NATIONAL SOCIAL SECURITY AUTHORITY

2018 ANNUAL STATISTICAL REPORT

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Table Contents

Acronyms

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

Foreword

This report is an analysis of statistics on occupational injuries, diseases, pensions and occupational safety and health activities of the Authority for the calendar year 2018.The information was drawn from the Accident Prevention and Workers Compensation Scheme, the Pensions and Other Benefits Scheme, the Occupational Safety and Health Division and the Investments Division. The reader should bear in mind that due to the late reporting of injuries, figures in this report could be an understatement of the actual number of injured workers.

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

According to this report 4,301 occupational injuries were reported under the Accident Prevention and Workers Compensation Scheme in 2018, giving an incidence rate of 4.9 per 1 000 insured labour force. The Basic Metal Production Sector was riskiest industrial sector with an incidence rate of 26.42 per 1,000 insured labour force. There were 76 fatal injury claims processed in 2018. The year 2018 also saw a total of 323 admissions at the Rehabilitation Centre. Cumulatively, 103,428 companies were registered with NSSA at the close of 2018. Of these only 26%, 29,864 were active. Out of the 103,428 registered employers 74% were inactive, whereas in 2017, 68% of the registered employers were inactive. This indicates a decline in the number of active employers. Factory inspections increased marginally by about 2% from 5078 in 2017 to 5178 in 2018.

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

Arthur J. Manase
General Manager/CEO

Chapter

1

NATIONAL SOCIAL SECURITY AUTHORITY

Economic and Demographic Background

1.0 Introduction

Economic and demographic changes affect practically all components of social and economic life. For this reason they have a strong bearing on statistics pertaining to social security schemes. This introductory chapter to the National Social Security Authority's (NSSA) Annual Statistical Report for 2018 is, thus, appositely devoted to a succinct expose of Zimbabwe's economic and demographic context to provide a bedrock for the ensuing statistical analysis and presentation. The demographic and economic information is particularly critical in explaining activities or observed trends under NSSA's schemes and therefore can be used in models, which predict the activities and trends under these schemes. Subsequent chapters present statistics and analyses and interpretations thereof under NSSA's Pension and Other Benefits Scheme, Accident Prevention and Worker's Compensation Scheme as well as its Occupational Safety and Health and the Investments functions.

1.1 Population Size

According to the Zimbabwe National Statistics Agency's (ZIMSTAT) 2012 Census National Report, the population of Zimbabwe on 18 August 2012 was 13,061,239.The population was relatively young with 41% of the population being below age 15 years and about 4% aged 65 years and above.

1.2 Age-Sex Structure of the Population

Future trends of social security schemes and social protection systems are closely linked to the development of the general population, which directly affects the number of contributors and beneficiaries of any social security scheme. For example, the phenomenon of ageing, that results from decreasing fertility and increasing longevity, weighs heavily on the financial equilibrium of the scheme as the demographic and the systems dependency[1] ratios increase. Contribution rates increase when the increase in the system's dependency ratio is coupled by an increase of the system's replacement rate[2].

[1] Ratio of pensioners to active contributors

[2] Ratio of average pensions to average wage

Based on the 2012 National Census Report, Figure 1.1 depicts the population pyramid of Zimbabwe. Due to high fertility and low life expectancy Zimbabwe has more young people than adults. As at the 17th of August 2012, Zimbabwe had 6,280,539 males and 6,780,700 females, representing a sex ratio of 93 males per 100 females.

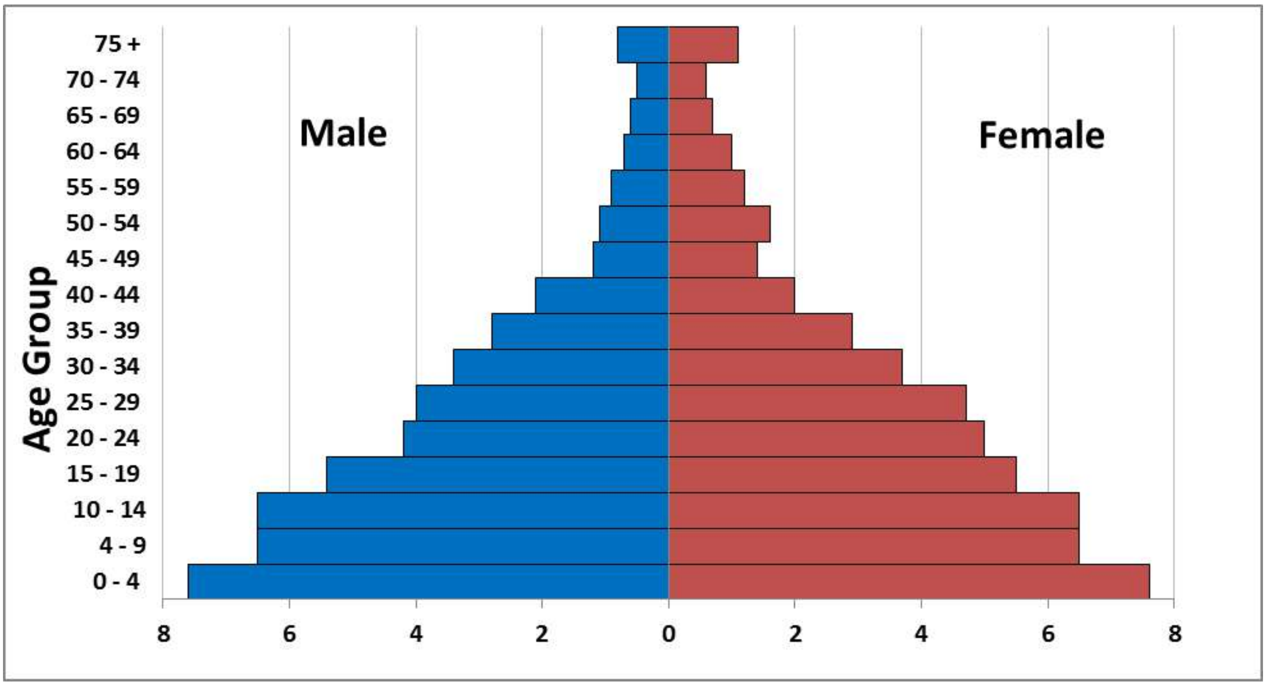

Figure 1.1: Age-Sex Structure of Zimbabwe Population

Source: 2012 National Census Report

1.3 Fertility

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

1.3.1 Total Fertility Rate (TFR)[3]

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

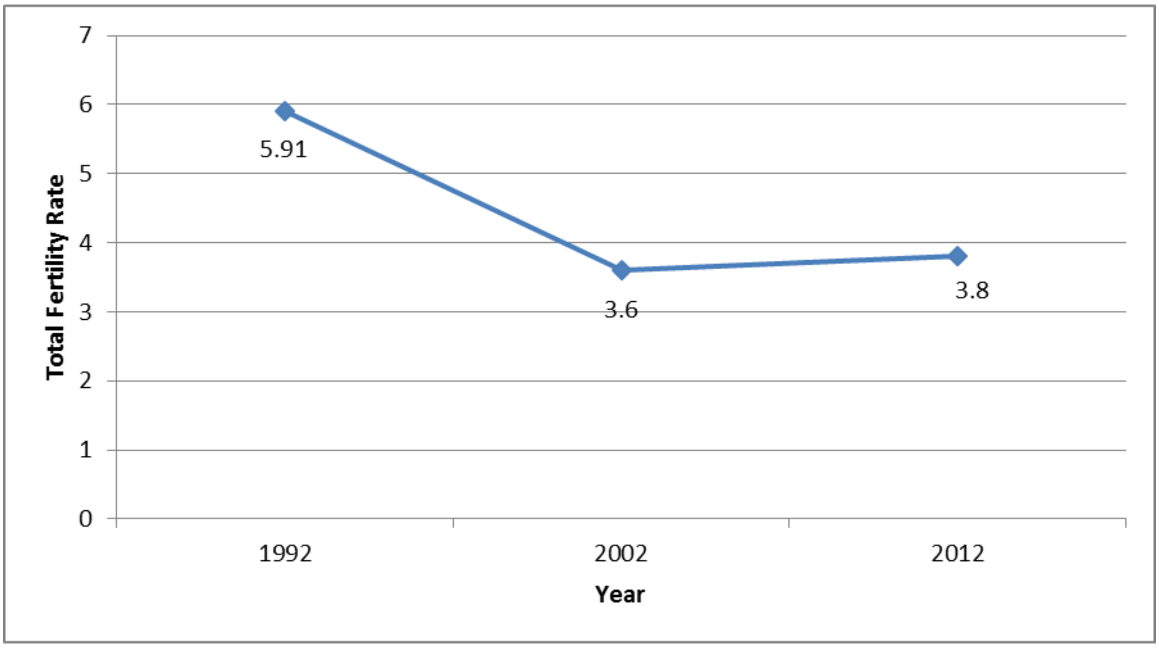

Figure 1.2: Total Fertility Rate (TFR), 1992-2012

Source: Zimbabwe National Population Census Reports, 1992-2012

1.4 Gross Domestic Product (GDP)

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

[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.

size of labour income share of GDP are important indicators of the scope and limitations of the generosity of such systems.

GDP increased from USD 18.13 billion for the year 2017 to USD 19.43 billion in 2018, a real growth rate of 7%.

1.5 Inflation

The purchasing power of social security benefits depends on the level of consumer prices. If prices increase while the benefits levels do not, the purchasing power of benefits is eroded. When prices increase the social protection system has to adjust the benefits, usually through regular indexation of benefits, to protect pensioners` purchasing power. Conversely, high producer inflation weakens the production base and hence the contribution base through falling employment levels. *Table 1.1* shows the year on year inflation figures from 2009 to 2018. Year on year inflation rate increased from 0.9% in 2017 to 3% in 2018. It is clear from these figures that during the years 2009-2018 Zimbabwe's year on year inflation remained low and was in alignment with the SADC macroeconomic convergence target of 5%.

Table 1.1: Year on Year Inflation, 2009-2018-ZIMSTAT

Year	Inflation rate (%)
2009	-7.9
2010	3.1
2011	3.5
2012	3.7
2013	1.6
2014	-0.2
2015	-2.4
2016	-1.6
2017	0.9
2018	3

1.6 Employment and unemployment

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

According the ZIMSTAT 2014 Labour Force Survey unemployment rate was 11%. However, only 5.5% of the economically active labour force is employed in the formal sector. The majority of the labour force (94.5%) was in the informal sector and was, therefore, not covered by social security NSSA schemes.

1.7 Conclusion

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

Chapter

2

NATIONAL SOCIAL SECURITY AUTHORITY

Accident Prevention and Workers' Compensation Scheme

2.0 Introduction

In this chapter the report analyses occupational injuries that occurred in 2018 to workers insured under the Accident Prevention and Workers Compensation Scheme. The analysis covers workers' demographics, industrial sector, geographical location, occupational group, agency of accident, nature of injury, place of occurrence, month of accident and type of accident. Specific detailed analysis was done on fatal injuries. Overall findings on occupational injuries are highlighted at the end of the analysis.

2.1 Worker Demographics

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

2.1.1 Incidence Rates by Age Group and Sex

Table 2.1 presents incidence rates by age group and sex. The insured labour was about 872,094 of which 78% were males. The highest occupational injury incidence rate of 11.4 per 1 000 was in the age group 15-19 years followed by 9.1 in the age group 20-24 years. Overall, 4,301 persons were injured in 2018, comprising 86% males and 14% 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 5.5 while females had an incidence rate of 3.1. The reason for this could be the fact that males tend to engage in more arduous occupations and are therefore more prone to injuries than females.

Table 2.1: Incidence Rates by Age Group and Sex, 2018.

Age Group	MALE			FEMALE			TOTAL		
	Insured Labour	**Injuries**	**IR**	**Insured Labour**	**Injuries**	**IR**	**Insured Labour**	**Injuries**	**IR**
15 - 19	2,603	33	12.7	722	5	6.9	3,325	38	11.4
20 - 24	35,120	356	10.1	10,274	55	5.4	45,394	411	9.1
25 - 29	69,768	559	8	21,820	69	3.2	91,588	628	6.9
30 - 34	95,991	625	6.5	31,508	112	3.6	127,499	737	5.8
35 - 39	108,779	643	5.9	34,286	107	3.1	143,065	750	5.2
40 - 44	113,488	538	4.7	30,554	99	3.2	144,042	637	4.4
45 - 49	115,870	395	3.4	27,036	52	1.9	142,906	447	3.1
50 - 54	57,457	261	4.5	16,317	53	3.2	73,774	314	4.3
55 - 59	35,506	163	4.6	10,973	31	2.8	46,479	194	4.2
60 - 64	20,698	107	5.2	5,381	10	1.9	26,079	117	4.5
65 - 69	8,743	17	1.9	2,158	4	1.9	10,901	21	1.9
70 - 74	4,907	4	0.8	1,019	0	0	5,926	4	0.7
75+	9,291	3	0.3	1,825	0	0	11,116	3	0.3
Total	678,221	3704	5.5	193,873	597	3.1	872,094	4301	4.9

Figure 2.1 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.

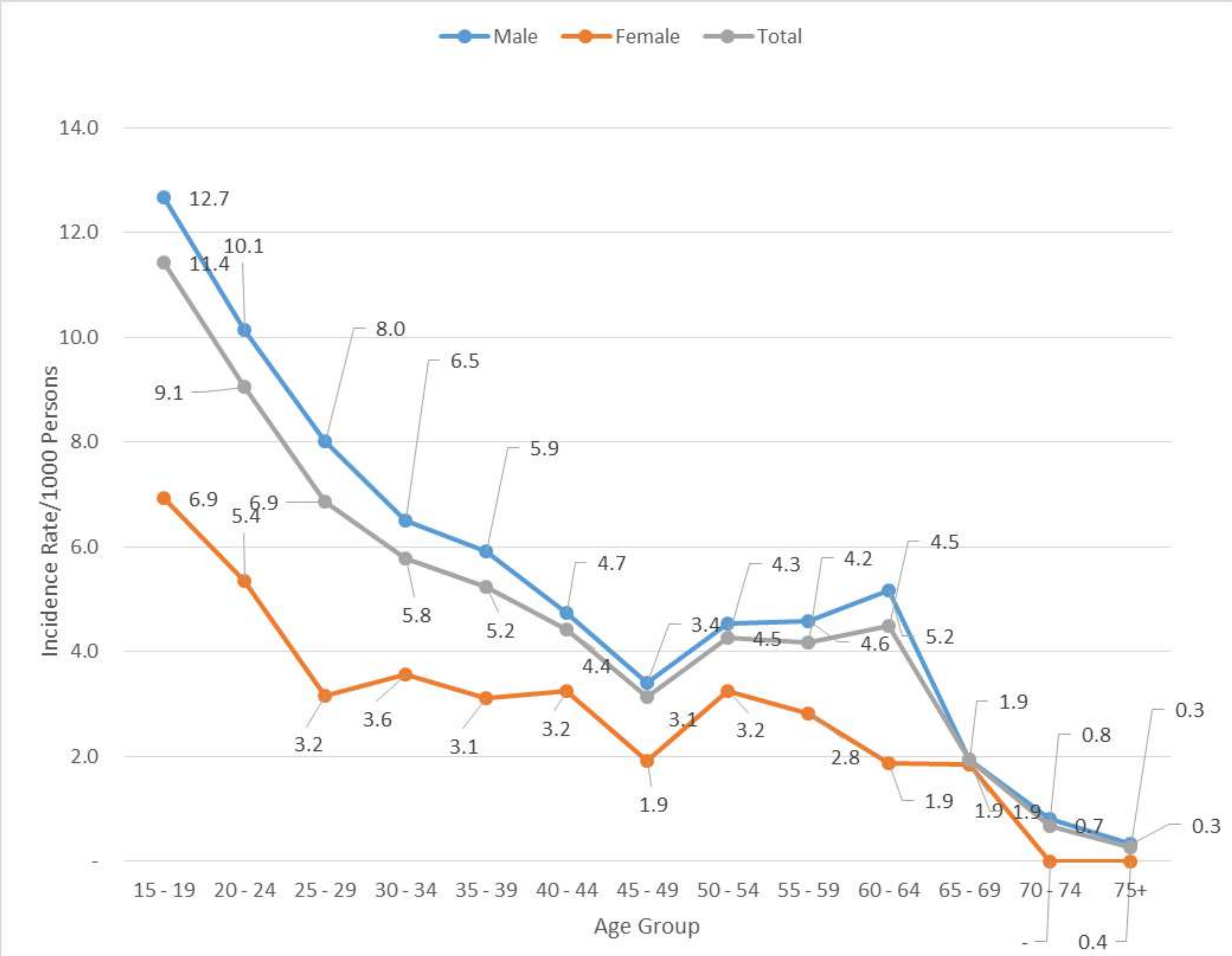

Figure 2.1: Incidence Rates by Age Group and Sex, 2018

2.1.2 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 13.0 in Bulawayo and overall incidence rate for all regions was 4.9 (See *Figure 2.2* below).

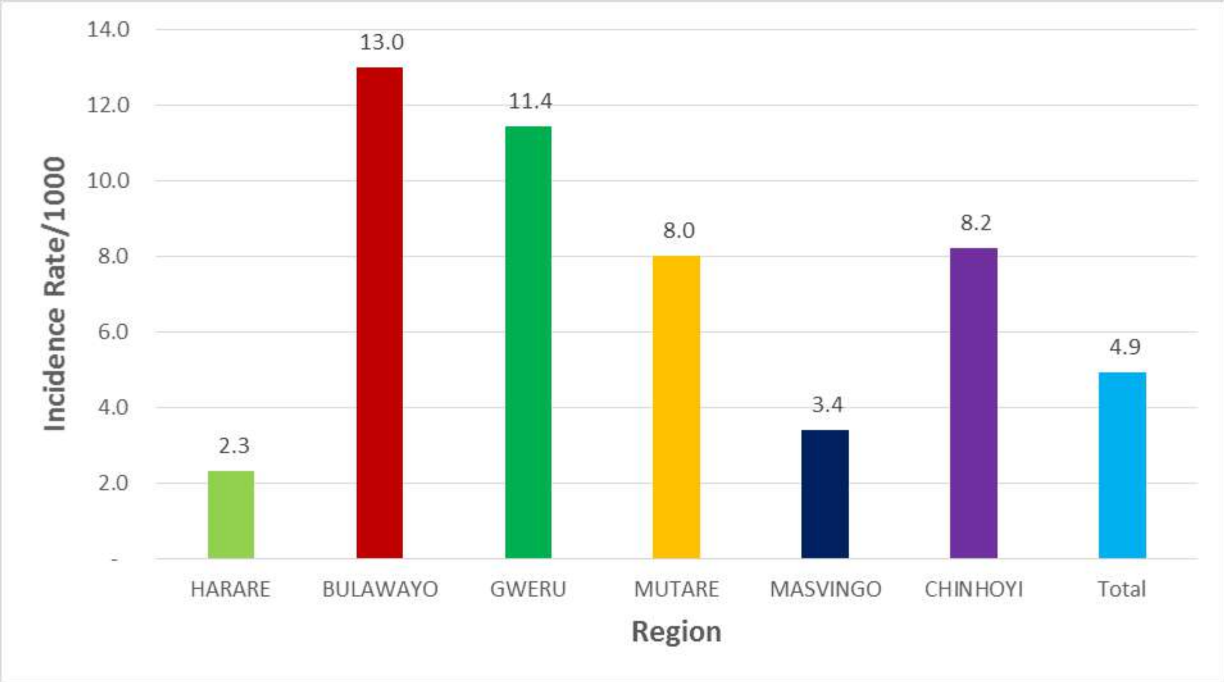

Figure 2.2: Incidence Rates by Region, 2018

2.1.3 Incidence Rates by Marital Status

Figure 2.3 below depicts incidence rates by marital status. The widowed had the highest incidence rate of 8.3 followed by the married with 7.7 and divorced with 4.3. The single had the lowest incidence rate of 2.4. Incidence rates by marital status and sex are also shown in *Table A2* in *Appendix A*.

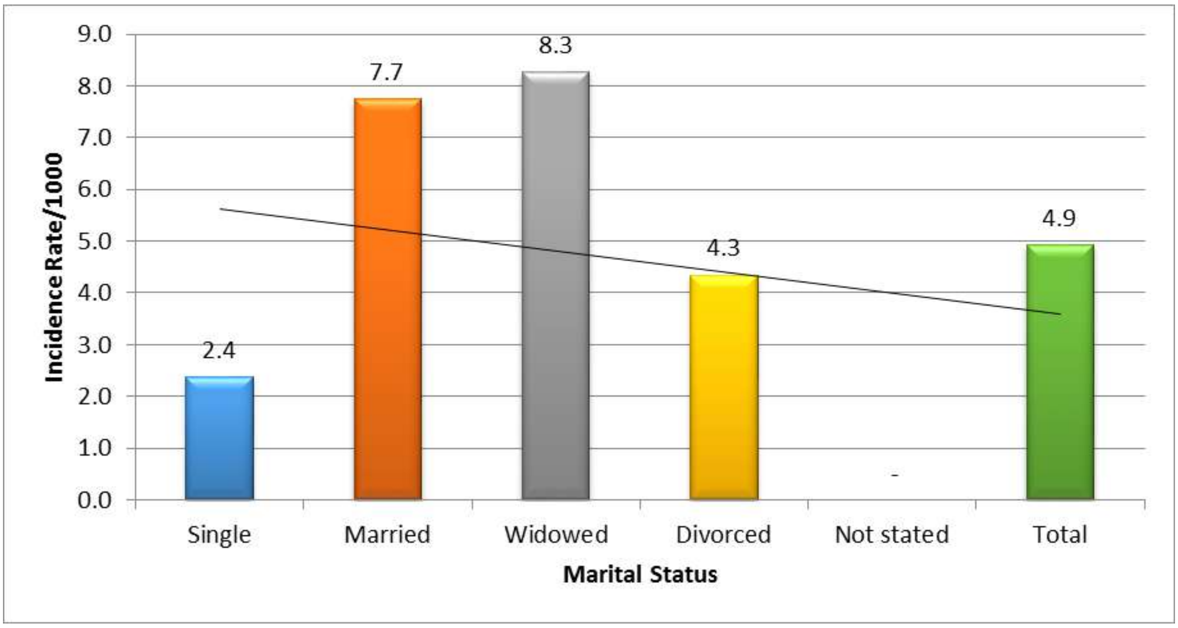

Figure 2.3: Incidence Rate by Marital Status, 2018

2.1.4 Incidence Rates by Number of Dependants

According to *Table 2.2*, 33.5% of the injured labour had 1 or 2 dependants, 30.7 % had 3 or 4 dependants and 28.1 % had no dependants.*Table A3* in *Appendix A* shows percentage distribution of the injured labour by number of dependants and marital status.

Table 2.2: Percentage Distribution of Injured Persons by Number of Dependants, 2018

		Marital Status					Total	Percentage of Total
		Not stated	Single	Married	Widowed	Divorced		
Dependants Grouped	0	19	815	331	31	12	1,208	28.1
	1-2	5	209	1,183	23	20	1,440	33.5
	3-4	2	44	1,261	10	4	1,321	30.7
	5-6	-	5	283	-	2	290	6.7
	7-8	-	3	30	-	-	33	0.8
	9+	-	1	7	-	1	9	0.2
Total		26	1,077	3,095	64	39	4,301	100.0

2.2 Earnings

As shown in *Figure 2.4*, the distribution of the incidence rates by age is skewed towards older ages, that is, incidence rates are high around less than 25 years and they decline with age. The average earnings per month per person was $345 (See *Table A4* in *Appendix A*).

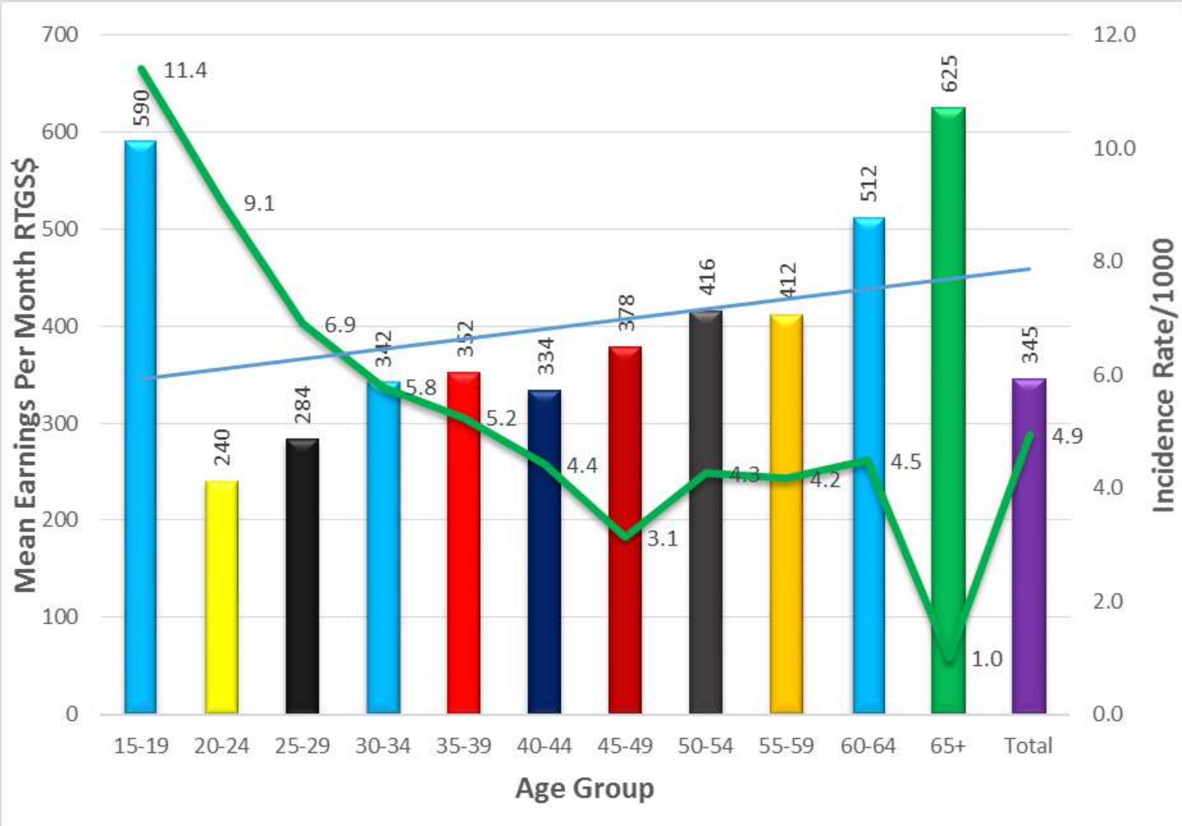

Figure 2.4: Mean Earnings at the Time of Injury and Number Injured by Age Group, 2018

Figure 2.5 shows that the top four industrial sectors with the highest average earnings were "Fabricated Metal Products & Machinery" ($689), "Agriculture" ($629), "Commerce & Distribution" ($598) and "Textile & Leather" (512), while the bottom four were "Mining & Quarrying" ($254), "Local Authorities" ($236) "Electricity Production" ($173), and "Finance, Insurance, Real Estate & Business" ($152). (See also *Table A5* in *Appendix A*).

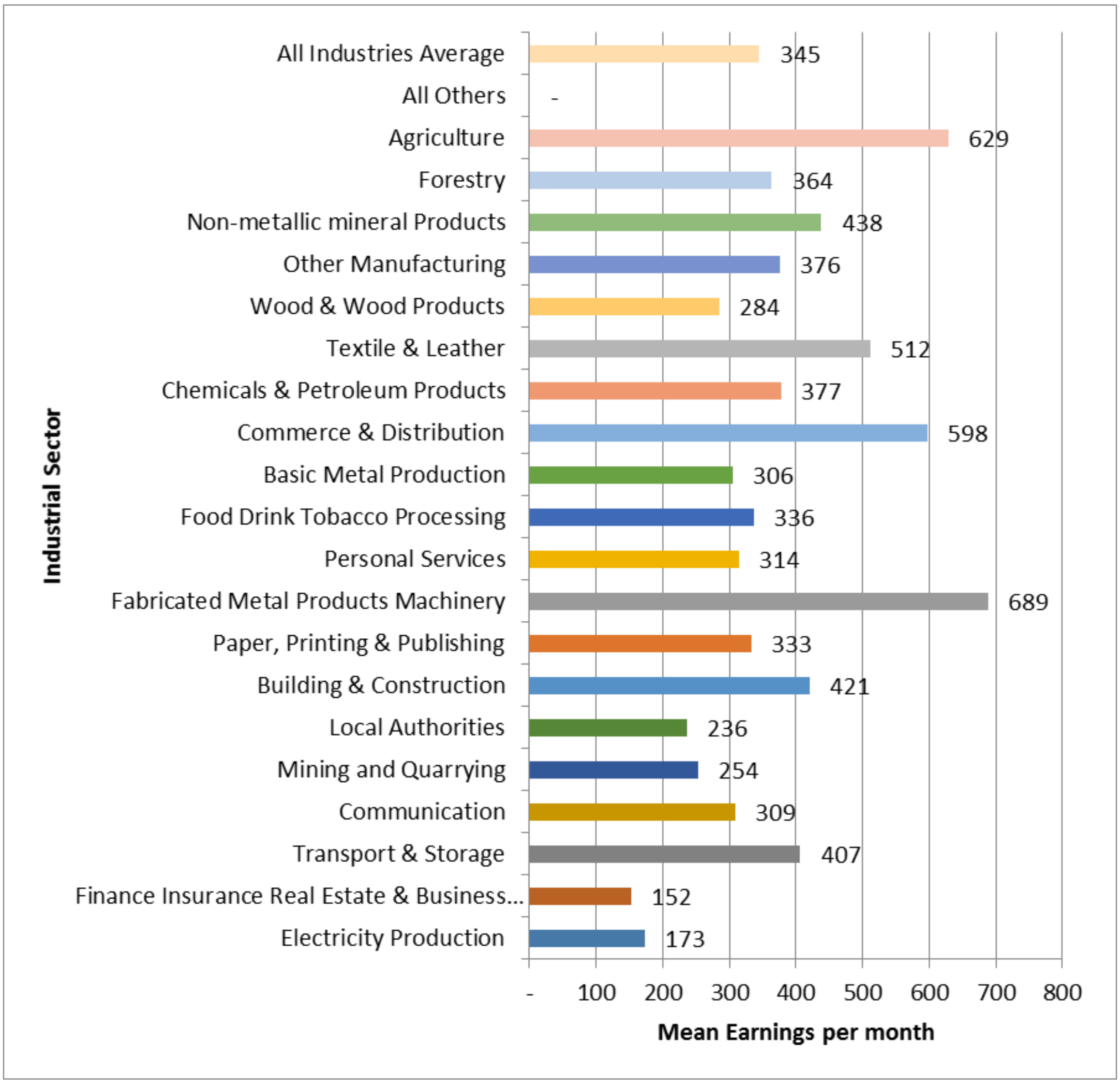

Figure 2.5: Mean Earnings at the Time of Injury by Industrial Sector, 2018

2.3 Industry

Figure 2.6 depicts incidence rates by industrial sector and sex. The top five industrial sectors with the highest incidence rates were; "Basic Metal Production" (26.42), "Other Manufacturing" (11.46), "Wood & Wood Products" (11.01), "Transport & Storage" (9.95) and "Mining & Quarrying" (8.58). The following industrial sectors had the lowest incidence rates: "Communication" (1.38), "Finance, Insurance & Real Estate Business Services" (2.12), "Textile & Leather" (2.76), "Personal Services" (2.96) and "Agriculture" (3.02"Personal Services" (2.96)). For all industrial sectors incidence rates were higher among males than females. (See *Table A6* in *Appendix A*.)

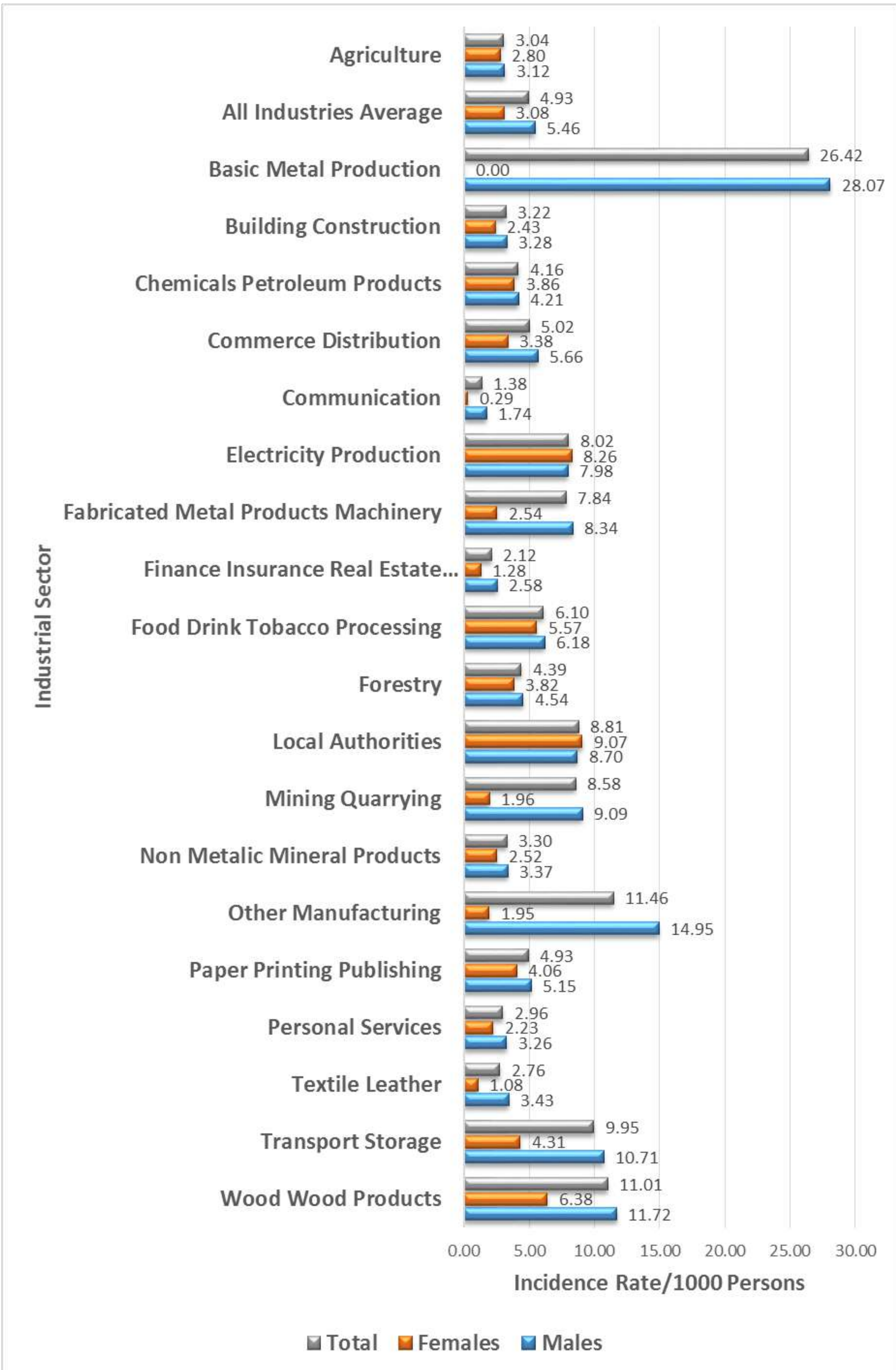

Figure 2.6: Incidence Rate by Industrial Sector and Sex, 2018.

Table 2.3 shows percentage distribution of the injured workers by industrial sector and sex. The top 5 industrial sectors with the highest percentage share of the injured workers were: "Commerce & Distribution" (18.3%), "Mining and Quarrying" (12.9%), "Personal Services" (10.3%), "Agriculture" (9.8%) and "Food, Drink and Tobacco Processing" (7.7%). (See Table A7 in Appendix A.)

Table 2.3: Percentage Distribution of Injured workers by Industrial Sector and Sex, 2018.

	Sex			
Industrial Sector	**Male**	**Female**	**Number**	**Percent**
Commerce & Distribution	638	149	787	18.3
Mining and Quarrying	547	9	556	12.9
Personal Services	345	96	441	10.3
Agriculture	329	94	423	9.8
Food Drink Tobacco Processing	288	42	330	7.7
Local Authorities	227	95	322	7.5
Transport & Storage	280	15	295	6.9
Fabricated Metal Products Machinery	210	6	216	5.0
Basic Metal Production	181	-	181	4.2
Electricity Production	128	19	147	3.4
Finance Insurance Real Estate & Business Services	100	27	127	3.0
Building & Construction	119	7	126	2.9
Wood & Wood Products	72	6	78	1.8
Textile & Leather	55	7	62	1.4
Chemicals & Petroleum Products	54	8	62	1.4
Paper, Printing & Publishing	36	7	43	1.0
Forestry	27	6	33	0.8
Non-metallic mineral Products	29	2	31	0.7
Other Manufacturing	21	1	22	0.5
Communication	18	1	19	0.4
Total	**3,704**	**597**	**4,301**	**100**

2.3.1 Industry and Occupation

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

- "Production and Related Workers" with 72% in "Fabricated Metal Products" industry.
- "Production and Related Workers" with 64% in "Other Manufacturing" industry.
- "Production and Related Workers" with 58% in "Building & Construction" industry.
- "Service Workers" with 57% in "Personal Services" industry.
- "Mining and Quarrying" with 55% in "Mining and Quarrying".

2.3.2 Industrial Sector by Agency of Accident

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

- "Other Agencies" (40%) and "Other Wheeled Means of Transport" (15%) for "Local Authorities" industry.
- "Other Agencies" (34%) and "Other Substances, Materials & Objects N.E.C" (12%) for "Building & Construction" industry.
- "Other Agencies" (34%) and "Other Machines N.E.C" (21%) for "Textile & Leather" industry.
- "Other Agencies" (31%) and "Other Substances, Materials & Objects N.E.C" (16%) for "Mining & Quarrying" industry.
- "Other Agencies" (30%) and "Other Wheeled Means of Transport" (30%) for "Paper, Printing & Publishing" industry.

2.4 Occupation

Table 2.4 shows the distribution of the injured workers by occupational group and sex. For males, the highest proportion of 37% was in "Production and Related Workers" occupational group followed by "Service Workers" with 16%. For the female workers, the highest proportion of 3.9% was in the "Service Workers" followed by "Production and Related Workers" with 3.6%. Overall, the highest proportion of the injured workers was in the "Production and Related Workers" occupational category (37%).

Table 2.4: Percentage Distribution of Injured Workers by Occupational Group and Sex, 2018

	Male		Female		Total	
Occupation Grouped	**Count**	**%**	**Count**	**%**	**Count**	**%**
Production & Related Workers	1,431	33.30%	153	3.60%	1,584	36.80%
Service Workers	501	11.60%	167	3.90%	668	15.50%
Agricultural, Animal Husbandry & Forestry Workers	398	9.30%	99	2.30%	497	11.60%
Professional, Technical & Related Workers	438	10.20%	49	1.10%	487	11.30%
Transport & Equipment Operators	331	7.70%	16	0.40%	347	8.10%
Mining & Quarrying Workers	336	7.80%	2	0.00%	338	7.90%
Sales Workers	88	2.00%	37	0.90%	125	2.90%
Administrative & Managerial Workers	67	1.60%	35	0.80%	102	2.40%
Clerical & Related Workers	48	1.10%	32	0.70%	80	1.90%
Workers N.E.C	66	1.50%	7	0.20%	73	1.70%
Total	**3,704**	**86.10%**	**597**	**13.90%**	**4,301**	**100.00%**

2.5 Nature of Injury

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

2.5.1 Nature of Injury by Age

Table A10a) in Appendix A shows that the first three leading types of injuries were: "Cuts, Abrasion, Bruises, Lacerations" with 18.5%, "Contusions, Crushing, Blisters, Haematoma, Swellings" with 16.0% and "Strains and Sprains" with 7.6%. 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" (148), 35-39 years for "Contusions, Crushings, Blisters, Haematoma, Swellings" (130) and 35-39 years for "Strains and Sprains" (58).

2.5.2 Nature of Injury by Body Part

Table A11 in *Appendix A* shows that for first three leading nature of injury by body part for those with "Cuts, Abrasion, Bruises, and Lacerations", 7.9% were injured on "Fingers", 3.1% on "Upper Limbs", 3.1% on "Lower Limbs" and the remaining percentage was injured on other body parts. For "Contusions, Crushings, Blisters, Haematoma, Swellings" 4.7% were affected on "Fingers", 3.7% on "Lower Limbs", 2.4% on "Upper Limbs" and the remaining was injured percentage on other body parts. For those with "Strains and Sprains", the body parts affected were "Trunk" (3.3%), "Lower Limbs" (1.8%) and "Upper Limbs" (1.3%).

Overall, injuries occurred mostly to the following body parts: "Fingers" (23%), "Lower Limbs" (22%) and "Upper Limbs" (16%). The remaining categories of body parts had at most 13.

2.5.3 Nature of Injury by Place of Occurrence

Table A12 in *Appendix A* shows that for those with "Cuts, Abrasion, Bruises, and Lacerations", 33% were injured while at "Warehouse Workshops, Factories, Foundries & Brickfields", 28% "Inside Buildings, Living or Working Spaces", and the remaining at other places of work. For "Contusions, Crushings, Blisters, Haematoma, Swellings", 30% were injured while at "Warehouse Workshops, Factories, Foundries, and Brickfields", 21% "Inside Buildings, Living or Working Spaces" and the remaining at other places of work. For those who sustained "Strains and Sprains", 26% were injured at "Warehouses

Workshops, Factories, Foundries & Brickfields", 24% "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" (27%), "Inside buildings, Living or Working places" (31%) and "Inside Buildings, Living or Working Places" (22%).

2.5.4 Nature of Injury by Occupation

Table A13 in *Appendix A* shows that for all the first three top types of injuries "Production & Related Workers" had the highest proportion compared to other occupational categories. "Cuts, Abrasions, Bruises & Lacerations" had 38%, "Contusions, Crushings, Blisters, Haematoma & Swellings" had 34% and "Strains & Sprains" had 35 %.

2.6 Month of Injury

Figure 2.7 depicts the percentage distribution of injured workers by month. Injuries were highest in January (12.3%) and lowest in December (4.3%). 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 198 in December to 527 in January 2018.

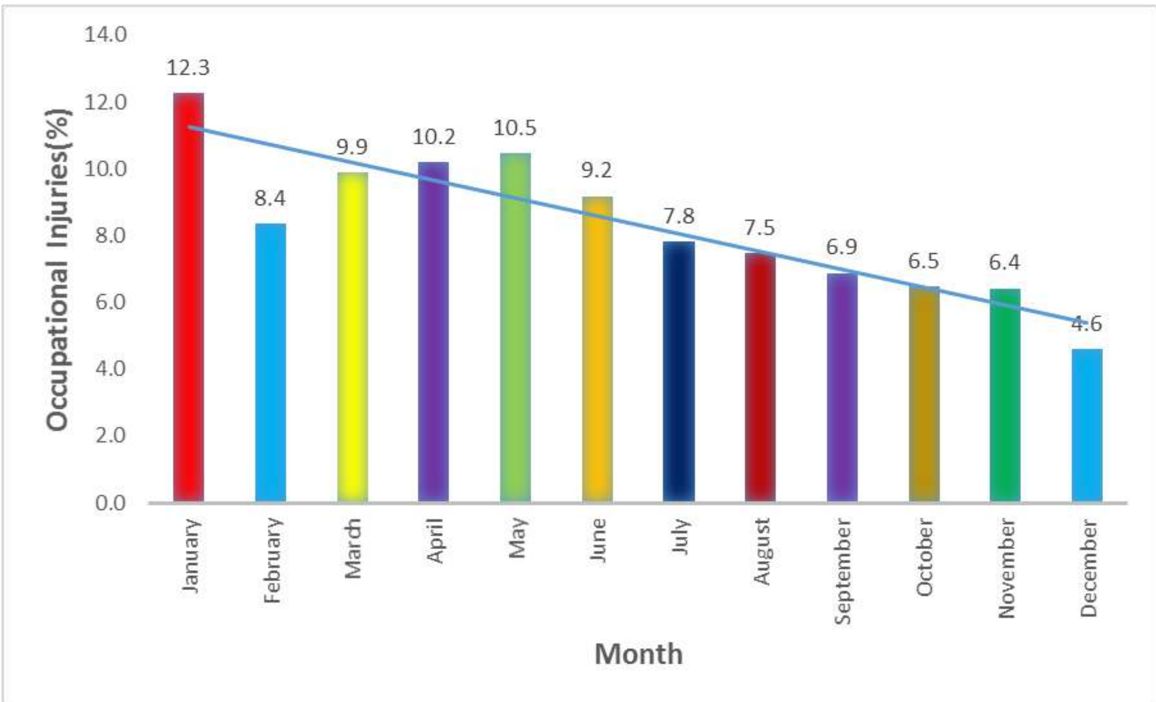

Figure 2.7: Percentage Distribution of Injuries by Month of Injury, 2018

2.7 Injured Worker by Activity

Table 2.5 presents the percentage distribution of injured workers by activity during the time of injury. Workers were injured mainly during the following processes: "Handling, loading, lifting or carrying" (30%), "Walking or Stepping Up or Down" (13%), "With or Without Hand Tools" (13%) and "Road Transport or Movable Equipment" (8.4).The remaining activities had proportions of less than 8% each.

Table 2.5: Percentage Distribution of Injured Persons by Activity

Activity	Frequency	Percent
Laying or sitting down position	63	1.5
Standing or kneeling position	203	4.7
Walking or stepping up or down	544	12.6
Climbing or crawling or boarding	79	1.8
Running or any rapid movement	42	1.0
In any means or transport as passenger	160	3.7
In a lift or related machine as a passenger	18	0.4
Falling from moving objects	11	0.3
With or without hand tools	538	12.5
Handling, loading, lifting or carrying	1,292	30.0
Pushing, pulling or throwing	189	4.4
On scaffolds, ladders, walls etc.	34	0.8
Road transport or movable equipment	363	8.4
Non-motorised road transport or equipment	7	0.2
Surface rail transport or equipment	9	0.2
Underground transport or equipment	24	0.6
Water transport or equipment	1	0.0
Operating machinery or equipment	329	7.6
Adjusting or repairing plant, machinery or equipment	130	3.0
Lack of data	265	6.2
Total	4,301	100

2.8 Injured Worker by Type of Accident

Figure 2.8 depicts percentage distribution of injured workers by type of accident. The types of accidents most associated with injuries were "Contact with Objects" (26%), "Falls of

Persons" (17%), "Road Traffic Accidents" (14%), "Falls of Materials and Objects" (10%) and "Overexertion when lifting, pushing or pulling heavy objects" (9%.). The remaining types of accidents had less than 7% each. See *Table A15 in Appendix A.*

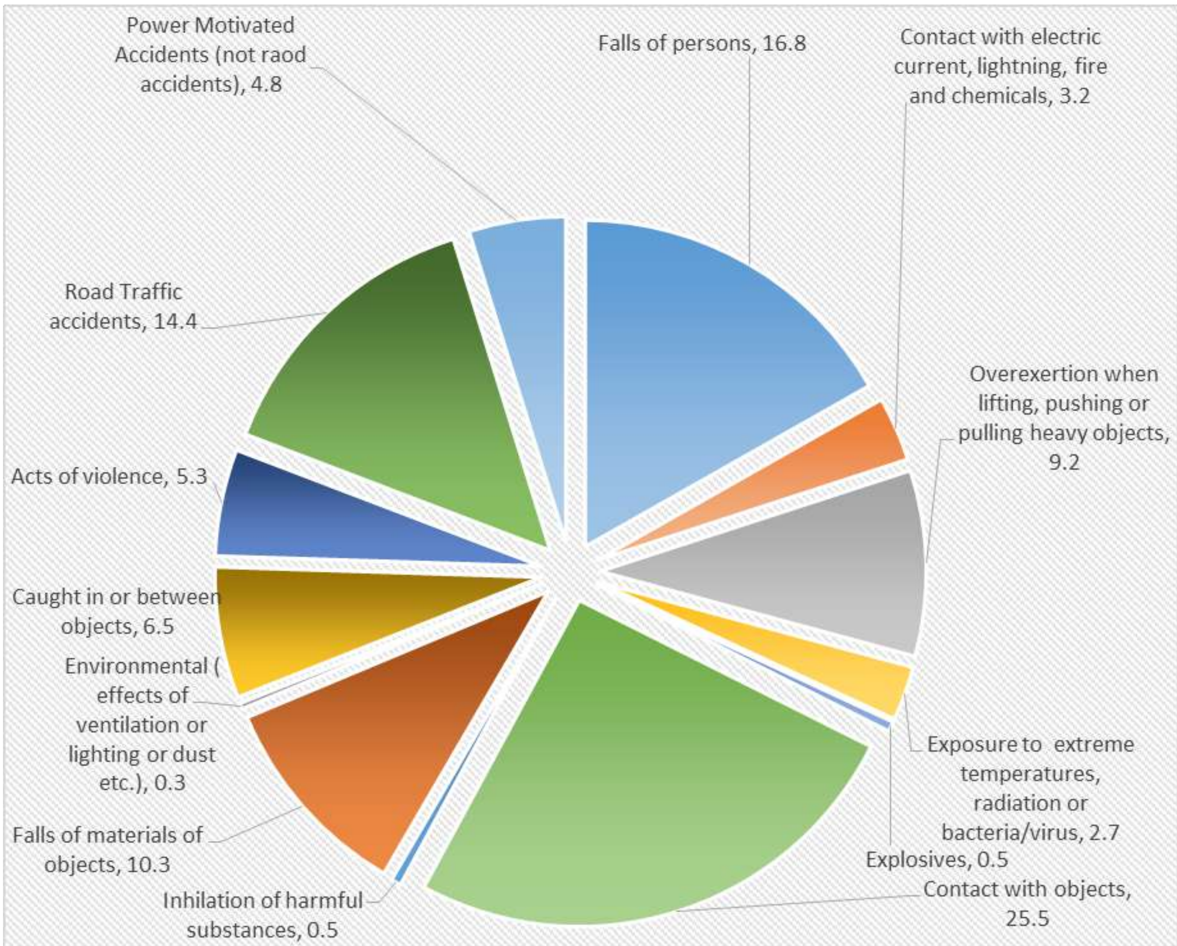

Figure 2.8: Percentage Distribution of Injured Workers by Type of Accident, 2018

2.9 Trends in Occupational Injuries

Figure 2.9 depicts occupational injury incidence rates increasing to 6.6 in 2016 from 5.6 in 2013 then gradually decreasing 4.9 in 2018. The incidence rates show a bell shaped trend.

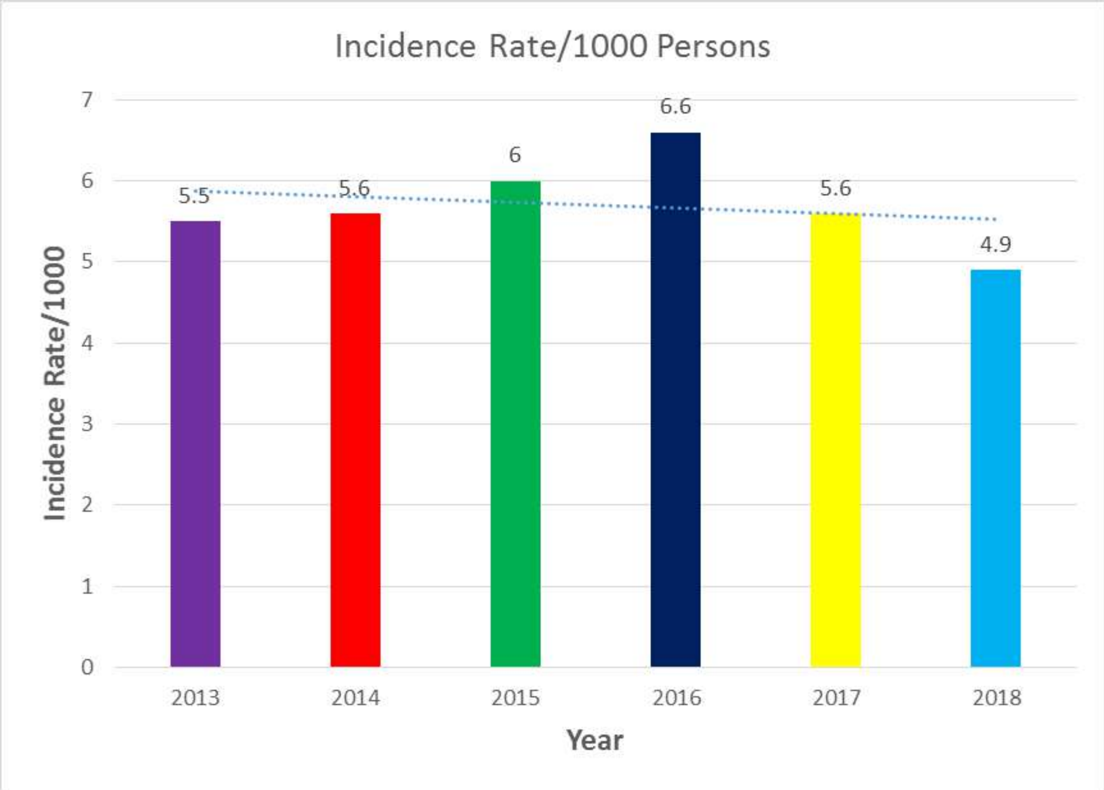

Figure 2.9: Occupational Injury Incidence Rate/ 1 000, 2013-2018

2.10; Occupational Injuries due to late reporting

Table 2.6 shows the number of recorded occupational injuries due to late reporting for the period 2016 to 2018. The number of reported occupational that occurred in 2018 reported in 2018 were 176.

Table 2.6: Status of occupational injuries due to late reporting, 2016 – 2018.

Reporting Year	Reported Injuries	Cases reported after (Variance)	Percentage change	Latest Number of Injuries
2016	4,831	91	1.9	4,922
2017	3,657	983	26.9	4,640
2018	4,640	0	0.0	4,301

2.11 Fatal Accidents

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

- Industrial sector.
- Region.

- Occupational group.
- Type of accident and.
- Month of accident.

Seventy six (76) of the 4,301 injuries were fatal constituting about 1% of injured insured labour force.

2.11.1 Trends in Fatal Injuries

Table 2.7 presents fatal injuries by industrial sector for the period 2008 to 2018. Fatal injuries reached a peak of 91in 2012 from 48 in 2008 before decreasing to 71 in 2013.The figure sharply increased to 106 in 2014. Fatals remained static for the years 2015 and 2016 and there was a deep in 2017 before gradually increasing to 76 in 2018.

Table 2.7: Fatal Injuries by Industrial Sector, 2008- 2018

Industrial Sector	**2008**	**2009**	**2010**	**2011**	**2012**	**2013**	**2014**	**2015**	**2016**	**2017**	**2018**
Agriculture	8	6	6	12	8	10	17	8	12	4	7
Basic Metal Production	2	1	3	1	2	1	0	0	1	2	1
Building & Construction	0	3	2	1	2	5	4	2	0	1	1
Chemicals & Petroleum Products	0	3	2	0	0	1	0	0	0	0	0
Commerce & Distribution	0	6	7	6	6	14	10	4	6	9	15
Communication	1	1	0	2	1	-	0	1	0	0	0
Electricity Production	1	2	2	6	8	3	3	3	0	0	3
Fabricated Metal Products Machinery	3	2	0	6	2	0	4	2	2	1	1
Finance, Insurance & Real Estate Business Services	2	1	2	3	3	6	2	2	2	2	1
Food, Drink & Tobacco Processing	1	6	4	5	7	2	5	3	3	3	5
Forestry	2	0	1	0	1	-	2	1	0	0	0
Local Authorities	4	3	6	4	5	2	4	2	5	3	5
Mining & Quarrying	10	7	11	8	18	7	21	14	7	8	10
Non-Metallic Mineral Products	0	1	0	1	0	0	0	0	0	0	1
Other Manufacturing	0	0	0	0	0	0	0	0	0	0	0
Paper, Printing & Publishing	1	0	1	0	2	0	0	0	1	0	2
Personal Services	4	5	8	15	7	7	10	7	9	6	9
Textile & Leather	0	0	1	0	2	1	0	0	2	0	1
Transport & Storage	6	11	18	10	15	11	24	8	7	7	9
Wood & Wood Products	3	1	1	4	2	1	0	1	1	0	5
Total	**48**	**59**	**75**	**84**	**91**	**71**	**106**	**58**	**58**	**46**	**76**

2.11.2 Region

Table 2.8 presents fatal injuries by region. Harare (38%) had the highest proportion of fatal injuries, followed by Bulawayo with 12%. Masvingo region (10%), had the lowest proportion of fatal injuries.

Table 2.8: Fatal Injuries by Region, 2018

Region	Fatal	%
Harare	18	24
Bulawayo	19	25
Gweru	4	5
Mutare	11	14
Masvingo	13	17
Chinhoyi	11	14
Total	**76**	**100**

2.11.3 Occupation

Fatal injuries by occupational group are presented in *Table 2.9*. "Transport and Equipment Operators", with 12 deaths emerged as the occupational group with the highest number of fatalities. This was followed by "Services" with 10.

Table 2.9 Fatal Injuries by Occupational Group and Sex, 2018

Occupation Group	Fatal		Total
	Male	Female	
Professional, technical and related workers	9	0	9
Administrative and managerial	3	1	4
Clerical and related	0	1	1
Sales	2	0	2
Service	13	0	13
Agricultural, animal husbandry and forestry	7	0	7
Mining and quarrying	6	0	6
Production and related	16	4	20
Transport and equipment operators	12	0	12
Workers N.E.C	1	1	2
Total	**69**	**7**	**76**

2.11.4 Type of Accident

Twenty six percent (26%) of fatal injuries were due to “Contact with Objects”, while 17% were due to “Falls of Persons”. The lowest “Environmental Effects of Ventilation, Lighting or Dust (not road accidents)” with 0.3% (See *Figure 2.10* and *Table A16 in Appendix A*).

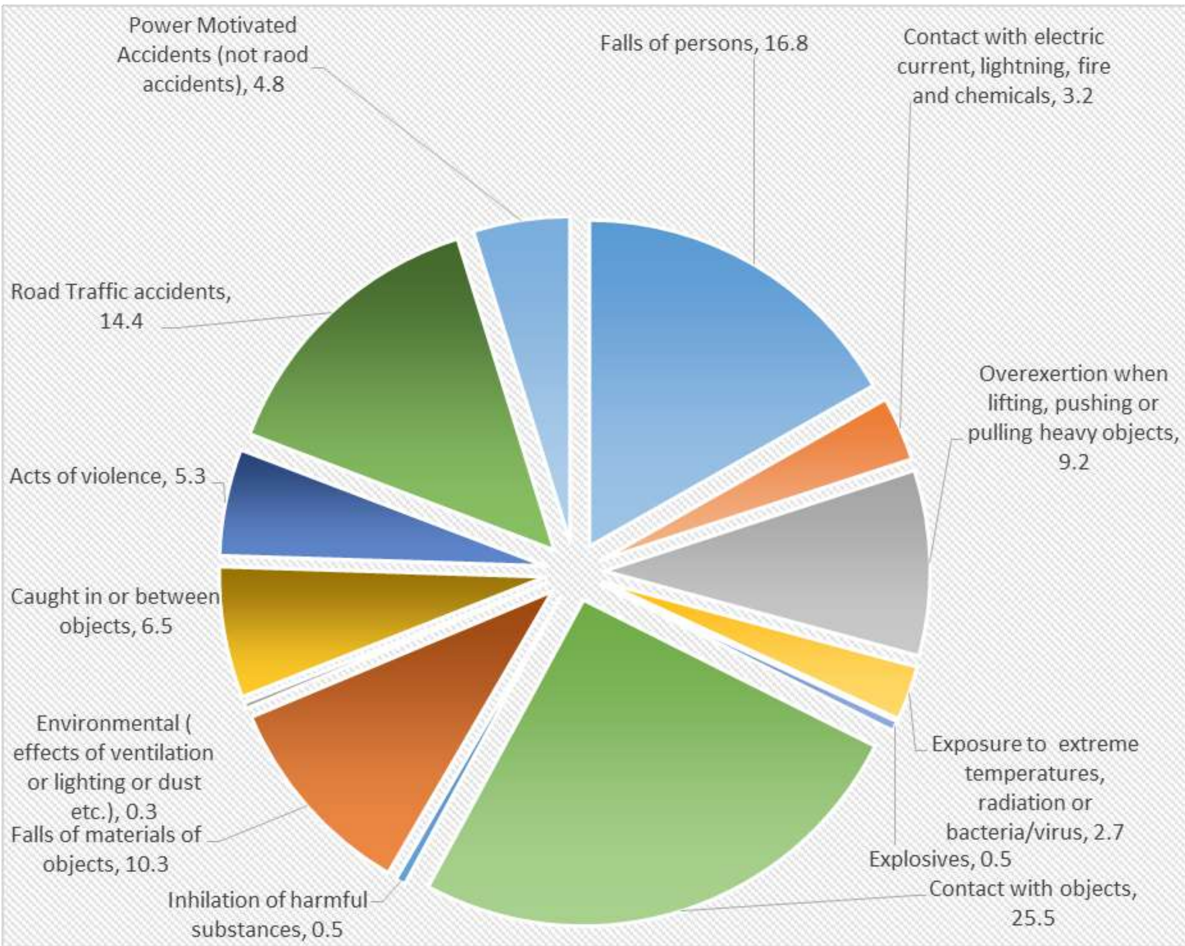

Figure 2.10: Percentage distribution of Fatal Injuries by Type of Accident

2.11.5 Month of Accident

Figure 2.11 depicts the distribution of the number of fatal injuries by month of accident. The 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 September and December 2018 to a maximum of 12 deaths for the months January, March and April 2018.

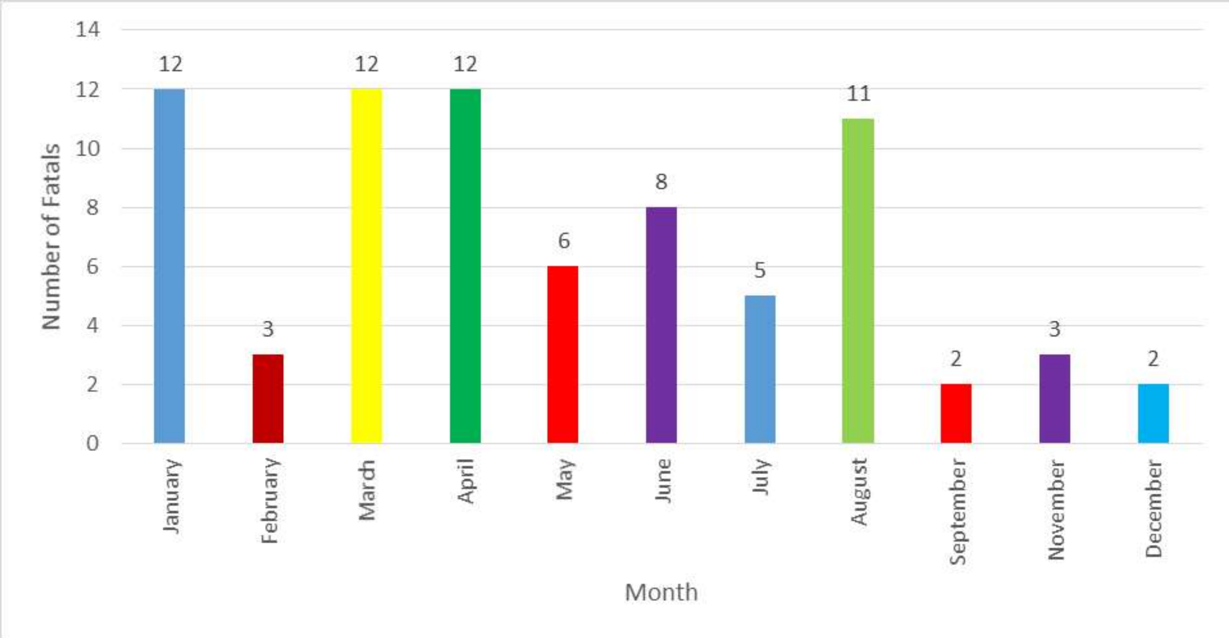

Figure 2.11: Fatal Injuries by Month of Accident, 2018

2.12 Short Term Benefits

A total of $4,247,424 short-term claims were paid in 2018. *Figure 2.12* shows percentage distribution of total amount paid to short term claims by type of benefit. Periodical Payments and Lump Sums, with 59.39 %, accounted for the biggest share of the total amount paid to short-term benefits followed by Periodical Payments and Lump Sums, with 40.28% and Funeral Expenses accounted for the remaining 0.33 %.

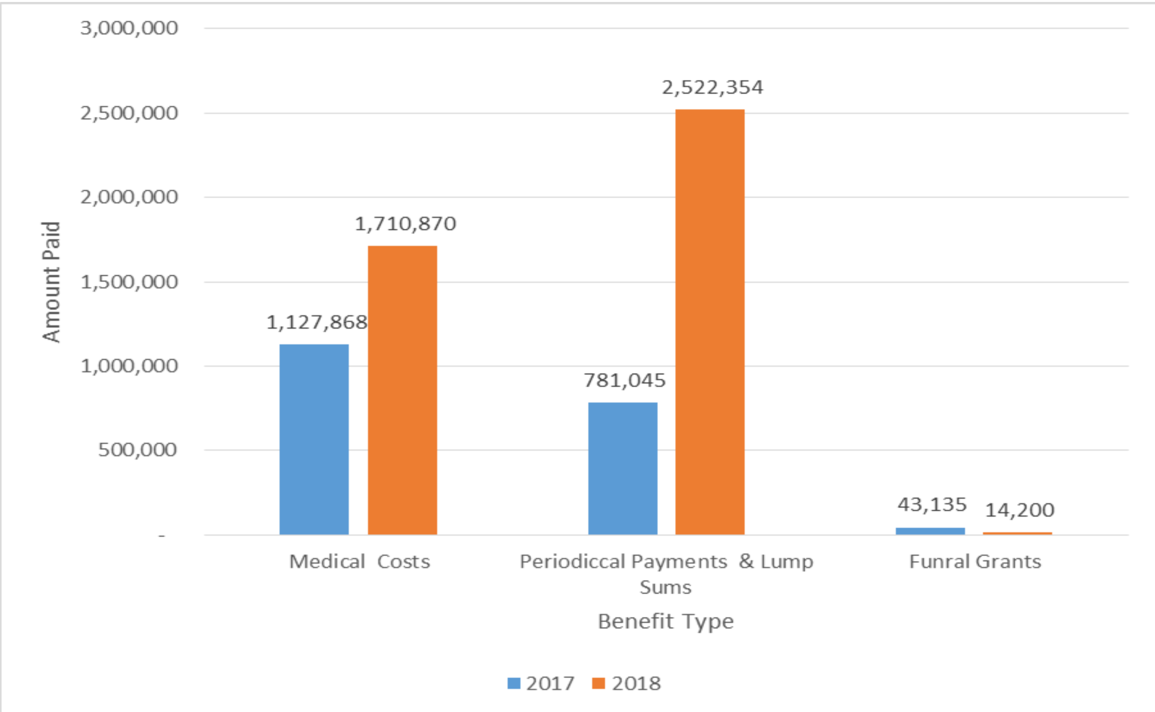

Figure 2.12: Percentage Distribution of Amount Paid to Short Term Claims by Type of Benefit 2018

2.13 Long Term Benefits

The total number of claims in payment in 2018 decreased by 7% from that of 2017. *Table 2.10* depicts the claims in payment in 2018. There were decreases in benefit types, with Children's Allowance recording the highest decrease of 20%, followed by Pneumoconiosis Workers' Pension with 10% and the lowest Worker's Pension with 8%.

Table 2.10: Number of Long Term Beneficiaries, 2017-2018

Type of Benefit	Number of Beneficiaries 2017	Number of Beneficiaries 2018	Percentage Change
Workers' Pension	2,770	2,550	-8%
Children's Allowance	2,598	2,090	-20%
Widow/Widower's Pension	3,465	3,528	2%
Dependants' Allowance	145	158	9%
Pneumoconiosis Workers' Pension	69	71	3%
Pneumoconiosis Children's Allowance	59	53	-10%
Pneumoconiosis Widow/Widower's Pension	205	216	5%
Total	9,311	8,666	-7%

2.14 Key Findings

- The insured labour was about 872,094 of which 78% were males.
- The highest occupational injury incidence rate of 11.4 was in the 15-19 years age group, followed by the 20-24 years age group.
- The incidence rate decreased from 6 in 2017 to 5 injuries per 1 000 insured workers in 2018.
- It was noted that incidence rates were higher for males than females.
- It was noted that incidence rates generally declined with age.
- Incidence rates by region ranged from about 2.3 in Harare to 13.0 in Bulawayo.
- The widowed had the highest incidence rate of 8.3 followed by the married with 7.7 and divorced with 4.3.
- Thirty four percent (34%) of the injured labour had 1 or 2 dependants, 31 % had 3 or 4 dependants and 28% had no dependants.
- The average earnings per month per person was $345.
- The top five industrial sectors with the highest incidence rates were; “Basic Metal Production” (26.42), “Other Manufacturing” (11.46), “Wood & Wood Products” (11.01), “Transport & Storage” (9.95) and “Mining & Quarrying” (8.58).
- The following industrial sectors had the lowest incidence rates: “Communication” (1.38), “Finance, Insurance & Real Estate Business Services” (2.12), “Textile & Leather” (2.76), “Personal Services” (2.96) and “Agriculture” (3.02“Personal Services” (2.96).
- The highest proportion of 37% was in “Production and Related Workers” occupational group followed by “Service Workers” with 16%.
- The first three leading types of injuries were: “Cuts, Abrasion, Bruises, and Lacerations” with 18.5%, “Contusions, Crushing, Blisters, Haematoma, and Swellings” with 16.0% and “Strains and Sprains” with 7.6%.
- The first three leading nature of injury by body part for those with “Cuts, Abrasion, Bruises, and Lacerations”, 7.9% were injured on “Fingers”, 3.1% on “Upper Limbs”, 3.1% on “Lower Limbs” and the remaining percentage was injured on other body parts.

- Workers were injured mainly during the following processes: “Handling, loading, lifting or carrying” (30%), “Walking or Stepping Up or Down” (13%), “With or Without Hand Tools” (13%) and “Road Transport or Movable Equipment” (8.4).

- For those who sustained “Strains and Sprains”, 26% were injured at “Warehouses Workshops, Factories, Foundries & Brickfields”, 24% “Inside Buildings, Living or Working Places” and the remaining at other places of work
- The top 5 industrial sectors with the highest incidence rates were “Basic Metal Production” (29), “Communication” (16.2), “Transport and Storage” (16.1), “Local Authorities” (16.1) and “Electricity Production” (15.3).
- Injuries occurred mostly in the following places: “Warehouse Workshops, Factories, Foundries, and Brickfields” (30%), “Inside Buildings, Living or Working Places” (16%), and “Public Roads and Streets Including Railway Lines” (16%).
- The types of accidents most associated with injuries were “Contact with Objects” (26%), “Falls of Persons” (17%), “Road Traffic Accidents” (14%), “Falls of Materials and Objects” (10%) and “Overexertion when lifting, pushing or pulling heavy objects” (9%.).
- Seventy six (76) of the 4,301 injuries were fatal constituting about 1% of injured insured labour force
- Harare (38%) had the highest proportion of fatal injuries, followed by Bulawayo with 12%. Masvingo region (10%), had the lowest proportion of fatal injuries.
- “Transport and Equipment Operators”, with 12 deaths emerged as the occupational group with the highest number of fatalities. This was followed by “Services” with 10.
- Twenty six percent (26%) of fatal injuries were due to “Contact with Objects”, while 17% were due to “Falls of Persons”.
- The number of fatal injuries ranged from 2, in September and December 2018 to a maximum of 12 deaths for the months January, March and April 2018.
- A total of $2,498,284 short-term claims were paid in 2018.
- Periodical Payments and Lump Sums, with 59.39 %, accounted for the biggest share of the total amount paid to short-term benefits.
- Long term claims decreased by 7% in 2018 compared to 2017.

Chapter

3

NATIONAL SOCIAL SECURITY AUTHORITY

Rehabilitation

3.0 Introduction

This chapter covers admissions to, and discharges from, the Workers' Compensation and Rehabilitation Centre located in Bulawayo for the period January 2018 to December 2018. During the period under review there were 323 admissions and 281 discharges. These were analysed on the basis of the following variables: month of admission/ discharge, region, sex, age at admission, industrial sector, occupation and nature of injury. In the case of discharges, percentage disability on discharge and date of discharge were also analysed.

3.1 Sex Distribution

The number of admissions increased from 272 in 2017 to 323 in 2018. Out of the total admissions in 2018, ninety four (90%) were males while the remaining six percent (10%) were females (see *Table 3.1*). The low number of female admissions may be attributed to the generally low number of females at risk as has already been indicated by incidence rates of 3.1 for females compared to 5.5 injuries per 1 000 for males in the previous chapter.

Table 3.1: Rehabilitation Centre Admissions and Discharges by Sex, 2018

Sex	Admissions	Percent	Discharges	Percent
Male	291	90.1%	251	77.7%
Female	32	9.9%	30	9.3%
Total	323	100.0%	281	87.0%

3.2 Age Distribution

The age distribution of workers admitted for rehabilitation is presented in *Table 3.2*. The highest number of workers admitted for rehabilitation was in the age group 40-44 years while the 70-74 years age groups had the lowest number of admissions.

Table 3.2: Age Distribution of Rehabilitated Workers at Admission, 2018

Age Banded	Admissions	Percent	Discharges	Percent
15 - 19	3	1.2%	2	0.6%
20 - 24	15	4.6%	12	3.7%
25 - 29	30	9.3%	27	8.4%
30 - 34	49	15.2%	41	12.7%
35 - 39	51	15.5%	44	13.6%
40 - 44	50	15.5%	43	13.3%
45 - 49	37	11.5%	32	9.9%
50 - 54	35	10.8%	32	9.9%
55 - 59	33	10.2%	31	9.6%
60 - 64	12	3.7%	9	2.8%
65 - 69	6	1.9%	6	1.9%
70 - 74	2	0.6%	2	0.6%
Total	323	100.0%	281	87.0%

3.3 Month of Admission and Discharge

Figure 3.1 shows the monthly fluctuations in the number of admissions and discharges. It is noted that the months of September (41) and June (37) were characterised by high admissions as compared to the other months. April (16) and December (12) had the lowest number of admissions compared to the other months. The variations in discharges tended to generally follow a similar pattern to that of admissions but they were always lower than the number of admissions. See *Appendix A*, *Table A17* for percentage distribution of admissions and discharges by month. The observed variation in the number of admissions and discharges by month could be an important parameter, which needs consideration when planning and budgeting for the Rehabilitation Centre.

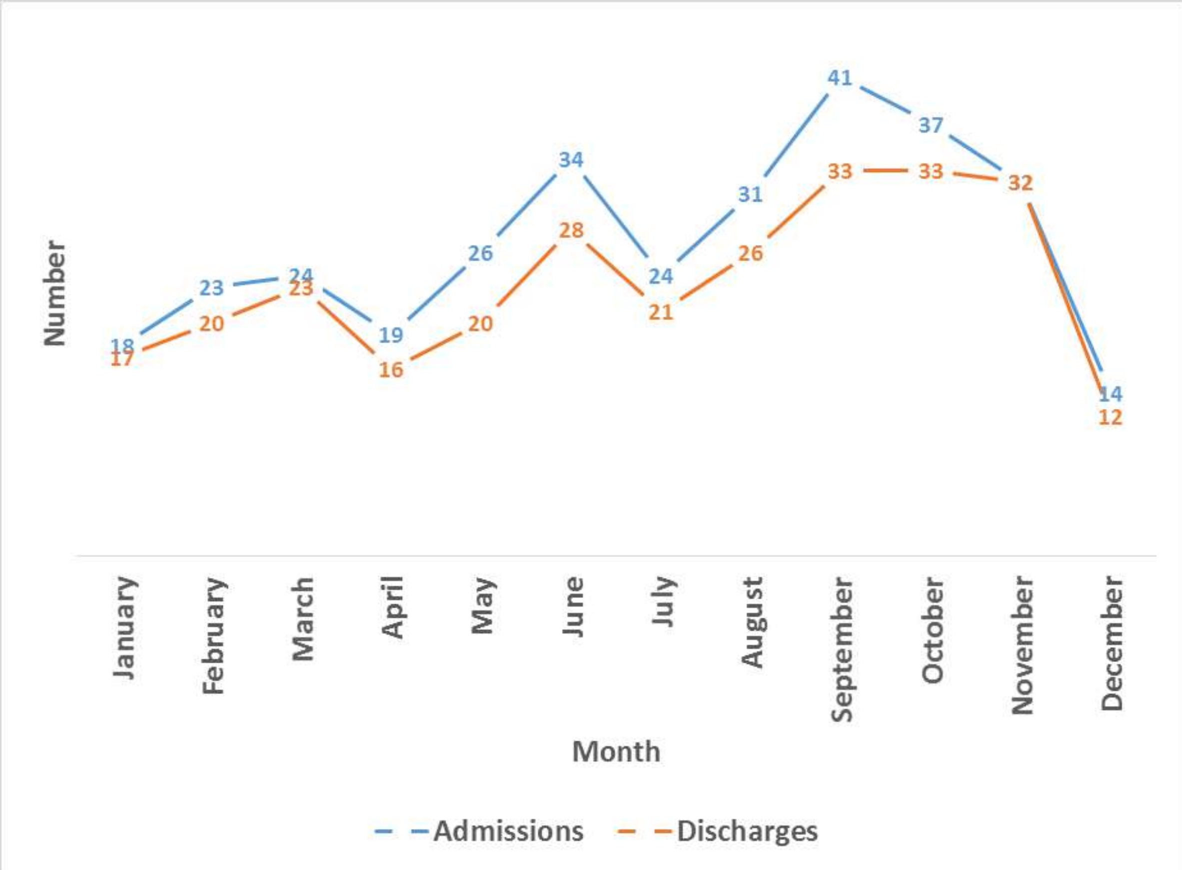

Figure 3.1: Distribution of Rehabilitation Admissions and Discharges by Month, 2018

3.4 Region

The region variable represents where the accident was reported. In most cases this is also where the accident occurred. Out of the 323 admissions, 195 were from Bulawayo region followed by Harare with 61, as shown in *Figure 3.2*. The other regions had less than 50 admissions each. Masvingo and Mutare had the lowest number of admissions to the Rehabilitation Centre with 10 and 6 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 3.3* for distance from regions to Rehabilitation Centre.)

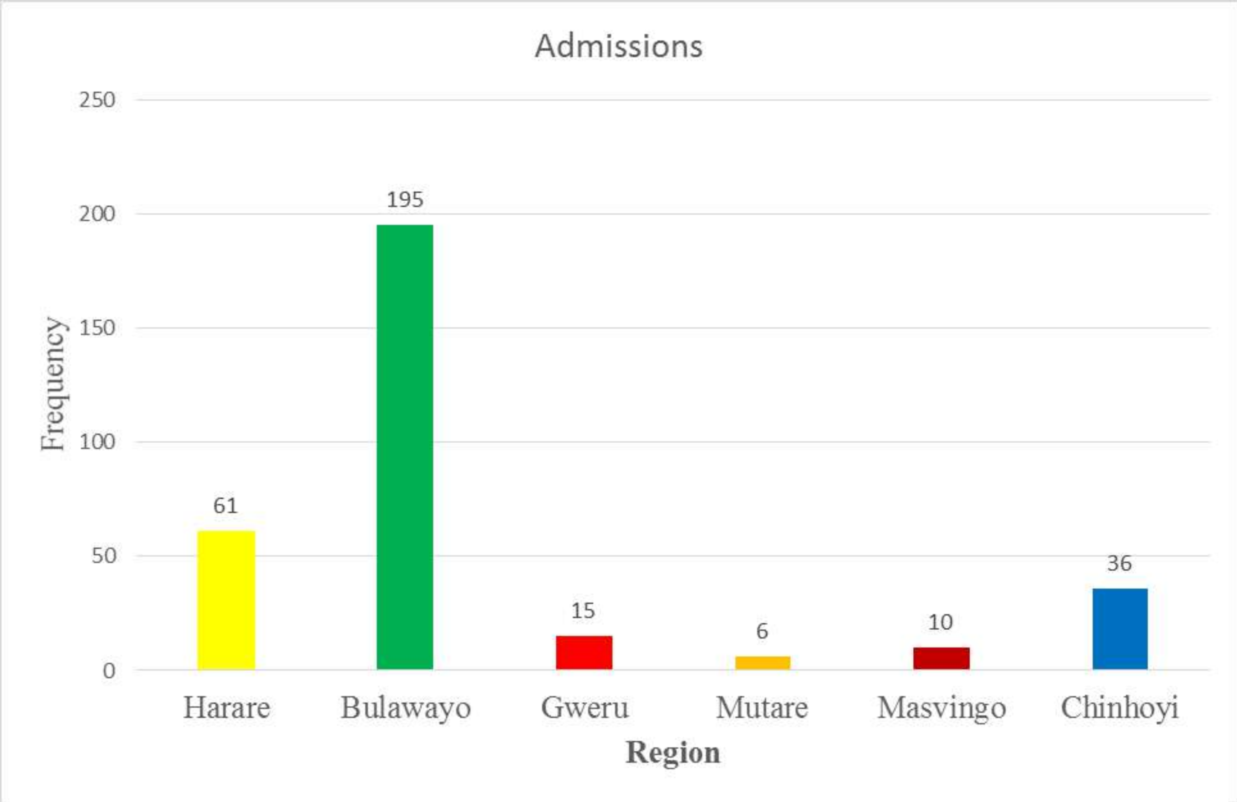

Figure 3.2: Number of Admissions to the Rehabilitation Centre by Region, 2018

3.5 Admission Period

Admission period refers to the number of days between date of admission and date of discharge. The admission period varies depending on a number of factors such as nature of injury, percentage disability on discharge and region. The average admission period for 2018 was 38 days (see *Table 3.3*). Mean admission period by region ranged from 30 days for Bulawayo region to 70 days for Masvingo region.

As shown in *Table 3.3,* there is a relationship between admission period and distance from the Rehabilitation Centre. This is because injured workers close to the Centre with less severe injuries are more likely to visit the Centre and be quickly discharged than those from distant regions. However, *Table 3.3* shows that there is a very close relationship between the period of stay and mean percentage disability on discharge. (See also *Table A18 (a) and A18 (b* in *Appendix A*.).Bulawayo has the least mean stay period (30days) is the least in comparison with the all other regions.

Table 3.3: Mean % Disability and Admission Period by Region, 2018

Region	Mean Percentage Disability	Admission Period Days	Distance[km]
Harare	1.98	40.34	439
Bulawayo	1.94	30.36	0
Gweru	1.93	47.73	164
Mutare	2.17	47.67	577
Masvingo	2.00	70.30	280
Chinhoyi	1.75	64.36	555
Total	1.93	38.40	

3.6 Industrial Sector

This section looks at admission rates by industrial sector.

3.6.1 Admission rates[4] by industrial sector

Figure 3.3 presents admission rates by industrial sector in order to investigate whether industrial sectors, which reported high accident incidence rates, made use of rehabilitation services provided by NSSA.

As shown in *Figure 3.3,* the highest admission rates were observed in the: "Basic Metal Production" (1.61),"Fabricated Metal Products (1.23),"Transport & Storage"(1.01), "Mining & Quarrying" (0.71), "Local Authorities" (0.66) ,"Electricity Production" (0.60) and "Textile Leather" (0.58).There is no strong relationship between admission rates and accident incidence rates by industrial sector.(*See Table A 19 in Appendix A).*

[4] 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.

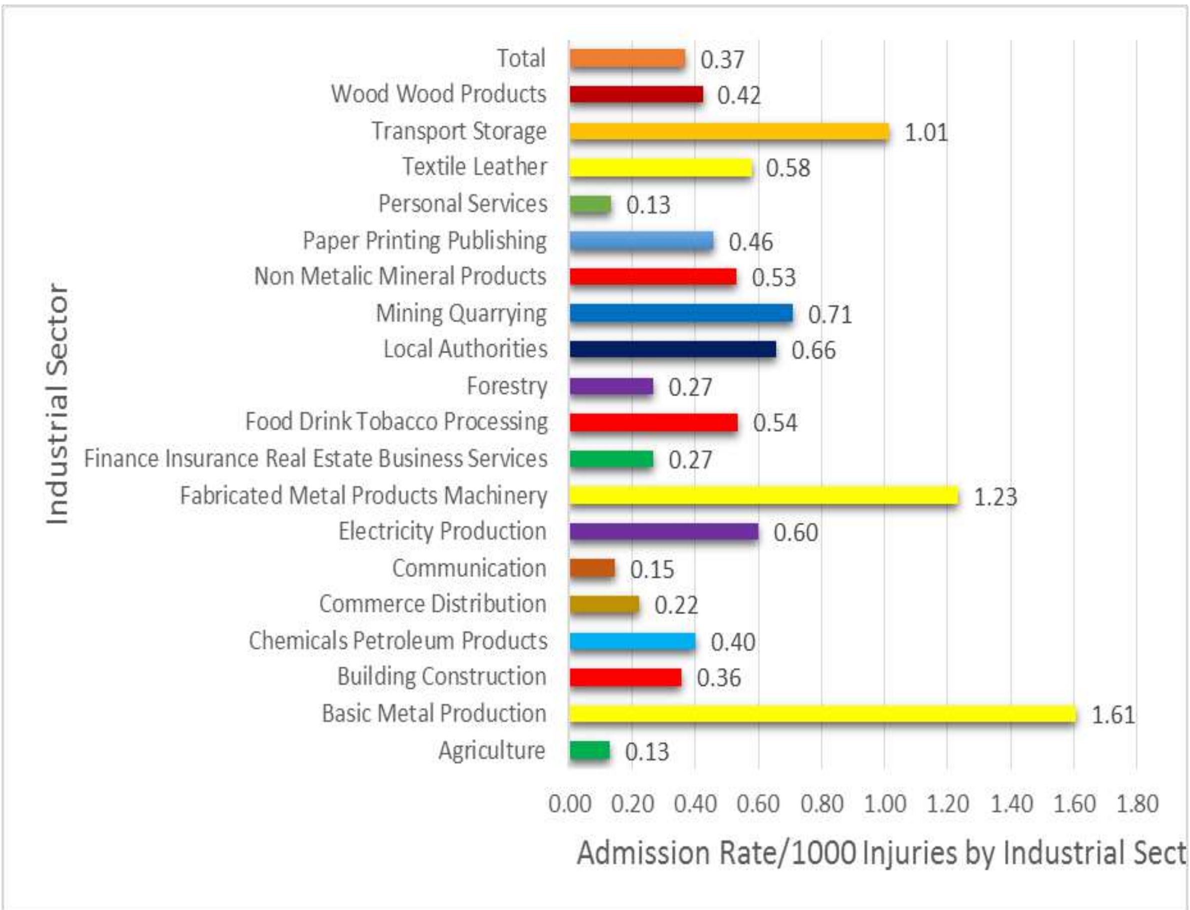

Figure 3.3: Admission Rate/ 1 000 injuries by Industrial Sector, 2018

3.6.2 Admissions and discharges by industrial sector

As shown in Table 3.4, the industrial sectors with the highest mean admission days were "Personal Services"(70 days), "Mining & Quarrying"(51days) "Local Authorities"(46 days), "Electricity Production" (45 days),and "Paper, Printing & Publishing" (43 days) (*See also Table A 20 in Appendix A).*

The "Wood & Wood Products" sector with 23 % had the highest mean percentage disability followed by "Personal Services" (11%), "Agriculture" (20 days), "Basic Metal Production" (9 %) and "Fabricated Metal Products & Machinery" with 9 % each. All the other industrial sectors had mean percentage disability not exceeding 9 %. *(See Table 3.4 below and Table A21 in Appendix A).*

Table 3.4: Mean Percentage Disability, Admission Period and Percentage Admissions/ Discharges by Industrial Sector, 2018.

Industrial Sector	Mean Admission Period(Days)	Mean Percent Disability	Admissions %	Discharges %
Agriculture	60	9.56	5.60%	5.00%
Forestry	17.5	5	0.60%	0.60%
Mining and Quarrying	50.61	8.46	14.20%	12.70%
Food, Drink and Tobacco Processing	17.52	6.31	9.00%	8.40%
Textile and Leather	27	5.85	4.00%	2.50%
Wood and Wood Products	6	22.67	0.90%	0.90%
Paper, Printing and Publishing	42.75	5	1.20%	0.90%
Chemicals and Petroleum Products	32.17	10.67	1.90%	1.50%
Non-metallic Mineral Products	62.8	6	1.50%	1.20%
Basic Metal Production	30.64	9.36	3.40%	3.10%
Fabricated Metal Products and Machinery	27.76	8.79	10.50%	9.00%
Electricity Production	45.27	4.18	3.40%	2.80%
Building and Construction	42.43	0.71	4.30%	3.70%
Finance, Insurance, Real Estate & Business Services	36.31	8.25	5.00%	4.30%
Commerce and Distribution	26.46	5.2	10.80%	9.90%
Transport and Storage	32.47	5	9.30%	7.70%
Local Authorities	46.42	6.38	7.40%	6.80%
Personal Services	70.45	10.7	6.20%	5.30%
Communication	14.5	10	0.60%	0.60%
Total	38.4	7.19	100.00%	87.00%

3.7 Occupation

“Administrative & Managerial Workers” Occupational Group Constituted 53 days of the mean admissions followed by “Professional, Technical and Related Workers” with (39 days),” Transport and Equipment Workers”, “Sales Workers” with (13days) each and “Agricultural, Animal Husbandry and Forestry” (21 days)”. (See *Table 3.5*). The lowest admission was recorded under “Clerical & Related Workers” accounting for 20days.

“Clerical & Related Workers” and “Service Workers” had the highest mean percentage disability on discharge of 11% followed by “Administrative & Managerial Workers” (9%).The “Production & Related Workers” and “Professional, Technical And Related

Workers" had 7% each. "Mining & Quarrying" had the lowest mean percentage disability of 2%. (*See Table 3.5*).

Table 3.5 shows that there was no strong relationship between mean admission period and mean percentage disability. Mean admission period by occupational group ranged from 20 days for "Clerical & Related Workers" to 53 days for "Administrative & Managerial Workers".

Table 3.5: Mean Percentage Disability, Admission Period and Percentage Admissions/ Discharges by Occupation, 2018.

Occupation Grouped	Mean Admission Period[Days]	Mean Percentage Disability	Admissions %	Discharges %
Professional, Technical And Related Workers	38.68	6.72	16.40%	13.60%
Administrative And Managerial	52.77	8.62	4.00%	3.10%
Clerical And Related	19.82	10.82	3.40%	3.10%
Sales	23.22	5.78	2.80%	2.80%
Service	44.3	10.58	12.40%	11.10%
Agricultural, Animal Husbandry And Forestry	21.2	4	1.50%	0.60%
Mining And Quarrying	15.93	1.8	4.60%	4.60%
Production And Related	45.4	7.33	42.10%	36.80%
Transport And Equipment Operators	23.17	5.24	12.70%	11.10%
Total	38.4	7.19	100.00%	87.00%

3.8 Nature of Injury

As shown in *Table 3.6* below, the nature of injury resulting in the highest mean admission period to the Rehabilitation Centre was "Paralysis" (121). This was followed by "Multiple Injuries" (42), "Contusions, crushings, blisters, haematoma and swellings" (41), "Foreign bodies, fragments or particles" (38) and "Cuts, abrasion, bruises, lacerations" (34). The other nature of injuries had less than 33 days each.

An analysis of admissions by distance from the Rehabilitation Centre proved that distance has an influence on the number of admissions. Table A20 in Appendix A shows that Harare and Bulawayo regions had admissions across almost all the different types of nature of injuries whereas the other regions were represented across a few categories of the nature of injury, which are critical. This shows that regions far from the Rehab Centre tend to send only critical cases.

Table 3.6: Mean Percentage Disability, Admission Period and Percentage Admissions/ Discharges by Occupation, 2018.

Nature of Injury	Mean Admissions Period[Days]	Mean Percentage Disability	Admissions %	Discharges %
Electric current, lighting and fire	29.67	4	0.90%	0.90%
Cuts, abrasion, bruises, lacerations	34	5.61	9.60%	8.40%
Contusions, crushings, blisters, haematoma, swellings	40.83	7.07	28.50%	24.50%
Burns from objects, radiation, chemicals etc.	15	6.67	0.90%	0.90%
Foreign bodies, fragments or particles	37.8	9.77	9.30%	8.70%
Stains, sprains	30.21	7.29	14.90%	13.30%
Paralysis	120.5	9.6	3.10%	3.10%
Dislocation	7.33	6.67	0.90%	0.90%
Fractures	32.87	7.24	13.90%	12.10%
Multiple injuries	42.08	7.5	14.90%	11.80%
Unspecified	15	2	3.10%	2.50%
Total	38.4	7.19	100.00%	87.00%

A cross tabulation of nature of injury by admission period is shown in *Table A 21* in *Appendix A.* It can be noted that 83% of the 323 admissions was admitted for a period of less than 1 month, 7.4 % for a period of 1 to less than 2 months, 1.5% for a period 2 to less than 3 months, 4 % for a period 3 to less than 6 months and the remaining 3.7 % for a period 6 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: “Foreign Bodies, Fragments Or Particles” (9.77), “Paralysis” (9.60), “Multiple Injuries” (7.50), “Strains and Sprains” (7.29) and “Fractures”(7.24).Percentage distribution of nature of injury by percentage disability on discharge is further presented in *Table A23* in *Appendix A.*

3.9 Hospital Utilization

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

In-patient daily average ranged from 27 rehabilitees in the fourth quarter to 39 rehabilitees in the first quarter. A similar pattern as that of in-patient daily average by quarter is also observed under percentage occupancy. Percentage occupancy ranged from 34% in the fourth quarter to 48% in the first quarter.

The average number of days a rehabilitee occupied a bed was highest during the first quarter at 58 and lowest during the fourth quarter at 33. 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 59 and highest during the second quarter at 67.

Given that the bed establishment stands at 80 and that percentage occupancy across all quarters was 40% and above except for quarter 3 and 4, it can safely be concluded that the Rehabilitation Centre was well utilised in 2018.

Table 3.6: Rehabilitation Centre Hospital Utilization Statistics by Quarter, 2018.

Quarter	Bed Occupancy	Admissions	Discharges	Days In Period	In Patient daily average	Average Stay	Turnover Factor	Turnover Interval	Percentage Occupancy
Q1	3,484	65	60	90	39	58	1	62	48
Q2	2,966	79	64	91	33	46	1	67	41
Q3	2,616	96	80	92	28	33	1	59	36
Q4	2,509	83	77	92	27	33	1	63	34
Total	11,575	323	281	365	32	41	4	63	40

3.10 Key Findings

- The number of admissions increased from 272 in 2017 to 323 in 2018, showing an increase in the utilisation of the Rehabilitation Centre.

- Out of the total admissions in 2018, ninety four percent (90%) were males while the remaining ten percent (10%) were females.

- The highest number of workers admitted for rehabilitation was in the age group 40-44 years.

- The months of September (41) and October (37) were characterised by high admissions as compared to the other months. April (16) and December (12) had the lowest number of admissions compared to the other months.
-
- The average admission period for 2018 was 38 days.
-
- The highest admission rates were observed in the: "Basic Metal Production" (1.61), "Fabricated Metal Products (1.23),"Transport & Storage" (1.01), "Mining & Quarrying" (0.71), "Local Authorities" (0.66), "Electricity Production" (0.60) and "Textile Leather" (0.58).
-
- The industrial sectors with the highest mean admission days were "Personal Services"(70 days), "Mining & Quarrying"(51days) "Local Authorities"(46 days), "Electricity Production" (45 days),and "Paper, Printing & Publishing" (43 days).
-
- "Administrative & Managerial Workers" Occupational Group Constituted 53 days of the mean admissions followed by "Professional, Technical and Related Workers" with (39 days)," Transport and Equipment Workers", "Sales Workers" with (13days) each and "Agricultural, Animal Husbandry and Forestry" (21 days)".
-
- "Clerical & Related Workers" and "Service Workers" had the highest mean percentage disability on discharge of 11% followed by "Administrative & Managerial Workers" (9%).The "Production & Related Workers" and "Professional, Technical And Related Workers" had 7% each.
-
- The highest mean admission period to the Rehabilitation Centre was "Paralysis" (121). This was followed by "Multiple Injuries" (42), "Contusions, crushings, blisters, haematoma and swellings" (41), "Foreign bodies, fragments or particles" (38) and "Fractures" (33).
-
- The top five natures of injuries with high mean percentage disability being: "Foreign Bodies, Fragments or Particles" (9.77), "Paralysis" (9.60), "Multiple Injuries" (7.50), "Strains and Sprains" (7.29) and "Fractures" (7.24).
-
- In-patient daily average ranged from 27 rehabilitees in the fourth quarter to 39 rehabilitees in the first quarter with the highest bed occupancy during the first quarter at 58 and lowest during the fourth quarter at 33.

Chapter

4

NATIONAL SOCIAL SECURITY AUTHORITY

Pensions and Other Benefits

4.1 Introduction

Chapter 4 presents an analysis of the statistics under the Pensions and Other Benefits Scheme for the year 2018. The analysis covers the total number of registered employers, active and inactive employers, complying and non- complying employers, and a comparison of active employers for the years 2016, 2017 and 2018. The report analyses the total number of insured labour force, active and inactive labour force and beneficiaries' data for both long term and short term benefits.

4.2 Employers' Statistics

4.2.1. Registered Employers*

In 2018 as shown in *Figure 4.1* below and *Table A25* in *Appendix A*, a total of 103,428 employers/companies were registered with NSSA, an increase of 9% from 95,100 in 2017 to 103,428 in 2018 registered employers/companies. Of the 103,428 employers across all the industrial sectors, "Agriculture" (19%) had the highest percentage followed by "Local Authorities" (17%), "Commerce & Distribution" (16%), "Personnel Services" (11%) and "Mining & Quarrying" (6%).

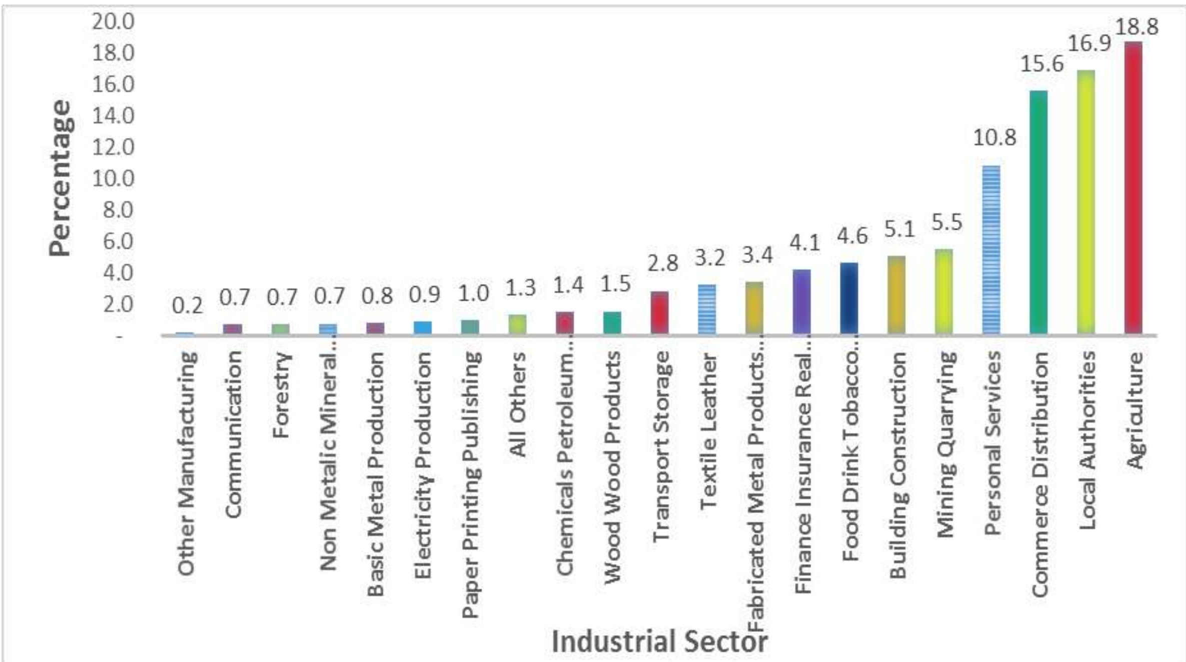

Figure 4.1: Percentage Distribution of Registered Employers

*This analysis includes both Active and Inactive employers

4.2.2. Active and Inactive Employers

Out of the 103,428 registered employers 74% were inactive, whereas in 2017, 68% of the registered employers were inactive. *Figure 4.2 below* and *Table A26* in *Appendix A* show that in all the stated Industrial Sectors, inactive employers outnumbered active employers. "Personal Services" (52%) had the highest proportion of active and inactive registered employers followed by "Electricity Production" (46%) while "Forestry" (10%) had the least proportion of active registered employers.

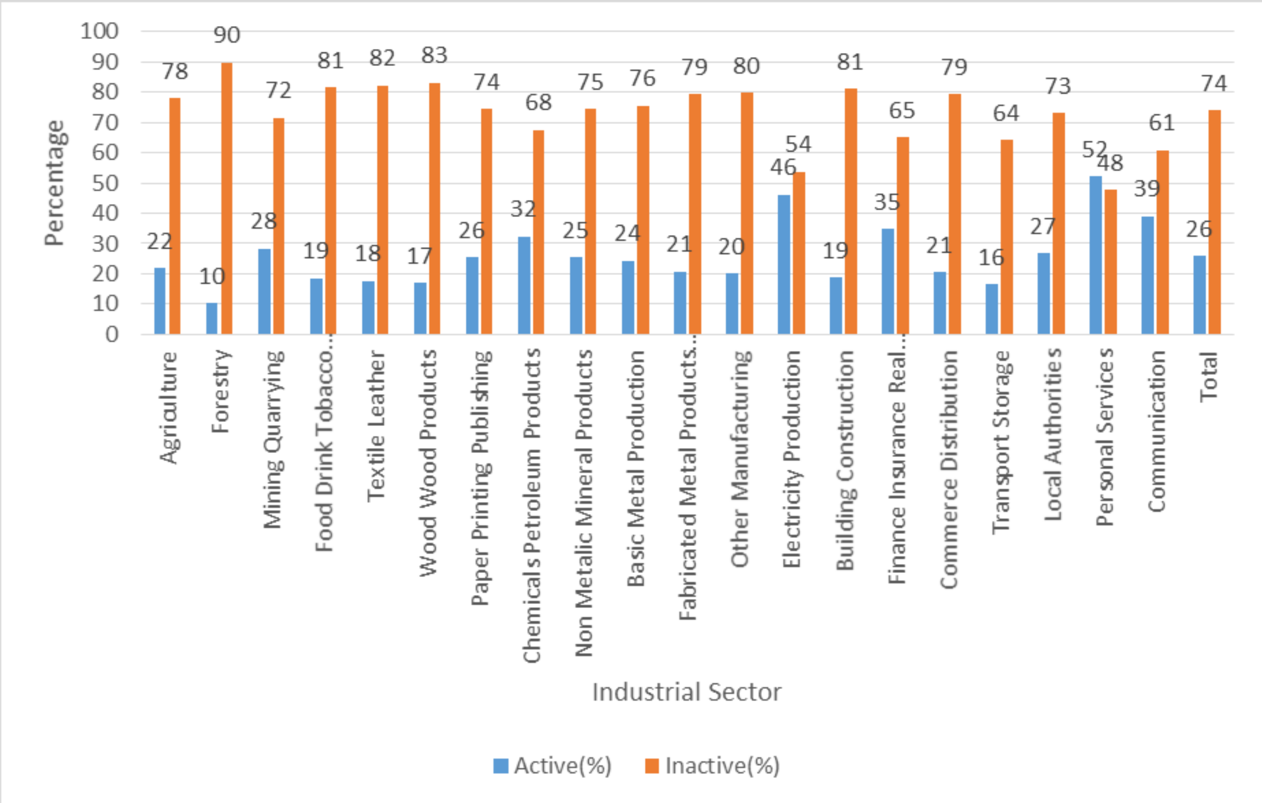

Figure 4.2: Active vs. Inactive Employers.2018

Figure. 4.3 below and *Table A26* in *Appendix A* show that "Commerce and Distribution" (30%) had the highest percentage of registered active employers followed by "Personal Services" (14%) and all the other sectors had less than 10% each as shown in

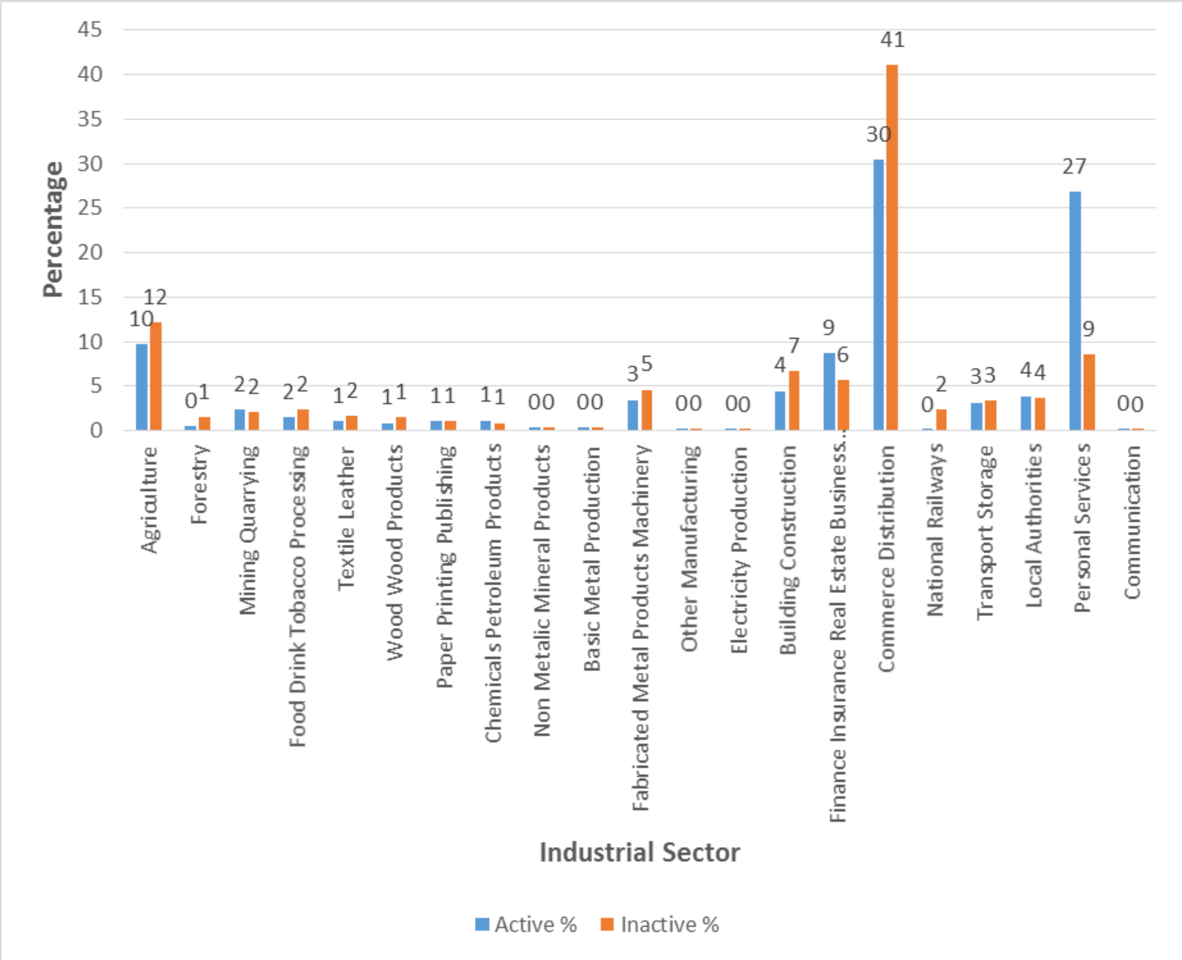

Figure 4.3: Percentage Distribution of Active vs. Inactive Employers, 2014.

4.2.3. Three year Active Employer Analysis

Figure 4.4 below shows the proportion of registered active employers from 2016 to 2018. The number of active employers increased by 1% from 29078 in 2016 to 30,152 in 2017 decreasing to 29864 by 1% in 2018. See also *Table A27* in *Appendix A*

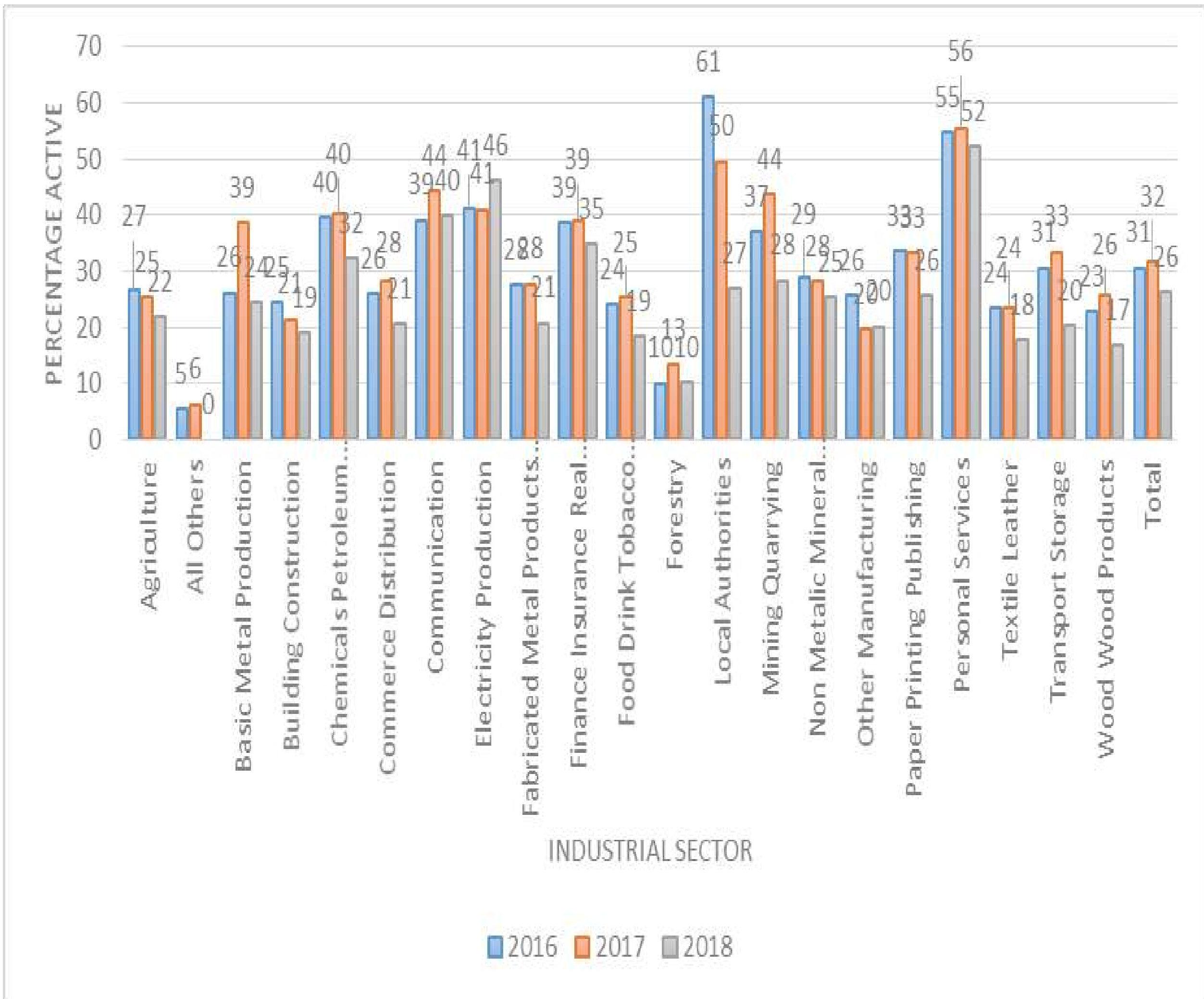

Figure 4.4: Three year percentage Analysis of Registered Active Employers by Industrial Sector.

4.3 Insured Labour Forces' Statistics

4.3.1. Registered Insured Labour Force

The year 2018 had a total of 3,188,190 workers registered with the NSSA. *Table 4.1* depicts that of the total number of registered workers, Harare (63%) had the highest number of workers with 29% of its workers in "Local Authorities" followed by "Commerce and Distribution" with 15%. In total "Local Authorities" had the highest percentage (19%), followed by "Agriculture" (15%).

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

Industrial Sector	Harare	Bulawayo	Gweru	Mutare	Masvingo	Chinhoyi	Not Stated	Totals
Agriculture	8.33	0.70	0.36	2.29	1.81	1.32	3.94	18.75
All Others	0.51	0.50	0.04	0.04	0.02	0.06	0.10	1.29
Basic Metal Production	0.17	0.11	0.40	0.00	0.01	0.01	0.06	0.76
Building Construction	3.19	0.54	0.22	0.14	0.18	0.13	0.67	5.07
Chemicals Petroleum Products	0.98	0.22	0.06	0.02	0.02	0.01	0.13	1.44
Commerce Distribution	9.64	2.19	0.58	0.66	0.54	0.45	1.54	15.60
Communication	0.53	0.04	0.02	0.02	0.01	0.01	0.04	0.67
Electricity Production	0.63	0.09	0.03	0.05	0.02	0.02	0.04	0.87
Fabricated Metal Products Machinery	1.95	0.74	0.11	0.09	0.06	0.06	0.38	3.38
Finance Insurance Real Estate Business Services	3.27	0.32	0.07	0.08	0.06	0.05	0.30	4.15
Food Drink Tobacco Processing	2.98	0.50	0.14	0.28	0.13	0.11	0.49	4.64
Forestry	0.16	0.02	0.00	0.44	0.00	0.01	0.06	0.70
Local Authorities	13.71	0.71	0.33	0.50	0.32	0.26	1.10	16.92
Mining Quarrying	1.68	0.98	0.73	0.29	0.62	0.74	0.44	5.48
Non Metallic Mineral Products	0.45	0.13	0.05	0.02	0.01	0.01	0.06	0.74
Other Manufacturing	0.14	0.01	0.00	0.00	0.00	0.00	0.03	0.20
Paper Printing Publishing	0.67	0.11	0.01	0.04	0.01	0.02	0.09	0.96
Personal Services	6.59	1.74	0.44	0.59	0.46	0.34	0.67	10.83
Textile Leather	1.91	0.62	0.12	0.05	0.04	0.15	0.30	3.20
Transport Storage	1.78	0.37	0.07	0.11	0.11	0.08	0.32	2.83
Wood & Wood Products	0.66	0.15	0.02	0.49	0.02	0.03	0.15	1.51
Total	59.95	10.78	3.82	6.23	4.45	3.85	10.91	100.00

4.3.2. Registered Active and Inactive Workers

Table 4.2 shows the age distribution of insured labour force. The age group 45-49 had the highest number of insured workers followed by the 40-44 age group. Overall, the number of inactive workers (1,856,609) was greater than that of active workers (1,331,581). *Figure 4.6* shows the number of active vs. inactive workers with respect to sex. Generally male workers are more than female workers.

Table: 4.2. Insured Labour Force: Age Distribution, 2018

Age Group	Males		Females		Total
	Active Males	Inactive Males	Active Females	Inactive Females	
15-19	3,901	25,822	945	5,168	35,836
20-24	41,786	11,827	12,555	3,618	69,786
25-29	105,180	38,084	36,156	12,379	191,799
30-34	149,996	74,612	61,810	26,546	312,964
35-39	163,298	133,039	71,139	44,591	412,067
40-44	157,064	203,045	59,901	54,565	474,575
45-49	147,825	275,162	54,563	61,036	538,586
50-54	80,311	151,391	39,332	38,014	309,048
55-59	49,384	115,954	23,949	29,182	218,469
60-64	26,669	126,192	9,777	26,227	188,865
65+	26,875	345,056	9,165	55,099	436,195
Total	952,289	1,500,184	379,292	356,425	3,188,190

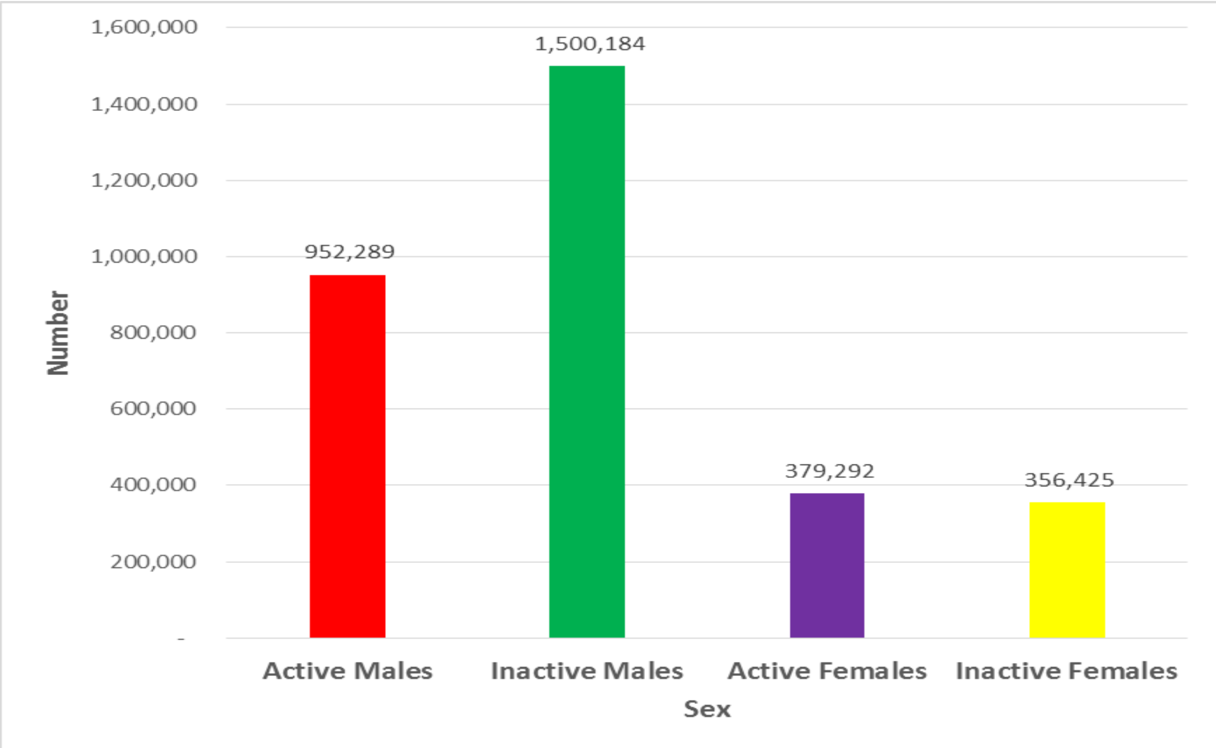

Figure 4.6: Active vs. Inactive Workers by Sex,2018

4.3.3. New and Ceased Cases

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

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

	Ceased Operation		New Registrations	
Industrial Sector	Employers	Employees	Employers	Employees
Agriculture	24	1,349	181	2,828
Forestry	33	351	90	273
Mining Quarrying	13	1,819	92	1,260
Food Drink Tobacco Processing	4	902	48	733
Textile Leather	6	305	22	169
Wood & Wood Products	12	43	34	190
Paper Printing Publishing	4	96	30	102
Chemicals Petroleum Products	8	94	43	187
Non Metallic Mineral Products	2	8	11	78
Basic Metal Production	-	30	12	192
Fabricated Metal Products Machinery	22	117	99	411
Other Manufacturing	-	11	1	-
Electricity Production	1	235	10	38
Building Construction	38	598	322	1,147
Finance Insurance Real Estate Business Services	31	234	229	1,131
Commerce Distribution	177	981	1,057	3,962
National Railways	-	709	1	1
Transport Storage	22	266	109	651
Local Authorities	6	630	11	66
Personal Services	81	360	608	3,119
Communication	-	131	13	79
Total	484	9,269	3,023	16,617

4.3.4. Mortality Rate among Insured Labour Force

Table 4.4 below shows that most death cases were reported in the age group 65+ years. High death rates in the elderly group has a negative impact on the scheme.

Table 4.4: Mortality by Age Group and Sex among Insured Workers

Age Group	Sex		Total
	Male	Female	
15-19	2	-	2
20-24	12	3	15
25-29	83	14	97
30-34	150	55	205
35-39	201	82	283
40-44	267	112	379
45-49	445	109	554
50-54	357	112	469
55-59	398	101	499
60-64	545	89	634
65+	1,748	145	1,893
Total	4,208	822	5,030

4.4 Beneficiaries Statistics

This section shows the beneficiaries' statistical data for the year 2018. The benefit types that exist are divided into two main groups, which are as follows:

- Short Term Benefits
    - Retirement Grant *(RG)*
    - Invalidity Grant *(IG)*
    - Survivor's Grant *(SG)*
    - Funeral Grant *(FG)*
- Long Term Benefits
    - Retirement Pension *(RP)*
    - Invalidity Pension *(IP)*
    - Survivor's Pension *(SP)*

4.4.1 Short Term Beneficiaries

The year 2018 saw the claims expenditure under the short term benefit increasing by 30% from $8,700,973 in 2017 to $11,299,808 in 2018.The year 2018 had the highest claims expenditure amounting to $6,749,830 for the three years. *Figure 4.7* shows a three year comparative analysis of short term claims expenditure for the years 2016, 2017 and 2018.

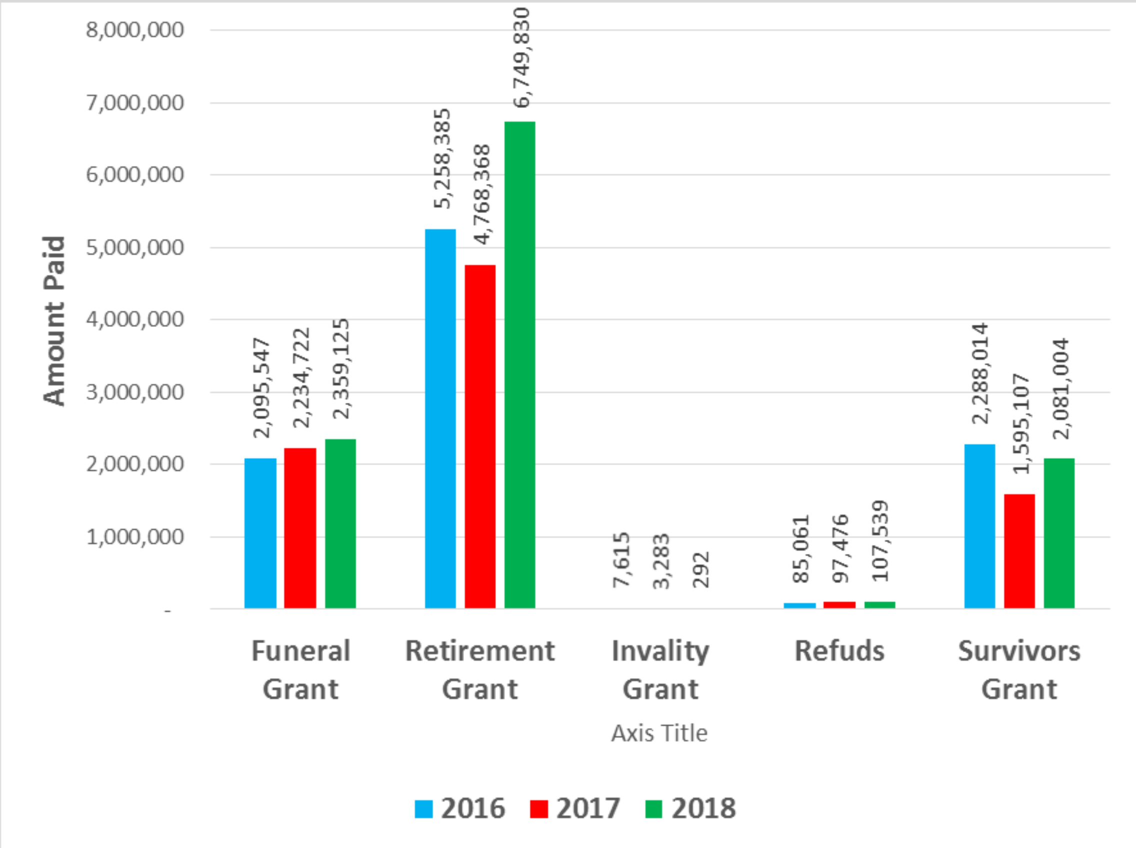

Figure 4.7: Three Year Comparison of Short Term Beneficiaries

4.4.2 Long Term Beneficiaries

The total number of claims registered and were in payment in 2018 increased by 18% from $139,847,688 in 2017 to $164,553,041 in 2018.*Table 4.4* below shows claims in payment for 2017 and 2018. The highest percentage change was recorded in Retirement Pension claims (40%).

Table 4.4: Long Term benefit claim

Benefit Type	Year		Percentage Change
	2017	**2018**	
Retirement Pension	75,550,417	105,482,219	40
Invalidity Pension	2,709,733	2,507,753	-7
Survivor's Pension	61,585,521	56,561,051	-8
Total	**139,847,688**	**164,553,041**	18

4.5 Key Findings

- 2018 had an increase of 9% registered employers from 2017, with a decrease in active employers (11%).
- The number of inactive workers (1,856,609) was greater than the number of active workers (1,331,581).
- A total of 3,188,190 employees were registered with NSSA in 2018.
- New registrations were more than those who ceased operations for both employers and employees.
- The highest death cases were reported in the age group 65+ years. High death rates in the elderly group has a negative impact on the scheme.
- Short Term claims expenditure increased in 2018 compared to 2017.

Chapter

5

NATIONAL SOCIAL SECURITY AUTHORITY

Occupational Safety and Health

5.0 Introduction

The Occupational Safety and Health (OSH) division promotes occupation safety and health in Zimbabwe. The division oversees the implementation of the Factories and Works Act Chapter14:08. This focuses on the activities of this division.

5.1. Surveys

The number of surveys increased by 23 from 1390 in 2017 to 1413 in 2018, as shown in Table 5.1.

Table 5.1: Surveys

Region	2017	2018	Variance	% Improvement
Harare	440	380	-60	-13.6
Bulawayo	344	297	-47	-13.7
Gweru	51	102	51	100.0
Mutare	141	111	-30	-21.3
Masvingo	268	386	118	44.0
Chinhoyi	146	137	-9	-6.2
Totals	**1390**	**1413**	**23**	

5.2 Teach-ins

As shown in Table 5.2, the number of teach-ins declined from 216 in 2017 to 190 in 2018.

Table 5.2: Teach-ins

Region	2017		2018		Variance [Teach-Ins]		Variance[Participants]	
	Teach-Ins	Participants	Teach-Ins	Participants	Number	%	Number	%
Harare	66	1421	60	1056	-6	-9.1	-365	-25.7
Bulawayo	52	947	37	739	-15	-28.8	-208	-22.0
Gweru	25	225	10	65	-15	-60.0	-160	-71.1
Mutare	32	1156	50	1754	18	56.3	598	51.7
Masvingo	22	334	10	113	-12	-54.5	-221	-66.2
Chinhoyi	19	303	23	659	4	21.1	356	117.5
Total	216	4386	190	4386	-26	-12.0	0	0.0

5.3 Basic Occupational Safety and Health Course

The number of basic training sessions conducted declined from 62 in 2017 to 59 in 2018, presumably due to economic challenges facing potential participants.

Table 5.3: Basic Occupational Safety and Health Course

Region	2017		2018		Variance [Teach-Ins]		Variance[Participants]	
	Teach-Ins	Participants	Teach-Ins	Participants	Number	%	Number	%
Harare	21	279	21	255	0	0.0	-24	-8.6
Bulawayo	17	289	10	152	-7	-41.2	-137	-47.4
Gweru	6	102	7	137	1	16.7	35	34.3
Mutare	6	103	5	50	-1	-16.7	-53	-51.5
Masvingo	10	132	12	130	2	20.0	-2	-1.5
Chinhoyi	2	100	4	60	2	100.0	-40	-40.0
Total	62	1005	59	784	-3	-4.8	-221	-22.0

5.4 OSH Assessments

The total number of occupational safety and health assessments increased from 2533 in 2017 to 2552 in 2018, although Harare and Mutare recorded decreases in output.

Table 5.4: Occupational Safety and Health Assessments

Region	2017	2018	Variance	% Improvement
Harare	1029	821	-208	-20.2
Bulawayo	574	630	56	9.8
Gweru	182	208	26	14.3
Masvingo	276	101	-175	-63.4
Mutare	253	343	90	35.6
Chinhoyi	219	449	230	105.0
Totals	**2533**	**2552**	**19**	

5.5 Establishment of Safety and Health Committees

There was a slight increase in the number of committees formed, as shown in Table 5.5.

Table 5.5: Establishment of Safety and Health Committees

Region	2017	2018	Variance	% Improvement
Harare	10	6	-4	-40.0
Bulawayo	5	4	-1	-20.0
Gweru	10	14	4	40.0
Mutare	6	6	0	0.0
Masvingo	4	4	0	0.0
Chinhoyi	2	5	3	150.0
Totals	**37**	**39**	**2**	

5.6 OSHMS Certifications/Re-Certifications

Occupational Safety and Health Management Systems (OSHMS) certifications and re-certifications declined, as this service requires a huge capital outlay. Only Chinhoyi region had an increase in the number of OSHMS certified companies.

Table 5.6: OSHMS Certifications/Re-Certifications

Region	2018	2017	Variance	% Improvement
Harare	2	4	-8	-80
Bulawayo	1	0	-4	-80
Gweru	1	2	-9	-90
Mutare	1	0	-5	-83.3
Masvingo	3	0	-1	-25
Chinhoyi	4	2	2	100
Total	12	8	-25	50

5.7 Accidents

There was an increase in the number of injuries and fatalities occurring in the country, contributing to an increase in the Lost Time Injury Frequency Rate (LTIFR), which was compounded by a decrease in the insured labour force. As shown Table 5.8, serious injuries increased from 5007 in 2017 to 5965 in 2018, while fatalities increased from 65 in 2017 to 70 in 2018.

Table 5.7: Accidents

Region	2017		2018		Variance[Serious		Variance[Fatalities]	
	Serious	Fatalities	Serious	Fatalities	Number	%	Number	%
Harare	2176	16	2623	16	447	20.5	0	0.0
Bulawayo	1291	14	1494	12	203	15.7	-2	-14.3
Gweru	430	9	551	6	121	28.1	-3	-33.3
Mutare	432	6	481	11	49	11.3	5	83.3
Masvingo	202	11	280	7	78	38.6	-4	-36.4
Chinhoyi	476	65	536	18	60	12.6	-47	-72.3
Total	5,007	121	5,965	70	958	19.1	-51	-42.1
Average Worker Population	834,139		742,732					
KTIFR	3		4.02					

5.8 Inspections

5.8.1 New Factory Registrations and Closures

As shown in Table 5.8, new factory registration decreased from 366 in 2017 to 233 in 2018. Likewise, closures decreased from 213 in 2017 to 114 in 2018.

Table 5.8: New Factory Registrations and Closures

Region	Registration	Closures	Total Factories	Revenue
Harare	128	30	2333	16,300
Bulawayo	32	38	677	2,700
Gweru	29	16	296	3,710
Mutare	10	4	346	20,500
Masvingo	10	12	227	1,110
Chinhoyi	24	14	262	3,700
TOTAL	**233**	**114**	**4141**	**48,020**
Last Year	**366**	**213**	**4022**	**62,000**

5.8.2 Factory Inspections

There was an increase in factory inspections from 5078 in 2017 to 5178 in 2018, as shown in Table 5.9. However, the number of complying factories decreased from 3244 in 2017 to 3187 in 2018, while that of non-complying factories increased from 1834 in 2017 to 1991 in 2018.

Table 5.9: Factory Inspections

Region	Inspections	Complying	Non Complying
Harare	2464	2177	287
Bulawayo	938	61	877
Gweru	445	408	37
Mutare	558	147	411
Masvingo	387	122	265
Chinhoyi	386	272	114
TOTAL	**5178**	**3187**	**1991**
Last Year	**5078**	**3244**	**1834**

5.8.3 Pneumoconiosis Inspections

As shown in Table 5.10, 962 pneumoconiosis inspections were conducted. Out of the 962 factories that were inspected, 427 were complying, while 535 were not complying.

Table 5.10: Pneumoconiosis Inspections

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**

5.8.4 Meetings and Visits

As shown in Table 5.1, there was an increase in the number of meetings and visits from 440 in 2017 to 525 in 2018.

Table 5.11: Meetings and visits

Region	Meeting	Other
Head Office	24	11
Harare	86	27
Bulawayo	112	4
Gweru	40	38
Mutare	135	14
Masvingo	84	30
Chinhoyi	44	2
TOTAL	**525**	**126**
Last Year	**440**	**162**

5.8.5 Construction Site Inspections

As shown in Table 5.15, there was an increase in construction site inspections from 401 in 2017 to 476 in 2018. There was a decrease in complying sites from 157 in 2017 to 147 in 2018, while there was an increase in non-complying sites from 244 in 2017 to 329 in 2018.

Table 5.12: Construction Sites Inspections

TIMES	No. of Sites	Inspections	Complying	Non Complying
Harare	0	123	97	26
Bulawayo	5	142	3	139
Gweru	0	51	19	32
Mutare	0	83	6	77
Masvingo	1	46	16	30
Chinhoyi	0	31	6	25
TOTAL	**6**	**476**	**147**	**329**
Last Year	**58**	**401**	**157**	**244**

5.9 Boilers

5.9.1 Registrations

The number of registered boilers declined from 14 in 2017 to 12 in 2018, as shown in Table 5.13. The number of discarded boilers declined sharply from 5331 in 2017 to 35 in 2018. The number of boilers in use decreased from 1072 in 2017 to 1052 in 2018.

Table 5:13: Boiler Registrations

Region	Registered	Discarded	TOOU	In Use	Total
Harare	8	14	17	714	731
Bulawayo	0	10	0	170	170
Gweru	1	0	22	34	56
Mutare	0	1	66	66	132
Masvingo	1	0	0	42	42
Chinhoyi	2	10	116	26	142
TOTAL[2018]	**12**	**35**	**221**	**1052**	**1273**
TOTAO[2017]	**14**	**5331**	**105**	**1072**	**1177**

5.9. 2 Inspections

As shown in Table 5.13, the number of boiler inspections decreased from 1524 in 2017 to 1503 in 2018. The number of complying boilers declined from 1133 in 2017 to 1009 in 2018, while that of non-complying boilers increased from 391 in 2017 to 494 in 2018.

Table 5.14: Boiler Inspections

Region	Inspections	Complying	Non Complying	Revenue
Harare	702	569	133	109,260
Bulawayo	251	96	155	39,450
Gweru	75	31	44	13,500
Mutare	259	146	113	38,100
Masvingo	83	67	16	27,540
Chinhoyi	133	100	33	14,790
TOTAL[2018]	**1503**	**1009**	**494**	**242,640**
TOTAL[2017]	**1524**	**1133**	**391**	**242,570**

5.10 Elevators

5.10.1 Registrations

As shown in Table 5.15, the number of elevator registrations declined from 31 in 2017 to 27 in 2018. The number of discarded elevators increased from 0 in 2017 to 61 in 2018. The number of elevators in use declined from 1349 in 2017 to 1336 in 2018.

Table 5.15: Elevator Registrations

Region	Registrations	Discarded	TOOU	In Use	Total
Harare	22	19	10	986	996
Bulawayo	3	42	0	297	297
Gweru	0	0	24	20	44
Mutare	1	0	0	31	31
Masvingo	0	0	0	3	3
Chinhoyi	1	0	17	-1	16
TOTAL	**27**	**61**	**51**	**1336**	**1387**
Last Year	**31**	**0**	**35**	**1349**	**1384**

5.10.2 Inspections

Elevator inspections increased slightly from 1413 in 2017 to 1419 in 2018. Complying elevators decreased from 1081 in 2017 to 959 in 2018, while non-complying elevators increased from 332 in 2017 to 460 in 2018.

Table 5.16: Elevator Inspections

Region	Inspection	Complying	Non Complying	Revenue
Harare	1019	842	177	130,894
Bulawayo	285	48	237	28,955
Gweru	40	5	35	1,680
Mutare	51	43	8	3,560
Masvingo	3	2	1	520
Chinhoyi	21	19	2	0
TOTAL	**1419**	**959**	**460**	**165,609**
Last Year	**1413**	**1081**	**332**	**184,378**

5.11 Occupational Accidents

5.11.1 Received

As shown in Table 5.17, there was an increase in the number of non-fatal accidents from 242 in 2017 to 337 in 2018. There was also an increase in fatal accidents from 12 in 2017 to 21 in 2018.

Table 5.17: Occupational Accidents

Region	2018	2017	Variance	% Improvement
Harare	2	4	-8	-80
Bulawayo	1	0	-4	-80
Gweru	1	2	-9	-90
Mutare	1	0	-5	-83.3
Masvingo	3	0	-1	-25
Chinhoyi	4	2	2	100
Total	12	8	-25	50

5.12 Health Services (OHS)

Table 5.18 shows the activities of the Medical Bureau for the year 2018 in comparison with those of the year 2017. There was an increase in the number of clinic audits from 107 in 2017 to 122 in 2017. Similarly, occupational health inspections increased from 110 in 2017 to 115 in 2018, while audited dressing accounts increased from 1586 in 2017 to 2035 in 2018. Coincidentally, occupational disease investigations were 123 for the two years under comparison.

Table 5.1: Summary of occupational health services activities

Activity	Target	Variance	2018	2017
Clinic Audits	192	-36.5%	122	107
Occupational Diseases Investigations	156	-21.2%	123	123
Occupational Health Inspections	216	-46.8%	115	110
Dressing Accounts Audited	1440	41.3%	2 035	1 586
Savings from Audited Dressing Accounts	-	-	$8 706.01	$9 286.41

As shown in Table 5.18, chest X-ray (CXR) and medical examinations decreased from 2,771 in 2017 to 2,351 in 2018. CXR only activities sharply declined form 1673 in 2017 to 169 in 2018. Screening audiometry increased from 1,011 in 2017 to 1,230 in 2018, while spirometry tests increased from 641 in 2017 to 1,155 in 2018. On the other hand, visual screening declined from 537 in 2017 to 119 in 2018.

Table 5.19: Summary of medical surveillance activities

PROCEDURE	MOBILE CLINIC	WILLOWVALE OCCUPATIONAL HEALTH CENTRE	2018	2017
CXR + Medical Exam			2 351	2 771
CXR Only			169	1 673
Screening Audiometry		1 030	1 230	1 011
Spirometry test		73	1 155	641
Visual Screening		39	119	537
Other			0	0
TOTAL		**1 142**	**5 024**	**6 633**

5.13 Key Findings

- The number of surveys increased by 23 from 1390 in 2017 to 1413 in 2018.
- The number of teach-ins declined from 216 in 2017 to 190 in 2018.
- The number of basic training sessions conducted declined from 62 in 2017 to 59 in 2018, presumably due to economic challenges facing potential participants.
- The total number of occupational safety and health assessments increased from 2533 in 2017 to 2552 in 2018, although Harare and Mutare recorded decreases in output.
- Occupational Safety and Health Management Systems (OSHMS) certifications and re-certifications declined, as this service requires a huge capital outlay. Only Chinhoyi region had an increase in the number of OSHMS certified companies.
- There was an increase in the number of injuries and fatalities occurring in the country, contributing to an increase in the Lost Time Injury Frequency Rate (LTIFR), which was compounded by a decrease in the insured labour force. Serious injuries increased from 5007 in 2017 to 5965 in 2018, while fatalities increased from 65 in 2017 to 70 in 2018.

- New factory registration decreased from 366 in 2017 to 233 in 2018. Likewise, closures decreased from 213 in 2017 to 114 in 2018.

- There was an increase in factory inspections from 5078 in 2017 to 5178 in 2018. However, the number of complying factories decreased from 3244 in 2017 to 3187 in 2018, while that of non-complying factories increased from 1834 in 2017 to 1991 in 2018.

- Nine hundred and sixty two (962) pneumoconiosis inspections were conducted. Out of the 962 factories that were inspected, 427 were complying, while 535 were not complying.

- There was an increase in the number of meetings and visits from 440 in 2017 to 525 in 2018.

- There was an increase in construction site inspections from 401 in 2017 to 476 in 2018. There was a decrease in complying sites from 157 in 2017 to 147 in 2018, while there was an increase in non-complying sites from 244 in 2017 to 329 in 2018.

- The number of registered boilers declined from 14 in 2017 to 12 in 2018. The number of discarded boilers declined sharply from 5331 in 2017 to 35 in 2018. The number of boilers in use decreased from 1072 in 2017 to 1052 in 2018.

- The number of boiler inspections decreased from 1524 in 2017 to 1503 in 2018. The number of complying boilers declined from 1133 in 2017 to 1009 in 2018, while that of non-complying boilers increased from 391 in 2017 to 494 in 2018.

- The number of elevator registrations declined from 31 in 2017 to 27 in 2018. The number of discarded elevators increased from 0 in 2017 to 61 in 2018. The number of elevators in use declined from 1349 in 2017 to 1336 in 2018.

- Elevator inspections increased slightly from 1413 in 2017 to 1419 in 2018. Complying elevators decreased from 1081 in 2017 to 959 in 2018, while non-complying elevators increased from 332 in 2017 to 460 in 2018.

- There was an increase in the number of non-fatal accidents from 242 in 2017 to 337 in 2018. There was also an increase in fatal accidents from 12 in 2017 to 21 in 2018.

Chapter

6

NATIONAL SOCIAL SECURITY AUTHORITY

Investments Statistics

6.0. Introduction

NSSA's POBS is a partially funded scheme and by its design generates surplus funds to invest. Investment of social security funds is a topic which demands the attention of board members, the CEO, and other persons in the organisation with investment responsibilities, since social security funds must be invested prudently and responsibly. The Guidelines for the Investment of Social Security Funds state that "… the investment of these funds can make a critical contribution to the financial sustainability of…social security systems. However, experience has also shown that the investment of reserve funds is not without risk. Imprudently or improperly invested reserve funds can yield negative real rates of return, or can disappear altogether." The generally accepted social security fund investments objectives are security, yield and social and economic utility. It is therefore prudent to have an optimal investment portfolio mix that maximises on returns subject to acceptable risk.

The year 2018 had challenges. It was characterised by a crippling liquidity crunch, worsening balance of payment position, sluggish economic growth coupled with closure of companies. Job loses, rising production costs, especially electricity and high borrowing costs relative to the region negatively affected the economic performance of the country. This chapter analyses the investments incomes for both AP & WC and POBS.

6.1. Investment Portfolio Structure

The NSSA Combined Investment Portfolio is mainly made up of the following assets: Equity, Prescribed Assets, Money Market, Real Estate, Housing and Empowerment. The assets were invested as depicted in *Table 6.1.*

Table: 6.1: Short - Term and Long - Term Portfolio Mix as at 31 December 2018, NSSA

	30-Dec-18		
POBS	**TARGET**	**ACTUARIAL**	**ACTUAL**
ASSET CLASS			
PROPERTY(Inc. Housing)	40%	30%-40%	24.9%
EQUITY	25%	30%-40%	27.4%
SHORT -MEDIUM TERM ASSETS	35%	5%-15%	47.6%
APWCS	**TARGET**	**ACTUARIAL**	**ACTUAL**
ASSET CLASS			
PROPERTY(Inc. Housing)	35.0%	**	16.0%
EQUITY	27.5%	**	42.8%
SHORT -MEDIUM TERM ASSETS	37.5%	**	41.2%

****Actuarial figures not available.**

6.2. Total Investment Fund

The total investment fund (market value) was US$2,688 million as at 31st December 2018 an increase of 116% from US$1,244 million in 2017. *Figure 6.1* below shows the changes in the fund value.

Figure 1: Investment Fund Market Value, NSSA, 2018

6.3. Investment Income

Figure 6.2 below shows the investment income by month in 2018. The highest dividends were received in April, July and October 2018.

Table 6.2: Investment Income by Month, NSSA, 2018

Asset Mix	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Money Market	202.36	69.5	110.87	90.38	50.01	42.79	127.19	214.33	114.48	217.57	162	131.08
Long Term	423.07	133.67	581.67	174.89	194.18	186.1	146.67	275.16	91.48	874.6	372.17	109.13
Prescribed Assets	92.6	99.76	555.26	116.28	2788.26	1004.53	1491.62	1609.83	1411.49	1698.52	1412.63	1431.39
Rental Income	570.26	107.41	584.37	566.94	563.17	598.02	554.11	561.83	575.39	578.57	587.49	571.95
Dividends	151.59	349.41	126.87	3578.28	1439.41	1357.11	2085.85	1392.29	1828.56	13338.83	2550.77	8.67
Total	1439.88	759.76	1959.04	4526.77	6035.03	3188.55	4405.45	4053.44	4021.4	16708.09	5085.06	2252.22

6.4. Investments Performance

The total combined asset mix for the portfolio was 51% for Equity, Prescribed Assets (19%), Money Market (15%), Real Estate (12%) and Housing (4%).The total portfolio fund was US$1,596 billion. The highest return on investments was from the Equities Market (27.85%). The total weighted rate of return was 16.59 % as shown by Table 6.3, weighed down by equity investment.

Table 6.3: Investment Performance, NSSA, 2018

NATIONAL SOCIAL SECURITY AUTHORITY				
COMBINED FUNDS				
31 DECEMBER	31-Dec-18			
	MARKET VALUE			
		WEIGHT	RETURN	(W x R)
Equities	808,186,152	0.51	27.85	14.1
Prescribed assets	302,648,279	0.19	6.02	1.14
Money Market	233,489,591	0.15	5.37	0.79
Real Estate	193,472,341	0.12	4.67	0.57
Housing	58,408,356	0.04	-	-
	1,596,204,719	1	43.91	16.59

6.5. Key Findings

- The total investment market value increased by 116% in 2018.
- The NSSA portfolio fund was US$1,596 billion as at 31 December 2018.
- The total weighted return on investments was 16.59%.

Appendix A: Tables

Table A1: Insured labour, Injuries and Incidence Rates by Age Group and Region, 2018.

Age Group	HARARE	BULAWAYO	GWERU	MUTARE	MASVINGO	CHINHOYI	Total
15-19	1,629	417	164	637	273	204	3,324
20-24	25,597	5,805	2,169	4,451	4,866	2,506	45,394
25-29	55,608	12,299	4,225	6,261	7,229	5,966	91,588
30-34	79,004	16,629	5,990	8,427	9,414	8,035	127,499
35-39	88,113	18,106	6,604	9,975	11,409	8,857	143,064
40-44	91,737	16,533	6,231	9,128	12,531	7,881	144,041
45-49	92,725	16,779	6,306	8,547	10,621	7,926	142,904
50-54	46,671	11,052	3,313	4,216	4,853	3,668	73,773
55-59	27,424	7,953	2,417	2,917	3,396	2,372	46,479
60-64	15,230	4,171	1,503	1,521	2,417	1,237	26,079
65+	16,017	3,636	1,366	3,200	2,251	1,479	27,949
Total	539,755	113,380	40,288	59,280	69,260	50,131	872,094
Injuries							
15-19	7	18	2	9	-	2	38
20-24	118	139	51	43	22	38	411
25-29	184	229	73	55	30	57	628
30-34	225	249	88	58	38	79	737
35-39	226	249	60	91	44	80	750
40-44	187	186	65	86	40	73	637
45-49	138	138	48	52	29	42	447
50-54	83	115	28	47	16	25	314
55-59	46	84	23	19	12	10	194
60-64	23	53	20	12	4	5	117
65+	6	14	3	3	1	1	28
Total	1,243	1,474	461	475	236	412	4,301
Incidence Rate							
15-19	4.30	43.17	12.20	14.13	-	9.80	11.43
20-24	4.61	23.94	23.51	9.66	4.52	15.16	9.05
25-29	3.31	18.62	17.28	8.78	4.15	9.55	6.86
30-34	2.85	14.97	14.69	6.88	4.04	9.83	5.78
35-39	2.56	13.75	9.09	9.12	3.86	9.03	5.24
40-44	2.04	11.25	10.43	9.42	3.19	9.26	4.42
45-49	1.49	8.22	7.61	6.08	2.73	5.30	3.13
50-54	1.78	10.41	8.45	11.15	3.30	6.82	4.26
55-59	1.68	10.56	9.52	6.51	3.53	4.22	4.17
60-64	1.51	12.71	13.31	7.89	1.65	4.04	4.49
65+	0.37	3.85	2.20	0.94	0.44	0.68	1.00
Total	**2.3**	**13.0**	**11.4**	**8.0**	**3.4**	**8.2**	**4.9**

Table A2: Incidence Rates by Marital Status and Sex, 2018.

Marital Status	Male Insured Labour	Male Injuries	Male IR	Female Insured Labour	Female Injuries	Female IR	Total Insured Labour	Total Injuries	Total IR
Single	342,477	816	2	112,942	261	2.3	455,419	1,077	2.4
Married	328,926	2,818	9	70,626	277	3.9	399,552	3,095	7.7
Widowed	1,844	25	14	5,891	39	6.6	7,735	64	8.3
Divorced	4,752	21	4	4,227	18	4.3	8,979	39	4.3
Not stated	-	24	-	-	2	-	409	26	-
Total	**677,999**	3,704	**5.5**	**193,686**	**597**	**3.1**	**872,094**	**4,301**	**4.9**

(a) Table A 3a: Percentage Distribution of Injured Persons by Number of Dependants and Marital Status, 2018.

Dependants Grouping	Marital Status: Not stated	Single	Married	Widowed	Divorced	Total
0	1.6%	67.5%	27.4%	2.6%	1.0%	100.0%
1-2	0.3%	14.5%	82.2%	1.6%	1.4%	100.0%
3-4	0.2%	3.3%	95.5%	0.8%	0.3%	100.0%
5-6	-	1.7%	97.6%	-	0.7%	100.0%
7-8	-	9.1%	90.9%	-	-	100.0%
9+	-	11.1%	77.8%	-	11.1%	100.0%
Total	0.6%	25.0%	72.0%	1.5%	0.9%	100.0%

(b) Table A3b: Distribution of Injured Persons by Number of Dependants and Marital Status, 2018.

Dependants Grouped	Marital Status: Not stated	Single	Married	Widowed	Divorced	Total
0	19	815	331	31	12	1,208
1-2	5	209	1,183	23	20	1,440
3-4	2	44	1,261	10	4	1,321
5-6	-	5	283	-	2	290
7-8	-	3	30	-	-	33
9+	-	1	7	-	1	9
Total	26	1,077	3,095	64	39	4,301

Table A 4: Mean Earnings (US$) per Month and Injury Incidence Rate by Age Group, 2018.

Age Group	Mean Earnings	Number	Incidence Rate per 1000
15-19	590.4	38	11.4
20-24	240.1	411	9.1
25-29	283.7	628	6.9
30-34	342.3	737	5.8
35-39	352.3	750	5.2
40-44	334.1	637	4.4
45-49	378.4	447	3.1
50-54	415.8	314	4.3
55-59	411.6	194	4.2
60-64	511.6	117	4.5
65+	625.0	28	1.0
Total	345.4	4301	4.9

Table A 5: Mean Earnings (US$) per Month and Number Injured by Industrial Sector, 2018.

Industrial Sector	Mean Earnings	Insured Labour	Number of Injuries	Incidence Rate
Electricity Production	173	139,138	423	3
Finance Insurance Real Estate & Business Services	152	7,520	33	4
Transport & Storage	407	64,790	556	9
Communication	309	54,125	330	6
Mining and Quarrying	254	22,497	62	3
Local Authorities	236	7,083	78	11
Building & Construction	421	8,714	43	5
Paper, Printing & Publishing	333	14,904	62	4
Fabricated Metal Products Machinery	689	9,406	31	3
Personal Services	314	6,851	181	26
Food Drink Tobacco Processing	336	27,547	216	8
Basic Metal Production	306	1,919	22	11
Commerce & Distribution	598	18,340	147	8
Chemicals & Petroleum Products	377	39,126	126	3
Textile & Leather	512	59,887	127	2
Wood & Wood Products	284	156,865	787	5
Other Manufacturing	376	29,634	295	10
Non-metallic mineral Products	438	36,568	322	9
Forestry	364	148,792	441	3
Agriculture	629	13,748	19	1
All Others	-	4,640	-	-
All Industries Average	345	872,094	4,301	5

Table A 6: Incidence Rates by Industrial Sector and Sex, 2018.

Industrial Sector	Males			Females			Total		
	Insured Labour	Injuries	IR	Insured Labour	Injuries	IR	Insured Labour	Injuries	IR
Agriculture	105,592	329	3.1	33,546	94	2.8	139,138	423	3.0
Basic Metal Production	6,448	181	28.1	403	-	-	6,851	181	26.4
Building Construction	36,245	119	3.3	2,881	7	2.4	39,126	126	3.2
Chemicals Petroleum Products	12,832	54	4.2	2,072	8	3.9	14,904	62	4.2
Commerce Distribution	112,724	638	5.7	44,141	149	3.4	156,865	787	5.0
Communication	10,344	18	1.7	3,404	1	0.3	13,748	19	1.4
Electricity Production	16,040	128	8.0	2,300	19	8.3	18,340	147	8.0
Fabricated Metal Products Machinery	25,182	210	8.3	2,365	6	2.5	27,547	216	7.8
Finance Insurance Real Estate Business Services	38,820	100	2.6	21,067	27	1.3	59,887	127	2.1
Food Drink Tobacco Processing	46,589	288	6.2	7,536	42	5.6	54,125	330	6.1
Forestry	5,951	27	4.5	1,569	6	3.8	7,520	33	4.4
Local Authorities	26,089	227	8.7	10,479	95	9.1	36,568	322	8.8
Mining Quarrying	60,205	547	9.1	4,585	9	2.0	64,790	556	8.6
Non Metalic Mineral Products	8,612	29	3.4	794	2	2.5	9,406	31	3.3
Other Manufacturing	1,405	21	14.9	514	1	1.9	1,919	22	11.5
Paper Printing Publishing	6,988	36	5.2	1,726	7	4.1	8,714	43	4.9
Personal Services	105,789	345	3.3	43,003	96	2.2	148,792	441	3.0
Textile Leather	16,029	55	3.4	6,468	7	1.1	22,497	62	2.8
Transport Storage	26,153	280	10.7	3,481	15	4.3	29,634	295	10.0
Wood & Wood Products	6,143	72	11.7	940	6	6.4	7,083	78	11.0
All Others	4,041	-	-	599	-	-	4,640	-	-
Total	**678,221**	**3,704**	**5.5**	**193,873**	**597**	**3.1**	**872,094**	**4,301**	**4.9**

Table A 7: Distribution of Injured Population by Industrial Sector and Region, 2018

Industrial Sector	Region						Total
	Harare	Bulawayo	Gweru	Mutare	Masvingo	Chinhoyi	
Agriculture	128	27	30	112	47	79	423
Forestry	3	1	3	26	-	-	33
Mining and Quarrying	46	266	65	9	55	115	556
Food Drink Tobacco Processing	114	145	7	45	4	15	330
Textile & Leather	14	28	5	-	-	15	62
Wood & Wood Products	12	10	1	53	1	1	78
Paper, Printing & Publishing	19	18	1	3	2	-	43
Chemicals & Petroleum Products	38	18	4	-	-	2	62
Non-metallic mineral Products	8	21	1	-	-	1	31
Basic Metal Production	10	70	99	-	2	-	181
Fabricated Metal Products Machinery	46	145	12	8	3	2	216
Other Manufacturing	11	11	-	-	-	-	22
Electricity Production	27	60	16	7	12	25	147
Building & Construction	25	46	7	10	4	34	126
Finance Insurance Real Estate & Business Services	68	33	5	8	4	9	127
Commerce & Distribution	284	252	63	96	32	60	787
Transport & Storage	95	124	43	12	7	14	295
Local Authorities	120	73	33	43	34	19	322
Personal Services	169	125	58	41	28	20	441
Communication	6	1	8	2	1	1	19
Total	**1,243**	**1,474**	**461**	**475**	**236**	**412**	**4,301**

Table A 8: Percent Distribution of Injured Population by Industrial Sector and Occupation, 2018

Industrial Sector	Occupation Grouped											
	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	Total	Number
Communication	26.30%	5.30%	0.00%	0.00%	10.50%	0.00%	0.00%	36.80%	5.30%	15.80%	100.00%	19
Personal Services	9.30%	6.30%	2.00%	0.90%	56.50%	2.70%	0.50%	12.20%	9.30%	0.20%	100.00%	441
Local Authorities	9.90%	2.50%	3.40%	0.90%	32.30%	6.50%	0.30%	34.50%	5.90%	3.70%	100.00%	322
Transport & Storage	18.60%	1.00%	1.40%	1.70%	5.80%	4.10%	0.30%	26.40%	40.30%	0.30%	100.00%	295
Commerce & Distribution	5.60%	2.70%	1.90%	9.40%	21.30%	9.40%	0.30%	42.80%	5.20%	1.40%	100.00%	787
Finance Insurance Real Estate & Business Services	8.70%	8.70%	6.30%	0.80%	11.80%	8.70%	0.80%	36.20%	17.30%	0.80%	100.00%	127
Building & Construction	13.50%	1.60%	0.80%	0.00%	4.00%	6.30%	4.00%	57.90%	7.90%	4.00%	100.00%	126
Electricity Production	25.90%	4.10%	7.50%	1.40%	3.40%	2.70%	0.70%	25.90%	4.10%	24.50%	100.00%	147
Other Manufacturing	9.10%	4.50%	0.00%	0.00%	4.50%	13.60%	0.00%	63.60%	4.50%	0.00%	100.00%	22
Fabricated Metal Products Machinery	15.70%	0.50%	0.00%	1.40%	3.70%	3.20%	0.90%	71.80%	2.80%	0.00%	100.00%	216
Basic Metal Production	24.90%	0.00%	0.006	0.028	0.00%	0.05	0.044	0.602	0.022	0.00%	100.00%	181
Non-metallic mineral Products	9.70%	0.00%	0.00%	0.00%	0.00%	0.129	0.00%	0.71	0.065	0.00%	100.00%	31
Chemicals & Petroleum Products	8.10%	4.80%	1.60%	3.20%	14.50%	6.50%	3.20%	53.20%	4.80%	0.00%	100.00%	62
Paper, Printing & Publishing	7.00%	0.00%	0.093	0.093	0.14	0.023	0.023	0.465	0.093	0.00%	100.00%	43
Wood & Wood Products	12.80%	1.30%	0.00%	0.00%	5.10%	29.50%	0.00%	44.90%	5.10%	1.30%	100.00%	78
Textile & Leather	11.30%	0.00%	0.00%	0.00%	0.016	0.00%	0.00%	0.855	0.016	0.00%	100.00%	62
Food Drink Tobacco Processing	10.60%	1.20%	1.20%	5.80%	3.90%	16.10%	0.00%	54.20%	6.40%	0.60%	100.00%	330
Mining and Quarrying	14.00%	1.10%	0.70%	0.40%	2.70%	2.00%	55.40%	19.80%	4.00%	0.00%	100.00%	556
Forestry	9.10%	6.10%	3.00%	0.00%	9.10%	51.50%	0.00%	9.10%	12.10%	0.00%	100.00%	33
Agriculture	4.50%	0.90%	1.40%	0.20%	10.20%	52.70%	0.90%	25.30%	3.80%	0.00%	100.00%	423
Total	**11.30%**	**2.40%**	**1.90%**	**2.90%**	**15.50%**	**11.60%**	**7.90%**	**36.80%**	**8.10%**	**1.70%**	**100.00%**	**4,301**

Table A 9: Percentage Distribution of Injured Persons by Industrial Sector and Agency of Accident, 2018.

	Industrial Sector																				
Agency	**Agriculture**	**Forestry**	**Mining and Quarrying**	**Food Drink Tobacco Processing**	**Textile & Leather**	**Wood & Wood Products**	**Paper, Printing & Publishing**	**Chemicals & Petroleum Products**	**Non-metallic mineral Products**	**Basic Metal Production**	**Fabricated Metal Products Machinery**	**Other Manufacturing**	**Electricity Production**	**Building & Construction**	**Finance Insurance Real Estate & Business Services**	**Commerce & Distribution**	**Transport & Storage**	**Local Authorities**	**Personal Services**	**Communication**	**Total**
Other Agencies	28.10%	21.20%	30.80%	27.60%	33.90%	15.40%	30.20%	11.30%	29.00%	11.00%	25.90%	27.30%	21.10%	34.10%	20.50%	25.20%	28.50%	39.80%	27.40%	21.10%	**27.10%**
Working Surface and Obstacles (Underground)	0.20%	0.00%	10.60%	0.30%	0.00%	1.30%	0.00%	1.60%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.40%	0.80%	0.70%	0.60%	0.70%	0.00%	**1.80%**
Working Surfaces and Obstacles (Indoor)	5.00%	3.00%	2.50%	10.00%	9.70%	5.10%	4.70%	8.10%	3.20%	6.10%	3.70%	4.50%	6.10%	6.30%	8.70%	11.90%	7.10%	9.60%	9.80%	0.00%	**7.50%**
Working Surfaces and Obstacles (Outdoor)	7.30%	18.20%	2.90%	5.80%	0.00%	9.00%	0.00%	4.80%	19.40%	3.90%	3.20%	4.50%	6.80%	5.60%	3.10%	4.70%	3.70%	7.80%	8.40%	5.30%	**5.50%**
Egonomical Stress Factors	3.10%	3.00%	3.40%	5.50%	0.00%	7.70%	4.70%	6.50%	0.00%	8.80%	2.30%	4.50%	2.00%	0.80%	3.90%	5.10%	3.40%	2.80%	3.90%	10.50%	**4.00%**
Biological Stress Factors	0.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.007	0.00%	0.00%	0.00%	0.01	0.00%	0.00%	0.00%	**0.20%**
Physical Stress Factors	1.20%	0.00%	1.60%	1.80%	0.00%	9.00%	0.00%	0.00%	3.20%	0.00%	0.90%	0.00%	6.80%	0.00%	1.60%	2.20%	0.00%	0.60%	0.50%	0.00%	**1.50%**
Other Substances, Materials and Objects N.E.C	3.50%	12.10%	16.40%	5.80%	8.10%	9.00%	9.30%	8.10%	25.80%	21.50%	24.50%	13.60%	6.80%	11.90%	4.70%	8.10%	8.10%	5.90%	2.50%	10.50%	**9.40%**
Chemical Stress Factors	2.60%	0.00%	2.00%	1.50%	0.00%	0.00%	0.00%	9.70%	0.00%	1.10%	1.40%	0.00%	0.70%	0.00%	4.70%	1.30%	1.00%	3.40%	2.30%	0.00%	**1.80%**
Other Means of Transport	0.20%	0.00%	0.20%	0.60%	1.60%	0.00%	0.00%	0.00%	0.00%	0.00%	0.50%	0.00%	0.00%	0.00%	0.00%	0.10%	0.30%	0.30%	0.00%	0.00%	**0.20%**

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Table A9 Continued

Means of Water Transport	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.007	0.00%	0.00%	0.00%	**0.00%**
Means of Air Transport	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.007	0.008	0.00%	0.001	0.00%	0.00%	0.002	0.00%	**0.10%**
Other Wheeled Means of Transport	20.60%	21.20%	4.90%	14.50%	1.60%	10.30%	30.20%	14.50%	9.70%	3.90%	3.70%	22.70%	27.90%	10.30%	26.80%	11.40%	23.10%	14.60%	33.80%	26.30%	**15.60%**
Means of Rail Transport	0.20%	0.00%	3.10%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.90%	0.00%	0.00%	0.00%	0.00%	0.00%	7.80%	0.00%	0.00%	0.00%	**1.00%**
Other N.E.C	0.50%	0.00%	0.40%	0.60%	0.00%	0.00%	0.00%	1.60%	0.00%	0.00%	0.00%	0.00%	0.70%	1.60%	0.80%	1.10%	0.30%	1.90%	1.40%	0.00%	**0.80%**
Ladders Mobile Ramps	3.10%	0.00%	1.10%	0.60%	0.00%	0.00%	0.00%	1.60%	0.00%	0.00%	0.00%	0.00%	4.10%	1.60%	1.60%	1.70%	1.00%	0.90%	1.60%	15.80%	**1.40%**
Power Drive Hand Tools (Pneumatic)	0.20%	0.00%	0.20%	0.00%	0.00%	1.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.80%	0.00%	0.10%	0.30%	0.00%	0.00%	0.00%	**0.10%**
Hand Tools Not Power Driver	8.00%	9.10%	4.30%	3.30%	3.20%	1.30%	2.30%	1.60%	0.00%	7.70%	3.70%	0.00%	5.40%	5.60%	3.10%	6.00%	3.10%	3.10%	3.90%	10.50%	**4.70%**
Electric Hand Tools	1.20%	3.00%	2.00%	0.00%	1.60%	1.30%	2.30%	1.60%	0.00%	6.10%	5.60%	4.50%	2.00%	4.80%	0.80%	2.90%	0.70%	0.00%	0.00%	0.00%	**1.90%**
Other Equipment N.E.C	0.90%	0.00%	0.40%	3.90%	9.70%	1.30%	0.00%	0.00%	3.20%	1.70%	2.80%	0.00%	0.00%	1.60%	1.60%	1.90%	1.00%	2.20%	0.00%	0.00%	**1.50%**
Electrical Installations Including Electrical Motors	0.90%	0.00%	0.40%	0.30%	1.60%	0.00%	0.00%	1.60%	0.00%	0.60%	0.90%	0.00%	3.40%	0.80%	0.00%	1.40%	0.30%	0.90%	0.50%	0.00%	**0.80%**
Furnaces Ovens and Kilns	0.00%	0.00%	0.40%	0.30%	3.20%	0.00%	0.00%	0.00%	0.00%	11.00%	0.90%	0.00%	0.00%	0.00%	0.80%	0.60%	0.70%	0.00%	0.50%	0.00%	**0.90%**
Pressured Vessels	0.50%	0.00%	0.50%	2.70%	0.00%	2.60%	0.00%	3.20%	0.00%	3.30%	0.90%	0.00%	2.00%	0.80%	1.60%	0.60%	1.40%	0.90%	0.70%	0.00%	**1.10%**
Lifting Machines and Appliances	1.40%	0.00%	1.40%	2.10%	0.00%	1.30%	2.30%	1.60%	3.20%	3.90%	1.90%	4.50%	0.70%	2.40%	4.70%	1.70%	2.40%	0.90%	0.50%	0.00%	**1.70%**

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Table A9 Continued [End]

Other Machines N.E.C	2.10%	0.00%	2.50%	4.80%	21.00%	2.60%	14.00%	11.30%	3.20%	2.20%	5.10%	4.50%	0.70%	5.60%	3.90%	4.30%	1.70%	2.20%	0.70%	0.00%	**3.40%**
Mining Machinery	0.50%	0.00%	5.60%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.10%	0.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	**0.80%**
Agricultural Machines	3.50%	0.00%	0.20%	0.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.80%	0.80%	0.00%	0.30%	0.30%	0.00%	0.00%	**0.50%**
Wood and Assimilated Machines	0.70%	6.10%	0.40%	0.30%	0.00%	15.40%	0.00%	0.00%	0.00%	1.10%	0.90%	4.50%	0.00%	2.40%	0.00%	2.50%	0.00%	0.30%	0.20%	0.00%	**1.20%**
Metal Working Machines	0.90%	0.00%	0.40%	3.30%	3.20%	1.30%	0.00%	6.50%	0.00%	2.80%	7.40%	4.50%	0.70%	0.00%	1.60%	3.00%	0.70%	0.90%	0.50%	0.00%	**1.90%**
Transmission Machinery	2.10%	3.00%	1.60%	3.30%	1.60%	5.10%	0.00%	3.20%	0.00%	1.10%	2.30%	0.00%	0.70%	1.60%	2.40%	1.10%	0.30%	0.00%	0.20%	0.00%	**1.40%**
Prime Movers Except Electrical Motors	0.50%	0.00%	0.20%	0.00%	0.00%	0.00%	0.00%	1.60%	0.00%	1.10%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.30%	0.00%	0.20%	0.00%	**0.20%**
Total	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**
Total	**423**	**33**	**556**	**330**	**62**	**78**	**43**	**62**	**31**	**181**	**216**	**22**	**147**	**126**	**127**	**787**	**295**	**322**	**441**	**19**	**4,301**

Table A 10 (a): Percentage Distribution of Injured Persons by Nature of Injury and Age Group, 2018

	Age Group												
Nature of Injury	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60-64	65+	Total	Number
Dermatitis				0.0%		0.0%			0.0%			0.1%	3
Tuberculosis				0.0%			0.0%		0.0%			0.1%	3
Pneumoconiosis									0.0%			0.0%	2
Others	0.1%	0.3%	0.4%	0.4%	0.5%	0.5%	0.3%	0.3%	0.1%	0.1%	0.0%	3.1%	133
Effects of radiation, X-rays etc.				0.0%	0.0%							0.0%	2
Electric current, lighting and fire		0.1%	0.0%	0.1%	0.1%	0.2%	0.1%		0.0%			0.6%	25
Poisoning, infection, indigestion, inhalation etc.		0.1%	0.1%	0.1%	0.2%	0.1%	0.2%	0.1%	0.0%	0.0%		0.9%	37
Asphyxiation, drowning or strangulation			0.0%									0.0%	1
Bites		0.0%	0.1%	0.2%	0.3%	0.3%	0.2%	0.0%	0.1%			1.3%	55
Cuts, abrasion, bruises, lacerations	0.1%	2.1%	3.0%	3.4%	2.7%	2.9%	1.9%	1.1%	0.7%	0.5%	0.0%	18.5%	794
Contusions, crushings, blisters, haematoma, swellings	0.2%	1.5%	2.4%	2.7%	3.0%	2.3%	1.5%	1.2%	0.7%	0.3%	0.1%	16.0%	687
Burns from objects, radiation, chemicals etc.	0.0%	0.4%	0.5%	0.6%	0.5%	0.5%	0.3%	0.1%	0.2%	0.1%	0.0%	3.2%	139
Arc eyes	0.0%	0.0%	0.1%	0.1%	0.0%	0.1%	0.0%		0.0%			0.4%	19
Foreign bodies, fragments or particles		0.2%	0.5%	0.5%	0.6%	0.2%	0.3%	0.1%	0.2%	0.2%	0.0%	3.0%	131
Stains, sprains	0.0%	0.7%	1.1%	1.2%	1.3%	1.0%	1.0%	0.6%	0.4%	0.2%	0.0%	7.6%	325
Gun wounds				0.0%		0.0%						0.0%	2
Dental injury		0.0%			0.0%		0.0%					0.1%	5
Paralysis				0.0%	0.0%							0.0%	2
Dislocation		0.1%	0.3%	0.2%	0.2%	0.2%	0.2%	0.1%	0.1%	0.0%	0.0%	1.4%	60
Stress		0.0%			0.0%	0.0%			0.0%			0.1%	4
Fractures		0.2%	0.3%	0.4%	0.5%	0.3%	0.2%	0.2%	0.2%	0.1%	0.0%	2.4%	102
Amputation	0.0%	0.1%	0.2%	0.1%	0.1%	0.1%	0.0%	0.0%		0.0%		0.7%	29
Loss of sight		0.0%	0.0%	0.1%	0.0%	0.1%	0.1%	0.0%			0.0%	0.3%	15
Loss of hearing		0.0%		0.0%	0.0%	0.0%		0.2%	0.0%	0.1%	0.0%	0.5%	20
Loss of feeling				0.0%								0.0%	1
Multiple injuries			0.0%	0.1%	0.1%	0.2%	0.2%	0.1%		0.0%		0.7%	31
No injury to body part but articles	0.0%				0.0%	0.0%						0.1%	4
Lack of data		0.0%	0.1%	0.1%	0.1%	0.0%	0.0%		0.0%			0.4%	16
Loss of teeth	0.0%			0.1%	0.1%	0.0%	0.0%	0.0%				0.3%	13
Unspecified	0.3%	3.5%	5.0%	6.2%	6.7%	5.4%	3.7%	2.8%	1.4%	1.0%	0.2%	36.4%	1,565
Fatal		0.1%	0.3%	0.3%	0.2%	0.2%	0.2%	0.2%	0.1%	0.1%		1.8%	76
Total	0.9%	9.6%	14.6%	17.1%	17.4%	14.8%	10.4%	7.3%	4.5%	2.7%	0.7%	100.0%	4,301

Table A 10 (b): Percentage Distribution of Injured Persons by Nature of Injury and Age Group, 2018

Nature of Injury	Age Group											Number	% 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	0	1	0	1	0	0	1	0	0	3	0.1%
Tuberculosis	0	0	0	1	0	0	1	0	1	0	0	3	0.1%
Pneumoconiosis	0	0	0	0	0	0	0	0	2	0	0	2	0.0%
Others	4	14	17	16	23	23	14	11	4	5	2	133	3.1%
Effects of radiation, X-rays etc.	0	0	0	1	1	0	0	0	0	0	0	2	0.0%
Electric current, lighting and fire	0	4	2	5	3	7	3	0	1	0	0	25	0.6%
Poisoning, infection, indigestion, inhalation etc.	0	3	5	4	7	5	7	4	1	1	0	37	0.9%
Asphyxiation, drowning or strangulation	0	0	1	0	0	0	0	0	0	0	0	1	0.0%
Bites	0	2	6	7	12	12	8	2	6	0	0	55	1.3%
Cuts, abrasion, bruises, lacerations	4	90	131	148	116	125	80	47	31	20	2	794	18.5%
Contusions, crushings, blisters, haematoma, swellings	8	63	104	118	130	101	64	51	32	12	4	687	16.0%
Burns from objects, radiation, chemicals etc.	1	17	21	25	20	22	14	6	9	3	1	139	3.2%
Arc eyes	1	1	3	6	2	3	2	0	1	0	0	19	0.4%
Foreign bodies, fragments or particles	0	10	23	23	27	10	14	6	9	7	2	131	3.0%
Stains, sprains	1	31	46	53	58	42	41	25	17	9	2	325	7.6%
Gun wounds	0	0	0	1	0	1	0	0	0	0	0	2	0.0%
Dental injury	0	2	0	0	2	0	1	0	0	0	0	5	0.1%
Paralysis	0	0	0	1	1	0	0	0	0	0	0	2	0.0%
Dislocation	0	5	11	8	9	7	8	5	3	2	2	60	1.4%
Stress	0	1	0	0	1	1	0	0	1	0	0	4	0.1%
Fractures	0	8	15	17	20	13	8	9	7	3	2	102	2.4%
Amputation	1	3	8	3	6	4	1	2	0	1	0	29	0.7%
Loss of sight	0	1	1	3	2	3	3	1	0	0	1	15	0.3%
Loss of hearing	0	1	0	1	1	2	0	8	2	4	1	20	0.5%
Loss of feeling	0	0	0	1	0	0	0	0	0	0	0	1	0.0%
Multiple injuries	0	0	2	6	3	7	8	4	0	1	0	31	0.7%
No injury to body part but articles	1	0	0	0	1	2	0	0	0	0	0	4	0.1%
Lack of data	0	2	3	4	4	1	1	0	1	0	0	16	0.4%
Loss of teeth	2	0	0	3	3	1	2	2	0	0	0	13	0.3%
Unspecified	15	149	217	266	289	234	160	122	60	44	9	1565	36.4%
Fatal	0	4	12	15	9	10	7	9	5	5	0	76	1.8%
Total	38	411	628	737	750	637	447	314	194	117	28	4301	100.0%

Table A 11: Percentage Distribution of Injured Persons by Nature of Injury and Body Part, 2018

Nature of Injury	Body Part Grouped								Total
	Eyeball, Orbit and Optic nerve	Head and Neck	Trunk	Upper limps	Fingers	Lower limps	Multiple injuries	General	
Dermatitis	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
Tuberculosis	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
Pneumoconiosis	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Others	0.4%	0.3%	0.4%	0.4%	0.8%	0.5%	0.1%	0.1%	3.1%
Electric current, lighting and fire	0.0%	0.0%	0.1%	0.3%	0.1%	0.0%	0.0%	0.1%	0.6%
Poisoning, infection, indigestion, inhalation etc.	0.2%	0.1%	0.2%	0.0%	0.2%	0.1%	0.1%	0.1%	0.9%
Bites	0.0%	0.1%	0.0%	0.2%	0.2%	0.5%	0.0%	0.2%	1.3%
Cuts, abrasion, bruises, lacerations	0.5%	1.8%	1.2%	3.1%	7.9%	3.1%	0.6%	0.2%	18.5%
Contusions, crushings, blisters, haematoma, swellings	0.3%	1.8%	1.9%	2.4%	4.7%	3.7%	0.9%	0.3%	16.0%
Burns from objects, radiation, chemicals etc.	0.4%	0.4%	0.5%	0.5%	0.2%	0.9%	0.3%	0.0%	3.2%
Arc eyes	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%
Foreign bodies, fragments or particles	2.4%	0.1%	0.0%	0.1%	0.2%	0.3%	0.0%	0.0%	3.0%
Strains, sprains	0.1%	0.4%	3.3%	1.3%	0.4%	1.8%	0.2%	0.0%	7.6%
Gun wounds	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Dental injury	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
Dislocation	0.0%	0.0%	0.1%	0.5%	0.3%	0.5%	0.0%	0.0%	1.4%
Stress	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
Fractures	0.0%	0.1%	0.2%	0.5%	0.4%	1.0%	0.1%	0.0%	2.4%
Amputation	0.0%	0.0%	0.1%	0.1%	0.4%	0.0%	0.0%	0.0%	0.7%
Loss of sight	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%
Loss of hearing	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.5%
Multiple injuries	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	0.0%	0.7%
No injury to body part but articles	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
Lack of data	0.0%	0.0%	0.1%	0.1%	0.1%	0.0%	0.0%	0.0%	0.4%
Loss of teeth	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%
Unspecified	1.5%	2.9%	4.1%	6.4%	6.5%	9.0%	3.5%	2.5%	36.4%
Fatal	0.0%	0.2%	0.2%	0.1%	0.3%	0.2%	0.2%	0.7%	1.8%
Total	6.6%	8.8%	12.6%	16.2%	22.7%	21.8%	6.9%	4.5%	100.0%

Table A 12: Percentage Distribution of Injured Persons by Nature of Injury and Body Part, 2018

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		
Fatal	11.8%	40.8%	0.0%	0.0%	0.0%	15.8%	6.6%	11.8%	1.3%	2.6%	7.9%	1.3%	100%	76
Unspecified	7.6%	23.1%	1.1%	0.5%	0.0%	18.4%	7.4%	22.9%	3.1%	3.3%	8.2%	4.3%	100%	1,565
Loss of teeth	30.8%	38.5%	0.0%	0.0%	0.0%	0.0%	0.0%	15.4%	7.7%	0.0%	7.7%	0.0%	100%	13
Lack of data	0.0%	43.8%	0.0%	0.0%	0.0%	25.0%	0.0%	18.8%	0.0%	6.3%	0.0%	6.3%	100%	16
No injury to body part but articles	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	50.0%	25.0%	0.0%	0.0%	0.0%	0.0%	100%	4
Multiple injuries	3.2%	71.0%	0.0%	0.0%	0.0%	0.0%	6.5%	9.7%	0.0%	0.0%	9.7%	0.0%	100%	31
Loss of feeling	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100%	1
Loss of hearing	5.0%	0.0%	0.0%	0.0%	0.0%	15.0%	0.0%	55.0%	5.0%	0.0%	10.0%	10.0%	100%	20
Loss of sight	0.0%	13.3%	6.7%	0.0%	0.0%	13.3%	0.0%	46.7%	0.0%	6.7%	13.3%	0.0%	100%	15
Amputation	6.9%	13.8%	0.0%	0.0%	0.0%	17.2%	10.3%	20.7%	0.0%	6.9%	10.3%	13.8%	100%	29
Fractures	13.7%	16.7%	2.9%	0.0%	0.0%	19.6%	9.8%	18.6%	2.9%	4.9%	8.8%	2.0%	100%	102
Stress	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	25.0%	0.0%	100%	4
Dislocation	25.0%	8.3%	1.7%	0.0%	0.0%	20.0%	3.3%	25.0%	5.0%	0.0%	5.0%	6.7%	100%	60
Paralysis	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100%	2
Dental injury	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	100%	5
Gun wounds	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	100%	2
Stains, sprains	9.5%	11.7%	0.3%	0.6%	0.0%	23.7%	9.5%	25.8%	2.8%	1.8%	9.8%	4.3%	100%	325

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Table A12 Continued: Percentage Distribution of Injured Persons by Nature of Injury and Body Part, 2018[End].

Foreign bodies, fragments or particles	11.5%	8.4%	0.0%	0.0%	0.0%	19.8%	8.4%	33.6%	2.3%	6.1%	5.3%	4.6%	100%	131
Arc eyes	10.5%	0.0%	0.0%	0.0%	0.0%	31.6%	0.0%	57.9%	0.0%	0.0%	0.0%	0.0%	100%	19
Burns from objects, radiation, chemicals etic	5.0%	3.6%	0.7%	0.0%	0.0%	28.1%	4.3%	47.5%	1.4%	3.6%	2.2%	3.6%	100%	139
Contusions, crushings, blisters, haematoma, swellings	6.8%	17.6%	1.0%	0.3%	0.0%	20.5%	12.8%	30.3%	2.5%	1.9%	3.5%	2.8%	100%	687
Cuts, abrasion, bruises, lacerations	7.4%	12.5%	1.0%	0.4%	0.1%	28.2%	6.3%	32.7%	4.3%	1.4%	4.7%	1.0%	100%	794
Bites	16.4%	20.0%		1.8%		18.2%	21.8%	14.5%	1.8%	1.8%	0.0%	3.6%	100%	55
Asphyxiation, drowning or strangulation	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100%	1
Poisoning, infection, indigestion, inhalation etc.	2.7%	2.7%	0.0%	8.1%	0.0%	29.7%	13.5%	16.2%	2.7%	8.1%	13.5%	2.7%	100%	37
Electric current, lighting and fire	8.0%	4.0%	0.0%	0.0%	0.0%	40.0%	16.0%	20.0%	4.0%	0.0%	0.0%	8.0%	100%	25
Effects of radiation, X-rays etc.	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100%	2
Others	6.8%	9.8%	0.0%	0.0%	0.0%	25.6%	0.8%	25.6%	1.5%	8.3%	14.3%	7.5%	100%	133
Pneumoconiosis	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	100%	2
Tuberculosis	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	33.3%	33.3%	100%	3
Dermatitis	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	100%	3
Total	**8.1%**	**17.6%**	**0.9%**	**0.4%**	**0.0%**	**21.7%**	**8.2%**	**27.0%**	**3.0%**	**2.9%**	**6.7%**	**3.5%**	**100%**	**4,301**

Table A 13: Percentage Distribution of Injured Persons by Nature of Injury and Occupational Group, 2018

Nature of Injury	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	Total %	Number
Unspecified	9%	3%	2%	3%	15%	9%	10%	38%	10%	2%	100%	1,565
Cuts, Abrasion, Bruises, Lacerations	11%	2%	1%	4%	16%	14%	6%	38%	6%	2%	100%	794
Contusions, Crushings, Blisters, Haematoma, Swellings	14%	2%	2%	4%	17%	13%	4%	34%	9%	2%	100%	687
Strains, Sprains	11%	3%	4%	3%	12%	12%	11%	35%	7%	1%	100%	325
Burns From Objects, Radiation, Chemicals etc.	19%	2%	1%		17%	7%	8%	42%	2%	2%	100%	139
Others	11%	1%	2%		8%	5%	18%	51%	5%	1%	100%	133
Foreign Bodies, Fragments Or Particles	12%	1%	1%	2%	8%	13%	7%	53%	2%	2%	100%	131
Fractures	21%	4%	2%	2%	15%	20%	7%	20%	11%		100%	102
Fatal	12%	5%	1%	3%	17%	9%	8%	26%	16%	3%	100%	76
Dislocation	10%	2%	2%	2%	17%	22%	7%	32%	8%		100%	60
Bites	4%	6%		2%	46%	9%		16%	16%	2%	100%	55
Poisoning, Infection, Indigestion, Inhalation etc.	16%				16%	11%	11%	43%	3%		100%	37
Multiple Injuries	7%			3%	19%	3%	13%	48%	7%		100%	31
Amputation	21%	3%			7%	14%	7%	35%	10%	3%	100%	29
Electric Current, Lighting And Fire	32%		12%	4%	28%	4%		16%		4%	100%	25
Loss Of Hearing	15%	5%			20%	10%	20%	30%			100%	20
Arc Eyes	11%	5%		5%	21%	16%		42%			100%	19
Lack Of Data	6%			6%	25%	6%	6%	25%	25%		100%	16
Loss Of Sight	7%		7%		20%	27%	13%	20%	7%		100%	15
Loss Of Teeth	8%				15%	31%	8%	31%	8%		100%	13
Dental Injury				20%	20%	40%		20%			100%	5
No Injury To Body Part But Articles					25%	25%		25%	25%		100%	4
Stress						50%	25%	25%			100%	4
Tuberculosis	33%						67%				100%	3
Dermatitis	33%				33%	33%					100%	3
Paralysis						100%					100%	2
Gun Wounds					50%	50%					100%	2
Effects Of Radiation, X-Rays Etc.	50%				50%						100%	2
Pneumoconiosis								100%			100%	2
Loss Of Feeling						100%					100%	1
Asphyxiation, Drowning Or Strangulation						100%					100%	1
Total	**11%**	**2%**	**2%**	**3%**	**16%**	**12%**	**8%**	**37%**	**8%**	**2%**	**100%**	**4,301**

Table A 14: Percentage Distribution of Injured Persons by Month of Injury, 2018

Month of Injury	Frequency	Percent
January	527	12.3
February	360	8.4
March	425	9.9
April	438	10.2
May	450	10.5
June	395	9.2
July	336	7.8
August	322	7.5
September	296	6.9
October	278	6.5
November	276	6.4
December	198	4.6
Total	4,301	100

Table A 15: Percentage Distribution of Injured Persons by Type of Accident, 2018

Type of Accident Grouped	Frequency	Percent
Falls of persons	724	16.83
Falls of materials of objects	441	10.25
Contact with objects	1,097	25.51
Caught in or between objects	280	6.51
Overexertion when lifting, pushing or pulling heavy objects	394	9.16
Exposure to extreme temperatures, radiation or bacteria/virus	118	2.74
Contact with electric current, lightning, fire and chemicals	138	3.21
Explosives	20	0.47
Inhalation of harmful substances	22	0.51
Environmental (effects of ventilation or lighting or dust etc.)	11	0.26
Acts of violence	228	5.30
Road Traffic accidents	620	14.42
Power Motivated Accidents (not road accidents)	208	4.84
Total	**4,301**	**100**

Table A 16: Fatal Accidents by Type of Accident, 2018.

Occupation Group	Fatals		Total
	Male	Female	
Professional, technical and related workers	9	0	9
Administrative and managerial	3	1	4
Clerical and related	0	1	1
Sales	2	0	2
Service	13	0	13
Agricultural, animal husbandry and forestry	7	0	7
Mining and quarrying	6	0	6
Production and related	16	4	20
Transport and equipment operators	12	0	12
Workers N.E.C	1	1	2
Total	**69**	**7**	**76**

Table A 17: Rehabilitation Centre Monthly Admissions and Discharges, 2018.

Admission Month	Admissions	Discharges	Admissions	Discharges
January	18	17	5.60%	5.30%
February	23	20	7.10%	6.20%
March	24	23	7.40%	7.10%
April	19	16	5.90%	5.00%
May	26	20	8.00%	6.20%
June	34	28	10.50%	8.70%
July	24	21	7.40%	6.50%
August	31	26	9.60%	8.00%
September	41	33	12.70%	10.20%
October	37	33	11.50%	10.20%
November	32	32	9.90%	9.90%
December	14	12	4.30%	3.70%
Total	**323**	**281**	**100.00%**	**87.00%**

Table A. 18(a): Percentage Disability by Admission Period, 2018.

Percentage Disability	Stay Months					Total
	<=1 Month	1> - 2 months	2> - 3 months	3> - 6 months	>=6 Months	
0 - 4%	161	17	2	8	6	194
10 - 19%	76	6	1	3	4	90
20 - 49%	27	1	2	2	2	34
50% +	5	0	0	0	0	5
Total	269	24	5	13	12	323

Table A. 18(b): Percentage Disability by Admission Period, 2018.

Percentage Disability	Stay Months					Total
	<=1 Month	1> - 2 months	2> - 3 months	3> - 6 months	>=6 Months	
0 - 4%	49.80%	5.30%	0.60%	2.50%	1.90%	60.10%
10 - 19%	23.50%	1.90%	0.30%	0.90%	1.20%	27.90%
20 - 49%	8.40%	0.30%	0.60%	0.60%	0.60%	10.50%
50% +	1.50%	0	0	0	0	1.50%
Total	83.30%	7.40%	1.50%	4.00%	3.70%	100.00%

Table A 19: Industrial Sector by Percentage Disability on Admission, 2018.

Industrial Sector	Percentage Disability on Admission 0 - 4%	5 - 9%	10 - 19%	20 - 49%	50% +	Total
Agriculture	2.20%	1.50%	0.30%	1.20%	0.30%	5.60%
Forestry	0.00%	0.00%	0.60%	0.00%	0.00%	0.60%
Mining and Quarrying	6.50%	1.20%	5.00%	0.60%	0.90%	14.20%
Food, Drink and Tobacco Processing	3.40%	1.50%	2.80%	0.90%	0.30%	9.00%
Textile and Leather	0.90%	1.50%	1.20%	0.30%	0.00%	4.00%
Wood and Wood Products	0.60%	0.00%	0.00%	0.30%	0.00%	0.90%
Paper, Printing and Publishing	0.90%	0.00%	0.00%	0.30%	0.00%	1.20%
Chemicals and Petroleum Products	0.90%	0.00%	0.60%	0.30%	0.00%	1.90%
Non-metallic Mineral Products	0.90%	0.60%	0.00%	0.00%	0.00%	1.50%
Basic Metal Production	1.50%	0.90%	0.90%	0.00%	0.00%	3.40%
Fabricated Metal Products and Machinery	3.70%	2.20%	1.90%	2.20%	0.60%	10.50%
Electricity Production	1.20%	0.00%	1.20%	0.90%	0.00%	3.40%
Building and Construction	2.20%	0.30%	0.90%	0.30%	0.60%	4.30%
Finance, Insurance, Real Estate & Business Services	3.10%	0.90%	0.30%	0.30%	0.30%	5.00%
Commerce and Distribution	3.70%	1.20%	2.80%	1.90%	1.20%	10.80%
Transport and Storage	3.40%	2.20%	2.50%	1.20%	0.00%	9.30%
Local Authorities	3.70%	1.20%	1.20%	0.90%	0.30%	7.40%
Personal Services	2.50%	0.60%	0.30%	2.80%	0.00%	6.20%
Communication	0.60%	0.00%	0.00%	0.00%	0.00%	0.60%
Total	42.10%	16.10%	22.60%	14.60%	4.60%	100.00%

Table A. 20: Percentage Distribution of Nature of Injury on Admission by Region, 2018

Nature of Injury	Region Harare	Bulawayo	Gweru	Mutare	Masvingo	Chinhoyi	Total
Electric current, lighting and fire	0.00%	0.90%	0.00%	0.00%	0.00%	0.00%	0.90%
Cuts, abrasion, bruises, lacerations	2.80%	4.60%	0.60%	0.00%	0.00%	1.50%	9.60%
Contusions, crushings, blisters, haematoma, swellings	4.30%	18.90%	1.50%	0.60%	0.30%	2.80%	28.50%
Burns from objects, radiation, chemicals etc.	0.00%	0.60%	0.00%	0.00%	0.00%	0.30%	0.90%
Foreign bodies, fragments or particles	2.50%	5.30%	0.30%	0.00%	0.30%	0.90%	9.30%
Stains, sprains	2.50%	10.80%	0.30%	0.00%	0.60%	0.60%	14.90%
Paralysis	0.30%	0.00%	0.30%	0.30%	0.30%	1.90%	3.10%
Dislocation	0.30%	0.60%	0.00%	0.00%	0.00%	0.00%	0.90%
Fractures	2.50%	9.00%	0.60%	0.30%	0.00%	1.50%	13.90%
Multiple injuries	3.40%	7.40%	0.90%	0.60%	1.20%	1.20%	14.90%
Unspecified	0.30%	2.20%	0.00%		0.30%	0.30%	3.10%
Total	**18.90%**	**60.40%**	**4.60%**	**1.90%**	**3.10%**	**11.10%**	**100.00%**

Table A 21: Percentage distribution of Nature of Injuries by Admission Period, 2018.

Nature of Injury	Stay Months					Total
	< =1 Month	1> - 2 months	2> - 3 months	3> - 6 months	>=6 months	
Electric current, lighting and fire	0.90%					0.90%
Cuts, abrasion, bruises, lacerations	9.00%			0.30%	0.30%	9.60%
Contusions, crushings, blisters, haematoma, swellings	22.90%	2.80%		1.50%	1.20%	28.50%
Burns from objects, radiation, chemicals etc.	0.90%					0.90%
Foreign bodies, fragments or particles	7.40%	0.90%	0.30%	0.60%		9.30%
Stains, sprains	12.70%	1.20%	0.60%		0.30%	14.90%
Paralysis	1.20%	0.30%	0.30%	0.30%	0.90%	3.10%
Dislocation	0.90%					0.90%
Fractures	11.80%	0.90%		1.20%		13.90%
Multiple injuries	12.70%	0.90%	0.30%		0.90%	14.90%
Unspecified	2.80%	0.30%				3.10%
Total	**83.30%**	**7.40%**	**1.50%**	**4.00%**	**3.70%**	**100.00%**

Table A 22: Mean percentage disability, Admission Period and Percentage Admissions/Discharges by Nature of injury, 2018.

Nature of Injury	Mean Admission Period	Mean Percentage Disability	Admissions (%)	Discharges (%)
Electric current, lighting and fire	29.67	4	0.90%	0.90%
Cuts, abrasion, bruises, lacerations	34	5.61	9.60%	9.60%
Contusions, crushings, blisters, haematoma, swellings	40.83	7.07	28.50%	28.50%
Burns from objects, radiation, chemicals etc.	15	6.67	0.90%	0.90%
Foreign bodies, fragments or particles	37.8	9.77	9.30%	9.30%
Stains, sprains	30.21	7.29	14.90%	14.90%
Paralysis	120.5	9.6	3.10%	3.10%
Dislocation	7.33	6.67	0.90%	0.90%
Fractures	32.87	7.24	13.90%	13.90%
Multiple injuries	42.08	7.5	14.90%	14.90%
Unspecified	15	2	3.10%	3.10%
Total	38.4	7.19	100.00%	100.00%

Table A 23: Nature of Injury by Percentage Disability on Discharge, 2018

Nature of Injury	Percentage Disability on Discharge				Total
	0 - 4%	10 - 19%	20 - 49%	50% +	
Electric current, lighting and fire	0.60%	0.30%	0.00%	0.00%	0.90%
Cuts, abrasion, bruises, lacerations	6.20%	2.50%	0.90%	0.00%	9.60%
Contusions, crushings, blisters, haematoma, swellings	16.70%	9.00%	2.50%	0.30%	28.50%
Burns from objects, radiation, chemicals etc.	0.60%	0.00%	0.30%	0.00%	0.90%
Foreign bodies, fragments or particles	5.60%	1.50%	1.90%	0.30%	9.30%
Stains, sprains	8.40%	4.60%	1.50%	0.30%	14.90%
Paralysis	1.20%	1.50%	0.30%	0.00%	3.10%
Dislocation	0.60%	0.00%	0.30%	0.00%	0.90%
Fractures	9.00%	3.40%	1.20%	0.30%	13.90%
Multiple injuries	8.70%	4.30%	1.50%	0.30%	14.90%
Unspecified	2.50%	0.60%	0.00%	0.00%	3.10%
Total	60.10%	27.90%	10.50%	1.50%	100.00%

Table A25: Active vs. Inactive Employers by Industrial Sector, 2018

Industrial Sector	Employers			Percentage		
	Active	Inactive	Total	Active (%)	Inactive (%)	Total (%)
Agriculture	2,595	9,303	11,898	22	78	100
Forestry	127	1,124	1,251	10	90	100
Mining Quarrying	624	1,575	2,199	28	72	100
Food Drink Tobacco Processing	409	1,799	2,208	19	81	100
Textile Leather	272	1,266	1,538	18	82	100
Wood & Wood Products	224	1,106	1,330	17	83	100
Paper Printing Publishing	289	839	1,128	26	74	100
Chemicals Petroleum Products	308	642	950	32	68	100
Non Metallic Mineral Products	78	229	307	25	75	100
Basic Metal Production	80	248	328	24	76	100
Fabricated Metal Products Machinery	921	3,518	4,439	21	79	100
Other Manufacturing	35	139	174	20	80	100
Electricity Production	55	64	119	46	54	100
Building Construction	1,189	5,088	6,277	19	81	100
Finance Insurance Real Estate Business Services	2,326	4,357	6,683	35	65	100
Commerce Distribution	8,168	31,467	39,635	21	79	100
National Railways	15	1,782	1,797	1	99	100
Transport Storage	842	2,575	3,417	25	75	100
Local Authorities	1,039	2,813	3,852	27	73	100
Personal Services	7,206	6,582	13,788	52	48	100
Communication	43	65	108	40	60	100
Not Stated	-	2	2	0	100	100
Total	26,845	76,583	103,428	26	74	100

Table A26: Active vs. Inactive Employees by Industrial Sector, 2018.

Industrial Sector	Employees			Percentage		
	Active	Inactive	Total			
Agriculture	151,891	5,018	156,909	97	3	100
Forestry	8,452	197	8,649	98	2	100
Mining Quarrying	67,232	2,361	69,593	97	3	100
Food Drink Tobacco Processing	60,725	3,786	64,511	94	6	100
Textile Leather	23,958	783	24,741	97	3	100
Wood Wood Products	8,299	97	8,396	99	1	100
Paper Printing Publishing	9,627	287	9,914	97	3	100
Chemicals Petroleum Products	16,435	415	16,850	98	2	100
Non Metalic Mineral Products	9,940	300	10,240	97	3	100
Basic Metal Production	7,728	269	7,997	97	3	100
Fabricated Metal Products Machinery	29,315	939	30,254	97	3	100
Other Manufacturing	2,607	15	2,622	99	1	100
Electricity Production	20,178	670	20,848	97	3	100
Building Construction	43,649	2,590	46,239	94	6	100
Finance Insurance Real Estate Business Services	67,764	1,763	69,527	97	3	100
Commerce Distribution	169,225	1,763	170,988	99	1	100
National Railways	4,538	273	4,811	94	6	100
Transport Storage	31,678	727	32,405	98	2	100
Local Authorities	444,551	2,618	447,169	99	1	100
Personal Services	162,624	4,954	167,578	97	3	100
Communication	15,053	244	15,297	98	2	100
Others	31,331	4,455	35,786	88	12	100
Total	1,386,800	34,524	1,421,324	98	2	100

Table A27: Three Year Active Employer Analysis 2016 – 2018.

Industrial Sector	Number Active			Percentage Active		
	2016	**2017**	**2018**	**2016**	**2017**	**2018**
Agriculture	3,033	2,875	2,595	27	25	22
All Others	105	113	-	5	6	0
Basic Metal Production	79	115	80	26	39	24
Building Construction	1,608	1,292	1,189	25	21	19
Chemicals Petroleum Products	340	341	308	40	40	32
Commerce Distribution	9,919	10,980	8,168	26	28	21
Communication	34	39	43	39	44	40
Electricity Production	40	41	55	41	41	46
Fabricated Metal Products Machinery	1,140	1,144	921	28	28	21
Finance Insurance Real Estate Business Services	2,339	2,385	2,326	39	39	35
Food Drink Tobacco Processing	505	535	409	24	25	19
Forestry	112	146	127	10	13	10
Local Authorities	174	167	1,039	61	50	27
Mining Quarrying	718	871	624	37	44	28
Non Metallic Mineral Products	80	78	78	29	28	25
Other Manufacturing	43	32	35	26	20	20
Paper Printing Publishing	346	348	289	33	33	26
Personal Services	6,883	6,926	7,206	55	56	52
Textile Leather	340	345	272	24	24	18
Transport Storage	957	1,064	857	31	33	20
Wood & Wood Products	283	315	224	23	26	17
Total	**29,078**	**30,152**	**26,845**	**31**	**32**	**26**

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.

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

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

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

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

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

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

$$\frac{\textit{No. of days in period x Bed establishment – Bed occupancy}}{\textit{Deaths and discharges}}$$

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

$$\frac{\textit{Bed Occupancy x100}}{\textit{No. of days in period x Bed establishment}}$$

Reference Period

Occupational injury statistics contained in this report are for the calendar year 2012. These statistics were collected on the basis of year of occurrence i.e. the statistics pertain to injuries that actually occurred during 2012. 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 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 2012

(iv) *Ceased*: refers to companies which were registered with NSSA but have closed operation in 2012

(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 Knifes
1077 Pliers

1078 Screwdriver
1079 Rake
1080 Hand hooks

25 Power Drive Hand Tools (Pneumatic)

1081 Air hose
1082 Air power grinder
1083 Rivetting 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 expect 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, tuluence, phenol, carbolic acid, xyleni
1118 Alcohol's (glycol, methanol and freeze)
1119 Carbon dioxide, carbon monoxide
1120 Chlorine and compounds (bleach, methyl chloride, trichloroethyle)
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 Lightining
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 Lightening
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 were 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
Fatal