NATIONAL SOCIAL SECURITY AUTHORITY

2019 ANNUAL STATISTICAL REPORT

Produced by:

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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 2019.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. Occupational injuries refers to injuries, which happened in 2019.

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. Among other areas, it depicts employer's registration status, number of insured labour force, mortality among the insured labour force and short- and long-term benefits. 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, 4,124 occupational injuries were reported under the Accident Prevention and Workers Compensation Scheme in 2019, giving an incidence rate of 4.8 per 1 000 insured labour force. The Basic Metal Production Sector was the most risky industrial sector with an incidence rate of 20.7 per 1,000 insured labour force. There were 47 fatal injury claims processed in 2019. The year 2019 also saw a total of 273 admissions at the Rehabilitation Centre. Cumulatively, 106,070 companies were registered with NSSA at the close of 2019. Of these, only 25%, 26,750 were active. Out of the 106,070 registered employers 79% were inactive, whereas in 2018, 74% of the registered employers were inactive. This indicates a decline in the number of active employers. Factory inspections declined from 5178 in 2018 to 4589 in 2019.

It should be noted that due to late reporting of accidents at work, figures in quoted in this report could be an understatement of the actual number of injured. It is my anticipation that this report will be useful for evidence based training, informed decisions on safety and health 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 2019, is thus, devoted to an expose of Zimbabwe's economic and demographic context. The demographic and economic information is 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, analysis 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 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. This trend has implications for the Social Security program's ability to meet all its projected scheduled benefits as the younger and slower-growing age groups of working age (i.e., those aged 20 to 64) are paying into the system while the older and faster-growing age groups (i.e., those aged 65 and older) are getting benefits.

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.

[1] Ratio of pensioners to active contributors

Contribution rates increase when the increase in the system's dependency ratio is coupled by an increase of the system's replacement rate[2].

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 per the 2012 Census, Zimbabwe had 6,280,539 males and 6,780,700 females, representing a sex ratio of 93 males per 100 females.

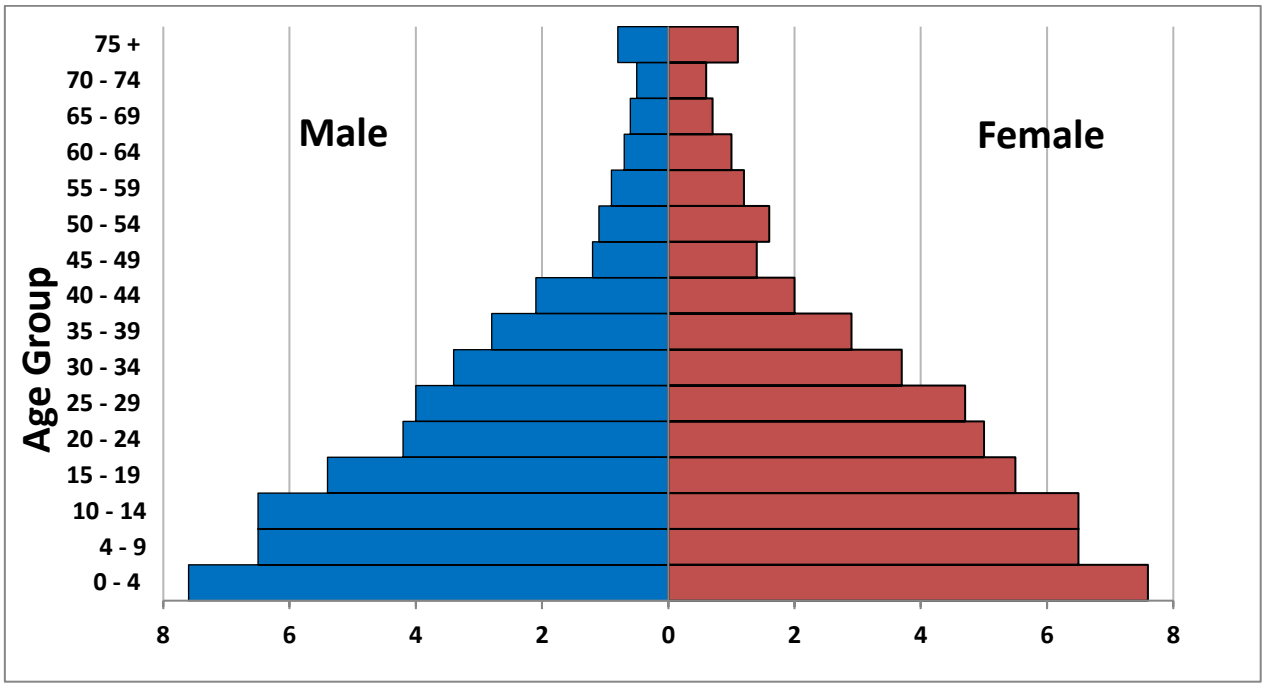

Figure 1.1: Age-Sex Structure of Zimbabwe Population

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. Fertility levels also affect the expenditure levels

[2] Ratio of average pensions to average wage

of social security schemes that provide universal child allowances, survivor's benefits that cover children and health benefits that extend to dependents.

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.

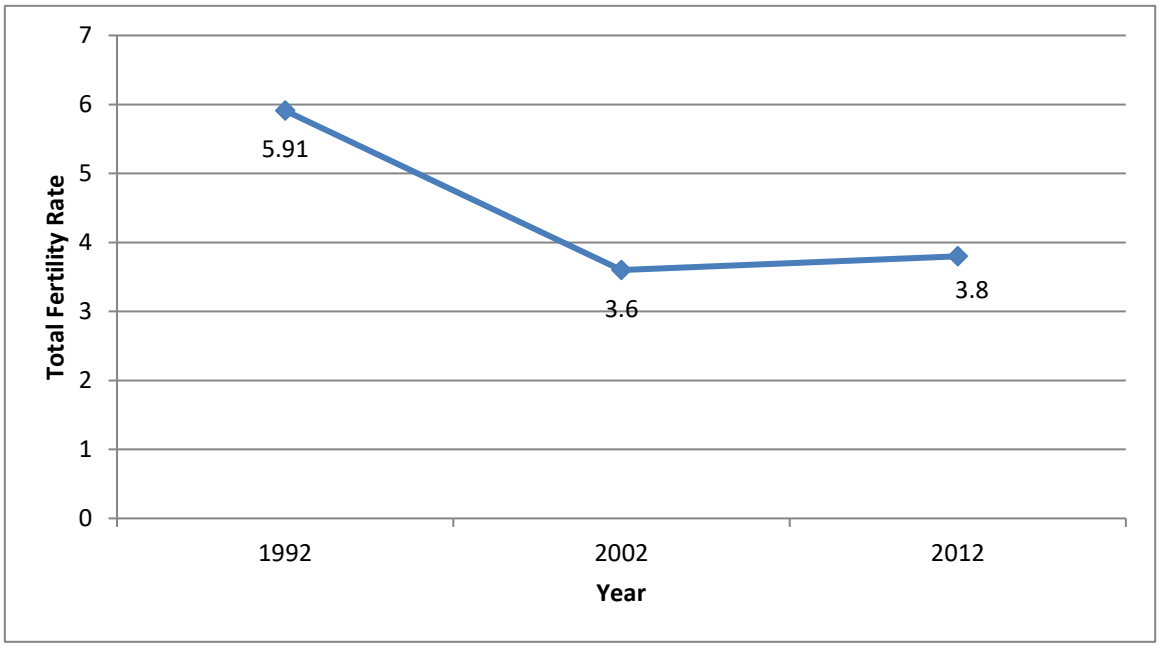

Figure 1.2: Total Fertility Rate (TFR), 1992-2012

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.

[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.

Predominantly social protection systems are financed from labour income hence the growth and size of labour income share of GDP are important indicators of the scope and limitations of the generosity of such systems. Zimbabwe's real GDP growth was -6% in 2019.

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 must 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 2019. Year on year inflation rate increased from 10.6% in 2018 to 173.3% in 2019. It is clear from these figures that during the years 2009-2017 Zimbabwe's year on year inflation remained low and was in alignment with the SADC macroeconomic convergence target of 5%, but it rose to 10.6 in 2018, soaring to 173.3 in 2019.

Table 1.1: Year on Year Inflation, 2009-2019-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	10.6
2019	173.3

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 NSSA social security at the moment. Therefore, a decrease in formal sector employment levels fueled by increases in

informal sector employment may have undesirable effects on social security contributions and coverage.

According the ZIMSTAT 2019 Labour Force and Child Labour Survey, unemployment rate was 16%. However, only 24% of the economically active labour force is employed in the formal sector. The majority of the labour force (76%) 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 mortality, emigration, especially and unemployment especially among the economically active labour force, might negatively affect the social security schemes' future revenue base. The effects of a declining revenue base might only be felt in the long run when it translates to higher dependency ratios. The positive growth of the GDP strengthens the viability of the schemes. However, the labour force is highly concentrated in the informal sector which is not covered by the social security schemes.

NATIONAL SOCIAL SECURITY AUTHORITY

Accident Prevention and Workers' Compensation Scheme

Chapter

2

2.0 Introduction

In this chapter the report analyses occupational injuries that occurred in 2019 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 chapter.

2.1 Worker Demographics

This section looks at insured labour and occupational injuries with a 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 866,829 of which 77% were males. The highest occupational injury incidence rate of 17.8 per 1 000 was in the age group 15-19 years followed by 9.4 in the age group 20-24 years. In 2019, 4,124 persons were injured, comprising 85% males and 15% females. The table also shows that for all age groups incidence rates were higher for males than for females. Males had an incidence rate of 5.3 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, 2019.

Age Group	MALE			FEMALE			Total		
	Insured Labour	Injuries	IR	Insured Labour	Injuries	IR	Insured Labour	Injuries	IR
15 - 19	2,967	59	19.9	959	11	11.5	3,926	70	17.8
20 - 24	39,538	433	11.0	12,431	55	4.4	51,969	488	9.4
25 - 29	75,780	530	7.0	24,040	96	4.0	99,820	626	6.3
30 - 34	93,733	551	5.9	30,903	86	2.8	124,636	637	5.1
35 - 39	106,214	539	5.1	34,546	113	3.3	140,760	652	4.6
40 - 44	100,488	462	4.6	29,349	93	3.2	129,837	555	4.3
45 - 49	112,521	434	3.9	27,800	69	2.5	140,321	503	3.6
50 - 54	59,988	238	4.0	16,548	47	2.8	76,536	285	3.7
55 - 59	33,376	132	4.0	10,878	20	1.8	44,254	152	3.4
60 - 64	20,888	110	5.3	5,626	14	2.5	26,514	124	4.7
65 - 69	9,529	19	2.0	2,445	1	0.4	11,974	20	1.7
70 - 74	4,973	7	1.4	1,079	0	-	6,052	7	1.2
75+	8,778	5	0.6	1,452	0	-	10,230	5	0.5
Total	**668,773**	3,519	**5.3**	**198,056**	605	**3.1**	**866,829**	4,124	**4.8**

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 more prone to occupational accidents.

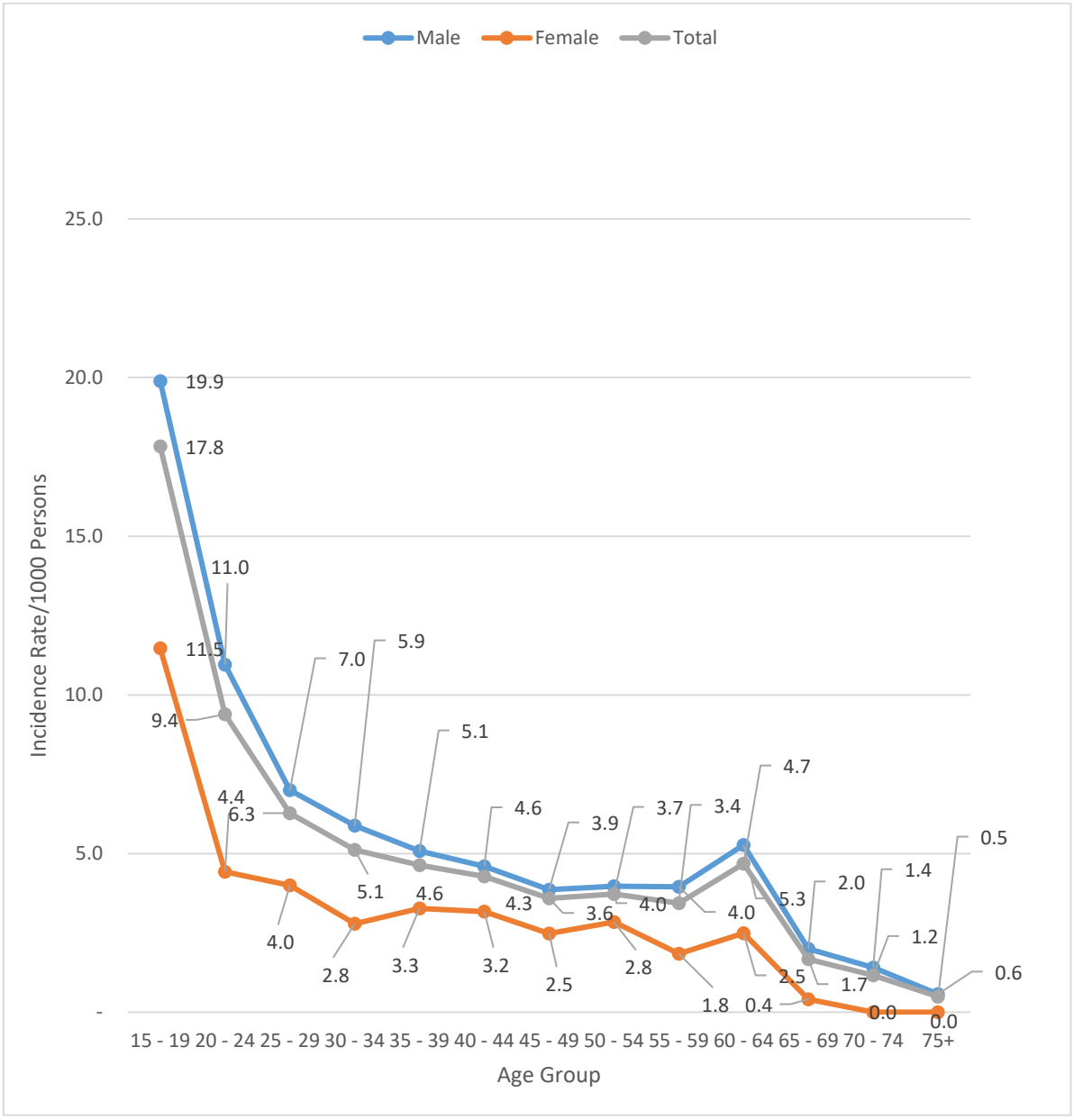

Figure 2.1: Incidence Rates by Age Group and Sex,2019.

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 2.7 in Masvingo to 9.9 in Bulawayo and overall incidence rate for all regions was 4.8 (See *Figure 2.2* below).

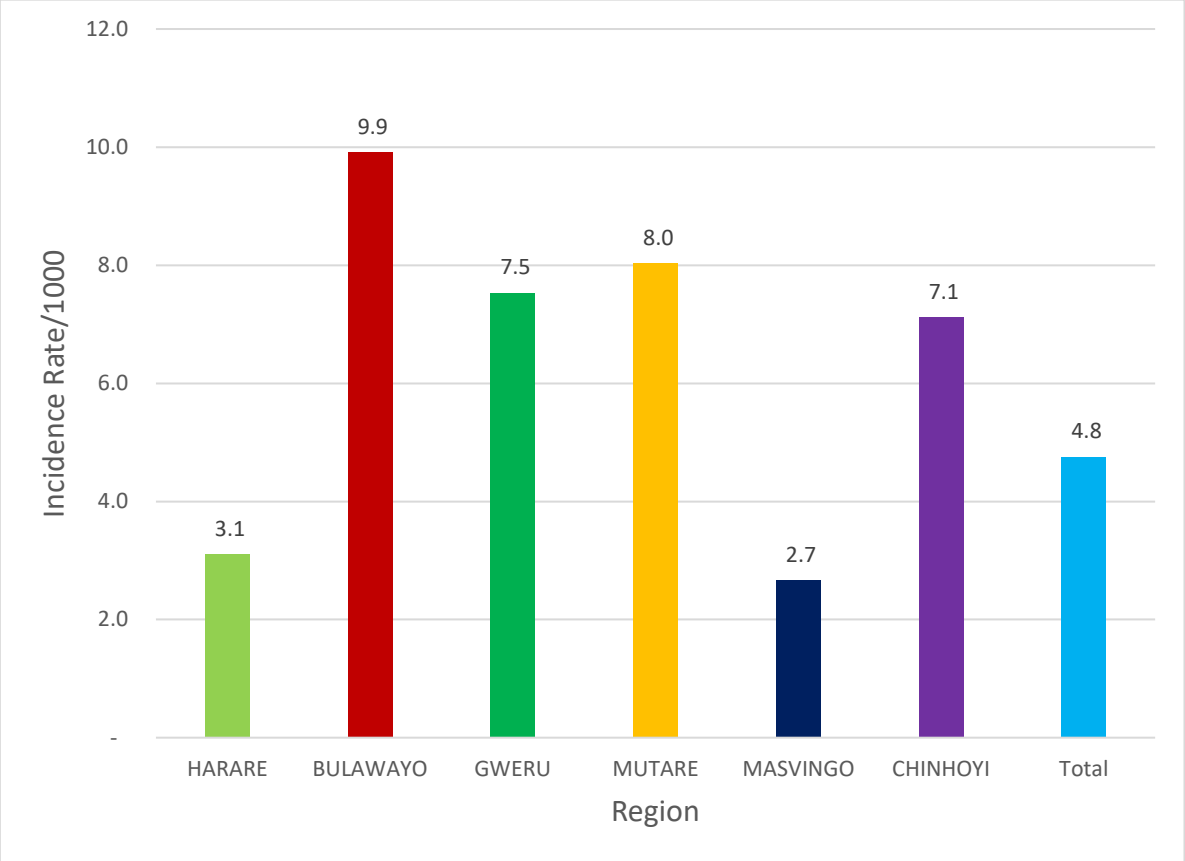

Figure 2.2: Incidence Rates by Region, 2019.

2.1.3 Incidence Rates by Marital Status

Figure 2.3 below depicts incidence rates by marital status. The widowed had the highest incidence rate of 9.5 followed by married persons with 7.5 and divorced with 4.8. 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.*

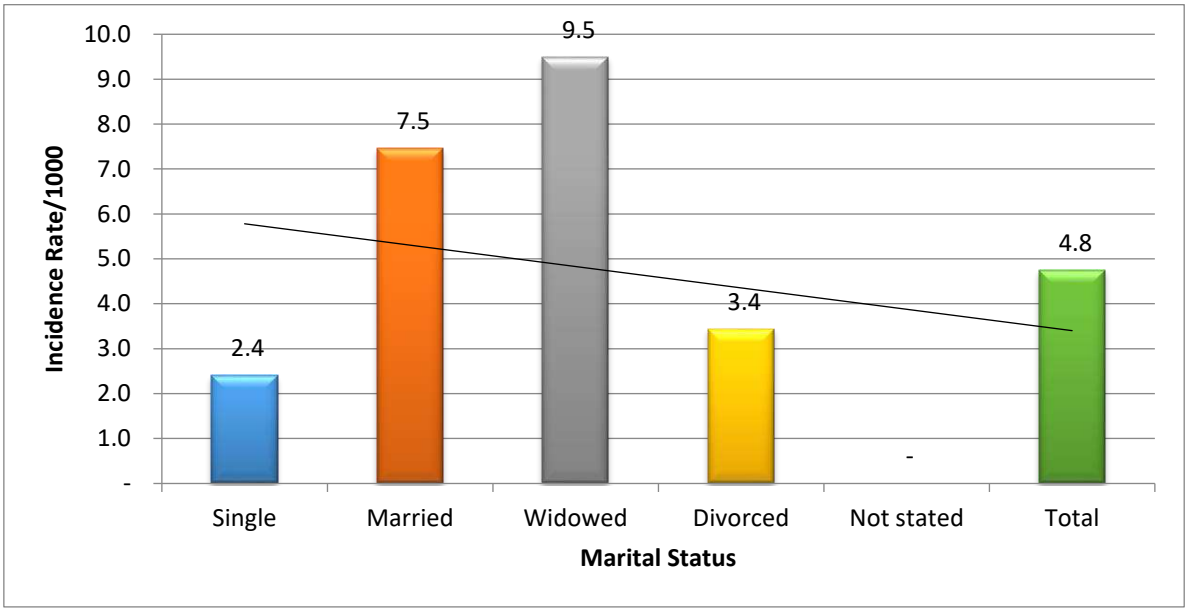

Figure 2.3: Incidence Rate by Marital Status, 2019.

2.1.4 Incidence Rates by Number of Dependants

According to *Table 2.2*, 35.1% of the injured labour had 1 or 2 dependants, 35.5% had no dependants and 29.6% had 3 or 4 dependants. *Table A3a* 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, 2019.

Dependants Grouped	Marital Status					Total	Percentage of Total
	Not stated	Single	Married	Widowed	Divorced		
0	5	804	306	28	12	1,155	28.0
1-2	1	233	1,187	28	16	1,465	35.5
3-4	2	59	1,142	16	2	1,221	29.6
5-6	-	7	238	2	1	248	6.0
7-8	-	2	23	-	-	25	0.6
9+	-	1	9	-	-	10	0.2
Total	8	1,106	2,905	74	31	4,124	100.0

2.2 Earnings

As shown in *Figure 2.4*, the distribution of the incidence rates by age is skewed towards younger 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 RTGS$606 (See *Table A4* in *Appendix A*).

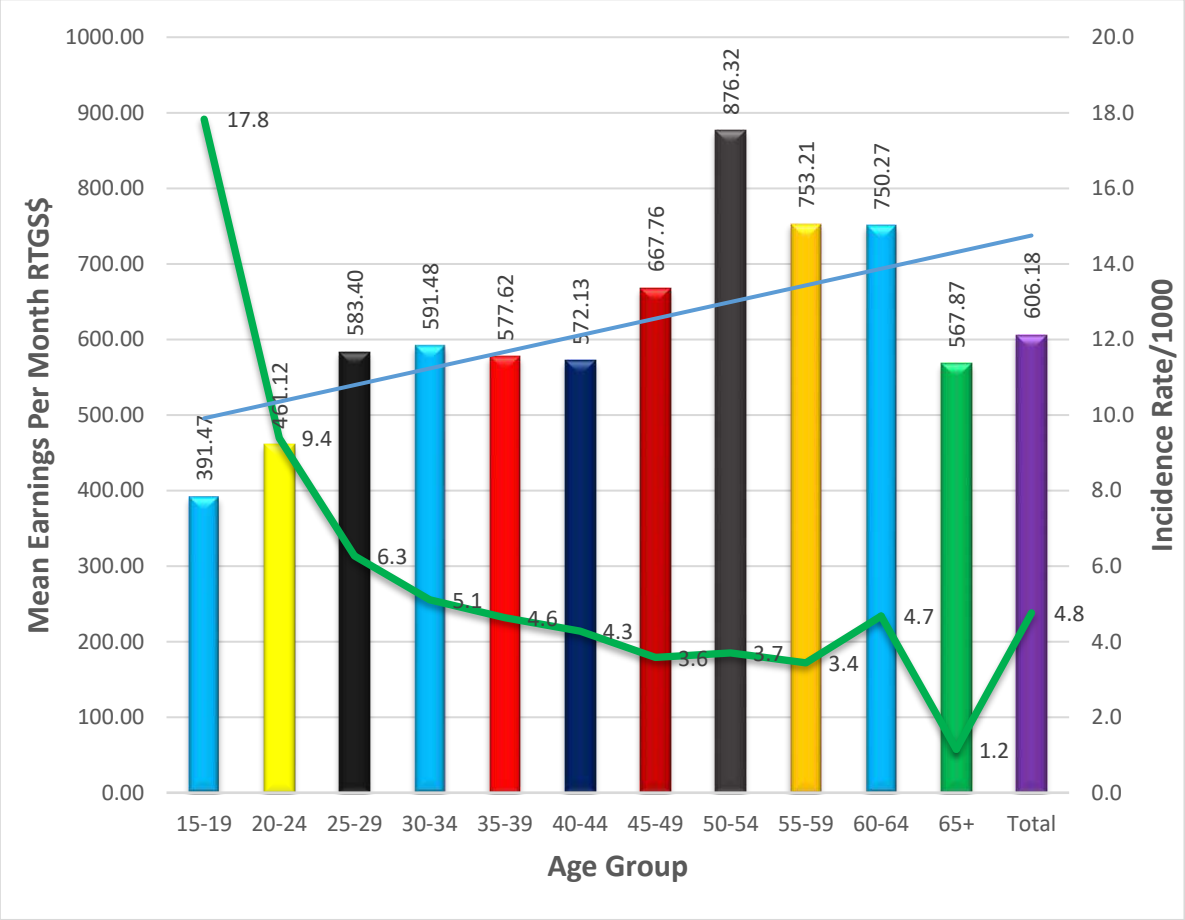

Figure 2.4: Mean Earnings at the Time of Injury and Number Injured by Age Group,2019.

Figure 2.5 shows that the top four industrial sectors with the highest average earnings were "Mining & Quarrying" ($1118), "Electricity Production" ($940), "Food Drink Tobacco Processing" ($847), "Communication" ($794), " ($622) and while the bottom four were "Agriculture" ($398), "Forestry" ($386) , "Chemicals & Petroleum Products" ($382) ,and "Wood & Wood Products" ($307).See also *Table A5* in *Appendix A*).

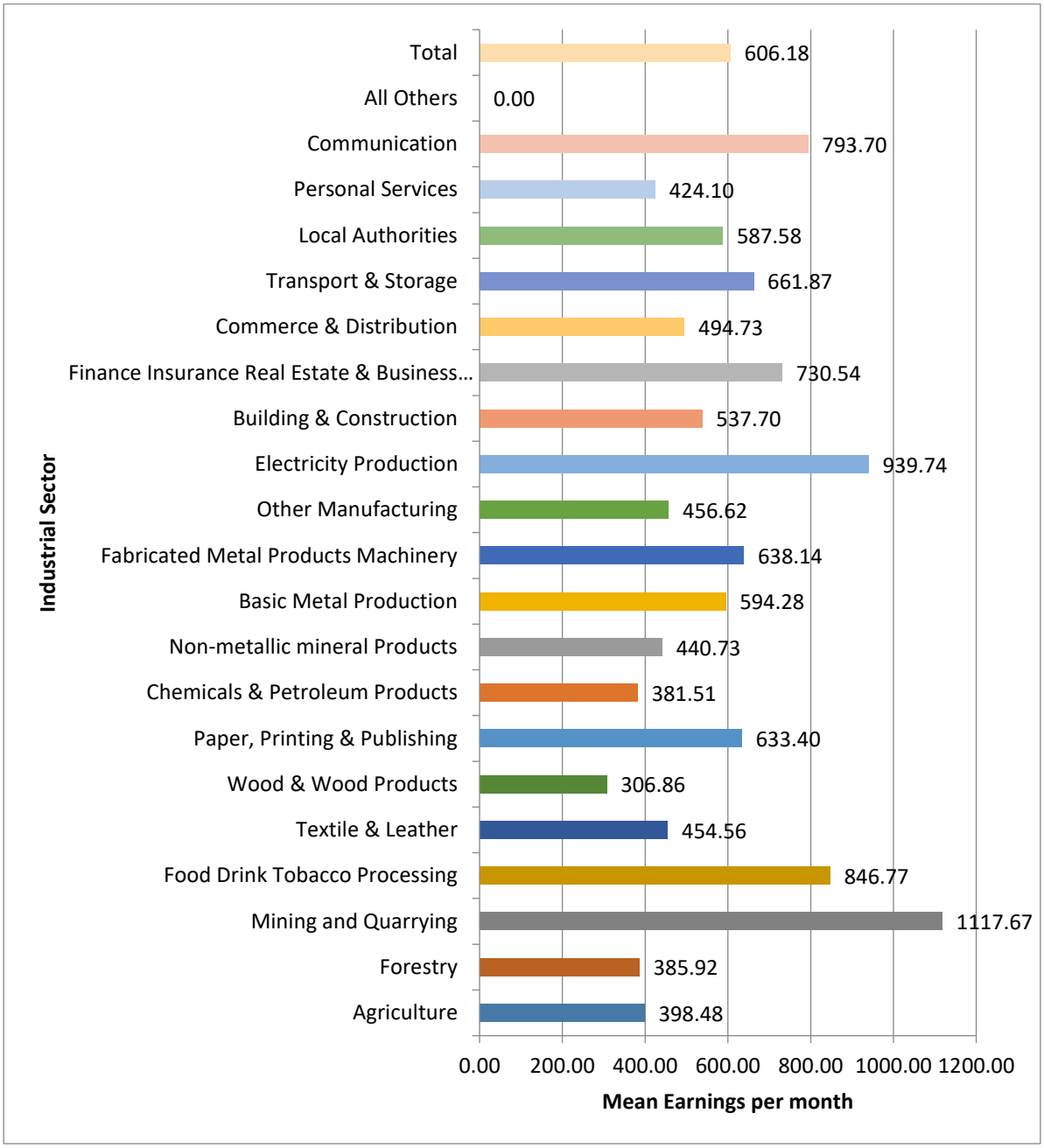

Figure 2.5: Mean Earnings at the Time of Injury by Industrial Sector,2019.

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” (20.7), “Wood & Wood Products” (11.3), “Other Manufacturing” (10.3), “Transport & Storage” (9.8) and “Local Authorities” (9.2). The following industrial sectors had the lowest incidence rates: “Building & Construction” (3.0), “Textile & Leather” (2.7), “Paper, Printing & Publishing ” (2.4) ,“Communication” (2.0) and “Finance Insurance, Real Estate & Business Services” (1.9) . For all industrial sectors incidence rates were higher among males than females. (See *Table A6* in *Appendix A.*)

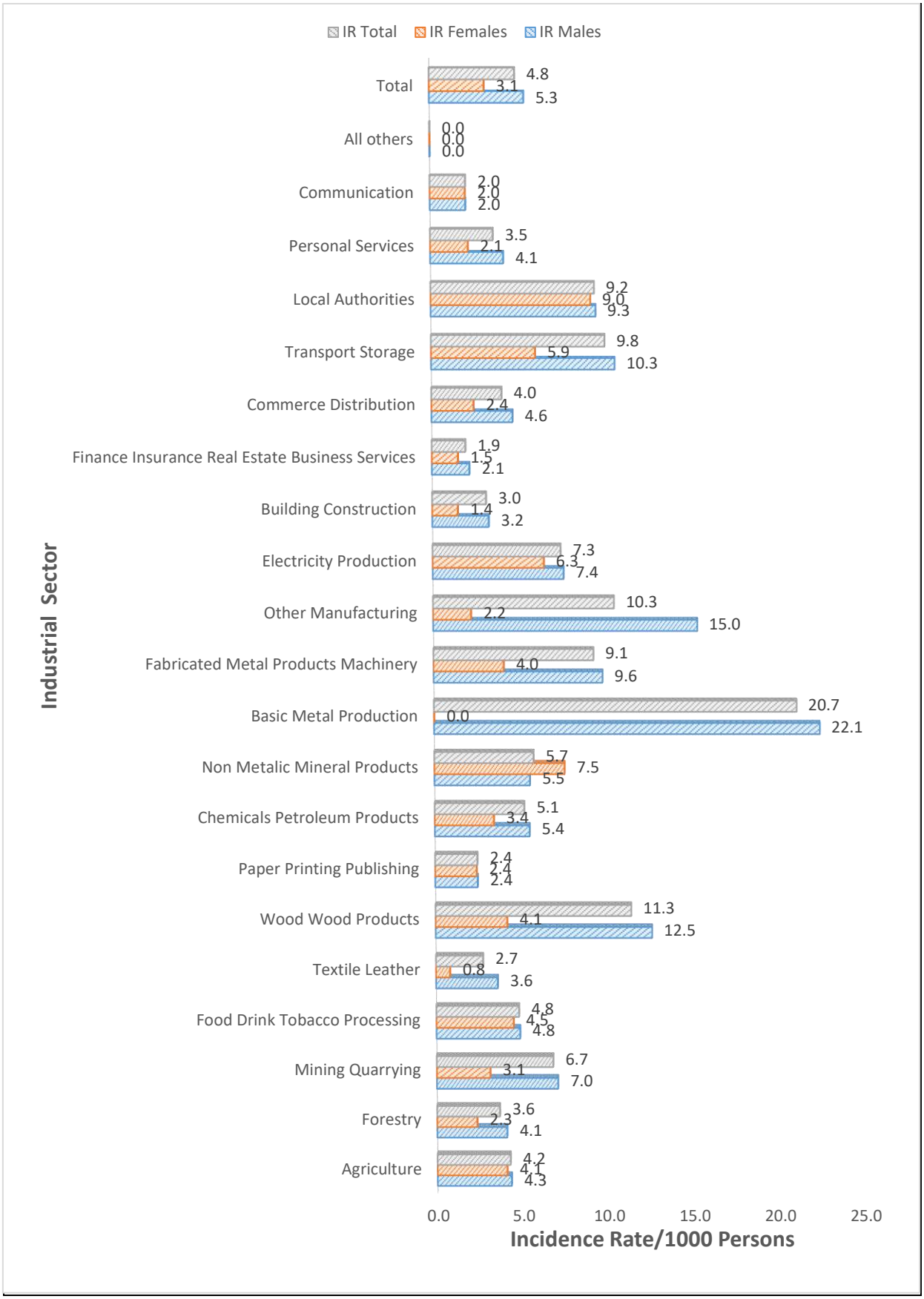

Figure 2.6: Incidence Rate by Industrial Sector and Sex, 2019.

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" (14.5%), "Agriculture" (14.1%), "Personal Services" (13.2%), "Mining and Quarrying" (10.5%) and "Local Authorities" (7.5%). (See Table A7 in Appendix A.)

Table 2.3: Percentage Distribution of Injured workers by Industrial Sector and Sex, 2019.

Industrial Sector	Sex		Total	% of Total
	Male	Female		
Agriculture	444	139	583	14.1
Forestry	22	4	26	0.6
Mining and Quarrying	418	14	432	10.5
Food Drink Tobacco Processing	234	39	273	6.6
Textile & Leather	50	5	55	1.3
Wood & Wood Products	90	5	95	2.3
Paper, Printing & Publishing	16	4	20	0.5
Chemicals & Petroleum Products	64	7	71	1.7
Non-metallic mineral Products	50	8	58	1.4
Basic Metal Production	122	-	122	3.0
Fabricated Metal Products Machinery	214	9	223	5.4
Other Manufacturing	24	2	26	0.6
Electricity Production	115	18	133	3.2
Building & Construction	118	5	123	3.0
Finance Insurance Real Estate & Business Services	84	31	115	2.8
Commerce & Distribution	496	101	597	14.5
Transport & Storage	269	22	291	7.1
Local Authorities	220	90	310	7.5
Personal Services	449	95	544	13.2
Communication	20	7	27	0.7
Total	3,519	605	4,124	100.0

2.3.1 Industry and Occupation

From *Table 2.4 below and A8a & b* 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 83.6% in "Textile & Leather" industry.
- "Production and Related Workers" with 82.8% in "Basic Metal Production" industry.
- "Production and Related Workers" with 72.4% in "Non-Metallic Mineral Products" industry.
- "Production and Related Workers" with 70.4% in "Fabricated Metal Products" industry.
- "Production and Related Workers" with 65.0% in "Building & Construction" industry.

Table 2.4: Percentage Distribution of Injured workers by Industrial Sector and Sex, 2019.

Industrial Sector	Occupation Grouped										Total	Total
	Professional, technical and	Administrative and managerial	Clerical and related	Sales	Service	Agricultural, animal	Mining and quarrying	Production and related	Transport and equipment	Workers N.E.C		
Agriculture	4.6	1.2	1.0	0.7	12.2	45.3	2.4	28.5	3.3	0.9	100	583
Forestry	-	-	-	-	3.8	46.2	-	50.0	-	-	100	26
Mining and Quarrying	8.8	-	-	-	3.9	3.7	57.9	22.0	3.7	-	100	432
Food Drink Tobacco Processing	12.8	1.8	1.1	2.9	5.9	16.5	1.1	53.8	4.0	-	100	273
Textile & Leather	5.5	-	-	-	1.8	9.1	-	83.6	-	-	100	55
Wood & Wood Products	4.2	1.1	-	-	2.1	42.1	-	50.5	-	-	100	95
Paper, Printing & Publishing	5.0	5.0	10.0	-	10.0	5.0	-	50.0	15.0	-	100	20
Chemicals & Petroleum Products	8.5	-	-	2.8	14.1	11.3	5.6	47.9	9.9	-	100	71
Non-metallic mineral Products	3.4	1.7	1.7	3.4	5.2	5.2	-	72.4	6.9	-	100	58
Basic Metal Production	8.2	-	-	0.8	0.8	2.5	2.5	82.8	2.5	-	100	122
Fabricated Metal Products Machinery	11.7	0.9	0.9	1.3	4.0	4.5	0.9	70.4	4.9	0.4	100	223
Other Manufacturing	3.8	3.8	-	-	3.8	15.4	3.8	57.7	11.5	-	100	26
Electricity Production	30.8	2.3	-	-	2.3	3.8	1.5	10.5	3.8	45.1	100	133
Building & Construction	8.9	2.4	1.6	-	2.4	4.1	3.3	65.0	9.8	2.4	100	123
Finance Insurance Real Estate & Business Services	10.4	5.2	5.2	2.6	11.3	9.6	1.7	42.6	9.6	1.7	100	115
Commerce & Distribution	5.9	4.4	1.7	8.5	17.6	10.7	0.8	44.1	5.4	1.0	100	597
Transport & Storage	14.8	0.7	1.4	-	6.2	7.6	-	32.6	36.8	-	100	291
Local Authorities	13.9	2.6	3.5	0.6	30.0	12.6	1.3	25.5	4.2	5.8	100	310
Personal Services	9.4	5.1	1.8	0.6	59.9	3.7	0.9	12.7	5.7	0.2	100	544
Communication	37.0	7.4	7.4	3.7	7.4	11.1	-	11.1	3.7	11.1	100	27
Total	9.7	2.3	1.4	1.9	16.9	14.1	7.3	37.0	7.0	2.4	100	4,124

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" (163) and "Other Wheeled Means of Transport" (117) for "Agriculture"
- "Means of Air Transport" (179) and "Other Agencies" (156) for "Personal Services"
- "Other substance Material and Objects NEC" (135) and "Other Agencies" (113) for "Mining & Quarrying"
- "Other Agencies" (125) and "Other substance Material and Objects NEC" (89) for "Commerce & Distribution".
- "Other Agencies" (109) and "Means of Air Transport" (58) for "Local Authorities"

2.4 Occupation

Table 2.5 shows the distribution of the injured workers by occupational group and sex. For males, the highest proportion of 38% was in "Production and Related Workers" occupational group followed by "Service Workers" with 16%. For the female workers, the highest proportion of 30% was in the "Production and Related Workers" followed by "Service Workers" with 23%. Overall, the highest proportion of the injured workers was in the "Production and Related Workers" occupational category (37%).

Table 2.5: Percentage Distribution of Injured Workers by Occupational Group and Sex, 2019.

	Sex				
Occupation Grouped	Male	% of Total	Female	% of Total	Total
Professional, Technical and Related Workers	340	10	59	10	399
Administrative and Managerial	66	2	30	5	96
Clerical and Related	31	1	28	5	59
Sales	60	2	20	3	80
Service	559	16	138	23	697
Agricultural, Animal Husbandry and Forestry	462	13	118	20	580
Mining and Quarrying	293	8	6	1	299
Production and Related	1,346	38	180	30	1,526
Transport and Equipment Operators	273	8	16	3	289
Workers N.E.C	89	3	10	2	99
Total	3,519	100	605	100	4,124

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 563(13.7%), "Contusions, Crushing, Blisters, Haematoma, Swellings" with 721(17.5%) and "Strains and Sprains" with 239(5.8%). *Table A10b* in *Appendix A* shows that for the three leading types of injuries, the most affected age groups were 35-39 years for "Contusions, Crushing, Blisters, Haematoma, Swellings" (2.9%) and 30-34 years for "Cuts, Abrasion, Bruises, Lacerations" (2.5%) and the broad age group 25-49 years for "Stains & Sprains" (3.6%).

2.5.2 Nature of Injury by Body Part

Table A11 in Appendix A shows that for those with "Cuts, Abrasion, Bruises, and Lacerations", 5.8% were injured on "Fingers", 2.6% on "Upper Limbs", 2.4% on "Lower Limbs" and the remaining percentage was injured on other body parts. For "Contusions, Crushings, Blisters, Haematoma, Swellings" 4.6% were affected on "Lower Limbs", 4.4% on "Fingers", 2.5% 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" (2.9%), "Lower Limbs" (1.5%) and "Upper Limbs" (0.70%) of the overall total.

Overall, injuries occurred mostly to the following body parts: "Lower Limps" (22.20%), "Fingers" (22.70%) and "Upper Limbs" (16.30%). The remaining categories of body parts had less than 15% each.

2.5.3 Nature of Injury by Place of Occurrence

Table A12 in Appendix A shows that for those with "Cuts, Abrasion, Bruises, and Lacerations", 4.50% were injured while at "Warehouse Workshops, Factories, Foundries, and Brickfields", 3.50% "Inside Buildings, Living Or Working Places", and the remaining at other places of work. For "Contusions, Crushings, Blisters, Haematoma, Swellings", 5.40% were injured while at "Warehouse Workshops, Factories, Foundries, and Brickfields", 3.80% "Public Roads and Streets Including Railway Lines" and the remaining at other places of work. For those who sustained "Strains and Sprains", 1.90% were injured at "Warehouse

Workshops, Factories, Foundries, and Brickfields", 1.30% "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" (31.20%), "Inside buildings, Living or Working places" (19.40%) and "Public Roads and Streets Including Railway Lines" (16.60%).

2.5.4 Nature of Injury by Occupation

Table A13 in Appendix A shows that for all the first three top types of injuries "Mining & Quarrying" with 37.0% had the highest proportion, followed by "Service Workers" occupational group had 16.9%, and "Agricultural, Animal Husbandry and Forestry Workers" (14.1%).

2.6 Month of Injury

Figure 2.7 depicts the percentage distribution of injured workers by month. Injuries were highest in May (11.3%), followed by November (10.6%) and lowest in February (6.3%). The low level of injuries in February probably reflects low business activities of companies. *Table A14* in *Appendix A* shows that the number of injured workers ranged from 158 in March to 464 in May 2019.

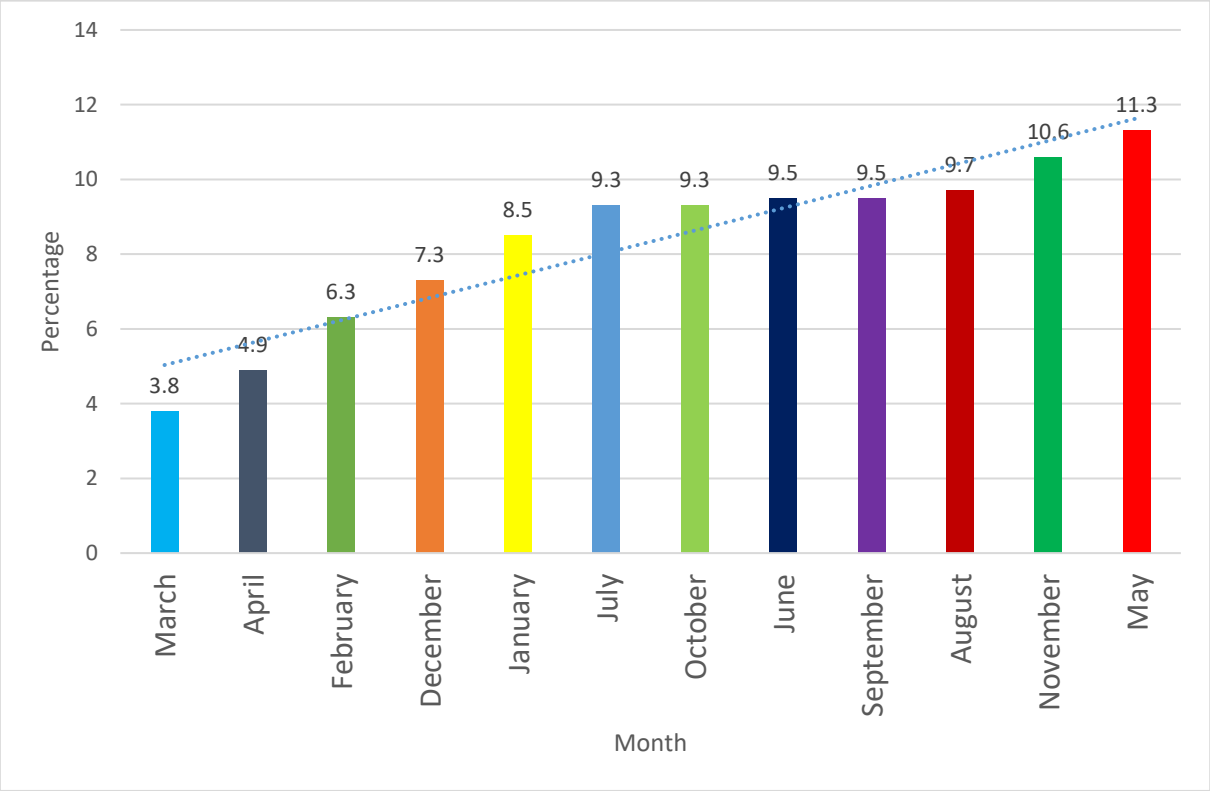

Figure 2.7: Percentage Distribution of Injuries by Month of Injury, 2019.

2.7 Injured Worker by Activity

Table 2.6 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" (32%), "Doing manual work with or without hand tools" (14%) and "Doing work while walking or stepping up or down" (12%). The remaining activities had proportions of less than 10% each.

Table 2.6: Percentage Distribution of Injured Persons by Activity,2019.

Activity	Frequency	Percent
Not Stated	3	0.1
Laying or sitting down position	66	1.6
Standing or kneeling position	215	5.2
Walking or stepping up or down	501	12.1
Climbing or crawling or boarding	65	1.6
Running or any rapid movement	48	1.2
In any means or transport as passenger	162	3.9
In a lift or related machine as a passenger	16	0.4
Falling from moving objects	8	0.2
With or without hand tools	591	14.3
Handling, loading, lifting or carrying	1,331	32.3
Pushing, pulling or throwing	132	3.2
On scaffolds, ladders, walls etc	28	0.7
Road transport or movable equipment	363	8.8
Non-motorised road transport or equipment	5	0.1
Surface rail transport or equipment	4	0.1
Underground transport or equipment	17	0.4
Water transport or equipment	1	0.0
Operating machinery or equipment	223	5.4
Adjusting or repairing plant, machinery or equipment	93	2.3
Lack of data	252	6.1
Total	4,124	100.0

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" (29%), "Falls of Persons" (16%), "Road Traffic Accidents" (12%), "Falls of Materials and Objects" (9%) and "Overexertion when lifting, pushing or pulling heavy objects" (10%.). The remaining types of accidents had less than 7% each. See *Table A15 in Appendix A.*

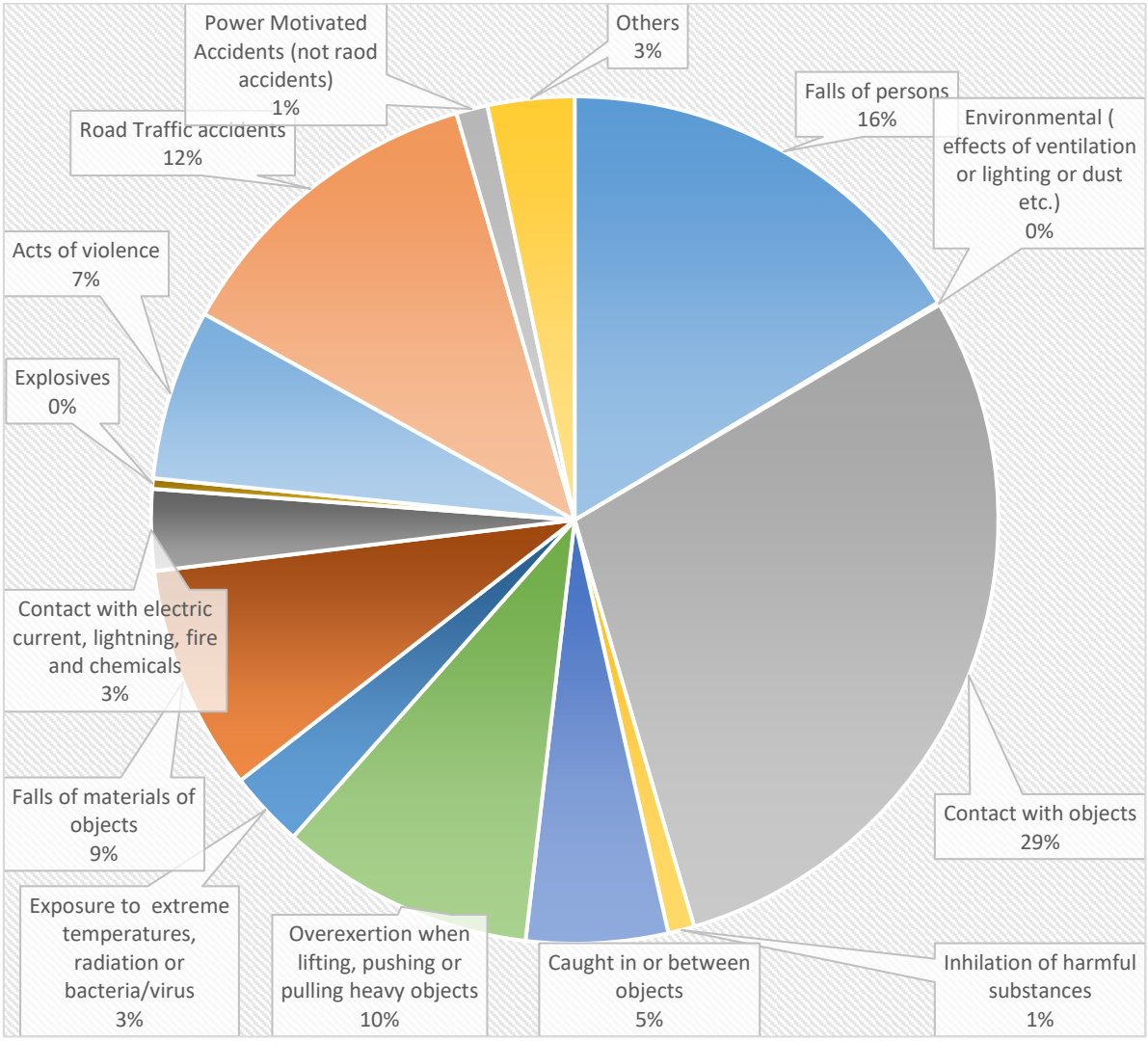

Figure 2.8: Percentage Distribution of Injured Workers by Type of Accident, 2019.

2.9 Trends in Occupational Injuries

Figure 2.9 depicts occupational injury incidence rates increasing to 5.6 in 2014 from 5.5 in 2013 then increasing to 6 in 2015 and then decreasing to 4.8 and 4.9 in 2018 and 2019 respectively. The incidence rates show a generally decreasing trend from 2017 to 2019.

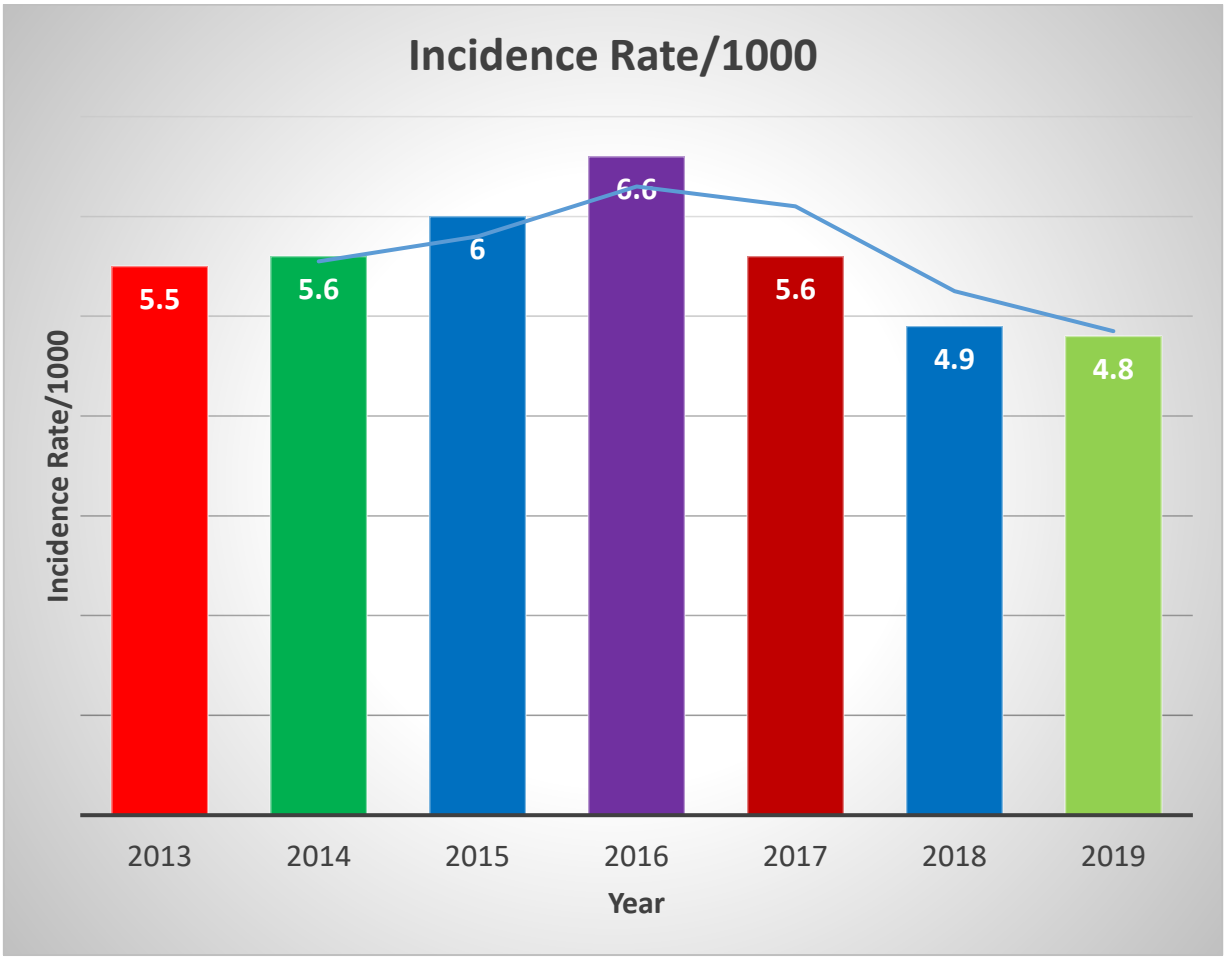

Figure 2.9: Occupational Injury Incidence Rate/ 1 000, 2013-2019.

2.10; Occupational Injuries due to late reporting

Table 2.7 shows the number of recorded occupational injuries due to late reporting for the period 2017 to 2019. The number of reported occupational injuries that occurred in 2018 reported in 2019 were 716.

Table 2.7: Status of occupational injuries due to late reporting, 2017 – 2019.

Year of Injury	No of Injuries	Cases Reported After (Variance)	Percentage Change	Updated Total
2017	4,640	189	4.1	4,829
2018	4,301	716	16.6	5,017
2019	4,124	-	-	4,124

2.11 Fatal Accidents

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

- Industrial sector.
- Region.
- Occupational group.
- Type of accident and.
- Month of accident.

One percent (1%) of the 4,124 injuries were fatal.

2.11.1 Trends in Fatal Injuries

Table 2.8 presents fatal injuries by industrial sector for the period 2008 to 2019. Fatal injuries increased to 91 in 2012 from 48 in 2008 before decreasing to 71 in 2013 and sharply increasing to 106 in 2014, then decreasing to 58 in 2019.Implying decrease could be due to an increase in occupational health and safety measures and increased activity by OSH department.

Table 2.8: Fatal Injuries by Industrial Sector, 2008- 2019.

Industrial sector	2008	2009	2010	2011	2012	2013	2014	2015	2016	2018	2019
Agriculture	8	6	6	12	8	10	17	8	12	7	5
Basic Metal Production	2	1	3	1	2	1	0	0	1	1	2
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	15	8
Communication	1	1	0	2	1	-	0	1	0	0	1
Electricity Production	1	2	2	6	8	3	3	3	0	3	7
Fabricated Metal Products Machinery	3	2	0	6	2	0	4	2	2	1	2
Finance, Insurance & Real Estate Business Services	2	1	2	3	3	6	2	2	2	1	2
Food, Drink & Tobacco Processing	1	6	4	5	7	2	5	3	3	5	1
Forestry	2	0	1	0	1	-	2	1	0	0	0
Local Authorities	4	3	6	4	5	2	4	2	5	5	4
Mining & Quarrying	10	7	11	8	18	7	21	14	7	10	10
Non-Metallic Mineral Products	0	1	0	1	0	0	0	0	0	1	0
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	2	0
Personal Services	4	5	8	15	7	7	10	7	9	9	9
Textile & Leather	0	0	1	0	2	1	0	0	2	1	0
Transport & Storage	6	11	18	10	15	11	24	8	7	9	5
Wood & Wood Products	3	1	1	4	2	1	0	1	1	5	1
Total	48	59	75	84	91	71	106	58	58	76	58

2.11.2 Region

Table 2.9 presents fatal injuries by region. Harare (38%) had the highest proportion of fatal injuries, followed by Bulawayo and Chinhoyi with 19% each respectively. Gweru region (5%), had the lowest proportion of fatal injuries.

Table 2.9: Fatal Injuries by Region, 2019.

Region	Fatal	Percentage of Total (%)
Harare	18	38
Bulawayo	11	19
Gweru	3	5
Mutare	8	14
Masvingo	7	12
Chinhoyi	11	19
Total	58	100

2.11.3 Occupation

Fatal injuries by occupational group are presented in *Table 2.10*. "Production & Related Workers", with 13 deaths emerged as the occupational group with the highest number of fatalities. This was followed by "Transport and Equipment Operators Workers" with 8.

Table 2.10 Fatal Injuries by Occupational Group and Sex, 2019.

	Sex		
Occupation Group	**Male**	**Female**	**Total**
Professional, Technical and Related Workers	6	-	6
Administrative and Managerial Workers	4	2	6
Clerical and Related Workers	-	-	-
Sales Workers	-	-	-
Service Workers	6	-	6
Agricultural, Animal Husbandry and Forestry Workers	6	-	6
Mining and Quarrying Workers	7	-	7
Production and Related Workers	13	-	13
Transport and Equipment Operators Workers	8	-	8
Workers N.E.C	5	1	6
Total	**55**	**3**	**58**

2.11.4 Type of Accident

Fifty percent (53%) of fatal injuries were due to “Road Traffic Accidents”, while 11% were due to “Contact with Electric Current, Lightning, Fire and Chemicals”. The lowest “Explosives” and “Power Motivated Accidents (not road accidents)” with 2 % each (See *Figure 2.10* and *Table A16 in Appendix A*).

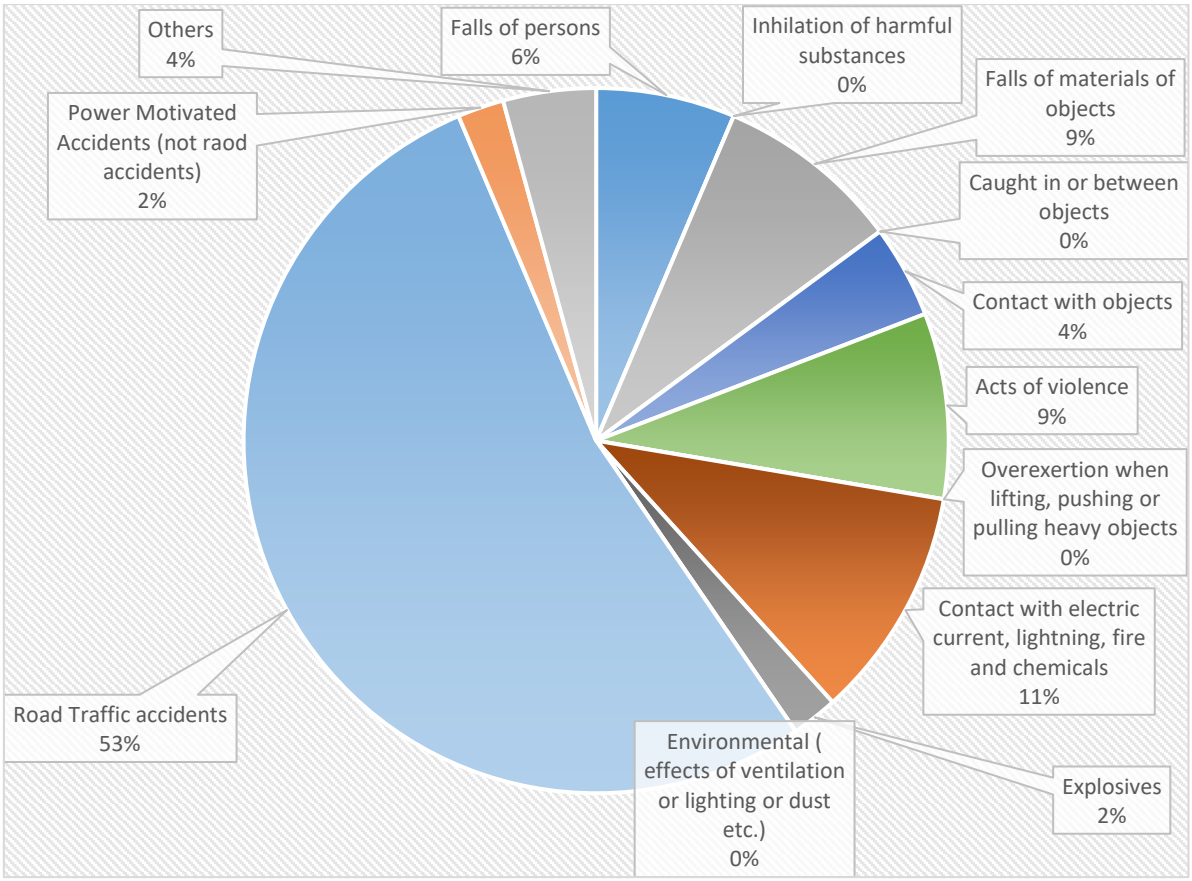

Figure 2.10: Percentage distribution of Fatal Injuries by Type of Accident,2019.

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 July to 8 deaths in March and December 2019. The distribution of fatal injuries by month does not resemble that for all injuries by month of injury, which were highest in March and December with the lowest in July.

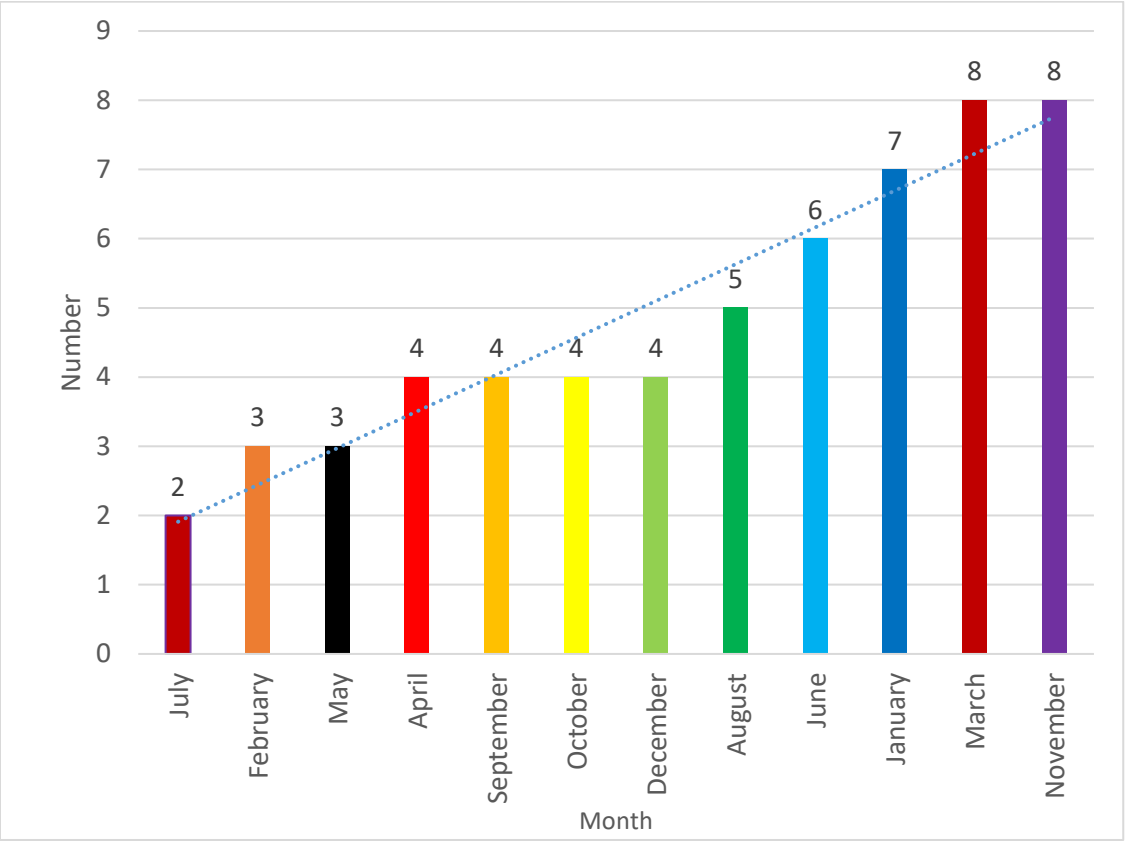

Figure 2.11: Fatal Injuries by Month of Accident, 2019.

2.12 Short Term Benefits

A total of $6,686,689 short-term claims were paid in 2019. *Figure 2.12* shows percentage distribution of total amount paid to short term claims by type of benefit. Medical Costs, with 43.8 %, accounted for the biggest share of the total amount paid to short-term benefits followed by Periodical Payments and Lump Sums, with 14.6% and Funeral Expenses accounted for the remaining 0.1 %.

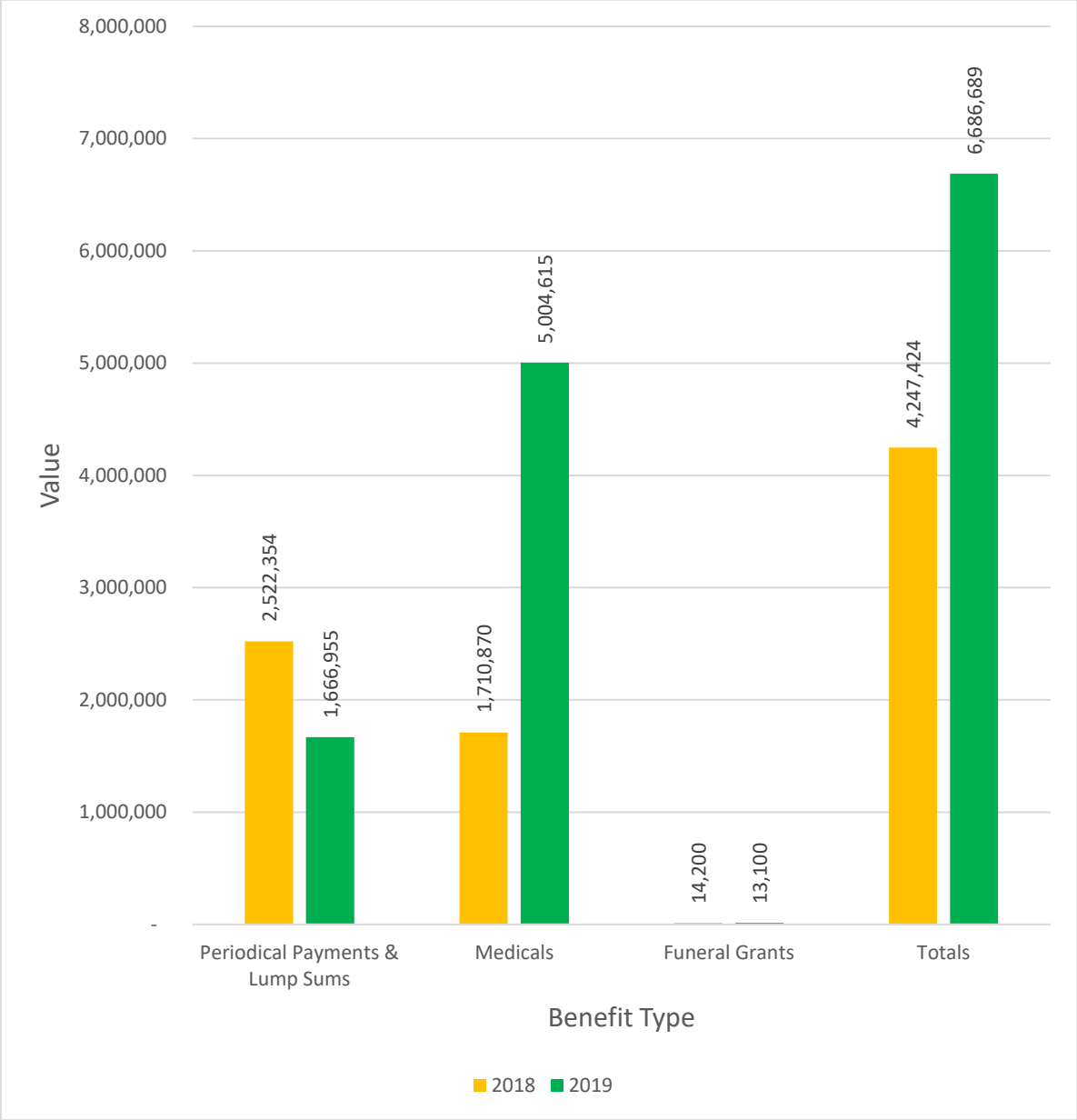

Figure 2.12: Percentage Distribution of Amount Paid to Short Term Claims by Type of Benefit 2019

2.13 Long Term Benefits

The total number of claims in payment in 2019 increased by 2% from that of 2018. *Table 2.11* depicts the claims in payment in 2019. There were increases in benefit types, with Pneumoconiosis Children's Allowance recording the highest increase of approximately 11 %, followed by Worker's Pension, with 2% and the highest decrease being recorded in Pneumoconiosis Workers' Pension with 7%.

Table 2.11: Number of Long-Term Beneficiaries, 2018-2019.

Type of Benefit	2018 Number of Beneficiaries	2019 Number of Beneficiaries	Percentage Change
Workers' Pension	2,550	2,598	2%
Children's Allowance	2,090	2,104	1%
Widow/Widower's Pension	3,528	3,535	0%
Dependants' Allowance	158	157	-1%
Pneumoconiosis Workers' Pension	71	66	-7%
Pneumoconiosis Children's Allowance	53	59	11%
Pneumoconiosis Widow/Widower's Pension	216	211	-2%
Total	8,666	8,829	2%

2.14 Key Findings

- The insured labour was about 866,829 of which 77% were males.
- The highest occupational injury incidence rate of 17.8 per 1 000 was in the age group 15-19 years followed by 9.4 in the age group 20-24 years.
- The incidence rate decreased from 6.6 in 2018 to 4.8 injuries per 1 000 insured workers in 2019.
- For all age groups incidence rates were higher for males than for females. It was noted that incidence rates generally declined with age.
- Incidence rates by region ranged from about 2.7 in Masvingo to 9.9 in Bulawayo.
- The widowed had the highest incidence rate of 9.5 followed by the married with 7.5 and divorced with 4.8.
- Thirty five percent (35%) of the injured labour had 1 or 2 dependants, 35.5% had no dependants and 29.6% had 3 or 4 dependants.
- The average earnings per month per person was RTGS$606.
- The top five industrial sectors with the highest incidence rates were "Basic Metal Production" (20.7), "Wood & Wood Products" (11.3), "Other Manufacturing" (10.3), "Transport & Storage" (9.8) and "Local Authorities" (9.2).
- The following industrial sectors had the lowest incidence rates: "Building & Construction" (3.0), "Textile & Leather" (2.7), "Paper, Printing & Publishing" (2.4) ,"Communication" (2.0) and "Finance Insurance, Real Estate & Business Services" (1.9).

- The highest proportion of the injured workers was in the “Production and Related Workers” (37%)”

- The three leading types of injuries were “Contusions, Crushing, Blisters, Haematoma, Swellings” (2.9%), “Cuts, Abrasion, Bruises, Lacerations” (2.5%) and the broad age group 25-49 years for “Stains & Sprains” (3.6%).

- Injuries occurred mostly to the following body parts: “Lower Limps” (22.2%), “Fingers” (22.7%) and “Upper Limbs” (16.3%).

- Injuries occurred mostly in the following places: “Warehouse workshops, Factories, Foundries, Brickfields” (31.2%), “Inside buildings, Living or Working places” (19.4%) and “Public Roads and Streets Including Railway Lines” (16.6%).

- Workers were injured mainly during the following processes: “Handling, loading, lifting or carrying” (32%), “Doing manual work with or without hand tools” (14%) and “Doing work while walking or stepping up or down” (12%). The remaining activities had proportions of less than 10% each.

- The types of accidents most associated with injuries were “Contact with Objects” (29%), “Falls of Persons” (16%), “Road Traffic Accidents” (12%).

- One percent (1%) of the 4,124 injuries were fatal.

- Harare (38%) had the highest proportion of fatal injuries, followed by Bulawayo and Chinhoyi with 19% each respectively. Gweru region (5%), had the lowest proportion of fatal injuries.

- “Production & Related Workers”, with 13 deaths emerged as the occupational group with the highest number of fatalities.

- Fifty percent (53%) of fatal injuries were due to “Road Traffic Accidents”, while 11% were due to “Contact with Electric Current, Lightning, Fire and Chemicals”.

- The number of fatal injuries ranged from 2, in July and November, to 8 deaths in March 2019.

- A total of $6,686,689 short-term claims were paid in 2019.

- Medical Costs, with 43.8 %, accounted for the biggest share of the total amount paid to short-term benefits followed by Periodical Payments and Lump Sums, with 14.6% and Funeral Expenses accounted for the remaining 0.1 %.

- Long term claims increased by 2% in 2019 from 8,666 in 2018 to 8,829 in 2019.

3

Chapter

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 to December 2019. During the period under review there were 273 admissions and 245 discharges. These were analysed on the basis of the following variables: month of admission/ discharge, region, sex, age at admission, industrial sector, occupation and nature of injury. In the case of discharges, percentage disability on discharge and date of discharge were also analysed.

3.1 Sex Distribution

The number of admissions decreased from 323 in 2018 to 273 in 2019. Out of the total admissions in 2019, ninety (90%) were males while the remaining six percent (10%) were females (see *Table 3.1*).in 2019. Of the total discharges (245) in 2019,ninety(91%) were males and the remaining nine percent(9%) were females. 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 5.3 injuries per 1 000 for males in the previous chapter.

Table 3.1: Rehabilitation Centre Admissions and Discharges by Sex, 2019

Sex	Admissions	Percent	Discharges	Percent
Male	246	90.1	222	90.6
Female	27	9.9	23	9.4
Total	273	100.0	245	100.0

3.2 Age Distribution

The age distribution of workers admitted for rehabilitation is presented in *Table 3.2*. The broad age group 30-49 years constitute the biggest segment of the working age population and had the highest number of workers admitted for rehabilitation while the over 65 years age groups had the lowest number of admissions attributable to old age.

Table 3.2: Age Distribution of Rehabilitated Workers at Admission, 2019

Age Group	Admissions	Percent	Discharges	Percent
15 - 19	4	1.5	4	1.6
20 - 24	15	5.5	12	4.9
25 - 29	22	8.1	18	7.3
30 - 34	40	14.7	35	14.3
35 - 39	44	16.1	39	15.9
40 - 44	46	16.8	41	16.7
45 - 49	28	10.3	27	11.0
50 - 54	29	10.6	29	11.8
55 - 59	32	11.7	27	11.0
60-64	9	3.3	9	3.7
65+	4	1.5	4	1.6
Total	273	100.0	245	100.0

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 January (36) and March (36) were characterised by high admissions as compared to the other months. September (15) and November (13) had the lowest number of admissions compared to the other months. The variations in discharges tended to generally follow a similar pattern to that of admissions but they were always lower than the number of admissions. See *Appendix A\, Table A17* for percentage distribution of admissions and discharges by month. The observed variation in the number of admissions and discharges by month could be an important parameter, which needs consideration when planning and budgeting for the Rehabilitation Centre.

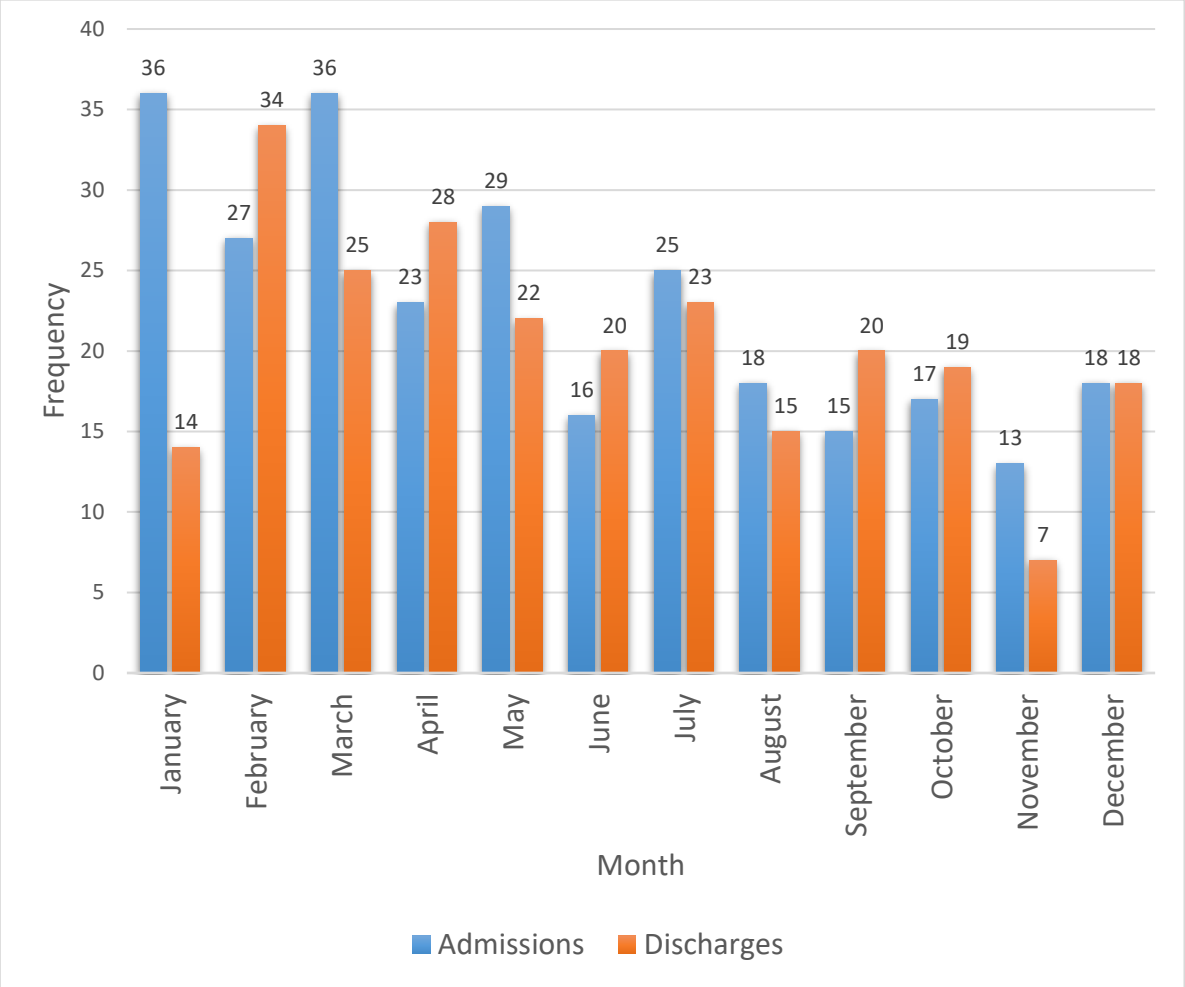

Figure 3.1: Distribution of Rehabilitation Admissions and Discharges by Month, 2019

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 273 admissions, 157 were from Bulawayo region and Harare had 71, as shown in *Figure 3.2*. The other regions had less than 50 admissions each. Masvingo and Chinhoyi had the lowest number of admissions to the Rehabilitation Centre with 8 and 3 respectively. Distance from the Rehabilitation Centre is an important factor in explaining the observed pattern in the number of admissions.

There is need for further research to find out how the injured workers from other regions are coping without visiting the visiting NSSA's Rehabilitation Centre in Bulawayo. Construction of other rehabilitation centres to reduce distance might be important because other regions constitute the biggest proportion of the working age population.

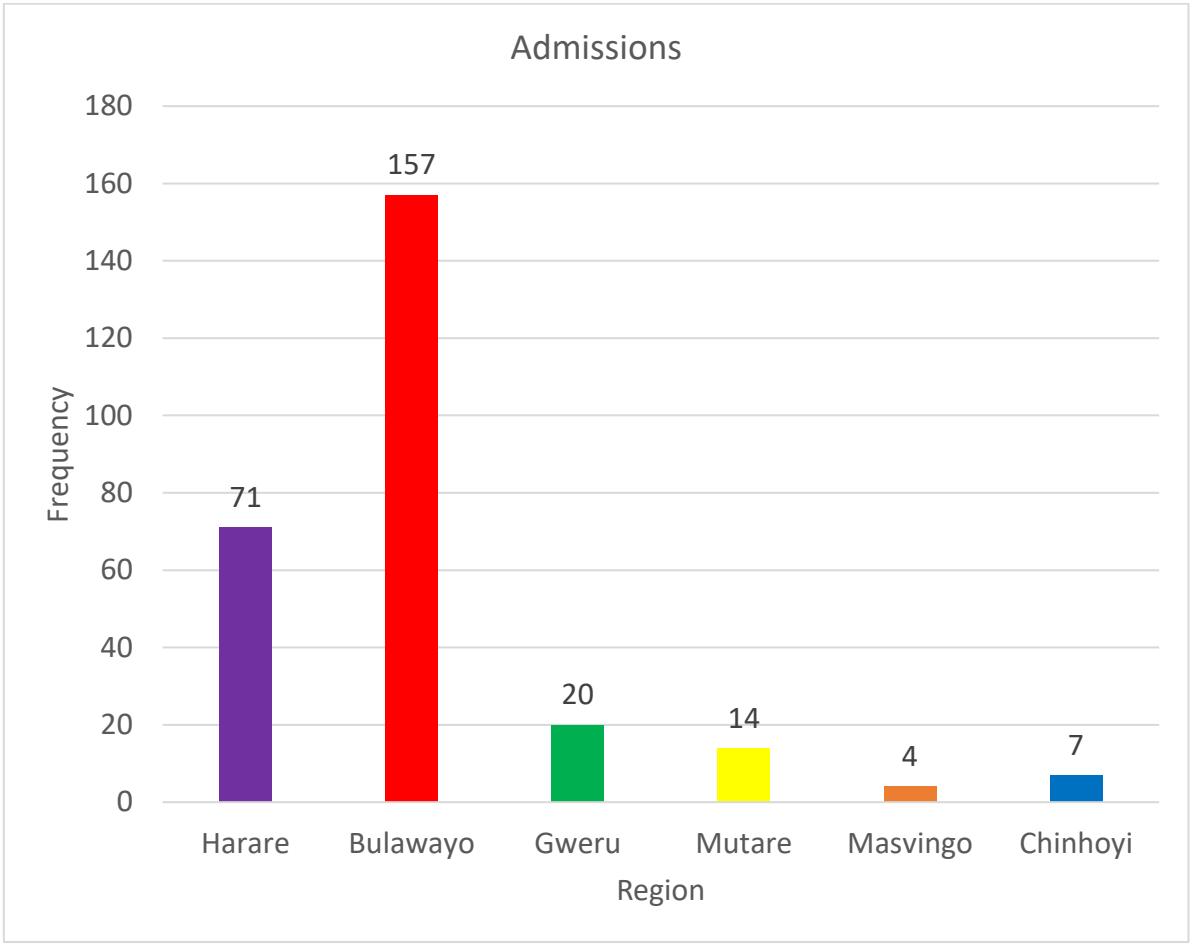

Figure 3.2: Number of Admissions to the Rehabilitation Centre by Region, 2019

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 2019 was 38 days (see *Table 3.3*). Mean admission period by region ranged from 30 days for Gweru region to 68 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*.). Gweru has the least mean stay period (30 days).

Table 3.3: Mean % Disability and Admission Period by Region, 2019.

Region	Mean Admission Period	Mean Percentage Disability	Distance from Rehabilitation Centre
Harare	41.17	1.90	439
Bulawayo	35.20	1.92	0
Gweru	29.70	2.15	164
Mutare	58.86	1.36	577
Masvingo	68.00	2.00	280
Chinhoyi	42.43	2.00	555
Total	38.23	1.91	

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: "Mining & Quarrying" (153.8), "Fabricated Metal Products (95.2), "Commerce & Distribution" (88.24), "Food, Drink & Tobacco Processing" (91.6) and "Transport & Storage" (98.9) , "Local Authorities" (73.3))and "Finance, Insurance, Real Estate & Business Services" (54.9).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.

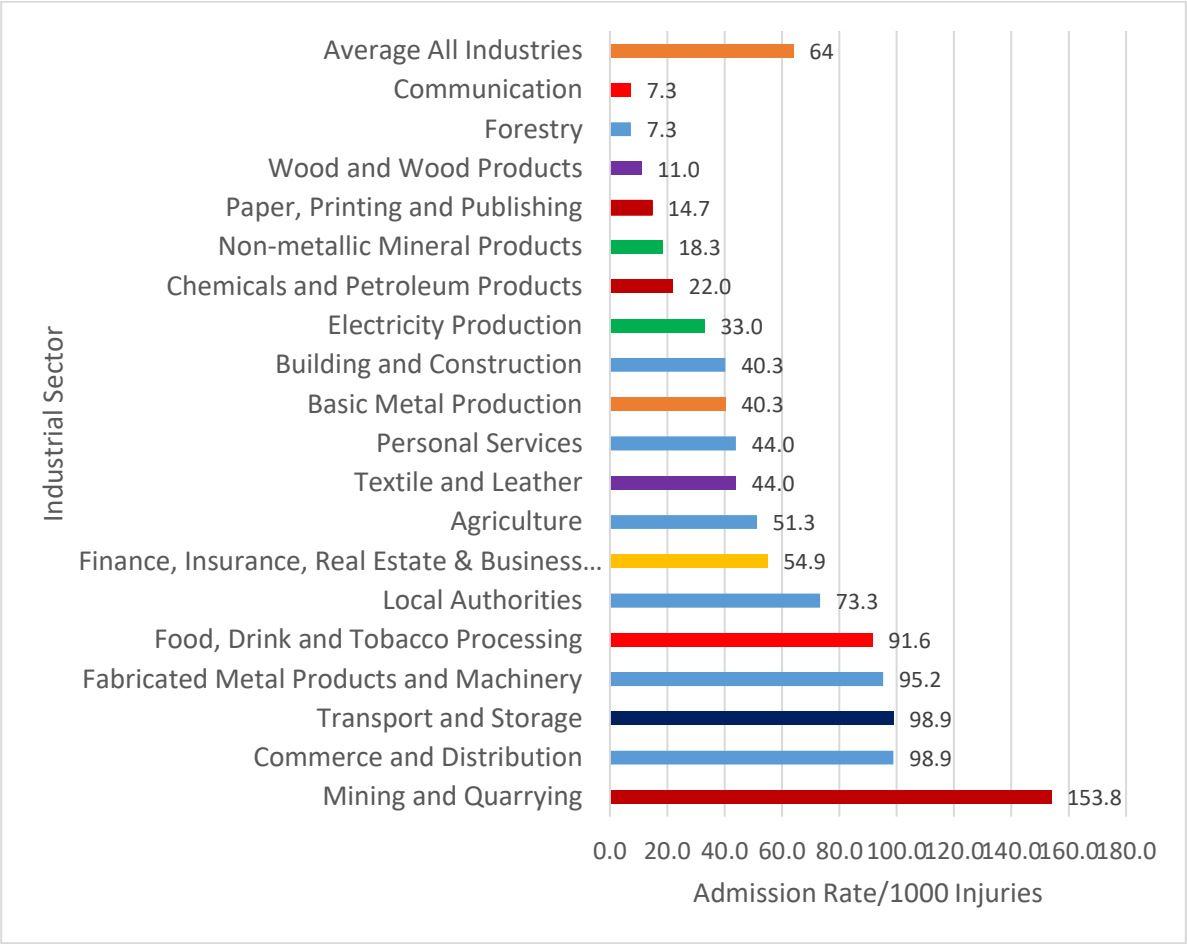

Figure 3.3: Admission Rate/ 1 000 injuries by Industrial Sector, 2019.

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 "Building & Construction"(67 days), "Finance, Insurance, Real-estate and Business Services"(57days),"Agriculture"(52 days), "Textile and Leather" (43 days),and "Basic Metal Production" (41 days) (*See also Table A 20 in Appendix A).*

The "Wood & Wood Products "sector with 34% had the highest mean percentage disability followed by "Chemicals and Petroleum Products" (12.80%), "Agriculture" (10.83%) "Personal Services" (10.10%), "Communication" (10.00 %), ,"Paper Printing & Publishing" (10.00%) and "Mining and Quarrying" (9.83%) %),"Basic Metal Production" (9.50%) "Finance, Insurance, Real Estate & Business Services" (9.38%).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, 2019.

Industrial Sector	Mean Admission Period(Days)	Mean Percent Disability	Admissions %	Discharges %
Agriculture	56.43	10.83	7.60%	4.00%
Forestry	13	5.00	0.20%	0.70%
Mining and Quarrying	29.48	9.83	11.90%	14.70%
Food, Drink and Tobacco Processing	40.96	6.75	9.80%	8.40%
Textile and Leather	43.08	5.00	5.00%	3.70%
Wood and Wood Products	33	34.00	0.90%	1.10%
Paper, Printing and Publishing	16.5	10.00	0.60%	1.50%
Chemicals and Petroleum Products	68.5	12.80	3.90%	1.80%
Non-metallic Mineral Products	35.6	10.00	1.70%	1.80%
Basic Metal Production	41.36	9.50	4.40%	3.70%
Fabricated Metal Products and Machinery	22.73	5.14	5.70%	9.50%
Electricity Production	31.33	7.20	2.70%	2.60%
Building and Construction	66.73	0.00	7.00%	3.30%
Finance, Insurance, Real Estate & Business Services	57.4	9.38	8.30%	4.40%
Commerce and Distribution	36.48	4.65	9.40%	9.20%
Transport and Storage	39.67	3.82	10.30%	8.40%
Local Authorities	39.1	3.62	7.50%	6.20%
Personal Services	21.17	10.10	2.40%	4.00%
Communication	36	10.00	0.70%	0.70%
Total	38.23	7.12	100.00%	89.70%

3.7 Occupation

"Clerical & Related Workers" Occupational Group Constituted 72.00% of the mean admissions followed by "Administrative and Managerial Workers" (56.56%), "Sales Workers" with (54.00 %), "Transport and Equipment Operators Workers" (44.87%), and "Mining and Quarrying Workers" (38.31%), (See *Table 3.5*). The lowest admission was

recorded under "Agricultural, Animal Husbandry and Forestry Workers" accounting for 19.75%.

"Clerical and Related Workers" had the highest mean percentage disability on discharge of 9.82% followed by "Sales Workers" (9.39%). "Mining and Quarrying Workers" had the lowest mean percentage disability of 1.77% (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 "Agricultural, Animal Husbandry and Forestry Workers" to 72 days for "Clerical and Related Workers".

Table 3.5: Mean Admission Period Percentage Disability, Admission Period and Percentage Admissions/ Discharges by Occupation, 2019.

Occupation Grouped	Mean Admission Period (Days)	Mean Percentage Disability (%)	Admission %	Discharges %
Professional, Technical and Related Workers	37.67	4.12	15.80%	13.90%
Administrative and Managerial Workers	56.56	8.67	3.30%	3.30%
Clerical and Related Workers	72.00	9.82	4.00%	4.00%
Sales Workers	54.00	5.33	2.20%	1.80%
Service Workers	49.36	9.39	10.30%	8.80%
Agricultural, Animal Husbandry and Forestry Workers	19.75	7.50	1.50%	1.10%
Mining and Quarrying Workers	38.31	1.77	4.80%	4.00%
Production and Related Workers	29.02	5.44	44.00%	40.30%
Transport and Equipment Operators	44.87	4.21	14.30%	12.50%
Total	38.23	5.60	100.00%	89.70%

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 "Foreign bodies, fragments or particles" (48.74). This was followed by "Fractures" (44.04) and the other nature of injuries had less than 40 days each.

Table 3.6: Mean Percentage Disability, Admission Period and Percentage Admissions/ Discharges by Occupation, 2019.

Nature of Injury	Mean Admission Period(Days)	Mean Percentage Disability (%)	Admissions %	Discharges %
Cuts, abrasion, bruises, lacerations	31.12	7.64	9.20%	8.80%
Contusions, crushings, blisters, haematoma, swellings	26.16	4.6	22.70%	20.90%
Burns from objects, radiation, chemicals etc.	39.83	2.5	2.20%	1.80%
Foreign bodies, fragments or particles	48.74	8.07	15.80%	13.60%
Stains, sprains	37.4	6.2	20.10%	18.30%
Fractures	44.04	4.78	26.70%	23.40%
Unspecified	47.67	0	3.30%	2.90%
Total	38.23	5.6	100.00%	89.70%

Table A20 in Appendix A shows that Harare and Bulawayo regions had admissions across almost all the different types of injuries whereas the other regions were represented across a few categories of the nature of injury that were deemed critical. This shows that regions far from the Rehab Centre tend to send only critical cases.

A cross tabulation of nature of injury by admission period is shown in *Table A21* in *Appendix A.* It can be noted that 84% of the 273 admissions was admitted for a period of less than 1 month, 8 % for a period of 1 to less than 2 months and the remaining combined with 8 %, for a period of 2 months and above. Injuries with higher mean percentage disability tended to have longer admission periods. This is shown in *Table A22* in *Appendix A*, with the top five natures of injuries with high mean percentage disability being: “Foreign bodies, fragments or particles” (8.07%), “Cuts, abrasion, bruises, lacerations” (7.64%), “Stains, sprains” (6.20%), “Fractures” (4.78%) and “Burns” (4.60).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 3.7*. These are bed occupancy, in-patient daily average, average stay, turnover factor, turnover interval and percentage age occupancy. For definition of these indicators refer to *Appendix B.* It should be noted that calculations of the indicators were based on a fixed bed establishment of 80.

In-patient daily average ranged from 32 rehabilitees in the fourth quarter to 38 rehabilitees in the third quarter. A similar pattern as that of in-patient daily average by quarter is also observed under percentage occupancy. Percentage occupancy ranged from 40% in the fourth quarter to 48% in the third quarter.

The average number of days a rehabilitee occupied a bed was highest during the first quarter at 59 and lowest during the second quarter at 50. The average number of patients treated per bed i.e. the turnover factor was 1 across all quarters. Turnover interval was lowest in the second quarter at 52 and highest during the fourth quarter at 121.

Given that the bed establishment stands at 80 and that percentage occupancy across all quarters was 40% and above, it can be concluded that the Rehabilitation Centre was under-utilised in 2019.

Table 3.7: Rehabilitation Centre Hospital Utilization Statistics by Quarter, 2019.

Quarter	Bed Occupancy	Admissions	Discharges	Days in Period	In-Patient Daily Average	Average Stay	Turnover Factor	Turnover Interval	Percentage Occupancy
Q1	2,718	99	73	90	30	37	1	61	38
Q2	3,661	68	70	91	40	52	1	52	50
Q3	3,178	58	58	92	35	55	1	72	43
Q4	2,016	48	44	92	22	46	1	121	27
Total	11,573	273	245	365	32	47	3	72	40

3.10 Key Findings

- The number of admissions decreased from 323 in 2018 to 273 in 2019, showing a 16 % decrease in the utilisation of the Rehabilitation Centre.
- Out of the total admissions in 2018, ninety four percent (90%) were males while the remaining six percent (10%) were females.
- The highest number of workers admitted for rehabilitation were in the age group 40-44 years.
- The months of January (36) and March (36) were characterized by high admissions as compared to other months. September (16) and November (13) had the lowest number of admissions compared to other months.

- The average admission period for 2019 was 38 days.
- The highest admission rates were observed in the: “Mining & Quarrying” (153.8), “Fabricated Metal Products (95.2), “Commerce & Distribution” (88.2), “Food, Drink & Tobacco Processing” (91.6) and “Transport & Storage” (98.9), “Local Authorities” (73.3) and “Finance, Insurance, Real Estate & Business Services” (54.9).
- The industrial sectors with the highest mean admission days were “Building & Construction” (67 days), “Finance, Insurance, Real-estate and Business Services” (57days), “Agriculture” (52 days), “Textile and Leather” (43 days), and “Basic Metal Production” (41 days).
- “Clerical & Related Workers” Occupational Group Constituted 72.00% of the mean admissions followed by “Administrative and Managerial Workers” (56.56%), “Sales Workers” with (
- .00 %), “Transport and Equipment Operators Workers” (44.87%), and “Mining and Quarrying Workers” (38.31%), (See Table 3.5). The lowest admission was recorded under “Agricultural, Animal Husbandry and Forestry Workers” accounting for 19.75%.
- “Clerical and Related Workers” had the highest mean percentage disability on discharge of 9.82% followed by “Sales Workers” (9.39%). “Mining and Quarrying Workers” had the lowest mean percentage disability of 1.77% (see Table 3.5).
- The nature of injury resulting in the highest mean admission period to the Rehabilitation Centre was “Foreign bodies, fragments or particles” (48.74). This was followed by “Fractures” (44.04).
- The top five nature of injuries with high mean percentage disability being: “Foreign bodies, fragments or particles” (8.07%), “Cuts, abrasion, bruises, lacerations” (7.64%), “Stains, sprains” (6.20%), “Fractures” (4.78%) and “Burns” (4.60).
- In-patient daily average ranged from 32 rehabilitees in the fourth quarter to 38 rehabilitees in the third quarter with highest during the first quarter at 59 and lowest during the second quarter at 50.

Chapter

4

NATIONAL SOCIAL SECURITY AUTHORITY

Pensions and Other Benefits

4.1 Introduction

Chapter 4 presents an analysis of the statistics under the Pension and Other Benefits Scheme for the year 2019. 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 2017, 2018 and 2019. 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 2019 as shown in *Figure 4.1* below and *Table A25* in *Appendix A*, a total of 106,070 employers/companies were registered with NSSA, an increase of 3% from 103,428 in 2018. Of the 106,070 employers across all the industrial sectors, "Commerce & Distribution" (27.9%) had

*This analysis includes both Active and Inactive employers

the highest percentage followed by "Personal Services" (26.2%), "Agriculture" (11.2%), "Building & Construction" (7.1%) and "Finance, Insurance and Business Services" (6.5%).

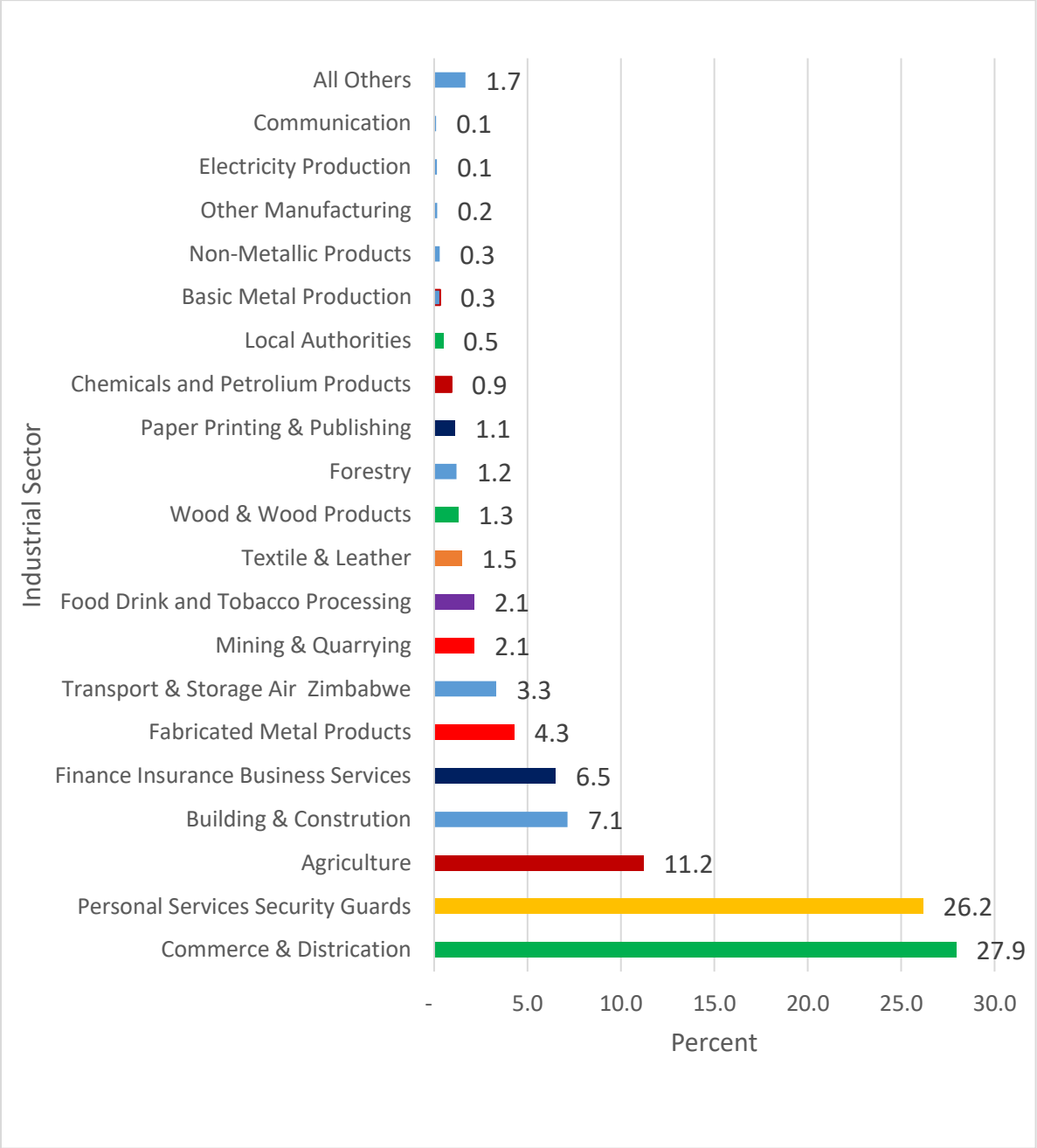

Figure 4.1: Percentage Distribution of Registered Employers, 2019.

4.2.2. Active and Inactive Employers

Out of the 106,070 registered employers 75 % (79,320) were inactive, whereas in 2018, 74% (76,586) 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. "Forestry" (93%) had the highest proportion of active registered employers

followed by “Wood & Wood Products” and “Building & Construction” with (46%) each. “Forestry” (7%) had the least proportion of active registered employers.

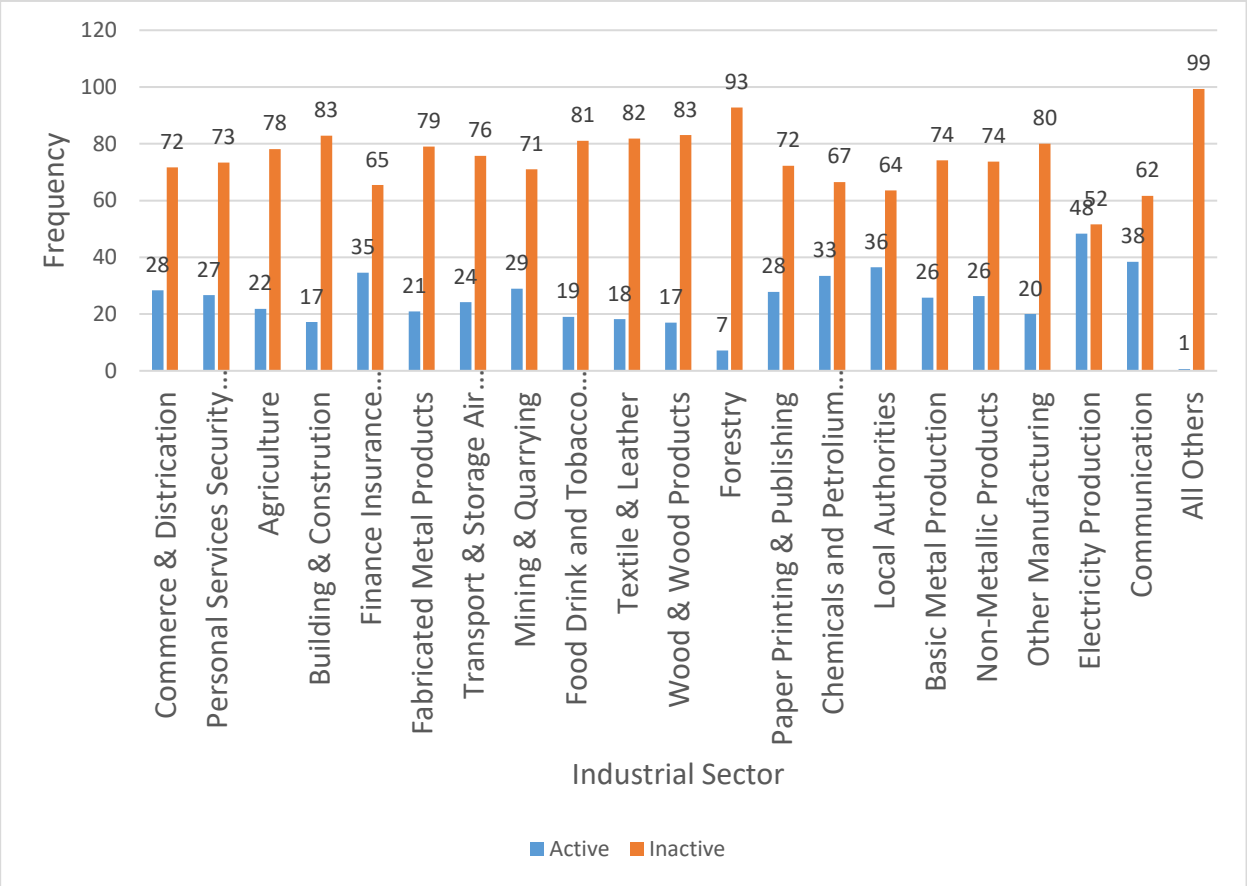

Figure 4.2: Active vs. Inactive Employers.2019.

Figure. 4.3 below and *Table A26* in *Appendix A* shows that “Commerce and Distribution” (7.9%) had the highest percentage of registered active employers followed by “Personal Services” (7%) and all the other sectors had less than 5% each.

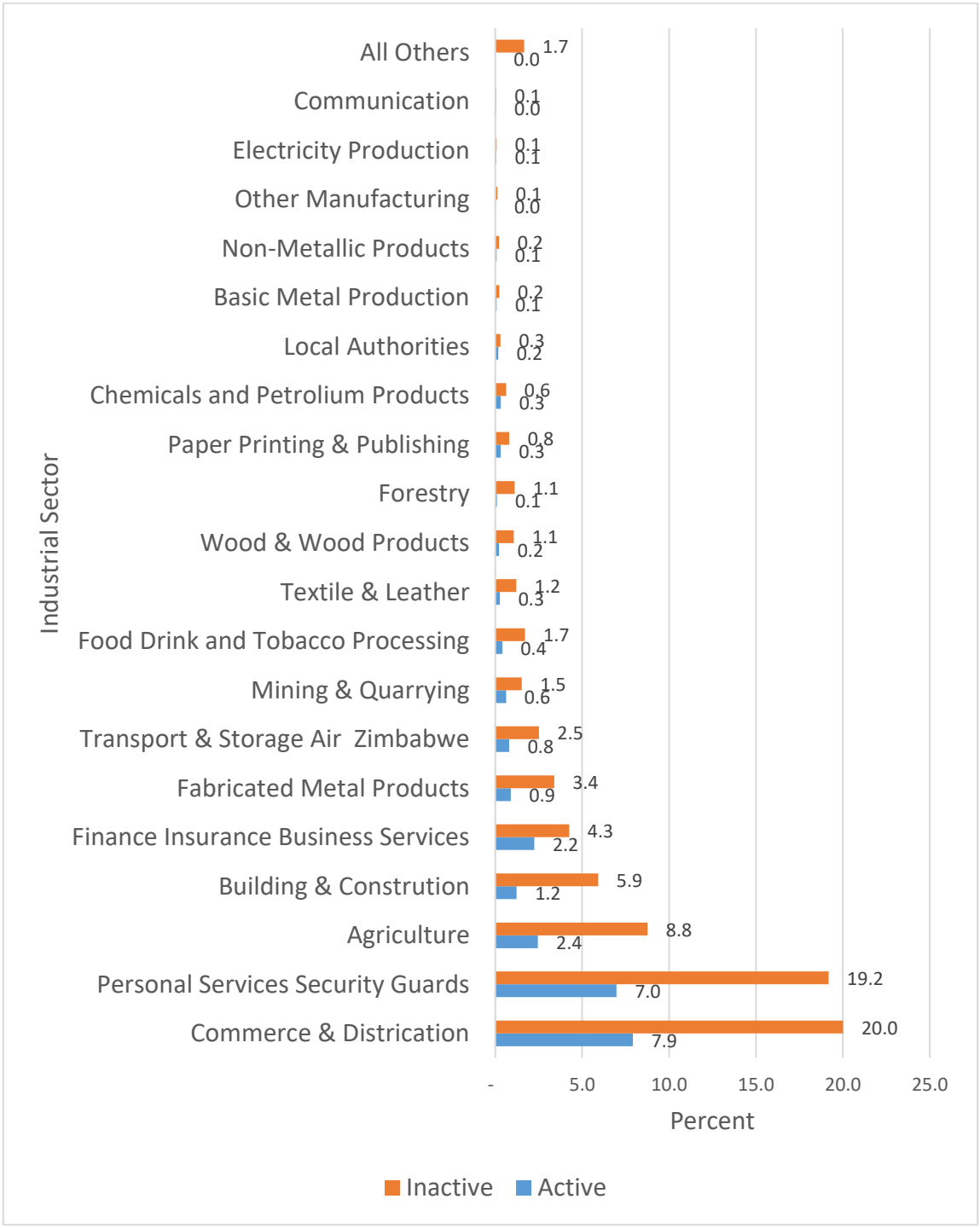

Figure 4.3: Percentage Distribution of Active vs. Inactive Employers, 2019.

4.2.3. Three-year Active Employer Analysis

Figure 4.4 below shows the proportion of registered active employers from 2017 to 2019. The number of active employers decreased by 11% from 30,152 in 2017 to 26,845 in 2018, further decreasing to 26,750 by 0.4% in 2019. See also *Table A27* in *Appendix A*

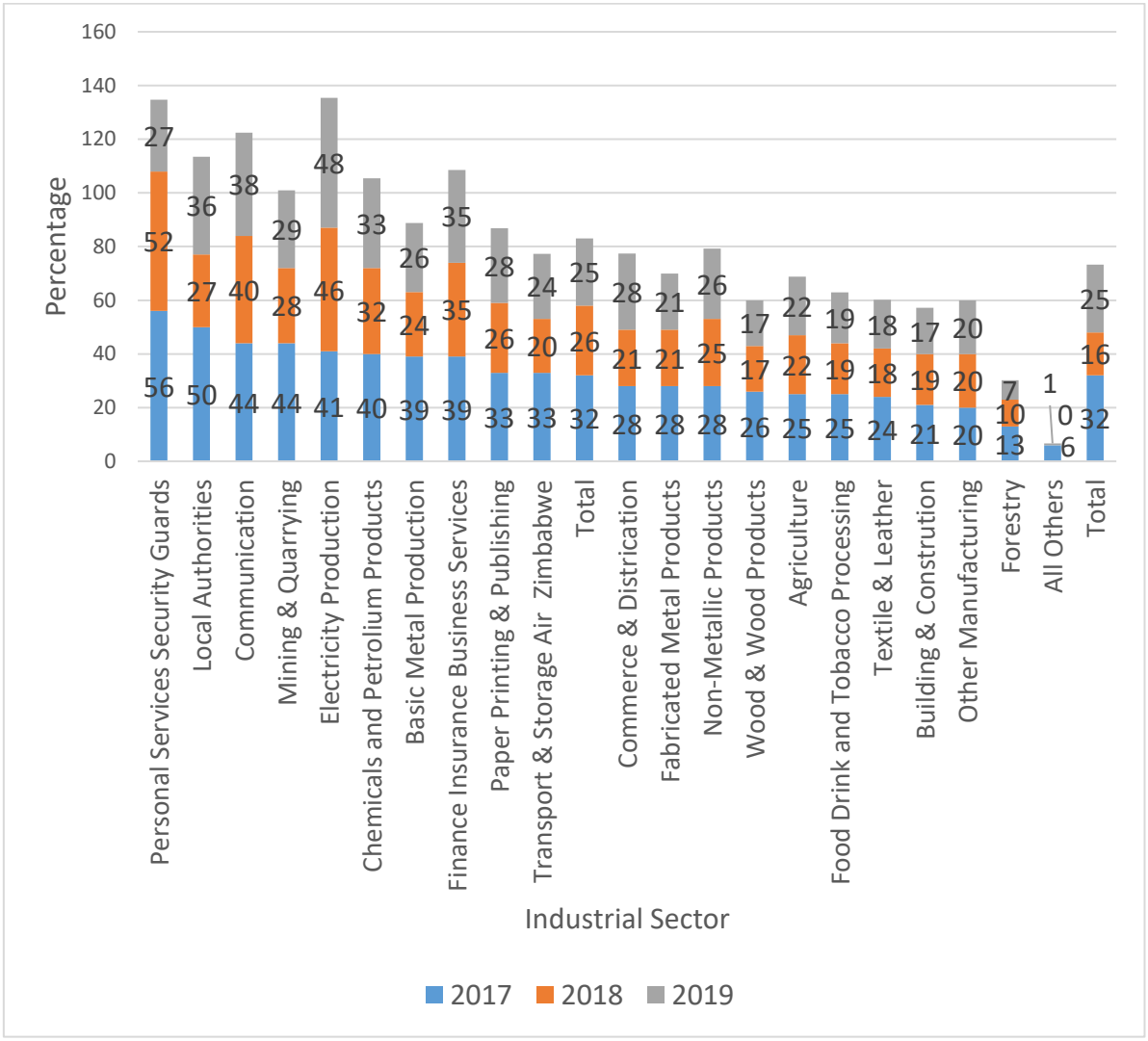

Figure 4.4: Three-year percentage Analysis of Registered Active Employers by Industrial Sector, 2019.

4.3 Insured Labour Forces' Statistics

4.3.1. Registered Insured Labour Force

The year 2019 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 18% of its workers in "Local Authorities" followed by "Commerce and Distribution" with 10%. In total "Local Authorities" and "Agriculture" had the highest percentage with (19%) each followed by "Commerce and Distribution" with 15%.

Table: 4.1. Percentage Distribution of Insured Labour Force by Region, 2019.

Industrial Sector	Harare	Bulawayo	Gweru	Masvingo	Mutare	Chinhoyi	Total
Agriculture	7.49	1.04	0.57	2.71	3.63	3.08	18.52
All Others	0.38	0.59	0.01	0.00	0.00	0.14	1.12
Basic Metal Production	0.12	0.14	0.49	0.00	0.00	0.02	0.76
Building Construction	3.35	0.80	0.32	0.19	0.25	0.16	5.07
Chemicals Petroleum Products	1.03	0.25	0.06	0.01	0.01	0.00	1.36
Commerce Distribution	9.48	2.67	0.70	0.67	0.72	0.60	14.85
Communication	0.67	0.00	0.00	0.00	0.01	0.00	0.68
Electricity Production	0.82	0.03	0.01	0.01	0.02	0.00	0.88
Fabricated Metal Products Machinery	1.94	0.96	0.15	0.05	0.08	0.10	3.28
Finance Insurance Real Estate Business Services	3.57	0.27	0.05	0.03	0.03	0.06	4.01
Food Drink Tobacco Processing	3.38	0.54	0.16	0.09	0.30	0.11	4.59
Forestry	0.09	0.02	0.01	0.00	0.56	0.00	0.68
Local Authorities	17.57	0.44	0.23	0.13	0.22	0.19	18.78
Mining Quarrying	1.07	1.42	0.93	0.67	0.30	1.02	5.41
Non-Metallic Mineral Products	0.41	0.22	0.07	0.01	0.03	0.03	0.77
Other Manufacturing	0.19	0.03	0.00	0.00	0.00	0.00	0.22
Paper Printing Publishing	0.68	0.14	0.01	0.01	0.04	0.04	0.93
Personal Services	6.85	2.06	0.46	0.41	0.53	0.43	10.74
Textile Leather	1.77	0.90	0.11	0.02	0.04	0.30	3.16
Transport Storage	1.86	0.47	0.06	0.14	0.12	0.08	2.75
Wood & Wood Products	0.57	0.20	0.02	0.01	0.61	0.05	1.45
Total	63.29	13.18	4.43	5.16	7.51	6.43	100

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 (1,826,478) was greater than that of active workers (1,291,832). 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, 2019.

Age Group	Male		Female		Total
	Active	Inactive	Active	Inactive	
0 < 14	678	22,019	104	4,491	27,292
15 < 19	3,639	507	1,091	140	5,377
20 < 24	45,348	11,550	14,234	3,376	74,508
25 < 29	101,665	33,581	34,620	10,681	180,547
30< 34	140,058	62,757	57,185	22,273	282,273
35 < 39	154,300	113,114	70,744	39,263	377,421
40 < 44	140,500	177,742	59,148	50,456	427,846
45 < 49	142,363	271,653	55,382	61,719	531,117
50 < 54	82,669	165,188	40,934	40,405	329,196
55 < 59	45,945	116,631	24,538	31,164	218,278
60 < 64	27,137	126,146	10,849	27,779	191,911
65 < 69	11,555	105,095	4,346	20,943	141,939
70 < 74	6,469	74,538	2,751	12,453	96,211
75 +	10,403	193,035	3,177	27,779	234,394
Total	912,729	1,473,556	379,103	352,922	3,118,310

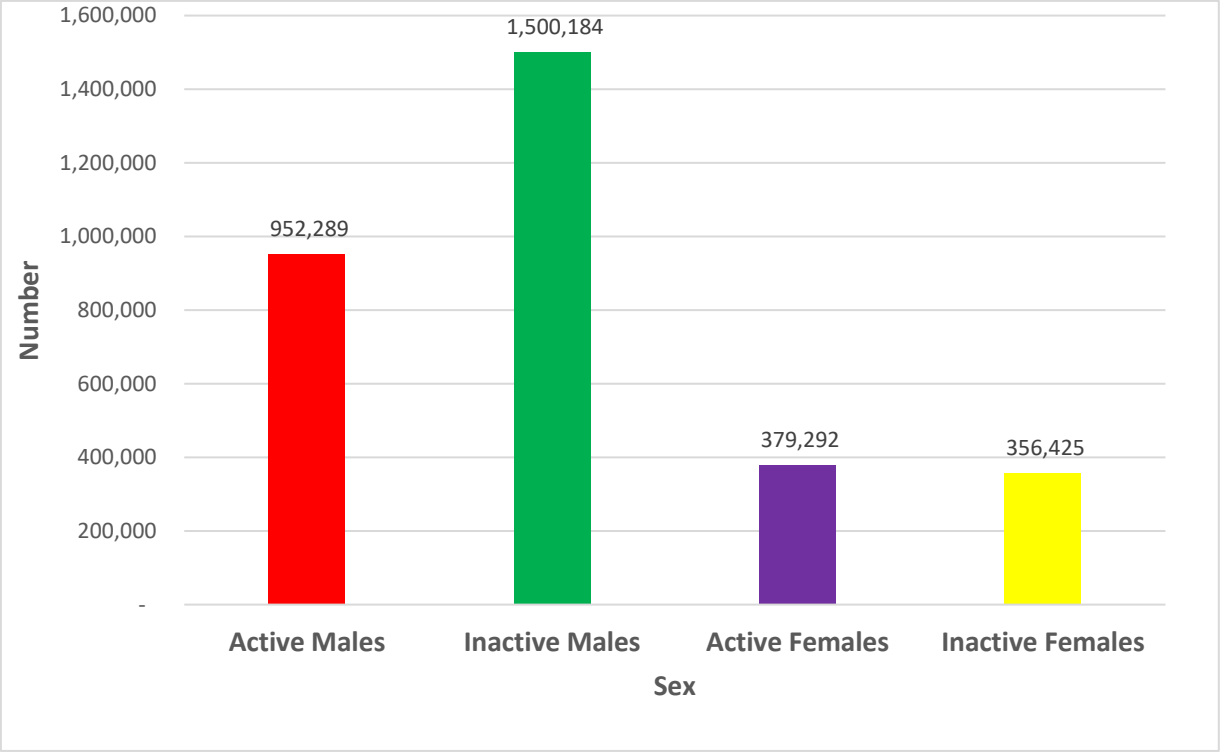

Figure 4.6: Active vs. Inactive Workers by Sex,2019.

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, 2019.

Industrial Sector	Ceased Operation		New Registrations	
	Employers	Employees	Employers	Employees
Agriculture	8	85	12	15,636
Forestry	-	-	14	668
Mining & Quarrying	2	3	6	6,657
Food Drink and Tobacco Processing	2	4	1	4,240
Textile & Leather	1	15	3	1,385
Wood & Wood Products	-	-	-	991
Paper Printing & Publishing	1	2	-	299
Chemicals and Petroleum Products	-	-	1	813
Non-Metallic Mineral Products	-	-	-	941
Basic Metal Production	-	-	-	614
Fabricated Metal Products Machinery	9	60	10	1,327
Other Manufacturing	-	-	-	168
Electricity Production	2	16	10	1,949
Building & Construction	3	8	19	5,096
Finance & Insurance	10	40	3	5,110
Commerce & Distribution	33	439	38	12,924
Transport & Storage Air Zimbabwe	3	50	2	2,299
Local Authorities	-	-	-	9,574
Personal Services Security Guards	35	221	20	12,791
Communication	-	-	-	737
Personal Services Security Guards	1	1	-	362
All Others	-	-	-	19
Total	110	944	139	84,600

4.3.4. Mortality Rate among Insured Labour Force

Death rates can be used to compare mortality at different age groups and the same age groups over time. They show the risk associated with death for particular ages. The Age Specific Death Rate (ASDR) is calculated as a ratio of deaths in a particular age group to the population in that age group. ASDRs from the Zimbabwe 2002 and 2012 Population Census are presented in Table 4.4 below.

The rates were higher among females aged 15-30 years compared to rates of males in the same age group. This could be indicative of relatively high maternal mortality in this age group which is more pronounced in younger ages for females than males. For the rest of the age groups males experienced relatively higher mortality than females. High death rates in the elderly group has a negative impact on the scheme. High rates generally increase the expense ratio consequently increasing the Pension Fund's Liability.

Table4.4: Age Specific Death Rates Per 1,000 Population, by Sex

Age Group	2002 Both sexes	2002 Male Population	2002 Females Population	2012 Both sexes	2012 Male Population	2012 Female Population
<1	73.2	79.8	66.7	52.5	68.5	55.2
1-4	12.8	13.7	11.9	4.7	7.0	6.0
5-9	3.5	3.8	3.2	1.2	1.8	1.4
10-14	2.5	2.7	2.3	1.3	1.9	1.3
15-19	2.9	2.6	3.2	1.5	2.0	2.2
20-24	8.3	6.4	9.9	2.4	4.0	4.2
25-29	18.6	15.4	21.5	3.9	6.4	6.7
30-34	30.8	29.3	32.4	6.1	9.8	9.5
35-39	40.9	45.4	37.0	8.3	13.2	11.6
40-44	37.1	46.5	29.5	10.5	15.9	12.0
45-49	35.4	43.9	28.0	12.5	18.8	12.4
50-54	30.9	41.3	23.2	13.3	19.1	10.5
55-59	31.1	41.3	22.2	15.2	19.2	11.2
60-64	32.1	40.7	24.0	23.6	26.3	15.5
65-69	35.9	43.9	28.3	29.2	28.9	17.5
70-74	39.8	49.0	30.8	40.3	38.1	24.5
75-79	51.8	67.8	38.0	56.2	54.0	31.9
80-84	64.4	75.4	55.2	76.5	69.1	45.8
85-89	94.0	118.9	77.0	119.0	106.0	72.5
90-94	138.2	156.3	125.8	132.2	114.5	88.6
95+	175.4	223.8	156.4	206.6	222.3	153.3

Sources: ZIMSTAT, 2002 and 2012 Zimbabwe Population Censuses

This section shows the beneficiaries' statistical data for the year 2019. 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 three-trend analysis shows that the claims expenditure under the short-term benefit increased by 30% from $8,698,956 in 2017 to $11,297,790 in 2018 decreasing by 6% to $10,605,854 in 2019. Figure 4.7 shows a three-year comparative analysis of short-term claims expenditure for the years 2017, 2018 and 2019.

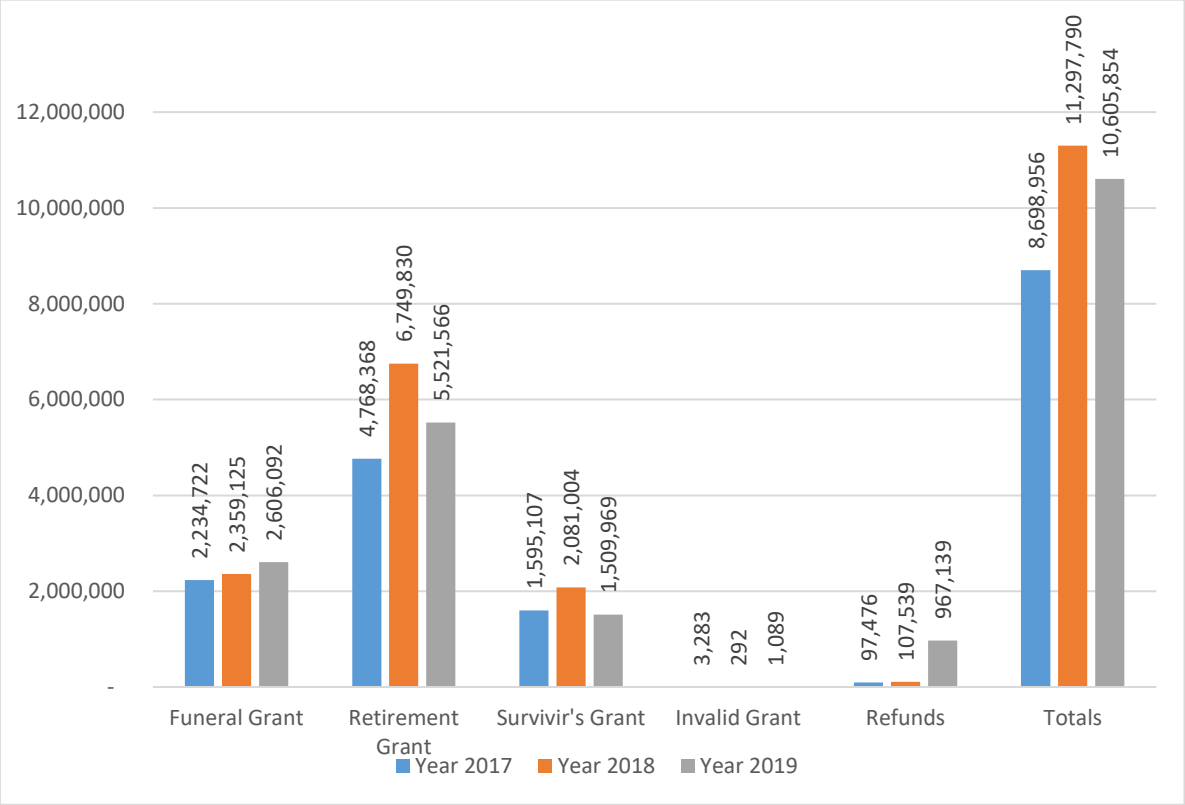

Figure 4.7: Three Year Comparison of Short-Term Beneficiaries, 2019

4.4.2 Long Term Beneficiaries

The total number of claims registered and were in payment in 2019 increased by 36% from $164,553,041 in 2018 to $223,466,526 in 2019.Table 4.4 below shows claims in payment for 2018 and 2019. The highest percentage change was recorded in Retirement Pension claims (40%).

Table 4.4: Long Term benefit claim, 2019.

Benefit Type	Year		Percentage Change
	2018	2019	
Retirement Pension	105,482,219	147,690,227	40 %
Invalid Pension	2,507,753	2,804,962	12 %
Survivor's Pension	56,561,051	72,969,319	29 %
Total	164,553,041	223,466,526	36 %

4.5 Key Findings

- 2019 had an increase of 3% registered employers from 2018
- Active employers decreased by (0.4%) from 2018
- The number of inactive workers (1,826,478) was greater than the number of active workers (1,291,832) in 2019
- A total of 3,118,310 employees were registered with NSSA in 2019.
- In 2019 new registrations were more than those who ceased operations for both employers and employees.
- Males experienced relatively higher mortality than females except the broad age group 15-30 years.
- Short term claims expenditure decreased by 6% from $11,297,790 in 2018 to $10,605,854 in 2019.

Chapter

5

NATIONAL SOCIAL SECURITY AUTHORITY

Occupational Safety and Health

5.0 Introduction

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

5.1 Teach-ins

As shown in Table 5.1, the number of teach-ins increased by 30% from 190 in 2018 to 248 in 2019.

Table 5.1: Teach-Ins

Region	2019	2018	Variance	% Improvement
Harare	75	60	15	25.0
Trainees	483	1056	-573	-54.3
Bulawayo	89	37	52	140.5
Trainees	1516	739	777	105.1
Gweru	56	10	46	460.0
Trainees	293	65	228	350.8
Mutare	11	50	-39	-78.0
Trainees	184	1754	-1570	-89.5
Masvingo	7	10	-3	-30.0
Trainees	47	113	-66	-58.4
Chinhoyi	10	23	-13	-56.5
Trainees	395	659	-264	-40.1
Total	**248**	**190**	**58**	
Trainees	**2918**	**4386**	**-1468**	

5.2 Basic Occupational Safety and Health Course

The number of basic training sessions conducted increased by 11% from 59 in 2018 to 66 in 2019, as shown in Table 5.2

Table 5.2: Basic Occupational Safety and Health Course

Region	2019	2018	Variance	% Improvement
Harare	21	21	0	0.0
Trainees	259	255	4	1.6
Bulawayo	18	10	8	80.0
Trainees	197	152	45	29.6
Gweru	4	7	-3	-42.9
Trainees	86	137	-51	-37.2
Mutare	7	5	2	40.0
Trainees	94	50	44	88.0
Masvingo	9	12	-3	-25.0
Trainees	103	130	-27	-20.8
Chinhoyi	7	4	3	75.0
Trainees	263	60	203	338.3
Total	**66**	**59**	**7**	
Trainees	**1002**	**784**	**218**	

5.3 Formations of Safety and Health Committees

There was a slight increase in the number of committees formed from 39 in 2018 to 42 in 2019.An increase of 8% as shown in Table 5.3.

Table 5. 3: Safety and Health Committees at Workplaces

Region	2019	2018	Variance	% Improvement
Harare	9	6	3	50.0
Bulawayo	5	4	1	25.0
Gweru	12	14	-2	-14.3
Mutare	4	6	-2	-33.3
Masvingo	9	4	5	125.0
Chinhoyi	3	5	-2	-40.0
Total	**42**	**39**	**3**	

5.4 Establishment of Certified OSH Management Systems

As shown in Table 5.4, there was a general decline in OSHMS certification due to financial circumstances, as this exercise is highly capital intensive.

Table 5.4: Establishment of Certified OSH Management Systems

Region	2019	2018	Variance	% Improvement
Harare	2	2	0	0.0
Bulawayo	0	1	-1	-100.0
Gweru	1	1	0	0.0
Mutare	0	1	-1	-100.0
Masvingo	4	3	1	33.3
Chinhoyi	1	4	-3	-75.0
Total	**8**	**12**	**-4**	

5.5 Adoption of Vision Zero

As shown in Table 5.5, industry responded positively to the Vision Zero campaign and this saw an increase in the number of companies adopting the campaign in their bid to reduce accidents.

Table 5.5: Adoption of Vision Zero

Region	2019	2018	Variance	% Improvement
Harare	6	2	4	200
Bulawayo	5	10	-5	-50
Gweru	9	1	8	800
Mutare	10	0	10	100
Masvingo	12	0	12	100
Chinhoyi	8	0	8	100
Total	**50**	**13**	**37**	

5.6 Surveys

The number of surveys decreased by 15% in 2019 as compared to 2018, as shown in Table 5.6.

Table 5.6: Surveys

Region	2019	2018	Variance	% Improvement
Harare	252	380	-128	-33.7
Bulawayo	191	297	-106	-35.7
Gweru	113	102	11	10.8
Mutare	88	111	-23	-20.7
Masvingo	348	386	-38	-9.8
Chinhoyi	97	137	-40	-29.2
Total	**1089**	**1413**	**-324**	

5.7 Accidents

As shown in Table 5.7, the number of serious injuries decreased by 15% from 5,965 in year 2018 to 5,082 in year 2019 although it still remains very high and is a cause of concern for a depressed economy.

Table 5.7: Accidents

Region	Item	2019	2018	Variance	% Improvement
Harare	Serious	2135	2623	-488	-18.6
	Fatalities	13	16	-3	-18.8
Bulawayo	Serious	1592	1494	98	6.6
	Fatalities	9	12	-3	-25.0
Gweru	Serious	339	551	-212	-38.5
	Fatalities	3	6	-3	-50.0
Mutare	Serious	434	481	-47	-9.8
	Fatalities	7	11	-4	-36.4
Masvingo	Serious	204	280	-76	-27.1
	Fatalities	5	7	-2	-28.6
Chinhoyi	Serious	378	536	-158	-29.5
	Fatalities	12	18	-6	-33.3
Totals	**Serious**	**5082**	**5965**	**-883**	
	Fatalities	**49**	**70**	**-21**	
	Average Worker Population	**742732**	**834139**		
	LTIFR	**3.42**	**3.58**		

5.8 OSH Assessments

As shown in Table 5.8, assessment targets were low in 2019 as a new format was adopted which took into consideration companies that scored 50% and above in the 2018 assessments. Bulawayo, Gweru, Mutare, Masvingo and Chinhoyi had a low number of companies scoring 50% and above, showing that safety performance in these regions is generally low.

Table 5.8: OSH Assessments

Region	2019	2018	Variance	% Improvement
Harare	250	821	-571	-69.5
Bulawayo	127	630	-503	-79.8
Gweru	105	208	-103	-49.5
Mutare	105	101	4	4.0
Masvingo	130	343	-213	-62.1
Chinhoyi	89	449	-360	-80.2
Total	**806**	**2552**	**-1746**	

5.9 New Factory Registrations and Closures

As shown in Table 5.9, the total number of factories on NSSA records grew by 5.57 % compared to the previous year. The majority of new factory registrations are being witnessed in Harare where there is a huge market for products and services. The majority of the new registrations were in the mineral processing/beneficiation.

Table 5.9: New Factory Registrations and Closures

Region	Registration	Closures	Total Factories	Revenue
Harare	157	61	2171	18,040
Bulawayo	26	0	977	3,200
Gweru	35	16	321	4,300
Mutare	20	11	355	17,210
Masvingo	13	6	232	1,520
Chinhoyi	21	9	270	3,000
TOTAL	**272**	**103**	**4326**	**47,270**
Last Year	**233**	**114**	**4141**	**48,020**

5.10. Factory Inspections

Table 5.10 shows a compliance rate of 52.93% in 2019.

Table 5.10: Factory Inspections

Region	Inspections	Complying	Non-Complying
Harare	2,201	1,364	837
Bulawayo	552	507	45
Gweru	496	205	291
Mutare	674	35	639
Masvingo	416	132	284
Chinhoyi	250	186	64
TOTAL	4,589	2,429	2,160
Last Year	5,178	3,187	1,991

5.11. Pneumoconiosis Inspections

The total number of pneumoconiosis inspections witnessed a decrease of 7.63% compared to last year, as shown in Table 5.11.

Table 5.11: Pneumoconiosis Inspections

Region	Inspections	Complying	Non-Complying
Harare	253	98	155
Bulawayo	155	31	124
Gweru	141	30	111
Mutare	85	32	53
Masvingo	116	39	77
Chinhoyi	121	64	57
TOTAL	**871**	**294**	**577**
Last Year	**943**	**388**	**555**

5.12. Construction Sites Inspections

There was a marked increase of running construction sites in 2019 as compared to2018, as shown in Table 5.12. The total number of sites inspected decreased by 10% from 476 in 2018 to 429 in 2019.

Table 5.12: Construction Sites Inspections,2019

Region	No. of Sites	Inspections	Complying	Non-Complying
Harare	0	94	36	58
Bulawayo	15	129	48	81
Gweru	0	38	17	21
Mutare	4	89	4	85
Masvingo	0	52	16	36
Chinhoyi	8	27	13	14
TOTAL	**27**	**429**	**134**	**295**
Last Year (2018)	**6**	**476**	**147**	**329**

5.13. Boiler Registrations

The number of new boiler registrations almost doubled in 2019 compared to what was witnessed in 2018 although some regions did not witness any new registrations, as shown in Table 5.13. 13.71% of boilers on NSSA records are technically out of use. All new boilers including those manufactured from outside Zimbabwe were verified to be in conformity with the approved codes of practice.

Table 5.13: Boiler Registrations,2019

Region	Registration	Discarded	TOOU	In Use	Total
Harare	13	41	17	695	712
Bulawayo	0	0	85	85	170
Gweru	0	1	22	33	55
Mutare	5	0	66	72	138
Masvingo	0	0	0	41	41
Chinhoyi	4	8	127	21	148
TOTAL	**22**	**50**	**317**	**947**	**1264**
Last Year (2018)	**12**	**35**	**221**	**1052**	**1273**

5.14. Boiler Inspections

As shown in Table 5.14, boiler inspections declined by 7% from 1503 in 2018 to 1405 in 2019.

Table 5.14: Boiler Inspections

Region	Inspections	Complying	Non-Complying	Revenue
Harare	665	16	649	104,720
Bulawayo	202	14	188	45,950
Gweru	63	0	63	15,000
Mutare	279	4	275	41,900
Masvingo	70	6	64	25,600
Chinhoyi	126	5	121	17,400
TOTAL	**1405**	**45**	**1360**	**250,570**
Last Year	**1503**	**1009**	**494**	**242,640**

5.15 Elevator Registrations

Out of use elevators constituted 16.75% of elevators on NSSA records. Changes in technology has led to a number of elevators being rendered redundant due to challenges of sourcing spares and costs of maintenance.

Table 5.15: Elevator Registrations

Region	Registration	Discarded	TOOU	In Use	Total
Harare	19	18	10	984	994
Bulawayo	6	3	198	99	297
Gweru	2	1	24	20	44
Mutare	0	0	0	31	31
Masvingo	0	0	0	3	3
Chinhoyi	0	0	0	16	16
TOTAL	**27**	**22**	**232**	**1153**	**1385**
Last Year	**27**	**61**	**51**	**1336**	**1387**

5.16. Elevator inspections

There was a decline in elevator inspections from 1419 in 2018 to 1092 in 2019, as shown in Table 5.16.

Table 5.16: Elevator Inspections

Region	Inspection	Complying	Non Complying	Revenue
Harare	760	423	423	113,605
Bulawayo	202	107	107	25,510
Gweru	32	4	4	660
Mutare	77	8	8	3,080
Masvingo	2	2	2	520
Chinhoyi	19	17	17	0
TOTAL	**1092**	**561**	**561**	**143,375**
Last Year	**1419**	**959**	**460**	**165,609**

5.17 Occupational Accidents

As shown in Table 5.17, there was a decrease in non-fatal accidents from 337 in 2018 to 264 in 2019 as well as a decrease in fatal accidents from 21 in 2018 to 14 in 2019.

Table 5.17: Occupational Accidents

TOTAL RECEIVED			INVESTIGATED			
Region	**Non-Fatal**	**Fatal**	**Non-Fatal**	**Fatal**	**Prosecution**	**Court**
Harare	109	6	49	5	0	0
Bulawayo	81	3	87	2	0	3
Gweru	17	1	18	1	1	3
Mutare	17	1	13	1	0	1
Masvingo	12	0	10	0	0	1
Chinhoyi	28	3	29	2	0	4
TOTAL	**264**	**14**	**206**	**11**	**1**	**12**
Previous Year	**337**	**21**	**281**	**23**	**5**	**6**

5.19. Occupational Health Services (OHS)

5.19.1 Analysis of Pneumoconiosis Certificate Applications

The total number of submissions to the bureau declined by 10% this could be attributable to the global reduction in economic activities resulting in companies closing or could signify a weak pneumoconiosis compliance enforcement. The number of pneumoconiosis cases diagnosed dropped by a third, this could be due to an increase in the number of companies introducing occupational health programs.

Table 5.18: Pneumoconiosis Summary of Activities

	2019	2018
Pneumoconiosis applications received	21 959	24 400
Pneumoconiosis applications processed	19 575	24 628
Pneumoconiosis fitness certificates issued	19 076	21 108
Pneumoconiosis cases identified	14	21
Deferred cases	486	377
Monetary value of applications received	568 275.00	221 240.00
Doctors' Payments	284 424.17	79 032.77
Surplus after Doctors' payments	134 480	101 167

5.19.2 Pneumoconiosis Sectoral Analysis

As shown in Table 5.19, the manufacturing sector is now leading in terms of the of pneumoconiosis cases (7) followed by the mining sector (5).

Table 5.19: Pneumoconiosis Sectoral Analysis

Company	Sector	Active Mineral/ Principal Mineral	Number of Cases
Mhangura Copper Mine	Mining	Silica	1
Golden Valley Mine	Mining	Silica	1
Midsec PL	Security Services	Silica	1
PPC	Manufacturing	Silica	2
Hwange Colliery	Mining	Coal/Silica	1
Steelmakers Zimbabwe	Manufacturing	Heavy Metals	1
Turnal Holdings	Manufacturing	Asbestos	1
Jin An Corporation	Smelting	Silica	1
Unkie Mine	Mining	Silica	1
Trustford Enterprises	Manufacturing	Silica	1
Steel World	Manufacturing	Silica	1
Clay Products	Manufacturing	Silica	1
Old Nic Mine	Mining	Silica	1
TOTAL			**14**

5.20 Industrial Health Activities

5.20.1 Occupational Health Inspections

Table 5.20 shows occupational health inspections statistics for 2019.

Table 5.20: Occupational Health Inspections

Activity	Target	YTD	PYTD
Clinic Audits	96	110	122
Occupational Diseases Investigations	96	92	115
Occupational Health Inspections	108	118	123
Dressing Accounts Audited	1 440	1 747	2 035
Savings from Audited Dressing Accounts	-	18 998.31	8 706.01
Clinics Registered		2	3

5.20.2 Occupational Hygiene Measurements

Occupational hygiene measurements mainly focused on noise, dust, light, heat, chemicals, asbestos and ventilation. Occupational hygiene measurements were done at 29 establishments in 2019 compared to 30 done in 2018.

5.20.3 Occupational hygiene parameters done at establishments

Table 5. 21 shows a breakdown of occupational hygiene parameters and the number of establishments done in 2019 compared to 2018 for each respective parameter.

Table 5.21: Occupational hygiene parameters done at establishments

Parameter	Establishments Done 2019	Establishments Done 2018
Noise	15	19
Dust	13	15
Heat	7	8
Light	12	23
Chemicals	2	0
Asbestos	4	1
Vibration	0	0
Ventilation	8	3

5.21 Key Findings

- The number of teach-ins increased from 190 in 2018 to 248 in 2019.
- The number of basic training sessions conducted increased from 59 in 2018 to 66 in 2019.
- There was a slight increase in the number of committees formed from 39 in 2018 to 42 in 2019
- Industry responded positively to the Vision Zero campaign, and this saw an increase to 50 in 2019 from 37 in to 2018 in the number of companies adopting the campaign in their bid to reduce accidents.
- The number of surveys decreased by 15% from 5965 in 2018 to 5082 in 2019.
- The number of serious injuries decreased by 15% from 5 965 in 2018 to 5 082 in 2019 even though the figure still remains very high and is a cause of concern for a depressed economy.
- The total number of factories on NSSA records grew by 5.57 % when compared to the previous year. The majority of new factory registrations are being witnessed in Harare where there is a huge market for products and services. A good number of the new registrations were in mineral processing/beneficiation.
- Boiler inspections declined from 1505 in 2018 to 1405 in 2019.
- There was a decline in elevator inspections from 1419 in 2018 to 1092 in 2019.
- There was a decrease in non-fatal accidents from 337 in 2018 to 264 as well as decrease in fatal accidents from 21 in 2018 to 14 in 2019.

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 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.

This chapter analyses the investments incomes for both AP & WC and POBS for the year 2019.

6.1. Investment Portfolio Structure

The NSSA Combined Investment Portfolio is made up of the following assets: Equity, Prescribed Assets, Money Market, Real Estate, Housing and Empowerment, as depicted in Table 6.1. The total combined asset mix measured at market value for the NSSA investment portfolio as at 31 December 2019 was Equities 66.5%, Prescribed Assets 10.56%, Money Market 14.78%, Real Estate 6.34% and Housing 1.82%. The market value of the portfolio grew by ZWL1.3 billion or 80.14%, from ZWL1.6 billion as at December 2018 to ZWL2.9 billion by December 2019.

Table 6.1: NSSA Combined Investment Portfolio, 2019

Combined funds	Actual cost (ZWL)	Percentage	Market values (ZWL) %tage	
Equities	390,043,602	30.17	1,912,271,274	66.50
Prescribed assets	258,719,764	20.01	303,649,071	10.56
Money Market	409,690,320	31.69	424,954,601	14.78
Real Estate (Investment Projects)	182,292,604	14.1	182,292,604	6.34
Housing	52,263,356	4.04	52,263,356	1.82
Total	1,293,009,647	100	2,875,430,906	100

6.1.1: Time Weighted Returns

The Authority measures its Equity investment portfolio performance using the Modified Dietz Model and benchmarks its own performance with the Zimbabwe Stock Exchange (ZSE). *Table 6.2* shows that the month-on month weighted return for the combined portfolio for the Strategic assets was 11.56% against -7.32% for the Core portfolio. However, the weighted monthly overall return was 11.56% against a benchmark ZSE return of -4.48% in December 2019.Simply stated,

the NSSA Equities portfolio performed much better than the ZSE index during the month of December 2019

Table 6.2: Time Weighted Returns,2019

THE WHOLE YEAR			
TIME WEIGHTED RETURNS			
MoM TIME -WEIGHTED RETURN: COMBINED			
	FUND RETURN	PORTFOLIO RETURN	BENCHMARK
STRATEGIC	307.70%		
		112.67%	57.00%
CORE	-7.32%		

6.1.2: Money Market (MoM) Time Weighted Returns

Table 6.3 below shows the overall average performance of the NSSA combined that for the whole financial year i.e. January 2019 to December 2019.The Strategic performance recorded an outstanding performance of 307.70% return in 2019 against a -7.32% return for the Core portfolio. The overall average portfolio return for the whole of 2019 was 112.67% against an average ZSE 57% return for 2019.In other words, the NSSA equities portfolio performed much better than the ZSE index in 2019

Table 6.3: Time Weighted Returns,2019

TIME WEIGHTED RETURNS			
MoM TIME -WEIGHTED RETURN: COMBINED			
	FUND RETURN	PORTFOLIO RETURN	BENCHMARK
STRATEGIC	11.56%		
		11.56%	-4.48%
CORE	-7.32%		

6.2 Portfolio Structure

Table 6.4 below the NSSA 2019 portfolio structure. The actual asset class percent distribution were 63.86% for Equities followed by 13.71% Money Market (Including Empowerment) with the lowest 1.97% in Housing.

Table 6.4 NSSA Portfolio Structure,2019

Asset Class	Actual Asset Category	Actual Asset Class %	Recommended SAA %	Allowable Range %
Prescribed Assets	Short term, fixed interest assets	13.02%	10.00%	5-10%
Money Market (Including empowerment)	Short term-medium	13.71%	20.00%	15-25%
Real Estate (Investments Projects)	Long -term assets	7.44%	35.00%	30-40%
Housing	Long -term assets	1.97%	5.00%	4-6%
Equities	Long -term assets	63.86%	30.00%	27.5-37.5%
Total		100.00%	100%	

6.3 POBS Asset allocation

Table 6.4 shows s asset allocation under the Pension and Other Benefits Scheme (POBS)in 2019. The POBS asset allocations as at 31 December 2019 was as follows: Equities 63.86% versus 25%; Prescribed assets 13.02% versus 10%; Money market 13.71% versus 25%; Real Estate7.44% versus 30% and Housing 1.97% versus 10%.Naturally the bullish performance of the stock market resulted in the huge over-subscription levels of Equity assets while Real Estate assets and housing remained subdued due to poor performance of portfolio as confirmed by independent valuation. The NSSA equity portfolio performed much better than the ZSE index during the period as confirmed by the time-weighted returns. This was in line with Actuarial recommendations for NSSA to invest more in Real assets as opposed to monetary assets (Fixed Income securities) which are prone to high inflation risk. The strategy was meant to provide a better hedge of the portfolio against inflation.

Table 6.5: POBS Asset Allocation

POBS Portfolio Asset allocation	Target allocation	Target Amount	Actual Cost	%	MV	%
Equities	25.00%	232,054,251	246,602,900	25.2	1,285,903,782	63.86
Prescribed Assets	10.00%	92,821,700	222,469,588	23.2	262,157,959	13.02
Money Market	25.00%	232,054,251	269,582,820	31.8	276,112,131	13.71
Real Estate (Incl. Property Investment Projects)	30.00%	278,465,101	149,865,696	15.6	149,865,696	7.44
Housing	10.00%	92,821,700	39,696,000	4.1	39,696,000	1.97
Totals	100.00%	928,217,004	928,217,004	100	2,013,735,568	100

6.4 Accident Prevention & Workers' Compensation Scheme (APWCS) Asset Allocation.

Table 6.5 shows asset allocation under APWCS.The APWCS Asset allocations as at 31 December 2019 were as follows: Equities 72.69% versus a target allocation of 27.5%;Prescribed assets 4.82% versus 7.5%;Money market 17.27% versus 30% ;Real Estate 3.76% versus 25% and housing 1.46% versus a target of 10%.As explained on table 5 for POBS above, the huge variance on the Equities portfolio was largely as result of a generally bullish equities market combined with prudent asset selection. Real estate and housing portfolios closed the year at high undersubscription levels owing to low rental yields which resulted in poor property performance when independent valuations were done during the period.

Table 6.5 APWCS Asset Allocation

APWCS Portfolio Asset allocation	Target allocation	Target Amount	Actual Cost	%	MV %	
Equities	27.5%	100,317,977	143,440,702	39.3	626,367,492	72.69
Prescribed assets	7.5%	27,359,448	36,250,177	9.9	41,491,112	4.82
Money Market	30.0%	109,437,793	140,107,501	38.4	148,842,469	17.27
Real Estate (Investment Projects)	25.0%	91,198,161	32,426,908	8.9	32,426,908	3.76
Housing	10.0%	36,479,264	12,567,356	3.4	12,567,356	1.46
Totals	100%	364,792,643	364,792,643	100	861,695,337	100

6.5. Key Findings

- The market value of the portfolio grew by ZWL1.3 billion or 80.14%, from ZWL1.6 billion as at December 2018 to ZWL2.9 billion by December 2019.

- The weighted monthly overall return was 11.56% against a benchmark ZSE return of -4.48% in December 2019. The NSSA Equities portfolio performed much better than the ZSE index during the month of December 2019.

- The APWCS Asset allocations as at 31 December 2019 were as follows: Equities 72.69% versus a target allocation of 27.5%; Prescribed assets 4.82% versus 7.5%; Money market 17.27% versus 30%; Real Estate 3.76% versus 25% and housing 1.46% versus a target of 10%. The huge variance on the Equities portfolio was largely as result of a generally bullish equities market combined with prudent asset selection.

Appendix A: Tables

Table A1: Insured labour, Injuries and Incidence Rates by Age Group and Region, 2019.

Age Group	HARARE	BULAWAYO	GWERU	MUTARE	MASVINGO	CHINHOYI	Total
15-19	1,749	579	277	768	185	368	3,926
20-24	28,729	7,550	2,519	5,334	4,271	3,566	51,969
25-29	60,240	13,666	4,437	7,088	7,082	7,307	99,820
30-34	77,922	15,983	5,387	8,339	8,668	8,337	124,636
35-39	87,275	17,611	5,821	10,104	10,546	9,403	140,760
40-44	80,981	15,478	5,122	9,173	11,184	7,899	129,837
45-49	90,971	16,162	5,249	9,064	10,429	8,446	140,321
50-54	48,656	11,299	3,033	4,706	5,224	4,049	76,967
55-59	26,133	7,692	1,892	3,038	2,958	2,541	44,254
60-64	15,570	4,500	1,244	1,648	2,162	1,390	26,514
65+	17,470	3,810	996	2,334	1,981	1,665	27,825
Total	535,696	114,330	35,977	61,596	64,690	54,971	866,829
Injuries							
15-19	17	30	7	10	2	4	70
20-24	196	156	24	66	9	37	488
25-29	244	188	36	72	21	65	626
30-34	256	158	49	69	34	71	637
35-39	275	165	42	80	28	62	652
40-44	231	155	34	65	24	46	555
45-49	227	98	40	57	33	48	503
50-54	113	72	14	41	14	31	285
55-59	52	47	15	22	2	14	152
60-64	41	56	7	8	3	9	124
65+	10	8	3	5	2	4	32
Total	1,662	1,133	271	495	172	391	4,124
Incidence Rate							
15-19	9.72	51.81	25.27	13.02	10.81	10.87	17.83
20-24	6.82	20.66	9.53	12.37	2.11	10.38	9.39
25-29	4.05	13.76	8.11	10.16	2.97	8.90	6.27
30-34	3.29	9.89	9.10	8.27	3.92	8.52	5.11
35-39	3.15	9.37	7.22	7.92	2.66	6.59	4.63
40-44	2.85	10.01	6.64	7.09	2.15	5.82	4.27
45-49	2.50	6.06	7.62	6.29	3.16	5.68	3.58
50-54	2.32	6.37	4.62	8.71	2.68	7.66	3.70
55-59	1.99	6.11	7.93	7.24	0.68	5.51	3.43
60-64	2.63	12.44	5.63	4.85	1.39	6.47	4.68
65+	0.57	2.10	3.01	2.14	1.01	2.40	1.15
Total	**3.1**	**9.9**	**7.5**	**8.0**	**2.7**	**7.1**	**4.8**

Table A2: Incidence Rates by Marital Status and Sex, 2019.

Marital Status	Male			Female			Total		
	Insured Labour	Injuries	IR	Insured Labour	Injuries	IR	Insured Labour	Injuries	IR
Single	344,758	840	2	115,869	266	2	460,627	1,106	2.4
Married	317,353	2,622	8	71,936	283	4	389,289	2,905	7.5
Widowed	1,903	35	18	5,894	39	7	7,797	74	9.5
Divorced	4,698	15	3	4,314	16	4	9,012	31	3.4
Not stated	61	7	-	43	1	-	104	8	-
Total	668,773	3,519	5	198,056	605	3	866,829	4,124	4.8

Table A3a: Percentage Distribution of Injured Persons by Number of Dependants and Marital Status,2019.

Dependants Grouped	Marital Status					Total
	Not stated	Single	Married	Widowed	Divorced	
0	0.1%	19.5%	7.4%	0.7%	0.3%	28.0%
1-2	0.0%	5.6%	28.8%	0.7%	0.4%	35.5%
3-4	0.0%	1.4%	27.7%	0.4%	0.0%	29.6%
5-6	-	0.2%	5.8%	0.0%	0.0%	6.0%
7-8	-	0.0%	0.6%	-	-	0.6%
9+	-	0.0%	0.2%	-	-	0.2%
Total	0.2%	26.8%	70.4%	1.8%	0.8%	100.0%

Table A3b: Distribution of Injured Persons by Number of Dependants and Marital Status, 2019.

Dependants Grouped	Marital Status					Total	Percentage of Total
	Not stated	Single	Married	Widowed	Divorced		
0	5	804	306	28	12	1,155	28.0
1-2	1	233	1,187	28	16	1,465	35.5
3-4	2	59	1,142	16	2	1,221	29.6
5-6	-	7	238	2	1	248	6.0
7-8	-	2	23	-	-	25	0.6
9+	-	1	9	-	-	10	0.2
Total	8	1,106	2,905	74	31	4,124	100.0

Table A 4: Mean Earnings (US$) per Month and Injury Incidence Rate by Age Group, 2019.

Age Group	Mean Earnings	Number	Incidence Rate per 1000
15-19	391.47	70	17.83
20-24	461.12	488	9.39
25-29	583.40	626	6.27
30-34	591.48	637	5.11
35-39	577.62	652	4.63
40-44	572.13	555	4.27
45-49	667.76	503	3.58
50-54	876.32	285	3.70
55-59	753.21	152	3.43
60-64	750.27	124	4.68
65+	567.87	32	1.15
Total	606.18	4,124	4.76

Table A 5: Mean Earnings (US$) per Month and Number Injured by Industrial Sector, 2019.

Industrial Sector	Mean Earning	Insured Labour	Number	Incidence Rate/1000 Persons
Agriculture	398.48	137,300	583	4.2
Forestry	385.92	7,146	26	3.6
Mining and Quarrying	1117.67	64,026	432	6.7
Food Drink Tobacco Processing	846.77	57,136	273	4.8
Textile & Leather	454.56	20,305	55	2.7
Wood & Wood Products	306.86	8,426	95	11.3
Paper, Printing & Publishing	633.40	8,260	20	2.4
Chemicals & Petroleum Products	381.51	13,835	71	5.1
Non-metallic mineral Products	440.73	10,217	58	5.7
Basic Metal Production	594.28	5,882	122	20.7
Fabricated Metal Products Machinery	638.14	24,446	223	9.1
Other Manufacturing	456.62	2,525	26	10.3
Electricity Production	939.74	18,314	133	7.3
Building & Construction	537.70	40,408	123	3.0
Finance Insurance Real Estate & Business Services	730.54	60,850	115	1.9
Commerce & Distribution	494.73	150,970	597	4.0
Transport & Storage	661.87	29,745	291	9.8
Local Authorities	587.58	33,722	310	9.2
Personal Services	424.10	154,890	544	3.5
Communication	793.70	13,670	27	2.0
All Others	-	4,756	-	-
Total	345	866,829	4,124	4.8

Table A 6: Incidence Rates by Industrial Sector and Sex, 2019.

Industrial Sector	Males			Females			Total		
	Insured Labour	Injuries	IR	Insured Labour	Injuries	IR	Insured Labour	Injuries	IR
Agriculture	103,032	444	4.3	34,268	139	4.1	137,300	583	4.2
Forestry	5,420	22	4.1	1,726	4	2.3	7,146	26	3.6
Mining Quarrying	59,503	418	7.0	4,523	14	3.1	64,026	432	6.7
Food Drink Tobacco Processing	48,393	234	4.8	8,743	39	4.5	57,136	273	4.8
Textile Leather	14,062	50	3.6	6,243	5	0.8	20,305	55	2.7
Wood Wood Products	7,213	90	12.5	1,213	5	4.1	8,426	95	11.3
Paper Printing Publishing	6,577	16	2.4	1,683	4	2.4	8,260	20	2.4
Chemicals Petroleum Products	11,767	64	5.4	2,068	7	3.4	13,835	71	5.1
Non Metalic Mineral Products	9,144	50	5.5	1,073	8	7.5	10,217	58	5.7
Basic Metal Production	5,524	122	22.1	358	0	0.0	5,882	122	20.7
Fabricated Metal Products Machinery	22,195	214	9.6	2,251	9	4.0	24,446	223	9.1
Other Manufacturing	1,595	24	15.0	930	2	2.2	2,525	26	10.3
Electricity Production	15,464	115	7.4	2,850	18	6.3	18,314	133	7.3
Building Construction	36,946	118	3.2	3,462	5	1.4	40,408	123	3.0
Finance Insurance Real Estate Business Services	39,742	84	2.1	21,108	31	1.5	60,850	115	1.9
Commerce Distribution	108,419	496	4.6	42,551	101	2.4	150,970	597	4.0
Transport Storage	25,992	269	10.3	3,753	22	5.9	29,745	291	9.8
Local Authorities	23,705	220	9.3	10,017	90	9.0	33,722	310	9.2
Personal Services	109,819	449	4.1	45,071	95	2.1	154,890	544	3.5
Communication	10,094	20	2.0	3,576	7	2.0	13,670	27	2.0
All others	4,167	-	0.0	589	0	0.0	4,756	-	0.0
Total	668,773	3,519	5.3	198,056	605	3.1	866,829	4,124	4.8

Table A 7: Distribution of Injured Population by Industrial Sector and Region, 2019

Industrial Sector	Region						Total
	Harare	Bulawayo	Gweru	Mutare	Masvingo	Chinhoyi	
Agriculture	213	74	14	164	43	75	583
Forestry	1	-	1	23	-	1	26
Mining and Quarrying	46	180	54	13	33	106	432
Food Drink Tobacco Processing	148	70	12	24	6	13	273
Textile & Leather	18	10	7	-	-	20	55
Wood & Wood Products	9	8	6	71	1	-	95
Paper, Printing & Publishing	12	7	-	-	-	1	20
Chemicals & Petroleum Products	45	17	1	3	2	3	71
Non-metallic mineral Products	17	26	-	-	1	14	58
Basic Metal Production	12	59	49	-	2	-	122
Fabricated Metal Products Machinery	49	137	4	23	1	9	223
Other Manufacturing	16	9	-	-	-	1	26
Electricity Production	30	41	10	29	6	17	133
Building & Construction	36	72	-	7	3	5	123
Finance Insurance Real Estate & Business Services	78	17	6	5	2	7	115
Commerce & Distribution	299	139	26	51	32	50	597
Transport & Storage	155	98	13	5	4	16	291
Local Authorities	149	64	19	39	21	18	310
Personal Services	320	103	43	36	11	31	544
Communication	9	2	6	2	4	4	27
Total	**1,662**	**1,133**	**271**	**495**	**172**	**391**	**4,124**

Table A 8: Percentage Distribution of Injured Persons by Industrial Sector and Occupational Group,2019

Industrial Sector	Occupation Grouped										Total
	Professional, technical and related workers	Administrative and managerial	Clerical and related	Sales	Service	Agricultural, animal husbandry and forestry	Mining and quarrying	Production and related	Transport and equipment operators	Workers N.E.C	
Agriculture	27	7	6	4	71	264	14	166	19	5	583
Forestry	-	-	-	-	1	12	-	13	-	-	26
Mining and Quarrying	38	-	-	-	17	16	250	95	16	-	432
Food Drink Tobacco Processing	35	5	3	8	16	45	3	147	11	-	273
Textile & Leather	3	-	-	-	1	5	-	46	-	-	55
Wood & Wood Products	4	1	-	-	2	40	-	48	-	-	95
Paper, Printing & Publishing	1	1	2	-	2	1	-	10	3	-	20
Chemicals & Petroleum Products	6	-	-	2	10	8	4	34	7	-	71
Non-metallic mineral Products	2	1	1	2	3	3	-	42	4	-	58
Basic Metal Production	10	-	-	1	1	3	3	101	3	-	122
Fabricated Metal Products Machinery	26	2	2	3	9	10	2	157	11	1	223
Other Manufacturing	1	1	-	-	1	4	1	15	3	-	26
Electricity Production	41	3	-	-	3	5	2	14	5	60	133
Building & Construction	11	3	2	-	3	5	4	80	12	3	123
Finance Insurance Real Estate & Business Services	12	6	6	3	13	11	2	49	11	2	115
Commerce & Distribution	35	26	10	51	105	64	5	263	32	6	597
Transport & Storage	43	2	4	-	18	22	-	95	107	-	291
Local Authorities	43	8	11	2	93	39	4	79	13	18	310
Personal Services	51	28	10	3	326	20	5	69	31	1	544
Communication	10	2	2	1	2	3	-	3	1	3	27
Total	399	96	59	80	697	580	299	1,526	289	99	4,124

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

Industrial Sector	Occupation Grouped										Total
	Professional, technical and related workers	Administrative and managerial	Clerical and related	Sales	Service	Agricultural, animal husbandry and forestry	Mining and quarrying	Production and related	Transport and equipment operators	Workers N.E.C	
Agriculture	0.70%	0.20%	0.10%	0.10%	1.70%	6.40%	0.30%	4.00%	0.50%	0.10%	14.10%
Forestry					0.00%	0.30%		0.30%			0.60%
Mining and Quarrying	0.90%				0.40%	0.40%	6.10%	2.30%	0.40%		10.50%
Food Drink Tobacco Processing	0.80%	0.10%	0.10%	0.20%	0.40%	1.10%	0.10%	3.60%	0.30%		6.60%
Textile & Leather	0.10%				0.00%	0.10%		1.10%			1.30%
Wood & Wood Products	0.10%	0.00%			0.00%	1.00%		1.20%			2.30%
Paper, Printing & Publishing	0.00%	0.00%	0.00%		0.00%	0.00%		0.20%	0.10%		0.50%
Chemicals & Petroleum Products	0.10%			0.00%	0.20%	0.20%	0.10%	0.80%	0.20%		1.70%
Non-metallic mineral Products	0.00%	0.00%	0.00%	0.00%	0.10%	0.10%		1.00%	0.10%		1.40%
Basic Metal Production	0.20%			0.00%	0.00%	0.10%	0.10%	2.40%	0.10%		3.00%
Fabricated Metal Products Machinery	0.60%	0.00%	0.00%	0.10%	0.20%	0.20%	0.00%	3.80%	0.30%	0.00%	5.40%
Other Manufacturing	0.00%	0.00%			0.00%	0.10%	0.00%	0.40%	0.10%		0.60%
Electricity Production	1.00%	0.10%			0.10%	0.10%	0.00%	0.30%	0.10%	1.50%	3.20%
Building & Construction	0.30%	0.10%	0.00%		0.10%	0.10%	0.10%	1.90%	0.30%	0.10%	3.00%
Finance Insurance Real Estate & Business Services	0.30%	0.10%	0.10%	0.10%	0.30%	0.30%	0.00%	1.20%	0.30%	0.00%	2.80%
Commerce & Distribution	0.80%	0.60%	0.20%	1.20%	2.50%	1.60%	0.10%	6.40%	0.80%	0.10%	14.50%
Transport & Storage	1.00%	0.00%	0.10%		0.40%	0.50%		2.30%	2.60%		7.10%
Local Authorities	1.00%	0.20%	0.30%	0.00%	2.30%	0.90%	0.10%	1.90%	0.30%	0.40%	7.50%
Personal Services	1.20%	0.70%	0.20%	0.10%	7.90%	0.50%	0.10%	1.70%	0.80%	0.00%	13.20%
Communication	0.20%	0.00%	0.00%	0.00%	0.00%	0.10%		0.10%	0.00%	0.10%	0.70%
Total	9.70%	2.30%	1.40%	1.90%	16.90%	14.10%	7.30%	37.00%	7.00%	2.40%	100.00%

Table A9: Percent Distribution of Injured Persons by Industrial Sector and Agency,2019

Industrial Sector	Agency																															Total
	Prime Movers Except Electrical Motors	Transmission Machinery	Metal Working Machines	Wood and Assimilated Machines	Agricultural Machines	Mining Machinery	Other Machines N.E.C	Lifting Machines and Appliances	Pressured Vessels	Furnaces Ovens and Kilns	Electrical Installations Including Electrical Motors	Other Equipment N.E.C	Electric Hand Tools	Hand Tools Not Power Driver	Power Drive Hand Tools (Pneumatic)	Ladders Mobile Ramps	Other N.E.C	Means of Rail Transport	Other Wheeled Means of Transport	Means of Air Transport	Means of Water Transport	Other Means of Transport	Chemical Stress Factors	Other Substances, Materials and Objects N.E.C	Physical Stress Factors	Biological Stress Factors	Economical Stress Factors	Working Surfaces and Obstacles (Outdoor)	Working Surfaces and Obstacles (Indoor)	Working Surface and Obstacles (Underground)	Other Agencies	
Agriculture	2	5	4	5	21	1	11	3	4	-	6	5	4	40	1	10	2	2	117	-	-	1	38	43	8	-	15	29	35	8	163	583
Forestry	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	-	-	-	-	3	-	-	1	6	3	1	4	26
Mining and Quarrying	-	7	6	2	-	12	4	7	1	6	3	4	7	18	2	5	1	7	27	-	-	-	7	135	6	-	4	8	5	35	113	432
Food Drink Tobacco Processing	-	5	2	2	1	-	15	2	3	-	2	4	3	24	1	5	-	1	22	1	-	-	11	48	3	-	22	11	36	3	46	273
Textile & Leather	-	1	1	1	-	-	4	-	-	1	2	-	2	2	-	-	-	-	2	-	-	-	-	13	2	-	1	1	3	-	19	55
Wood & Wood Products	-	2	-	14	1	-	2	1	1	-	3	-	1	5	1	-	3	-	4	-	-	-	6	16	-	-	7	7	3	-	18	95
Paper, Printing & Publishing	-	1	-	-	-	-	1	-	-	-	1	-	-	-	-	-	-	-	2	-	-	-	-	4	-	-	-	1	3	-	7	20

Table A9 Cont'd

Chemicals & Petroleum Products	1	1	1	-	-	1	3	1	3	-	-	3	5	4	-	1	-	-	11	-	-	-	4	11	-	-	4	2	8	-	7	71
Non-metallic mineral Products	-	1	1	-	-	-	1	4	-	-	-	1	-	1	-	2	-	-	5	-	-	-	1	23	-	-	-	-	5	-	13	58
Basic Metal Production	-	2	3	-	-	-	2	4	1	14	3	6	4	7	-	-	1	-	4	-	-	-	1	51	-	-	1	5	4	1	8	122
Fabricated Metal Products Machinery	-	1	9	1	-	-	4	5	1	5	-	-	13	10	-	1	-	7	8	-	-	-	1	94	4	-	8	7	12	3	29	223
Other Manufacturing	1	-	1	1	-	-	2	-	-	-	-	-	-	2	-	-	-	2	2	-	-	-	1	7	-	-	2	1	-	-	4	26
Electricity Production	2	1	-	-	-	-	1	1	3	-	9	1	1	8	-	2	3	1	42	-	-	-	-	14	11	-	2	6	5	-	20	133
Building & Construction	1	-	2	3	-	1	2	1	1	-	-	-	4	5	-	-	-	-	14	-	-	-	1	50	1	-	4	4	6	-	23	123
Finance Insurance Real Estate & Business Services	-	1	3	1	1	-	5	2	-	-	-	-	3	8	-	2	1	1	21	-	-	-	2	17	1	-	3	11	12	-	20	115
Commerce & Distribution	4	6	19	10	5	-	36	7	6	5	2	7	11	46	-	6	5	1	89	-	-	-	10	89	2	-	26	17	56	7	125	597
Transport & Storage	3	2	7	-	1	-	2	2	1	2	1	4	3	12	-	-	-	15	83	-	1	2	6	42	-	3	10	11	23	3	52	291
Local Authorities	1	-	5	-	-	1	4	1	3	-	-	1	1	30	-	3	7	-	58	-	-	-	13	21	2	-	9	15	22	4	109	310
Personal Services	2	2	5	3	1	-	6	3	1	1	1	3	4	16	-	4	2	2	179	-	1	2	2	26	1	1	18	50	46	6	156	544
Communication	-	1	1	-	1	-	-	-	-	-	-	1	-	2	-	1	-	-	9	-	-	-	-	1	-	-	-	-	3	-	7	27
Total	17	39	70	46	32	16	105	44	29	34	33	40	66	240	5	42	25	39	704	1	2	5	104	708	41	4	137	192	290	71	943	4,124

Percent Distribution of Injured Persons by Industrial Sector and Agency,2019

Industrial Sector	Agency																													%	Total
	Prime Movers Except Electrical Motors	Transmission Machinery	Metal Working Machines	Wood and Assimilated Machines	Agricultural Machines	Mining Machinery	Other Machines N.E.C	Lifting Machines and Appliances	Pressured Vessels	Furnaces Ovens and Kilns	Electrical Installations Including Electrical Motors	Other Equipment N.E.C	Electric Hand Tools	Hand Tools Not Power Driver	Power Drive Hand Tools (Pneumatic)	Ladders Mobile Ramps	Other N.E.C	Means of Rail Transport	Other Wheeled Means of Transport	Means of Air Transport	Means of Water Transport	Other Means of Transport	Chemical Stress Factors	Other Substances, Materials and Objects N.E.C	Physical Stress Factors	Biological Stress Factors	Egonomical Stress Factors	Working Surfaces and Obstacles (Outdoor)	Working Surfaces and Obstacles (Indoor)	Working Surface and Obstacles (Underground)	Other Agencies		
Agriculture	0.3	0.9	0.7	0.9	3.6	0.2	1.9	0.5	0.7	0	1	0.9	0.7	6.9	0.2	1.7	0.3	0.3	20	0	0	0.2	6.5	7.4	1.4	0	2.6	5	6	1.4	28	100	583
Forestry	0	0	0	12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	19	0	0	0	0	12	0	0	3.8	23	12	3.8	15	100	26
Mining and Quarrying	0	1.6	1.4	0.5	0	2.8	0.9	1.6	0.2	1.4	0.7	0.9	1.6	4.2	0.5	1.2	0.2	1.6	6.3	0	0	0	1.6	31	1.4	0	0.9	1.9	1.2	8.1	26	100	432
Food Drink Tobacco Processing	0	1.8	0.7	0.7	0.4	0	5.5	0.7	1.1	0	0.7	1.5	1.1	8.8	0.4	1.8	0	0.4	8.1	0.4	0	0	4	18	1.1	0	8.1	4	13	1.1	17	100	273
Textile & Leather	0	1.8	1.8	1.8	0	0	7.3	0	0	1.8	3.6	0	3.6	3.6	0	0	0	0	3.6	0	0	0	0	24	3.6	0	1.8	1.8	5.5	0	35	100	55
Wood & Wood Products	0	2.1	0	15	1.1	0	2.1	1.1	1.1	0	3.2	0	1.1	5.3	1.1	0	3.2	0	4.2	0	0	0	6.3	17	0	0	7.4	7.4	3.2	0	19	100	95
Paper, Printing & Publishing	0	5	0	0	0	0	5	0	0	0	5	0	0	0	0	0	0	0	10	0	0	0	0	20	0	0	0	5	15	0	35	100	20
Chemicals & Petroleum Products	1.4	1.4	1.4	0	0	1.4	4.2	1.4	4.2	0	0	4.2	7	5.6	0	1.4	0	0	15	0	0	0	5.6	15	0	0	5.6	2.8	11	0	9.9	100	71
Non-metallic mineral Products	0	1.7	1.7	0	0	0	1.7	6.9	0	0	0	1.7	0	1.7	0	3.4	0	0	8.6	0	0	0	1.7	40	0	0	0	0	8.6	0	22	100	58
Basic Metal Production	0	1.6	2.5	0	0	0	1.6	3.3	0.8	11	2.5	4.9	3.3	5.7	0	0	0.8	0	3.3	0	0	0	0.8	42	0	0	0.8	4.1	3.3	0.8	6.6	100	122
Fabricated Metal Products Machinery	0	0.4	4	0.4	0	0	1.8	2.2	0.4	2.2	0	0	5.8	4.5	0	0.4	0	3.1	3.6	0	0	0	0.4	42	1.8	0	3.6	3.1	5.4	1.3	13	100	223
Other Manufacturing	3.8	0	3.8	3.8	0	0	7.7	0	0	0	0	0	0	7.7	0	0	0	7.7	7.7	0	0	0	3.8	27	0	0	7.7	3.8	0	0	15	100	26

Table A9 Continued from page 89.

Electricity Production	1.5	0.8	0	0	0	0	0.8	0.8	2.3	0	6.8	0.8	0.8	6	0	1.5	2.3	0.8	32	0	0	0	0	11	8.3	0	1.5	4.5	3.8	0	15	100	133
Building & Construction	0.8	0	1.6	2.4	0	0.8	1.6	0.8	0.8	0	0	0	3.3	4.1	0	0	0	0	11	0	0	0	0.8	41	0.8	0	3.3	3.3	4.9	0	19	100	123
Finance Insurance Real Estate & Business Services	0	0.9	2.6	0.9	0.9	0	4.3	1.7	0	0	0	0	2.6	7	0	1.7	0.9	0.9	18	0	0	0	1.7	15	0.9	0	2.6	9.6	10	0	17	100	115
Commerce & Distribution	0.7	1	3.2	1.7	0.8	0	6	1.2	1	0.8	0.3	1.2	1.8	7.7	0	1	0.8	0.2	15	0	0	0	1.7	15	0.3	0	4.4	2.8	9.4	1.2	21	100	597
Transport & Storage	1	0.7	2.4	0	0.3	0	0.7	0.7	0.3	0.7	0.3	1.4	1	4.1	0	0	0	5.2	29	0	0.3	0.7	2.1	14	0	1	3.4	3.8	7.9	1	18	100	291
Local Authorities	0.3	0	1.6	0	0	0.3	1.3	0.3	1	0	0	0.3	0.3	9.7	0	1	2.3	0	19	0	0	0	4.2	6.8	0.6	0	2.9	4.8	7.1	1.3	35	100	310
Personal Services	0.4	0.4	0.9	0.6	0.2	0	1.1	0.6	0.2	0.2	0.2	0.6	0.7	2.9	0	0.7	0.4	0.4	33	0	0.2	0.4	0.4	4.8	0.2	0.2	3.3	9.2	8.5	1.1	29	100	544
Communication	0	3.7	3.7	0	3.7	0	0	0	0	0	0	3.7	0	7.4	0	3.7	0	0	33	0	0	0	0	3.7	0	0	0	0	11	0	26	100	27
Total	0.4	0.9	1.7	1.1	0.8	0.4	2.5	1.1	0.7	0.8	0.8	1	1.6	5.8	0.1	1	0.6	0.9	17	0	0	0.1	2.5	17	1	0.1	3.3	4.7	7	1.7	23	100	4,124

Table A 10 (a): Frequency Distribution of Injured Persons by Nature of Injury and Age Group, 2019.

Nature of Injury	Age Group											Total
	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60-64	65+	
Dermatitis	0.00	0.00	0.00	0.00	0.00	0.00	0.05	0.00	0.00	0.00	0.00	0.05
Tuberculosis	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.05	0.00	0.00	0.00	0.07
Pneumoconiosis	0.00	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02
Others	0.00	0.00	0.07	0.00	0.07	0.00	0.02	0.00	0.02	0.02	0.00	0.22
Effects of weather	0.00	0.00	0.02	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.00	0.05
Electric current, lighting and fire	0.02	0.00	0.07	0.10	0.05	0.00	0.10	0.02	0.00	0.00	0.00	0.36
Poisoning, infection, indigestion, inhalation etc.	0.02	0.07	0.15	0.32	0.29	0.15	0.07	0.02	0.00	0.02	0.00	1.12
Asphyxiation, drowning or strangulation	0.00	0.02	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.02	0.00	0.07
Bites	0.00	0.15	0.15	0.22	0.27	0.32	0.17	0.15	0.02	0.00	0.02	1.45
Cuts, abrasion, bruises, lacerations	0.19	1.70	2.18	2.28	2.52	1.50	1.84	0.78	0.32	0.22	0.12	13.65
Contusions, crushings, blisters, haematoma, swellings	0.19	2.09	2.57	2.79	2.91	2.47	2.11	1.14	0.70	0.39	0.12	17.48
Burns from objects, radiation, chemicals etc	0.07	0.41	0.56	0.34	0.44	0.27	0.39	0.27	0.05	0.10	0.00	2.89
Arc eyes	0.00	0.00	0.02	0.07	0.05	0.05	0.02	0.05	0.00	0.00	0.00	0.27
Foreign bodies, fragments or particles	0.00	0.10	0.32	0.27	0.44	0.27	0.24	0.12	0.07	0.05	0.00	1.87
Stains, sprains	0.07	0.53	0.87	0.87	0.90	0.73	0.95	0.53	0.17	0.12	0.05	5.80
Gun wounds	0.00	0.02	0.00	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.00	0.05
Dental injury	0.00	0.00	0.00	0.02	0.00	0.02	0.00	0.00	0.00	0.00	0.00	0.05
Concussion	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.02
Paralysis	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.00	0.02
Dislocation	0.00	0.07	0.05	0.07	0.10	0.05	0.05	0.05	0.02	0.00	0.00	0.46
Stress	0.00	0.00	0.02	0.02	0.00	0.02	0.00	0.02	0.00	0.00	0.00	0.10
Fractures	0.00	0.07	0.22	0.27	0.27	0.22	0.22	0.19	0.02	0.05	0.00	1.53
Amputation	0.05	0.00	0.07	0.07	0.07	0.02	0.10	0.02	0.00	0.00	0.00	0.41
Loss of sight	0.00	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02
Loss of hearing	0.00	0.00	0.00	0.00	0.02	0.02	0.05	0.00	0.07	0.10	0.02	0.29
Multiple injuries	0.00	0.10	0.10	0.12	0.10	0.19	0.12	0.05	0.00	0.00	0.00	0.78
No injury to body part but articles	0.00	0.00	0.02	0.02	0.05	0.00	0.02	0.00	0.00	0.00	0.00	0.12
Lack of data	0.00	0.17	0.24	0.19	0.15	0.10	0.07	0.15	0.10	0.10	0.02	1.29
Loss of teeth	0.00	0.00	0.02	0.00	0.02	0.05	0.02	0.02	0.00	0.00	0.00	0.15
Unspecified	1.04	6.16	7.25	7.23	6.91	6.67	5.21	3.23	2.09	1.77	0.39	47.94
Fatal	0.02	0.15	0.17	0.15	0.19	0.27	0.36	0.02	0.02	0.02	0.02	1.41
Total	**1.70**	**11.83**	**15.18**	**15.45**	**15.81**	**13.46**	**12.20**	**6.91**	**3.69**	**3.01**	**0.78**	**100**

Table A 10 (b): Percentage Distribution of Injured Persons by Nature of Injury and Age Group, 2019.

Nature of Injury	Age group											Total
	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60-64	65+	
Dermatitis	0	0	0	0	0	0	0	0	0	0	0	0.00%
Tuberculosis	0	0	0	0	0	0	0	0	0	0	0	0.00%
Pneumoconiosis	0	0	0	0	0	0	0	0	0	0	0	0.00%
Others	0	0	0.001		0.001	0	0	0	0	0	0	0.00%
Effects of weather	0	0	0	0	0	0	0	0	0	0	0	0.00%
Electric current, lighting and fire	0.00%	0	0.001	0.001	0	0	0.001	0	0	0	0	0.00%
Poisoning, infection, indegestion, inhalation etc	0.00%	0.10%	0.10%	0.30%	0.30%	0.10%	0.10%	0.00%	0	0.00%	0	1.10%
Asphyxiation, drowning or strangulation	0	0.00%	0	0	0	0	0	0.00%	0	0.00%	0	0.10%
Bites		0.10%	0.10%	0.20%	0.30%	0.30%	0.20%	0.10%	0.00%		0.00%	1.50%
Cuts, abration, bruises, lacerations	0.20%	1.70%	2.20%	2.30%	2.50%	1.50%	1.80%	0.80%	0.30%	0.20%	0.10%	13.70%
Contusions, crushings, blisters, haematoma, swellings	0.20%	2.10%	2.60%	2.80%	2.90%	2.50%	2.10%	1.10%	0.70%	0.40%	0.10%	17.50%
Burns from objects, radiation, chemicals etc	0.10%	0.40%	0.60%	0.30%	0.40%	0.30%	0.40%	0.30%	0.00%	0.10%	0	2.90%
Arc eyes	0	0	0	0.001	0	0	0	0	0	0	0	0.003
Foreign bodies, fragments or particles	0	0.10%	0.30%	0.30%	0.40%	0.30%	0.20%	0.10%	0.10%	0.00%	0	1.90%
Stains, spains	0.10%	0.50%	0.90%	0.90%	0.90%	0.70%	0.90%	0.50%	0.20%	0.10%	0.00%	5.80%
Gun wounds	0	0.00%	0	0	0	0.00%	0	0	0	0	0	0.00%
Dental injury	0	0	0	0	0	0	0	0	0	0	0	0.00%
Concussion	0	0	0	0	0	0	0	0	0	0	0	0.00%
Paralysis	0	0	0	0	0	0	0	0	0	0	0	0.00%
Dislocation	0	0.10%	0.00%	0.10%	0.10%	0.00%	0.00%	0.00%	0.00%	0	0	0.50%
Stress	0	0	0	0	0	0	0	0	0	0	0	0.00%
Fractures	0	0.10%	0.20%	0.30%	0.30%	0.20%	0.20%	0.20%	0.00%	0.00%	0	1.50%
Amputation	0.00%		0.001	0.001	0.001	0	0.001	0			0	0.004
Loss of sight		0.00%	0	0	0	0	0	0	0	0	0	0.00%
Loss of hearing	0	0	0	0	0	0	0	0	0.001	0.001	0	0.00%
Multiple injuries		0.10%	0.10%	0.10%	0.10%	0.20%	0.10%	0.00%			0	0.80%
No injury to body part but articles	0	0	0	0	0	0	0	0	0	0	0	0.00%
Lack of data	0	0.20%	0.20%	0.20%	0.10%	0.10%	0.10%	0.10%	0.10%	0.10%	0.00%	1.30%
Loss of teeth	0	0	0	0	0	0	0	0	0	0	0	0.00%
Unspecified	1.00%	6.20%	7.30%	7.20%	6.90%	6.70%	5.20%	3.20%	2.10%	1.80%	0.40%	47.90%
Fatal	0.00%	0.10%	0.20%	0.10%	0.20%	0.30%	0.40%	0.00%	0.00%	0.00%	0.00%	1.40%
Total	1.70%	11.80%	15.20%	15.40%	15.80%	13.50%	12.20%	6.90%	3.70%	3.00%	0.80%	100.00%

Table A 11: Frequency Distribution of Injured Persons by Nature of Injury and Body Part, 2019.

Nature of Injury	Body part group								Total
	Eyeball, Orbit and Optic nerve	Head and Neck	Trunk	Upper limps	Fingers	Lower limps	Multiple injuries	General	
Dermatitis	0.02	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.05
Tuberculosis	0.00	0.02	0.02	0.00	0.00	0.00	0.00	0.02	0.07
Pneumoconiosis	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.02
Others	0.07	0.00	0.07	0.00	0.02	0.02	0.00	0.02	0.22
Effects of weather	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.05	0.05
Electric current, lighting and fire	0.02	0.02	0.05	0.10	0.07	0.00	0.10	0.00	0.36
Poisoning, infection, indigestion, inhalation etc	0.12	0.02	0.44	0.00	0.02	0.00	0.34	0.17	1.12
Asphyxiation, drowning or strangulation	0.00	0.05	0.02	0.00	0.00	0.00	0.00	0.00	0.07
Bites	0.00	0.07	0.17	0.39	0.19	0.34	0.12	0.17	1.45
Cuts, abrasion, bruises, lacerations	0.22	1.26	0.82	2.59	5.82	2.42	0.41	0.10	13.65
Contusions, crushings, blisters, haematoma, swellings	0.22	1.72	2.04	2.47	4.36	4.61	1.99	0.07	17.48
Burns from objects, radiation, chemicals etc	0.24	0.46	0.22	0.73	0.12	0.51	0.44	0.17	2.89
Arc eyes	0.24	0.00	0.00	0.00	0.02	0.00	0.00	0.00	0.27
Foreign bodies, fragments or particles	1.55	0.05	0.05	0.10	0.02	0.07	0.02	0.00	1.87
Stains, sprains	0.05	0.17	2.86	0.68	0.39	1.53	0.07	0.05	5.80
Gun wounds	0.00	0.00	0.00	0.02	0.00	0.02	0.00	0.00	0.05
Dental injury	0.00	0.05	0.00	0.00	0.00	0.00	0.00	0.00	0.05
Concussion	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.02
Paralysis	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.02
Dislocation	0.00	0.00	0.05	0.17	0.07	0.17	0.00	0.00	0.46
Stress	0.00	0.02	0.02	0.02	0.00	0.02	0.00	0.00	0.10
Fractures	0.00	0.10	0.10	0.36	0.12	0.75	0.07	0.02	1.53
Amputation	0.02	0.02	0.00	0.02	0.29	0.05	0.00	0.00	0.41
Loss of sight	0.00	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.02
Loss of hearing	0.00	0.29	0.00	0.00	0.00	0.00	0.00	0.00	0.29
Multiple injuries	0.00	0.10	0.15	0.05	0.17	0.05	0.24	0.02	0.78
No injury to body part but articles	0.00	0.02	0.00	0.05	0.00	0.00	0.02	0.02	0.12
Lack of data	0.10	0.12	0.17	0.36	0.12	0.19	0.07	0.15	1.29
Loss of teeth	0.00	0.07	0.02	0.00	0.00	0.05	0.00	0.00	0.15
Unspecified	3.32	4.66	6.09	8.00	9.65	11.28	3.23	1.72	47.94
Fatal	0.02	0.17	0.02	0.17	0.19	0.12	0.17	0.53	1.41
Total	6.23	9.51	13.39	16.32	21.68	22.21	7.32	3.35	100

Table A 12: Percentage Distribution of Injured Persons by Nature of Injury and Place, 2019.

Nature of Injury	Place												Total
	Fields, bushes, forests, gardens, sports grounds and related	Public roads and streets including railway lines	Private roads and streets	Waterways, dams and related places	Airfields, airports and air routes	Inside buildings, living or working places	Fenced areas, yards, boarding, loading and related places	Warehouse workshops, factories, foundries, brickfields	Building and constructing sites including roads, bridges	Queries and surface operations	Underground operations including rail track	Unspecified	
Dermatitis	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.05
Tuberculosis	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.00	0.02	0.02	0.07
Pneumoconiosis	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.02
Others	0.00	0.05	0.00	0.00	0.00	0.10	0.00	0.05	0.00	0.00	0.02	0.00	0.22
Effects of weather	0.00	0.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.05
Electric current, lighting and fire	0.02	0.00	0.00	0.00	0.00	0.07	0.02	0.15	0.07	0.00	0.00	0.02	0.36
Poisoning, infection, indigestion, inhalation etc.	0.36	0.07	0.00	0.02	0.00	0.22	0.07	0.32	0.00	0.00	0.05	0.00	1.12
Asphyxiation, drowning or strangulation	0.00	0.00	0.02	0.00	0.00	0.05	0.00	0.00	0.00	0.00	0.00	0.00	0.07
Bites	0.10	0.29	0.05	0.00	0.00	0.44	0.46	0.00	0.00	0.00	0.00	0.12	1.45
Cuts, abrasion, bruises, lacerations	1.38	1.53	0.19	0.12	0.00	3.54	1.04	4.51	0.46	0.22	0.41	0.24	13.65
Contusions, crushings, blisters, haematoma, swellings	1.79	3.83	0.17	0.05	0.00	3.06	1.70	5.43	0.39	0.39	0.44	0.24	17.48
Burns from objects, radiation, chemicals etc.	0.05	0.10	0.02	0.02	0.00	0.97	0.19	1.29	0.05	0.05	0.07	0.07	2.89
Arc eyes	0.07	0.02	0.00	0.00	0.00	0.02	0.05	0.10	0.00	0.00	0.00	0.00	0.27
Foreign bodies, fragments or particles	0.36	0.07	0.00	0.00	0.00	0.46	0.05	0.78	0.07	0.02	0.05	0.00	1.87
Stains, sprains	0.46	0.63	0.07	0.07	0.00	1.26	0.51	1.94	0.17	0.12	0.48	0.07	5.80
Gun wounds	0.00	0.00	0.00	0.00	0.00	0.02	0.02	0.00	0.00	0.00	0.00	0.00	0.05
Dental injury	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.05
Concussion	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.02
Paralysis	0.00	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02
Dislocation	0.17	0.05	0.00	0.02	0.00	0.12	0.07	0.02	0.00	0.00	0.00	0.00	0.46
Stress	0.05	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.00	0.10
Fractures	0.15	0.36	0.07	0.00	0.00	0.24	0.10	0.19	0.00	0.07	0.29	0.05	1.53
Amputation	0.07	0.00	0.02	0.00	0.00	0.12	0.00	0.12	0.00	0.00	0.07	0.00	0.41
Loss of sight	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.02
Loss of hearing	0.00	0.00	0.00	0.02	0.00	0.00	0.00	0.12	0.00	0.02	0.12	0.00	0.29
Multiple injuries	0.15	0.41	0.02	0.00	0.00	0.10	0.05	0.00	0.00	0.00	0.02	0.02	0.78
No injury to body part but articles	0.02	0.05	0.00	0.00	0.00	0.00	0.02	0.00	0.00	0.02	0.00	0.00	0.12
Lack of data	0.32	0.24	0.00	0.02	0.00	0.10	0.07	0.44	0.00	0.05	0.02	0.02	1.29
Loss of teeth	0.02	0.07	0.00	0.00	0.00	0.02	0.00	0.02	0.00	0.00	0.00	0.00	0.15
Unspecified	3.95	8.00	0.56	0.17	0.02	8.37	2.42	15.52	0.61	1.29	3.47	3.56	47.94
Fatal	0.17	0.73	0.02	0.00	0.00	0.15	0.02	0.12	0.00	0.00	0.17	0.02	1.41
Total	9.72	16.61	1.24	0.53	0.02	19.42	6.89	31.23	1.82	2.28	5.75	4.49	100

Table A 13: Percentage Distribution of Injured Persons by Nature of Injury and Occupational Group, 2019

Nature of Injury	Occupation Grouped										Total
	Professional, technical and related workers	Administrative and managerial	Clerical and related	Sales	Service	Agricultural, animal husbandry	Mining and quarrying	Production and related	Transport and equipment	Workers N.E.C	
Dermatitis	0.00%	-	-	-	-	-	-	0.00%	-	-	0.00%
Tuberculosis	-	-	-	-	0.00%	-	0.00%	0.00%	-	-	0.10%
Pneumoconiosis	-	-	-	-	-	-	0.00%		-	-	0.00%
Others	-	-	-	-	-	0.00%	0.00%	0.10%	0.00%	-	0.20%
Effects of weather	-	-	-	-	-	-	-	-	0.00%	-	0.00%
Electric current, lighting and fire	0.20%	-	-	0.00%	0.00%	-	-	0.10%	-	0.00%	0.40%
Poisoning, infection, indigestion, inhalation etc	0.00%	-	0.00%	-	0.00%	0.40%	0.00%	0.50%	0.10%	0.00%	1.10%
Asphyxiation, drowning or strangulation	-	-	-	-	0.10%	-	-	-	-	-	0.10%
Bites	0.10%	0.00%	-	-	0.90%	0.10%	-	0.10%	0.20%	-	1.50%
Cuts, abration, bruises, lacerations	1.60%	0.10%	0.10%	0.50%	2.40%	3.20%	0.60%	4.30%	0.70%	0.20%	13.70%
Contusions, crushings, blisters, haematoma, swellings	1.50%	0.30%	0.30%	0.30%	3.90%	3.10%	0.40%	5.80%	1.30%	0.50%	17.50%
Burns from objects, radiation, chemicals etc	0.50%	0.00%		0.00%	0.60%	0.30%	0.10%	1.20%	0.20%	0.00%	2.90%
Arc eyes	-	-	-	-	0.10%	0.10%	-	0.10%	-	0.00%	0.30%
Foreign bodies, fragments or particles	0.20%			0.00%	0.10%	0.40%	0.10%	0.90%	0.00%	0.00%	1.90%
Stains, sprains	0.60%	0.10%	0.20%	0.10%	0.50%	1.10%	0.70%	1.80%	0.50%	0.10%	5.80%
Gun wounds	-	-	-	-	0.00%	-	-	-	-	-	0.00%
Dental injury	0.00%	-	-	-	-	0.00%	-	-	-	-	0.00%
Concussion	-	-	-	-	-	0.00%	-	-	-	-	0.00%
Paralysis	-	-	-	-	-	-	-	-	0.00%	-	0.00%
Dislocation	0.00%	0.00%		0.00%	0.00%	0.10%		0.10%	0.00%	-	0.50%
Stress			0.00%			0.00%	0.00%			-	0.10%
Fractures	0.20%	0.00%	0.00%	0.00%	0.30%	0.10%	0.40%	0.20%	0.20%	-	1.50%
Amputation	0.00%	-	-	-	0.00%	0.10%	0.00%	0.20%	0.00%	-	0.40%
Loss of sight	-	-	-	-	-	0.00%				-	0.00%
Loss of hearing	0.00%	-	0.00%	-	0.00%	0.00%	0.10%	0.10%	0.00%	-	0.30%
Multiple injuries	-	0.10%	-	-	0.10%	0.10%	0.00%	0.30%	0.10%	0.00%	0.80%
No injury to body part but articles	0.00%	-	-	0.00%	0.00%	-	-	0.00%	-	0.00%	0.10%
Lack of data	0.10%	0.10%	-	0.00%	0.30%	0.30%	0.00%	0.30%	0.00%	0.00%	1.30%
Loss of teeth	0.00%	-	-	-	0.00%	-	-	0.00%	0.00%	-	0.10%
Unspecified	4.30%	1.30%	0.70%	0.80%	7.30%	4.30%	4.60%	20.50%	3.20%	1.20%	48.20%
Fatal	0.10%	0.10%			0.10%	0.10%	0.10%	0.30%	0.10%	0.10%	1.10%
Total	**9.70%**	**2.30%**	**1.40%**	**1.90%**	**16.90%**	**14.10%**	**7.30%**	**37.00%**	**7.00%**	**2.40%**	**100.00%**

Table A 14: Percentage Distribution of Injured Persons by Month of Injury, 2019.

Month of Injury	Frequency	Percent
January	351	8.5
February	258	6.3
March	158	3.8
April	202	4.9
May	464	11.3
June	391	9.5
July	385	9.3
August	402	9.7
September	392	9.5
October	382	9.3
November	436	10.6
December	303	7.3
Total	4,124	100

Table A 15: Percentage Distribution of Injured Persons by Type of Accident, 2019.

Type of Accident	Frequency	Percent
Falls of persons	677	16.4
Falls of materials of objects	354	8.6
Contact with objects	1,193	28.9
Caught in or between objects	223	5.4
Overexertion when lifting, pushing or pulling heavy objects	401	9.7
Exposure to extreme temperatures, radiation or bacteria/virus	120	2.9
Contact with electric current, lightning, fire and chemicals	128	3.1
Explosives	17	0.4
Inhalation of harmful substances	41	1
Environmental (effects of ventilation or lighting or dust etc.)	5	0.1
Acts of violence	269	6.5
Road Traffic accidents	510	12.4
Power Motivated Accidents (not road accidents)	49	1.2
Others	137	3.3
Total	4,124	100

Table A 16: Fatal Accidents by Type of Accident, 2019.

Type of Accident Grouped	Sex		Total
	Male	Female	
Falls of persons	4	0	4
Falls of materials of objects	6	0	6
Contact with objects	2	0	2
Caught in or between objects	1	0	1
Overexertion when lifting, pushing or pulling heavy objects	0	0	0
Exposure to extreme temperatures, radiation or bacteria/virus	0	0	0
Contact with electric current, lightning, fire and chemicals	5	0	5
Explosives	1	0	1
Inhalation of harmful substances	0	0	0
Environmental (effects of ventilation or lighting or dust etc.)	0	0	0
Acts of violence	4	0	4
Road Traffic accidents	28	3	31
Power Motivated Accidents (not road accidents)	4	0	4
Total	55	3	58

Table A 17: Rehabilitation Centre Monthly Admissions and Discharges, 2019

Admission Month	Admissions		Discharges	
	Frequency	Percent	Frequency	Percent
January	36	13.2	14	5.7
February	27	9.9	34	13.9
March	36	13.2	25	10.2
April	23	8.4	28	11.4
May	29	10.6	22	9.0
June	16	5.9	20	8.2
July	25	9.2	23	9.4
August	18	6.6	15	6.1
September	15	5.5	20	8.2
October	17	6.2	19	7.8
November	13	4.8	7	2.9
December	18	6.6	18	7.3
Total	273	100	245	100

Table A. 18(a): Percentage Disability by Admission Period, 2019.

Percent Disability	Admission Period					Total
	<=1 Month	1> - 2 Months	2> - 3 Months	3> - 6 Months	>=6 Months	
0 - 4%	141	15	2	5	4	167
10 - 19%	61	6	1	3	3	74
20 - 49%	22	1	2	1	2	28
50% +	4	0	0	0	0	4
Total	228	22	5	9	9	273

Table A. 18(b): Percentage Disability by Admission Period, 2019.

Percent Disability	Admission Period					Total
	<=1 Month	1> - 2 Months	2> - 3 Months	3> - 6 Months	>=6 Months	
0 - 4%	51.60%	5.50%	0.70%	1.80%	1.50%	61.20%
10 - 19%	22.30%	2.20%	0.40%	1.10%	1.10%	27.10%
20 - 49%	8.10%	0.40%	0.70%	0.40%	0.70%	10.30%
50% +	1.50%	0	0	0	0	1.50%
Total	83.50%	8.10%	1.80%	3.30%	3.30%	100.00%

Table A 19: Industrial Sector by Percentage Disability on Admission, 2019.

Industrial Sector	Percent Disability on Admission				Total
	0 - 4%	5 - 9%	10 - 19%	20 - 49%	
Agriculture	2.60%	1.80%	0.40%	0.40%	5.10%
Forestry	0	0	0.70%	0	0.70%
Mining and Quarrying	7.70%	1.50%	5.90%	0.40%	15.40%
Food, Drink and Tobacco Processing	4.00%	1.80%	3.30%	0	9.20%
Textile and Leather	1.10%	1.80%	1.50%	0	4.40%
Wood and Wood Products	0.70%	0	0	0.40%	1.10%
Paper, Printing and Publishing	1.10%	0	0	0.40%	1.50%
Chemicals and Petroleum Products	1.10%	0	0.70%	0.40%	2.20%
Non-metallic Mineral Products	1.10%	0.70%	0	0	1.80%
Basic Metal Production	1.80%	1.10%	1.10%	0	4.00%
Fabricated Metal Products and Machinery	4.40%	2.60%	2.20%	0.40%	9.50%
Electricity Production	1.50%	0	1.50%	0.40%	3.30%
Building and Construction	2.60%	0.40%	1.10%	0	4.00%
Finance, Insurance, Real Estate & Business Services	3.70%	1.10%	0.40%	0.40%	5.50%
Commerce and Distribution	4.40%	1.50%	3.30%	0.70%	9.90%
Transport and Storage	4.00%	2.60%	2.90%	0.40%	9.90%
Local Authorities	4.40%	1.50%	1.50%		7.30%
Personal Services	2.90%	0.70%	0.40%	0.40%	4.40%
Communication	0.70%	0	0	0	0.70%
Total	49.80%	19.00%	26.70%	4.40%	100.00%

Table A. 20: Percentage Distribution of Nature of Injury on Admission by Region, 2019.

Nature of Injury	Region						Total
	Harare	Bulawayo	Gweru	Mutare	Masvingo	Chinhoyi	
Cuts, abrasion, bruises, lacerations	1.10%	7.30%	0	0.70%	0	0	9.20%
Contusions, crushings, blisters, haematoma, swellings	4.00%	14.70%	1.10%	1.80%	0.40%	0.70%	22.70%
Burns from objects, radiation, chemicals etc.	0.70%	0.70%	0.70%	0	0	0	2.20%
Foreign bodies, fragments or particles	2.20%	12.50%	0.70%	0.40%	0	0	15.80%
Stains, sprains	6.20%	10.30%	2.20%	0.70%	0.40%	0.40%	20.10%
Fractures	10.30%	10.30%	2.60%	1.50%	0.70%	1.50%	26.70%
Unspecified	1.50%	1.80%	0	0	0	0	3.30%
Total	26.00%	57.50%	7.30%	5.10%	1.50%	2.60%	100.00%

Table A 21: Percentage distribution of Nature of Injuries by Admission Period, 2019.

Nature of Injury	Stay Period In Months					Total
	=< 1 Month	1> - 2 Months	2> - 3 Months	3> - 6 Months	=>6 Months	
Cuts, abrasion, bruises, lacerations	18	2	2	3	0	25
Contusions, crushings, blisters, haematoma, swellings	54	3	1	1	3	62
Burns from objects, radiation, chemicals etc.	6	0	0	0	0	6
Foreign bodies, fragments or particles	39	2	1	1	0	43
Stains, sprains	43	6	0	2	4	55
Fractures	61	9	0	2	1	73
Unspecified	7	0	1	0	1	9
Total	228	22	5	9	9	273

Table A 22: Mean percentage disability, Admission Period and Percentage Admissions/Discharges by Nature of injury, 2019.

Nature of Injury	Mean Admission Period (Days)	Mean Percentage Disability (%)	Admissions %	Discharges %
Cuts, abrasion, bruises, lacerations	31.12	7.64	9.20%	8.80%
Contusions, crushings, blisters, haematoma, swellings	26.16	4.6	22.70%	20.90%
Burns from objects, radiation, chemicals etc.	39.83	2.5	2.20%	1.80%
Foreign bodies, fragments or particles	48.74	8.07	15.80%	13.60%
Stains, sprains	37.4	6.2	20.10%	18.30%
Fractures	44.04	4.78	26.70%	23.40%
Unspecified	47.67	0	3.30%	2.90%
Total	38.23	5.6	100.00%	89.70%

Table A 23: Nature of Injury by Percentage Disability on Discharge, 2019.

Nature of Injury	Percentage Disability on Discharge				Total
	0 - 4%	10 - 19%	20 - 49%	50% +	
Cuts, abrasion, bruises, lacerations	5.10%	1.80%	2.20%	0	9.20%
Contusions, crushings, blisters, haematoma, swellings	15.40%	5.10%	2.20%	0	22.70%
Burns from objects, radiation, chemicals etc.	1.50%	0.40%	0.40%	0	2.20%
Foreign bodies, fragments or particles	8.10%	5.50%	0.70%	1.50%	15.80%
Stains, sprains	11.70%	6.20%	2.20%	0	20.10%
Fractures	16.80%	7.30%	2.60%	0	26.70%
Unspecified	2.60%	0.70%	0	0	3.30%
Total	61.20%	27.10%	10.30%	1.50%	100.00%

Table A 24: Nature of Injury by Percentage Disability on Discharge, 2019.

	Number				Percentage		
Industrial Sector	**Active**	**Inactive**	**Total**	**Total Percent**	**Active**	**Inactive**	**Total**
Commerce & Distribution	8,402	21,220	29,622	27.93	28	72	100
Personal Services Security Guards	7,392	20,350	27,742	26.15	27	73	100
Agriculture	2,596	9,293	11,889	11.21	22	78	100
Building & Construction	1,301	6,273	7,574	7.14	17	83	100
Finance Insurance Business Services	2,380	4,508	6,888	6.49	35	65	100
Fabricated Metal Products	952	3,595	4,547	4.29	21	79	100
Transport & Storage	854	2,669	3,523	3.32	24	76	100
Mining & Quarrying	660	1,618	2,278	2.15	29	71	100
Food Drink and Tobacco Processing	427	1,823	2,250	2.12	19	81	100
Textile & Leather	285	1,282	1,567	1.48	18	82	100
Wood & Wood Products	231	1,130	1,361	1.28	17	83	100
Forestry	92	1,183	1,275	1.20	7	93	100
Paper Printing & Publishing	329	855	1,184	1.12	28	72	100
Chemicals and Petroleum Products	332	660	992	0.94	33	67	100
Local Authorities	183	319	502	0.47	36	64	100
Basic Metal Production	89	256	345	0.33	26	74	100
Non-Metallic Products	82	230	312	0.29	26	74	100
Other Manufacturing	35	140	175	0.16	20	80	100
Electricity Production	73	78	151	0.14	48	52	100
Communication	43	69	112	0.11	38	62	100
All Others	12	1,769	1,781	1.68	1	99	100
Total	26,750	79,320	106,070	100.00	25	75	100

Table A25: Active vs. Inactive Employers by Industrial Sector, 2019.

Industrial Sector	Active	Inactive	Total Number	Active	Inactive	Total Number
Commerce & Distribution	8,402	21,220	29,622	31.41	26.75	27.93
Personal Services Security Guards	7,392	20,350	27,742	27.63	25.66	26.15
Agriculture	2,596	9,293	11,889	9.70	11.72	11.21
Building & Construction	1,301	6,273	7,574	4.86	7.91	7.14
Finance Insurance Business Services	2,380	4,508	6,888	8.90	5.68	6.49
Fabricated Metal Products	952	3,595	4,547	3.56	4.53	4.29
Transport & Storage	854	2,669	3,523	3.19	3.36	3.32
Mining & Quarrying	660	1,618	2,278	2.47	2.04	2.15
Food Drink and Tobacco Processing	427	1,823	2,250	1.60	2.30	2.12
Textile & Leather	285	1,282	1,567	1.07	1.62	1.48
Wood & Wood Products	231	1,130	1,361	0.86	1.42	1.28
Forestry	92	1,183	1,275	0.34	1.49	1.20
Paper Printing & Publishing	329	855	1,184	1.23	1.08	1.12
Chemicals and Petroleum Products	332	660	992	1.24	0.83	0.94
Local Authorities	183	319	502	0.68	0.40	0.47
Basic Metal Production	89	256	345	0.33	0.32	0.33
Non-Metallic Products	82	230	312	0.31	0.29	0.29
Other Manufacturing	35	140	175	0.13	0.18	0.16
Electricity Production	73	78	151	0.27	0.10	0.14
Communication	43	69	112	0.16	0.09	0.11
All Others	12	1,769	1,781	0.04	2.23	1.68
Total	26,750	79,320	106,070	100	100	100

Table A26: Active vs. Inactive Employees by Industrial Sector, 2019.

	Male		Female		
Age Group	Active	Inactive	Active	Inactive	Total
0 to 14	678	22,019	104	4,491	27,292
15 to 19	3,639	507	1,091	140	5,377
20 to 24	45,348	11,550	14,234	3,376	74,508
25 to 29	101,665	33,581	34,620	10,681	180,547
30 to 34	140,058	62,757	57,185	22,273	282,273
35 to 39	154,300	113,114	70,744	39,263	377,421
40 to 44	140,500	177,742	59,148	50,456	427,846
45 to 49	142,363	271,653	55,382	61,719	531,117
50 to 54	82,669	165,188	40,934	40,405	329,196
55 to 59	45,945	116,631	24,538	31,164	218,278
60 to 64	27,137	126,146	10,849	27,779	191,911
65 to 69	11,555	105,095	4,346	20,943	141,939
70 to 74	6,469	74,538	2,751	12,453	96,211
75 plus	10,403	193,035	3,177	27,779	234,394
Total	912,729	1,473,556	379,103	352,922	3,118,310

Table A27: Three Year Active Employer Analysis 2017 – 2019.

Industrial Sector	**2017**	**2018**	**2019**
Agriculture	2,875	2,595	8,402
All Others	113	-	7,392
Basic Metal Production	115	80	2,596
Building & Construction	1,292	1,189	1,301
Chemicals and Petroleum Products	341	308	2,380
Commerce & Distribution	10,980	8,168	952
Communication	39	43	854
Electricity Production	41	55	660
Fabricated Metal Products	1,144	921	427
Finance Insurance Business Services	2,385	2,326	285
Food Drink and Tobacco Processing	535	409	231
Forestry	146	127	92
Local Authorities	167	1,039	329
Mining & Quarrying	871	624	332
Non-Metallic Products	78	78	183
Other Manufacturing	32	35	89
Paper Printing & Publishing	348	289	82
Personal Services Security Guards	6,926	7,206	35
Textile & Leather	345	272	73
Transport & Storage	1,064	857	43
Wood & Wood Products	315	224	12
Total	30,152	26,845	26,750

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.

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

(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 Labelers
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 Molding 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 Riveting guns
1084 Jackhammer
1085 An operated nail
1086 Staplers

26 Ladders Mobile Ramps

1087 Ladders
1088 Mobile ramps

27 Other N E C

1089 Other

Means of Transport

28 Means of Rail Transport

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

29 Other Wheeled Means of Transport

1095 Tractors
1096 Trailers
1097 Lorries
1098 Trucks, buses
1099 Motorcycle

1100 Bicycle
1101 Motor vehicle N.E.C
1102 Animal drawn vehicles
1103 Hand drawn vehicles (wheelbarrow, 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, toluene, phenol, carbolic acid, xylene
1118 Alcohol's (glycol, methanol and freeze)
1119 Carbon dioxide, carbon monoxide
1120 Chlorine and compounds (bleach, methyl chloride, trichloroethylene)
1121 Formaldehyde and other aldehydes
1122 Agrochemicals (insecticides, herbicide, fungicide. malathion)
1123 Glue adhesive, paste
1124 Paint, lacquer, shellac, varnish
1125 Plastics, resins, (polymer, urethane, cyanate, silicone resin)
1126 Solvents and degreasers (paint thinner, paint remover and turpentine
1127 Soaps, detergents, cleaning compounds N.E.C
1128 Cement
1129 Derivatives of coal and petroleum (tar, asphalt pitch)
1130 Mineral oils and cutting fluids
1131 Explosives
1132 Lead and compounds
1133 Zinc and compounds
1134 Mercury and compounds
1135 Manganese and compounds

1136 Phosphorous and compound, fertilisers
1137 Arsenic and compounds
1138 Benzene and homologue
1139 Carbon bisulfide
1140 Nickel and compounds
1141 Cadmium and compounds
1142 Cobalt and compounds
1143 Chromium and compounds
1144 Nitrous fumes
1145 Other substances causing scheduled diseases

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

1146 Agricultural materials
1147 Mining materials
1148 Other industrial materials

Working Environment

35 Physical Stress Factors

1149 Hot temperature
1150 Noise
1151 Vibration
1152 Pressure
1153 Non-ionizing radiation
1154 Ionising radiation
1155 Electricity
1156 Lightning
1157 Fire

36 Biological Stress Factors

1158 Fungi
1159 Bacteria
1160 Virus
1161 Parasitic worms

37 Ergonomical Stress Factors

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

38 Working Surfaces and Obstacles Outdoor

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

39 Working Surfaces and Obstacles (Indoor)

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

40 Working Surfaces and Obstacles (Underground)

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

41 Other Agencies

1185 Live animals
1186 Animal products
1187 Insects and reptiles
1188 Plants
1189 Persons
1190 Other
1191 Not classified for lack of data

C5. Type of Accident

Falls of Persons

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

Falls of Materials or Objects

1021 Collapse of building, structures, excavation etc.

1022 Collapse of materials pills of goods etc.
1023 Collapse or fall of platform, lift or scaffold etc.
1024 Falls of objects during handling
1025 Falls of objects from heights
1026 Falls of objects in transport

Contact with

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

Caught in or Between

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

Overexertion

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

Exposure to

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

Contact with

1071 Electric current
1072 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 Nonpower 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
1050 Fatal