation rate of the youth, aged 15-24 years, were 30% for males and about 20% for females in both urban and rural areas.

Employment

Borama, Hargeisa & Burao’s employment to population ratio for the 15-64 years group is about 23% with male and female ratios of 28% and 17% respectively. The levels of employment to population ratio for males are higher than that of females across all the three districts. For individuals aged 25-34 about one third of all males are employed relative to one in seven females. The individuals aged 35-54 have nearly 1 in 2 males employed compared to one in every 4 females.

Occupations and industry

On aggregate, the largest proportion of employed males are service and sales workers (28%) followed by elementary occupations (14%), professional (13%), and managers (9%). More than half of the females are employed in services and sales (59%) followed by elementary occupations (11%), and clerical workers (6%).

Status in employment

Paid employees make up 37% of all employed males and 19% of employed females. The sum of “own account workers” and “contributing family workers” account for a share of 46% and 65% of male and female workers respectively. This suggests that a large share of workers are in vulnerable employments. The share of women in vulnerable jobs is significantly larger than that of males. This pattern is repeated across all the three districts.

Hours worked

A significant proportion of the employed individuals reported working above the “expected” hours. In urban areas, about one third of all males and nearly half of all females work for sixty hours and above per week. In the rural areas, the ratios increase to about half of all males and 44% of females.

Under employment

Only about 15% of males worked within the standard work week of 40-48 hours in both urban and rural areas. Among females, zero percent worked within this hour band. This suggests that employed persons tend to work for fewer than expected hours or excessive hours in a typical work week. In urban areas, about 8.8 percent of employed males and 14.3 percent of employed females worked for less than 25 hours in the last week. In addition, about 57% of males and 47% of females were desirous of more working hours in urban areas. Most individuals would have wished to work for 4 or 5 additional hours in the last week.

Unemployment and job search

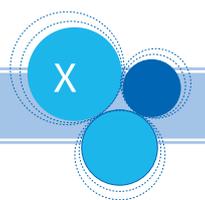
Although low open unemployment rates are a common characteristic of many LDCs where a majority of individuals find it necessary to engage in some form of survival activity rather than being openly unemployed, Borama, Hargeisa & Burao’s unemployment rates are relatively high. Among the youth (15-24), Borama’s unemployment rates were 69% and 62% for urban and rural areas respectively. Hargeisa’s unemployment rates were 34% and 41% for urban and rural areas while Burao had unemployment rates of 46% and 53% for urban and rural areas.

Unemployed individuals were asked to state what action they took to find work during the last thirty days. Formal application to employers is the most common job search method in Borama and Hargeisa districts. In Burao district most persons took no steps to find additional or new work in the last thirty days while 14% applied to other employers.

The survey also sought to find out the reasons why some unemployed persons did not look for work or seek to start own business. The main reasons given by individuals include: “thought no work is available,” “lack of skills/experience required,” and “lack of financial or other resources.”

Unemployment by level of education

Persons with upper primary education have larger proportions of persons unemployed relative to secondary and university graduates (who have the lowest proportions). Higher levels of education attainment seem to be linked to lower proportions of the unemployment.





Chapter One:

Background and Methodology

1.1 Introduction

This report presents the main results of the Borama, Hargeisa & Burao Labour Force Survey (SLFS) 2012. The SLFS was designed to capture data on Borama, Hargeisa & Burao that would permit an analysis of key indicators of the country's labour market. Up to the time of carrying out this survey, there has been lack of recent statistics on labour force indicators for Somaliland. Some of the other related recent surveys and sources of data such as: the World Bank Socio-Economic Survey 2002; the Food Security and Nutrition Analysis Unit (FSNAU) livelihoods assessments and surveys; Data from EU funded TVET programmes involving Save the Children and Diakonia; and Somaliland Facts and Figures – have only limited labour market data and information.

The Government of Somaliland thus lacks government data and information on skills available and their distribution in the regions of the country. This makes it difficult for the government and development partners to have a firm basis of formulating, implementing, monitoring and evaluating socio-economic policies and strategies – and more so those related to the labour sector. It was for this reason that the Government of Somaliland and a consortium of partners initiated the SLFS 2012. The general objective of the Survey is to provide data that can be used to estimate the standard labour market indicators including:

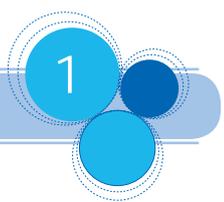
- Education and training characteristics of the population;
- The labour force, in terms of its size and composition classified in key variables such as age, sex, region, and education;
- Labour force participation rates classified by age and sex;
- The employed population, in terms of occupation, economic sector and multiple jobholding;
- Employment conditions, in terms of job permanency, public/private sector, hours worked, underemployment, and net monthly earnings;
- Informal economy and informal employment, in terms of contractual conditions, size of establishment, benefits of employment, etc.;
- The unemployed, including duration of unemployment;
- Details of the inactive persons classified by age, sex, and region;
- Job search activities of the unemployed and underemployed;
- Specific situation of the unemployed youths; and,
- Gender disparities in the employed population by industry, occupation and employment status.

In addition to the above employment specific indicators, the survey also covered: non-market economic activities, child labour and issues related to Occupational Safety and Health (OSH).

Apart from the government and development partners, the SLFS 2012 data and the survey report will also be useful to policy and labour market analysts, economists, and other users in both the private and public sector. The data will also provide critical baseline labour market information for ongoing programmes and will assist in monitoring and evaluation of impacts. It is envisaged that the SLFS 2012 would mark the beginning of a new period characterized by the availability of reliable and internationally comparable data on employment and unemployment, which would create improved conditions for the design of well grounded sector policies.

1.2 Sampling

The SLFS 2012 is a household based survey, which covered a sample of private households in Borama, Hargeisa & Burao. The SLFS 2012 covered a sample of 1,800 households from 80 clusters that had been selected with probability proportional to size (PPS). Once a cluster was identified, a listing of the households was prepared. In cases where a listing was not possible, the researchers got an estimate of the current size of the cluster. This was followed by a random selection of a sample of households. The survey intended to cover 12 households in each selected cluster. The full details of the sample design and implementation are given in Annex A.



1.3 Questionnaires

A draft questionnaire was prepared by the consultant with technical assistance of the ILO team that was stationed in the three districts of the study. The draft was shared with the project officer for comments and suggestions before finalization. The questions were carefully worded to allow for the calculation of statistical indicators that are fully in line with current international standards in labour statistics. In addition, the requirements for the calculation of indicators were discussed fully in the two training workshops.

Only one questionnaire was used, the SLFS 2012 household questionnaire. The questionnaire had eleven sections. Its introductory section on general information, section A, contained basic questions for identifying the location of each selected household such as cluster name, as well as summary information about the interview, including the dates and times of visits, the duration of the interview, and the outcome of each household visit. Section B covered the demographic information including migration, and education and training of each household member.

Information on remittances, which forms a significant portion of household incomes in Somaliland, was covered in Section C. The questionnaire also collected information on current economic activity (i.e. over the last seven days) including employment status, earnings, and hours of work in sections D1 and F1, while section I gathered information on “usual activity” over the last 12 months. Information on the main economic activities of the household members was collected in section D. Section E was designed to collect information on second economic activity while section G collected information on underemployment and other aspects of the underutilization of labour.

Information on unemployment and inactivity was collected in section H. Section J covered past employment i.e. those individuals who have not worked for at least a year. Information on non-market activities over the last seven days including total hours spent on these activities was gathered in section K. The household questionnaire is attached in Annex B of this report.

1.4 Survey coverage and fieldwork

This survey covered clusters in Hargeisa, Burao and Borama districts in Somaliland. Given that local capacities are still weak, and as part of the preparations for the labour force survey in Borama, Hargeisa & Burao, two capacity building workshops were held. A 3-day workshop in Hargeisa, the capital of Somaliland, was carried out from sixth to eighth February 2012 and another 2-day workshop was implemented from twelfth to thirteenth February 2012. The meeting was attended by staff from the Ministry of Labour and Social Affairs, the Ministry of National Planning and Development, the Ministry of Commerce, and participants from the Universities of Hargeisa, University of Amoud and Borama University.

Fieldwork for the SLFS 2012 was carried out over a 17 day period from 3rd June 2012 to 19th June 2012 and covered the three districts namely Hargeisa, Burao and Borama. The survey was conducted by a consultant in collaboration with the Government of Somaliland with technical support provided by the International Labour Organization (ILO). The survey was made possible through the funding support provided by United Kingdom (UK) aid and the Government of Japan.

Data was collected by means of mobile phones using the Epi-Surveyor software. Once the data was uplifted to the server, it was transferred across to Excel where weights were added to reflect the differing probabilities of selection within the clusters.

1.5 Response rates

The actual number of clusters covered in SLFS 2013 was in fact 32 which included 1,656 households instead of the planned 1800 households – giving a response rate of 92%.

1.6 Data processing and analysis

The questionnaires were booked in and checked, before data entry could begin. Data was entered in EPI Info package. The SLFS 2012 data cleaning, analysis, and report writing exercise was done for a total period of 15 days. Each of these activities was allotted 5 days. The consultant worked closely on the tasks with the ILO Technical Team.

1.7 Concepts and definitions

Household

The survey targeted households. Like in other similar surveys, a household member was defined as “every person who normally lives and eats together with others within a dwelling” and necessarily includes a single person living alone.

Economically active population

For purposes of labour market analysis a country’s population is divided into two categories: the “economically active population” and the “economically inactive population.” The economically active population comprises all persons of either sex who furnish, during a specified time-reference period, usually the last seven days, to supply labour for the production of goods and services. Persons considered economically active include those: working in wage jobs; having business activities; any activities on own or family farms for the purpose of production for sale; transport of goods from the fields for storage or for sale; fetching water and collecting firewood for sale; fishing, collecting shells or seaweed for sale; processing goods for sale; and house or farm building/construction.

Working age population and the labour force

The working age population is usually made up of individuals between the ages of 15 to 64 years. Even so, labour force surveys capture the labour market characteristics of those aged 5 and over to allow analyses of child labour. The working age population is divided into two groups, i.e. persons in the labour force and persons not in the labour force. The labour force is the sum of the employed persons and the unemployed persons.

The unemployed

In the “strict definition” the unemployed consist of all persons of working age who are not working in a certain reference period (usually the last 7 days), are available for work, and are searching for work at the prevailing wage rate. The strict definition is usually adjudged to be inappropriate for less developed regions where a large proportion of the population is made up of “discouraged workers” or individuals employed in the informal economy. Discouraged workers are those who have since ceased searching for work for various reasons including the perceived unavailability of demanded jobs.

In the “relaxed definition,” persons without work, available for work but have not take active steps to find work are counted as unemployed. The discouraged workers are also included in the relaxed definition of unemployment. The unemployment rate refers to the proportion of the unemployed to the total labour force and is usually expressed as a percentage.

The employed (currently employed)

The currently employed refer to individuals who in the last seven days (i) worked for pay; (ii) were on leave; (iii) on sick leave; (iv) in own family business; (v) in own family agriculture holding; (vi) interns/apprentices; and (vii) volunteers.

The Employed persons can be categorized according to their status in employment. The categories are: paid employees, employers, members of producers’ cooperatives, own account workers (OAW) and contributing family workers (CFW).

Vulnerable employment

Vulnerable employment is defined as the sum of own account workers (OAW) and contributing family workers (CFW). The rate of vulnerable employment refers to the employed working age population in vulnerable employment expressed as a proportion to total employment. Most of the persons working in the informal sector are in vulnerable employment and are engaged in relatively precarious jobs.

Formal and informal sector/employment

The informal sector includes: all contributing family workers as well as all other persons who are not registered with the authorities. The informal sector excludes persons working in the agricultural sector and households producing goods and services for own use. Persons working in establishments having more than 10 people are also usually excluded.

Informal employment is often defined to exclude persons working in establishments registered with authorities, persons working in establishments with 10 or more people, and any person who benefits from employer contributions to pension/retirement fund or paid leave or sick leave, or where the employer deducts income tax form the salary/wage.

Under employment

In some circumstances, the employed persons can be divided into two groups: those that are fully employed and those that are underemployed. Underemployment refers to employment at less than desired or normal working hours (for example less than 40 hours a week). Underemployment is particularly widespread in rural areas of less developed countries.

Inactivity

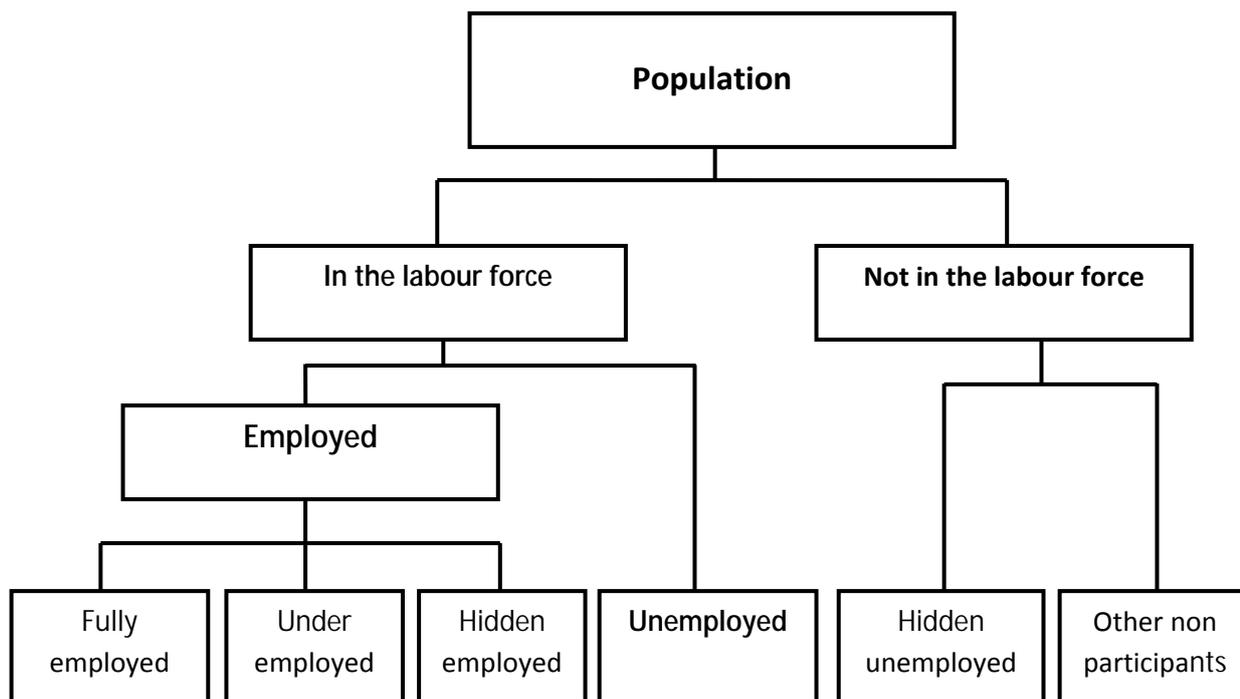
Persons of working age but not in the labour force may be inactive. Inactive persons include: those studying full time; homemakers or those doing all types of housework; the retired; the sick and/or disabled. Inactivity, which may be voluntary or involuntary, may result from discouraged workers. Discouraged workers are persons who give up searching for work and withdraw from the active labour force.

Labour force participation rate

The Labour force participation rate (LFPR) is a key indicator of the labour market. It indicates what proportion of the relevant population is in the labour force and can be calculated for different sub-groups of the population including age and sex. The $LFPR = [(E+U) / (E+U+I)] * 100$ where E and U represents the number of employed and unemployed persons while I represents the number of inactive persons.

In most less developed countries including Borama, Hargeisa & Burao employment levels are high, since few can afford not to be employed. Instead underemployment, vulnerable employment and the working poverty are rampant. Focusing on the standard definitions of employment and unemployment fails to take into account these challenges. This problem poses complex economic, political, social and moral policy issues. An idea of the challenge is summarized in Figure 1.1 which summarises the expanded conceptual framework for all forms of labour underutilization (Nanfosso, 2013).

Figure 1.1: An expanded labour force utilization framework



Source: Adapted from Nanfosso (2013)

It should be noted that for some variables, there are standard classification systems that were adopted in this survey. Examples include the International Standard Classification of Occupations (ISCO), the International Standard Industrial Classification (ISIC), and the International Classification of Status in Employment (ICSE) which shall be adopted in this report to the extent possible.

1.8 Study limitations

As at the time of writing this survey, it was difficult to get reasonable estimates of the nomadic populations in Borama, Hargeisa & Burao. Weights could not be reasonably applied for nomadic communities. The survey results for the nomadic communities thus report un-weighted proportions of the relevant indicators.

Although the un-weighted figures could still be reasonably good measures of the labour market indicators, they could not be included in all tables in this report. It is important that future labour force surveys (or other similar studies) should carefully sample the nomadic communities in the research process.



Chapter Two: Education and Training

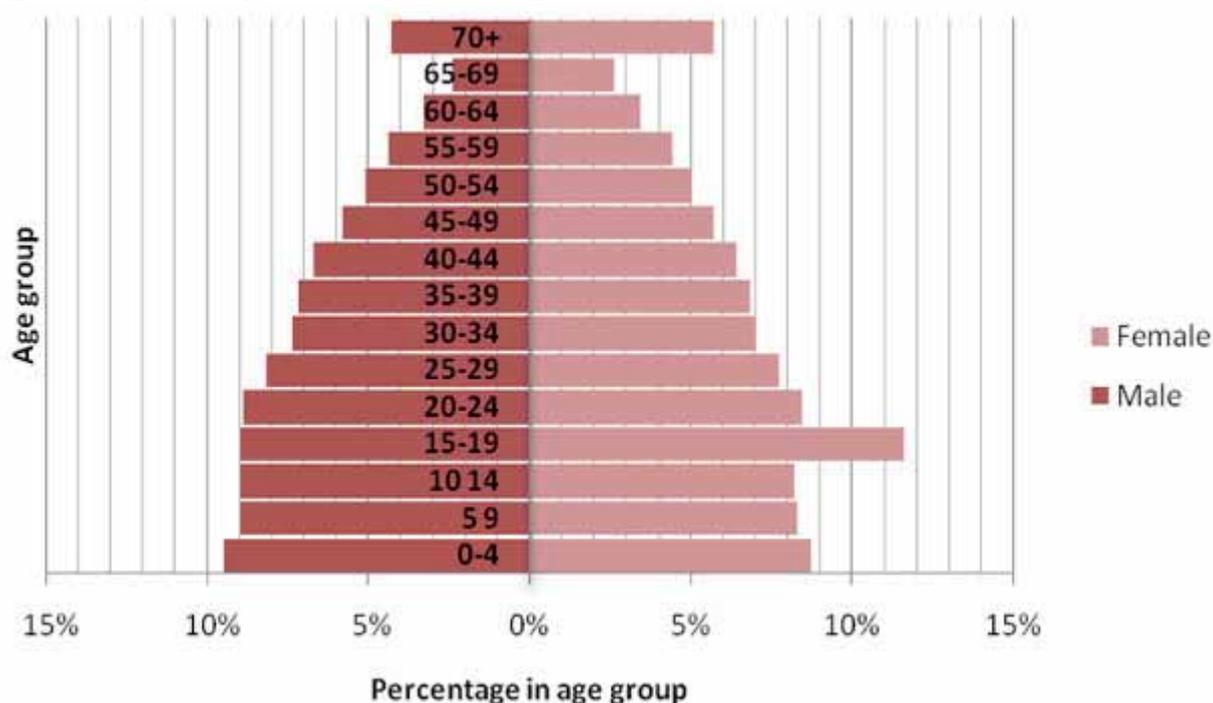
2.1 Demographic characteristics

Tables 2.1 and 2.2 as well as Figure 2.1 summarise the distribution of various age cohorts by age group, sex and locality in Borama, Hargeisa & Burao.

Table 2.1: Household population of Borama, Hargeisa & Burao by age group, sex, and locality

	Urban		Rural		Total		Cumulative Total
	Male	Female	Male	Female	Male	Female	
0-4	19,377	17,572	32,425	29,393	51,802	46,965	98,767
5-9	18,515	16,781	31,073	28,087	49,588	44,868	193,223
10-14	18,328	16,636	30,726	27,760	49,054	44,396	286,673
15-19	18,393	16,767	30,813	45,762	49,206	62,529	398,408
20-24	18,305	16,968	30,690	28,282	48,995	45,250	492,653
25-29	16,762	15,661	28,037	26,175	44,799	41,836	579,288
30-34	15,067	14,134	25,218	23,646	40,285	37,780	657,353
35-39	14,644	13,872	24,543	23,146	39,187	37,018	733,558
40-44	13,686	12,993	22,944	21,708	36,630	34,701	804,889
45-49	11,942	11,505	20,013	19,265	31,955	30,770	867,614
50-54	10,379	10,097	17,397	16,902	27,776	26,999	922,389
55-59	9,054	8,944	15,156	14,969	24,210	23,913	970,512
60-64	6,734	6,932	11,290	11,614	18,024	18,546	1,007,082
65-69	4,907	5,275	8,221	8,825	13,128	14,100	1,034,310
70+	8,763	11,526	14,666	19,281	23,429	30,807	1,088,546
Total	204,856	195,663	343,212	344,815	548,068	540,478	
15-64	134,966	127,873	226,101	231,469	361,067	359,342	Cumulative
15 and Over	148,636	144,674	248,988	259,575	397,624	404,249	percentage
Percentage							
0-4	9.5	9.0	9.4	8.5	9.5	8.7	9.1
5-9	9.0	8.6	9.1	8.1	9.0	8.3	17.8
10-14	8.9	8.5	9.0	8.1	9.0	8.2	26.3
15-19	9.0	8.6	9.0	13.3	9.0	11.6	36.6
20-24	8.9	8.7	8.9	8.2	8.9	8.4	45.3
25-29	8.2	8.0	8.2	7.6	8.2	7.7	53.2
30-34	7.4	7.2	7.3	6.9	7.4	7.0	60.4
35-39	7.1	7.1	7.2	6.7	7.2	6.8	67.4
40-44	6.7	6.6	6.7	6.3	6.7	6.4	73.9
45-49	5.8	5.9	5.8	5.6	5.8	5.7	79.7
50-54	5.1	5.2	5.1	4.9	5.1	5.0	84.7
55-59	4.4	4.6	4.4	4.3	4.4	4.4	89.2
60-64	3.3	3.5	3.3	3.4	3.3	3.4	92.5
65-69	2.4	2.7	2.4	2.6	2.4	2.6	95.0
70+	4.3	5.9	4.3	5.6	4.3	5.7	100.0
Total (%)	100.0	100.0	100.0	100.0	100.0	100.0	
15-64 (% of total)	65.9	65.4	65.9	67.1	65.9	66.5	
15 and Over (%)	72.6	73.9	72.5	75.3	72.6	74.8	

Figure 2.1: Population pyramid for Borama, Hargeisa & Burao districts



Overall, persons aged 24 years or less account for about 45% of the population. Individuals aged 65 and above account for only 5% of the population. Borama, Hargeisa & Burao is thus largely composed of young persons, which is in tandem with the population structure of most less developed countries (LDCs). Persons aged 15-64 years, or the economically active group, account for about 66% of the male and female population across urban and rural Borama, Hargeisa & Burao (Table 2.1). From Table 2.2, it can be observed that females constitute 52% of the total population, and 52% and 51% of the urban and rural populations respectively. On the other hand, among nomadic communities, the proportion of males (54%) exceeds that of females (46%).

Table 2.2: Percentage distribution of the household population of Borama, Hargeisa & Burao by sex, locality and age group

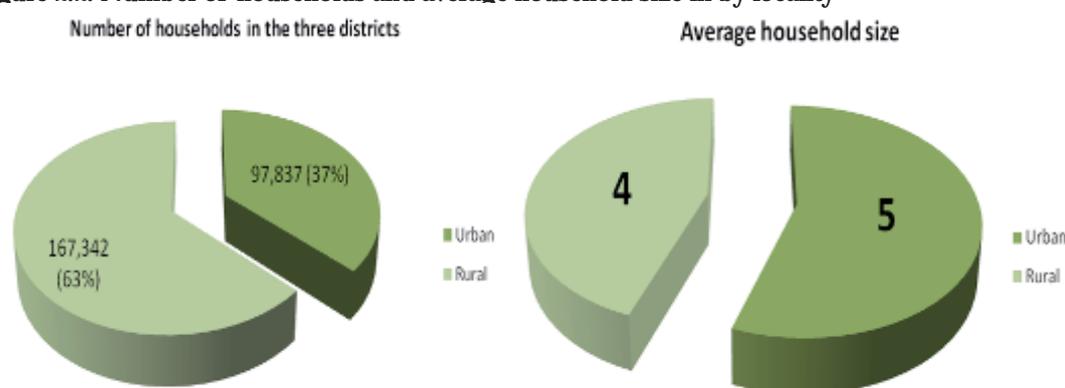
	Urban (%)		Rural (%)		Nomadic (%)		Total (%)	
	Male	Female	Male	Female	Male	Female	Male	Female
0-4	49	51	51	49	54	46	50	50
5-9	56	44	51	49	57	43	54	46
10-14	50	50	51	49	52	48	51	49
15-19	47	53	45	55	58	42	47	53
20-24	42	58	48	52	55	45	44	56
25-29	48	52	44	56	27	73	46	54
30-34	41	59	49	51	56	44	44	56
35-39	47	53	45	55	56	44	46	54
40-44	45	55	56	44	55	45	49	51
45-49	57	43	51	49	75	25	55	45
50-54	46	54	54	46	60	40	49	51
55-59	54	46	35	65	100	0	50	50
60-64	60	40	48	52	25	75	55	45
65-69	67	33	56	44	0	100	61	39
70+	46	54	57	43	83	17	53	47
TOTAL	48	52	49	51	54	46	48	52

A summary of the distribution of the population across urban and rural areas and estimates of the dependency ratio are presented in Table 2.3. The dependency ratio is a measure of the economic burden that the economically active segment of the population, that is those aged 15-64 years, must carry. The total dependency ratio is 52 for every 100 persons while for urban and rural areas, it is 53% and 51% respectively suggesting that, in both urban and rural areas, there is approximately 1 dependant for every 2 persons in the productive age range.

Table 2.3: Distribution of the population by age group and dependency ratio by locality

Age in years	Urban	Rural
0-14	105,797	176,666
15-24	69,598	135,385
25-34	60,884	101,791
35-54	98,838	165,918
55-64	31,664	52,771
65+	33,738	55,496
Household population	467,331	743,483
No. of households	97,837	167,342
Average household size	5	4
Dependency ratio (%)	53%	51%

The number of household in rural areas is larger than those in urban areas (63% and 37% respectively). On the other hand, urban households tend to be larger on average and have about 5 persons per household relative to 4 persons in rural households (Figure 2.2).

Figure 2.2: Number of households and average household size in by locality

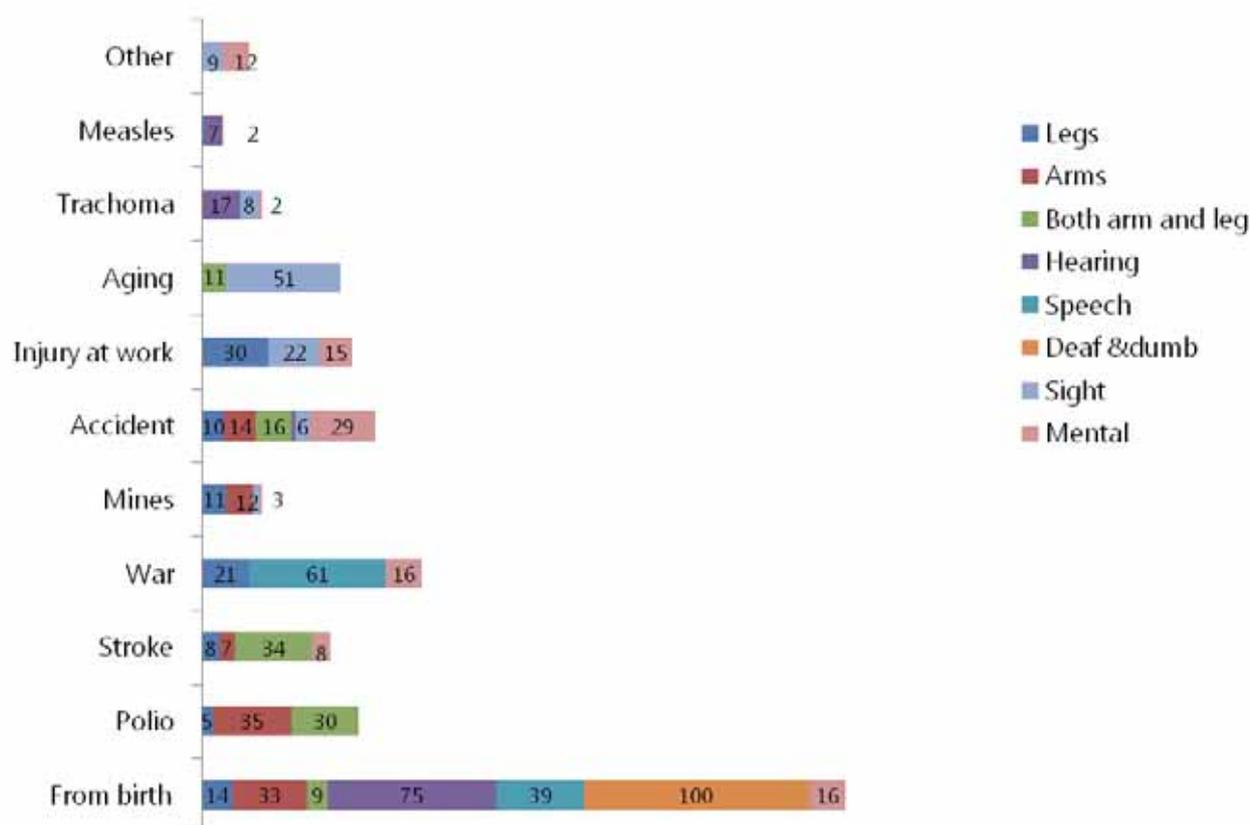
An additional demographic characteristic that has been analyzed is disability. Respondents were asked whether they had “any disability” which is an important demographic feature – especially among the working age population. Those who had any form of disability were asked to state the kind and cause of their disability. Among the disabled individuals, incapacity in the arms or legs, or both, were the most common forms of disability (Table 2.4 a, b and c and Figure 2.3a and b).

The most common non-disease causes of leg related disabilities were “injury at work” (30% of cases) and “war” (21% of cases). “Mines” and “accidents” accounted for about 1 in every ten cases of leg related disabilities each. Arm injuries were caused mainly by medical conditions including Polio which accounted for 35% of all cases and “birth conditions” (33% of cases). Accidents and “mines” accounted for 14% and 12% of arm disabilities respectively. For persons reporting arm and leg disabilities, the major causes in order of importance were Stroke (34% of the cases), Polio (31% of the cases), Accidents (16% of the cases) and Aging (11% of the cases).

Table 2.4a: Number and percentage of persons aged 5 and over reporting various disabilities, by cause of disability

Reason for disability	Kind of disability									
	Legs	Arms	Both arm and leg	Hearing	Speech	Deaf & dumb	Sight	Mental	Other	No Answer
From birth	841	357	280	2,137	108	62	0	743	0	0
Polio	304	384	902	0	0	0	0	0	0	0
Stroke	508	79	1,008	0	0	0	0	355	0	0
Epilepsy	0	0	0	0	0	0	0	0	0	0
War	1,291	0	0	0	170	0	0	750	0	0
Mines	651	129	0	0	0	0	192	62	0	0
Accident	631	149	463	46	0	0	371	1,350	0	0
Injury at work	1,840	0	0	0	0	0	1,297	720	0	0
Aging	0	0	316	0	0	0	2,941	0	0	0
Trachoma	0	0	0	481	0	0	466	104	0	0
Measles	126	0	0	188	0	0	0	54	0	0
Other	0	0	0	0	0	0	509	566	0	0
Not Specified	0	0	0	0	0	0	0	0	0	779
<i>Percentages</i>										
From birth	14	33	9	75	39	100	0	16	-	0
Polio	5	35	30	0	0	0	0	0	-	0
Stroke	8	7	34	0	0	0	0	8	-	0
Epilepsy	0	0	0	0	0	0	0	0	-	0
War	21	0	0	0	61	0	0	16	-	0
Mines	11	12	0	0	0	0	3	1	-	0
Accident	10	14	16	2	0	0	6	29	-	0
Injury at work	30	0	0	0	0	0	22	15	-	0
Aging	0	0	11	0	0	0	51	0	-	0
Trachoma	0	0	0	17	0	0	8	2	-	0
Measles	2	0	0	7	0	0	0	1	-	0
Other	0	0	0	0	0	0	9	12	-	0
Not Specified	0	0	0	0	0	0	0	0	-	100
Total (%)	100	100	100	100	100	100	100	100	-	100

Figure 2.3a: Percentage of persons aged 5 and over reporting various disabilities, by cause of disability

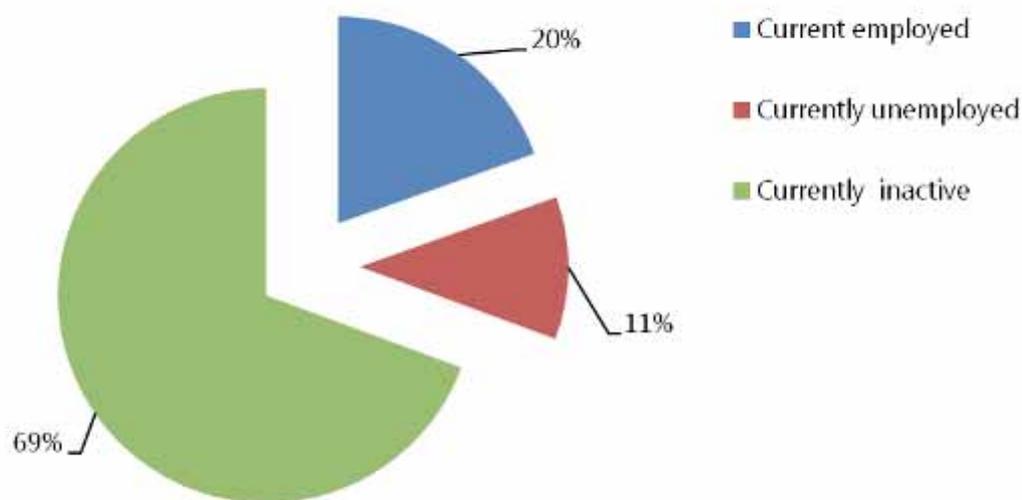


The proportion of persons with disabilities by their education level is presented in Table 2.4b. The statistics indicate that majority of the persons with disabilities are currently inactive (69 per cent) and the employed persons with disabilities only constitute 20 per cent among the individuals reporting various disabilities. This could be an indication that the inactive persons may have sustained permanent injuries that rendered them inactive to take employment opportunities.

Table 2.4(b):-Number and Percentage of persons with disabilities by employment status and education level

		Those with disabilities						Total
		Current employed	Currently unemployed	Currently inactive	Current employed	Currently unemployed	Currently inactive	
Highest grade completed	Lower primary	739	0	278	73%	0%	27%	1017
	Upper primary	0	0	618	0%	0%	100%	618
	Secondary	170	0	1788	9%	0%	91%	1958
	Vocational	0	0	59	0%	0%	100%	59
	University	0	0	238	0%	0%	100%	238
	Others	0	0	245	0%	0%	100%	245
	Unspecified	0	518	0	0%	100%	0%	518
	Total	909	518	3226	81%	100%	69%	4653
	%	20%	11%	69%				

Figure 2.3(b):- Employment status of persons with disabilities



There exists some little evidence that there are injuries which have occurred at the place of work (Table 2.4c). Of the injuries reported to have occurred at the place of worked, nearly half (47.7%) were leg related injuries while slightly a third of the victims sustained sight related disabilities. Nearly all these cases were reported in sectors that are more inclined to manufacturing and hence an indication that some of the injuries occur while handling machineries at place of work. However, these statistics may not inform much in regard to Occupational Safety and Health unless proper audits are done at firm’s level and a review of current existing laws governing OSH in these districts reviewed.

Table 2.4c: Work related injuries

Reason for disability	Kind of disability									
	Legs	Arms	Both arm and leg	Hearing	Speech	Deaf & dumb	Sight	Mental	Other	No Answer
Injury at work	1,840	0	0	0	0	0	1,297	720	0	0
%age	47.7%						33.6%	18.6%		

2.2 Literacy

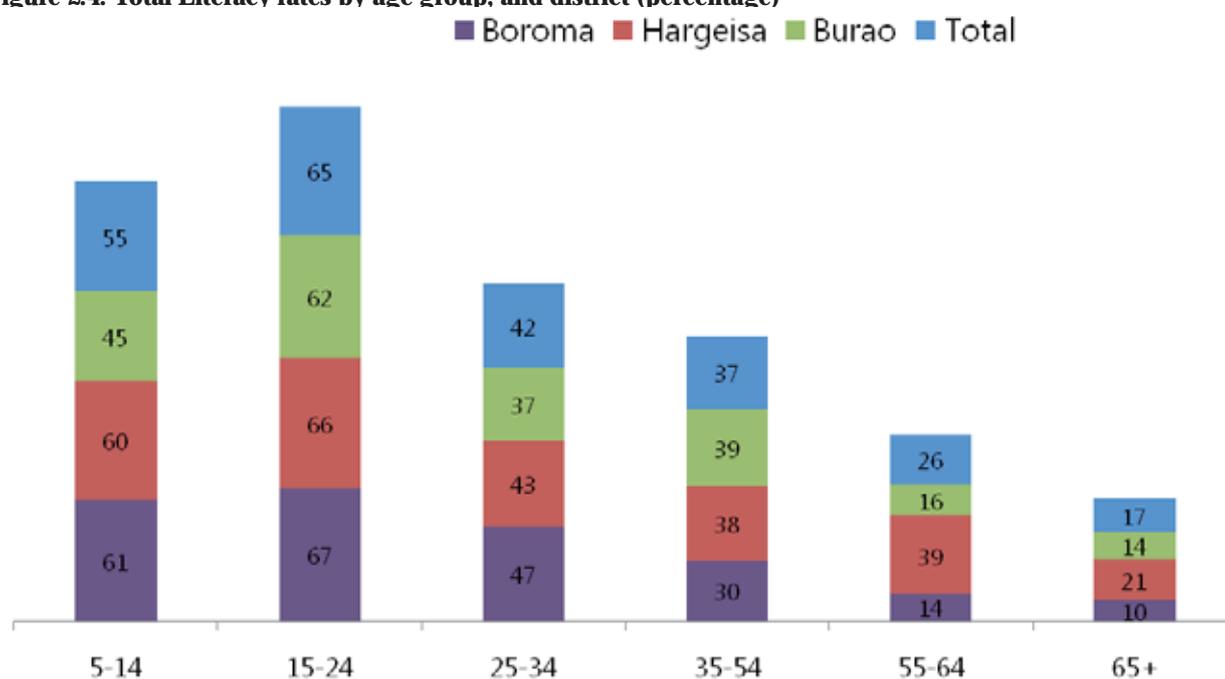
In order to gauge the levels of literacy, respondents were asked if they could “read and write a simple sentence in any language.” The results are summarized in Table 2.5 and Figure 2.4. Relative to all the other age cohorts, the total literacy rates were highest for the youth (aged 15-24 years) for both males (74%) and females (55%). Literacy rates tend to decline consistently for all age cohorts above 24 years.

Across the districts, the literacy rates of males and females for Burao tend to be lower than those of Borama and Hargeisa districts. Even so, Borama district has the lowest female literacy rates for age groups 35-54 years (14%), 55-64 (2%) and 65 and over (2%).

Table 2.5: Literacy rates, by sex, age group, and district (percentage)

	Borama		Hargeisa		Burao		Total	
	Male	Female	Male	Female	Male	Female	Male	Female
5-14	59	62	64	56	44	46	56	54
15-24	78	55	78	53	67	56	74	55
25-34	67	27	55	31	47	27	55	29
35-54	46	14	56	19	53	25	53	20
55-64	25	2	51	27	24	7	36	15
65+	18	2	27	15	21	6	24	9

Figure 2.4: Total Literacy rates by age group, and district (percentage)



2.3 School attendance

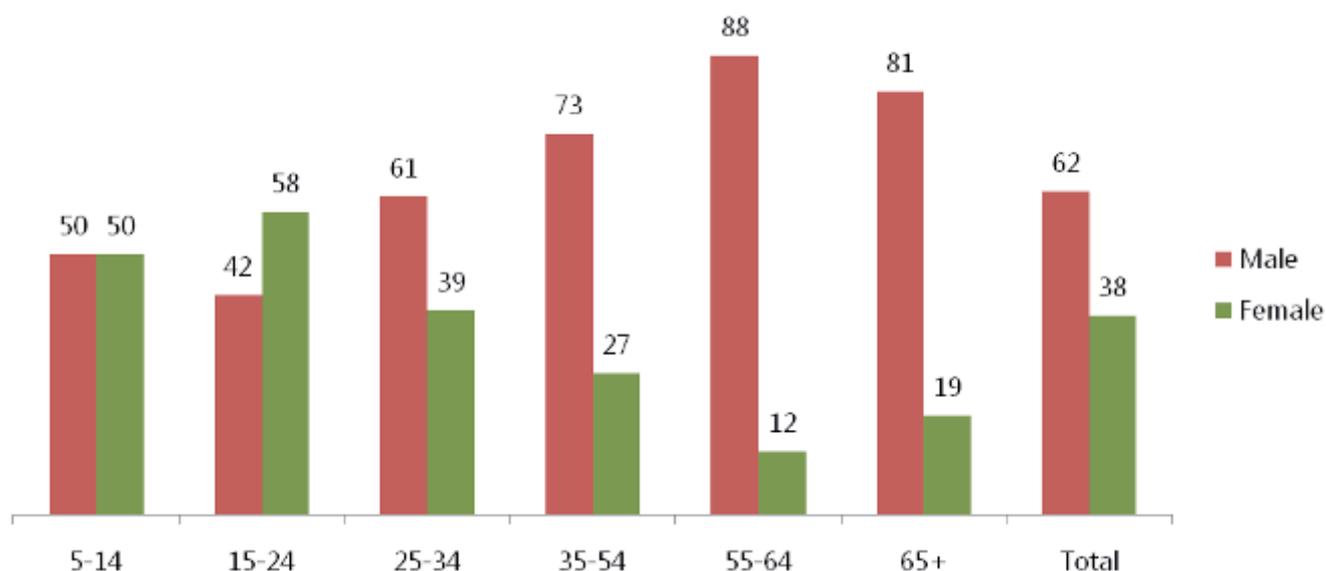
Information on respondents who had ever attended or completed school is summarized in Table 2.6 and Figure 2.5. Overall, a higher proportion of males have ever attended or completed school compared to females. However; a larger proportion of females in urban areas have ever attended/completed school for the lower age groups i.e. those aged between 5-14 and 15-24 years respectively. In all the regions, including urban areas, the proportion of those who ever attended/completed school is higher for males than females for all age groups above 25 years. School attendance or completion is negligible among the nomadic communities.

Table 2.6: Proportion of individuals who have ever attended or completed school by sex, age and locality

	Urban (%)		Rural (%)		Nomadic (%)		Total (%)	
	Male	Female	Male	Female	Male	Female	Male	Female
5-14	47	53	60	40	0	0	50	50
15-24	37	63	53	47	0	0	42	58
25-34	58	42	72	28	100	0	61	39

35-54	71	29	76	24	100	0	73	27
55-64	89	11	80	20	100	0	88	12
65+	76	24	100	0	0	0	81	19
Total	59	41	68	32	100	0	62	38

Figure 2.5: Proportion of individuals who have ever attended or completed school by sex, age and locality



To obtain an indication of the current schooling status, Table 2.7 and Figures 2.6 and 2.7 summarises the proportion of persons across age categories, who are currently attending school or college. The proportions that are particularly important are those for school going ages of 5 years (pre-school) through about 24 years (university). Only 54% of those aged 5-9 years reported attending school implying that a large share of children (46%) could be missing out on early childhood development and education (ECDE) and primary education. A similar pattern is repeated across each of the three districts (Figure 2.7).

6.8 per cent of persons aged 70 years and over indicated that they were attending school or college at the time of conducting this survey. This number could be attributed to the 70+ year old attending Quran classes at also simple mathematics to enrich their knowledge in managing their businesses.

Table 2.7: Number and percentage of persons in each age group currently attending school or college, in Borama, Hargeisa & Burao (Total)

Age	Attending	Total respondents	Percentage
5-9	19,073	35,296	54.0
10-14	27,901	34,964	79.8
15-19	25,864	35,160	73.6
20-24	14,700	35,273	41.7
25-29	6,072	32,423	18.7
30-34	2,079	29,201	7.1
35-39	2,630	28,516	9.2
40-44	2,884	26,679	10.8
45-49	624	23,447	2.7
50-54	522	20,476	2.5
55-59	597	17,998	3.3
60-64	144	13,666	1.1
65-69	140	10,182	1.4
70+	1,379	20,289	6.8

Figure 2.6: Percentage of persons in each age group currently attending school or college, in Borama, Hargeisa & Burao (Total)

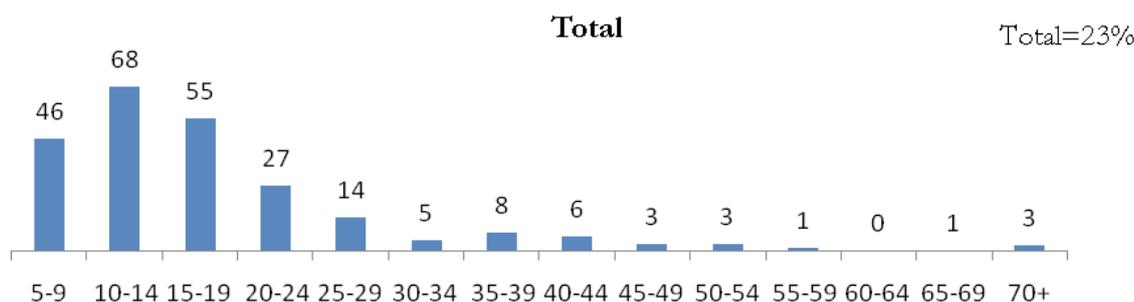
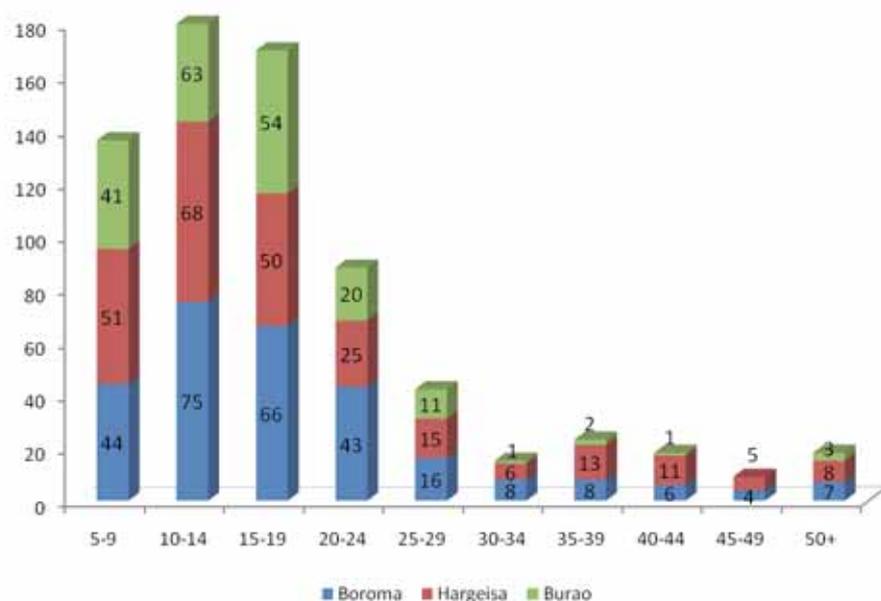


Figure 2.7: Percentage of persons in each age group currently attending school or college, in Borama, Hargeisa & Burao



The proportions of persons aged 15 and over and their highest grade of education completed across regions and sex are summarized in Tables 2.8 and Figures 2.8a and b. There are wide differences across urban, rural and nomadic regions on the highest grade completed by individuals. Whereas about 36% of males and females in urban areas have completed secondary education, the proportions fall to about 22% for both males and females in rural areas and 0% among the nomadic groups.

On aggregate, in the urban areas, about 37% and 35% of males and females have at least secondary education while about 3 in 10 males have a university education relative to nearly 2 in 10 females. Most of the other proportions are individuals who have either only upper primary or lower primary education as their highest grade completed at 25% for males and 39% for females.

Table 2.8: Percentage of Persons aged 15 and over highest grade of education completed, by sex and locality

	Borama, Hargeisa & Burao					
	Urban (%)		Rural (%)		Nomadic (%)	
	Male	Female	Male	Female	Male	Female
Lower primary	8	15	29	29	40	0
Upper primary	17	24	39	39	20	0
Secondary	37	35	22	21	0	0
Vocational	1	1	1	0	0	0
University	30	18	4	4	0	0
Others	1	2	2	5	0	0
Unspecified	5	4	4	2	40	0
Total	100	100	100	100	100	100

Figure 2.8(a): Percentage of Persons aged 15 and over highest grade of education completed

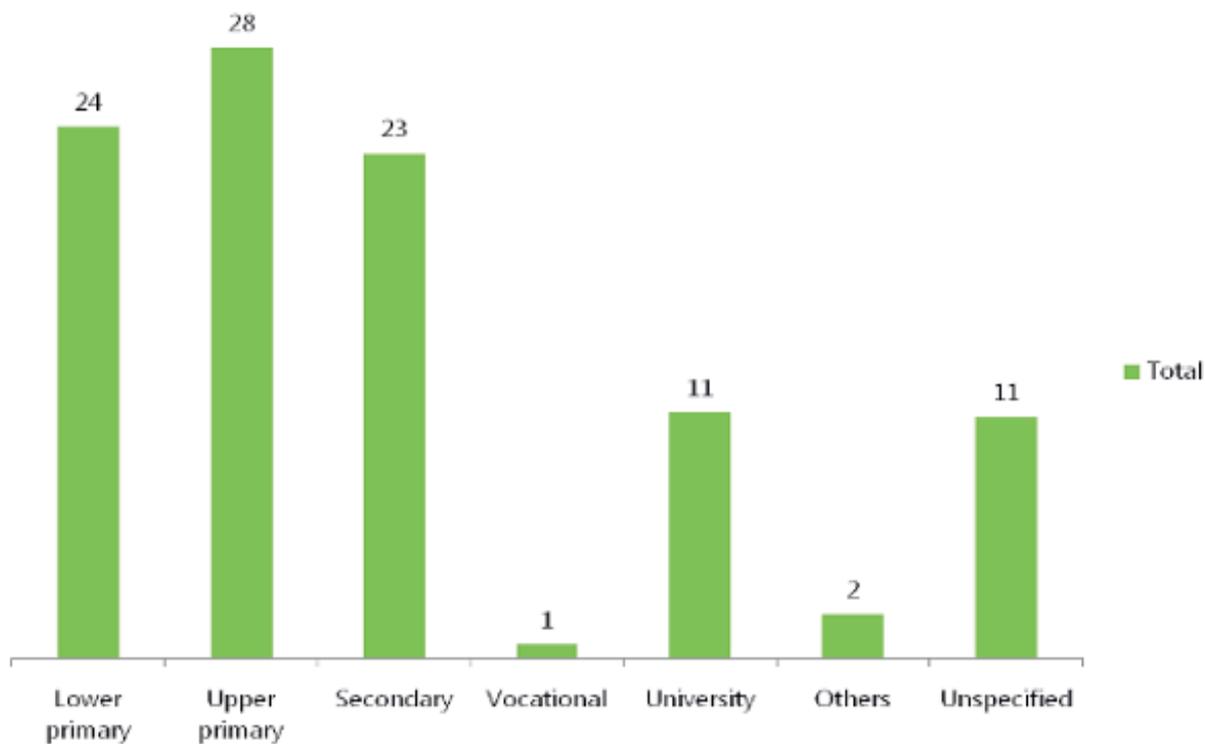
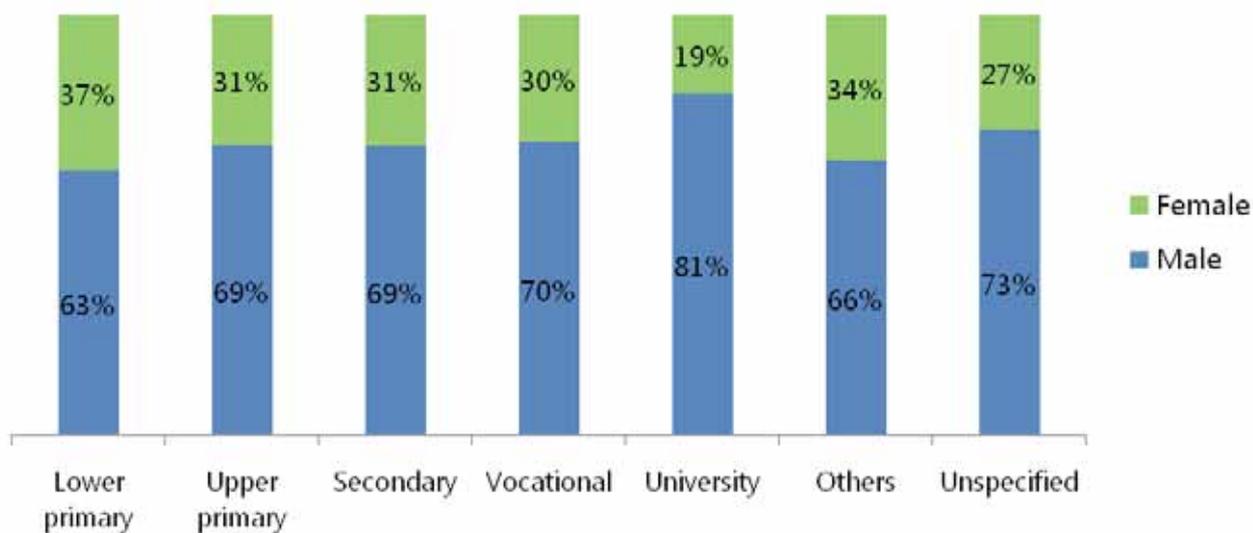


Figure 2.8(b): Percentage of Persons aged 15 and over highest grade of education completed, by gender



The highest grades of education completed by persons aged 15 and over across the three districts are summarized in Table 2.9. There are relatively wide variations in the proportions of highest grades completed by individuals across the districts. In urban areas, Borama and Hargeisa have a larger proportion of individuals who have attained university education at 37% and 30% respectively for urban males and 33% and 15% respectively for urban females. District level secondary school completion rates for urban areas are within a relatively narrow range across the districts with male and female completion rates ranging between 34% and 41%. Rural secondary school completion rates are lower than those of urban areas across all the districts and do not exceed 30% for any gender. The reported education completion

rates among nomadic communities are minimal, with zero reported cases of completion for any grade level among sampled females. On the other hand, the highest reported grade of education completed among the sampled males in nomadic regions was upper primary.

Table 2.9: Percentage of Persons aged 15 and over highest grade of education completed, by sex, locality and district

	Borama District					
	Urban (%)		Rural (%)		Nomadic (%)	
	Male	Female	Male	Female	Male	Female
Lower primary	4	9	20	25	50	0
Upper primary	17	19	50	56	0	0
Secondary	34	34	24	6	0	0
Vocational	2	0	0	0	0	0
University	37	33	6	13	0	0
Others	1	0	0	0	0	0
Unspecified	6	6	0	0	50	0
Total (%)	100	100	100	100	100	None

	Hargeisa District					
	Urban (%)		Rural (%)		Nomadic (%)	
	Male	Female	Male	Female	Male	Female
Lower primary	6	5	19	35	0	0
Upper primary	14	25	33	20	100	0
Secondary	41	41	26	30	0	0
Vocational	1	3	5	0	0	0
University	30	15	0	5	0	0
Others	1	1	2	0	0	0
Unspecified	7	10	14	10	0	0
Total (%)	100	100	100	100	100	None

	Buraao District					
	Urban (%)		Rural (%)		Nomadic (%)	
	Male	Female	Male	Female	Male	Female
Lower primary	16	27	40	28	0	0
Upper primary	21	29	35	41	0	0
Secondary	38	34	18	22	0	0
Vocational	1	2	0	0	0	0
University	21	4	4	0	0	0
Others	3	4	3	9	0	0
Unspecified	0	0	0	0	0	0
Total (%)	100	100	100	100	None	None

The proportion of persons who have “never attended school” by district and main reason of not attending school is summarized in Table 2.10 and Figures 2.9a, b and c. In each of the three districts, the largest proportion of individuals reported that the main reason for “never attending” school is lack of a school in the vicinity or long distance to school (22% for Borama, 27% for Hargeisa and 40% for Buraao). Other major reasons for not attending school across all age groups above 5 years included; “not being able to afford schooling”, “family not allowing schooling”, “education not valuable”, and “helping at home with household chores.” The latter three reasons, could be indicators of perceptions (or realities) of low returns to education among households.

Table 2.10: Percentage of persons who never attended school, by main reason for not attending across districts

	Borama (%)	Hargeisa (%)	Buraao (%)
Too young	20	19	17
Disabled/illness	1	3	1
No school/school too far	22	27	40
Cannot afford schooling	11	15	10
Family did not allow schooling	12	18	4
Education not valuable	16	9	13
School not safe	0	1	0

To learn a job	1	0	0
To work for pay	1	0	4
To work as unpaid worker in family business/ farm/herding	4	3	3
Help at home with household chore	11	4	6
Other reason	1	1	1
Not specified	1	2	0
Total (%)	100%	100%	100%

Figure 2.9(a): Percentage of persons who never attended school, by main reason for not attending across districts

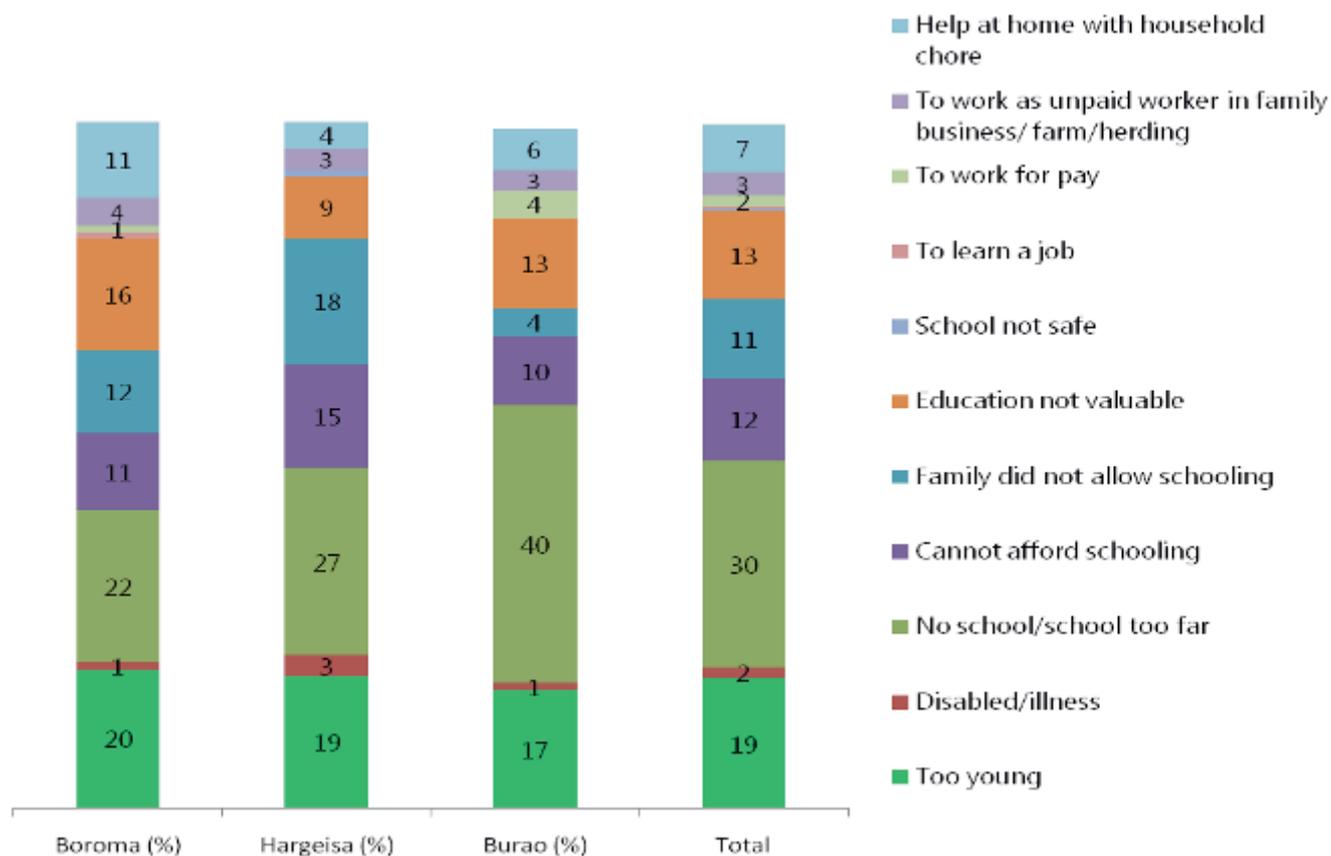


Figure 2.9(b): Percentage of persons who never attended school because there was no school/ school too far by locality

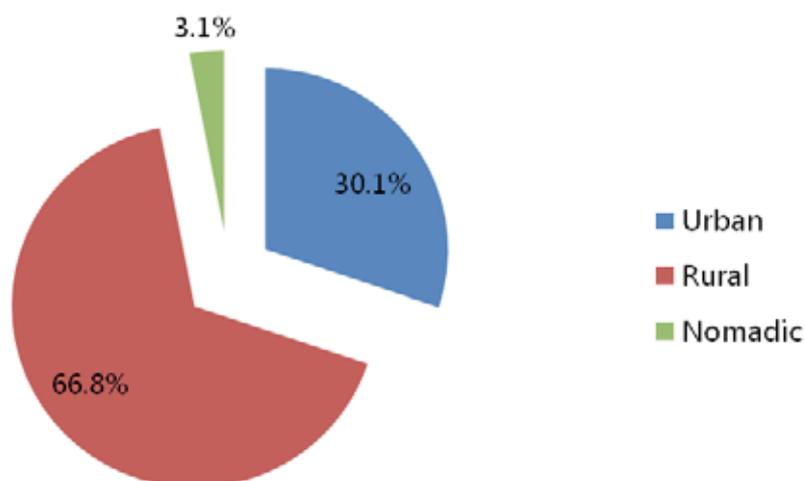
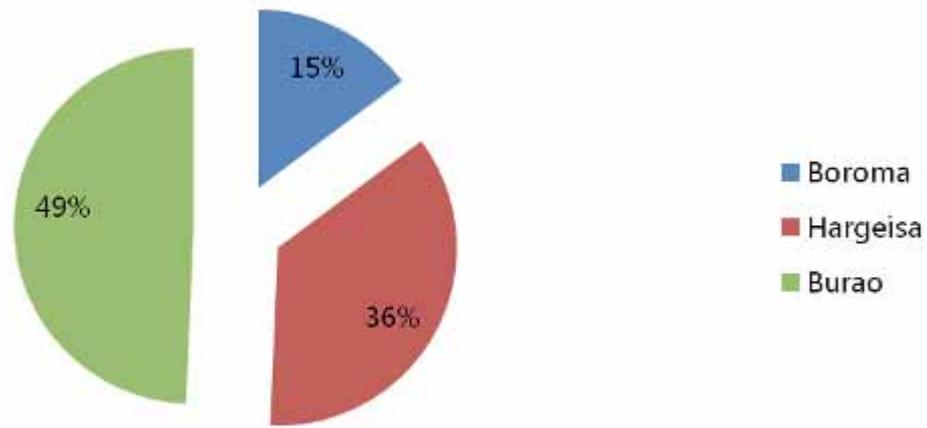


Figure 2.9(c): Percentage of persons who never attended school because there was no school/ school too far by district



In Table 2.11, the data on those who have never attended school is disaggregated by age group, across the three districts. For those aged 5-14, the major reason for never attending school was being “too young.” This is despite the global trends to embrace Early Childhood Development and Education (ECED) as a necessary part of education systems. For the persons aged 15-24, the most common reason for not attending school in Borama district is “family did not allow schooling.” While in Burao and Hargeisa the main reason for not attending school was “no school/school too far” which accounts for 45% (in Burao) and 25% (in Hargeisa) of the cases of reported reason for not attending school. In Hargeisa district, in 25% of the cases, respondents thought that “education is not valuable.”

Table 2.11: Percentage of persons who never attended school, by main reason for not attending across age groups and districts

	Borama (%)							Total
	5-14	15-24	25-34	35-54	55-64	65+	Under 5	
Too young	58	0	0	1	0	0	93	20
Disabled/illness	1	0	1	1	0	1	0	1
No school/school too far	9	17	22	34	38	20	3	22
Cannot afford schooling	6	23	13	11	2	19	2	11
Family did not allow schooling	5	26	22	13	14	2	0	12
Education not valuable	4	7	9	15	34	49	1	16
School not safe	1	0	1	0	0	0	0	0
To learn a job	0	2	2	0	2	0	0	1
To work for pay	0	0	3	1	0	0	0	1
To work as unpaid worker in family business/ farm/herding	10	8	4	6	2	0	0	4
Help at home with household chore	4	12	24	16	8	3	1	11
Other reason	0	2	0	1	0	6	0	1
Not specified	0	3	0	1	0	1	1	1
Total (%)	100%	100%	100%	100%	100%	100%	100%	100%
	Hargeisa (%)							Total
	5-14	15-24	25-34	35-54	55-64	65+	Under 5	
Too young	51	1	0	0	2	4	98	19
Disabled/illness	0	0	4	4	5	4	0	3
No school/school too far	18	25	30	28	40	51	0	27
Cannot afford schooling	12	15	17	18	24	12	1	15
Family did not allow schooling	5	16	24	27	20	21	1	18
Education not valuable	5	25	12	8	7	3	0	9
School not safe	0	0	2	1	0	0	0	1
To learn a job	0	0	0	0	0	0	0	0
To work for pay	0	0	1	1	0	0	0	0
To work as unpaid worker in family business/ farm/herding	0	7	2	5	2	0	0	3
Help at home with household chore	7	6	5	4	0	4	0	4
Other reason	0	0	0	2	2	0	0	1
Not specified	2	4	3	2	0	0	0	2
Total (%)	100%	100%	100%	100%	100%	100%	100%	100%
	Burao (%)							Total
	5-14	15-24	25-34	35-54	55-64	65+	Under 5	
Too young	39	0	0	0	0	0	88	17
Disabled/illness	0	1	0	0	2	2	0	1
No school/school too far	33	45	50	48	45	44	8	40
Cannot afford schooling	12	23	11	12	6	2	3	10
Family did not allow schooling	2	7	9	4	5	2	0	4
Education not valuable	0	6	11	16	30	31	0	13
School not safe	0	0	0	0	0	0	0	0
To learn a job	0	0	0	0	0	1	0	0
To work for pay	0	1	5	8	7	5	0	4
To work as unpaid worker in family business/ farm/herding	5	5	4	3	0	7	0	3
Help at home with household chore	7	9	8	7	4	7	0	6
Other reason	1	2	1	1	0	0	0	1
Not specified	1	1	0	0	0	0	0	0
Total (%)	100%	100%	100%	100%	100%	100%	100%	100%

2.4 Vocational training

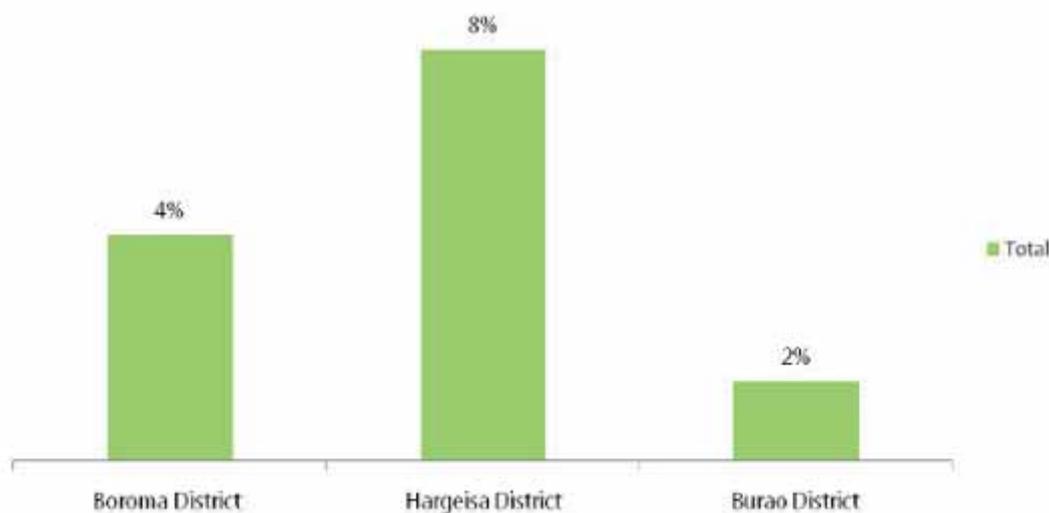
The SLFS 2012 also collected data on formal vocational training received by respondents. The proportions of persons aged 15 and over who have done or currently doing any formal vocational training, by sex, locality and subject studied are summarized in Tables 2.12 and 2.13.

Table 2.12: Number and percentage of persons aged 15 and over who have done or currently doing vocational training across districts, by sex and locality

Borama District				
	Urban		Rural	
	Male	Female	Male	Female
15 years and over	29,694	28,955	49,814	50,882
Done or currently doing any vocational training	3,665	1,208	706	0
Percent	12%	4%	1%	0%
Hargeisa District				
	Urban		Rural	
	Male	Female	Male	Female
15 years and over	66,428	64,537	111,232	114,428
Done or currently doing any vocational training	12,513	2,831	6,686	1,756
Percent	19%	4%	6%	2%
Burao District				
	Urban		Rural	
	Male	Female	Male	Female
15 years and over	52,514	51,182	87,942	94,265
Done or currently doing any vocational training	1,277	1,353	1,268	208
Percent	2%	3%	1%	0%

One key finding is that there is minimal formal vocational training among the population across all the districts. In addition, most of the training is concentrated in the urban areas (Table 2.12 and Figure 2.10). In urban areas of Hargeisa, Borama and Burao districts, only about 19%, 12% and 2% of males respectively reported to have done or currently doing any formal vocational training. The proportion for females in these urban areas of the three districts was just about 4% or under. The proportions of those who have done or currently doing formal vocational training is much lower in the rural areas and was about 1% of males and 0% of females in both rural Borama and Burao districts. Hargeisa had 6% of males and 2% of females reporting to have done or currently doing a formal vocational training in rural areas.

Figure 2.10: Average percentage of persons aged 15 and over who have done or currently doing vocational training across districts



On aggregate, Borama, Hargeisa & Burao data indicates that a larger proportion among those who have done or are currently doing formal vocational training are males (Table 2.13). As an example, in urban areas, among the 25-34 age group, 57% are males relative to 43% for females. In rural areas, none of the females reported having done or currently doing any formal vocational training. Among nomadic communities, there were no reported cases of those who have done or are currently doing formal vocational training.

Table 2.13: Percentage of Persons aged 15 and above who have done or are currently doing vocational training across districts by sex, locality and age group

Borama, Hargeisa & Burao (total)						
Age groups	Urban (%)		Rural (%)		Nomadic (%)	
	Male	Female	Male	Female	Male	Female
15-24	51	49	50	50	0	0
25-34	57	43	100	0	0	0
35-54	82	18	80	20	0	0
55-64	75	25	100	0	0	0
65+	100	0	0	0	0	0

Borama District						
	Urban (%)		Rural (%)		Nomadic (%)	
	Male	Female	Male	Female	Male	Female
15-24	48	52	0	0	0	0
25-34	45	55	100	0	0	0
35-54	95	5	100	0	0	0
55-64	100	0	0	0	0	0
65+	100	0	0	0	0	0

Hargeisa District						
	Urban (%)		Rural (%)		Nomadic (%)	
	Male	Female	Male	Female	Male	Female
15-24	83	17	0	0	0	0
25-34	72	28	100	0	0	0
35-54	82	18	73	27	0	0
55-64	67	33	100	0	0	0
65+	100	0	0	0	0	0

Burao District						
	Urban (%)		Rural (%)		Nomadic (%)	
	Male	Female	Male	Female	Male	Female
15-24	42	58	50	50	0	0
25-34	60	40	100	0	0	0
35-54	33	67	100	0	0	0
55-64	0	100	100	0	0	0
65+	0	0	0	0	0	0

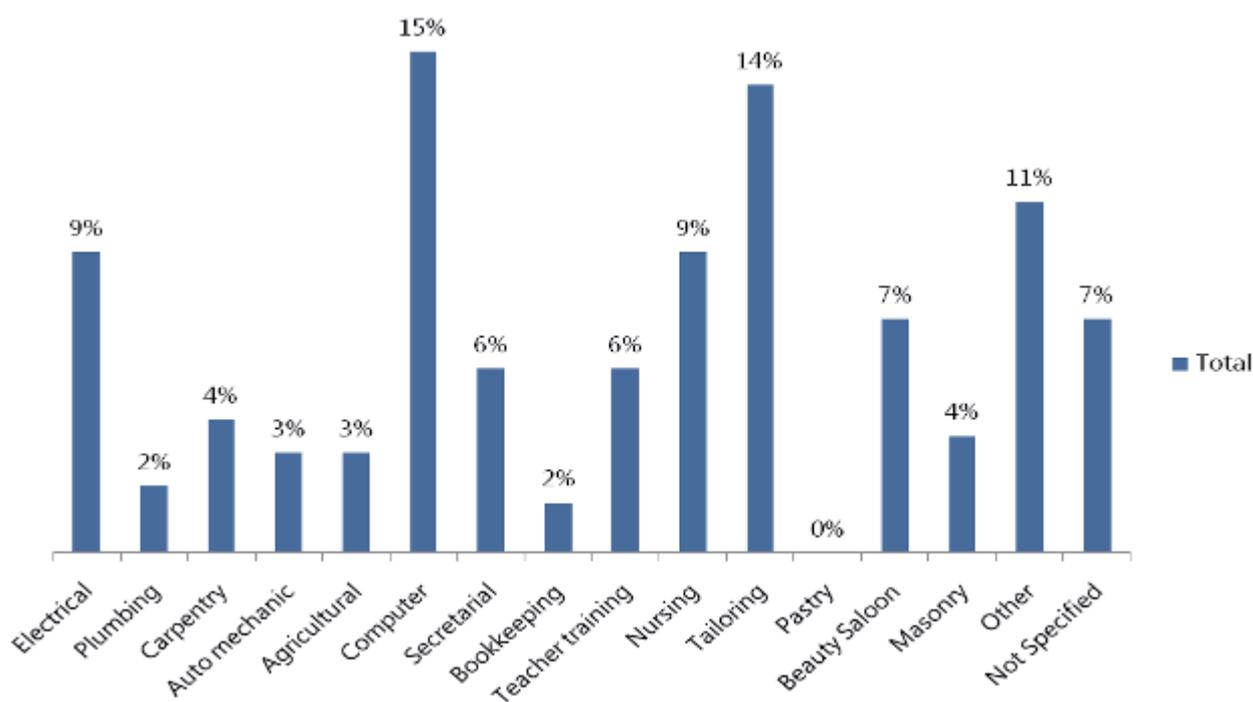
Among those who had done some form of formal vocational training, the highest proportion have been trained or are training in computer at 15% (Table 2.14 and Figure 2.11). The proportions in computer training in urban areas by sex are 20% and 22% for males and females respectively; however, none reported training in computers in rural areas. Among males, other common forms of formal vocational training in urban areas are electrical and teacher training with each accounting for about 16% and 14% of all training among the males. For the females, tailoring (25%) and beauty saloon (14%) are the other common forms of formal vocational training in urban areas.

In rural areas, the range of subjects studied is fewer than that in urban regions. Masonry and carpentry are the most common subjects in formal vocational training and are taken up by 18% and 12% of males and 31% and 28% of females respectively (Table 2.14 and Figure 2.11).

Table 2.14: Number and percentage distribution of subjects studied in vocational training by sex, locality and age group (15+)

	Urban				Rural				Total			
	Male		Female		Male		Female		Male		Female	
Electrical	2,868	16%	347	6%	609	7%	0	0%	3,477	13%	347	5%
Plumbing	704	4%	0	0%	399	5%	0	0%	1,103	4%	0	0%
Carpentry	1,210	7%	0	0%	1,008	12%	0	0%	2,218	8%	0	0%
Auto mechanic	725	4%	0	0%	762	9%	0	0%	1,487	6%	0	0%
Agricultural	1,354	8%	0	0%	193	2%	0	0%	1,547	6%	0	0%
Computer	3,902	22%	1,100	20%	0	0%	0	0%	3,902	15%	1,100	15%
Secretarial	932	5%	519	10%	0	0%	0	0%	932	4%	519	7%
Bookkeeping	333	2%	175	3%	0	0%	0	0%	333	1%	175	2%
Teacher training	2,425	14%	33	1%	518	6%	0	0%	2,943	11%	33	0%
Nursing	1,076	6%	380	7%	202	2%	544	28%	1,278	5%	924	13%
Tailoring	350	2%	1,343	25%	118	1%	606	31%	468	2%	1,949	26%
Pastry	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Beauty Saloon	0	0%	742	14%	301	3%	208	11%	301	1%	950	13%
Masonry	204	1%	26	0%	1,602	18%	0	0%	1,806	7%	26	0%
Other	1,179	7%	539	10%	2,379	27%	0	0%	3,558	14%	539	7%
Not Specified	193	1%	188	3%	569	7%	606	31%	762	3%	794	11%
Total	17,455	100%	5,392	100%	8,660	100%	1,964	100%	26,115	100%	7,356	100%

Figure 2.11: Percentage distribution of subjects studied in vocational training by sex, (15+)





Chapter Three:

Economic Activity

3.1 Current economic activities

To find out the range of activities in which individuals are engaged, respondents were asked whether during the last seven days they had done any of the following activities.

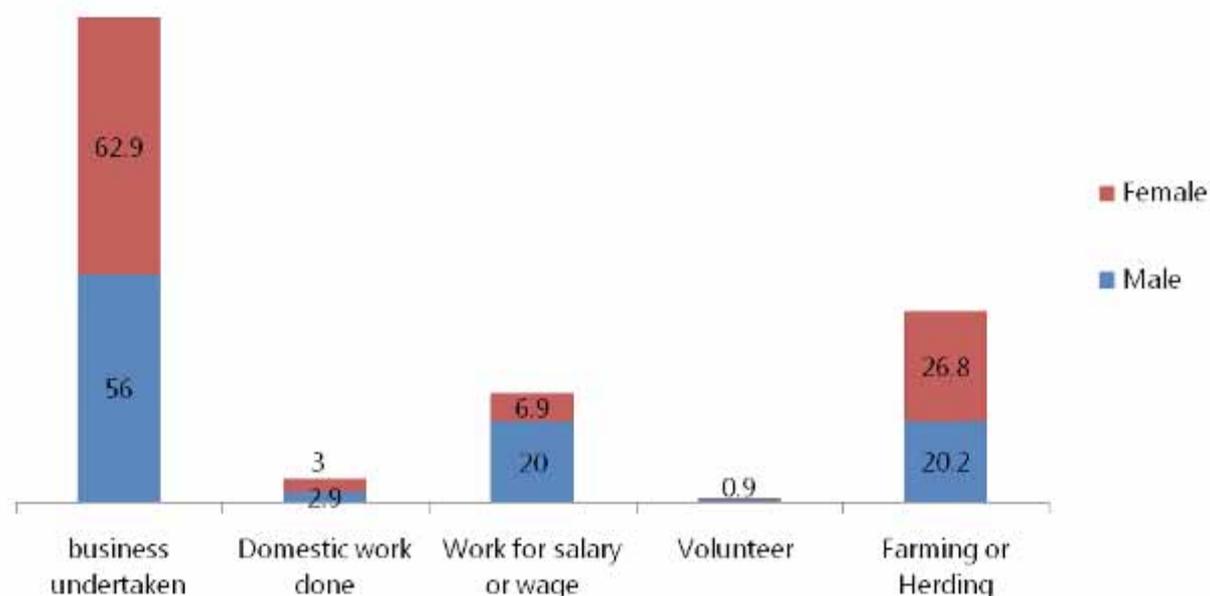
- Run or do any kind of business, big or small for themselves or with one or more partners.
- Do any work for a wage, salary, commission or any payment in kind (excluding domestic work)
- Do any work as a domestic worker for a wage, salary or any payment in kind
- Helped without being paid, in any kind of business run by your household
- Do any work on own (or household's) plot, farm, food garden, or help in growing farm produce for sale or in looking after animals intended for sale.

An individual who answered yes to any of the above five questions, as well as those who were temporarily absent from work were considered as currently employed, even if they had worked for only one hour in the last seven days. The results are summarized in Table 3.1 and Figure 3.1.

Table 3.1: Number and percentage of persons aged 15 and over reporting that they engaged in various activities last week among the economically active population (15 and Over)

	Urban		Rural		Total	
	Male	Female	Male	Female	Male	Female
Business undertaken	29,545	12,788	34,893	30,331	64,438	43,119
Domestic work done	2,282	952	1,109	1,080	3,391	2,032
Work for salary or wage	1,5303	3,582	7,768	1,167	23,071	4,749
Volunteer	557	325	456	0	1,013	325
Farming or Herding	265	715	22,983	17,631	23,248	18,346
<i>Percentage</i>						
business undertaken	61.6	69.6	51.9	60.4	56.0	62.9
Domestic work done	4.8	5.2	1.7	2.2	2.9	3.0
Work for salary or wage	31.9	19.5	11.6	2.3	20.0	6.9
Volunteer	1.2	1.8	0.7	0.0	0.9	0.5
Farming or Herding	0.6	3.9	34.2	35.1	20.2	26.8
Total (%)	100	100	100	100	100	100

Figure 3.1: Percentage of persons aged 15 and over reporting that they engaged in various activities last week among the economically active population (15 and Over)



Overall, most respondents were engaged in business activities with about 6 out of every 10 males and 7 in 10 females reporting undertaking a business activity in urban areas. In rural areas, the corresponding ratios of those who undertook a business (among the economically active) were about half of all males and 6 in 10 females. The other major activity reported was “working for a wage or salary” which was the second most common activity in urban regions at about 32% for males and 20% for females. Farming or herding was the second major activity in rural areas with about 35% of both males and females engaged in the activity. Only about 12% of males and 2% of females worked for a salary or a wage in rural areas.

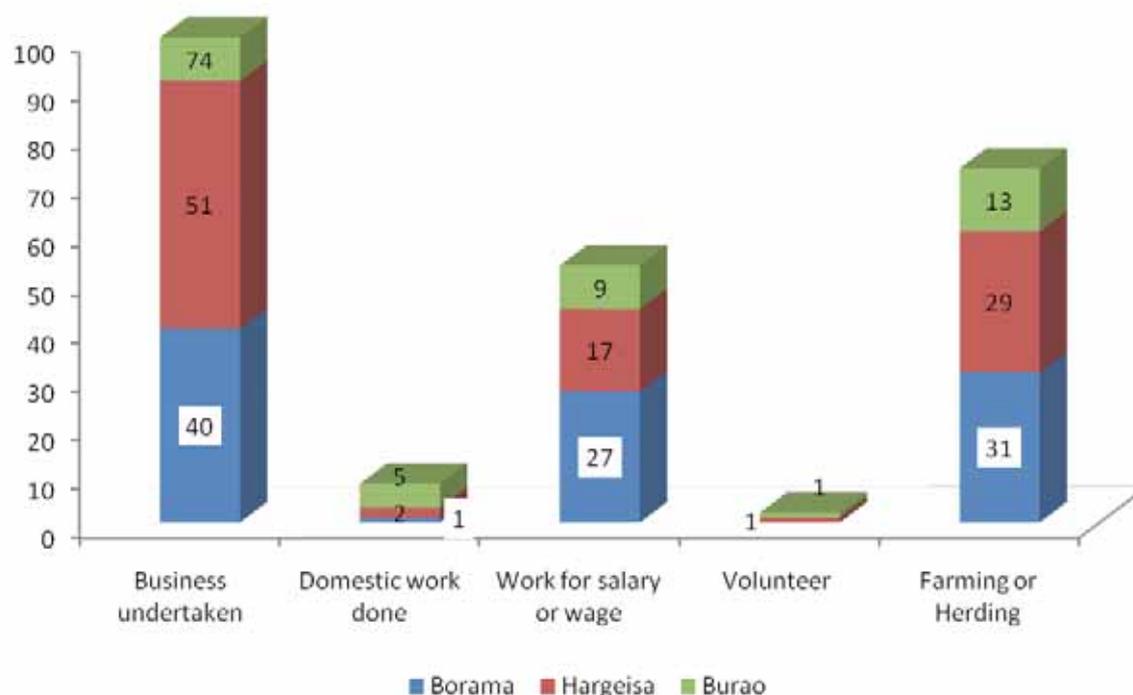
Generally, very low proportions of household members aged 15 and over reported being involved in domestic work. In urban areas, only about 5% of males and females reported being involved in domestic work in the last one week; while in rural areas only about 2% of males and females reported performing domestic work.

Table 3.2 and Figure 3.2 represent the number and percentage of persons aged 15 and over reporting that they engaged in various activities last week across the three districts. Undertaking a business, working for a wage or salary and farming or herding are the three largest economic activities, in terms of proportions, across the three districts. In Borama, the leading economic activities undertaken in the last one week were “business undertaken” (40%) and “farming and herding” (31%) followed by “work for salary or wage” at 27%. In Burao, those who undertook business constituted 74% of the total share followed by “farming or herding” at 13%, while in Hargeisa “business undertaken” and “farming or herding” accounted for 51% and 29% of all economic activities.

Table 3.2: Number and percentage of persons aged 15 and over reporting that they engaged in various activities last week across districts

	Borama		Hargeisa		Burao	
	Number	Percent	Number	Percent	Number	Percent
Business undertaken	13,264	40	37,063	51	57,230	74
Domestic work done	496	1	1,385	2	3,542	5
Work for salary or wage	8,926	27	12,218	17	6,676	9
Volunteer	129	0	699	1	510	1
Farming or Herding	10,333	31	21,372	29	9,889	13
Total	33,148	100	72,737	100	77,847	100

Figure 3.2: Percentage of persons aged 15 and over reporting that they engaged in various activities last week among the economically active population across districts



3.2 The labour force

The economically active population refers to the individuals who are aged between 15 and 64 years and in some definitions 15 and over. As alluded to earlier, Borama, Hargeisa & Burao has a relatively youthful population and 66% were in the working age group (i.e. aged 15-64 years). The labour force includes part of the “economically active population” and is specifically made up of the sum of the employed and unemployed individuals.

As indicated in Table 3.3 and Figure 3.3, for all age groups in the working age population in Borama, Hargeisa & Burao, those with secondary education form the largest proportion of those on the labour force. For those aged 15-64 the proportion of females in the labour force is just as high as or in some cases higher than that of men – across the various age groups.

Table 3.3: The Borama, Hargeisa & Burao Labour Force aged 15 and over highest level of education attained, by sex and age group

Age groups		15-24	25-34	35-54	55-64	65+	Total
Male	Lower primary	448	3,322	6,215	170	1,665	11,820
	Upper primary	891	3,595	7,738	710	405	13,339
	Secondary	1,991	5,029	13,933	1,516	289	22,758
	Vocational	0	0	1,544	0	0	1,544
	University	869	3,896	5,280	1,536	1,306	12,887
	Others	0	141	276	121	0	538
	Unspecified	508	360	705	430	0	2,003
Female	Lower primary	177	237	1,015	316	0	1,745
	Upper primary	338	918	1,919	316	509	4,000
	Secondary	629	586	2,218	1,671	46	5,150
	Vocational	0	0	172	0	0	172
	University	734	1,331	873	0	0	2,938
	Others	416	356	96	0	0	868
	Unspecified	174	132	79	0	0	385
Borama, Hargeisa & Burao	Lower primary	625	3,559	7,230	486	1,665	13,565
	Upper primary	1,229	4,513	9,657	1,026	914	17,339
	Secondary	2,620	5,615	16,151	3,187	335	27,908

	Vocational	0	0	1,716	0	0	1,716
	University	1,603	5,227	6,153	1,536	1,306	15,825
	Others	416	497	372	121	0	1,406
	Unspecified	682	492	784	430	0	2,388
Percentages							
Male	Lower primary	10	20	17	4	45	18
	Upper primary	19	22	22	16	11	21
	Secondary	42	31	39	34	8	35
	Vocational	0	0	4	0	0	2
	University	18	24	15	34	36	20
	Others	0	1	1	3	0	1
	Unspecified	11	2	2	10	0	3
	Total (%)	100	100	100	100	100	100
Female	Lower primary	7	7	16	14	0	11
	Upper primary	14	26	30	14	92	26
	Secondary	25	16	35	73	8	34
	Vocational	0	0	3	0	0	1
	University	30	37	14	0	0	19
	Others	17	10	2	0	0	6
	Unspecified	7	4	1	0	0	3
	Total (%)	100	100	100	100	100	100
Borama, Hargeisa & Burao	Lower primary	9	18	17	7	39	17
	Upper primary	17	23	23	15	22	22
	Secondary	37	28	38	47	8	35
	Vocational	0	0	4	0	0	2
	University	22	26	15	23	31	20
	Others	6	2	1	2	0	2
	Unspecified	10	2	2	6	0	3
	Total (%)	100	100	100	100	100	100

Figure 3.3_1: The Borama, Hargeisa & Burao Labour Force aged 15 and over and highest level of education attained by age group

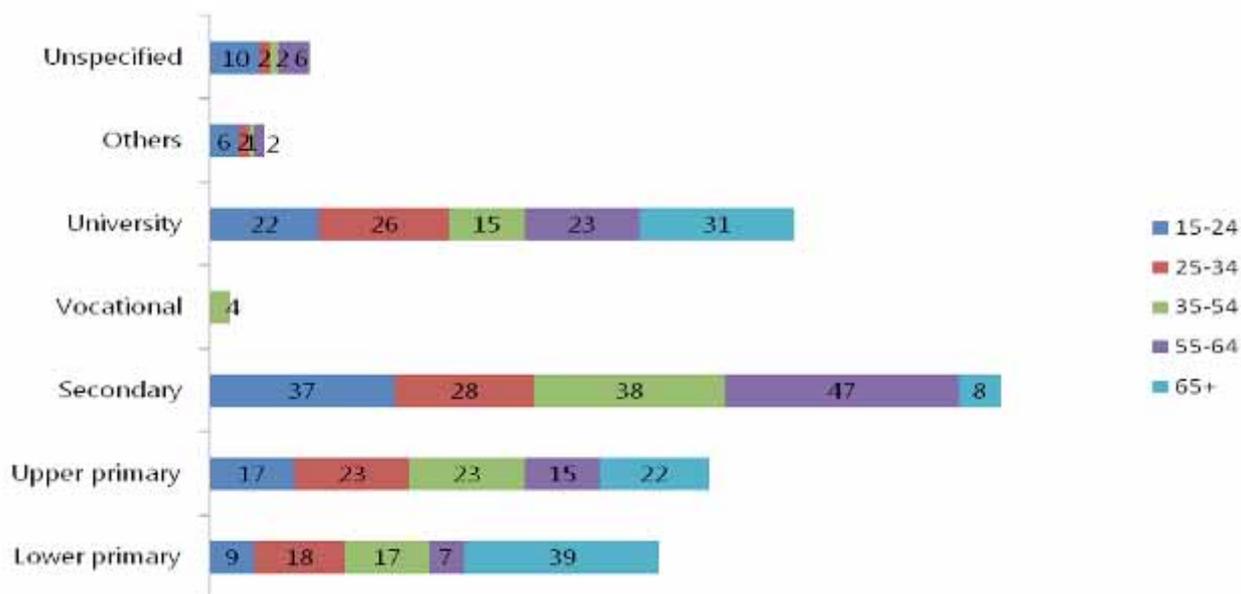
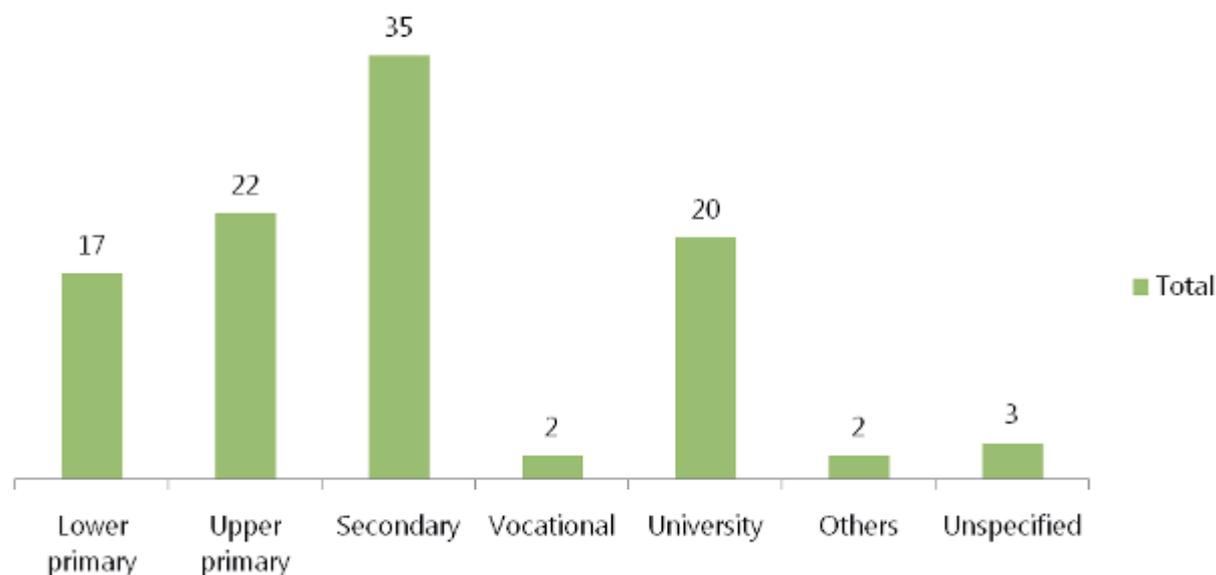


Figure 3.3_2: The Borama, Hargeisa & Burao Labour Force aged 15 and over and highest level of education attained by -Total

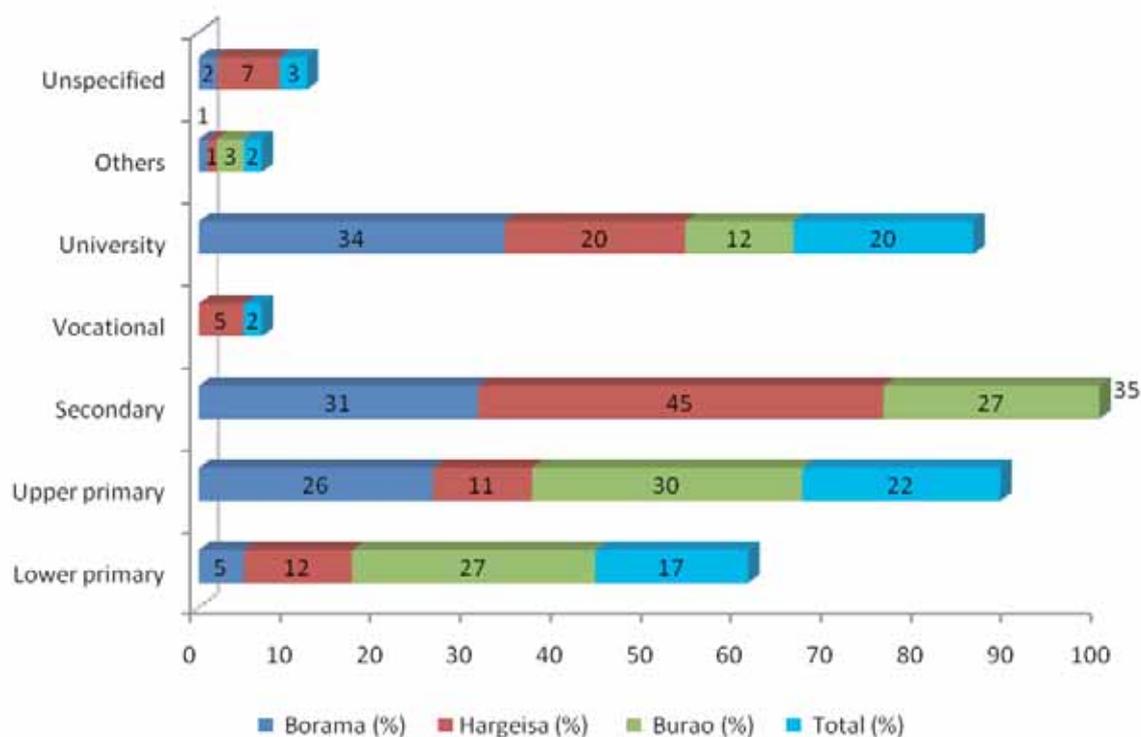


Data disaggregated by district shows a similar pattern to the total proportions for Borama, Hargeisa & Burao (Table 3.4 and Figure 3.4). Persons with secondary education as the highest education attainment form the largest proportion of the labour force across various age groups in the three districts.

Table 3.4: The Borama, Hargeisa & Burao Labour Force aged 15 and over highest level of education attained by sex and district

		Borama (%)	Hargeisa (%)	Burao (%)	Total (%)
Male	Lower primary	7	15	28	18
	Upper primary	26	10	29	21
	Secondary	32	44	27	35
	Vocational	1	5	1	2
	University	33	18	15	20
	Others	2	1	1	1
	Unspecified	1	7	0	3
	Female	Lower primary	0	0	25
Upper primary		28	13	34	26
Secondary		28	52	25	35
Vocational		0	3	0	1
University		39	27	3	19
Others		0	0	13	6
Unspecified		5	5	0	3
Total		Lower primary	5	12	27
	Upper primary	26	11	30	22
	Secondary	31	45	27	35
	Vocational	0	5	0	2
	University	34	20	12	20
	Others	1	1	3	2
	Unspecified	2	7	0	3

Figure 3.4: The Borama, Hargeisa & Burao Labour Force aged 15 and over highest level of education attained by district (%)



3.3 Labour force participation

Labour force participation refers to the population of the employed and unemployed individuals. Table 3.5 summarises the eligible population for labour force participation by age groups and the labour force participation by age groups.

Borama, Hargeisa & Burao's total labour force participation rate for males and females in urban areas were estimated to be 56% and 29% respectively. Rural labour force participation rates for males and females were 57% and 42% respectively. Thus, Borama, Hargeisa & Burao's labour force participation rates are lower than the projected African average of 65.5% in 2012 (United Nations Economic Commission for Africa (UNECA), 2013). Among the youth (aged 15-24), the labour force participation rates for males was 30% in both urban and rural areas while that of females was about 20% in both urban and rural areas. Labour force participation rates are highest among the persons aged 35-54 years and were 74% and 77% for males in urban and rural areas while for females the rates were 38% and 53% for urban and rural areas respectively.

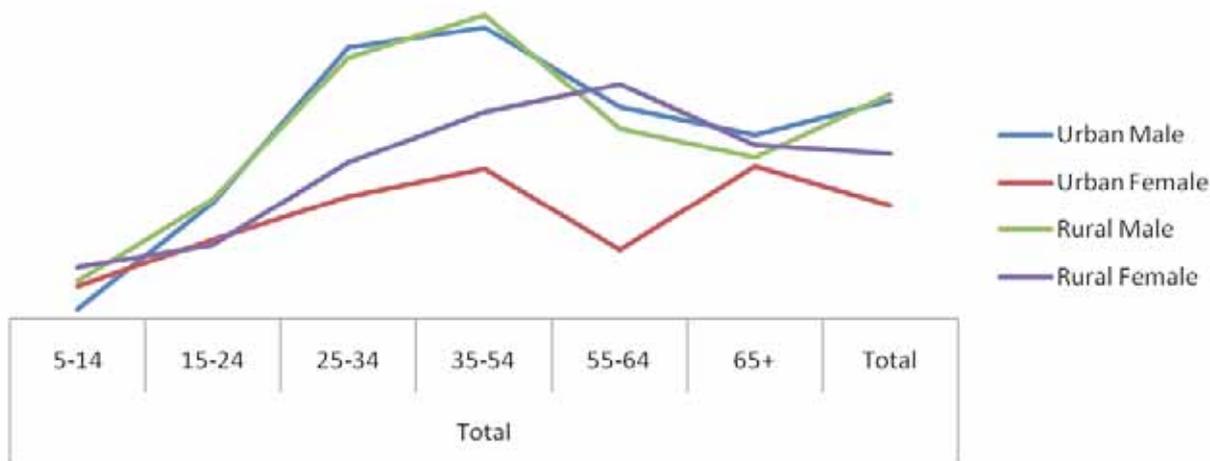
Table 3.5: Eligible population for labour force participation, total labour force participation and labour force participation rates, by sex, age group and locality (percentage)

		5-14	15-24	25-34	35-54	55-64	65+	Total
Eligible population (for labour force participation)								
Urban	Male	7,831	17,643	19,312	38,339	12,287	7,832	103,244
	Female	7,892	14,997	17,532	30,015	9,588	7,853	87,877
Rural	Male	8,848	24,549	35,919	55,766	15,339	15,305	155,726
	Female	10,344	24,182	25,405	48,075	20,073	16,880	144,959
Total Labour force participation								
Urban	Male	203	5,218	13,309	28,385	6,602	3,655	57,372
	Female	661	3,033	5,457	11,469	1,705	3,043	25,368
Rural	Male	844	7,460	23,850	43,020	7,402	6,251	88,827
	Female	1,348	4,546	10,098	25,316	11,975	7,455	60,738
Labour force participation rates (percentage)								

		5-14	15-24	25-34	35-54	55-64	65+	Total
Urban	Male	3	30	69	74	54	47	56%
	Female	8	20	31	38	18	39	29%
Rural	Male	10	30	66	77	48	41	57%
	Female	13	19	40	53	60	44	42%

Figure 3.5 illustrates labour force participation rates for males and females for urban and rural areas across age groups for 2012. An observation that can be made from the figure is that labour force participation rates generally trend upwards with age and tend to peak at the age group 35-54 years. The labour force participation rate across age groups for Borama, Hargeisa & Burao exhibits the typical inverted-U shape that characterizes most economies.

Figure 3.5: Labour force participation rates, by sex, age group and locality (percentage)



Across the age cohorts, the total labour force participation rate was highest for the persons aged 35-54 followed by those aged 25-34.

3.4 The inactive population

The inactive persons include those of working age who are: attending school, involved in household duties (homemakers), retired, sick or injured and the disabled. Table 3.6 summarises the proportion of inactive individuals by sex, age group and locality.

Inactivity rates are high across all regions averaging about 38% for males who are 15 and over and 62% for females of the same age range. Males have lower inactivity rates compared to females. Inactivity rates for males across the regions are urban (37%), rural (39%) and nomadic (37%). For females the rates are 63%, 61% and 75% in urban, rural and nomadic regions respectively.

Table 3.6: Inactive persons by sex, age group and locality

		5-14	15-24	25-34	35-54	55-64	65+	15-64	15 and over
Urban	Male	7,628	12,425	6,003	9,954	5,685	4,177	34,067	38,244
	Female	7,231	11,964	12,075	18,546	7,883	4,810	50,468	55,278
Rural	Male	8,004	17,089	12,069	12,746	7,937	9,054	49,841	58,895
	Female	8,996	19,636	15,307	22,759	8,098	9,425	65,800	75,225
Total	Male	15,632	29,514	18,072	22,700	13,622	13,231	83,908	97,139
	Female	16,227	31,600	27,382	41,305	15,981	14,235	116,268	130,503
Percentage									
Urban	Male	8	15	6	7	2	1	37	37
	Female	7	20	14	15	3	1	63	63
Rural	Male	6	13	8	9	3	3	39	40
	Female	7	19	10	17	4	3	61	60
Nomadic	Male	10	10	0	10	0	0	25	25
	Female	10	10	20	30	0	0	75	75

Total (%)	Male	7	14	6	8	2	2	37	38
	Female	7	20	13	15	3	1	63	62

In urban areas, the largest proportion of the currently inactive individuals is for age group 15-24 years with inactivity rates of 14% and 20% for males and females respectively. This is evidently due to the fact that a larger proportion of the younger groups attend school as summarized in Tables 3.7a and 3.7b on the reasons for inactivity. As an example, on aggregate, about 74% of the male and 47% of the female aged 15-24 years are attending school. For the older groups, such as those between 35-54 and 55-64, household duties and “retired, not working” explain much of their inactivity status (Table 3.7).

Table 3.7a: Percentage distribution of the reasons for current inactivity in Borama, Hargeisa & Burao, by sex and age group

		5-14	15-24	25-34	35-54	55-64	65+	15+	15-64
Male	Attending school	77.5	73.7	35.1	3.3	0.0	9.5	40.6	42.4
	Household duties	10.1	10.5	24.7	21.1	13.3	0.0	15.4	16.3
	Retired, not working	1.1	6.4	9.1	35.6	53.3	81.0	21.3	17.9
	Sick/injured	0.0	1.8	7.8	11.1	13.3	4.8	6.2	6.3
	Disabled	0.0	1.2	2.6	7.8	6.7	0.0	3.3	3.5
	Others	11.2	6.4	20.8	21.1	13.3	4.8	13.1	13.6
Female	Attending school	68.5	47.0	8.1	2.7	5.0	25.0	21.1	21.0
	Household duties	16.9	42.4	82.5	70.1	40.0	31.3	60.1	60.8
	Retired, not working	0.0	2.5	2.5	17.1	52.5	37.5	10.8	10.1
	Sick/injured	1.1	2.5	3.8	4.3	2.5	6.3	3.4	3.4
	Disabled	0.0	0.8	0.6	1.6	0.0	0.0	0.9	1.0
	Others	13.5	4.7	2.5	4.3	0.0	0.0	3.6	3.7

Table 3.7b: Reasons for current inactivity, by sex, age group and locality (percentage)

		5-14	15-24	25-34	35-54	55-64	65+	15+	15-64
Urban									
Male	Attending school	77.1	79.2	42.3	4.9	0.0	16.7	47.1	48.5
	Household duties	10.0	10.8	21.2	24.6	9.5	0.0	15.2	15.9
	Retired, not working	1.4	3.8	3.8	23.0	61.9	75.0	15.6	12.9
	Sick/injured	0.0	1.5	9.6	14.8	14.3	8.3	7.2	7.2
	Disabled	0.0	0.8	1.9	11.5	4.8	0.0	3.6	3.8
	Others	11.4	3.8	21.2	21.3	9.5	0.0	11.2	11.7
Female	Attending school	72.7	51.1	7.2	1.5	7.1	37.5	22.6	22.4
	Household duties	16.7	38.6	84.8	73.3	42.9	25.0	60.7	61.3
	Retired, not working	0.0	1.1	2.4	15.3	46.4	37.5	8.8	8.3
	Sick/injured	1.5	3.4	4.0	4.6	3.6	0.0	3.8	3.9
	Disabled	0.0	1.1	0.0	2.3	0.0	0.0	1.1	1.1
	Others	9.1	4.5	1.6	3.1	0.0	0.0	3.0	3.0
Rural									
Male	Attending school	83.3	57.5	20.0	0.0	0.0	0.0	25.2	27.5
	Household duties	11.1	10.0	32.0	10.7	22.2	0.0	15.3	16.7
	Retired, not working	0.0	15.0	20.0	64.3	33.3	88.9	36.0	31.4
	Sick/injured	0.0	2.5	4.0	3.6	11.1	0.0	3.6	3.9
	Disabled	0.0	2.5	4.0	0.0	11.1	0.0	2.7	2.9
	Others	5.6	12.5	20.0	21.4	22.2	11.1	17.1	17.6
Female	Attending school	54.5	35.6	12.1	5.7	0.0	12.5	17.6	17.8
	Household duties	18.2	52.5	72.7	62.3	33.3	37.5	57.6	58.6
	Retired, not working	0.0	6.8	3.0	22.6	66.7	37.5	17.0	15.9
	Sick/injured	0.0	0.0	3.0	3.8	0.0	12.5	2.4	1.9
	Disabled	0.0	0.0	3.0	0.0	0.0	0.0	0.6	0.6
	Others	27.3	5.1	6.1	5.7	0.0	0.0	4.8	5.1
Nomadic									

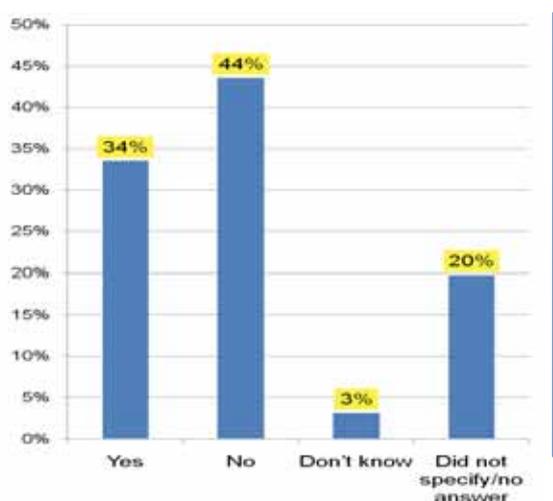
Male	Attending school	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Household duties	0.0	0.0	0.0	100.0	0.0	0.0	50.0	50.0
	Retired, not working	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Sick/injured	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Disabled	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Others	100.0	100.0	0.0	0.0	0.0	0.0	50.0	50.0
Female	Attending school	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Household duties	0.0	100.0	100.0	66.7	0.0	0.0	83.3	83.3
	Retired, not working	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Sick/injured	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Disabled	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Others	0.0	0.0	0.0	33.3	0.0	0.0	16.7	16.7

3.5 Terms & Conditions of service

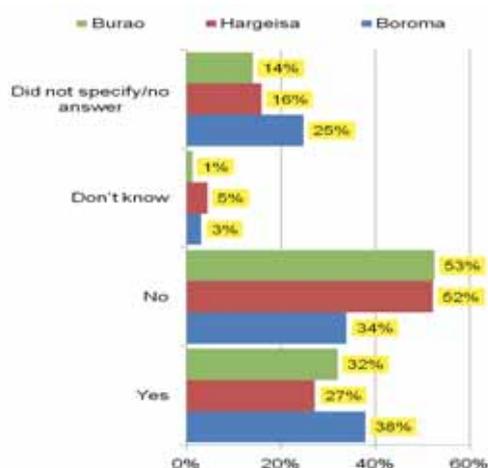
Figure 3.6 presents the results as to whether employed persons are entitled to leave by district and total. As shown, 44 per cent indicated that they are not entitled to any paid leave whereas 34 per cent indicated that they are entitled to paid leave. The statistics across the districts show that 53, 52 and 34 per cent of employed persons in Burao, Hargeisa and Boroma are not entitled to paid leave by their employers.

Figure 3.6: Entitlement to Leave by District and total

D.12 Do you get any paid leave?.By Total



D.12 Do you get any paid leave? By District

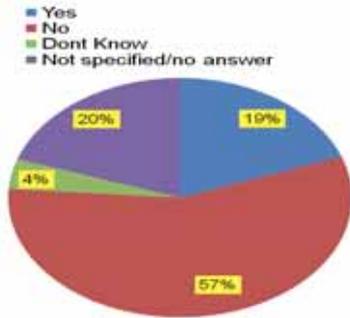


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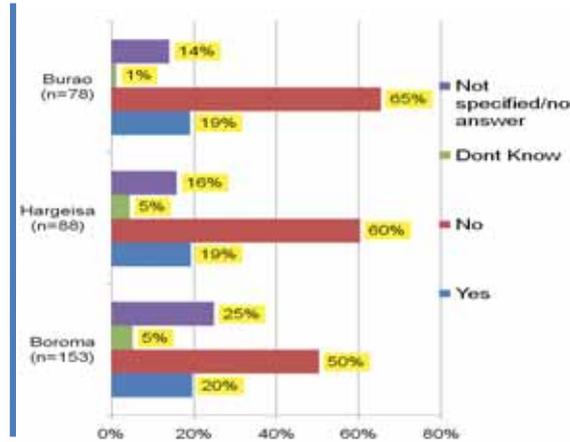
Figure 3.7 presents statistics on the entitlement to medical benefits. More than half (57 per cent) of the employed persons indicated that they are not entitled to medical benefits by the employer. The data by district shows that 65 and 60 per cent of employed persons in Burao and Hargeisa are not entitled to medical benefits.

Figure 3.7: Entitlement to medical benefits by District and total

D.13 Are you entitled to any medical benefits from your employer? By Total



D.13 Are you entitled to any medical benefits from your employer? By District



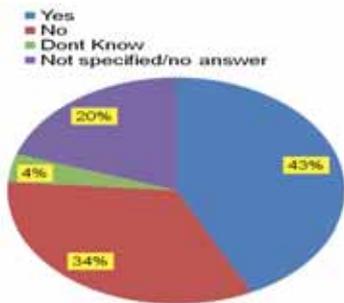
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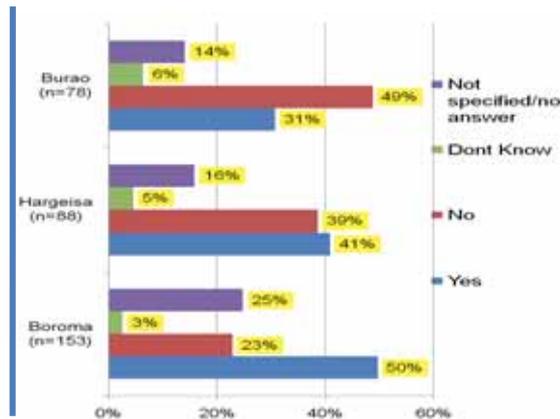
Figure 3.8 sought to establish whether the employers were deducting income tax from the employees' salaries/wages. As shown in Figure 3.8, only 43 per cent of those employed indicated that their employers were deducting income taxes from their salaries/wages. A significant proportion (34 per cent) indicated that their employers do not deduct income tax. This is a clear indication that tax education has not been adequately done among the employers and as such, most of them may not be able to understand their tax obligations.

Figure 3.8: Income tax deductions by District and total

D.14 Does your employer deduct income tax from your salary/wage? By Total



D.14 Does your employer deduct income tax from your salary/wage? By District



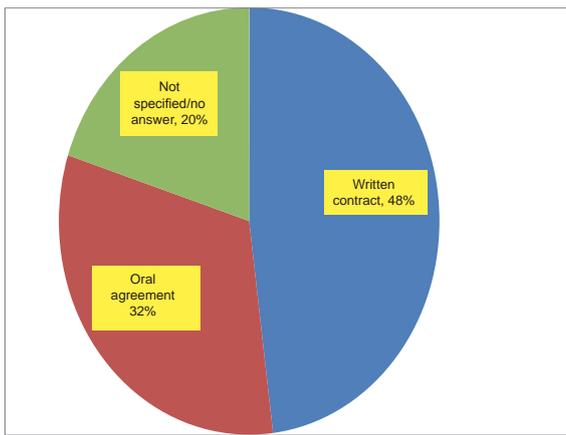
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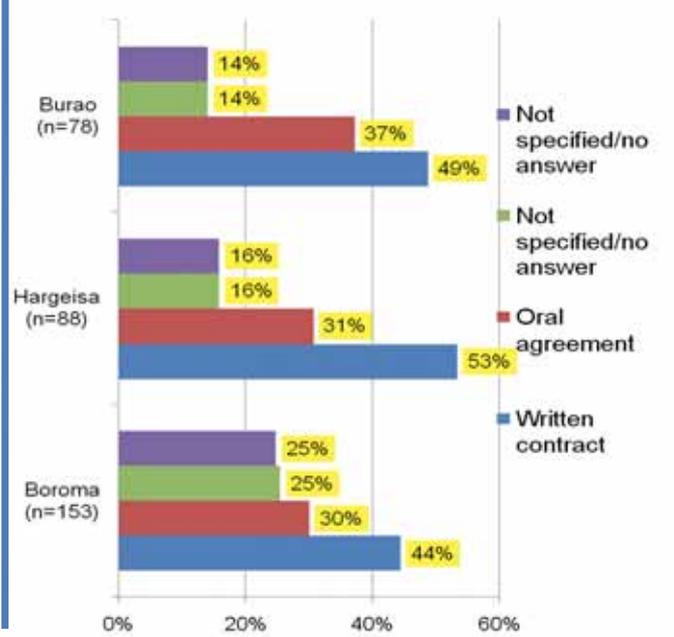
Table 3.9 presents statistics on the basis of employment. Whereas nearly half (48 per cent) of those employed indicated that they have a written contract, close to one third of them (32 per cent) indicated that they only have an oral agreement with their employers. In Hargeisa, those who have written contracts are proportionally higher compared with Burao and Boroma

Figure 3.9: Basis of employment by District total

D.15 Are you employed on the basis of a written contract or an oral agreement. ". By Total



D.15 Are you employed on the basis of a written contract or an oral agreement. ". By District



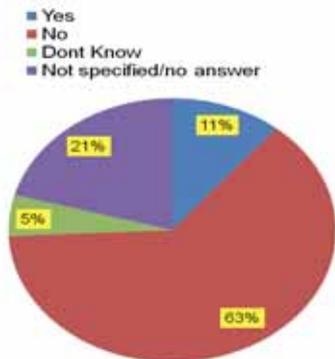
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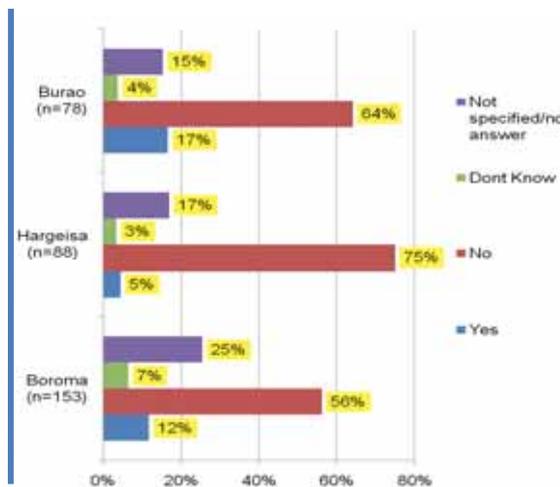
Figure 3.10 presents statistics on whether employers contribute to the pension and retirement fund. As shown, 63 per cent of the persons employed indicated that their employers do not contribute to the pension and retirement fund. 75, 64 and 56 per cent of those employed in Hargeisa, Burao and Boroma indicated that their employers do not contribute to a pension and retirement fund.

Figure 3.10: Employer contribution to the pension and retirement fund by total and District

D.16 Does your employer contribute to any pension or retirement fund for you? By Total



D.16 Does your employer contribute to any pension or retirement fund for you? By District



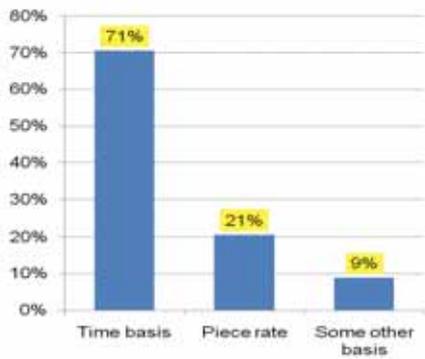
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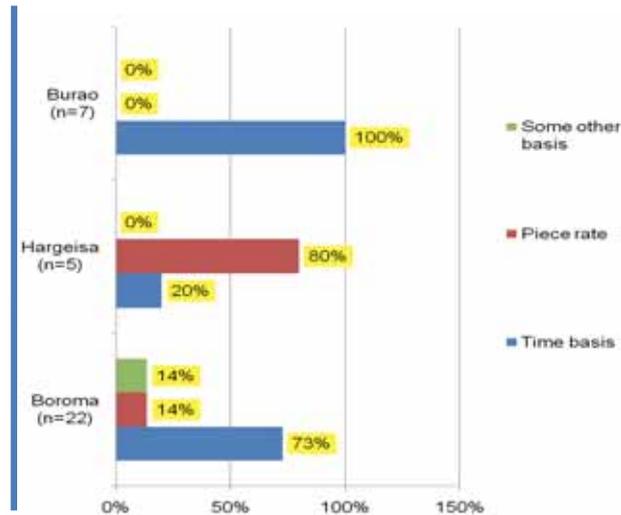
The payment terms were also established. As shown in Table 3.11, 71 and 21 per cent of those sampled indicated that they are paid on 'time basis' and 'piece rate' respectively. Statistics by Districts also indicate that 100, 80 and 73 per cent of those employed in Burao, Hargeisa and Boroma are paid on time basis respectively.

Figure 3.11: Payment terms by total and District

D.17. Are you paid on a time basis or a piece rate basis? By Total



D.17. Are you paid on a time basis or a piece rate basis? By District



61

3.6 Average working hours and average wage

The computed average working hours per week was 41 hrs while the highest recorded number of working hours was 82. The Average wage computed was SL 2,632 or \$1.85¹ a day (possibly the daily wage) while the highest pay observed is SL 70,000.

¹ According to World Bank, Extreme poverty is defined as average daily consumption of \$1.25 or less and means living on the edge of subsistence. The number of people living in extreme poverty has been falling since 1990, slowly at first and more rapidly since the turn of the century. The largest reduction has occurred in East Asia and Pacific, where China has made great improvement. Sub-Saharan Africa, which stagnated through most of the 1990s, has begun to reduce the number of people in extreme poverty. The proportion of people living in extreme poverty in East Asia and the Pacific has fallen by more than 50 percent since 1990, exceeding the target of the first Millennium Development Goals. China's success in lifting more than 500 million people out of extreme poverty dominates the regional average, but other countries in the region have recorded their own successes. Not shown in the chart are upper-middle income economies such as Malaysia and Thailand, where poverty rates have remained below 2 percent.



Chapter Four: Employment

This chapter focuses on the working age population that is employed and the details of their employment. In the survey data, those classified as currently employed included individuals who for the last seven days either: (i) worked for pay; (ii) were on leave; (iii) on sick leave; (iv) in own family business; (v) in own family agriculture holding; (vi) interns/apprentices; and (vii) volunteers. We begin by presenting the employment to population ratio, which is a key indicator of the labour market, and shows for any group of the population the proportion that is employed (Table 4.1).

4.1 Employment to population ratio

As represented in Table 4.1 and further illustrated in Figure 4.1, the Borama, Hargeisa & Burao or total employment to population ratios for those aged 15-64 years are 28.5% and 16.7% for males and females respectively. These ratios are lower than the 2010 African average of 70.1% for males and 49.9% for females (UNECA, 2013). There are variations across age groups and sex on the levels of employment to population ratio. Levels of employment to population ratio for males are generally higher than those of females. As examples, for individuals aged 25-34 over one third of all males are employed relative to one in seven females; while for the individuals aged 35-54 years just over 2 in 5 males are employed compared to about 1 in every 5 females.

Table 4.1: Eligible population, current employment and employment to population ratio for Borama, Hargeisa & Burao by region and sex across age groups (percentage)

Eligible population (15-64)

		Total	Borama			Hargeisa			Burao		
			Urban	Rural	Total	Urban	Rural	Total	Urban	Rural	Total
15-64	Male	359,195	26,768	45,234	72,002	59,301	100,351	159,652	47,684	79,857	127,541
	Female	357,654	25,407	44,721	70,128	56,578	101,364	157,942	45,246	84,338	129,584
	Total	716,849	52,175	89,955	142,130	115,879	201,715	317,594	92,930	164,195	257,125
Currently employed (15-64)											
15-64	Male	102,495	9,102	12,037	21,139	19,718	17,636	37,354	15,166	28,836	44,002
	Female	59,805	2,608	5,000	7,608	4,818	18,617	23,435	7,406	21,356	28,762
	Total	162,300	11,710	17,037	28,747	24,536	36,253	60,789	22,572	50,192	72,764
Employment to population ratio (15-64)											
15-64	Male	28.5%	34.0%	26.6%	29.4%	33.3%	17.6%	23.4%	31.8%	36.1%	34.5%
	Female	16.7%	10.3%	11.2%	10.8%	8.5%	18.4%	14.8%	16.4%	25.3%	22.2%
	Total	23%	22%	19%	20%	21%	18%	19%	24%	31%	28%

Figure 4.1: Employment to population ratio for Borama, Hargeisa & Burao by region and sex (percentage)

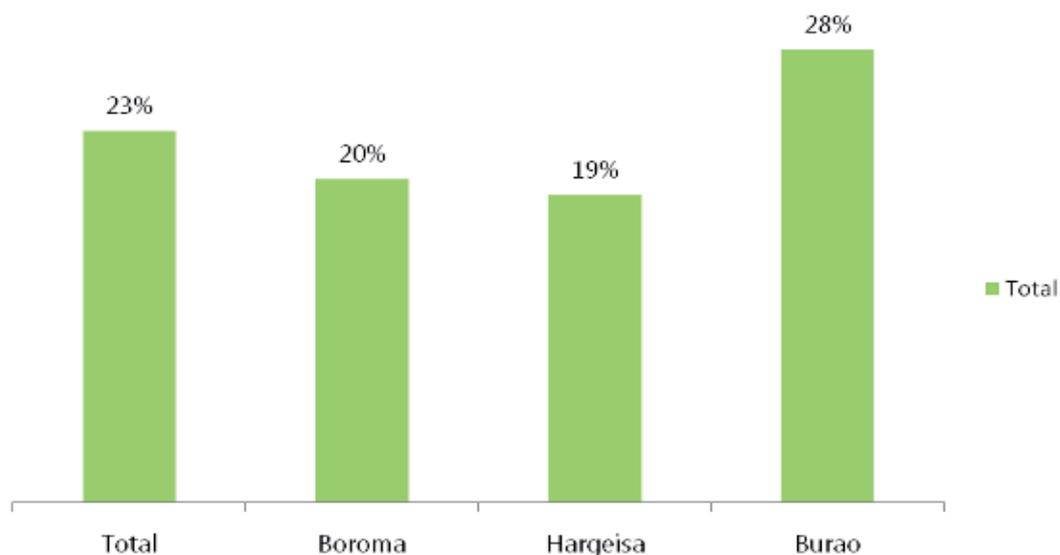


Table 4.2 and Figure 4.2 provide the employment to population ratio across districts. Across the three districts, the age group of 35-53 years has a relatively high proportion of employment to population ratio.

Table 4.2: Eligible population, current employment and employment to population ratio for Borama, Hargeisa & Burao's districts, by sex and age groups (percentage)

Eligible population (15-64)											
		Total	Borama			Hargeisa			Burao		
			Urban	Rural	Total	Urban	Rural	Total	Urban	Rural	Total
15-24	Male	97,968	7,249	12,288	19,537	16,258	27,501	43,759	12,958	21,714	34,672
	Female	107,015	6,636	13,608	20,244	14,539	31,570	46,109	11,958	28,704	40,662
25-34	Male	83,725	6,328	10,650	16,978	13,560	23,129	36,689	11,241	18,817	30,058
	Female	78,950	5,928	9,850	15,778	13,294	21,742	35,036	10,533	17,603	28,136
35-54	Male	135,268	10,032	17,004	27,036	22,429	37,911	60,340	17,910	29,982	47,892
	Female	129,488	9,665	16,205	25,870	21,657	36,180	57,837	17,145	28,636	45,781
55-64	Male	42,234	3,159	5,292	8,451	7,054	11,810	18,864	5,575	9,344	14,919
	Female	42,201	3,178	5,058	8,236	7,088	11,872	18,960	5,610	9,395	15,005
65+	Male	40,848	3,005	4,812	7,817	7,735	12,381	20,116	4,830	8,085	12,915
	Female	48,386	3,696	6,290	9,986	8,536	14,001	22,537	5,936	9,927	15,863

Current employed

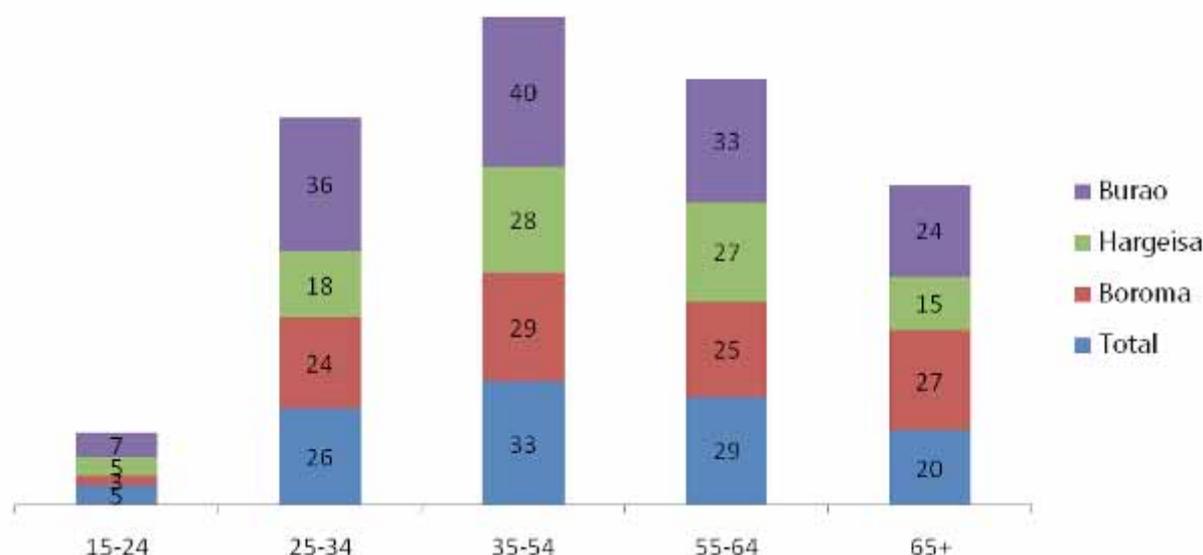
		Total	Borama			Hargeisa			Burao		
			Urban	Rural	Total	Urban	Rural	Total	Urban	Rural	Total
15-24	Male	6,036	246	309	555	2,079	1,016	3,095	748	1,638	2,386
	Female	4,423	256	162	418	284	1,148	1,432	909	1,664	2,573
25-34	Male	29,794	1,780	3,790	5,570	5,490	5,403	10,893	3,774	9,557	13,331
	Female	11,576	841	1,486	2,327	1,218	508	1,726	1,210	6,313	7,523
35-54	Male	56,153	5,338	7,486	12,824	10,185	11,217	21,402	8,559	13,368	21,927
	Female	30,350	1,511	1,339	2,850	2,817	9,354	12,171	4,305	11,024	15,329
55-64	Male	10,512	1,738	452	2,190	1,964	-	1,964	2,085	4,273	6,358
	Female	13,456	-	2,013	2,013	499	7,607	8,106	982	2,355	3,337
65+	Male	8,365	794	1,333	2,127	731	1,310	2,041	1,555	2,642	4,197
	Female	9,363	584	2,013	2,597	-	4,307	4,307	2,459	-	2,459

Employment to population ratio (percentages)

15-24	Male	6	3	3	3	13	4	7	6	8	7
	Female	4	4	1	2	2	4	3	8	6	6
25-34	Male	36	28	36	33	40	23	30	34	51	44

	Female	15	14	15	15	9	2	5	11	36	27
35-54	Male	42	53	44	47	45	30	35	48	45	46
	Female	23	16	8	11	13	26	21	25	38	33
55-64	Male	25	55	9	26	28	0	10	37	46	43
	Female	32	0	40	24	7	64	43	18	25	22
65+	Male	20	26	28	27	9	11	10	32	33	32
	Female	19	16	32	26	0	31	19	41	0	16

Figure 4.2: Employment to population ratio by age groups across districts (percentages)



Employment to population ratio is usually higher in rural areas of LDCs. This is the case for the three districts namely Borama, Hargeisa & Burao, whose employment to population ratios (for most of the age groups) are higher in its rural areas compared to its urban areas.

Apart from knowing the ratios of employment to population ratio, it is also important to analyse the main occupations across age groups and sex. This is summarised in Table 4.3 and illustrated in figure 4.3a, which is based on the International Standard Classification of Occupations (ISCO) codes. On aggregate, the largest proportion of employed males in Borama, Hargeisa & Burao are engaged in service and sales (38%), followed by elementary occupations (14%), professionals (13%), and managers (9%). More than half of the females are employed in services and sales (59%) followed by elementary workers (11%), and clerical workers (6%). The ISCO codes, “service and sales” include: shop assistants and demonstrators; hairdressers, barbers, beauticians, and related workers; undertakers and embalmers; house stewards and housekeepers; cooks and other catering service workers; waiters and bartenders; transport conductors; and travel guides and ground attendants.

Table 4.3: Currently employed persons 15 and over, by sex, age, locality, and main occupation (percentage)

	Borama		Hargeisa		Burao		Total	
	Male	Female	Male	Female	Male	Female	Male	Female
Managers	2,910	484	5,176	2,138	1,658	273	9,744	2,895
Professionals	3,343	1,247	6,195	1,010	5,004	1,189	14,542	3,446
Technicians	643	185	925	2,534	1,318	325	2,886	3,044
Clerical workers	1,519	689	1,191	2,838	2,436	278	5,146	3,805
Service & sales	4,586	4,017	10,831	11,096	25,706	23,936	41,123	39,049
Skilled agric/forestry/ fishing	1,147	230	1,921	1,886	412	302	3,480	2,418
Craft & related trades	1,457	-	1,989	1,893	2,451	1,015	5,897	2,908
Plant & machine operators	955	79	1,685	-	3,614	155	6,254	234
Elementary occupations	5,989	2,731	6,699	1,733	2,819	2,565	15,507	7,029
Armed forces	371	40	509	-	2,178	-	3,058	40
Did not specify	-	-	1,947	1,292	-	-	1,947	1,292

Percentage currently employed								
	Borama		Hargeisa		Burao		Total	
	Male	Female	Male	Female	Male	Female	Male	Female
Managers	13	5	13	8	3	1	9	4
Professionals	15	13	16	4	11	4	13	5
Technicians	3	2	2	10	3	1	3	5
Clerical workers	7	7	3	11	5	1	5	6
Service & sales	20	41	28	42	54	80	38	59
Skilled agric/forestry/fishing	5	2	5	7	1	1	3	4
Craft & related trades	6	0	5	7	5	3	5	4
Plant & machine operators	4	1	4	0	8	1	6	0
Elementary occupations	26	28	17	7	6	9	14	11
Armed forces	2	0	1	0	5	0	3	0
Did not specify	0	0	5	5	0	0	2	2
Total (%)	100	100	100	100	100	100	100	100

Figure 4.3a: Currently employed persons 15 and over by sex and main occupation (percentage)

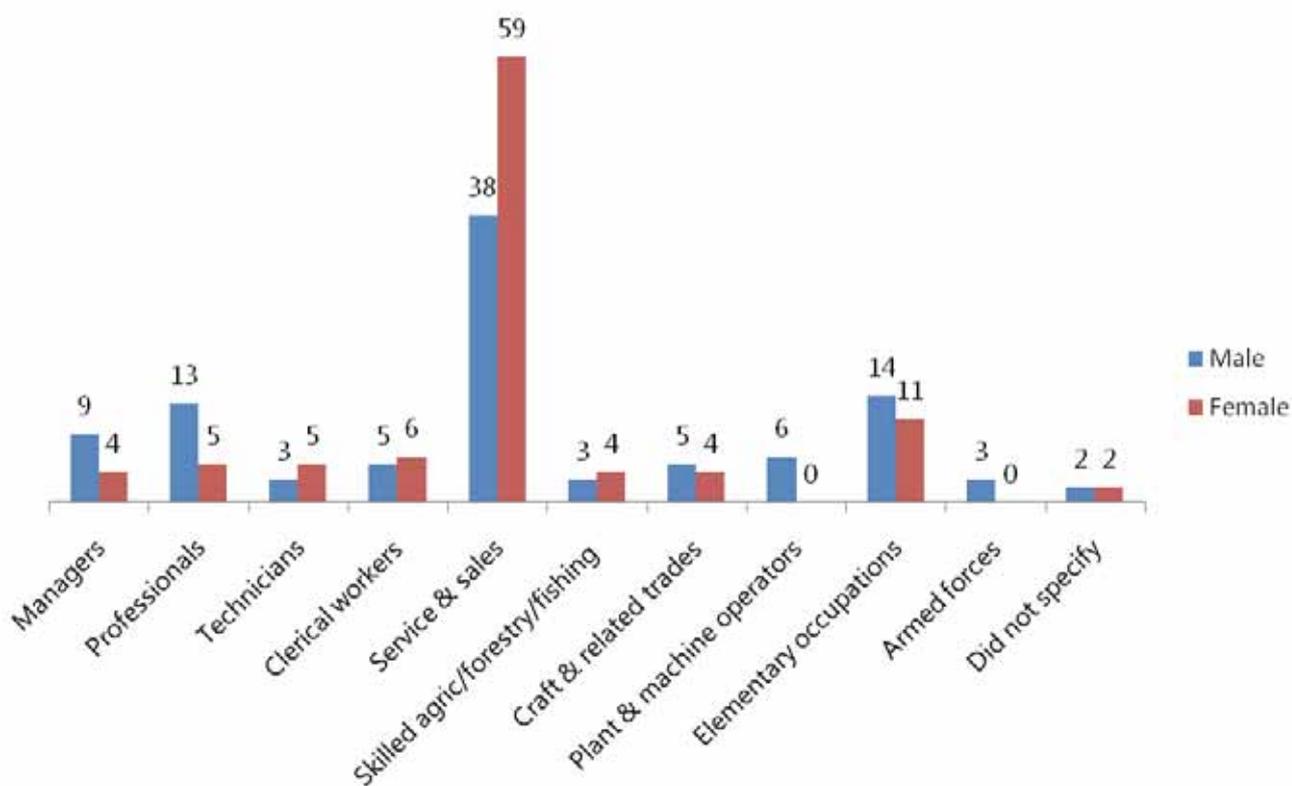
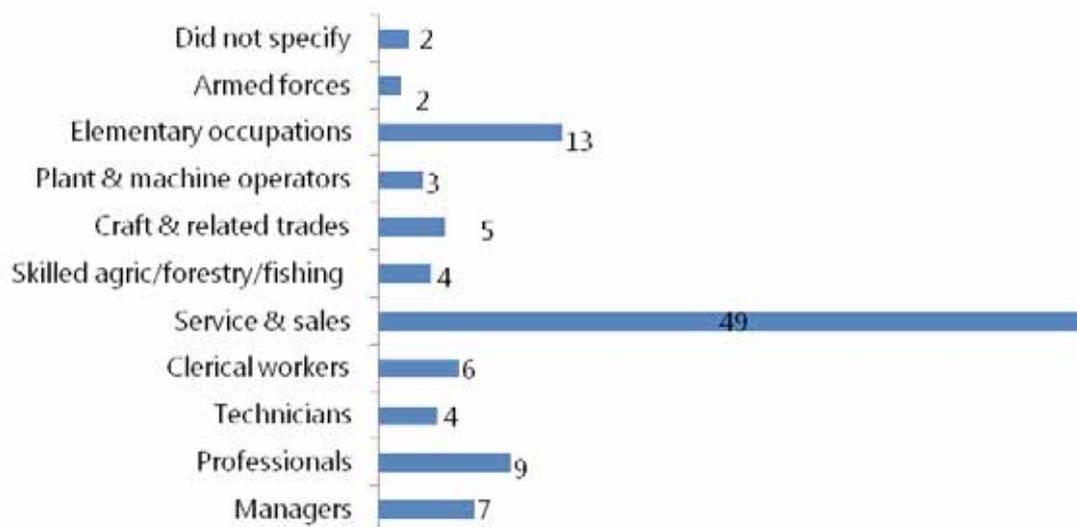


Figure 4.3b: Currently employed persons aged 15 and over and main occupation (percentage)



There are slight variations of the most prominent occupation across the districts. Most of the employed persons are involved in “Services and Sales” in Hargeisa and Burao districts. The occupation engages 28% and 54% of males respectively and 42% and 80% of females. In Burao, “Services and Sales” engages the largest proportion of females but “elementary occupations” accounts for the largest proportion of employed males. “Elementary occupations” include: cleaners, launderers and domestic workers; messengers, porters, watchmen; and, farm hands and related workers.

4.2 Status in employment

Employed individuals were asked to state their employment status in their places of work. The categories included paid employee, employer, own account worker, member of producer cooperative, and contributing family worker. The status of individuals in employment is summarized in Table 4.4 and illustrated in Figure 4.4. Whereas paid employees is the largest component for males (37%), females mainly work as own account worker (56%). Workers who are paid employees make up about 19% of females in Borama, Hargeisa & Burao. The other relatively large category is that of employers at 11% for males and about 7% for females.

Table 4.4a: Currently employed persons aged 15 and over, by sex, age, locality and status in employment in their main economic activity

	Borama		Hargeisa		Burao		Total	
	Male	Female	Male	Female	Male	Female	Male	Female
Paid employee	11,070	1,830	16,882	7,469	12,934	3,052	40,886	12,351
Employer	1,333	346	4,517	2,725	6,194	1,840	12,044	4,911
Own account worker (OAW)	3,932	2,941	11,128	13,080	23,821	20,950	38,881	36,971
Member of producers cooperative	142	-	1,105	544	197	466	1,444	1,010
Contributing family worker (CFW)	5,644	2,709	2,769	-	2,435	3,367	10,848	6,076
Other	662	1,710	2,080	2,460	1,747	219	4,489	4,389
Not Specified	137	166	587	142	-	-	724	308
Percentage								
Paid employee	48.3	18.9	43.2	28.3	27.3	10.2	37.4	18.7
Employer	5.8	3.6	11.6	10.3	13.1	6.2	11.0	7.4
Own account worker (OAW)	17.2	30.3	28.5	49.5	50.3	70.1	35.6	56.0
Member of producers cooperative	0.6	0.0	2.8	2.1	0.4	1.6	1.3	1.5
Contributing family worker (CFW)	24.6	27.9	7.1	0.0	5.1	11.3	9.9	9.2
Other	2.9	17.6	5.3	9.3	3.7	0.7	4.1	6.6
Not Specified	0.6	1.7	1.5	0.5	0.0	0.0	0.7	0.5
Total	100.0							
OAW + CFW (% of total)	41.8	58.2	35.6	49.5	55.5	81.3	45.5	65.2
	Borama		Hargeisa		Burao		Total	
	Male	Female	Male	Female	Male	Female	Male	Female
Paid employee	11,070	1,830	16,882	7,469	12,934	3,052	40,886	12,351
Employer	1,333	346	4,517	2,725	6,194	1,840	12,044	4,911
Own account worker (OAW)	3,932	2,941	11,128	13,080	23,821	20,950	38,881	36,971
Member of producers cooperative	142	-	1,105	544	197	466	1,444	1,010
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Other	662	1,710	2,080	2,460	1,747	219	4,489	4,389
Not Specified	137	166	587	142	-	-	724	308
Percentage								
Paid employee	48.3	18.9	43.2	28.3	27.3	10.2	37.4	18.7
Employer	5.8	3.6	11.6	10.3	13.1	6.2	11.0	7.4
Own account worker (OAW)	17.2	30.3	28.5	49.5	50.3	70.1	35.6	56.0
Member of producers cooperative	0.6	0.0	2.8	2.1	0.4	1.6	1.3	1.5
Contributing family worker (CFW)	24.6	27.9	7.1	0.0	5.1	11.3	9.9	9.2
Other	2.9	17.6	5.3	9.3	3.7	0.7	4.1	6.6
Not Specified	0.6	1.7	1.5	0.5	0.0	0.0	0.7	0.5
Total	100.0							
OAW + CFW (% of total)	41.8	58.2	35.6	49.5	55.5	81.3	45.5	65.2

Figure 4.4: Currently employed persons aged 15 and over by total and status in employment in their main economic activity (percentage)



It can be inferred that the level of vulnerable employment is high in Borama, Hargeisa & Burao given that own account workers (OAW) and contributing family workers (CFW) account for about 46% and 65% of all employment for males and females respectively (Figure 4.5a). The proportion of females in vulnerable employment is larger than that of men across all the districts and is about 50% for Hargeisa, 58% for Borama, and 81% for Burao districts (Tables 4.4).

Figure 4.5a: Currently employed persons aged 15 and over, in vulnerable employment by sex

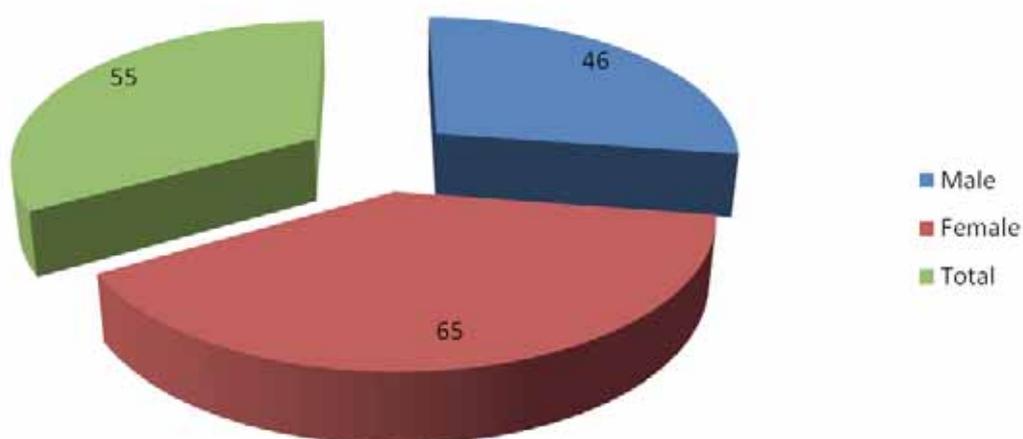


Figure 4.5(b): Currently employed persons aged 15 and over, in vulnerable employment by district

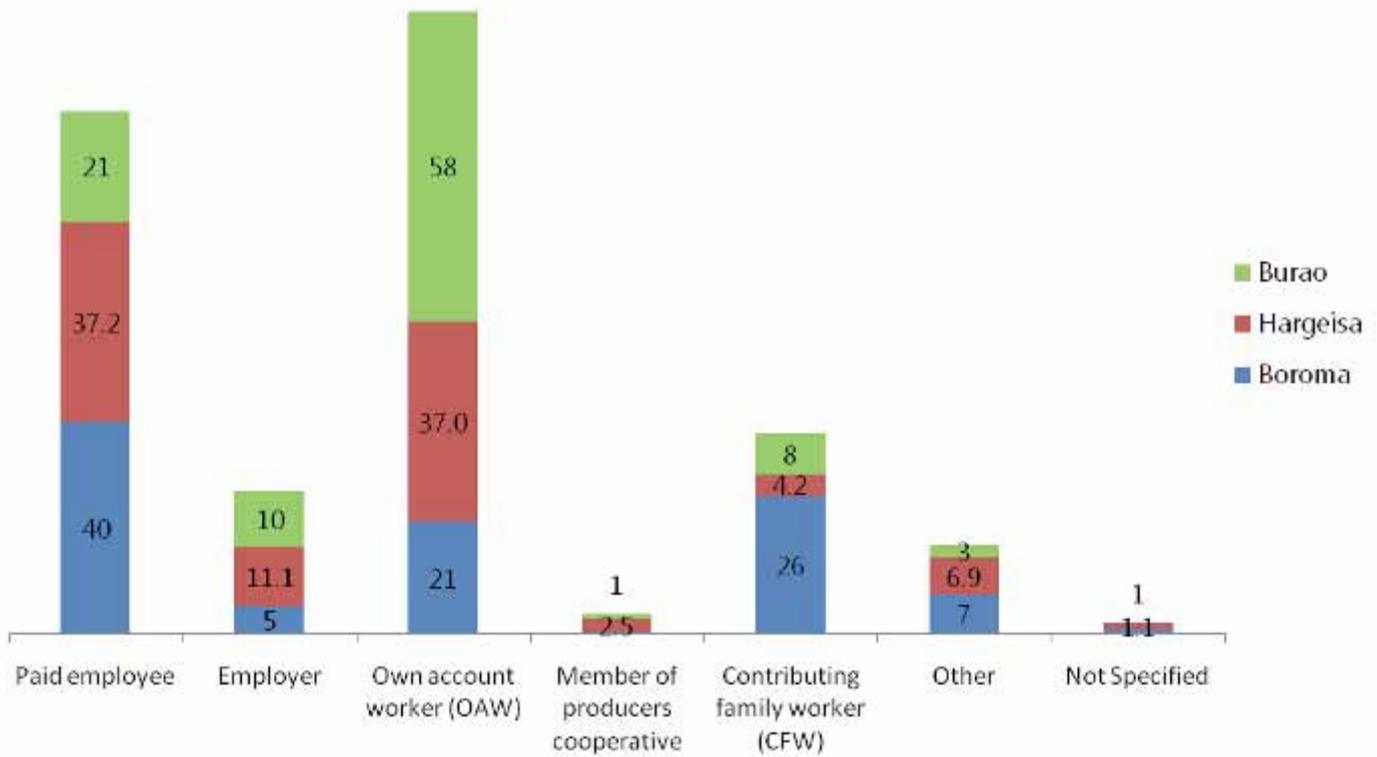
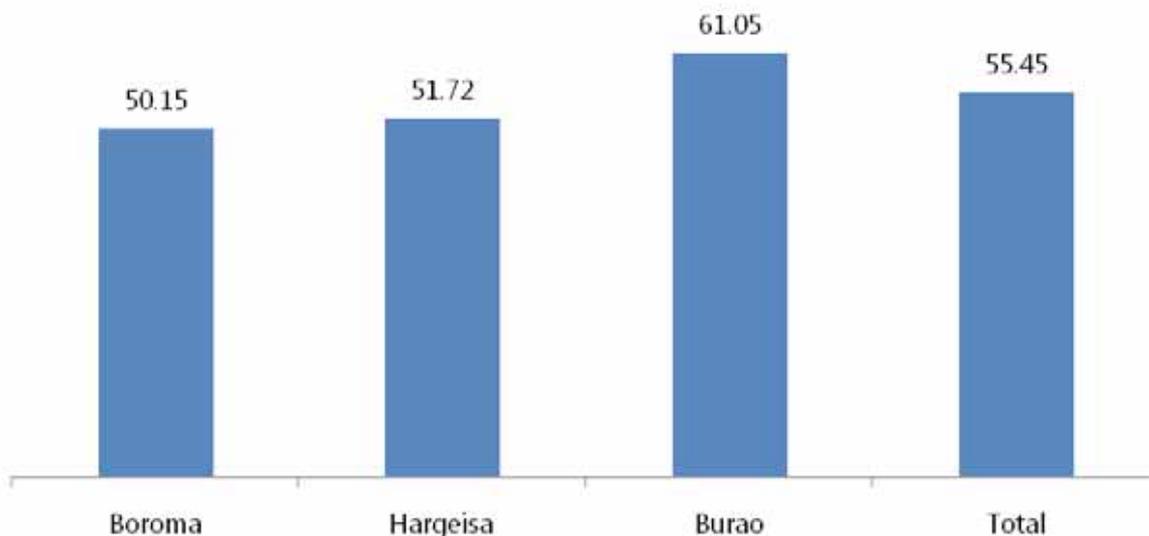


Table 4.4 (b)-For each day during last week, what were your total hours of work in this economic activity?

District	Sum	Mean	Minimum	Maximum
Boroma	1604551	50.2	0	168
Hargeisa	3256551	51.7	0	112
Burao	4417565	61.0	1	168
Total	9278667	55.5	0	168

Table 4.4 (c)-For each day during last week, what were your total hours of work in this economic activity? -Percentage



4.3 Employment by sector

Table 4.5 summarises employment by sector and the size of establishments. The leading sector in terms of current employment is the services sector, followed consecutively by agriculture and manufacturing sectors. Service related sectors as a group (including education, finance and insurance, and transport and storage and “other service activities”) account for the largest portion of currently employed persons. It is also observable that very few firms employ more than 20 people with the exception of public administration and education sectors.

Table 4.5a Currently employed persons aged 15 and over by sector and size of enterprise in which they work (percentage)

	Number of People at work place							Total
	Work alone	2-4	5-9	10-19	20-49	50 or more	Do not know	
Agriculture crops	7%	8%	2%	1%	0%	0%	0%	9,502
Agriculture herding	7%	15%	4%	1%	0%	0%	0%	13,450
Agriculture others	1%	2%	3%	0%	0%	2%	0%	2,405
Fishing	0%	0%	1%	0%	0%	0%	0%	132
Mining and quarrying	1%	0%	0%	0%	0%	0%	0%	574
Manufacturing	0%	1%	0%	0%	1%	2%	0%	917
Electricity, gas, steam, aircon supply	0%	1%	0%	3%	15%	4%	19%	3,180
Water supply, sewerage & waste	2%	0%	0%	3%	8%	1%	0%	2,767
Construction	3%	1%	8%	12%	7%	8%	0%	7,187
Wholesale/retail & vehicle repair	7%	7%	7%	2%	0%	3%	0%	11,060
Transportation & storage	4%	2%	0%	1%	2%	2%	0%	4,414
Accommodation & food service	8%	6%	1%	5%	0%	2%	0%	10,279
Information & communication	0%	2%	1%	1%	4%	1%	0%	1,774
Finance & insurance	0%	1%	0%	2%	5%	10%	0%	2,270
Real estate	3%	1%	0%	0%	0%	0%	0%	2,417
Professional, scientific & technical	0%	0%	0%	4%	0%	0%	0%	659
Administrative & support services	0%	4%	0%	3%	19%	3%	0%	4,540
Public administration	0%	0%	0%	1%	8%	27%	65%	4,066
Education	1%	2%	10%	27%	19%	11%	12%	9,762
Human health & social work	2%	3%	4%	5%	4%	7%	4%	5,033
Arts, entertainment & recreation	0%	0%	0%	0%	0%	0%	0%	96
Other service activities	48%	35%	53%	14%	6%	14%	0%	65,939
Domestic workers, home production	3%	4%	0%	9%	0%	0%	0%	5,155
International organizations	0%	1%	0%	2%	0%	1%	0%	933
Not Specified	3%	3%	5%	3%	3%	2%	0%	5,415
Total (percent)	100	100	100	100	100	100	100	173,926

Computation Formular

- i. Labor force = employed + unemployed
- ii. Participation rate = Labor force / population
- iii. Unemployment rate = Unemployed / Labor force

Table 4.5b: Labour Force participation rate by level of education

The labour force participation rate (LFPR) of males (55.8%) is higher than that of females (36.3%). The LFPR also increases unambiguously with the highest grade of education completed. Among those with some education attainment, individuals whose highest grade is lower primary education had the lowest LFPR of 51.8% while University graduates had the highest LFPR of 77.1%.

		Enterprise or organization worked in				Labour Force	Labour Force Participation rate	Unemployed
		In the labour force		Not in the labour force				
		Count	%	Count	%			
Sex	Male	146357	62.8%	115917	43.3%	262,274	55.8%	44%
	Female	86633	37.2%	151989	56.7%	238,622	36.3%	64%

highest grade completed	Lower primary	13611	16.9%	12684	23.9%	26,295	51.8%	48%
	Upper primary	17339	21.5%	12147	22.9%	29,486	58.8%	41%
	Secondary	28205	35.0%	14919	28.1%	43,124	65.4%	35%
	Vocational	1716	2.1%	575	1.1%	2,291	74.9%	25%
	University	15825	19.6%	4692	8.8%	20,517	77.1%	23%
	Others	1406	1.7%	2202	4.2%	3,608	39.0%	61%
	Unspecified	2444	3.0%	5811	11.0%	8,255	29.6%	70%

Table 4.5c: Main jobs done by educated youth

Across the age groups 15-24, 25-34 and 35-54 years, most individuals are engaged in “services and sales”, which accounts for about 26%, 42% and 41% of all jobs for the three age groups respectively. Most of the educated youth are engaged in “services and sales” followed by “elementary occupations” (16.7%) and “professionals” (15.3%). This three leading occupations (“services and sales”, “elementary occupations” and “professionals”) account for 58% of jobs done by the youth. The next two important occupations for the youth are “plant & machine operators” (9.2%) and “clerical workers” (6.7%).

It is noteworthy that relative to the other age groups, a larger share of youth is engaged in the “professionals” category which is consistent with the finding that the youth have relatively higher education attainment.

		Age groups					
		15-24		25-34		35-54	
		Count	Column N %	Count	Column N %	Count	Column N %
Occupation	Managers	490	4.8%	2065	5.2%	5920	6.9%
	Professionals	1572	15.3%	4910	12.3%	9087	10.5%
	Technicians	104	1.0%	756	1.9%	2763	3.2%
	Clerical workers	692	6.7%	2670	6.7%	3045	3.5%
	Service & sales	2670	26.0%	16905	42.2%	35488	41.1%
	Skilled agric/forestry/fishing	412	4.0%	998	2.5%	2575	3.0%
	Craft & related trades	570	5.5%	1754	4.4%	6360	7.4%
	Plant & machine operators	942	9.2%	1497	3.7%	4049	4.7%
	Elementary occupations	1715	16.7%	6745	16.8%	10601	12.3%
	Armed forces	147	1.4%	614	1.5%	1890	2.2%
	Did not specify	972	9.4%	1164	2.9%	4585	5.3%

4.4 Hours worked

The employed individuals were asked to divulge the total number of hours in all their economic activities during the last week. Table 4.6a below summarizes usual hours of work in standardized hour bands.

Table 4.6a: Employed persons aged 15 and over by sex, locality and total hours worked last week in all activities

Hours worked	Borama			
	Urban		Rural	
	Male	Female	Male	Female
Less than 25	1,350	429	2,209	1,115
25-34	1,952	950	1,988	-
35-39	1,500	330	1,276	-
40-48	1,187	204	1,388	118
49-59	679	548	2,292	2,002
60 and above	2,620	485	4,099	3,274

Hargeisa				
Urban			Rural	
	Male	Female	Male	Female
Less than 25	2,049	519	609	2,349
25-34	1,618	264	2,329	-
35-39	2,297	376	-	2,732
40-48	4,877	644	3,457	2,821
49-59	3,418	753	5,260	5,794
60 and above	4,498	2,417	6,265	6,429

Burao				
Urban			Rural	
	Male	Female	Male	Female
Less than 25	546	1,525	293	961
25-34	742	123	1,472	1,080
35-39	197	96	568	645
40-48	2,739	1,172	1,186	1,389
49-59	915	338	1,320	2,624
60 and above	6,092	4,403	13,770	8,911

Total				
Urban			Rural	
	Male	Female	Male	Female
Less than 25	3,945 (10%)	2,473 (16%)	3,111 (6%)	4,425 (10%)
25-34	4,312 (11%)	1,337 (9%)	5,789 (12%)	1,080 (3%)
35-39	3,994 (10%)	802 (5%)	1,844 (4%)	3,377 (8%)
40-48	8,803 (22%)	2,020 (13%)	6,031 (12%)	4,328 (10%)
49-59	5,012 (13%)	1,639 (11%)	8,872 (18%)	10,420 (25%)
60 and above	13,210 (34%)	7,305 (47%)	24,134 (48%)	18,614 (44%)

There is some evidence that a large proportion of individuals work for very long hours. In urban areas, about 34% of males and 47% of females work for sixty hours and above per week. In the rural areas, the ratios of those working for 60 hours and above increase to about half of all males and 44% of the females. The long hours of work by a large proportion of the employed is an indicator of the prevalence of vulnerable employment in Borama, Hargeisa & Burao.

Table 4.6b presents the number of children aged 5 – 15 years who reported to have worked in the last one week. As shown, there were 297 children in Hargeisa and 611 in Burao who indicated that they had worked in the past one week respectively. All the children who undertook some work indicated in Hargeisa indicated that they worked on weekdays by skipping school only. Of the 611 children who reported to have worked in the past one week in Burao, 50.7% or 310 indicated that the work was done during daytime, including weekend while 49.3% or 301 of the remainder indicated that they worked any time day or night as required, including weekend.

Table 4.6b: Children aged 5 – 15 who reported to have worked in the last week and where the work was carried out

Children 5 to 15 years	Boroma		Hargeisa		Burao	
	Count	%	Count	%	Count	%
Weekdays, before and/or after school only	0	.0%	0	.0%	0	.0%
Weekdays, by skipping school only	0	.0%	297	100.0%	0	.0%
Weekend only	0	.0%	0	.0%	0	.0%
Weekend plus weekdays before and/or after school	0	.0%	0	.0%	0	.0%
Weekend plus weekdays, by skipping school	0	.0%	0	.0%	0	.0%
During daytime, including weekend	0	.0%	0	.0%	310	50.7%
Any time of the day or night as required, including weekend	0	.0%	0	.0%	301	49.3%
Total	0	.0%	297	100.0%	611	100.0%

4.5 Underemployment

Underemployment is a particularly perverse problem that afflicts most of the labour markets in the LDCs. Underemployment is particularly high in regions where subsistence agriculture and production activities form the main economic activity.

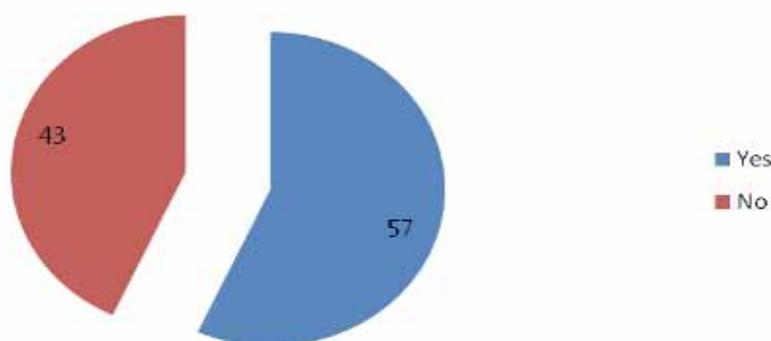
Underemployment can be gauged by analyzing the total hours worked in all economic activities in the last one week (Table 4.6). For urban areas, about 8.8 percent of employed males and 14.3 percent of employed females worked for less than 25 hours in the last week. Only about 15% of males worked within the standard work week of 40-48 hours in both urban and rural areas. Among females, zero percent worked within this hour band. This suggests that employed persons tend to work for fewer than expected hours (or excessive hours) in a typical work week.

Another way of analyzing the problem of underemployment is to ask those employed to express their intention to work for more hours or not in a specified period. Table 4.7 and Figure 4.6 summarize those who answered yes to the question “did you want to increase your total time spent on all work activities last week?” About 57% of males and 47% of females would desire to work more hours in urban areas. In rural areas, 64% of males and 60% of females desire to work for more hours. Additional information indicates that most individuals would have wished to work for 4 or 5 additional hours in the last week.

Table 4.7: employed persons aged 15 and over by sex, locality and if wanted to work more time in the last week (percentage)

	Urban		Rural		Nomadic	
	Male	Female	Male	Female	Male	Female
Yes	57.1	46.7	63.6	60.0	50.0	0.0
No	42.9	53.3	36.4	40.0	50.0	0.0
Total	100.0	100.0	100.0	100.0	100.0	0.0

Figure 4.6: Total employed persons aged 15 and over if wanted to work more time in the last week (percentage)



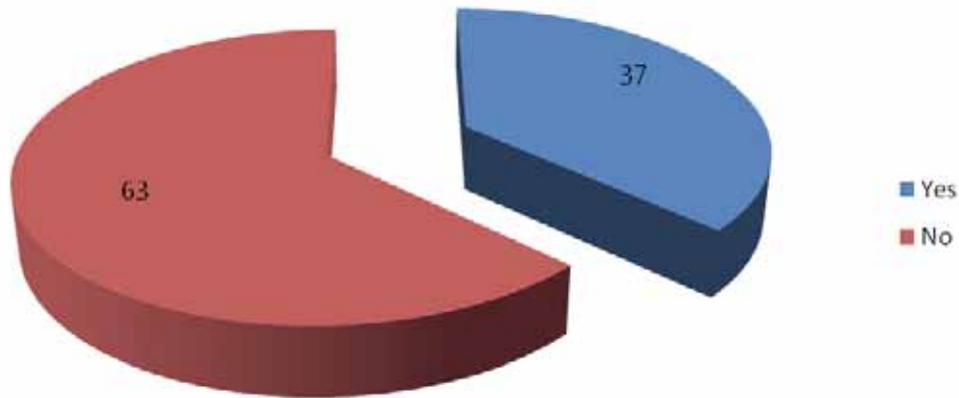
Inadequate income is the most important reason given by most individuals for wanting to change jobs or get an additional one (Table 4.8).

Table 4.8 Currently employed persons' reasons for some wanting to change jobs or get an additional one, by sex and locality

	Borama		Hargeisa		Burao		Total	
	Urban	Rural	Urban	Rural	Urban	Rural	Urban	Rural
Insufficient use of skills	198	186	1,563	1,114	368	237	2,129	1,537
Inadequate income	2,611	1,424	5,011	6,904	6,666	14,845	14,288	23,173
To decrease work time (even if it meant loss of income)	-	890	129	1,062	175	520	304	2,472
Other	100	-	368	-	-	-	468	-
No answer	79	-	-	-	-	-	79	-
Percentage								
	Borama		Hargeisa		Burao		Total	
	Urban	Rural	Urban	Rural	Urban	Rural	Urban	Rural

Yes	60	69	40	23	44	48	44	37
No	40	31	60	77	56	52	56	63
Total	100	100	100	100	100	100	100	100

Figure 4.7: Currently employed persons' wanting to change jobs or get an additional one





Chapter Five: Unemployment and Inactivity

5.1 Total unemployment rate

The unemployed are defined to include: (i) those for whom work is not available and who have taken action in seeking work. The number of the unemployed persons and current unemployment, which is the ratio of the unemployed to the total labour force are summarised in Table 5.1 through 5.5. Low open unemployment rates are a common characteristic of many LDCs where a majority of individuals find it necessary to engage in some form of survival activity rather than being openly unemployed.

Table 5.1: Number of currently unemployed persons by district, locality, sex and age group

Age group	Urban			Rural			Total		
	Borama	Hargeisa	Burao	Borama	Hargeisa	Burao	Borama	Hargeisa	Burao
5-14	79	0	396	0	534	0	79	534	396
15-24	1,124	1,202	1,403	756	1,524	3,789	1,880	2,726	5,192
25-34	1,753	1,800	900	1,054	3,612	2,225	2,807	5,412	3,125
35-54	1,175	3,279	2,685	2,013	6,415	6,120	3,188	9,694	8,805
55-64	514	0	525	0	0	2,677	514	0	3,202
65+	140	435	0	0	966	1,135	140	1,401	1,135
Sex									
Male	2,825	3,693	3,821	2,767	10,934	11,022	5,592	14,627	14,843
Female	2,039	3,023	2,088	1,056	2,117	5,339	3,095	5,140	7,427

Table 5.2 summarizes the number of the currently employed plus unemployed individuals (the total labour force) across the three districts. This is provided across all age groups urban and rural areas as well as by sex.

Table 5.2: Number currently employed plus unemployed by district, locality, sex and age group

Age group	Urban			Rural			Total		
	Borama	Hargeisa	Burao	Borama	Hargeisa	Burao	Borama	Hargeisa	Burao
5-14	171	297	396	0	1,051	1,141	171	1,348	1,537
15-24	1,626	3,565	3,060	1,227	3,688	7,091	2,853	7,253	10,151
25-34	4,374	8,508	5,884	6,330	9,523	18,095	10,704	18,031	23,979
35-54	8,024	16,281	15,549	10,838	26,986	30,512	18,862	43,267	46,061
55-64	2,252	2,463	3,592	2,465	7,607	9,305	4,717	10,070	12,897
65+	1,518	1,166	4,014	3,346	6,583	3,777	4,864	7,749	7,791
Sex									
Male	12,846	24,142	20,542	16,137	29,880	42,810	28,983	54,022	63,352
Female	5,389	8,138	11,953	8,069	25,558	27,526	13,458	33,696	39,479

As indicated in Table 5.3 and Figure 5.1, the total unemployment rates for individuals aged 15 and above for Borama, Hargeisa and Burao were 20%, 22% and 21% respectively. Youth unemployment, (for those aged 15-24 years) is much larger than the overall rate, and was

about 66%, 38% and 51% for Borama, Hargeisa and Burao districts respectively. Across all the districts, the unemployment rates of all the other age cohorts are lower than that of the youth.

Table 5.3: Total unemployment rate and youth unemployment for each district

	Borama	Hargeisa	Burao
Currently employed (15 years and over)	33,471	67,137	79,420
Currently unemployed (15 years and over)	8,529	19,233	21,459
Employed plus unemployed (labour force)	42,000	86,370	100,879
Unemployment rate (%) 15+	20.3	22.3	21.3
Youth unemployment (15 -24 years)	65.9%	37.6%	51.1%

For Borama district, urban unemployment rates were larger than rural unemployment while in Burao and Hargeisa districts, rural rates are generally larger.

Figure 5.1: Total unemployment rate and youth unemployment for each district

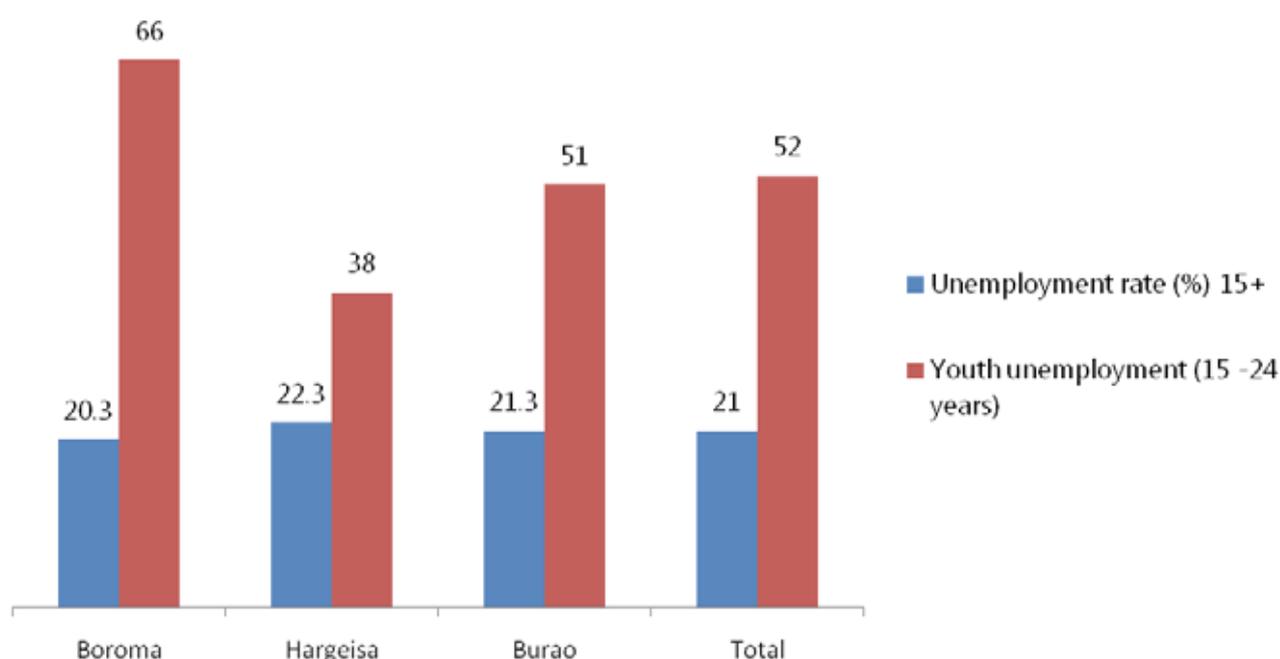


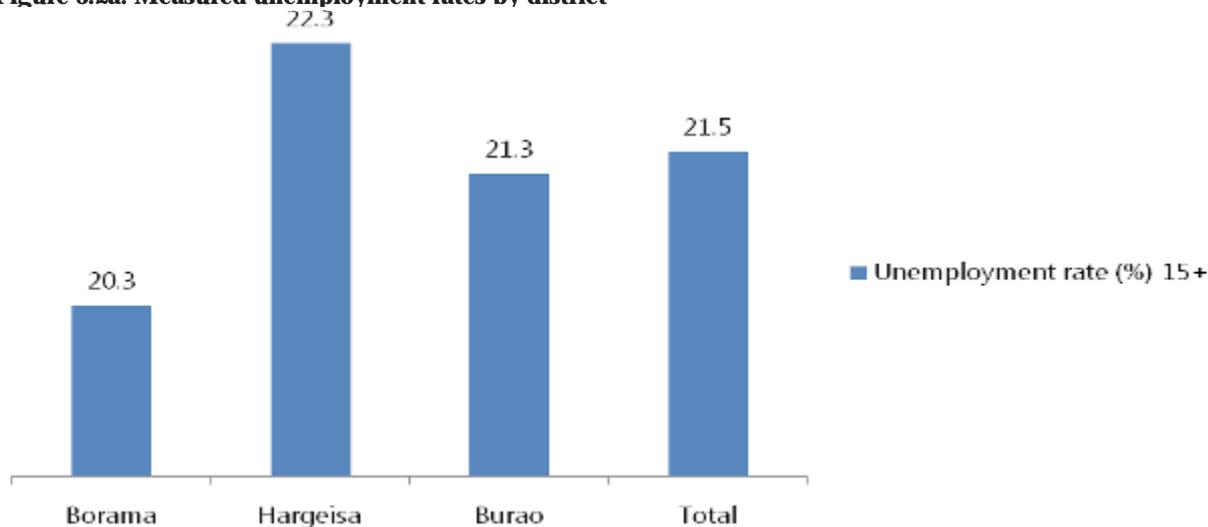
Table 5.4a: Measured unemployment by district, locality and age group

		Urban			Rural			Total		
		Borama	Hargeisa	Burao	Borama	Hargeisa	Burao	Borama	Hargeisa	Burao
Age groups	5-14	46%	0%	100%	-	51%	0%	46%	40%	26%
	15-24	69%	34%	46%	62%	41%	53%	66%	38%	51%
	25-34	40%	21%	15%	17%	38%	12%	26%	30%	13%
	35-54	15%	20%	17%	19%	24%	20%	17%	22%	19%
	55-64	23%	0%	15%	0%	0%	29%	11%	0%	25%
	65+	9%	37%	0%	0%	15%	30%	3%	18%	15%

Measured unemployment is summarised by sex in Table 5.4b and figure 5.2a. Male unemployment is larger than that of females in Hargeisa and Burao districts (27% and 23% for males respectively and 15% and 19% for females respectively). In Borama district, the male and female unemployment rates are 19% and 23% respectively. The urban versus rural rates differ markedly across the districts. As an example, even though in totality more males have a higher unemployment rate in Hargeisa, male unemployment rate is lower than that of females in urban areas and much higher than that of females in rural areas of the district.

Table 5.4b: Measured unemployment rates by district, locality, and sex

		Urban			Rural			Total		
		Borama	Hargeisa	Burao	Borama	Hargeisa	Burao	Borama	Hargeisa	Burao
Sex	Male	22%	15%	19%	17%	37%	26%	19%	27%	23%
	Female	38%	37%	17%	13%	8%	19%	23%	15%	19%

Figure 5.2a: Measured unemployment rates by district

5.2 Unemployment by level of education

Table 5.5 summarises unemployment rates by locality and level of education. Persons with upper primary education have higher proportions of unemployment relative to secondary graduates who in turn have larger proportions than those who have attained university education. Consequently, higher levels of education attainment seem to be linked to lower proportions of the unemployment.

Table 5.5: Currently unemployed, the labour force, and unemployment rates by locality and level of education

Currently unemployed									
	Borama		Hargeisa		Burao		Total		
	Urban	Rural	Urban	Rural	Urban	Rural	Urban	Rural	
Lower primary	0	118	0	0	663	603	663	721	
Upper primary	309	932	0	993	823	1,068	1,132	2,993	
Secondary	735	162	1,054	1,087	1,023	460	2,812	1,709	
Vocational	0	0	172	0	0	0	172	0	
University	913	118	699	0	207	0	1,819	118	
Others	0	0	0	0	0	0	0	0	

Employed plus unemployed									
	Borama		Hargeisa		Burao		Total		
	Urban	Rural	Urban	Rural	Urban	Rural	Urban	Rural	
Lower primary	304	535	1,615	2,364	2,822	5,971	4,741	8870	
Upper primary	1,285	2,893	774	2,777	4,167	5,443	6,226	11,113	
Secondary	2,860	2,086	8,601	6,164	5,523	2,971	16,984	11,221	
Vocational	72	0	376	1,127	141	0	589	1,127	
University	4,809	651	5,809	574	3,414	568	14,032	1,793	
Others	193	0	204	0	356	653	753	653	

Unemployment rates								
	Borama		Hargeisa		Burao		Total	
	Urban	Rural	Urban	Rural	Urban	Rural	Urban	Rural
Lower primary	-	22%	-	-	23%	10%	14%	8%
Upper primary	24%	32%	-	36%	20%	20%	18%	27%
Secondary	26%	8%	12%	18%	19%	15%	17%	15%
Vocational	-	-	46%	-	-	-	29%	-
University	19%	18%	12%	-	6%	-	13%	7%
Others	-	-	-	-	-	-	-	-

Note: The persons who did not specify their education level were excluded

Figure 5.2b below show the total employment and unemployment rates amongst those aged 15 years and over. In total, those employed and unemployed constitute 78.5% and 21.5% respectively.

Figure 5.2b Total employment and unemployment rates amongst 15 years and over

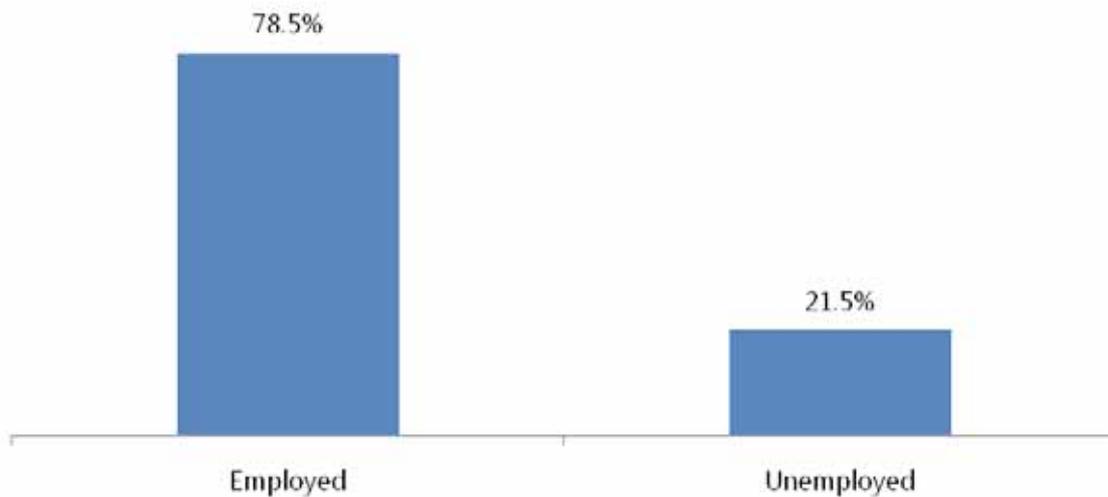
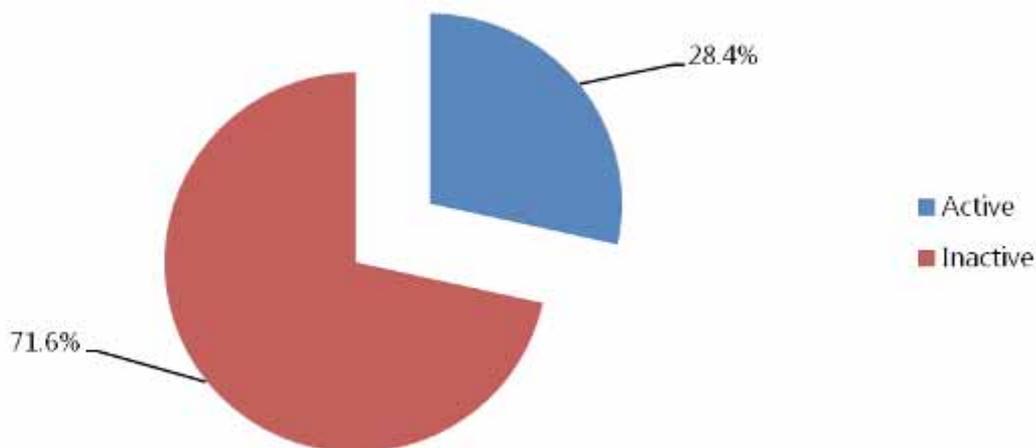


Figure 5.2 presents the total activity rates amongst those aged 15 years and over. More than two thirds or 71.6% are inactive and only 28.4% are active.

Figure 5.2c Total activity rates amongst 15 years and over



Unemployed individuals were asked to state what action they took to find work during the last thirty days. Their responses, across the three districts, are summarized in Table 5.6 and Figure 5.3. Formal application to employers is the most common job search method in

Borama and Hargeisa districts. In Burao district most persons took no steps to find additional or new work in the last thirty days while 14% applied to other employers.

The survey also sought to find out the reasons why some unemployed persons did not look for work or seek to start own business (Table 5.7 and Figure 5.4). The three main reasons given by individuals include: “thought no work is available,” “lack of skills/experience required,” and “lack of financial or other resources.” These three reasons account for about 81% and 94% of the cases in urban and rural areas respectively. The other reasons for not seeking including “did not want to work,” account for a minimal percent of reasons for not looking for work.

Table 5.6: Job search activities by the unemployed (strict definition) for those who looked for work or tried to start own business during the last 30 days.

Current employed				
	Borama	Hargeisa	Burao	Total
Applied to current employers	22%	33%	1%	20%
Applied to other employers	14%	12%	14%	14%
Checked at current work sites	11%	7%	0%	6%
Answered newspaper advertisements	8%	4%	0%	4%
Sought assistance of friends or relatives	12%	0%	0%	4%
Looked for land, building, machinery or equipment to establish	14%	0%	9%	8%
Arranged for initial or additional financial resources	6%	0%	0%	2%
Other	2%	0%	0%	1%
No steps taken to find additional or new work	13%	43%	75%	42%
Total (%)	100	100	100	100

Figure 5.3: Job search activities by the unemployed, those who looked for work or tried to start own business during the last 30 days.

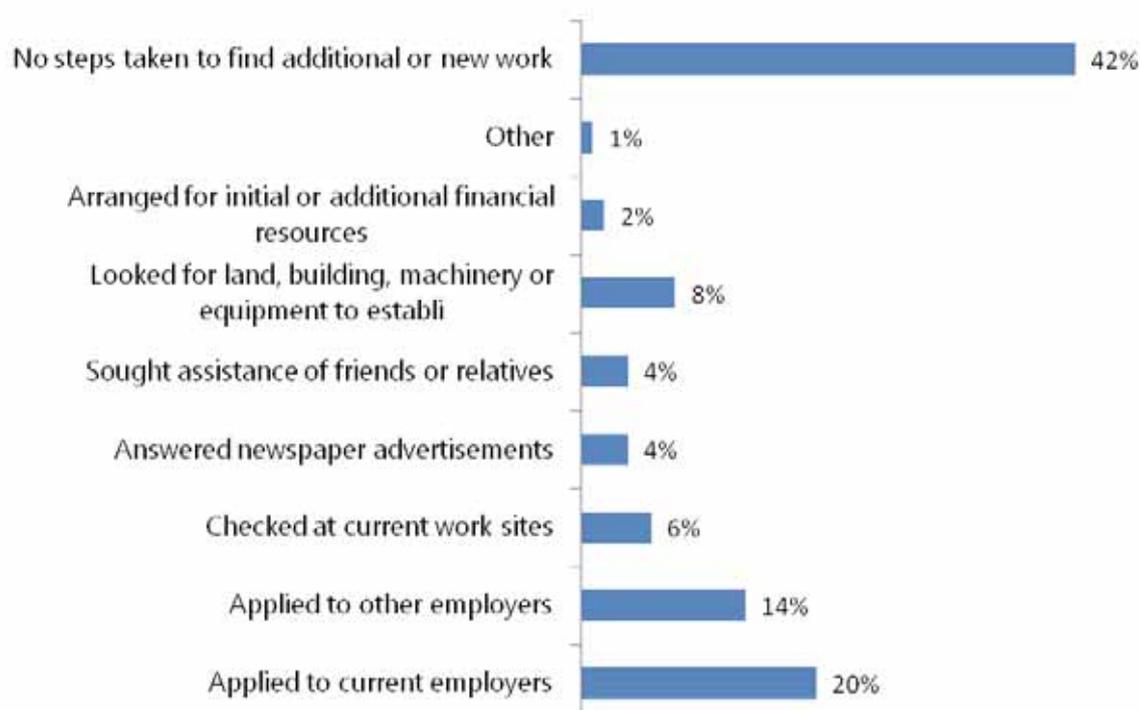
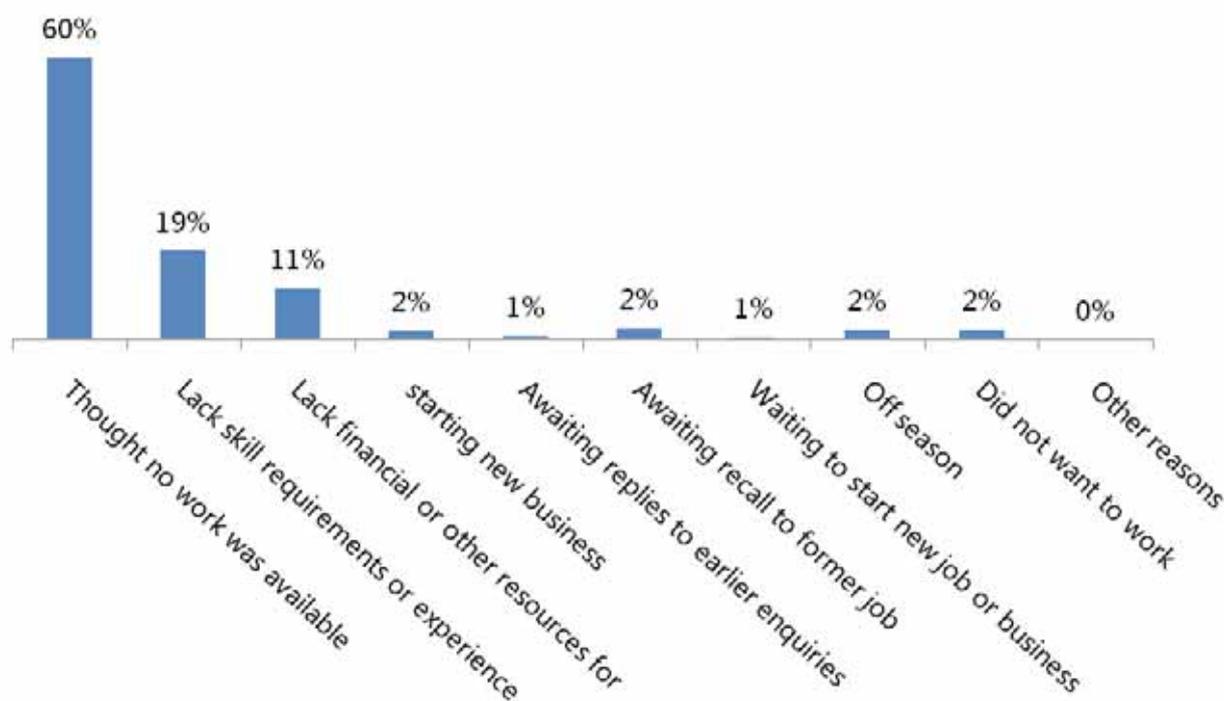


Table 5.7: Reasons why some currently unemployed persons did not look for work, by sex and locality (percentages)

	Borama		Hargeisa		Burao		Total	
	Urban	Rural	Urban	Rural	Urban	Rural	Urban	Rural
Thought no work was available	2,117	1,851	3,645	10,405	1,651	7,946	7,413	20,202
Lack skill requirements or experience	367	417	161	2,053	1,549	4,185	2,077	6,655
Lack financial or other resources for starting new business	616	0	346	593	1,266	2,199	2,228	2,792
	136	0	418	0	62	301	616	301

Awaiting replies to earlier enquiries	230	202	0	0	0	0	230	202
Awaiting recall to former job	98	0	0	0	104	901	202	901
Waiting to start new job or business	40	202	0	0	0	0	40	202
Off season	0	0	990	0	0	0	990	0
Did not want to work	46	0	142	0	562	293	750	293
Other reasons	0	0	0	0	0	0	0	0
Percentages								
Thought no work was available	58%	69%	64%	80%	32%	50%	51%	64%
Lack skill requirements or experience	10%	16%	3%	16%	30%	26%	14%	21%
Lack financial or other resources for starting new business	17%	0%	6%	5%	24%	14%	15%	9%
Awaiting replies to earlier enquiries	4%	0%	7%	0%	1%	2%	4%	1%
Awaiting recall to former job	6%	8%	0%	0%	0%	0%	2%	1%
Awaiting recall to former job	3%	0%	0%	0%	2%	6%	1%	3%
Waiting to start new job or business	1%	8%	0%	0%	0%	0%	0%	1%
Off season	0%	0%	17%	0%	0%	0%	7%	0%
Did not want to work	1%	0%	2%	0%	11%	2%	5%	1%
Other reasons	0%	0%	0%	0%	0%	0%	0%	0%

Figure 5.4: Reasons why some currently unemployed persons did not look for work, (total)



Persons who thought work to be unavailable accounted for a large percentage of the explanation for not seeking work. In urban areas, the ratios for Borama, Hargeisa and Burao districts were 58%, 64% and 32% respectively. Rural ratios were higher and the ratios for Borama, Hargeisa and Burao districts were 69%, 80% and 50% respectively. These high ratios suggest the possibility of having high levels of discouraged workers across Borama, Hargeisa & Burao.

Table 5.8 and Figure 5.5 summarize the reasons why individuals in nomadic communities did not look for work. The main reasons for both males and females for not looking for work were “thought no work was available,” “lack of skill requirements or experience,” and “lack of financial and other resources.”

Table 5.8: Reasons why some currently unemployed persons did not look for work among nomadic groups, by sex and district

	Borama		Hargeisa		Burao		Total	
	Male	Female	Male	Female	Male	Female	Male	Female
Thought no work was available	59%	56%	67%	84%	41%	47%	54%	59%
Lack skill requirements or experience	10%	18%	12%	0%	30%	24%	18%	16%

Lack financial or other resources	14%	13%	6%	5%	17%	24%	13%	15%
starting new business	4%	0%	3%	5%	4%	0%	4%	1%
Awaiting replies to earlier enquiries	8%	5%	0%	0%	0%	0%	3%	2%
Awaiting recall to former job	0%	5%	0%	0%	4%	6%	1%	4%
Waiting to start new job or business	2%	3%	0%	0%	0%	0%	1%	1%
Off season	0%	0%	12%	0%	0%	0%	3%	0%
Did not want to work	2%	0%	0%	5%	6%	0%	3%	1%
Other reasons	0%	0%	0%	0%	0%	0%	0%	0%
Total (%)	100							

Figure 5.5a: Reasons why some currently unemployed persons did not look for work among the nomadic communities by district (Percentage)

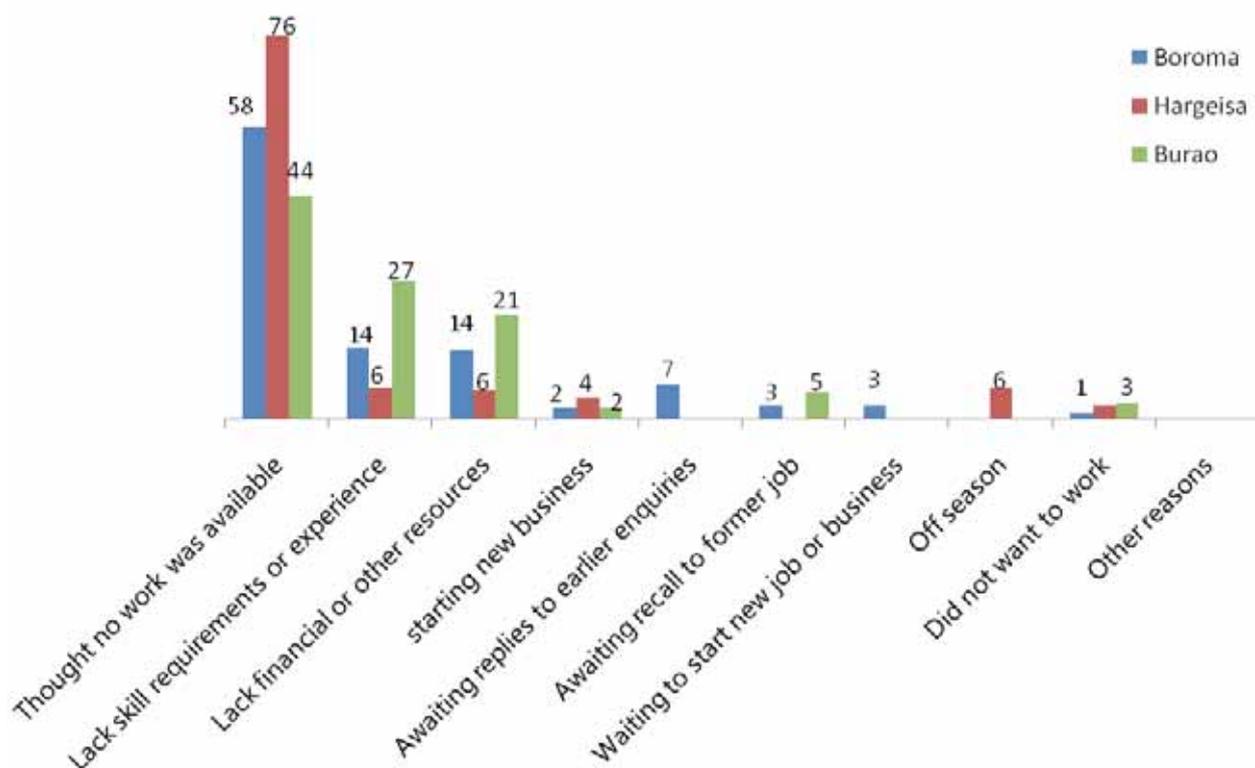


Table 5.9a, b and Figure 5.5 presents the non market activities and the total hours spent on these activities by District. In total, 29.6% of the persons sampled spent an average of 3.9 hrs in fetching water for the household, indicating that the water points are much far from their households. 27.2% of the persons sampled indicated that they spent an average of 4 hrs of their time in an owned household plot; farm etc, in indicator that most of the persons engage in agricultural activities during their free times. 24.2% and 13.19% indicated that they spent an average of 3.2 hrs and 2.8 hrs in collecting firewood for the household and undertaking construction of major repairs in the household respectively. These statistics are similar to those posted in the statistics in each of the three districts.

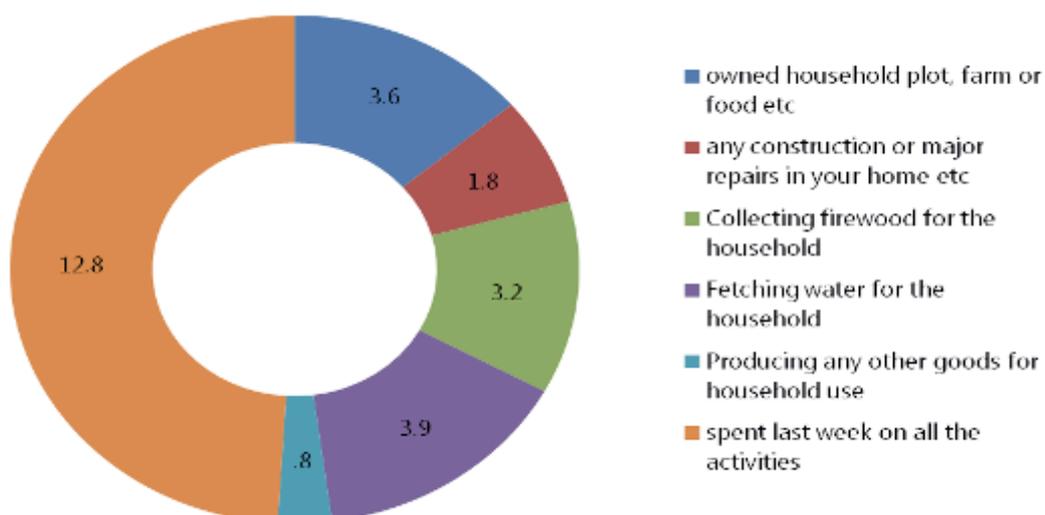
Table 5.9a- Current activities-Non-Market activities- Total hours spent on (by district)

	Boroma				Hargeisa				Burao			
	Male	Mean	Female	Mean	Male	Mean	Female	Mean	Male	Mean	Female	Mean
owned household plot, farm or food etc	7447	.3	892	.0	562290	6.0	370426	5.0		.0		.0
any construction or major repairs in your home etc	55233	2.4	24216	1.0	161843	1.9	88372	1.2	40787	2.1	87398	3.0
Collecting firewood for the household	53902	2.3	189773	8.0	188818	2.2	172321	2.2	89876	4.7	145116	5.0
Fetching water for the household	111590	4.8	127351	5.4	249401	2.9	263186	3.3	108723	5.7	168857	5.8
Producing any other goods for household use	12361	.5	50936	2.2	49089	.6	54382	.8	9794	.5	25859	.9
spent last week on all the activities	240533	10.3	393295	16.5	1191735	12.8	970959	11.7	249180	13.1	427230	14.7

Table 5.9b:- Current activities-Non-Market activities- Total hours spent on-(by total)

	Total				Total	Mean
	Male	Mean	Female	Mean		
owned household plot, farm or food etc	569,737	4.2	371,318	2.9	941,055	3.6
any construction or major repairs in your home etc	257,863	2.0	199,986	1.6	457,849	1.8
Collecting firewood for the household	332,596	2.6	507,209	3.8	839,805	3.2
Fetching water for the household	469,714	3.7	559,394	4.2	1,029,107	3.9
Producing any other goods for household use	71,244	.6	131,177	1.1	202,421	.8
spent last week on all the activities	1,681,448	12.4	1,791,484	13.2	3,472,932	12.8

Figure 5.5b: Current activities-Non-Market activities- Total hours spent on by total

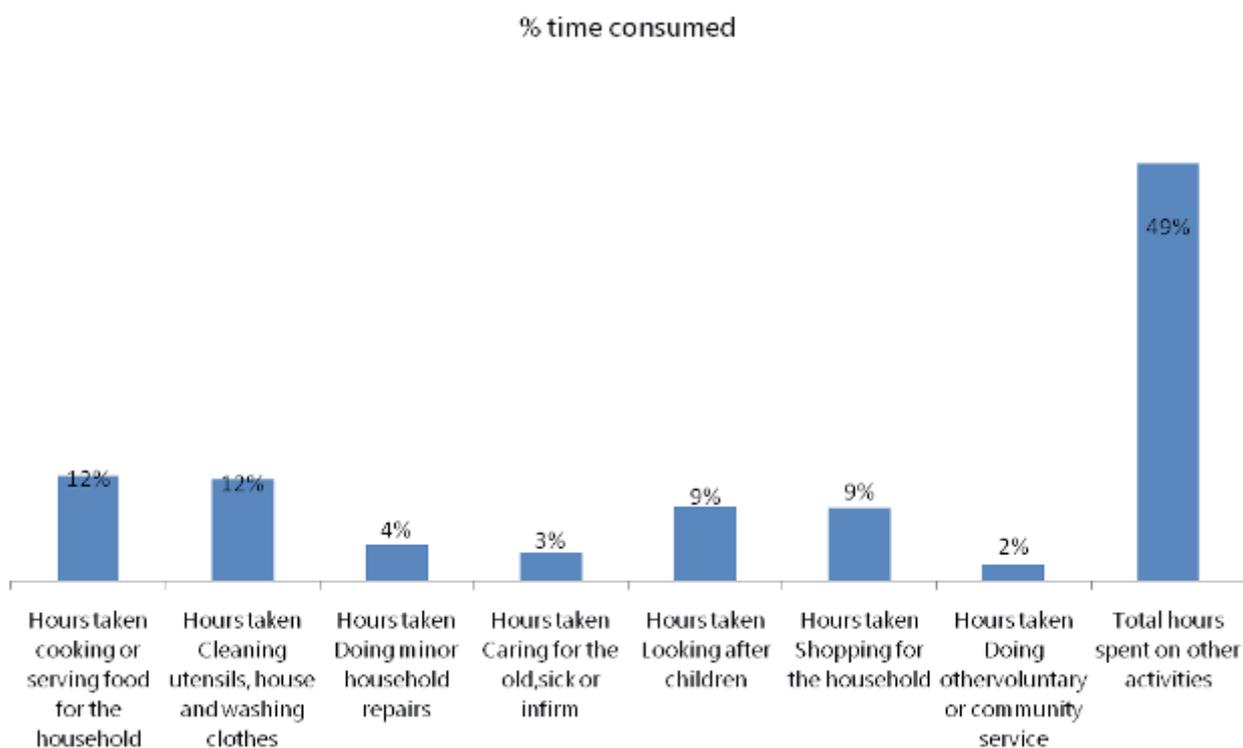


Other activities that the persons were engaged in include time taken to cook or serve food for the household (12% of the total hrs for non market activities), hours taken cleaning utensils, house and washing clothes (12% of the total hrs for non market activities, hours taken for looking after the children and for shopping for the household each consuming 9% of the total hours for non market activities. These statistics are presented in Table 5.9b and Figure 5.5.

Table 5.9(b): Other Activities - Total hours spent on each activity for the last seven days by district

	Borama		Hargeisa		Burao		Total		% time consumed
	Sum	Mean	Sum	Mean	Sum	Mean	Sum	Mean	
Hours taken cooking or serving food for the household	74783.0	1.5	664934.5	3.3	960706.0	11.2	1700423.5	5.0	12%
Hours taken Cleaning utensils, house and washing clothes	451527.7	9.1	510301.0	2.6	643353.9	7.5	1605182.6	4.9	12%
Hours taken Doing minor household repairs	67261.0	1.4	350260.0	1.9	135659.0	1.6	553180.0	1.7	4%
Hours taken Caring for the old,sick	78802.0	1.6	250113.5	1.3	94342.0	1.1	423257.5	1.3	3%
Hours taken Looking after children	302777.0	6.1	471776.0	2.4	409291.0	4.8	1183844.0	3.5	9%
Hours taken Shopping for the household	399379.5	8.0	371002.7	1.9	366111.6	4.3	1136493.7	3.5	9%
Hours taken Doing other voluntary or community service	59195.5	1.2	151260.5	.8	23474.0	.3	233930.0	.7	2%
Total hours spent on other activities	1432339	28.5	2793525	13.8	2632872	30.1	6858737	20.1	49%

Figure 5.5c: Other Activities - Total hours spent on each activity for the last seven days by total





Chapter Six: Discussions and Conclusions

Borama, Hargeisa & Burao have a youthful population with a relatively large dependency ratio of about 52 dependants for every 100 persons in the productive age range. The dependency ratios for urban and rural areas were 53% and 51% respectively suggesting that, in both urban and rural areas, there is approximately 1 dependant for every 2 persons in the productive age range. This relatively high dependency ratio puts a large economic burden on the working age population.

Based on the survey findings, Borama, Hargeisa & Burao's labour force have relatively low education attainment compared to other LDCs in general as well as other African countries. Only about one third of the population has completed secondary education as their highest grade completed.

The proportions of those who have ever attended or completed school are 62% of males and 38% of females. Only 50% of children aged 5 to 14 years (for both females and males) have ever attended or completed school. This would imply that a significant proportion of school going children (up to 50%) could be missing out on formal schooling opportunities. In the next decade, these children are likely to graduate into youths with little employable labour market skills. In addition, when the main reasons of not attending school are analyzed, lack of adequate school infrastructure is a major cause (proxied by those reporting that "no school/school too far"). There is also some evidence to suggest that there are perceptions (or realities) of low returns to education among households. Besides the low levels of school attendance, there is also minimal formal vocational training among the population and most of the training is concentrated in the urban areas and among males.

Labour force participation rates in Borama, Hargeisa & Burao are lower than the African average of about 65% in 2012 (UNECA, 2013) and are estimated to be about 56% and 29% for males and females respectively in urban areas and 57% and 42% for males and females in rural areas. The labour force participation rate across age groups for Borama, Hargeisa & Burao exhibits the typical inverted-U shape that characterizes most economies. Borama, Hargeisa & Burao has relatively high levels of inactivity for those aged 15 and over – estimated at 38% for males and 62% for females.

With respect to employment and unemployment, Borama, Hargeisa & Burao are characterized by a number of challenges including:

- (i) A lower ratio of employment to population ratio among the youth – about 5% for both males and females for the 15-24 year olds compared to 36% and 15% for males and females respectively for those aged 25-34 years and 42% and 23% for males and females respectively for persons aged 35-54 years.
- (ii) High levels of underemployment which may affect nearly half of all females and 60% of all males employed in the urban regions as well as over 60% of rural workers (based on the desire to work for more hours in a typical work week).
- (iii) A large proportion of workers in vulnerable employment. About half of all workers could be in vulnerable jobs. The females in vulnerable jobs (defined as own account workers and contributing family workers) constitute about 65% of all currently employed females while males in vulnerable employment were estimated at 46% of all currently employed males.

Given this state of affairs, it could be inferred that the interventions to address labour market challenges in Borama, Hargeisa & Burao should go beyond the labour market and include other related social sector areas such as enhancing both access and retention in education. Such interventions should be well targeted to encompass the poor.



Chapter Seven:

Key Survey Issues & Recommendations

1. Creation of employment opportunities

Persons with upper primary education have higher proportions of unemployment relative to secondary graduates who in turn have larger proportions than those who have attained university education. Consequently, higher levels of education attainment seem to be linked to lower proportions of the unemployment. This scenario could be attributed to either low investment in productive sectors or mismatch of skills.

A relatively large proportion of workers are involved in agricultural activities (industry agriculture crops, agriculture herding and agriculture others) which are usually associated with vulnerable employment. Own Account Employment is high and this is deemed to be vulnerable and is female dominated.

1.2. Recommendation

- a. Carry out employment profiles to determine the needs.
- b. Invest in growth oriented investment to provide employment to university graduates.
- c. Work with private sector to promote indenture learnership to secondary graduates to increase employability chances.

2. Equity and access to education

Based on the survey findings, Boroma, Hargeisa & Burao's labour force have relatively low education attainment compared to other LDCs in general as well as other African countries. Only about one third of the population has completed secondary education as their highest grade completed.

The proportions of those who have ever attended or completed school are 62% of males and 38% of females. Only 50% of children aged 5 to 14 years (for both females and males) have ever attended or completed school.

2.1. Recommendation

- a) Conduct education facilities mapping to determine proximity versus the target population.
- b) Provide necessary infrastructure to increase access to education for both males and females.
- c) Carry out targeted campaigns to promote the essence of education including the nomadic communities and female youths.
- d) Collaborate with private sector to provide scholarship as incentives to school attendance.

3. Increasing access to technical vocational education and training

Technical skills are an important ingredient to drive an economy. The survey found that one reason why there was no interest to look for a job was due to Lack of skills/experience.

3.1. Recommendation

- a) Carry out skills inventory to determine the level of technical skills ratio.
- b) Establish skills enhancement centres targeting primary and secondary graduates.
- c) Promote industrial attachment as a component to technical and vocational training in collaboration with employers and chamber of industry.

4. Enhancing positive perception to employment

Boroma, Hargeisa & Burao have a youthful population with a relatively large dependency ratio of about 52 dependants for every 100 persons in the productive age range. The dependency ratio is lower in urban areas (38%) than both the rural (47%) and nomadic communities (57%).

Labour force participation rates in Boroma, Hargeisa & Burao are lower than the African average of about 65% in 2012 (UNECA, 2013) and are estimated to be about 56% and 29% for males and females respectively in urban areas and 57% and 42% for males and females in rural areas.

The labour force participation rate across age groups for Boroma, Hargeisa & Burao exhibits the typical inverted-U shape that

characterizes most economies. Boroma, Hargeisa & Burao has relatively high levels of inactivity for those aged 15 and over – estimated at 38% for males and 62% for females.

4.1. Recommendation

- a) Strengthening labour market information
- b) Promote closer collaboration between institutions and industry
- c) Establish and disseminate employment centres

5. Reduction of work related injuries and promotion of employment of people with disabilities

Work injuries cause suffering to the injured victims and their families. Permanent disabilities erode family resources as bread winners are not able to access gainful employment. Of the injuries reported to have occurred at the place of worked, nearly half (47.7%) were leg related injuries while slightly a third of the victims sustained sight related disabilities. Nearly all these cases were reported in sectors that are more inclined to manufacturing and hence an indication that some of the injuries occur while handling machineries at place of work.

5.1. Recommendation

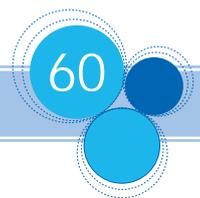
1. Conduct national occupational safety profile to include sector baseline survey on occupational safety and health risks and nature of injuries.
2. Review and develop a safety and health system that includes, prevention of accidents, hazards management, enterprises safety management mechanisms including workforce training.
3. In collaboration, develop safety awareness IEC materials.
4. Establish incentive programmes to support employers who will provide employment opportunities to the people with disabilities.
5. Strengthen work injury compensation mechanism.

6. Promote social protection mechanisms

While there was no specific reference to issues of social protection, it is evident that some of the eminent fears for job search could be associated with some aspects of social protection such management of minimum wage, overtime/working time limits, paid time off, social security (retirement, disability, death, sickness and health benefits), severance pay, and protection against unjust dismissal.

6.1. Recommendations

1. Strengthen labour inspection services
2. Strengthen social security system



Annexes

Annex A: Sample Design and Implementation

The SLFS 2012 is a household based survey, which covered a sample of private households in Borama, Hargeisa & Burao. The SLFS covered a sample of 1,656 clusters that had been selected with probability proportional to size (PPS). Once a cluster was identified, a listing of the households was prepared. In cases where a listing was not possible, an estimate of the current size of the cluster was used. This was followed by a random selection of a sample of households. The survey intended to cover 12 households in each selected cluster.

Experiences from other surveys and several assumptions were made in order to estimate the required sample size, owing to missing information. The assumptions included: a non-response rate of 10 per cent; an average household size is 6, and a design effect (*deff*) of 2. Table A.1 summarises the results from examining the effects of using different values of *r* (from 0.1 to 0.6), *p* (either 0.2 or 0.4) and *e*. The table has considered the effect of using two possible values of the coefficient of variation (0.12 and 0.20); which gave absolute margins of error 0.12*r* and 0.20*r*. The formula for determining the sample size was given by:

$$n = \frac{4(r)(1-r)(f)(1.1)}{e^2(p)(n_h)}$$

where:

- n_h is the average sample size
- r is the key variable of interest in the survey
- p is the proportion of the population that is affected by the variable of interest
- *deff*, the design effect, which is the ratio of the variance of this complex sample to the variance of a simple random sample of the same size
- e is the margin of error that is acceptable for this survey at the 95 percent confidence level.

The resulting allocation of the sample for the LFS in Borama, Hargeisa & Burao is as indicated in table A.1.

Table A.1: Possible sample sizes for LFS, based on different values of *r*, *p* and *e*

<i>r</i>	<i>f</i>	P1	P2	CV1	CV2	CV1	CV2	CV1	CV2
						& P1	& P1	& P2	& P2
0.1	2	0.2	0.4	0.12	0.20	4,583	1,650	2,292	825
0.2	2	0.2	0.4	0.12	0.20	2,037	733	1,019	367
0.3	2	0.2	0.4	0.12	0.20	1,188	428	594	214
0.4	2	0.2	0.4	0.12	0.20	764	275	382	138
0.5	2	0.2	0.4	0.12	0.20	509	183	255	92
0.6	2	0.2	0.4	0.12	0.20	340	122	170	61

It can be seen that the sample sizes vary substantially, from a low of 61 households to a high of 4,583 households. Subsequently it was estimated that an overall sample of about 600 households per district would be adequate for this survey. The details of the proposed sample design are shown in Table A.2.

Table A.2: Proposed allocation of the sample for the LFS in Borama, Hargeisa & Burao

District	Primary Sampling Units (PSUs)				Households			
	Urban	Rural settled	Nomadic	Total	Urban	Rural settled	Nomadic	Total
Borama, Hargeisa & Burao								
Borama	25	20	5	50	300	240	60	600
Hargeisa	30	15	5	50	360	180	60	600
Burao	25	20	5	50	300	240	60	600

Total	80	55	15	150	960	660	180	1800
Districts								
Bosasso	30	15	5	50	360	180	60	600
Gardo	25	20	5	50	300	240	60	600
Garowe	25	20	5	50	300	240	60	600
Total	80	55	15	150	960	660	180	1800
Grand total	160	110	30	300	1920	1320	360	3600

ANNEX B: LFS QUESTIONNAIRE

**LFS- Labour force survey (XOG URURINTA XOOGA
SHAQAALAHA SOMALILAND)**

First Draft. Not for Distributions

SECTION A. GENERAL INFORMATION

LOGO ISLAND

DATE: ___/___/___

HOUSEHOLD NUMBER

A1	Name of Enumerator		
A2	Name of Supervisor		
A3	Name of the Head of Household		
A4	Region Name, District Name and Code	Region Name _____	District Name _____ District Code _____
A5	Cluster Name and Code		
A6	Type of Settlers (1 Domicile 2 Migrated 3. Displaced 4. Refugees 5. Returnees 6. Diaspora)		
A7	Is the cluster Urban, Rural or Nomadic 1 Urban (Go to A.8), 2 Rural (Go to A.11), 3 Nomadic (Go to A12)		
A8	Name of Sub-district		
A9	Name of Division		
A10	Name of Section		
A11	Name of the Settlement		
A12	Name of the water point or grazing area		
A13	Time	Time Started: _____	Time Ended: _____ Total Time _____

^aCompleted with selected households
^cCompleted with selected replaced household

Note: please make sure you read and understand Each Section's Title and then proceed with caution when asking The Questions

DIST. CODE: /		DIST. NAME:		CLUS. CODE:		CLUS. NAME:		HHNO.			
SECTION B: Household Roster, Demographic Information, Education and Migration											
<i>The following information must be obtained for every person who normally lives and eats together with this household. If there are more than 15 persons in the household, use a second questionnaire, and number the persons 16, 17, 18, etc</i>											
B0 (SR NO.)	B.1 Name of household member	B2 Relationship to head of household 1. Head 2. Spouse 3. Son 4. Daughter 5. Brother 6. Sister 7. Parent 8. Other relative 9. Not related.	B3 Sex 1. Male, 2. Female	B4 Age in years (record as 00 if less than 01)	B5 Marital status 1 Never married 2 Married 3 Divorced 4 Abandoned, 5 Widowed.	B6 Can you read and write a simple sentence in any language? 1 Yes 2 No.	B7 Have you ever attended/ completed or currently attending school? 1 Attending 2 Completed <input type="checkbox"/> B9 2 Not attended <input type="checkbox"/> B10	B8 What grade are you currently attending? 1 Lower primary (1-4) 2 Upper primary (5-8) 3 Secondary 4 Vocational 5 University 6 Others (specify)	B9 What is the highest grade you have completed? 1 Lower primary (1-4) 2 Upper primary (5-8) 3 Secondary 4 Vocational 5 University 6 Others (specify)	B.10 If you have never attended school, provide a reason 1 Too young 2 Disabled/illness 3 No school/school too far 4 Cannot afford schooling 5 Family did not allow schooling 6 Education not valuable 7 School not safe 8 To learn a job 9 To work for pay 10 To work as unpaid worker in family business/ farm/herding 11 Help at home with household chores 12 Other reason (specify)	B.11 Have you done or currently doing any formal, vocational training? 1 Yes 2 No <input type="checkbox"/> B17
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DIST. CODE#	DIST. NAME:	CLUS. CODE:	CLUS. NAME:	HHNO.
SECTION B: Household Roster, Demographic Information, Education and Migration (Contd.)				
B0 (SR NO.)	B.12 In what subject did you receive your most recent training? 11. Electrical 13. Carpentry 14. Auto repair/mech. 15. Agriculture 16. Computer 17. Secretarial 18. Bookbinding 19. Beauty school 20. Massage 21. Other (SPECIFY)	B.13 How long did that training last? 1. Ongoing 2. <3 months 3. 3 months < 6 months 4. 6 months < 1 year 5. 1 year < 3 years 6. 3 years or more	B.14 Which year did you receive the training? 1. 2012 2. 2011 3. 2010 4. Before 2010	B.15 Where did you get the training? 1. College/institute 2. Vocational/technical school 3. Employer org 4. Private training institute 5. Other (specify)
B01			B.16 Name of funding agency? 1. Govt 2. INGO 3. NGO 4. UN 5. Islamic foundation 6. Self 7. Diaspora 8. Other (Specify)	B.17 Current nationality 1. Somali 2. Somalia 3. Ethiopian 4. Djibouti 5. Other parts of Africa 6. Asia 7. Western Countries 8. Other (Specify)
B02			B.18 Original nationality 1. Somali 2. Somalia 3. Ethiopian 4. Djibouti 5. Other parts of Africa 6. Asia 7. Western Countries 8. Other (Specify)	B.19 Status 1. Domicile 2. Migrated 3. Displaced 4. Refugee 5. Returnee 6. Diaspora
B03			B.20 If not domicile, give reasons for moving here 1. Work 2. School/training 3. Water 4. Pasture 5. Marriage 6. Others (specify)	B.21 Do you have any disability? 1. Yes 2. No END
B04			B.22 What kind of disability do you have? 1. Legs 2. Arms 3. Both arm and leg 4. Hearing 5. Speech 6. Deaf & dumb 7. Sight 8. Mental 9. Other (SPECIFY)	B.23 What is the cause of your disability? 1. From birth 2. Polio 3. Stroke 4. Epilepsy 5. War 6. Mines 7. Accident 8. Injury at work 9. Aging 10. Trachoma 11. Measles 12. Other (SPECIFY)
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SECTION G. UNDEREMPLOYMENT AND INADEQUATE WORK SITUATIONS (To be filled by those who work but their work situation is not good enough due to the reasons written below):							
	G.1 Interviewer: Check total hours of work (010-EG) During last week, what was your total hours of work in all your economic activities?	G.2 Did you want to increase your total time spent on all work activities last week? 1. Yes 2. No : G.8	G.3 How many additional hours would you have liked to work during last week?	G.4 In the last 30 days, did you take any steps to try to find additional or new work? 1. Applied to current employers 2. Applied to other employers 3. Checked at current work sites 4. Asked relatives, friends or relatives for help 5. Sought assistance of friends or relatives 6. Looked for land, building, machinery or equipment to establish or improve his/her own enterprise 7. Arranged for initial or additional financial resources 8. Other (SPECIFY) 9. No steps taken to find additional or new work.	G.5 How soon could you have started work, if you had found alternative or additional work? 1. At once 2. Within a month 3. Later than a month 4. Don't know	G.6 Did you wish to change jobs or to have another job in addition to your present one(s) for any reason other than to increase work time? 1. Yes 2. No	G.7 What is the main reason why you wanted to change jobs or get an additional one? 1. Insufficient use of skills 2. Inadequate income 3. To decrease work time (even if it meant loss of income) 4. Other (SPECIFY)
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DIST. CODE/	DIST. NAME:	CLUS. CODE:	CLUS. NAME:	HHNO.		
SECTION H. UNEMPLOYMENT OR INACTIVITY To be Filled by those who don't work at all						
	H.1 Were you available for work during last week? 1. Yes 2. No <input type="checkbox"/> H.6	H.2 How long have you been without work and available for work? 1. Less than 1 month 2. 1 month < 3 months 3. 3 months < 6 months 4. 6 months < 1 year 5. 1 year < 2 years 6. 2 years or more	H.3 Did you look for work or try to start an own business during the last 30 days? 1. Yes 2. No <input type="checkbox"/> H.5	H.4 What action did you take to find work? 1. Applied to current employers 2. Applied to other employers 3. Checked at current work sites 4. Answered newspaper advertisements 5. Sought assistance of friends or relatives 6. Looked for land, building, machinery or equipment to establish or improve his/her own enterprise 7. Arranged for initial or additional financial resources 8. Other (SPECIFY) 9. No steps taken to find additional or new work	H.5 Why did you not look for work in the last 30 days? 1. Thought no work was available 2. Lack skill requirements or experience 3. Lack financial or other resources for starting new business 4. Awaiting replies to earlier enquiries 5. Awaiting recall to former job 6. Waiting to start new job or business 7. Off season 8. Did not want to work 9. Other reasons (SPECIFY)	H.6 Which of the following best describes your situation last week? 1. Attending school 2. Household duties 3. Retired, not working 4. Sick/injured 5. Disabled 6. Others (SPECIFY)
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SECTION I. USUAL ACTIVITY (Refers to the last 12 months)

	I.1 Did you work all the time throughout the last 12 months, or did you have spells without work? 1. Worked throughout the last 12 months <input type="checkbox"/> I3 2. Spells not working	I.2 Interviewer: Start with the last month and work backwards over the full 12 months. Write a number in each box, to indicate one of the following: 1. Worked the whole month 2. Worked part-month, looked for work part-month 3. Worked part-month, inactive part-month 4. Looked for work whole month 5. Inactive the whole month J F M A M J J A S O N D	I.3 During the months that you did some work, what was your main activity? 1. Same as current main job <input type="checkbox"/> I.7 2. Same as current second job <input type="checkbox"/> I.7 3. A different job	I.4 If it was a different job (code 3 at I.3): What type of work did you do? And what were your main duties CODES (for office and petty traders-Annex 1)
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SECTION J. PAST EMPLOYMENT (This section to be filled by people who have not worked at least for a year and over. Note: those who said No in both section D and F)

	J.1 Have you ever worked for pay or profit or helped unpaid in a household business or farm? 1 Yes 2 No <input type="checkbox"/> K.1	J.2 How long ago was it that you last worked? 1. Less than 2 yrs ago 2. 2 yrs < 5 yrs ago 3. 5 yrs or more ago	J.3 And for how long did you do that work? 1. Less than 1 year 2. 1 yr < 2 yrs 3. 2 yrs < 5 yrs 4. 5 years or more	J.4 What sort of work did you do? And what were your main duties? CODES (for office and petty traders-Annex 1)	J.5 What was your employment status in that work? Were you: 1. Paid employee 2. Employer 3. Own account worker 4. Member of producers cooperative 5. Contributing family worker 6. Other (SPECIFY)	J.6 What kind of activity was carried out at the place where you worked? And what products are produced or what services are provided? CODES (for office and petty traders -Annex 2)
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Annex 1

Managers

- 11 Chief executives, senior officials and legislators
- 12 Administrative and commercial managers
- 13 Production and specialized services managers
- 14 Hospitality, retail and other service managers

Professionals

- 21 Science and engineering professionals
- 22 Health professionals
- 23 Teaching professionals
- 24 Business and administration professionals
- 25 Information and communications technology professionals
- 26 Legal, social and cultural professionals

Technicians and associate professionals

- 31 Science and engineering associate professionals
- 32 Health associate professionals
- 33 Business and administration associate professionals
- 34 Legal, social, cultural and related associate professionals
- 35 Information and communication technology associate professionals

Clerical support workers

- 41 General and keyboard clerks
- 42 Customer services clerks
- 43 Numerical and material recording clerks
- 44 Other clerical support workers

Service and sales workers

- 51 Personal service workers
- 52 Sales workers
- 53 Personal care workers
- 54 Protective services workers

Skilled agricultural, forestry and fishery workers

- 61 Market-oriented skilled agricultural workers
- 62 Market-oriented skilled forestry, fishery and hunting workers
- 63 Subsistence farmers, fishers, hunters and gatherers

Craft and related trades workers

- 71 Building and related trades workers, excluding electricians
- 72 Metal, machinery and related trades workers
- 73 Handicraft and printing workers
- 74 Electrical and electronic trades workers
- 75 Food processing, wood working, garment and other craft and related trades workers

Plant and machine operators, and assemblers

- 81 Stationary plant and machine operators
- 82 Assemblers
- 83 Drivers and mobile plant operators

Elementary occupations 91 Cleaners and helpers

- 92 Agricultural, forestry and fishery laborers
- 93 Laborers in mining, construction, manufacturing and transport
- 94 Food preparation assistants
- 95 Refuse workers and other elementary workers
- 00 Armed forces occupations

Annex

- A1 - Agriculture - crops
- A2 - Agriculture - herding
- A3 - Agriculture - other activities
- A4 - Fishing
- B - Mining and quarrying
- C - Manufacturing
- D - Electricity, gas, steam and air conditioning supply E - Water supply, sewerage and waste management
- F - Construction
- G - Wholesale and retail trade; repair of motor vehicles and motorcycles
- H - Transportation and storage
- I - Accommodation and food service activities
- J - Information and communication K - Financial and insurance activities
- L - Real estate activities
- M - Professional, scientific and technical activities
- N - Administrative and support service activities
- O - Public administration and defence; compulsory social security
- P - Education
- Q - Human health and social work activities
- R - Arts, entertainment and recreation
- S - Other service activities
- T - Households employing domestic personnel; Producing goods for home consumption
- U - International organizations and bodies

Annex C: Analysis Plan

Variable	Data Type	Statistical measures	Top Breakers/Banners	Output
A4, A5	String	#,%,N	-	Frequency tables
A06,A4(District codes), A5(Cluster code), A07	Single code	%,#,N,	District/Region,A07,B03,AGE10,B05,B06	Custom table, Cross-tab
B02,B03,B04, B05,B06,B07,B08,B09	Numeric- Single codes	#,%,N , Σ , Mean, Correlation factors	District/Region,A07,B03,AGE10,B05,B06	Custom table, Cross-tab, corr matrix
B10,B15	Multi- codes	#,%,N	District/Region,A07,B03,AGE10,B05,B06	Custom table , Cross-tab
B11,B12,B14,	Single code	#,%, mean,	District/Region,A07,B03,AGE10,B05,B06	Custom table, Cross-tab
B16-B22	Single code	%,#,N,	District/Region,A07,B03,AGE10,B05,B06	Custom table, Cross-tab
B23	Alpha-Numeric-multi code	#,%,N	District/Region,A07,B03,AGE10,B05,B06	Custom table, Cross-tab
C01-C06	Numeric- Single code	#,%,N , Σ , Mean, Correlation factors	District/Region,A07,B03,AGE10,B05,B06	Custom table, Cross-tab, corr matrix
D10a-D09	Single code	#,%,N	District/Region,A07,B03,AGE10,B05,B06	Custom table, Cross-tab
ACTIVITY	Single code	#,%,N,MEAN,	District/Region,A07,B03,AGE10,B05,B06	Custom table, Cross-tab
D11-D21	Numeric, Single codes	Σ ,Mean, N,Significance difference(b17/b18),(D18/D20)	District/Region,A07,B03,AGE10,B05,B06	Custom table, Cross-tab
E01-E07	Numeric- Single code	#,%,N, Σ , Mean, N, Correlation factor significance difference(E05,E06)	District/Region,A07,B03,AGE10,B05,B06	Custom table, Cross-tab, corr matrix
G01	Numeric	Σ ,Mean, N	District/Region,A07,B03,AGE10,B05,B06	Case processing summary
G02-G07	Single code	#,%,N,MEAN,CORR FACTOR	District/Region,A07,B03,AGE10,B05,B06	Custom table, Cross-tab, corr matrix
H01-H06	Single code	#,%,N	District/Region,A07,B03,AGE10,B05,B06	Custom table, Cross-tab
I01-I08	Single code	#,%,N	District/Region,A07,B03,AGE10,B05,B06	Custom table, Cross-tab
I01-I08	Single code	#,%,N	District/Region,A07,B03,AGE10,B05,B06	Custom table, Cross-tab
K1-L8	Numeric	#,N,MEAN,CORR FACTOR, RATIO STATISTICS	District/Region,A07,B03,AGE10,B05,B06	Corr matrix, tables, Proportions

KEY

Measures

- %-Percentage distribution of responses
- #-Absolute counts of responses
- N-Total number of respondents
- Top break-The header/banner-the variable to analyze with
- Σ -Sum of responses or cumulative total
- Mean-Sum total divided by number of respondents (N)
- significance test-A test to measure differences in responses to indicate whether the difference is significant or not
- SD-Standard deviation
- Data reduction-Compressing of data into few principal data components
- Mapping-Creating data correspondences to map out points with similar characteristics
- Corr-Correlation-measure of similarities between two variables
- Estimation-Creating a model to fit into the data and explain future patterns

Output

- Case processing summary- Olap cubes-A summary statistic to giving sum totals
- Custom table-A data table customized to produce output of desired result with specific headers
- Cross-tab-A cross analysis of one variable with another
- correspondence maps-A quadratic representation of data related points.

Annex D: Population Estimates

Table 1: POPULATION ESTIMATES OF THE THREE DISTRICTS BY REGION 1995 – 2015 (Figures in hundreds)

Year	Awdal	Waalbaad	Togdeer
1995	1380	3170	2320
1996	1408	3227	2368
1997	1439	3291	2423
1998	1473	3361	2484
1999	1509	3436	2555
2000	1548	3517	2632
2001	1589	3599	2708
2002	1635	3695	2798
2003	1683	3794	2891
2004	1731	3896	2985
2005	1780	3996	3081
2006	1835	4117	3187
2007	1888	4230	3290
2008	1939	4341	3388
2009	1989	4449	3485
2010	2039	4558	3582
2011	2090	4665	3681
2012	2143	4784	3783
2013	2198	4910	3886
2014	2255	5042	3991
2015	2312	5177	4097

Notes:

Borama – (Awdal) population estimate as at 2012 is 214, 300

Hargeisa – (w.galbeed) population estimate as at 2012 is 478, 400

Burao (Togdeer) population estimate as at 2012 is 378, 300

The three highlighted regions above (urban population estimates) is 214,300, 478,400 and 378,300 respectively hence using the estimated urban and rural populations, we compute the estimated urban and rural population of the three regions as shown herein below;-

Rural population refers to people living in rural areas as defined by national statistical offices. It is calculated as the difference between total population and urban population.

Importantly to note is that the World Bank estimates of rural population in Somaliland stands at 62.6%, hence the urban population constitute 37.4%. Using these estimates, we compute the estimated urban and rural population for Hargeisa, Burao and Borama as shown in Table 2 below.

Table 2: Estimated Urban and Rural Population for the Three regions, of interest

Rank	City	Region	Population		Total
			Rural	Urban	
1.	Hargeisa	Woqooyi Galbeed	299,478	178,922	478,400
2.	Burao	Togdheer	236,816	141,484	378,300
3.	Borama	Awdal	134,152	80,148	214,300
Total			670,446	400,554	1,071,000

Note: No data are available for the nomadic population of Somaliland, hence population estimates of the nomadic population for the three Districts has not been computed either.

Table 3 estimates are derived from the estimates of the male and female population estimates by World Bank, 2012 of 51.2% male and 48.8% Female. Hence the population distribution, both rural and urban is presented in Table 3 herein below.

Table 3: Estimated Urban and Rural Population for the three regions by Gender

Rank	City	Region	Population by Locality & Gender								
			Rural			Urban			Total		
			Male	Female	Total	Male	Female	Total	Male	Female	Total
1	Hargeisa	Woqooyi Galbeed	153,333	146,145	299,478	91,608	87,314	178,922	244,941	233,459	478,400
2	Burao	Togdheer	121,250	115,566	236,816	72,440	69,044	141,484	193,690	184,610	378,300
3	Borama	Awdal	68,686	65,466	134,152	41,036	39,112	80,148	109,722	104,578	214,300
Total			343,268	327,178	670,446	205,084	195,470	400,554	548,352	522,648	1,071,000

Table 4, Table 5, Table 6 and Table 7 gives the Population estimates by total and each region. The population proportions used to estimate the population by age groups has been derived from World Bank estimates released in 2010 (attached as appendix A). The proportions by age group are generated from the World Bank estimates are attached in an excel sheet.

Table 4: Population by age group, both urban & rural for ALL the THREE regions combined

Age Group	Rural		Urban		Total	
	Male	Female	Male	Female	Male	Female
0-4	32,440	29,377	19,381	17,552	51,822	46,929
5-9	31,096	28,097	18,578	16,788	49,674	44,885
10-14	30,723	27,794	18,356	16,606	49,079	44,400
15-19	30,858	28,052	18,436	16,761	49,294	44,813
20-24	30,694	28,293	18,338	16,905	49,032	45,198
25-29	28,046	26,156	16,756	15,628	44,801	41,783
30-34	25,212	23,664	15,063	14,139	40,275	37,802
35-39	24,539	23,161	14,661	13,838	39,200	37,000
40-44	22,928	21,724	13,698	12,980	36,626	34,704
45-49	20,006	19,257	11,953	11,506	31,959	30,763
50-54	17,400	16,892	10,395	10,093	27,795	26,984
55-59	15,156	14,965	9,055	8,941	24,211	23,906
60-64	11,284	11,614	6,742	6,939	18,026	18,553
65-69	8,218	8,825	4,910	5,273	13,128	14,098
70-74	6,457	7,479	3,858	4,468	10,314	11,947
75+	8,212	11,806	4,906	7,054	13,119	18,860
TOTAL	343,269	327,157	205,084	195,470	548,353	522,627

Table 5: Hargeisa(Woqooyi Galbeed) Population by age group, both urban & rural

Age Group	Rural		Urban		Total	
	Male	Female	Male	Female	Male	Female
0-4	14,491	13,121	8,657	7,840	23,148	20,962
5-9	13,890	12,550	8,298	7,499	22,188	20,049
10-14	13,724	12,414	8,199	7,418	21,923	19,832
15-19	13,784	12,530	8,235	7,487	22,019	20,016
20-24	13,710	12,637	8,191	7,551	21,902	20,188
25-29	12,528	11,682	7,485	6,981	20,012	18,663
30-34	11,262	10,569	6,728	6,316	17,990	16,885
35-39	10,961	10,345	6,549	6,181	17,510	16,526
40-44	10,242	9,703	6,119	5,798	16,360	15,501
45-49	8,936	8,601	5,339	5,140	14,275	13,741

50-54	7,772	7,545	4,643	4,508	12,416	12,053
55-59	6,770	6,684	4,045	3,994	10,815	10,678
60-64	5,040	5,187	3,011	3,100	8,052	8,287
65-69	3,671	3,942	2,193	2,355	5,864	6,297
70-74	2,884	3,340	1,723	1,996	4,607	5,336
75+	3,668	5,273	2,192	3,151	5,860	8,424
TOTAL	153,333	146,125	91,608	87,314	244,941	233,439

Table 6: Borama (Awdal) Population by age group, both urban & rural

Age Group	Rural		Urban		Total	
	Male	Female	Male	Female	Male	Female
0-4	6,491	5,879	3,878	3,512	10,369	9,391
5-9	6,222	5,622	3,717	3,359	9,939	8,982
10-14	6,148	5,562	3,673	3,323	9,820	8,885
15-19	6,174	5,613	3,689	3,354	9,863	8,967
20-24	6,142	5,662	3,669	3,383	9,811	9,044
25-29	5,612	5,234	3,353	3,127	8,964	8,361
30-34	5,045	4,735	3,014	2,829	8,059	7,564
35-39	4,910	4,635	2,934	2,769	7,844	7,404
40-44	4,588	4,347	2,741	2,597	7,329	6,944
45-49	4,003	3,854	2,392	2,302	6,395	6,156
50-54	3,482	3,380	2,080	2,019	5,562	5,400
55-59	3,033	2,995	1,812	1,789	4,844	4,784
60-64	2,258	2,324	1,349	1,388	3,607	3,712
65-69	1,644	1,766	982	1,055	2,627	2,821
70-74	1,292	1,496	772	894	2,064	2,391
75+	1,643	2,362	982	1,411	2,625	3,774
TOTAL	68,686	65,466	41,036	39,112	109,722	104,578

Table 6: Burao (Togdheer) Population by age group, both urban & rural

Age Group	Rural		Urban		Total	
	Male	Female	Male	Female	Male	Female
0-4	11,459	10,377	6,846	6,200	18,304	16,577
5-9	10,984	9,925	6,562	5,930	17,546	15,855
10-14	10,852	9,818	6,484	5,866	17,336	15,684
15-19	10,900	9,909	6,512	5,920	17,412	15,830
20-24	10,842	9,994	6,477	5,971	17,319	15,966
25-29	9,906	9,239	5,918	5,520	15,825	14,759
30-34	8,905	8,359	5,320	4,994	14,226	13,353
35-39	8,668	8,182	5,179	4,888	13,846	13,070
40-44	8,099	7,674	4,838	4,585	12,937	12,259
45-49	7,067	6,803	4,222	4,064	11,288	10,867
50-54	6,146	5,967	3,672	3,565	9,818	9,532
55-59	5,353	5,286	3,198	3,158	8,552	8,444
60-64	3,986	4,102	2,381	2,451	6,367	6,553
65-69	2,903	3,117	1,734	1,862	4,637	4,980
70-74	2,281	2,642	1,363	1,578	3,643	4,220
75+	2,901	4,170	1,733	2,492	4,634	6,662
TOTAL	121,250	115,566	72,440	69,044	193,690	184,610

APPENDIX A: POPULATION ESTIMATES FOR THE THREE REGIONS USING WORLD BANK ESTIMATES

AGE GROUP	2010		Hargeisa		Burao		Borama		Total	
	TOTAL M+F	Propotions	Male(Rural)	Male (urban)	Male(Rural)	Male (urban)	Male(Rural)	Male (urban)	Male(Rural)	Male(Urban)
MALES										
0-4	325,923	9.4504%	14,491	8,657	11,459	6,846	6,491	3,878	32,440	19,381
5-9	312,414	9.0587%	13,890	8,298	10,984	6,562	6,222	3,717	31,096	18,578
10-14	308,674	8.9502%	13,724	8,199	10,852	6,484	6,148	3,673	30,723	18,356
15-19	310,024	8.9894%	13,784	8,235	10,900	6,512	6,174	3,689	30,858	18,436
20-24	308,376	8.9416%	13,710	8,191	10,842	6,477	6,142	3,669	30,694	18,338
25-29	281,771	8.1702%	12,528	7,485	9,906	5,918	5,612	3,353	28,046	16,756
30-34	253,301	7.3447%	11,262	6,728	8,905	5,320	5,045	3,014	25,212	15,063
35-39	246,545	7.1488%	10,961	6,549	8,668	5,179	4,910	2,934	24,539	14,661
40-44	230,354	6.6793%	10,242	6,119	8,099	4,838	4,588	2,741	22,928	13,698
45-49	200,999	5.8281%	8,936	5,339	7,067	4,222	4,003	2,392	20,006	11,953
50-54	174,814	5.0689%	7,772	4,643	6,146	3,672	3,482	2,080	17,400	10,395
55-59	152,271	4.4152%	6,770	4,045	5,353	3,198	3,033	1,812	15,156	9,055
60-64	113,371	3.2873%	5,040	3,011	3,986	2,381	2,258	1,349	11,284	6,742
65-69	82,564	2.3940%	3,671	2,193	2,903	1,734	1,644	982	8,218	4,910
70-74	64,870	1.8810%	2,884	1,723	2,281	1,363	1,292	772	6,457	3,858
75+	82,508	2.3924%	3,668	2,192	2,901	1,733	1,643	982	8,212	4,906
TOTAL	3,448,777								343,269	205,084
FEMALES			Female(Rural)	Female (Urban)			Female(Rural)	Female (urban)		
0-4	304,479	8.980%	13,121	7,840	10,377	6,200	5,879	3,512	29,377	17,552
5-9	291,215	8.588%	12,550	7,499	9,925	5,930	5,622	3,359	28,097	16,788
10-14	288,071	8.496%	12,414	7,418	9,818	5,866	5,562	3,323	27,794	16,606
15-19	290,749	8.575%	12,530	7,487	9,909	5,920	5,613	3,354	28,052	16,761
20-24	293,246	8.648%	12,637	7,551	9,994	5,971	5,662	3,383	28,293	16,905
25-29	271,091	7.995%	11,682	6,981	9,239	5,520	5,234	3,127	26,156	15,628
30-34	245,263	7.233%	10,569	6,316	8,359	4,994	4,735	2,829	23,664	14,139
35-39	240,055	7.080%	10,345	6,181	8,182	4,888	4,635	2,769	23,161	13,838
40-44	225,163	6.640%	9,703	5,798	7,674	4,585	4,347	2,597	21,724	12,980
45-49	199,593	5.886%	8,601	5,140	6,803	4,064	3,854	2,302	19,257	11,506
50-54	175,076	5.163%	7,545	4,508	5,967	3,565	3,380	2,019	16,892	10,093
55-59	155,103	4.574%	6,684	3,994	5,286	3,158	2,995	1,789	14,965	8,941
60-64	120,370	3.550%	5,187	3,100	4,102	2,451	2,324	1,388	11,614	6,939
65-69	91,467	2.697%	3,942	2,355	3,117	1,862	1,766	1,055	8,825	5,273
70-74	77,511	2.286%	3,340	1,996	2,642	1,578	1,496	894	7,479	4,468
75+	122,365	3.609%	5,273	3,151	4,170	2,492	2,362	1,411	11,806	7,054
TOTAL	3,390,816	100.000%	146,125	87,314	115,566	69,044	65,466	39,112	327,157	195,470

Annex E: Key Personnel

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Mr Paul Crook
Mr Ilias Dirie
George Kolath
Ms Najma Elmi
Mr Mohamed Hassan
Mr Abdelmalik Jama Mohamed

Chief Technical Adviser
Enterprise Development Officer
Technical Adviser for Skills Development
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Mr Kamau Wanjohi

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