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ACRONYMS

GDP	Gross Domestic Product
NEC	Not Elsewhere Classified
NSSA	National Social Security Authority
WCRC	Workers Compensation Rehabilitation Centre
WCIF	Workers Compensation Insurance Fund
NPS	National Pensions Scheme
POBS	Pensions and Other Benefits Scheme
AP&WC	Accident Prevention and Workers Compensation
TFR	Total Fertility Rate
ZIMSTAT	Zimbabwe National Statistics Agency
SDR	System Dependences Ratio
SOADR	System Old Age Dependence Ratio
USD/US\$	United States Dollar
SADC	Southern African Development Community
PPs	Periodical Payments
PD	Percentage Disability
OSH	Occupational Safety and Health
IG	Invalidity Grant
RG	Retirement Grant

SG

Survivors' Grant

FG

Funeral Grant

Foreword

This report is an analysis of statistics on occupational injuries and diseases, contributors, pensions and other activities of the Authority for the calendar year 2017. The information was drawn from the Accident Prevention and Workers Compensation Scheme, Pension and Other Benefits Scheme, Occupational Safety and Health Division covering the Rehabilitation Centre. However, 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 in 2017.

The report consists of six chapters and three appendices. Chapter one presents economic and demographic background information for Zimbabwe, as it relates to social security. Chapter two gives contributors' statistics. Its main areas of focus include the number of registered contributors, the number of active versus inactive contributors, and scheme specific contributors. Chapter three presents Accident Prevention and Workers Compensation statistics, while Chapter four covers admissions and discharges at the Workers Compensation Rehabilitation Centre in Bulawayo. Chapter five covers activities under the Pension and Other Benefits Scheme, and Chapter six covers Occupational Safety and Health aspects. Appendices A to C are on tables, technical notes and coding procedures respectively.

Four thousand six hundred and forty occupational injury claims were reported under the Accident Prevention and Workers Compensation Scheme in 2017. The highest number of occupational injuries were due to contact with objects, accounting for 22.8% followed by people falling recording 17.2%. The month of September recorded the highest percentage (10%) of occupational injuries in 2017. Tuberculosis recorded the highest percentage (42.9%) of occupational diseases in 2017. Electric current, lighting and fire recorded the highest percentages (40.9%) in occupational injuries in 2017. These areas therefore need to be addressed since these statistics show that they are a cause for concern. Forty –six fatal accidents occurred in 2017, with road traffic accidents having the highest fatalities at 37%. Males had the highest incidence rate of 6.3 in 2017 compared to females who recorded an incidence rate of 3.3. The age group with the highest incidence rate was the 15-19 years, with

24.8 per 1000 followed by the 20-24 years age group with 15.1. The year 2017 also saw a total of 272 admissions and 256 discharges at the Workers Compensation and Rehabilitation Centre. The months of January and November recorded the highest admissions with 11.4% each.

NSSA had 24 762 active employers in 2017 with the Harare region remaining the anchor accounting for 54% of the active employer base. Two thousand one hundred (2100) new employers registered with NSSA, and five thousand two hundred and seventy-nine (5 279) employers ceased operating. The legal compliance rate for the year stood at 47%. Two million three hundred and sixteen thousand one hundred and seventy-nine (2 316 179) members were registered with NSSA of whom 74.8% were males.

This report provides empirical evidence on occupational injuries, safety and health and pensions and other benefits. It is my expectation that it 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.

Arthur J. Manase
General Manager/CEO

Chapter 1: Socio – Economic Background

1.0. Introduction

This chapter focuses on Zimbabwe's economic and demographic situation as a context for the ensuing statistical analysis. The demographic and economic information is critical in explaining activities or observed trends under NSSA schemes and can be used in models which predict future activities and trends for these schemes. Subsequent chapters present statistics on the activities of the Contributors, Pension and Other Benefits Scheme (POBS), the Accident Prevention and Worker's Compensation Scheme (AP&WC), the Occupational Safety and Health Department as well as NSSA's investment portfolio.

1.1. Population Size

According to the Zimbabwe National Statistics Agency's (ZIMSTAT) 2017 Inter- Censal Demographic Survey (ICDS) the population of Zimbabwe was 13,572,560. The projected population is relatively young, with 40% of the population below age 15 years and 4.8% aged 65 years and above.

1.2. Age-Sex Structure Of The Population

Future trends of social security schemes 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 system dependency ratios¹ increase. Contribution rates increase when the increase in the system's dependency ratio is coupled by an increase of the system's replacement rate².

Based on the 2017 ICDS, Figure 1.1 shows the population pyramid of Zimbabwe. Due to high fertility and low life expectancy, Zimbabwe has more young people than adults.

¹ Ratio of pensioners to active contributors

² Ratio of average pensions to average wage

Zimbabwe's population consists of 6,495,880 males and 7,076,680 females, representing a sex ratio of 92 males per 100 females.

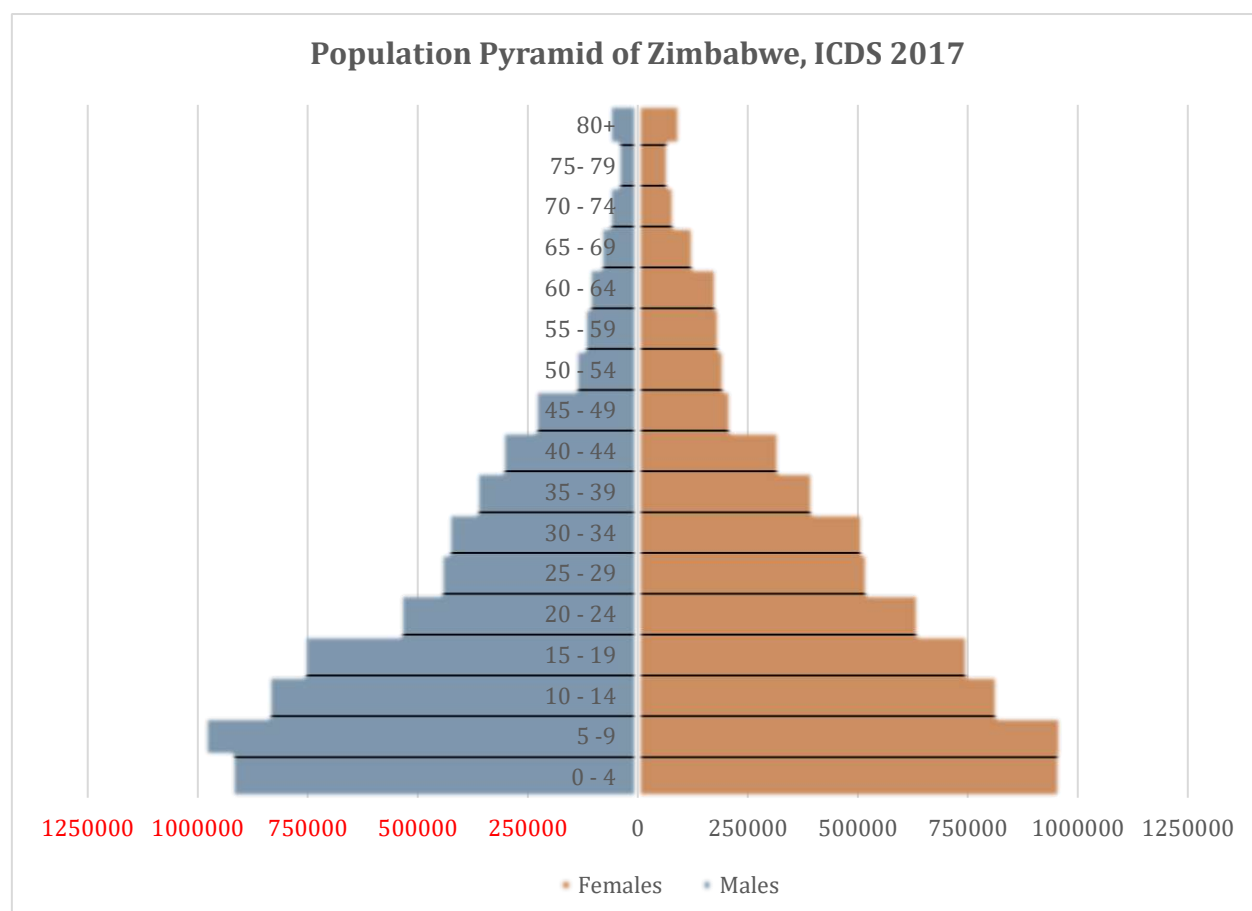


Figure 1.1: Age-Sex Structure of Zimbabwe Population 2017 ICDS

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. In addition, expenditure levels of social security schemes that provide universal child allowances and survivor's benefits 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 15 year period. TFR has remained fairly stable from 2002 to 2017, with 4 children per woman.



Figure 1.2: Total Fertility Rate (TFR), 2002-2017 [Source: Zimbabwe National Population Reports, 2002-2017]

1.4. Gross Domestic Product (GDP)⁴

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 and hence the growth and size of labour income share of GDP are important indicators of the

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.

⁴ The GDP figures for 2015 were not available as at the printing of this report.

scope and limitations of the generosity of such systems. The GDP increased from USD 16,305 million in 2015 to 16,620 million in 2016, representing a growth rate of 1.9%⁵.

1.5. Inflation

The purchasing power of social security benefits depends on the level of consumer prices. If prices increase while the benefit 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 consequently the contribution base through falling employment levels. Reflecting the sustained price stability that has been typified by the multiple currency era, month on month inflation remained low and stable in 2017, reaching its lowest point at -0.24% in June and a peak of 2.97% in November, as depicted in Figure 1.3.

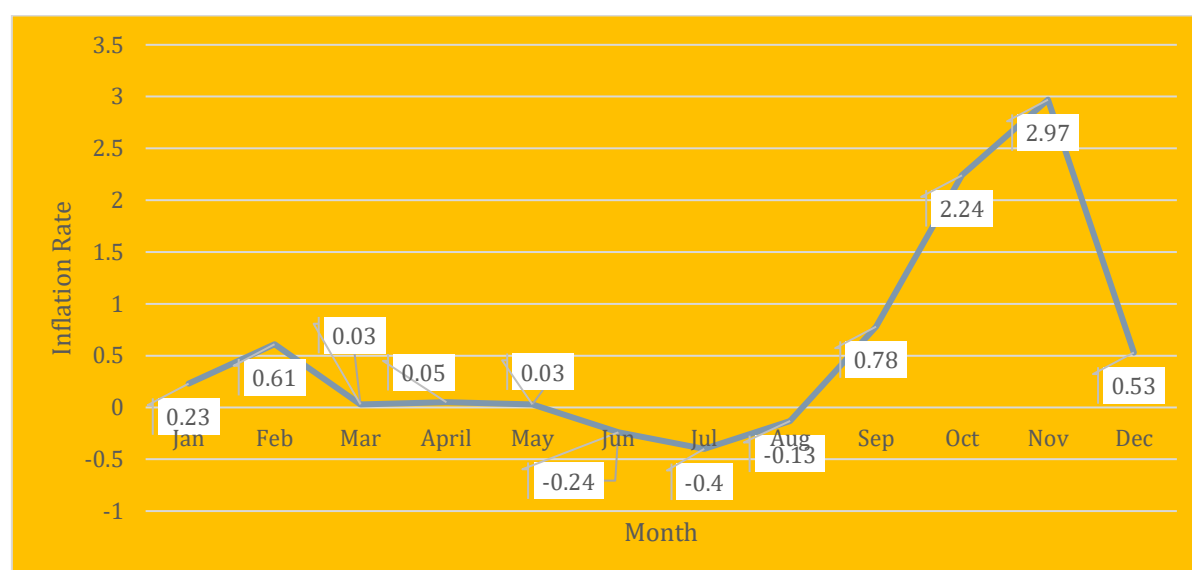


Figure 1.3: Month on Month Inflation, 2017 – ZIMSTAT

Figure 1.4 below shows the year on year inflation figures from 2013 to 2017. Year on year inflation rate increased from 1.6 %, in 2013, to 3.46%, in 2017. However, during the years

⁵ Source: [http:// www.zimstat.co.zw](http://www.zimstat.co.zw)

2014-2016 the country experienced deflation. Deflation happens when prices fall because the supply of goods is higher than the demand for those goods. This is usually because of the reduction in money, credit or consumer spending. This can be caused by a combination of different factors including shortage of money in circulation, which can in turn increase the value of that money and result in the reduction of prices. While it may seem like lower prices are good, deflation can have a negative impact on the economy. It can lead to unemployment because when companies make less money, they react by cutting costs in order to survive. This includes closing shops, plants, warehouses and laying off workers. With regards to social security prolonged deflation can imply a shrinking of the contribution base, on the one hand, as it leads to unemployment as companies try to cut costs, while on the other hand it can improve the purchasing power of pensioners. As prices fall pensioners can save more money as their income increases relative to their expenses. Increasing inflation, however, has the opposite effect on social security. High inflation and interest rates will tend to have the opposite effect as it reduces the spending power of pensioners. In the event of inflation, prices rise causing increase in expenses. Inflation is detrimental to pensioners as it increases expenses yet income remains fixed.

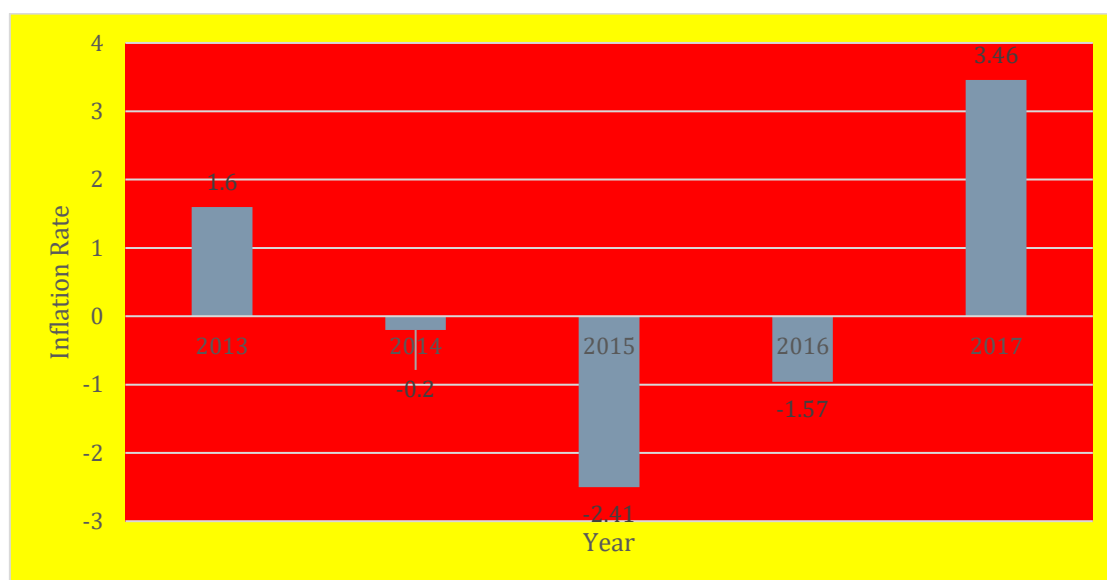


Figure 1.4: Year on Year Inflation, 2012-2017-ZIMSTAT

1.6. Employment And Unemployment

Social security contributions are financed from labour income. Unemployment, therefore, has an impact on contribution income, benefit levels and coverage. It is important to note that only formal sector enterprise workers are covered by social security at the moment in Zimbabwe. A decrease in formal sector employment thus, has undesirable effects on social security contributions and coverage.

Figure 1.5 below shows the 2014⁶ Labour Force Framework. Only 5 % of the economically active employed labour force was in the formal sector⁷. The majority of the employed labour force (94.5%) was in the informal sector and was, thus, not covered by NSSA social security schemes. In addition, 11% (799,442) of the economically active labour force was unemployed.

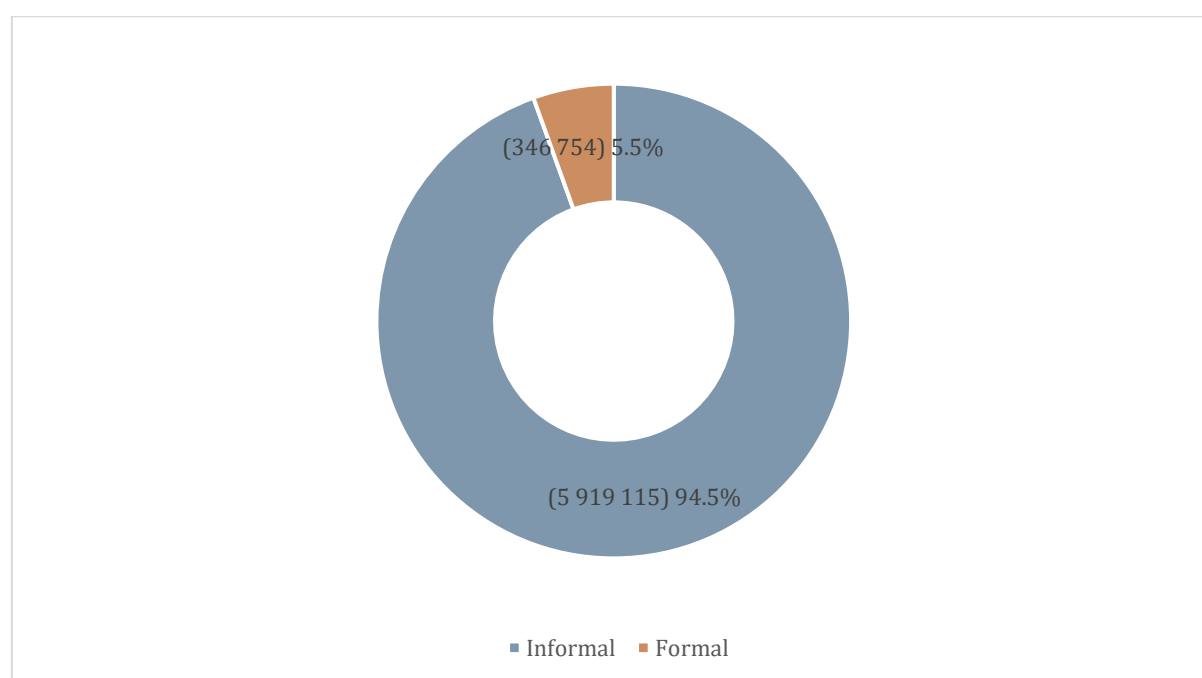


Figure 1.5: Zimbabwe Labour Force (2014)-ZIMSTAT

⁶ 2014 is the latest labour force survey as it is held once every 5 years.

⁷ Formal Employment refers to employers and own-account workers employed in their own formal sector enterprises. It is important to take note that the Labour Force Survey is a sample survey that suffers from sampling errors hence the number of workers in formal employment may vary from the number of NSSA's active insured labour force.

1.7. Conclusion

Zimbabwe has a young population which favours the growth of social security in that the dependency ratios are still low. However, relatively high death rates, emigration, unemployment and the rapid increase in the informal sector, which is not covered by NSSA 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, although the positive growth of GDP strengthens the viability of the schemes. Though the country's economy is now far better than it was in the hyperinflation era, the indications are that things may start to deteriorate, if the country continues to face foreign currency shortages and economic challenges.

Chapter 2: Registered Contributors

2.0. Introduction

This section presents an analysis of NSSA's contributions and compliance statistics as at 31st December 2017.

2.1. Registered Employers

2.1.1. Regional Distribution of Employers

There was a significant decline in the number of active employers from an average of 28,186 in 2016 to 24,762 in the year under review. The percentage decline in the Active Employer contributor base is mainly attributed to a data clean up exercise which weeded out companies that were no longer employing labour. This slump in employer base negatively affects the financial viability of the schemes.

Table 2.1 below shows the average number of employers per region and comparative figures for 2016.

Table 2.1: Number of employers per region 2016 vs 2017

Region	2016	2017	Difference
Harare	14 745	13 333	-1 412
Bulawayo	4 602	3 927	-675
Gweru	1 934	1 487	-447
Mutare	2 048	1 788	-260

Masvingo	2 920	2 606	-314
Chinhoyi	1 937	1 621	-316
Total	28 186	24 762	-3 424

As shown in Table 2.1 above, Harare region remained the anchor region accounting for 54%, of the employer base. The remaining regions account 46% of the employer base. On a region by region analysis, Bulawayo shrunk by 14.7%, Chinhoyi by 16.3%, Masvingo 10.8%, Gweru by 23.1% and Mutare by 12.7%.

2.1.2. New Employer Registrations and Ceased Employers

Tables 2.2 shows the new employer registrations and employers who ceased operations by Region in 2017.

Table 2.2: New Employer Registrations by Region 2017

Region	Number of Registrations	Number of Employers who Operations
Harare	1146	3 403
Bulawayo	569	722
Gweru	76	367

Mutare	150	230
Masvingo	73	321
Chinhoyi	86	236
Total	2100	5 279

A total of 5,279 employers ceased employing labour in 2017 outnumbering the new registrations by 3 179 as they were 2,100 new registrations. The number of employers who ceased operating in 2017 increased by 35% from the 2016 figure of 3 917. The number of new employer registrations also decreased by 27% in 2017 compared to 2016 (2 887). This could be attributed, among other things, to the persistent harsh economic conditions.

2.2 COMPLIANCE

The average legal compliance rate for the year 2017 stood at 47%, a 7% drop from the 54% posted in 2016. The months April, August and September posted the lowest compliance score of 44%, while March had the highest legal compliance rate of 52%. Masvingo, at 35% posted the lowest average while Mutare posted the highest at 59%. If the economy continues in the recession mode, there is need to intensify field activity, adequately resource compliance teams and timeously clean out companies that would be closing. Table 2.3 and Figure 2.1 below show the compliance rates for 2017 in detail.

Table 2.3: Legal Compliance 2017

Region	Month												
	Jan	Feb	Mar	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec	Ave
Harare	33%	35%	39%	32%	34%	37%	39%	39%	41%	42%	43%	47%	38%
Bulawayo	49%	50%	53%	48%	50%	52%	52%	50%	51%	54%	53%	52%	51%
Gweru	51%	50%	50%	58%	58%	56%	56%	54%	52%	56%	57%	50%	54%
Mutare	55%	58%	61%	54%	64%	59%	59%	59%	56%	58%	62%	56%	59%
Masvingo	59%	52%	51%	15%	32%	32%	32%	32%	30%	31%	32%	31%	35%
Chinhoyi	56%	56%	57%	57%	56%	35%	35%	31%	31%	37%	30%	36%	44%
Ave	51%	50%	52%	44%	49%	46%	45%	44%	44%	46%	46%	45%	47%

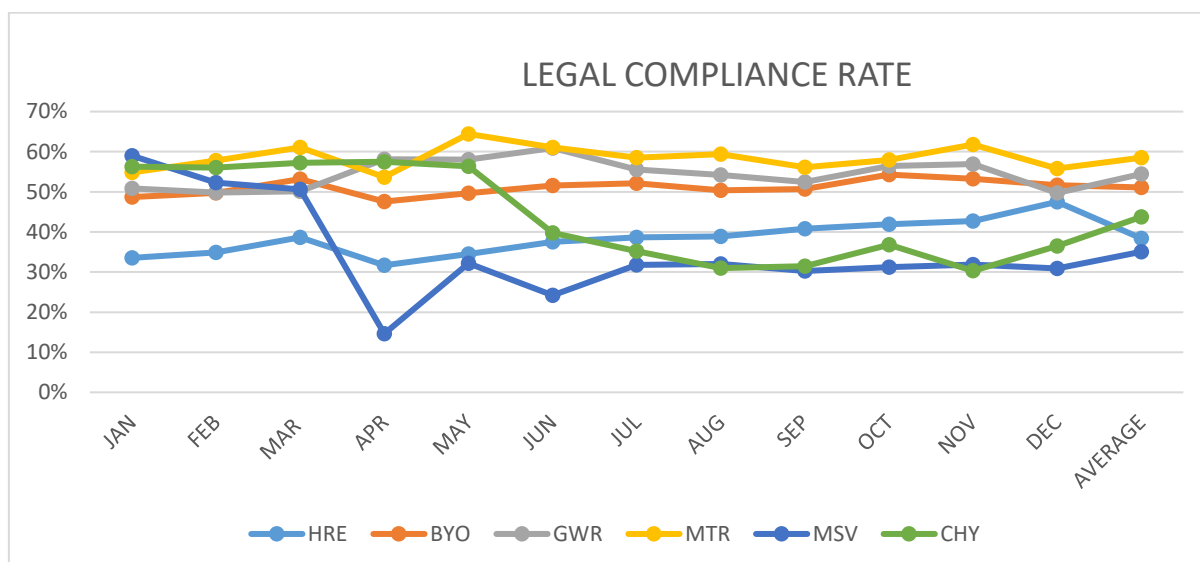


Figure 2.1: Compliance Rate 2017

In addition, the Authority, in line with the Pareto rule, identified 20% of employers' accounting for 80% of revenue and termed these top payers. The 2017 top payers' legal compliance rates per region are shown in the table below.

Table 2.4: Top Payers Contribution to Revenue 2017

Region	Month												
	Jan	Feb	Mar	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec	Ave
Harare	75%	75%	78%	73%	77%	80%	83%	85%	82%	80%	80%	68%	78%
Bulawayo	75%	72%	75%	68%	85%	84%	88%	90%	79%	80%	77%	74%	79%
Gweru	69%	74%	76%	67%	74%	78%	69%	75%	70%	71%	66%	49%	70%
Mutare	86%	90%	95%	86%	96%	96%	91%	97%	93%	88%	89%	76%	90%
Masvingo	73%	73%	70%	63%	83%	84%	70%	72%	79%	77%	78%	59%	73%

Chinhoyi	69%	69%	67%	65%	75%	72%	70%	67%	61%	63%	59%	53%	66%
Average	75%	75%	77%	70%	82%	82%	78%	81%	77%	76%	74%	63%	76%

On average 76% of top payers nationally complied in terms of paying contributions and premiums. The same score was attained in 2016. Masvingo and Chinhoyi posted figures below average. When aggregated, on a month by month basis the best results were posted in May and June, where 82% legal compliance rate was registered. The month of April, with a score of 70%, recorded the least number of top payers who paid. An analysis of the top payers' contribution to revenue shows that all regions save for Chinhoyi managed to collect at least 80% of their revenue from their top payers.

2.3. Registered Labour Force

2.3.1. Distribution of Insured Labour Force by Economic Sector

As at 31st December 2017, a total of 2,316,179 members were registered, of whom 74.8% were males and 25.2% were females. The *Local Authorities* sector had the highest number of registered employees in total (460,846), followed by *Agriculture* (444,116) and *Commerce and Distribution* (357,913). See Table 2.5 below.

Table 2.5 Distribution of Insured Labour Force by Economic Sector 2017

Industrial Sector	Sex		Total
	Total Insured Males	Total Insured Females	
Agriculture	339,188	104,928	444,116
Forestry	13,446	3,309	16,755
Mining Quarrying	106,419	6,964	113,383
Food Drink Tobacco Processing	84,022	13,494	97,516
Textile Leather	54,586	19,080	73,666
Wood Products	32,530	3,215	35,745
Paper Printing Publishing	16,869	4,232	21,101
Chemicals Petroleum Products	26,184	4,120	30,304
Non Metallic Mineral Products	15,335	1,243	16,578
Basic Metal Production	16,044	1,127	17,171
Fabricated Metal Products Machinery	68,955	6,152	75,107
Other Manufacturing	3,843	1,010	4,853
Electricity Production	14,717	2,116	16,833
Building Construction	110,523	6,560	117,083
Finance Insurance Real Estate Business Services	61,512	34,248	95,760

Commerce Distribution	252,393	105,520	357,913
Transport Storage	54,847	6,142	60,989
Local Authorities	273,399	187,447	460,846
Personal Services	177,801	67,395	245,196
Communication	11,683	3,581	15,264
Total	1,734,296	581,883	2,316,179

2.3.2. Distribution of Insured Labour Force by Status

Table 2.6 Distribution of Insured Labour Force by Status 2017

Industrial Sector		
	Total Active	Total Inactive
Agriculture	120204	323912
Forestry	7074	9681
Mining Quarrying	54840	58543
Food Drink Tobacco Processing	47852	49664
Textile Leather	21451	52215
Wood Wood Products	13460	22285
Paper Printing Publishing	8996	12105

Chemicals Petroleum Products	14510	15794
Non Metallic Mineral Products	8655	7923
Basic Metal Production	7754	9417
Fabricated Metal Products Machinery	26722	48385
Other Manufacturing	1770	3083
Electricity Production	13437	3396
Building Construction	38773	78310
Finance Insurance Real Estate Business Services	52204	43556
Commerce Distribution	140543	217370
Transport Storage	28920	32069
Local Authorities	422444	38402
Personal Services	138003	107193
Communication	12654	2610
Total	1 180 266	1 135 913

The Local Authorities had the highest number of active insured labour force (422 444) whilst the agricultural sector has the largest number of inactive insured labour (323 912) *See Table 2.6 above*. In the year 2017, 51% of the insured labour force were active, while 49% were inactive. In recent years, more and more contributors are leaving the formal sector joining the informal sector due to company closures or poor remuneration and working conditions in

some companies. The increase in informal sector employment translates to a decrease in the formal sector. This makes more and more workers vulnerable to occupational risks, poor health and life style and loss of income when they retire⁸ as the informal sector workers are not covered by the social security schemes.

2.3.3. Distribution of Insured Labour Force by Region

NSSA is divided into six regions, namely, Harare, Bulawayo, Gweru, Mutare, Masvingo and Chinhoyi. Each region has peculiar occupational risks emanating from dominant economic activities in the respective region. *Table 2.7*, shows the active labour force by region and industrial sector. Most of the active insured labour force were found in Harare (867 483) and Bulawayo (107 448), as they are the major industrial cities in the country. Local Authorities is the industrial sector with the largest active insured labour force (422 444). However, it is more dominant in Harare than in the other regions.

Table 2.7 Distribution of Active Labour Force by Industrial Sector and Region 2017

Industrial Sector	Region						Totals
	Harare	Bulawayo	Gweru	Mutare	Masvingo	Chinhoyi	
Agriculture	38947	6642	2505	30782	25773	15555	120204
Forestry	1124	18	10	5916	1	5	7074
Mining Quarrying	10891	12569	8992	1892	9528	10968	54840
Food Drink Tobacco Processing	36504	4869	1383	2897	1308	891	47852
Textile Leather	14048	4105	1148	87	73	1990	21451
Wood Wood Products	3098	726	51	8997	45	543	13460

⁸ Reaching 60 years plus of age.

Paper Printing Publishing	6773	1395	100	443	25	260	8996
Chemicals Petroleum Products	11417	2389	584	31	66	23	14510
Non Metallic Mineral Products	5849	1991	634	153	7	21	8655
Basic Metal Production	844	1134	4402	2	9	1363	7754
Fabricated Metal Products Machinery	15602	9238	681	472	292	437	26722
Other Manufacturing	1724	30	13	0	0	3	1770
Electricity Production	12891	226	61	162	71	26	13437
Building Construction	27587	4004	2607	980	1749	1846	38773
Finance Insurance Real Estate Business Services	48462	2624	395	301	268	154	52204
Commerce Distribution	98735	21868	5010	5269	6468	3193	140543
Transport Storage	20986	5315	440	783	881	515	28920
Local Authorities	407048	5151	3527	2769	1419	2530	422444
Personal Services	92316	23152	5343	6552	5306	5334	138003
Communication	12637	2	0	13	2	0	12654
Total	867 483	107 448	37 886	68 501	53 291	45 657	1,180,266

2.4. Scheme Specific Insured Labour Force

2.4.1. Pensions and Other Benefits Scheme

In line with the Pensions and Other Benefits Scheme Statutory Instrument 393 of 1993 (POBS) every employer is mandated by law to register employees, update their details and

remit contributions on behalf of their workers to NSSA. As depicted in Section 2.3 the number of insured labour force under POBS is 2,316,179.

2.4.2. Insured Population: New Entrants Age Distribution, POBS 2017

Figure 2.2 below shows the number of new entrants into the POBS in 2017. A total of 64 786 new entrants joined the scheme in 2017, but by the 31st of December, 58 407 of these new entrants were active while 6 379 became inactive. The 25-29 and the 30-34 age groups had the highest number of new entrants in 2017, recording 15 833 and 12 263 respectively. The least number of new entrants was recorded in the 65 and above age group. It should however be noted that according to S.I. 393 of 1993, anyone above 65 should not contribute to the scheme. There are therefore erroneous registrations.

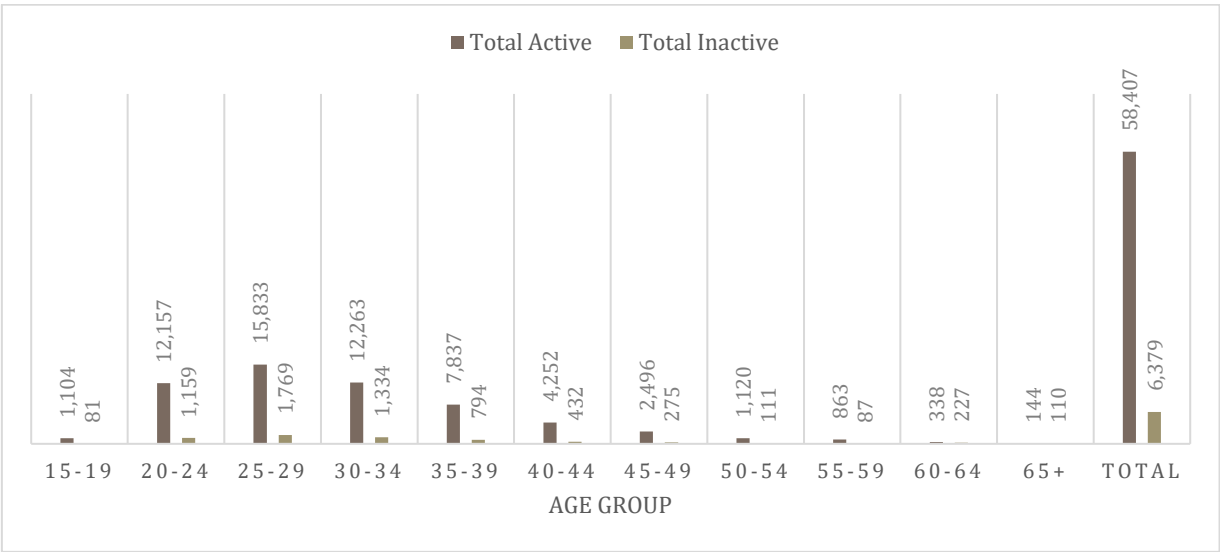


Figure 2.2 New Entrants by Age Group 2017

2.5 KEY FINDINGS

- There was a significant decline in the number of active employers from an average of 28,186 in 2016 to 24,762 in 2017.

- The number of employers who ceased operating in 2017 increased by (5 279) 35% from the 2016 figure of 3 917.
- The number of new employer registrations also decreased by (2 100) 27% in 2017 compared to 2 887 in 2016.
- The average legal compliance rate for the year 2017 stood at 47%. This was a 7% drop from the 54% posted in 2016.
- As at 31st December 2017, a total of 2,316,179 members were registered of whom 74.8% were males, while 25.2% were females.
- The Local Authorities sector had the highest number of registered employees in total (460,846) followed by Agriculture (444,116) and Commerce and Distribution (357,913).
- In the year 2017, 51% of the insured labour force were active while 49% were inactive.

Chapter 3: Accident Prevention and Workers’ Compensation

3.0. Introduction

This chapter looks at the Accident Prevention and Workers’ Compensation Scheme (AP&WC), commonly known as the Workers’ Compensation Insurance Fund (WCIF). This scheme is administered through the Accident Prevention and Workers’ Compensation Scheme Statutory Instrument 68 of 1990. The Scheme covers all the formally employed workers except civil servants and domestic workers. Every employer is obliged by law to report occupational accidents and injuries to NSSA within 14 days of the accident for non-fatal injuries and within 24 hours in the case of fatal cases. This chapter analyses occupational injuries that occurred and were reported as at 31st December 2017. 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

3.1 WORKER DEMOGRAPHICS

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

3.1.1 Incidence Rates By Age Group And Sex

Table 3.1 presents incidence rates by age group and sex. The insured labour was about 823,461, of which 78% were males. The highest occupational injury incidence rate of 24.8 per 1 000 was in the age group 15-19 years followed by 15.1 in the age group 20-24 years. In 2017, 4,640 persons were injured, comprising 87% males and 13% 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 3.3. 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 3.1: Incidence Rates by Age Group and Sex, 2017

Age Group	MALE			FEMALE			Total		
	Insured Labour	Injuries	IR	Insured Labour	Injuries	IR	Insured Labour	Injuries	IR
Others	359	-	-	65	-	-	424	-	-
15 - 19	1,138	34	29.9	395	4	10.1	1,533	38	24.8
20 - 24	20,960	366	17.5	6,650	51	7.7	27,610	417	15.1
25 - 29	57,182	568	9.9	18,694	87	4.7	75,876	655	8.6
30 - 34	91,929	734	8.0	30,180	111	3.7	122,109	845	6.9
35 - 39	103,601	677	6.5	31,997	103	3.2	135,598	780	5.8
40 - 44	123,762	603	4.9	30,642	88	2.9	154,404	691	4.5
45 - 49	112,307	484	4.3	25,751	66	2.6	138,058	550	4.0
50 - 54	50,383	224	4.4	15,058	40	2.7	65,441	264	4.0
55 - 59	37,635	205	5.4	10,794	29	2.7	48,429	234	4.8

60 - 64	19,383	100	5.2	4,920	14	2.8	24,303	114	4.7
65 - 69	9,077	35	3.9	2,050	1	0.5	11,127	36	3.2
70 - 74	5,438	11	2.0	970	0	-	6,408	11	1.7
75+	10,346	5	0.5	1,795	0	-	12,141	5	0.4
Total	643,500	4046	6.3	179,961	594	3.3	823,461	4640	5.6

Figure 3.1 shows that incidence rates decreased with age. This may probably be due to youths (those aged below 24 years) joining employment with little or no experience, thereby being exposed to high risk of occupational accidents.

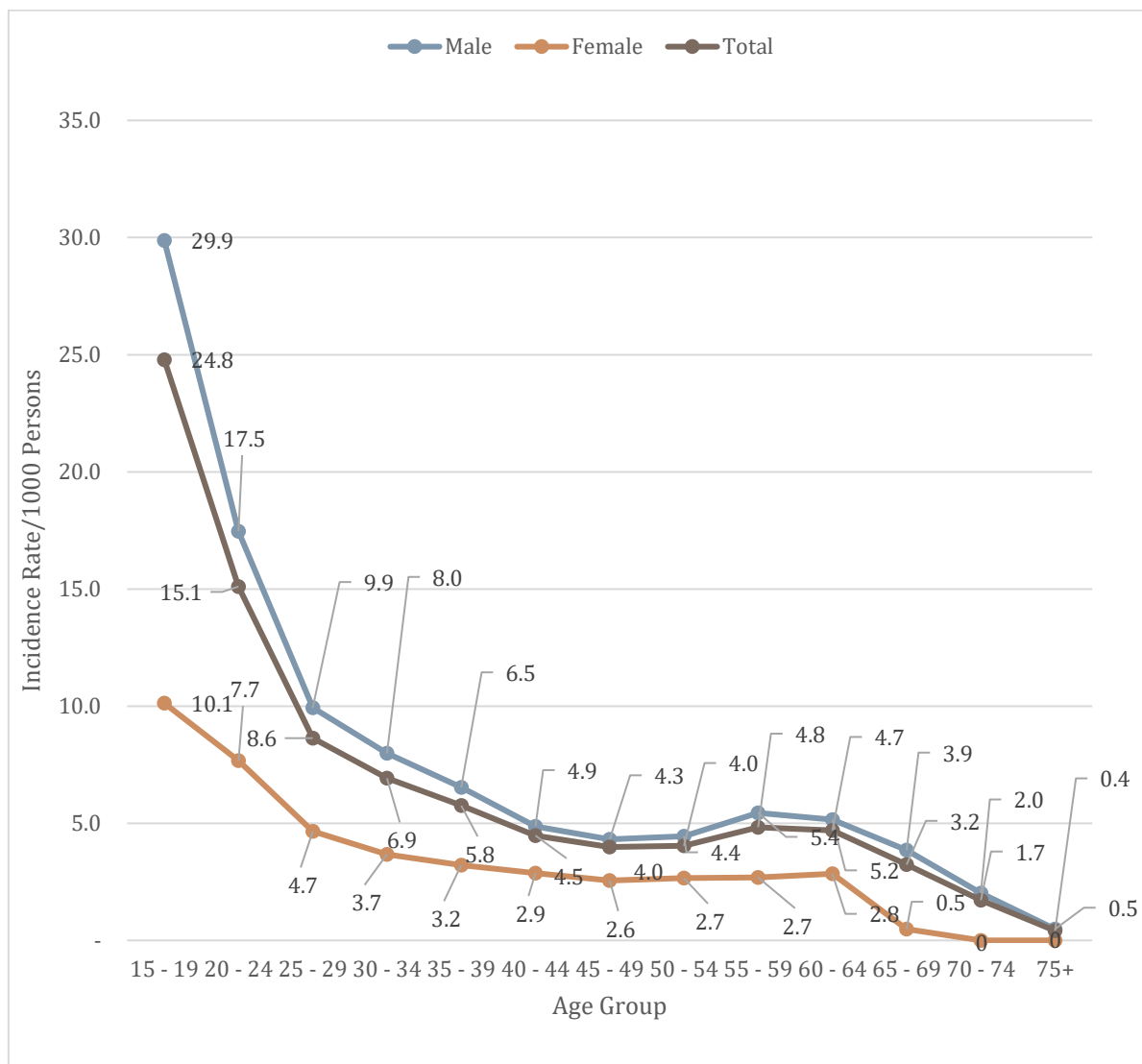


Figure 3.1: Incidence Rates by Age Group and Sex, 2017

3.1.2 Incidence Rates By Age Group And Region

Table A1 in Appendix A shows incidence rates by age group and region. Incidence rates by region ranged from about 3.4, in Masvingo, to 10.5, in Bulawayo and overall incidence rate for all regions was 5.6 (See Figure 3.2 below).

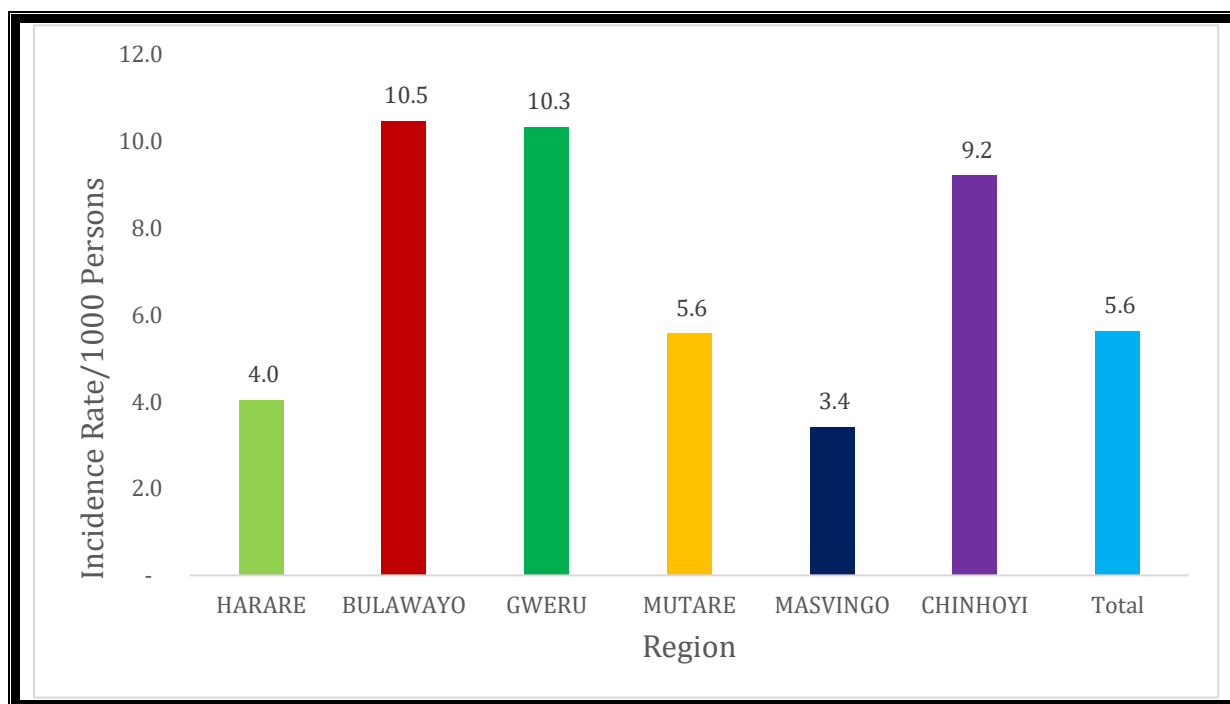


Figure 3.2: Incidence Rates by Region, 2017

3.1.3 Incidence Rates By Marital Status

Figure 3.3 below depicts incidence rates by marital status. The widowed had the highest incidence rate of 9.7 followed by the married with 9.0 and divorced with 3.5. The single had the lowest incidence rate of 2.8. This could be attributed to married people being more careful and diligent in carrying out their work due to family obligations compared to those who are single. Incidence rates by marital status and sex are also shown in *Table A2* in *Appendix A*.

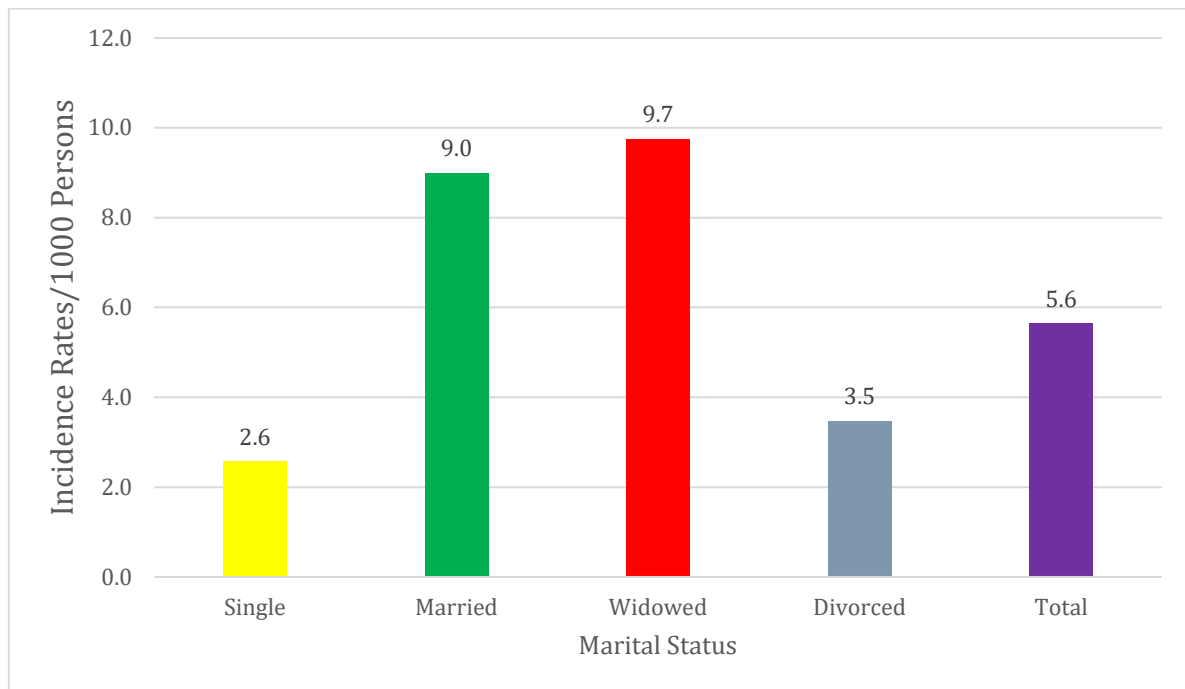


Figure 3.3: Incidence Rate by Marital Status, 2017

3.1.4 Incidence Rates By Number Of Dependants

According to *Table 3.2*, 35.3% of the injured labour had 1 or 2 dependants, 24.6% had no dependants and 31.2 % had 3 or 4 dependants. *Table A3* in *Appendix A* shows percentage distribution of injured workers by number of dependants and marital status.

Table 3.2: Percentage Distribution of Injured Persons by Number of Dependants, 2017

Dependence Grouping	Marital Status					Percentage of Total
	Not stated	Single	Married	Widowed	Divorced	
0	-	17.8%	5.9%	0.6%	0.2%	24.6%
1 - 2	-	4.3%	29.8%	0.8%	0.4%	35.3%
3 - 4	-	0.9%	29.9%	0.2%	0.1%	31.2%

5 - 6	-	0.2%	7.5%	0.0%	0.0%	7.7%
7 - 8	-	0.0%	0.6%	0.0%	0.0%	0.7%
9+	-	0.0%	0.4%	0.0%	0.0%	0.5%
Total	-	23.3%	74.2%	1.7%	0.7%	100.0%

3.2 EARNINGS

As shown in *Figure 3.4*, 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. This could be attributed to experience. More experienced workers tend to have less accidents than the younger less experienced youth. The average earnings per month per person was \$331 with older age groups earning more than the youth. (See *Table A4* in *Appendix A*).

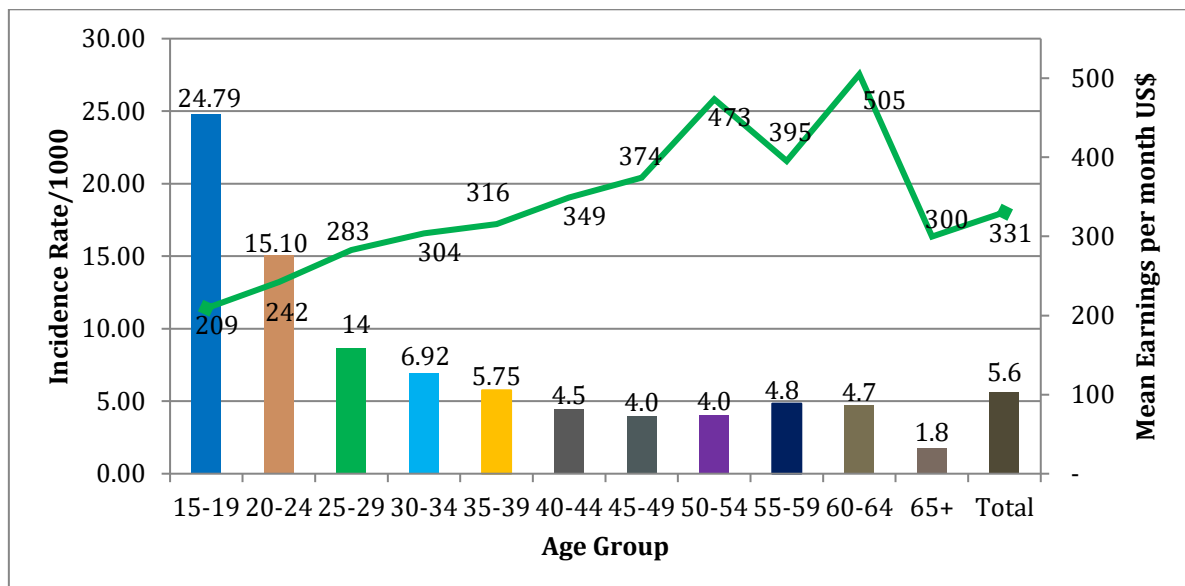


Figure 3.4: Mean Earnings at the Time of Injury and Number Injured by Age Group, 2017

Figure 3.5 shows that the top four industrial sectors with the highest average earnings were “Electricity Production” (\$712), “Finance, Insurance & Real Estate Business Services” (\$464), “Communication” (\$393), and “Local Authorities” (376), while the bottom four were “Other Manufacturing” (\$219), “Non-Metallic Mineral Products” (\$188) “Forestry” (\$171) , and “Agriculture” (\$162). (See also *Table A5* in *Appendix A*).

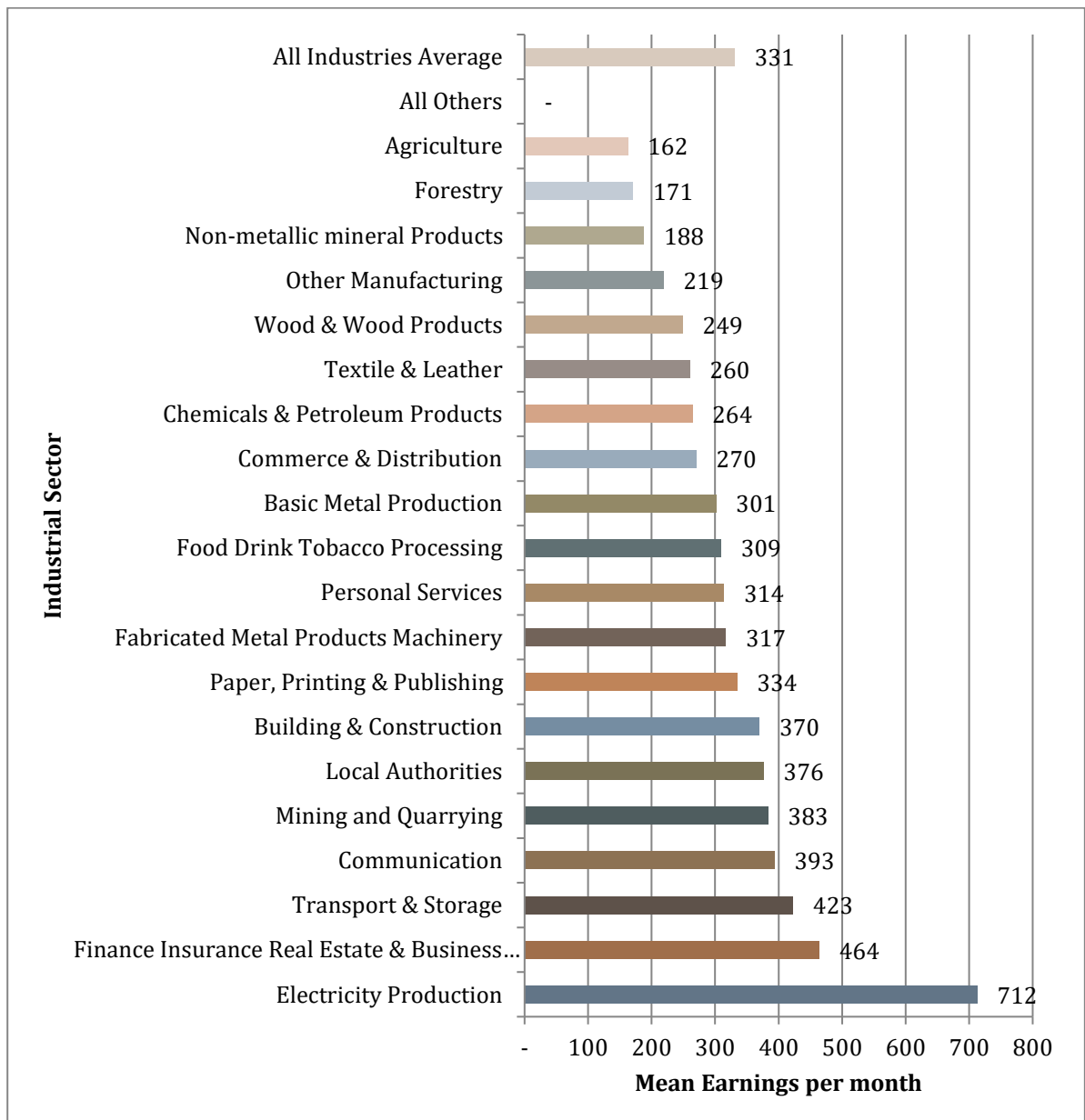


Figure 3.5: Mean Earnings at the Time of Injury by Industrial Sector, 2017

3.3 INDUSTRY

Figure 3.6 depicts incidence rates by industrial sector and sex. The top five industrial sectors with the highest incidence rates were; “Basic Metal Production” (19.3), “Local Authorities” (13.3), “Transport and Storage” (11.6), “Mining & Quarrying” (11.00) and “Electricity Production” (10.50), The following industrial sectors had the lowest incidence rates: “Communication” (3.1), “Finance, Insurance & Real Estate Business Services” (2.7),

“Forestry” (2.7) and “Textile” (2.0). For all industrial sectors incidence rates were higher among males than females. (Refer to *Table A6 in Appendix A for further details.*)

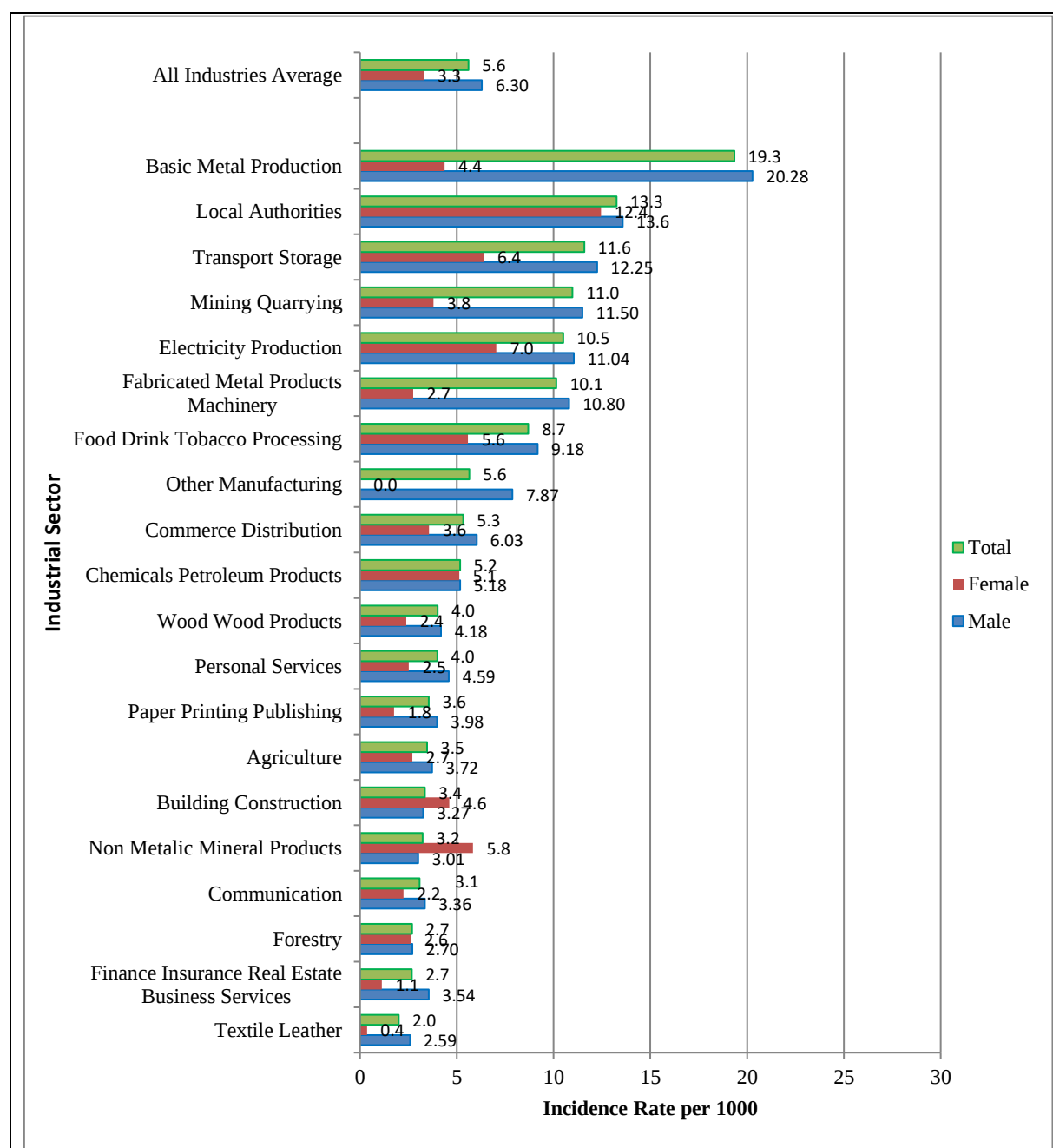


Figure 3.6: Incidence Rate by Industrial Sector and Sex, 2017

Table 3.3 shows percentage distribution of the injured workers by industrial sector and sex. The top 5 industrial sectors with the highest percentage of the injured workers were: “Commerce & Distribution” (16%), “Mining and Quarrying” (13%), “Personal Services” (12%) “Agriculture” and “Food, Drink and Tobacco Processing”, with (9%). (Refer to Table A7 in Appendix A.)

Table 3.3: Percentage Distribution of Injured workers by Industrial Sector and Sex, 2017

Industrial Sector	Sex			Percentage
	Male	Female	Total	
Agriculture	338	79	417	9
Forestry	15	4	19	0
Mining and Quarrying	588	14	602	13
Food Drink Tobacco Processing	380	36	416	9
Textile & Leather	41	2	43	1
Wood & Wood Products	51	3	54	1
Paper, Printing & Publishing	29	3	32	1
Chemicals & Petroleum Products	65	10	75	2
Non-metallic mineral Products	24	4	28	1
Basic Metal Production	148	2	150	3
Fabricated Metal Products Machinery	265	6	271	6

Other Manufacturing	10	-	10	0
Electricity Production	128	13	141	3
Building & Construction	119	11	130	3
Finance Insurance Real Estate & Business Services	119	21	140	3
Commerce & Distribution	609	141	750	16
Transport & Storage	314	21	335	7
Local Authorities	320	117	437	9
Personal Services	451	100	551	12
Communication	32	7	39	1
Total	4,046	594	4,640	100

3.3.1 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:

- “Mining and Quarrying”, with 87.8% ,in “Mining and Quarrying”.
- “Agriculture &Animal Husbandry”, with 45.3%, in “Agriculture” industry.
- “Service Occupation”, with 39.0%, in “Personal Service” industry.
- “Workers N.E.C” ,with 36%, in “Electricity” industry.
- “Sales Occupation” with 20.6% in “Food Drink Tobacco Processing” industry.

3.3.2 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:

- “Commerce & Distribution” (66.7%) and “Other Wheeled Means of Transport” Agency.
- “Mining & Quarrying” (97.6%) and “Mining Machinery” (17%) Agency
- “Mining & Quarrying” (58.7%) and “Working Surface & Obstacles” (Underground)”Agency.
- “Agriculture” (70%) and “Agriculture Machinery”.
- “Transport & Storage ” Industry (33.3%) and “Prime Movers Except Electrical Motors”

3.4 OCCUPATION

Table 3.4 shows the distribution of the injured workers by occupational group and sex. For males, the highest proportion of 27.8 % was in “Production and Related Workers” occupational group followed by Service Workers” with 15.4%. For the female workers, the highest proportion of 3.6 % was in the “Service Workers” followed by Professional, Technical and Related Workers” with 1.7 %. Overall, the highest proportion of the injured workers was in the “Production and Related Workers” occupational category (3.9) %.

Table 3.4: Percentage Distribution of Injured Workers by Occupational Group and Sex, 2017

Occupation	Male		Female		Total	
	Number	%	Number	%	Number	%
Professional, technical and related workers	505	10.9%	77	1.7%	582	12.5%
Administrative and managerial	59	1.3%	24	0.5%	83	1.8%

Clerical and related	68	1.5%	23	0.5%	91	2.0%
Sales	131	2.8%	29	0.6%	160	3.4%
Service	714	15.4%	165	3.6%	879	18.9%
Agricultural, animal husbandry and forestry	384	8.3%	93	2.0%	477	10.3%
Mining and quarrying	386	8.3%	8	0.2%	394	8.5%
Production and related	1292	27.8%	143	3.1%	1435	30.9%
Transport and equipment operators	388	8.4%	15	0.3%	403	8.7%
Workers N.E.C	119	2.6%	17	0.4%	136	2.9%
Total	4,046	87.2%	594	12.8%	4,640	100.0%

3.5 NATURE OF INJURY

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

3.5.1 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 18%, “Contusions, Crushing, Blisters, Haematoma, Swellings”, with 20% and “Strains and Sprains”, with 7%. *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” (17.1%), 30-34 years for “Contusions, Crushings, Blisters, Haematoma, Swellings” (18%) and 30-34 years for “Strains and Sprains” (22.4%). Eleven pneumoconiosis cases were detected in 2017 which could mean that workers did not have protective clothing and were being exposed to dangerous dust hence there is more need to educate employers on Occupational Health and Safety by NSSA’s Occupational Health and Safety Department.

3.5.2 Nature of Injury by Body Part

Table A11 in *Appendix A* shows that for those with “Cuts, Abrasion, Bruises, and Lacerations”, 44.7% were injured on “Fingers”, 16.1% on “Lower Limbs”, 15.7% on “Upper Limbs” and the remaining percentage was injured on other body parts. For “Contusions, Crushings, Blisters, Haematoma, Swellings” 28.4% were injured on “Lower limbs”, 25.9% on “Fingers”, 15.3% 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” (50.9%), 23.3% on “Lower Limbs”, 4% on “Fingers”.

Overall, injuries occurred mostly to the following body parts: “Lower Limbs” (23.1%) and “Upper Limbs” (17%), “Fingers” (22%). The remaining categories of body parts had less than 12% each.

3.5.3 Nature of Injury by Place of Occurrence

Table A12 in *Appendix A* shows that for those with “Cuts, Abrasion, Bruises, and Lacerations”, 25.1% were injured while at “Inside Buildings, Living or Working Places”, 33.8% “Warehouse Workshops, Factories, Foundries, Brickfields”, and the remaining at other places of work. For “Contusions, Crushings, Blisters, Haematoma, Swellings”, 29.1% were injured while at “Warehouse Workshops, Factories, Foundries, and Brickfields”, 18.6% “Public Roads and Streets Including Railway Lines” and the remaining at other places of work. For those who sustained “Strains and Sprains”, 20.6% were injured at “Warehouse Workshops, Factories, Foundries, and Brickfields”, 19.6% “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” (36%), “Public Roads” (16.1%) and “Inside Buildings, Living or Working Places” (19.5%).

3.5.4 Nature of Injury by Occupation

Table A13 in Appendix A shows that for all the first three top types of injuries “Production Related”, with 37.9%, had the highest proportion compared to other occupational categories. “Contusions, Crushings, Blisters, Haematoma, Swellings”, had 32.8%, “Strains & Sprains” had 33.9%.

3.6 MONTH OF INJURY

Figure 3.7 depicts the percentage distribution of injured workers by month. Injuries were highest in November (15.2%) and lowest in January, March and December 2017, with (4.3%) each. 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 286 in April to 470 in September.

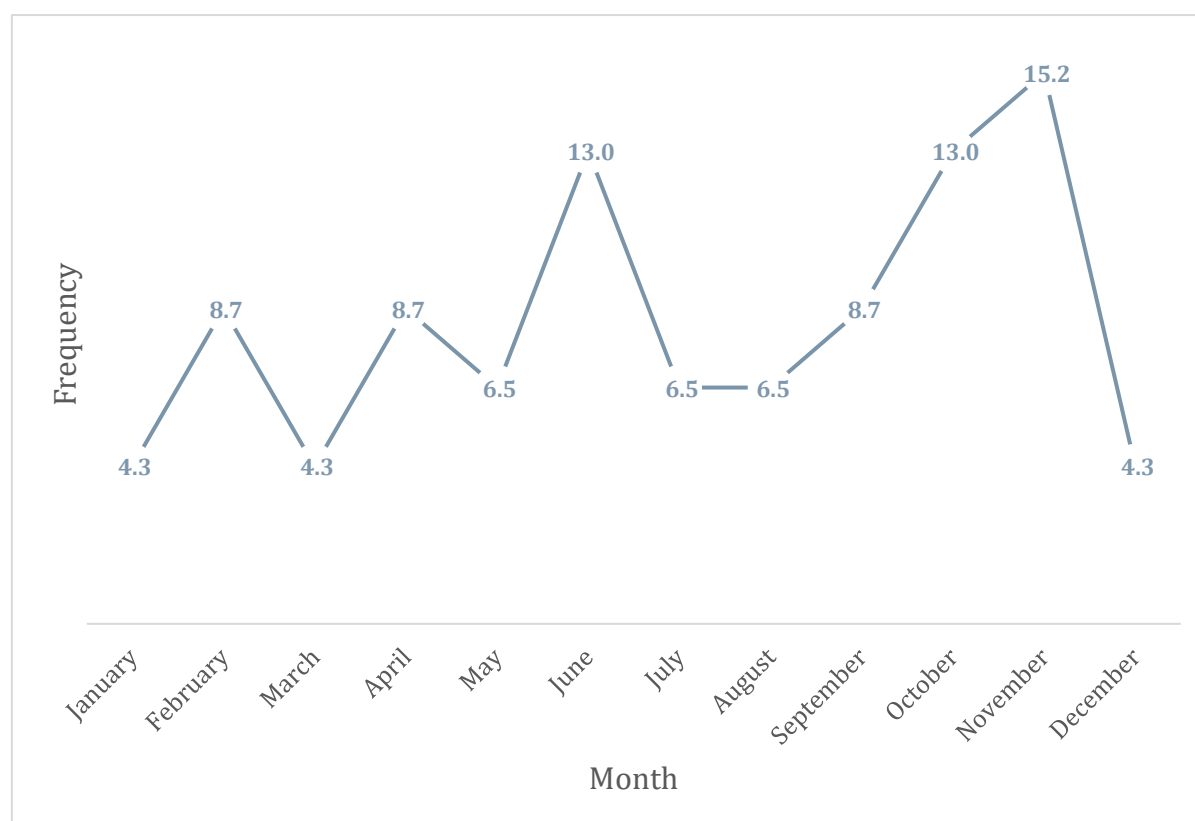


Figure 3.7: Percentage Distribution of Injuries by Month of Injury, 2017

3.7 INJURED WORKER BY ACTIVITY

Table 3.5 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” (28.8%), “Walking or Stepping up or down” (13.1%)”, “Doing Manual Work with or without Hand Tools” (13%) and “Road transport or movable equipment” (9.2%). The remaining activities had proportions of less than 8% each.

Table 3.5: Percentage Distribution of Injured Persons by Activity, 2017

Activity	Frequency	Percent
Not Stated	6	0.1
Laying or sitting down position	54	1.2
Standing or kneeling position	176	3.8
Walking or stepping up or down	609	13.1
Climbing or crawling or boarding	86	1.9
Running or any rapid movement	74	1.6
In any means or transport as passenger	105	2.3
In a lift or related machine as a passenger	42	0.9
Falling from moving objects	8	0.2
With or without hand tools	605	13.0
Handling, loading, lifting or carrying	1,335	28.8

Pushing, pulling or throwing	149	3.2
On scaffolds, ladders, walls etc	40	0.9
Road transport or movable equipment	427	9.2
Non motorised road transport or equipment	2	0.0
Surface rail transport or equipment	2	0.0
Underground transport or equipment	47	1.0
Air transport or equipment	2	0.0
Water transport or equipment	1	0.0
Operating machinery or equipment	276	5.9
Adjusting or repairing plant, machinery or equipment	203	4.4
Lack of data	391	8.4
Total	4,640	100.0

3.8 INJURED WORKER BY TYPE OF ACCIDENT

Figure 3.8 depicts percentage distribution of injured workers by type of accident. The types of accidents most associated with injuries were “Contact with Objects” (22.8%), “Falls of Persons” (17.2%), “Road Traffic Accidents” (11.3%), “Falls of Materials and Objects” (8.6%) and “Overexertion when lifting, pushing or pulling heavy objects” (8%). The remaining types of accidents had less than 7% each. See *Table A15 in Appendix A*.

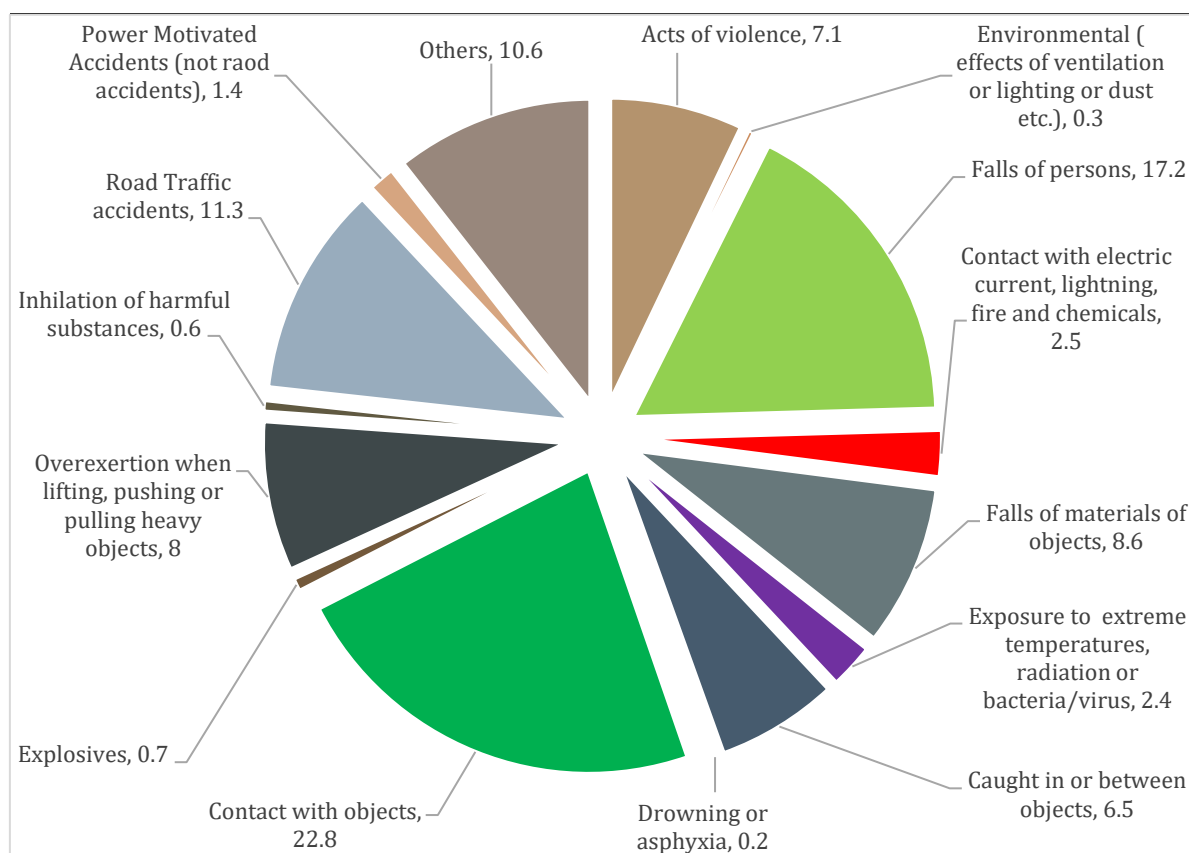


Figure 3.8: Percentage Distribution of Injured Workers by Type of Accident, 2017

3.9 TRENDS IN OCCUPATIONAL INJURIES

Figure 3.9 depicts the trend in occupational injury incidence rates from 2013 to 2017. The rates increased from 5.5 in 2013 to 6 in 2016 and dropped to 5.6 in 2017.

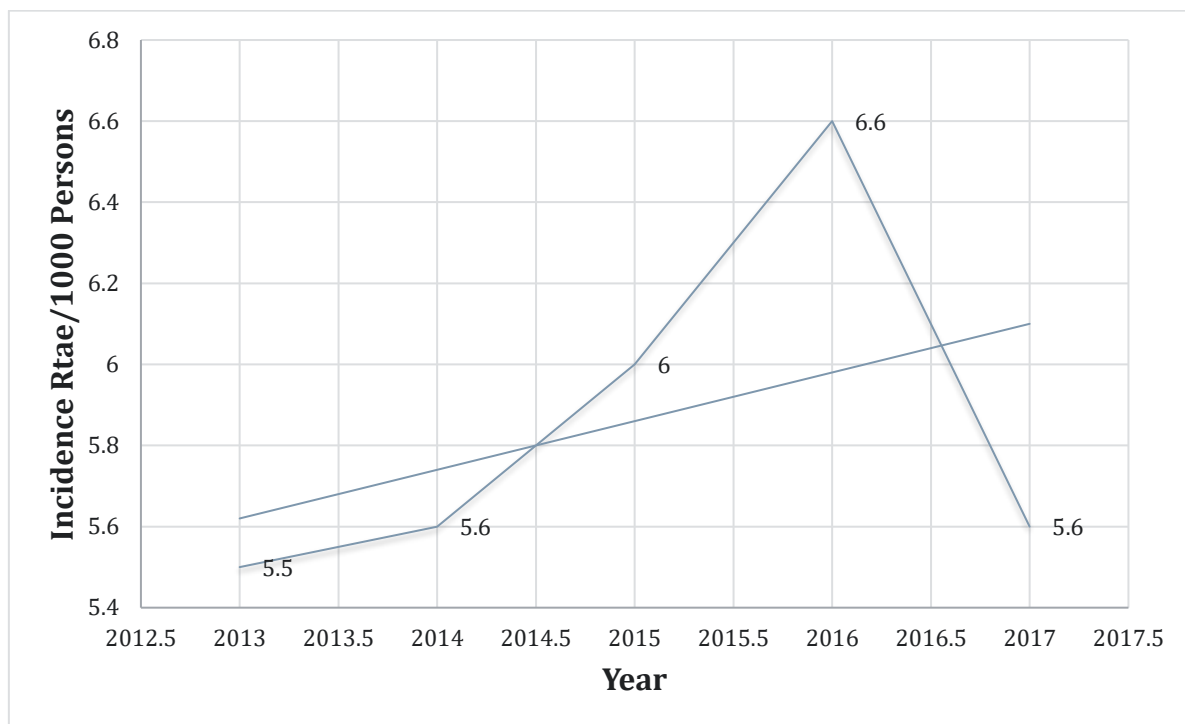


Figure 3.9: Occupational Injury Incidence Rate/ 1 000[2013-2017].

3.10 OCCUPATIONAL INJURIES DUE TO LATE REPORTING

Table 3.6 shows the number of recorded occupational injuries due to late reporting for the period 2014 to 2016. The number of late reported occupational injuries were 19.

Table 3.6: Status of occupational injuries due to late reporting, 2014 - 2017

Year of accident	Year of reporting	Updated Total
	2017	
2014-2016	19	4,640

3.11 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.

Out of the 4 640 injuries ,46 (1%) were fatal.

3.11.1 Trends in Fatal Injuries

Table 3.7 presents fatal injuries by industrial sector for the period 2008 to 2017. Fatal injuries increased from 48 in 2008 to 91 in 2012 before decreasing to 71 in 2013 before sharply increasing to 103 in 2014. Fatal injuries remained static at 58 for the years 2015 and 2016 respectively before decreasing to 46 in 2017. The downward trend in fatalities could be attributed to companies embracing safety and health practices in response to the teach-ins and awareness programmes run by NSSA.

Table 3.7: Fatal Injuries by Industrial Sector, 2012 - 2017

Industrial sector	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Agriculture	8	6	6	12	8	10	17	8	12	4
Basic Metal Production	2	1	3	1	2	1	0	0	1	2
Building & Construction	0	3	2	1	2	5	4	2	0	1
Chemicals & Petroleum Products	0	3	2	0	0	1	0	0	0	0
Commerce & Distribution	0	6	7	6	6	14	10	4	6	9

Communication	1	1	0	2	1	-	0	1	0	0
Electricity Production	1	2	2	6	8	3	3	3	0	0
Fabricated Metal Products Machinery	3	2	0	6	2	0	4	2	2	1
Finance, Insurance & Real Estate Business Services	2	1	2	3	3	6	2	2	2	2
Food, Drink & Tobacco Processing	1	6	4	5	7	2	5	3	3	3
Forestry	2	0	1	0	1	-	2	1	0	0
Local Authorities	4	3	6	4	5	2	4	2	5	3
Mining & Quarrying	10	7	11	8	18	7	21	14	7	8
Non-Metallic Mineral Products	0	1	0	1	0	0	0	0	0	0
Other Manufacturing	0	0	0	0	0	0	0	0	0	0
Paper, Printing & Publishing	1	0	1	0	2	0	0	0	1	0
Personal Services	4	5	8	15	7	7	10	7	9	6
Textile & Leather	0	0	1	0	2	1	0	0	2	0
Transport & Storage	6	11	18	10	15	11	24	8	7	7
Wood & Wood Products	3	1	1	4	2	1	0	1	1	0

Total	48	59	75	84	91	71	106	58	58	46
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3.11.2 Region

Table 3.8 presents fatal injuries by region. Harare (24%) had the highest proportion of fatal injuries, followed by Bulawayo with 22%. Gweru region (9%), had the lowest proportion of fatal injuries.

Table 3.8: Fatal Injuries by Region, 2017

Region	Fatals	Percentage[%]
Harare	11	24
Bulawayo	10	22
Gweru	4	9
Mutare	5	11
Masvingo	7	15
Chinhoyi	9	20
Total	46	100

3.11.3 Occupation

Fatal injuries by occupational group are presented in *Table 3.9*. “Production And Related”, with 12 deaths emerged as the occupational group with the highest number of fatalities. This was followed by “Services” with 10.

Table 3.9 Fatal Injuries by Occupational Group and Sex, 2017

Occupation Group	Sex		Total	%
	Male	Female		
Professional, Technical And Related Workers	3	0	3	7
Sales	1	0	1	2
Service	9	1	10	22
Agricultural, Animal Husbandry And Forestry	5	0	5	11
Mining And Quarrying	7	0	7	15
Production And Related	12	0	12	26
Transport And Equipment Operators	7	1	8	17
Total	44	2	46	100

3.11.4 Type of Accident

Thirty eight percent (38%) of fatal injuries were due to “Road Traffic Accidents”, while 13% were due to “Falls of Materials or Objects”. The lowest “Environmental (Effects of Ventilation or Lightning or Dust), with 2% (Refer to *Figure 2.10* and *Table A16* in *Appendix A*).

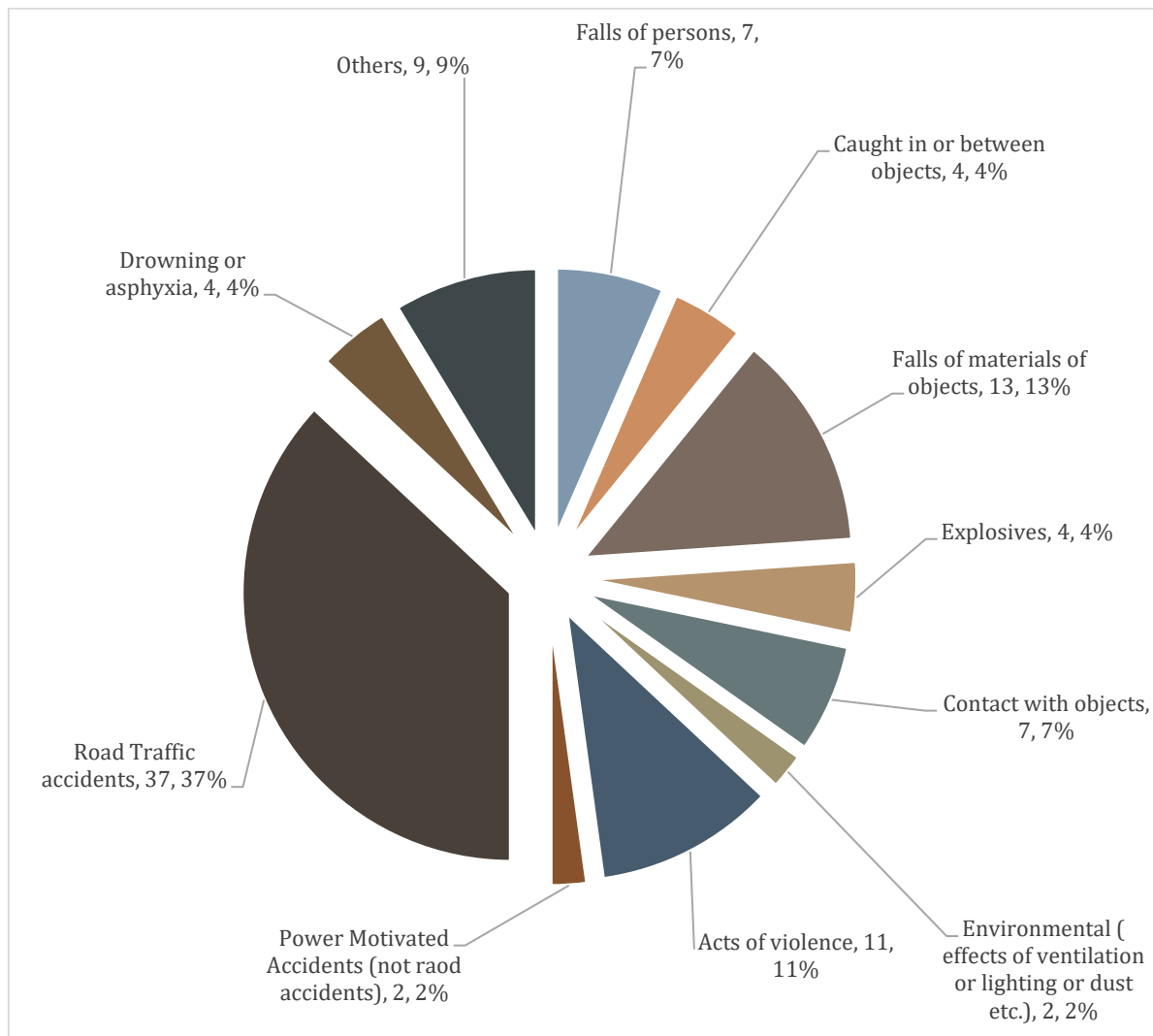


Figure 3.10: Percentage distribution of Fatal Injuries by Type of Accident, 2017

3.11.5 Month of Accident

Figure 3.11 depicts the distribution of the number of fatal injuries by month of accident. The distribution of number of fatal injuries by month of accident showed no clear relationship with the month of accident. The number of fatal injuries ranged from 2, in June and November, to 19 deaths in February. 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.

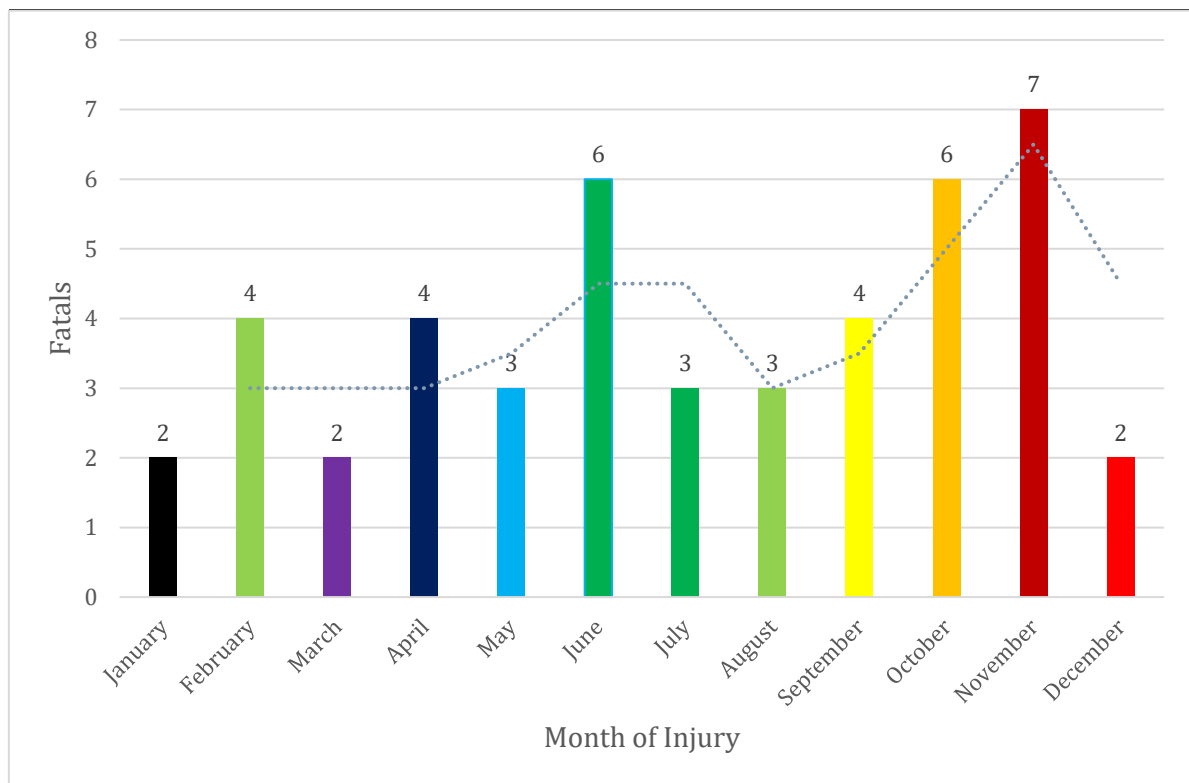


Figure 3.11: Fatal Injuries by Month of Accident, 2017

3.12 Short Term Benefits

For short term claims a total of amount of \$3,970,791 was paid in 2017 in comparison with 4,402,677 paid in the year 2016. *Figure 3.12* shows distribution of short term benefit type by total amount paid .Rehabilitation Expenses constituted 50.65% of the total costs followed by Medical Costs, with 28.4 %. Funeral Expenses accounted for the remaining 1.24 %.

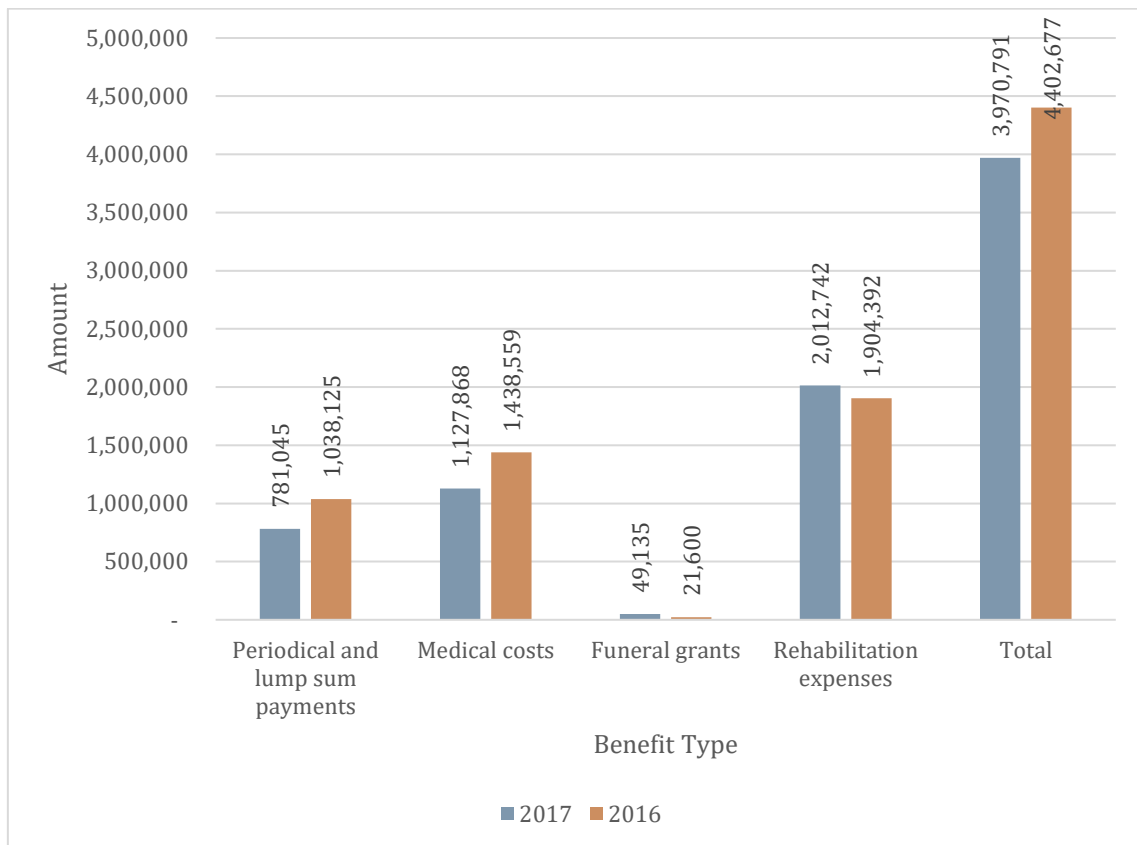


Figure 3.12: Percentage Distribution of Amount Paid to Short Term Claims by Type of Benefit, 2017

3.13 LONG TERM BENEFITS

Table 3.10 depicts the claims in payment in 2017. The total number of claims in payment in 2017 decreased by 15% from those paid in 2016. Pneumoconiosis Widow/Widower Pension recorded the highest decrease of approximately 38 %, followed by the Widow/Widower's Pension, with 21%. There was no change in the Pneumoconiosis Workers' Pension.

Table 3.10: Number of Long Term Beneficiaries

Type of Benefit	Number of Beneficiaries		Variance[%]
	2016	2017	
Workers' Pension	2,993	2,770	-7

Widow/Widower's Pension	4,406	3,465	-21
Children's Allowance	3,004	2,598	-14
Dependants' Allowance	172	145	-16
Pneumoconiosis Workers' Pension	69	69	0
Pneumoconiosis Widow/Widower's Pension	95	59	-38
Pneumoconiosis Children's Allowance	245	205	-16
Total	10,984	9,311	

3.14 KEY FINDINGS

- The insured labour was about 742,732, of which 78% were males.
- The highest occupational injury incidence rate of 23.5 was in the 15-19 years age group, followed by 18.9 in the less than 15 years age group.
- The incidence rate for 2017 was 5.6 injuries per 1 000 insured workers.
- 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 10.5 in Chinhoyi to 3.4 in Masvingo.
- The widowed had the highest incidence rate of 9.7, followed by the married with 9.0 and divorced with 3.5.
- Thirty five percent (35.3%) of the injured labour had 1 or 2 dependants, 24.6% had no dependants and 31.2% had 3 or 4 dependants.
- The average earnings per month per person was \$331.

- The top five industrial sectors with the highest incidence rates were; “Basic Metal Production” (19.3), “Local Authorities” (13.3), “Transport Storage” (11.6), “Mining Quarrying” (11.0), “Electricity Production” (10.5).
- The following industrial sectors had the lowest incidence rates: “Communication” (3.1), “Forestry” (2.7), “Finance, Insurance and Real Estate Business Services” (2.7) and “Textile and Leather” (2.0).
- The highest proportion of the injured workers was in the “Mining and Quarrying” with 87.8%.
- The top three leading types of injuries were: “Cuts, Abrasion, Bruises, and Lacerations” with 18%, “Contusions, Crushing, Blisters, Haematoma, and Swellings”, with 20% and “Strains and Sprains”, with 7%.
- 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, Brickfields” (31%), “Inside buildings, Living or Working places” (31%) and “Inside Buildings, Living or Working Places” (27%).
- 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%),
- About forty six (1%) of the 4,640 injuries were fatal.
- Harare (24%) had the highest proportion of fatal injuries, followed by Bulawayo, with 22%. Gweru region (9%), had the lowest proportion of fatal injuries.
- “Production And Related”, with 12 deaths emerged as the occupational group with the highest number of fatalities.

- Thirty eight percent (38%) of fatal injuries were due to “Road Traffic Accidents”, while 13% were due to “Falls of Materials of Objects”.
- A total of amount of \$3,970,791 for short-term claims was paid in 2017.
- Rehabilitation Expenses constituted 50.65% of the total costs followed by Medical Costs, with 28.4 %. Funeral Expenses accounted for the remaining 1.24 %.
- Long term claims decreased by 15% in 2017 compared to 2016.

Chapter 4: Worker's Compensation and Rehabilitation Centre

4.0 INTRODUCTION

This chapter covers admissions to, and discharges from, the Workers' Compensation and Rehabilitation Centre located in Bulawayo for the period January to December 2017. During the period under review, there were 272 admissions and 256 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.

4.1 SEX DISTRIBUTION

The number of admissions decreased from 372 in 2016 to 272 in 2017. Out of the total admissions in 2017, ninety four (94%) were males while the remaining six percent (6%) were females (see *Table 4.1*). The low number of female admissions may be attributed to the generally low number of females at risk since a lower number of females enter high risk occupations as well as the higher number of employed males compared to females.

Table 4.1: Rehabilitation Centre Admissions and Discharges by Sex, 2017

Sex	Admissions		Discharges	
	Frequency	Percentage	Frequency	Percentage
Male	256	94.12	240	7
Female	16	5.88	16	6.25
Total	272	100.00	256	100.00

4.2 AGE DISTRIBUTION

The age distribution of workers admitted for rehabilitation is presented in *Table 4.2*. The highest number of workers admitted for rehabilitation was in the age group 45-49 years, while the over 65 year's age groups had the lowest number of admissions.

Table 4.2: Age Distribution of Rehabilitated Workers at Admission, 2017

Age Group	Admissions		Discharges	
	Frequency	Percentage	Frequency	Percentage
15 - 19	3	1.10	3	1.17
20 - 24	23	8.46	22	8.59
25 - 29	24	8.82	22	8.59
30 - 34	41	15.07	38	14.84
35 - 39	31	11.40	28	10.94
40 - 44	42	15.44	41	16.02
45 - 49	43	15.81	40	15.63
50 - 54	24	8.82	23	8.98
55 - 59	24	8.82	22	8.59
60 - 64	7	2.57	7	2.73
65 - 69	9	3.31	9	3.52
70 - 74	1	0.37	1	0.39
Total	272	100.00	256	100.00

4.3 MONTH OF ADMISSION AND DISCHARGE

Figure 4.1 shows the monthly fluctuations in the number of admissions and discharges. It is noted that the months of January and November with 31 were characterised by high admissions as compared to the other months. April and December with 17 and 6 admissions respectively 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.

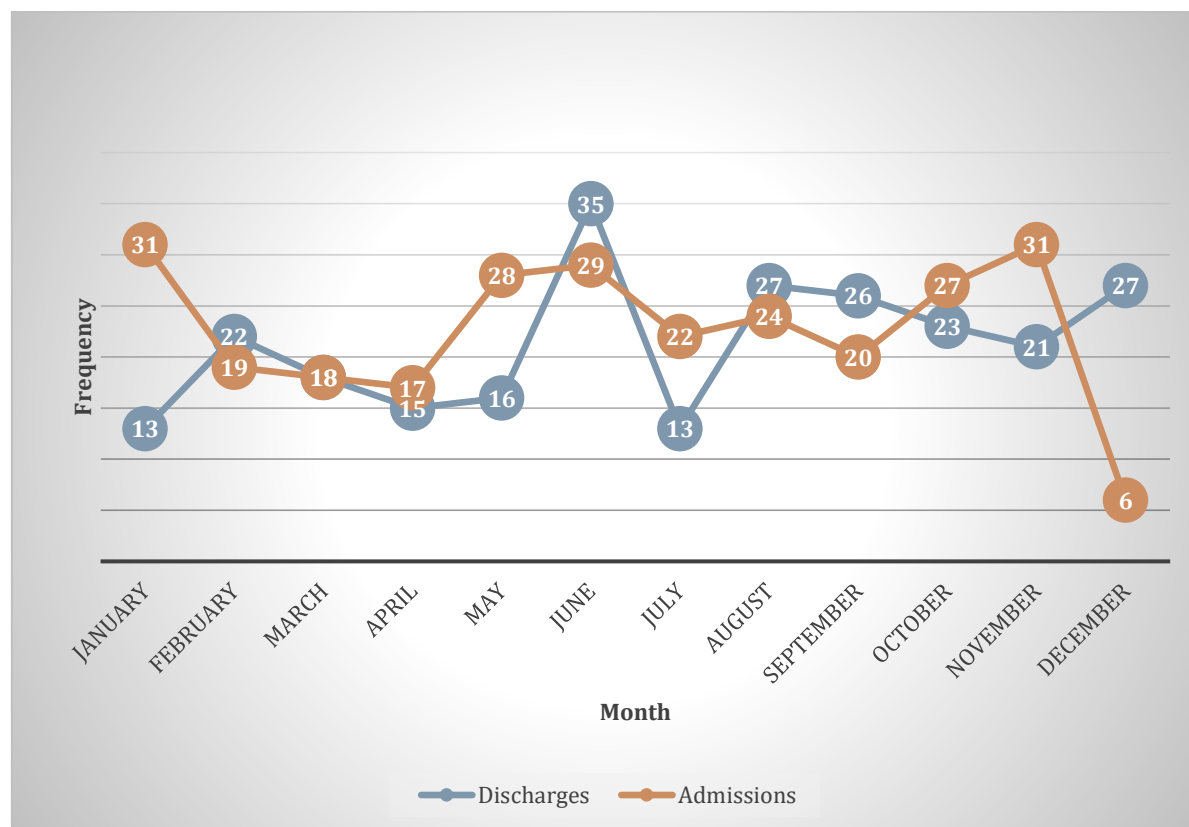


Figure 4.1: Distribution of Rehabilitation Admissions and Discharges by Month, 2017

4.4 REGION

The region variable represents where the accident was reported. In most cases this is also where the accident occurred. Out of the 272 admissions, 180 were from Bulawayo region, as shown in *Figure 4.2*. The other regions had less than 50 admissions each. Masvingo and Chinhoyi had the lowest number of admissions to the Rehabilitation Centre with 8 and 3 respectively. 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 4.3* for distance from regions to Rehabilitation Centre).

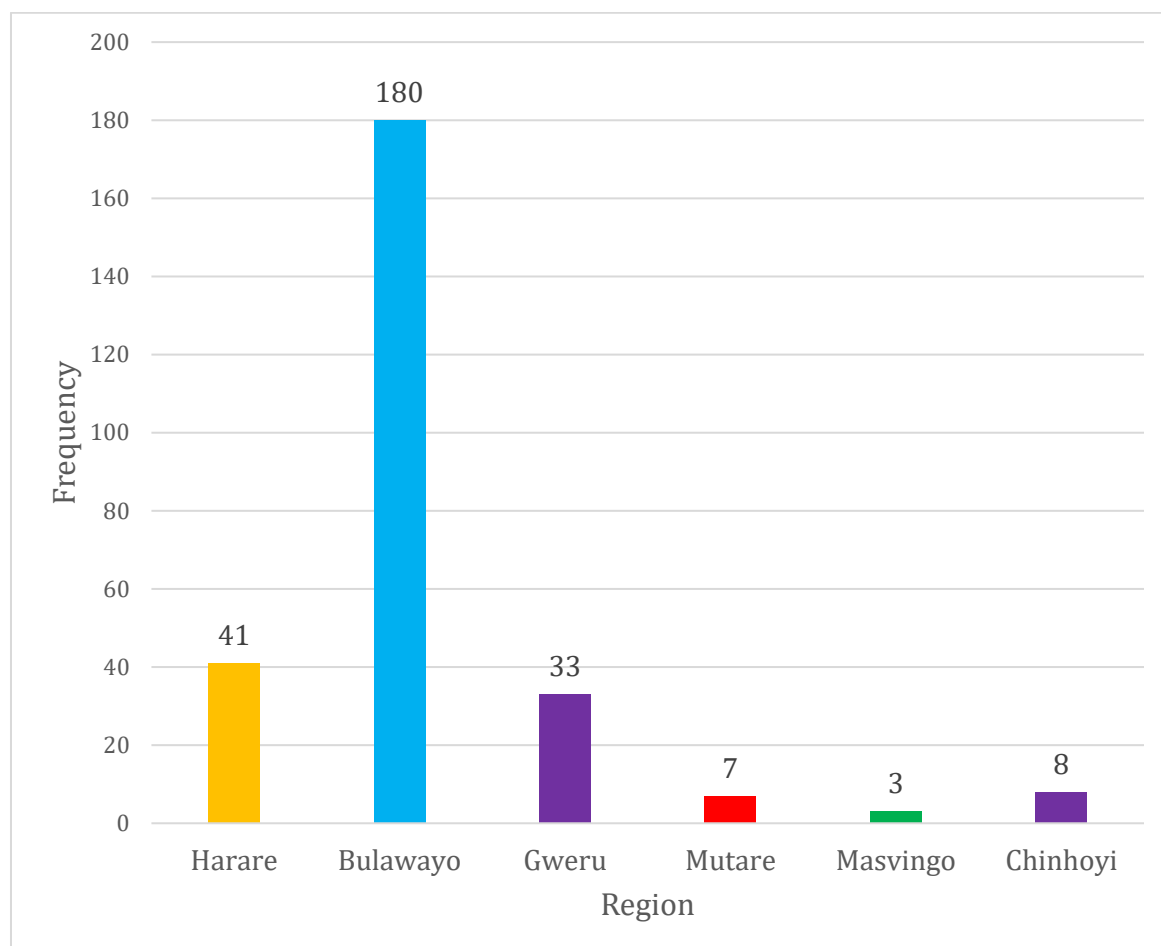


Figure 4.2: Number of Admissions to the Rehabilitation Centre by Region, 2017

4.5 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 2017 was 24 days (see *Table 4.3*). Mean admission period by region ranged from 17 days for Chinhoyi region to 33 days for Gweru region.

As shown in *Table 4.3*, 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 4.3* shows that there is a very close relationship between the period of stay and mean percentage disability on discharge. (See also *Table A18 (a) and A18 (b)* in *Appendix A*). Chinhoyi had the least mean stay period (17days).

Table 4.3: Mean % Disability and Admission Period by Region, 2017

Region	Mean Admission Period	Mean Percentage Disability	Distance From Rehab Centre(km)
Harare	23.93	28.37	439
Bulawayo	23.35	6.55	0
Gweru	33.21	14.52	164
Mutare	21.14	25.86	577
Masvingo	23.33	29.00	280
Chinhoyi	17.25	35.13	555
Total	24.40	12.39	-

4.6 Industrial Sector

This section looks at admission rates by industrial sector.

4.6.1 Admission rates⁹ by industrial sector

Figure 4.3 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. Admission rates at the Centre are also determined by the nature of injury, that is if it requires rehabilitative services.

As shown in *Figure 4.3*, the highest admission rates were observed in the: “Mining & Quarrying” (165.44), “Fabricated Metal Products (102.94),” “Personal Services” (99.26), “Commerce & Distribution” (88.24), “Food, Drink & Tobacco Processing” (88.24) and “Transport & Storage” (88.24) and “Basic Metal Production” (66.18). There was no strong relationship between admission rates and accident incidence rates by industrial sector. (*Refer to Table A 19 in Appendix A*).

⁹ 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.

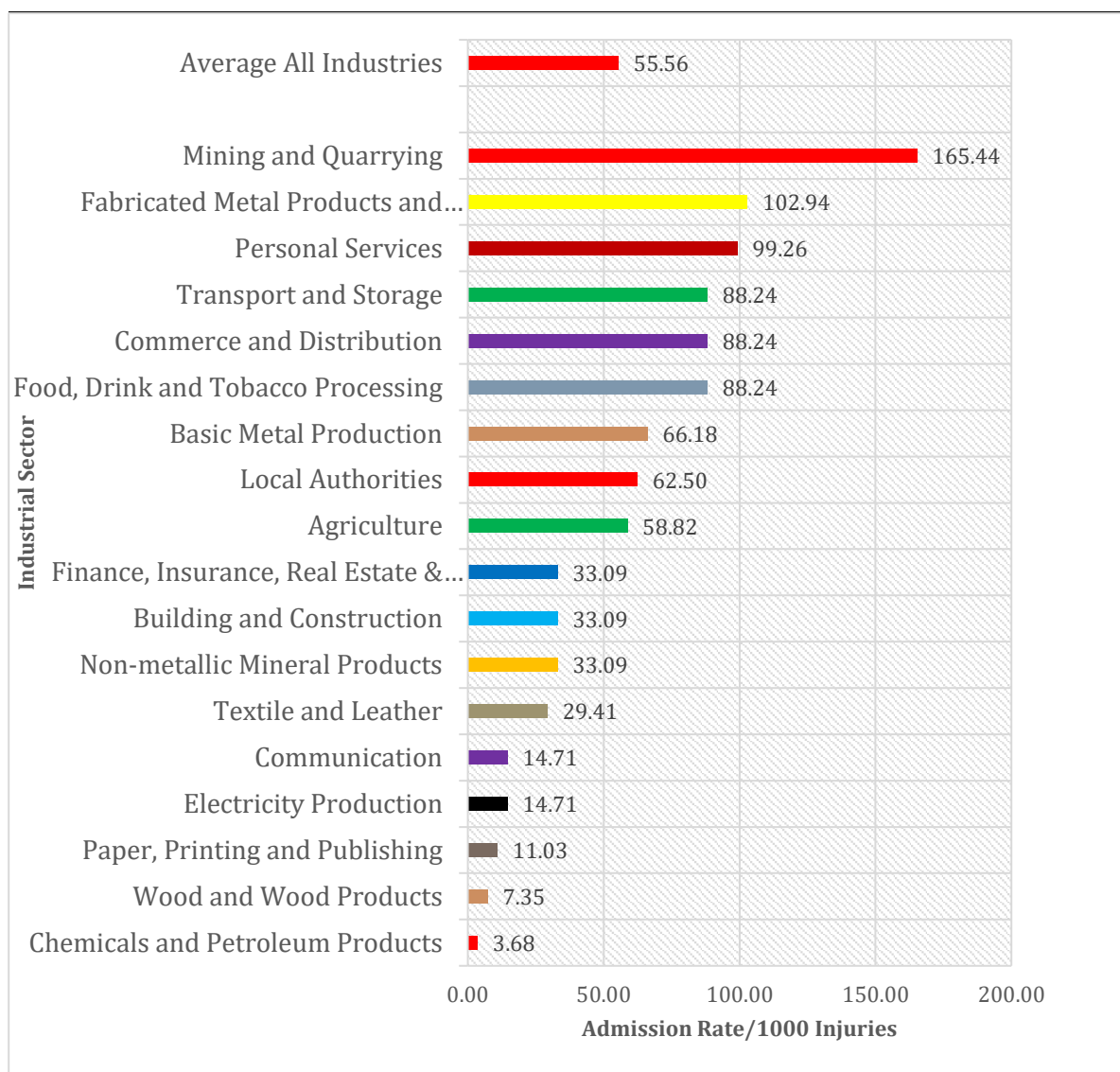


Figure 4.3: Admission Rate/ 1 000 injuries by Industrial Sector, 2017

4.6.2 Admissions and discharges by industrial sector

As shown in Table 4.4, the industrial sectors with the highest mean admission days were “Food, Drink and Tobacco Processing”(37 days), “Non-Metallic Mineral Products”(31days) “Wood and Wood Products”(32 days), “Textile and Leather” (30 days), and “Mining & Quarrying” (27 days) (See also Table A 20 in Appendix A).

The “Paper, Printing and Publishing” sector, with 20% had the highest mean percentage disability, followed by “Textile and Leather” (23%), “Chemicals and Petroleum Products”

(20%), “Agriculture” (19.5 %) “Commerce and Distribution” (12 %), “Wood and Wood Products” (18%). “Personal Services” (16.6%), “Non-metallic Mineral Products” (15.6%) and “Mining and Quarrying” (13.3%). All the other industrial sectors had mean percentage disability not exceeding 13% (See Table 4.4 below and Table A21 in Appendix A).

Table 4.4: Mean Percentage Disability, Admission Period and Percentage Admissions/ Discharges by Industrial Sector, 2017

Industrial Sector	Mean Admission Period (Days)	Mean Percentage Disability	Admissions %	Discharges %
Agriculture	17.06	19.5	5.88	6.25
Mining and Quarrying	28.62	13.29	16.54	17.19
Food, Drink and Tobacco Processing	36.79	8.04	8.82	8.59
Textile and Leather	30	23.25	2.94	2.73
Wood and Wood Products	31.5	18	0.74	0.78
Paper, Printing and Publishing	18.33	26	1.10	1.17
Chemicals and Petroleum Products	19	20	0.37	0.39
Non-metallic Mineral Products	31.56	15.56	3.31	3.13
Basic Metal Production	25.22	11.61	6.62	7.03
Fabricated Metal Products and Machinery	25.5	5.82	10.29	9.77
Electricity Production	13	7.5	1.47	1.56

Building and Construction	17.33	5.33	3.31	3.52
Finance, Insurance, Real Estate & Business Services	21	12	3.31	3.52
Commerce and Distribution	20.08	19.12	8.82	8.98
Transport and Storage	19.04	4.92	8.82	8.59
Local Authorities	15.71	10.24	6.25	5.86
Personal Services	24.78	16.63	9.93	9.38
Communication	22.75	12.25	1.47	1.56
Total	24.4	12.39	100.00	100.00

4.7 OCCUPATION

“Production and Related Workers” Occupational Group constituted 36% of the mean admissions, followed by “Professional, Technical and Related Workers”, with (21 %),” Service Workers” (13%) and “Transport and Equipment Operators Workers” (13%), “Clerical and Related” (6%),” “Mining and Quarrying Workers” (6%). (Refer to *Table 3.5*). The lowest admission was recorded under “Workers N.E.C” accounting for 0.4%.

“Mining and Quarrying” had the highest mean percentage disability on discharge of 20%, followed by “Sales Workers” (15%). “Workers N.E.C”, had the lowest mean percentage disability of 1% (Refer to *Table 4.5*).

Table 4.5 shows that there was no strong relationship between mean admission period and mean percentage disability. Mean admission period by occupational group ranged from 4 days for “Workers N.E.C” to 30 days for “Production and Related”.

Table 4.5: Mean Percentage Disability, Admission Period and Percentage Admissions/ Discharges by Occupation, 2017.

Occupation Grouped	Mean Admission Period Days	Mean Percentage Disability	Admissions %	Discharges %
Professional, Technical And Related Workers	21.36	9.8	20.59	21.09
Administrative And Managerial	35	7.25	1.47	1.56
Clerical And Related	25.67	9.2	5.51	5.86
Sales	19.83	15.17	2.21	2.34
Service	21.83	14.72	13.24	12.11
Agricultural, Animal Husbandry And Forestry	7	2	1.47	1.56
Mining And Quarrying	23.2	20.07	5.51	5.86
Production And Related	30.13	13.74	36.40	35.94
Transport And Equipment Operators	17.97	10.08	13.24	13.28
Workers N.E.C	4	1	0.37	0.39
Total	24.4	12.39	100.00	100.00

4.8 NATURE OF INJURY

As shown in *Table 4.6* below, the nature of injury resulting in the highest mean admission period to the Rehabilitation Centre was “Electric Current, Lighting and Fire” (64). This was

followed by “Cuts, Abrasion, Bruises, Lacerations” (32) and “Fractures” (31). The other nature of injuries had less than 30 days each.

Table 4.6: Mean Percentage Disability, Admission Period and Percentage Admissions/ Discharges by Occupation, 2017.

Nature Of Injury	Mean Admission Period[Days]	Mean Admissions Percentage Disability[%]
Electric Current, Lighting And Fire	64.33	68
Cuts, Abrasion, Bruises, Lacerations	31.96	10.5
Fractures	31.33	12.67
Amputation	29.86	12.71
Burns From Objects, Radiation, Chemicals Etc.	26.14	29.29
Loss Of Sight	24	23
Loss Of Teeth	24	0
Contusions, Crushings, Blisters, Haematoma, Swellings	23.36	20.91
Unspecified	23.08	19.35
Strains, Sprains	19.94	11.25
Fatal	19	22
Multiple Injuries, Gun Wounds	16.83	100
Overall Mean	24.4	19.09

An analysis of admissions by distance from the Rehabilitation Centre proved that distance had an influence on the number of admissions. *Table A20* in *Appendix A* shows that Harare and Bulawayo regions had admissions across almost all natures of different injuries whereas the other regions were represented across a few categories of injuries, which are critical. This shows that regions far from the Rehabilitation 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 95% of the 272 admissions were admitted for a period of less than 1 month, 2.9 % for a period of 1 to less than 2 months and the remaining 0.54 %, for a period of 2 months and above. Injuries with higher mean percentage disability tended to have longer admission periods. 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” (47), “Burns from Objects, Radiation, and Chemicals etc.” (26), “Fractures” (17), “Contusions, Crushings, Blisters, Haematoma, Swellings” (4) and “Amputation” (3). Percentage distribution of nature of injury by percentage disability on discharge is further presented in *Table A23* in *Appendix A*.

4.9 HOSPITAL UTILIZATION

Indicators on hospital utilization by quarter are presented in *Table 4.7*. 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 32 rehabilitees in the fourth quarter to 38 rehabilitees in the third quarter. A similar pattern as that of in-patient daily average by quarter was also observed under percentage occupancy. Percentage occupancy ranged from 40% in the fourth quarter to 48%, in the third quarter.

The average number of days a rehabilitee occupied a bed was highest during the first quarter at 59 and lowest during the fourth quarter at 41. The average number of patients treated per bed i.e. the turnover factor was 1 across all quarters. Turnover interval was lowest in the third quarter at 56 and highest during the first quarter at 77.

The bed establishment stands at 80 and that percentage occupancy across all quarters was 44%, it can be concluded that the Rehabilitation Centre was not well utilised in 2017.

Table 4.7: Rehabilitation Centre Hospital Utilization Statistics by Quarter, 2017.

Quarter	Bed Occupancy	Admissions	Discharges	Days In Period	In Patient daily average	Average Stay	Turnover Factor	Turnover Interval	Percentage Occupancy
Q1	3,136	68	53	90	35	59	1	77	44
Q2	3,174	74	66	91	35	48	1	61	44
Q3	3,506	66	66	92	38	53	1	56	48
Q4	2,922	64	71	92	32	41	1	60	40
Total	12,738	272	256	365	35	50	3	63	44

4.10 KEY FINDINGS

- The number of admissions decreased from 372 in 2016 to 272 in 2017, showing a decrease in the utilisation of the Rehabilitation Centre.

- Out of the total admissions in 2017, ninety four percent (94%) were males while the remaining six percent (6%) were females.
- The highest number of workers admitted for rehabilitation was in the age group 45-49 years.
- The months of January (31) and November (31) were characterised by high admissions as compared to the other months. April (17) and December (6) had the lowest number of admissions compared to the other months.
- The average admission period for 2017 was 24 days.
- The highest admission rates were observed in the: “Mining & Quarrying” (165.44), “Fabricated Metal Products (102.94),” “Personal Services” (99.26), “Commerce & Distribution” (88.24), “Food, Drink & Tobacco Processing” (88.24) and “Transport & Storage” (88.24) and “Basic Metal Production” (66.18).
- The industrial sectors with the highest mean admission days were “Food, Drink and Tobacco Processing”(37 days), “Non-Metallic Mineral Products”(31days) “Wood and Wood Products”(32 days), “Textile and Leather” (30 days),and “Mining & Quarrying” (27 days).
- “Production and Related Workers” Occupational Group Constituted 36% of the mean admissions followed by “Professional, Technical and Related Workers” with (21 %),” “Service Workers” (13%) and “Transport and Equipment Operators Workers” (13%), “Clerical and Related” (6%),” “Mining and Quarrying Workers” (6%).
- “Mining and Quarrying” had the highest mean percentage disability on discharge of 20% followed by “Sales Workers” (15%). “Workers N.E.C” had the lowest mean percentage disability of 1%. Mean admission period by occupational group ranged from 4 days for “Workers N.E.C” to 30 days for “Production and Related”.

- The nature of injury resulting in the highest mean admission period to the Rehabilitation Centre was “Electric Current, Lighting and Fire” (64). This was followed by “Cuts, Abrasion, Bruises, Lacerations” (32) and “Fractures” (31).
- The top five natures of injuries with high mean percentage disability being: “Electric current, lighting and fire” (47), “Burns from Objects, Radiation, and Chemicals etc.” (26), “Fractures” (17), “Contusions, Crushings, Blisters, Haematoma, Swellings” (4) and “Amputation” (3).
- In-patient daily average ranged from 32 rehabilitees in the fourth quarter to 38 rehabilitees in the third quarter, with highest bed occupancy of 59 in first quarter and lowest during the fourth quarter at 41.

Chapter 5: Pensions and Other Benefits

5.0. INTRODUCTION

This chapter looks at the Pension and Other Benefits Scheme (POBS)¹⁰ as at 31st December 2017, mainly looking at insured labour force (active and inactive), new entrants, beneficiaries by type of benefit, mortality among insured labour force and beneficiaries. This scheme is administered through the Pension and Other Benefits Scheme Statutory Instrument 393 of 1993.

5.1. COMPOSITION OF LONG – TERM BENEFICIARIES

The number of claims continued to increase in the year 2017. The number of pension claims increased from 187,666 in 2016 to 194,012 in 2017. The number of claims increased steadily from 181,031 in October 2017 to 194,012 by 31st December 2017, as new claims were received and pensioners were reinstated after biometric registration. The increase in pension volumes may also be attributable to increase in the number of claims due to maturity of the scheme as more contributors qualify for retirement pension. Figure 5.1 shows the number of long term beneficiaries from 2015 to 2017. The survivor's pension has increased more rapidly than the retirement and invalidity pension from 2015 to 2017 and as a result has also accounted for the highest expenditure as shown in Figure 5.2. The total number of long term beneficiaries increased by 3% from 187,666 in 2016 to 194,012 in 2017. The Retirement Pension had the highest increase of 8% from 71,461 in 2016 to 77,295 in 2017 whilst Survivors Pension increased by 4% from 77,151 in 2016 to 80,052 in 2017. The Children's Allowance decreased by 6% from 35,232 in 2016 to 32,992 in 2017. The decrease may be attributed to suspension of payments for beneficiaries whose children had turned 18 and 25 years respectively, and were out of school. The 6% decrease in Invalidity Pension beneficiaries from 3,747 to 3,527 can be attributed to conversion of Invalidity Pension to Retirement Pension on reaching age 60. The system dependency ratio (SDR) in 2017¹¹ was 6.08. Refer to Figure 5.3 and Table 5.1.

¹⁰ POBS is commonly known as National Pensions Scheme (NPS)

¹¹ It is the number of active contributors over the number of pensioners

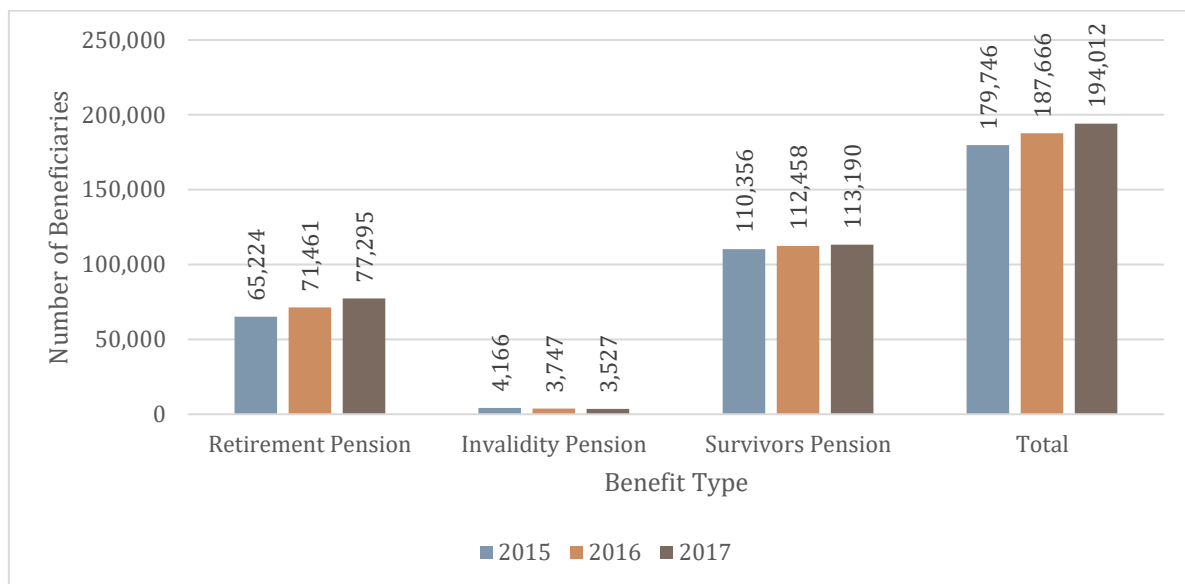


Figure 5.1: Number of Long Term Beneficiaries 2015-2017¹²



Figure 5.2: Benefit Amount Paid 2015-2017

¹² Figure excludes Allowances

Table 5.1 Number of Long Term Beneficiaries

Benefit Type	Number of Beneficiaries
Retirement Pension	77,295
Invalidity Pension	3,527
Survivors Pension	80,052
Children's Allowance	32,992
Parents Allowance	139
Dependents Allowance	7
Total	194,012

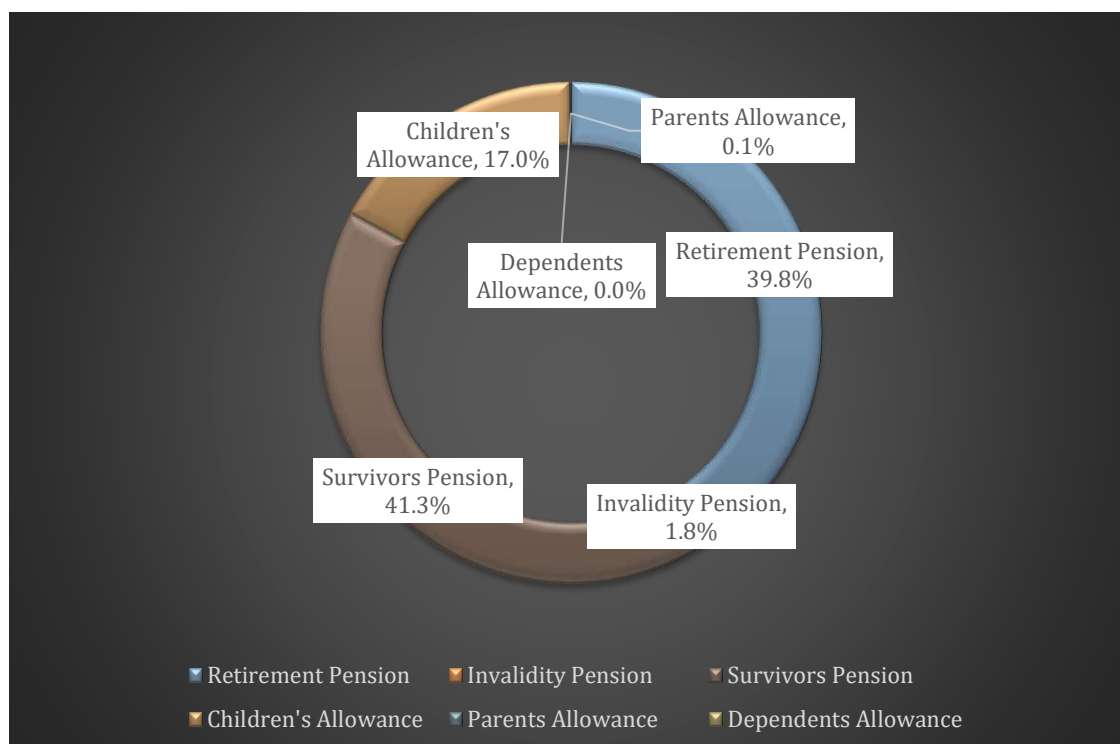


Figure 5.1 Percentage of Long Term Beneficiaries

5.1.1 Long Term Beneficiaries New Cases 2017

There was a total of 17 667 new long term beneficiary cases in 2017. Retirement pensions made up 58% of the new cases recorded in 2017, followed by the survivor's pensions and children's allowance, with 24% and 14% respectively. The invalidity pension had the lowest new cases with 3.3%. See Tables 5.2, 5.3, 5.4 and 5.5.

Table 5.2 Retirement Pensions New Cases 2017

Age-Range	Male	Female	Total
55-59	276	59	335
60-64	5531	1337	6868
65+	2159	851	3010
Total	7966	2247	10213

Table 5.3 Invalidity Pensions New Cases 2017¹³

Age-Range	Male	Female	Total
30-34	17	8	25
35-39	32	7	39
40-44	47	15	62
45-49	98	39	137
50-54	99	44	143
55-59	117	57	174
60-64	3	1	4
Total	413	171	584

¹³ CA goes beyond 25 years because of disabled children. The statistic of invalidity going beyond 60 years needs further analysis because an invalidity pension is not supposed to be paid out to a beneficiary who is above 60 years.

Table 5.4 Survivors Pensions New Cases 2017

Age-Range	Male	Female	Total
15-19	1	0	1
20-24	4	13	17
25-29	10	75	85
30-34	11	199	210
35-39	27	416	443
40-44	41	593	634
45-49	65	604	669
50-54	57	521	578
55-59	36	497	533
60-64	68	496	564
65-69	48	279	327
70-74	23	130	153
75-79	15	55	70
80+	9	33	42
Total	415	3911	4326

3Table 5.5 Children's Allowance New Cases 2017

Age-Range	Male	Female	Total
15-19	8	3	11
20-24	37	36	73
25-29	25	85	110
30-34	25	198	223
35-39	33	403	436
40-44	50	503	553
45-49	67	409	476
50-54	47	261	308
55-59	20	162	182
60-64	18	67	85
65-69	10	34	44
70-74	5	17	22
75-79	7	7	14
80+	2	5	7
Total	354	2190	2544

5.2 LONG – TERM BENEFITS EXPENDITURE

The total long term expenditure for 2015 was \$100,440,051, for 2016 it was \$108,235,741.75 and the amount further increased in 2017 to US\$132,263,889.04 including a bonus. The highest cost paid for benefits in 2017 was for the old age pension (\$79,491,882.95) and the lowest was for the dependents allowance with \$4,077.03. See Figure 5.2 and Table 5.6.

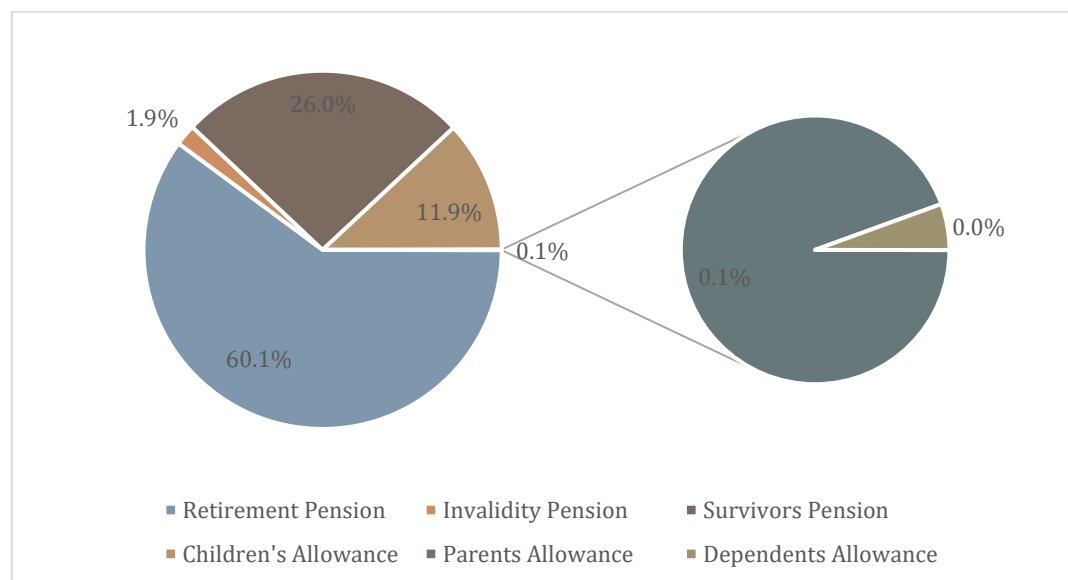


Figure 5.2 Long Term Expenditure 2017

Table 5.6 Long Term Expenditure 2017

Benefit Type	Amount Paid
Retirement Pension	\$79,491,882.95
Invalidity Pension	\$2,518,013.93
Survivors Pension	\$34,413,485.82
Children's Allowance	\$15,767,322.55
Parents Allowance	\$69,106.76
Dependents Allowance	\$4,077.03

Total	\$132,263,889.04
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5.3. ANALYSIS OF SHORT – TERM BENEFICIARIES

There was a 7% decrease in the number of short-term claims from 17,106, received in 2016 to 15,965 received in 2017 and there was a 15% decrease in the amount paid for short term claims from \$9,242,526.03, paid in 2016, to \$7,899,724.89, paid in 2017. The decrease can be attributed to more contributors qualifying for retirement pension as the scheme matures.

5.4. KEY FINDINGS

- ✚ The total number of pension claims for 2017 was 194 012 an increase of 3.4% from the 2016 total of 187,666.
- ✚ The retirement pension had the highest increase of 8% from 71 461 to 77 295 in 2017.
- ✚ There was a total of 17 667 new long term beneficiary cases in 2017 and the retirement pension made up 58% of the new cases.
- ✚ A cumulative amount of \$132 263 889.04 inclusive of bonus was paid during 2017. Old Age Pension had the highest expenditure of \$79 491 882.95.
- ✚ The system dependency ratio (SDR) in 2017 was 6.08.

Chapter 6: Occupational Safety and Health

6.0. Introduction

NSSA's Occupational Safety and Health (OSH) programs promote occupational systems that protect workers at their workplaces in Zimbabwe. NSSA also oversees the implementation of the Factories and Works Act Chapter 14:08 and the Pneumoconiosis Act Chapter 15:05. This chapter focuses on the activities of NSSA's OSH programs.

6.1. OSH Promotions

The OSH division conducted a number of promotional activities and programmes in 2017 through conferences, awareness workshops, surveys, teach-ins and training programmes.

6.1.1. Surveys

The objectives of NSSA surveys are to:

1. To check compliance with Occupational Safety and health legislations.
2. To assist organizations to implement OSH Management Systems.
3. To identify Training Needs.

A total of 1390 surveys were carried out countrywide in 2017. The number of surveys decreased by 10% from 1546 in 2016. The highest decrease was in Gweru (48%) followed by Masvingo (32%). *See Table 6.1.*

Table 6.1: OSH Surveys Conducted in 2017

Region	2017	2016	Variance	% Improvement
Harare	440	410	30	7.32
Bulawayo	344	414	-70	-16.91

Gweru	51	98	-47	-47.96
Mutare	141	124	17	13.71
Masvingo	268	399	-131	-32.83
Chinhoyi	146	101	45	44.55
Totals	1390	1546	-156	-10%

6.1.2. Teach-Ins

Teach-ins are conducted in order to disseminate Occupational Safety and Health information.

The objective is:

1. To promote an occupational safety and health preventive culture in the workplace.
2. To enhance the quality of working life of employees through the promotion of occupational safety and health.
3. To increase awareness among the workforce on compliance with OSH Legislations.

As shown in *Table 6.2*, the number of teach-ins increased by 11% from 195 in 2016 to 216 in 2017 and the number of participants increased by 26%. The lowest individual regional performance was recorded in Gweru.

Table 6.2: Teach-Ins 2017

Region	2017	2016	Variance	% Improvement
Harare	66	54	12	22.22

Participants	1421	631	790	125.20
Bulawayo	52	57	-5	-8.77
Participants	947	961	-14	-1.46
Gweru	25	34	-9	-26.47
Participants	225	294	-69	-23.47
Mutare	32	29	3	10.34
Participants	1156	800	356	44.50
Masvingo	22	2	20	1000.00
Participants	334	22	312	1418.18
Chinhoyi	19	19	0	0.00
Participants	303	773	-470	-60.80
Totals	216	195	21	10.77
Totals Participants	4386	3481	905	26.00

6.1.3. 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. NSSA established 8 OSH management systems in 2017. See Figure 6.1.

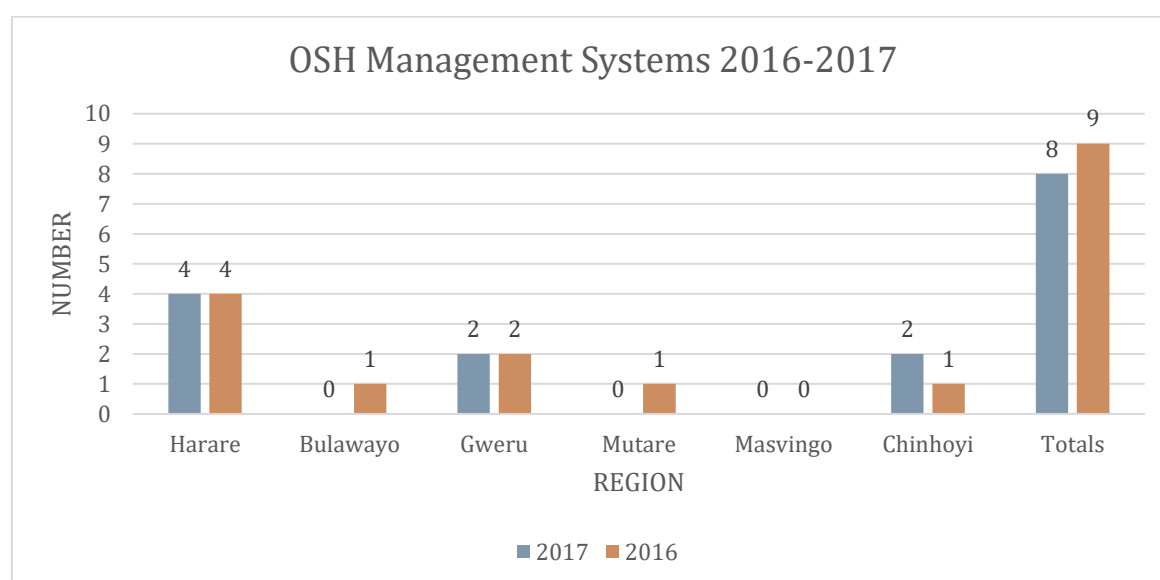


Figure 6.1: OSH Management Systems 2017

6.1.4. Revenue Generated

The total revenue collected for 2017 from OSH national events was \$487,450.07. The revenue collected thus increased by 11% from the 2016 figure. *See Table 6.3 below.*

Table 6.3: Revenue from National Events

Item	2017	2016	Variance	% Improvement
CEO'S Breakfast	\$17,910.00	\$0.00	\$17,910.00	100
SHAW Conference	\$115,380.00	\$104,120.00	\$11,260.00	10.81
Other Promotional Activities	\$150,841.67	\$133,157.08	\$17,684.59	13.28
CIS Services	\$6,598.40	\$8,879.70	-\$2,281.30	-25.69
OSHEMAC	\$196,720.00	\$191,140.00	\$5,580.00	2.92
Total	\$487,450.07	\$437,296.78	\$50,153.29	

6.1.5. Factory Registrations and Closures

In 2017 more factories were registering (366) than were closing (213). Factory registrations decreased by 105% compared to 2016 and the number of factories in use also decreased by 43% in 2017. Revenue also decreased by 29% over the same period. The decline in factory registrations can be attributed to the challenging economic situation in the country whereby most companies are finding it hard to operate. *Refer to Table 6.4 below.*

Table 6.4: New Factory Registrations and Closures

Region	Registration	Closures	Total Factories	Revenue
Harare	237	77	2235	27,700
Bulawayo	23	33	683	2,800
Gweru	14	39	283	1,700
Mutare	10	10	340	20,100
Masvingo	22	16	229	2,400
Chinhoyi	60	38	252	7,300
TOTAL	366	213	4022	62,000
Last Year (2016)	750	1691	5741	58,730

6.1.6. Factory Inspections

Factory inspections reduced by 17 percent in 2017 as compared to the year 2016. Although the number of complying companies in 2017 was greater than the non-complying. The number of complying companies increased by 34 % in 2017 compared to 2016. *Refer to Table 6.5.*

Table 6.5: Factory Inspections 2017

Region	Inspections	Complying	Non Complying
Harare	2778	2175	603
Bulawayo	687	318	369
Gweru	170	145	25
Mutare	632	219	413
Masvingo	372	99	273
Chinhoyi	439	288	151
TOTAL (2017)	5078	3244	1834
2016	6147	2225	4861

In 2017 the following unsafe trends were noted:

- a) Occupation of unregistered factories.
- b) Non provision of Personal Protective Equipment.
- c) Poor maintenance of equipment and plant.
- d) Non provision of sanitary facilities.
- e) Illegal construction and alterations of factories.
- f) Operation of machinery by untrained operators.
- g) Poor material handling.

6.1.7. Boilers

Table 6.6 shows that boiler inspections increased by 2 percent in 2017 as compared to 2016. Revenue inflow decreased by 1.7% from 2016. Harare had the highest number of inspections.

Table 6.6: Boiler Inspections 2017

Region	Inspections	Complying	Non Complying	Revenue
Harare	805	670	135	96,440
Bulawayo	201	126	75	41,950
Gweru	43	42	1	20,740
Mutare	268	126	142	47,440
Masvingo	85	69	16	25,900
Chinhoyi	122	100	22	10,100
TOTAL (2017)	1524	1133	391	242,570
Last Year(2016)	1499	719	780	246,830

6.1.10 Elevators

As shown in Table 6.7, the number of elevator registrations decreased by 65 % as compared to 2016. The number of elevators temporarily out of use decreased by 76% in 2017 compared

to 2016. Continued concerted effort is of essence in raising awareness and ensuring compliance.

Table 6.7: Elevator Registrations 2017

Region	Registrations	Discarded	Temp.Out Of Use	In Use	Total
Harare	28	0	10	983	993
Bulawayo	1	0	0	297	297
Gweru	2	0	24	20	44
Mutare	0	0	0	31	31
Masvingo	0	0	1	2	3
Chinhoyi	0	0	0	16	16
TOTAL	31	0	35	1349	1384
Last Year	88	21	144	1208	1352

6.1.11 Pneumoconiosis Analysis

Table 6.8 shows that a total of 962 pneumoconiosis inspections were recorded during the period under review. The number of inspections increased by 37 % as compared to last year same period. The Compliance rate was at 44 % which is still low and worrying given the disastrous effect of pneumoconiosis on one's health.

Table 6.8: Pneumoconiosis Inspections 2017

Region	Inspection	Complying	Non Complying
Harare	309	177	132
Bulawayo	222	80	142
Gweru	12	6	6
Mutare	106	53	53
Masvingo	113	30	83
Chinhoyi	200	81	119
TOTAL	962	427	535

6.1.12 Medical Bureau Activities Summary

Table 6.9 shows the activities of the medical bureau for the year 2017 in comparison with those of the year 2016. In the year 2017 there was an increase in the number of medical certificates of fitness issued from 16 667 in 2016 to 20 174 in 2017. The income from surveillance activities increased from \$45 211 in 2016 to \$173 800 in 2017.

Table 6.10: Activities of the Medical Bureau, 2017

ACTIVITY	YEAR 2017	PREVIOUS YEAR 2016
Medical Certificate of Fitness Applications received	20174	16667
Pneumoconiosis x-rays processed	19273	22193
Pneumoconiosis Medical Certificates issued	17740	21108
Pneumoconiosis cases identified	13	20
Number of cases deferred	533	1051
Monetary Value of Pneumoconiosis certificate application received (US\$)	\$184 380.00	\$166 670.00
Payment of Medical Bureau Doctors (Expenses) (US\$)	\$66 728.89	\$60 799.94
Income from surveillance activities	\$173 800.00	\$45 211.00

6.2. Key Findings

- ✚ A total of 1390 surveys were carried out countrywide in 2017.
- ✚ The number of surveys decreased by 10% from 1546 in 2016. The highest decrease was in Gweru (48%) followed by Masvingo (32%).
- ✚ The number of teach-ins increased by 11% from 195 in 2016 to 216 in 2017 and the number of participants increased by 26%. The lowest individual regional performance was recorded in Gweru.
- ✚ In 2017 more factories were registering (366) than were closing (213). Factory registrations decreased by 105% compared to 2016 and the number of factories in use also decreased by 43% in 2017. This can be attributed to the challenging economic environment.
- ✚ A total of 962 pneumoconiosis inspections were recorded during the period under review. The number of inspections increased by 37 percent as compared to last year same period. The Compliance rate was at 44 % which is still low and worrying given the disastrous effect of pneumoconiosis on one's health.
- ✚ There was an increase in the number of medical certificates of fitness issued from 16 667 in 2016 to 20 174 in 2017.

Appendix A: Tables

Table A1: Insured labour, Injuries and Incidence Rates by Age Group and Region, 2017

Age Group	HARARE	BULAWAYO	GWERU	MUTARE	MASVINGO	CHINHOYI	Total
Not Stated	274	34	23	14	19	60	424
15-19	828	228	106	168	76	127	1,533
20-24	15,496	3,833	1,456	2,823	2,077	1,925	27,610
25-29	45,536	11,089	3,882	5,724	4,585	5,060	75,876
30-34	74,711	16,619	6,138	9,655	7,199	7,787	122,109
35-39	81,272	18,106	6,669	12,337	9,039	8,175	135,598
40-44	97,291	18,519	6,796	12,829	11,048	7,921	154,404
45-49	85,331	18,173	6,427	11,337	9,004	7,786	138,058

50-54	39,262	10,771	3,009	5,124	3,962	3,313	65,441
55-59	27,010	8,588	2,579	4,182	3,624	2,446	48,429
60-64	13,426	3,969	1,399	1,990	2,228	1,291	24,303
65+	15,131	4,262	1,364	5,363	1,988	1,568	29,676
Total	495,568	114,191	39,848	71,546	54,849	47,459	823,461
Injuries							
Not Stated	-	-	-	-	-	-	-
15-19	9	13	3	9	1	3	38
20-24	178	119	41	29	13	37	417
25-29	295	190	53	47	20	50	655
30-34	388	192	80	68	30	87	845

35-39	339	183	66	62	45	85	780
40-44	299	152	67	69	27	77	691
45-49	240	141	47	41	26	55	550
50-54	103	76	16	38	9	22	264
55-59	94	75	25	18	11	11	234
60-64	43	37	12	11	5	6	114
65+	19	18	2	7	1	5	52
Total	2,007	1,196	412	399	188	438	4,640
Incidence Rate							
Not Stated	-	-	-	-	-	-	-
15-19	10.87	57.02	28.30	53.57	13.16	23.62	24.79

20-24	11.49	31.05	28.16	10.27	6.26	19.22	15.10
25-29	6.48	17.13	13.65	8.21	4.36	9.88	8.63
30-34	5.19	11.55	13.03	7.04	4.17	11.17	6.92
35-39	4.17	10.11	9.90	5.03	4.98	10.40	5.75
40-44	3.07	8.21	9.86	5.38	2.44	9.72	4.48
45-49	2.81	7.76	7.31	3.62	2.89	7.06	3.98
50-54	2.62	7.06	5.32	7.42	2.27	6.64	4.03
55-59	3.48	8.73	9.69	4.30	3.04	4.50	4.83
60-64	3.20	9.32	8.58	5.53	2.24	4.65	4.69
65+	1.26	4.22	1.47	1.31	0.50	3.19	1.75
Total	4.0	10.5	10.3	5.6	3.4	9.2	5.6

Table A2: Incidence Rates by Marital Status and Sex, 2017

Marital Status	Male			Female			Total		
	Insured Labour	Injuries	IR	Insured Labour	Injuries	IR	Insured Labour	Injuries	IR
Single	317,747	830	2.6	104,991	253	2.4	422,738	1083	2.6
Married	318,603	3158	9.9	64,284	286	4.4	382,887	3444	9.0
Widowed	1,928	38	19.7	6,075	40	6.6	8,003	78	9.7
Divorced	5,222	19	3.6	4,611	15	3.3	9,833	34	3.5
Not stated	-	1	-	-	0	0.0	-	1	-
Total	643,500	4046	6.3	179,961	594	3.3	823,461	4640	5.6

(a) Table A 3a: Percentage Distribution of Injured Persons by Number of Dependants and Marital Status, 2017

Dependence Grouping	Marital Status					Percentage of Total
	Not stated	Single	Married	Widowed	Divorced	
0		17.8%	5.9%	0.6%	0.2%	24.6%
1 - 2		4.3%	29.8%	0.8%	0.4%	35.3%
3 - 4	0.0%	0.9%	29.9%	0.2%	0.1%	31.2%
5 - 6		0.2%	7.5%	0.0%		7.7%
7 - 8		0.0%	0.6%	0.0%		0.7%
9+		0.0%	0.4%	0.0%		0.5%
Total	0.0%	23.3%	74.2%	1.7%	0.7%	100.0%

(b) Table A3b: Distribution of Injured Persons by Number of Dependants and Marital Status, 2017

Dependence Grouping	Marital Status					Total	Percentage of Total
	Not stated	Single	Married	Widowed	Divorced		
0	-	827	276	29	9	1,141	25
1 - 2	-	200	1,385	36	19	1,640	35
3 - 4	1	43	1,388	10	6	1,448	31
5 - 6	-	9	346	1	-	356	8
7 - 8	-	2	29	1	-	32	1
9+	-	2	20	1	-	23	0
Total	1	1,083	3,444	78	34	4,640	100

Table A 4: Mean Earnings (US\$) per Month and Injury Incidence Rate by Age Group, 2017

Age Group	Mean Earnings	Number	Incidence Rate/ 1000
15-19	209.18	38	24.79
20-24	242.13	417	15.10
25-29	282.74	655	8.63
30-34	303.67	845	6.92
35-39	315.52	780	5.75
40-44	349.13	691	4.5
45-49	374.32	550	4.0
50-54	473.28	264	4.0
55-59	395.14	234	4.8
60-64	504.99	114	4.7
65+	299.60	52	1.8
Total	330.71	4,640	5.6

Table A 5: Mean Earnings (US\$) per Month and Number Injured by Industrial Sector, 2017

Industrial Sector	Mean Earning	Insured Labour	Number of Injuries	Incidence Rate
Electricity Production	712	13,437	141	10.5
Finance Insurance Real Estate & Business Services	464	52,204	140	2.7
Transport & Storage	423	28,920	335	11.6
Communication	393	12,654	39	3.1
Mining and Quarrying	383	54,840	602	11.0
Local Authorities	376	32,976	437	13.3
Building & Construction	370	38,773	130	3.4
Paper, Printing & Publishing	334	8,996	32	3.6
Fabricated Metal Products Machinery	317	26,722	271	10.1
Personal Services	314	138,003	551	4.0
Food Drink Tobacco Processing	309	47,852	416	8.7
Basic Metal Production	301	7,754	150	19.3

Commerce & Distribution	270	140,543	750	5.3
Chemicals & Petroleum Products	264	14,510	75	5.2
Textile & Leather	260	21,451	43	2.0
Wood & Wood Products	249	13,460	54	4.0
Other Manufacturing	219	1,770	10	5.6
Non-metallic mineral Products	188	8,655	28	3.2
Forestry	171	7,074	19	2.7
Agriculture	162	120,204	417	3.5
All Others	-	32,663	-	-
Total	331	823,461	4,640	5.6

Table A 6: Incidence Rates by Industrial Sector and Sex, 2017

Industrial Sector	Males	Females	Total
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	Insured Labour	Injuries	IR	Insured Labour	Injuries	IR	Insured Labour	Injuries	IR
Agriculture	90,953	338	3.7	29,251	79	2.7	120,204	417	3.5
Basic Metal Production	7,297	148	20.3	457	2	4.4	7,754	150	19.3
Building Construction	36,388	119	3.3	2,385	11	4.6	38,773	130	3.4
Chemicals Petroleum Products	12,559	65	5.2	1,951	10	5.1	14,510	75	5.2
Commerce Distribution	101,006	609	6.0	39,537	141	3.6	140,543	750	5.3
Communication	9,538	32	3.4	3,116	7	2.2	12,654	39	3.1
Electricity Production	11,592	128	11.0	1,845	13	7.0	13,437	141	10.5
Fabricated Metal Products Machinery	24,538	265	10.8	2,184	6	2.7	26,722	271	10.1
Finance Insurance Real Estate Business Services	33,575	119	3.5	18,629	21	1.1	52,204	140	2.7
Food Drink Tobacco Processing	41,402	380	9.2	6,450	36	5.6	47,852	416	8.7
Forestry	5,547	15	2.7	1,527	4	2.6	7,074	19	2.7
Local Authorities	23,578	320	13.6	9,398	117	12.4	32,976	437	13.3

Mining Quarrying	51,149	588	11.5	3,691	14	3.8	54,840	602	11.0
Non Metallic Mineral Products	7,970	24	3.0	685	4	5.8	8,655	28	3.2
Other Manufacturing	1,271	10	7.9	499	-	0.0	1,770	10	5.6
Paper Printing Publishing	7,291	29	4.0	1,705	3	1.8	8,996	32	3.6
Personal Services	98,327	451	4.6	39,676	100	2.5	138,003	551	4.0
Textile Leather	15,860	41	2.6	5,591	2	0.4	21,451	43	2.0
Transport Storage	25,636	314	12.2	3,284	21	6.4	28,920	335	11.6
Wood Wood Products	12,205	51	4.2	1,255	3	2.4	13,460	54	4.0
Not Stated	25,818	-	0.0	6,845	-	0.0	32,663	-	0.0
Total	643,500	4,046	6.3	179,961	594	3.3	823,461	4,640	5.6

Table A 7: Distribution of Injured Population by Industrial Sector and Region, 2017

Industrial Sector	Region						Total
	Harare	Bulawayo	Gweru	Mutare	Masvingo	Chinhoyi	
Agriculture	181	31	11	93	34	67	417
Forestry	1	-	1	17	-	-	19
Mining and Quarrying	102	205	81	8	57	149	602
Food Drink Tobacco Processing	222	132	6	32	9	15	416
Textile & Leather	24	8	5	-	-	6	43
Wood & Wood Products	15	10	-	28	-	1	54
Paper, Printing & Publishing	21	8	1	2	-	-	32
Chemicals & Petroleum Products	51	21	3	-	-	-	75

Non-metallic mineral Products	21	6	1	-	-	-	28
Basic Metal Production	13	44	93	-	-	-	150
Fabricated Metal Products Machinery	87	154	11	12	4	3	271
Other Manufacturing	6	4	-	-	-	-	10
Electricity Production	51	29	21	16	1	23	141
Building & Construction	46	37	12	4	8	23	130
Finance Insurance Real Estate & Business Services	105	21	4	2	7	1	140
Commerce & Distribution	381	156	41	83	20	69	750
Transport & Storage	148	134	18	13	4	18	335
Local Authorities	223	83	43	46	20	22	437
Personal Services	292	107	53	39	22	38	551

Communication	17	6	7	4	2	3	39
Total	2,007	1,196	412	399	188	438	4,640

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

Industrial Sector	Occupation Grouped										Total
	Professional, technical and related	Administrative and managerial	Clerical and related	Sales	Service	Agricultural, animal husbandry and fishing	Mining and quarrying	Production and related	Transport and equipment	Workers N.E.C	
Agriculture	3.8%	7.2%	6.6%	1.9%	5.3%	45.3%	0.3%	6.3%	6.0%	1.5%	9.0%
Forestry	0.7%					2.3%		0.2%	0.2%		0.4%
Mining and Quarrying	17.0%	6.0%	3.3%	1.9%	2.4%	3.1%	87.8%	5.6%	6.2%	2.9%	13.0%
Food Drink Tobacco Processing	7.4%	1.2%	9.9%	20.6%	3.1%	12.8%	0.5%	15.1%	5.2%	1.5%	9.0%

Textile & Leather	0.9%		1.1%		0.1%	0.6%		2.1%	0.7%		0.9%
Wood & Wood Products	0.7%	1.2%	1.1%	0.6%	0.1%	3.8%	0.3%	1.8%	0.2%		1.2%
Paper, Printing & Publishing	0.7%	2.4%		1.3%	0.5%	0.6%		0.9%	1.0%		0.7%
Chemicals & Petroleum Products	1.5%	1.2%	2.2%	3.1%	0.8%	0.8%	0.3%	2.9%	1.2%		1.6%
Non-metallic mineral Products	0.7%				0.1%	0.2%		1.0%	1.2%	1.5%	0.6%
Basic Metal Production	7.7%	2.4%	3.3%	3.8%	0.2%	0.2%	4.3%	4.9%	0.7%		3.2%
Fabricated Metal Products Machinery	5.5%	1.2%	1.1%	3.1%	0.9%	0.6%	1.0%	13.9%	2.7%	4.4%	5.8%
Other Manufacturing					0.1%	0.4%		0.4%	0.2%		0.2%
Electricity Production	8.9%	2.4%	3.3%	2.5%	0.8%	0.4%		1.1%	1.5%	36.0%	3.0%

Building & Construction	3.6%	3.6%	1.1%		0.5%	1.7%	1.8%	3.4%	6.9%	6.6%	2.8%
Finance Insurance Real Estate & Business Services	1.2%	9.6%	12.1%	1.3%	2.6%	1.7%		4.1%	5.2%	0.7%	3.0%
Commerce & Distribution	8.8%	19.3%	13.2%	55.0%	20.0%	15.5%	1.0%	19.2%	9.7%	10.3%	16.2%
Transport & Storage	14.8%	9.6%	4.4%	2.5%	3.1%	1.9%	0.5%	3.7%	34.0%	3.7%	7.2%
Local Authorities	8.6%	9.6%	11.0%		19.7%	4.6%	0.3%	7.9%	5.7%	26.5%	9.4%
Personal Services	6.4%	21.7%	19.8%	1.9%	39.0%	2.9%	2.0%	4.7%	10.4%	0.7%	11.9%
Communication	1.2%	1.2%	6.6%	0.6%	0.7%	0.4%		0.6%	0.7%	3.7%	0.8%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table A 9: Percentage Distribution of Injured Persons by Industrial Sector and Agency of Accident, 2017

Industrial Sector	Agency of Accident															
	Prime Movers Except Electrical Motors	Transmission Machinery	Metal Working Machines	Wood and Assimilated Machines	Agricultural Machines	Mining Machinery	Other Machines N.E.C	Lifting Machines and Appliances	Pressured Vessels	Furnaces Ovens and Kilns	Electrical Installations Including Electrical Motors	Other Equipment N.E.C	Electric Hand Tools	Hand Tools Not Power Driver	Power Drive Hand Tools (Pneumatic)	Ladders Mobile Ramps
Agriculture	1	7	6	2	7	0	7	1	3	1	3	0	4	16	0	
Forestry	0	1	0	3	0	0	0	0	0	0	0	0	2	1	0	

Mining and Quarrying	1	15	4	2	0	40	18	9	6	5	2	0	16	14	3	
Food Drink Tobacco Processing	0	11	11	4	0	0	34	9	5	3	2	3	9	17	0	
Textile & Leather	0	2	0	0	0	0	7	2	0	0	1	0	0	2	0	
Wood & Wood Products	0	1	1	7	0	0	2	3	0	0	1	0	0	3	0	
Paper, Printing & Publishing	0	0	3	0	0	0	2	0	0	0	0	1	0	0	0	

.....Continued overleaf

Table A9 Continued

Chemicals & Petroleum Products	0	2	4	2	0	0	3	1	1	1	0	1	0	3	0	0	0	0	6	0	0	7	8	0	0	3	1	12	0	20	75
Non-metallic mineral Products	0	0	2	1	0	0	2	0	1	0	0	0	1	0	0	0	0	0	2	0	0	0	4	0	0	2	2	4	0	7	28
Basic Metal Production	0	4	3	1	0	0	2	6	7	18	2	1	4	19	0	0	0	0	9	0	0	3	11	6	0	9	4	9	0	32	150
Fabricated Metal Products Machinery	1	1	8	4	0	1	11	6	6	4	2	5	15	8	1	2	1	3	9	1	0	6	21	4	0	6	7	17	3	118	271
Other Manufacturing	0	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	1	0	0	1	1	0	2	10

Electricity Production	0	1	1	1	0	0	0	1	0	0	15	2	0	6	0	9	2	0	19	0	0	4	6	9	0	7	15	13	2	28	141
Building & Construction	1	0	1	2	0	0	4	3	1	0	5	1	4	8	1	3	1	0	32	1	0	1	11	0	1	2	13	5	2	27	130
Finance Insurance Real Estate & Business Services	0	5	3	0	0	0	3	4	2	0	0	1	3	9	0	1	1	1	29	0	0	1	10	1	0	4	8	22	2	30	140
Commerce & Distribution	0	12	16	9	2	0	32	15	4	7	8	5	14	36	0	8	7	3	106	0	2	11	71	11	1	37	34	104	3	192	750
Transport & Storage	2	1	2	1	0	0	3	8	2	0	0	0	7	18	1	1	2	17	96	1	1	10	15	2	0	10	8	18	1	108	335
Local Authorities	0	0	4	0	0	0	9	3	1	1	3	5	1	14	2	1	2	3	76	1	0	4	26	2	1	12	34	41	4	187	437
Personal Services	0	1	1	2	1	0	3	1	1	2	1	2	3	14	0	6	2	2	161	0	0	7	24	6	0	20	42	56	5	188	551
Communication	0	0	0	0	0	0	0	0	0	1	0	0	0	2	0	0	0	0	17	0	0	0	1	0	0	3	1	5	0	9	39
Total	6	65	70	42	10	41	143	72	40	43	45	27	83	190	8	47	36	57	733	5	3	90	369	58	4	212	242	422	63	1414	4,640

Table A 10 (a): Percentage Distribution of Injured Persons by Nature of Injury and Age Group, 2017

Nature of Injury	Age Group											Total	%
	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65 +		
Dermatitis	0	0	1	1	0	1	0	0	0	0	0	3	0.1
Tuberculosis	0	0	1	0	1	1	1	0	3	0	0	7	0.2
Pneumoconiosis	0	0	0	0	0	0	0	0	0	1	0	1	0
Others	1	4	3	5	7	2	4	1	1	0	1	29	0.6
Effects of radiation, X-rays etc	0	0	0	0	0	0	1	0	0	0	0	1	0
Effects of weather	0	0	0	0	0	1	0	1	0	0	1	3	0.1
Electric current, lighting and fire	0	3	0	8	2	2	4	1	1	1	0	22	0.5
Poisoning, infection, indegestion, inhalation etc	0	2	3	9	3	6	5	1	3	0	0	32	0.7

Asphyxiation, drowning or strangulation	0	0	0	0	1	1	0	0	0	1	1	4	0.1
Bites	0	4	4	11	13	13	13	8	4	2	1	73	1.6
Cuts, abrasion, bruises, lacerations	9	86	134	146	146	122	98	53	33	18	8	853	18
Contusions, crushings, blisters, haematoma, swellings	5	90	145	167	151	130	103	56	52	24	6	929	20
Burns from objects, radiation, chemicals etc	1	14	23	34	22	16	17	6	8	1	2	144	3.1
Arc eyes	1	4	5	4	3	4	0	0	2	1	0	24	0.5
Foreign bodies, fragments or particles	2	5	9	19	20	20	7	3	6	1	0	92	2
Stains, spains	0	22	39	73	56	52	37	22	14	9	2	326	7
Gun wounds	0	2	2	1	1	2	0	0	0	0	0	8	0.2
Dental injury	0	0	0	2	2	0	0	0	1	0	0	5	0.1

Concussion	0	0	0	0	0	1	0	1	0	0	0	2	0
Dislocation	1	4	7	10	6	2	7	4	2	1	0	44	0.9
Stress	0	1	0	0	1	0	0	1	1	1	0	5	0.1
Fractures	0	6	14	18	15	15	18	8	4	2	4	104	2.2
Amputation	0	0	3	5	7	8	0	1	0	0	1	25	0.5
Loss of sight	0	0	2	0	0	1	0	0	0	1	0	4	0.1
Loss of hearing	0	0	0	3	1	6	3	4	3	5	2	27	0.6
Loss of feeling	0	0	0	0	2	0	0	0	0	0	0	2	0
Multiple injuries	0	1	2	5	4	7	2	0	3	2	1	27	0.6
No injury to body part but articles	0	0	0	3	0	1	1	2	2	0	0	9	0.2
Lack of data	1	5	1	10	15	3	5	0	2	0	0	42	0.9

Loss of teeth	0	3	0	2	1	3	1	1	1	0	0	12	0.3
Unspecified	17	155	253	302	295	264	214	89	84	41	21	1735	37
Fatal	0	6	4	7	5	7	9	1	4	2	1	46	1
Total	38	417	655	845	780	691	550	264	234	114	52	4,640	100

Table A 10 (b): Percentage Distribution of Injured Persons by Nature of Injury and Age Group, 2017

Nature of Injury	Age Group											Total	Number
	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65 +		
Dermatitis	-	-	33.3%	33.3%	-	33.3%	-	-	-	-	-	100.0%	3
Tuberculosis	-		14.3%	-	14.3%	14.3%	14.3%	-	42.9%	-	-	100.0%	7
Pneumoconiosis	-	-	-	-	-	-	-	-	-	100.0%	-	100.0%	1
Others	3.4%	13.8%	10.3%	17.2%	24.1%	6.9%	13.8%	3.4%	3.4%	-	3.4%	100.0%	29
Effects of radiation, X-rays etc	-	-	-	-	-	-	100.0%	-	-	-	-	100.0%	1
Effects of weather	-	-	-	-	-	33.3%		33.3%	-	-	33.3%	100.0%	3
Electric current, lighting and fire	-	13.6%		36.4%	9.1%	9.1%	18.2%	4.5%	4.5%	4.5%	-	100.0%	22
Poisoning, infection, indigestion, inhalation etc	-	6.3%	9.4%	28.1%	9.4%	18.8%	15.6%	3.1%	9.4%	-	-	100.0%	32
Asphyxiation, drowning or strangulation	-	-	-		25.0%	25.0%	-	-	-	25.0%	25.0%	100.0%	4
Bites	-	5.5%	5.5%	15.1%	17.8%	17.8%	17.8%	11.0%	5.5%	2.7%	1.4%	100.0%	73

Cuts, abrasion, bruises, lacerations	1.1%	10.1%	15.7%	17.1%	17.1%	14.3%	11.5%	6.2%	3.9%	2.1%	0.9%	100.0%	853
Contusions, crushings, blisters, haematoma, swellings	0.5%	9.7%	15.6%	18.0%	16.3%	14.0%	11.1%	6.0%	5.6%	2.6%	0.6%	100.0%	929
Burns from objects, radiation, chemicals etc	0.7%	9.7%	16.0%	23.6%	15.3%	11.1%	11.8%	4.2%	5.6%	0.7%	1.4%	100.0%	144
Arc eyes	4.2%	16.7%	20.8%	16.7%	12.5%	16.7%	-	-	8.3%	4.2%	-	100.0%	24
Foreign bodies, fragments or particles	2.2%	5.4%	9.8%	20.7%	21.7%	21.7%	7.6%	3.3%	6.5%	1.1%	-	100.0%	92
Stains, spains	-	6.7%	12.0%	22.4%	17.2%	16.0%	11.3%	6.7%	4.3%	2.8%	0.6%	100.0%	326
Gun wounds	-	25.0%	25.0%	12.5%	12.5%	25.0%	-	-	-	-	-	100.0%	8
Dental injury	-	-	-	40.0%	40.0%	-	-	-	20.0%	-	-	100.0%	5
Concussion	-	-	-	-	-	50.0%	-	50.0%	-	-	-	100.0%	2
Dislocation	2.3%	9.1%	15.9%	22.7%	13.6%	4.5%	15.9%	9.1%	4.5%	2.3%	-	100.0%	44
Stress		20.0%		-	20.0%	-	-	20.0%	20.0%	20.0%	-	100.0%	5
Fractures	-	5.8%	13.5%	17.3%	14.4%	14.4%	17.3%	7.7%	3.8%	1.9%	3.8%	100.0%	104

Amputation	-	-	12.0%	20.0%	28.0%	32.0%	-	4.0%	-	-	4.0%	100.0%	25
Loss of sight	-	-	50.0%	-	-	25.0%	-	-	-	25.0%		100.0%	4
Loss of hearing	-	-	-	11.1%	3.7%	22.2%	11.1%	14.8%	11.1%	18.5%	7.4%	100.0%	27
Loss of feeling	-	-	-	-	100.0%	-	-	-	-	-	-	100.0%	2
Multiple injuries	-	3.7%	7.4%	18.5%	14.8%	25.9%	7.4%		11.1%	7.4%	3.7%	100.0%	27
No injury to body part but articles	-	-	-	33.3%	-	11.1%	11.1%	22.2%	22.2%	-	-	100.0%	9
Lack of data	2.4%	11.9%	2.4%	23.8%	35.7%	7.1%	11.9%	-	4.8%	-	-	100.0%	42
Loss of teeth	-	25.0%		16.7%	8.3%	25.0%	8.3%	8.3%	8.3%	-	-	100.0%	12
Unspecified	1.0%	8.9%	14.6%	17.4%	17.0%	15.2%	12.3%	5.1%	4.8%	2.4%	1.2%	100.0%	1735
Fatal		13.0%	8.7%	15.2%	10.9%	15.2%	19.6%	2.2%	8.7%	4.3%	2.2%	100.0%	46
Total	0.8%	9.0%	14.1%	18.2%	16.8%	14.9%	11.9%	5.7%	5.0%	2.5%	1.1%	100.0%	4,640

Table A 11: Percentage Distribution of Injured Persons by Nature of Injury and Body Part, 2017

Nature of Injury	Body part group								Total	Number
	Eyeball, Orbit and Optic nerve	Head and Neck	Trunk	Upper limbs	Fingers	Lower limbs	Multiple injuries	General		
Dermatitis	-	-	33.3%	-	-	66.7%	-		100.0%	3
Tuberculosis	14.3%	-	28.6%	14.3%	-	-	-	42.9%	100.0%	7
Pneumoconiosis	-	-	100.0%	-	-	-	-	-	100.0%	1
Others	3.4%	17.2%	27.6%	6.9%	3.4%	17.2%	13.8%	10.3%	100.0%	29
Effects of radiation, X-rays etc	-	-	-	100.0%	-	-	-	-	100.0%	1
Effects of weather	-	-	-	-	-	33.3%	33.3%	33.3%	100.0%	3
Electric current, lighting and fire	9.1%	-	-	27.3%	13.6%	4.5%	18.2%	27.3%	100.0%	22
Poisoning, infection, indigestion, inhalation etc	6.3%	9.4%	40.6%	25.0%	3.1%	-	-	15.6%	100.0%	32
Asphyxiation, drowning or strangulation	25.0%			25.0%	50.0%	-	-	-	100.0%	4
Bites	2.7%	4.1%	5.5%	16.4%	12.3%	39.7%	6.8%	12.3%	100.0%	73

Cuts, abrasion, bruises, lacerations	2.6%	11.5%	3.8%	15.9%	44.7%	16.1%	4.6%	0.9%	100.0%	853
Contusions, crushings, blisters, haematoma, swellings	1.1%	9.7%	10.1%	15.3%	25.9%	28.4%	8.4%	1.1%	100.0%	929
Burns from objects, radiation, chemicals etc	8.3%	13.2%	9.7%	19.4%	7.6%	27.8%	11.8%	2.1%	100.0%	144
Arc eyes	83.3%	-	-	4.2%	4.2%	4.2%		4.2%	100.0%	24
Foreign bodies, fragments or particles	79.3%	3.3%	1.1%	2.2%	9.8%	3.3%	1.1%	-	100.0%	92
Stains, spains	1.2%	3.7%	50.9%	12.3%	4.0%	23.3%	3.7%	0.9%	100.0%	326
Gun wounds	-	12.5%	25.0%	12.5%	-	25.0%	25.0%		100.0%	8
Dental injury	-	60.0%	-	-	20.0%	20.0%	-	-	100.0%	5
Concussion	-	-	-	-	100.0%	-	-	-	100.0%	2
Dislocation	-	-	9.1%	34.1%	4.5%	50.0%	2.3%	-	100.0%	44
Stress	-	-	40.0%	40.0%		20.0%		-	100.0%	5
Fractures	1.0%	3.8%	13.5%	25.0%	13.5%	40.4%	2.9%	-	100.0%	104
Amputation	-	-	-	8.0%	92.0%	-	-	-	100.0%	25

Loss of sight	50.0%	50.0%	-		-	-	-	-	100.0%	4
Loss of hearing	-	81.5%		3.7%	-	-	-	14.8%	100.0%	27
Loss of feeling	-	-	100.0%		-	-	-	-	100.0%	2
Multiple injuries	-	7.4%	3.7%	11.1%	11.1%	18.5%	48.1%	-	100.0%	27
No injury to body part but articles	-	11.1%	-	33.3%	-	-	-	55.6%	100.0%	9
Lack of data	7.1%	9.5%	9.5%	11.9%	21.4%	23.8%	9.5%	7.1%	100.0%	42
Loss of teeth		50.0%		8.3%	25.0%		8.3%	8.3%	100.0%	12
Unspecified	5.0%	9.2%	10.7%	19.7%	16.3%	24.4%	8.8%	6.0%	100.0%	1,735
Fatal	2.2%	17.4%	4.3%	15.2%	21.7%	10.9%	4.3%	23.9%	100.0%	46
Total	5.3%	9.6%	11.9%	17.0%	22.0%	23.1%	7.3%	3.9%	100.0%	4,640

Table A 12: Percentage Distribution of Injured Persons by Nature of Injury and Place, 2017

Nature of Injury	Place												Total	Number
	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		
Dermatitis	-		-	-	-		-	66.7%	33.3%	-	-	-	100.0%	3
Tuberculosis	-	14.3%	-	-	-	14.3%	-	-	-	-	57.1%	14.3%	100.0%	7
Pneumoconiosis	-		-	-	-		-	-	100.0%				100.0%	1
Others	10.3%	17.2%	-	-	-	20.7%	3.4%	24.1%		3.4%	13.8%	6.9%	100.0%	29
Effects of radiation, X-rays etc	-	100.0%	-	-	-	-	-	-	-	-	-	-	100.0%	1
Effects of weather		66.7%	-	-	-	-	-	-	-	-	-	33.3%	100.0%	3
Electric current, lighting and fire	9.1%	4.5%	-	-		27.3%		40.9%	9.1%	4.5%		4.5%	100.0%	22
Poisoning, infection, indigestion, inhalation etc	6.3%	9.4%	-	-	-	12.5%	15.6%	40.6%	-	-	9.4%	6.3%	100.0%	32

Asphyxiation, drowning or strangulation		25.0%		25.0%	-	25.0%		25.0%	-	-	-	-	100.0%	4
Bites	9.6%	30.1%	1.4%		-	20.5%	24.7%	8.2%		2.7%		2.7%	100.0%	73
Cuts, abrasion, bruises, lacerations	8.4%	9.3%	1.3%	0.4%	-	25.1%	11.5%	33.8%	2.2%	1.5%	4.0%	2.6%	100.0%	853
Contusions, crushings, blisters, haematoma, swellings	7.3%	18.6%	1.3%	0.5%	-	15.2%	14.3%	29.1%	4.1%	2.0%	5.8%	1.7%	100.0%	929
Burns from objects, radiation, chemicals etc	5.6%	6.9%	0.7%	0.7%	-	26.4%	6.3%	43.1%	1.4%	3.5%	2.8%	2.8%	100.0%	144
Arc eyes	8.3%	4.2%		-	-	8.3%		58.3%	4.2%		4.2%	12.5%	100.0%	24
Foreign bodies, fragments or particles	13.0%	4.3%	2.2%	-	-	19.6%	3.3%	45.7%	3.3%	4.3%	3.3%	1.1%	100.0%	92
Stains, spains	8.6%	12.9%		1.5%	-	19.6%	13.2%	20.6%	0.9%	4.6%	14.1%	4.0%	100.0%	326
Gun wounds	50.0%	12.5%	-		-	25.0%	12.5%	-	-	-	-	-	100.0%	8
Dental injury	-	-	-	-	-		20.0%	40.0%	-	20.0%	20.0%	-	100.0%	5
Concussion	-	-	-	-	-	-		50.0%	-	50.0%		-	100.0%	2

Dislocation	18.2%	11.4%	4.5%	-	-	22.7%	22.7%	9.1%	6.8%	-	4.5%		100.0%	44
Stress	20.0%	-	-	-	-	-	-	60.0%	-	-	20.0%		100.0%	5
Fractures	7.7%	31.7%	-	1.9%	-	11.5%	10.6%	14.4%	3.8%	9.6%	3.8%	4.8%	100.0%	104
Amputation	20.0%	4.0%	-	-	-	16.0%	4.0%	32.0%	-	12.0%	12.0%		100.0%	25
Loss of sight	-		-	-	-	-	-	75.0%	-	-	25.0%	--	100.0%	4
Loss of hearing	-	7.4%	-	-	-	3.7%	3.7%	37.0%	-	3.7%	37.0%	7.4%	100.0%	27
Loss of feeling	-	-		-	-	50.0%	-	50.0%	-	-	-	-	100.0%	2
Multiple injuries	7.4%	25.9%	7.4%	3.7%	-	11.1%	11.1%	14.8%	-	11.1%	3.7%	3.7%	100.0%	27
No injury to body part but articles	22.2%	44.4%	-	-	-	-	22.2%	11.1%	-	-	-	-	100.0%	9
Lack of data	7.1%	19.0%	-	-	-	28.6%	16.7%	11.9%	7.1%	2.4%	7.1%	-	100.0%	42
Loss of teeth	25.0%	8.3%	-	-		25.0%		33.3%	8.3%		-	-	100.0%	12
Unspecified	8.0%	19.0%	1.2%	0.3%	0.1%	19.5%	11.4%	22.1%	2.5%	4.0%	6.5%	5.3%	100.0%	1,735
Fatal	15.2%	28.3%		8.7%		15.2%	6.5%	8.7%	6.5%		10.9%		100.0%	46

Total	8.3%	16.1%	1.1%	0.6%	0.0%	19.5%	11.8%	26.5%	2.8%	3.2%	6.4%	3.6%	100.0%	4,640
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Table A 13: Percentage Distribution of Injured Persons by Nature of Injury and Occupational Group, 2017

Nature of Injury	Occupation										Total	Number
	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		
Dermatitis	33.30%	-	-	-	-	-		33.30%	33.30%	-	100.00%	3

Tuberculosis	42.90%		-	-		14.30%	42.90%	-	-	-	100.00%	7
Pneumoconiosis			-	-				100.00%	-		100.00%	1
Others	13.80%		-	3.40%	24.10%	6.90%	17.20%	24.10%	3.40%	6.90%	100.00%	29
Effects of radiation, X-rays etc	-	-	-	-	-	-	-	-	100.00%	-	100.00%	1
Effects of weather	-	-	-	-	-	-	-		100.00%		100.00%	3
Electric current, lighting and fire	40.90%	-	-	-	13.60%	-	9.10%	27.30%		9.10%	100.00%	22
Poisoning, infection, indegestion, inhalation etc	6.30%	3.10%	-	-	25.00%	3.10%	9.40%	43.80%	6.30%	3.10%	100.00%	32
Asphyxiation, drowning or strangulation	-	-	-	-	-	25.00%		50.00%	25.00%		100.00%	4
Bites	6.80%	1.40%	1.40%		52.10%	5.50%	2.70%	6.80%	16.40%	6.80%	100.00%	73
Cuts, abration, bruises, lacerations	11.70%	1.40%	1.60%	4.80%	17.90%	12.10%	4.80%	37.90%	5.00%	2.70%	100.00%	853
Contusions, crushings, blisters, haematoma, swellings	13.10%	1.90%	1.70%	3.30%	18.80%	9.30%	6.70%	32.80%	8.20%	4.10%	100.00%	929

Burns from objects, radiation, chemicals etc	25.00%	1.40%	2.10%	3.50%	23.60%	7.60%	2.80%	29.20%	3.50%	1.40%	100.00%	144
Arc eyes	16.70%	4.20%		4.20%	12.50%	12.50%	4.20%	33.30%	4.20%	8.30%	100.00%	24
Foreign bodies, fragments or particles	18.50%	-	-	2.20%	10.90%	16.30%	5.40%	37.00%	5.40%	4.30%	100.00%	92
Stains, spains	10.40%	2.50%	3.40%	5.80%	14.70%	13.80%	17.20%	23.90%	7.10%	1.20%	100.00%	326
Gun wounds		12.50%		25.00%	50.00%	12.50%		-	-	-	100.00%	8
Dental injury	40.00%	-	-	-	-	20.00%	20.00%	20.00%	-	-	100.00%	5
Concussion	-	-	-	-	-	-	50.00%	50.00%	-	-	100.00%	2
Dislocation	9.10%	4.50%	6.80%	2.30%	25.00%	20.50%	6.80%	15.90%	4.50%	4.50%	100.00%	44
Stress	20.00%		-			20.00%	20.00%	20.00%		20.00%	100.00%	5
Fractures	19.20%	6.70%	-	1.90%	18.30%	10.60%	13.50%	15.40%	14.40%	-	100.00%	104
Amputation	4.00%	-	-	-	4.00%	20.00%	20.00%	52.00%	-	-	100.00%	25
Loss of sight		-		-	-	25.00%	25.00%	50.00%	-		100.00%	4
Loss of hearing	18.50%	-	-	3.70%	-	7.40%	40.70%	11.10%	11.10%	7.40%	100.00%	27

Loss of feeling		-	50.00%	-	-	-	50.00%			100.00%	2	
Multiple injuries	7.40%	7.40%	3.70%	-	25.90%	-	3.70%	29.60%	18.50%	3.70%	100.00%	27
No injury to body part but articles	-	-		-	44.40%	33.30%	-	-	22.20%	-	100.00%	9
Lack of data	7.10%	2.40%	11.90%	-	11.90%	9.50%	4.80%	33.30%	11.90%	7.10%	100.00%	42
Loss of teeth	16.70%			-	8.30%	33.30%		16.70%	16.70%	8.30%	100.00%	12
Unspecified	11.60%	1.60%	2.10%	3.10%	19.50%	9.10%	9.40%	30.40%	10.80%	2.50%	100.00%	1,735
Fatal	6.50%			2.20%	21.70%	10.90%	15.20%	26.10%	17.40%	-	100.00%	46
Total	12.50%	1.80%	2.00%	3.40%	18.90%	10.30%	8.50%	30.90%	8.70%	2.90%	100.00%	4,640

Table A 14: Percentage Distribution of Injured Persons by Month of Injury, 2017

Injury Month	Frequency	Percent
January	361	7.8
February	412	8.9
March	409	8.8
April	286	6.2
May	436	9.4
June	384	8.3
July	403	8.7
August	359	7.7
September	470	10.1
October	426	9.2
November	370	8.0
December	324	7.0
Total	4,640	100.0

Table A 15: Percentage Distribution of Injured Persons by Type of Accident, 2017

Type of Accident	Frequency	Percent
Acts of violence	329	7.1
Environmental (effects of ventilation or lighting or dust etc.)	16	0.3
Falls of persons	796	17.2
Contact with electric current, lightning, fire and chemicals	114	2.5
Falls of materials of objects	401	8.6
Exposure to extreme temperatures, radiation or bacteria/virus	110	2.4
Caught in or between objects	301	6.5
Drowning or asphyxia	7	0.2
Contact with objects	1,056	22.8
Explosives	33	0.7
Overexertion when lifting, pushing or pulling heavy objects	373	8
Inhalation of harmful substances	29	0.6
Road Traffic accidents	522	11.3
Power Motivated Accidents (not road accidents)	63	1.4
Others	490	10.6
Total	4,640	100

Table A 16: Fatal Accidents by Type of Accident, 2017

Type of Accident grouped	Fatal	%
Falls of persons	3	7
Falls of materials of objects	6	13
Contact with objects	3	7
Caught in or between objects	2	4
Overexertion when lifting, pushing or pulling heavy objects	0	0
Exposure to extreme temperatures, radiation or bacteria/virus	0	0
Contact with electric current, lightning, fire and chemicals	0	0
Explosives	2	4
Inhalation of harmful substances	0	0
Drowning or asphyxia	2	4
Environmental (effects of ventilation or lighting or dust etc.)	1	2
Acts of violence	5	11
Road Traffic accidents	17	37
Power Motivated Accidents (not road accidents)	1	2
Others	4	9
Total	46	100

Table A 17: Rehabilitation Centre Monthly Admissions and Discharges, 2017

Month	Admissions	Percentage	Discharges	Percentage
January	31	11.40	13	5.08
February	19	6.99	22	8.59
March	18	6.62	18	7.03
April	17	6.25	15	5.86
May	28	10.29	16	6.25
June	29	10.66	35	13.67
July	22	8.09	13	5.08
August	24	8.82	27	10.55
September	20	7.35	26	10.16
October	27	9.93	23	8.98
November	31	11.40	21	8.20
December	6	2.21	27	10.55
Total	272	100.00	256	100.00

Table A. 18(a): Percentage Disability by Admission Period, 2017

Percentage Disability	Stay Months					Total
	<=1 Month	1> - 2 months	2> - 3 months	3> - 6 months	>=6 months	
0 - 4%	130	1	0	0	1	132
5 - 9%	53	1	0	0	0	54
10 - 19%	26	1	2	0	0	29
20 - 49%	35	5	0	1	0	41
50% +	15	0	0	0	1	16
Total	259	8	2	1	2	272

Table A. 18(b): Percentage Disability by Admission Period, 2017

Percentage Disability	Stay Months					Total
	< =Month	1> - 2 months	2> - 3 months	3> - 6 months	>=6 months	

0 - 4%	98.50%	0.80%	-	-	0.80%	100.00%
5 - 9%	98.10%	1.90%	-	-	-	100.00%
10 - 19%	89.70%	3.40%	6.90%	-	-	100.00%
20 - 49%	85.40%	12.20%	-	2.40%	-	100.00%
50% +	93.80%	-	-	-	6.30%	100.00%
Total	95.20%	2.90%	0.70%	0.40%	0.70%	100.00%

Table A. 19: Industrial Sector by Percentage Disability on Admission, 2017

Industrial Sector	Percentage Disability on Discharge					Total	
	0 - 4%	5 - 9%	10 - 19%	20 - 49%	50% +	%	Number
Agriculture	37.50%	25.00%	18.80%	6.30%	12.50%	100.00%	16
Mining and Quarrying	46.70%	20.00%	11.10%	15.60%	6.70%	100.00%	45
Food, Drink and Tobacco Processing	54.20%	25.00%	12.50%	4.20%	4.20%	100.00%	24
Textile and Leather	25.00%	37.50%	12.50%	-	25.00%	100.00%	8
Wood and Wood Products	-	50.00%	-	50.00%	-	100.00%	2
Paper, Printing and Publishing	33.30%	33.30%	-	-	33.30%	100.00%	3
Chemicals and Petroleum Products	-	-	-	100.00%	-	100.00%	1
Non-metallic Mineral Products	33.30%	33.30%	-	33.30%	-	100.00%	9
Basic Metal Production	33.30%	22.20%	16.70%	27.80%	-	100.00%	18

Fabricated Metal Products and Machinery	67.90%	17.90%	3.60%	10.70%	-	100.00%	28
Electricity Production	-	75.00%	25.00%	-	-	100.00%	4
Building and Construction	66.70%	11.10%	11.10%	11.10%	-	100.00%	9
Finance, Insurance, Real Estate & Business Services	33.30%	33.30%	11.10%	22.20%	-	100.00%	9
Commerce and Distribution	45.80%	16.70%	4.20%	16.70%	16.70%	100.00%	24
Transport and Storage	66.70%	20.80%	4.20%	8.30%		100.00%	24
Local Authorities	76.50%	-	-	17.60%	5.90%	100.00%	17
Personal Services	37.00%	7.40%	25.90%	22.20%	7.40%	100.00%	27
Communication	50.00%		25.00%	25.00%	-	100.00%	4
Total	48.50%	19.90%	10.70%	15.10%	5.90%	100.00%	272

Table A. 20: Percentage Distribution of Nature of Injury on Admission by Region, 2017

Nature Of Injury	Region						Total
	Harare	Bulawayo	Gweru	Mutare	Masvingo	Chinhoyi	
Electric Current, Lighting And Fire	2.40%	1.10%	-	-	-	-	1.10%
Cuts, Abrasion, Bruises, Lacerations	-	12.80%	3.00%	-	-	-	8.80%
Contusions, Crushings, Blisters, Haematoma, Swellings	19.50%	18.90%	30.30%	-	33.30%	25.00%	20.20%

Burns From Objects, Radiation, Chemicals Etc.	4.90%	1.70%	6.10%	-	-	-	2.60%
Stains, Sprains	9.80%	3.90%	15.20%	-	-	-	5.90%
Gun Wounds			-	14.30%	-	-	0.40%
Fractures	2.40%	2.20%	-	-	33.30%	-	2.20%
Amputation	2.40%	3.30%	-	-	-	-	2.60%
Loss Of Sight	-	0.60%	-	-	-	-	0.40%
Multiple Injuries		2.20%	6.10%	-	-	-	2.20%
Loss Of Teeth	2.40%	-	-	-	-		0.40%
Unspecified	56.10%	53.30%	39.40%	85.70%		75.00%	52.90%
Fatal	-	-	-	-	33.30%		0.40%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Total	41	180	33	7	3	8	272

Table A 21: Percentage distribution of Nature of Injuries by Admission Period, 2017

Nature Of Injury	Admission Perion In Months					Total	
	<1 Month	1> - 2 months	2> - 3 months	3> - 6 months	>6 months	%	Number

Electric Current, Lighting And Fire	66.70%	-	-	33.30%	-	100.00%	3
Cuts, Abrasion, Bruises, Lacerations	95.80%	-	-	-	4.20%	100.00%	24
Contusions, Crushings, Blisters, Haematoma, Swellings	92.70%	5.50%	1.80%	-	-	100.00%	55
Burns From Objects, Radiation, Chemicals Etc.	85.70%	-	14.30%	-	-	100.00%	7
Stains, Sprains	93.80%	6.30%	-	-	-	100.00%	16
Gun Wounds	100.00%	-	-	-	-	100.00%	1
Fractures	83.30%	16.70%	-	-	-	100.00%	6
Amputation	71.40%	28.60%	-	-	-	100.00%	7
Loss Of Sight	100.00%	-	-	-	-	100.00%	1
Multiple Injuries	100.00%	-	-	-	-	100.00%	6
Loss Of Teeth	100.00%	-	-	-	-	100.00%	1
Unspecified	98.60%	0.70%	-	-	0.70%	100.00%	144
Fatal	100.00%		-	-	-	100.00%	1
Total	95.20%	2.90%	0.70%	0.40%	0.70%	100.00%	272

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.

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

Deaths and discharges

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

$$\text{Bed Occupancy} \times 100$$

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

Reference Period

Occupational injury statistics contained in this report are for the calendar year 2013. These statistics were collected on the basis of year of occurrence i.e. the statistics pertain to injuries that actually occurred during 2013. 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 2013

(iv) *Ceased*: refers to companies which were registered with NSSA but have closed operation in 2013

(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 transport

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, toluene, phenol, carbolic acid, xylene)
- 1118 Alcohols (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, fertilisers
- 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 pills 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 stationery 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

Contact Information

To replace a photo with your own, right-click it and then choose Change Picture.

NAME	NAME	NAME
TITLE	TITLE	TITLE
		
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