

Workers in Informal Employment in Uganda: A Statistical Profile, 2018-2021

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Key Points

- The number of persons employed in Uganda rose between 2018 and 2021 (from 10.2 to 10.3 million), but the rate of employment fell over the period (from 50 to 44 per cent of the working-age population, nationally), in large part due to the increase in the working-age (14-64) population.
- Employment in Uganda is overwhelmingly informal. Throughout the period, and in all geographic areas, 90 per cent or more of employment was informal.
- Informal employment was concentrated in agriculture (40 per cent), followed by trade, and services (each with a little less than a quarter share of employment). Manufacture accounted for less than 10 per cent of informal employment.
- This brief focuses on six worker groups – domestic workers, home-based workers, market traders, street vendors, construction workers and transport workers. Almost all of the first four groups were in informal employment.
- With the exception of domestic workers and construction workers, most of whom are employees, the predominant employment status for the worker groups was self-employment with no employees.
- The worker groups together represented 36 per cent of total employment nationally, 45 per cent in urban areas and, at 53 per cent, the majority of employment in Kampala in 2021. Home-based workers were the largest of the groups in all three geographic areas in 2018 and 2021.

Home-based worker Hadijah Ahmed from Ngalo Buwereza Organization (NBO) at a 2018 workshop in Kampala.
Photo credit: Vanessa Pillay

Table 1. Total employment by sex in Kampala, urban Uganda and nationally:* numbers and changes (in thousands and percent of employment)

	Number, thousands (2018/19)						Number, thousands (2021)						Absolute change, thousands		
	Women		Men		Total		Women		Men		Total		Women	Men	Total
Total employment															
Kampala	275.0	(6.4)	389.1	(6.6)	664.1	(6.5)	296.9	(7.0)	380.8	(6.3)	677.7	(6.6)	21.9	-8.3	13.6
Urban areas	1,750.0	(40.6)	2,235.9	(38.1)	3,985.9	(39.2)	1,718.5	(40.3)	2,208.8	(36.4)	3,927.2	(38.0)	-31.5	-27.1	-58.7
Uganda (all)	4,312.0	(100.0)	5,866.1	(100.0)	10,178.0	(100.0)	4,267.5	(100.0)	6,067.4	(100.0)	10,334.9	(100.0)	-44.5	201.3	156.8
Employment in non-agriculture															
Kampala	272.9	(99.2)	375.2	(96.4)	648.1	(97.6)	290.6	(97.9)	369.2	(97.0)	659.7	(97.4)	17.6	-6.0	11.7
Urban areas	1,480.6	(84.6)	1,877.8	(84.0)	3,358.4	(84.3)	1,379.8	(80.3)	1,708.8	(77.4)	3,088.5	(78.6)	-100.9	-169.1	-269.9
Uganda (all)	2,693.1	(62.5)	3,659.7	(62.4)	6,352.8	(62.4)	2,567.3	(60.2)	3,573.6	(58.9)	6,140.8	(59.4)	-125.9	-86.1	-212.0
Employment in agriculture															
Kampala	2.1	(0.76)	13.9	(3.6)	16.0	(2.4)	6.3	(2.1)	11.6	(3.0)	17.9	(2.6)	4.2	-2.3	1.9
Urban areas	269.4	(15.4)	358.1	(16.0)	627.5	(15.7)	338.7	(19.7)	500.0	(22.6)	838.7	(21.4)	69.3	141.9	211.3
Uganda (all)	1,618.8	(37.5)	2,206.4	(37.6)	3,825.2	(37.6)	1,700.2	(39.8)	2,493.8	(41.1)	4,194.0	(40.6)	81.4	287.5	368.8

Source: Uganda Labour Force Surveys, 2018/19 and 2021 conducted by the Uganda Bureau of Statistics.

* In Uganda, the [working-age population is 14-64](#). For total employment (first three rows), the base on which percentages of employment by sex are calculated is total employment, by sex. For employment in non-agriculture and agriculture, the base is total employment, by sex, for each geographic area.

Employment in Uganda

Between 2018 and 2021, the numbers of persons employed in Uganda increased, but the rate of employment fell over the period, except in Kampala where it rose for both women and men.

Based on data from the 2018/19 and 2021 Uganda Labour Force Surveys, the number of persons employed in Uganda increased from 10.2 to 10.3 million (**table 1**). While non-agricultural employment was predominant in total employment in both years, nationally, the overall number reflects an increase in agricultural employment from 3.8 to 4.2 million (an increase in its share of total employment from 38 to 41 per cent), and a decline in non-agricultural employment from 6.4 to 6.1 million (a decrease in its share of total employment from 62 to 59 per cent).

Nationally, around 1.5 million fewer women than men were employed in 2018, increasing to around 1.8 million in 2021. The increased gap in employment between women and men reflects an increase in the number of men employed (around 201,000 nationally) and a drop in the number of women (44,500). However, in Kampala, employment increased for women during the period by almost 22,000 workers, while that of men decreased by around 8,000. The change in total employment reflected a decrease in the number of workers in non-agricultural employment, among both

women and men in urban areas and nationally, and an increase in these two geographic areas in the number of workers in agricultural employment.

Although the *number* of workers in employment increased between 2018 and 2021, the *rate* of employment fell over the period from 50 to 44 per cent nationally, and from 57 to 52 per cent in urban areas (**table 2**). Much of this decline was due to an increase in

Table 2. Employment and unemployment rates* (%) by sex in Kampala, urban Uganda and nationally

	Women		Men		Total	
	ER	UR	ER	UR	ER	UR
2018/19						
Kampala	43.7	15.8	70.9	6.6	56.3	11.5
Urban areas	46.5	8.4	69.3	4.4	57.0	6.6
Uganda (all)	40.8	6.4	60.7	4.8	50.3	5.7
2021						
Kampala	50.4	6.9	74.6	6.0	61.6	6.4
Urban areas	42.6	4.3	62.2	6.2	52.0	5.2
Uganda (all)	35.3	2.7	53.3	4.2	44.0	3.4

* **ER: Employment rate** is the percentage of the employed labour force in the working-age population (aged 14-64 in Uganda). Employment refers to persons of working age during a short reference period who were engaged in any activity to produce goods or provide services for pay or for profit. **UR: Unemployment rate** is the percentage of unemployed persons in the labour force. Unemployment refers to persons of working age who were not in employment, were active in seeking employment and were available to take up employment.



Market traders in Kampala, Uganda. Photo credit: Uthman Kaisi, StreetNet International (SNI) Regional Communicator

the working-age (14-64) population, from 20.2 million in 2018/19 to 23.5 million in 2021 – from 10.6 to 12.1 million for women, and 9.7 to 11.4 million for men. The increase in the working-age population is associated with the high rate of population growth in the country. In recent years, the country has also experienced an increase in migrants from other countries, with men being the overwhelming majority (about 500,000 of the roughly 700,000 migrants in 2021).¹ The decline in the employment rate as well as the decline in the numbers of non-agricultural employment may also reflect the impact of COVID-19. In March 2020, the first case of COVID-19 was reported and a strict lockdown was enforced. It was gradually lifted between May 5th and June 30th of that year. Another lockdown was imposed in February 2021. Schools did not reopen until June 2022 and a nighttime curfew was not lifted until 2023. The pandemic affected firm operations and revenues in the country, in particular across small and medium-sized businesses.²

These factors all contributed to a decline in employment rates for both women and men over the period nationally (from 41 to 35 per cent for women and 61 to 53 per cent for men) and in urban areas (from 47 to 43 per cent for women, and 69 to 62 per cent for men). However, in Kampala, the total employment rate increased from 56 to 62 per cent by 2021 (44 to 50 per cent for women and 71 to 75 per cent for men).

Unemployment rates also declined over the period, from around 6 to 3 per cent, nationally. The unemployment rate among women declined in the three geographic areas, especially in Kampala where it fell from 16 to 7 per cent. The decline is consistent with the increase in employment among women in Kampala. However, among men, while unemployment decreased slightly in Kampala from 7 to 6 per cent and nationally from 5 to 4 per cent, it increased in urban areas from 4 to 6 per cent.

¹ Data on Uganda's recent population growth are in the Uganda Bureau of Statistics' [Final Report on the 2024 National Population and Housing Census](#). Uganda also experienced an increase in migration into the country after the easing of lockdowns following the COVID-19 pandemic; see the UBOS [2021 Uganda Migration Report](#).

² See, for example, the [Business Climate Index reports](#) from the Uganda Economic Policy Research Centre, as well as [Alfonsi et al. \(2021\)](#).

Table 3. Formal and informal employment (number in thousands) and as a share of total employment (%), by sex in Kampala, urban Uganda and nationally

	Formal employment						Informal employment					
	Women		Men		Total		Women		Men		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
2018-19												
Kampala	20.6	7.5	36.6	9.4	57.2	8.6	254.5	92.5	352.5	90.6	607.0	91.4
Urban areas	124.3	7.1	171.5	7.7	295.9	7.4	1,625.7	92.9	2,064.4	92.3	3,690.0	92.6
Uganda (all)	158.5	3.7	274.8	4.7	433.2	4.3	4,153.5	96.3	5,591.3	95.3	9,744.8	95.7
2021												
Kampala	15.0	5.1	54.6	14.3	69.7	10.3	281.9	94.9	326.2	85.7	608.0	89.7
Urban areas	100.1	5.8	233.5	10.6	333.6	8.5	1,618.3	94.2	1,975.3	89.4	3,593.6	91.5
Uganda (all)	164.8	3.9	464.6	7.7	629.4	6.1	4,102.7	96.1	5,602.8	92.3	9,705.4	93.9

* Employed individuals were classified as informal workers if they fell into one of the following categories: (a) not registered for social security benefits, or (b) if the answer to (a) was “don’t know”, that they did not receive any other benefits across paid annual leave, paid sick leave, pension/old age insurance schemes, medical insurance coverage, or maternity/paternity benefits. (c) Self-employed individuals who were neither registered for taxes nor had formal accounts also automatically fell under being informal, as well as (d) contributing family workers.

Informal employment

Throughout the period and in all geographic areas, 90 per cent or more of employment was informal.

Employment in Uganda is overwhelmingly informal – in 2018/19, the share of employment in informal jobs was 96 per cent nationally, 93 per cent in urban areas, and 91 per cent in Kampala (**table 3**). In 2021, these shares decreased slightly to 94, 92 and 90 per cent respectively. This mainly reflects an increase in formal employment among men – the shares of women and men in informal employment were similar nationally in 2018/19 (96 per cent for women and 95 per cent for men). In 2021, informality among women was unchanged whereas men’s fell to 92 per cent. In urban areas, the share of employed women in informal employment increased slightly from 93 to 94 per cent over the period, while for men the share declined from 92 to 89 per cent. Similarly, in Kampala, the gender gap in informal employment widened from 2 percentage points to 9 percentage points over the period.

Some differences also emerge between Kampala and urban Uganda more broadly (**table 4**). In Kampala, the number of women in informal employment rose by 27,400 over the period, compared to a decline of 26,300 for men. In urban Uganda, on the other hand, there were declines in informal as well as formal employment for women, but for men the decline in informal employment (89,000) was somewhat compensated by an increase in formal employment (62,000).³

Table 4. Formal and informal employment, by sex, in Kampala, urban Uganda and nationally: absolute numbers (thousands) and changes in numbers (%)

	Women		Men		Total	
	Absolute change (000s)	%	Absolute change (000s)	%	Absolute change (000s)	%
Change between 2018-2021:						
Kampala	21.9	7.9	-8.3	-2.1	13.6	2.0
Formal employment	-5.6	-27.0	18.0	49.3	12.5	21.8
Informal employment	27.4	10.8	-26.3	-7.5	1.1	0.2
Urban areas	-31.5	-1.8	-27.1	-1.2	-58.7	-1.5
Formal employment	-24.2	-19.5	61.9	36.1	37.7	12.8
Informal employment	-7.3	-0.5	-89.1	-4.3	-96.4	-2.6
Uganda (all)	-44.5	-1.0	201.3	3.4	156.8	1.5
Formal employment	6.3	4.0	189.8	69.1	196.2	45.3
Informal employment	-50.8	-1.2	11.5	0.2	-39.3	-0.4

³ A slight increase in the number of formal employees between 2019 and 2021, following a dip during the COVID-19 pandemic in 2020, was reported in [McNabb, Kaidu and Kavuma \(2023\)](#), based on employee-level administrative tax data from the Uganda Revenue Authority.

Industry Sectors of Informal Employment

Agriculture at 40 per cent of informal employment was the major industry in informal employment, while manufacturing was less than 10 per cent.

The distribution of informal employment by industry varies across the three geographic areas, although within each area there were only small shifts over the period in the share in the different industries (**table 5**). Nationally, across both years, informal employment was concentrated in agriculture (40 per cent), followed by trade, and services (each with a little less than a quarter share of employment). In

Kampala, the services and trade categories were predominant for both dates. Between 2018/19 and 2021, informal employment in services increased from 46 to 53 per cent, and trade decreased slightly from 36 to 33 per cent. Manufacturing was generally less than 10 per cent of informal employment in the three areas and its share declined over the period in all three areas, especially among men. The construction and mining sector was a substantial source of informal employment for men, varying between 11 and 14 per cent. One per cent or less of women in informal employment were in this sector.

Table 5. Informal employment by sex and industry in Kampala, urban Uganda and nationally: numbers and per cent distribution

	Agriculture, forestry, fishing		Manufacturing		Construction and mining		Trade		Services		Total
	Number	%	Number	%	Number	%	Number	%	Number	%	Number
Kampala											
2018-19											
Total	16,041	2.6	43,281	7.1	51,160	8.4	216,401	35.6	281,110	46.2	607,992
Women	2,093	0.8	10,554	4.1	1,041	0.4	102,192	40.0	139,614	54.6	255,494
Men	13,947	4.0	32,727	9.3	50,119	14.2	114,209	32.4	141,497	40.1	352,498
2021											
Total	15,693	2.6	32,689	5.4	40,635	6.7	200,072	32.9	319,254	52.5	608,344
Women	5,411	1.9	13,637	4.8	1,041	0.4	101,068	35.8	161,037	57.1	282,194
Men	10,283	3.2	19,051	5.8	39,595	12.1	99,005	30.4	158,217	48.5	326,150
Urban areas											
2018-19											
Total	623,558	16.9	339,611	9.2	285,266	7.7	1,110,479	30.1	1,331,112	36.1	3,690,026
Women	269,359	16.6	133,076	8.2	10,944	0.7	614,177	37.8	598,100	36.8	1,625,657
Men	354,199	17.2	206,535	10.0	274,322	13.3	496,302	24.0	733,012	35.5	2,064,369
2021											
Total	722,882	20.1	248,075	6.9	299,850	8.3	1,104,467	30.7	1,217,185	33.9	3,592,458
Women	303,063	18.7	117,235	7.2	9,074	0.6	644,059	39.8	544,890	33.7	1,618,322
Men	419,819	21.3	130,840	6.6	290,776	14.7	460,408	23.3	672,294	34.1	1,974,136
National											
2018-19											
Total	3,821,336	39.3	907,224	9.3	623,221	6.4	2,319,646	23.8	2,057,190	21.1	9,728,617
Women	1,618,842	39.1	454,423	11.0	15,583	0.4	1,215,337	29.3	839,846	20.3	4,144,031
Men	2,202,494	39.4	452,800	8.1	607,638	10.9	1,104,309	19.8	1,217,345	21.8	5,584,587
2021											
Total	3,827,239	39.4	610,309	6.3	727,607	7.5	2,278,726	23.5	2,259,003	23.3	9,702,884
Women	1,583,342	38.6	323,106	7.9	41,154	1.0	1,253,152	30.5	901,564	22.0	4,102,317
Men	2,243,898	40.1	287,203	5.1	686,453	12.3	1,025,575	18.3	1,357,439	24.2	5,600,567

Worker groups

The worker groups together represented 45 per cent of total employment in urban areas and, at 53 per cent, the majority of employment in Kampala in 2021.

This brief focuses on six worker groups: domestic workers, home-based workers, market traders, street vendors, informal construction workers, and informal transport workers (**Box 1**). The six groups taken together accounted nationally for 36 per cent of total employment in 2021 (around 3.7 million workers) and 38 per cent (3.6 million workers) in

2018/19 (**table 6**). In urban areas, these worker groups were 45 per cent of employment in both periods. In Kampala, the groups comprised the majority of employment in both years – 53 per cent in 2021 and 56 per cent in 2018/19.

In 2018/19, the shares of employment in these groups taken together were similar for women and men in each of the three geographic areas. However, in 2021, the shares of women employed in the groups were higher than for men: 56 per cent for women and 51 per cent for men in Kampala; 49 per cent for women and 42 per cent for men in urban areas; and 38 per cent for women and 35 per cent for men

Table 6. Groups of workers, by sex, in Kampala, urban Uganda and nationally: numbers (thousands) and per cent of total employment in parentheses

	2018/19						2021					
	Women		Men		Total		Women		Men		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Kampala	155.3	(56.5)	214.9	(55.2)	370.2	(55.7)	165.2	(55.7)	195.0	(51.2)	360.3	(53.2)
(a) Domestic workers	41.5	(15.1)	11.5	(2.9)	53.0	(8)	32.8	(11)	13.8	(3.6)	46.5	(6.9)
(b) Home-based workers	56.6	(20.6)	27.1	(7.0)	83.7	(12.6)	61.5	(20.7)	28.2	(7.4)	89.8	(13.2)
(c) Market traders	33.8	(12.3)	28.6	(7.3)	62.4	(9.4)	31.3	(10.5)	23.2	(6.1)	54.5	(8)
Food and beverage	26.6	(9.7)	12.6	(3.2)	39.2	(5.9)	13.9	(4.7)	12.6	(3.3)	26.5	(3.9)
Other goods	7.2	(2.6)	16.0	(4.1)	23.2	(3.5)	17.3	(5.8)	10.6	(2.8)	28.0	(4.1)
(d) Street vendors	23.3	(8.5)	33.9	(8.7)	57.3	(8.6)	39.7	(13.4)	48.2	(12.7)	87.9	(13)
Food and beverage	17.4	(6.3)	1.7	(0.4)	19.2	(2.9)	28.9	(9.7)	6.2	(1.6)	35.1	(5.2)
Other goods	5.9	(2.2)	32.2	(8.3)	38.1	(5.7)	10.8	(3.6)	42.0	(11)	52.8	(7.8)
(e) Construction workers (informal)	0.0	(0)	64.3	(16.5)	64.3	(9.7)	0.0	(0)	39.6	(10.4)	39.6	(5.8)
(f) Transport workers (informal)	0.0	(0)	49.5	(12.7)	49.5	(7.5)	0.0	(0)	42.1	(11.0)	42.1	(6.2)
Urban areas	790.3	(45.2)	1,017	(45.5)	1,807	(45.3)	834.8	(48.6)	925.8	(41.9)	1,760.6	(44.8)
(a) Domestic workers	76.6	(4.4)	30.8	(1.4)	107.4	(2.7)	135.8	(7.9)	29.3	(1.3)	165.1	(4.2)
(b) Home-based workers	371.3	(21.2)	96.8	(4.3)	468.0	(11.7)	270.0	(15.7)	88.8	(4)	358.8	(9.1)
(c) Market traders	231.5	(13.2)	102.2	(4.6)	333.7	(8.4)	241.2	(14)	130.4	(5.9)	371.7	(9.5)
Food and beverage	167.4	(9.6)	76.3	(3.4)	243.7	(6.1)	86.9	(5.1)	49.6	(2.2)	136.6	(3.5)
Other goods	64.1	(3.7)	25.8	(1.2)	90.0	(2.3)	154.3	(9)	80.8	(3.7)	235.1	(6)
(d) Street vendors	94.6	(5.4)	172.8	(7.7)	267.4	(6.7)	179.1	(10.4)	160.6	(7.3)	339.7	(8.7)
Food and beverage	51.6	(2.9)	18.2	(0.8)	69.7	(1.7)	116.8	(6.8)	45.8	(2.1)	162.6	(4.1)
Other goods	43.1	(2.5)	154.6	(6.9)	197.7	(5)	62.4	(3.6)	114.7	(5.2)	177.1	(4.5)
(e) Construction workers (informal)	10.9	(0.6)	317.8	(14.2)	328.8	(8.2)	6.5	(0.4)	255.9	(11.6)	262.4	(6.7)
(f) Transport workers (informal)	5.4	(0.3)	296.3	(13.3)	301.7	(7.6)	2.1	(0.1)	260.8	(11.8)	262.8	(6.7)
National	1,654.1	(38.4)	2,205.7	(37.6)	3,859.8	(37.9)	1,614.1	(37.8)	2,101.2	(34.6)	3,715.3	(35.9)
(a) Domestic workers	98.8	(2.3)	37.6	(0.6)	136.4	(1.3)	173.0	(4.1)	50.8	(0.8)	223.8	(2.2)
(b) Home-based workers	850.7	(19.7)	296.9	(5.1)	1,147.6	(11.3)	600.9	(14.1)	261.2	(4.3)	862.1	(8.3)
(c) Market traders	561.8	(13.0)	284.6	(4.9)	846.4	(8.3)	431.9	(10.1)	316.8	(5.2)	748.7	(7.2)
Food and beverage	402.4	(9.3)	224.3	(3.8)	626.7	(6.2)	160.3	(3.8)	113.0	(1.9)	273.4	(2.6)
Other goods	159.4	(3.7)	60.3	(1)	219.6	(2.2)	271.5	(6.4)	203.8	(3.4)	475.4	(4.6)
(d) Street vendors	119.5	(2.8)	381.3	(6.5)	500.8	(4.9)	372.3	(8.7)	313.7	(5.2)	686.0	(6.6)
Food and beverage	55.0	(1.3)	115.8	(2)	170.8	(1.7)	265.4	(6.2)	118.8	(2)	384.2	(3.7)
Other goods	64.6	(1.5)	265.5	(4.5)	330.1	(3.2)	106.8	(2.5)	195.0	(3.2)	301.8	(2.9)
(e) Construction workers (informal)	17.8	(0.4)	690.6	(11.8)	708.4	(7)	31.7	(0.7)	579.3	(9.5)	610.9	(5.9)
(f) Transport workers (informal)	5.4	(0.1)	514.7	(8.8)	520.2	(5.1)	4.3	(0.1)	579.4	(9.5)	583.7	(5.6)

Box 1. Identification of worker groups within non-agriculture

Worker groups were identified through a combination of industry (ISIC) and occupation codes (ISCO), status in employment as well as place of work.

Domestic workers:	Persons who for pay or profit work in the homes of others to provide services mainly for consumption. They are identified by industry code 9700 (activities of households as employers of domestic staff), as well as own-account workers in industry codes 8121 (building cleaners) and 9601 (laundry workers). Personal-care workers were also captured through occupation code 53.
Home-based workers:	<p>Employed persons who produce goods or provide services from in or around their own homes, including a structure attached to their home. In the Uganda LFS, there were differences in the two survey rounds in the categories in the place of work question. In the 2018 round, separate categories distinguished respondents working (1) in their own home, or (2) in a structure attached to their home. Around 10 per cent of respondents reported work within their own home, and 3 per cent said they worked in a structure attached to their home. The 2021 round had only one response category, working in their own home.</p> <p>Paragraph 102 of the 20th ICLS provides detail on defining home-based work, i.e. that if attached structures have a separate entrance, they are not included as home-based work, and are rather classified as working in an office or other fixed place. In Uganda, individuals in retail and service occupations who reported in the 2018 survey working in an attached structure to their home were classified in this brief as home-based workers. This was based on consultation with a leader of home-based workers in Uganda who confirmed that these activities were carried out in a place that was part of the housing structure.</p>
Market traders:	Employed persons who sell goods or offer services in public markets or built spaces. This group was identified by those reporting occupation (ISCO) codes as stall and market salespersons, or street-food salespersons, in the category “fixed stall in the market/street” of the place of work question in 2018/19, and the “fixed premise” category of the place of work question in 2021.
Street vendors:	Employed persons who sell products or offer services in public spaces such as streets, alleys or parks. This group was identified through the place of work category “without fixed location/mobile/open space” in the 2018/19 round, and “on the street or another public space without a fixed structure” in the 2021 round.
Construction workers (informal):	Informally employed persons who fall in any of the following categories: (a) place of work was reported as a construction site; (b) reported employment in one-digit industry code for construction; (c) reported main goods or services in construction activities.
Transport workers (informal):	Informally employed persons who report four-digit industry (ISIC) codes in transport: codes 4911 (passenger rail transport), 4921 (urban and suburban passenger land transport), 4922 (other passenger road transport), and 4923 (all freight transport by road).
Waste pickers:	Waste pickers are not included in this statistical brief. Too few workers were identified by the occupation code 96 (scavengers, waste collectors and other unskilled workers) or industry code 38 (waste collection, reclamation and disposal activities; recovery of substances) to provide reliable estimates of this group of workers.

nationally. This reflected a drop in shares of men's employment in all three areas and an increase in the share of women's employment in the groups just in urban areas.

Home-based workers were the largest of the groups in all three geographic areas, comprising over 1.1 million in 2018/19 and 862,000 in 2021 nationally. Although the number of home-based workers fell nationally and in urban areas over the period, the number increased in Kampala from 84,000 to 89,800.

Table 7. Industry of home-based workers, by sex, in Kampala, urban Uganda and nationally: per cent distribution, 2018/19 and 2021

	2018/19			2021		
	Women	Men	Total	Women	Men	Total
Kampala						
Wholesale and retail trade	36.5	37.2	36.7	32.5	37.7	34.1
Repairs and maintenance	7.4	0.0	5.0	0.0	2.5	0.8
Other services*	37.7	38.3	37.9	54.3	59.7	56.0
Manufacture of nonfood products	12.5	24.5	16.4	13.2	0.0	9.0
Manufacture of food products	0.0	0.0	0.0	0.0	0.0	0.0
Other	7.9	0.0	5.8	0.0	0.0	0.0
Urban areas						
Wholesale and retail trade	49.3	39.7	47.3	51.0	30.2	45.8
Repairs and maintenance	3.9	2.9	3.7	0.5	2.6	1.1
Other services*	18.6	21.0	19.1	29.6	32.5	30.3
Manufacture of nonfood products	10.9	33.6	15.6	10.5	29.9	15.3
Manufacture of food products	15.5	1.1	12.5	8.3	4.1	7.2
Other	1.8	1.7	1.8	0.2	0.8	0.3
National						
Wholesale and retail trade	42.3	37.9	41.2	47.9	37.3	44.7
Repairs and maintenance	1.7	4.2	2.4	0.3	3.7	1.3
Other services*	14.3	12.5	13.9	26.8	18.3	24.2
Manufacture of nonfood products	8.6	31.5	14.5	11.6	30.1	17.2
Manufacture of food products	31.3	9.3	25.6	13.2	6.3	11.1
Other	1.7	4.6	2.5	0.3	4.3	1.5

* Other services included a range of professional and service activities (one-third of which were in educational services, ten per cent in beauty/hairdressing services, ten per cent in food and beverage/catering activities, and the remainder in other professional and service related activities).

Among the groups, home-based work was also the largest source of employment for women in both years, and across all geographic areas. This group comprised 20 to 21 per cent of women's employment in 2018/19; in 2021, these shares fell to 14 per cent nationally and 15 per cent in urban areas, but remained around 21 per cent in Kampala. Second in importance for women in all geographic areas and both years was market trade, accounting for 10 per cent of women's employment in Kampala and nationally, as well as 14 per cent in urban areas in 2021. Third was street vending, which accounted for 2 to 9 per cent of women's employment in 2018/19 across the geographic areas and increased to 9 to 13 per cent in 2021.

Of the groups, construction and transport predominated in men's employment. In Kampala in 2018/19, construction accounted for 17 per cent of men's employment and transport 13 per cent; nationally, these shares were 12 and 9 per cent, respectively. Although employment in these groups declined by 2021, they remained important sources of employment for men: each were 10 per cent of men's employment nationally and 12 per cent in urban areas. However, in Kampala street vending became a more important source of employment for men at 13 per cent of total employment, while construction was 10 per cent and transport 11 per cent.

Industry of home-based workers

Consistent with the impact of the COVID-19 pandemic, which moved work to the home, home-based work in other professional and service activities increased in the three geographic areas, especially in Kampala, from 38 to 56 per cent of home-based employment between 2018/19 and 2021.

In 2018/19, wholesale and retail trade was the single largest industry sector of employment for home-based workers, comprising 41 per cent of employment nationally and 47 per cent in urban areas (**table 7**). In Kampala, two sectors had comparable shares – wholesale and retail trade at 37 per cent and “other services” (including a range of professional and service activities)⁴ at 38 per cent. Over the period, consistent with the movement of work outside the home to the home due to COVID-19, the “other services” sector increased among home-based workers in the three

⁴ Among “other services,” one-third were in education, ten per cent in beauty and hairdressing services, ten per cent in food and beverage catering, and the rest in other professional and service related activities.

geographic areas, especially in Kampala to 56 per cent of home-based employment. Among men, the share of employment in “other services” increased from 13 to 18 per cent nationally, from 21 to 33 per cent in urban areas and from 38 to 60 per cent in Kampala. Among women, these shares increased from 14 to 27 per cent nationally, 19 to 30 per cent in urban areas and 38 to 54 per cent in Kampala.

Between 2018/19 and 2021, the share of home-based workers in wholesale and retail trade increased nationally from 41 to 45 per cent, but fell slightly in urban areas (from 47 to 46 per cent) and in Kampala (37 to 34 per cent). The national increase reflects an increase in the share of women in home-based work from 42 to 48 per cent and a slight decrease for men from 38 to 37 per cent. In urban areas, there was a small increase in women’s share in wholesale and retail trade from 49 to 51 per cent and a large drop for men from 40 to 30 per cent. In Kampala, there was a drop for women from 37 to 33 per cent and a small increase for men from 37 to 38 per cent.

Among women home-based workers, there was a substantial drop in the manufacturing of food products, from 16 to 8 per cent in urban areas and from 31 to 13 per cent nationally. No manufacturing of food products was reported in Kampala.

Informal employment in the groups of workers

Nearly all workers in these groups are in informal employment.

Nearly all domestic workers, home-based workers, market traders and street vendors were informally employed in 2018/19 and 2021 (**table 8**). There was a small decline in the share of men street vendors nationally who were informally employed, from 98 to 95 per cent, as well as in men’s home-based work (from all informally employed in 2018/19 to 97 per cent in 2021). The share of informal employment among men home-based workers also fell to a greater extent in Kampala and urban areas, owing to a greater share working in professional and scientific services – and echoing a broader trend across countries of an increase in home-based work among professionals that began with COVID-19 and its accompanying lockdowns.

Table 8. Groups of workers by whether informally employed, by sex, in Kampala, urban Uganda and nationally: per cent distribution, 2018/19 and 2021*

	2018/19			2021		
	Women	Men	Total	Women	Men	Total
Kampala						
Domestic workers	100.0	100.0	100.0	100.0	100.0	100.0
Home-based workers	95.7	100.0	97.1	100.0	80.6	93.9
Market traders	100.0	100.0	100.0	100.0	100.0	100.0
Street vendors	100.0	100.0	100.0	97.3	86.4	91.3
Urban areas						
Domestic workers	100.0	100.0	100.0	98.7	100.0	98.9
Home-based workers	99.3	100.0	99.5	100.0	91.8	98.0
Market traders	100.0	100.0	100.0	99.8	99.6	99.8
Street vendors	100.0	100.0	100.0	98.9	93.9	96.5
National						
Domestic workers	100.0	100.0	100.0	98.9	100.0	99.2
Home-based workers	99.7	100.0	99.8	100.0	96.9	99.1
Market traders	100.0	100.0	100.0	99.9	99.8	99.9
Street vendors	100.0	97.5	98.1	99.0	94.6	97.0

* Construction and transport workers were not included in the table since the brief only focuses on informal workers in these groups.

Status in employment

With the exception of domestic workers and construction workers, most of whom are employees, the predominant status for the worker groups was self-employment with no employees.

Self-employment with no employees, referred to as own-account work, is the predominant employment status for both women and men among most of the worker groups in 2021 in all geographic areas (**table 9**). Nationally, among men, this includes nearly 70 per cent of home-based workers and market traders, 49 per cent of street vendors, and 52 per cent of informal transport workers. Among women, the distribution of employment status is even more heavily concentrated in own-account work – nationally, about 75 to 80 per cent of home-based workers, market traders and street vendors, and about half of informal construction

and transport workers. Nationally, the remainder of women home-based workers and market traders tend to be contributing family workers, while the balance of men in these worker groups are roughly split across employees, employers and contributing family workers, although contributing family workers are less well-represented among market traders. The employee status captures nearly all domestic workers in the three geographic areas for both women and men (94 per cent of women and 92 per cent of men nationally). The employee status is also relatively common among informal construction workers (31 per cent of women and 69 per cent of men), as well as informal transport workers (26 per cent of women and 40 per cent of men).

Generally, men are more likely than women to be employers. Nationally, among home-based workers, market traders and street vendors, the share of men

Table 9. Groups of workers by sex and status of employment in Kampala, urban Uganda and nationally: per cent distribution, 2021

	Women				Men				Total			
	Employee	Employer	Own-account	Contributing family worker	Employee	Employer	Own-account	Contributing family worker	Employee	Employer	Own-account	Contributing family worker
Kampala												
Domestic workers	91.4	0.0	8.6	0.0	100.0	0.0	0.0	0.0	93.9	0.0	6.1	0.0
Home-based workers	6.6	12.8	57.6	20.9	24.4	3.8	67.6	4.2	12.2	10.0	60.8	15.7
Market traders	22.2	11.9	65.9	0.0	20.7	21.3	55.0	3.1	21.6	15.9	61.3	1.3
Street vendors	27.5	1.4	66.3	4.8	66.6	8.7	24.1	0.6	49.0	5.4	43.1	2.5
Construction workers (informal)	100.0	0.0	0.0	0.0	71.0	9.4	19.6	0.0	71.5	9.2	19.3	0.0
Transport workers (informal)*	-	-	-	-	58.3	9.2	32.5	0.0	58.3	9.2	32.5	0.0
Urban areas												
Domestic workers	94.5	0.0	5.5	0.0	92.2	0.0	7.8	0.0	94.1	0.0	5.9	0.0
Home-based workers	7.5	6.1	69.4	16.6	12.5	11.5	63.8	12.2	8.8	7.5	68.0	15.5
Market traders	10.9	7.3	71.3	10.5	15.0	20.9	57.4	6.6	12.4	12.1	66.4	9.1
Street vendors	13.7	6.3	70.8	9.2	47.9	9.0	39.7	3.4	29.8	7.6	56.1	6.5
Construction workers (informal)	100.0	0.0	0.0	0.0	72.3	11.9	14.8	0.0	73.0	11.6	14.5	0.0
Transport workers (informal)*	-	-	-	-	47.2	6.4	45.1	1.2	47.4	6.3	44.6	1.1
National												
Domestic workers	93.5	0.0	6.4	0.1	92.0	0.0	4.9	0.0	93.2	0.0	6.0	0.1
Home-based workers	5.3	4.9	77.0	12.7	10.0	11.8	68.1	10.1	6.7	7.0	74.3	11.9
Market traders	7.4	5.0	75.4	12.0	12.1	15.1	66.2	6.6	9.4	9.3	71.5	9.7
Street vendors	7.9	5.9	79.4	6.7	37.1	10.1	49.2	3.5	21.3	7.8	65.6	5.2
Construction workers (informal)	31.3	0.8	53.4	10.4	69.2	12.6	16.7	1.1	67.1	12.0	18.7	1.6
Transport workers (informal)*	-	-	-	-	40.4	6.5	51.9	0.9	40.4	6.4	51.8	0.9

* The number of women informal transport workers was too small for reliable data across categories to be calculated.

who are employers ranges from 10 to 15 per cent and among women 5 to 8 per cent. In Kampala, on the other hand, 13 per cent of women in home-based work are employers, compared to 4 per cent of men. Urban women in market trade tend to have a relatively high share in the employer status (7 per cent) but the share for men (21 per cent) is higher.

Weekly hours of work

Most workers in these groups work more than 40 hours a week.

The majority of workers in each of the worker groups and in the three geographic areas work at least 48 hours a week (**table 10**). The exception are street vendors nationally, with 44 per cent working at least 48 hours a week (53 per cent of men and 37 per cent of women). Among women nationally, 77 per cent of domestic workers, 52 per cent of home-

based workers, and 67 per cent of market traders worked at least 48 hours a week. Among men, the majority across all groups worked more than 48 hours a week (about 52 per cent of domestic workers, 53 per cent of home-based workers and street vendors, 79 per cent of market traders, 68 per cent of informal construction workers, and 84 per cent of informal transport workers).

Among these groups, the share of women working a shorter work week is not always greater than men's share, particularly among domestic workers. Nationally, only 11 per cent of women domestic workers work 34 hours or fewer a week, in comparison to 24 per cent of men. These shares are 9 and 19 per cent among urban women and men, respectively, and 15 per cent of women and men in Kampala. In a few other cases, the differences between women and men in working a short work week are also not

Table 10. Groups of workers by sex and weekly hours worked in Kampala, urban Uganda and nationally: per cent distribution, 2021

	Women					Men					Total				
	<15 hrs	15-34 hrs	35-39 hrs	40-48 hrs	>48 hrs	<15 hrs	15-34 hrs	35-39 hrs	40-48 hrs	>48 hrs	<15 hrs	15-34 hrs	35-39 hrs	40-48 hrs	>48 hrs
Kampala															
Domestic workers	1.6	13.3	7.3	8.4	69.3	14.7	0.0	28.4	0.0	56.9	5.5	9.4	13.6	5.9	65.6
Home-based workers	8.5	24.8	4.0	1.2	61.5	8.6	2.4	2.5	43.5	43.0	8.5	17.8	3.6	14.5	55.6
Market traders	0.0	0.0	2.9	16.8	80.3	0.0	0.0	0.0	21.3	78.7	0.0	0.0	1.7	18.7	79.6
Street vendors	2.3	12.2	9.8	17.8	57.9	0.6	20.1	13.3	19.5	46.5	1.3	16.5	11.7	18.8	51.6
Construction workers (informal)	0.0	0.0	0.0	0.0	100.0	0.8	17.8	0.0	24.5	56.9	0.8	17.4	0.0	24.1	57.7
Transport workers (informal)*	-	-	-	-	-	0.0	4.0	0.0	7.6	88.4	0.0	4.0	0.0	7.6	88.4
Urban areas															
Domestic workers	4.3	5.0	3.9	9.6	77.2	10.3	8.3	13.3	13.0	55.1	5.3	5.6	5.6	10.2	73.3
Home-based workers	8.3	23.0	8.2	6.6	53.8	6.0	18.3	8.9	20.0	46.8	7.8	21.9	8.4	9.9	52.1
Market traders	0.8	6.0	3.5	15.5	74.2	2.9	3.6	1.4	11.6	80.6	1.5	5.2	2.7	14.1	76.4
Street vendors	2.3	16.9	12.1	19.7	49.0	2.3	11.6	11.6	20.0	54.5	2.3	14.4	11.9	19.8	51.6
Construction workers (informal)	3.2	0.0	0.0	27.9	68.8	0.5	6.2	1.7	20.1	71.5	0.6	6.1	1.6	20.3	71.4
Transport workers (informal)*	-	-	-	-	-	0.3	2.9	0.5	7.8	88.3	0.3	3.5	0.5	8.1	86.9
National															
Domestic workers	3.5	7.6	3.8	7.8	77.3	6.4	17.5	8.4	15.7	52.0	4.1	9.8	4.9	9.6	71.6
Home-based workers	7.2	22.5	8.5	10.2	51.7	4.7	19.1	7.2	15.7	53.4	6.4	21.5	8.1	11.9	52.2
Market traders	1.3	10.1	5.9	16.2	66.5	1.9	7.0	2.7	9.8	78.6	1.5	8.8	4.6	13.5	71.6
Street vendors	5.3	27.2	10.4	19.9	37.1	4.8	15.7	8.6	18.4	52.6	5.1	21.9	9.6	19.2	44.2
Construction workers (informal)	4.4	52.3	1.2	15.8	22.2	1.3	7.7	3.3	20.2	67.5	1.5	10.1	3.2	20.0	65.1
Transport workers (informal)*	-	-	-	-	-	0.9	3.4	2.0	10.1	83.5	0.9	3.9	2.0	10.2	82.8

* The number of women informal transport workers was too small for reliable data across categories to be calculated.

large – 30 per cent of women and 24 per cent of men home-based workers work a shorter work week nationally, and among street vendors in Kampala 15 per cent of women and 20 per cent of men work fewer than 34 hours a week.

Education

Educational attainment across the worker groups is low, with nearly 60 per cent of domestic workers, home-based workers and street vendors nationally having only primary or no education, along with 40 to 50 per cent of market traders, and informal construction and transport workers. Nationally, women were twice as likely as men to have no schooling, among domestic workers, home-based workers, market traders and street vendors.

Among women in these worker groups, market traders had the highest levels of education: 24 per

cent had post-secondary education in Kampala, 17 per cent in urban areas and 12 per cent nationally (**table 11**). Relatively large shares of men in market trade also had post-secondary education: 17 per cent in Kampala, 15 per cent in urban areas and 9 per cent nationally. For men, the highest levels of education (post-secondary) were among home-based workers – 26 per cent in Kampala, 14 per cent in urban areas and 10 per cent nationally, compared to only 5 to 7 per cent for women home-based workers across the three geographic areas. Nationally, 55 and 51 per cent of women and men in home-based work, and 38 per cent of women and men in market trade had no or only primary education. Among women nationally, domestic workers and street vendors tended to have the highest shares with either no or only primary school education (59 and 64 per cent, respectively) – the shares for men were 57 and 51 per cent.

Table 11. Groups of workers by sex and highest educational attainment in Kampala, urban Uganda and nationally: per cent distribution, 2021

	Women				Men				Total			
	None	Primary	Secondary	Post-secondary	None	Primary	Secondary	Post-secondary	None	Primary	Secondary	Post-secondary
Kampala												
Domestic workers	17.3	37.3	38.6	5.3	0.0	16.8	83.2	0.0	12.2	31.3	51.8	3.7
Home-based workers	7.6	29.8	55.3	7.3	0.0	25.9	48.0	26.1	5.2	28.6	53.0	13.2
Market traders	5.2	18.6	51.9	24.4	0.0	14.7	68.7	16.6	3.0	16.9	59.1	21.0
Street vendors	19.6	27.1	53.3	0.0	1.7	30.3	54.8	13.2	9.8	28.8	54.1	7.3
Construction workers (informal)	0.0	0.0	100.0	0.0	4.9	38.8	35.2	21.0	4.9	38.2	36.3	20.7
Transport workers (informal)*	-	-	-	-	5.0	15.5	79.5	0.0	5.0	15.5	79.5	0.0
Urban areas												
Domestic workers	18.3	37.2	39.9	1.7	6.4	41.6	47.0	5.0	16.2	38.0	41.2	2.3
Home-based workers	9.7	36.9	46.8	6.1	10.0	24.2	49.8	14.1	9.8	33.8	47.5	8.1
Market traders	8.0	25.7	47.7	17.4	4.1	25.3	52.4	15.4	6.6	25.6	49.3	16.7
Street vendors	16.0	36.5	45.0	2.4	5.0	35.5	48.9	10.3	10.8	36.0	46.9	6.2
Construction workers (informal)	27.5	58.2	14.3	0.0	4.7	38.6	42.5	13.3	5.2	39.0	41.8	13.0
Transport workers (informal)*	-	-	-	-	6.2	36.2	51.8	4.0	6.1	35.8	51.4	4.9
National												
Domestic workers	20.3	38.8	36.8	1.7	11.4	45.5	36.6	2.9	18.3	40.3	36.8	2.0
Home-based workers	17.5	37.5	39.5	4.9	12.2	38.9	38.2	10.0	15.9	37.9	39.1	6.5
Market traders	10.8	32.3	44.4	11.5	5.9	32.3	50.6	8.7	8.7	32.3	47.0	10.3
Street vendors	22.7	41.5	33.3	2.5	10.6	40.2	40.5	6.8	17.2	40.9	36.6	4.5
Construction workers (informal)	48.1	27.3	17.5	0.0	7.5	40.3	42.4	9.3	9.6	39.6	41.1	8.8
Transport workers (informal)*	-	-	-	-	6.9	46.1	42.7	3.0	6.8	45.9	42.6	3.4

* The number of women informal transport workers was too small for reliable data across categories to be calculated.

Particularly in urban areas, across most worker groups, men had higher educational attainment than women. The shares of urban men and women with at least a secondary education were 52 and 42 per cent, respectively, among domestic workers; 64 and 53 per cent for home-based workers; 68 and 65 per cent for market traders; 59 and 47 per cent for street vendors; and the biggest gaps (56 and 14 per cent) for informal construction workers. Nationally, the gaps between women and men diminished among domestic workers, home-based workers and market traders, largely because the educational levels of women and to a greater extent of men in the groups decreased between 2018/19 and 2021.

Age

The ages of workers in these groups vary. Domestic workers tend to be younger (aged 15 to 24) and market traders older (aged 35 to 54).

The age distribution varies considerably across the worker groups (**table 12**). Among domestic workers, the age group 15 to 24 predominates in urban areas and nationally, with 55 and 56 per cent of women, and 43 and 45 per cent of men, respectively. In Kampala, 44 per cent of women and 58 per cent of men domestic workers are in this youngest age group. Market traders tend to be older: those aged 35 to 54 predominate, with 39 and 37 per cent of women and 41 and 46 per cent of men in urban areas and nationally. In Kampala, 42 per cent of women market traders are aged 35 to 54, but only 17 per cent of men are in this age group. An additional 8 per cent of women, and 10 per cent of men, are aged 55 to 64 in Kampala.

Table 12. Groups of workers by sex and age in Kampala, urban Uganda and nationally: per cent distribution, 2021

	Women				Men				Total			
	15-24	25-34	35-54	55-64	15-24	25-34	35-54	55-64	15-24	25-34	35-54	55-64
Kampala												
Domestic workers	43.7	31.7	18.8	0.0	57.7	42.3	0.0	0.0	47.8	34.9	13.3	0.0
Home-based workers	28.9	33.8	27.0	8.8	33.4	31.4	28.5	6.7	30.3	33.0	27.5	8.2
Market traders	13.8	36.0	42.3	7.9	24.4	48.7	16.7	10.2	18.3	41.4	31.4	8.9
Street vendors	22.8	36.7	26.5	14.1	16.1	59.9	21.2	2.8	19.1	49.4	23.6	7.9
Construction workers (informal)	0.0	100.0	0.0	0.0	28.9	28.5	42.6	0.0	28.4	29.7	41.9	0.0
Transport workers (informal)*	-	-	-	-	11.0	46.9	38.0	4.2	11.0	46.9	38.0	4.2
Urban areas												
Domestic workers	55.0	25.5	14.5	0.0	42.7	35.0	18.6	3.7	52.8	27.2	15.2	0.7
Home-based workers	26.0	37.2	30.2	5.1	32.7	30.4	27.5	9.4	27.7	35.6	29.5	6.2
Market traders	19.6	36.5	39.3	3.9	12.5	38.5	41.2	7.8	17.1	37.2	40.0	5.2
Street vendors	24.9	37.0	32.6	5.5	24.4	35.1	36.2	3.9	24.7	36.1	34.3	4.8
Construction workers (informal)	0.0	14.3	85.7	0.0	30.9	28.1	37.1	3.9	30.1	27.8	38.3	3.8
Transport workers (informal)*	-	-	-	-	12.9	37.9	47.4	1.8	12.9	38.1	47.2	1.7
National												
Domestic workers	56.2	22.8	15.4	0.4	44.6	31.2	18.9	5.3	53.5	24.7	16.2	1.5
Home-based workers	24.2	36.8	33.1	4.5	25.8	28.9	33.6	10.7	24.7	34.4	33.3	6.4
Market traders	21.1	36.9	37.0	4.4	16.6	29.9	46.1	6.7	19.2	34.0	40.9	5.4
Street vendors	25.8	33.4	34.8	5.8	23.8	32.7	38.5	4.7	24.9	33.1	36.5	5.3
Construction workers (informal)	24.1	22.5	44.5	7.2	31.5	31.1	34.0	3.2	31.1	30.6	34.5	3.4
Transport workers (informal)*	-	-	-	-	17.0	38.7	42.4	1.7	17.0	38.9	42.1	1.7

* The number of women informal transport workers was too small for reliable data across categories to be calculated.

Home-based workers and street vendors are more evenly distributed across different age groups, among both men and women, except in the oldest age group (55 to 64) where the share is low – except among women street vendors in Kampala, where 14 per cent are in this age group. The small share in the oldest age group (generally lower than 10 per cent) is the common pattern for other worker groups.

In Kampala, 43 per cent of men in informal construction are aged 35 to 54, and about 35 per cent of men in urban areas and nationally, respectively. Of the few women in informal construction, most are aged 35 to 54, specifically 86 per cent in urban areas and 45 per cent nationally.



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About WIEGO

Women in Informal Employment: Globalizing and Organizing (WIEGO) is a global network focused on empowering the working poor, especially women, in the informal economy to secure their livelihoods. We believe all workers should have equal economic opportunities, rights, protection and voice. WIEGO promotes change by improving statistics and expanding knowledge on the informal economy, building networks and capacity among informal worker organizations and, jointly with the networks and organizations, influencing local, national and international policies. Visit www.wiego.org

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