

2014 ANNUAL STATISTICAL REPORT

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Acronyms

CA	Children Allowance
ZDHS	Zimbabwe Demographic and Health Survey
FG	Funeral Grant
GDP	Gross Domestic Product
ICDS	Inter-Censal Demographic Survey
IG	Invalidity Grant
IP	Invalidity Pension
IR	Incidence Rate
MIMS	Multiple Indicator Monitoring Survey
NEC	Not Elsewhere Classified
NSSA	National Social Security Authority
Rehab	Rehabilitation Centre
RG	Retirement Grant
RP	Retirement Pension
SG	Survivor Grant
SP	Survivor Pension
TFR	Total Fertility Rate
ZIMSTAT	Zimbabwe National Statistics Agency
ASDR	Age Specific Death Rate

Foreword

This report is an analysis of statistics on occupational injuries, diseases, pensions and occupational safety and health activities of the Authority for the calendar year 2014. The information was drawn from the Accident Prevention and Workers Compensation Scheme, the Pensions and Other Benefits Scheme and the Occupational Safety and Health Division. The reader should bear in mind that due to the late reporting of injuries, figures in this report could be an understatement of the actual number of injured workers.

The report is divided into five chapters and three appendices. Chapter one presents the economic and demographic background information for Zimbabwe in relation to social security. Chapter two gives Accident Prevention and Workers Compensation statistics. Chapter three covers admissions and discharges to the Workers Compensation Rehabilitation Centre in Bulawayo. Chapter four covers activities under the Pensions and Other Benefits Scheme. Its main areas of focus include the number of insured labour force, employer's registration status, short and long term benefits and mortality among the insured labour force. Chapter five covers Occupational Safety and Health aspects. Appendices A to C are on tables, technical notes and coding procedures respectively.

According to this report 5,332 occupational injuries were reported under the Accident Prevention and Workers Compensation Scheme in 2014, giving an incidence rate of 6 per 1 000 insured labour force. The Basic Metal Production Sector was the most hazardous industrial sector with an incidence rate of 29 per 1,000 insured labour force. There were 106 fatal injury claims processed in 2014. The year 2014 also saw a total of 247 admissions at the Rehabilitation Centre. Cumulatively, 87,749 companies were registered with NSSA at the close of 2014. Of these only 34 percent, about 30,000 were active. Out of the 87,749 registered employers 66% were inactive, whereas in 2013, 69 % of the registered employers were inactive. This represents an indication of the effectiveness of compliance activities. Factory inspections increased by 62 % compared to 2013.

This report provides statistical data on occupational injuries, occupational safety and health and pensions and other benefits. It is my anticipation that this report will be useful for evidence based training, informed decisions on safety interventions, progress monitoring and actuarial valuations among other uses. I would like to take this opportunity to express my gratitude to all those who provided a hand in the successful compilation of this report.

J M Matiza

General Manager

NATIONAL SOCIAL SECURITY AUTHORITY

Economic and Demographic Background

1.0 Introduction

Economic and demographic changes affect practically all components of social and economic life. For this reason they have a strong bearing on statistics pertaining to social security schemes. This introductory chapter to the National Social Security Authority's (NSSA) Annual Statistical Report for 2014 thus presents Zimbabwe's economic and demographic situation as a context for the ensuing statistical analysis and presentation. The demographic and economic information is particularly critical in explaining activities or observed trends under NSSA's schemes and therefore can be used in models, which predict future activities and trends. Subsequent chapters present statistics on the activities of the Pension and Other Benefits Scheme, the Accident Prevention and Worker's Compensation Scheme as well as the Occupational Safety and Health Department.

1.1 Population Size

According to the Zimbabwe National Statistics Agency's (ZIMSTAT) 2012 Census National Report, the population of Zimbabwe was 13,061,239. The population is relatively young with 41% of the population being below age 15 years and about 4% aged 65 years and above.

1.2 Age-Sex Structure of the Population

Future trends of social security schemes and social protection systems are closely linked to the development of the general population, which directly affects the number of contributors and beneficiaries of any social security scheme. For example, the phenomenon of ageing, that results from decreasing fertility and increasing longevity, weighs heavily on the financial equilibrium of the scheme as the demographic and the systems dependency¹ ratios increase. Contribution rates increase when the increase in the system's dependency ratio is coupled by an increase of the system's replacement rate².

¹ Ratio of pensioners to active contributors

² Ratio of average pensions to average wage

Based on the 2012 National Census Report, Figure 1.1 depicts the population pyramid of Zimbabwe. Due to high fertility and low life expectancy Zimbabwe has more young people than adults. Zimbabwe's population consists of 6,280,539 males and 6,780,700 females, representing a sex ratio of 93 males per 100 females.

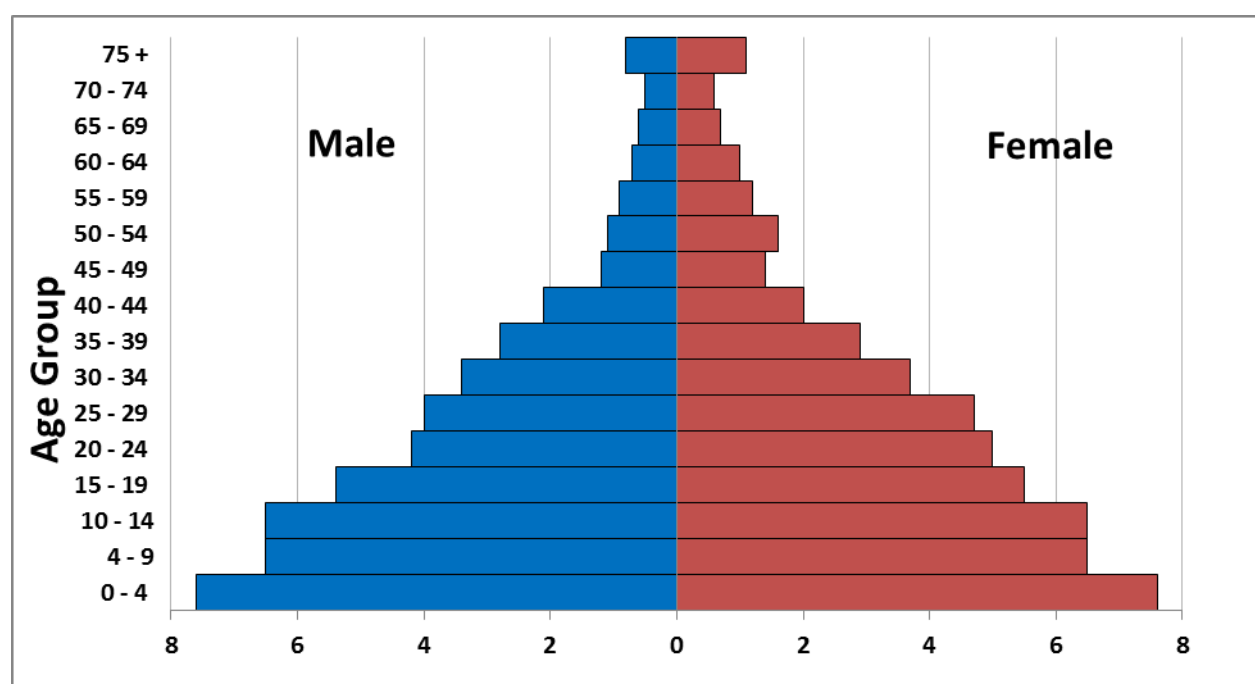


Figure 1.1: Age-Sex Structure of Zimbabwe Population

Source: 2012 National Census Report

1.3 Fertility

Fertility is a component of population change. Future levels of labour supply depend, to a very large extent, on current fertility levels. Labour supply affects the potential number of people covered by social security schemes. On the other hand, expenditure levels of social security schemes that provide universal child allowances, survivor's benefits that cover children and health benefits that extend to dependants are influenced by the level of fertility.

1.3.1 Total Fertility Rate (TFR)³

Figure 1.2 shows the fertility trend as measured by TFR over a 20 year period. TFR declined from about 6 children per woman in 1992 to about 4 children per woman in 2012. Fertility levels have generally been on the decline since 1988. The rising level of education, accompanied by poor performance of the economy is thought to have greatly influenced the fertility decline.

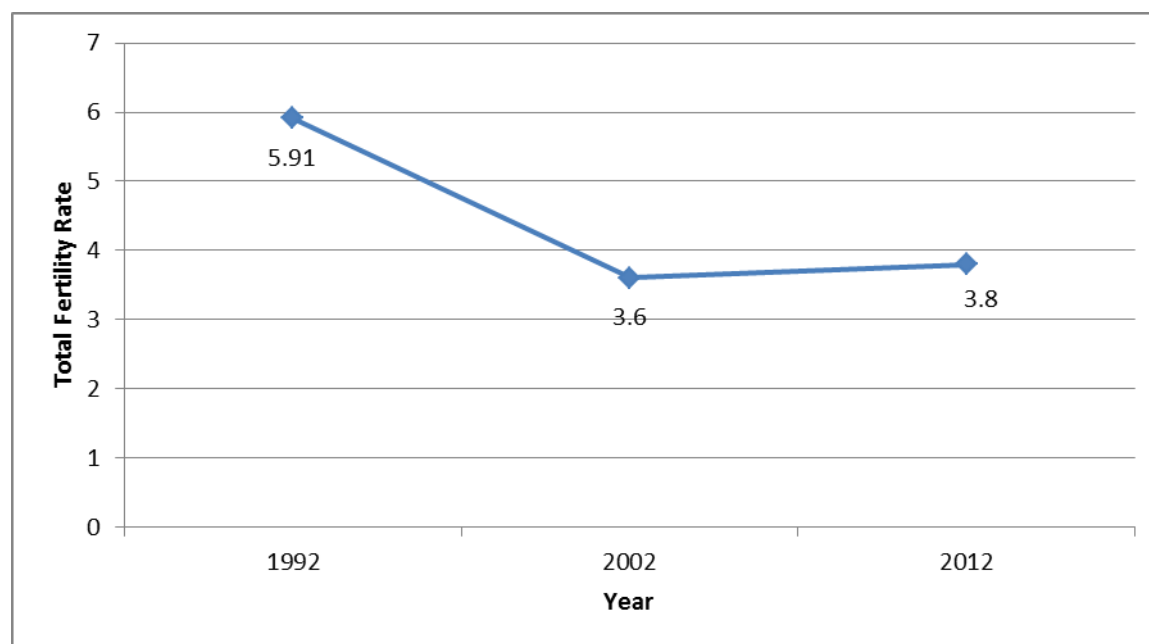


Figure 1.2: Total Fertility Rate (TFR), 1992-2012

Source: Zimbabwe National Population Census Reports, 1992-2012

1.4 Gross Domestic Product (GDP)

GDP approached from a primary distribution view, that is, the allocation of GDP to labour income, capital income and consumption of fixed capital before the impact of the government's redistributive measures, is important for the evaluation of social protection revenue policies. Predominantly social protection systems are financed from labour income hence the growth and size of labour income share of GDP are important indicators of the scope and limitations of the generosity of such systems.

³ Total Fertility Rate can be defined as the average number of children a woman would have by the end of her child bearing years (15-49 years) if she were to bear children throughout her reproductive lifetime according to the currently observed age specific fertility rates.

The introduction of the Multiple Currency Regime by government in February 2009, coupled with economic reforms saw the economy stabilising. Against the background of relatively favourable commodity prices coupled with a stable macroeconomic environment, GDP increased from USD 12.39 billion for the year 2012 to USD 13.49 billion in 2013, a real growth rate of 8.9%⁴.

1.5 Inflation

The purchasing power of social security benefits depends on the level of consumer prices. If prices increase while the benefits levels do not, the purchasing power of benefits is eroded. When prices increase the social protection system has to adjust the benefits, usually through regular indexation of benefits, to protect pensioners` purchasing power. Conversely, high producer inflation weakens the production base and hence the contribution base through falling employment levels. Reflecting the sustained price stability that has typified the multiple currency era, month on month inflation remained low and stable in 2014, reaching a peak of 0.6% in April and ebbing to -0.7% in November, before rising moderately to -0.1% in December, as depicted in *Figure 1.3*.

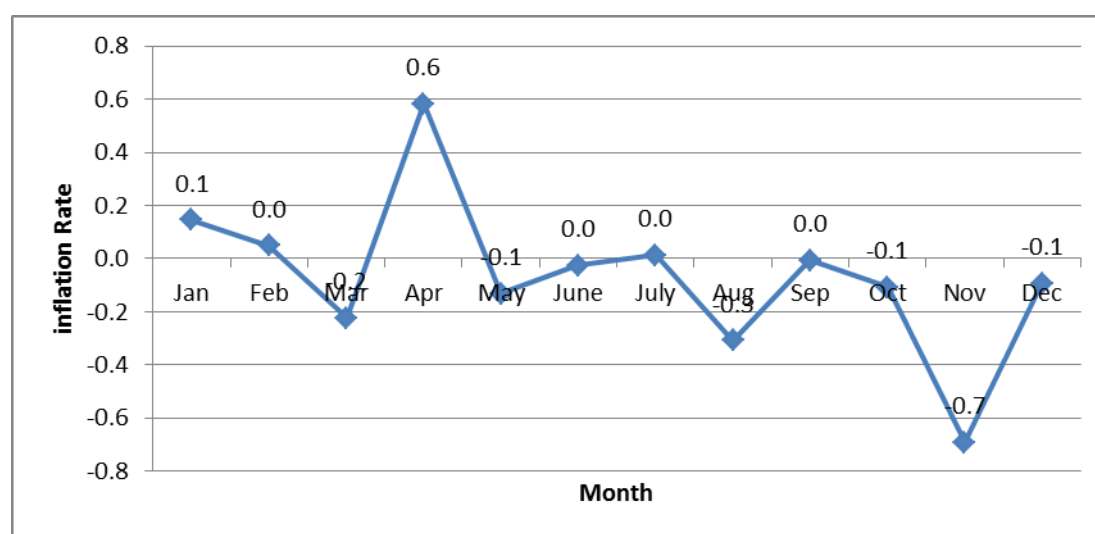


Figure 1.3: Month on Month Inflation, 2014 - ZIMSTAT

Table 1.1 below shows the year on year inflation figures from 2009 to 2014. Year on year inflation rate increased from -7.9% in 2009 to 3.7% in 2012, before decreasing to -0.2% in

⁴ Source: Quarterly Digest of Statistics, 2014 ZIMSTAT

2014. It is clear from these figures that Zimbabwe's year on year inflation remains low and is in alignment with the SADC macroeconomic convergence target of 5%.

Table 1.1: Year on Year Inflation, 2009-2012-ZIMSTAT

Year	Inflation rate (%)
2009	-7.9
2010	3.1
2011	3.5
2012	3.7
2013	1.6
2014	-0.2

1.6 Employment and unemployment

Social security contributions are financed from labour income. Therefore, unemployment has an impact on contribution income, benefit levels and coverage. Besides, it is important to note that only formal sector enterprise workers are covered by social security at the moment. Therefore a decrease in formal sector employment levels fuelled by increases in informal sector employment may have undesirable effects on social security contributions and coverage.

Figure 1.4 below shows the 2014 Labour Force Framework. The unemployment rate was 11%. However, only 5 % of the economically active labour force was in the formal sector⁵. The majority of the labour force (84%) was in the informal sector and was thus not covered by social security NSSA schemes.

⁵ Formal Employment refers to employers and own-account workers employed in their own formal sector enterprises.

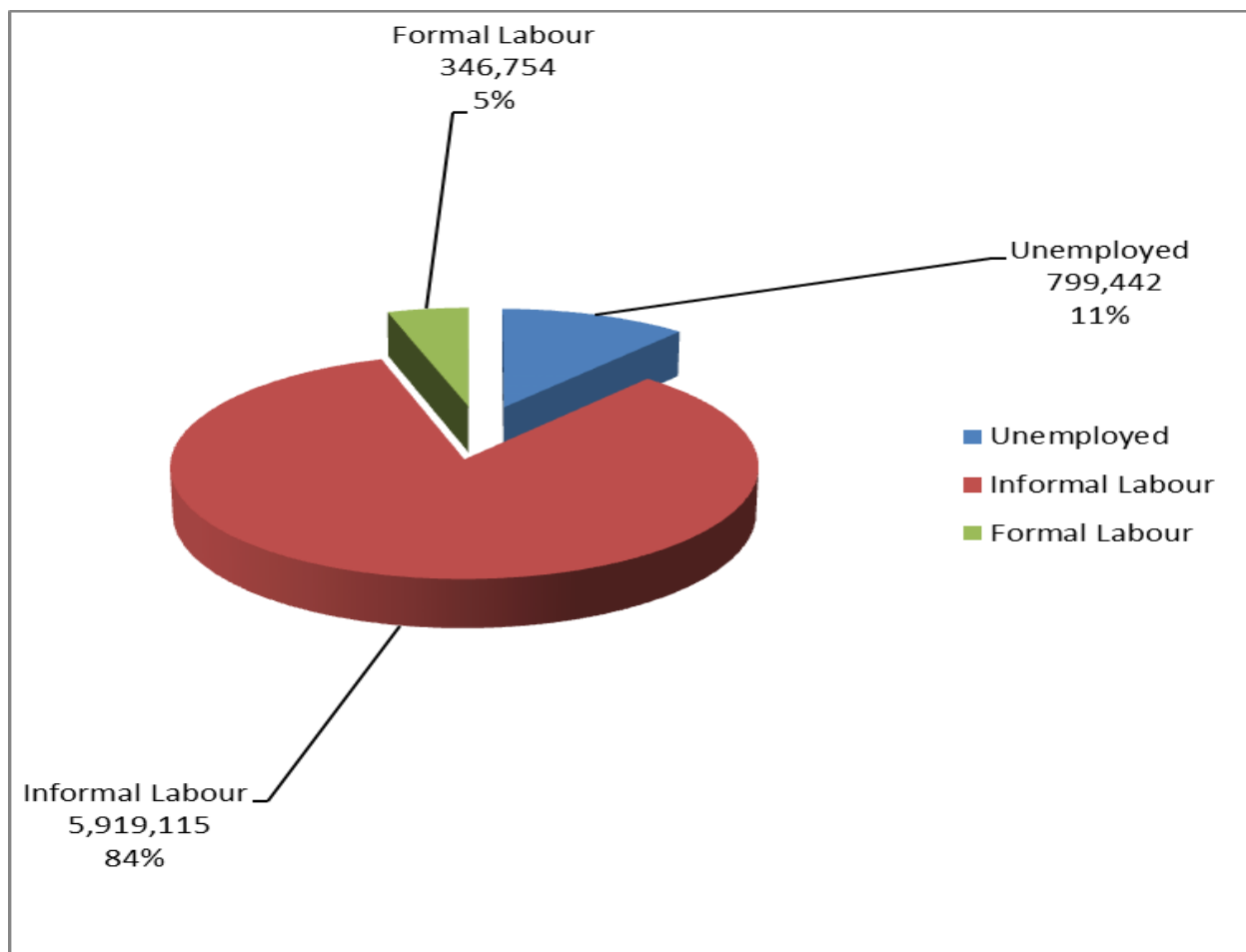


Figure 1.4: Zimbabwe Labour Force (2014)

Source: ZIMSTAT 2014 Labour Force Survey

1.7 Conclusion

Zimbabwe has a young population which favours the growth of social security in that the dependency ratios are still low. However, high death rates and emigration, especially among the economically active labour force, might negatively affect the social security schemes' future revenue base. The effects of a declining revenue base might only be felt in the long run when it translates to higher dependency ratios. The positive growth of the GDP strengthens the viability of the schemes. However, the labour force is highly concentrated in the informal sector which is not covered by the social security schemes.

NATIONAL SOCIAL SECURITY AUTHORITY

Accident Prevention and Workers' Compensation Scheme

2.0 Introduction

This chapter analyses occupational injuries that occurred in 2014 to workers insured under the Accident Prevention and Workers Compensation Scheme. The analysis covers workers' demographics, industrial sector, geographical location, occupational group, agency of accident, nature of injury, place of occurrence, month of accident and type of accident. Specific detailed analysis was done on fatal injuries. Overall findings on occupational injuries are highlighted at the end of the analysis.

2.1 Worker Demographics

This section looks at insured labour and occupational injuries with focus on demographic variables such as age, sex and marital status.

2.1.1 Incidence Rates by Age Group and Sex

Table 2.1 presents incidence rates by age group and sex. The insured labour force was about 946,792 of which 79% were males. The highest occupational injury incidence rate of 24 per 1 000 was in the age group less than 15 years followed by 20 in the age group 15-19 years. Overall, 5,332 persons were injured in 2014, comprising 89% males and 11% females. The table also shows that for all age groups incidence rates were higher for males than for females. Overall, males had an incidence rate of 6.3 while females had an incidence rate of 2.9. The reason for this could be the fact that males tend to engage in more arduous occupations and are therefore more prone to injuries than females.

Table 2.1: Incidence Rates by Age Group and Sex

Age Group	MALE			FEMALE			NOT STATED			Total		
	Insured Labour	Injuries	IR	Insured Labour	Injuries	IR	Insured Labour	Injuries	IR	Insured Labour	Injuries	IR
<15	242	7	28.9	56	-	0.0	-	-	-	298	7	23.5
15-19	1,726	40	23.2	504	5	9.9	-	-	-	2,230	45	20.2
20-24	24,618	501	20.4	7,319	55	7.5	72	-	-	32,009	556	17.4
25-29	70,752	854	12.1	23,939	67	2.8	432	-	-	95,123	921	9.7
30-34	111,202	832	7.5	35,665	104	2.9	136	-	-	147,003	936	6.4
35-39	125,152	791	6.3	34,236	104	3.0	33	-	-	159,421	895	5.6
40-44	129,398	697	5.4	29,948	88	2.9	11	-	-	159,357	785	4.9
45-49	81,242	379	4.7	20,295	51	2.5	10	-	-	101,547	430	4.2
50-54	49,308	245	5.0	14,688	49	3.3	1	-	-	63,997	294	4.6
55-59	45,084	229	5.1	10,564	35	3.3	-	-	-	55,648	264	4.7
60-64	30,481	126	4.1	6,415	20	3.1	1	-	-	36,897	146	4.0
65+	79,643	51	0.6	13,616	2	0.1	3	-	-	93,262	53	0.6
Total	748,848	4,752	6.3	197,245	580	2.9	699	-	-	946,792	5,332	5.6

Figure 2.1 shows that incidence rates decreased with age. This may probably be due to lack of experience among the youths.

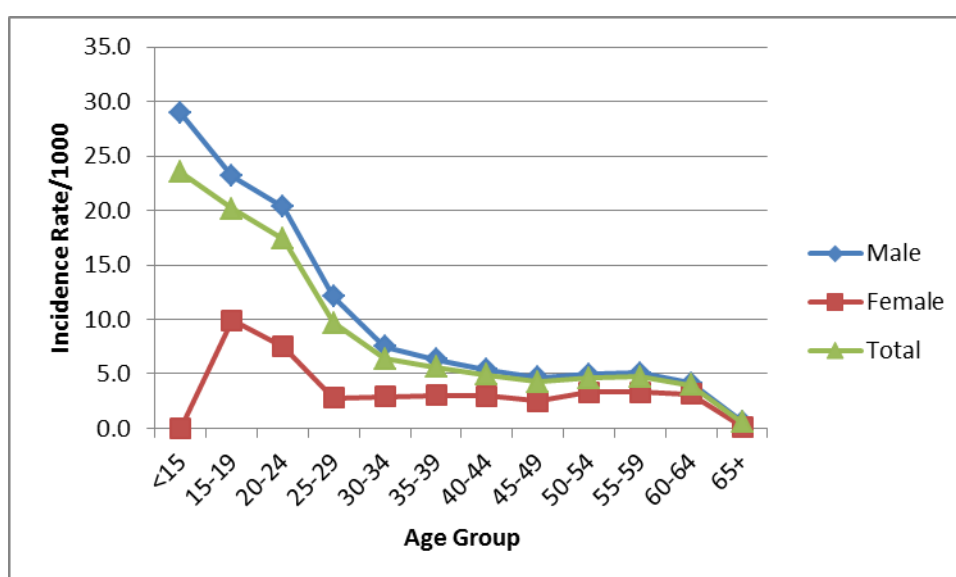


Figure 2.1: Incidence Rates by Age Group and Sex

2.1.2 Incidence Rates by Age Group and Region

Table A1 in Appendix A shows incidence rates by age group and region. Overall incidence rates by region ranged from about 3 in Masvingo to 14 in Gweru (See Figure 2.2 below).

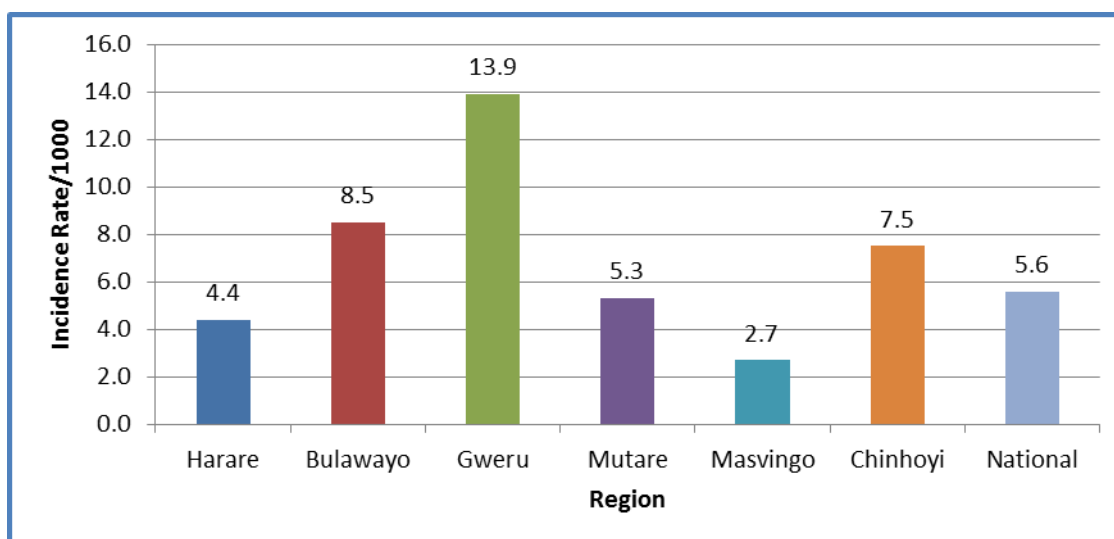


Figure 2.2: Incidence Rates by Region

2.1.3 Incidence Rates by Marital Status

Figure 2.3 below depicts incidence rates by marital status. The widowed had the highest incidence rate of 9.1, followed by the married with 8.8 and single with 3.6. The divorced had the lowest incidence rate of 2.8. Incidence rates by marital status and sex are also shown in *Table A2* in *Appendix A*. This analysis is important since marital status can have a bearing on psychological stability which in turn affects incidence rate.

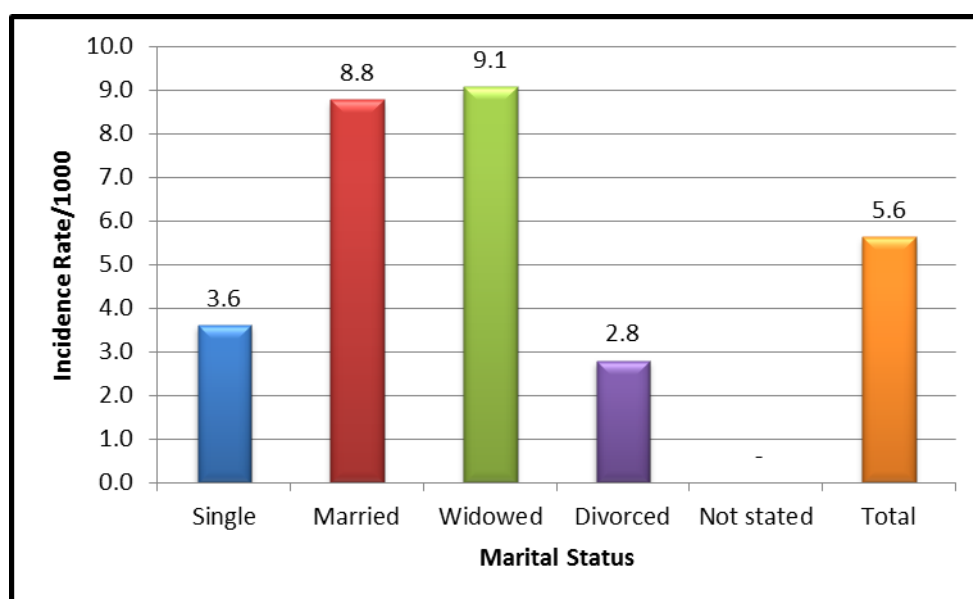


Figure 2.3: Incidence Rate by Marital Status

2.1.4 Incidence Rates by Number of Dependants

According to *Table 2.2*, 44% of the injured labour had 1 or 2 dependants, 35% had 3 or 4 dependants and 26% had no dependants. *Table A3* in *Appendix A* shows percentage

distribution of the injured workers by number of dependants and marital status. This may also be reflective of the effect of age on occupational injuries.

Table 2.2: Percentage Distribution of Injured Persons by Number of Dependants

Number of dependants	Sex		Total	Percentage of Total
	Male	Female		
0	1,044	166	1,210	25.9
1 - 2	1,821	253	2,074	44.3
3 - 4	1,513	143	1,656	35.4
5 - 6	318	13	331	7.1
7 - 8	34	-	34	0.7
9+	22	5	27	0.6
Total	4,752	580	5,332	114

2.2 Earnings

As shown in *Figure 2.4*, the distribution of the incidence rates by age is skewed towards older ages, that is, incidence rates are high around less than 25 years and they decline with age. The average earnings per month per person was \$380 (See *Table A4* in *Appendix A*). The age group 15-19 had the highest incidence rate (IR) of 20.2 with a mean earnings of \$278. Generally, as age increases mean earnings increase and IR decreases.

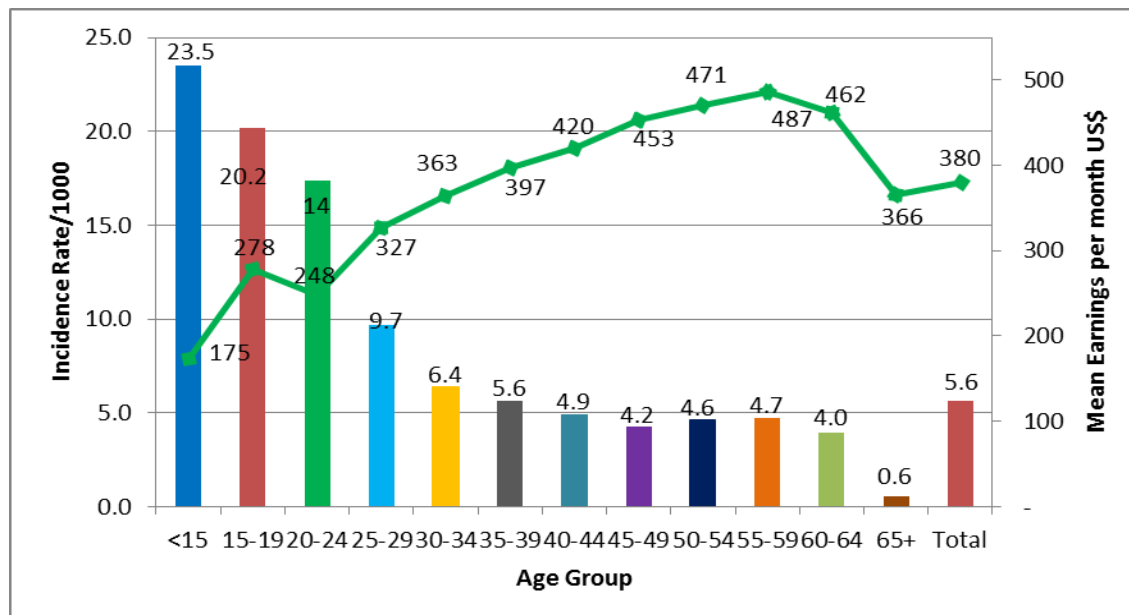


Figure 2.4: Mean Earnings at the Time of Injury and Number Injured by Age Group

Figure 2.5 shows that the top four industrial sectors with the highest average earnings were “Electricity Production” (\$801), “Communication” (\$628), “Finance, Insurance & Real Estate Business Services” (\$560) and “Local Authorities” (465), while the bottom four were

“Other Manufacturing” (\$278), “Wood and Wood products” (\$234) “Forestry” (\$192) , and “Agriculture” (\$183). (See also *Table A5* in *Appendix A*).

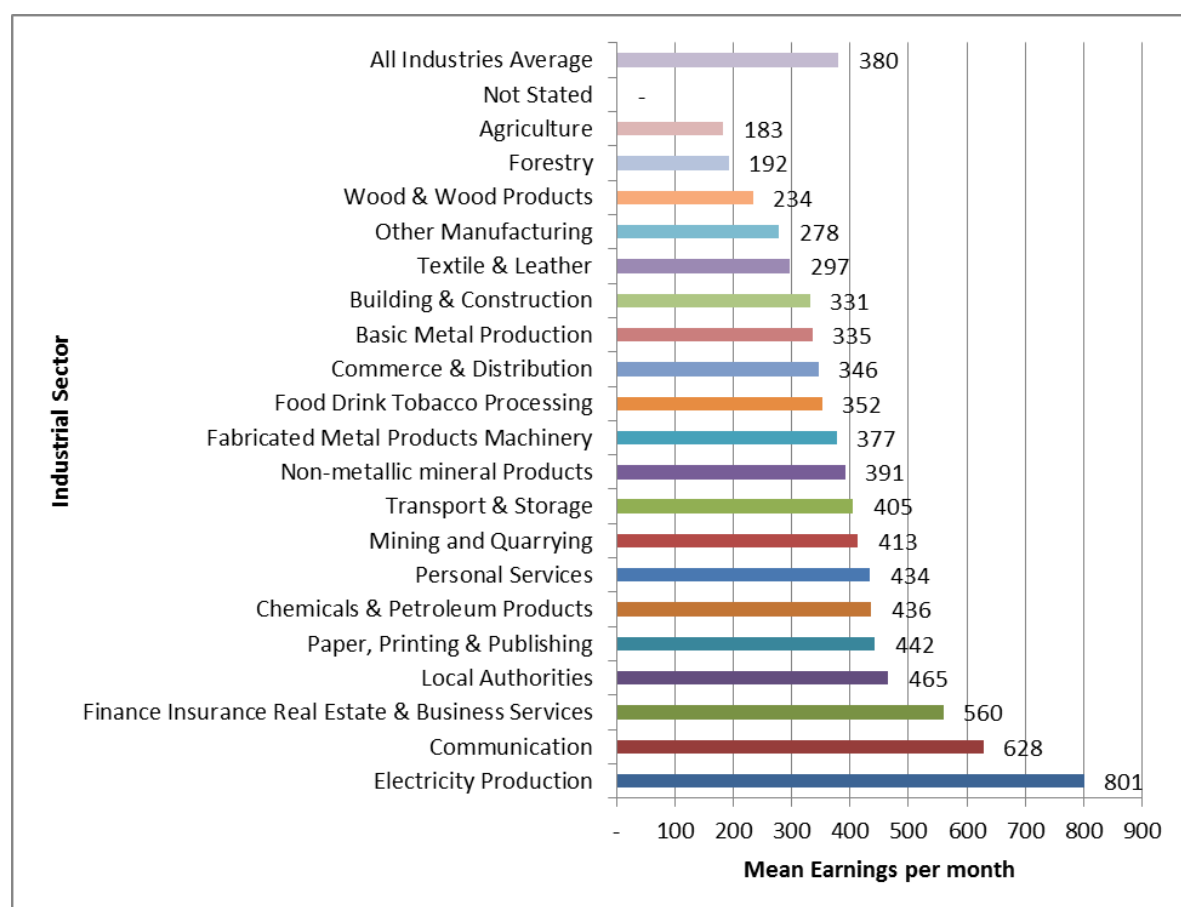


Figure 2.5: Mean Earnings at the Time of Injury by Industrial Sector

2.3 Industry

Figure 2.6 depicts incidence rates by industrial sector and sex. The top five industrial sectors with the highest incidence rates were; “Basic Metal Production” (29), “Communication” (16.2), “Transport and Storage” (16.1), “Local Authorities” (16.1) and “Electricity Production” (15.3). The following industrial sectors had the lowest incidence rates: “Commerce & Distribution” (3.8), “Finance, Insurance & Real Estate Business Services” (3.5), “Forestry” (2.8) and “Other Manufacturing” (1.4). For all industrial sectors incidence rates were higher among males than females. (See *Table A6* in *Appendix A*.)

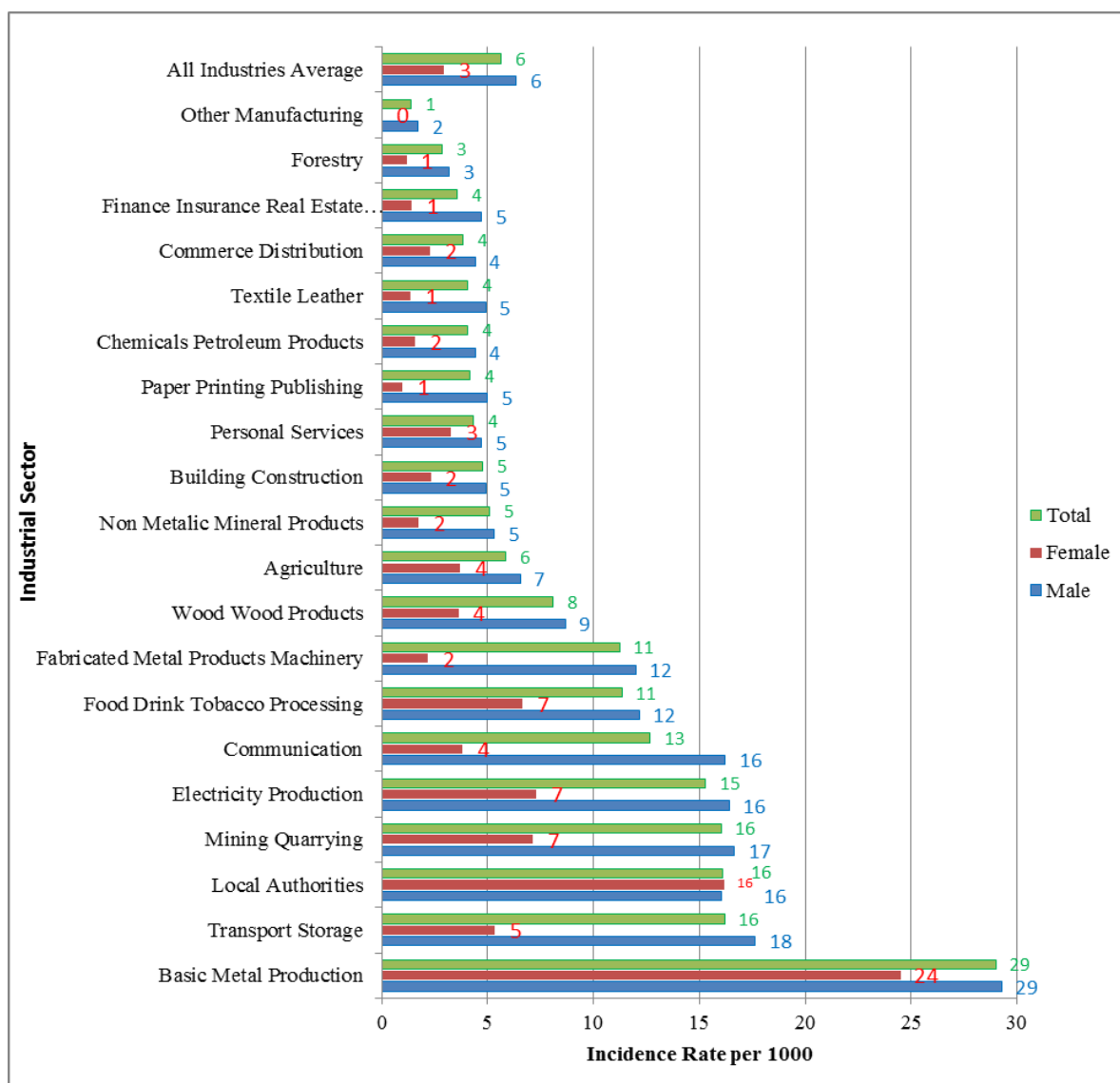


Figure 2.6: Incidence Rate by Industrial Sector and Sex

Table 2.3 shows percentage distribution of the injured workers by industrial sector and sex. The top 5 industrial sectors with the highest percentage share of the injured workers were: “Mining and Quarrying” (15%), “Agriculture” (13%), “Commerce & Distribution” (12%), “Personal Services” (9%) and “Food, Drink and Tobacco Processing” (9%). (See Table A7 in Appendix A.

Table 2.3: Percentage Distribution of Injured workers by Industrial Sector and Sex

INDUSTRIAL SECTOR	Sex		Total	Total %
	Male	Female		
Mining Quarrying	776	22	798	14.97
Agriculture	603	114	717	13.45
Commerce Distribution	528	104	632	11.85
Personal Services	383	92	475	8.91
Food Drink Tobacco Processing	433	40	473	8.87
Local Authorities	291	118	409	7.67
Transport Storage	354	14	368	6.90
Fabricated Metal Products Machinery	328	5	333	6.25
Electricity Production	182	11	193	3.62
Building Construction	168	5	173	3.24
Finance Insurance Real Estate Business Services	127	21	148	2.78
Basic Metal Production	135	6	141	2.64
Wood Wood Products	117	6	123	2.31
Textile Leather	102	9	111	2.08
Chemicals Petroleum Products	60	3	63	1.18
Communication	55	5	60	1.13
Non Metallic Mineral Products	41	1	42	0.79
Paper Printing Publishing	39	2	41	0.77
Forestry	27	2	29	0.54
Other Manufacturing	3	-	3	0.06
Total	4,752	580	5,332	100.00

2.3.1 Industry and Occupation

From *Table A8* in *Appendix A*, it is noted that the occupational categories with the highest percentage of injured workers were as follows:

- “Production and Related Workers” with 74% in “Textile and Leather” industry.
- “Production and Related Workers” with 72% in “Basic Metal Production” industry.
- “Production and Related Workers” with 68% in “Fabricated Metal Products” industry.
- “Production and Related Workers” with 67% in “Other Manufacturing” industry.
- “Mining and Quarrying” with 64% in “Mining and Quarrying”.

2.3.2 Industrial Sector by Agency of Accident

For the five high-risk industrial sectors, the major agencies of accidents respectively as shown in *Table A9* in *Appendix A*, were as follows:

- “Other Agencies” (21%) and “Other wheeled means of transport” (14%) for “Electricity production”

- “Other substances, materials and objects N.E.C” (23%) and “Other Agencies” (19%) for “Basic Metal Production”
- “Other wheeled means of transport.” (43%) and “Other Agencies(18%) for “Communication”
- “Other wheeled means of transport.” (28%) and “Other Agencies” (17%) for “Transport and Storage”
- “Other Agencies” (32%) and “Other wheeled means of transport” (24%) for “Local Authorities”.

2.4 Occupation

Table 2.4 shows the distribution of the injured workers by occupational group and sex. For males, “Production and Related Workers” was the occupational group with the highest proportion of injured workers (31%) followed by “Professional, technical and related workers” with 14%. For the female workers, the highest proportion of 30% was in the “Service Workers” followed by “Production and Related Workers” with 21%. Overall, the highest proportion of the injured workers was in the “Production and Related Workers” occupational category (30%)

Table 2.4: Percentage Distribution of Injured Workers by Occupational Group and Sex

OCCUPATION GROUP	Sex				Total	
	Male		Female			
	Number	(%)	Number	(%)	Number	(%)
Production and related	1,478	31.1	122	21.0	1,600	30.0
Service	799	16.8	177	30.5	976	18.3
Professional, technical and related workers	645	13.6	90	15.5	735	13.8
Mining and quarrying	553	11.6	13	2.2	566	10.6
Agricultural, animal husbandry and forestry	443	9.3	63	10.9	506	9.5
Transport and equipment operators	435	9.2	15	2.6	450	8.4
Workers N.E.C	155	3.3	9	1.6	164	3.1
Administrative and managerial	98	2.1	41	7.1	139	2.6
Sales	90	1.9	25	4.3	115	2.2
Clerical and related	56	1.2	25	4.3	81	1.5
Total	4,752	100	580	100	5,332	100

2.5 Nature of Injury

This section discusses the nature of injury by age, body part, place of occurrence and occupation.

2.5.1 Nature of Injury by Age

Table A10a in Appendix A shows that the first three leading types of injuries were: “Cuts, Abrasion, Bruises, Lacerations” with 25%, “Contusions, Crushing, Blisters, Haematoma, Swellings” with 15% and “Strains and Sprains” with 9%. *Table A10b in Appendix A* shows that for the three leading types of injuries, the most affected age groups were 30-34 years for “Cuts, Abrasion, Bruises, Lacerations” (19%), 35-39 years for “Contusions, Crushings, Blisters, Haematoma, Swellings” (18%) and 30-34 years for “Strains and Sprains” (19%). Thirteen pneumoconiosis cases detected in 2014.

2.5.2 Nature of Injury by Body Part

Table A11 in Appendix A shows that for those with “Cuts, Abrasion, Bruises, and Lacerations”, 43% were injured on “Fingers”, 18% on “Upper Limbs”, 17% on “Lower Limbs” and the remaining percentage was injured on other body parts. For “Contusions, Crushings, Blisters, Haematoma, Swellings” 30% were affected on “Fingers”, 29% on “Lower Limbs”, 16% on “Upper Limbs” and the remaining percentage was injured on other body parts. For those with “Strains and Sprains”, the body parts affected were “Trunk” (37%) , “Lower Limbs” (31%) and “Upper Limbs” (16%).

Overall, injuries occurred mostly to the following body parts: “Fingers” (22%), “Lower Limbs” (22%) and “Upper Limbs” (17%). The remaining categories of body parts had less than 12% each.

2.5.3 Nature of Injury by Place of Occurrence

Table A12 in Appendix A shows that for those with “Cuts, Abrasion, Bruises, and Lacerations”, 36% were injured while at “Warehouse Workshops, Factories, Foundries, and Brickfields”, 20% “Inside buildings, Living or Working places”, and the remaining at other places of work. For “Contusions, Crushings, Blisters, Haematoma, Swellings”, 31% were injured while at “Warehouse workshops, Factories, Foundries, Brickfields”, 14% “Inside buildings, Living or Working places” and the remaining at other places of work. Of those who sustained “Strains and Sprains”, 31% were injured at “Warehouse workshops, Factories, Foundries, Brickfields”, 16% “Inside buildings, Living or Working places” and the remaining at other places of work.

Overall, injuries occurred mostly in the following places: “Warehouse workshops, Factories, Foundries, Brickfields” (30%), “Inside buildings, Living or Working places” (16%) and “Public roads and Streets including railway lines” (16%).

2.5.4 Nature of Injury by Occupation

Table A13 in Appendix A shows that for all the three top types of injuries “Production and Related Workers” had the highest proportion compared to other occupational categories. “Cuts, Abrasion, Bruises, and Lacerations” had 36%, “Contusions, Crushings, Blisters, Haematoma, Swellings” had 31% and “Strains and Sprains” had 28%.

2.6 Month of Injury

Figure 2.7 depicts the percentage distribution of injured workers by month. Injuries were highest in March (9%) and lowest in December (7%). The low level of injuries in December probably reflects closure of companies for the festive season. Table A14 in Appendix A shows that the number of injured workers ranged from 353 in December to 497 in March.

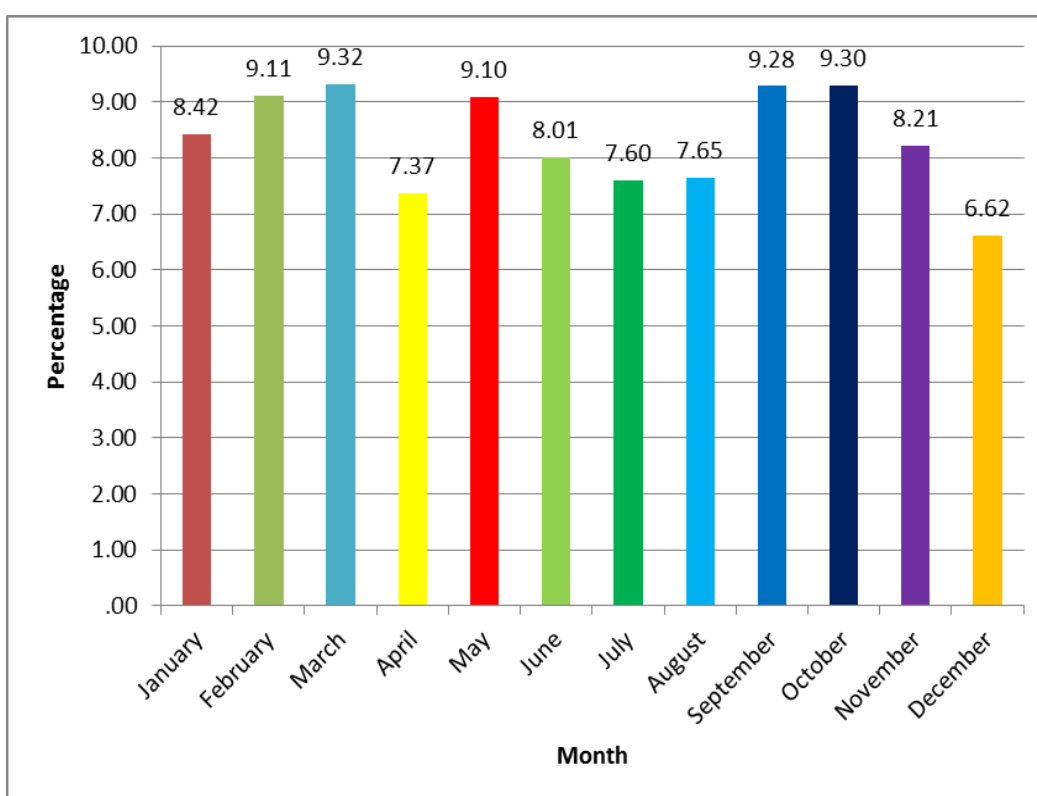


Figure 2.7: Percentage Distribution of Injuries by Month of Injury

2.7 Injured Worker by Activity

Table 2.5 presents the percentage distribution of injured workers by activity during the time of injury. Workers were injured mainly during the following processes: “Handling, loading, lifting or carrying” (36%), “Doing manual work with or without hand tools” (13%) and “Doing work while walking or stepping up or down” (11%). The remaining activities had proportions of less than 8% each.

Table 2.5: Percentage Distribution of Injured Persons by Activity

Activity	Frequency	Percentage
Handling, loading, lifting or carrying	1,896	35.56
With or without hand tools	670	12.57
Walking or stepping up or down	573	10.75
Road transport or movable equipment	407	7.63
Operating machinery or equipment	285	5.35
In any means or transport as passenger	236	4.43
Standing or kneeling position	230	4.31
Adjusting or repairing plant, machinery or equipment	197	3.69
Pushing, pulling or throwing	169	3.17
Climbing or crawling or boarding	83	1.56
Laying or sitting down position	79	1.48
Running or any rapid movement	64	1.20
Underground transport or equipment	59	1.11
On scaffolds, ladders, walls etc	48	0.90
In a lift or related machine as a passenger	18	0.34
Falling from moving objects	11	0.21
Non-motorised road transport or equipment	11	0.21
Water transport or equipment	3	0.06
Surface rail transport or equipment	2	0.04
Lack of data	291	5.46
Total	5,332	100

2.8 Injured Worker by Type of Accident

Figure 2.8 depicts percentage distribution of injured workers by type of accident. The types of accidents most associated with injuries were “Contact with Objects” (32%), “Falls of Persons” (14%), “Road Traffic Accidents” (12%), “Falls of Materials and Objects” (9%) and “Overexertion when lifting, pushing or pulling heavy objects” (7%). The remaining types of accidents had less than 7% each. See Table A15 in Appendix A.

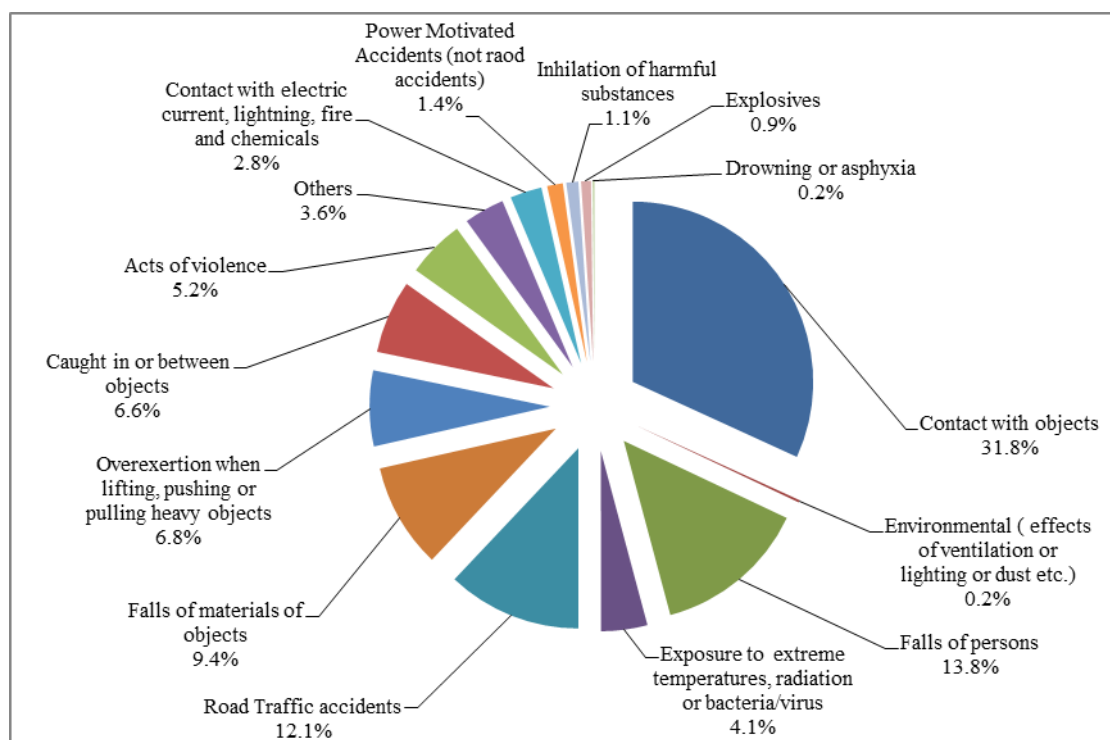


Figure 2.8: Percentage Distribution of Injured Workers by Type of Accident

2.9 Trends in Occupational Injuries

Figure 2.9 depicts a general increase in occupational injury incidence rate between 2010 and 2014. Occupational injury incidence rate increased from 3.5 in 2010 to 5.6 in 2014.

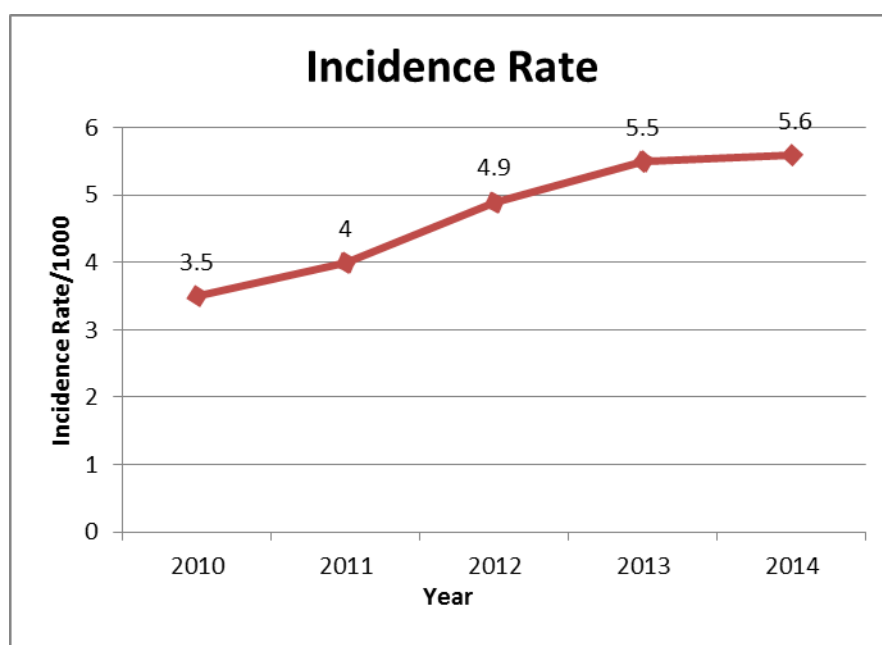


Figure 2.9: Occupational Injury Incidence Rate/ 1 000, 2008-2014⁶

⁶The 2014 figure could increase as we move away from the reference year, which is 2014, because some injuries are reported late.

2.10 Changes in Occupational Injuries Due to Late Reporting

Table 2.6 presents changes in the number of recorded occupational injuries due to late reporting from 2009 to 2013. For instance, the number of injuries that occurred in 2009 increased by 13% due to late reporting. Similarly, the number of injuries that occurred in 2011 increased by 11% due to late reporting.

Table 2.6: Changes in number of occupational injuries due to late reporting, 2009 - 2014

Year of accident	Year of reporting						Updated Total	Percentage Change
	2009	2010	2011	2012	2013	2014		
2009	2,946	303	35	22	13	11	3,330	13.03
2010		4,047	307	41	23	12	4,430	9.46
2011			3,885	360	44	22	4,311	10.97
2012				4,553	324	34	4,911	7.86
2013					5,096	294	5,390	5.77

2.11 Fatal Accidents

This section is an analysis of the fatal injuries with focus on the following characteristics:

- Industrial sector.
- Region.
- occupational group.
- type of accident and.
- month of accident.

One hundred and six (2%) of the 5,332 injuries were fatal.

2.11.1 Trends in Fatal Injuries

Table 2.7 presents fatal injuries by industrial sector for the period 2010 to 2014. Fatal injuries increased from 75 in 2010 to 91 in 2012 before decreasing to 71 in 2013. They then increased to 106 in 2014.

Table 2.7: Fatal Injuries by Industrial Sector, 2010 - 2014

Industrial sector	2010	2011	2012	2013	2014
Agriculture	6	12	8	10	17
Basic Metal Production	3	1	2	1	0
Building & Construction	2	1	2	5	4
Chemicals & Petroleum Products	2	0	0	1	0
Commerce & Distribution	7	6	6	14	10
Communication	0	2	1	0	0
Electricity Production	2	6	8	3	3
Fabricated Metal Products Machinery	0	6	2	0	4
Finance, Insurance & Real Estate Business Services	2	3	3	6	2
Food, Drink & Tobacco Processing	4	5	7	2	5
Forestry	1	0	1	0	2
Local Authorities	6	4	5	2	4
Mining & Quarrying	11	8	18	7	21
Non-Metallic Mineral Products	0	1	0	0	0
Other Manufacturing	0	0	0	0	0
Paper, Printing & Publishing	1	0	2	0	0
Personal Services	8	15	7	7	10
Textile & Leather	1	0	2	1	0
Transport & Storage	18	10	15	11	24
Wood & Wood Products	1	4	2	1	0
Total	75	84	91	71	106

2.11.2 Region

Table 2.8 presents fatal injuries by region. Harare had the highest proportion of fatal injuries (33%), followed by Chinhoyi regions with 20%. Masvingo region (5%), had the lowest proportion of fatal injuries.

Table 2.8: Fatal Injuries by Region

Region	Frequency	Percentage
Harare	35	33.02
Chinhoyi	21	19.81
Bulawayo	17	16.04
Mutare	16	15.09
Gweru	12	11.32
Masvingo	5	4.72
Total	106	100

2.11.3 Occupation

Fatal injuries by occupational group are presented in *Table 2.9*. “Transport and Equipment Operators”, with 30 deaths, had the highest number of fatalities. This was followed by “Mining and Quarrying Workers” with 19.

Table 2.9 Fatal Injuries by Occupational Group and Sex

OCCUPATION GROUP	Sex		Total
	Male	Female	
Transport and equipment operators	29	1	30
Mining and quarrying	19	-	19
Service	14	1	15
Agricultural, animal husbandry and forestry	12	-	12
Professional, technical and related workers	11	-	11
Production and related	8	1	9
Administrative and managerial	5	-	5
Workers N.E.C	4	-	4
Sales	1	-	1
Clerical and related	-	-	-
Total	103	3	106

2.11.4 Type of Accident

Forty eight percent (48%) of fatal injuries were due to “Road Traffic Accidents”, while 11% were due to “Acts of Violence”. (See *Figure 2.10* and *Table A16 in Appendix A*).

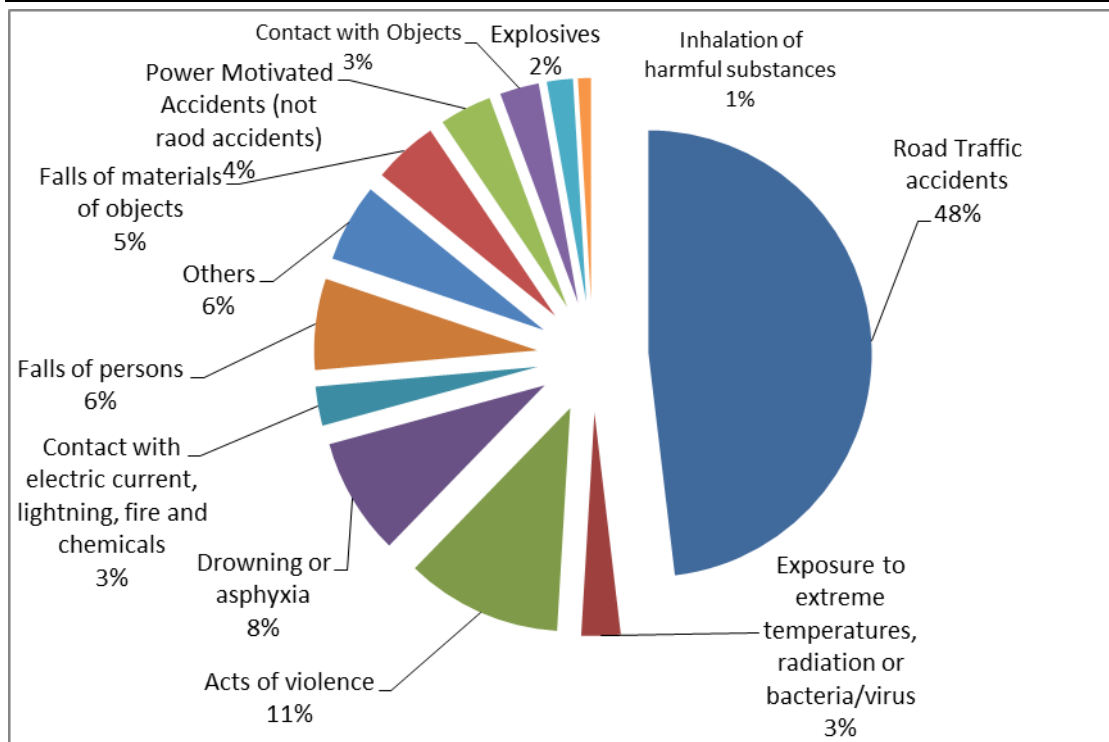


Figure 2.10: Percentage distribution of Fatal Injuries by Type of Accident

2.11.5 Month of Accident

Figure 2.11 depicts the distribution of the number of fatal injuries by month of accident. The number of fatal injuries ranged from 4, in May and November, to 16 deaths in June. The distribution of fatal injuries by month does not resemble that for all injuries by month of injury, which were highest in March and lowest in December (See Figure 2.7).

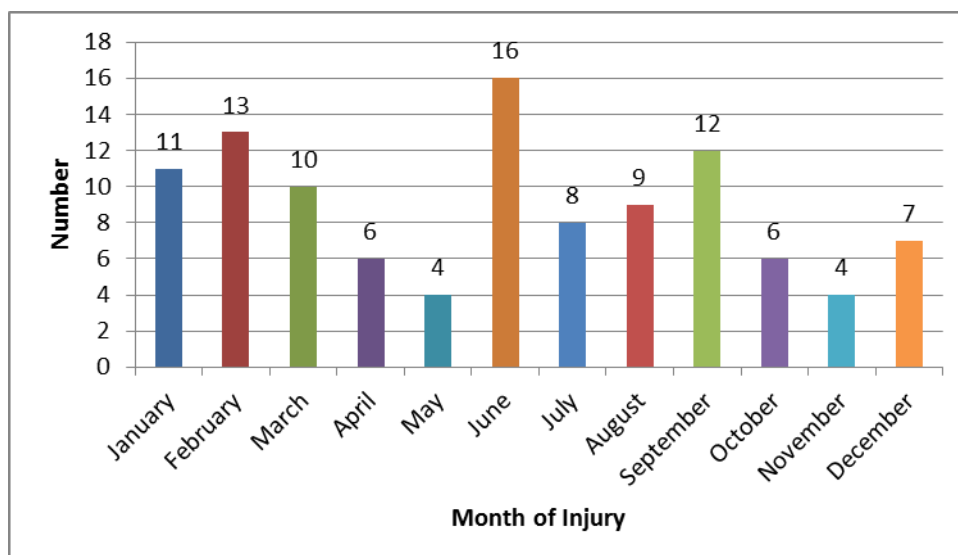


Figure 2.11: Fatal Injuries by Month of Accident, 2014

2.12 Short Term Benefits

A total of amount of \$2,693,593 was paid in 2014 in respect of short-term claims. *Figure 2.12* shows percentage distribution of total amount paid to short term claims by type of benefit. Medical Aid, with 57%, accounted for the biggest share of the total amount paid to short-term benefits followed by Periodical Payments and Lump Sums, with 42% and Funeral Expenses accounted for the remaining 1%.

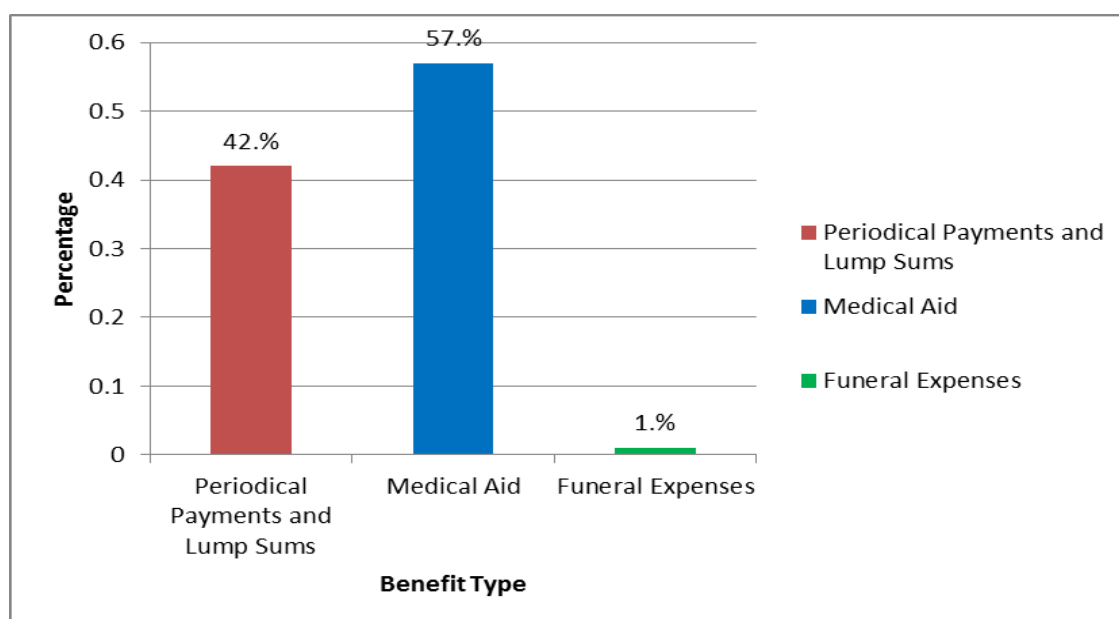


Figure 2.12: Percentage Distribution of Amount Paid to Short Term Claims by Type of Benefit

2.13 Long Term Benefits

The total number of claims in payment in 2014 increased by 19% from that of 2013. *Table 2.10* depicts the claims in payment in 2014. There was an increase in claims of Workers' Pension but all other benefits recorded increases in claims, with the highest proportional increase recorded in Pneumoconiosis Children's allowance cases.

Table 2.10: Long Term Payments by Benefit Type

Type of Benefit	Number of Claims in Payment		Percentage Change
	2014	2013	
Workers' Pension	37,188	40,323	-7.77
Children's Allowance	24,627	12,974	89.82
Widow/Widower's Pension	30,844	24,839	24.18
Dependants' Allowance	1,152	834	38.13
Pneumoconiosis Workers' Pension	518	342	51.46
Pneumoconiosis Children's Allowance	524	256	104.69
Pneumoconiosis Widow/Widower's Pension	1,736	1,292	34.37
Total	96,589	80,860	19.45

2.14 Key Findings

- The insured labour was 946 636, of which 79% were males.
- The highest occupational injury incidence rate of 23.5 was in the less than 15 years age group, followed by 20.2 in the age group 15-19 years.
- The incidence rate increased from 5.45 in 2013 to 5.6 injuries per 1 000 insured workers in 2014.
- It was noted that incidence rates were higher for males than females.
- It was noted that incidence rates generally declined with age.
- Incidence rates by region ranged from about 2.7 in Masvingo to 13.9 in Gweru.
- The widowed had the highest incidence rate of 9.1 followed by the married with 8.8 and divorced with 2.8.
- Forty four percent (44%) of the workers had between 1 and 2 dependants, 35% had between 3 and 4 dependants and 7% had 5 or more dependants
- The average earnings per month per person was \$380.
- The top 5 industrial sectors with the highest incidence rates were “Basic Metal Production” (29), “Communication” (16.2), “Transport and Storage” (16.1), “Local Authorities” (16.1) and “Electricity Production” (15.3).
- The following industrial sectors had the lowest incidence rates: “Commerce & Distribution” (3.8), “Finance, Insurance & Real Estate Business Services” (3.5), “Forestry” (2.8) and “Other Manufacturing” (1.4).
- The highest proportion of the injured workers was in the “Production and Related Workers” occupational category (30%).
- The top three leading types of injuries were: “Cuts, Abrasion, Bruises and Lacerations”, with 25%, “Contusions, Crushing, Blisters, Haematoma, and Swellings,” with 15% and “Strains and Sprains,” with 9%.
- Injuries occurred mostly to the following body parts: “Fingers” (22%), “Lower Limbs” (22%) and “Upper Limbs” (17%).
- Injuries occurred mostly in the following places: “Warehouse Workshops, Factories, Foundries, and Brickfields” (30%), “Inside Buildings, Living or Working Places” (16%), and “Public Roads and Streets Including Railway Lines” (16%).
- Workers were injured mainly during the following processes: “Handling, loading, lifting or carrying” (36%), “Doing manual work with or without hand tools” (13%) and “Doing work while walking or stepping up or down” (11%).
- The types of accidents most associated with injuries were “Contact with Objects” (32%), “Falls of Persons” (15%) and “Road Traffic Accidents” (12%),

- One hundred and six (2%) of the 5,332 injuries were fatal.
- Harare (33%) had the highest proportion of fatal injuries, followed by Chinhoyi region with 20%. Masvingo, with 5%, had the lowest proportion of fatal injuries.
- “Transport and Equipment Operators,” with 30 deaths, emerged as the occupational group with the highest number of deaths.
- Forty-eight percent (48%) of the fatal injuries were due to “Road Traffic Accidents”, 11% were due to “Falls of Persons,” while 8% were due to “Acts of Violence”.
- The number of fatal injuries ranged from 4, in May and November ,to 16 deaths in June.
- A total amount of \$2,693,593 was paid in 2014 in respect of short-term claims.
- Medical Aid, with 57%, accounted for the biggest share of the total amount paid to short-term benefits, followed by “Lump Sum & Periodical Payments,” with 42% and Funeral Expenses, with 1%.
- Long term claims increased by 19% in 2014 compared to 2013.

NATIONAL SOCIAL SECURITY AUTHORITY

Rehabilitation

3.0 Introduction

This chapter covers admissions to, and discharges from, the Workers' Compensation and Rehabilitation Centre for the period January to December 2014. During the period under review there were 247 admissions and 258 discharges. These were analysed on the basis of the following variables: month of admission/ discharge, region, sex, age at admission, industrial sector, occupation and nature of injury. In the case of discharges, percentage disability on discharge and date of discharge were also analysed.

3.1 Sex Distribution

The number of admissions decreased from 327 in 2013 to 247 in 2014. Out of the total admissions in 2014, 87% were males while the remainder (13%) were females (see *Table 3.1*). The low number of female admissions may be attributed to the generally low number of females at risk as has already been indicated by incidence rates of 2.9 for females compared to 6.3 injuries per 1 000 for males in the previous chapter.

Table 3.1: Rehabilitation Centre Admissions and Discharges by Sex

Sex	Admissions		Discharges	
	Frequency	Percentage	Frequency	Percentage
Male	216	87.4	227	88
Female	31	12.6	31	12
Total	247	100	258	100

3.2 Age Distribution

The age distribution of workers admitted for rehabilitation is presented in *Table 3.2*. The highest number of workers admitted for rehabilitation was in the age group 35 to 39 years while the 0-19 years and the over 65 years age groups had the fewest admissions.

Table 3.2: Age Distribution of Rehabilitated Workers at Admission

Age group	Admissions		Discharges	
	Frequency	Percentage	Frequency	Percentage
0 - 19	1	0.40	2	0.78
20 - 24	17	6.88	20	7.75
25 - 29	35	14.17	37	14.34
30 - 34	36	14.57	38	14.73
35 - 39	50	20.24	52	20.16
40 - 44	44	17.81	42	16.28
45 - 49	29	11.74	30	11.63
50 - 54	18	7.29	18	6.98
55 - 59	11	4.45	12	4.65
60 - 64	5	2.02	5	1.94
65 +	1	0.40	2	0.78
Total	247	100	258	100

3.3 Month of Admission and Discharge

Figure 3.1 shows the monthly fluctuations in the number of admissions and discharges. It is noted that the months of May (27) and October (25) were characterised by high admissions as compared to the other months. June (12) and December (13) had the lowest number of admissions compared to the other months. The variations in discharges tended to generally follow a similar pattern to that of admissions but they were always lower than the number of admissions (see *Appendix A, Table A17* for percentage distribution of admissions and discharges by month). The observed variation in the number of admissions and discharges by month could be an important parameter, which needs consideration when planning and budgeting for the Rehabilitation Centre.

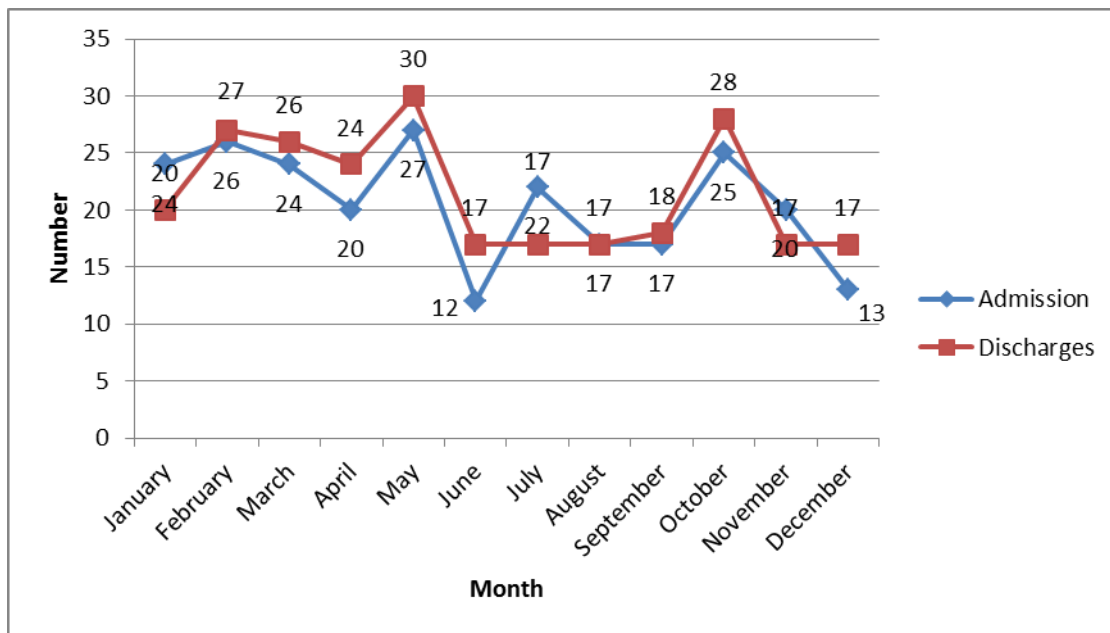


Figure 3.1: Distribution of Rehabilitation Admissions and Discharges by Month

3.4 Region

The region variable represents where the accident was reported. In most cases this is also where the accident occurred. Out of the 247 admissions, 147 were from Bulawayo region, as shown in *Figure 3.2*. The other regions had less than 55 admissions each. Chinhoyi (4) had the least number of admissions. Distance from the Rehabilitation Centre is an important factor in explaining the observed pattern in the number of admissions. The further the distance of a region from the Rehabilitation Centre the fewer the number of admissions from that region. (See *Table 3.3* for distance from regions to Rehabilitation Centre.)

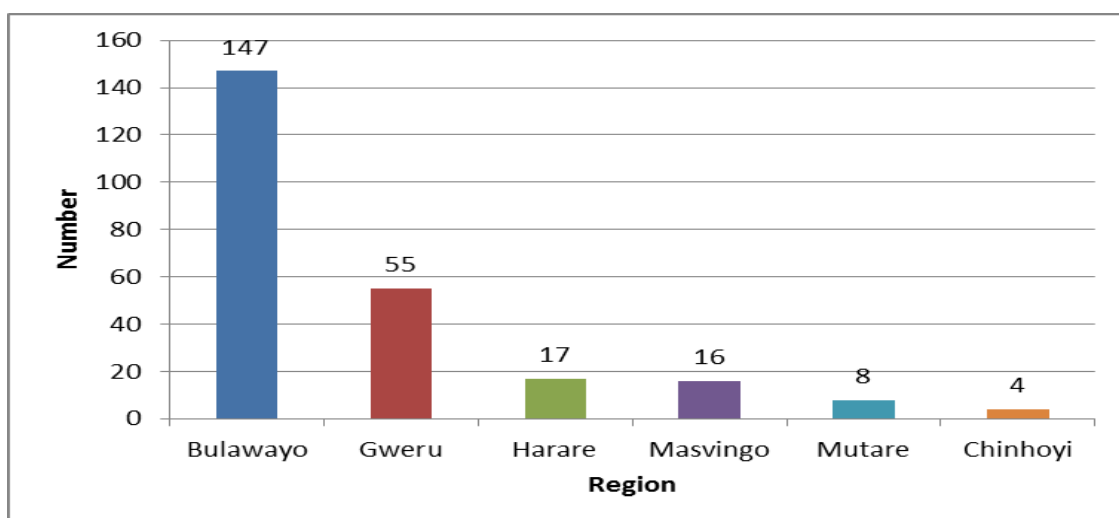


Figure 3.2: Number of Admissions to the Rehabilitation Centre by Region

3.5 Admission Period

Admission period refers to the number of days between date of admission and date of discharge. The admission period varies depending on a number of factors such as nature of injury, percentage disability on discharge and region. The average admission period for 2014 was 20 days (see *Table 3.3*). Mean admission period by region ranged from 11 days for Masvingo region to 57 days for Mutare region.

As shown in *Table 3.3*, there is a relationship between admission period and distance from the Rehabilitation Centre. This is because injured workers close to the Centre with less severe injuries are more likely to visit the Centre and be quickly discharged than those from distant regions. However, *Table 3.3* shows that there is a very close relationship between the period of stay and mean percentage disability on discharge, indicating that workers with severe injuries required extended periods of admission. (See also *Table A18* in *Appendix A*.)

Table 3.3: Mean % Disability and Admission Period by Region

Region	Mean Admission Period	Mean Percentage Disability	Distance from Rehab. Centre (km)
Harare	20.28	18.40	439
Bulawayo	17.43	6.65	0
Gweru	22.39	12.84	164
Mutare	57.33	30.00	577
Masvingo	11.06	11.67	280
Chinhoyi	28.75	28.75	555
Total	19.84	10.45	

3.6 Industrial Sector

This section looks at admission rates by industrial sector.

3.6.1 Admission rates⁷ by industrial sector

Figure 3.3 presents admission rates by industrial sector in order to investigate whether industrial sectors, which reported high accident incidence rates, made use of rehabilitation services provided by NSSA. It has been already noted that industrial sectors with the highest accident incidence rates were: “Basic Metal Production” (29), “Communication”

⁷ Admission rate is found by dividing the number of admissions from an industrial sector by the number of injuries from that sector multiplied by 1000.

(16.2), “Transport and Storage” (16.1), “Local Authorities” (16.1) and “Electricity Production” (15.3).

As shown in *Figure 3.4*, the highest admission rates were observed in the “Paper, Printing and Publishing” (98), “Mining & Quarrying” (80), “Basic Metal Production” (71), “Building and Construction” (58) and “Fabricated Metal Products”(63). There is no strong relationship between admission rates and accident incidence rates by industrial sector.

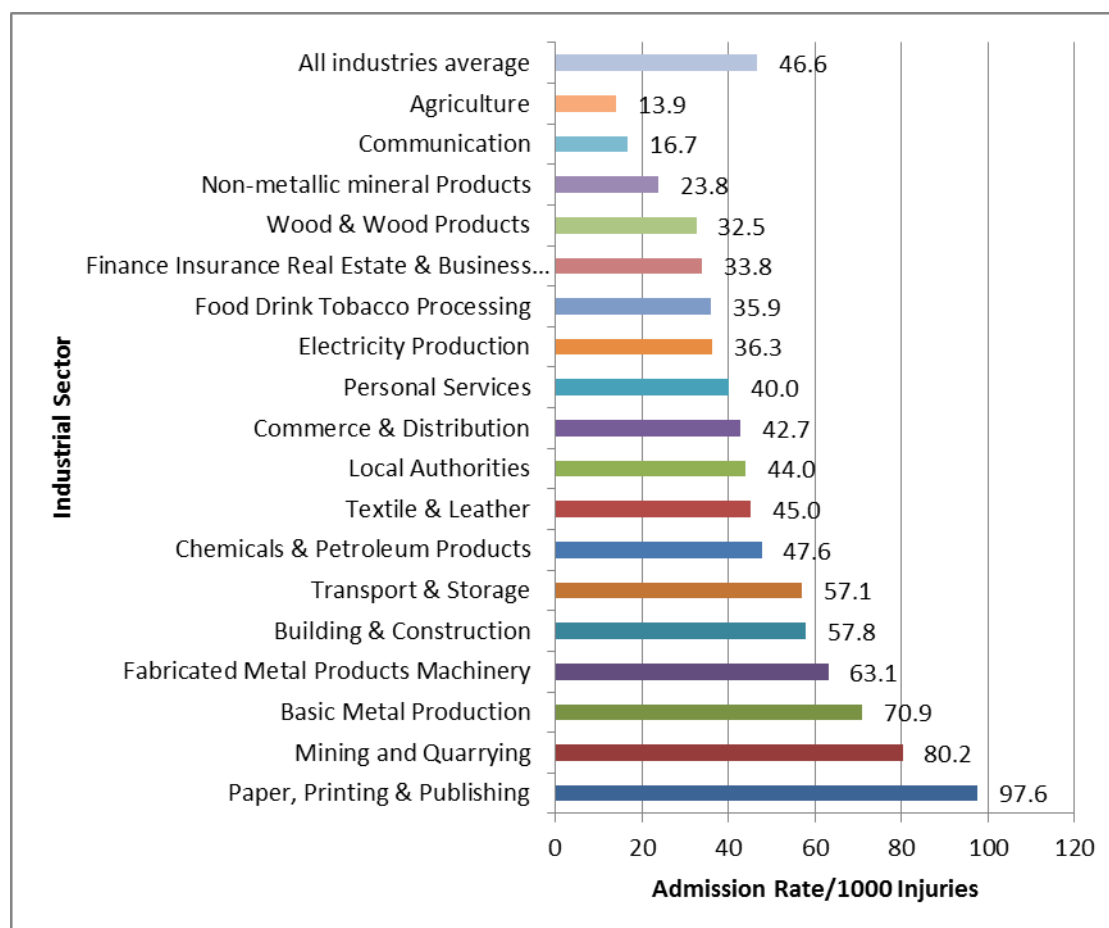


Figure 3.3: Admission Rate/ 1 000 injuries by Industrial Sector

3.6.2 Admissions and discharges by industrial sector

As shown in *Table 3.4*, the industrial sectors with the highest mean admission days were “Electricity Production”(52 days), “Wood and Wood Products” (50 days), “Non-metallic Mineral Products” (35 days), “Food, Drink and Tobacco Processing”(32 days) and “Agriculture” (23 days). (See *Table 3.4* below.)

“Electricity Production” sector with 36% had the highest mean percentage disability followed by “Agriculture” (21%), “Mining and Quarrying” (14%) “Finance, Insurance, Real Estate & Business Services” (12%), and “Personal Services” (11%). All the industrial sectors had mean percentage disability not exceeding 10% (see *Table 3.4* below and *Table A19* in *Appendix A*).

Table 3.4: Mean Percentage Disability, Admission Period and Percentage Admissions/Discharges by Industrial Sector

Industrial Sector	Mean Admission Period (days)	Mean Percentage Disability	Admissions %	Discharges %
Agriculture	23.00	21.18	4.0	4.3
Basic Metal Production	10.90	4.80	4.0	3.9
Building & Construction	8.80	9.00	4.0	3.9
Chemicals & Petroleum Products	5.00	2.25	1.2	1.6
Commerce & Distribution	19.14	8.00	10.9	10.9
Communication	9.00	.00	0.4	0.4
Electricity Production	52.29	36.00	2.8	2.3
Fabricated Metal Products				
Machinery	10.29	4.35	8.5	7.8
Finance Insurance Real Estate & Business Services	13.40	12.00	2.0	1.9
Food Drink Tobacco Processing	31.45	8.45	6.9	7.8
Local Authorities	11.70	6.20	7.3	7.8
Mining and Quarrying	21.39	14.11	25.9	25.6
Non-metallic mineral Products	34.50	1.50	0.4	0.8
Paper, Printing & Publishing	14.50	3.25	1.6	1.6
Personal Services	16.77	10.82	7.7	8.5
Textile & Leather	20.20	6.25	2.0	1.6
Transport & Storage	19.71	7.75	8.5	7.8
Wood & Wood Products	49.6	3.6	1.6	1.9
Total	19.84	10.24	100	100

3.7 Occupation

“Production and Related Workers” occupational group constituted 32% of admissions followed by “Mining and Quarrying workers” and “Service Workers” with 19% and 15% respectively (see *Table 3.5*). The lowest admission was recorded under “Administrative and Managerial Workers” accounting for 2%.

“Agricultural, animal husbandry and forestry” had the highest mean percentage disability on discharge of 31% followed by “Administrative and managerial” (18%). “Production and Related Workers” had the lowest mean percentage disability of 6% (see *Table 3.5*).

Table 3.5 shows that there was no strong relationship between mean admission period and mean percentage disability. Mean admission period by occupational group ranged from 10 days for “Sales workers” to 33 days for “Agricultural, animal husbandry and forestry”. (Correlation analysis gives a coefficient of 0.821 which is also significant at 0.01 level).

Table 3.5: Mean Percentage Disability, Admission Period and Percentage Admissions/ Discharges by Occupation

Occupation	Mean Admission Period (days)	Mean Percentage Disability	Admissions %	Discharges %
Professional, technical and related workers	14.39	12.08	11.34	10.08
Administrative and managerial	12	18	1.62	1.55
Clerical and related	12.80	8.60	2.02	1.94
Sales	10	7.33	2.43	2.33
Service	16.09	6.53	15.38	17.44
Agricultural, animal husbandry and forestry	33.44	31.44	3.24	3.49
Mining and quarrying	18.59	11.61	19.43	18.99
Production and related	21.86	6.35	31.98	32.56
Transport and equipment operators	18.22	10.59	9.31	8.53
Workers N.E.C	52.25	32.25	3.24	3.10
Total	19.84	10.24	100	100

3.8 Nature of Injury

As shown in Table A20 in Appendix A, the nature of injury resulting in the highest number of admissions to the Rehabilitation Centre was “Fractures” (16%). This was followed by “Cuts, Abrasions, Bruises, and Lacerations” (15%) and “Strains and Sprains” (14%). The other nature of injuries had less than 10% each.

An analysis of admissions by distance from the Rehabilitation Centre proved that distance has an influence on the number of admissions. Table A21 in Appendix A shows that Bulawayo region had admissions across almost all the different types of nature of injuries whereas the other regions were represented across a few categories of the nature of injury, which are critical. This shows that regions far from the Rehab Centre tend to send only critical cases.

A cross tabulation of nature of injury by admission period is shown in Table A21 in Appendix A. It can be noted that 87% of the 258 discharges was admitted for a period of less

than 1 month, 7% for a period of 1 to less than 2 months and the remaining 6% ,for a period of 2 months and above.

According to *Table A22 in Appendix A*, the top five natures of injury with high mean admission periods were “Electric current, lighting and fire” (86), “Amputation” (43), “Multiple Injuries” (38), “Fractures” (24) and “Stress” (23).

Injuries with higher mean percentage disability tended to have longer admission periods. (This is confirmed by high positive correlation as already noted). This is shown in *Table A22 in Appendix A*, with the top five natures of injuries with high mean percentage disability being: “Electric current, lighting and fire” (38), “Multiple injuries” (30), “Fractures” (14), “Amputation” (14) and “Stress” (13). See *Table A23 in Appendix A*, for percentage disability on discharge.

3.9 Hospital Utilization

Indicators on hospital utilization by quarter are presented in *Table 3.6*. These are bed occupancy, in-patient daily average, average stay, turnover factor, turnover interval and percentage age occupancy. For definition of these indicators refer to *Appendix B*. It should be noted that calculations of the indicators were based on a fixed bed establishment of 80.

In-patient daily average ranged from 40 rehabilitees in the fourth quarter to 47 rehabilitees in the third quarter. A similar pattern as that of in-patient daily average by quarter is also observed under percentage occupancy. Percentage occupancy ranged from 50% in the fourth quarter to 58% in the third quarter.

The average number of days a rehabilitee occupied a bed was highest during the third quarter at 32 and lowest during the first quarter at 24. The average number of patients treated per bed i.e. the turnover factor was 2 across all quarters. Turnover interval was lowest in the first quarter at 22 and highest during the third quarter at 27.

Given that the bed establishment stands at 80 and that the average percentage occupancy of all quarters was 53%, it can be concluded that the Rehabilitation Centre was underutilized in 2014.

Table 3.6: Rehabilitation Centre Hospital Utilization Statistics by Quarter

Quarter	Bed occupancy	Admissions	Discharges	Days in period	In-patient daily average	Average Stay	Turnover factor	Turnover Interval	Percentage Occupancy
1st	3,694	208	157	90	41	24	1.96	22	51
2nd	3,693	192	141	91	41	26	1.76	25	51
3rd	4,296	214	135	92	47	32	1.69	23	58
4th	3,669	190	138	92	40	27	1.73	27	50
Total	15,352	<u>804</u>	571	365	42	27	7.14	24	53

3.10 Key Findings

- In 2014 there were 247 admissions and 258 discharges
- The number of admissions decreased from 327 in 2013 to 247 in 2014, showing an decrease in the utilisation of the Rehabilitation Centre
- Out of the 247 admissions which occurred in 2014, 87% were males while the remaining 13% were females.
- Fifty percent (50%) of the admissions were in the age group 35-39 years
- The months of May (27) and October (25) were characterised by high admissions as compared to the other months. June (12) and December (13) had the lowest number of admissions compared to the other months.
- The average admission period was 20 days in 2014.
- The highest admission rates per 1000 injuries were observed in the following industrial sectors: “Paper, Printing and Publishing” (98), “Mining & Quarrying” (80), “Basic Metal Production” (71), “Building and Construction” (58) and “Fabricated Metal Products”(63).
- The industrial sectors with the highest mean admission days were “Electricity Production”(52 days), “Wood and Wood Products” (50 days), “Non-metallic Mineral Products” (35 days), “Food, Drink and Tobacco Processing”(32 days) and “Agriculture” (23 days).
- “Production and Related Workers” occupational group constituted 32% of admissions followed by “Mining and Quarrying workers” and “Service Workers,” with 19% and 15%, respectively.
- “Agricultural, animal husbandry and forestry” had the highest mean percentage disability on discharge of 31%, followed by “Administrative and managerial” (18%). “Production and Related Workers” had the lowest mean percentage disability of 6%.
- Mean admission period by occupational group ranged from 10 days for “Sales workers” to 33 days for “Agricultural, animal husbandry and forestry workers”.

- The natures of injury resulting in the highest number of admissions to the Rehabilitation Centre were “Fractures” (16%), “Cuts, Abrasions, Bruises, and Lacerations” (15%) and “Strains and Sprains” (14%).
- The top five natures of injury with the highest mean admission periods were “Electric current, lighting and fire” (86), “Amputation” (43), “Multiple Injuries” (38), “Fractures” (24) and “Stress” (23).
- The top five natures of injuries with high mean percentage disability were: “Electric current, lighting and fire” (38), “Multiple injuries” (30), “Fractures” (14), “Amputation” (14) and “Stress” (13).
- In-patient daily average ranged from 40 rehabilitees in the fourth quarter to 47 rehabilitees in the third quarter.
- The average number of days a rehabilitee occupied a bed was highest during the third quarter at 32 and lowest during the first quarter at 24.

NATIONAL SOCIAL SECURITY AUTHORITY

Pensions and Other Benefits

4.1 Introduction

This chapter presents an analysis of the statistics under the Pensions and Other Benefits Scheme for the year 2014. The analysis covers the total number of registered employers, active and inactive employers, complying and non-complying employers, and a comparison of active employers for the years 2012, 2013 and 2014. The report analyses the total number of insured labour force, active and inactive labour force and beneficiaries' data for both long term and short term benefits.

4.2 Employers' Statistics

4.2.1. Registered Employers*

In 2014 as shown in *Figure 4.1* below and *Table A24* in *Appendix A*, a total of 87,749 employers/companies were registered with NSSA, an increase of 9% from the 2013 registered employers/companies. Of the 87,749 employers across all the industrial sectors, "Commerce & Distribution" (37%) had the highest percentage followed by "Agriculture" (11%), "Personal Services" (10%), "Building & Construction" (6%), "Finance, Insurance, Real Estate & Business Services" (6%).

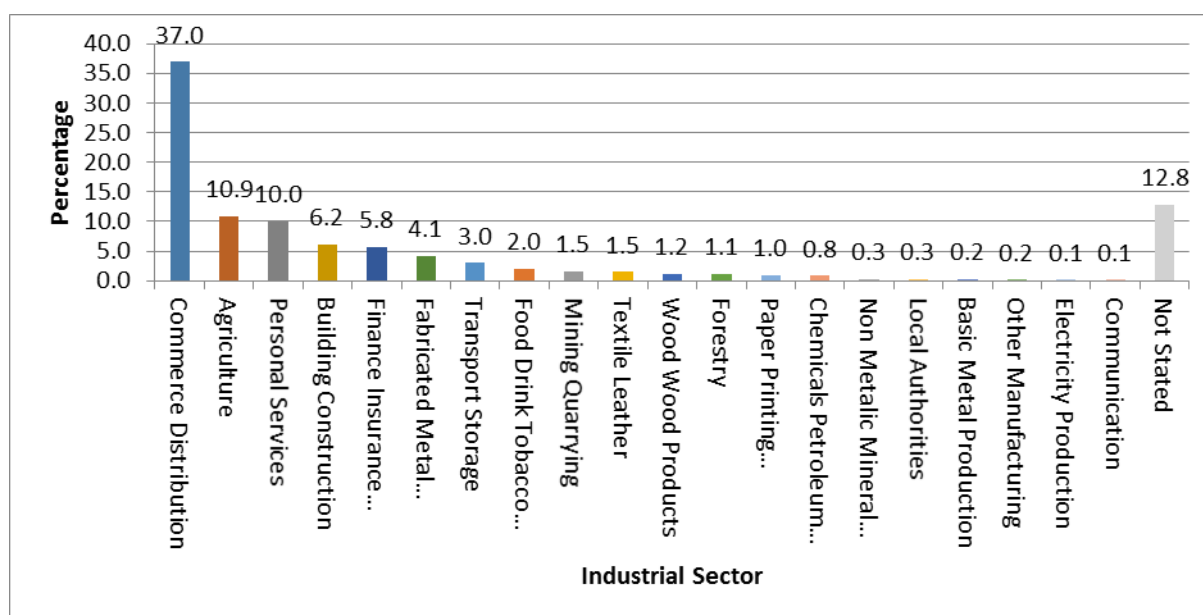


Figure 4.1: Percentage Distribution of Registered Employers

*This analysis includes both Active and Inactive employers

4.2.2. Active and Inactive Employers

Out of the 87,749 registered employers 57,778 (66%) were inactive, while 29,971 (34%) were active. The percentage of inactive employers decreased from 69% in 2013 to 66% in 2014. *Figure 4.2 below and Table A25 in Appendix A* show that in all the stated Industrial Sectors, inactive employers outnumbered active employers. “Local Authorities” (54%) had the highest proportion of active registered employers followed by “Electricity Production” (51%) while “Building and Construction” (17%) had the least proportion of active registered employers.

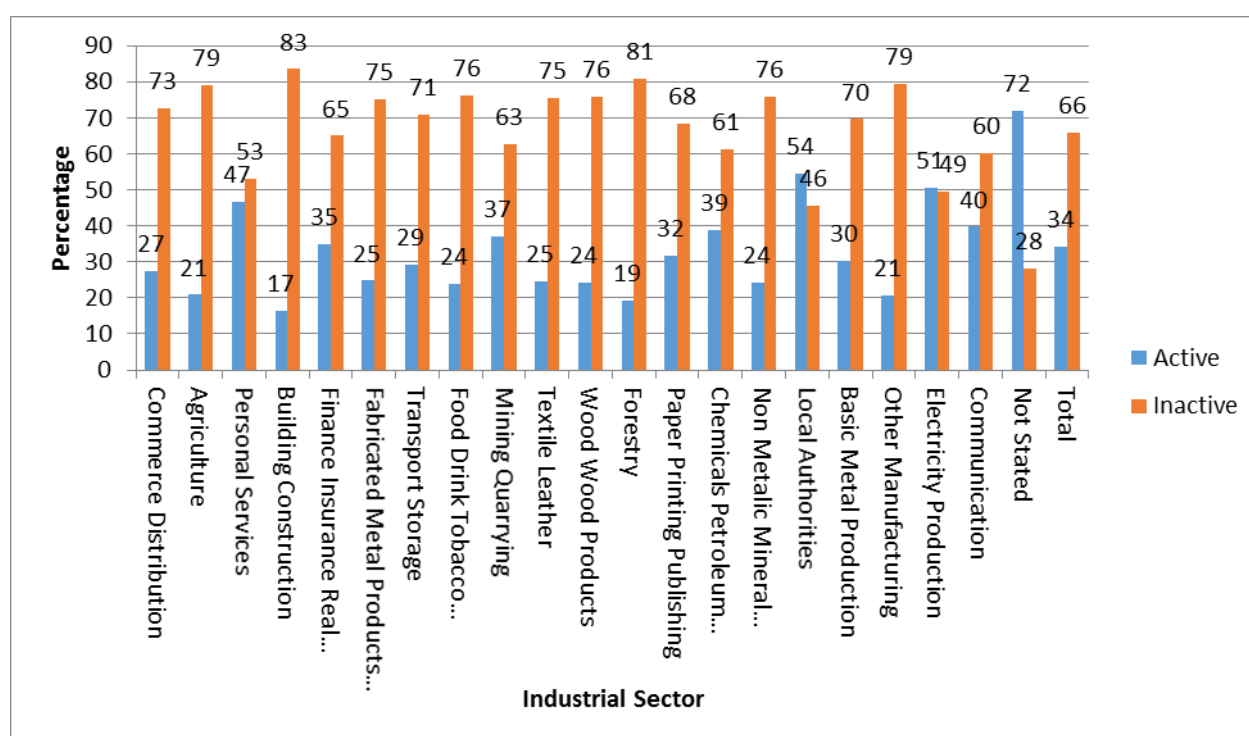


Figure 4.2: Active vs. Inactive Employers

“Commerce and Distribution” (30%) had the highest percentage of registered active employers followed by “Personal Services” (14%) and all the other sectors had less than 10% each as shown in *Figure. 4.3 and Table A25 in Appendix A*.

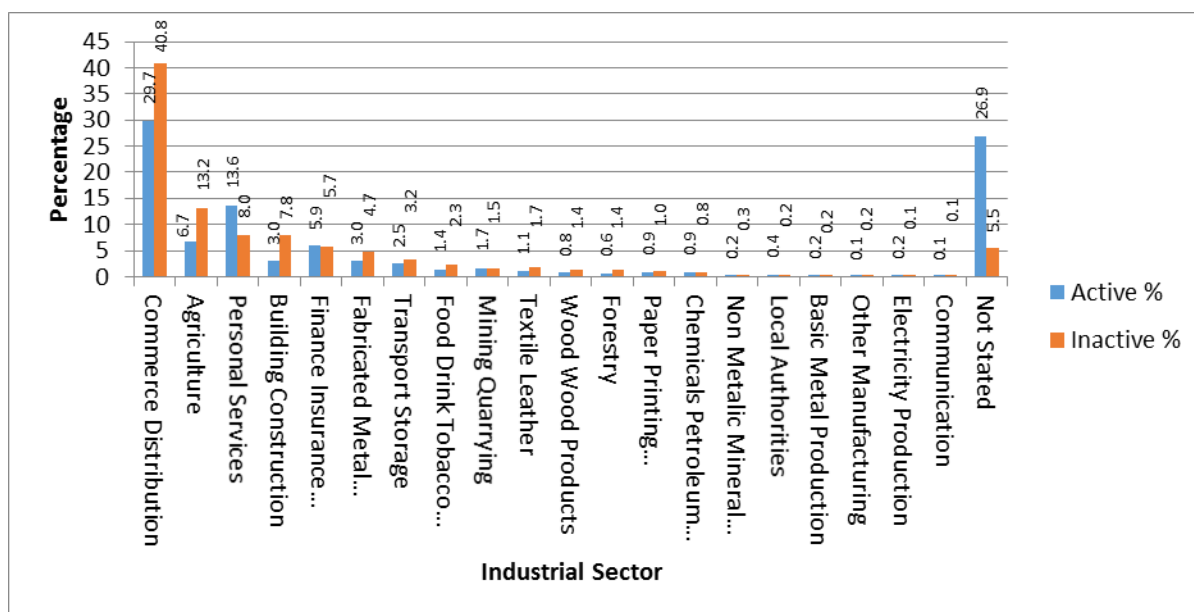


Figure 4.3: Percentage Distribution of Active vs. Inactive Employers, 2014

4.2.3 Three year Active Employer Analysis

Figure 4.4 below shows the proportion of registered active employers from 2012 to 2014. On average the number of active employers increased from 2012 to 2014. See also *Table A26* in *Appendix A*

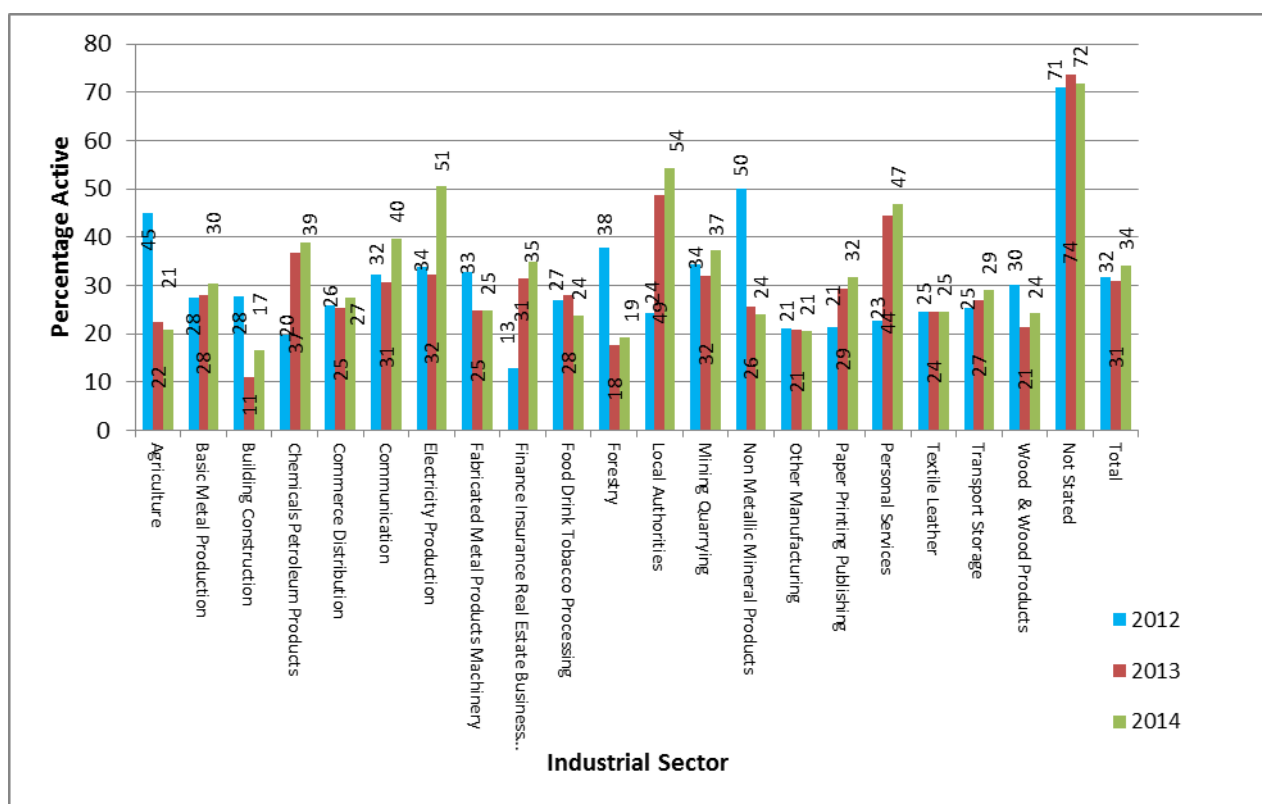


Figure 4.4: Three year percentage Analysis of Registered Active Employers by Industrial Sector

4.3 Insured Labour Forces' Statistics

4.3.1. Registered Insured Labour Force

The year 2014 had a total of 2,603,776 workers registered with NSSA. *Table 4.1* depicts that of the total number of registered workers, Harare (63%) had the highest number of workers, with 29% of its workers in “Local Authorities,” followed by “Commerce and Distribution” with 15%. In total “Local Authorities” had the highest percentage (19%), followed by “Agriculture” (15%).

Table: 4.1. Percentage Distribution of Insured Labour Force by Region

Industry	Harare	Bulawayo	Gweru	Mutare	Masvingo	Chinhoyi	Not Stated	Total
Agriculture	10.61	6.92	12.55	45.49	29.25	40.26	4.35	15.47
Basic Metal Production	0.22	0.92	2.90	0.01	0.00	0.10	0.01	0.39
Building Construction	5.32	4.92	5.15	3.43	1.88	0.76	2.89	4.64
Chemicals Petroleum Products	1.54	1.65	1.52	0.15	0.10	0.10	4.25	1.32
Commerce and Distribution	14.74	17.06	11.59	10.12	10.88	7.45	35.48	14.16
Communication	0.35	0.02	0.01	0.23	0.01	-	0.49	0.24
Electricity Production	1.11	0.17	0.14	0.12	0.06	0.02	0.69	0.75
Fabricated Metal Products Machinery	3.04	6.50	3.44	1.48	0.54	1.30	6.96	3.21
Finance Insurance Real Estate Business Services	4.46	1.84	0.98	0.48	0.32	0.19	6.56	3.22
Food Drink Tobacco Processing	4.13	2.22	2.12	3.89	3.61	1.56	1.04	3.54
Forestry	0.18	0.17	0.23	9.51	0.02	0.03	-	0.84
Local Authorities	29.61	0.96	5.03	2.91	2.06	0.65	1.15	19.27
Mining Quarrying	1.44	7.19	12.54	3.40	10.66	7.98	1.88	3.70
Non Metallic Mineral Products	0.79	0.92	1.10	0.38	0.09	0.05	-	0.70
Other Manufacturing	0.26	0.33	0.02	0.02	0.00	0.01	-	0.21
Paper Printing Publishing	1.05	1.12	0.14	0.72	0.05	0.24	0.84	0.90
Personal Services	8.57	12.10	7.92	6.77	2.70	4.03	12.10	8.35
Textile Leather	2.62	7.11	5.93	0.73	0.47	1.56	2.99	3.06
Transport Storage	2.68	1.97	2.11	1.59	2.54	0.61	2.11	2.34
Wood and Wood Products	1.04	1.58	0.54	6.86	0.17	0.10	0.20	1.40
All Others	6.25	24.32	24.04	1.69	34.57	33.00	15.99	12.29
Total	62.68	13.28	4.37	7.26	4.85	6.40	1.16	100

4.3.2. Registered Active and Inactive Workers

Table 4.2 shows the age distribution of insured labour force. The age group 40 – 44 had the highest number of insured workers followed by the 35 – 39 age group. Overall, the

number of active workers (1,367,602) was greater than that of inactive workers (1,236,174). *Figure 4.6* shows the number of active vs. inactive workers with respect to sex. Generally male workers were more than female workers.

Table: 4.2. Insured Labour Force: Age Distribution

Age Group	Male		Female		Not Stated		Total
	Active	Inactive	Active	Inactive	Active	Inactive	
15-19	2,166	679	718	309	-	-	3,871
20-24	43,521	5,397	15,626	3,468	3,457	27	71,497
25-29	112,008	19,813	48,475	17,425	25,923	689	224,334
30-34	164,839	57,579	70,248	46,390	10,688	618	350,362
35-39	174,674	120,970	62,292	76,442	3,786	198	438,362
40-44	172,317	172,522	52,198	85,962	2,147	116	485,262
45-49	118,774	129,943	37,879	65,716	1,192	56	353,560
50-54	71,461	91,315	25,129	48,714	341	11	236,972
55-59	60,789	87,076	15,820	36,879	151	11	200,726
60-64	38,191	74,883	9,332	26,237	82	7	148,732
65+	18,669	58,519	4,700	8,196	8	6	90,098 ⁸
Total	977,408	818,697	342,418	415,737	47,776	1,740	2,603,776

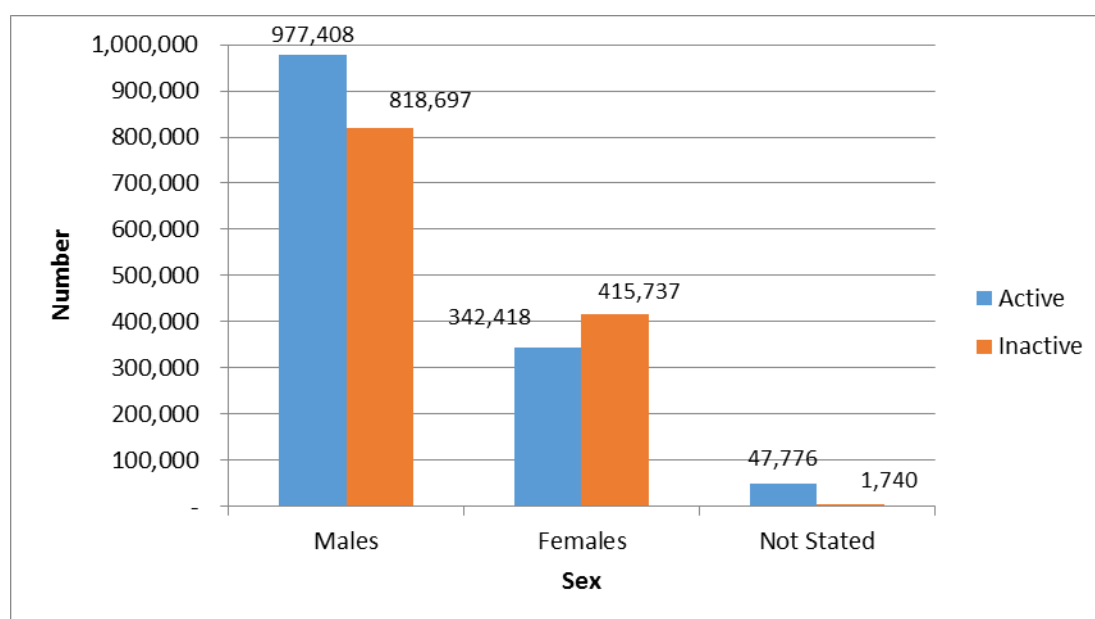


Figure 4.6: Active vs. Inactive Workers by Sex

⁸ There could be an error in age reporting since the law does not allow any one above the age of 65 years to contribute to the scheme.

4.3.3. New and Ceased Cases

Table 4.3 shows that there were more new registrations compared to ceased operations for both employers and employees. No industrial sector had a negative growth in the number of registered employers.

Table 4.3: Employers and Employees Ceasing Operation vs. New Registrations by Industrial Sector

Industry	Ceased Operations		New Registrations	
	Employers	Employees	Employers	Employees
Agriculture	3	831	26	2,214
Basic Metal Production	-	20	2	14
Building Construction	2	1,180	22	881
Chemicals Petroleum Products	-	108	2	160
Commerce Distribution	70	1,461	197	2,804
Communication	-	14	-	314
Electricity Production	-	318	3	225
Fabricated Metal Products Machinery	5	288	8	372
Finance Insurance Real Estate Business Services	9	397	28	832
Food Drink Tobacco Processing	-	541	12	784
Forestry	1	87	54	463
Local Authorities	-	775	2	6,888
Mining Quarrying	1	836	21	957
Non Metallic Mineral Products	-	41	2	51
Other Manufacturing	-	10	-	-
Paper Printing Publishing	4	85	4	81
Personal Services	12	1,218	90	2,081
Textile Leather	1	116	3	349
Transport Storage	3	171	28	154
Wood Wood Products	-	219	14	208
All Others	63	2,691	1,826	8,515
Total	174	11,407	2,344	28,347

4.3.4. Mortality Rate among Insured Labour Force

Table 4.4 below shows age specific death rates (ASDR) among insured labour force per 1000 persons compared with the age specific death rates of the 2012 population census per 1000 persons. Age specific mortality rate is defined as a mortality rate limited to a particular age group. High age specific death rates per 1000 persons in the 2012 population census and among contributors could be a result of several factors such as HIV/AIDS, chronic diseases, accidents, natural causes, random deaths and cholera, among others. The age group 65 years and above had the highest age specific death rate of 6 deaths per 1000 persons among contributors. The same age group had 22 deaths per 1000 persons in the 2012 population census. Generally there seems

to be a positive relationship in the increase of mortality rates with age among contributors and the general population. However, evidently mortality was higher in the general population than among contributors.

Table 4.4: Comparison of Age Specific Death Rates among Insured Labour Force and Population Census 2012

Age Group	ASDR 2014 Insured Labour Force	ASDR 2012 Population Census
15-19	1	2
20-24	1	4
25-29	1	7
30-34	1	10
35-39	2	12
40-44	2	14
45-49	3	15
50-54	3	14
55-59	4	15
60-64	5	20
65 +	6	22

Source: Adapted ZIMSTAT 2012 Population Census & 2014 Insured Labour Force

4.4 Beneficiaries Statistics

This section shows beneficiaries' statistical data for the year 2014. The benefit types that exist are divided into two main groups, which are as follows:

❖ Short Term Benefits

- Retirement Grant (*RG*)
- Invalidity Grant (*IG*)
- Survivor's Grant (*SG*)
- Funeral Grant (*FG*)

❖ Long Term Benefits

- Retirement Pension (*RP*)
- Invalidity Pension (*IP*)
- Survivor's Pension (*SP*)

4.4.1 Short Term Beneficiaries

Figure 4.7 shows a three year comparative analysis of short term claims received for the years 2012, 2013 and 2014. The year 2014 saw the number of claims under the short term benefit decreasing compared to 2013. The year 2012 had the highest number of claims.

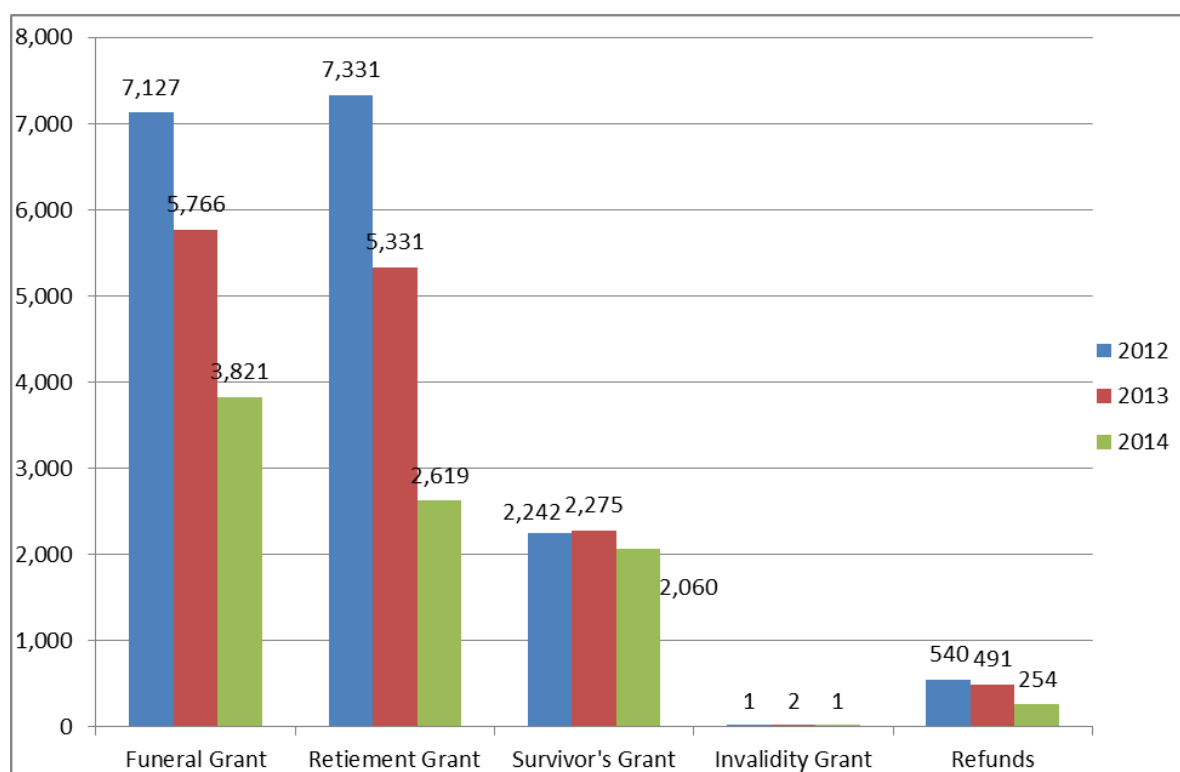


Figure 4.7: Three Year Comparison of Short Term Beneficiaries

4.4.2 Long Term Beneficiaries

The total number of claims registered and were in payment in 2014 increased by 0.8% from 2013. Table 4.4 below shows claims in payment for 2013 and 2014. The highest increase was recorded in Retirement Pension claims (15%).

Table 4.4: Long Term benefit claims

Benefit Type	2013	2014	Change	
			Number	Percentage
Retirement Pension	49,451	57,036	7,585	15.3
Invalidity Pension	4,797	4,233	(564)	-11.8
Survivor's Pension	71,694	70,885	(809)	-1.1
Children's Allowance	41,984	37,162	(4,822)	-11.5
Total	167,926	169,316	1,390	0.8

4.5 Key Findings

- 2014 had an increase of 9% registered employers from 2013, with an increase in active employers (3%).
- A total of 2,603,776 employees were registered with NSSA in 2014.
- The number of active workers (1,367,602) was greater than the number of inactive workers (1,236,174).
- New registrations were more than those who ceased operations for both employers and employees.
- The highest number of age specific death rate was recorded in the age group 65 years and above.
- Short Term claims decreased in 2014 when compared to 2013.
- Long term claims increased by 0.8% in 2014 when compared to 2013. The highest increase was recorded in Retirement Pension claims (15%).

NATIONAL SOCIAL SECURITY AUTHORITY

Occupational Safety and Health

5.0. Introduction

The Occupational Safety and Health (OSH) division promotes occupational health and safety in Zimbabwe. This department also oversees the implementation of the Factories and Works Act Chapter 14:08. This chapter focuses on the activities of this division.

5.1. OSH Promotions

The OSH division conducted a number of promotional activities and programmes in 2014 through conferences, awareness workshops, surveys, teach-ins and training programmes.

5.1.1. Surveys

A total of 927 surveys were carried out countrywide in 2014. The number of surveys increased by 6% from 871 in 2013. The highest increase was in Gweru (100%) followed by Bulawayo (9%). *See Table 5.1*

Table 5.1: OSH surveys

Region	2013	204	Percentage Change
Harare	269	264	-1.9
Bulawayo	188	204	8.5
Gweru	36	72	100
Mutare	152	152	0.0
Masvingo	147	159	8.2
Chinhoyi	79	76	-3.8
Totals	871	927	6.4

5.1.2. Teach-Ins

As shown in *Table 5.2*, the number of teach-ins increased by 19% from 202 in 2013 to 241 in 2014. The lowest individual regional performance was recorded in Masvingo.

Table 5.2: Teach-ins

Region	Year 2013		Year 2014		Difference	
	Teach-ins	Participants	Teach-ins	Participants	Teach-ins	Participants
Harare	67	1,003	69	1,041	2	38
Bulawayo	75	1,495	112	1,876	37	381
Gweru	23	397	10	533	(13)	136
Mutare	32	1,036	26	356	(6)	(680)
Masvingo	2	19	6	124	4	105
Chinhoyi	3	62	18	383	15	321
Totals	202	4,012	241	4,313	39	301

5.1.3 Train the Trainer Programmes

A total of 39 courses were conducted during 2014, as shown in *Table 5.3*. The number of courses conducted in 2014 decreased by 11% from 35 courses conducted in 2013.

Table 5.3: Train the Trainer Programmes

Region	Year 2013		Year 2014		Difference	
	Courses	Participants	Courses	Participants	Courses	Participants
Harare	9	95	16	135	7	40
Bulawayo	11	153	8	110	-3	-43
Gweru	5	103	4	90	-1	-13
Mutare	4	50	4	49	0	-1
Masvingo	4	55	1	11	-3	-44
Chinhoyi	2	78	6	195	4	117
Totals	35	534	39	590	4	56

5.1.4 OSH Management Systems

The Occupational Safety and Health Division through its promotions and training department establishes safety and health management systems at workplaces for the proper management and control of health and safety at work. The implementation of an OSH management system requires considerable investment. Manufacturing capacity utilization was still low by end of 2014.

Table 5.4: OSH Management Systems

REGION	Year 2013	Year 2014
Harare	18	40
Bulawayo	0	9
Gweru	0	32
Mutare	1	22
Masvingo	0	26
Chinhoyi	0	6
Totals	19	135

5.1.5 Revenue Generated

Revenue collected decreased by 14%. Chinhoyi region had the highest increase in revenue (290%) as shown in *Table 5.5*. Harare (24%) had the second highest increase in revenue.

Table 5.5: Revenue Generated

Region	Year 2013 Revenue in \$US	Year 2014 Revenue in \$US	Difference
Harare	34,472	42,772	8,300
Bulawayo	26,172	17,843	(8,329)
Gweru	37,448	15,586	(21,862)
Mutare	26,434	10,070	(16,364)
Masvingo	6,082	5,338	(744)
Chinhoyi	6,938	27,062	20,124
Totals	137,546	118,671	(18,875)

5.1.6 Factory Registrations and Closures

There were less factory registrations (750) than closures (1691) in 2014. Factory registrations increased by 15% compared to 2013. Revenue also increased by 18% over the same period. Harare region (466) registered most of the factories during the year under consideration, as shown in *Table 5.6*.

Table 5.6: Factory Registrations and Closures

Region	Factories Registered	Factory Closure	Total No. of Factories In use	Revenue US\$
Harare	466	740	3,557	56,220
Bulawayo	138	442	951	14,300
Gweru	44	249	350	5,100
Mutare	60	163	335	6,400
Masvingo	19	52	238	1,800
Chinhoyi	23	45	310	3,500
Total (2014)	750	1,691	5,741	87,320
2013	652	384	6,741	73,900

5.1.7 Factory Inspections

The number of factory inspections increased by 62% when compared to 2013. The number of complying factories was lower than the number of non-complying factories in 2014.

Table 5.7: Factory Inspections

Region	Inspections	Non Complying	Complying
Harare	2,746	1,916	830
Bulawayo	1,620	1,590	30
Gweru	614	572	42
Mutare	594	590	4
Masvingo	793	434	359
Chinhoyi	579	468	111
Total (2014)	6,946	5,570	1,376
2013	4,285	3,966	319

5.1.8 Certificate Renewal

There was a 36% increase in the number of factory certificate renewals, as shown in *Table 5.8*.

Table 5.8: Certificate Renewal

Region	Black ⁹	Blue ¹⁰	Red ¹¹	Total
Harare	505	100	137	742
Bulawayo	243	31	41	315
Gweru	165	15	16	196
Mutare	203	25	30	258
Masvingo	146	15	7	168
Chinhoyi	235	16	16	267
Total (2012)	1497	202	247	1,946
2011	1030	197	206	1,433

5.1.9 Building and Construction

Construction site inspections increased by 4% compared to those in 2011, as shown in Table 5.9

Table 5.9: Building and Construction

Region	Number of Sites	Number of Inspections
Harare	20	48
Bulawayo	9	31
Gweru	5	44
Mutare	19	36
Masvingo	3	26
Chinhoyi	1	1
Total (2012)	57	186
2011	51	179

5.1.10 Boilers

Table 5.10 shows that boiler inspections were 25% more than those of 2013. Revenue inflow decreased by 53% from the 2013 figure. Harare had the highest number of inspections.

⁹ Black Class – Category of companies employing 0 – 50 employees

¹⁰ Blue Class – Category of companies employing 51 – 100 employees

¹¹ Red Class – Category of companies employing more than 100 employees

Table 5.10: Boilers

Region	Inspections	Non Complying	Complying	Revenue
Harare	769	531	238	113,560
Bulawayo	269	61	208	19,020
Gweru	42	8	34	1,060
Mutare	37	32	5	3,500
Masvingo	5	2	3	520
Chinhoyi	6	-	6	-
Total (2014)	1,128	634	494	137,660
2013	905	-	319	293,300

5.1.11 Elevators

As shown in *Table 5.11*, the number of elevators/escalators that are temporarily out of use increased by 37% from 366 to 502 during the review period. The elevator safety standards need to be improved by the service providers and users. Concerted effort is of essence in raising awareness and ensuring compliance.

Table 5.11: Elevators

Region	Registered	Discarded	Temp. Out of Use	Total in Use
Harare	28	25	286	639
Bulawayo	20	5	166	103
Gweru	-	-	26	18
Mutare	-	-	9	22
Masvingo	-	2	1	2
Chinhoyi	-	-	14	-
Total	48	32	502	784
2013	-	-	366	889

5.1.12 Pneumoconiosis Sector Analysis

Table 5.12 shows that a total of 9 pneumoconiosis cases were recorded during the period under review. All of these cases occurred in the mining sector.

Table 5.12: Pneumoconiosis Sector Analysis

SECTOR	Mined/Processed Mineral	NUMBER OF CASES
Mining	Gold& Silica	2
Mining	Silica	6
Mining	Platinum and Silica	1
Total		9
2013		28

5.1.13 Medical Bureau Activities Summary

Table 5.13 shows the activities of the medical bureau for the year 2014 in comparison with those of the year 2013. In the year 2014 there was a decrease in the number of medical certificates of fitness from 14,895 in 2013 to 13,025 in 2014. The number of medical bureau meetings held increased from 127 to 139.

Table 5.13: Medical Bureau Activities Summary

Activity	2013	2014
Pneumoconiosis x-rays processed	18,242	20,269
Pneumoconiosis medical certificates of fitness issued	13,025	14,895
Pneumoconiosis cases identified	9	28
Deferred cases	3,188	3,251
Monetary value of applications received	183,470	202,690
No. of Bureau meetings held	139	127
Bureau related payments US\$	48,990	52,750

5.1.17 Key Findings

- A total of 927 surveys were carried out countrywide in 2014. The number of surveys increased by 6% from 871 in 2013.
- Overall, the number of teach-ins increased by 19% from 202 in 2013 to 241 in 2014. The lowest individual regional performance was recorded in Masvingo.
- The number of courses conducted in 2012 increased by 11% from 35 courses conducted in 2013 to 39 courses in 2014.
- Factory registrations increased by 15% compared to 2013.
- The number of factory inspections increased by 62% when compared to 2013.
- Boiler inspections were 25% more than those of 2013.
- The number of elevators/escalators that are temporarily out of use increased by 37% from 366 to 502 during the review period.

Appendix A: Tables

Table A1: Insured Labour, Injuries and Incidence Rates by Age Group and Region, 2014

Insured Labour								
Age Group	HARARE	BULAWAYO	GWERU	MUTARE	MASVINGO	CHINHOYI	NOT STATED	Total
< 15	134	28	11	6	13	99	7	298
15-19	1,001	291	160	329	226	186	37	2,230
20-24	16,407	5,474	1,977	2,889	2,444	2,027	791	32,009
25-29	52,269	15,528	5,255	7,587	5,808	6,354	2,322	95,123
30-34	80,344	22,464	7,281	13,943	10,070	9,917	2,984	147,003
35-39	87,015	23,101	7,357	15,063	13,357	10,348	3,180	159,421
40-44	88,056	24,015	7,365	13,234	13,944	9,977	2,766	159,357
45-49	56,232	18,668	4,572	7,558	7,050	5,728	1,739	101,547
50-54	31,717	13,259	3,330	5,816	4,829	4,038	1,008	63,997
55-59	27,202	11,800	3,416	4,421	4,585	3,286	938	55,648
60-64	19,479	6,130	2,425	2,987	2,788	2,458	630	36,897
65+	50,514	12,197	5,744	11,120	4,917	7,511	1,259	93,262
Total	510,370	152,955	48,893	84,953	70,031	61,929	17,661	946,792
Injuries								
< 15	2	-	1	4	-	-	-	7
15-19	22	7	4	6	2	4	-	45
20-24	240	125	80	47	12	52	-	556
25-29	403	241	98	78	21	80	-	921
30-34	399	219	123	58	38	99	-	936
35-39	390	210	110	80	39	66	-	895
40-44	343	165	108	71	32	66	-	785
45-49	179	95	66	34	13	43	-	430
50-54	106	87	37	30	12	22	-	294
55-59	78	90	32	23	17	24	-	264
60-64	52	52	18	13	5	6	-	146
65+	23	16	4	4	1	5	-	53
Total	2,237	1,307	681	448	192	467	-	5,332
Incidence Rate								
< 15	14.93	-	90.91	666.67	-	-	-	23.49
15-19	21.98	24.05	25.00	18.24	8.85	21.51	-	20.18
20-24	14.63	22.84	40.47	16.27	4.91	25.65	-	17.37
25-29	7.71	15.52	18.65	10.28	3.62	12.59	-	9.68
30-34	4.97	9.75	16.89	4.16	3.77	9.98	-	6.37
35-39	4.48	9.09	14.95	5.31	2.92	6.38	-	5.61
40-44	3.90	6.87	14.66	5.36	2.29	6.62	-	4.93
45-49	3.18	5.09	14.44	4.50	1.84	7.51	-	4.23
50-54	3.34	6.56	11.11	5.16	2.48	5.45	-	4.59
55-59	2.87	7.63	9.37	5.20	3.71	7.30	-	4.74
60-64	2.67	8.48	7.42	4.35	1.79	2.44	-	3.96
65+	0.46	1.31	0.70	0.36	0.20	0.67	-	0.57
Total	4.4	8.5	13.9	5.3	2.7	7.5	-	5.6

Table A2: Incidence Rates by Marital Status and Sex, 2014

Marital Status	Male			Female			Not stated			Total		
	Insured Labour	Injuries	IR	Insured Labour	Injuries	IR	Insured Labour	Injuries	IR	Insured Labour	Injuries	IR
Single	267,533	976	3.6	63,764	220	3.5	1	-	-	331,298	1,196	3.6
Married	389,149	3,720	9.6	67,089	282	4.2	4	-	-	456,242	4,002	8.8
Widowed	2,774	35	12.6	8,244	65	7.9	1	-	-	11,019	100	9.1
Divorced	5,320	20	3.8	6,501	13	2.0	-	-	-	11,821	33	2.8
Not stated	84,072	1	-	51,647	-	-	693	-	-	136,412	1	-
Total	748,848	4,752	6.3	197,245	580	2.9	699	-	-	946,792	5,332	5.6

(a) Table A 3a: Percentage Distribution of Injured Persons by Number of Dependants and Marital Status, 2014

Dependants	Marital Status					Total
	Single	Married	Widowed	Divorced	Not stated	
0	79.3	16.4	3.3	1.0	-	100
1 - 2	9.0	88.2	2.0	0.8	0.0	100
3 - 4	2.2	96.6	1.0	0.2	-	100
5 - 6	2.7	97.0	0.3	-	-	100
7 - 8	5.9	94.1	-	-	-	100
9+	11.1	77.8	7.4	3.7	-	100
Total	22.4	75.1	1.9	0.6	0.0	100

(b) Table A3b: Distribution of Injured Persons by Number of Dependants and Marital Status, 2014

Dependants	Marital Status					Total
	Single	Married	Widowed	Divorced	Not stated	
0	960	198	40	12	-	1,210
1 - 2	186	1,830	41	16	1	2,074
3 - 4	36	1,600	16	4	-	1,656
5 - 6	9	321	1	-	-	331
7 - 8	2	32	-	-	-	34
9+	3	21	2	1	-	27
Total	1,196	4,002	100	33	1	5,332

Table A 4: Mean Earnings (US\$) per Month and Injury Incidence Rate by Age Group, 2014

Age Group	Mean Earnings	Number	Incidence Rate per 1000
<15	174.58	7	23.5
15-19	277.55	45	20.2
20-24	248.23	556	17.4
25-29	326.59	921	9.7
30-34	363.48	936	6.4
35-39	397.49	895	5.6
40-44	420.33	785	4.9
45-49	453.15	430	4.2
50-54	470.81	294	4.6
55-59	486.81	264	4.7
60-64	462.33	146	4.0
65+	365.59	53	0.6
Total	380.18	5,332	5.6

Table A 5: Mean Earnings (US\$) per Month and Number Injured by Industrial Sector, 2014

Industrial Sector	Mean Earnings	Insured Labour	Number of Injuries	Incidence Rate
Agriculture	183	123,018	717	5.8
Basic Metal Production	335	4,861	141	29.0
Building & Construction	331	36,500	173	4.7
Chemicals & Petroleum Products	436	15,515	63	4.1
Commerce & Distribution	346	165,215	632	3.8
Communication	628	4,731	60	12.7
Electricity Production	801	12,584	193	15.3
Fabricated Metal Products Machinery	377	29,673	333	11.2
Finance Insurance Real Estate & Business Services	560	41,893	148	3.5
Food Drink Tobacco Processing	352	41,633	473	11.4
Forestry	192	10,202	29	2.8
Local Authorities	465	25,439	409	16.1
Mining and Quarrying	413	49,719	798	16.1
Non-metallic mineral Products	391	8,304	42	5.1
Other Manufacturing	278	2,215	3	1.4
Paper, Printing & Publishing	442	9,839	41	4.2
Personal Services	434	109,509	475	4.3
Textile & Leather	297	27,399	111	4.1
Transport & Storage	405	22,705	368	16.2
Wood & Wood Products	234	15,186	123	8.1
Not Stated	-	201,936	-	-
Total	380	946,792	5,332	5.6

Table A 6: Incidence Rates by Industrial Sector and Sex, 2014

INDUSTRIAL SECTOR	MALES			FEMALES			NOT STATED			Total		
	Insured Labour	Injuries	IR	Insured Labour	Injuries	IR	Insured Labour	Injuries	IR	Insured Labour	Injuries	IR
Agriculture	92,266	603	6.5	30,744	114	3.7	8	-	-	123,018	717	5.8
Basic Metal Production	4,612	135	29.3	245	6	24.5	4	-	-	4,861	141	29.0
Building Construction	34,322	168	4.9	2,160	5	2.3	18	-	-	36,500	173	4.7
Chemicals Petroleum Products	13,616	60	4.4	1,888	3	1.6	11	-	-	15,515	63	4.1
Commerce Distribution	119,547	528	4.4	45,527	104	2.3	141	-	-	165,215	632	3.8
Communication	3,390	55	16.2	1,307	5	3.8	34	-	-	4,731	60	12.7
Electricity Production	11,070	182	16.4	1,505	11	7.3	6	-	-	12,584	193	15.3
Fabricated Metal Products												
Machinery	27,363	328	12.0	2,299	5	2.2	11	-	-	29,673	333	11.2
Finance Insurance Real Estate												
Business Services	26,963	127	4.7	14,844	21	1.4	86	-	-	41,893	148	3.5
Food Drink Tobacco Processing	35,575	433	12.2	6,030	40	6.6	28	-	-	41,633	473	11.4
Forestry	8,502	27	3.2	1,696	2	1.2	4	-	-	10,202	29	2.8
Local Authorities	18,122	291	16.1	7,306	118	16.2	11	-	-	25,439	409	16.1
Mining Quarrying	46,603	776	16.7	3,080	22	7.1	36	-	-	49,719	798	16.1
Non Metallic Mineral Products	7,732	41	5.3	571	1	1.8	1	-	-	8,304	42	5.1
Other Manufacturing	1,739	3	1.7	476	-	0.0	-	-	-	2,215	3	1.4
Paper Printing Publishing	7,815	39	5.0	2,016	2	1.0	8	-	-	9,839	41	4.2
Personal Services	81,143	383	4.7	28,259	92	3.3	107	-	-	109,509	475	4.3
Textile Leather	20,837	102	4.9	6,557	9	1.4	5	-	-	27,399	111	4.1
Transport Storage	20,076	354	17.6	2,622	14	5.3	7	-	-	22,705	368	16.2
Wood Wood Products	13,519	117	8.7	1,661	6	3.6	6	-	-	15,186	123	8.1
Not Stated	154,036	-	-	36,452	-	-	164	-	-	190,652	-	-
Total	748,848	4,752	6.3	197,245	580	2.9	699	-	-	946,792	5,332	5.6

Table A 7: Distribution of Injured Population by Industrial Sector and Region, 2014

Industrial Sector	Region						Total
	Harare	Bulawayo	Gweru	Mutare	Masvingo	Chinhoyi	
Agriculture	449	41	28	107	30	62	717
Basic Metal Production	18	39	82	-	-	2	141
Building & Construction	67	60	6	2	25	13	173
Chemicals & Petroleum Products	36	23	4	-	-	-	63
Commerce & Distribution	365	142	32	44	18	31	632
Communication	35	4	5	3	2	11	60
Electricity Production	64	34	48	6	5	36	193
Fabricated Metal Products Machinery	88	210	18	7	1	9	333
Finance Insurance Real Estate & Business Services	103	30	3	4	3	5	148
Food Drink Tobacco Processing	244	148	24	35	12	10	473
Forestry	4	4	1	19	-	1	29
Local Authorities	125	99	91	52	23	19	409
Mining and Quarrying	121	200	213	22	50	192	798
Non-metallic mineral Products	29	11	2	-	-	-	42
Other Manufacturing	2	1	-	-	-	-	3
Paper, Printing & Publishing	22	12	3	3	-	1	41
Personal Services	254	82	69	33	9	28	475
Textile & Leather	27	23	28	-	2	31	111
Transport & Storage	164	133	23	21	11	16	368
Wood & Wood Products	20	11	1	90	1	-	123
Total	2,237	1,307	681	448	192	467	5,332

Table A 8: Percentage Distribution of Injured Persons by Industrial Sector and Occupational Group, 2014

Industrial Sector	OCCUPATION GROUP											
	Professional, technical and related workers	Administrative and managerial	Clerical and related	Sales	Service	Agricultural, animal husbandry and forestry	Mining and quarrying	Production and related	Transport and equipment operators	Workers N.E.C	Percentage	Number
Agriculture	5.44	1.39	0.42	0.28	14.64	50.91	0.70	22.18	3.77	0.28	100	717
Basic Metal Production	12.77	-	-	0.71	3.55	0.71	4.96	72.34	4.96	-	100	141
Building & Construction	13.29	0.58	1.16	1.16	4.05	2.89	10.98	46.82	8.67	10.40	100	173
Chemicals & Petroleum Products	23.81	7.94	-	1.59	6.35	-	1.59	55.56	3.17	-	100	63
Commerce & Distribution	8.70	5.38	2.37	9.97	25.00	3.32	0.63	37.18	6.80	0.63	100	632
Communication	13.33	3.33	3.33	-	31.67	-	-	15.00	3.33	30.00	100	60
Electricity Production	32.64	1.55	1.04	-	3.63	2.59	1.04	9.84	1.55	46.11	100	193
Fabricated Metal Products Machinery	21.92	1.50	1.20	0.60	2.70	0.60	0.30	68.17	2.70	0.30	100	333
Finance Insurance Real Estate & Business Services	14.19	10.81	6.76	5.41	17.57	2.03	0.68	28.38	11.49	2.70	100	148
Food Drink Tobacco Processing	14.59	1.27	1.90	4.86	9.51	7.40	0.63	49.05	10.78	-	100	473
Forestry	3.45	3.45	-	-	10.34	48.28	-	31.03	3.45	-	100	29
Local Authorities	15.89	4.16	2.20	-	47.19	2.44	0.49	19.56	3.91	4.16	100	409
Mining and Quarrying	13.53	0.38	0.63	0.38	4.14	0.88	64.29	11.53	3.88	0.38	100	798
Non-metallic mineral Products	16.67	2.38	-	-	4.76	7.14	2.38	59.52	7.14	-	100	42
Other Manufacturing	-	-	-	-	33.33	-	-	66.67	-	-	100	3
Paper, Printing & Publishing	4.88	12.20	7.32	2.44	7.32	2.44	-	56.10	7.32	-	100	41
Personal Services	13.05	5.47	2.32	0.21	62.74	0.63	0.84	8.42	5.47	0.84	100	475
Textile & Leather	12.61	1.80	0.90	3.60	2.70	0.90	0.90	73.87	2.70	-	100	111
Transport & Storage	21.74	0.54	0.82	0.27	13.04	0.27	0.54	11.96	49.73	1.09	100	368
Wood & Wood Products	9.76	-	1.63	2.44	5.69	23.58	-	50.41	6.50	-	100	123
Total	13.78	2.61	1.52	2.16	18.30	9.49	10.62	30.01	8.44	3.08	100	5,332

Table A 9: Percentage Distribution of Injured Persons by Industrial Sector and Agency of Accident, 2014

Agency of Accident	Industrial Sector																				Total
	Agriculture	Forestry	Mining and Quarrying	Food Drink Tobacco Processing	Textile & Leather	Wood & Wood Products	Paper, Printing & Publishing	Chemicals & Petroleum Products	Non-metallic mineral Products	Basic Metal Production	Fabricated Metal Products Machinery	Other Manufacturing	Electricity Production	Building & Construction	Finance Insurance Real Estate & Business Services	Commerce & Distribution	Transport & Storage	Local Authorities	Personal Services	Communication	
Prime Movers Except Electrical Motors	0.56	-	-	0.63	-	-	-	-	-	0.71	0.60	-	-	1.16	-	0.32	0.27	-	0.21	-	0.30
Transmission Machinery	1.26	6.90	2.26	2.54	0.90	4.07	4.88	3.17	2.38	2.13	1.50	-	1.04	1.73	3.38	1.11	1.09	0.24	0.21	1.67	1.58
Metal Working Machines	2.09	-	1.00	3.59	3.60	1.63	2.44	7.94	4.76	4.26	5.41	-	3.11	4.62	4.05	2.37	2.99	0.98	2.11	1.67	2.61
Wood and Assimilated Machines	3.07	24.14	0.13	1.48	0.90	16.26	2.44	3.17	-	1.42	0.90	33.33	-	0.58	2.70	2.06	1.36	0.73	1.05	1.67	1.86
Agricultural Machines	5.16	-	0.50	3.38	-	0.81	-	-	2.38	-	0.30	-	0.52	-	0.68	1.42	0.82	0.49	-	-	1.43
Mining Machinery	0.14	-	5.51	0.21	-	-	-	-	2.38	-	-	-	-	1.16	-	0.16	-	0.24	-	-	0.96
Other Machines N.E.C	2.79	-	2.26	7.40	19.82	3.25	29.27	12.70	16.67	2.84	12.61	-	1.04	1.73	8.78	7.91	1.36	1.47	2.11	1.67	4.91
Lifting Machines and Appliances	0.70	3.45	1.50	2.54	-	2.44	2.44	-	9.52	2.84	0.90	-	-	2.31	4.05	2.53	3.26	0.24	0.84	-	1.65
Pressured Vessels	0.70	-	1.63	1.27	0.90	-	-	3.17	9.52	2.84	0.60	-	2.07	1.73	-	1.27	1.63	0.73	1.68	-	1.29
Furnaces Ovens and Kilns	-	-	1.13	0.42	0.90	0.81	-	-	2.38	2.84	1.20	-	-	0.58	0.68	0.16	-	-	-	-	0.47
Electrical Installations Including Electrical Motors	0.70	-	0.75	1.27	0.90	-	2.44	-	2.38	1.42	0.60	-	7.25	1.16	1.35	0.79	0.54	0.49	0.42	3.33	1.03
Other Equipment N.E.C	1.39	-	0.38	1.06	1.80	0.81	2.44	1.59	-	2.13	1.20	-	1.04	2.31	2.03	1.42	0.54	2.20	1.47	-	1.24
Electric Hand Tools	1.12	-	3.01	-	1.80	3.25	-	-	-	3.55	8.11	-	2.07	3.47	2.70	3.01	1.90	0.24	0.84	-	2.16

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Agency of Accident	Industrial Sector																				Total
	Agriculture	Forestry	Mining and Quarrying	Food Drink Tobacco Processing	Textile & Leather	Wood & Wood Products	Paper, Printing & Publishing	Chemicals & Petroleum Products	Non-metallic mineral Products	Basic Metal Production	Fabricated Metal Products Machinery	Other Manufacturing	Electricity Production	Building & Construction	Finance Insurance Real Estate & Business Services	Commerce & Distribution	Transport & Storage	Local Authorities	Personal Services	Communication	
Hand Tools Not Power Driver	4.74	3.45	3.01	2.96	2.70	4.88	2.44	3.17	-	3.55	3.90	-	5.18	2.89	4.73	5.85	2.72	5.38	2.74	3.33	3.92
Power Drive Hand Tools (Pneumatic)	-	-	0.63	0.21	-	-	-	-	-	-	-	-	-	-	-	0.16	0.27	0.24	0.21	1.67	0.21
Ladders Mobile Ramps	1.39	-	0.75	1.06	0.90	0.81	-	1.59	-	-	0.90	-	3.11	2.31	0.68	0.47	0.54	0.24	2.32	3.33	1.07
Other N.E.C	1.81	3.45	0.50	1.48	-	0.81	-	1.59	-	-	2.10	-	2.07	4.62	1.35	2.85	1.09	1.71	1.05	-	1.54
Means of Rail Transport	0.14	-	4.14	-	-	-	-	-	-	-	-	-	-	0.58	-	0.32	4.35	0.24	0.21	-	1.03
Other Wheeled Means of Transport	17.71	10.34	13.16	13.95	5.41	11.38	12.20	12.70	4.76	6.38	6.01	-	13.99	14.45	14.86	16.46	27.45	23.96	34.32	43.33	17.46
Means of Water Transport	-	-	0.13	-	-	-	2.44	-	-	-	-	-	-	0.58	-	-	0.27	-	0.21	-	0.09
Other Means of Transport	-	-	2.13	0.63	-	-	-	-	-	-	0.30	-	-	-	-	0.16	-	0.24	0.42	-	0.47
Chemical Stress Factors	2.65	-	4.51	3.59	3.60	-	2.44	6.35	-	2.13	1.80	-	1.55	1.16	4.73	1.58	1.90	-	1.26	1.67	2.36
Other Substances, Materials and Objects N.E.C	5.58	10.34	14.16	11.84	11.71	7.32	4.88	9.52	14.29	23.40	22.82	33.33	6.74	15.03	6.76	10.44	13.04	6.11	3.16	1.67	10.54
Physical Stress Factors	1.81	-	4.64	1.27	5.41	0.81	-	4.76	2.38	1.42	1.80	-	8.29	0.58	2.03	1.27	0.82	0.49	-	1.67	2.04
Biological Stress Factors	0.14	-	-	-	-	-	-	-	-	-	0.30	-	-	-	-	-	0.82	0.24	0.21	-	0.13
Ergonomical Stress Factors	3.91	3.45	2.01	6.98	6.31	4.88	-	1.59	9.52	2.84	6.01	-	7.25	6.94	4.73	5.54	4.08	6.36	5.47	3.33	4.82
Working Surfaces and Obstacles (Outdoor)	6.97	6.90	3.01	2.96	0.90	6.50	-	3.17	2.38	0.71	3.00	-	4.66	6.36	3.38	2.22	1.90	4.65	6.95	1.67	3.98
Working Surfaces and Obstacles (Indoor)	11.85	3.45	2.88	11.63	10.81	2.44	12.20	11.11	4.76	11.35	4.20	-	6.74	3.47	12.16	12.03	7.34	9.54	7.79	10.00	8.35
Working Surface and Obstacles (Underground)	0.14	-	9.02	1.06	-	0.81	-	-	-	2.13	-	-	1.04	0.58	0.68	0.63	0.54	0.98	0.42	-	1.84
Other Agencies	21.48	24.14	15.29	14.59	20.72	26.02	17.07	12.70	9.52	19.15	12.91	33.33	21.24	17.92	13.51	15.51	17.12	31.54	22.32	18.33	18.68
Total	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Total	717	29	798	473	111	123	41	63	42	141	333	3	193	173	148	632	368	409	475	60	5332

Table A 10 (a): Percentage Distribution of Injured Persons by Nature of Injury and Age Group, 2014

Nature of Injury	Age Group												Total	
	<15	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65 +	Number	(%)
Cuts, abrasion, bruises, lacerations	3	17	153	232	257	231	180	92	65	52	41	13	1,336	25.1
Contusions, crushings, blisters, haematoma, swellings	3	9	92	164	133	141	109	66	40	28	10	4	799	15.0
Stains, sprains	-	1	48	59	89	76	83	45	31	23	8	3	466	8.7
Burns from objects, radiation, chemicals etc.	-	4	25	43	33	27	31	10	12	12	4	-	201	3.8
Fractures	-	-	13	22	41	31	38	20	10	11	4	2	192	3.6
Foreign bodies, fragments or particles	-	1	20	43	28	27	24	10	12	7	5	3	180	3.4
Fatal	-	1	7	13	18	20	18	11	10	4	3	1	106	2.0
Dislocation	-	-	13	11	20	15	7	12	9	4	3	-	94	1.8
Bites	-	-	1	12	18	14	23	13	4	2	1	-	88	1.7
Poisoning, infection, indigestion, inhalation etc.	-	-	5	16	8	13	9	10	1	3	3	-	68	1.3
Loss of hearing	-	-	-	2	4	7	6	7	4	14	15	5	64	1.2
Others	-	-	2	6	12	10	9	1	4	2	1	1	48	0.9
Multiple injuries	-	-	1	11	6	5	9	3	6	4	1	1	47	0.9
Amputation	-	1	8	6	10	6	5	3	2	2	-	2	45	0.8
Electric current, lighting and fire	-	-	6	9	5	4	3	3	1	1	-	-	32	0.6
Arc eyes	-	1	1	4	4	2	5	3	2	-	2	-	24	0.5
Lack of data	-	-	7	3	4	1	3	-	2	2	1	-	23	0.4
Stress	-	-	3	6	2	3	1	1	-	2	-	-	18	0.3
No injury to body part but articles	1	-	2	3	2	1	2	-	1	3	-	-	15	0.3
Concussion	-	-	2	1	3	5	1	1	1	-	-	-	14	0.3
Pneumoconiosis	-	-	-	-	-	2	-	3	-	4	3	1	13	0.2
Loss of teeth	-	-	2	2	2	2	2	1	-	2	-	-	13	0.2
Dental injury	-	-	-	-	2	-	1	3	-	-	-	-	6	0.1
Gun wounds	-	-	1	1	3	-	-	-	-	-	-	-	5	0.1
Loss of sight	-	-	-	1	1	1	1	-	-	1	-	-	5	0.1
Tuberculosis	-	-	-	1	1	-	-	-	1	-	-	-	3	0.1
Effects of weather	-	-	-	-	-	-	1	-	-	-	-	-	1	0.0
Paralysis	-	-	-	-	-	-	-	1	-	-	-	-	1	0.0
Loss of feeling	-	-	-	1	-	-	-	-	-	-	-	-	1	0.0
Unspecified	-	10	144	249	230	251	214	111	76	81	41	17	1,424	26.7
Total	7	45	556	921	936	895	785	430	294	264	146	53	5,332	100

Table A 10 (b): Percentage Distribution of Injured Persons by Nature of Injury and Age Group, 2014

Nature of Injury	Age Group												Total	
	<15	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65 +	(%)	Number
Cuts, abrasion, bruises, lacerations	0.2	1.3	11.5	17.4	19.2	17.3	13.5	6.9	4.9	3.9	3.1	1.0	100	1,336
Contusions, crushings, blisters, haematoma, swellings	0.4	1.1	11.5	20.5	16.6	17.6	13.6	8.3	5.0	3.5	1.3	0.5	100	799
Stains, sprains	-	0.2	10.3	12.7	19.1	16.3	17.8	9.7	6.7	4.9	1.7	0.6	100	466
Foreign bodies, fragments or particles	-	2.0	12.4	21.4	16.4	13.4	15.4	5.0	6.0	6.0	2.0	-	100	201
Burns from objects, radiation, chemicals etc.	-	-	6.8	11.5	21.4	16.1	19.8	10.4	5.2	5.7	2.1	1.0	100	192
Fractures	-	0.6	11.1	23.9	15.6	15.0	13.3	5.6	6.7	3.9	2.8	1.7	100	180
Fatal	-	0.9	6.6	12.3	17.0	18.9	17.0	10.4	9.4	3.8	2.8	0.9	100	106
Dislocation	-	-	13.8	11.7	21.3	16.0	7.4	12.8	9.6	4.3	3.2	-	100	94
Bites	-	-	1.1	13.6	20.5	15.9	26.1	14.8	4.5	2.3	1.1	-	100	88
Amputation	-	-	7.4	23.5	11.8	19.1	13.2	14.7	1.5	4.4	4.4	-	100	68
Loss of hearing	-	-	-	3.1	6.3	10.9	9.4	10.9	6.3	21.9	23.4	7.8	100	64
Others	-	-	4.2	12.5	25.0	20.8	18.8	2.1	8.3	4.2	2.1	2.1	100	48
Multiple injuries	-	-	2.1	23.4	12.8	10.6	19.1	6.4	12.8	8.5	2.1	2.1	100	47
Poisoning, infection, indigestion, inhalation etc.	-	2.2	17.8	13.3	22.2	13.3	11.1	6.7	4.4	4.4	-	4.4	100	45
Electric current, lighting and fire	-	-	18.8	28.1	15.6	12.5	9.4	9.4	3.1	3.1	-	-	100	32
Lack of data	-	4.2	4.2	16.7	16.7	8.3	20.8	12.5	8.3	-	8.3	-	100	24
Loss of teeth	-	-	30.4	13.0	17.4	4.3	13.0	-	8.7	8.7	4.3	-	100	23
Loss of sight	-	-	16.7	33.3	11.1	16.7	5.6	5.6	-	11.1	-	-	100	18
Arc eyes	6.7	-	13.3	20.0	13.3	6.7	13.3	-	6.7	20.0	-	-	100	15
No injury to body part but articles	-	-	14.3	7.1	21.4	35.7	7.1	7.1	7.1	-	-	-	100	14
Dental injury	-	-	-	-	-	15.4	-	23	-	30.8	23.1	7.7	100	13
Pneumoconiosis	-	-	15	15	15	15	15	8	-	15	-	-	100	13
Concussion	-	-	-	-	33	-	17	50	-	-	-	-	100	6
Gun wounds	-	-	20.0	20.0	60.0	-	-	-	-	-	-	-	100	5
Stress	-	-	-	20.0	20.0	20.0	20.0	-	-	20.0	-	-	100	5
Dermatitis	-	-	-	33.3	33.3	-	-	-	33	-	-	-	100	3
Tuberculosis	-	-	-	-	-	-	100	-	-	-	-	-	100	1
Effects of radiation, X-rays etc	-	-	-	-	-	-	-	100	-	-	-	-	100	1
Loss of feeling	-	-	-	100	-	-	-	-	-	-	-	-	100	1
Unspecified	-	0.7	10.1	17.5	16.2	17.6	15.0	7.8	5.3	5.7	2.9	1.2	100	1,424
Total	0.1	0.8	10.4	17.3	17.6	16.8	14.7	8.1	5.5	5.0	2.7	1.0	100	5,332

Table A 11: Percentage Distribution of Injured Persons by Nature of Injury and Body Part, 2014

Nature of Injury	Body parts								Total	
	Eyeball, Orbit and Optic nerve	Head and Neck	Trunk	Upper limbs	Fingers	Lower limbs	Multiple injuries	General	%	Number
Cuts, abrasion, bruises, lacerations	2.9	10.4	4	18	43.3	17.4	3.3	0.6	100	1336
Contusions, crushings, blisters, haematoma, swellings	1.3	10	10.8	15.5	30	28.5	3.6	0.3	100	799
Stains, sprains	0.4	5	36.5	15.9	7.3	30.9	3.6	0.2	100	466
Foreign bodies, fragments or particles	5.5	8.0	8.0	27.9	10.0	23.4	14.4	3.0	100	201
Burns from objects, radiation, chemicals etc	0.5	1.6	12.5	31.8	9.9	37.5	5.7	0.5	100	192
Fractures	76.1	2.8	0.6	6.1	9.4	4.4	0.6	-	100	180
Fatal	0.9	17.9	3.8	2.8	1.9	7	14.2	52	100	106
Dislocation	-	3.2	4.3	35.1	4.3	50.0	2.1	1.1	100	94
Bites	2.3	4.5	4.5	27.3	19.3	21.6	3.4	17	100	88
Amputation	19.1	4.4	35.3	2.9	2.9	2.9	1.5	30.9	100	68
Loss of hearing	1.6	92.2	-	-	-	-	-	6	100	64
Others	10.4	22.9	14.6	12.5	8	8.3	2.1	20.8	100	48
Multiple injuries	-	10.6	15	6.4	10.6	10.6	46.8	-	100	47
Poisoning, infection, indigestion, inhalation etc	-	-	-	2.2	91.1	6.7	-	-	100	45
Electric current, lighting and fire	-	9.4	18.8	15.6	9	6	34.4	6.3	100	32
Lack of data	91.7	-	-	8.3	-	-	-	-	100	24
Loss of teeth	-	8.7	13	13	-	26.1	8.7	30.4	100	23
Loss of sight	5.6	27.8	5.6	22.2	27.8	11.1	-	-	100	18
Arc eyes	-	6.7	6.7	13.3	13.3	6.7	-	53.3	100	15
No injury to body part but articles	-	28.6	-	42.9	21.4	7.1	-	-	100	14
Dental injury	-	-	100	-	-	-	-	-	100	13
Pneumoconiosis	-	76.9	-	-	15.4	7.7	-	-	100	13
Concussion	-	83	-	17	-	-	-	-	100	6
Gun wounds	-	-	-	60.0	20	20	-	-	100	5
Stress	80	-	-	-	20	-	-	-	100	5
Tuberculosis	-	33.3	-	-	-	-	-	66.7	100	3
Dermatitis	100	-	-	-	-	-	-	-	100	1
Effects of radiation, X-rays etc.	-	-	-	-	100	-	-	-	100	1
Loss of feeling	-	-	-	100	-	-	-	-	100	1
Unspecified	5.6	10.8	12.6	16.3	13.3	23.5	8.3	9.6	100	1424
Total	6	10	11	17	22	22	6	5	100	5332

Table A 12: Percentage Distribution of Injured Persons by Nature of Injury and Place, 2014

Nature of Injury	Place													Total	
	Fields, bushes, forests, gardens, sports grounds and related	Public roads and streets including railway lines	Private roads and streets	Waterways, dams and related places	Airfields, airports and air routes	Inside buildings, living or working places	Fenced areas, yards, boarding, loading and related places	Warehouse workshops, factories, foundries, brickfields	Building and constructing sites including roads, bridges	Queries and surface operations	Underground operations including rail track	Unspecified	%	Number	
Cuts, abrasion, bruises, lacerations	9.88	10.48	0.37	0.67	0.07	20.21	6.44	36.30	3.67	2.62	6.89	2.40	100	1,336	
Contusions, crushings, blisters, haematoma, swellings	11.76	13.89	1.25	0.75	-	13.77	12.14	31.04	4.76	3.13	5.38	2.13	100	799	
Stains, sprains	12.88	11.37	0.64	0.86	-	15.88	13.73	30.69	3.00	3.00	5.15	2.79	100	466	
Burns from objects, radiation, chemicals etc.	3.98	3.48	0.50	-	-	27.86	2.49	45.77	4.98	3.48	1.00	6.47	100	201	
Fractures	7.29	32.29	1.56	0.52	-	13.02	9.90	15.10	3.13	3.65	9.90	3.65	100	192	
Foreign bodies, fragments or particles	11.11	2.78	0.56	0.56	-	15.00	9.44	51.11	1.67	4.44	0.56	2.78	100	180	
Fatal	12.26	53.77	1.89	1.89	-	4.72	3.77	2.83	1.89	0.94	15.09	0.94	100	106	
Dislocation	17.02	17.02	1.06	2.13	-	15.96	6.38	24.47	3.19	4.26	4.26	4.26	100	94	
Bites	11.36	22.73	-	10.23	-	11.36	20.45	14.77	1.14	3.41	-	4.55	100	88	
Poisoning, infection, indigestion, inhalation etc.	11.76	7.35	-	1.47	-	25.00	5.88	25.00	4.41	5.88	8.82	4.41	100	68	
Loss of hearing	1.56	-	-	-	-	6.25	1.56	25.00	3.13	14.06	43.75	4.69	100	64	
Others	16.67	22.92	-	-	-	18.75	6.25	18.75	2.08	6.25	4.17	4.17	100	48	
Multiple injuries	8.51	42.55	-	2.13	-	8.51	-	6.38	4.26	4.26	17.02	6.38	100	47	
Amputation	22.22	-	-	-	-	8.89	-	35.56	2.22	6.67	13.33	11.11	100	45	
Electric current, lighting and fire	21.88	-	-	3.13	-	12.50	9.38	37.50	9.38	3.13	-	3.13	100	32	
Arc eyes	12.50	4.17	-	-	-	33.33	4.17	41.67	-	-	4.17	-	100	24	
Lack of data	13.04	39.13	4.35	-	-	8.70	13.04	4.35	-	8.70	8.70	-	100	23	
Stress	-	5.56	5.56	5.56	-	16.67	-	44.44	11.11	5.56	-	5.56	100	18	
No injury to body part but articles	26.67	13.33	-	-	-	13.33	6.67	20.00	-	-	13.33	6.67	100	15	
Concussion	21.43	7.14	-	-	-	21.43	-	35.71	14.29	-	-	-	100	14	
Pneumoconiosis	-	-	-	-	-	7.69	15.38	7.69	-	7.69	61.54	-	100	13	
Loss of teeth	-	23.08	-	-	-	23.08	23.08	23.08	-	-	7.69	-	100	13	
Dental injury	-	33.33	-	-	-	16.67	16.67	-	-	-	16.67	16.67	100	6	
Gun wounds	-	20.00	-	-	-	40	20.00	20.00	-	-	-	-	100	5	
Loss of sight	20.00	-	-	-	-	60	20.00	-	-	-	-	-	100	5	
Tuberculosis	-	-	-	-	-	66.67	-	-	33.33	-	-	-	100	3	
Effects of weather	-	-	-	-	-	100	-	-	-	-	-	-	100	1	
Paralysis	-	-	-	-	-	100	-	-	-	-	-	-	100	1	
Loss of feeling	100	-	-	-	-	-	-	-	-	-	-	-	100	1	
Unspecified	7.37	22.54	0.70	0.70	0.14	12.50	8.92	26.26	2.39	4.14	7.58	6.74	100	1,424	
Total	9.85	15.90	0.71	0.90	0.06	15.83	8.76	30.14	3.32	3.54	7.01	3.98	100	5,332	

Table A13: Percentage Distribution of Injured Persons by Nature of Injury and Occupational Group, 2014

Nature of Injury	Occupational Group										Total	
	Professional, technical and related workers	Administrative and managerial	Clerical and related	Sales	Service	Agricultural, animal husbandry and forestry	Mining and quarrying	Production and related	Transport and equipment operators	Workers N.E.C	%	Number
Cuts, abrasion, bruises, lacerations	13.25	2.10	1.42	2.62	17.07	9.81	9.88	35.78	5.76	2.32	100	1,336
Contusions, crushings, blisters, haematoma, swellings	15.14	1.88	1.50	2.25	17.27	12.89	7.13	30.91	7.13	3.88	100	799
Stains, sprains	14.38	3.43	2.58	1.72	22.10	10.30	7.51	28.33	7.08	2.58	100	466
Burns from objects, radiation, chemicals etc.	25.37	1.99	-	0.50	18.41	2.49	6.47	35.32	4.48	4.98	100	201
Fractures	10.94	3.65	2.60	4.17	19.79	6.25	22.40	14.58	12.50	3.13	100	192
Foreign bodies, fragments or particles	22.22	1.67	1.11	1.67	8.33	7.22	3.89	48.33	2.78	2.78	100	180
Fatal	10.38	4.72	-	0.94	14.15	11.32	17.92	8.49	28.30	3.77	100	106
Dislocation	14.89	5.32	4.26	2.13	22.34	13.83	7.45	17.02	11.70	1.06	100	94
Bites	7.95	-	-	-	42.05	13.64	1.14	12.50	19.32	3.41	100	88
Poisoning, infection, indigestion, inhalation etc.	14.71	1.47	-	2.94	17.65	7.35	13.24	26.47	14.71	1.47	100	68
Loss of hearing	10.94	3.13	-	-	-	1.56	51.56	28.13	4.69	-	100	64
Others	14.58	2.08	2.08	-	16.67	14.58	4.17	18.75	27.08	-	100	48
Multiple injuries	17.02	2.13	2.13	4.26	19.15	12.77	17.02	12.77	12.77	-	100	47
Amputation	11.11	-	-	2.22	4.44	17.78	20.00	40.00	2.22	2.22	100	45
Electric current, lighting and fire	28.13	-	-	6.25	12.50	15.63	3.13	15.63	6.25	12.50	100	32
Arc eyes	20.83	-	-	-	16.67	8.33	8.33	29.17	8.33	8.33	100	24
Lack of data	-	4.35	-	-	26.09	17.39	13.04	21.74	8.70	8.70	100	23
Stress	38.89	5.56	11.11	5.56	27.78	-	5.56	-	5.56	-	100	18
No injury to body part but articles	20.00	6.67	-	-	13.33	13.33	6.67	13.33	20.00	6.67	100	15
Concussion	28.57	-	-	7.14	14.29	14.29	-	14.29	14.29	7.14	100	14
Pneumoconiosis	7.69	-	-	-	7.69	7.69	69.23	7.69	-	-	100	13
Loss of teeth	7.69	-	-	-	38.46	15.38	7.69	23.08	7.69	-	100	13
Dental injury	-	16.67	-	-	33.33	-	16.67	16.67	16.67	-	100	6
Gun wounds	-	20	-	-	20	-	20	20	20	-	100	5
Loss of sight	-	40	-	-	20	20	-	20	-	-	100	5
Tuberculosis	33.33	-	-	-	33.33	-	-	-	-	33.33	100	3
Effects of weather	-	-	-	-	-	-	-	100	-	-	100	1
Paralysis	-	-	-	-	100	-	-	-	-	-	100	1
Loss of feeling	100	-	-	-	-	-	-	-	-	-	100	1
Unspecified	11.03	3.09	1.62	2.11	19.52	7.79	12.01	29.71	9.76	3.37	100	1,424
Total	13.78	2.61	1.52	2.16	18.30	9.49	10.62	30.01	8.44	3.08	100	5,332

Table A14: Percentage Distribution of Injured Persons by Month of Injury, 2014

Month of Injury	Frequency	Percentage
March	497	9.32
October	496	9.30
September	495	9.28
February	486	9.11
May	485	9.10
January	449	8.42
November	438	8.21
June	427	8.01
August	408	7.65
July	405	7.60
April	393	7.37
December	353	6.62
Total	5332	100

Table A15: Percentage Distribution of Injured Persons by Type of Accident, 2014

Type of Accident grouped	Frequency	Percentage
Contact with objects	1,697	31.8
Falls of persons	736	13.8
Road Traffic accidents	643	12.1
Falls of materials of objects	502	9.4
Overexertion when lifting, pushing or pulling heavy objects	362	6.8
Caught in or between objects	351	6.6
Acts of violence	276	5.2
Exposure to extreme temperatures, radiation or bacteria/virus	221	4.1
Others	193	3.6
Contact with electric current, lightning, fire and chemicals	151	2.8
Power Motivated Accidents (not road accidents)	75	1.4
Inhalation of harmful substances	57	1.1
Explosives	47	0.9
Environmental (effects of ventilation or lighting or dust etc.)	11	0.2
Drowning or asphyxia	10	0.2
Total	5,332	100

Table A 16: Fatal Accidents by Type of Accident, 2014

Type of Accident grouped	Frequency	Percentage
Road Traffic accidents	51	48.11
Acts of violence	12	11.32
Drowning or asphyxia	9	8.49
Falls of persons	7	6.60
Others	6	5.66
Falls of materials of objects	5	4.72
Power Motivated Accidents (not road accidents)	4	3.77
Contact with objects	3	2.83
Exposure to extreme temperatures, radiation or bacteria/virus	3	2.83
Contact with electric current, lightning, fire and chemicals	3	2.83
Explosives	2	1.89
Inhalation of harmful substances	1	0.94
Total	106	100

Table A 17: Rehabilitation Centre Monthly Admissions and Discharges, 2014

Month	Admissions		Discharges	
	Frequency	Percentage	Frequency	Percentage
January	24	10	20	7.8
February	26	11	27	10.5
March	24	10	26	10.1
April	20	8	24	9.3
May	27	11	30	11.6
June	12	5	17	6.6
July	22	9	17	6.6
August	17	7	17	6.6
September	17	7	18	7.0
October	25	10	28	10.9
November	20	8	17	6.6
December	13	5	17	6.6
Total	247	100	258	100

Table A18(a): Percentage Disability by Admission Period, 2014

Percentage disability	Admission Period					Total Discharges
	1 Month or less	1> - 2 months	2> - 3 months	3> - 6 months	More than 6 months	
4% or less	112	4	2	1	1	120
5 - 9%	50	2	0	0	0	52
10 - 19%	32	3	1	3	0	39
20 - 49%	25	6	2	3	1	37
50%+	6	2	0	2	0	10
Total	225	17	5	9	2	258

Table A18(b): Percentage Disability by Admission Period, 2014

Percentage disability	Admission Period					Total
	1 Month or less	1> - 2 months	2> - 3 months	3> - 6 months	More than 6 months	
4% or less	93.33	3.33	1.67	0.83	0.83	100
5 - 9%	96.15	3.85	-	-	-	100
10 - 19%	82.05	7.69	2.56	7.69	-	100
20 - 49%	67.57	16.22	5.41	8.11	2.70	100
50%+	60	20	-	20.00	-	100
Total	87.21	6.59	1.94	3.49	0.78	100

Table A19: Industrial Sector by Percentage Disability on Discharge, 2014

Industrial Sector	Percentage disability on discharge					Total	
	Less or equal to 4%	5 - 9%	10 - 19%	20 - 49%	50%+	%	Number
Agriculture	27.3	27.3	18.2	9.1	18.2	100	11
Mining and Quarrying	33.3	19.7	16.7	24.2	6.1	100	66
Food Drink Tobacco Processing	65.0	15.0	-	15.0	5.0	100	20
Textile & Leather	25.0	75.0	-	-	-	100	4
Wood & Wood Products	60.0	40.0	-	-	-	100	5
Paper, Printing & Publishing	75.0	-	25.0	-	-	100	4
Chemicals & Petroleum Products	75.0	25.0	-	-	-	100	4
Non-metallic mineral Products	100.0	-	-	-	-	100	2
Basic Metal Production	60.0	20.0	20.0	-	-	100	10
Fabricated Metal Products Machinery	55.0	30.0	15.0	-	-	100	20
Electricity Production	16.7	16.7	16.7	16.7	33.3	100	6
Building & Construction	20.0	50.0	20.0	10.0	-	100	10
Finance Insurance Real Estate & Business Services	60.0	-	-	40.0	-	100	5
Commerce & Distribution	64.3	3.6	17.9	10.7	3.6	100	28
Transport & Storage	50.0	20.0	15.0	15.0	-	100	20
Local Authorities	50.0	15.0	35.0	-	-	100	20
Personal Services	36.4	22.7	9.1	31.8	-	100	22
Communication	100.0	-	-	-	-	100	1
Total	46.51	20.16	15.12	14.34	3.88	100	258

Table A20: Percentage Distribution of Nature of Injury on Admission by Region, 2014

Nature of injury on admission	Region						Total
	Harare	Bulawayo	Gweru	Mutare	Masvingo	Chinhoyi	
Fractures	17.65	13.61	18.18	25.00	12.50	75.00	16.19
Cuts, abrasion, bruises, lacerations	6	19.05	9.09	-	12.50	-	14.57
Stains, sprains	23.53	17.69	3.64	-	12.50	-	13.77
Contusions, crushings, blisters, haematoma, swellings	5.88	6.80	5.45	12.50	12.50	-	6.88
Dislocation	5.88	2.04	1.82	-	6.25	-	2.43
Amputation	-	2.04	1.82	-	-	25	2.02
Stress	11.76	0.68	-	-	-	-	1.21
Multiple injuries	-	2.04	-	-	-	-	1.21
Electric current, lighting and fire	-	0.68	-	12.50	-	-	0.81
Burns from objects, radiation, chemicals etc.	-	0.68	1.82	-	-	-	0.81
Loss of sight	-	0.68	-	-	-	-	0.40
Lack of data	-	-	-	-	6.25	-	0.40
Unspecified	29.41	34.01	58.18	50	37.50	-	39.27
Total	100	100	100	100	100	100	100
Total	17	147	55	8	16	4	247

Table A21: Percentage distribution of Nature of Injuries by Admission Period, 2014

Nature of injury	Admission Period in months					Total	
	<1 Month	1 - <2 Months	2- <3 Months	3- <6 Months	More than 6 months	%	Number
Electric current, lighting and fire	33	-	-	67	-	100	3
Cuts, abrasion, bruises, lacerations	89.74	5.13	-	2.56	2.56	100	39
Contusions, crushings, blisters, haematoma, swellings	94.12	5.88	-	-	-	100	17
Burns from objects, radiation, chemicals etc	100.00	-	-	-	-	100	2
Stains, spains	94.29	2.86	2.86	-	-	100	35
Dislocation	83.3	16.67	-	-	-	100	6
Stress	67	33	-	-	-	100	3
Fractures	86	7	2.38	4.76	-	100	42
Amputation	83	-	-	-	17	100	6
Loss of sight	100	-	-	-	-	100	1
Loss of feeling	100	-	-	-	-	100	1
Multiple injuries	-	100	-	-	-	100	2
Lack of data	100	-	-	-	-		1
Unspecified	87	6	3	4	-	100	100
Total	87.21	6.59	1.94	3.49	0.78	99	258

Table A 22: Mean percentage disability, Admission Period and Percentage Admissions/Discharges by Nature of injury, 2014

Nature of injury	Mean Admission Period (days)	Mean Percentage Disability	Admissions (%)	Discharges (%)
Electric current, lighting and fire	85.67	38.33	0.81	1.16
Cuts, abrasion, bruises, lacerations	19	6.18	14.57	15.12
Contusions, crushings, blisters, haematoma, swellings	13.1	8.18	6.88	6.59
Burns from objects, radiation, chemicals etc.	9.50	3	0.81	0.78
Stains, sprains	11.89	5.97	13.8	13.57
Dislocation	15	4.50	2.43	2.33
Stress	23	13.33	1.21	1.16
Fractures	24.41	14.00	16.19	16.28
Amputation	43	13.50	2.02	2.33
Loss of sight	6	3	0.40	0.39
Loss of feeling	14	-	-	0.39
Multiple injuries	38	30	1.21	0.78
Others	7	4	0.40	0.39
Lack of data	7	12	0.40	0.39
Unspecified	19.19	11.29	38.87	38.37
Total	19.84	10.24	100	100

Table A23: Nature of Injury by Percentage Disability on Discharge, 2014

Nature of injury	Percentage disability on discharge					Total Discharges	
	Less or equal to 4%	5 - 9%	10 - 19%	20 - 49%	50%+	%	Number
Fractures	30.95	16.67	19.05	28.57	4.76	100	42
Cuts, abrasion, bruises, lacerations	64.10	15	8	13	-	100	39
Stains, sprains	48.57	31.43	17.14	2.86	-	100	35
Contusions, crushings, blisters, haematoma, swellings	52.94	23.53	17.65	-	5.88	100	17
Dislocation	50	33.33	16.67	-	-	100	6
Amputation	50	-	16.67	33.33	-	100	6
Electric current, lighting and fire	33.33	-	33.33	-	33	100	3
Stress	33.33	-	33.33	33	-	100	3
Burns from objects, radiation, chemicals etc.	50	50	-	-	-	100	2
Multiple injuries	-	-	-	100	-	100	2
Loss of sight	100	-	-	-	-	100	1
Loss of feeling	100	-	-	-	-	100	1
Lack of data	-	-	100	-	-	100	1
Unspecified	45	21	14	14	6	100	100
Total	46.51	20.16	15.12	14.34	3.88	100	258

Table A24: Active vs. Inactive Employers by Industrial Sector

Industrial Sector	Number			Total Percentage	Percentage		
	Active	Inactive	Total Number		Active	Inactive	Total
Commerce Distribution	8,912	23,588	32,500	37.0	27.4	72.6	100
Agriculture	2,005	7,598	9,603	10.9	20.9	79.1	100
Personal Services	4,088	4,647	8,735	10.0	46.8	53.2	100
Building Construction	896	4,533	5,429	6.2	16.5	83.5	100
Finance Insurance Real Estate							
Business Services	1,766	3,284	5,050	5.8	35.0	65.0	100
Fabricated Metal Products							
Machinery	891	2,703	3,594	4.1	24.8	75.2	100
Transport Storage	763	1,850	2,613	3.0	29.2	70.8	100
Food Drink Tobacco Processing	422	1,351	1,773	2.0	23.8	76.2	100
Mining Quarrying	501	846	1,347	1.5	37.2	62.8	100
Textile Leather	321	983	1,304	1.5	24.6	75.4	100
Wood and Wood Products	254	796	1,050	1.2	24.2	75.8	100
Forestry	186	782	968	1.1	19.2	80.8	100
Paper Printing Publishing	275	592	867	1.0	31.7	68.3	100
Chemicals Petroleum Products	276	435	711	0.8	38.8	61.2	100
Non Metallic Mineral Products	59	185	244	0.3	24.2	75.8	100
Local Authorities	123	103	226	0.3	54.4	45.6	100
Basic Metal Production	58	133	191	0.2	30.4	69.6	100
Other Manufacturing	30	115	145	0.2	20.7	79.3	100
Electricity Production	50	49	99	0.1	50.5	49.5	100
Communication	29	44	73	0.1	39.7	60.3	100
Not Stated	8,066	3,161	11,227	12.8	71.8	28.2	100
Total	29,971	57,778	87,749	100.0	34.2	65.8	100

Table A25: Active vs. Inactive Employers by Industrial Sector

Industrial Sector	Number			Percentage		
	Active	Inactive	Total Number	Active	Inactive	Total Percentage
Commerce Distribution	8,912	23,588	32,500	29.74	40.83	37.0
Agriculture	2,005	7,598	9,603	6.69	13.15	10.9
Personal Services	4,088	4,647	8,735	13.64	8.04	10.0
Building Construction	896	4,533	5,429	2.99	7.85	6.2
Finance Insurance Real Estate						
Business Services	1,766	3,284	5,050	5.89	5.68	5.8
Fabricated Metal Products Machinery	891	2,703	3,594	2.97	4.68	4.1
Transport Storage	763	1,850	2,613	2.55	3.20	3.0
Food Drink Tobacco Processing	422	1,351	1,773	1.41	2.34	2.0
Mining Quarrying	501	846	1,347	1.67	1.46	1.5
Textile Leather	321	983	1,304	1.07	1.70	1.5
Wood and Wood Products	254	796	1,050	0.85	1.38	1.2
Forestry	186	782	968	0.62	1.35	1.1
Paper Printing Publishing	275	592	867	0.92	1.02	1.0
Chemicals Petroleum Products	276	435	711	0.92	0.75	0.8
Non Metallic Mineral Products	59	185	244	0.20	0.32	0.3
Local Authorities	123	103	226	0.41	0.18	0.3
Basic Metal Production	58	133	191	0.19	0.23	0.2
Other Manufacturing	30	115	145	0.10	0.20	0.2
Electricity Production	50	49	99	0.17	0.08	0.1
Communication	29	44	73	0.10	0.08	0.1
Not Stated	8,066	3,161	11,227	26.91	5.47	12.8
Total	29,971	57,778	87,749	100	100	100.0

Table A26: Three year active Employer analysis 2012 - 2014

Industrial Sector	Number Active			Percentage Active		
	2012	2013	2014	2012	2013	2014
Agriculture	3,808	2,288	2,005	45.1	22.4	20.9
Basic Metal Production	48	48	58	27.6	28.1	30.4
Building Construction	697	592	896	27.7	11.0	16.5
Chemicals Petroleum Products	190	245	276	19.8	36.8	38.8
Commerce Distribution	8,078	7,758	8,912	25.9	25.4	27.4
Communication	23	19	29	32.4	30.6	39.7
Electricity Production	22	23	50	33.8	32.4	50.5
Fabricated Metal Products Machinery	1,564	885	891	32.8	24.9	24.8
Finance Insurance Real Estate Business Services	710	1,451	1,766	12.9	31.4	35.0
Food Drink Tobacco Processing	492	507	422	26.9	28.1	23.8
Forestry	259	161	186	37.9	17.7	19.2
Local Authorities	58	109	123	24.4	48.7	54.4
Mining Quarrying	453	401	501	34.4	31.9	37.2
Non Metallic Mineral Products	113	61	59	50.0	25.7	24.2
Other Manufacturing	32	31	30	21.2	20.8	20.7
Paper Printing Publishing	220	243	275	21.5	29.5	31.7
Personal Services	2,345	3,658	4,088	22.8	44.4	46.8
Textile Leather	319	311	321	24.7	24.4	24.6
Transport Storage	912	660	763	25.3	26.9	29.2
Wood & Wood Products	255	216	254	30.2	21.5	24.2
Not Stated	6,028	5,292	8,066	71.1	73.7	71.8
Total	26,626	24,959	29,971	31.8	30.9	34.2

Appendix B: Technical Notes

B1. Occupational Injuries

Sources of Data

(i) Occupational Injuries

The source of occupational injury statistics is the worker's compensation system. The statistics have been compiled from new claims reported for workers compensation made under the Workers' Compensation Scheme (see Statutory Instrument 68 of 1990). The data cover cases classified under occupational injuries and diseases.

(ii) Rehabilitation Statistics

In the last quarter of 1997, the Statistics Section designed two monthly return forms for the purpose of collecting rehabilitation statistics. Although the forms may not be exhaustive, they contain a minimum set of Variables that can be used to analyse rehabilitation statistics.

The first form is the rehabilitation admissions form containing the following variables:

- Region, Claim number, Date of accident, Occupation, Date of birth of the rehabilitee, Sex, Date admitted, I.C. Number and Nature of injury

The second form is the monthly discharge form. In addition to the variables on the monthly admission form, it has the following variables:

- Date of discharge and %age disability on discharge.

Definitions

(i) Occupational Injury

An occupational injury is defined as an injury resulting from an accident arising out of and in the course of employment. In our analysis, commuting accidents are excluded.

(ii) Insured Labour Force for Occupational Injuries

Insured labour force is the population that is at risk of being injured or contracting an occupational disease. Ideally, this should include all working persons. The population insured under the National Pension Scheme excluding civil servants was taken as the insured labour force.

(iii) Incidence Rate

The incidence rate is defined as the number of injuries per 1 000 insured labour force. The insured labour force being the population at risk.

(iv) Frequency Rates

For the frequency rate, the number of claims is put in relation to the time during which the workers were exposed to the risk of being injured at work. It is defined as the number of injuries per one million hours of exposure.

(v) Fatal Occupational Injury Rate

Fatal occupational injury rates are determined by calculating the number of fatal injuries per 100 000 insured labour force. The rate depicts the risk that certain workers (such as those in a given occupation or industry) have of incurring a fatal injury.

(vi) Rehabilitation Centre Calculation of Indicators

Analysis of the Rehabilitation Centre Activities was done using information collected on an Activity Analysis form. The form collects information on admissions, discharges, deaths and

the number of beds occupied at 12 midnight on each day of the month and is also a monthly return form. These statistics are then summarized every quarter and various indicators, which are essential for the centre's administration, are calculated. These are:

(a) **Bed occupancy:** A total of beds occupied.

(b) **In-patient daily average:** The daily average number of patients occupying beds i.e.

$$\frac{\text{Bed Occupancy}}{\text{No. of days in the period}}$$

(c) **Average stay:** The average number of days the patient occupied a bed i.e.

$$\frac{\text{Bed Occupancy}}{\text{Deaths and discharges}}$$

(d) **Turnover factor:** The average number of patients treated per bed during the period i.e.

$$\frac{\text{Deaths and discharges}}{\text{Bed Establishment}}$$

(e) **Turnover interval:** The average number of days a bed lies vacant between successive patients i.e.

$$\frac{\text{No. of days in period} \times \text{Bed establishment} - \text{Bed occupancy}}{\text{Deaths and discharges}}$$

(f) **Percentage occupancy:** A total of the beds occupied shown as a percentage of the total available bed days i.e.

$$\frac{\text{Bed Occupancy} \times 100}{\text{No. of days in period} \times \text{Bed establishment}}$$

Reference Period

Occupational injury statistics contained in this report are for the calendar year 2014. These statistics were collected on the basis of year of occurrence i.e. the statistics pertain to injuries that actually occurred during 2014. The date of occurrence is of fundamental significance from a preventive point of view although it suffers from being hard to define in the case of occupational diseases.

Scope and Coverage of Occupational Injuries

As far as possible, the statistics have been compiled from new claims reported for workers' compensation made under Workers' Compensation scheme of the Statutory Instrument 68 of 1990. The data cover cases classified under occupational injuries and diseases.

It is a fact that Statistics in this publication do not cover all occupational injuries. They possibly underestimate the true extent of the problem for the following reasons: -

- (1) Occupational injuries occurring on a journey to or from work have not been included.
- (2) Occupational injuries to the self-employed are excluded because such workers generally are not covered for workers' compensation.
- (3) Cases, which did not occur at work or were not acknowledged as being work-related injury, are excluded.

These exclusions are a result of these types of accidents not being covered as occupational injuries by the statutory instrument.

B2. Pension and Other Benefits

The National Social Security Authority is also responsible for the management of the Pension and Other Benefits Scheme. This scheme was created in response to financial difficulties encountered by a large number of workers and their dependants after a worker's retirement, permanent illness or death. The Government of Zimbabwe found it necessary to create this important scheme in order to safeguard the future well-being of all workers. This scheme is a social insurance scheme designed to provide financial relief to all insured workers and their dependants and was introduced on the 1st of October 1994.

On this scheme both the employee and the employer contribute equal amounts each towards the employee's contribution per month. All employees over the age of 16 and below 65 are to contribute to this scheme, including those working for international organisations, NGOs and expatriates. Employees contribute 3% of their gross insurable earnings per month. Same to the employer also has to contribute 3% of each employee's gross monthly insurable earnings. The two contributions adding up to 6% of the gross monthly insurable earnings of each employee will be paid by the employer to NSSA.

The employer is responsible for deducting the employees' contribution each month from their earnings. These, together with the employer's contributions are then paid to NSSA.

Types of Benefits under this Scheme

1. Retirement Pension – monthly payment made to qualifying contributors. A contributor has to have attained the age of 55 (if one was doing arduous employment e.g. heavy duty truck drivers, mining industries) or 60 years normal retirement or 65 years for late retirement. Should have retired permanently from work and should have contributed for a period of 10 years and more.
2. Retirement Grant – lump sum payment made to a qualifying contributor. Requirements are the same with the Retirement Pension only that the contributor should have contributed for a period of 12 months or more but less than 10 years. This is a once off payment.
3. Invalidity Pension – monthly payment made to contributor who is permanently incapable of work because of illness or injury. To qualify one has to be below 60 years of age, certified permanently incapable of work by a medical doctor and has contributed for at least 12 months, 6 months of which were immediately preceding invalidity.
4. Invalidity Grant – it's the same as the Invalidity Pension with the exception that one has to have contributed for at least 6 months but less than 12 months. It's a once off payment.
5. Survivors Pension – monthly payment to the surviving dependants of a deceased contributor to the scheme. Widower, widow, dependent children, parents and any other dependants of the deceased qualify.
6. Survivors Grant – lump sum payment made to a surviving dependant of the deceased contributor.
7. Funeral Grant – lump sum payment made after the death of the contributor. It's a once off payment.

8. Children's Allowance – monthly payment to children of the deceased below the age of 18 years.

Definitions

- (i) *Active*: refers to companies registered with NSSA which are currently operating
- (ii) *Inactive*: refers to companies registered with NSSA which are currently not operating
- (iii) *New Registration*: refers to companies which registered with NSSA in 2014
- (iv) *Ceased*: refers to companies which were registered with NSSA but have closed operation in 2014
- (v) *Compliance*: refers to those companies making contributions to NSSA

B3. Reliability of Data

Any system, which collects Statistics, is prone to two sources of error, non-sampling error and sampling error.

B4. Non-Sampling Error

Non-sampling error may affect both the numerator and denominator data. This error may occur because of the error in reporting, recording and processing of data. Non-sampling error occur as a result of the following:

- (i) Deficiencies in forms used to collect data.
- (ii) Incorrect recording (in this case) by the employer or processing personnel
- (iii) Inaccurate coding
- (iv) Omitted cases
- (v) Errors in the data entry, editing and processing

It is difficult to measure the size of non-sampling error. Their size may vary from collection to collection and even within a collection from data item to data item. Nevertheless, the statistics office attempts to minimise as far as possible, non-sampling error through various means, for example, editing data for accuracy, consistency and comparability.

B5. Sampling Error

We do not expect data in this publication to be subject to sampling error. The denominator used in the calculation of rates is based on the entire population i.e. the insured labour force. The sampling error is a measure of the variability that occurs by chance because a sample, rather than the entire population is surveyed. One measure of the likely difference is given by standard error, which indicates the extent to which an estimate might have varied by chance because a sample was selected.

B6. Confidentiality

All information has been published in strict confidence. Information on individual employers and employees is protected through the aggregation of data – no names are published.

Appendix C: Coding Procedures

C1. Occupational Classification

00 Professional Technical and Related Workers

- 1000 Electrician
- 1001 Engineers, Mechanics, Fitter & Turner
- 1002 Surveyors, Architects
- 1003 Doctors, Nurses Medical Laboratory workers
- 1004 Sportsmen, Artists
- 1005 Other N.E.C. Plumbers, Lawyers, Broiler Maker

10 Administrative and Managerial Workers

- 1006 Managers
- 1007 Administrative Officer
- 1008 Other N.E.C.

20 Clerical and Related Workers

- 1009 Clerks
- 1010 Clerical Supervisors
- 1011 Other N.E.C. Typist, Secretaries

30 Sales Workers

- 1012 Sales supervisors
- 1013 Sales buyers and representatives
- 1014 Salesman, Shop assistants
- 1015 Sales workers N.E.C.

40 Service Workers

- 1016 Domestic Workers
- 1017 Cashiers, Waiters cooks and related workers, barmen
- 1018 Building caretakers, Cleaners & related workers
- 1019 Messengers, postmen and related workers
- 1020 Protective service workers (Security Guards)
- 1021 Sewarmen
- 1022 Service workers N.E.C. GMB, Workers I.C number 6122

50 Agricultural Animal Husbandry, Forestry Worker

- 1023 Farm managers and supervisors
- 1024 Tractor drivers
- 1025 Animal handlers
- 1026 General workers
- 1027 Forestry workers
- 1028 Fishermen hunters
- 1029 Casual workers
- 1030 Sugar-cane cutters

1031 Other N.E.C.

60 Mining and Quarrying Workers

1032 Mining supervisors/foreman, gang leaders
1033 Drill and Jack-hammer operators
1034 Timbermen
1035 Trammer, bellmen, winch operator
1036 Lashers
1037 Quarrymen
1038 Other

70 Production and Related Workers

1039 Manufacturing machinery operators
1040 Production supervisors
1041 Machine tool operators/toolmaker
1042 General Workers
1043 Painters, Floor layers, Ceiling plasterers
1044 Packers and Labellers
1045 Butchers
1046 Welders, Panel beaters
1047 Bricklayers
1048 Metal foundry workers
1049 Ceramic industry workers
1050 Sandblasters
1051 Abattoir workers (slaughter)
1052 Other N.E.C. (Carpenter)

80 Transport and Equipment Operators

1053 Drivers, vehicle, train except farm tractors
1054 Operators of forklifts, cranes, elevators
1055 Other transport equipment operators
1056 General workers

90 Workers N.E.C.

1057 Construction workers
1058 ZESA, PTC workers

C2. Place of Occurrence

01 Fields, bushes, forests, gardens, sports grounds and related places
02 Public roads and streets including railway lines
03 Private roads and streets
04 Water ways, dams and related places
05 Airfields, airports and air routes
06 Inside buildings, living or working places
07 Fenced areas, yards, boarding, loading and related places
08 Warehouse workshops, factories, foundries, brickfield any production places
09 Building and constructing sites including roads, bridges and electric lines

- 10 Queries and surface operations
- 11 Underground operations including rail track
- 12 Unspecified

C3. Activity of Workman

- 11 Laying or sitting down position
- 12 Standing or kneeling position
- 13 Walking or stepping up or down
- 14 Climbing or crawling or boarding
- 15 Running or any rapid movements
- 16 In any means of transport as passenger
- 17 In a lift or related machine as a passenger
- 18 Falling from moving objects

Manual Work

- 19 With or without hand tools
- 20 Handling, loading, lifting or carrying
- 21 Pushing, pulling or throwing
- 22 On scaffolds, ladders, walls etc.

Operating or Driving

- 24 Road transport or movable equipment
- 25 Non - motorized road transport or equipment
- 26 Surface rail transport or equipment
- 27 Underground transport or equipment
- 28 Air transport or equipment
- 29 Water transport or equipment
- 30 Operating machinery or equipment
- 31 Adjusting or repairing plant, machinery or equipment
- 32 Lack of data

C4. Occupational Injuries According to Agency of Accident

Machines

11 Prime Movers except Electrical Motors

- 1000 Steam engines
- 1001 Internal Combustion engines
- 1002 Other

12 Transmission Machinery

- 1003 Transmission shafts
- 1004 Transmission belts, cables, pulleys, pinions, gears
- 1005 Conveyor belts
- 1006 Other

13 Metal Working Machines

- 1007 Power presses
- 1008 Lathes
- 1009 Milling machines
- 1010 Abrasive wheels
- 1011 Mechanical shears, slitters, cutters
- 1012 Forging machines, casting
- 1013 Rolling mills
- 1014 Other

14 Wood and Assimilated Machines

- 1015 Circular saws
- 1016 Other saws
- 1017 Moulding machines
- 1018 Overhead machines
- 1019 Other

15 Agricultural Machines

- 1020 Reapers, including combines reapers
- 1021 Threshers
- 1022 Other

16 Mining Machinery

- 1023 Under-cutters
- 1024 Other

17 Other Machines N.E.C.

- 1025 Earthmoving machines, excavating and scrapping machines expect means of transport
- 1026 (No code)
- 1027 Spinning, weaving and other textile machines
- 1028 Machines for manufacture of food staffs beverages
- 1029 Machines for the manufacture of paper
- 1030 Machines for printing
- 1031 Packing and wrapping machines
- 1032 Office machines
- 1033 Other

Equipment

18 Lifting Machines and Appliances

- 1034 Cranes
- 1035 Lifts and Elevators
- 1036 Winches (skip)
- 1037 Pulley blocks
- 1038 Forklifts
- 1039 Jacks
- 1040 Others

19 Pressure Vessels

- 1041 Boilers
- 1042 Pressurised containers
- 1043 Pressurised piping and containers
- 1044 Gas cylinders
- 1045 Caissons diving equipment
- 1046 Compressor
- 1047 Other

20 Furnaces Ovens and Kilns

- 1048 Blast furnaces
- 1049 Refining furnaces
- 1050 Other furnaces
- 1051 Kilns
- 1052 Ovens

21 Electrical Installations Including Electrical Motors

- 1053 Rotating machines, motors
- 1054 Conductors
- 1055 Transformers
- 1056 Control apparatus (switches, fuses)
- 1057 Refrigerating plants
- 1058 Others

22 Other Equipment N E C

- 1059 Other

Tools

23 Electric Hand Tools

- 1060 Grinder
- 1061 Sandblaster
- 1062 Saws
- 1063 Welding tools, soldering irons
- 1064 Jackhammer
- 1065 Electric drill

24 Hand Tools Not Power Driver

- 1066 Hatchet
- 1067 Axe
- 1068 Hoe
- 1069 Saw
- 1070 Hammer
- 1071 Other
- 1072 Picks
- 1073 Crowbar
- 1074 Shovel
- 1075 Chisel
- 1076 Knives

- 1077 Pliers
- 1078 Screwdriver
- 1079 Rake
- 1080 Hand hooks

25 Power Drive Hand Tools (Pneumatic)

- 1081 Air hose
- 1082 Air power grinder
- 1083 Riveting guns
- 1084 Jackhammer
- 1085 An operated nail
- 1086 Staplers

26 Ladders Mobile Ramps

- 1087 Ladders
- 1088 Mobile ramps

27 Other N E C

- 1089 Other

Means of Transport

28 Means of Rail Transport

- 1090 Inter-urban railways
- 1091 Rail transport in mines, tunnels
- 1092 Rail transport in industrial establishment quarries
- 1093 Others
- 1094 Coco pan

29 Other Wheeled Means of Transport

- 1095 Tractors
- 1096 Trailers
- 1097 Lorries
- 1098 Trucks, buses
- 1099 Motor-cycle
- 1100 Bicycle
- 1101 Motor vehicle N.E.C
- 1102 Animal drawn vehicles
- 1103 Hand drawn vehicles (wheel-barrow, trolley)
- 1104 Other

30 Means of Air Transport

- 1105 Passenger
- 1106 Cargo

31 Means of Water Transport

- 1107 Motorised means of transport
- 1108 Non-motorised means of water transpo

32 Other Means of Transport

- 1109 Cable cars
- 1110 Mechanical conveyors except cable cars
- 1111 Other

Materials and Substances

33 Chemical Stress Factors (1)

- 1112 Asbestos and silica dust
- 1113 Vegetable dust (Cotton, grain)
- 1114 Acids (Hydrofluoric, sulphuric, nitric, phosphoric, hydrofluoric)
- 1115 Alkalis (calcium hydroxide, sodium hydroxide, caustic soda)
- 1116 Ammonia and compounds (ammonia hydroxide, anhydrous ammonia)
- 1117 Aromatic compounds (benzol, toluence, phenol, carbolic acid, xylenes)
- 1118 Alcohol's (glycol, methanol and freeze)
- 1119 Carbon dioxide, carbon monoxide
- 1120 Chlorine and compounds (bleach, methyl chloride, trichloroethylene)
- 1121 Formaldehyde and other aldehydes
- 1122 Agrochemicals (insecticides, herbicide, fungicide, malathion)
- 1123 Glue adhesive, paste
- 1124 Paint, lacquer, shellac, varnish
- 1125 Plastics, resins, (polymer, urethane, cyanate, silicone resin)
- 1126 Solvents and degreasers (paint thinner, paint remover and turpentine)
- 1127 Soaps, detergents, cleaning compounds N.E.C
- 1128 Cement
- 1129 Derivatives of coal and petroleum (tar, asphalt pitch)
- 1130 Mineral oils and cutting fluids
- 1131 Explosives
- 1132 Lead and compounds
- 1133 Zinc and compounds
- 1134 Mercury and compounds
- 1135 Manganese and compounds
- 1136 Phosphorous and compound, fertilizers
- 1137 Arsenic and compounds
- 1138 Benzene and homologue
- 1139 Carbon bisulfide
- 1140 Nickel and compounds
- 1141 Cadmium and compounds
- 1142 Cobalt and compounds
- 1143 Chromium and compounds
- 1144 Nitrous fumes
- 1145 Other substances causing scheduled diseases

34 Other Substances, Materials and Objects N.E.C

- 1146 Agricultural materials
- 1147 Mining materials
- 1148 Other industrial materials

Working Environment

35 Physical Stress Factors

- 1149 Hot temperature

- 1150 Noise
- 1151 Vibration
- 1152 Pressure
- 1153 Non-ionizing radiation
- 1154 Ionising radiation
- 1155 Electricity
- 1156 Lightning
- 1157 Fire

36 Biological Stress Factors

- 1158 Fungi
- 1159 Bacteria
- 1160 Virus
- 1161 Parasitic worms

37 Ergonomical Stress Factors

- 1162 Repetitive motion
- 1163 Lifting, pulling, pushing heavy loads
- 1164 Awkward body position
- 1165 Control layout
- 1166 Other

38 Working Surfaces and Obstacles Outdoor

- 1167 Fields, ranches, plantations
- 1168 Mines surface
- 1169 Buildings and structures (walls, fences, gates and windows)
- 1170 Excavations, trenches
- 1171 Scaffolding
- 1172 Walkways, paths, sidewalks, parking area
- 1173 Water
- 1174 Working surfaces N.E.C

39 Working Surfaces and Obstacles (Indoor)

- 1175 Floors (slippery, rough etc.)
- 1176 Confined quarters
- 1177 Stairs, steps
- 1178 Roofs
- 1179 Other working surfaces N.E.C

40 Working Surfaces and Obstacles (Underground)

- 1180 Working faces of mines, tunnels
- 1181 Mines shafts
- 1182 Floors of mine, road and tunnels
- 1183 Fire Water
- 1184 Other

41 Other Agencies

- 1185 Live animals

- 1186 Animal products
- 1187 *Insects and reptiles*
- 1188 Plants
- 1189 Persons
- 1190 Other
- 1191 Not classified for lack of data

C5. Type of Accident

Falls of Persons

- 1011 On the same level
- 1012 From height e.g. scaffold, platform ladders etc.
- 1013 From steps, stairs etc.
- 1014 From moving objects (not road accident)
- 1015 From piled materials
- 1016 From buildings
- 1017 Into ditches, trenches, wells etc.

Falls of Materials or Objects

- 1021 Collapse of building, structures, excavation etc.
- 1022 Collapse of materials piles of goods etc.
- 1023 Collapse or fall of platform, lift or scaffold etc.
- 1024 Falls of objects during handling
- 1025 Falls of objects from heights
- 1026 Falls of objects in transport

Contact with

- 1031 Struck against a stationary object
- 1032 Collision with, struck by sliding or slipping objects
- 1033 Contact with (in motion, circulating, vibrating, revolving, swinging)
- 1034 Contact with sharp object (stepping or self-inflicted wounds)
- 1035 Struck by flying particles or fragments

Caught in or Between

- 1041 One object moving
- 1042 Both objects moving
- 1043 In machinery (slipping, falling) unguarded
- 1044 In machinery when removing (when in motion)
- 1045 When starting machinery
- 1046 Clothing caught in machinery
- 1047 When lifting objects

Overexertion

- 1051 When lifting heavy objects
- 1052 When pushing heavy objects
- 1053 When handling
- 1054 Due to wrong posture or movement

Exposure to

- 1061 Hot materials or objects
- 1062 Cold materials or objects
- 1063 Hot weather conditions
- 1064 Cold weather conditions
- 1065 Excessive noise
- 1066 Bacteria or virus
- 1067 Radiation including arc eyes

Contact with

- 1071 Electric current
- 1072 Lightning
- 1073 Fire
- 1074 Ingestion of harmful substances
- 1075 Absorption of harmful substances
- 1076 Effects of chemicals to the body

Explosives

- 1081 Detonation or blasting of explosives
- 1082 Ignition due to rapid heating or cooling of substances
- 1083 Burst of pressured containers, bottles, boilers and cylinders
- 1084 Due to material fatigue (by vibration etc.)
- 1085 Firearm accident (without hostile intention)

Environment and Others

- 1091 Inhalation of harmful or poisonous substances
- 1092 Drowning or asphyxia
- 1093 Effects of ventilation or lighting etc.
- 1094 Diseases (Pneumoconiosis, Dermatitis)
- 1095 Act of violence (persons)
- 1096 Act of violence (animals)
- 1097 Act of violence (reptiles and insects)
- Fare back (materials)

Traffic and Non Traffic Accidents

- 1100 Motor vehicle/ Road accident, from moving vehicles
- 1101 Motorcycle/Road accident
- 1102 Bicycle /Road accident
- 1103 Tractors/Road accident
- 1104 Power motivated transport (not road accident)
- 1105 Non power motivated (not road accident)
- 1106 Struck by or body part (not road accident)

Others

- 1108 Article damaged (spectacles)
- 1109 Lack of information
- 1110 Machinery, tools etc. damaged

C6. Unsafe Factor

This is the violation of accepted rules and regulations that could have been guarded against or followed.

- 1001 Physical or mental approach of the injured workman
- 1002 Not using protective clothes or devices required
- 1003 Wearing wrong or dangerous type of garment loose tie
- 1004 Error of judgement, wrong position, posture (weight or distance)
- 1005 Faulty equipment or lack of equipment
- 1006 Removing guards, using wrong tools (body parts)
- 1007 Dangerous environmental conditions
- 1008 Lack of supervision or proper selection of workman
- 1009 Act of person in defiance of regulations (concerning others)
- 1010 Causes beyond human control, occupational risks

C7. Body Part

Eyeball, Orbit and Optic Nerve

- 1011 One eye
- 1012 Two eyes

Head and Neck

- 1015 Scalp and cranium (head)
- 1016 Temple (forehead)
- 1017 Nose
- 1018 Ear
- 1019 Mouth, lips
- 1020 Teeth
- 1021 Tongue
- 1022 Chin
- 1023 Cheeks, face
- 1024 Brains internal
- 1025 Head and multiple
- 1026 Cervical Vertebrae (neck)
- 1027 Neck
- 1028 Unspecified

Trunk

- 1031 Back, spinal column and adjoining muscles
- 1032 Chest, ribs, internal organs, sternum
- 1033 Abdomen, internal organs
- 1034 Pelvis, buttocks coccyx
- 1035 Genital organs
- 1036 Multiple locations
- 1037 Unspecified

Upper Limbs

- 1041 Shoulder, including clavicle and blade
- 1042 Upper arm

- 1043 Elbow
- 1044 Forearm
- 1045 Wrist
- 1046 Hand
- 1047 Multiple one limb
- 1048 Multiple both limbs
- 1049 Unspecified

Fingers

- 1050 Unspecified
- 1051 Thumb
- 1052 Index
- 1053 Middle
- 1054 Ring
- 1055 Little
- 1056 2 or more fingers one hand
- 1057 2 or more fingers both hands
- 1058 Thumb and fingers
- 1059 Metacarpal and fingers
- 1060 Both limbs

Lower Limbs

- 1061 Hip
- 1062 Thigh
- 1063 Knee
- 1064 Shin (leg)
- 1065 Ankle
- 1066 Foot
- 1067 Toes
- 1068 Multiple one limb
- 1069 Multiple both limbs
- 1070 Unspecified

Multiple Injuries

In case of serious injuries, where more than one body part is affected, location for coding must be chosen in accordance with the severity of injury i.e. for which a permanent disability was assessed or the most prolonged treatment applied. Only in cases where injuries are of equal severity multiple code numbers may be used.

- 1071 Head and trunk or limbs
- 1072 Trunk and upper limbs
- 1073 Trunk and lower limbs
- 1074 Lower and upper limbs
- 1075 Other multiple locations

General

- 1081 Circulatory system
- 1082 Respiratory system
- 1083 Digestive system
- 1084 Nervous system
- 1085 Unspecified body part

- 1086 Properties/Articles
- 1087 Spectacles
- 1088 Hearing system

C8. Nature of Injury

Diseases

- 1011 Dermatitis
- 1012 Tuberculosis
- 1013 Pneumoconiosis
- 1014 Others
- 1015 Effects of radiation, X-rays etc.
- 1016 Effects of weather
- 1017 Electric current, lightning and fire
- 1018 Poisoning, infection, indigestion, inhalation etc.
- 1019 Asphyxiation, drowning or strangulation
- 1020 Bites
- 1021 Cuts, abrasions, bruises, lacerations
- 1022 Contusions, crushings, blisters, haematoma, swellings
- 1023 Burns from objects, radiation, chemicals etc.
- 1024 Arc eyes
- 1025 Foreign bodies, fragments or particles

Fractures and Dislocations

- 1026 Strains, sprains
- 1027 Gun wounds
- 1028 Dental injury
- 1029 Concussion
- 1030 Paralysis
- 1031 Dislocations
- 1032 Stress
- 1033 Fractures

Loss of Organs or Functions

- 1041 Amputation
- 1042 Loss of sight
- 1043 Loss of hearing
- 1044 Loss of feeling
- 1045 Multiple injuries
- 1046 No injury to body part but articles
- 1047 Lack of data
- 1048 Loss of teeth
- 1049 Unspecified
- 1050 Fatal