



PUNTLAND STATE OF SOMALIA

2019 LABOUR FORCE SURVEY

Survey Report

June 2020

Funding agencies:

International Labour Organization

International Organization for Migration

Implementing agency

Precise Trends Research & Consulting

Partners

Ministry of Labour and Social Affairs - Somalia

Ministry of Planning, Investment and Economic Development – Federal Government of Somalia

Puntland Ministry of Planning and International Cooperation – Puntland

Puntland Ministry of Labour Youth and Sports (MoLYS) – Puntland

Foreword

Puntland Ministry of Planning, Economic Development, and International Cooperation in partnership with its counterpart Ministry of Labour, Youth and Sports have great honour and pleasure to release the report of the Puntland Labour Force Survey conducted in late 2019. This labour force Survey is the first of its kind in terms of scale ever implemented in Puntland. The lack of reliable labour market statistics was a major challenge for understanding the actual context and circumstances of the Puntland labour market and directing a dramatically expanding Manpower.

However, this survey report provides long-awaited information required by policy and decision-makers to make evidence-based conclusions and decisions on formulating the critical effective policies, and programs for planning and directing the labour market. The findings of this report will enable related authorities to monitor and measure changes in labour force participation rate, unemployment rate, youth employment and the effectiveness of job creation programs, and economic growth in general.

MoPEDIC Puntland and its counterpart Ministry of Labour, Youth and Sports are first and foremost thankful to Allah for enabling us to successfully implement this survey. Secondly, we are also profoundly expressing our appreciation to all the institutions and individuals who contributed technically and financially to the implementation of this extremely needed labour force survey. More particularly, The Ministries are overwhelmingly thankful to the sampled households for their cooperation and consent to provide this valuable and reality reflective information. Great thanks also to the technical staff from the Puntland Statistics department of MoPEDIC for their tireless effort in developing this survey report. Puntland Government is sincerely thankful to the Development partners, more particularly, the International Labour Organization (ILO) for the funding support and the technical support required for the successful implementation of this survey.

MoPEDIC encourages all related stakeholders to use the findings in this report for their public policy planning and decision-making processes. This will enable us to receive the optimal value of aiming for data production and achieving the goal of this survey. It is worth informing you that this report and all other statistical productions released by the Puntland Statistics Department are available on the department's website. It will be our great pleasure if you would be among our growing data-oriented community network by subscribing and regularly visiting our website: www.pl.statistics.so.



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Acronyms

EA Enumeration Area

GDP Gross Domestic Product

HHs Households

LFS Labour Force Survey

IDPs Internal displacement persons

ILFS Integrated Labour Force Survey

ILO International Labour Organisation

ICLS International Conference of Labour Statisticians

ICSE International Classification of Status in Employment

ISCO International Standard Classification of Occupations

ISIC International Standard Industrial Classification

LFPR Labour force Participation Rates

MoPEDIC Ministry of Planning, Economic Dev't & International Cooperation-Puntland

MoLYS Minister of Labour Youth & Sports-Puntland

PSD Puntland Statistics Department

NEET Not in Employment and Not in Education or Training

PESS Population Estimation Surveys

SDG Sustainable Development Goal

SPSS Statistical Packages for Social Sciences

Executive Summary

The overall labour force participation rate for Puntland State of Somalia was 22.9 percent with male and female rates of 33.6 and 14.8 percent respectively. The urban and rural rates were just about equal at about 23 percent. Among the working age group, about 22.9 percent were in the labour force i.e., either employed or unemployed while the rest, about 77.1 percent were outside the labour force. With respect to sex, 66.4 percent of the males were outside the labour force relative to 85.2 percent of the females. The proportion of the working age group outside the labour force in urban and rural areas was about 77 percent for each.

The unemployment rate was 11.7 percent and males had a lower rate of 10.7 percent while females had a rate of 13.5 percent. The youth (aged 15 to 24 years) unemployment rate was 31.7 percent and is higher for female youth (32.4 percent) than the male youth (31.2 percent).

With respect to branches of economic activity, services were the single most frequent activity contributing 56 percent to all employment. This was followed by agriculture (26 percent) and industry (18 percent). The occupation categories with the highest occupational share were service and sales workers (37.5 percent) and professionals (at 24.9 percent) – which was mainly composed of teachers and health professionals.

The proportions suggest that achievement of universal primary education is still a major challenge in Puntland State of Somalia. Even though 31 percent of individuals aged 15 years and over are currently studying, the level of educational attainment is relatively low. About 35 percent of the working age group had not attained any educational qualification and/or attended school while about 3.5 percent have a university education. Whereas 24.2 percent of males had not completed any level of education, the corresponding proportion of females was 43.8 percent.

An equivalent of 5.2 percent of the population aged 15 and over had acquired (or were pursuing) one form of technical training or another. The proportions by sex were just about equal at 5.1 percent and 5.2 percent for males and females respectively. The most popular form of training was Tailoring, Electrical and Plumbing accounting for more than 64 percent of all trade/technical training. About 28.4 percent were sponsored by the government while another 21.4 percent and 20.1 percent were respectively self-sponsored or sponsored by an international non-governmental organization.

The labour force indicators for women and youth mostly lag behind that of men. Women had a labour force participation rate of 14.8 percent relative to 33.6 percent for males. The employment to population ratio for women was 12.8 percent relative to 30.0 percent for the men. A larger share of women is neither at work nor school/training – as suggested by their higher NEET rate.

Migration is less common a phenomenon in Puntland State of Somalia and on average 5.7 percent of the respondents had moved in the last 5 years. Bari region had the largest percentage of respondents who reported moving at 8.3 percent while the populations in Ayn, Sool and Mudug regions were relatively static with less than 1 percent reporting that they had moved. Natural disaster/insecurity was the most prevalent reason for migration – accounting for nearly a third of all migration episodes.

The proportion of households receiving remittances was 17 percent – with most remittances being monthly. This proportion varied by region with the highest proportion being 30.7 percent for Ayn region and the lowest was for Bari region at 7.3 percent.

As in the other indicators, there are relatively wide region level variations in labour force participation rates which ranged from 9.1 percent for Nugaal region to 12.2 percent for Bari region. There were relatively wide regional differences in the unemployment rate. Sool region had an unemployment rate of 31.1 percent the highest among the regions while at the other end Bari region had an unemployment rate of 3.5 percent. All the regions had over 87 percent of their respective working age populations outside the labour force.

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Chapter 1: Introduction

Puntland Labour force survey was conducted in late 2019 by the Ministry of Planning, Economic Development, and international cooperation of Puntland State of Somalia with the cooperation of its counterpart Ministry of Labour, Youth and Sports. This report should be the first labour force survey ever implemented in Puntland and it will serve as a baseline instrument for monitoring and measuring unemployment levels and Puntland labour market dynamics. The report presents multi-indicator statistical updates on the main dimension of Puntland labour force context.

Since unemployment is a major socio-economic challenge in Puntland as its national issue, economic and social transformation as an instrument for youth orientation, job creation and poverty reduction are fundamental priority and strategic objective regarding to the Puntland five-year development plan 2020-2024. The development of comprehensive employment strategy guided by the State development plan is a key to promoting and employment focused growth model. Employment strategy can only be achieved based on the accessibility of good quality labour market data. Hence thus, Puntland labour force survey 2019 is a reliable source as it provides comprehensive updated statistics and indicators on the main characteristics of the labour force. Effective and sustained employment expansion initiatives require sound policies and proper planning in job creation programs which could not be managed without complete, updated, and reliable labour market data. This is the role that Puntland labour force survey 2019 is going to bridge.

it is expected that the data will be used by the Puntland policy makers and their partners in employment, and social welfare for plan, monitor and effectively evaluate employment programs established in the State. At the global level, the United Nations' Sustainable Development Goals (SDG) number 8 seeks to achieve full and productive employment and decent work for all persons of working age by 2030. The goal also targets higher productivity, protection of labour rights and promotion of safe and secure working environment for all workers. This shall require not only data but also the monitoring and evaluation of interventions on employment creation. The data and information shall in turn inform the development of the requisite institutional frameworks (including laws and regulations) for job creation.

1.1. Primary and Secondary objectives

The aim of the 2019 Puntland State LFS is to provide statistically significant measurements of selected key indicators of the labour market and their disaggregation's for the entire State. The key indicators include: Labour force participation rate; employment to population ratio; and underemployment and labour underutilization.

1.2. Labour force classification

The labour market status (employed, unemployed and not in the labour force) is assigned to each respondent aged 15 years and over, according to their responses to a number of questions during the interview. The figure below illustrates how the classification was derived.

1.3. Study Area and Target Population

Puntland State of Somalia is initially established with five (5) regions: Bari, Mudug, Nugaal, Sanaag, Sool, and Buhodle district which is later named Ayn region. However, the subsequent administration of Puntland named new regions (Karkar and Gardafuul separated from Bari region, Highland split from Sanaag region). However, the government hasn't yet outlined the official administrative demarcations for the later named regions. Therefore, Puntland Labour Force Survey 2019 was implemented based on the former regions with known border distinctions.

The target population for the Puntland State of Somalia LFS is covered by the sampling frame that was developed through a comprehensive update of the 2014 PESS and which is maintained by the Ministry of Planning, Economic Development and International Corporation. The 2019 Puntland State of Somalia LFS survey covered the civilian population aged 15 years and above.

1.4. Methodology

Annex B provides more details of the sample processes including the sample design and coverage, sample selection, estimation procedure, post-stratification adjustment, estimation process, response rates and study limitations.

1.5. Organization of the Report

After this introductory section, this report is organized in 10 Chapters. The second Chapter, which succeeds this introduction Chapter, presents a panoramic view of the main labour force indicators. Chapter 3 describes the population, labour force and subsistence foodstuff producers. Chapter 4 examines the characteristics of the working age population. It also provides a brief overview of the labour force participation rates. Chapter 5 analyses employment in Puntland State of Somalia region while Chapter 6 examines unemployment and other forms of labour underutilization. Chapter 7 examines persons outside the labour force. Chapter 8 focuses on special interest groups of women and youth respectively. Education and training; and migration and remittances; are analysed in chapters 9 and 10. Region based analysis of the main labour market indicators is presented in Chapter 11.

Chapter 2: Main Labour Force Indicators

The main labour force indicators of Puntland State of Somalia region resulting from the survey conducted in 2019 are shown in Table 2.1.

Over three out of every four individuals aged 15 years and older (or 77.1 percent) were outside the labour force. The proportion of those outside the labour force was more of a female phenomenon with more than 8 out of every 10 or 85.2 percent of all females outside the labour force relative to 66.4 percent for the males. The urban and rural rates of those outside the labour force were just about equal at 77.0 and 77.2 percent respectively.

Puntland labour force participation of among the persons 15 years and older living in regular households was 22.9 percent. Saying this differently, this figure demonstrates that only about less than one quarter of the working age population in Puntland was active in the labour market either working or seeking and available for employment. The male labour force participation rate was 33.6 percent which was higher than the female rate 14.8 percent (Table 2.1).

Table 2.1: Puntland State of Somalia Key Labour Force Indicators, Puntland State of Somalia LFS 2019

Indicators	Total (%)	Male (%)	Female (%)	Urban (%)	Rural (%)
Outside labour force (%)	77.1	66.4	85.2	77.0	77.2
Labour force participation rate	22.9	33.6	14.8	23.0	22.8
Employment-to-population ratio (%)	20.2	30.0	12.8	19.7	20.7
Unemployment rate %	11.7	10.7	13.5	14.7	9.1
Youth (15 to 24 years) unemployment rate %	31.7	31.2	32.4	29.2	35.3
Youth (15 to 29 years) unemployment rate %	22.3	22.3	22.2	22.9	21.2
Youth (15 to 34 years) unemployment rate %	14.3	12.5	17.8	0.2	0.1

The employment to population ratio, the proportion of individuals that is employed, was 20.2 percent and was larger for males (30.0 percent) than females (12.8 percent). The relatively low ratio suggests that a large share of the population is not involved directly in labour market related activities either because they are outside the labour force, or they are unemployed. It could also be suggestive of the stifled ability of the economy to create employment for most of its working age population.

The unemployment rate i.e., the proportion of the labour force that did not have work – though available to work and actively looking for work – was 11.7 percent. The unemployment rates for males and females were 10.7 and 13.5 percent respectively. The youth (15 to 24 years) unemployment rate was 31.7 percent and is higher for female youth (32.4 percent) than male youth (31.2 percent). The youth unemployment rate is consistently larger than that of the adults (or those aged 25 and over). The youth unemployment problem manifests itself more in rural (35.3 percent) than in urban areas (29.2 percent).

Chapter 3: Population, Labour Force and Subsistence Foodstuff Producers

The population of a nation or region constitutes its human capital and defines its potential labour supply. Individuals aged 15 and above, which is the working age population in most countries, are considered a factor of production and their skills levels contribute to the productivity of the national or regional economy.

3.1. Population size and distribution

The distribution of the population in Puntland State of Somalia is presented in Tables 3.1. Children i.e., those aged 0 to 14 years made up 53 percent of the population of Puntland. The respective rates for rural and urban areas were 53 percent for each. The proportion of the working age group (15 years and above) for the overall population and for rural and urban areas was 47 percent. A larger share of the male population (57.5 percent) was aged 0 to 14 years relative to females (49 percent) (Table 3.1).

Table 3.1: Population share by sex, age group and urban/rural area (percent)

Age group	Urban (%)			Rural (%)			Total (%)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
0-4	18.5	15.6	17.0	21.0	16.3	18.5	19.9	16.0	17.8
5 to 9	19.6	18.2	18.9	20.8	17.5	19.1	20.2	17.8	19.0
10 to 14	19.5	14.9	17.1	15.5	15.4	15.5	17.4	15.2	16.2
15 to 19	13.4	13.3	13.3	14.0	9.8	11.8	13.7	11.4	12.5
20 to 24	5.6	7.8	6.8	3.3	6.8	5.1	4.4	7.3	5.9
25 to 29	3.8	7.1	5.5	2.3	6.3	4.4	3.0	6.7	4.9
30 to 34	3.5	5.1	4.3	3.8	5.0	4.4	3.6	5.0	4.4
35 to 39	3.3	5.0	4.1	3.4	5.9	4.8	3.4	5.5	4.5
40 to 44	3.1	3.6	3.4	4.9	3.2	4.0	4.1	3.4	3.7
45 to 49	2.4	2.0	2.2	2.5	2.3	2.4	2.4	2.2	2.3
50 to 54	3.0	2.3	2.7	2.7	3.9	3.4	2.9	3.2	3.0
55 to 59	0.8	0.9	0.9	0.1	1.1	0.6	0.4	1.0	0.7
60 to 64	1.7	1.6	1.7	3.2	2.8	3.0	2.5	2.3	2.4
65 to 69	0.3	0.8	0.5	0.1	0.8	0.5	0.2	0.8	0.5
70+	1.6	1.7	1.6	2.4	2.9	2.6	2.0	2.4	2.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
0 to 14	57.6	48.7	53.0	57.3	49.2	53.1	57.5	49.0	53.0
15 to 24	19.0	21.1	20.1	17.3	16.6	16.9	18.1	18.7	18.4
15+	42.5	51.2	47.0	42.7	50.8	47.0	42.6	51.2	47.0

Individuals aged 15 to 29 (understood as youthful in the local context) made up 23.3 percent of the total population. On the other hand, the youth aged 15 to 24 years made up 18.4 percent of the total population of Puntland State of Somalia (Table 2).¹ The youth (15 to 24 years) share of the population was at the threshold of having a youth bulge – which is deemed to ensue when the population of those aged 15 to 24

¹ This report generally adopts the United Nations definition of the youth (as persons aged 15 to 24 years) but also reports broader findings for a definition of the youth that includes people between 15 to 29 years – which is based on concepts of the youth that relate to the local context.

years exceed 20 percent of the population. Even so, there is a strong likelihood of a youth bulge in the future as the population share of children (0- to 14-year-olds) is 53 percent of the total population and far exceeds 30 percent – a threshold at which a youth bulge is likely to occur in future.²

With respect to the size of households, most (14.6 percent) of the households in Puntland State of Somalia had 5 members followed by those with 7 members (14.3 percent of all households) (Table 3.2). There were no major differences in size of households across urban and rural areas. Male headed households tended to have larger proportion at the upper tail of the distribution than female headed households.

Table 3.2: Households by household size, sex of head of household and urban/rural area (percent)

Household Size	Proportion of Households	Head of Household		Area of Residence	
		Male	Female	Urban	Rural
1	0.3	0.1	0.5	0.4	0.3
2	2.8	1.1	5.1	2.5	3.1
3	7.7	6.8	8.8	5.6	9.3
4	10.2	7.4	13.9	9.4	10.8
5	14.6	14.6	14.5	14.3	14.8
6	14.2	13.5	15.1	13.0	15.1
7	14.3	15.1	13.2	15.8	13.2
8	9.2	10.6	7.1	9.1	9.2
9	8.2	8.4	7.9	7.2	9.0
10+	18.6	22.1	13.7	22.7	15.3
Total	100.0	100.0	100.0	100.0	100.0

3.2. Labour Force

The labour force encompasses the part of the working age population who are currently employed or unemployed. It thus represents the labour pool of a region or a country. Among the persons aged 15 and over, 22.9 percent were in the labour force. The proportion outside the labour force made up 77.1 percent of the working age group (Table 3.3).

² Lin, J. (2012). Youth bulge: A demographic dividend or a demographic bomb in developing countries? Source: <http://blogs.worldbank.org/developmenttalk/youth-bulge-a-demographic-dividend-or-a-demographic-bomb-in-developing-countries>

Table 3.3: Population 15 years old and over by labour force status by age group (percent)

Age group	Labour force participation rate	Employment participation rate	Outside Labour force
Total (15+)	22.9	20.2	77.1
15 to 19	2.5	1.6	97.5
20 to 24	10.4	7.2	89.6
25 to 29	19.3	16.7	80.7
30 to 34	40.6	38.2	59.4
35 to 39	38.1	32.4	61.9
40 to 44	44.2	40.3	55.8
45 to 49	56.9	52.9	43.1
50 to 54	42.4	38.8	57.6
55 to 59	19.3	15.9	80.7
60 to 64	32.5	29.1	67.5
65 to 69	16.4	14.0	83.6
70+	8.6	7.5	91.4

The proportion of the labour force among the male population is higher (at 33.6 percent) than that of females (14.8 percent). Conversely, a larger proportion of females were outside the labour force with respective rates of 66.4 percent and 85.2 percent for males and females respectively (Table 3.4). The labour force participation rate generally increased with age before declining.

Table 3.4: Population 15 years old and over by labour force status, sex, and age group

Age group	Labour Force Participation Rate	Employment Participation Rate	Outside Labour force
Male Pop. 15+ yrs.	33.6	30.0	66.4
15 to 19	3.5	2.4	96.5
20 to 24	15.2	10.5	84.8
25 to 29	43.9	37.5	56.1
30 to 34	68.3	66.4	31.7
35 to 39	62.6	56.0	37.4
40 to 44	59.9	56.0	40.1
45 to 49	64.5	61.8	35.5
50 to 54	65.2	57.7	34.8
55 to 59	12.5	3.3	87.5
60 to 64	33.7	27.1	66.3
65 to 69	52.6	37.6	47.4
70+	17.2	16.8	82.8
Female Pop. 15+ yrs.	14.8	12.8	85.2
15 to 19	1.4	0.8	98.6
20 to 24	7.7	5.4	92.3
25 to 29	9.0	8.1	91.0
30 to 34	22.1	19.3	77.9
35 to 39	24.3	19.2	75.7
40 to 44	26.8	23.1	73.2
45 to 49	49.1	43.7	50.9
50 to 54	23.8	23.4	76.2
55 to 59	21.8	20.4	78.2
60 to 64	31.2	31.2	68.8
65 to 69	9.5	9.5	90.5
70+	2.0	0.3	98.0

The proportion of the labour force among the urban working age group was 23.0 percent and just about equal to the rural rate of 22.8 percent (Table 3.5). Both rural and urban areas, the Population aged between 45 to 49 years had the largest ratio of labour force participants whereas the lower and higher age groups had the lowest participation ratios. In urban areas, the labour force participation rate was highest for the age groups 45 to 49 years (51.2 percent) and followed by those aged 50 to 54 years (at 47.8 percent). In rural areas participation rates were highest for those aged 45 to 49 years, at 61.5 percent followed by those aged 40 to 44 years at 44.9 years (see Table 3.5)

Table 3.5: Population 15 years old and over by labour force status, urban, rural and age group

Age group	Labour Force Participation Rate	Employment Participation Rate	Outside Labour force
Urban Pop. 15+ yrs.	23.0	19.7	77.0
15 to 19	3.1	2.2	96.9
20 to 24	11.3	7.9	88.7
25 to 29	25.1	20.7	74.9
30 to 34	41.6	37.3	58.4
35 to 39	37.4	30.7	62.6
40 to 44	43.3	37.5	56.7
45 to 49	51.2	45.7	48.8
50 to 54	47.8	43.4	52.2
55 to 59	21.3	15.1	78.7
60 to 64	37.6	37.6	62.4
65 to 69	11.8	11.8	88.2
70+	11.7	8.4	88.3
Rural Pop. 15+ yrs.	22.8	20.7	77.2
15 to 19	1.9	1.1	98.1
20 to 24	9.3	6.4	90.7
25 to 29	13.0	12.5	87.0
30 to 34	39.7	38.9	60.3
35 to 39	38.5	33.7	61.5
40 to 44	44.9	42.4	55.1
45 to 49	61.5	58.7	38.5
50 to 54	38.6	35.6	61.4
55 to 59	16.8	16.8	83.2
60 to 64	30.0	25.1	70.0
65 to 69	21.2	16.3	78.8
70+	7.0	7.0	93.0

3.3. Subsistence Food stuff Producers

Overall, 8.5 percent of the working age group are involved in subsistence food production. Among the employed population, 39.3 percent are subsistence food producers whereas of those outside the labour force, 0.7 percent are in subsistence production. A larger proportion of males (14.8 percent) than females (3.7 percent) were in subsistence production (Table 3.6).

Table 3.6: Population 15 years old and over employment status and subsistence food production

Variable	Option	Subsistence food producers	Non-Subsistence food producers
Employment status	Employed	39.3	60.7
	Unemployed	0.0	100.0
	Outside the Labour force	0.7	99.3
Sex	Male	14.8	85.2
	Female	3.7	96.3
	Total	8.5	91.5

Subsistence food production increases with age group and reaches a peak at the age 50 to 54 years for which the proportion is 22.8 percent (Table 3.7) then declines in the older ages the youth tend to have the lowest proportion of individuals involved in subsistence food production.

Table 3.7: Population 15 years old and over age group and subsistence food production

Age Group	Subsistence food producers	Non-Subsistence food producers
15 to 19	0.4	99.6
20 to 24	2.9	97.1
25 to 29	6.0	94.0
30 to 34	14.5	85.5
35 to 39	14.6	85.4
40 to 44	15.5	84.5
45 to 49	18.7	81.3
50 to 54	22.8	77.2
55 to 59	11.4	88.6
60 to 64	12.5	87.5
65 to 69	0.0	100.0
70+	5.6	94.4
Total	8.5	91.5

Rural areas have higher proportion of individuals in subsistence production (11.0 percent) than urban areas (5.6 percent). Across the regions, Bari region had the highest proportion of individuals in subsistence production at 14.2 percent. In Mudug, Sanaag and Ayn regions those engaged in subsistence production were less than 1 percent of the entire working age population (Table 3.8).

Table 3.8: Population 15 years old and over participation in subsistence production by residence and region

Variable	Option	Subsistence food producers	Non-Subsistence food producers
Household in Urban or Rural setting	Urban	5.6	94.4
	Rural	11.0	89.0
Region Name	Ayn	0.0	100.0
	Sool	1.1	98.9
	Sanaag	0.3	99.7
	Bari	14.2	85.8
	Nugaal	6.9	93.1
	Mudug	0.6	99.4
	Total	8.5	91.5

Chapter 4: Labour Force Participation

The labour force participation rate is a measure of the proportion of a country's working age population that engages actively in the labour market, either by working (employed) or looking for work (unemployed). It provides an indication of the size of the supply of labour available to engage in the production of goods and services, relative to the population at working age. The indicator is useful in understanding labour market behaviour of individuals and in making projections of the future supply of labour.

4.1. Labour force participation rate

The labour force participation rate for Puntland State of Somalia was 22.9 percent. The youth (aged 15 to 24) had lower labour force participation rates than the rest of the population (except those aged 70 and above) with rates of 2.5 percent and 10.4 percent for those aged 15 to 19 and 20 to 24 years respectively. The age groups between 25 and 64 years had participation rates exceeding 19 percent (Table 4.1). Males had a higher participation rate than females with respective rates of 33.6 percent and 14.8 percent for males and females respectively.

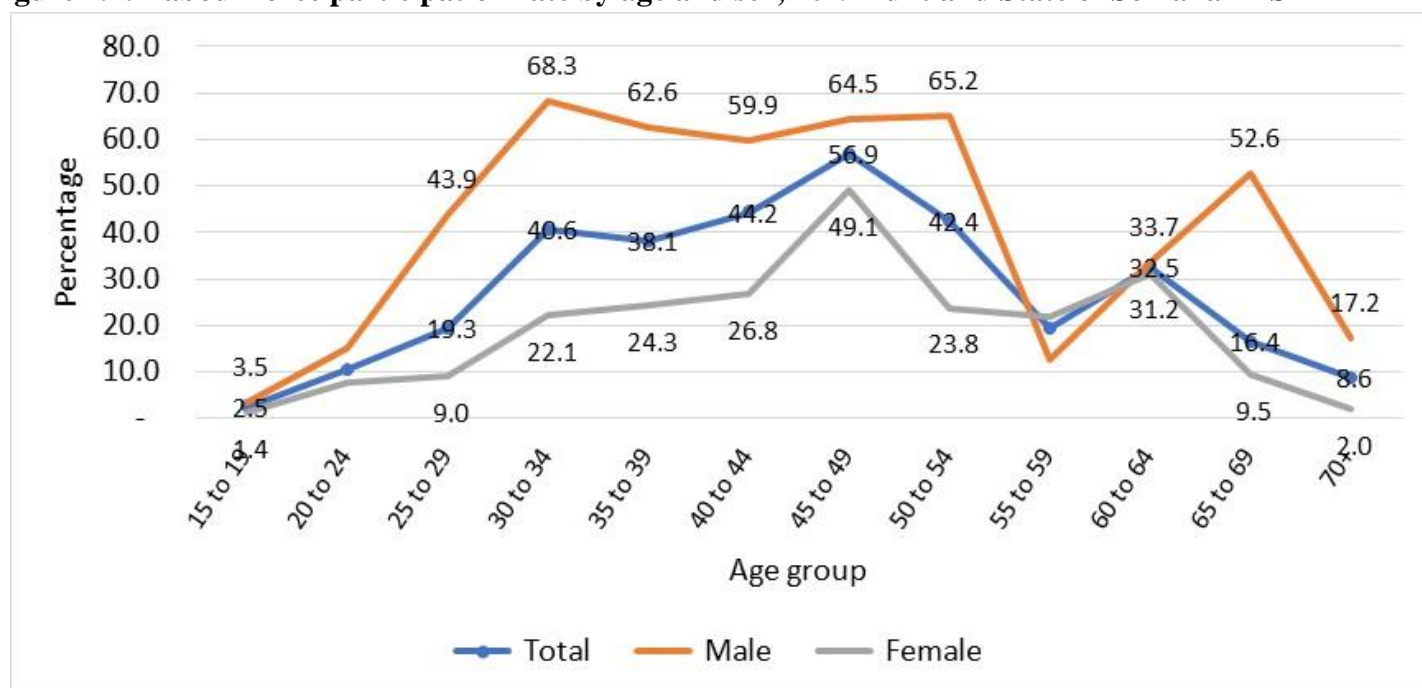
Table 4.1: Labour force participation rate by age and sex, 2019 Puntland State of Somalia LFS

Age group	Labour Force Participation Rate %		
	Total	Male	Female
15+	22.9	33.6	14.8
15 to 19	2.5	3.5	1.4
20 to 24	10.4	15.2	7.7
25 to 29	19.3	43.9	9.0
30 to 34	40.6	68.3	22.1
35 to 39	38.1	62.6	24.3
40 to 44	44.2	59.9	26.8
45 to 49	56.9	64.5	49.1
50 to 54	42.4	65.2	23.8
55 to 59	19.3	12.5	21.8
60 to 64	32.5	33.7	31.2
65 +	16.4	52.6	9.5
70+	8.6	17.2	2.0

As illustrated in Figure 4.1, the labour force participation rate for females in Puntland State of Somalia exhibited the inverted U-shaped structure suggesting higher participation rates in the middle of the age distribution. For males, a similar structure applied. The lower participation rates for the youth are usually associated with schooling activities while the lower rates for the older persons is associated with retirement.

The same information is illustrated in Figure 4.1. The male curve is above the female curve except for ages 55 to 59 suggesting a higher labour force participation rate for males relative to females across most of the age cohorts.

Figure 4.1: Labour force participation rate by age and sex, 2019 Puntland State of Somalia LFS



With respect to area of residence, the labour force participation rate was slightly higher in urban areas (23.0 percent) relative to rural areas at 22.8 percent (Table 4.2). The highest participation rate was for age cohorts 45 to 49 years with 51.2 percent and 61.5 Percent in urban and rural, respectively. The least participation rates were observed for the youth cohorts aged 15 to 19 and those aged 20 to 24.

Table 4.2: Labour force participation rate by age and sex, 2019 Puntland State of Somalia LFS

Age group	Labour Force Participation Rate %	
	Urban %	Rural %
Total (15+)	23.0	22.8
15 to 19	3.1	1.9
20 to 24	11.3	9.3
25 to 29	25.1	13.0
30 to 34	41.6	39.7
35 to 39	37.4	38.5
40 to 44	43.3	44.9
45 to 49	51.2	61.5
50 to 54	47.8	38.6
55 to 59	21.3	16.8
60 to 64	37.6	30.0
65 to 69	11.8	21.2
70+	11.7	7.0

Chapter 5: Employment

This chapter examines both employment and the employment status of the working age population i.e., those aged 15 years and over. The chapter begins by presenting the employed population referring to their numbers and respective ratios. Focus is also given to the branches of economic activity and occupations of those employed. This is followed by discussions of informal sector employment and informal employment. The chapter concludes with an examination of working time and income from work.

5.1. Employed population and employment to population ratio

The employment-to-population ratio is the proportion of a countries or regions working age population that is employed. It provides information on the ability of an economy to create employment. A low ratio means that a large proportion of a country's population is not engaged in market related activities on account of unemployment or inactivity while a high ratio means that a large share of the working age population is employed. In developing regions/countries, like Puntland State of Somalia, a high employment to population ratio may not be indicative of better outcomes as many employed persons may be working in informal jobs or low-quality jobs.

The share of those employed varied by age cohort and the highest employment to population ratio was 15.8 percent for the 40 to 44 years' age cohort. The lower age cohorts including the youthful ages of 15 to 19 and 20 to 24 had some the lowest employment to population ratios (expressed as a percent) of 2.2 and 4.5 percent respectively (Table 5.1).

Table 5.1: Proportion of employed population by sex, age group, and urban/rural area (%)

Age Group	Place of Residence		Sex		Total
	Urban	Rural	Male	Female	
15 to 19	3.2	1.3	2.6	1.4	2.2
20 to 24	5.8	3.4	3.6	6.0	4.5
25 to 29	12.4	5.7	8.9	8.3	8.7
30 to 34	17.3	17.7	19.0	14.9	17.5
35 to 39	13.8	16.5	14.7	16.1	15.2
40 to 44	13.8	17.4	17.9	12.0	15.8
45 to 49	10.9	14.3	11.8	14.5	12.8
50 to 54	12.5	12.3	12.9	11.5	12.4
55 to 59	1.4	1.0	0.1	3.1	1.2
60 to 64	6.7	7.8	5.4	10.8	7.3
65 to 69	0.7	0.8	0.5	1.2	0.7
70+	1.5	1.9	2.6	0.1	1.7
Total	100.0	100.0	100.0	100.0	100.0

For males the lowest EPR was among the aged cohorts 55 to 59 with an employment to population ratio of 0.1 percent. The females had relatively low EPR for the age cohorts from 15 through 29 years as well as those age 65 years and over – which are ages that correspond with either reproductive activities or retirement.

5.2. Branches of economic activity and occupations

Economic activity relates to those activities within establishments in which an employed person worked. Establishments include farms, factories, workshops, an office or a store. Figure represents the distribution of the employed population by their respective branches of economic activity in their main jobs. The data shows that services employment was by far the most frequent branch of economic activity, comprising 56 percent of employment. This was followed by agriculture at 26 percent and industry at 18 percent . Note: Agriculture includes forestry, fishing and animal husbandry. Industry includes mining and quarrying, manufacturing, electricity, gas, steam and air conditioning supply, water supply, sewerage and waste management, and construction. Services cover the remaining branches of economic activity

Figure 5.1: Share of workforce by broad economic category

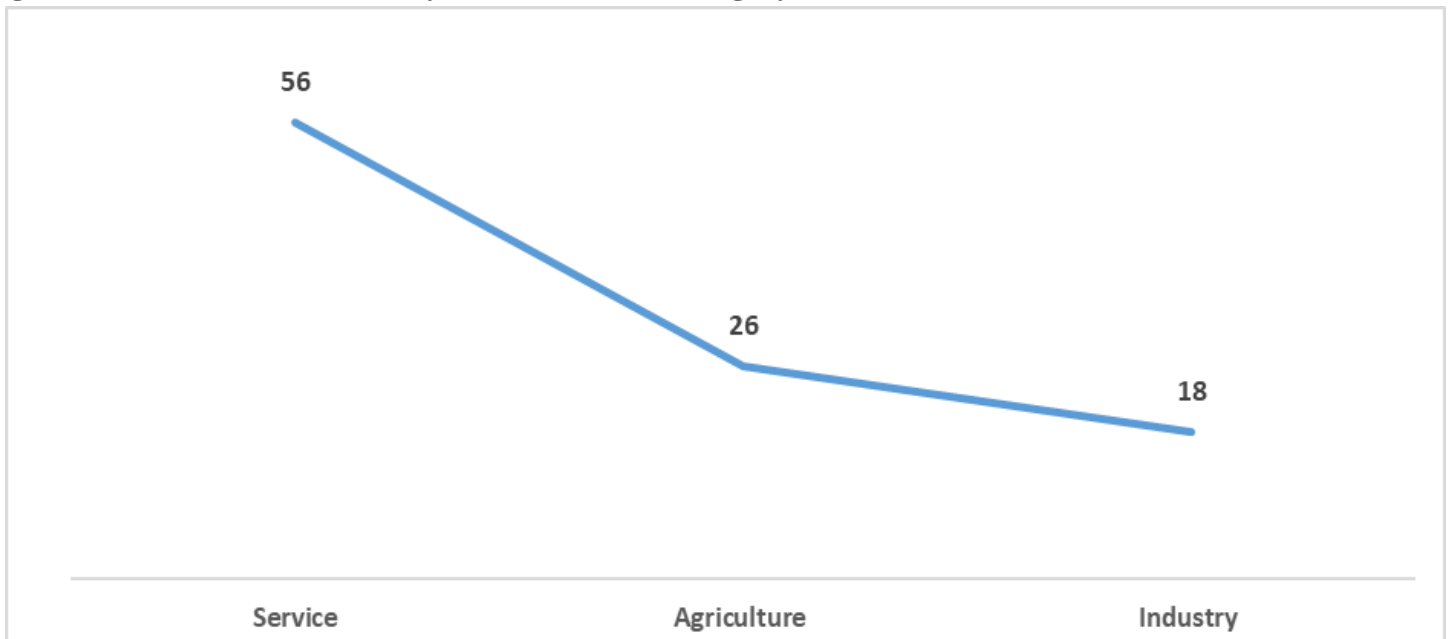


Table 5.2 represents the distribution of the employed population by branch of economic activity in their respective main jobs. Agriculture, forestry and fishing was the single most frequent activity contributing 26.3 percent to all employment. Other relatively important activities were: manufacturing (8.1 percent), education (6.4 percent) and accommodation and food services (5.8 percent).

5.2: Economic Branch

Economic Branch	Percentage
Agriculture, forestry and fishing	26.3
Manufacturing	8.1
Education	6.4
Accommodation and food services	5.8
Construction	5.1
Professional, scientific and technical activities	4.2
Mining and quarrying	3.8
Rental and leasing activities	2.8
Activities of extraterritorial organizations and bodies	2.4
Transportation and storage	2.2
Human health and social work activities	2.2
Real estate activities	2.0
Activities of households as employers	1.9
Public administration and defense; compulsory social security	1.6
Wholesale and retail trade; repair of motor vehicles and motorcycle	0.6
Electricity, gas, steam and air	0.5
Financial and insurance activities	0.5
Water supply, sewerage, waste management and remediation activities	0.4
Information and communication	0.4
Arts, entertainment and recreation	0.4

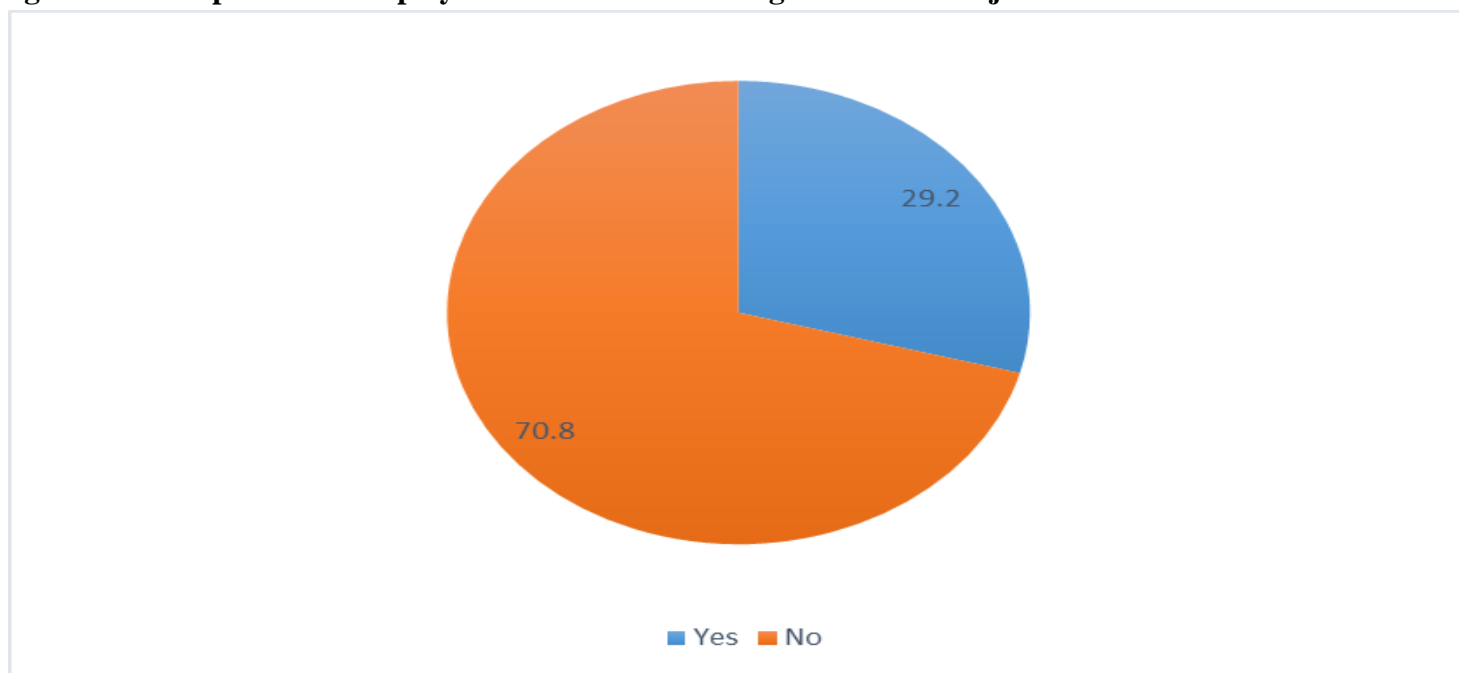
Besides these broad branches of economic activity, the labour force survey also collected information on occupation. The occupation category with the highest frequency were the service and sales workers (35.2 percent) followed by professionals (24.9 percent) and managers (18.5 percent) (Table 5.3). The proportions by sex were more or less similar with exceptions of relatively lower proportions of females for plant and machine operators and assemblers and skilled agriculture, forestry and fishery workers. For men, there were relatively lower proportions than females for professionals and technicians and associate professionals.

Table 5.3: Proportion of employed persons by occupation in main job (%)

Employed persons by occupation in main job			
Categories	Male	Female	Total
Service and sales workers	35.4	34.9	35.2
Professionals	22.7	28.9	24.9
Managers	17.8	19.7	18.5
Craft and related trade workers	8.5	6.6	7.8
Elementary occupations	5.2	5.0	5.1
Plant and machine operators and assemblers	4.9	0.0	3.1
Skilled agriculture, forestry and fishery workers	2.8	0.6	2.0
Technicians and associate professionals	0.7	4.0	1.9
Clerical support workers	1.9	0.3	1.3
Total	100.0	100.0	100.0

The employed population were asked if they would want to change their present jobs. About 29 percent indicated they would want to change their present jobs for various reasons (Figure 5.2).

Figure 5.2: Proportion of employed who wanted to change their current jobs



The main reason the employed would want to change their current jobs was so that they would have a better jobs. This was the case for nearly 3 out of every 4 of the employed population and is a possible suggestion of low pay (Table 5.4).

Table 5.4: Main reason for wanting to change employment situation

Main Reason to want change	Frequency
To have a better paid job	74.3
To improve other working conditions	5.1
To better match skills	5.0
Present job(s) is/are temporary	4.9
To have more clients/business	2.3
To work more hours	2.1
To work closer to home	1.9
To work fewer hours	0.0
Other	4.5
Total	100.0

The main reason the employed would want to change their employment was assessed by region. The most common reason across all the regions for wanting to change employment was to have a better paid job (Table 5.5). In Bari region, this was so for nearly 93 percent of the employed while in Sool this was the main reason for about 45 percent of the employed.

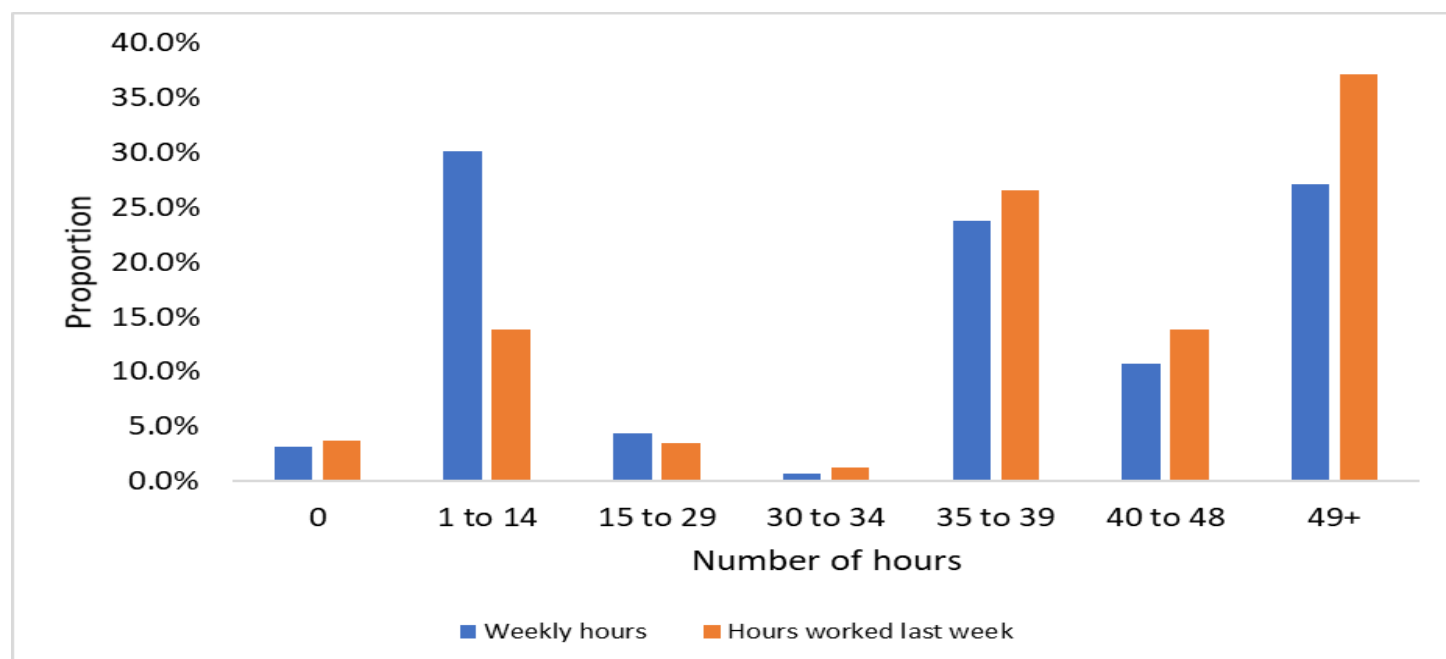
Table 5.5: Main reason for wanting to change employment situation by region

Reasons	Ayn	Sool	Sanaag	Bari	Nugaal	Mudug	Total
To have a better paid job	54.5	44.7	60.2	92.6	86.9	82.7	86.8
Present job(s) is/are temporary	0.0	0.0	16.8	5.0	0.0	0.0	3.9
To have more clients/business	0.0	0.0	6.7	0.8	13.1	0.0	3.4
To better match skills	30.5	12.9	0.0	0.0	0.0	17.3	2.5
To improve other working conditions	15.1	14.7	6.7	0.8	0.0	0.0	1.7
To work more hours	0.0	14.7	0.0	0.0	0.0	0.0	0.4
To work fewer hours	0.0	0.0	9.6	0.0	0.0	0.0	0.4
To work closer to home	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Other	0.0	13.1	0.0	0.7	0.0	0.0	0.9

5.3. Working time and income from employment

The number of hours worked has an impact on the health and wellbeing of workers as well and their overall wellbeing. Very long hours are usually associated with low quality jobs and poverty. When working hours are too few, there is a high likelihood of underemployment, or working fewer hours than is desirable for the worker. This too may lead to lower earnings and poverty. At a broad level, based on weekly average hours reported by individuals, about 35 percent of workers worked within the normal weekly expected hours of 30 to 48 hours. The rest seem to usually work very short hours or very long hours (Figure 5.3) and Table 5.6.

Figure 5.3 Average weekly working hours and actual hours worked in the last week by individuals aged 15 years old and over



With a couple of exceptions, the reported actual hours worked take a similar trajectory to the usual hours of work. One in every five individuals (about 21 percent) “actually worked” for 29 hours or less in the last week which is a measure of time related underemployment. In addition, nearly 2 out of every five individuals (or

37.1 percent) “actually worked” for 49 hours or more in the last week. This suggests that a large share of the population may be involved in jobs that are not decent. Such jobs are usually associated with low pay and an attempt to enhance this low pay by working for long hours. The rate of time related underemployment (those working under 30 hours in a week) was lower in rural areas (at 13.2 percent) relative to urban areas (30.6 percent).

Table 5.6: Average weekly working hours and actual hours worked in the last week by individuals aged 15 years old and over by residence

Working time	Hours per	Urban			Rural			Total		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Working time	0	3.6	4.2	3.8	4.0	0.0	2.7	3.8	1.9	3.2
	1 to 14	37.6	47.3	40.7	13.0	39.2	21.2	24.2	43.0	30.1
	15 to 29	5.8	1.8	4.5	4.6	3.7	4.3	5.1	2.8	4.4
	30 to 34	1.8	0.6	1.5	0.0	0.0	0.0	0.8	0.3	0.7
	35 to 39	11.9	13.3	12.4	39.9	19.1	33.4	27.2	16.4	23.8
	40 to 48	15.9	4.2	12.2	13.9	0.0	9.6	14.8	2.0	10.8
	49+	23.4	28.5	25.0	24.7	37.9	28.8	24.1	33.5	27.1
	Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Actual Hrs worked last week	0	4.9	2.2	4.1	3.8	2.9	3.5	4.3	2.6	3.8
	1 to 14	17.9	31.2	22.1	7.2	6.1	6.9	12.1	17.8	13.9
	15 to 29	4.6	3.9	4.4	0.4	8.0	2.8	2.3	6.1	3.5
	30 to 34	1.1	1.7	1.3	0.0	3.9	1.2	0.5	2.9	1.3
	35 to 39	15.5	14.4	15.1	43.7	19.8	36.2	30.8	17.3	26.6
	40 to 48	20.0	6.6	15.7	15.5	5.2	12.3	17.6	5.9	13.9
	49+	35.9	40.0	37.2	29.3	54.0	37.0	32.4	47.5	37.1
	Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Chapter 6: Unemployment and Labour Underutilization

6.1. Total unemployment rate

Unemployment refers to all those persons of working age who are without work, actively seeking work, and currently available for work.³ The overall unemployment rate is a widely used measure of the underutilization of labour. However, in poor developing countries without well-developed social protection systems, unemployment rate can be quite low since many individuals cannot simply afford to be unemployed.

Table 6.1 shows the unemployment rate of the population aged 15 years and above for each age group and residence. The total unemployment rate for those aged 15 and over for Puntland State of Somalia was 11.7 percent in 2019. The urban and rural rates were 14.7 percent and 9.1 percent respectively. Generally, the youth tended to have higher unemployment rates – with those aged 15 to 19 and 20 to 24 years having unemployment rates of 34.1 and 30.5 percent respectively.

Table 6.1: Unemployment for 15 years old and over by residence

Age group	Unemployment rate (%)		
	Total	Urban	Rural
15+	11.7%	14.7%	9.1%
15 to 19	34.1%	27.7%	44.0%
20 to 24	30.5%	30.0%	31.1%
25 to 29	13.2%	17.6%	3.9%
30 to 34	5.9%	10.2%	2.1%
35 to 39	14.9%	18.0%	12.7%
40 to 44	8.7%	13.2%	5.5%
45 to 49	7.1%	10.8%	4.5%
50 to 54	8.5%	9.3%	7.7%
55 to 59	17.7%	28.9%	0.0%
60 to 64	10.4%	0.0%	16.5%
65 to 69	14.7%	0.0%	23.4%
70+	13.3%	28.2%	0.0%

Table 6.2 shows the unemployment rate of the population aged 15 years and above for each age group and sex. The unemployment rate of females was 13.5 percent and was higher than that of males at 10.7 percent. The unemployment rates seemed to fluctuate widely across the age cohorts for both males and females. For males the age cohort 55 to 59 had the highest rate of 73.3 percent while those aged over 70 years and the 30 to 34 years had the lowest rates of 2.3 and 2.4 percent respectively. Among females the lowest rates were for ages 60 through 69 with zero percent relative to those aged 70 years and above with a rate of 86.8 percent (Table 6.2).

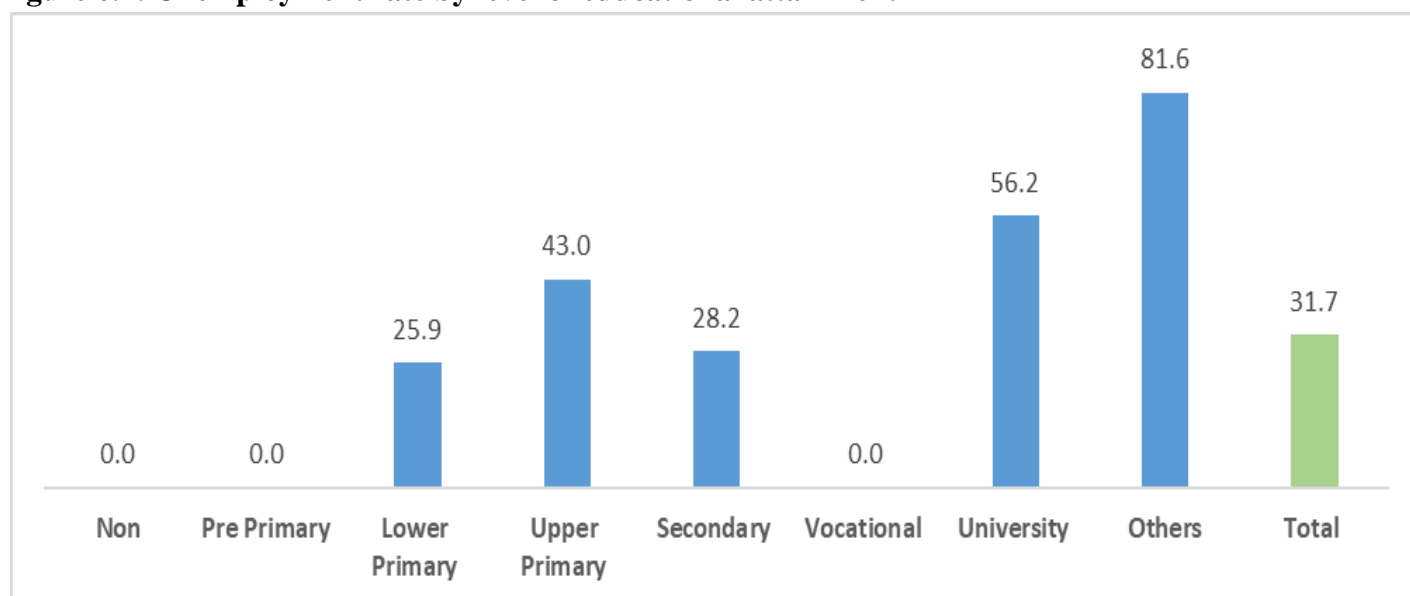
³ *Resolution concerning statistics of work, employment and labour underutilization* adopted in 2013 by the 19th International Conference of Labour Statisticians (ICLS)

Table 6.2: Population 15 years old and over by labour force status and, sex, age group

Age group	Unemployment rate (%)	
	Male	Female
15 years and over	10.7%	13.5%
15 to 19	31.4%	41.6%
20 to 24	31.1%	29.8%
25 to 29	14.6%	10.3%
30 to 34	2.7%	12.4%
35 to 39	10.6%	21.1%
40 to 44	6.6%	13.9%
45 to 49	4.2%	10.9%
50 to 54	11.5%	1.6%
55 to 59	73.3%	6.0%
60 to 64	19.7%	0.0%
65 to 69	28.6%	0.0%
70+	2.3%	86.8%

Further demarcation of unemployment by level of educational attainment indicates no clear pattern but was higher for university graduates (56.2 percent) relative to the other educational qualifications (Figure 6.1). Individuals with pre-primary education or lower and those with vocational training had an unemployment rate of zero.

Figure 6.1: Unemployment rate by level of educational attainment



6.2. Youth unemployment rate

Youth unemployment rate is an important indicator for most countries at least owing to the relatively high population of this demographic group in most regions. Even so, the definition of the youth varies across jurisdictions and for this sub-section we report unemployment rates for both the United Nations definition of the youth (15 to 24 years) and the meaning most attached to the term youth is Somalia (15 to 29 and 15 to 34 years).

Based on the United Nations definition of the youth, the youth unemployment rate was 31.7 percent. On the other hand, the youth aged 15 to 29 years had an unemployment rate of 22.3 percent. The female youth

(15 to 24) unemployment rates were higher than that of the males with respective rates of 13.5 percent and 10.7 percent respectively (Table 6.3).

Table 6.3: Population 15 years old and over, unemployment indicators by sex, Puntland State of Somalia LFS 2019

Age cohort	Unemployment rate (%)		
	Total	Male	Female
15+	11.7	10.7	13.5
15 to 24	31.7	31.2	32.4
15 to 29	22.3	22.3	22.2
15 to 34	14.3	12.5	17.8

6.3. Persons outside the labour force

Table 6.4: Proportion of 15 years old and over outside the labour force by age group sex and urban/rural area

Age group	Total	Male	Female	Urban	Rural
15+	77.1	66.4	85.2	77.0	77.2
15 to 19	97.5	96.5	98.6	96.9	98.1
20 to 24	89.6	84.8	92.3	88.7	90.7
25 to 29	80.7	56.1	91.0	74.9	87.0
30 to 34	59.4	31.7	77.9	58.4	60.3
35 to 39	61.9	37.4	75.7	62.6	61.5
40 to 44	55.8	40.1	73.2	56.7	55.1
45 to 49	43.1	35.5	50.9	48.8	38.5
50 to 54	57.6	34.8	76.2	52.2	61.4
55 to 59	80.7	87.5	78.2	78.7	83.2
60 to 64	67.5	66.3	68.8	62.4	70.0
65 to 69	83.6	47.4	90.5	88.2	78.8
70+	91.4	82.8	98.0	88.3	93.0

Table 6.4 shows that the working age population can be broken down into those that are employed, unemployed or outside the labour force. Persons outside the labour force includes the population that is neither working nor seeking work. The population outside the labour force is quite substantial in Puntland State of Somalia. On aggregate 77.1 percent of all the individuals aged 15 years and over were outside the labour force. The proportions were higher for the youth aged 15 through 24 years as well as those aged 65 years and over. With respect to their demographic characteristics, a larger proportion of females (85.2 percent) were outside the labour force – relative to 66.4 percent of the males. Relative to no education, having some education attainment seems to reduce the proportion of individuals outside the labour force.

The proportions outside the labour force were even larger for the youth population. Among those aged 15 to 24 years, 95 percent were outside the labour force with a larger proportion of females (96.2 percent) outside the labour force – relative to 93.7 percent of the males (Table 6.5).

Table 6.5: Population 15 years old and over, outside the labour force by sex and age group

30 Pop. 15+ yrs	Outside labour force				
	Total	Male	Female	Urban	Rural
15 to 24	95.0%	93.7%	96.2%	94.2%	95.8%
15 to 29	92.0%	88.2%	94.8%	90.0%	94.0%
15 to 34	86.8%	79.9%	92.0%	85.5%	88.2%

Chapter 7: Women, youth and equal opportunities

In this chapter we examine the link between education and selected labour market indicators for women and the youth. The education of all groups including women and the youth is important to the improvement of lives. Access to quality education has been identified as a priority in the development goals including the fourth Sustainable Development Goal.

7.1. Women and equal opportunities

Despite their significant share of the population, the labour force indicators of women mostly lag behind that of men. The overall labour force participation rate was 22.9 percent and was much lower for women at 14.8 percent than the males at 33.6 percent. A lower proportion of women were employed, relative to their population (12.8 percent) relative to 30.0 percent for men in the working age group. Women were also disadvantaged in unemployment with a rate of 13.5 percent relative to the men with 10.7 percent. A larger proportion of women are thus not involved directly in labour market related activities either because they are outside the labour force, or they are unemployed.

One of the areas of intervention to enhance women's participation is in the broad area of education and training. A larger proportion of women (43.8 percent) are likely to have no educational attainment than men (24.2 percent). In addition, 27.6 percent of men had attained secondary education relative to 17.0 percent for women.

Table 7.1 shows that nearly 42 percent of the youth aged 15 to 24 are neither at work nor school. Although the NEET ratio is generally high for the young people, it is particularly high for young women – and more than half were neither at work nor school/training.

Table 7.1: Ratio of youth not in employment and education (NEET) by age and sex

Age group	NEET		Total
	Male	Female	
15-24	32.1	50.5	41.9
15-29	34.6	56.5	47.1
15-34	34.1	57.5	47.5

Table 7.2 reveals that the share of male and female youth (15 to 24) in both employment and education or training is low and just about equal. A larger share of female youth than the male youth aged 15 to 34 are in both employment and education (EET) – with respective EET rates of 2.0 and 3.5 percent (Table 7.2).

Table 7.2: Proportion of youth in both employment and education (EET) sex

Age group	EET		Total
	Male	Female	
15-24	1.4	1.3	1.3
15-29	2.0	1.4	1.6
15-34	3.5	2.0	2.6

7.2. Youth and education

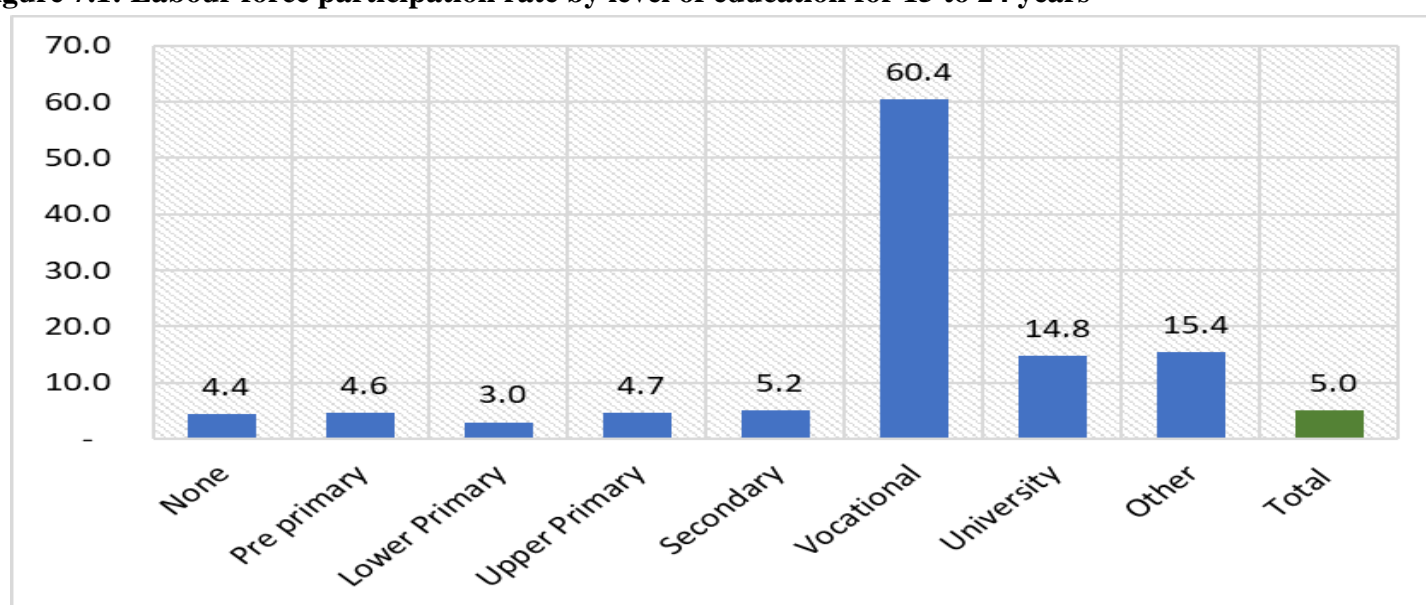
Table 7.3 indicates that the labour force participation rate of the youth who have ever attended school is slightly higher than those who never attended school. The employment to population ratio also seems to vary with school attendance and those who have ever attended school have higher employment to population ratio – though the difference is small.

Table 7.3: Population 15 years old and over by labour force status, and attendance of schooling

Youth Group	Attendance	Labour force participation rate	Employment-population ratio	Unemployment rate
15-24	Ever attended school	5.1	3.2	37.3
	Never attended School	4.4	4.4	0.0
15-29	Ever attended school	8.1	6.1	24.6
	Never attended School	7.7	6.7	12.6
15-34	Ever attended school	13.2	11.1	15.9
	Never attended School	13.1	11.9	8.8

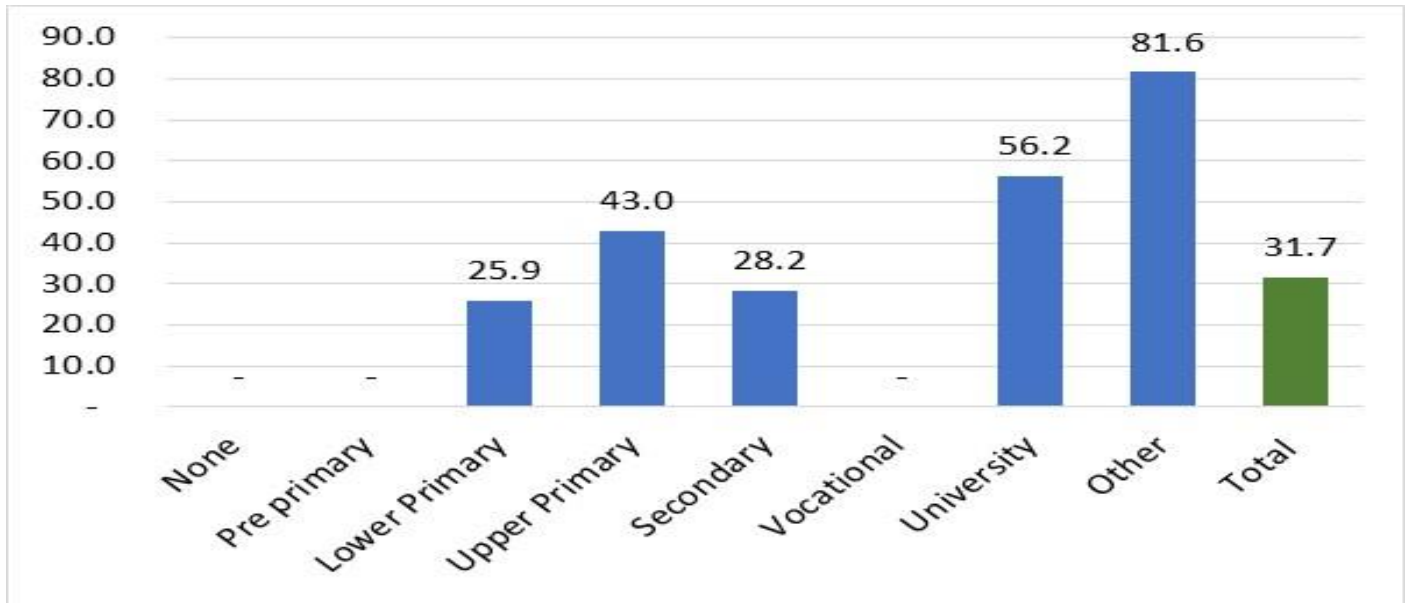
The labour force participation rate of the youth aged 15 to 24 years is generally low averaging 5 percent. It is highest for vocational graduates at 60.4 percent.

Figure 7.1: Labour force participation rate by level of education for 15 to 24 years



The unemployment rate does not seem to have a structured pattern with education level of the youth (15 to 24 years). Individuals with upper primary and university education have unemployment rates above the average for the youth.

Figure 7.2: Unemployment rate by level of education for 15- to 24-year-olds



Chapter 8: Education and Participation in training programmes

Table 8.1 reveals that the Puntland State of Somalia LFS questionnaire included questions on the highest level of education completed. The key findings are that 35.3 percent of the working age group had no education. The urban proportion of those with no education level completed was 32.8 percent which was lower than the rural proportion of 37.5 percent. whereas 24.2 percent of males had not completed any level of education, the corresponding proportion of females was 43.8 percent. The proportions suggest that achievement of universal primary education is still a major challenge in Puntland

Table 8.1: Population 15 years old and over by highest level of education competed

Highest level of education completed	Area of Residence			Sex	
	Total	Urban	Rural	Male	Female
None	35.3	32.8	37.5	24.2	43.8
Pre-primary	8.5	5.0	11.6	8.4	8.6
Lower Primary	18.0	17.3	18.7	18.3	17.8
Upper Primary	21.6	22.6	20.7	27.6	17.0
Secondary	10.8	14.1	8.0	14.3	8.2
Vocational	0.3	0.6	0.0	0.2	0.3
University	3.5	5.4	2.0	5.5	2.0
Other	1.9	2.3	1.5	1.4	2.2
Total	100.0	100.0	100.0	100.0	100.0

Table 8.2 indicates that besides formal academic education, the survey also collected information on trade and technical vocational courses completed or currently being pursued. About 5.2 percent are in an ongoing training programme with respective rates of 9.1 percent in urban and 2.3 percent in rural areas. About 69 percent of the courses are/were short term in nature i.e., taking less than one year. The most prevalent courses were those taking between 6 months to 1 year – which accounted for 29.2 percent of all the training.

Table 8.2: Population 15 years old and over in trade/attended or training courses by sex, duration of training, and urban/rural area

Training duration	Area of Residence			Sex	
	Total	Urban	Rural	Male	Female
Ongoing	5.2	9.1	2.3	5.1	5.2
Less than 3 months	20.5	12.3	26.4	19.9	20.9
3months <6 months	19.5	19.7	19.3	13.3	23.6
6 months <1 year	29.2	27.2	30.7	30.0	28.7
1 year <3 years	13.3	14.6	12.4	12.6	13.8
3 or more years	12.3	17.1	8.9	19.2	7.8
Total	100.0	100.0	100.0	100.0	100.0

Table 8.3 gives the distribution of training courses attended/attending in Puntland State of Somalia. The most common training courses were Tailoring (35.5 percent), Electrical (15.0 percent), Plumbing (14.0 percent) and Computer (11.7 percent). Among the males, the more popular courses were electrical and computer while among females tailoring, plumbing and beauty salon were the most frequent courses (Table 8.3).

Table 8.3: Population 15years old in/attended skill and technical training by sex, technical skills, and urban/rural area

Technical Skill learnt	Area of Residence			Total	Sex	
	Total	Urban	Rural		Male	Female
Tailoring	35.5	29.6	39.8	35.5	10.9	51.8
Electrical	15.0	17.6	13.2	15.0	34.1	2.4
Plumbing	14.0	6.8	19.3	14.0	13.3	14.5
Computer	11.7	13.4	10.4	11.7	15.0	9.5
Beauty Salon	6.5	4.3	8.1	6.5	0.0	10.8
Nursing	5.8	10.5	2.4	5.8	3.8	7.1
Agricultural	3.2	1.8	4.2	3.2	8.1	0.0
Carpentry	1.8	2.4	1.4	1.8	4.5	0.0
Auto Mechanic	1.4	3.4	0.0	1.4	3.6	0.0
Teacher training	1.4	3.4	0.0	1.4	1.9	1.1
Secretarial	0.0	0.0	0.0	0.0	0.0	0.0
Bookkeeping	0.0	0.0	0.0	0.0	0.0	0.0
Pastry	0.0	0.0	0.0	0.0	0.0	0.0
Masonry	0.0	0.0	0.0	0.0	0.0	0.0
Other	3.6	6.8	1.3	3.6	4.9	2.8
Total	100.0	100.0	100.0	100.0	100.0	100.0

Tables 8.4 and 8.5 give the distribution of training courses attended/attending in Puntland State of Somalia by place of training and main sponsor. The most common training school attended were the colleges/institutes (40.1 percent) followed by vocational/technical schools (27.2 percent). Males were more likely to be in colleges/institutes while the females were most likely to be in vocational/technical schools.

Table 8.4: Population 15 years old and over who received skill and technical training by sex, place of the training, main sponsor, urban/rural area

Place of Technical skills	Place of Residence			Sex	
	Total	Urban	Rural	Male	Female
College/Institute	40.1	46.6	35.3	50.5	33.2
Vocational/Technical School	27.2	26.6	27.7	15.9	34.7
Employer organization	12.9	6.5	17.6	16.9	10.3
Private training institute	5.0	11.9	0.0	0.8	7.8
Other	14.8	8.4	19.3	15.9	14.0
Total	100.0	100.0	100.0	100.0	100.0

Most trainees (28.4 percent) were sponsored by the government. Self-sponsorship and sponsorship by international NGOs were also quite substantial with respective rates of 21.4 percent and 20.1 percent respectively. Local NGOs were more likely to sponsor males whereas international NGOs seem to focus on supporting female education/training (Table 8.5).

Table 8.5: Population 15 years old and over who received skill and technical training by sex, main sponsor, urban/rural area

Sponsor	Place of Residence			Total	Sex	
	Total	Urban	Rural		Male	Female
Government	28.4	21.7	33.4	28.4	41.6	19.7
Self	21.4	22.9	20.3	21.4	18.3	23.4
INGO	20.1	20.0	20.2	20.1	5.8	29.6
UN	10.1	10.1	10.2	10.1	3.4	14.6
Islamic Foundation	8.3	11.4	6.1	8.3	10.2	7.1
LNGO	7.6	8.3	7.1	7.6	13.8	3.6
Diaspora	1.5	1.7	1.4	1.5	1.8	1.3
Other	2.5	4.0	1.4	2.5	5.1	0.7
Total	100.0	100.0	100.0	100.0	100.0	100.0

Table 8.6 summarizes the current employment status of individuals who have completed various courses in vocational training. The table also summarizes the proportion that is currently working among the past graduates. Some of the courses for which all former graduates are currently working include individuals who had teacher and auto mechanic training. On the other hand, individuals graduated with skills in carpentry and beauty salon were the least likely to report that they were currently working.

Table 8.6: Technical skills learned and current employment status, 2019 Puntland State of Somalia LFS

Type of Technical skills learned	Completed Vocational Training Percent age	Currently working Percent age
Auto Mechanic	1.4	100.0
Teacher training	1.4	100.0
Plumbing	2.3	66.1
Electrical	11.7	48.5
Tailoring	48.1	42.0
Computer	15.3	32.2
Nursing	5.6	31.5
Carpentry	2.4	0.0
Beauty Salon	9.6	0.0
Other	2.2	100.0
Total	100.0	39.1

Chapter 9: Labour migration and remittances

Labour migration is a global phenomenon and is in some cases associated with complex challenges within a country or region. It is in most cases associated with remittances and other positive aspects of people's livelihoods. This subsection begins by summarising the labour migration patterns in Puntland.

Table 9.1 indicates that there is evidence of little labour migration across national boundaries in Puntland. Nearly the entire working age population (98.5 percent) reported being born within the country. This high ratio was replicated across the six regions with Bari having the lowest rate of 96.9 percent.

Table 1 Table 9.1: Population by Region and Country of birth of the working population age

Region	Country of Birth						
	Somalia	Ethiopian	Djibouti	Other Nationality of Africa	Asia	Western Countries	Other
Puntland	98.5	1.3	0.1	0.0	0.0	0.0	0.1
Ayn	100.0	0.0	0.0	0.0	0.0	0.0	0.0
Sool	100.0	0.0	0.0	0.0	0.0	0.0	0.0
Sanaag	100.0	0.0	0.0	0.0	0.0	0.0	0.0
Bari	96.9	2.7	0.2	0.0	0.0	0.0	0.2
Nugaal	100.0	0.0	0.0	0.0	0.0	0.0	0.0
Mudug	99.9	0.0	0.1	0.0	0.0	0.0	0.0

As indicated in Table 9.2, there were relatively low levels of migration into Puntland and its regions. Nearly the entire working age population (99.3 percent) reported they were not of foreign citizenship. This high ratio was replicated across the six regions ranging from Bari with 98.6 percent to Nugaal, Sanaag and Sool each with a rate of 100 percent (Table 9.2).

Table 9.2: Population by Region and Country of Citizenship of the working population age

Region	Country of Citizenship						
	Somalia	Ethiopian	Djibouti	Other Nationality of Africa	Asia	Western Countries	Other
Puntland	99.3	0.7	0.0	0.0	0.0	0.0	0.1
Ayn	100.0	0.0	0.0	0.0	0.0	0.0	0.0
Sool	100.0	0.0	0.0	0.0	0.0	0.0	0.0
Sanaag	100.0	0.0	0.0	0.0	0.0	0.0	0.0
Bari	98.6	1.3	0.0	0.0	0.0	0.0	0.1
Nugaal	100.0	0.0	0.0	0.0	0.0	0.0	0.0
Mudug	99.9	0.1	0.0	0.0	0.0	0.0	0.0

As indicated in Table 9.3, 97.9 percent of the working age population were domicile residents. This implies there were minimal cases of displacement, refugee or returnee status. One possibility in that the surveys was restricted to relatively stable areas. Bari region had the highest proportion of displaced persons but (at 3.4 percent) was relatively low. The other regions had less than 1 percentage point each (Table 9.3).

Table 9.3: Population by Region and Status of Residence of the working population age

Region	Domicile	Status of residence			
		Displaced	Refugee	Returnee	Others
Puntland	97.9	1.8	0.3	0.1	0.0
Ayn	100.0	0.0	0.0	0.0	0.0
Sool	100.0	0.0	0.0	0.0	0.0
Sanaag	100.0	0.0	0.0	0.0	0.0
Bari	96.1	3.4	0.3	0.1	0.0
Nugaal	99.4	0.0	0.6	0.0	0.0
Mudug	99.4	0.6	0.0	0.0	0.0

The working age population were asked about their movement patterns i.e., whether they had moved from one region to another. As indicated in Table 8.4, 94.3 percent of the working age population had not moved from one region to another. This implies there were minimal cases of inter region movement of the working age group. Bari region had the highest proportion of individuals who had moved (at 8.3 percent) followed by Nugaal at 7.2 percent. For the rest of the regions, only 1 percent or lower of their population had moved (Table 9.4).

Table 9.4: Population by region and movement patterns of the working population age

Region	Moved from one region to another	
	Yes	No
Puntland	5.7	94.3
Ayn	0.0	100.0
Sool	0.0	100.0
Sanaag	1.0	99.0
Bari	8.3	91.7
Nugaal	7.2	92.8
Mudug	0.8	99.2

Among the working age population that moved, the main reasons for movement were asked. The responses indicate that the main reason for movements was natural disaster/insecurity - which was the most important reason for 27 percent of the respondents. Other important reasons given for migration were to join a spouse (18 percent) and death or illness related reasons (17.7 percent) (Table 9.5).

Table 9.5: Population by region and reasons for movement of the working population age

Region	Main reason for moving								
	Job transfer/ arranged job	Looking for better agriculture land/grazin	Business opportunity	Looking for paid work	Join spouse/ marriage/ Family	Attending school	Natural disaster/ insecurity	Death related/illness related	Others
Total	10.3	4.0	0.3	8.8	18.0	7.6	27.0	17.7	6.5
Ayn	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Sool	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Sanaag	0.0	0.0	0.0	33.3	0.0	0.0	0.0	0.0	66.7
Bari	10.5	3.0	0.0	9.8	11.6	10.5	27.5	24.4	2.8
Nugaal	11.0	7.4	1.1	2.0	38.8	0.0	25.2	1.0	13.6
Mudug	0.0	0.0	0.0	40.8	0.0	0.0	45.8	0.0	13.4

Table 9.6 shows that the proportion of households receiving remittances was 17 percent. This proportion varied by region with the highest proportion being 30.7 percent for Ayn and the lowest was for Bari region at 7.3 percent. Most of the remittances (88.8 percent) were received monthly and for 6 percent of the households the receipts were occasional.

Table 9.6: Households receiving remittance by Region and periodicity of remittance receipt

Region	Proportion of households receiving Remittance	Proportion of households receiving remittance by periodicity			
		Monthly	Quarterly	Yearly	Occasionally
Ayn	30.7	89.3	6.2	0.0	4.5
Sool	20.3	91.5	0.0	0.0	8.5
Sanaag	28.1	92.0	1.9	1.9	4.3
Bari	7.3	88.8	2.1	4.8	4.3
Nugaal	24.1	85.3	1.7	0.0	12.9
Mudug	28.6	90.5	9.5	0.0	0.0
Total (Puntland)	17.0	88.8	4.0	1.2	6.0

Overall, most of the remittances were received from a son (18.4 percent), followed by the household head (13.9 percent) and spouse (12.9 percent). In some subunits, daughters were important sources of remittances. This includes Sool region (22.9 percent) and Ayn region (20.0 percent) (Table 9.7).

Table 9.7: Distribution of households by persons sending the remittance and region

Region	Distribution of those sending remittance (%)								Not Related
	Head	Spouse	Son	Daughter	Brother	Sister	Parent	Other Relative	
Ayn	23.3	0.0	17.2	20.0	8.9	6.6	4.5	19.5	0.0
Sool	18.6	0.0	22.0	22.9	22.9	13.6	0.0	0.0	0.0
Sanaag	22.7	0.0	18.5	3.6	21.4	8.0	9.1	16.6	0.0
Bari	17.3	37.0	5.8	0.0	2.3	7.7	2.4	27.5	0.0
Nugaal	11.4	17.8	30.1	7.3	3.6	10.0	3.7	15.3	0.9
Mudug	6.8	0.0	14.7	17.2	5.4	4.9	22.8	28.2	0.0
Total	13.9	12.9	18.4	10.0	7.3	8.0	8.7	20.5	0.3

As indicated in Table 9.8, most households (60.6 percent) consumed three meals each day. About 33.6 percent consumed two meals each day while 3.9 percent had one meal each day. Nugaal and Bari regions had the least proportion of households consuming three meals a day – which may be indicative of lower living standards in these regions.

Table 9.8: Households by region and number of meals per day

Region	Percentage of households by number of meals received				
	No Meal	One meal	Two meals	Three meals	Other
Ayn	0.0	0.0	20.0	80.0	0.0
Sool	3.5	0.0	20.4	76.1	0.0
Sanaag	0.0	0.0	17.3	82.7	0.0
Bari	0.8	5.4	37.6	54.8	1.3
Nugaal	0.5	3.8	40.1	53.1	2.5
Mudug	0.0	3.3	27.6	69.2	0.0
Total (Puntland)	0.7	3.9	33.6	60.6	1.1

As indicated in Table 9.9, about 8.2 percent of households received cash from a transfer scheme. Sanaag, Nugaal and Bari regions had the highest proportion of households receiving transfers with respective rates of 12 percent, 11 percent and 9.5 percent. Most of the cash transfers (80.3 percent) were received on a monthly basis. For nearly all the regions monthly receipts were the most common except for Ayn region, where quarterly receipts were the most commonly received – at 61.5 percent.

Table 9.9: Households receiving Cash from Transfer Scheme by Region and periodicity of Transfer

Region	Percentage of HH receiving cash from transfer scheme	Percentage of HH receiving by duration				
		Monthly	Bi-Monthly	Quarterly	Semi-Annually	Annually
Ayn	5.3	38.5	0.0	61.5	0.0	0.0
Sool	6.3	100.0	0.0	0.0	0.0	0.0
Sanaag	12.0	62.8	0.0	37.2	0.0	0.0
Bari	9.5	100.0	0.0	0.0	0.0	0.0
Nugaal	11.0	49.7	0.0	18.1	0.0	32.1
Mudug	0.5	0.0	0.0	0.0	0.0	100.0
Total	8.2	80.3	0.0	9.9	0.0	9.8

The annual remittance share was computed for each of the six regions of Puntland state of Somali. As indicated in Table 9.10, Bari received the greatest share of 47.9 percent of the total remittances. Other significant receipts went to Nugaal (20.7 percent) and Mudug (15.4 percent).

Table 9.10: Annual remittance Share by region

Region	Share
Ayn	3.8
Sool	6.1
Sanaag	6.1
Bari	47.9
Nugaal	20.7
Mudug	15.4
Total (Puntland)	100

Chapter 10: Main indicators by regions

Labour force participation by regions

The labour force participation rate for the Puntland State of Somalia regions resulting from the survey conducted in 2019 are shown in Table 10.1. Among the persons 15 years and older living in regular households, about 10.8 percent were in the labour force. The labour force participation rates ranged from 9.1 percent for Nugaal region to 12.2 percent for Bari region (Table 10.1).

Table 10.1: Population 15 years old and over labour force participation rate by region

	Labour force participation rate	Outside labour force
Total	10.8	89.2
Ayn	9.9	90.1
Sool	9.4	90.6
Sanaag	10.6	89.4
Bari	12.2	87.8
Nugaal	9.1	90.9
Mudug	9.2	90.8

10.1. Unemployment by region

Table 10.2 indicates that the survey found that the total unemployment rate for those aged 15 and over for Puntland was 11.7 percent. There were relatively wide regional differences in the unemployment rate. Sool region had an unemployment rate of 31.1 percent the highest among the regions while on the other end Bari region had an unemployment rate of 3.5 percent.

Table 10.2: Population 15 years old and over by labour force status, Region

	Employment-population ratio	Unemployment rate
Total	9.5	11.7
Ayn	8.3	15.6
Sool	6.5	31.1
Sanaag	7.6	28.5
Bari	11.8	3.5
Nugaal	6.8	25.6
Mudug	8.2	11.6

Although some of the regions had relatively lower unemployment rates, this should be carefully examined against other indicators before making value judgements based on these rates. All the regions had over 87 percent of their respective working age populations outside the labour force. In addition, the employment to population ratio for each of the six regions was lower than 12 percent (Tables 10.1 and 10.2).

Classification by broad occupation categories indicate that high participation in service-related activities across all the regions by both sexes. Ayn region has the highest proportion of service-related activities at 97.4 percent. On the other hand, Bari region had a proportion of 40.4 percent engaged in services underlying the large regional differences (Table 10.3).

Table 10.3: Employed persons by occupation in main job

Industry		Agriculture	Industry	Service	Total
Ayn	Male	0.0	5.4	94.6	100.0
	Female	0.0	0.0	100.0	100.0
	Total	0.0	2.6	97.4	100.0
Sool	Male	4.0	22.8	73.2	100.0
	Female	0.0	6.8	93.2	100.0
	Total	2.6	17.3	80.1	100.0
Sanaag	Male	0.0	25.7	74.3	100.0
	Female	9.8	0.0	90.2	100.0
	Total	3.7	15.9	80.4	100.0
Bari	Male	36.9	23.6	39.6	100.0
	Female	45.5	12.1	42.3	100.0
	Total	39.4	20.2	40.4	100.0
Nugaal	Male	5.5	9.9	84.6	100.0
	Female	0.0	16.9	83.1	100.0
	Total	3.2	12.8	84.0	100.0
Mudug	Male	1.2	24.4	74.4	100.0
	Female	16.7	7.7	75.6	100.0
	Total	8.6	16.4	75.0	100.0
Total-Puntland	Male	25.7	21.8	52.5	100.0
	Female	27.4	10.5	62.1	100.0
	Total	26.3	17.9	55.8	100.0

Puntland had nearly 31 percent of its population aged 15 years and over currently studying. Mudug region had the highest proportion of those who are currently studying at 40.6 percent while Sool region had the lowest at 16.6 percent (Table 10.4).

Table 10.4: Weighted Population 15 years old and over by education status and urban/rural area

Region	Total		Urban		Rural	
	Currently Studying	Not Currently Studying	Currently Studying	Not Currently Studying	Currently Studying	Not Currently Studying
Ayn	29.1	70.9	37.1	62.9	21.8	78.2
Sool	16.6	83.4	14.8	85.2	18.8	81.2
Sanaag	27.9	72.1	26.6	73.4	29.0	71.0
Bari	32.4	67.6	28.1	71.9	35.5	64.5
Nugaal	25.0	75.0	26.9	73.1	23.9	76.1
Mudug	40.6	59.4	41.3	58.7	39.1	60.9
Total	30.9	69.1	30.2	69.8	31.5	68.5

Annexes

Annex A: Main Concepts and Definitions

11.1. Labour Force Survey Concepts and definitions

- **Total Population:** Is the total number of all persons of both sexes aged 0 years or older in a given territory at a specified point in time.
- **Working-Age Population:** Refers to all persons aged 15 years or older.
- **Labour Force:** Refers to all persons aged 15 years or older who are either employed or unemployed at the time of the survey. The Labour Force is also referred to as the ‘economically active population’.
- **Labour Force Participation Rate:** Is the ratio of the Labour Force to the overall size of the working-age population. It measures the country’s working-age population that engages actively in the labour market, either by working or looking for work relative to the population of the working-age.
- **Employed Population:** Is the total number of persons who have a paid job in cash or in kind, are in self-employment or are in contributing family work. All persons who have a paid job and are on leave, as well as those in self-employment but are absent from work due to various reasons such as inadequate raw materials, labour dispute, absence of business opportunities, etc, are all considered employed.
- In addition, employed population includes persons engaged in market economic activities such as selling of goods, production of goods and services and some non-market economic activities such as production of goods and services for own consumption performed for at least one hour. For example, collecting firewood, growing of crops for household consumption only, fishing for household consumption, etc. This is in conformity with the principles outlined in the 2008 System 4 of National Accounts (SNA). According to the SNA 2008, the relevant production of goods and services includes all production of goods, the production of market and non-market services, and the production of own final consumption of household services by employing paid domestic staff.
- **Formal Sector:** Refers to all production units that are registered with a tax and/or a licensing authority.
- **Informal Sector:** Refers to all production units that are not registered with a tax or a licensing authority.
- **Formal Employment:** Is the type of employment in which employees are entitled to social security coverage and contract in addition to annual paid leave, or any such entitlement.

- **Informal Employment:** Is the type of employment characterized by lack of an entitlement to annual paid leave and absence of social security. This type of employment could be found in both the formal sector and informal sector production units.
- **Formal Sector Employment:** Is the employment, whether formal or informal, in a registered production unit.
- **Industry:** Refers to an economic activity that takes place at the employed person's place of work.
- **International Standard for Industrial Classification (ISIC):** It is a United Nations classification system used to classify statistical units, such as establishments or enterprises, according to the economic activity in which they mainly engage.
- **Occupation:** Is defined as the set of jobs whose main tasks and duties are characterized by high degree of similarity.
- **International Standard Classification of Occupation (ISCO):** ISCO is a tool for organizing jobs into a clearly defined set of groups according to the tasks and duties undertaken in the job. The groups are based on their similarity in terms of the skill level and skill specialization required for the jobs.
- **Unemployed Population:** Refers to all persons in the labour force who are completely jobless and are available and actively looking for work during a given reference period. Included also are those not working, not looking for work but are available for work.
- **Unemployment Rate:** Is the ratio of the unemployed population to the total population in the labour force expressed as a percentage.
- **Skill:** A skill is the learned ability to carry out pre-determined results often with the minimum outlay of time, energy, or both.
- **Status in Employment:** Refers to whether an employed person is either a paid employee, an employer, self-employed or unpaid family worker.
- **Inactivity Rate:** The inactivity rate is defined as the ratio of the economically inactive population to the working-age population during the same reference period expressed as percentage.
- **Youth:** According to the UN, a youth is a person aged 15 to 24 years. However, most African countries defines a youth as a person aged 15 to 35 years.
- **Youth Unemployment:** Refers to share of the labour force aged 15 to 35 years without work but available for and seeking employment.

- **Youth Unemployment Rate:** Is the number of unemployed youths aged 15 to 35 years expressed as a percentage of the youth labour force.
- **Time-related Underemployment:** Is defined as a situation in which the number of working hours for the employed person is insufficient in relation to an alternative employment situation where the affected persons are available and willing to work for more hours.
- **Time-related Underemployment Rate:** Is the ratio of the underemployed population to the total employed population expressed as a percentage.
- **Hours of Work:** Refers to any period of time spent on activities which contribute to the production of goods and services.
- **Part-Time work:** It is defined as the total working hours less than “full time”, where full time is regarded as sufficient number of hours in a week. In part time work, it is the workers’ choice to work for fewer hours.

11.2. Calculation of some key labour market indicators

Note: All concepts and indicators were based on persons aged 15 and over, though data may be collected for a wider age group. The indicators are calculated in relation to current activity (i.e., a short reference period).

Concept/indicator	Definition	Notes
Eligible population (E+U+N), where E = Employed, U = Unemployed, and N=Inactive	Some persons in the household may be ineligible for the survey. For example, the survey may exclude very young people, and also visitors.	It is important to ensure that ineligible people are not counted in the calculations below.
Labour force (E+U)	Persons who contribute, or are available to contribute, to the production of goods and services. Often referred to as the economically active population.	Labour force = E+U, i.e., it includes both employed and unemployed persons.
Labour force participation rate	Labour force as a percentage of eligible population	$LFPR = \{(E+U)/(E+U+N)\} * 100$
Employed (E)	Persons who spent at least one-hour last week, paid or unpaid, on any market economic activity	Those who engaged only in activities for home consumption should be reported on separately.
Employment to population ratio	Employed persons, as a percentage of the total eligible population	$Emp\ to\ pop = \{(E)/(E+U+N)\} * 100$
Unemployed (U)	Persons who did no work last week but were available to work.	This is the ILO 'relaxed' definition of unemployment, since it does not require that they seek work.
Unemployment rate	The unemployed as a percentage of the labour force	$Unemp\ rate = \{U/(E+U)\} * 100$
Inactive population (N)	Persons who were neither employed nor unemployed last week (i.e., they were not included in the labour force)	Those engaged only in non-economic activities are counted as inactive
Inactivity rate	The inactive as a percentage of the eligible population	$Inactivity\ rate = \{N/(E+U+N)\} * 100$
Those in vulnerable employment	Persons who report that their status in employment is either own account worker (OAW) or contributing family worker (CFW)	This is one of the employment target indicators for MDG 1
Vulnerable employment rate	Persons in vulnerable employment as percentage of total employment	$= \{(OAW+CFW)/E\} * 100$
Those employed in the Informal sector	<u>Exclude:</u> (a) Persons working in the agricultural sector (b) Persons producing goods or services for the household's own use <u>Include</u> (a) Own account workers (OAW) not registered (b) Employers and employees not registered (c) Members of cooperatives not	A threshold on the size of the establishment (say 10 or over) may also be added. If so, workers in these larger establishments would automatically be counted as being in the formal sector

Concept/indicator	Definition	Notes
	registered (d) All contributing family workers.	
Informal sector employment rate	Persons employed in the informal sector, as defined above, as a percentage of total employment	Those in the agricultural sector, and those persons producing goods and services for the household's own use, would be completely excluded from the calculation
Informal employment	All persons in employment except the following: (i) Persons working in establishments registered with the appropriate ministry/ies (may be Commerce) (ii) Persons working in establishments above a certain size (iii) Persons receiving benefits from employer (e.g., pension contribution, paid leave, medical benefits)	It is recommended to cover all sectors of the economy when measuring informal employment. In some countries the agricultural sector is excluded.
Informal employment rate	Persons in informal employment, as defined above, as a percentage of total employment	= (Informal emp/E)*100
Time-related underemployment	Persons whose current total weekly hours are less than some threshold (taken maybe as 40 hours) and who want to work more hours	Also, useful to estimate the number wanting to work more hours, irrespective of the threshold.
Underemployment rate	Shown as percentage of either LF or eligible population	
Usually, active population	Includes all persons whose main activity status, in terms of number of half-months over a 12-month period (or some other similar method), was 'employed' or 'unemployed'. For details of the method used, see Hussmanns et al. (1990), <i>Surveys of economically active population, employment, unemployment and underemployment</i> , page 62	Unlike the current activity classification, persons are first classified as usually active or usually inactive, and only then classified as usually employed or usually unemployed
Occupational injuries: (a) Frequency rate	(a) Number of cases of occupational injury in the last 12 months, divided by the total number of hours worked by workers in the reference group during the 12 months, and multiplied by 1,000,000	= (total cases/total hours) *1,000,000
Occupational injuries: (b) Incidence rate	(b) Number of cases of occupational injury in the last 12 months, divided by the total number of workers in the reference group in the 12 months, and multiplied by 1,000	= (total cases/total workers) *1,000
Occupational injuries: (c) Severity rate	(c) Number of days lost as a result of occupational injury in the last 12 months, divided by the total amount of time worked by workers in the reference group during the 12 months, and multiplied by 1,000,000	= (total days lost/total time worked) *1,000,000

Concept/indicator	Definition	Notes
Occupational injuries: (d) Days lost	(d) Mean number of days lost for each case of occupational injury in the 12 months	= (total days lost/number of cases)

11.3. Data Management and Analysis

The information collected was entered into CSPro by the interviewers during the interview. Due to poor internet connectivity in some areas, data uploads were done routinely. Also, data collection was monitored on an on-going basis, and no data entry was required after the field work.

11.4. Data Analysis

Prior to analyzing the data collected by the 2019 Puntland State of Somalia LFS, a data analysis plan was developed and shared with all key stakeholders for review and input. The data analysis plan detailed the analytics methods that was used to estimate labour market indicators. Most data analysis was done using SPSS version 25 with the complex survey module.

Data was captured directly and sent to the server immediately after checks and editing by the field supervisors. The data sent to the server was downloaded daily and thoroughly checked for any errors. The downloaded data was exported to SPSS data format for further cleaning and validation. This was done while the interviewers were still ongoing. This enabled verification with the interviewers in cases where there were issues that were not clear.

Dummy tables for the report were developed earlier followed by the development of the syntax for the generation of the tables and other results required. Tables and other results for writing the report were generated immediately the data collection was completed. Analysis and writing the report was then carried out.

11.5. Region Level Analysis

In addition to analyzing the survey results for Puntland State of Somalia on overall, we have provided results disaggregated for the six regions namely Ayn,Sool, Sanaag, Bari, Nugaal and Mudug.

a) Dissemination

The dissemination of study results may take one or more of the following approaches. Further discussion on results dissemination will be held between ILO and the Republic of Puntland State of Somalia officials.

1. Survey report: The results from the 2019 Puntland State of Somalia LFS have been documented in a survey report. The survey report will be printed later and distributed to professionals working in the related field in Puntland State of Somalia. In addition to the printed version, an electronic PDF version should be published on the websites of the participating agencies.
2. Report launch: Following the completion of the survey report, 2019 Puntland State of Somalia LFS results will be launched at a high-level meeting organized by the two

Ministries. This launch will serve to disseminate the survey results and create awareness of the labour force indicators and the initiatives that can be employed to address the employment gaps noted in this report.

3. Peer-reviewed publication(s): Following completion of the launch of the survey report, the Ministries may wish to carry out further analyses on the survey data and submit manuscript(s) to peer-reviewed journals.

Annex B: Design and Methodology

12.1 Sampling Approach and Sample Size Determination

12.1.1 Introduction

Puntland State of Somalia is made up of six administrative regions namely **Ayn, Sool, Sanaag, Bari, Nugaal and Mudug**. Also, in each of the administrative locations there is the sedentary population resident in the urban and rural areas, while the nomadic population mostly move around in search of pasture for their animals and can be easily found in locations with water points.

In designing the sample, we modified the domains to only have rural and urban as the sub-domains, with the regions being strata. The prevailing weather conditions created favourable conditions for the nomads with rain falling in most places, which enhances their mobility. Under these circumstances, it was impossible to carry a survey in the nomadic areas. Hence the nomadic population is not covered in the sample selection for Puntland State of Somalia LFS, 2019.

12.1.2 The Sampling Frame and Sample Design

The sample design for the Puntland State of Somalia LFS was a two Stage Stratified Cluster sample where the regions were the strata and the place of residence the sub strata. In Table 12.2, the distribution of the households based on the updated sampling frame of the PESS is provided. The distribution was across all the regions and the places of residence. The total number of households in the sampling frame for Puntland State of Somalia was 683,712

Table 12.2: The Number of households and percentage distribution by regions

Region	Number of households					
	Urban	%	Rural	%	Total	%
Bari	130,884	32.20%	52,662	19.00%	183,546	26.80%
Mudug	81,794	20.10%	53,997	19.50%	135,791	19.90%
Nugaal	32,194	7.90%	8,511	3.10%	40,705	6.00%
Sanaag	30,724	7.50%	76,997	27.80%	107,721	15.80%
Sool	39,917	9.80%	29,310	10.60%	69,227	10.10%
Ayn	91,562	22.50%	55,160	19.90%	146,722	21.50%
Total	407,075	100.00%	276,637	100.00%	683,712	100.00%

12.2 The Sampling Approach

In the development of the sampling frame, there were conditions that needed to be fulfilled to achieve a probability sample, which enabled the results of the survey to be generalized to the entire population. It is important to point out that the methodology articulated in the protocol was strictly adhered to and hence there were no deviations

Consequently, we spent two days with members of the GIS re-organizing the sampling frame. This exercise was very successful and had a very clear position on which areas constituted the sampling frame.

The nomadic population was found to be very elusive due to their mobile nature and it was impossible to directly fix them to the rural population, considering that during the wet season when this survey

was carried out, they nomadic had many locations to move to while grazing their livestock, not within the rural sedentary population. However, it is considered that those who were in the rural areas during the survey implementation period resided in the households in the rural sampling frame and hence were captured in those households.

The Sedentary Population

The sample design for the LFSS was a multi-stage stratified cluster sample. From each region, the allocated number of EAs was selected, forming the first stage of the sample selection. The second stage of the sample selection involved the households within the EAs. The interviews in the households were carried out with the target population groups. However, all information related to the households, including general information on the members of the household, was provided by the head of the household or the most senior member of the household present at the time of the interview.

Selection of the EAs

Selection of the sample EAs was carried out using the Systematic Population Proportional to Size (PPS) method. The Measure of Size (MoS) for the selection was based on the number of households in the EA. The data of the sampling frame which was initially organized in an Excel spreadsheet was exported to the SPSS data file for implementing the selection as indicated earlier. The sample selected for the four sub strata is provided in the Annex 3.

Selection of the Households

The number of households allocated for interview in each of the EAs was selected using the systematic sampling method. Systematic sampling has been proved theoretically to provide a sample that is identical to a simple random sample.

12.3 Nomadic Population

Due to financial, time and methodological constraints, nomadic communities were excluded from this survey. The targeted population for the survey was limited to urban and rural domains. The exclusion of nomadic communities was a major deficiency of this survey.

12.4 Allocation approach

The allocation was made proportionately to the sizes (number of households in in each region) of the various regions. It is also noted that due to varying sizes of the regions with some having smaller sizes than others, if sample was to be allocated proportionate to the actual sizes of the regions, the sample size would have been heavily skewed towards the regions with larger population sizes. To mitigate this constraint, the allocation was done proportionately to the square root transformation of the sizes of the respective regions. Following this approach, the following is the formulation for the allocation stated above.

There were 6 regions with the total number of households, i.e., size $N = 683,712$ and the sizes for each of the 6 regions being $N_1, N_2, N_3 \dots N_6$ with $N = N_1 + N_2 + N_3 \dots + N_6$ (Actual numbers can be seen in Table 3.4.1). Corresponding to each of these regions the allocation of the sample yields $n_1, n_2, n_3 \dots n_6$, such that $n = n_1 + n_2$,

$+n_3 + \dots + n_6$ where $n=1,035$. The allocation of the sample to the n^{th} region was made using the following result (where the square roots of the sizes were taken);

$$n_h = \frac{n \cdot N_h}{N}$$

This allocation was preferred to equal allocation of the sample as it has been proved statistically that it gives lower standard errors for the estimates than the latter. The other allocation approach applied goes by the name Neyman or Optimum allocation. This could not be applied as the information required for its application was not available.

On the basis of the proportionate allocation strategy, the distribution in Table 12.3 was obtained. As the size for each cluster was fixed at a sample take of 15 households for each cluster, the number of clusters targeted for coverage in each region and hence urban and rural were determined by dividing the number of households by 15. Modest adjustments were made in cases where the clusters were observed to be relatively small. It is observed that ultimately the total number of clusters that were covered in the survey are 69

12.5 Cluster Size

The number of interviews covered in each cluster had implications on the cost of the survey as well as the resultant standard errors of the population parameter estimates. Consequently, the sample taken per cluster was kept relatively modest to mitigate both cost and variances. In each cluster (EA) a total of 15 households were interviewed. This resulted in a total of 69 clusters in the entire Puntland State of Somalia.

The distribution of the sample (households and clusters) is displayed in Tables 12.3 and 12.4 across all the domains of estimation which include; regions, urban and rural.

Table 0.2: Distribution of the Sample per administrative region

Region	Urban Allocated Households	Rural Allocated Households	Total Households
Bari	270	90	360
Mudug	165	45	210
Nugaal	180	30	210
Sanaag	75	45	120
Sool	30	45	75
Ayn	30	30	60
Total	750	285	1,035

Table 0.3: Distribution of the clusters per administrative region

Region	Rural Allocated Clusters	Urban Allocated Clusters	Total
Bari	6	18	24
Mudug	3	11	14
Nugaal	2	12	14
Sanaag	3	5	8
Sool	3	2	5
Ayn	2	2	4
Total	19	50	69

12.6 Weighting

The adjusted weights applied was derived from each stratum cell (Regions by Urban/Rural as explicit strata). Therefore, the probability of selection of the 1st stage of the cluster sampling was used as the measure of size associate from each EAs (number of households). Since we have the following:

- A= total estimates of households in each cell-stratum,
- B= number of expected households in each cell-stratum and
- C= number of the cluster in each cell-stratum, the probability

The probability of selection of PSU (cluster at stage one) was derived for each stratum as follows = $(C * B) / A$. To derive the design weight the the inverse of the product between probability of selection of each PSU and Probability of selection of a household within each cluster was obtained. The formulae is illustrated herein below

$$1 / (\text{Prob_PSU} * \text{Prob_HHs})$$

To run the analysis, the adjusted weights were applied to derive different indicators (ratio). The computations of weights for each cluster are presented in a Table 12.5.

12.7 Ethical considerations and consent procedures

In order to ensure that the survey followed ethical principles to protect respondents and prevent unnecessary risk to survey respondents, ethical approval for the study was obtained from the **Puntland Ministry of Labour Youth and Sports (MoLYS) and Puntland Ministry of Planning** .

Prior to inclusion in the survey, informed written or oral consent for interviews was sought from the head of each household (or spouse or other adult household member in case of absence) on behalf of the household. If the household head was unable to read and write, the consent form was read out to them and a thumb or fingerprint was taken as consent in lieu of a signature.

Additionally, oral/verbal informed consent was obtained from other members of the household participating in the 2019 Puntland State of Somalia LFS. Prior to any consent, either written or oral, a description of the survey's purpose was given. Risks, if any, was described in full. The respondents were also told that they were free to withdraw from participation in the survey at any time, even after oral or written consent was given.

Confidentiality of information from the respondents was upheld with utmost care through the data collection, processing and analysis process. Identification records, in both electronic and paper formats, has been stored under lock and key (or password) and access is only granted to specifically identified survey personnel. Specific identification information has been stripped from all electronic databases used by the survey management team for data analysis. One copy of the complete data with identification information is kept as a password-locked file on a single computer under control of a ILO-appointed person, with one back-up copy maintained, similarly kept as a password-locked version on a secured partition of the server. No one outside the survey management team had access to this identifying database, and survey management team members used it solely to identify survey participants for whom re-visits were necessary to clarify ambiguous data or perform data quality control checks.

Further, field workers engaged in the survey had household level survey background, i.e. research assistants who had carried out household level data collection. To the very least, the field staff who were directly involved in collecting data from household members, had a minimum qualifications of a diploma in a related field and at least 3 years' experience in data collection. All other data collection personnel, had prior experience in collecting data for the last 3 years in household level related studies. Screening was carried out to ensure that the individuals selected met these criteria. Selection of field workers was done in coordination with the respective Ministries of Employment Social Affairs and Family.

12.8 Data collection and Field work

This section provides a description of the approach taken to collect data in the field and includes operational details about 2019 Puntland State of Somalia LFS was fielded.

12.9 Community Mobilization and Sensitization

Stakeholders from the MoLYS in each region led the sensitization activities ahead of the survey data collection. The sensitization activities included sending letters to the district representatives and the respective employment and planning authorities in charge of the selected PSU's, and other activities deemed necessary. The sensitization activities were done in close collaboration with representatives from ILO in each region. In addition, the MoLYS in each region contacted the respective labour and planning authorities in charge of the selected PSU's to request their support during the 2019 Puntland State of Somalia LFS.

Shortly before the team's arrival in a given PSU, the pre-sensitized local authorities were informed by telephone, whenever possible. Upon arrival of a team in a cluster, the team met with the relevant authorities to inform them again about the work and sought their support.

12.10 Survey team composition

The 2019 Puntland State of Somalia LFS fielded 6 teams, with 1 team each assigned to **Ayn, Sool, Sanaag, Bari, Nugaal and Mudug**; the same team worked in a couple of strata, depending on the spatial distribution of the PSU's selected. Each team completed 4-24 PSUs during their mandate. However, adjustments to the number of PSUs assigned to each team was made after PSU selection to account for hard-to-reach PSUs that required more time for transportation and logistical arrangements.

Each 2019 Puntland State of Somalia LFS field team consisted of the following personnel, also shown in **Error! Reference source not found.2.1**:

- One Field supervisor
- Four enumerators
- One Driver
- Additionally, 1 local guide will be recruited to help conduct the household listing exercise
- Regional Coordinator
- GIS Coordinator

The field supervisors were constantly in the field throughout field work. They were supported by the regional coordinators who had prior experience in similar studies. One field supervisor was responsible for one team and the teams were allocated according to spatial distribution in order to ease travels from one team to another. Besides overall overview and quality control, the field supervisors together with the regional coordinators played an instrumental role in

planning team progress and providing them with the most accurate briefings. In addition, the MoLYS and MoNPD jointly provided one (1) national coordinator who was responsible for overseeing the planning and implementation of the survey.

Throughout field work, three members of the research team conducted field revisits to provide an additional layer of supervision. Further, they were the next level of problem solving, where the team were not able to solve it. We carried out field accompaniments in the initial days of data collection to assess the quality of interviews as well as field revisits. Telephone back checks were made to confirm if the households interviewed were visited on the dates mentioned; GPS coordinates were used to monitor team movements.

Table 0.1: Composition of Field personnel for Puntland State of Somalia LFS implementation



The teams moved from one PSU to another in one vehicle. Field supervisors traveled jointly with the field teams during data collection. The team also included the regional coordinator and GIS coordinator.

The field supervisor was responsible for supervising the field work of his or her team and for solving any problems that may arise. He or she together with the regional coordinator took the lead in communicating to local leaders and compiling paper-based instruments (household lists, cluster control forms, completed consent forms). The field supervisors helped out in conducting interviews whenever time allowed.

Each team had four interviewers operating independently, and data collection for each household took on average about 1 hour 30 minutes. Thus, each team was able to complete data collection in all households in at least 1 cluster per day. Each team took between 17-25 days to complete data collection in the allocated clusters.

The local guides were not part of the core team but they were nonetheless an important part of survey team. They assisted the teams in conducting the household listing exercises were managed by the field supervisor. In other similar surveys, it had been shown that recruiting local guides that are familiar with conducting census activities worked well. The exact *modus operandi* was adopted

12.11 Instrument Pre-Testing, Training and Field Testing

Prior to providing full training to the team members, all questionnaires and survey instruments were translated into local dialect. Back translation of the questionnaire was also done to ensure that all questions were correctly translated and was accurate to collect data. The questionnaires and survey instruments were pre-tested by the survey management team; this was particularly to check the flow and the different response options, as well as the quality of translation. Pretesting of questionnaires was conducted directly by the survey management team, and with selected individuals in Garowe during planning missions.

The field workers training was centralized in Mogadishu for all teams participating in the survey. Thereafter, a refresher training was conducted in Garowe. The training consisted of classroom instruction and practice (role play) of all steps

In this training, all staff were trained and hence enabled the research team to directly observe the comprehension and abilities of the field workers. Following classroom training and role plays, each team visited two practice clusters within Garowe and conducted all survey steps. These practice clusters were not be included in the 2019 Puntland State of Somalia LFS sample.

Overall, training of field staff included discussion of each question, practice reading, role playing, and on how to use the interview device (tablet computer). Since the questionnaire was part of the training, interviewers assisted in field testing and final revision of questionnaire questions in order to ensure their clarity and cultural appropriateness. Interviewers also conducted mock interviews in the local languages, and this provided

input on the translation of the questions into local dialect to ensure the correctness of the translated questions with the questions originally formulated in English. For large parts of the training, the interviewers underwent separate training from that of the field coordinators and supervisors. The latter were trained on supervision techniques and which involved rigorous standardization.

A post- training test/refreshers of all field personnel was administered at regional level to assess their understanding of field procedures. This, along with observations from the trainers and the results of the pilot testing, was used to select the best performing team members and that enabled them to support the rest of the teams during data collection.

The purpose of the field testing was to give the teams a chance to practice all survey procedures in a cluster under very close supervision. For this, survey teams practiced all data collection steps in households selected from communities in the vicinity of Garowe but not included in the survey sample. These communities were selected to have comparable characteristics to the finally selected communities (e.g., urban versus rural, spread-out versus dense communities, etc.).

Prior to the start of the field work, four clusters within Garowe, Puntland State of Somalia were selected for the field testing, two rural and two urbans. The teams conducted the community sensitization, household listing and selection, interviewing household members, and practice data transfer to the server. The field supervisors coordinated these activities and reviewed all completed interviews before remitting to the server.

12.12 Household Listing and Random Selection of Settled Households

Although the Statistics department had updated the population estimates dates of 2014, the household list in each selected PSU had to be updated; during this exercise, information about the head of the household (name, phone number if available) along with information helping to re-identify the household was collected at each household residing in the selected census unit at the time of carrying out LFS. This household listing was conducted by the field workers just prior to beginning survey data collection and was recorded on paper to facilitate random selection of households. To assist in the exercise, the local guides were trained by the teams to lead in this activity.

The household listing exercise consisted of delimiting the PSU and drawing sketch maps for each of the selected PSUs, which was to be cross-checked against satellite images to check for accuracy. Subsequently, with the use of sketch maps, each household within the boundaries was visited and listed on a separate line in the household listing form.

Once completed, the field supervisor selected the required number of households at random using random number tables. After selection, the different households were assigned to the interviewers and if phone numbers and network coverage were available, the interviewers or team leader were tasked to visit in person or call the heads of the household to schedule an interview. Where phone calls could not be made, actual

household visits were made to schedule interviews. This step was important to efficiently conduct interviews in a cluster without too much waiting time for the interviewers.

A unique identification number was assigned to each household and respondent. Because the survey mainly used electronic data capturing, redundancy was built into the identification system so as to minimize potential for errors. This was a combination of pre-printed labels and repeat entries into the electronic data collection platform.

Sequential numbering and identification redundancy was utilized throughout the survey implementation to reduce coding errors. For Household labels, the prefix “H” preceded the sequential numbers.

12.13 Collection of Household Data

For data collection, tablet computers with GPS capability were used for direct data entry during field data collection. Besides the questionnaires, a series of supporting paper-based instruments were used to facilitate field work and ensure high quality of the field work. Skip patterns were built in to speed up the interviewing process by automatically skipping over irrelevant questions.

For settled households, all selected households in each cluster were visited on the first day in order to ensure that household members are available for data collection. Where necessary, appointments for data collection were made for the same day or the following 2 days. As part of the initial visit, the teams requested the availability of the household in the coming 1-2 days to schedule a visit.

For the household questionnaire, an adult household member with the greatest knowledge of household affairs was interviewed. Oral informed consent was sought from the head of the household. This interview collected data on:

- Household geo-location.
- A household roster listing all household members and gathering basic demographic information, such as age and sex, relation to household head, and linkage between mother and child.
- Additional information about all household members, such as educational level and current employment status;
- All other information as outlined in the Labour Force survey questionnaire. The full questionnaire is provided in Annex E.

All reasonable attempts were made to recruit selected households into data collection. At least three repeat visits were made before dismissing a household as non-responsive. In addition, where no one was at home at the selected dwelling, information on the household members'

whereabouts was requested from neighbors or civic authorities to determine whether household members were available later while the survey team was still in that PSU. Where the survey team could not collect data on a selected household, the reason for this non-response was recorded on the cluster control form in order to judge the extent of non-response bias later during data analysis. Substitution of non-responding households was not done and consequently, the sample size adjustments as a result of non-response has been done before embarking on data analysis.

12.14 Collection of Individual Data at the Household

Prior to starting an interview in a household, informed oral consent was sought from the household head. For individual participants, oral informed consent was obtained from the household head or from the caregiver of the child. The following data was collected for each member of the household; -

- Household Roster, Demographic Information, Education and Migration
 - Name of the household member
 - Relationship to the household head
 - Sex
 - Age
 - Marital Status
 - Literacy (read and write)
 - School attendance and grade attained or currently attending
 - Attendance to vocational training, subjects received in recent training, duration the training took, year the training was received, type of institution which offered the training, funding agency
 - Current and original nationality
 - Current status – domicile, migrated, displaced, refugee, returnee or diaspora
 - Disability status, type of disability, cause of the disability
- Remittance and family daily bread
 - Receipt of remittance, periodicity, country where remittance is received from, relationship to the household of the person who remits the money, amount received
- Usual number of meals per day

- Current economic activities
 - Engagement in economic activities in the last week – business, salary/wage, domestic work for a wage or pay, volunteer, family related/herding
- Main economic activities
 - Legal ownership of the enterprise or organization for those employed or engaging in employment activities, registration status of the enterprise, type of work engaged in, type of activities carried out at the place of work, number of employees in the enterprise, employment status in the work, earning, specific location where the work was undertaken, total number of hours of work in the subject economic activity,
 - Decency of the work – entitlement to leave, medical benefits, tax, employment on basis of a written contract or oral agreement, employment status (Permanent & pensionable or contract), if contract, duration of the contract, pension or retirement contribution by self an employer, terms of payment (time or piece rate basis), duration worked in the last recent time worked, amount of wages earned, approximate number of hours worked during the period for wage employees
- Working time arrangements for the employed
 - Preferred time of working, usual time of work, working on national holidays, entitlement to maternity/paternity/family/leave benefits, duration of the leave days, distance from the workstation to residence, duration (hours and minutes) taken one way to reach at work station, membership to a trade union or employee organization, contribution to any pension fund/scheme, employer membership to any employer organization, e.g., Chamber of commerce, etc.
 - Workplace relations and work motivation – relationship with co-workers, supervisors, experienced any form of discrimination at work, harassment, communication of job requirement and its impact on performance, feedback from supervisor on performance, appreciation by the organization, job satisfaction
- Second economic activity
 - Existence of a second activity in the past one week, type of work done, employment status, activities carried out at this place of work etc.
- Current activities for those not currently working
- Under-employment by those who work but their work situation is not good enough due to the reasons
- Inadequate work situations – victim of work-related injuries, form of injury sustained, payment for the injuries sustained, safety of work environment,
- Unemployment or inactivity
- Usual activities
- Past employment
- Current and other activities
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12.15 Data Quality Assurance

Complete and accurate collection of all data was maximized by ensuring that the following steps were adhered to:

- Thorough training, including practice both in the classroom and in the field, provided to all team members for all skills required during data collection.
- About 15 percent more personnel were recruited for training than what was needed for data collection. Those personnel with substandard performance during training and field testing were not invited to participate in data collection. Final field personnel selection was made based on performance during training exercises and observation during the training.
- A member from the survey management team conducted daily consistency checks of the data uploaded from the field. Frequency distributions for all variables was done daily using Tableau, a data visualization tool, to highlight any outlying or illogical values. The appropriate team leader was then notified of any questionable values. Where questionnaire data showed a misunderstanding or ambiguity in the question, all team leaders were contacted to clarify and harmonize the questions.

Annex E: Labour Force Survey Questionnaire

Introduction to the survey

This LFS survey is being done jointly by the Republic of Puntland State of Somalia and ILO. The goal of this survey is to gather labour market information in Puntland State of Somalia. The information gathered will help the Government to develop new policies and programs supported by the better understanding of trends and partners of employment status and economic sector growth. The results from this labour force survey will be used to identify areas of support to strengthen the labour market statistics. The information obtained here will be held in strict confidentiality. Neither your name nor the name of your business will be used in any document based on this survey.

Introduction to the household head to be interviewed

Greetings! My name is I am an enumerator working for the Republic of Puntland State of Somalia. Your household is one of those randomly selected to participate in this important survey. Kindly note that the information provided by your household will be treated in **strict confidence**. I therefore would like to ask you some questions as a responsible member of this household. I would also need you to assist me obtain information from other members of your household. These questions will take some time to complete and therefore I will appreciate your patience. Do you have any questions you would like me to respond to before we proceed with the interview?

SECTION A. GENERAL INFORMATION

INTERVIEW DATE : DD/MM/YYYY

PRIMARY SAMPLING UNIT:

HOUSEHOLD NUMBER:

A1	Name of Enumerator		Code of Enumerator	
A2	Name of Supervisor		Code of Supervisor	
A3	Name of the Head of Household		Contacts (Telephone)	
A4	Region Name		Region Code	
A5	District Name		District Code	
A6	Type of dwelling or housing structure	<i>1. Formal separate house 2.Semi-detached houses 3.Block of flats 4.Compound houses</i> <i>5.Traditional huts 6.Informal shack or shanty 7.Tent (nomadic structure) 8.Others</i>		<input type="text"/> <i>Write the appropriate code inside the following box</i>
A7	Is the Household in Urban, Rural or Nomadic setting	Urban	Rural	Nomadic
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 _____		

A14. QUESTIONNAIRE STATUS

- A. Completed with selected households
- B. b) Entire household absent for extended period (informed by a neighbour)
- C. No household member at home or competent to respond
- D. Non-contact (reason unknown)
- E. Refused
- F. Vacant dwelling
- G. Destroyed dwelling
- H. Others

Write the appropriate code inside the following box

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

SECTION B: Household Roster, Demographic Information, Education and Migration: [ASK EVERYONE WHO IS A MEMBER OF THE HOUSEHOLD]

The following information must be obtained for every person who usually lives and eats together with this household.

If there are more than 18 persons in the household, use a second questionnaire, and renumber the persons 19, 20, 21, etc on the second questionnaire

PNO	B01. Please provide the NAMES of all persons who are <u>usual members of</u> this household (Write the appropriate NAME in separate row)	B02. What is the relationship of (NAME) to head of household? Select and write the appropriate code in the corresponding row) 1. HEAD 2. SPOUSE 3. SON 4. DAUGHTER 5. BROTHER 6. SISTER 7. PARENT 8. OTHER RELATIVE 9. NOT RELATED	B03. Is (NAME) Male or Female? Select and write the appropriate code in the corresponding row) 1. MALE 2. FEMALE	B04a. What was the (NAME)'s Date of birth? (Write the appropriate date as DD/MM/YYYY in the corresponding row)	B04b. What is (NAME)'s Age in completed years? (Write the appropriate age in the corresponding row: record as 00 if less than 01)	B05. What is (NAME)'s Marital Status? Select and write the appropriate code in the corresponding row) 1. NEVER MARRIED 2. MARRIED 3. DIVORCED 4. ABANDONED 5. WIDOWED	B06. Can (NAME) read and write a simple sentence in any language? Select and write the appropriate code in the corresponding row) 1 YES 2 NO	B07. Did (NAME) ever Attended or completed or currently attending school? Select and write the appropriate code in the corresponding row) 1. Attending <input type="checkbox"/> B8 2. Completed <input type="checkbox"/> B9 3. Not attended <input type="checkbox"/> B10	B08. What grade is (NAME) is currently attending? Select and write the appropriate code in the corresponding row) 1 LOWER PRIMARY (1-4) 2 UPPER PRIMARY (5-8) 3 SECONDARY 4 VOCATIONAL 5 UNIVERSITY 6 OTHERS (SPECIFY)	B09. What is (NAME)'s highest grade completed? Select and write the appropriate code in the corresponding row) 1 LOWER PRIMARY (1-4) 2 UPPER PRIMARY (5-8) 3 SECONDARY 4 VOCATIONAL 5 UNIVERSITY 6 OTHERS (SPECIFY) For all <input type="checkbox"/> B11	B10. If (NAME) has never attended school, provide a reason(s) MULTIPLE RESPONSE POSSIBLE (Select and write the appropriate code in the corresponding rows separated by a comma in the corresponding row) 1 Too young 2 Disabled/illness 3 No school/school too far 4 Cannot afford to school 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 an unpaid worker in family business/ farm/herding 11 Help at home with the household chore 12 Other reason (specify)	B11. Did (NAME) do or currently doing any formal vocational training? Select and write the appropriate code in the corresponding row) 1 Yes, currently attending 2. Yes, completed 3. No → B17
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SECTION B: Household Roster, Demographic Information, Education and Migration (Conti.): *[ASK EVERYONE WHO IS A MEMBER OF THE HOUSEHOLD]*

B0 (SR NO.)	B12. In what subject did (NAME) receives the most recent training? 1 Electrical 2 Plumbing 3 Carpentry 4 Auto mechanic 5 Agricultural 6 Computer 7 Secretarial 8 Bookkeeping 9 Teacher training 10 Nursing 11 Tailoring 12 Pastry 13. Beauty saloon 14 Masonry 98 Other(SPECIFY) <i>(Select and write the appropriate code in the corresponding row)</i>	B13. How long did that training last? 1. Ongoing 2. <3 moths 3. 3 moths < 6 moths 4. 6 moths < 1 year 5. 1year < 3 years 6. 3 years or more <i>(Select and write the appropriate code in the corresponding row)</i>	B14. In which year did (NAME) receive the training? 1. 2019 2. 2018 3. 2017 4. 2016 5. Before 2015 <i>(Select and write the appropriate code in the corresponding row)</i>	B15. Where did (NAME) get the training? 1. College/Institute 2. Vocational/technical school 3. Employer org 4. Private training institute 5. other[specify] <i>(Select and write the appropriate code in the corresponding row)</i>	B16. What was the name of funding institution for that training? 1. Gov't 2. INGO 3. LNGO 4. UN 5. Islamic foundation 6. Self 7. Diaspora 8. Other [Specify] <i>(Select and write the appropriate code in the corresponding row)</i>	B17. What is (NAME)'s Country of birth? 1. Puntland State of Somalia 2. Ethiopian 3. Djibouti 4. Other parts of Africa 5. Asia 6. Western Countries 98. Other (Specify) <i>(Select and write the appropriate code in the corresponding row)</i>	B18. What is (NAME)'s country of citizenship? 1. Puntland State of Somalia 2. Ethiopian 3. Djibouti 4. Other parts of Africa 5. Asia 6. Western Countries 98. Other (Specify) <i>(Select and write the appropriate code in the corresponding row)</i>	B19a. What is (NAME)'s status of residence? 1. Domicile 2. Displaced 4. Refugee 5. Returnee 6. Other (Specify) <i>(Select and write the appropriate code in the corresponding row)</i>	B19b. Has (NAME) moved from one region, district or country to another in the last 5 years? 1. YES 2. NO <i>(Select and write the appropriate code in the corresponding row)</i>
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SECTION B: Household Roster, Demographic Information, Education and Migration (Conti.) *[ASK EVERYONE WHO IS A MEMBER OF THE HOUSEHOLD]*

B0 (SR NO.)	B19c. Where was (NAME) living before (before the most recent move)? <i>(Provide Region for Internal migration or Country for International migration)</i>	B19d: What was the main reason why (NAME) moved here? 1. Job transfer/arranged job 2. Looking for better agriculture land /grazing land 3. Business opportunity 4. Looking for paid work 5. Join spouse/marriage/family 6. Attending school 7. Natural disaster/Insecurity 8. Death related/ illness related 9. Others (specify) <i>(Select and write the appropriate code in the corresponding row)</i>	B20. Does (NAME) has difficulty seeing, even if wearing glasses? 1. No – no difficulty 2. Yes – some difficulty 3. Yes – a lot of difficulty 4. Cannot do at all <i>(Select and write the appropriate code in the corresponding row)</i>	B21. Does (NAME) has difficulty hearing, even if using hearing aid? 1. No – no difficulty 2. Yes – some difficulty 3. Yes – a lot of difficulty 4. Cannot do at all <i>(Select and write the appropriate code in the corresponding row)</i>	B22. Does (NAME) has difficulty walking or climbing steps? 1. No – no difficulty 2. Yes – some difficulty 3. Yes – a lot of difficulty 4. Cannot do at all <i>(Select and write the appropriate code in the corresponding row)</i>	B23. Does (NAME) has difficulty remembering or concentrating? 1. No – no difficulty 2. Yes – some difficulty 3. Yes – a lot of difficulty 4. Cannot do at all <i>(Select and write the appropriate code in the corresponding row)</i>	B24. Does (NAME) has difficulty (with self-care as) washing all over or dressing? 1. No – no difficulty 2. Yes – some difficulty 3. Yes – a lot of difficulty 4. Cannot do at all <i>(Select and write the appropriate code in the corresponding row)</i>	B25. Using (NAME)'s usual native language, does (NAME) has difficulty communicating, for example, understanding or being understood? 1. No – no difficulty 2. Yes – some difficulty 3. Yes – a lot of difficulty 4. Cannot do at all <i>(Select and write the appropriate code in the corresponding row)</i>
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SECTION C: EMPLOYED AT WORK AND TEMPORARY ABSENCE: [ASK EVERYONE WHO IS 15 YEARS AND ABOVE]

EMPLOYED AT WORK			
	<p>C01. Last week, up to yesterday, did (NAME) do any work for wage, salary or any other pay, even if only for one hour?</p> <p>1. Yes SKIP TO E01 2. No</p> <p><i>Select and write the appropriate code in the corresponding row)</i></p>	<p>C02. Last week, did (NAME) run or do any kind of business, farming or other activity to generate income, even if only for one hour?</p> <p>READ IF NEEDED: <i>For example: [making things for sale, growing produce for sale, buying and reselling things, provided services for pay, raising animals or catching fish for sale]</i></p> <p>1. Yes SKIP TO D02 2. No</p> <p><i>Select and write the appropriate code in the corresponding row)</i></p>	<p>C03. Last week, did (NAME) help with paid job or business of a household or family member, even if only for one hour?</p> <p>1. Yes SKIP TO D02 2. No</p> <p><i>Select and write the appropriate code in the corresponding row)</i></p>
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SECTION C: EMPLOYED AT WORK AND TEMPORARY ABSENCE (Continued): [ASK EVERYONE WHO IS 15 YEARS AND ABOVE]

TEMPORARY ABSENCE					
	<p>C04. Even though (NAME) did not work, last week did (NAME) has a paid job or a business?</p> <p>Note: The off-season for agricultural activities, or waiting for a new job to start, do not count as temporary absences</p> <p>1. Yes 2. No → D01</p> <p>Select and write the appropriate code in the corresponding row)</p>	<p>C05. What was the main reason that (NAME) was absent from his /her job or business last week?</p> <p>1. WAITING TO START NEW JOB OR BUSINESS → D01 2. LOW OR OFF-SEASON 3. SHIFT WORK, FLEXTIME, NATURE OF WORK → D02 4. VACATION, HOLIDAYS → D02 5. SICKNESS, ILLNESS, ACCIDENT → D02 6. MATERNITY/PATERNITY LEAVE → D02 7. EDUCATION LEAVE OR TRAINING → C07 8. OTHER PERSONAL LEAVE (CARE FOR FAMILY, CIVIC DUTIES...) → C07 9. TEMPORARY LAYOFF, NO CLIENTS OR MATERIALS, WORK BREAK → C07 10. BAD WEATHER, NATURAL DISASTER → C07 11. STRIKE OR LABOUR DISPUTE → C07 12. LONG TERM DISABILITY → C07 13. OTHER (SPECIFY) → C07</p> <p>Select and write the appropriate code in the corresponding row)</p>	<p>C06. During the low/off-season, does (NAME) continue to do some work for that job or business?</p> <p>1. YES → D02 2. NO → D01</p> <p>Select and write the appropriate code in the corresponding row)</p>	<p>C07. Including the time that (NAME) has been absent, will (NAME) return to that same job or business in 3 months or less?</p> <p>1. YES → D02 2. NO 3. DON'T KNOW</p> <p>Select and write the appropriate code in the corresponding row)</p>	<p>C08. Did (NAME) continue to receive an income from his/her job or business during this absence (or while not at work)?</p> <p>1. YES → D02 2. NO → D01 3. DON'T KNOW → D01</p> <p>Select and write the appropriate code in the corresponding row)</p>
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SECTION D: AGRICULTURAL WORK AND MARKET ORIENTATION [ASK EVERYONE WHO IS 15 YEARS AND ABOVE]

	D01. Last week did (NAME) do any work in farming, rearing animals, fishing or fish farming? 1. YES → D03 2. NO → H01 <i>Select and write the appropriate code in the corresponding row)</i>	D02. Was this work that (NAME) mentioned in...? READ ALL CATEGORIES AND MARK ALL THAT APPLY 1. Farming or rearing farm animals 2. Fishing or fish farming 3. Another type of job or business→ E01	D03. Thinking about the products from farming [or fishing] that (NAME) worked on, are they intended.....? <i>READ CATEGORIES & MARK ONE</i> 1. ONLY FOR SALE→ E01 2. MOSTLY FOR SALE→ E01 3. MAINLY FOR FAMILY USE → D05 4. ONLY FOR FAMILY USE → D05 5. CANNOT SAY	D04. In general, in the past have these products been mainly sold or mainly kept for family use? 1. ONLY SOLD → E01 2. MAINLY SOLD → E01 3. MAINLY KEPT FOR FAMILY USE 4. ONLY KEPT FOR FAMILY USE <i>Select and write the appropriate code in the corresponding row)</i>	D05. Was (NAME) hired by someone else to do this work? 1. YES → E01 2. NO <i>Select and write the appropriate code in the corresponding row)</i>	D06. What are the main products from farming or fishing that (NAME) was working on? <i>For example: [corn, sorghum, beans, rice, vegetables, sesame, cowpea freshwater fish, cattle]</i> <i>(Write the appropriate product in the corresponding row. Also, write the ISIC code associated with the product)</i>		D07. What are the main tasks that (NAME) perform in this activity? <i>(e.g. breed, raise and sell cattle, patrol the streets, plan and prepare meals, teach children how to read and write)</i> <i>(Write the appropriate product in the corresponding row. Also, write the ISCO code associated with the product)</i>		D08. Last week, on how many days did (NAME) do this work? <i>(Write the NUMBER OF DAYS in the corresponding row)</i>	D09. How many hours per day did (NAME) spend doing this last week? <i>(Write the HOURS PER DAY in the corresponding row)</i> → GOTO H01.
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SECTION E. CHARACTERISTICS OF MAIN JOB: [ASK EVERYONE WHO IS IN EMPLOYMENT]

Now I would like to ask you about your main economic activity in the last 7 days - that is, the work that you usually spend most of your time on, even if you were absent from it last week.

	E01. Last week did (NAME) have more than one job or business? 1. ONE JOB/BUSINESS → E03a 2. MORE THAN ONE JOB <i>Select and write the appropriate code in the corresponding row)</i>	E02. INTERVIEWER TO READ: I am now going to ask you some questions about (NAME)'s main job or business. The main job is the one where (NAME) usually work(s) the highest number of hours even if (NAME) was temporarily absent last week.	E03a. In (NAME)'s main job, what kind of work does (NAME) usually do? <i>(e.g. Cattle farmer; Policeman; Cook; Primary school teacher)</i> <i>(Write appropriate main job title or description in the corresponding row)</i>	E03b. What are the main tasks or duties (NAME) usually does? <i>(e.g. breed, raise and sell cattle, patrol the streets, plan and prepare meals, teach children how to read and write)</i> <i>(Write the appropriate task in the corresponding row. Also, write the ISCO code associated with the product)</i>	E04. Does the business or place where (NAME) works have a name? 1. YES 2. BUSINESS WITHOUT A NAME → E06a 3. PRIVATE HOUSEHOLD AS A DOMESTIC WORKER → E07 <i>Select and write the appropriate code in the corresponding row)</i>	E05. What is the name of the Establishment or Business unit? <i>(Write appropriate NAME OF ESTABLISHMENT BUSINESS UNIT in the corresponding row)</i>	E06a. What is the main activity of the business or place where (NAME) work(s)? <i>(e.g.: Police; Restaurant; Transport company)</i> <i>(Write appropriate main activity in the corresponding row)</i>	E06b. What are goods/services produced/offered by a business/place of work? <i>(e.g. public safety; preparing and serving meals; long-distance transport of goods, livestock, hides, fish, charcoal, bananas)</i> <i>(Write the appropriate product in the corresponding row. Also, write the ISIC code associated with the product)</i>	E07. In (NAME)'s main job, does (NAME) work...? 1. As an employee for someone else → E11a 2. In (NAME)'s own business activity → E09 3. Without pay in a household or family business 4. As an apprentice, intern → E11a 5. Helping a family member who works for someone else → E11a <i>Select and write the appropriate code in the corresponding row)</i>	
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SECTION E. CHARACTERISTICS OF THE MAIN JOB (Continued): [ASK EVERYONE WHO IS IN EMPLOYMENT]

	Question for self-identified	Question for those identified as self-employed		For employees, apprentices or assisting family members			
	<p>E08. Who usually makes decisions about the running of the business? READ</p> <ol style="list-style-type: none"> 1. (NAME) 2. (NAME) together with others another family member (s) only → E11b2 3. Other (non-related) person(s) only → E11b2 <p>Select and write the appropriate code in the corresponding row)</p>	<p>E09. Did (NAME) has any paid employees last week?</p> <ol style="list-style-type: none"> 1. YES → E12a 2. NO <p>Select and write the appropriate code in the corresponding row)</p>	<p>E10a. Can (NAME) set the price of the products or services that (NAME) offers himself/herself?</p> <ol style="list-style-type: none"> 1. YES 2. NO <p>Select and write the appropriate code in the corresponding row)</p>	<p>E10b. Why can (NAME) not set the price? It is because ... READ</p> <ol style="list-style-type: none"> 1. Another enterprise or agent sets the price → E12a 2. Prices are set by the customer(s) → E12a 3. The government defines the price by law/regulation → E12a 4. Prices are negotiated with the customer → E12a 5. It is the going rate on the market → E12a 6. Other (specify) → E12a <p>Select and write the appropriate code in the corresponding row)</p>	<p>E11a. Is (NAME) employed by ... READ</p> <ol style="list-style-type: none"> 1. The government or state-owned enterprise 2. A farm 3. A private business (non-farm) 4. A household(s) as a domestic worker 5. An NGO, non-profit institution, church 6. An international organisation or a foreign embassy <p>Select and write the appropriate code in the corresponding row)</p>	<p>E11b1. Who pays for (NAME)'s work? Is it...? READ</p> <ol style="list-style-type: none"> 1. The business, organisation or household where (NAME) does the work or 2. A different organisation, business or household? <p>Select and write the appropriate code in the corresponding row)</p>	<p>E11b2. Which of the following types of payment does (NAME) receive for this work? READ AND MARK ALL THAT APPLY</p> <ol style="list-style-type: none"> 1. A wage or salary 2. Payment for a piece of work completed 3. Commissions 4. Tips 5. Fees for services provided 6. Payment with meals or accommodation 7. Payment in kind 8. OTHER CASH PAYMENT (Specify) 9. I AM NOT PAID → F01 <p>Select and write the appropriate code in the corresponding rows in the corresponding row)</p>
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SECTION E. CHARACTERISTICS OF THE MAIN JOB (Continued): *[ASK EVERYONE WHO IS IN EMPLOYMENT]*

	E11b3. How much did (NAME) receive the last time he/she was paid? Write the amount in Puntland State of Somalia Shilling	E11b4. Which reference period did the last pay cover? 1. Hourly 2. Daily 3. Weekly 4. Monthly 5. Once off 6. Others 7. Unknown <i>Select and write the appropriate code in the corresponding row)</i>	E11b5. How much is (NAME) typically paid per week? Write the amount in Puntland State of Somalia Shilling	E11c. Does (NAME) have a written contract or oral agreement for the work he/she does 1. YES, WRITTEN CONTRACT 2. YES, ORAL AGREEMENT 3. DON'T KNOW → E11i <i>Select and write the appropriate code in the corresponding row)</i>	E11d. Does the contract or agreement specify a minimum amount of hours or work that (NAME) is supposed to do? 1. Yes. It specifies a minimum amount of work 2. Yes, it specifies tasks or works to be completed → E11f 3. No, (0-HOUR CONTRACT or CONTACTED WHEN NEEDED) → E11f <i>Select and write the appropriate code in the corresponding row)</i>	E11e. What are (NAME)'s agreed or contractual working hours per week? <i>Write the number of HOURS per week</i> <i>ENTER 998 FOR DON'T KNOW</i>	E11f. Which of the following best describes (NAME)'s contract or agreement. Is it ...? READ 1. For a specified period 2. Permanent or until retired → E11j 3. Not permanent but without a specified end date → E11j 4. For the completion of tasks <i>Select and write the appropriate code in the corresponding row)</i>	E11g. How long in total is (NAME)'s current agreement? 1. Daily contract/agreement 2. Less than one month 3. 1 to less than 3 months 4. 3 to less than 6 months 5. 6 to less than 12 months 6. 12 to less than 24 months 7. 2 years or more 8. No specified duration → E11i <i>Select and write the appropriate code in the corresponding row)</i>	E11h. Is (NAME) agreement for a limited period because ...? 1. It is a period of training (apprentice, trainee, research assistant, etc → E11j) 2. It is required before a permanent contract is granted → E11j 3. It is seasonal work → E11j 4. It is part of an employment creation program → E11j 5. It is substitute work 6. It terminates once a specific task is completed → E11j 7. Other reasons → E11j <i>Select and write the appropriate code in the corresponding row)</i>
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SECTION E. CHARACTERISTICS OF THE MAIN JOB (Continued): *[ASK EVERYONE WHO IS IN EMPLOYMENT]*

	E11i. Is (NAME) work seasonal? 1. YES 2. NO <i>Select and write the appropriate code in the corresponding row)</i>	E11j. Is (NAME)'s employer responsible for deducting any taxes on (NAME)'s income or is that (NAME)'s responsibility? 1. Employer is responsible 2. (NAME) is responsible <i>Select and write the appropriate code in the corresponding row)</i>	E11k. Does (NAME)'s employer pay contributions to a [pension fund/health/Unemployment Insurance] for (/NAME)? 1. YES 2. NO 97. DON'T KNOW <i>Select and write the appropriate code in the corresponding row)</i>	E11l. Does (NAME) get paid annual leave? 1. YES 2. NO 97. DON'T KNOW <i>Select and write the appropriate code in the corresponding row)</i>	E11m. Would (NAME) get paid sick leave in case of illness or injury? 1. YES 2. NO 97. DON'T KNOW <i>Select and write the appropriate code in the corresponding row)</i>	E11n. What is the distance (in KM) to (NAME)'s workplace? <i>(Write the number of the distance in km)</i>	E11o. What is (NAME)'s main method of travel to and from work? 1. WALK 2. BICYCLE 3. MATATU 4. BUS 5. PRIVATE VEHICLE EMPLOYER-PROVIDED 6. COMMUTER TRAIN 7. OTHER (specify) <i>Select and write the appropriate code in the corresponding row)</i>
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SECTION E. CHARACTERISTICS OF THE MAIN JOB (Continued): *[ASK EVERYONE WHO IS IN EMPLOYMENT]*

For all respondents in employment							
	E12a. In what kind of place do (NAME) typically work? 1. At own home 2. At the client's or employer's home 3. At a farm, factory, fixed premise or cite 4. At a business, office, factory, fixed premise or site 5. On the street or another public space 6. On a vehicle (without daily base) 7. Door-to-door 8. Other 9. Cannot say <i>Select and write the appropriate code in the corresponding row)</i>	E12b. How many persons including (NAME) work at (NAME) place of work? 1. 1 2. 2-4 3. 5-9 4. 10-19 5. 20-49 6. 50+ <i>Select and write the appropriate code in the corresponding row)</i>	E12c. Is the business (NAME) work for a limited company, trading partnership, or limited partnership? 1. YES → E13 2. NO 97. DON'T KNOW <i>Select and write the appropriate code in the corresponding row)</i>	E12d. Is the business where (NAME) work registered in the National Business register of the company? 1. YES → E13 2. NO 97. DON'T KNOW <i>Select and write the appropriate code in the corresponding row)</i>	E12e. Does the business where (NAME) works in keep a complete set of accounts including assets, income and expenditures, (that is a complete balance sheet)? 1. YES 2. NO 97. DON'T KNOW <i>Select and write the appropriate code in the corresponding row)</i>	E13. Which year did (NAME) begin work in this business or for this employer? YYYY For those who do not know → G01 ENTER 9998 FOR DON'T KNOW IF DON'T KNOW → F01	E14. And which month 1. JANUARY 2. FEBRUARY 3. MARCH 4. APRIL 5. MAY 6. JUNE 7. JULY 8. AUGUST 9. SEPTEMBER 10. OCTOBER 11. NOVEMBER 12. DECEMBER 97. DON'T KNOW <i>Select and write the appropriate code in the corresponding row)</i>
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SECTION E. CHARACTERISTICS OF THE MAIN JOB [ASK EVERYONE WHO IS IN EMPLOYMENT AND HAS MORE THAN ONE JOB, OTHERWISE, SKIP to H01]

	E15a. Which is (NAME)'s preferred time of work? 1. DURING DAYTIME AT WEEKENDS 2. DURING DAY TIME AT WEEKDAYS 1. AT NIGHT OVER THE WEEKENDS 3 DURING DAY TIME WEEKDAYS <i>Select and write the appropriate code in the corresponding row)</i>	E15b. When does (NAME) usually work? 1. DURING DAYTIME AT WEEKENDS 2. DURING DAY TIME AT WEEKDAYS 1. AT NIGHT OVER THE WEEKENDS 3 DURING DAY TIME WEEKDAYS <i>Select and write the appropriate code in the corresponding row)</i>	E16. Is (NAME) currently working as per his/her preference? 1 YES 2 NO <i>Select and write the appropriate code in the corresponding row)</i>	E17 Does (NAME) work on national holidays? 1. YES, WHEN I CHOOSE TO 2. YES, BUT I DON'T CHOOSE TO 3. NOT AT ALL <i>Select and write the appropriate code in the corresponding row)</i>	E18 Does (NAME) receive maternity/paternity/family leave benefits 1 YES 2 NO <i>Select and write the appropriate code in the corresponding row)</i>	E19. If yes, how long is (NAME)'s leave days <i>(Indicate number of days)</i>	E20. Approximately, how far is (NAME)'s working station from his/her residence? <i>(Indicate number in Kms)</i>	E21. For how long does (NAME) commute to work? <i>(indicate number in hours/minutes)</i>	E22. Are (NAME) currently covered by any trade union/employee organization? 1. YES 2. NO <i>Select and write the appropriate code in the corresponding row)</i>	E23. Is (NAME)'s employer a member of any employer organization? e.g. chamber of commerce 1. YES 2. NO 3. DON'T KNOW
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SECTION F. CHARACTERISTICS OF THE SECOND JOB: (Continued): [ASK EVERYONE WHO IS IN EMPLOYMENT AND HAS MORE THAN ONE JOB, OTHERWISE, SKIP to H01]

	F01. Did (NAME) have a second job or business last week? 1. Yes 2. No → G01 <i>Select and write the appropriate code in the corresponding row)</i>	F02a. In the SECOND JOB or business that (NAME) had last week, what kind of work does (NAME) do? <i>(e.g. Cattle farmer; Policeman; Cook; Primary school teacher)</i> <i>(Write appropriate main job title or description in the corresponding row)</i>	F02b. What are the main tasks or duties (NAME) usually does in the SECOND JOB? <i>(e.g. breed, raise and sell cattle, patrol the streets, plan and prepare meals, teach children how to read and write)</i> <i>(Write the appropriate task in the corresponding row. Also, write the ISCO code associated with the product)</i>	F03a. What is the activity of the business or place where (NAME) works in the SECOND JOB? <i>([e.g., Police Department – public safety; Restaurant – preparing and serving meals; Transport company – long-distance transport of goods])</i>	F03b. What are goods/services produced/offered by the business/place of work in the SECOND JOB? <i>(e.g. public safety; preparing and serving meals long-distance transport of goods, livestock, hides, fish, charcoal, bananas)</i> <i>(Write the appropriate product in the corresponding row. Als, write the ISIC code associated with the product)</i>	F04. In (NAME)'s SECOND JOB, does (NAME) work ...? READ 1. As an employee for someone else → F08 2. In (NAME's) own business activity 3. Without pay in a household or family business → F08 4. As an apprentice, intern → F08 5. Helping a family member who works for someone else → F08 <i>Select and write the appropriate code in the corresponding row)</i>	F05. Did (NAME) have any paid employees last week in the SECOND JOB? 1. YES → G01 2. NO <i>Select and write the appropriate code in the corresponding row)</i>	F06. Can (NAME) set the price of the products or services that he/she offers himself/herself in the SECOND JOB? 3. YES → G01 4. NO <i>Select and write the appropriate code in the corresponding row)</i>	F07. Why can (NAME) not set the price in the SECOND JOB? It is because ... READ 1. ANOTHER ENTERPRISE OR AGENT SETS THE PRICE 2. PRICES ARE SET BY THE CUSTOMER(S) 3. GOVERNMENT DEFINES THE PRICE BY LAW/REGULATION 4. PRICES ARE NEGOTIATED WITH THE CUSTOMER 5. IT is THE GOING RATE ON THE MARKET 6. OTHER (SPECIFY) <i>Select and write the appropriate code in the corresponding row)</i>	
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SECTION E. CHARACTERISTICS OF THE SECOND JOB (Continued): [ASK EVERYONE WHO IS IN EMPLOYMENT AND HAS MORE THAN ONE JOB, OTHERWISE, SKIP to G01]

	<p>F08. Which of the following types of pay does (NAME) receive for this work? READ AND MARK ALL THAT APPLY</p> <ol style="list-style-type: none"> A wage or salary Payment for a piece of work completed Commissions Tips Fees for services provided Payment with meals or accommodation Payment in products OTHER CASH PAYMENT (Specify) I AM NOT PAID → G01 <p><i>Select and write the appropriate code in the corresponding row)</i></p>	<p>F09. Is (NAME)'s employer responsible for deducting any taxes on (NAME) income or is that (NAME) responsibility?</p> <ol style="list-style-type: none"> Employer is responsible → G01 NAME is responsible → G01 <p><i>Select and write the appropriate code in the corresponding row)</i></p>
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SECTION G1. WORKING TIME IN EMPLOYMENT: [ASK EVERYONE WHO IS IN EMPLOYMENT]

	G01 How many hours does (NAME) usually work per week in his/her main job? Note: enter 997 for do not know IF DON'T KNOW→G02 Hours per week→G04	G02. How many days per week does (NAME) usually work in his/her main job? Write the number of days)	G03. And how many hours per day does (NAME) usually work in his/her main job? Write HOURS PER DAY ENTER 998 FOR DON'T KNOW	G04. During the last 7 days, did (NAME) have any absences or take time off from his/her main job for any reason, for example, holidays, illness, family reasons? 1. Yes 2. No Select and write the appropriate code in the corresponding row)	G05. During the last 7 days, were there any days when (name) worked extra hours in his/her main job, paid or unpaid? 1. Yes 2. No→G07 Select and write the appropriate code in the corresponding	G06. For the entire week, how many extra hours was this? Write the number of HOURS ENTER 998 FOR DON'T KNOW	G07. How many hours did (NAME) work in total in his/her main job last week? Write the number of HOURS ENTER 998 FOR DON'T KNOW	IF RESPONDENT DOES NOT HAVE the SECOND JOB SKIP TO G14 G08. How many hours does (NAME) usually work per week in his/her the second job? Write the number of HOURS ENTER 998 FOR DON'T KNOW	G09. Last week, is that the number of hours (NAME) worked in his/her the second job? 1. Yes→G11 2. No Select and write the appropriate code in the corresponding row)	G10. How many hours did (NAME) work last week in his/her the second job? Write the number of HOURS ENTER 998 FOR DON'T KNOW	G11. How many hours does (NAME) usually work per week in his/her other job(s)? Write the number of HOURS ENTER 998 FOR DON'T KNOW	G12. Last week, is that the number of hours (NAME) worked in his/her other job(s)? 1. Yes→G14 2. No Select and write the appropriate code in the corresponding row)	G13a. How many hours did (NAME) work last week in his/her other job(s)? Write the number of HOURS ENTER 998 FOR DON'T KNOW
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SECTION G1. WORKING TIME IN EMPLOYMENT (UNDEREMPLOYMENT): [ASK EVERYONE WHO IS IN EMPLOYMENT]

	<p>G13b Interviewer: Check total hours of work During last week, what was (NAME)'s total hours of work in his/her PRIMARY (OR MAIN) and SECOND Jobs?</p>		<p>G14. During the last four weeks, did (NAME) look for additional or other paid work?</p>	<p>G15 Would (NAME) want to work more hours per week than usually worked, provided the extra hours are paid?</p>	<p>G16 Could (NAME) start working more hours within the next two weeks?</p>	<p>G17 How many additional hours per week could (NAME) work?</p>	<p>G18 Does (NAME) want to change his/her current employment situation?</p>	<p>G19 What is the main reason why (NAME) want(s) to change his/her employment situation?</p>
	<p>G13b1. Total hours usually worked in all jobs</p> <p><i>Compute the total number of hours and confirm with the respondent</i></p>	<p>G13b2. Total hours actually worked in all jobs</p> <p><i>Compute the total number of hours and confirm with the respondent</i></p>	<p>1. YES 2. NO</p> <p><i>Select and write the appropriate code in the corresponding row)</i></p>	<p>1. YES 2. NO →G18</p> <p><i>Select and write the appropriate code in the corresponding row)</i></p>	<p>1. YES 2. NO →G18</p> <p><i>Select and write the appropriate code in the corresponding row)</i></p>	<p><i>Write the number of HOURS ENTER 998 FOR DON'T KNOW</i></p>	<p>1. YES 2. NO</p> <p><i>Select and write the appropriate code in the corresponding row)</i></p>	<p>01. Present job(s) is/are temporary 02. To have a better-paid job 03. To have more clients/business 04. To work more hours 05. To work fewer hours 06. To better match skills 07. To work closer to home 08. To improve other working conditions 96. Other specify _____</p> <p><i>Select and write the appropriate code in the corresponding row)</i></p>
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SECTION G1. WORKING TIME IN EMPLOYMENT (UNDEREMPLOYMENT) (Continued): *[ASK EVERYONE WHO IS IN EMPLOYMENT]*

	<p>G20. Did (NAME) want to increase his/her total time spent on all work activities last week?</p> <p>1. YES 2. NO</p> <p><i>Select and write the appropriate code in the corresponding row)</i></p>	<p>G21. How many additional hours would (NAME) have liked to work during last week?</p> <p><i>Write the number of HOURS ENTER 998 FOR DON'T KNOW</i></p>	<p>G22. In the last 30 days, did (NAME) take any steps to try to find additional or new work?</p> <p>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 enterprise 7. Arranged for initial or additional financial resources 8. Other (SPECIFY) 9. No steps are taken to find additional or new work</p> <p><i>Select and write the appropriate code in the corresponding row)</i></p>	<p>G23. How soon could (NAME) have started work, if (NAME) had found an alternative or additional work?</p> <p>1. AT ONCE 2. WITHIN A MONTH 3. LATER THAN A MONTH 4. DON'T KNOW</p> <p><i>Select and write the appropriate code in the corresponding row)</i></p>	<p>G24. Did (NAME) wish to change jobs or to have another job in addition to (NAME)'s present one(s) for any reason other than to increase work time?</p> <p>1 YES 2 NO</p> <p><i>Select and write the appropriate code in the corresponding row)</i></p>	<p>G25. What is the main reason why (NAME) wanted to change jobs or get an additional one?</p> <p>1. INSUFFICIENT USE OF SKILLS 2. INADEQUATE INCOME 3. TO DECREASE WORK TIME (EVEN IF IT MEANT LOSS OF INCOME) 4. OTHER (SPECIFY)</p> <p><i>Select and write the appropriate code in the corresponding row)</i></p>
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SECTION G2. Own use production of foodstuff among employed persons: [ASK EVERYONE WHO IS IN EMPLOYMENT]

	G26. In addition to what (NAME) has already told me, last week, did (NAME) do any of the following activities to produce food mainly for consumption by his or her household or family? 1. Plant, maintain or harvest any crops, vegetables or fruits 2. Raise or tend farm animals such as (sheep, goats, chicken...) 3. Go fishing or collect shellfish	G27. What are the main food products that (NAME) was working on mainly for consumption by his or her household or family? <i>(for example chicken, cassava, rice, wild mushrooms, citrus fruits, vegetables, freshwater fish, cattle...)</i> <i>(Write the appropriate product in the corresponding row. Also, write the ISIC code associated with the product)</i>	G28. Last week, on how many days did (NAME) do this work? <i>Write the number of days</i>	G29. How many hours per day did (NAME) spend doing this last week? <i>Write the number of HOURS per day ENTER 98 FOR DON'T KNOW ALL GO TO → I01</i>
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SECTION H. JOB SEARCH AND AVAILABILITY (UNEMPLOYMENT OR INACTIVITY) [ASK ALL PERSONS 15 YEARS AND ABOVE NOT IN EMPLOYMENT]

	<p>H01. Did (NAME) do anything to find a paid job during the last 4 weeks?</p> <p>1 YES →H03 2 NO</p> <p>Select and write the appropriate code in the corresponding row)</p>	<p>H02. Alternatively, did (NAME) try to start a business?</p> <p>1 YES 2 NO →H07</p> <p>Select and write the appropriate code in the corresponding row)</p>	<p>H03. What did (NAME) mainly do in the last four weeks to (find a job/start a business)?</p> <ol style="list-style-type: none"> 1. Apply to a prospective employer(s) →H06 2. Place or answer job advertisements→H06 3. Study or read job advertisements →H04 4. Post/update resume on professional /social networking sites→H06 5. Register with public employment service→H06 6. Register with a private employment Centre/Agency→H06 7. Take a test or interview →H06 8. Seek help from relatives, friends, others→H06 9. Check at factories, work sites→H06 10. Wait on the street to be recruited →H06 11. Seek financial help to start a business→H06 12. Look for land, building, equipment, materials to start a business→H06 13. Apply for a permit or license to start a business→H06 14. Other (SPECIFY) →H06 <p>Select and write the appropriate code in the corresponding row) IF 3 CONTINUE TO H04, OTHERWISE SKIP TO H06</p>	<p>H04. In addition to reading job advertisements, did (NAME) do anything else in the last four weeks to find a paid job/start a business?</p> <ol style="list-style-type: none"> 1. YES 2. NO →H06 <p>Select and write the appropriate code in the corresponding row)</p>	<p>H05. What else did (NAME) do?</p> <ol style="list-style-type: none"> 1. Apply to a prospective employer(s) 2. Place or answer job advertisements 3. Study or read job advertisements 4. Post/update resume on professional /social networking sites 5. Register with public employment service 6. Register with a private employment Centre/Agency 7. Take a test or interview 8. Seek help from relatives, friends, others 9. Check at factories, work sites 10. Wait on the street to be recruited 11. Seek financial help to start a business 12. Look for land, building, equipment, materials to start a business 13. Apply for a permit or license to start a business Other (SPECIFY) <p>Select and write the appropriate code in the corresponding row)</p>	<p>H06. For how long have (NAME) been without work and available for work?</p> <ol style="list-style-type: none"> 1. Less than 1 month→H09 2. 1 month to less than 3 months →H09 3. 3 months to less than 6 months→H09 4. 6 months to less than 1 year→H09 5. 1 year to less than 2 years→H09 6. 2 years or more→H09 <p>Select and write the appropriate code in the corresponding row) SKIP TO H09 FOR ALL</p>
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SECTION H. JOB SEARCH AND AVAILABILITY (UNEMPLOYMENT OR INACTIVITY) [ASK ALL PERSONS 15 YEARS AND ABOVE NOT IN EMPLOYMENT]

	H07. At any time in the last 12 months, did (NAME) look for a paid job or try to start a business? 1. Yes 2. No <i>Select and write the appropriate code in the corresponding row)</i>	H08. At present does (NAME) want to work? 1. Yes 2. No→H14 <i>Select and write the appropriate code in the corresponding row)</i>	H09. What is the main reason why (NAME) did not try to find a paid job or start a business in the last four weeks? 1. Waiting for results of a previous search→H11 2. Awaiting recall from a previous job→H11 3. Waiting for the season to start →H11 4. waiting to start new job or business 5. Tired of looking for jobs, no jobs in the area→H11 6. No job matching skill lack experience→H11 7. Considered too young/old by employers →H11 8. In studies, training →H11 9. Family/household responsibilities →H11 10. In agriculture/fishing for family use→H11 11. Own disability, injury, illness →H11 12. Retired, pensioner, other sources of income→H11 13. Other reasons (SPECIFY) →H11 <i>Select and write the appropriate code in the corresponding row)</i> IF 4 CONTINUE TO H10, OTHERWISE SKIP TO H11	H10. How soon (do/ does) (NAME) expect to start working in this new job or business? 1. One month or less 2. More than one month and up to three months 3. More than three months <i>Select and write the appropriate code in the corresponding row)</i>	H11. If it depended on (NAME), could he have started working last week? 1. Yes→I01 2. No <i>(Write the appropriate)</i>	H12. Alternatively, could (NAME) start working within the next two weeks? 1. Yes→I01 2. No <i>(Write the appropriate)</i>	H13. Why is that? 1. Waiting for results of a previous search→I01 2. Awaiting recall from a previous job→I01 3. Waiting for the season to start →I01 4. waiting to start new job or business→I01 5. Tired of looking for jobs, no jobs in area→I01 6. No job matching skills, lack experience→I01 7. Considered too young/old by employers →I01 8. In studies, training →I01 9. Family/household responsibilities →I01 10. In agriculture/fishing for family use→I01 11. Own disability, injury, illness →I01 12. Retired, pensioner, other sources of income→I01 13. OTHER reasons (specify) →I01)	H14. Which of the following best describes what (NAME) (are/is) mainly doing at present? 1. Studying or training →I01 2. Engaged in household or family responsibilities →I01 3. Farming or fishing to produce food for the family→I01 4. Retired or pensioner→I01 5. With a long-term illness, injury or disability →I01 6. Doing volunteering, community or charity work →I01 7. Engaged in cultural or leisure activities →I01 ALL GO TO →I01
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SECTION I: UNPAID HOUSEHOLD WORK: [ASK EVERYONE WHO IS 15 YEARS AND ABOVE]

I01: Last week, up to yesterday, did (NAME) spend any time...																			
READ	These last questions are about activities people do without any pay for their household...	a. Cooking, serving daily meals or washing dishes			b. Preparing other food or drinks to preserve them, such as [making flour, alcohol, dried fish/meat]			c. Making goods for use by the household, such as [furniture, pottery, baskets, clothing, mats]			d. Washing, drying, ironing or fixing clothes			e. Cleaning the house, yard or garden			f. Paying household bills or arranging services to fix the house or car		
		1.Yes 2.No→I01b	If Yes, No days	If Yes, Number of Hours per day	1.Yes 2.No→I01c	If Yes, No days	If Yes, Number of Hours per day	1.Yes 2.No→I01d	If Yes, No days	If Yes, Number of Hours per day	1.Yes 2.No→I01e	If Yes, No days	If Yes, Number of Hours per day	1.Yes 2.No→I01f	If Yes, No days	If Yes, Number of Hours per day	1.Yes 2.No→I01g	If Yes, No days	If Yes, Number of Hours per day
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SECTION I: UNPAID HOUSEHOLD WORK: (Continued) [ASK EVERYONE WHO IS 15 YEARS AND ABOVE]

I10: Last week, up to yesterday, did (NAME) spend any time...															
READ	g. Shopping for the household			h. Maintaining or doing repairs to the dwelling or car such as [painting, decorating, installing fixtures or fittings]			i. Doing construction work him/herself to renovate, extend or build the household's dwelling, fence			j. Fetching water from natural or public sources			k. Collecting firewood [or other natural products] to use as fuel		
	1. Yes 2.No→ I01h	If Yes, No days	If Yes, Number of Hours per day	1. Yes 2.No→ I01i	If Yes, No days	If Yes, Number of Hours per day	1. Yes 2.No→ I01j	If Yes, No days	If Yes, Number of Hours per day	1. Yes 2.No→ I01k	If Yes, No days	If Yes, Number of Hours per day	1. Yes 2.No→ I02a	If Yes, No days	If Yes, Number of Hours per day
01															
02															
03															
04															
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06															
07															
08															
09															
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16															
17															
18															

SECTION I: UNPAID HOUSEHOLD WORK: (Continued) [ASK EVERYONE WHO IS 15 YEARS AND ABOVE]

	I02a Last week, did (NAME) spend any time providing care, help or assistance to family members aged 18 years or older because of a disability, illness, or problems related to old age? READ For example: Administering medication, feeding, helping them with bathing, and personal hygiene, etc. 1. Yes 2. No→I03a <i>Select and write the appropriate code in the corresponding row)</i>	I02b On how many days did (NAME) do these activities, last week? <i>Select and write the appropriate code in the corresponding row)</i>	I02c How many hours per day did (NAME) spend on these activities? <i>Select and write the appropriate code in the corresponding row)</i>	I03a Did (NAME) spend any time looking after family children aged 17 years or younger? READ For example: Bathing, playing with children, taking children to school, sports or other activities, instructing, tutoring or helping children with homework, advising or talking with teens about their problems, etc. 1. Yes 2. No→J01 <i>Select and write the appropriate code in the corresponding row)</i>	I03b On how many days did (NAME) do these activities, last week? <i>Select and write the appropriate code in the corresponding row)</i>	I03c How many hours per day did (NAME) spend on these activities? <i>Select and write the appropriate code in the corresponding row)</i>
01						
02						
03						
04						
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SECTION J. PAST EMPLOYMENT [ASK EVERYONE WHO IS 15 YEARS AND ABOVE]

	J01 Have (NAME) ever worked for pay or profit or helped unpaid in a household business or farm? 1 Yes 2 No →K01	J02 How long ago was it that (NAME) last worked? 1. Less than 2 yrs ago 2. 2 yrs < 5 yrs ago 3. 5 yrs or more ago	J03 And for how long did (NAME) do that work? 1. Less than 1 year 2. 1 yr < 2 yrs 3. 2 yrs < 5 yrs 4. 5 years or more	J04 What sort of work did (NAME) do and what were (NAME)'s main duties? CODES (for office and petty traders – Annex 1)	J05 What was (NAME)'s employment status in that work? 1. Paid employee 2. Employer 3. Own account worker 4. Member of producers cooperative 5. Contributing family worker 6. Other (SPECIFY)	J06 What kind of activity was carried out at the place where (NAME) worked? And what products are produced or what services are provided? CODES (for office and petty traders – Annex 2)
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02						
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SECTION K: Remittance and Family Daily Bread: ASK THE MAIN RESPONDENT REPRESENTING THE HOUSEHOLD

K01. Does your family receive remittance?	1 Yes	2 No <input type="checkbox"/> K7			K02. If yes, since when(year)				
K03. How often they receive the remittance? (Periodicity)	1. Monthly	2. Quarterly			3. Yearly		4. Occasionally		
K04. Which country the remittance is sent from?									
K05. Who remits the remittance in money? (Use relationship to the household in B2)									
K06 How much amount of remittance received as per periodicity indicated in K3?	USD.....	Euro			UK Pounds				
K07 How many meals do you usual have in a day?	No meal	0	One meal	1	Two meals	2	Three meals	3	Other (specify)
K08. Does your family receive money from any cash transfer schemes?	1 Yes	2 No <input type="checkbox"/> K7							
K09. If yes in K8, since when (the year)?									
K10. IF YES IN K8, How much money is received from the scheme?									
K11. How frequent is the amount received from the scheme?	1. Monthly	2. bi-monthly			3. Quarterly		4. Semi-annually		5. Annually
K12. Country where remittance is sent from									
K13. Who remits the money (Relationship to the household) use B2 codes									
K14 Amount of remittance received according to periodicity indicated in K3	USD.....	Euro			UK Pounds				
K15. Could you please tell me the name of the Scheme(s)/institution(s) where the cash transfer is received from?									

END OF THE INTERVIEW

Verified by: Name _____ Signature _____ Date _____

Annex 1

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 labourers

93 Labourers in mining, construction, manufacturing and transport

94 Food preparation assistants

95 Street and related sales and service workers

96 Refuse workers and other elementary workers

Armed forces occupations

98 Other (specify)

Section	Description	Division	Description
A	Agriculture, forestry and fishing	01	Crop and animal production, hunting and related service activities
A	Agriculture, forestry and fishing	02	Forestry and logging
A	Agriculture, forestry and fishing	03	Fishing and aquaculture
A	Agriculture, forestry and fishing	04	
B	Mining and quarrying	05	Mining of coal and lignite
B	Mining and quarrying	06	Extraction of crude petroleum and natural gas
B	Mining and quarrying	07	Mining of metal ores
B	Mining and quarrying	08	Other mining and quarrying
B	Mining and quarrying	09	Mining support service activities
C	Manufacturing	10	Manufacture of food products
C	Manufacturing	11	Manufacture of beverages
C	Manufacturing	12	Manufacture of tobacco products
C	Manufacturing	13	Manufacture of textiles
C	Manufacturing	14	Manufacture of wearing apparel
C	Manufacturing	15	Manufacture of leather and related products
C	Manufacturing	16	Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials
C	Manufacturing	17	Manufacture of paper and paper products
C	Manufacturing	18	Printing and reproduction of recorded media
C	Manufacturing	19	Manufacture of coke and refined petroleum products
C	Manufacturing	20	Manufacture of chemicals and chemical products
C	Manufacturing	21	Manufacture of pharmaceuticals, medicinal chemical and botanical products
C	Manufacturing	22	Manufacture of rubber and plastics products
C	Manufacturing	23	Manufacture of other non-metallic mineral products
C	Manufacturing	24	Manufacture of basic metals
C	Manufacturing	25	Manufacture of fabricated metal products, except machinery and equipment
C	Manufacturing	26	Manufacture of computer, electronic and optical products
C	Manufacturing	27	Manufacture of electrical equipment
C	Manufacturing	28	Manufacture of machinery and equipment n.e.c.
C	Manufacturing	29	Manufacture of motor vehicles, trailers and semi-trailers
C	Manufacturing	30	Manufacture of other transport equipment

Section	Description	Division	Description
C	Manufacturing	31	Manufacture of furniture
C	Manufacturing	32	Other manufacturing
C	Manufacturing	33	Repair and installation of machinery and equipment
D	Electricity, gas, steam and air conditioning supply	35	Electricity, gas, steam and air conditioning supply
E	Water supply; sewerage, waste management and remediation activities	36	Water collection, treatment and supply
E	Water supply; sewerage, waste management and remediation activities	37	Sewerage
E	Water supply; sewerage, waste management and remediation activities	38	Waste collection, treatment and disposal activities; materials recovery
E	Water supply; sewerage, waste management and remediation activities	39	Remediation activities and other waste management services
F	Construction	41	Construction of buildings
F	Construction	42	Civil engineering
F	Construction	43	Specialized construction activities
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	45	Wholesale and retail trade and repair of motor vehicles and motorcycles
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	46	Wholesale trade, except of motor vehicles and motorcycles
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	47	Retail trade, except of motor vehicles and motorcycles
H	Transportation and storage	49	Land transport and transport via pipelines
H	Transportation and storage	50	Water transport
H	Transportation and storage	51	Air transport
H	Transportation and storage	52	Warehousing and support activities for transportation
H	Transportation and storage	53	Postal and courier activities
I	Accommodation and food service activities	55	Accommodation
I	Accommodation and food service activities	56	Food and beverage service activities

Section	Description	Division	Description
J	Information and communication	58	Publishing activities
J	Information and communication	59	Motion picture, video and television programme production, sound recording and music publishing activities
J	Information and communication	60	Programming and broadcasting activities
J	Information and communication	61	Telecommunications
J	Information and communication	62	Computer programming, consultancy and related activities
J	Information and communication	63	Information service activities
K	Financial and insurance activities	64	Financial service activities, except insurance and pension funding
K	Financial and insurance activities	65	Insurance, reinsurance and pension funding, except compulsory social security
K	Financial and insurance activities	66	Activities auxiliary to financial service and insurance activities
L	Real estate activities	68	Real estate activities
M	Professional, scientific and technical activities	69	Legal and accounting activities
M	Professional, scientific and technical activities	70	Activities of head offices; management consultancy activities
M	Professional, scientific and technical activities	71	Architectural and engineering activities; technical testing and analysis
M	Professional, scientific and technical activities	72	Scientific research and development
M	Professional, scientific and technical activities	73	Advertising and market research
M	Professional, scientific and technical activities	74	Other professional, scientific and technical activities
M	Professional, scientific and technical activities	75	Veterinary activities
N	Rental and leasing activities	77	Rental and leasing activities
N	Rental and leasing activities	78	Employment activities
N	Rental and leasing activities	79	Travel agency, tour operator, reservation service and related activities
N	Rental and leasing activities	80	Security and investigation activities
N	Rental and leasing activities	81	Services to buildings and landscape activities
N	Rental and leasing activities	82	Office administrative, office support and other business support activities
O	Public administration and defence; compulsory social security	84	Public administration and defence; compulsory social security
P	Education	85	Education

Section	Description	Division	Description
Q	Human health and social work activities	86	Human health activities
Q	Human health and social work activities	87	Residential care activities
Q	Human health and social work activities	88	Social work activities without accommodation
R	Arts, entertainment and recreation	90	Creative, arts and entertainment activities
R	Arts, entertainment and recreation	91	Libraries, archives, museums and other cultural activities
R	Arts, entertainment and recreation	92	Gambling and betting activities
R	Arts, entertainment and recreation	93	Sports activities and amusement and recreation activities
S	Other service activities	94	Activities of membership organizations
S	Other service activities	95	Repair of computers and personal and household goods
S	Other service activities	96	Other personal service activities
T	Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	97	Activities of households as employers of domestic personnel
T	Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	98	Undifferentiated goods- and services-producing activities of private households for own use
U	Activities of extraterritorial organizations and bodies	99	Activities of extraterritorial organizations and bodies

Annex F: Key Personnel