



Zambia Labour Force Survey Report

2012



Republic of Zambia

Central Statistical Office
Ministry of Labour and Social Security

2012 ZAMBIA LABOUR FORCE SURVEY REPORT

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Mission Statement

“To coordinate and Provide Timely, Quality and Credible Official Statistics for use by Stakeholders and Clients for Sustainable Development”

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Foreword

This report presents results of the 2012 Labour Force Survey (LFS) undertaken between November and December 2012. It is the fourth LFS after the 1986, 2005 and the 2008 surveys. The survey was conducted by the Central Statistical Office (CSO) in collaboration with the Ministry of Labour and Social Security (MLSS). The survey was funded by the Government of the Republic of Zambia.

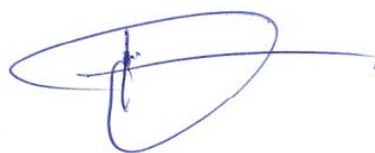
The main objective of the 2012 LFS was to collect data on the social and economic activities of the population, including detailed information on employment, unemployment, underemployment, wages, informal sector, general characteristics of the labour force and economically inactive population. The survey was designed to specifically measure and monitor Key Indicators of the Labour Market (KILM) such as employment levels, unemployment, income and child labour in Zambia. However, indicators on child labour are not part of this report. There will be a separate report on child labour later this year. The measurement of the KILM was with a view to informing users and policy-makers for decision-making.

The methodology used in carrying out the survey and the design of questionnaire conform to internationally acceptable standards.

I would like to recognize the efforts of the Labour Statistics Branch of the CSO and the Planning Unit of the MLSS who were responsible for executing this exercise and worked tirelessly to ensure that this survey was a success. I also recognize CSO

management and all CSO provincial staff for their contribution from data collection, analysis, report-writing and dissemination of this report. In addition, I would like to thank the International Labour Organisation (ILO) for the technical support rendered during the survey management. Further, gratitude is extended to the general public for their cooperation during data collection.

It is my sincere hope that the report will provide necessary information for the formulation of important public and private policies with the view to attaining efficient and adequate developmental targets.



John Kalumbi
Director
Census and Statistics

September 2013

Executive Summary

Zambia's total population was estimated at 14,375,601 comprising 49.3 percent males and 50.7 percent females. This population was spread across 2,802,602 households. Out of the total population, 60.2 percent resided in the rural areas while 39.8 percent were urban residents. Lusaka Province continued to be the most urbanized province with 84.8 percent of its population residing in urban areas followed by Copperbelt Province at 80.9 percent. Eastern Province was the least urbanized province with 12.6 percent of its population living in the urban areas.

Out of the total population of 14,375,601, the working-age population was 7,861,259. Of the total working-age population, 75.9 percent (5,966,199) were in the labour force (i.e. economically active) while 24.1 percent were economically inactive. Out of the economically active persons, 51.6 percent were females while 48.4 percent were males.

The overall proportion of the economically active population in relation to the working-age population (labour force participation rate) was 75.9 percent. The proportion of the working-age population for females was 76.3 percent while that for males was 75.5 percent. In rural areas, labour force participation rate was 79.3 percent compared to the urban areas where it was 71.5 percent. The labour force participation rate was highest in the age group 35-39 years at 95.7 percent and was lowest in the age group 15-19 years at 34.3 percent.

A total of 5.5 million people (70.0 percent) out of the working age population were employed. Of these 49.1 percent were male and 50.9 percent were female. The majority of the employed persons (61.7 percent) were in rural areas while the minority (38.3 percent) were in urban areas. Overall, the highest proportion of workers (52.2 percent) was in agriculture, forestry and fisheries industry while the lowest proportion was real estates and Activities of extra-territorial organizations and bodies industries at 0.1 percent each.

Of the total employed population, 44.2 percent were self-employed, 34.8 percent were unpaid family workers, 20.4 percent were paid employees while interns and apprentices collectively accounted for less than a percent (0.6 percent).

The under employment rate was 10.2 percent of the employed population. Under employment was more prevalent in the rural areas at 13.0 percent. In rural areas under employment was more pronounced among men at 14.3 percent compared to females at 11.9 percent. In urban areas male and female under employment rate was recorded at 6.3 and 5.1 percent, respectively.

A total of 4,652,253 people were employed in the informal sector accounting for 84.6 percent of the total employed persons. Of these 2,553,067 (54.9 percent) were females. Private businesses/

farms accounted for the highest percentage share of 52.5 percent in the informal sector followed by private households with 47.2 percent. The agriculture industry had a percentage share of 59.9 percent while non agriculture industries had 40.1 percent.

People employed in the formal sector were 847,420 representing 15.4 percent of total employment. The private businesses accounted for the highest percentage share of 57.6 percent followed by central government with 28.1 percent.

The total number of formally employed persons was 625,305 accounting for 11.4 percent of the employed population. In Copperbelt Province, 23.6 percent were formally employed while the corresponding figure in Lusaka Province was 20.1 percent

Out of the total labour force 7.8 percent was unemployed. Females made up 60.8 percent of the unemployed while 39.2 percent were males. Unemployment rate was highest in urban areas at 14.2 percent compared to 3.3 percent in rural areas.

The 20-24 year age group had the highest unemployment rate at 14.3 percent followed by the age group 15-19 years with 12.3 percent. Overall, unemployment rate decreased with increase in age. The youth (15-35 years) unemployment rate was 10.0 percent.

The national average monthly income was estimated at K1,724,106. On average, males received an average monthly income of K1, 981, 661 compared to that of K1,245,157 for females. Urban areas recorded a higher average monthly income of K1,969,503 compared to a lower average monthly income of K1,486,703 for rural areas.

Formally employed workers who earned between K1,950,000 and K3,099,000 accounted for 24.7 percent while the informally employed workers who earned between K400,000 and K549,000 accounted for 13.7 percent.

The 2012 LFS results showed that 6.8 percent of the population aged 15 years and older received skills training while 92.5 percent did not receive any skills training. In terms of sex, 10.0 percent of the male population received skills training compared to 3.7 percent for females. Of the total population that did not receive skills training, males accounted for 89.5 percent compared to 95.4 percent for the females.

Of the employed population 8.6 percent received skills training while 90.9 percent did not receive any skills training.

The table below shows a general overview of the total population in relation to the labour force.

General Overview of the Population in Relation to the Labour Force by Sex, 2012			
Main Indicator	Total	Male	Female
Total Population	14,375,601	7,087,171	7,288,430
Working Age Population	7,861,259	4,038,087	3,823,172
Economically Active Population (Labour Force)	5,966,199	2,885,146	3,081,053
Unemployed Population	466,526	182,736	283,790
Employed Population	5,499,673	2,702,410	2,797,263
Employed Population in Agriculture Activities	2,872,331	1,377,628	1,494,703
Employed Population in Non-agriculture Activities	3,093,868	1,507,518	1,586,350
Employed Population in the Public Sector	237,846	144,306	93,540
Employed Population in the Private Sector	5,261,827	2,558,104	2,703,723
Economically Inactive Population	1,895,060	938,027	957,033
Population Under 15 years of age	6,512,147	2,670,742	3,841,405
Population aged 15 -24 years	3,076,379	1,239,781	1,836,598
Population aged 25-54 years	3,982,041	1,575,796	2,406,246
Population aged 55 years and older	805,034	307,048	497,985
Source: CSO, Labour Force Survey			

CHAPTER 1
OVERVIEW OF ZAMBIAN ECONOMY
AND EMPLOYMENT

Chapter 1

Overview of Zambian Economy and Employment

1.1 Introduction

Zambia is a landlocked country in Southern Africa. It is located between latitudes 8° and 18° south and longitudes 22° and 34° east and covers a total area of 752,612 square kilometers (km²). The country is bordered by, The Democratic Republic of Congo to the north, Tanzania to the north-east, Malawi to the east, Mozambique, Zimbabwe, Botswana and Namibia to the South, and Angola to the west.

1.2. Background

This chapter provides the contextual background against which the analysis of the Labour Force Survey (LFS) results should be mirrored. Employment levels of a country generally determine an economy's productive capacity and consumption levels. This report presents some Key Indicators of the Labour Market (KILM). The 2012 LFS is the fourth in the series after the 1986, 2005 and the 2008 surveys. The regular production of the Labour Market Indicators assists in understanding the Labour Market in Zambia.

Reliable Labour Market Information (LMI) is necessary to aid policy formulation by the government. Currently most of the information on LMIs is on the supply side. The CSO, MLSS and other stakeholders through the LMI technical committee have embarked on the development of the comprehensive Labour Market Information System (LMIS) in the country. This system feeds into the Labour Market Policy Framework and National Development Plans Monitoring and Evaluation Frameworks such as the Revised Sixth National Development Plan (R-SNDP) and the Millennium Development Goals (MDGs) etc.

1.3. Administration

Zambia is administratively divided into ten provinces namely: Central, Copperbelt, Eastern, Luapula, Lusaka, Muchinga, Northern, North Western, Southern and Western provinces. At the time of the 2010 Census, Zambia had 74 districts, 150 constituencies and 1,430 wards. Lusaka is the Capital City of Zambia and seat of the government. The government comprises of the Central and Local Government.

1.4. Population

In 2012, the population of Zambia was estimated at 14, 375, 601. This was an increase from 12.4 million in 2008 and 11.4 million in 2005. The population that resided in rural areas was 60.2 percent while that which resided in urban areas was 39.8 percent. Most of the population was still concentrated along the line of rail running through Southern, Lusaka, Central and Copperbelt provinces. Lusaka Province was still the most urbanized province with 84.8 percent followed by Copperbelt Province with 80.9 percent. The least urbanized province was Eastern province with 12.6 percent.

Zambia has a relatively young population with about 45.3 percent being population under the age of 15 years.

1.5. Economy

Zambia's economy is primarily driven by Mining, Agriculture, Construction, Transport and Communication sectors. In 2010 the real GDP growth was 7.6 percent, the highest level recorded since 1972 (CSO: National Accounts Statistics, 2010). Between 2000 and 2010 the annual inflation rate declined from 30.1 percent to 7.9 percent (CSO: Prices Statistics, 2010). In 2012 the average annual inflation rate was at 6.6 percent.

The Economic performance of Zambia has continued to improve. The growth continues to be driven by the increased output in the Construction, Mining and Agriculture sectors. In 2012, the average GDP growth rate was 7.3 percent.

With regard to the mining sector, growth was recorded for both copper and cobalt production. Copper production by major mining companies reached an all time high 767,008 metric tons in 2010, (Source: Ministry of Finance and National Planning, Annual Economic Report, 2010). The additional production from small scale mines raised total production by 10 percent increasing to 852,565 metric tons in 2010. The Copper production in 2012 was 721,446 tonnes.

1.6. Employment

In 2012, the population aged 15 years and older in Zambia was estimated at 7.9 million which was an increase from 6.7 million in 2008 and 6.2 million in 2005. The labour force participation in 2012 was 75.9 percent compared with 74.5 percent in 2008 and 80 percent in 2005. The percentage of males in the labourforce was 48.4 percent compared with 51.6 percent of females. About 58.9 percent of the persons in the labour Force were residing in rural areas while 41.1 percent were residing in urban areas.

The total number of employed persons in 2012 was 5, 499, 673 and the unemployed was 466, 526.

Of the employed population, the majority (52.2 percent) were working in Agricultural sector. The percentage of the employed population who were in the formal sector was 15.4 percent compared with 84.6 percent who were in the informal sector. Out of the employed persons in the formal sector, 58.7 percent had attained grades 8-12. The majority of the persons employed in the informal sector were engaged in Agricultural related activities, 59.9 percent while the majority of the persons employed in the formal sector were engaged in Educational activities (16.0 percent).

1.7. Poverty

Majority of Zambians have continued to live in poverty. Results from the 2006 and 2010 Living Conditions Monitoring Surveys (LCMS), show that poverty levels have remained high despite recording a decline between 2006 and 2010. The proportion of the population falling below the poverty line reduced from 62.8 percent in 2006 to 60.5 percent in 2010. The percentage of the extremely poor marginally declined from 42.7 percent to 42.3 percent.

Poverty in Zambia has continued to be more of a rural than urban phenomenon. The level of rural poverty is three times higher than that in urban areas. In 2010, rural poverty was estimated at 77.9 percent compared to urban levels at 27.5 percent.

Overall and Extreme Poverty by Province and Rural/Urban, Zambia 2006 and 2010				
Rural/Urban & Province	2006		2010	
	Overall Percent	Extreme Percent	Overall Percent	Extreme Percent
Total	62.8	42.7	60.5	42.3
Rural	80.3	58.5	77.9	57.7
Urban	29.7	13.0	27.5	13.1
Central	70.7	48.8	60.9	36.7
Copperbelt	37.3	19.5	34.3	18.3
Eastern	78.5	56.4	77.9	58.7
Luapula	73.9	53.6	80.5	64.9
Lusaka	24.7	10.3	24.4	11.5
Northern	78.5	57.5	75.0	55.8
North-Western	70.8	44.6	67.0	46.1
Southern	73.1	50.9	67.9	47.3
Western	83.3	64.6	80.4	64.0
Source: CSO, Living Conditions Monitoring Survey, 2006 and 2010				

CHAPTER 2

METHODOLOGY

Chapter 2

Methodology

2.1 Coverage of the 2012 Labour Force Survey

The 2012 Labour Force Survey (LFS) was a nation-wide survey covering household population in all the ten provinces and, in both rural and urban areas. The survey excluded institutional populations such as those in Hospitals, Barracks, Prisons or Refugee camps. This is because the survey was intended only for usual members of the households - i.e. members who lived together as a household for at least six months or who intended to live together as a household for more than six months - who constituted a household.

The survey covered a representative sample of 11, 520 households, which were selected at two stages. In the first stage, 576 Standard Enumeration Areas (SEAs) were selected from a sampling frame developed from the 2010 Census of Population and Housing. In the second stage, households in each of the selected SEA were first listed/updated and then 20 households for enumeration were selected.

2.2 Questionnaires

Two types of questionnaires (Form A and Form B) were used to collect data from the household members. Form A was used in the first stage for listing purposes while Form B was used in the second stage for collecting detailed data from the selected households. It was a requirement for each household member to provide responses during the face-to-face interview to the questions that were asked.

The two forms were adopted following a series of technical meetings with stakeholders such as the Ministry of Labour and Social Security (MLSS), International Labour Organization (ILO) and other agencies.

The main questionnaire (see copy in the appendix) has ten sections namely:

- a. *Demographic Characteristics*
- b. *Education, Literacy and Skills Training*
- c. *Economic Activity*
- d. *Employment*
- e. *Hours of Work and Underemployment*
- f. *Income*
- g. *Unemployment/Job Search*
- h. *Previous Work Experience*
- i. *Household Chores*
- j. *Working Conditions (i.e. Forced labour)*

2.3 Sampling Design and Implementation

The sample was designed to allow separate estimates at national level for rural and urban areas. Further, it also allowed for provincial estimates.

A cluster, which is equivalent to a Standard Enumeration Area (SEA), was the primary sampling unit in the first stage. In the second stage, a household was a sampling unit for enumeration purposes.

2.3.1 Sampling Frame and Stratification

Zambia is administratively divided into ten provinces. Each province is in turn subdivided into districts. For statistical purposes each district is subdivided into Census Supervisory Areas (CSAs) and these are in turn demarcated into Standard Enumeration Areas (SEAs). The Census mapping exercise of 2006-2010 in preparation for the 2010 Census of Population and Housing, demarcated the CSAs within wards, wards within constituencies and constituencies within districts. As at the time of the survey, Zambia had 74 districts, 150 constituencies, 1,430 wards and about 25,000 SEAs. Information borne on the list of SEAs from the sampling frame also includes number of households and the population size as at the last update of the SEA. The number of households determined the selection of primary sampling units (PSU). The SEAs are stratified as urban and rural.

2.3.2 Sample allocation and selection

The total sample of 11,520 households was first allocated between rural, urban and the provincial domains in proportion to the population of each domain according to the 2010 Census results. The proportional allocation does not however allow for reliable estimates for lower domains like district, ward or constituency. Adjustments to the proportional allocation of the sample were made to allow for reasonable comparison to be achieved between strata or domains. Therefore, disproportionate allocation was adopted, for the purpose of maximizing the precision of survey estimates.

The disproportionate allocation is based on the optimal square root allocation method designed by Leslie Kish. The sample was then selected using a stratified two-stage cluster design.

The distribution of sample clusters and households based on the disproportionate allocation is given in the table below.

Table 2.1 Sample Allocation of Clusters According to Province and by Type of Residence			
Province	Allocation of clusters		
	Rural	Urban	Total
Central	40	18	58
Copperbelt	22	50	72
Eastern	44	18	62
Luapula	32	18	50
Lusaka	24	54	78
Muchinga	30	16	46
Northern	36	16	52
North-Western	30	16	46
Southern	42	20	62
Western	32	18	50
Total	332	244	576

After the households were allocated to the different strata, the number of clusters to be selected was calculated based on an average of 20 completed interviews in each of the selected cluster. Clusters were systematically selected with probability proportional to the number of households.

Selection of Clusters

The procedure for selecting clusters (i.e. SEAs) in each stratum involved:

- Calculating the sampling interval, I, for each stratum

$$I_h = \frac{\sum_{i=1}^{N_h} M_h}{a}$$

Where: M_h is the number of households in SEA (or cluster) i and stratum h,

$\sum_{i=1}^{N_h} M_h$ is the size of the stratum (total number of households in the stratum according to the 2010 census) and a is the number of clusters (SEAs) to be selected in the stratum.

- Calculating the cumulated size of each SEA.

- Calculating the sampling numbers

$$R, R+I, R+2I, \dots, R + (a-1)I,$$

where R is a random number between 1 and I.

- Comparing each sampling number with the cumulated sizes of the SEAs.

The first SEA (or cluster) whose cumulated size is equal to or greater than the random number generated in (iii) will be selected. The next SEA to be selected is the one with cumulated size equal to or greater than $R+I$. Each of the rest of the SEAs were selected using the same procedure, making sure to add I at each subsequent selection.

Selection of households

A frame of households was determined by listing all the households in all the selected SEAs. During listing a couple of questions were asked in order to group households into three categories namely category 1, 2 and 3. Category 1 made up households with at least one paid child worker, category 2 made up households with at least one unpaid child worker and category 3 made up households that had no working children at all.

The total number of households to be selected per cluster was allocated between the different categories in proportion to the households found in each category. Once the number of households to be selected in each category was attained, the following steps were used to select the households from each category:

- Calculate the sampling interval for each category

$$I = \frac{B}{b}$$

where B is the number of households listed in the selected SEA and b is the number of households to be selected in the selected SEA.

- Generating a random number (R) between 1 and the Interval I; the first selection was hence R
- Adding the interval to the random number to get the next selection
- Adding the interval repeatedly until the desired sample size was achieved.

2.4 Pre-test and Pilot Survey

A pre-test for the LFS was conducted in March 2012. The objective of the Pre-test was to test the survey instruments. It was also aimed at orienting trainers to the survey instruments. The participants in the pre-test were drawn from the MLSS and CSO.

The pilot for the LFS was conducted in June/July 2012 whose prime objective was to finalise the review of the survey instruments and training of trainers. During the organisation of the pilot survey, training was characterised by role plays in which participants demonstrated how an interview could effectively be conducted both in local and English languages. After the fieldwork for the pilot survey, the participants reviewed and finalized all the survey instruments.

2.5 Training of Interviewers and Supervisors

Training of supervisors, which lasted for 14 days, was conducted in August/September 2012 in Lusaka while that of enumerators was conducted in October the same year in different provinces. The CSO in consultation with the MLSS recruited 288 enumerators and 96 supervisors.

The Master Trainers (MTs), who were part of the technical team led the training of supervisors while training of enumerators was led by supervisors. Both training of supervisors and enumerators was guided by the enumerators' manual which was developed during the pre-test and pilot survey undertakings.

The method of training was such that each trainer was assigned a topic to lecture on to the trainees based on the manual's prescriptions. Other sessions were for classroom role plays in which participants had to demonstrate how an interview was expected to be done.

2.6 Field Work

Field work was conducted in the November-December period in 2012 in all the provinces. The primary data collectors were closely supervised by the Supervisors. Each supervisor had 3 enumerators to work with in order to collect the data and edit the questionnaires, and code questionnaires for a minimum of six enumeration areas. Inaccessible enumeration areas were replaced while the teams were in the field.

In order to achieve smooth data collection, Regional Statisticians (RS) based in the provinces mobilised transport facilities such as bicycles, motorbikes, vehicles and boats from other government departments and local authorities. They also carried out sensitisation activities in order to communicate to the communities about the survey. One of the most effective approaches was the communication to the district commissioners, local chiefs and headmen.

The master trainers, together with RSs, were responsible for random spot-checks, supplying additional materials such as questionnaires, fuels and lubricants, and offer any other technical advice required to ensure completeness in terms of coverage and content of the data. In addition, some members of the secretariat from Head Office also complemented the efforts of the master trainers and RSs by visiting data collection sites to check on the quality of work.

At the end of the field work and editing in the provinces, a total of at least 11,000 of completed questionnaires, representing a 99.8 percent response rate were sent to Head Office for data processing.

2.7 Data Processing

A team of Information Technology specialists and statisticians of the CSO was tasked to develop the data entry screen in CSpro. The screen was developed after the final review of the questionnaire. It was developed to capture data on a case-by-case basis. The raw data file was made to be transferable to other software programs like SPSS, SAS, or STATA.

A one-week training for data entry clerks was conducted during which data entry clerks were oriented to the questionnaire and the data entry screen. The training was meant to ensure that data entry clerks made correct entries into the program.

In terms of data cleaning, CSO Information Technology specialists worked together with labour statisticians from the MLSS and CSO.

The primary basis for data cleaning was the development of syntaxes in the Syntax Editor of the SPSS. The syntaxes were then applied on the raw data to identify possible inconsistencies. Inconsistencies arising from the raw data were removed through imputational procedures.

The 2008 LFS is the basis for the formulation of the statistical tables for the 2012 LFS report. A set of descriptive tables was proposed to senior management in the MLSS and CSO.

2.8 Estimation Procedure

Weights

Due to the non-proportional allocation of the sample to the different strata, sampling weights were required to ensure actual representativeness of the sample at national level. The sampling probabilities at first-stage selection of SEAs and probabilities of selecting the households were used to calculate the weights. The weights of the sample are equal to the inverse of the probability of selection.

The probability of selecting cluster i was calculated as

$$P_h = \frac{a_h M_h}{\sum_{i=1}^{N_h} M_h}$$

The weight or boosting factor is, thus, given as

$$w_h = \frac{1}{P_h}$$

where: p_h is the first stage sampling probability of (SEA), a_h is the number of SEAs selected in stratum h , M_{hi} is the size (households according to the Census frame) of the i th SEA in stratum h , and M_h is the total size of stratum h .

The selection probability of the household was calculated as:

$$p_h = \frac{n_h}{N_h}$$

where n_h =the number of households selected from stratum h , N_h =the total number of households in stratum h .

Let y_{hij} be an observation on variable Y for the j th household in the i th SEA of the h th stratum. Then the estimated total for the h -th stratum is:

$$y_h = \sum_{i=1}^{a_h} \sum_{j=1}^{n_h} w_{hi} y_{hij}$$

where, y_h is the estimated total for the h -th stratum., w_{hi} is the weight for the j th household in the i -th SEA of the h -th stratum, $i=1-a_h$ is the number of selected clusters in the stratum, $j=1-n_h$ is the number of sample households in the stratum. The national estimate is given by:

$$y = \sum_{h=1}^H y_h$$

where, y is the national estimate, $h=1, \dots, H$ is the total number of strata. For this survey, $H = 20$ (the ten provinces by rural and urban taken as a separate domains).

2.9 Quality Control

In order to ensure reliability and credibility of data collected some quality control measures designed for the survey included formation of a technical team which had members from CSO,

MLSS and other relevant stake holders. These were involved in the planning and implementation of the survey. The senior members of staff, RS and master trainers toured field work sites from time to time while the supervisors remained with their assigned teams until the field work was completed. The supervisors also did some basic edits as completed questionnaires were coming in on a daily basis. At data entry stage, data entry screens were designed to control of all screening and skip instructions to ensure smooth flow of responses.

2.10. Limitations

As far as possible, the definitions used in this report conform with the international standards. However, some definitions of specific concepts were formulated to focus more on the local circumstances. For instance, concepts such as the formal sector and formally employed workforce were formulated with a local perspective in mind. Fulfilment of specific criteria in the workforce was considered to identify the formal sector and formally employed population which may not be universally accepted.

In addition, although the listing of households in an EA was also designed to classify households into three mutually exclusive categories in order to have households with working children separated from those without working children, the final dataset shows that working children are in all the three categories. In some cases, households deemed to have working children do not actually have any child at all. This problem may have arisen due to the unforeseen changes in the composition of the households between listing period and enumeration period, arising from migratory nature of the population that could have taken place from the time the listing exercise was done to actual enumeration, taking into account that the listing exercise, in some EAs, take few days before enumeration.

CHAPTER 3

CONCEPTS AND DEFINITIONS

Chapter 3

Concepts and Definitions

Introduction

The concepts and definitions used in this report conform to international standards and the International Labour Organization (ILO).

Total Population

Is the total number of all persons of both sexes aged 0 and above in a given territory at a specified point in time.

Working Age Population

Refers to all persons in the population aged 15 years and above. No upper age limit is considered.

Labour Force (Economically Active Persons)

Also referred to as the “economically active population.” The labour force refers to all persons above a specified minimum age who were either employed or unemployed at the time of the survey. For the purposes of the Zambia Labour force surveys, the minimum age used is 15 years.

Labour Force Participation Rate

Is the ratio of the economically active population to the working age population in the same reference period expressed as a percentage.

Inactivity rate

The inactivity rate is defined as the ratio of the economically inactive population to the working age population during the same reference period expressed as percentage. In recent years, some countries are considering including persons less than 15 years to the economically inactive population.

The Employed Population

The employed population is defined as persons who performed work for pay either in cash or kind, profit, barter or family gain. Employed persons who were on leave for some reasons and would definitely return to their job were regarded as employed. Retired persons who were running their own businesses were also considered to be employed.

Since all types of production falling within the production boundary are in principle to be included in their totality in national accounts, it follows that all corresponding labour input, however little it may be in terms of hours worked should be accounted for in measuring employment. In this LFS, the minimum number of hours of work considered in measuring employment was one hour.

Employment-to-Population ratio

The employment-to-population ratio is defined as the number of the employed population to the working age population in the same reference period expressed as a percentage.

Status in Employment

Refers to whether an employed person is either: a) A paid employee b) An employer c) A self employed or d) Unpaid family worker

Formal Sector

Referred to all enterprises/Individuals in the country that are registered with a tax authority and/or a licensing authority such as Zambia Revenue Authority (ZRA), Patents and Company Registration Agency (PACRA), Local authority, etc.

Formal Sector Employment

Is the employment, whether formal or informal, in a registered enterprise.

Informal Sector Employment

Is employment found in unregistered enterprise

Formal Employment

Is the type of employment where employees are entitled to annual paid leave in addition to having an entitlement to social security coverage.

Informal Employment

Is the type of employment which is characterized by the lack of an entitlement to annual paid leave and absence of social security entitlement. This type of employment could be found in both the formal sector and informal sector enterprises.

Unemployment

Unemployment is a condition of complete joblessness where the affected persons are also available for work and/or are actively looking for work. In principle, unemployment is defined as a situation in which persons above a minimum age are without work, currently available for work and actively seeking work during a specified reference period.

Unemployment Rate

Is the ratio of the unemployed population to the labour force in the same reference period expressed as a percentage.

Youth Unemployment

Youth unemployment relates to the unemployment of the youths. The National Youth Policy defines a youth as a person aged 15 - 35 years while the United Nations defines a youth as a person aged 15 - 24. In this report, youth unemployment is reported on the basis of the national youth policy definition which satisfies both national and international requirements.

Youth Unemployment Rate

Is the ratio of the unemployed youthful population to the youthful labour force expressed as a percentage.

Time-related Underemployment

Time-related underemployment is defined as a situation in which the number of working hours for the employed population is “insufficient” in relation to what is considered sufficient and where the affected persons are available and willing to work for more hours. In Zambia, 40 hours per week is considered sufficient.

Time-related Underemployment Rate

Is the ratio of the underemployed population to the total employed population expressed as a percentage.

Hours of Work

Hours of work is defined as the number of hours the employed population spent in performing their work.

Part-Time work

Is defined as the total working hours less than “full time”, where full time is regarded as sufficient number of hours in a week. In part time work, it is the workers’ choice to work for fewer hours.

Excessive Hours

Is defined as working conditions in which employed persons’ usual working hours in a week are more than 48.

Educational Level

Educational level, in this report, is defined in terms of the grading system in the formal education, largely depending on the standard of education was acquired. It includes education below grade 1 such as nursery and above grade 12 such as “A” levels, certificate, diploma, etc

Occupation

Refers to the actual tasks performed by workers in their workplaces. A more detailed description of an occupation is one commonly used by International Labour Organisation. It is known as the International Standard Classification of Occupation.

Industry

Refers to an economic sector in which employed persons carry out their activities. A more detailed description of the economic sector is the one commonly used by the United Nations. It is the International Standard for Industrial Classification of all Economic Activities.

Skill

A skill is the learned ability to carry out pre-determined results often with the minimum outlay of time, energy, or both. Skills can often be divided into domain-general and domain-specific skills. For example, in the domain of work, some general skills would include time management, teamwork and leadership, self motivation and others, whereas domain-specific skills would be useful only for a certain job. Skill usually requires certain environmental stimuli and situations to assess the level of skill being shown and used.

Region

Refers to an area as being a rural area or an urban area.

- *An urban area in the Zambian context is a locality with at least 5,000 people, half of whom are not engaged in agriculture activities. Such a locality should also have facilities such as Electricity; Piped water; Schools and Hospitals. Localities with less than the population threshold stated above but have these facilities qualify as urban areas.*

CHAPTER 4
DEMOGRAPHIC CHARACTERISTICS
OF THE POPULATION

Chapter 4

Demographic Characteristics of the Population

Summary

Zambia's total population in 2012 was estimated at 14,375,601 of which 60.2 percent resided in rural areas and 39.8 percent in urban areas.

Lusaka Province was the most urbanized province with 84.8 percent of its population residing in urban areas followed by Copperbelt at 80.9 percent. Eastern Province was the least urbanized province with 12.6 percent of its population living in the urban areas.

The country's percentage distribution of the population by sex shows that 49.3 percent were males while 50.7 percent were females. The population distribution by age shows that 45.3 percent of the population was below the age of 15 years, while 2.7 percent was above the age of 64 years.

Out of the population aged 12 years and above, 45.2 percent were married while 44.3 percent were never married. A total of 10.1 percent of the population collectively constituted the separated, divorced and widowed.

The estimated number of households in Zambia in 2012 was 2,802,602. Of these, 59.1 percent were rural households and 40.9 percent were urban households. The average household size was 5.1 members per household.

Out of 2,802,602 households in Zambia, 24.2 percent were headed by females. In rural areas, 24.1 percent were headed by females while 24.3 percent of households in urban areas were headed by females.

Lusaka Province had the highest proportion of female-headed households with 18.7 percent while Muchinga Province had the lowest proportion of 4.8 percent.

4.1 Introduction

It is important that demographic information is collected in every survey undertaking. This is because it provides a basis for analyzing population characteristics and their relationship with other determinants of population change such as fertility and mortality. Specifically, demographic information allows us to determine the threshold for defining the working-age population as well as the Labour Force.

Furthermore, Labour Force analysis is more useful when analyzed by age, sex, marital status and geographical administrative units, which in this case are the province, district, constituency and ward. The demographic information plays a significant role in the planning process, such as the allocation of resources as it provides vital information on how the population is distributed.

This chapter provides information from the 2012 Labour Force Survey on Population Size, Age, Sex and Relationship to the

Head of the Household as well as Marital Status by region and province.

4.2 Population Size and Distribution

Table 4.1 shows the percentage distribution of population by region and province. The total population was estimated at 14,375,601. Of this population, 60.2 percent were in rural areas while 39.8 percent were in the urban areas.

Lusaka Province was the most urbanized province with 84.8 percent of its population residing in urban areas followed by Copperbelt Province with 80.9 percent.

Eastern Province was the least urbanized province with 12.6 percent, followed by Western Province at 12.9 percent. Muchinga Province was the third least urbanized province with 16.2 percent.

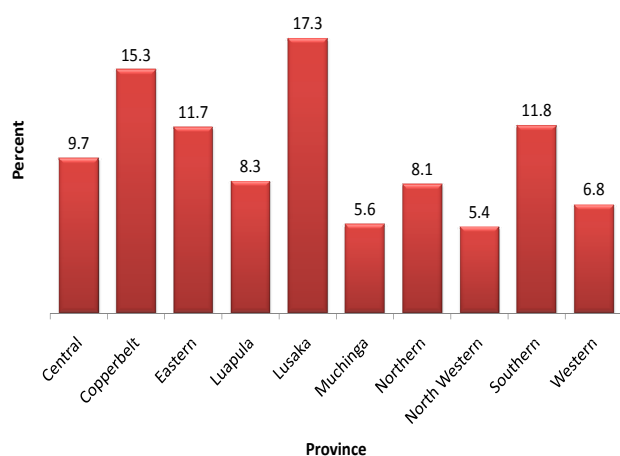
Table 4.1: Population Distribution by Rural/Urban and Province, Zambia, 2012

Province	Total	Rural	Urban	Total Percent
Total	14,375,601	60.2	39.8	100.0
Central	1,398,004	74.9	25.1	100.0
Copperbelt	2,195,257	19.1	80.9	100.0
Eastern	1,677,667	87.4	12.6	100.0
Luapula	1,189,244	82.9	17.1	100.0
Lusaka	2,491,054	15.2	84.8	100.0
Muchinga	810,460	83.8	16.2	100.0
Northern	1,169,443	81.7	18.3	100.0
North Western	774,420	77.0	23.0	100.0
Southern	1,698,796	75.3	24.7	100.0
Western	971,256	87.1	12.9	100.0

Source: CSO, Labour Force Survey, 2012

Figure 4.1 shows the percent share of the population by province. Lusaka Province had largest percent share of the total population at 17.3 percent followed by Copperbelt with 15.3 percent.

Figure 4.1: Percent share of the Population by Province, Zambia 2012



Source: CSO, Labour Force Survey, 2012

The least percentage share of the total population was recorded in North Western and Muchinga provinces that accounted for 5.4 and 5.6 percent of the total population, respectively.

Table 4.2 shows the percentage distribution of the population by sex, rural/urban and province. At national level, the percentage distribution of the population by sex shows that 49.3 percent were males while 50.7 percent were females.

Out of the total population in rural areas, 49.8 percent were males while 50.2 percent were females, and in urban areas, 48.6 percent were males while 51.4 percent were females.

At provincial level, Luapula Province recorded the highest percentage share of males at 50.5 percent while Western Province had the least percentage share of males at 47.0 percent. Western Province recorded the highest percentage share of females at 53.0 percent and Luapula Province had the least percentage share of females at 49.5 percent.

Table 4.2: Percent Distribution of Population by Sex, Rural/Urban and Province, Zambia, 2012				
Rural/Urban and Province	Total Population	Male	Female	Total Percent
Total	14,375,601	49.3	50.7	100.0
Rural	8,654,446	49.8	50.2	100.0
Urban	5,721,155	48.6	51.4	100.0
Central	1,398,004	48.9	51.1	100.0
Copperbelt	2,195,257	48.7	51.3	100.0
Eastern	1,677,667	49.5	50.5	100.0
Luapula	1,189,244	50.5	49.5	100.0
Lusaka	2,491,054	49.1	50.9	100.0
Muchinga	810,460	50.1	49.9	100.0
Northern	1,169,443	50.4	49.6	100.0
North Western	774,420	49.8	50.2	100.0
Southern	1,698,796	49.7	50.3	100.0
Western	971,256	47.0	53.0	100.0
Source: CSO, Labour Force Survey, 2012				

Table 4.3 shows percent distribution by age group and sex. The table shows that 45.3 percent of the population was below the age of 15 years, while 2.7 percent was above the age of 64 years. The population aged 15 - 64 years constituted the highest percentage of the population at 52.0 percent. The youth population aged

15 - 35 years accounted for 35.1 percent of the population. The population aged 15 - 24 years accounted for 21.4 percent of the population. Females of reproductive age, 15 to 49 years, accounted for 47.5 percent of the total female population.

Table 4.3: Percent Distribution by Age of Population and Sex, Zambia 2012				
Age group	Male	Female	Total	Total Population
0-4	17.0	16.7	16.9	2,426,791
5-9	14.7	14.8	14.7	2,115,245
10-14	14.4	13.1	13.7	1,972,307
15-19	12.4	12.0	12.2	1,752,682
20-24	8.6	9.8	9.2	1,323,395
25-29	6.8	7.9	7.4	1,060,515
30-34	6.2	6.4	6.3	911,864
35-39	5.4	4.8	5.1	739,205
40-44	3.9	3.8	3.9	557,859
45-49	2.8	2.7	2.8	398,899
50-54	2.1	2.2	2.2	313,911
55-59	1.6	1.6	1.6	233,624
60-64	1.3	1.3	1.3	186,095
65-69	0.8	0.9	0.9	125,692
70-74	0.7	0.8	0.8	109,606
75-79	0.4	0.5	0.5	69,185
80-84	0.3	0.3	0.3	46,939
85+	0.2	0.2	0.2	31,788
Total	100.0	100.0	100.0	14,375,601
Source: CSO, Labour Force Survey, 2012				

Figure 4.3 shows the population structure by age group and sex. Zambia has a young population as shown in the wider based population pyramid. The pyramid contracts as the age increases indicating that there were more people in the younger age groups than in older ages.

Figure 4.3: Population Structure by Age and Sex, Zambia 2012

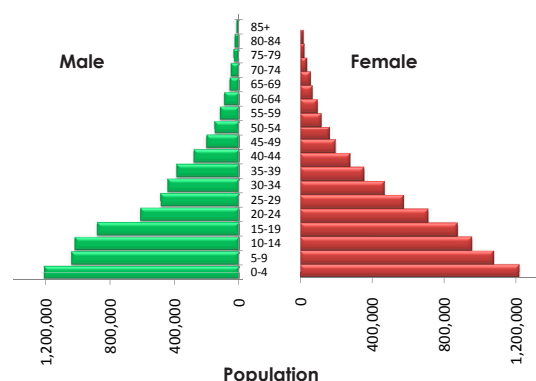
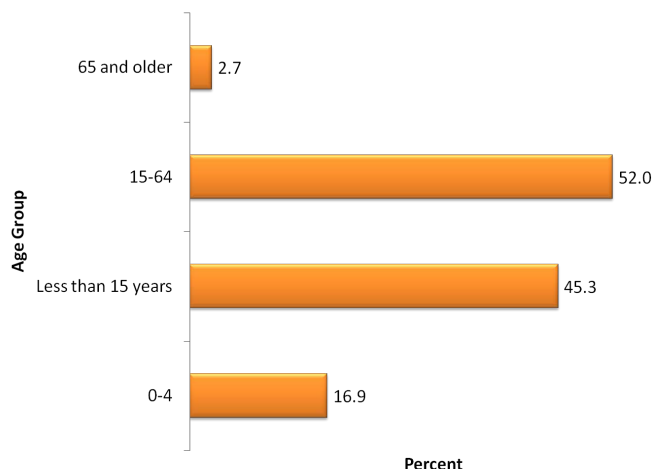


Figure 4.4 shows percentage distribution of the population by selected age groups. The figure shows that 16.9 percent of the total population was in the age group 0 - 4 years, while the age group less than 15 years accounted for 45.3 percent of the total population. The age group 15 - 64 years recorded 52.0 percent of the total population while age group 65 years and over accounted for 2.7 percent.

Figure 4.4: Percent Distribution of the Population by Selected Age Groups, Zambia 2012



Source: CSO, Labour Force Survey, 2012

4.3 Marital Status

This refers to the fact of whether one has never been married, married, separated, divorced, widowed or cohabiting. Information on marital status is important in the further analysis of fertility levels and trends in a population.

Table 4.4 shows the percentage distribution of the population aged 12 years and above by marital status, sex and age group. The

table shows that 45.2 percent of the population aged 12 years and above was married while 44.3 percent had never been married. The widowed accounted for 5.2 percent, while those cohabiting accounted for 0.4 percent. The divorced and separated accounted for 3.2 and 1.7 percent, respectively.

In terms of rural/urban, there was a high proportion of the married people in rural areas, at 48.3 percent than in urban areas, at 41.1 percent. In urban and rural areas, the proportion of the population aged 12 years and older that reported to never married accounted for 48.6 percent and 41.1 percent, respectively.

Analysis by sex shows that a higher proportion of males at 50.2 percent had never married compared to females at 38.7 percent. There were more females (8.7 percent) that were widowed than males (1.6 percent).

There was a variation in the marital status of population aged 12 years and older from one age group to another for both sexes. The proportion of the never married for both sexes declined with increase in age. On the other hand, the proportion of the married population increased with age except for the age group 40 - 44 years that experienced a decline. The age group 45 - 49 years had the highest married population at 79.4 percent. The highest percentage of the widowed was recorded in age group 50 years and above at 26.6 percent.

Analysis by age and sex reveals that females married at earlier ages compared to males. In the age group 15 - 19 years, 15.0 percent of females were married compared to 2.3 percent of the males. This was also observed in the age groups 20 - 24 years and 25 - 29 years. However, in the age group 30 years and above, there were more males that were married than their female counterparts. The results further indicate that 8.7 percent of females were widowed compared to 1.6 percent of the males.

Table 4.4: Percent Distribution of the Population Aged 12 Years and Above by Rural/Urban, Sex and Marital Status, Zambia 2012

Rural/Urban, Sex and Age- Group	Marital Status						Total	Total Population
	Never married	Cohabiting	Married	Separated	Divorced	Widowed		
Total	44.3	0.4	45.2	1.7	3.2	5.2	100	9,095,449
Rural	41.1	0.4	48.3	1.5	3.3	5.4	100	5,185,416
Urban	48.6	0.4	41.1	2.0	2.9	5.0	100	3,910,033
Male	50.2	0.3	45.4	1.1	1.4	1.6	100	4,461,238
Female	38.7	0.4	45.0	2.2	4.8	8.7	100	4,634,211
Age Group-Both sexes								
12-14	98.8	0.3	0.7	0.0	0.0	0.1	100	1,234,190
15-19	89.9	0.3	8.6	0.5	0.5	0.1	100	1,752,682
20-24	57.2	0.5	37.8	2.1	1.9	0.5	100	1,323,395
25-29	25.2	0.4	67.3	2.3	3.5	1.3	100	1,060,515
30-34	12.9	0.4	75.5	2.9	5.2	3.1	100	911,864
35-39	6.3	0.1	79.2	3.5	5.4	5.4	100	739,205
40-44	4.2	0.4	77.6	2.4	6.9	8.5	100	557,859
45-49	2.1	0.1	79.4	2.1	6.2	10.2	100	398,899
50+	1.6	0.6	64.0	1.6	5.7	26.6	100	1,116,841
Age Group-Male								
12-14	99.0	0.3	0.6	0.0	0.0	0.1	100	638,066
15-19	97.1	0.2	2.3	0.3	0.2	0.0	100	879,078
20-24	75.9	0.3	22.3	0.8	0.4	0.3	100	612,195
25-29	33.7	0.4	62.3	1.6	1.7	0.3	100	485,318
30-34	15.6	0.4	78.0	2.4	2.1	1.5	100	441,985
35-39	7.6	0.0	85.8	2.2	2.7	1.7	100	385,863
40-44	4.4	0.2	88.8	1.5	3.5	1.5	100	279,850
45-49	2.6	0.1	91.4	1.1	2.6	2.2	100	201,658
50+	1.5	0.6	84.9	1.7	3.0	8.4	100	537,226
Age Group-Female								
12-14	98.7	0.4	0.9	0.0	0.1	0.0	100	596,124
15-19	82.6	0.5	15.0	0.7	0.9	0.2	100	873,604
20-24	41.1	0.6	51.2	3.2	3.3	0.6	100	711,200
25-29	17.9	0.4	71.5	3.0	5.1	2.1	100	575,196
30-34	10.4	0.3	73.1	3.5	8.2	4.5	100	469,879
35-39	4.8	0.2	72.0	5.0	8.4	9.5	100	353,342
40-44	4.0	0.5	66.4	3.4	10.3	15.4	100	278,009
45-49	1.7	0.0	67.1	3.0	9.9	18.3	100	197,241
50+	1.6	0.6	44.7	1.5	8.2	43.4	100	579,616

Source: CSO, Labour Force Survey, 2012

4.4 Relationship to Household Head

Table 4.5 shows the percentage distribution of the population by relationship to the head of the household. Information on the relationship to the head of the household was collected for all usual members of the household. A household head was defined as a usual member of the household that all members looked up to and made most of the day to day decisions regarding the running of the household.

Biological children of the household heads make up 49.6 percent. The household heads constituted the second highest proportion with 19.5 percent. Spouses were third at 13.6 percent, while the least common relationship to the head of the household was domestic workers at 0.1 percent.

Table 4.5: Percentage Distribution of the Population by Relationship to the Household Head, Zambia, 2012

Relation to Household Head	Percent of Household Members	Total Population
Total	100	14,375,601
Head	19.5	2,802,602
Spouse	13.6	1,958,665
Own Son/ Daughter	49.6	7,130,281
Step Child	1.0	142,466
Brother/Sister	2.0	280,981
Brother/ Sister in Law	1.1	160,540
Grandchild	7.7	1,105,474
Nephew/Niece	3.2	454,770
Cousin	0.3	47,340
Parent	0.4	61,640
Parent-in-law	0.2	26,233
Uncle/aunt	0.2	28,033
Grand Parent	0.2	29,812
Child-in-law	0.3	44,947
Other Relative	0.4	55,692
Non relative	0.3	36,593
Domestic worker	0.1	9,534

Source: CSO, Labour Force Survey, 2012

4.5 Distribution of Households and Average Household Size

The 2012 Labour Force Survey estimated 2,802,602 households in Zambia. Table 4.6 indicates that of the total number of households, 59.1 percent were in rural areas while 40.9 percent were in urban areas. The more urbanized provinces, Lusaka and Copperbelt provinces had the highest proportion of households in urban areas at 85.7 and 78.5 percent respectively. Eastern Province had the lowest proportion of households in urban areas with 12.4 percent followed by Western and Muchinga provinces at 13.7 percent 16.9 percent, respectively.

The average household size was estimated at 5.1 persons with 5.2 persons in rural areas and 4.9 in urban areas. The average household size by sex of male and female-headed households was 5.3 and 4.4, respectively.

At provincial level, North Western Province recorded the highest average household size of 5.7 while the smallest household size was recorded in Lusaka Province at 4.8 persons. In rural areas, North Western Province had the highest household size at 5.9 followed by Central Province at 5.6.

In the urban areas, the least average household size was in Southern Province at 4.6 followed by Lusaka and Central provinces at 4.7 each.

In terms of sex of the household head, North Western Province recorded the highest average household size of 6.1 while Lusaka Province recorded the least average households size of 4.7 for male-headed households. Central, Copperbelt, Lusaka and North Western provinces recorded the highest average household size of 4.7 while Southern Province recorded the least average household size of 3.9 for female-headed households.

Table 4.6 Percentage Distribution of Households and Household Size by Sex of Head, Rural/Urban and Province, Zambia 2012

Province	Percentage Distribution of Households			Household Size By Rural/Urban			Household Size By Sex of Head			Total Households
	Rural	Urban	Total	Rural	Urban	Total	Male	Female	Total	
Total	59.1	40.9	100	5.2	4.9	5.1	5.3	4.4	5.1	2,802,602
Central	71.3	28.7	100	5.6	4.7	5.3	5.5	4.7	5.3	260,695
Copperbelt	21.5	78.5	100	4.7	5.3	5.1	5.3	4.7	5.1	415,080
Eastern	87.6	12.4	100	5.1	5.1	5.1	5.3	4.2	5.1	334,201
Luapula	82.1	17.9	100	5.2	5.0	5.2	5.4	4.5	5.2	227,633
Lusaka	14.3	85.7	100	5.1	4.7	4.8	4.7	4.7	4.8	523,846
Muchinga	83.1	16.9	100	5.2	5.3	5.3	5.4	4.5	5.3	155,697
Northern	82.7	17.3	100	5.2	5.5	5.3	5.4	4.1	5.3	226,680
North Western	76.8	23.2	100	5.9	5.3	5.7	6.1	4.7	5.7	133,768
Southern	72.4	27.6	100	5.4	4.6	5.2	5.5	3.9	5.2	332,718
Western	86.3	13.7	100	5.1	4.8	5.0	5.6	4.1	5.0	192,283

Source: CSO, Labour Force Survey, 2012

4.6 Age of Household Head

Table 4.7 shows percentage distribution of household heads by age group and sex. The table shows that persons aged 15 - 19 years accounted for the least percentage share of the total

number of households at 0.7 percent. The age group 30 - 34 years recorded the highest percentage share at 16.2 percent. Household heads that were aged 65 years and above accounted for 9.3 percent of all household heads.

Table 4.7: Percentage Distribution of Household Heads by Age Group and Sex, Zambia 2012

Age Group	Male	Female	Percentage	Total Households
Total	2,127,175	675,427	100	2,802,602
15-19	0.5	1.3	0.7	18,798
20-24	6.5	5.5	6.2	174,610
25-29	15.2	9.0	13.7	384,228
30-34	17.6	11.9	16.2	454,682
35-39	15.9	12.4	15.1	422,874
40-44	11.9	12.6	12.1	338,138
45-49	8.8	9.6	9.0	252,692
50-54	6.7	9.7	7.5	209,054
55-59	5.2	6.9	5.6	156,689
60-64	4.0	6.4	4.6	129,151
65+	7.6	14.6	9.3	261,634

Source: CSO, Labour Force Survey, 2012

4.6 Household Headship

Table 4.8 shows the proportion of female-headed households by rural/urban. The table shows that 24.1 percent of households were headed by females.

In rural areas 24.1 percent of households were headed by females compared to 24.3 percent recorded in urban areas.

Table 4.8: Proportion of Female Headed - Households by Rural/Urban and Province, Zambia 2012

Rural/Urban	Total		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	2,802,602	100	2,124,806	75.8	677,797	24.2
Rural	1,653,260	100	1,255,034	75.9	398,227	24.1
Urban	1,149,342	100	869,771	75.7	279,571	24.3

Source: CSO, Labour Force Survey, 2012

The 2012 Labour Force Survey estimated 677,979 female-headed households in Zambia. Table 4.9 shows percentage distribution of female-headed households by province and rural/urban. It shows that of the total number of households, 58.8 percent were in rural areas while 41.2 percent were in urban areas. The more

urbanized provinces, Lusaka and Copperbelt provinces had the highest proportion of female-headed households with 18.7 and 14.5 percent, respectively. Muchinga Province had the lowest proportion of female-headed households with 4.8 percent.

Table 4.9: Percentage Distribution of Female-Headed Households by Province and Rural/Urban, Zambia 2012

Province	Total		Total Percent	Rural		Urban	
	Number	Percent		Number	Percent	Number	Percent
Total	677,797	100.0	100	398,227	58.8	279,572	41.2
Central	60,816	9.0	100	41,284	67.9	19,532	32.1
Copperbelt	98,192	14.5	100	19,959	20.3	78,232	79.7
Eastern	77,990	11.5	100	68,101	87.3	9,888	12.7
Luapula	52,774	7.8	100	43,054	81.6	9,721	18.4
Lusaka	126,672	18.7	100	17,185	13.6	109,487	86.4
Muchinga	32,725	4.8	100	27,469	83.9	5,257	16.1
Northern	40,304	5.9	100	31,554	78.3	8,751	21.7
North Western	36,637	5.4	100	28,628	78.1	8,009	21.9
Southern	79,916	11.8	100	57,138	71.5	22,778	28.5
Western	71,770	10.6	100	63,855	89	7,915	11.0

Source: CSO, Labour Force Survey, 2012

CHAPTER 5

ECONOMICALLY ACTIVE AND INACTIVE POPULATION

Chapter 5

Economically Active and Inactive Population

Summary

Out of 7,861,259 persons aged 15 years and above in Zambia, 75.9 percent were economically active while 24.1 percent were economically inactive.

The labour force participation rate was estimated at 75.9 percent. The labour force participation rate for females was 76.3 percent and that for males was 75.5 percent.

In rural and urban areas, the labour force participation rate was 79.3 percent and 71.5 percent, respectively. Male participation rate in rural areas was 77.2 percent compared to female participation rate of 81.4 percent. In urban areas, male participation rate was 73.3 percent compared to the female participation rate of 69.8 percent.

At provincial level, Eastern and Northern provinces recorded the highest participation rates of 81.3 and 81.1 percent, respectively. Central and Copperbelt provinces recorded the lowest participation rates of 70.5 and 70.2 percent, respectively.

The age group 35 - 39 years recorded the highest participation rate of 95.7 percent while the age group 15-19 years recorded the lowest participation rate at 34.3 percent.

Labour force participation rate for both males and females was highest in the age groups 25 - 29 years to 54 - 59 years. The participation rate for males in the age 25 - 29 years to 54 - 59 years averaged 95.8 percent whereas that for females in the same age groups averaged 91.9 percent.

Out of a total working age population of 4,426,573 in rural areas, 79.3 percent were economically active and 20.7 percent were economically inactive. In urban areas, out of a total working age population of 3,434,686, 71.5 percent were economically active and 28.5 percent were economically inactive.

Of the 5,966,199 economically active persons, 51.6 percent were females and 48.4 percent were males. The age groups 20 - 24 years and 25 - 29 years accounted for the highest proportions of currently economically active persons with 16.6 percent and 16.4 percent respectively.

Lusaka Province accounted for the highest proportion of the economically active population of 18.3 percent, followed by Copperbelt Province with 15.8 percent. Males accounted for a higher proportion of economically active persons only in Copperbelt (50.6 percent) and Lusaka (50.2 percent). Females accounted for a higher proportion of economically active persons in the rest of the provinces.

A total of 2,534,975 (or 42.5 percent) reported to have attained some basic education (Grades 1 -7). The population with secondary education (Grades 8 - 12) were 2,298,901 (38.5 percent) while those with no education accounted for 13.9 percent (830,726 persons). In terms of tertiary education, Craft certificate holders accounted for 3.7 percent (or 219,443 persons) while those with "A" levels were 37,375 persons. Degree holders made up 0.5 percent (31,330 persons) of the total.

Out of 1,895,060 economically inactive population, 71.5 percent were full-time students, 10.8 percent were those who were neither working, looking for work nor available for work for other reasons, while those who were too old and too young collectively accounted for 11.9 percent.

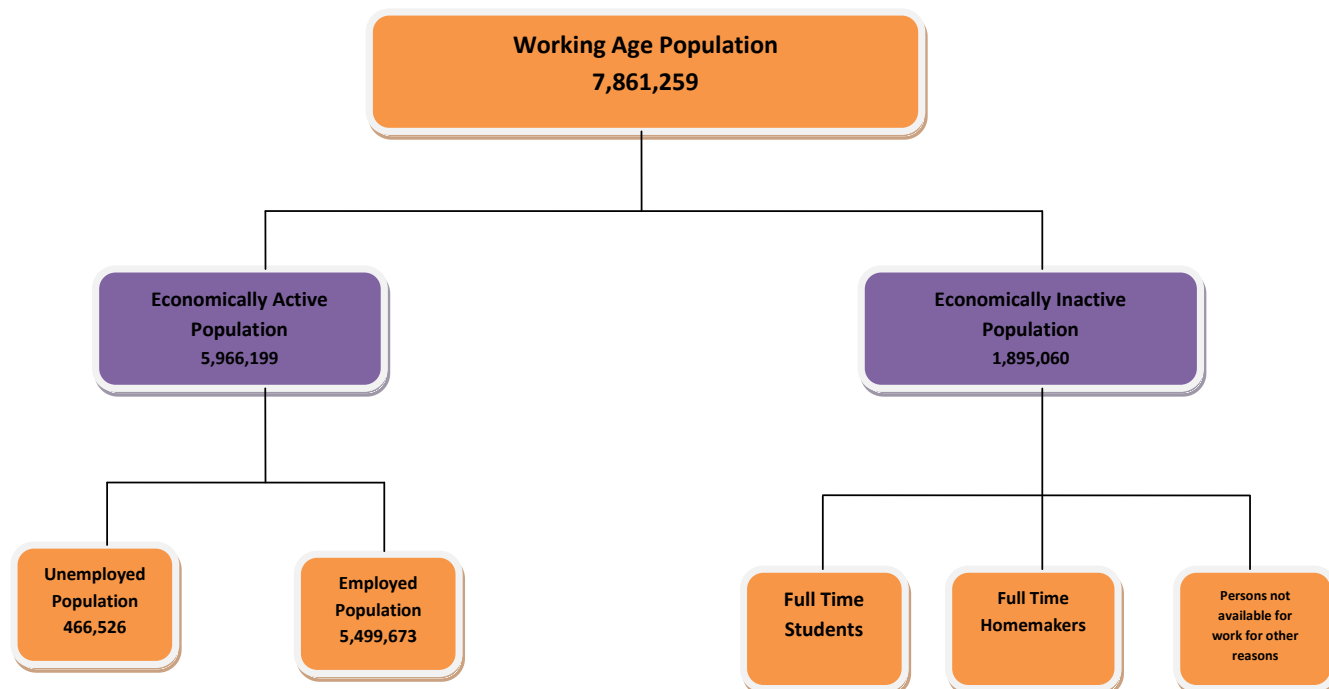
5.1 Introduction

The percentage of the working age population that is economically active is a key component of the long-term economic growth strategy. The 2012 LFS collected information on the working age population (i.e. population aged 15 years and above). The survey measured the economically active and inactive population

in the last seven days prior to the interview. These indicators are important as they help assess labour force participation in the market and non-market activities.

Figure 5.1 shows the Labour Force Framework and Categorisation of the Working-Age Population.

Figure 5.1: Main Categories of the Labour Force Framework



5.2 Labour Force Participation Rate (Activity Rate)

Labour Force Participation Rate measures the proportion of economically active population in relation to total working-age population. It is a ratio of the economically active population to the working-age population expressed as a percentage. Low activity rates imply that a large proportion of persons are not participating in the labour force.

Table 5.1 shows the labour force participation rate for persons aged 15 years and older by sex, rural/urban and province.

The working age population in 2012 was estimated at 7,861,259. In terms of economic activity, 75.9 percent were economically active while 24.1 percent were economically inactive. The Labour Force Participation Rate for females was 76.3 percent and that for males was 75.5 percent.

In rural areas, the participation rate was 79.3 percent whereas in urban areas, it was 71.5 percent. The male participation rate in rural areas was 77.2 percent compared to the female participation rate of 81.4 percent. In urban areas, the male participation rate was 73.3 percent compared to the female participation rate of 69.8 percent.

Rural/Urban and Province	Total			Male			Female		
	Working Age Population	Labourforce	Percent	Working Age Population	Labourforce	Percent	Working Age Population	Labourforce	Percent
Total	7,861,259	5,966,199	75.9	3,823,172	2,885,146	75.5	4,038,087	3,081,053	76.3
Rural	4,426,573	3,511,400	79.3	2,159,605	1,666,469	77.2	2,266,968	1,844,930	81.4
Urban	3,434,686	2,454,800	71.5	1,663,567	1,218,676	73.3	1,771,119	1,236,123	69.8
Central	755,832	532,664	70.5	368,012	259,227	70.4	387,820	273,437	70.5
Copperbelt	1,339,947	940,645	70.2	649,817	475,725	73.2	690,131	464,919	67.4
Eastern	881,282	716,516	81.3	429,048	336,687	78.5	452,234	379,830	84.0
Luapula	591,881	473,267	80.0	287,558	224,459	78.1	304,323	248,808	81.8
Lusaka	1,466,134	1,092,267	74.5	717,262	548,734	76.5	748,872	543,533	72.6
Muchinga	414,884	333,523	80.4	205,410	158,565	77.2	209,474	174,958	83.5
Northern	589,242	477,616	81.1	293,121	234,489	80.0	296,121	243,127	82.1
North Western	408,260	300,177	73.5	197,434	139,880	70.8	210,826	160,297	76.0
Southern	896,464	682,533	76.1	439,996	325,962	74.1	456,468	356,571	78.1
Western	517,332	416,991	80.6	235,514	181,416	77.0	281,817	235,574	83.6

Source: CSO, Labour Force Survey, 2012

At provincial level, Eastern and Northern provinces recorded the highest participation rates of 81.3 and 81.1 percent respectively. Central and Copperbelt provinces recorded the lowest participation rates of 70.5 and 70.2 percent, respectively.

In terms of sex, the highest male participation rates were recorded in Northern (80.0 percent), Eastern (78.5 percent) and Luapula (78.1 percent) provinces. The highest female participation rates were recorded in Eastern (84.0 percent), Western (83.6 percent) and Muchinga (83.5 percent) provinces. The lowest male participation rates were recorded in Central (70.4 percent) and Copperbelt (73.2 percent) provinces. Similarly, the lowest female participation rates were recorded in Central (70.5 percent) and Copperbelt (67.4 percent) provinces.

Figure 5.2 shows the trend in labour force participation rate as measured by the 1986, 2005, 2008 and 2012 labour force surveys. The labour force participation rate increased from 71.3 percent in 1986 to 80.0 percent in 2005, and reduced to 74.5 percent in 2008. However, in 2012, the labour force participation rate increased to 75.9 percent.

In rural areas, the participation rate declined from 81.1 percent in 2008 to 79.3 percent in 2012 while urban areas recorded an increase in participation rate from 63.0 percent between 2008 and 2012. The period from 2005 to 2008 showed a decline in the overall labour force participation rate from 80.0 percent to 74.5 percent. A similar trend in decline is observed for both rural and urban areas.

Figure 5.2: Labour Force Participation Rate, 1986, 2005, 2008 and 2012

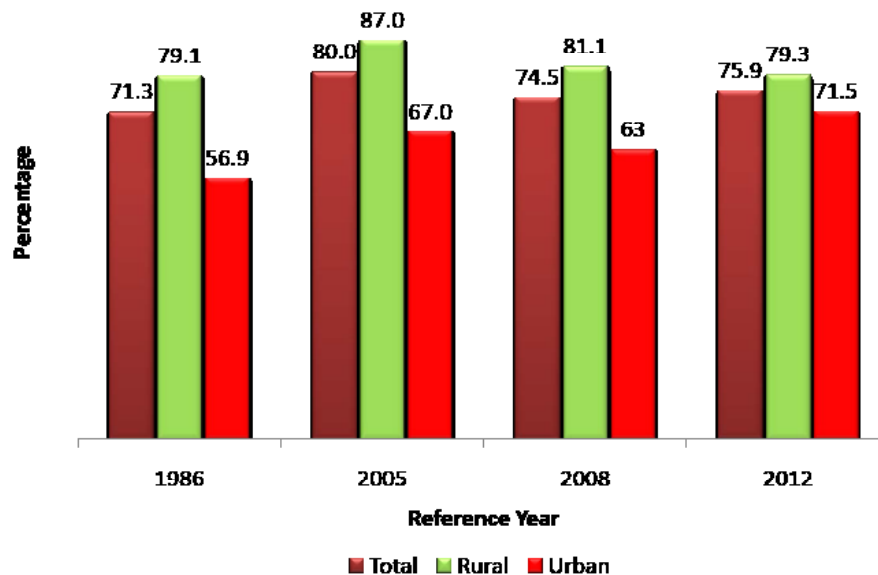


Table 5.2 shows the labour force participation rates for population aged 15 years and older by age group and sex. The participation rate tends to be higher in older age groups, reaching the peak of 95.7 percent in the 35-39 age group, though it eventually declines to 65.7 percent in the oldest age group, 65 years and older. The lowest participation rate was recorded in the 15-19 year age group at 34.3 percent followed by the 20-24 year old age group with 75.0 percent.

Male labour force participation rate was highest in the age groups 34-39 and 40-44 with 97.3 percent for both age groups. Female participation rate were highest at 93.9 percent in the age group 35-39 years. Females had a higher participation rate compared to males in the lower ages 15-24 years. In the 20-24 age category, 80.0 percent of the females were active participants compared to 69.3 percent for males. Similarly, females in the age group 15-19 had a participation rate of 38.3 percent against 30.3 percent for males.

Age Group	Total			Male			Female		
	Working Age Population	Labourforce	Percent	Working Age Population	Labourforce	Percent	Working Age Population	Labourforce	Percent
Total	7,861,259	5,966,199	75.9	3,823,172	2,885,146	75.5	4,038,087	3,081,053	76.3
15-19	1,752,682	601,141	34.3	879,078	266,140	30.3	873,604	335,001	38.3
20-24	1,323,395	992,899	75.0	612,195	424,088	69.3	711,200	568,812	80.0
25-29	1,060,515	976,219	92.1	485,318	454,802	93.7	575,196	521,416	90.7
30-34	911,864	858,139	94.1	441,985	426,192	96.4	469,879	431,947	91.9
35-39	739,205	707,339	95.7	385,863	375,445	97.3	353,342	331,894	93.9
40-44	557,859	531,694	95.3	279,850	272,369	97.3	278,009	259,325	93.3
45-49	398,899	379,083	95.0	201,658	194,427	96.4	197,241	184,656	93.6
50-54	313,911	293,281	93.4	151,181	145,523	96.3	162,730	147,757	90.8
55-59	233,624	212,798	91.1	116,615	108,376	92.9	117,009	104,422	89.2
60-64	186,095	161,827	87.0	90,180	84,312	93.5	95,915	77,514	80.8
65+	383,210	251,779	65.7	179,249	133,470	74.5	203,962	118,309	58.0

Source: CSO, Labour Force Survey, 2012

Tables 5.2a and 5.2b show the labour force participation rates for persons aged 15 years and older by age group and sex in the rural and urban areas, respectively.

Table 5.2a shows that out of a total working age population of 4,426, 573 in rural areas, 79.3 percent were economically active. All age groups recorded a participation rate of above 90 percent with the exception of age groups 15 - 19 years (41 percent), 20 to 24 years (79.9 percent) and 65 years and older (70.4 percent).

Tables 5.2a: Labour Force Participation Rate for Population Aged 15 years and older by Sex and Age, Zambia – Rural 2012									
Age Group	Total			Male			Female		
	Working Age Population	Labourforce	Percent	Working Age Population	Labourforce	Percent	Working Age Population	Labourforce	Percent
Total	4,426,573	3,511,400	79.3	2,159,605	1,666,469	77.2	2,266,968	1,844,930	81.4
15-19	999,648	410,029	41.0	526,089	183,710	34.9	473,558	226,318	47.8
20-24	717,263	573,209	79.9	331,702	239,982	72.3	385,560	333,227	86.4
25-29	546,473	518,759	94.9	252,884	242,017	95.7	293,589	276,742	94.3
30-34	461,699	441,759	95.7	212,425	208,126	98.0	249,274	233,632	93.7
35-39	400,750	390,368	97.4	205,449	202,266	98.5	195,301	188,102	96.3
40-44	330,708	321,163	97.1	163,218	159,685	97.8	167,490	161,478	96.4
45-49	226,113	221,243	97.8	112,624	110,431	98.1	113,489	110,812	97.6
50-54	195,011	186,936	95.9	93,288	91,204	97.8	101,724	95,732	94.1
55-59	144,398	137,956	95.5	72,258	69,774	96.6	72,140	68,182	94.5
60-64	121,466	110,793	91.2	56,046	53,982	96.3	65,420	56,811	86.8
65+	283,043	199,185	70.4	133,622	105,293	78.8	149,421	93,893	62.8

Source: CSO, Labour Force Survey, 2012

Male participation rate was highest in the age group 35-39 years at 98.5 percent while the highest female participation rate was in the age group 45-49 years at 97.6 percent. Males in the age groups 15 - 19 years, 20 - 24 years and 65 years and older recorded participation rates of 34.9 percent, 72.3 percent and 78.8 percent, respectively whereas females in the same age groups recorded participation rates of 47.8 percent, 86.4 percent and 62.8 percent, respectively.

Figure 5.3 shows labour force participation rates by sex in rural areas. Female participation shows dominance over male participation in the age groups 15-24. The reverse is observed in the older ages, 50 years and older.

Figure 5.3: Labour Force Participation Rate by Sex and Age Group, Rural Zambia 2012

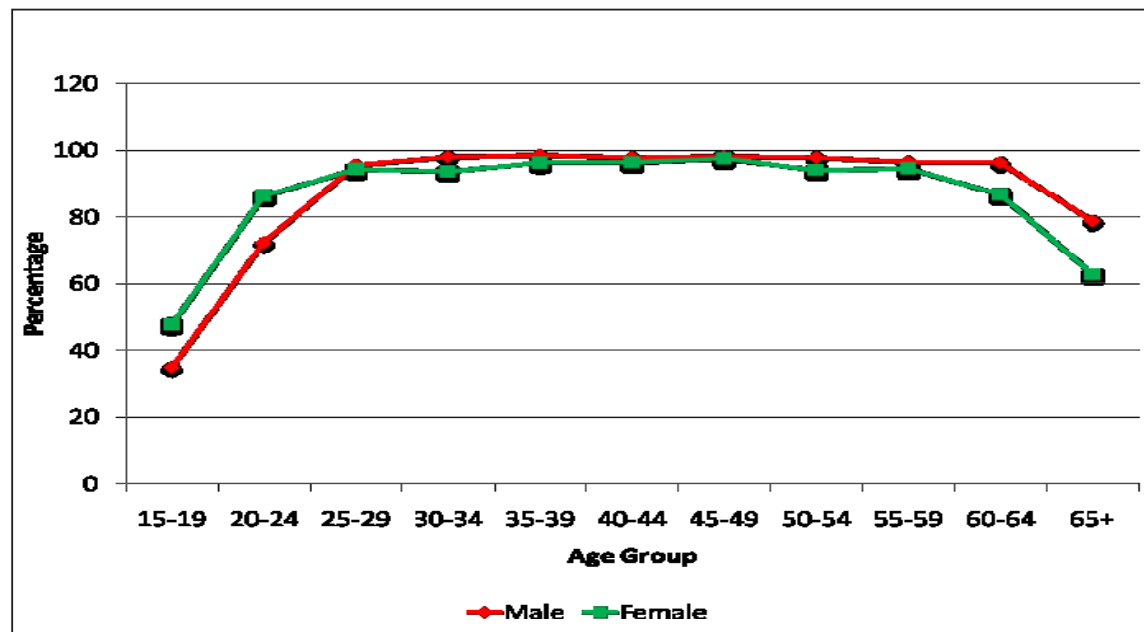


Table 5.2b shows labour force participation rates for persons aged 15 years and older in urban areas by age group and sex.

-24 years (69.2 percent), 60 - 64 years (79 percent) and 65 years and older (52.5 percent).

Table 5.2b shows that out of a total working age population of 3,434,686 in urban areas, 71.5 percent were economically active. All age groups recorded participation rate of above 80 percent with the exception of age groups 15 - 19 years (25.4 percent), 20

Male participation rate was highest in the age group 40-44 at 96.6 percent while the highest female participation rate was in the age group 35-39 years at 91.0 percent.

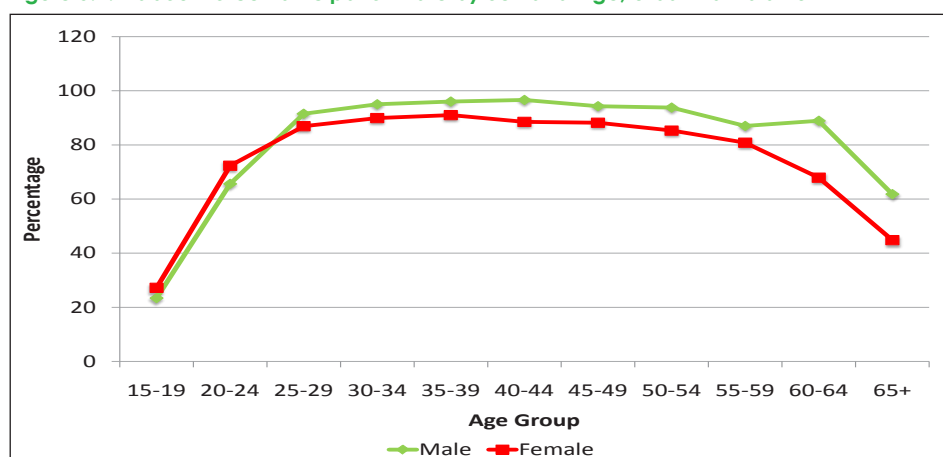
Tables 5.2b: Labour Force Participation Rate for Population aged 15 years and older by Age Group and Sex, Zambia - Urban 2012									
Age Group	Total			Male			Female		
	Working Age Population	Labourforce	Percent	Working Age Population	Labourforce	Percent	Working Age Population	Labourforce	Percent
Total	3,434,686	2,454,800	71.5	1,663,567	1,218,676	73.3	1,771,119	1,236,123	69.8
15-19	753,034	191,112	25.4	352,989	82,429	23.4	400,045	108,683	27.2
20-24	606,132	419,690	69.2	280,493	184,106	65.6	325,640	235,584	72.3
25-29	514,041	457,460	89.0	232,434	212,785	91.5	281,607	244,674	86.9
30-34	450,165	416,381	92.5	229,560	218,066	95.0	220,605	198,315	89.9
35-39	338,455	316,971	93.7	180,414	173,179	96.0	158,041	143,792	91.0
40-44	227,151	210,531	92.7	116,632	112,685	96.6	110,519	97,847	88.5
45-49	172,786	157,841	91.4	89,034	83,996	94.3	83,752	73,844	88.2
50-54	118,900	106,344	89.4	57,894	54,319	93.8	61,006	52,025	85.3
55-59	89,226	74,842	83.9	44,357	38,602	87.0	44,869	36,240	80.8
60-64	64,629	51,034	79.0	34,134	30,331	88.9	30,495	20,703	67.9
65+	100,167	52,594	52.5	45,626	28,178	61.8	54,541	24,416	44.8

Source: CSO, Labour Force Survey, 2012

Figure 5.4 shows labour force participation rate by age group and sex in urban areas. The graph shows male dominance in participation over females in ages 25 years and older. In

the younger ages 24 years and below females show a slight dominance over males.

Figure 5.4: Labour Force Participation Rate by Sex and Age, Urban Zambia 2012



5.3 Economically Active Population

Economic activity entails production and/or provision of goods and services for the purposes of improving living standards both at individual and national levels. The larger the proportion of persons engaged in meaningful economic activities the higher the output. Information on people's engagement in economic activities was collected during the labour force survey. Two reference periods were used. One relates to (current) activities that were performed in seven days before the enumeration day.

Table 5.3 shows currently economically active population by age group and sex in 2012. Out of 5,966,199 economically active persons, 51.6 percent were females and 48.4 percent were males.

The age groups 20 - 24 years and 25 - 29 years accounted for the highest proportions of economically active persons with 16.6 percent and 16.4 percent, respectively.

The highest percentage of the current economically active population was highest for females in the age group 20-24 at 57.3 percent while males were highest in the age group 35-39 years at 53.1 percent. Females show dominance in activity over males in the younger ages 15-19 at 55.7 percent compared to 44.3 percent for males. A similar trend of dominance is reflected in the 20-24 age group where females had a percentage of 57.3 percent compared to males at 42.7 percent.

Table 5.3: Currently Economically Active Population aged 15 years and older Age Group and Sex, Zambia 2012							
Age Group	Total Labour Force			Male		Female	
	Number	Percent Share	Percent	Number	Percent	Number	Percent
Total	5,966,199	100.0	100	2,885,146	48.4	3,081,053	51.6
15-19	601,141	10.1	100	266,140	44.3	335,001	55.7
20-24	992,899	16.6	100	424,088	42.7	568,812	57.3
25-29	976,219	16.4	100	454,802	46.6	521,416	53.4
30-34	858,139	14.4	100	426,192	49.7	431,947	50.3
35-39	707,339	11.9	100	375,445	53.1	331,894	46.9
40-44	531,694	8.9	100	272,369	51.2	259,325	48.8
45-49	379,083	6.4	100	194,427	51.3	184,656	48.7
50-54	293,281	4.9	100	145,523	49.6	147,757	50.4
55-59	212,798	3.6	100	108,376	50.9	104,422	49.1
60-64	161,827	2.7	100	84,312	52.1	77,514	47.9
65+	251,779	4.2	100	133,470	53.0	118,309	47.0

Source: CSO, Labour Force Survey, 2012

Table 5.4 shows economically active persons aged 15 years and older by sex and province. Lusaka Province accounted for the highest proportion of 18.3 percent followed by Copperbelt Province which accounted for 15.8 percent. Muchinga and North Western provinces accounted for the least proportions of 5.6 percent and 5.0 percent, respectively. Results further indicate that the proportions of females were higher compared to that of males in Western, North Western, Eastern, Luapula, Muchinga, Southern, Central and Northern provinces.

Copperbelt and Lusaka provinces recorded the highest economically active population for males compared to females (50.6 and 49.4 percent, and 50.2 percent and 49.8 percent, respectively). The rest of the provinces had more females that were economically active compared to males.

Table 5.4: Currently Economically Active Population Aged 15 years and above by Sex and Province, Zambia 2012

Province	Total Labour Force		Total Percent	Male		Female	
	Number	Percent Share		Number	Percent	Number	Percent
Total	5,966,199	100	100	2,885,146	48.4	3,081,053	51.6
Central	532,664	8.9	100	259,227	48.7	273,437	51.3
Copperbelt	940,645	15.8	100	475,725	50.6	464,919	49.4
Eastern	716,516	12.0	100	336,687	47.0	379,830	53.0
Luapula	473,267	7.9	100	224,459	47.4	248,808	52.6
Lusaka	1,092,267	18.3	100	548,734	50.2	543,533	49.8
Muchinga	333,523	5.6	100	158,565	47.5	174,958	52.5
Northern	477,616	8.0	100	234,489	49.1	243,127	50.9
North Western	300,177	5.0	100	139,880	46.6	160,297	53.4
Southern	682,533	11.4	100	325,962	47.8	356,571	52.2
Western	416,991	7.0	100	181,416	43.5	235,574	56.5

Source: CSO, Labour Force Survey, 2012

Table 5.5 shows economically active persons aged 15 years and older by educational attainment and sex. Of the economically active population, 42.5 percent reported having attained primary education (Grades 1 - 7). Those who reported having attained secondary education (Grades 8 - 12) accounted for 38.5 percent whereas those without education accounted for 13.9 percent. The population with certificates accounted for 3.7 percent, while those with "A" levels education accounted for 0.6 percent. Degree holders accounted for 0.5 percent.

A higher proportion of females (67.3 percent) reported having no education compared to males (32.7 percent). In terms of primary education (Grades 1 - 7), a higher proportion of females (55.8 percent) reported having primary education compared to males (44.2 percent). For educational levels Grades 8 - 12, "A" levels, Certificate and Degree, a higher proportion of males (57.1 percent, 62.3 percent, 57.5 percent and 76.9 percent respectively) reported having attained these levels compared to females (42.9 percent, 37.7 percent, 42.5 percent and 23.1 percent respectively).

Table 5.5: Currently Economically Active Population aged 15 years and older by Educational Attainment and Sex, Zambia 2012

Educational Attainment	Total Labour Force		Total Percent	Male		Female	
	Number	Percent Share		Number	Percent	Number	Percent
Total	5,966,199	100.0	100	2,885,146	48.4	3,081,053	51.6
Nursery	13,449	0.2	100	5,006	37.2	8,443	62.8
Grade 1-7	2,534,975	42.5	100	1,121,176	44.2	1,413,799	55.8
Grade 8-12	2,298,901	38.5	100	1,313,763	57.1	985,138	42.9
A Levels	37,375	0.6	100	23,302	62.3	14,073	37.7
Certificate	219,443	3.7	100	126,120	57.5	93,324	42.5
Degree	31,330	0.5	100	24,086	76.9	7,244	23.1
None	830,726	13.9	100	271,692	32.7	559,034	67.3

Source: CSO, Labour Force Survey, 2012

5.4 Economically Inactive Population

The economically inactive population comprises persons who, during the reference period, were outside the labour force. These usually include full-time students, full-time homemakers (i.e. housewives, househusbands), the chronically ill, the retired, those too young and too old to work, and those not available for work for other reasons.

economically inactive was highest in younger age groups 15-19 years at 65.7 percent and in the oldest age group 65 years and older at 34.3 percent. Male inactivity rate was highest in the 15-19 years age group at 69.7 percent against 61.7 percent for females in the same age group.

Table 5.6 shows economically inactive population aged 15 years and older by age group and sex. Of the working-age population, 24.1 percent were economically inactive. The proportion of the

Table 5.6: Economically Inactive Population aged 15 years and older by Age Group and Sex, Zambia 2012

Age Group	Total			Male			Female		
	Working Age Population	Inactive Population	Percent	Working Age Population	Inactive Population	Percent	Working Age Population	Inactive Population	Percent
Total	7,861,259	1,895,060	24.1	3,823,172	938,027	24.5	4,038,087	957,034	23.7
15-19	1,752,682	1,151,541	65.7	879,078	612,938	69.7	873,604	538,602	61.7
20-24	1,323,395	330,495	25.0	612,195	188,107	30.7	711,200	142,388	20.0
25-29	1,060,515	84,296	7.9	485,318	30,516	6.3	575,196	53,780	9.3
30-34	911,864	53,725	5.9	441,985	15,793	3.6	469,879	37,932	8.1
35-39	739,205	31,866	4.3	385,863	10,418	2.7	353,342	21,448	6.1
40-44	557,859	26,165	4.7	279,850	7,481	2.7	278,009	18,684	6.7
45-49	398,899	19,815	5.0	201,658	7,230	3.6	197,241	12,585	6.4
50-54	313,911	20,631	6.6	151,181	5,658	3.7	162,730	14,972	9.2
55-59	233,624	20,826	8.9	116,615	8,239	7.1	117,009	12,587	10.8
60-64	186,095	24,269	13.0	90,180	5,868	6.5	95,915	18,401	19.2
65+	383,210	131,431	34.3	179,249	45,778	25.5	203,962	85,653	42.0

Source: CSO, Labour Force Survey, 2012

Table 5.7 shows economically inactive population aged 15 years and older by rural/urban, sex and province. The overall inactivity rate in urban areas was 28.5 percent with male and female recording inactivity rates of 26.7 and 30.2 percent, respectively

while the overall inactivity rate in rural areas was 20.7 percent. Northern Province recorded the lowest inactivity rate of 18.9 percent while Copperbelt Province recorded the highest inactivity rate of 29.8 percent.

Table 5.7: Economically Inactive Population aged 15 years and older by Rural/Urban, Sex and Province, Zambia 2012

Province and Rural/Urban	Total			Male			Female		
	Working Age Population	Inactive Population	Percent	Working Age Population	Inactive Population	Percent	Working Age Population	Inactive Population	Percent
Total	7,861,259	1,895,060	24.1	3,823,172	938,027	24.5	4,038,087	957,034	23.7
Rural	4,426,573	915,173	20.7	2,159,605	493,135	22.8	2,266,968	422,038	18.6
Urban	3,434,686	979,887	28.5	1,663,567	444,891	26.7	1,771,119	534,996	30.2
Central	755,832	223,168	29.5	368,012	108,785	29.6	387,820	114,383	29.5
Copperbelt	1,339,947	399,303	29.8	649,817	174,091	26.8	690,131	225,212	32.6
Eastern	881,282	164,766	18.7	429,048	92,361	21.5	452,234	72,405	16.0
Luapula	591,881	118,614	20.0	287,558	63,099	21.9	304,323	55,516	18.2
Lusaka	1,466,134	373,867	25.5	717,262	168,528	23.5	748,872	205,339	27.4
Muchinga	414,884	81,361	19.6	205,410	46,846	22.8	209,474	34,515	16.5
Northern	589,242	111,626	18.9	293,121	58,632	20.0	296,121	52,994	17.9
North western	408,260	108,083	26.5	197,434	57,553	29.2	210,826	50,529	24.0
Southern	896,464	213,932	23.9	439,996	114,034	25.9	456,468	99,898	21.9
Western	517,332	100,341	19.4	235,514	54,098	23.0	281,817	46,243	16.4

Source: CSO, Labour Force Survey, 2012

Table 5.8 shows percentage distribution of the inactivity population by reason for inactivity and sex. Out of 1,895,060 economically inactive population, 71.5 percent were full-time students, 10.8 percent were those who were neither working, looking for work nor available for work for other reasons, while those who were too old and too young collectively accounted for 11.9 percent. The retired accounted for 0.1 percent of the inactive population.

Overall, inactive females were more dominant at 50.6 percent over males. However, males were more dominant over females in the retired and student categories at 78.9 percent and 55.8 percent, respectively.

Table 5.8: Percentage Distribution of Inactive Population aged 15 years and older by Reason for Inactivity and Sex, Zambia 2012

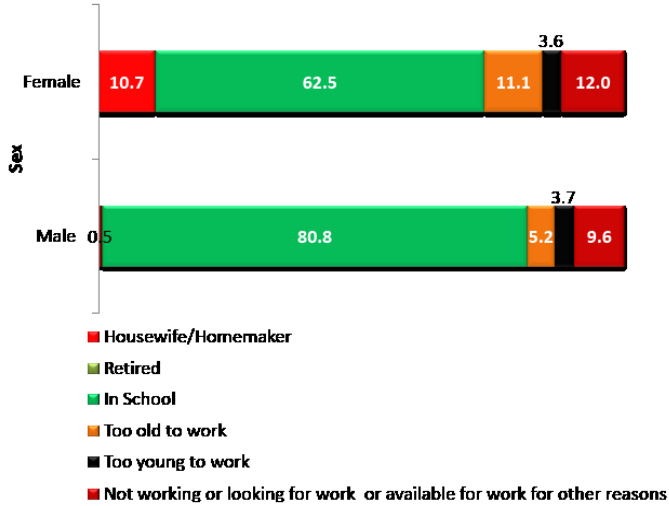
Reason For Inactivity	Total Inactive Population		Total Percent	Male		Female	
	Number	Percent Share		Number	Percent	Number	Percent
Total	1,895,060	100.0	100.0	935,505	49.4	959,555	50.6
Homemakers (i.e. Housewives, Househusbands etc)	107,931	5.7	100.0	4,935	4.6	102,996	95.4
Retired	2,421	0.1	100.0	1,910	78.9	510	21.1
In School	1,355,679	71.5	100.0	756,069	55.8	599,610	44.2
Too old to work	154,666	8.2	100.0	48,364	31.3	106,302	68.7
Too young to work	69,508	3.7	100.0	34,710	49.9	34,798	50.1
Not working, not looking for work & not available for work for other reasons	204,856	10.8	100.0	89,517	43.7	115,339	56.3

Source: CSO, Labour Force Survey, 2012

Figure 5.5 shows percentage distribution of the inactive population by sex and reason for inactivity. The highest proportion of inactive females was for those in school at 62.5 percent followed by those who were neither working, looking for work nor available for work at 12.0 percent, while the lowest proportion were those who were too young to work at 3.6 percent.

The highest proportion of inactive males was for those in school at 80.8 percent followed by those who were neither working, looking for work nor available for work at 9.6 percent, while the lowest proportion were those who were homemakers at 0.5 percent.

Figure 5.5: Percentage Distribution of the Inactive Population by Sex and Reason for Inactivity, Zambia 2012



CHAPTER 6

EMPLOYED POPULATION

Chapter 6

Employed Population

Summary

In 2012, 70.0 percent of the 7.9 million persons of working age were employed. Of all males of working age, 70.7 percent were employed while 69.0 percent of females of the working age were employed.

Of the employed population, 44.2 percent were Self-employed, 34.8 percent were unpaid family workers, 20.4 percent were paid employees while interns and apprentices accounted for less than a percent (0.6 percent). The majority of the employed population were in rural areas at 61.7 percent while 38.3 percent were in urban areas.

Overall, 43.7 percent of the employed population had attained grades 1 - 7 while 36.8 percent attained grades 8 - 12. Paid employees accounted for the highest percentages of the employed population with "A" levels (68.5 percent), certificates (77.4 percent) and degree (80.8 percent). Unpaid family workers accounted for 47.3 percent of employed population with no education.

In terms of education and occupation, 61.2 percent of persons who attained grades 1 - 7 worked as skilled agricultural, forestry and fisheries workers while 59.1 percent of persons who had a degree worked as professionals.

Overall, the highest proportion of workers (52.2 percent) was in agriculture, forestry and fisheries industry while the lowest was real estates and activities of extraterritorial organisations and bodies at 0.1 percent each.

In terms of part time employment, 50.4 percent of the employed population worked for less than 40 hours per week. Part-time employment rate reduced from 72.4 percent in 2005 to 50.4 percent in 2012. The highest part time employment rate was recorded among the skilled agricultural, forestry and fisheries workers at 68.6 percent while the lowest rate was recorded among the clerical support workers at 6.6 percent.

6.1 Introduction

This chapter presents information on the employed population in Zambia in 2012. In addition, the characteristics of the employed population such as status in employment, occupation, industry and education levels are also presented in this chapter. The chapter also discusses the number of part-time workers, who are defined as population who work less than “full time”.

6.2 Employment-to-Population Ratio

The employment-to-population ratio is an expression of the number of employed population as a proportion of the working age population expressed as a percentage. It provides an insight into the country's employment creation capacity. When a large proportion of the country's population is employed and directly involved in the market related activities, it translates into high levels of economic growth.

Table 6.1 shows the employment-to-population ratio by age group, sex and residence. The ratio was estimated at 70 percent as at 2012. The ratios for the males and females were 70.7 and 69 percent, respectively. The results also show that the ratio in rural areas was higher (77 percent) than in urban areas (61 percent).

The table also shows that the lowest ratio was recorded in the age group 15 - 19 years at 30.1 percent while the highest ratio was recorded in the age group 40 - 44 years at 92.0 percent. In rural areas, the highest ratio was 96 percent recorded in the age group 35 - 44 years while the highest ratio in urban areas was 86 percent in the same age group.

Table 6.1: Employment to Population Ratio by Age Group, Sex and Rural/Urban, Zambia 2012

Age Group	Total			Rural			Urban			Working Age Population
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	
Total	70.0	70.7	69.0	77.0	75.1	78.0	61.0	64.9	58.0	7,861,259
15-19	30.1	27.0	33.0	39.0	32.8	45.0	19.0	18.3	19.0	1,752,682
20-24	64.3	59.7	68.0	75.0	68.3	81.0	51.0	49.4	53.0	1,323,395
25-29	84.0	87.3	81.0	92.0	92.8	90.0	76.0	81.3	71.0	1,060,515
30-34	88.8	92.2	86.0	93.0	96.6	90.0	84.0	88.0	80.0	911,864
35-39	91.5	94.7	88.0	96.0	97.7	94.0	86.0	91.3	80.0	739,205
40-44	92.0	95.6	88.0	96.0	97.3	95.0	86.0	93.4	79.0	557,859
45-49	90.0	93.5	86.0	95.0	97.3	93.0	83.0	88.7	77.0	398,899
50-54	89.9	93.0	87.0	94.0	95.8	92.0	84.0	88.6	79.0	313,911
55-59	85.1	87.6	82.0	93.0	94.5	92.0	72.0	76.5	67.0	233,624
60-64	82.1	87.8	77.0	90.0	95.0	86.0	67.0	75.9	58.0	186,095
65+	62.1	70.1	55.0	69.0	77.3	61.0	43.0	49.0	38.0	383,210

Source: CSO, Labour Force Survey, 2012

6.3 Employed Population by Status in Employment

The distribution of the employed population by status in employment is important in understanding the extent of labour supply. In the 2012 LFS, workers were classified in four different categories in terms of status in employment as follows: paid employees, apprentices/interns, employers, self-employed (i.e. Own account workers) and unpaid family workers (i.e. contributing family workers) and are defined as follows:

- *A paid employee was regarded as a person who worked for a public or private employer and received remuneration in wages, salaries either in cash or in-kind.*
- *An Apprentice/Intern was regarded as persons who worked like a paid employee in a public or private institution in order to improve his/her skills with the view of being formally engaged by the employer or other potential employers.*
- *An employer was considered to be a person who operated his or her own economic enterprise(s) and used hired labour.*

- *A self-employed person was defined as a person who operated his or her own economic enterprise(s) and hired no employees*
- *An unpaid family worker was considered to be a person who normally assisted in the family business or farm but did not receive any pay for work.*

6.4 Employed Population by Sex, Marital Status and Status in Employment

Table 6.2 shows the percentage distribution of employed population by rural/urban, sex, marital status and status in employment. The table shows that 5,499,673 were employed in 2012. Of the employed population, 44.2 percent were self-employed, 34.8 percent were unpaid family workers, 20.4 percent were paid employees while employers and apprentices/interns accounted for less than a percent (0.6 percent).

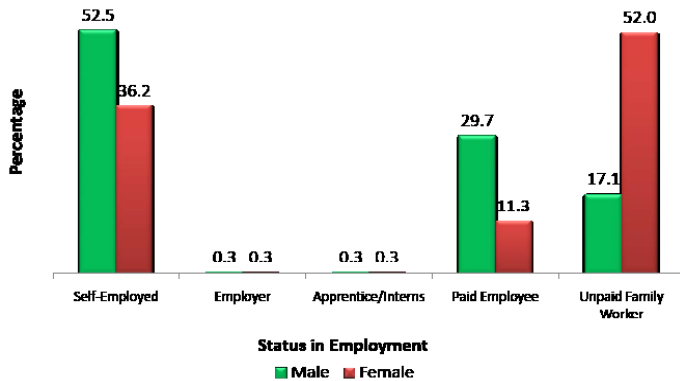
In terms of rural/urban, results show that paid employees accounted for the highest percentage share of 40.5 percent in urban areas while in rural areas self employed workers accounted for the highest percentage share (50.8 percent).

Table 6.2: Percentage Distribution of Employed Population (15 Years and older) by Sex, Marital Status and Status in Employment, Zambia 2012

Rural/Urban/ Sex & Marital status	Employed Population		Status in Employment									
			Paid employees		Apprentices/ Interns		Employers		Self employed		Unpaid family workers	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	5,499,673	100.0	1,120,178	20.4	16,661	0.3	15,384	0.3	2,432,124	44.2	1,915,327	34.8
Rural	3,394,134	100.0	267,327	7.9	2,655	0.1	4,540	0.1	1,724,428	50.8	1,395,184	41.1
Urban	2,105,539	100.0	852,851	40.5	14,006	0.7	10,843	0.5	707,696	33.6	520,142	24.7
Male	2,702,410	100.0	803,524	29.7	8,684	0.3	9,126	0.3	1,419,851	52.5	461,225	17.1
Female	2,797,263	100.0	316,653	11.3	7,977	0.3	6,258	0.2	1,012,273	36.2	1,454,102	52.0
Marital Status												
Never married	1,100,123	100.0	292,854	26.6	4,795	0.4	2,131	0.2	234,860	21.3	565,484	51.4
Cohabiting	20,443	100.0	2,573	12.6	381	1.9	-	0.0	8,784	43.0	8,704	42.6
Married	3,664,825	100.0	705,978	19.3	10,707	0.3	12,673	0.3	1,738,099	47.4	1,197,368	32.7
Separated	130,464	100.0	31,972	24.5	396	0.3	-	0.0	61,768	47.3	36,328	27.8
Divorced	251,980	100.0	39,175	15.5	73	0.0	581	0.2	151,770	60.2	60,381	24.0
Widowed	331,839	100.0	47,626	14.4	309	0.1	-	0.0	236,843	71.4	47,062	14.2

Source: CSO, Labour Force Survey, 2012

Figure 6.1: Percentage of the Employed Population (15 years and older) by Status in Employment, Zambia 2012



6.5 Status in Employment by Literacy

Information on employment status by literacy level and status in employment is shown in Table 6.3 and Figure 6.2. Out of the employed population, 3.9 million reported to be literate and 1.6 million reported to be illiterate.

Table 6.3 shows employed population by literacy and status in employment. The table shows that the self employed had the highest percentage share (44.2 percent) of the literate employed population while employers and apprentice/interns accounted for the lowest percentage share with 0.4 percent each. Unpaid family workers accounted for the highest percentage share of 49.1 percent of the illiterate employed population while the employers and apprentice/intern accounted for lowest percentage at 0.1 percent.

Table 6.3: Percentage Distribution of Employed Population (15 years and older) by Literacy Level and Status in Employment, Zambia 2012

Status in Employment	Total Employed Population		Literate		Illiterate	
	Number	Percent	Number	Percent	Number	Percent
Total	5,499,673	100.0	3,892,554	100.0	1,607,119	100.0
Paid employees	1,120,178	20.4	1,018,368	26.2	101,810	6.3
Apprentices/Interns	16,661	0.3	15,620	0.4	1,041	0.1
Employers	15,384	0.3	14,167	0.4	1,217	0.1
Self employed	2,432,124	44.2	1,718,819	44.2	713,305	44.4
Unpaid family workers	1,915,327	34.8	1,125,580	28.9	789,747	49.1

Source: CSO, Labour Force Survey, 2012

Figure 6.2: Percentage of the Employed Population (15 years and older) by Literacy and Status in Employment, Zambia 2012

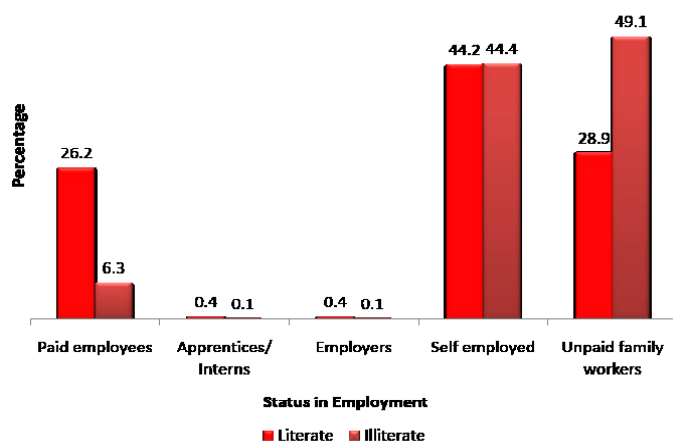


Table 6.4 shows the percentage distribution of employed population by educational attainment and status in employment. The employed population with grade 1-7 level of education made up 43.7 percent of the employed population, followed by those with grade 8-12 at 36.8 percent.

The table shows that paid employees accounted for the highest percentages of the employed population who attained “A” levels (68.5 percent), certificates (77.4 percent) and degree (80.8 percent). Unpaid family workers accounted for 47.3 percent of employed population with no education.

Table 6.4: Percentage Distribution of Employed Population (15 Years and older) by Level of Education and Employment Status, Zambia 2012

Educational Attainment	Total Employed Population		Status in Employment					
	Number	Percent share	Total	Paid employees	Apprentices/Interns	Employers	Self employed	Unpaid family workers
Total	5,499,673	100.0	100.0	20.4	0.3	0.3	44.2	34.8
Nursery	12,979	0.2	100.0	8.6	0.0	0.0	49.7	41.8
Grade 1-7	2,401,956	43.7	100.0	9.7	0.2	0.1	49.1	40.9
Grade 8-12	2,024,760	36.8	100.0	31.7	0.5	0.4	41	26.4
A Levels	34,448	0.6	100.0	68.5	2.3	1.2	19.2	8.8
Certificate/Diploma	201,439	3.7	100.0	77.4	0.3	0.6	16.3	5.4
Degree	30,389	0.6	100.0	80.8	1.0	3.1	7.2	7.9
None	793,703	14.4	100.0	5.2	0.1	0.1	47.2	47.3

Source: CSO, Labour Force Survey, 2012

6.6 Employed Population by Province and Status in Employment

Table 6.5 shows the percentage distribution of employed population by province and status in employment. The table shows that Lusaka Province had the highest proportion of paid

employees at 41.9 percent. The table shows that the province had the highest proportion of employed population who are apprentices/interns at 1.2 percent.

Table 6.5: Percentage Distribution of Employed Population (15 years and Older) by Province and Status in Employment, Zambia 2012

Province	Total Employed Population	Status in Employment					
		Total	Paid employees	Apprentices/Interns	Employers	Self employed	Unpaid family workers
Total	5,499,673	100	20.4	0.3	0.3	44.2	34.8
Central	501,923	100	20.6	0.2	0.0	45.9	33.3
Copperbelt	747,562	100	37.3	0.2	0.8	38.9	22.8
Eastern	678,134	100	7.3	0.0	0.1	49.7	42.9
Luapula	462,459	100	6.0	0.1	0.0	53.5	40.5
Lusaka	1,020,325	100	41.9	1.2	0.5	29.4	27.0
Muchinga	314,796	100	8.5	0.1	0.2	57.2	34.0
Northern	466,828	100	7.9	0.1	0.2	47.3	44.5
North Western	287,282	100	14.2	0.0	0.4	52.0	33.4
Southern	646,067	100	14.6	0.1	0.1	37.6	47.5
Western	374,296	100	9.0	0.1	0.0	62.6	28.2

Source: CSO, Labour Force Survey, 2012

Table 6.6 shows the percentage distribution of employed population by rural/urban and status in employment. The table shows that 61.7 percent of the employed population were in rural areas and 38.3 percent were in urban areas. The table also shows that 70.9 percent of the self employed population

were in rural areas while 29.1 percent were in urban areas. Paid employees accounted for 23.9 percent in rural areas and 76.1 percent in urban areas. Apprentices/Interns accounted for 15.9 and 84.1 percent of the employed population in rural and urban areas, respectively.

Table 6.6: Percentage Distribution of Employed Population (15 years and older) by Rural/Urban and Status in Employment, Zambia 2012

Status in Employment	Total Employed Population	Total	Rural	Urban
Total	5,499,673	100	61.7	38.3
Paid employees	1,120,178	100	23.9	76.1
Apprentices/Interns	16,661	100	15.9	84.1
Employers	15,384	100	29.5	70.5
Self employed	2,432,124	100	70.9	29.1
Unpaid family workers	1,915,327	100	72.8	27.2

Source: CSO, Labour Force Survey, 2012

6.7 Employed Population by Occupation and Educational Level

Table 6.7 shows the percentage distribution of employed population by occupation and educational level. The table indicates that 61.2 percent of the population with education level

of grade 1-7 worked as skilled agricultural, forestry & fisheries workers while 59.1 percent of persons who had a degree worked as professionals.

Table 6.7: Percentage Distribution of Employed Population (15 years and older) by Occupation and Educational level, Zambia 2012

Occupation	Total Employed Population	Educational Level						
		Nursery	Grade 1 - 7	Grade 8 - 12	A Levels	Certificate	Degree	None
Total	5,499,673	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Managers	52,194	0.0	0.2	1.3	3.1	6.6	23.3	0.0
Professionals	218,034	0.6	0.1	4.4	39.9	46.1	59.1	0.1
Technicians and Associate Professionals	74,332	1.4	0.2	2.1	10.3	10.4	2.4	0.1
Clerical Support Workers	36,854	0.0	0.1	1.2	5.4	4.3	0.7	0.0
Service and Sales Workers	769,737	5.1	10.8	21.2	9.1	14.9	0.2	6.1
Skilled Agricultural, Forestry and Fisheries Workers	2,676,600	74.8	61.2	28.7	2.4	4.1	4.4	76.1
Craft and Related Trades Workers	378,840	3.5	5.2	10.8	16.2	4.2	1.0	2.7
Plant and Machine Operators and Assemblers	147,171	0.0	1.0	5.5	5.4	3.2	0.3	0.4
Elementary Occupations	1,136,605	14.6	21.1	24.6	5.6	6.0	8.6	14.4
Other	8,754	0.0	0.1	0.3	2.6	0.2	0.0	0.0
Not Stated	553	0.0	0.0	0.0	0.0	0.0	0.0	0.1

Source: CSO, Labour Force Survey, 2012

6.8 Employed Population by Occupation, Sex and Rural/Urban

Table 6.8 shows the percentage distribution of employed population by occupation, sex and rural/urban. The table shows that out of 5.5 million employed population, 2.7 million persons

performed agriculture-related tasks of which 52.8 percent were females and 47.2 percent were males. The second highest number of workers was engaged in elementary occupations (1.1 million) in which females accounted for 66.2 percent while males accounted for 33.8 percent.

Table 6.8: Percentage Distribution of Employed Population (15 years and older) by Occupation, Sex and Rural/Urban, Zambia 2012

Occupation	Total Employed Population	Total			Rural			Urban		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	5,499,673	100.0	49.1	50.9	100.0	47.8	52.2	100.0	51.3	48.7
Managers	52,194	100.0	72.6	27.4	100.0	70.4	29.6	100.0	72.9	27.1
Professionals	218,034	100.0	56.8	43.2	100.0	65.3	34.7	100.0	53.4	46.6
Technicians and Associate Professionals	74,332	100.0	72.5	27.5	100.0	76.2	23.8	100.0	72.0	28.0
Clerical Support Workers	36,854	100.0	48.1	51.9	100.0	47.2	52.8	100.0	48.3	51.7
Service and Sales Workers	769,737	100.0	46.6	53.4	100.0	47.1	52.9	100.0	46.4	53.6
Skilled Agricultural, Forestry and Fisheries Workers	2,676,600	100.0	47.2	52.8	100.0	47.1	52.9	100.0	48.5	51.5
Craft and Related Trades Workers	378,840	100.0	83.0	17.0	100.0	76.2	23.8	100.0	86.7	13.3
Plant and Machine Operators and Assemblers	147,171	100.0	96.0	4.0	100.0	98.1	1.9	100.0	95.6	4.4
Elementary Occupations	1,136,605	100.0	33.8	66.2	100.0	38.4	61.6	100.0	30.5	69.5
Other	8,754	100.0	77.6	22.4	100.0	73.8	26.2	100.0	82.0	18.0
Not Stated	553	100.0	0.0	100.0	100.0	0.0	100.0	100.0	0.0	100.0

Source: CSO, Labour Force Survey, 2012

Table 6.9 shows the percentage distribution of employed population by occupation and province. The table shows that Lusaka Province recorded the highest proportion of employed population with 18.6 percent, followed by Copperbelt and Eastern provinces with 13.6 and 12.3 percent, respectively. North Western had the lowest proportion of 5.2 percent.

The highest proportion of managers, 46.9 percent were in Lusaka Province followed by Copperbelt Province with 22.6 percent. People who worked as skilled agricultural, forestry and fisheries

workers made up 21.1 percent of employed population in Eastern Province while Lusaka Province recorded a proportion of 1.9 percent in this category.

Lusaka Province had the highest proportion of 35.6 percent of workers in the elementary occupations, followed by Copperbelt Province at 17.5 percent. Muchinga Province had the lowest proportion with 2.1 percent.

Occupation	Total Employed population	Province										
		Total	Central	Copperbelt	Eastern	Luapula	Lusaka	Muchinga	Northern	North Western	Southern	Western
Total	5,499,673	100	9.1	13.6	12.3	8.4	18.6	5.7	8.5	5.2	11.7	6.8
Managers	52,194	100	10.9	22.6	2.3	1.2	46.9	0.9	1.0	5.4	6.5	2.1
Professionals	218,034	100	9.2	25.5	5.8	4.8	26.0	3.3	4.6	7.0	9.9	3.8
Technicians and Associate Professionals	74,332	100	5.7	31.5	3.6	1.0	37.4	4.6	3.5	3.0	8.8	1.0
Clerical Support Workers	36,854	100	2.5	14.4	8.2	1.4	44.6	3.2	3.7	3.4	10.7	7.9
Service and Sales Workers	769,737	100	7.4	22.4	5.0	2.0	35.5	3.6	7.6	2.5	10.4	3.7
Skilled Agricultural, Forestry and Fisheries Workers	2,676,600	100	9.1	5.7	21.1	12.2	1.9	8.8	12.0	6.6	12.0	10.5
Craft and Related Trades Workers	378,840	100	8.4	20.7	4.1	5.7	29.3	3.6	7.3	2.3	14.0	4.7
Plant and Machine Operators and Assemblers	147,171	100	13.4	32.2	4.4	1.8	35.0	1.5	0.7	2.8	5.5	2.5
Elementary Occupations	1,136,605	100	10.4	17.5	2.9	7.2	35.6	2.1	3.9	4.9	13.1	2.5
Other	8,754	100	5.9	14.4	1.6	19.3	46.2	0.0	0.8	4.8	1.0	6.0
Not Stated	553	100	0.0	0.0	0.0	0.0	0.0	0.0	20.7	0.0	79.3	0.0

Source: CSO, Labour Force Survey, 2012

6.9 Employed Population by Occupation and Age Group

Table 6.10 shows the percentage distribution of employed population by occupation and age group. The table shows that

out of the employed population in the age groups above 49 years, over 50 percent worked as skilled agricultural, forestry & fisheries workers.

Occupation	Total Employed population	Total	Age Group										
			15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
Total	5,499,673	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Managers	52,194	0.9	0.0	0.1	1.0	1.0	1.3	1.5	1.3	2.2	2.1	1.2	0.5
Professionals	218,034	4.0	0.1	1.4	5.1	6.2	6.1	4.6	5.1	5.4	2.4	3.2	0.7
Technicians and Associate Professionals	74,332	1.4	0.4	0.9	1.4	1.9	1.4	1.8	2.4	1.1	0.9	2.1	0.8
Clerical Support Workers	36,854	0.7	0.2	0.6	0.8	0.7	1.0	1.2	1.1	0.2	0.0	0.2	0.1
Service and Sales Workers	769,737	14.0	8.3	12.6	15.5	17.9	17.0	16.2	13.4	13.7	12.3	7.4	6.1
Skilled Agricultural, Forestry and Fisheries Workers	2,676,600	48.7	52.8	47.3	42.4	40.5	43.9	49.1	48.6	55.2	61.6	67.8	77.5
Craft and Related Trades Workers	378,840	6.9	4.2	5.1	6.9	7.9	8.5	9.6	7.8	7.0	6.7	7.6	4.1
Plant and Machine Operators and Assemblers	147,171	2.7	0.7	1.6	3.3	4.0	4.2	2.9	3.3	2.5	1.6	1.6	0.1
Elementary Occupations	1,136,605	20.7	33.3	30.6	23.3	19.7	16.3	12.9	16.8	12.4	12.3	8.8	9.8
Other	8,754	0.2	0.1	0.0	0.2	0.2	0.2	0.3	0.2	0.2	0.0	0.0	0.2
Not Stated	553	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0

Source: CSO, Labour Force Survey, 2012

6.10 Employed Population by Industry

The percentage distribution of employed population by industry is an important factor in the analysis of productivity within the industry and the country as a whole. It provides useful information on employment in specific industries. Industry in this report defines the process by which the main products or services is produced or provided.

6.11 Employed Population by Industry and Sex

Table 6.11 shows the percentage distribution of employed population by industry and sex. The table shows that the highest

proportion of workers (52.2 percent) was in agriculture, forestry and fisheries industry followed by activities of households as employers at 13.1 percent. The lowest was recorded in the real estates and in the activities of extraterritorial organisations and bodies at 0.1 percent each.

In terms of sex, females accounted for the highest proportion of employed population at 53.4 percent compared to their male counterparts at 51.0 percent in the agriculture, forestry and fisheries industry.

Table 6.11: Percentage Distribution of Employed Population (15 years and older) by Industry and Sex, Zambia 2012						
Industry	Total		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	5,499,673	100.0	2,702,410	100.0	2,797,263	100.0
Agriculture, Forestry and Fishing	2,872,331	52.2	1,377,628	51.0	1,494,703	53.4
Mining and Quarrying	88,251	1.6	75,807	2.8	12,444	0.4
Manufacturing	216,660	3.9	150,406	5.6	66,254	2.4
Electricity, Gas, Steam and Air Conditioning Supply	12,211	0.2	9,628	0.4	2,583	0.1
Water supply Sewerage, Waste Management and Remediation Activities	14,790	0.3	7,644	0.3	7,147	0.3
Construction	187,906	3.4	180,403	6.7	7,504	0.3
Trade, Wholesale and Retail Distribution	645,571	11.7	297,637	11.0	347,934	12.4
Transportation and Storage	137,301	2.5	126,702	4.7	10,599	0.4
Accommodation and Food Service Activities	62,671	1.1	29,105	1.1	33,565	1.2
Information and Communication	42,104	0.8	24,162	0.9	17,942	0.6
Financial and Insurance Activities	14,941	0.3	7,899	0.3	7,042	0.3
Real Estate Activities	7,257	0.1	3,558	0.1	3,699	0.1
Professional, Scientific and Technical Activities	19,378	0.4	12,656	0.5	6,722	0.2
Administrative and support services	57,801	1.1	49,856	1.8	7,945	0.3
Public Administration and Defence, Compulsory Social Security	60,750	1.1	47,403	1.8	13,347	0.5
Education	150,215	2.7	77,511	2.9	72,704	2.6
Human Health and Social Work	62,180	1.1	26,050	1.0	36,130	1.3
Arts, Entertainment and Recreation	10,267	0.2	7,496	0.3	2,772	0.1
Other Service Activities	110,550	2.0	46,476	1.7	64,074	2.3
Activities of Household as Employers	722,524	13.1	141,545	5.2	580,979	20.8
Activities of Extraterritorial Organization and Bodies	4,016	0.1	2,840	0.1	1,177	0.0
Source: CSO, Labour Force Survey, 2012						

Table 6.12 shows the percentage distribution of employed population by industry and rural/urban. The table shows that 61.7 percent of the employed population were in rural areas and 38.3 percent were in urban areas. Industries such as electricity,

gas, steam and air conditioning supply; financial and insurance activities; real estate activities and activities of extraterritorial organization and bodies were predominant in urban areas.

Table 6.12: Percentage Distribution of Employed Population Aged 15 years and Older by Industry and Residence, Zambia 2012						
Industry	Total Employed Population		Rural		Urban	
	Number	Percent	No	Percent	No	Percent
Total	5,499,673	100.0	3,394,134	61.7	2,105,539	38.3
Agriculture, Forestry and Fishing	2,872,331	100.0	2,649,920	48.2	222,411	51.8
Mining and Quarrying	88,251	100.0	12,988	0.2	75,263	99.8
Manufacturing	216,660	100.0	74,631	1.4	142,030	98.6
Electricity, Gas, Steam and Air Conditioning Supply	12,211	100.0	1,100	0.0	11,110	100.0
Water supply Sewerage, Waste Management and Remediation Activities	14,790	100.0	8,074	0.1	6,716	99.9
Construction	187,906	100.0	58,412	1.1	129,494	98.9
Trade, Wholesale and Retail Distribution	645,571	100.0	181,323	3.3	464,248	96.7
Transportation and Storage	137,301	100.0	22,569	0.4	114,732	99.6
Accommodation and Food Service Activities	62,671	100.0	11,446	0.2	51,225	99.8
Information and Communication	42,104	100.0	22,869	0.4	19,235	99.6
Financial and Insurance Activities	14,941	100.0	873	0.0	14,068	100.0
Real Estate Activities	7,257	100.0	660	0.0	6,597	100.0
Professional, Scientific and Technical Activities	19,378	100.0	4,952	0.1	14,426	99.9
Administrative and support services	57,801	100.0	6,942	0.1	50,859	99.9
Public Administration and Defence, Compulsory Social Security	60,750	100.0	9,901	0.2	50,849	99.8
Education	150,215	100.0	54,153	1.0	96,062	99.0
Human Health and Social Work	62,180	100.0	12,526	0.2	49,654	99.8
Arts, Entertainment and Recreation	10,267	100.0	3,396	0.1	6,871	99.9
Other Service Activities	110,550	100.0	36,523	0.7	74,027	99.3
Activities of Household as Employers	722,524	100.0	220,877	4.0	501,646	96.0
Activities of Extraterritorial Organizations and Bodies	4,016	-	-	-	4,016	100.0

Source: CSO, Labour Force Survey, 2012

6.12 Employed Population by Industry and Educational Level

Table 6.13 shows percentage distribution of employed population by industry and educational level. The table shows that 79.4 percent of persons who did not attain any education were in the agriculture, forestry and fishing industry while 78.5

percent attained nursery education. Persons who had attained grades 1 - 7 and were in the agriculture, forestry and fishing industry made up 65.5 percent of the employed population. The education industry recorded the highest proportion of persons with "A" levels, certificates and degrees at 24.1, 31.6 and 25.3 percent, respectively.

Table 6.13: Percentage Distribution of Employed Population (15 years and older) by Industry and Educational level, Zambia 2012								
Industry	Total Employed Population	Educational Level						
		Nursery	Grade 1-7	Grade 8-12	A Levels	Certificate	Degree	None
Total	5,499,673	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture, Forestry and Fishing	2,872,331	78.5	65.5	31.9	2.0	5.4	3.8	79.4
Mining and Quarrying	88,251	0.0	0.5	2.9	7.0	6.1	8.5	0.2
Manufacturing	216,660	0.0	2.8	5.9	10.6	6.2	4.3	1.8
Electricity, Gas, Steam and Air Conditioning Supply	12,211	0.0	0.0	0.4	0.0	1.1	6.0	0.0
Water supply Sewerage, Waste Management and Remediation Activities	14,790	0.0	0.2	0.4	0.3	0.1	0.0	0.2
Construction	187,906	6.1	2.4	5.6	8.2	2.6	0.7	1.0
Trade, Wholesale and Retail Distribution	645,571	7.2	9.7	16.8	10.1	10.5	8.2	5.6
Transportation and Storage	137,301	0.0	1.5	4.3	1.2	4.1	2.8	0.4
Accommodation and Food Service Activities	62,671	0.0	0.7	1.7	2.6	2.3	2.4	0.4
Information and Communication	42,104	0.0	0.6	0.8	2.9	2.3	2.3	0.6
Financial and Insurance Activities	14,941	0.0	0.0	0.4	3.4	2.3	3.4	0.0
Real Estate Activities	7,257	0.0	0.0	0.2	0.0	0.7	0.0	0.1
Professional, Scientific and Technical Activities	19,378	0.0	0.1	0.6	3.7	0.8	4.8	0.0
Administrative and support services	57,801	0.0	0.5	2.1	1.0	0.8	0.2	0.1
Public Administration and Defence, Compulsory Social Security	60,750	0.0	0.2	1.7	4.5	7.8	4.9	0.3
Education	150,215	0.6	0.1	3.3	24.1	31.6	25.3	0.0
Human Health and Social Work	62,180	0.0	0.3	1.5	9.3	8.4	7.5	0.1
Arts, Entertainment and Recreation	10,267	0.0	0.1	0.3	1.3	1.0	0.0	0.0
Other Service Activities	110,550	0.0	1.6	2.9	5.5	1.3	6.5	0.8
Activities of Household as Employers	722,524	7.7	13.0	16.1	2.2	4.3	7.6	8.9
Activities of Extraterritorial Organization and Bodies	4,016	0.0	0.0	0.2	0.0	0.3	0.9	0.0

Source: CSO, Labour Force Survey, 2012

6.13 Employed Population by Industry and Province

Table 6.14 shows percent distribution of employed population by industry and province. The table shows that Lusaka Province had the highest proportion of employed population at 18.6 percent while North Western Province had the lowest proportion with 5.2 percent.

The highest percentage of employed population in agriculture was recorded in Eastern Province (19.9 percent) followed by

Southern Province with 12.5 percent. The lowest percentage share was in Lusaka Province with 3.1 percent.

The population working in the mining and quarrying industries made up 70.0 percent of the employed population in Copperbelt Province followed by North Western and Lusaka provinces with 8.4 percent and 7.8 percent, respectively.

Table 6.14: Percentage Distribution of Employed Population (15 years and older) by Industry and Province, Zambia 2012

Industry	Total Employed Population	Total	Province									
			Central	Copperbelt	Eastern	Lusaka	Lusaka	Muchinga	North-eastern	North-western	Southern	Western
Total	5,499,673	100.0	9.1	13.6	12.3	8.4	18.6	5.7	8.5	5.2	11.7	6.8
Agriculture, Forestry and Fishing	2,872,331	100.0	9.8	5.9	19.9	12.4	3.1	8.3	11.1	6.8	12.5	10.1
Mining and Quarrying	88,251	100.0	4.7	70.0	0.5	0.2	7.8	0.3	0.3	8.4	5.5	2.2
Manufacturing	216,660	100.0	8.5	20.5	6.2	4.5	31.7	4.0	5.6	1.8	9.8	7.4
Electricity, Gas, Steam and Air Conditioning Supply	12,211	100.0	-	42.7	2.3	3.0	27.2	2.7	4.1	2.7	13.4	1.9
Water supply Sewerage, Waste Management and Remediation Activities	14,790	100.0	3.1	3.7	3.6	1.8	23.6	1.0	-	2.1	54.0	6.9
Construction	187,906	100.0	9.4	19.3	4.6	2.4	32.9	3.6	7.8	3.0	14.1	2.7
Trade, Wholesale and Retail Distribution	645,571	100.0	9.3	20.8	5.2	3.0	32.4	3.5	8.4	2.5	10.5	4.3
Transportation and Storage	137,301	100.0	8.4	22.5	4.8	3.0	43.1	4.6	3.0	1.3	7.3	2.1
Accommodation and Food Service Activities	62,671	100.0	3.7	16.6	6.6	2.4	42.3	1.9	8.8	2.7	12.4	2.8
Information and Communication	42,104	100.0	13.2	9.1	9.4	8.2	30.0	3.3	3.8	4.5	7.8	10.8
Financial and Insurance Activities	14,941	100.0	2.2	30.3	1.9	-	52.9	0.4	2.3	0.4	7.6	2.0
Real Estate Activities	7,257	100.0	3.1	52.6	2.4	-	38.0	-	0.9	-	3.0	-
Professional, Scientific and Technical Activities	19,378	100.0	5.8	22.0	0.7	1.8	48.7	2.0	3.1	0.2	11.1	4.5
Administrative and support services	57,801	100.0	4.0	22.0	7.6	1.3	47.6	3.2	2.0	2.8	7.7	1.9
Public Administration and Defence, Compulsory Social Security	60,750	100.0	10.7	22.1	4.2	2.2	40.8	5.5	4.7	1.8	4.1	4.0
Education	150,215	100.0	12.0	21.1	6.2	5.0	20.9	4.5	6.3	6.5	13.5	4.2
Human Health and Social Work	62,180	100.0	3.6	26.6	2.8	4.9	27.5	3.1	5.0	11.5	11.1	3.8
Arts, Entertainment and Recreation	10,267	100.0	5.7	16.8	25.2	-	33.6	1.1	2.1	3.6	11.9	-
Other Service Activities	110,550	100.0	5.7	16.6	3.0	6.4	24.1	4.3	7.7	1.5	30.1	0.7
Activities of Household as Employers	722,524	100.0	8.6	19.7	1.6	5.8	45.0	1.2	3.8	4.4	8.9	1.1
Activities of Extraterritorial Organization and Bodies	4,016	100.0	9.4	-	-	-	90.6	-	-	-	-	-

Source: CSO, Labour Force Survey, 2012

6.14 Employed Population by Industry and Status in Employment

Table 6.15 shows the percentage distribution of employed population by industry and status in employment. The table shows that 53.8 percent of the employed population in the agriculture, forestry and fishing industry were self employed, followed by the unpaid family workers at 41.6 percent. Paid employees accounted for 4.5 percent.

In the mining and quarrying industry, 86.3 percent were Paid employees while the self employed and unpaid family workers accounted for 9.2 and 3.6 percent, respectively. Activities of households as employers had 82.7 percent of its employed population as unpaid family workers.

Table 6.15: Percentage Distribution of Population Aged 15 years and Above by Industry and Status in Employment 2012

Industry	Total Employed Population	Total	Status in Employment				
			Paid Employees	Apprentices/Interns	Employers	Self Employed	Unpaid Family Workers
Total	5,499,673	100.0	20.4	0.3	0.3	44.2	34.8
Agriculture, Forestry and Fishing	2,872,331	100.0	4.5	0.0	0.1	53.8	41.6
Mining and Quarrying	88,251	100.0	86.3	0.0	0.9	9.2	3.6
Manufacturing	216,660	100.0	42.0	0.7	0.3	50.9	6.1
Electricity, Gas, Steam and Air Conditioning Supply	12,211	100.0	98.7	0.0	0.0	1.3	0.0
Water supply Sewerage, Waste Management and Remediation Activities	14,790	100.0	43.3	0.0	0.0	13.2	43.5
Construction	187,906	100.0	42.8	1.4	0.3	46.9	8.6
Trade, Wholesale and Retail Distribution	645,571	100.0	15.7	0.3	0.9	78.0	5.1
Transportation and Storage	137,301	100.0	75.1	0.6	0.5	21.5	2.3
Accommodation and Food Service Activities	62,671	100.0	67.6	0.6	0.0	29.3	2.4
Information and Communication	42,104	100.0	43.2	0.5	1.2	33.1	22.0
Financial and Insurance Activities	14,941	100.0	89.7	0.0	1.4	6.5	2.3
Real Estate Activities	7,257	100.0	5.2	0.0	4.2	90.6	0.0
Professional, Scientific and Technical Activities	19,378	100.0	59.8	1.6	0.0	36.8	1.8
Administrative and support services	57,801	100.0	91.2	0.0	0.0	8.3	0.5
Public Administration and Defence, Compulsory Social Security	60,750	100.0	98.2	0.7	0.0	1.1	0.1
Education	150,215	100.0	97.3	0.6	0.0	1.6	0.5
Human Health and Social Work	62,180	100.0	92.1	0.0	0.5	5.5	1.9
Arts, Entertainment and Recreation	10,267	100.0	66.0	0.0	0.0	23.2	10.8
Other Service Activities	110,550	100.0	28.7	0.5	0.3	41.3	29.2
Activities of Household as Employers	722,524	100.0	10.6	0.9	0.4	5.4	82.7
Activities of Extraterritorial Organization and Bodies	4,016	100.0	100.0	0.0	0.0	0.0	0.0

Source: CSO, Labour Force Survey, 2012

6.15 Part-Time Employment Rate

This indicator focuses on the population whose total working hours were less than what is defined as “full time”, expressed as a proportion of total employment. Part time workers were defined as those who worked for less than eight hours per day or 40 hours per week.

Table 6.16 shows percentage distribution of part-time employment rate by province and rural/urban. The table shows that 50.4 percent of the employed population worked for less

than 40 hours per week. Males accounted for 45.0 percent and females recorded a rate of 55.7 percent.

Out of the proportion of part-time workers, 63.6 percent were in rural areas while 29.2 percent were in urban areas. At provincial level, Luapula Province had the highest part time employment rate of 82.5 percent while Copperbelt Province had the lowest rate at 27.5 percent.

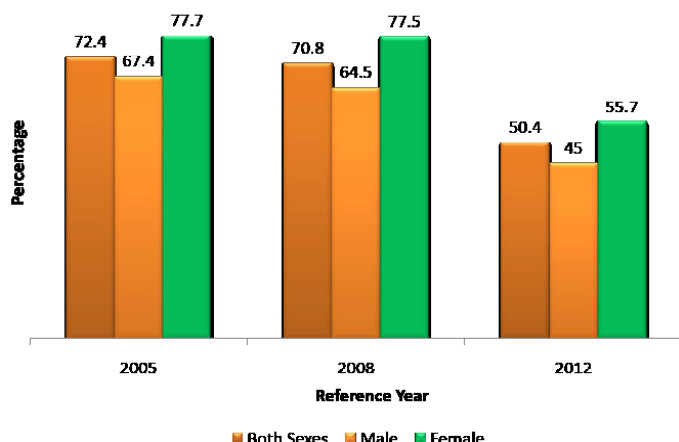
Table 6.16: Part-time Employment Rates of Employed Population (15 years and older) by Sex, Rural/Urban and Province, Zambia 2012

Rural/Urban and Province	Total Employed Population	Part-Time					
		Both Sexes		Male		Female	
		No.	Percent	No.	Percent	No.	Percent
Total	5,499,673	2,772,045	50.4	1,215,359	45.0	1,556,686	55.7
Rural	3,394,134	2,157,308	63.6	1,003,311	61.8	1,153,997	65.1
Urban	2,105,539	614,736	29.2	212,048	19.6	402,689	39.3
Central	501,923	274,625	54.7	118,183	48.6	156,442	60.5
Copperbelt	747,562	205,701	27.5	80,680	20.7	125,021	35.0
Eastern	678,134	231,887	34.2	144,083	43.9	87,804	25.1
Luapula	462,459	381,486	82.5	171,634	77.8	209,852	86.8
Lusaka	1,020,325	331,483	32.5	110,302	21.2	221,181	44.1
Muchinga	314,796	176,589	56.1	79,496	51.3	97,093	60.8
Northern	466,828	339,847	72.8	155,037	67.2	184,810	78.3
North Western	287,282	169,115	58.9	74,137	55.3	94,977	62.0
Southern	646,067	379,230	58.7	164,309	52.5	214,922	64.6
Western	374,296	282,081	75.4	117,498	70.1	164,583	79.7

Source: CSO, Labour Force Survey, 2012

Figure 6.3 shows the part-time employment rates by sex in 2005, 2008 and 2012. Over time it shows that part time employment rate reduced from 72.4 percent in 2005 to 50.4 percent in 2012. The part time employment rate for males reduced from 67.4 percent in 2005 to 45.0 percent in 2012. The part time employment rate for females reduced from 77.7 percent in 2005 to 77.5 percent in 2008 and 55.7 percent in 2012, respectively.

Figure 6.3: Percentage of Part Time Employed Population (15 years and older) by Sex, Zambia, 2005, 2008 and 2012



percent in 2005 to 64.5 percent in 2008 and further declined to 45.0 percent in 2012. Part time employment rate for females reduced from 77.7 percent in 2005 to 77.5 percent in 2008 and 55.7 percent in 2012, respectively.

Table 6.17 shows percentage distribution of part-time employment rate by age group and sex. The results show that part-time employment rates ranged from 42.2 percent in the age group 30-34 year-olds to 68.0 percent in the age group 65 years and above. In addition, part time employment rate among males aged 30-34 years ranged from 35.9 percent to 68.3 percent among the age group 65 years and older. In terms of part time employment rate for females, the age group 65 years and older recorded the highest at 67.5 percent followed by 64.2 percent in the age group 15-19 years. The least part time employment rate among females was 48.7 percent in the age group 30-34 years.

Table 6.17: Part-Time Employment Rate of Employed Population (15 years and older) by Age Group and Sex, Zambia 2012

Age Group	Total Employed Population	Part-Time					
		Both Sexes		Male		Female	
		Number	Percent	Number	Percent	Number	Percent
Total	5,499,673	2,772,045	50.4	1,215,359	45.0	1,556,686	55.7
15-19	527,254	314,267	59.6	127,964	54.0	186,303	64.2
20-24	851,319	470,742	55.3	180,519	49.4	290,222	59.7
25-29	890,370	421,630	47.4	173,802	41.0	247,827	53.1
30-34	810,090	342,195	42.2	146,221	35.9	195,974	48.7
35-39	676,678	302,754	44.7	141,333	38.7	161,421	51.9
40-44	513,305	242,658	47.3	113,434	42.4	129,224	52.6
45-49	358,976	167,387	46.6	78,622	41.7	88,764	52.1
50-54	282,305	147,610	52.3	69,346	49.3	78,264	55.2
55-59	198,733	115,206	58.0	56,498	55.3	58,708	60.8
60-64	152,782	85,959	56.3	41,800	52.8	44,159	60.0
65+	237,860	161,638	68.0	85,818	68.3	75,819	67.5

Source: CSO, Labour Force Survey, 2012

Table 6.18 shows part time employment rates by occupation and sex. The table shows that the highest part time employment rate at 68.6 percent was recorded among the skilled agricultural, forestry and fisheries workers, followed by elementary occupations at 50.4 percent. The lowest rate was recorded among the clerical support workers at 6.6 percent. The highest part time employment rate was recorded among the males in the skilled

agricultural, forestry and fisheries occupation at 69.2 percent while the least were in the clerical support occupation with 5.7 percent.

Females in skilled agricultural, forestry and fisheries occupations had a higher part-time employment rate, at 68.1 percent while the least was recorded at 7.4 percent among the clerical support workers.

Table 6.18: Part-Time Employment Rates of Employed Population (15 years and older) by Occupation and Sex, Zambia 2012

Occupation	Total Employed Population	Part-Time					
		Both Sexes		Male		Female	
		Number	Percent	Number	Percent	Number	Percent
Total	5,499,673	2,772,045	50.4	1,215,359	45.0	1,556,686	55.7
Managers	52,194	5,579	10.7	3,478	9.2	2,101	14.7
Professionals	218,034	52,184	23.9	24,740	20.0	27,445	29.2
Technicians and Associate Professionals	74,332	12,750	17.2	8,994	16.7	3,756	18.4
Clerical Support Workers	36,854	2,426	6.6	1,004	5.7	1,423	7.4
Service and Sales Workers	769,737	157,844	20.5	44,712	12.5	113,132	27.5
Skilled Agricultural, Forestry and Fisheries Workers	2,676,600	1,836,763	68.6	875,188	69.2	961,575	68.1
Craft and Related Trades Workers	378,840	116,218	30.7	82,147	26.1	34,071	53.0
Plant and Machine Operators and Assemblers	147,171	12,643	8.6	10,900	7.7	1,742	29.3
Elementary Occupations	1,136,605	572,779	50.4	162,145	42.2	410,634	54.6
Other	8,754	2,744	31.3	2,052	30.2	692	35.3
Not Stated	553	114	20.7	-	-	114	20.7

Source: CSO, Labour Force Survey, 2012

CHAPTER 7

UNDER EMPLOYED POPULATION

Chapter 7

Under Employed Population

Summary

In 2012, out of 5,499,673 employed population, 10.2 percent were underemployed. In rural areas, the underemployment rate was 13.0 percent while in urban areas it was 5.7 percent. In terms of sex, males recorded a higher underemployment rate of 10.6 percent than females at 9.8 percent.

Western Province recorded the highest underemployment rate of 24.4 percent while the lowest underemployment rate was 4.7 percent in Lusaka Province.

Persons working as skilled agricultural, forestry and fisheries workers recorded the highest underemployment rate of 13.8 percent while persons working as managers had the lowest underemployment rate of 1.9 percent.

The self employed had the highest underemployment rate of 13.0 percent.

Overall, employed persons spent an average of 38.7 hours of work per week. At residence level, employed persons in urban areas worked more hours (48.0 hours) than those in rural areas (32.6 hours).

7.1 Introduction

This chapter presents information of the underemployed persons. It is divided in two sections. The first section deals with time-related underemployment whereas the second section deals with the number of hours of work devoted by employed persons on a weekly basis.

7.2 Time-Related Underemployment

Time related underemployment rate relates to the number of employed persons who work for a specified number of hours usually less compared to the normal working hours per week (40 hours) expressed as a percent of total employment. It is an important measure of underutilization of the productive capacity of the labour force in the country. This indicator is important because it is the best proxy available that can be used to assess on the extent to which available human resources are being utilized.

This has critical implications on the productive processes of the country and it helps get insights of any shortcomings in the labour market. Time related underemployment includes all persons in employment whose hours of work during the reference period

“were insufficient in relation to more desirable number of hours which the employment situation in which the person works would allow and the person is willing and is available to engage.”

7.3 Underemployment by Sex Rural/Urban and Province

Table 7.1 shows percentage distribution of underemployment rate by sex, rural/urban and province. Out of 5,499,673 employed population, 10.2 percent were underemployed. In rural areas, the underemployment rate was 13.0 percent while in urban areas it was 5.7 percent.

Males recorded a higher underemployment rate of 10.6 percent than females (9.8 percent). The table further shows that females recorded a higher underemployment rate of 6.3 percent in urban areas than males with 5.1 percent.

At provincial level, Western Province recorded the highest underemployment rate of 24.4 percent, followed by Luapula Province with 13.8 percent. The lowest underemployment rate was 4.7 percent in Lusaka Province.

Table 7.1: Underemployment Rate for Employed Population (15 years and older) by Sex, Rural/Urban and Province, Zambia 2012

Province and Rural/Urban	Underemployment Rate						
	Total			Male		Female	
	Employed population	Number	Percent	Number	Percent	Number	Percent
Total	5,499,673	561,055	10.2	2,702,410	10.6	2,797,263	9.8
Rural	3,394,134	441,863	13.0	1,622,204	14.3	1,771,930	11.9
Urban	2,105,539	119,192	5.7	1,080,206	5.1	1,025,333	6.3
Central	501,923	46,094	9.2	243,386	10.9	258,537	7.6
Copperbelt	747,562	40,990	5.5	389,941	5.6	357,622	5.4
Eastern	678,134	63,351	9.3	328,201	12.6	349,934	6.3
Luapula	462,459	63,842	13.8	220,645	15.6	241,814	12.2
Lusaka	1,020,325	48,282	4.7	519,327	4.0	500,998	5.5
Muchinga	314,796	38,053	12.1	155,107	11.9	159,689	12.3
Northern	466,828	80,043	17.1	230,757	17.4	236,071	16.9
North Western	287,282	35,434	12.3	134,102	14.1	153,180	10.8
Southern	646,067	53,823	8.3	313,227	8.0	332,840	8.7
Western	374,296	91,142	24.4	167,717	23.1	206,578	25.4

Source: CSO, Labour Force Survey, 2012

7.4 Underemployment Rate by Age Group

Table 7.2 shows percentage distribution of underemployment rate by age group and sex. Underemployment rate ranged from 5.9 percent in the age group 65 years and older to 12.1 percent in

the age group 60 - 64 years. The highest underemployment rate in the males was 14.2 percent in the age group 60 - 64 whereas in the females, it was 11.2 percent in the age group 20 - 24 years.

Table 7.2: Underemployment Rate for Employed Population (15 years and older) by Age Group and Sex, Zambia 2012

Age Group	Total Employed Population	Underemployment Rate					
		Total		Male		Female	
		Number	Percent	Number	Percent	Number	Percent
Total	5,499,673	561,055	10.2	2,702,410	10.6	2,797,263	9.8
15-19	527,254	58,414	11.1	236,951	11.1	290,304	11.0
20-24	851,319	99,965	11.7	365,251	12.4	486,067	11.2
25-29	890,370	97,281	10.9	423,576	11.2	466,794	10.7
30-34	810,090	70,897	8.8	407,361	9.7	402,729	7.8
35-39	676,678	64,735	9.6	365,560	9.4	311,118	9.7
40-44	513,305	51,198	10.0	267,627	10.3	245,678	9.6
45-49	358,976	35,667	9.9	188,470	9.6	170,506	10.3
50-54	282,305	31,738	11.2	140,648	13.0	141,657	9.5
55-59	198,733	18,654	9.4	102,205	10.7	96,528	8.0
60-64	152,782	18,441	12.1	79,146	14.2	73,636	9.8
65+	237,860	14,066	5.9	125,614	5.8	112,245	6.1

Source: CSO, Labour Force Survey, 2012

7.5 Underemployment Rate by Occupation

Table 7.3 shows percentage distribution of underemployment rate by occupation and sex. Persons working as skilled agricultural, forestry and fisheries workers recorded the highest underemployment rate of 13.8 percent while persons working as managers had the lowest underemployment rate of 1.9 percent.

Males working as skilled agricultural, forestry and fisheries workers had the highest underemployment rate of 15.3 percent while females working as craft and related trade workers also recorded the highest underemployment rate of 15.2 percent.

Table 7.3: Underemployment Rates For Employed Population (15 Years and older) by Occupation and Sex, Zambia 2012

Occupation	Total Employed Population	Underemployment Rate					
		Total		Male		Female	
		Number	Percent	Number	Percent	Number	Percent
Total	5,499,673	561,055	10.2	2,702,410	10.6	2,797,263	9.8
Managers	52,194	1,011	1.9	37,890	1.8	14,304	2.2
Professionals	218,034	16,422	7.5	123,939	5.8	94,094	9.8
Technicians and Associate Professionals	74,332	4,074	5.5	53,883	4.8	20,450	7.2
Clerical Support Workers	36,854	722	2.0	17,715	1.9	19,139	2.0
Service and Sales Workers	769,737	38,741	5.0	358,328	3.9	411,409	6.0
Skilled Agricultural, Forestry and Fisheries Workers	2,676,600	368,504	13.8	1,263,903	15.3	1,412,697	12.4
Craft and Related Trades Workers	378,840	34,570	9.1	314,562	7.9	64,278	15.2
Plant and Machine Operators and Assemblers	147,171	3,324	2.3	141,223	2.3	5,948	0.5
Elementary Occupations	1,136,605	93,686	8.2	384,177	10.5	752,428	7.1
Other	8,754	-	-	6,791	-	1,963	-
Not Stated	553	-	-	-	-	553	-

Source: CSO, Labour Force Survey, 2012

7.6 Under Employment Rate by Industry

Table 7.4 shows percentage distribution of underemployment rate by industry and sex. The highest underemployment rate of 13.8 percent was in the agriculture, forestry and fishing industry followed by 12.5 percent in the other service activities industry. The lowest underemployment rate of 0.7 percent was recorded in the public administration and defence, compulsory social security

industry. There were no reported cases of underemployment in the real estate and in the activities of extraterritorial organisations and bodies industries.

The underemployment rate of 16.2 percent was the highest in the water supply industry for males while for females, it was highest in the other service activities industry at 16.3 percent.

Table 7.4: Underemployment Rate for Employed Population (15 years and older) by Industry and Sex, Zambia 2012

Industry	Total Employed Population	Underemployment Rate					
		Total		Male		Female	
		Number	Percent	Number	Percent	Number	Percent
Total	5,499,673	561,055	10.2	2,702,410	10.6	2,797,263	9.8
Agriculture, Forestry and Fishing	2,872,331	395,093	13.8	1,377,628	15.1	1,494,703	12.5
Mining and Quarrying	88,251	2,730	3.1	75,807	3.3	12,444	1.8
Manufacturing	216,660	15,195	7.0	150,406	5.1	66,254	11.3
Electricity, Gas, Steam and Air Conditioning Supply	12,211	311	2.5	9,628	3.2	2,583	0
Water supply Sewerage, Waste Management and Remediation Activities	14,790	1,679	11.4	7,644	16.2	7,147	6.1
Construction	187,906	16,402	8.7	180,403	8.6	7,504	11.2
Trade, Wholesale and Retail Distribution	645,571	38,076	5.9	297,637	5.8	347,934	6
Transportation and Storage	137,301	3,754	2.7	126,702	2	10,599	11.7
Accommodation and Food Service Activities	62,671	2,981	4.8	29,105	2.4	33,565	6.8
Information and Communication	42,104	3,450	8.2	24,162	9.9	17,942	6
Financial and Insurance Activities	14,941	1,063	7.1	7,899	9.3	7,042	4.7
Real Estate Activities	7,257	-	0.0	3,558	0	3,699	0
Professional, Scientific and Technical Activities	19,378	1,090	5.6	12,656	6.8	6,722	3.3
Administrative and support services	57,801	1,325	2.3	49,856	2.7	7,945	0
Public Administration and Defence, Compulsory Social Security	60,750	422	0.7	47,403	0.9	13,347	0
Education	150,215	12,314	8.2	77,511	6.3	72,704	10.2
Human Health and Social Work	62,180	4,737	7.6	26,050	4	36,130	10.2
Arts, Entertainment and Recreation	10,267	1,104	10.7	7,496	11.3	2,772	9.2
Other Service Activities	110,550	13,811	12.5	46,476	7.2	64,074	16.3
Activities of Household as Employers	722,524	45,519	6.3	141,545	10.3	580,979	5.3
Activities of Extraterritorial Organization and Bodies	4,016	-	0.0	2,840	0.0	1,177	0.0

Source: CSO, Labour Force Survey, 2012

7.7 Underemployment Rate by Status in Employment

Table 7.5 shows percentage distribution of underemployment rate by status in employment and sex. The self employed persons had the highest underemployment rate of 13.0 percent. Paid employees and apprentices/interns had the lowest underemployment rate of 5.2 percent each.

Males and females who were self employed had the highest underemployment rate of 13.8 and 11.9 percent, respectively. Females who worked as paid employees had a higher underemployment rate of 6.4 percent compared to those who worked as apprentices/interns with 5.9 percent.

Table 7.5: Underemployment Rate for Employed Population (15 years and older) by Sex and Status in Employment, Zambia 2012

Status in Employment	Total Employed Population	Underemployment Rate					
		Total		Male		Female	
		Number	Percent	Number	Percent	Number	Percent
Total	5,499,673	561,055	10.2	2,702,410	10.6	2,797,263	9.8
Paid employees	1,120,178	58,216	5.2	803,524	4.7	316,653	6.4
Apprentices/Interns	16,661	875	5.2	8,684	4.7	7,977	5.9
Employer	15,384	1,378	9.0	9,126	9.2	6,258	8.6
Self employed	2,432,124	316,291	13.0	1,419,851	13.8	1,012,273	11.9
Unpaid family workers	1,915,327	184,295	9.6	461,225	11.2	1,454,102	9.1

Source: CSO, Labour Force Survey, 2012

7.8 Hours of Work

The 2012 LFS collected information on the number of hours that employed persons devoted to work in a week. This information is an important factor in the production of goods and services and its measurement is necessary for analysing economic development and monitoring the working life and conditions of workers.

Employed persons who worked 40 hours per week were considered to have worked normal hours. Employed persons who worked less than 40 hours per week were considered to have worked 'short' hours while those who devoted more than 40 hours per week were considered to have worked 'excess' hours.

7.9 Hours of Work by Sex and Rural/Urban

Table 7.6 shows the number of working hours by sex and rural/urban. At national level, employed persons spent an average of 38.7 hours of work per week. Males devoted more time (41.8 hours) to work than female workers (35.4 hours) per week.

Employed persons in rural areas spent 32.6 hours per week while those in urban areas spent 48.0 hours. In rural and urban areas, males spent more hours per week than females.

At provincial level, the most urbanised provinces, Copperbelt and Lusaka had the highest average hours of work per week at 48.9 hours and 46.9 hours, respectively. Luapula Province had the least average hours of work per week at 26.1 hours.

Table 7.6: Average Number of Hours of Work Per Week for Employed Population (15 years and older) by Sex, Rural/Urban and Province, Zambia 2012

Province/Rural/Urban	Total Employed Population	Average Number of Hours Per Week		
		Total	Male	Female
Total	5,499,673	38.7	41.8	35.4
Rural	3,394,134	32.6	34.6	30.5
Urban	2,105,539	48.0	52.3	43.3
Central	501,923	38.1	40.7	35.6
Copperbelt	747,562	48.9	51.4	46.0
Eastern	678,134	37.5	39.3	34.0
Luapula	462,459	26.1	28.2	24.1
Lusaka	1,020,325	46.9	52.0	41.5
Muchinga	314,796	35.8	37.7	33.9
Northern	466,828	30.9	33.9	27.9
North Western	287,282	36.5	37.7	35.5
Southern	646,067	36.9	39.6	34.3
Western	374,296	32.1	34.8	29.8

Source: CSO, Labour Force Survey, 2012

7.10 Hours of Work by Occupation

Tables 7.7 shows average weekly hours of work by occupation, sex and rural/urban. The estimated average number of hours of work per week was 38.7 hours. In rural areas, the average number of hours of work was 32.6 hours while in urban areas it was 48.0 hours per week. Males spent an average of 41.8 hours while females spent 35.4 hours per week.

Persons working as plant and machine operators and assemblers worked for the longest hours (63.8 hours), followed by services and sales workers (55 hours). Skilled agricultural, forestry and fisheries workers spent the shortest hours with 30.4 hours. Workers in urban areas spent more hours (48 hours) than those in rural areas with 32.6 hours.

Table 7.7: Average Weekly Hours of Work for Employed Population (15 years and older) by Sex, Rural/Urban and Occupation, Zambia 2012

Occupation	Total Employed Population	Total			Rural			Urban		
		Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	5,499,673	38.7	41.8	35.4	32.6	34.6	30.5	48.0	52.3	43.3
Managers	52,194	51.2	50.7	52.6	49.2	52.2	42.3	51.5	50.5	54.2
Professionals	218,034	42.1	43.8	39.9	39.7	41.1	37.0	43.1	45.1	40.8
Technicians and Associate Professionals	74,332	48.4	50.2	43.6	44.6	47.0	35.6	48.9	50.7	44.4
Clerical Support Workers	36,854	50.7	54.7	47.0	46.6	49.9	43.4	51.7	55.9	47.9
Service and Sales Workers	769,737	55.0	60.1	50.5	48.3	52.7	44.4	57.1	62.5	52.5
Skilled Agricultural, Forestry and Fisheries Workers	2,676,600	30.4	31.7	29.1	30.2	31.5	28.9	32.8	34.4	31.3
Craft and Related Trades Workers	378,840	45.1	47.2	34.8	37.2	39.7	29.0	49.4	50.7	40.3
Plant and Machine Operators, and Assemblers	147,171	63.8	64.5	46.1	55.1	55.8	20.0	65.1	65.9	48.0
Elementary Occupations	1,136,605	37.5	40.4	36.0	33.7	37.4	31.2	40.4	43.2	39.1
Other	8,754	42.2	43.3	38.2	36.5	37.0	35.0	49.1	50.2	43.8
Not Stated	553	42.4	-	42.4	48.0	-	48.0	21.0	-	21.0

Source: CSO, Labour Force Survey, 2012

7.11 Hours of Work by Status in Employment

Table 7.8 shows average weekly hours of work by status in employment. The table shows that persons who worked as unpaid family workers spent 30.2 hours, followed by the self employed with 37.6 hours. Paid employees spent the highest average number of hours per week, 52.6 hours.

In rural areas, apprentices/interns worked for the longest number of hours (48.7 hours) while the unpaid family workers worked for the shortest number of hours (28.5 hours). In urban areas, employers spent the longest number of hours (57.4 hours) while the unpaid family workers spent 34.2 hours.

Table 7.8: Average Weekly Hours of Work for Employed Population (15 years and older) by Sex, Rural/Urban and Status in Employment, Zambia 2012

Status in Employment	Total Employed Population	Total			Rural			Urban		
		Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	5,499,673	38.7	41.8	35.4	32.6	34.6	30.5	48.0	52.3	43.3
Paid employees	1,120,178	52.6	54.6	47.5	47.4	48.8	42.8	54.3	56.6	48.7
Apprentices/ Interns	16,661	53.6	56.8	46.1	48.7	48.0	54.0	55.1	60.3	45.3
Employers	15,384	50.8	53.8	44.6	35.9	45.4	19.0	57.4	57.3	57.6
Self employed	2,432,124	37.6	38.0	37.0	32.8	33.7	31.5	49.3	50.9	47.7
Unpaid family workers	1,915,327	30.2	28.4	30.8	28.5	28.0	28.7	34.2	29.7	35.3

Source: CSO, Labour Force Survey, 2012

7.12 Hours of Work by Industry

Table 7.9 shows average number of hours of work per week by industry. Workers in the transportation and storage industry spent the longest hours of work (67.4 hours). Within the transportation and storage industry, males spent more hours (69.2 hours) than their female counterparts (46.2 hours). The shortest number of hours of work per week (31.1 hours) were recorded in the agriculture, forestry and fishing industry.

In both rural and urban areas, the highest number of hours of work were recorded in the transportation and storage industry at 55.8 hours and 69.8 hours, respectively. The second highest number of hours of work in rural areas was recorded in the administrative and support services industry (53.2 hours), whereas the second highest number of hours of work in urban areas was also recorded in the administrative and support services industry (65.0 hours).

Table 7.9: Average Weekly Hours of Work for Employed Population (15 years and older) by Sex, Rural/Urban and Industry, Zambia 2012

Industry	Total Employed Population	Average Number of Hours Per Week								
		Total			Rural			Urban		
		Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	5,499,673	38.7	41.8	35.4	32.6	34.6	30.5	48.0	52.3	43.3
Agriculture, Forestry and Fishing	2,872,331	31.1	32.8	29.3	30.7	32.3	29.0	35.3	38.1	32.2
Mining and Quarrying	88,251	50.2	51.4	43.0	42.8	47.4	30.6	51.5	51.9	47.9
Manufacturing	216,660	46.5	49.8	38.8	37.6	43.1	30.0	51.1	52.5	46.8
Electricity, Gas, Steam and Air Conditioning Supply	12,211	51.7	51.3	52.8	44.6	44.6		52.2	52.0	52.8
Water supply Sewerage, Waste Management and Remediation Activities	14,790	25.9	34.9	16.3	15.5	26.6	11.2	37.6	38.2	35.6
Construction	187,906	48.6	48.6	49.0	42.4	42.3	43.7	51.5	51.5	51.9
Trade, Wholesale and Retail Distribution	645,571	52.3	55.3	49.8	44.3	46.9	42.0	55.5	58.8	52.7
Transportation and Storage	137,301	67.4	69.2	46.2	55.8	59.4	31.4	69.8	71.0	52.0
Accommodation and Food Service Activities	62,671	54.1	58.5	50.2	49.4	55.9	44.3	55.1	59.0	51.6
Information and Communication	42,104	42.2	47.1	35.9	35.1	39.0	32.2	50.0	52.4	44.0
Financial and Insurance Activities	14,941	47.8	51.4	43.6	33.8	35.0	33.0	48.3	51.9	44.1
Real Estate Activities	7,257	42.3	39.0	46.1	27.6	22.7	40.0	44.3	42.1	46.5
Professional, Scientific and Technical Activities	19,378	44.6	44.3	45.2	44.5	44.4	44.7	44.7	44.3	45.3
Administrative and support services	57,801	63.6	65.3	52.6	53.2	56.1	37.7	65.0	66.6	54.9
Public Administration and Defence, Compulsory Social Security	60,750	52.0	53.6	46.2	47.5	48.7	44.1	52.8	54.5	46.7
Education	150,215	40.0	41.2	38.7	40.1	41.3	37.9	39.8	41.0	38.9
Human Health and Social Work	62,180	45.6	47.1	44.5	41.4	43.8	39.0	46.6	48.0	45.6
Arts, Entertainment and Recreation	10,267	44.2	40.0	57.4	47.3	51.7	11.5	42.5	31.3	66.2
Other Service Activities	110,550	41.2	44.6	38.7	31.7	32.8	30.8	46.0	50.3	42.7
Activities of Household as Employers	722,524	35.5	30.6	36.7	31.0	25.7	32.6	37.5	33.3	38.5
Activities of Extraterritorial Organization and Bodies	4,016	51.6	57.0	38.6	-	-	-	51.6	57.0	38.6

Source: CSO, Labour Force Survey, 2012

7.13 Average Weekly Hours of Work by Employment Sector

Table 7.10 shows average weekly hours of work by employment sector. The table shows that workers in the formal sector spent more hours per week (50.3 hours) than workers in the informal

sector (37.3 hours). Males in the formal sector worked for 52.8 hours per week while the males in the informal sector spent 39.8 hours per week. In both rural and urban areas, males working in formal and informal sector spent more hours than females.

Table 7.10: Average Weekly Hours for Employed Population (15 years and older) by Sex, Rural/Urban and Employment Sector, Zambia 2012

Employment Sector	Total Employed Population	Average Number of Hours Per Week								
		Total			Rural			Urban		
		Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	5,499,673	38.7	41.8	35.4	32.6	34.6	30.5	48.0	52.3	43.3
Formal Sector Employment	847,420	50.3	52.8	44.3	47.0	49.0	41.8	51.3	53.8	44.9
Informal Sector Employment	4,652,253	37.3	39.8	34.8	32.0	33.7	30.2	47.1	51.7	43.0

Source: CSO, Labour Force Survey, 2012

Average Weekly Hours of work by Educational level

Table 7.11 shows average weekly hours of work by educational level. Workers who had no education worked for the shortest duration of 33.3 hours per week while persons that had attained “A” levels worked for the longest duration of 50.1 hours per week.

In rural areas, persons who had attained “A” levels worked for the longest duration of 58.3 hours whereas, in urban areas, the longest working category of workers with 49.3 hours per week were those that had attained grades 8 - 12.

Table 7.11: Average Weekly Hours of Work for Employed Population (15 years and older) by Sex, Rural/Urban and Education Level, Zambia 2012

Educational Level	Total Employed Population	Average number of hours of work per week								
		Total			Rural			Urban		
		Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	5,499,673	38.7	41.8	35.4	32.6	34.6	30.5	48.0	52.3	43.3
Nursery	12,979	33.6	35.8	32.2	31.3	31.6	31.2	43.0	50.8	37.0
Grade 1-7	2,401,956	35.3	37.0	33.9	31.7	33.1	30.4	46.2	50.9	43.0
Grade 8-12	2,024,760	43.5	46.6	38.9	35.0	37.0	31.8	49.3	53.8	43.2
A Levels	34,448	50.1	52.6	45.4	58.3	61.5	46.4	47.7	49.2	45.2
Certificate	201,439	44.0	46.9	39.7	38.0	39.0	36.3	45.3	48.8	40.3
Degree	30,389	42.9	44.0	38.9	42.3	42.3	-	43.0	44.4	38.9
None	793,703	33.3	35.3	32.2	30.8	33.3	29.3	48.5	49.2	48.1

Source: CSO, Labour Force Survey, 2012

CHAPTER 8

FORMAL AND INFORMAL SECTOR EMPLOYMENT

Chapter 8

Formal and Informal Sector Employment

Summary

In 2012, 847,420 people were working in the formal sector against 4,652,253 people in the informal sector. This represents 15.4 percent employment in the formal sector and 84.6 percent in the informal sector. Of the formal sector employed persons, 71.2 percent were males and 28.8 percent were females.

Out of the employed population in rural areas, 94.5 percent were in the informal sector while 5.5 percent were in the formal sector. In urban areas, 68.7 percent were in the informal sector while 31.3 percent were in the formal sector.

Formal sector employment was highest in Lusaka Province at 31.3 percent and lowest in Luapula Province at 4.0 percent. The highest percentage share of informal sector employment was recorded in Luapula Province at 96.0 percent with the lowest being 68.7 percent in Lusaka Province.

The most predominant occupation in the informal sector was skilled agricultural, forestry and fisheries accounting for 98.3 percent while the lowest was professionals at 9.5 percent.

The Education industry had the highest percentage share of 16.0 percent in the formal sector while the lowest percentage share was the real estate activities industry at 0.2 percent. In the informal sector, the agriculture, forestry and fishing industry recorded the highest percentage share of the employed population of 59.9 percent.

In the formal sector, the private businesses or farms accounted for the highest percent share of 57.8 percent followed by central government with 28.1 percent. In the informal sector, the private businesses or farms accounted for the highest percent share of 52.5 percent followed by the Private households with 47.2 percent.

The agriculture industry accounted for 10.3 percent of the employed population in the formal sector while 89.7 percent were in the non-agriculture industry. In the informal sector 59.9 percent of the employed population were in the agriculture industry while 40.1 percent were in the non-agriculture industry. Males made up 72.0 percent of the employed population in the formal agriculture against 28.0 percent females.

Out of 5,499,673 employed population, 88.6 percent were informally employed while 11.4 percent were formally employed. The highest percentage share of the informally employed population was in Luapula Province at 97.0 percent while the lowest was 76.4 percent in Copperbelt Province.

The most dominant tasks in the informal sector, represented by 99.5 percent, was for the skilled agricultural, forestry and fisheries workers while the least dominant task was for professionals represented by 14.1 percent.

Education had a relatively higher percentage share of 20.5 percent in comparison to other industries in terms of formalization of employment. Mining and quarrying industry ranked second with 10.4 percent while the lowest was real estate industry with 0.1 percent.

8.1 Introduction

The 2012 LFS collected information on the formal and informal sector employment. In most developing and transitional countries, people rely on the informal sector for a livelihood as opportunities in the formal sector are scarce. It is often apparent that informal sector employment account for a significant proportion of total employment. However, despite its importance to both employment and contribution to the Gross Domestic Product (GDP), the definition and measurement of the informal sector poses a challenge and is often fraught with difficulty.

The informal sector is part of a bigger entity known as the Non-Observed Economy (NOE). In the NOE are found activities that are not usually measured by traditional means (i.e. administrative registers, enterprise-based surveys and/or household-based surveys). The NOE contains three components: illegal activities for instance black market; underground activities and the informal sector. They are not measured by means of these systems because of economic or administrative reasons.

Illegal activities are not registered and are forbidden by law, such as drug trafficking, smuggling, prostitution, etc. In contrast, underground activities are those characterized by un-declaration or under-declaration of turnover realized by registered business enterprise.

The informal sector may be characterized as consisting of units engaged in the production of goods and services with the primary objective of providing incomes and employment to the persons concerned. These units typically operate on a small-scale basis, with low level of organization and with little or no division of labour and capital as factors of production. Labour relations, where they exist, are based mostly on casual employment, kinship or personal and social relations rather than contractual arrangements with formal guarantees.

With the growth of the informal sector in Zambia, a rise in various forms of non-standard, irregular, etc., forms of employment can be observed. From the beginning, it had been clear that an enterprise-based definition of the informal sector would not be able to capture all aspects of such a trend towards an increasing 'informalisation' of employment.

Accordingly, informal sector employment comprises:

a) Own-account workers and employers who have their own informal sector enterprises, usually characterized by inexistence of registration with national authority, lack of contributions to social security scheme and lack of entitlement to annual paid and sick leave by workers.

b) Contributing family workers, irrespective of whether they work in the formal or informal sector enterprises.

c) Employees who have informal jobs, whether employed in the formal sector enterprises, informal sector enterprises, or as paid domestic workers by households. Employees are considered to have informal jobs if their employment relationship is not subject to standard labour legislation, taxation, social security or entitlement to certain employment benefits (advance notice dismissal, severance pay, paid annual leave, etc.) for reasons such as: non-declaration of the jobs or employees; casual jobs; employment by unregistered enterprises or by persons in households.

d) Members of informal producers' cooperatives; and Persons engaged in the own-account production of goods exclusively for own final use by their household, such as subsistence farming.

8.2 Operational Definition of Formal Sector Employment

The definition of the formal sector in this report combined the concepts of formal production units and formal employment. Formal sector employment was defined as employment where the employed population were in either a registered business unit and/or was in central government, local government and parastatal, regardless of whether they were formally engaged or not.

8.2.1. Employment by Sector of Employment, Rural/Urban and Province

Table 8.1 shows the percentage distribution of employed population by sector of employment and province. Out of the 5,499,673 employed population, 84.6 percent were in the informal sector while 15.4 percent were in the formal sector. Of the employed population in rural areas 94.5 percent were in the informal sector while 5.5 percent were in the formal sector. In urban areas, 68.7 percent of the employed population were in the informal sector while 31.3 percent were in the formal sector. The highest percentage share of the informal sector employment was recorded in Luapula Province at 96.0 percent while the lowest was 68.7 percent in Lusaka Province.

Formal sector employment was more in Lusaka and Copperbelt provinces accounting for 31.3 and 30.1 percent, respectively. The lowest formal sector employment was recorded in Luapula and Northern provinces at 4.0 and 4.6 percent, respectively.

Table 8.1: Percentage Distribution of Employed Population (15 years and older) by Employment Sector, Rural/Urban and Province, Zambia 2012						
Rural/Urban and Province	Total Employed Population		Formal Sector		Informal Sector	
	Number	Percent	Number	Percent	Number	Percent
Total	5,499,673	100.0	847,420	15.4	4,652,253	84.6
Rural	3,394,134	100.0	188,359	5.5	3,205,775	94.5
Urban	2,105,539	100.0	659,061	31.3	1,446,478	68.7
Central	501,923	100.0	84,364	16.8	417,559	83.2
Copper belt	747,562	100.0	224,855	30.1	522,707	69.9
Eastern	678,134	100.0	45,262	6.7	632,872	93.3
Luapula	462,459	100.0	18,279	4.0	444,180	96.0
Lusaka	1,020,325	100.0	318,953	31.3	701,372	68.7
Muchinga	314,796	100.0	19,266	6.1	295,529	93.9
Northern	466,828	100.0	21,558	4.6	445,270	95.4
North Western	287,282	100.0	39,744	13.8	247,538	86.2
Southern	646,067	100.0	51,514	8.0	594,553	92.0
Western	374,296	100.0	23,624	6.3	350,672	93.7

Source: CSO, Labour Force Survey, 2012.

8.2.2. Employment by Sex and Employment Sector

Table 8.2 shows the percent distribution of employed population by sex and sector of employment sector. Out of the 2,702,410 employed males, 77.7 percent were in the informal sector while

22.3 percent were in the formal sector. For females, of the 2,797,263 employed, 8.7 percent were in the formal sector while 91.3 percent were in the informal sector.

Table 8.2: Percentage Distribution of Employed Population (15 years and older) by Sex and Employment Sector, Zambia 2012						
Sex	Total Employed Population		Employment Sector			
	Number	Percent	Formal		Informal	
			Number	Percent	Number	Percent
Total	5,499,673	100	847,420	15.4	4,652,253	84.6
Male	2,702,410	100	603,224	22.3	2,099,186	77.7
Female	2,797,263	100	244,196	8.7	2,553,067	91.3

Source: CSO, Labour Force Survey, 2012.

8.2.3. Employment by Age Group and Employment Sector

Table 8.3 shows the percentage distribution of employed population by age group and employment sector. The percentage share of the formal sector increased with age from 3.8 percent in the 15 - 19 year age group to 20.4 percent in the 35 - 39 year age group after which a reduced percentage share of 18.1 percent was recorded in the age group 40 - 44 years. The highest

percentage share of 22.9 percent was recorded in the 45 - 49 year age group.

The age group 15 - 19 years had the highest percentage share of the informal sector employment at 96.2 percent. The least percentage share of the informal sector employment was recorded in the age group 45 - 49 years at 77.1 percent.

Table 8.3: Percentage Distribution of Employed Population (15 years and older) By Age Group and Employment Sector, Zambia 2012						
Age Group	Total Employed Population		Employment Sector			
	Number	Percent	Formal		Informal	
			Number	Percent	Number	Percent
Total	5,499,673	100.0	847,420	15.4	4,652,253	84.6
15-19	527,254	100.0	19,853	3.8	507,401	96.2
20-24	851,319	100.0	84,500	9.9	766,819	90.1
25-29	890,370	100.0	166,178	18.7	724,191	81.3
30-34	810,090	100.0	164,016	20.2	646,074	79.8
35-39	676,678	100.0	138,268	20.4	538,410	79.6
40-44	513,305	100.0	92,934	18.1	420,372	81.9
45-49	358,976	100.0	82,104	22.9	276,872	77.1
50-54	282,305	100.0	48,775	17.3	233,530	82.7
55-59	198,733	100.0	22,340	11.2	176,393	88.8
60-64	152,782	100.0	17,987	11.8	134,795	88.2
65+	237,860	100.0	10,464	4.4	227,396	95.6

Source: CSO, Labour Force Survey, 2012

8.2.4 Employment by Occupation

Table 8.4 shows the percent distribution of employed population by major occupation group and employment sector. The table shows that out of all occupations, skilled agricultural, forestry and fisheries workers (1.7 percent); elementary occupation workers (10.5 percent); craft and related trades workers (19.4

percent); and service and sales workers (25.4 percent) had lower percentage shares in the formal sector than in the informal sector. The most predominant occupation in the informal sector was the skilled agricultural, forestry and fisheries workers with 98.3 percent while the least was professionals at 9.5 percent.

Table 8.4: Percentage Distribution of Employed Population (15 years and older) by Occupation and Employment Sector, Zambia 2012

Occupation	Total Employed Population		Employment Sector			
			Formal		Informal	
	Number	Percent	Number	Percent	Number	Percent
Total	5,499,673	100.0	847,420	15.4	4,652,253	84.6
Managers	52,194	100.0	37,223	71.3	14,970	28.7
Professionals	218,034	100.0	197,364	90.5	20,670	9.5
Technicians and Associate Professionals	74,332	100.0	57,421	77.2	16,911	22.8
Clerical Support Workers	36,854	100.0	31,186	84.6	5,668	15.4
Service and Sales Workers	769,737	100.0	195,618	25.4	574,119	74.6
Skilled Agricultural, Forestry and Fisheries Workers	2,676,600	100.0	44,492	1.7	2,632,107	98.3
Craft and Related Trades Workers	378,840	100.0	73,440	19.4	305,401	80.6
Plant and Machine Operators and Assemblers	147,171	100.0	84,623	57.5	62,548	42.5
Elementary Occupations	1,136,605	100.0	119,369	10.5	1,017,236	89.5
Other	8,754	100.0	6,683	76.4	2,070	23.6
Not Stated	553	100.0	-	0.0	553	100.0

Source: CSO, Labour Force Survey, 2012

8.2.5 Employment by Industry

Table 8.5 shows the percent distribution of employed population by industry and employment sector. Out of the 847,420 employed population in the formal sector, the education industry accounted for the highest percentage share of 16.0 percent followed by the trade, wholesale and retail distribution with 13.0 percent. The lowest percentage share was the real estate activities industry at 0.2 percent.

Out of the 4,652,253 employed population in the informal sector, the agriculture, forestry and fishing industry recorded the highest percentage share of 59.9 percent followed by the activities of households as employers with 15.4 percent.

Table 8.5: Percentage Distribution of Employed Population (15 years and older) by Industry and Employment Sector, Zambia 2012

Industry	Total Employed Population		Employment Sector			
			Formal		Informal	
	Number	Percent	Number	Percent	Number	Percent
Total	5,499,673	100	847,420	100	4,652,253	100
Agriculture, Forestry and Fishing	2,872,331	52.2	87,420	10.3	2,784,911	59.9
Mining and Quarrying	88,251	1.6	67,608	8.0	20,643	0.4
Manufacturing	216,660	3.9	73,814	8.7	142,846	3.1
Electricity, Gas, Steam and Air Conditioning Supply	12,211	0.2	11,172	1.3	1,039	0.0
Water supply Sewerage, Waste Management and Remediation Activities	14,790	0.3	6,231	0.7	8,559	0.2
Construction	187,906	3.4	36,676	4.3	151,230	3.3
Trade, Wholesale and Retail Distribution	645,571	11.7	110,365	13.0	535,206	11.5
Transportation and Storage	137,301	2.5	61,797	7.3	75,503	1.6
Accommodation and Food Service Activities	62,671	1.1	29,574	3.5	33,097	0.7
Information and Communication	42,104	0.8	15,895	1.9	26,208	0.6
Financial and Insurance Activities	14,941	0.3	12,615	1.5	2,326	0.0
Real Estate Activities	7,257	0.1	2,040	0.2	5,217	0.1
Professional, Scientific and Technical Activities	19,378	0.4	11,561	1.4	7,817	0.2
Administrative and support services	57,801	1.1	42,507	5.0	15,294	0.3
Public Administration and Defence, Compulsory Social Security	60,750	1.1	55,857	6.6	4,893	0.1
Education	150,215	2.7	135,471	16.0	14,745	0.3
Human Health and Social Work	62,180	1.1	52,552	6.2	9,628	0.2
Arts, Entertainment and Recreation	10,267	0.2	4,314	0.5	5,953	0.1
Other Service Activities	110,550	2.0	18,836	2.2	91,713	2.0
Activities of Household as Employers	722,524	13.1	7,098	0.8	715,425	15.4
Activities of Extraterritorial Organization and Bodies	4,016	0.1	4,016	0.5	-	-

Source: CSO, Labour Force Survey, 2012

8.2.6 Employment by Institutional Sector

Table 8.6 shows the percentage distribution of employed population by institutional sector and employment sector. The table shows that out of the 847,420 employed population in the formal sector, the private businesses or farms accounted for the highest percent share of 57.6 percent followed by central government with 28.1 percent. The lowest percent share was recorded in the producers' cooperatives sector at 0.2 percent.

The table further shows that out of the 4,652,253 employed population in the informal sector, the private businesses or farms accounted for the highest percent share of 52.5 percent followed by the private households with 47.2 percent. The producers cooperatives sector accounted for the lowest employed population in absolute terms with 1,606 employees.

Table 8.6: Percentage Distribution of Employed Population (15 years and older) by Institutional Sector and Employment Sector, Zambia 2012

Institutional Sector	Total Employed Population		Employment Sector			
			Formal		Informal	
	Number	Percent	Number	Percent	Number	Percent
Total	5,499,673	100	847,420	100	4,652,253	100
Central Government	237,846	4.3	237,846	28.1	-	0.0
Local Government / Council	29,304	0.5	29,304	3.5	-	0.0
Parastatal/State Owned Firm	55,496	1.0	55,496	6.5	-	0.0
NGO or Church	37,519	0.7	24,518	2.9	13,001	0.3
Private business or farm	2,931,014	53.3	488,323	57.6	2,442,691	52.5
Embassy, International Organization	8,424	0.2	8,424	1.0	-	0.0
Private Household (e.g. paid domestic worker)	2,194,955	39.9	-	0.0	2,194,955	47.2
Producers co-operative	2,973	0.1	1,367	0.2	1,606	0.0
Not stated	2,142	0.0	2,142	0.3	-	0.0

Source: CSO, Labour Force Survey, 2012

***Note** that Central Government; Local Government; Embassies, International Organisations and Parastatals are entirely in the formal sector and the Private Household institutional sector is entirely in the Informal sector.

8.2.7 Formal Sector Employment by Sex, Rural/Urban and Province

Table 8.7 shows the percentage distribution of formal sector employed population by province, sex, and rural/urban. At national level, 71.2 percent of the employed population in the formal sector were males while 28.8 percent were females.

Further, at residence level, there were more males than females employed in the formal sector both in the urban and rural areas.

At provincial level, more males were employed in the formal sector in all the provinces than the females.

Table 8.7: Percentage Distribution of Formal Sector Employed population (15 years and older) by Sex, Rural/Urban and Province, Zambia 2012

Rural/Urban and Province	Formal Sector Employment		Formal Sector Employment			
			Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	847,420	100.0	603,224	71.2	244,196	28.8
Rural	188,359	100.0	129,573	68.8	58,786	31.2
Urban	659,061	100.0	473,651	71.9	185,410	28.1
Central	84,364	100.0	55,942	66.3	28,422	33.7
Copperbelt	224,855	100.0	164,669	73.2	60,187	26.8
Eastern	45,262	100.0	31,998	70.7	13,264	29.3
Luapula	18,279	100.0	11,903	65.1	6,376	34.9
Lusaka	318,953	100.0	236,076	74.0	82,878	26.0
Muchinga	19,266	100.0	14,622	75.9	4,644	24.1
Northern	21,558	100.0	14,578	67.6	6,980	32.4
North Western	39,744	100.0	24,413	61.4	15,330	38.6
Southern	51,514	100.0	34,388	66.8	17,126	33.2
Western	23,624	100.0	14,635	62.0	8,988	38.0

Source: CSO, Labour Force Survey, 2012

8.2.8 Employed Population in Agriculture/Non agriculture Industry by formal/Informal Sector

Table 8.8 shows percentage distribution of employed population in the formal and informal sectors by agriculture/non-agriculture industry, sex, rural/urban and province. The table shows that 10.3 percent of the employed population in the formal sector were in the agriculture industry while 89.7 percent were in the non-agriculture industry. Out of the 603,224 males employed in the formal sector, 89.6 percent were in the non-agriculture industry while 10.4 percent were in the agriculture industry. On the other hand, out of the 244,196 females employed in the formal sector, 90.0 percent were in the non-agriculture industry while 10.0 percent were in the agriculture industry.

Formal sector employed population in the agriculture industry in the rural areas made up 33.6 percent while 66.4 percent was in the non-agriculture industry. In urban areas, 3.7 percent of the formal sector employed population was in the agriculture industry while 96.3 percent was in the non-agriculture industry. At provincial level, Copperbelt, Lusaka and Muchinga provinces had lower proportions of employed population in agriculture industry in the formal sector at 3.9 percent, 6.7 percent and 7.1 percent, respectively.

The table also shows that 59.9 percent of the employed population in the informal sector were in the agriculture industry while 40.1 percent were in the non-agriculture industry. Out of the 2,099,186 males employed in the informal sector, 62.6 percent were in the agriculture industry while 37.4 percent were in the non-agriculture industry. For females, out of the 2,553,067 females employed in the informal sector, 57.6 percent were in the agriculture industry while 42.4 percent were in the non-agriculture industry.

In rural areas the informal sector employment in agriculture industry accounted for 80.7 percent while 19.3 percent were in the non agriculture industry. In urban areas, 13.7 percent of the informal sector employed population was in the agriculture industry while 86.3 percent was in the non-agriculture industry. At provincial level, Eastern, Western and Muchinga provinces had lower proportions of employed population in Non-agriculture industry in the informal sector at 11.6 percent, 17.8 percent and 19.3 percent.

Rural/Urban, Sex and Province	Formal Sector					Informal Sector				
	Total	Non-Agriculture		Agriculture		Total	Non-Agriculture		Agriculture	
		Number	Percent	Number	Percent		Number	Percent	Number	Percent
Total	847,420	760,000	89.7	87,420	10.3	4,652,253	1,867,342	40.1	2,784,911	59.9
Rural	188,359	125,139	66.4	63,220	33.6	3,205,775	619,076	19.3	2,586,699	80.7
Urban	659,061	634,861	96.3	24,200	3.7	1,446,478	1,248,266	86.3	198,212	13.7
Male	603,224	540,304	89.6	62,920	10.4	2,099,186	784,478	37.4	1,314,708	62.6
Female	244,196	219,696	90.0	24,500	10.0	2,553,067	1,082,864	42.4	1,470,203	57.6
Central	84,364	61,051	72.4	23,313	27.6	417,559	159,159	38.1	258,401	61.9
Copperbelt	224,855	216,054	96.1	8,801	3.9	522,707	360,903	69.0	161,804	31.0
Eastern	45,262	34,175	75.5	11,087	24.5	632,872	73,710	11.6	559,162	88.4
Luapula	18,279	14,445	79.0	3,834	21.0	444,180	91,176	20.5	353,004	79.5
Lusaka	318,953	297,671	93.3	21,282	6.7	701,372	633,953	90.4	67,419	9.6
Muchinga	19,266	17,893	92.9	1,373	7.1	295,529	57,110	19.3	238,419	80.7
Northern	21,558	18,811	87.3	2,747	12.7	445,270	128,531	28.9	316,739	71.1
North Western	39,744	33,665	84.7	6,079	15.3	247,538	58,858	23.8	188,680	76.2
Southern	51,514	45,294	87.9	6,220	12.1	594,553	241,690	40.7	352,864	59.3
Western	23,624	20,939	88.6	2,685	11.4	350,672	62,253	17.8	288,419	82.2

Source: CSO, Labour Force Survey, 2012

8.2.9 Employed Population in Agriculture/Non agriculture Industry by formal/Informal Sector

Table 8.9 shows the percentage distribution of employed population in the formal and informal sectors working in the agriculture and non-agriculture industries by sex, rural/urban and province. The table shows that 72 percent of employed population in the formal sector and working in the Agriculture industry were males while 28 percent were females. The male and female proportions in the non-agriculture industry were 71.1 and 28.9 percent, respectively.

In rural areas, 72.3 percent of employed population in the formal sector were working in the Agriculture industry while 27.7 percent were working in the same industry in urban areas.

At provincial level, Central Province recorded the highest percentage share of 26.7 percent of employed population in the

formal sector working in the agriculture industry followed by Lusaka Province with 24.3 percent. Muchinga Province had the lowest proportion of 1.6 percent.

In the informal sector, 92.9 percent of the employed population working in the Agriculture industry were in rural areas while 7.1 percent were in urban areas. The table also shows that 66.8 percent of the employed population working in the non-agriculture industry were in urban areas while 33.2 percent were in rural areas.

Employed population in the informal sector in the non-agriculture industry were predominant in Lusaka and Copperbelt provinces at 33.9 percent and 19.3 percent, respectively. The proportion was lowest in Southern Province at 3.1 percent.

Table 8.9: Percentage Distribution of Employed Population (15 years and older) in the Formal and Informal Sectors by Agriculture/Non-Agriculture, Sex, Rural/Urban and Province, Zambia 2012

Rural/Urban, Sex and Province	Formal Sector						Informal Sector					
	Total		Non-Agriculture		Agriculture		Total		Non-Agriculture		Agriculture	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	847,420	100.0	760,000	100.0	87,420	100.0	4,652,253	100.0	1,867,342	100.0	2,784,911	100.0
Rural	188,359	22.2	125,139	16.5	63,220	72.3	3,205,775	68.9	619,076	33.2	2,586,699	92.9
Urban	659,061	77.8	634,861	83.5	24,200	27.7	1,446,478	31.1	1,248,266	66.8	198,212	7.1
Male	603,224	71.2	540,304	71.1	62,920	72.0	2,099,186	45.1	784,478	42.0	1,314,708	47.2
Female	244,196	28.8	219,696	28.9	24,500	28.0	2,553,067	54.9	1,082,864	58.0	1,470,203	52.8
Central	84,364	10.0	61,051	8.0	23,313	26.7	417,559	9.0	159,159	8.5	258,401	9.3
Copperbelt	224,855	26.5	216,054	28.4	8,801	10.1	522,707	11.2	360,903	19.3	161,804	5.8
Eastern	45,262	5.3	34,175	4.5	11,087	12.7	632,872	13.6	73,710	3.9	559,162	20.1
Luapula	18,279	2.2	14,445	1.9	3,834	4.4	444,180	9.5	91,176	4.9	353,004	12.7
Lusaka	318,953	37.6	297,671	39.2	21,282	24.3	701,372	15.1	633,953	33.9	67,419	2.4
Muchinga	19,266	2.3	17,893	2.4	1,373	1.6	295,529	6.4	57,110	3.1	238,419	8.6
Northern	21,558	2.5	18,811	2.5	2,747	3.1	445,270	9.6	128,531	6.9	316,739	11.4
North Western	39,744	4.7	33,665	4.4	6,079	7.0	247,538	5.3	58,858	3.2	188,680	6.8
Southern	51,514	6.1	45,294	6.0	6,220	7.1	594,553	12.8	241,690	12.9	352,864	12.7
Western	23,624	2.8	20,939	2.8	2,685	3.1	350,672	7.5	62,253	3.3	288,419	10.4

Source: CSO, Labour Force Survey, 2012

Table 8.10 shows the percentage distribution of the employed population by sector of employment in the agriculture/non-agriculture, sex, rural/urban and province. The table shows that agricultural-related jobs in the formal and informal sector accounted for 1.6 and 50.6 percent of all employed persons, respectively. non-agricultural-related jobs in the formal and informal sector accounted for 13.8 and 34.0 percent of all

employed persons, respectively.

In Eastern Province, employed population in the informal sector in the agriculture industry, accounted for the highest percentage share of 82.5 percent while Lusaka Province accounted for the lowest at 6.6 percent.

Table 8.10: Percentage Distribution of Employed Population (15 years and older) by Sector of Employment in the Agriculture/Non-Agriculture, Sex, Rural/Urban and Province, Zambia 2012

Rural/Urban, Sex and Province	Total Employed Population		Formal Sector				Informal Sector			
			Non-Agriculture		Agriculture		Non-Agriculture		Agriculture	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	5,499,672	100.0	760,000	13.8	87,420	1.6	1,867,342	34.0	2,784,911	50.6
Rural	3,394,135	100.0	125,139	3.7	63,220	1.9	619,076	18.2	2,586,699	76.2
Urban	2,105,539	100.0	634,861	30.2	24,200	1.1	1,248,266	59.3	198,212	9.4
Male	2,702,410	100.0	540,304	20.0	62,920	2.3	784,478	29.0	1,314,708	48.6
Female	2,797,263	100.0	219,696	7.9	24,500	0.9	1,082,864	38.7	1,470,203	52.6
Central	501,924	100.0	61,051	12.2	23,313	4.6	159,159	31.7	258,401	51.5
Copperbelt	747,562	100.0	216,054	28.9	8,801	1.2	360,903	48.3	161,804	21.6
Eastern	678,134	100.0	34,175	5.0	11,087	1.6	73,710	10.9	559,162	82.5
Luapula	462,459	100.0	14,445	3.1	3,834	0.8	91,176	19.7	353,004	76.3
Lusaka	1,020,325	100.0	297,671	29.2	21,282	2.1	633,953	62.1	67,419	6.6
Muchinga	314,795	100.0	17,893	5.7	1,373	0.4	57,110	18.1	238,419	75.7
Northern	466,828	100.0	18,811	4.0	2,747	0.6	128,531	27.5	316,739	67.8
North Western	287,282	100.0	33,665	11.7	6,079	2.1	58,858	20.5	188,680	65.7
Southern	646,068	100.0	45,294	7.0	6,220	1.0	241,690	37.4	352,864	54.6
Western	374,296	100.0	20,939	5.6	2,685	0.7	62,253	16.6	288,419	77.1

Source: CSO, Labour Force Survey, 2012

8.3. Formal Sector Employment

8.3.1 Formal Sector Employment by Occupation in the Agriculture and Non-agriculture Industry

Table 8.11 shows percentage distribution of employed population by occupation, sex, agriculture and non-agriculture in the formal sector. The table shows that females only dominated as clerical

support workers in the non-agriculture with a percentage share of 55.3 percent while males dominated in the rest of the occupations. The table shows that in the agriculture industry, managers and clerical support workers were all males.

Table 8.11: Percentage Distribution of Employed Population (15 years and older) by Occupation, Sex and Agriculture and Non-Agriculture in the Formal Sector, Zambia 2012

Occupation	Formal Sector									
	Non-Agriculture					Agriculture				
	Total	Male		Female		Total	Male		Female	
		Number	Percent	Number	Percent		Number	Percent	Number	Percent
Total	760,000	540,304	71.1	219,696	28.9	87,420	62,920	72.0	24,500	28.0
Managers	36,729	28,140	76.6	8,589	23.4	494	494	100.0	-	-
Professionals	195,281	108,659	55.6	86,622	44.4	2,083	1,488	71.5	594	28.5
Technicians and Associate Professionals	55,565	39,468	71.0	16,098	29.0	1,856	1,783	96.1	73	3.9
Clerical Support Workers	30,405	13,584	44.7	16,821	55.3	781	781	100.0	-	-
Service and Sales Workers	190,846	132,790	69.6	58,057	30.4	4,772	4,021	84.3	750	15.7
Skilled Agricultural, Forestry and Fisheries Workers	2,423	1,557	64.3	866	35.7	42,070	27,405	65.1	14,665	34.9
Craft and Related Trades Workers	69,719	64,597	92.7	5,122	7.3	3,721	2,995	80.5	725	19.5
Plant and Machine Operators, and Assemblers	82,843	81,538	98.4	1,305	1.6	1,780	1,516	85.1	265	14.9
Elementary Occupations	89,576	64,594	72.1	24,982	27.9	29,793	22,401	75.2	7,393	24.8
Other	6,612	5,377	81.3	1,235	18.7	71	36	50.0	35	50.0

Source: CSO, Labour Force Survey, 2012

8.3.2 Formal Sector Employment by Industry in the Agriculture and Non-agriculture

Table 8.12 shows percentage distribution of employed population by industry, sex and agriculture and non-agriculture in the formal sector. In the agriculture industry, 72.0 percent of

the employed population were males while 28.0 percent were females. There were more females in the activities of households as employers and in the human health and social workers at 55.8 percent while the rest of the industries were dominated by males.

Table 8.12: Percentage Distribution of Employed Population (15 years and older) by Sex Industry, and Agriculture and Non-Agriculture in the Formal Sector, Zambia 2012

Industry	Formal Sector									
	Non-Agriculture					Agriculture				
	Total	Male		Female		Total	Male		Female	
		Number	Percent	Number	Percent		Number	Percent	Number	Percent
Total	760,000	540,304	71.1	219,696	28.9	87,420	62,920	72.0	24,500	28.0
Agriculture, Forestry and Fishing	-	-	-	-	-	87,420	62,920	72.0	24,500	28.0
Mining and Quarrying	67,608	61,416	90.8	6,192	9.2	-	-	-	-	-
Manufacturing	73,814	63,127	85.5	10,687	14.5	-	-	-	-	-
Electricity, Gas, Steam and Air Conditioning Supply	11,172	8,589	76.9	2,583	23.1	-	-	-	-	-
Water supply Sewerage, Waste Management and Remediation Activities	6,231	5,014	80.5	1,217	19.5	-	-	-	-	-
Construction	36,676	35,549	96.9	1,127	3.1	-	-	-	-	-
Trade, Wholesale and Retail Distribution	110,365	72,535	65.7	37,830	34.3	-	-	-	-	-
Transportation and Storage	61,797	56,852	92.0	4,945	8.0	-	-	-	-	-
Accommodation and Food Service Activities	29,574	18,330	62.0	11,244	38.0	-	-	-	-	-
Information and Communication	15,895	10,312	64.9	5,583	35.1	-	-	-	-	-
Financial and Insurance Activities	12,615	6,385	50.6	6,230	49.4	-	-	-	-	-
Real Estate Activities	2,040	1,233	60.4	807	39.6	-	-	-	-	-
Professional, Scientific and Technical Activities	11,561	6,239	54.0	5,322	46.0	-	-	-	-	-
Administrative and support services	42,507	36,853	86.7	5,654	13.3	-	-	-	-	-
Public Administration and Defence, Compulsory Social Security	55,857	43,707	78.2	12,150	21.8	-	-	-	-	-
Education	135,471	70,016	51.7	65,455	48.3	-	-	-	-	-
Human Health and Social Work	52,552	23,216	44.2	29,336	55.8	-	-	-	-	-
Arts, Entertainment and Recreation	4,314	3,299	76.5	1,016	23.5	-	-	-	-	-
Other Service Activities	18,836	11,655	61.9	7,181	38.1	-	-	-	-	-
Activities of Household as Employers	7,098	3,141	44.2	3,958	55.8	-	-	-	-	-
Activities of Extraterritorial Organization and Bodies	4,016	2,840	70.7	1,177	29.3	-	-	-	-	-

Source: CSO, Labour Force Survey, 2012

8.3.3 Formal Sector Employment by Educational Level

Table 8.13 shows the percentage distribution of employed population by educational level and sex in the formal sector. Overall, 58.7 percent of the employed population in the formal sector had attained grades 8 - 12 while 18.5 percent had certificate. The proportion of the employed population that had no education was 2.2 percent.

A variation in the male and female population is apparent in terms of educational level. There was a lower percentage share

of 51.0 percent females who attained grade 8 - 12 than males with 61.8 percent. Further, there was a lower percentage share of 14.0 percent of females who attained grade 1 - 7 than males with 15.3 percent. In addition, 3.3 percent of females had no education compared to 1.7 of males. However, there was a higher percentage share of 25.9 percent females who attained certificates than males with 15.5 percent.

Table 8.13: Percentage Distribution of Employed Population (15 years and older) by Sex and Educational Level in the Formal Sector, Zambia 2012

Educational Level	Total		Sex		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	847,420	100	603,224	100	244,196	100.0
Nursery	716	0.1	716	0.1	-	0.0
Grades 1 - 7	126,295	14.9	92,202	15.3	34,092	14.0
Grade 8 - 12	497,590	58.7	372,978	61.8	124,612	51.0
A Levels	23,149	2.7	13,758	2.3	9,391	3.8
Certificate	156,601	18.5	93,363	15.5	63,238	25.9
Degree	24,846	2.9	20,128	3.3	4,718	1.9
None	18,223	2.2	10,079	1.7	8,144	3.3

Source: CSO, Labour Force Survey, 2012

8.4 Informal Sector Employment

8.4.1 Informal Sector Employment by Occupation in the Agriculture and Non-agriculture

Table 8.14 shows the percentage distribution of employed population by major occupation group in the agriculture/non-agriculture and sex in the informal sector. The table shows that in the non-agriculture activities of the informal sector, females

dominated in working as services and sales workers (61.8 percent); skilled agricultural, forestry and fisheries workers (52.4 percent) and elementary occupation workers (74.7 percent). The table also shows that in the agriculture activities females dominated working as clerical support workers (50.2 percent); skilled agricultural, forestry and fisheries (53.1 percent) and elementary occupation workers (51.4 percent).

Table 8.14: Percentage Distribution of Employed Population (15 years and older) by Occupation, Sex and Agriculture and Non-Agriculture in the Informal Sector, Zambia 2012

Occupation	Informal Sector									
	Non-Agriculture					Agriculture				
	Total	Male		Female		Total	Male		Female	
		Number	Percent	Number	Percent		Number	Percent	Number	Percent
Total	1,867,342	784,478	42.0	1,082,864	58.0	2,784,911	1,314,708	47.2	1,470,203	52.8
Managers	13,247	8,247	62.3	4,999	37.7	1,724	1,008	58.5	715	41.5
Professionals	20,465	13,587	66.4	6,878	33.6	205	205	100.0	-	-
Technicians and Associate Professionals	16,166	12,136	75.1	4,030	24.9	745	496	66.6	249	33.4
Clerical Support Workers	4,440	2,739	61.7	1,701	38.3	1,228	611	49.8	617	50.2
Service and Sales Workers	565,171	215,680	38.2	349,491	61.8	8,948	5,837	65.2	3,112	34.8
Skilled Agricultural, Forestry & Fisheries Workers	45,144	21,489	47.6	23,654	52.4	2,586,964	1,213,452	46.9	1,373,512	53.1
Craft and Related Trades Workers	293,815	239,089	81.4	54,726	18.6	11,586	7,881	68.0	3,705	32.0
Plant and Machine Operators & Assemblers	61,190	56,811	92.8	4,379	7.2	1,358	1,358	100.0	-	-
Elementary Occupations	847,523	214,630	25.3	632,893	74.7	169,713	82,552	48.6	87,161	51.4
Other	69	69	100.0	-	-	2,001	1,309	65.4	692	34.6
Not stated	114	-	-	114	100.0	438	-	-	438	100.0

Source: CSO, Labour Force Survey, 2012

8.4.2 Informal Sector Employment by Industry in the Agriculture and Non-agriculture

Table 8.15 shows the percentage distribution of the employed population by industry, agriculture/non-agriculture and sex in the informal sector. In the non-agriculture activities, females dominated in water supply (69.3 percent); trade (57.9 percent);

accommodation and food service activities (67.4 percent); real estate (55.4 percent); human health and social work (70.6 percent); other service activities (62.0 percent) and activities of households as employers (80.7 percent) industries. In the agriculture activities, females also outnumbered males by 53 percent to 47 percent.

Table 8.15: Percentage Distribution of Employed Population (15 years and older) by Industry, Sex and Agriculture and Non-Agriculture in the Informal Sector, Zambia 2012

Industry	Informal Sector									
	Non-Agriculture					Agriculture				
	Total	Male		Female		Total	Male		Female	
		Number	Percent	Number	Percent		Number	Percent	Number	Percent
Total	1,867,342	784,478	42.0	1,082,864	58.0	2,784,911	1,314,708	47.2	1,470,203	52.8
Agriculture, Forestry and Fishing	-	-	-	-	-	2,784,911	1,314,708	47.2	1,470,203	52.8
Mining and Quarrying	20,643	14,392	69.7	6,251	30.3	-	-	-	-	-
Manufacturing	142,846	87,280	61.1	55,567	38.9	-	-	-	-	-
Electricity, Gas, Steam and Air Conditioning Supply	1,039	1,039	100.0	-	-	-	-	-	-	-
Water supply Sewerage, Waste Management and Remediation Activities	8,559	2,629	30.7	5,930	69.3	-	-	-	-	-
Construction	151,230	144,854	95.8	6,377	4.2	-	-	-	-	-
Trade, Wholesale and Retail Distribution	535,206	225,102	42.1	310,104	57.9	-	-	-	-	-
Transportation and Storage	75,503	69,850	92.5	5,653	7.5	-	-	-	-	-
Accommodation and Food Service Activities	33,097	10,775	32.6	22,322	67.4	-	-	-	-	-
Information and Communication	26,208	13,850	52.8	12,359	47.2	-	-	-	-	-
Financial and Insurance Activities	2,326	1,514	65.1	812	34.9	-	-	-	-	-
Real Estate Activities	5,217	2,325	44.6	2,892	55.4	-	-	-	-	-
Professional, Scientific and Technical Activities	7,817	6,417	82.1	1,400	17.9	-	-	-	-	-
Administrative and support services	15,294	13,003	85.0	2,291	15.0	-	-	-	-	-
Public Administration and Defence, Compulsory Social Security	4,893	3,696	75.5	1,197	24.5	-	-	-	-	-
Education	14,745	7,495	50.8	7,249	49.2	-	-	-	-	-
Human Health and Social Work	9,628	2,834	29.4	6,794	70.6	-	-	-	-	-
Arts, Entertainment and Recreation	5,953	4,197	70.5	1,756	29.5	-	-	-	-	-
Other Service Activities	91,713	34,821	38.0	56,892	62.0	-	-	-	-	-
Activities of Household as Employers	715,425	138,404	19.3	577,021	80.7	-	-	-	-	-
Activities of Extraterritorial Organization and Bodies	-	-	-	-	-	-	-	-	-	-

Source: CSO, Labour Force Survey, 2012

8.4.3 Informal Sector Employment by Educational Level and Sex

Table 8.16 shows the percentage distribution of employed population in the informal sector by educational level and sex. The table shows that 48.9 percent of the employed population in the informal sector had attained grades 1 - 7 while 32.8 percent attained grades 8 - 12. In addition, one percent had obtained certificates while 16.7 percent had no education.

There was a higher percentage share of 50.6 percent for females who attained grade 1 to 7 than for males (46.9 percent). Further, there was a higher percentage share of 39.1 percent for males who attained grade 8 to 12 than females (27.7 percent). Females with no education accounted for 20.5 percent of the employed population in the informal sector while males accounted for 12.0 percent.

Table 8.16: Percentage Distribution of Employed Population in the Informal Sector by Educational Level, and Sex, Zambia 2012

Educational Level	Total		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	4,652,253	100.0	2,099,186	100.0	2,553,067	100.0
Grade 1-7	2,275,662	48.9	983,647	46.9	1,292,015	50.6
Grade 8-12	1,527,170	32.8	821,136	39.1	706,035	27.7
A Levels	11,299	0.2	8,734	0.4	2,565	0.1
Certificate	44,837	1.0	26,211	1.2	18,626	0.7
Degree	5,543	0.1	3,576	0.2	1,967	0.1
None	775,480	16.7	251,712	12.0	523,768	20.5
Nursery	12,262	0.3	4,170	0.2	8,092	0.3

Source: CSO, Labour Force Survey, 2012

8.5 Formally and Informally Employed Population

Employment can be either formal or informal depending largely on the way it is arranged in an enterprise or household. There are various attributes of employment that could constitute its formality which may differ from country to country.

For the purposes of the Labour Force Surveys in Zambia, the following attributes are considered when measuring formal employment;

- *Whether or not a worker is entitled to an annual paid leave*
- *Whether or not a worker is a member of a trade union*
- *Whether or not a worker in an enterprise/household pays income tax*
- *Whether or not a worker in an enterprise/household has a written contract with the employer(s)*

Formal employment therefore is measured on the basis of satisfying any of the above attributes in addition to having an entitlement to social security.

8.5.1 Employed population by Employment Type

Table 8.17 shows the percentage distribution of employed population by type of employment and province. The table shows that out of the 5,499,673 employed population, 88.6 percent were informally employed while 11.4 percent were formally employed. At rural/urban level, of the employed population in rural areas 95.8 percent were informally employed while 4.2 percent were formally employed. Of the employed population in urban areas, 77.0 percent were informally employed while 23.0 percent were formally employed.

At provincial level, the highest percentage share of the informally employed population was in Luapula Province at 97.0 percent while the lowest was 76.4 percent in Copperbelt Province.

Formally employed population was more in Lusaka and Copperbelt provinces accounting for 20.1 and 23.6 percent, respectively. The lowest formally employed population was recorded in Luapula and Muchinga provinces at 3.0 and 4.1 percent, respectively.

Table 8.17: Percent Distribution of Employed population (15 years and older) by Sex, Rural/Urban, Employment Type and Province, Zambia 2012

Rural/Urban, Sex and Province	Total Employed Population	Employment Type			
		Formally Employed		Informally Employed	
		Number	Percent	Number	Percent
Total	5,499,673	625,305	11.4	4,874,368	88.6
Rural	3,394,134	141,280	4.2	3,252,854	95.8
Urban	2,105,539	484,025	23.0	1,621,514	77.0
Male	2,702,410	444,817	16.5	2,257,593	83.5
Female	2,797,263	180,488	6.5	2,616,775	93.5
Central	501,923	52,126	10.4	449,797	89.6
Copperbelt	747,562	176,357	23.6	571,206	76.4
Eastern	678,134	31,716	4.7	646,418	95.3
Luapula	462,459	13,748	3.0	448,710	97.0
Lusaka	1,020,325	205,229	20.1	815,096	79.9
Muchinga	314,796	12,834	4.1	301,962	95.9
Northern	466,828	21,290	4.6	445,537	95.4
North Western	287,282	30,773	10.7	256,509	89.3
Southern	646,067	61,879	9.6	584,188	90.4
Western	374,296	19,352	5.2	354,944	94.8

Source: CSO, Labour Force Survey, 2012

8.5.2. Employment by Age Group and Employment Type

Table 8.18 shows the percentage distribution of employed population by age group and employment type. The percentage share of the formally employed population increased with age from 1.4 percent in the 15 - 19 year-age group to 15.7 percent in the 35 - 39 year-age group.

However, a reduced percentage share (13.5 percent) was recorded in the age group 40 - 44 years while the highest percentage share of 18.4 percent was recorded in the 45 - 49 year-age group.

Table 8.18: Percent Distribution of Employed Population (15 years and older) by Age Group and Employment Type, Zambia 2012

Age Group	Total Employed Population	Employment Type			
		Formally Employed		Informally Employed	
		Number	Percent	Number	Percent
Total	5,499,673	625,305	11.4	4,874,368	88.6
15-19	527,254	7,287	1.4	519,968	98.6
20-24	851,319	48,136	5.7	803,183	94.3
25-29	890,370	129,286	14.5	761,083	85.5
30-34	810,090	131,657	16.3	678,433	83.7
35-39	676,678	106,135	15.7	570,543	84.3
40-44	513,305	69,377	13.5	443,928	86.5
45-49	358,976	66,049	18.4	292,927	81.6
50-54	282,305	38,139	13.5	244,166	86.5
55-59	198,733	13,569	6.8	185,165	93.2
60-64	152,782	11,604	7.6	141,179	92.4
65+	237,860	4,067	1.7	233,793	98.3

Source: CSO, Labour Force Survey, 2012

8.5.3. Employed population by Occupation and Employment Type

Table 8.19 shows percent distribution of employed population by occupation and employment type. The table shows that out of all occupations, skilled agricultural, forestry and fisheries workers had lowest percentage share of formally employed population at 0.5 percent.

The most dominant tasks in the informal sector, represented by 99.5 percent, was for the skilled agricultural, forestry and fisheries workers while the least dominant task was for professionals represented by 14.1 percent.

Table 8.19: Percent Distribution of Employed Population (15 years and older) by Occupation and Employment Type, Zambia 2012						
Occupation	Total Employed Population		Employment Type			
			Formally Employed		Informally Employed	
	Number	Percent	Number	Percent	Number	Percent
Total	5,499,673	100	625,305	11.4	4,874,368	88.6
Managers	52,194	100	24,475	46.9	27,719	53.1
Professionals	218,034	100	187,396	85.9	30,638	14.1
Technicians and Associate Professionals	74,332	100	47,079	63.3	27,253	36.7
Clerical Support Workers	36,854	100	28,586	77.6	8,268	22.4
Service and Sales Workers	769,737	100	125,524	16.3	644,214	83.7
Skilled Agricultural, Forestry and Fisheries Workers	2,676,600	100	12,936	0.5	2,663,663	99.5
Craft and Related Trades Workers	378,840	100	49,268	13.0	329,572	87.0
Plant and Machine Operators, and Assemblers	147,171	100	64,119	43.6	83,052	56.4
Elementary Occupations	1,136,605	100	79,238	7.0	1,057,367	93.0
Other	8,754	100	6,683	76.4	2,070	23.6
Not Stated	553	100	-	-	553	100.0

Source: CSO, Labour Force Survey, 2012

8.5.4. Employed population by Industry and Employment Type

Table 8.20 shows percent distribution of employed population by industry and employment type. The table shows that formally employed workers in the electricity, gas, steam and air conditioning supply; public administration and defence, compulsory social

security; education and activities of extraterritorial organizations and bodies industries accounted for over 80 percent. Activities of households as employers had the lowest proportion of formally employed workers at 1.5 percent.

Table 8.20: Percent Distribution of Employed Population (15 years and older) by Industry and Employment Type, Zambia 2012						
Industry	Total Employed Population		Employment Type			
			Formally Employed		Informally Employed	
	Number	Percent	Number	Percent	Number	Percent
Total	5,499,673	100.0	625,305	11.4	4,874,368	88.6
Agriculture, Forestry and Fishing	2,872,331	100.0	50,765	1.8	2,821,566	98.2
Mining and Quarrying	88,251	100.0	65,036	73.7	23,215	26.3
Manufacturing	216,660	100.0	55,375	25.6	161,285	74.4
Electricity, Gas, Steam and Air Conditioning Supply	12,211	100.0	10,762	88.1	1,448	11.9
Water supply Sewerage, Waste Management and Remediation Activities	14,790	100.0	4,986	33.7	9,805	66.3
Construction	187,906	100.0	19,260	10.2	168,646	89.8
Trade, Wholesale and Retail Distribution	645,571	100.0	34,594	5.4	610,977	94.6
Transportation and Storage	137,301	100.0	34,243	24.9	103,058	75.1
Accommodation and Food Service Activities	62,671	100.0	21,833	34.8	40,837	65.2
Information and Communication	42,104	100.0	11,693	27.8	30,411	72.2
Financial and Insurance Activities	14,941	100.0	10,928	73.1	4,013	26.9
Real Estate Activities	7,257	100.0	380	5.2	6,877	94.8
Professional, Scientific and Technical Activities	19,378	100.0	10,348	53.4	9,030	46.6
Administrative and support services	57,801	100.0	41,757	72.2	16,044	27.8
Public Administration and Defence, Compulsory Social Security	60,750	100.0	51,310	84.5	9,440	15.5
Education	150,215	100.0	128,433	85.5	21,783	14.5
Human Health and Social Work	62,180	100.0	45,920	73.9	16,260	26.1
Arts, Entertainment and Recreation	10,267	100.0	3,469	33.8	6,798	66.2
Other Service Activities	110,550	100.0	9,770	8.8	100,780	91.2
Activities of Household as Employers	722,524	100.0	10,757	1.5	711,767	98.5
Activities of Extraterritorial Organization and Bodies	4,016	100.0	3,687	91.8	330	8.2

Source: CSO, Labour Force Survey, 2012

Table 8.21 shows percent distribution of employed population by institutional sector and type of employment. The table shows that there were more informally employed persons in all the sectors apart from the central government, local government and stated-owned firms. Informally employed persons in the central

government accounted for 8.0 percent, while local government and state-owned firms had 30.6 and 23.5 percent, respectively. Almost all employed persons (99.4 percent) in private households were informally employed.

Table 8.21: Percentage Distribution of Employed Population (15 years and older) by Institutional Sector and Employment Type						
Institutional Sector	Employment Type					
	Total		Formally Employed		Informally Employed	
	Number	Percent	Number	Percent	Number	Percent
Total	5,499,673	100.0	625,305	11.4	4,874,368	88.6
Central government	237,846	100.0	218,840	92.0	19,006	8.0
Local Government / council	29,304	100.0	20,329	69.4	8,975	30.6
Parastatal/state owned firm	55,496	100.0	42,437	76.5	13,059	23.5
NGO or church	37,519	100.0	17,751	47.3	19,768	52.7
Private business or farm	2,931,014	100.0	307,178	10.5	2,623,836	89.5
Embassy, International organization	8,424	100.0	4,855	57.6	3,569	42.4
Private Household (e.g. paid domestic worker)	2,194,955	100.0	13,698	0.6	2,181,257	99.4
Producers co-operative	2,973	100.0	218	7.3	2,755	92.7
Not Stated	2,142	100.0	-	0.0	2,142	100.0

Source: CSO, Labour Force Survey, 2012

CHAPTER 9

UNEMPLOYMENT

Chapter 9

Unemployment

Summary

In 2012, the unemployment rate was 7.8 percent of the labour force. Out of the unemployed population, 60.8 percent were females while 39.2 percent were males.

There has been a decline in the unemployment rate from 15.0 percent in 2005 to 7.9 percent in 2008. This further declined to 7.8 percent in 2012. In 2012, the unemployment rate in rural areas was 3.3 percent while urban areas recorded 14.2 percent.

The age group 20 - 24 years had the highest unemployment rate of 14.3 percent followed by 15 - 19 years with 12.3 percent. The unemployment rates decreased with increase in age.

Copperbelt Province recorded the highest unemployment rate at 20.5 percent while the lowest unemployment rate was recorded in the Northern Province at 2.9 percent.

Out of the unemployed population, 16.7 percent were illiterate while 83.3 percent were literate. Persons whose educational level was between grades 8 - 12 had the highest proportion of unemployment (58.8 percent).

The estimated number of the unemployed youthful labour force (aged 15 - 35 years) nationwide was 358,606, giving youth unemployment rate of 10.0 percent.

9.1 Introduction

The unemployment rate is defined by the International Labour Organisation (ILO) as the proportion of the labour force that is without jobs, available for work and is actively looking for work during a specified reference period. Unemployment rate is expressed as a percentage of the labour force. In the 2012 Labour Force Survey, the reference period used was “the last 7 days prior to the interview.”

This report provides unemployment rate measured on the basis of the ILO definition. It also provides an unemployment estimate that based on the prevailing local conditions for Zambia.

9.2 Unemployed Population by Age Group, Sex and Rural/Urban

Table 9.1 shows the percentage distribution of the unemployed population by age group, sex and rural/urban. The table shows that out of 5,966,199 persons in the labour force, 466,526 persons (7.8 percent) were unemployed. Out of the unemployed population, 60.8 percent were females while 39.2 percent were males.

The unemployed population, 349,261 persons were in urban areas while 117,265 persons were in rural areas. The table also shows that 60.4 percent of unemployed population in urban areas were females and 39.6 percent were males. In rural areas 62.3 percent of the unemployed population were females while 37.7 percent were males.

Age Group	Labour Force	Total						Rural						Urban					
		Both Sexes		Male		Female		Both Sexes		Male		Female		Both Sexes		Male		Female	
		No	Per-cent	No	Per-cent	No	Per-cent	No	Per-cent	No	Per-cent	No	Per-cent	No	Per-cent	No	Per-cent	No	Per-cent
Total	5,966,199	466,526	100.0	182,736	39.2	283,790	60.8	117,265	100.0	44,265	37.7	73,000	62.3	349,261	100.0	138,471	39.6	210,790	60.4
15-19	601,141	73,887	100.0	29,189	39.5	44,698	60.5	25,006	100.0	11,258	45.0	13,749	55.0	48,880	100.0	17,931	36.7	30,949	63.3
20-24	992,899	141,581	100.0	58,836	41.6	82,745	58.4	33,504	100.0	13,335	39.8	20,169	60.2	108,076	100.0	45,501	42.1	62,575	57.9
25-29	976,219	85,849	100.0	31,227	36.4	54,622	63.6	18,627	100.0	7,441	40.0	11,185	60.0	67,223	100.0	23,786	35.4	43,437	64.6
30-34	858,139	48,049	100.0	18,831	39.2	29,218	60.8	11,051	100.0	2,824	25.6	8,227	74.4	36,998	100.0	16,006	43.3	20,991	56.7
35-39	707,339	30,661	100.0	9,885	32.2	20,776	67.8	5,658	100.0	1,456	25.7	4,202	74.3	25,002	100.0	8,429	33.7	16,573	66.3
40-44	531,694	18,389	100.0	4,742	25.8	13,646	74.2	3,953	100.0	941	23.8	3,013	76.2	14,435	100.0	3,802	26.3	10,634	73.7
45-49	379,083	20,107	100.0	5,957	29.6	14,150	70.4	5,997	100.0	901	15.0	5,096	85.0	14,110	100.0	5,056	35.8	9,054	64.2
50-54	293,281	10,976	100.0	4,875	44.4	6,100	55.6	3,961	100.0	1,850	46.7	2,111	53.3	7,015	100.0	3,026	43.1	3,989	56.9
55-59	212,798	14,065	100.0	6,171	43.9	7,894	56.1	3,372	100.0	1,496	44.4	1,876	55.6	10,692	100.0	4,675	43.7	6,017	56.3
60-64	161,827	9,044	100.0	5,166	57.1	3,878	42.9	1,484	100.0	731	49.3	752	50.7	7,561	100.0	4,435	58.7	3,126	41.3
65+	251,779	13,919	100.0	7,856	56.4	6,064	43.6	4,650	100.0	2,031	43.7	2,619	56.3	9,269	100.0	5,825	62.8	3,445	37.2

Source: CSO, Labour Force Survey, 2012

Figure 9.1 shows trends in the unemployment rate in 2005, 2008 and 2012. The figure shows that there has been a decline in the unemployment rate from 15.0 percent in 2005 to 7.9 percent in 2008 and further declined to 7.8 percent in 2012.

Figure 9.1: Unemployment Rate, 2005, 2008 and 2012

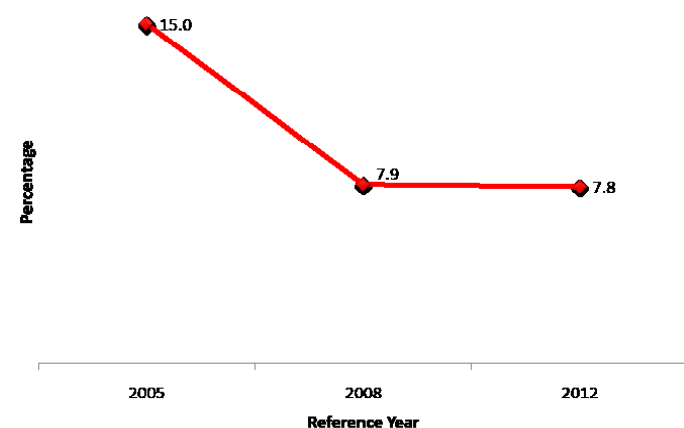


Table 9.2 shows the percentage distribution of the unemployed population by age group, sex and rural/urban. The unemployment rate was estimated at 7.8 percent of the labour force in the country. It further shows that unemployment rate for females were higher at 9.2 percent than males with 6.3 percent.

Urban areas recorded a higher unemployment rate of 14.2 percent compared to rural areas with 3.3 percent. The unemployment rate for females, in both rural and urban areas, was higher than that of males.

Youthful age groups (15 - 29 years) recorded high unemployment rates compared to other age groups. The highest rate was recorded in age group 20-24 years at 14.3 percent followed by the age group 15-19 years with 12.3 percent. Youth unemployment rate was highest in urban areas for the age group 20-24 years at 25.8 percent.

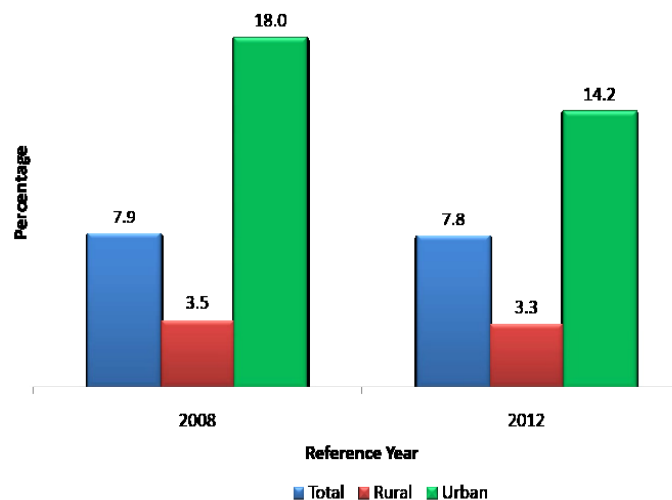
Table 9.2: Percentage Distribution of the Unemployed Population (15 years and older) by Age Group, Sex and Rural/Urban, Zambia 2012

Age Group	Labour Force	Unemployment Rate								
		Total			Rural			Urban		
		Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	5,966,199	7.8	6.3	9.2	3.3	2.7	4.0	14.2	11.4	17.1
15-19	601,141	12.3	11.0	13.3	6.1	6.1	6.1	25.6	21.8	28.5
20-24	992,899	14.3	13.9	14.5	5.8	5.6	6.1	25.8	24.7	26.6
25-29	976,219	8.8	6.9	10.5	3.6	3.1	4.0	14.7	11.2	17.8
30-34	858,139	5.6	4.4	6.8	2.5	1.4	3.5	8.9	7.3	10.6
35-39	707,339	4.3	2.6	6.3	1.4	0.7	2.2	7.9	4.9	11.5
40-44	531,694	3.5	1.7	5.3	1.2	0.6	1.9	6.9	3.4	10.9
45-49	379,083	5.3	3.1	7.7	2.7	0.8	4.6	8.9	6.0	12.3
50-54	293,281	3.7	3.4	4.1	2.1	2.0	2.2	6.6	5.6	7.7
55-59	212,798	6.6	5.7	7.6	2.4	2.1	2.8	14.3	12.1	16.6
60-64	161,827	5.6	6.1	5.0	1.3	1.4	1.3	14.8	14.6	15.1
65+	251,779	5.5	5.9	5.1	2.3	1.9	2.8	17.6	20.7	14.1

Source: CSO, Labour Force Survey, 2012

Figure 9.2 shows unemployment rate for population (15 years and older) by rural/urban in 2008 and 2012. Between 2008 and 2012, rural unemployment rate declined from 3.5 percent to 3.3 percent, respectively. Urban areas recorded a significant decline in unemployment rate from 18.0 percent in 2008 to 14.2 percent in 2012.

Figure 9.2: Unemployment rate for population (15 years and older) by rural/urban in 2008 and 2012



9.3 Unemployed Population by Sex, Rural/Urban and Province

Table 9.3 shows the percentage distribution of the unemployed population (15 years and older) by sex, rural/urban and province. Copperbelt Province had the highest unemployment rate of 20.5 percent, followed by Lusaka Province at 10.8 percent. Central Province had the third highest unemployment rate of 5.8 percent while Northern Province had the lowest at 2.9 percent.

All the provinces recorded higher unemployment rates in the urban areas compared to rural areas. Eastern Province recorded the highest unemployment rate of 23.2 percent in urban areas while Northern Province recorded the lowest rate (0.5 percent) in rural areas.

Table 9.3 Percentage Distribution of Unemployed Population (15 years and older) by Sex, Rural/Urban and Province, Zambia 2012

Province	Labour Force	Total			Rural			Urban		
		Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	5,966,199	7.8	6.3	9.2	3.3	2.7	4.0	14.2	11.4	17.1
Central	532,664	5.8	6.1	5.4	4.2	4.1	4.2	10.3	11.4	9.0
Copperbelt	940,645	20.5	18.0	23.1	10.2	11.1	9.3	23.0	19.7	26.4
Eastern	716,516	5.4	2.5	7.9	2.8	1.1	4.4	23.2	12.8	32.5
Luapula	473,267	4.9	4.2	5.6	2.1	1.4	2.7	3.2	3.1	3.2
Lusaka	1,092,267	10.8	8.8	13.2	2.2	2.7	1.8	7.3	5.8	8.9
Muchinga	333,523	3.0	2.7	3.2	3.0	1.2	4.5	18.7	6.6	30.9
Northern	477,616	2.9	2.7	3.1	0.5	0.2	0.7	10.7	8.1	13.0
North Western	300,177	4.5	5.5	3.6	1.9	2.1	1.7	12.5	10.5	14.4
Southern	682,533	4.8	4.6	5.0	1.7	1.6	1.9	14.9	10.4	18.9
Western	416,991	4.4	4.6	4.1	8.3	6.6	9.5	23.4	13.3	32.5

Source: CSO, Labour Force Survey, 2012

9.4 Unemployed Population by Literacy, Education Level and Sex

Table 9.4 shows percent of the unemployed population by literacy, education level and sex. The table shows that out of the unemployed population, 16.7 percent were illiterate while 83.3 percent were literate. Illiterate people in the male and female population accounted for 12.4 and 19.5 percent, respectively.

Persons who attained grades 8 - 12 accounted for the highest proportion of the unemployed population (58.8 percent), followed by those who attained grades 1 - 7 with 28.5 percent. Persons who attained "A" levels, certificates and degrees collectively accounted for 4.7 percent.

Table 9.4 Percentage Distribution of Unemployed Population (15 years and older) by Education level, Literacy and Sex, Zambia 2012			
Literacy & Educational Level	Both Sexes	Male	Female
Total	466,526	182,736	283,790
Literacy			
Literate	83.3	87.6	80.5
Illiterate	16.7	12.4	19.5
Educational level			
Total	100	100	100
Nursery	0.1	0.1	0.1
Grade 1 - 7	28.5	24.8	30.9
Grade 8 - 12	58.8	65.5	54.4
A Levels	0.6	0.4	0.7
Certificate	3.9	3.6	4.0
Degree	0.2	0.2	0.2
None	7.9	5.4	9.6

Source: CSO, Labour Force Survey, 2012

9.5 Youth Unemployment

According to the National Youth Policy in Zambia, a youth is a person aged 15 - 35 years. This section provides an analysis of the youth unemployment in Zambia. Table 9.5 shows percentage distribution of unemployed youth population (15 years and older) by age group, sex and rural/urban. The total number of youths in the labour force was estimated at 3,594,079, representing 60.2 percent of the total labour force in 2012. Of these, 358,606 were

unemployed with 268,411 being in urban areas and 90,195 in rural areas.

The highest number of unemployed youths was in the age group 20 - 24 years (141,581 persons) followed by 85,849 persons aged 25- 29 years. The lowest number of unemployed youths was recorded in the age group 30 - 35 years with a total of 57,290 persons.

Table 9.5 Population Distribution of Unemployed Youths (15-35 years) by Age Group, Sex and Rural/Urban, Zambia 2012																			
Age Group	Labour Force	Total						Rural						Urban					
		Both Sexes		Male		Female		Both Sexes		Male		Female		Both Sexes		Male		Female	
		No	Per-cent	No	Per-cent	No	Per-cent	No	Per-cent	No	Per-cent	No	Per-cent	No	Per-cent	No	Per-cent	No	Per-cent
Total	3,594,079	358,606	100	141,571	39.5	217,035	60.5	90,195	100	35,599	39.5	54,595	60.5	268,411	100	105,971	39.5	162,440	60.5
15-19	601,141	73,887	100	29,189	39.5	44,698	60.5	25,006	100	11,258	45.0	13,749	55	48,880	100	17,931	36.7	30,949	63.3
20-24	992,899	141,581	100	58,836	41.6	82,745	58.4	33,504	100	13,335	39.8	20,169	60.2	108,076	100	45,501	42.1	62,575	57.9
25-29	976,219	85,849	100	31,227	36.4	54,622	63.6	18,627	100	7,441	40.0	11,185	60	67,223	100	23,786	35.4	43,437	64.6
30-35	1,023,819	57,290	100	22,319	39.0	34,971	61.0	13,058	100	3,565	27.3	9,493	72.7	44,232	100	18,754	42.4	25,478	57.6
Source: CSO. Labour Force Survey, 2012																			

Source: CSO, Labour Force Survey, 2012

Table 9.6 shows percentage distribution of youth unemployment rates by age group, sex and rural/urban. Youth unemployment rate was estimated at 10.0 percent as at 2012. Urban areas had a higher rate at 17.2 percent compared to rural areas with 4.4 percent. The highest rate was recorded in the age group 20-24 years at 14.3 percent while the lowest rate was in the age group 30-35 years at 5.6 percent.

In urban areas, the highest rate was recorded in the age group 20-24 years at 25.8 percent while in rural areas, 6.1 percent was recorded in the age group 15-19 years.

Table 9.6 Youth (15-35 years) Unemployment Rate by Age, Sex and Rural/Urban, Zambia 2012										
Age Group	Youth Labour Force	Unemployment Rate								
		Total			Rural			Urban		
		Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	3,594,079	10.0	8.5	11.3	4.4	3.8	4.9	17.2	14.3	19.8
15-19	601,141	12.3	11	13.3	6.1	6.1	6.1	25.6	21.8	28.5
20-24	992,899	14.3	13.9	14.5	5.8	5.6	6.1	25.8	24.7	26.7
25-29	976,219	8.8	6.9	10.5	3.6	3.1	4.0	14.7	11.1	17.8
30-35	1,023,819	5.6	4.3	7.0	2.5	1.4	3.5	9.0	7.25	11.1

Source: CSO, Labour Force Survey, 2012

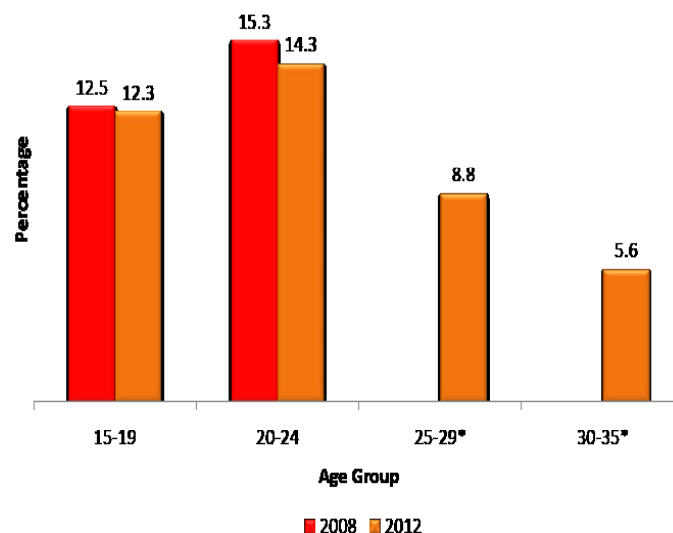
Figure 9.3 shows youth unemployment rates in 2008 and 2012 by age group. The 2008 LFS defined a youth as a person aged 15 - 24 years as per United Nations and International Labour Organisation recommendations. In 2012, analysis of data defined the youth to be aged 15 - 35 years in line with the National Youth Policy recommendation.

The figure shows that persons aged 20 - 24 years recorded the highest unemployment rates at 15.3 and 14.3 percent in 2008 and 2012, respectively. Youths in the age group 25 -29 years and 30-35 years had unemployment rates of 8.8 and 5.6 percent, respectively.

Table 9.7 shows the youth unemployment rate by sex, rural/urban and province. Copperbelt Province had the highest youth unemployment rate at 28.1 percent. Urban areas in all provinces had higher youth unemployment rates compared to rural areas. The youth unemployment rate in urban areas of Copperbelt Province was estimated at 30.3 percent while it was 0.7 percent in rural areas of Northern Province.

The youth unemployment rate for females was higher than that of males in urban areas in all the provinces except Central and Luapula provinces.

Figure 9.3: Youth Unemployment rate for population (15 years and older) by Age Group, Zambia, 2008 and 2012



Note (*): The 2008 LFS did not analyse youth unemployment for age groups 25-29 and 30-35 years.

Table 9.7: Youth (15-35 years) Unemployment Rate by Sex, Rural/Urban and Province, Zambia 2012										
Province	Youth Labour Force	Youth Unemployment Rate								
		Total			Rural			Urban		
		Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female
Total	3,594,079	10.0	8.5	11.3	4.4	3.8	4.9	17.2	14.3	19.8
Central	308,273	8.1	9.1	7.3	5.7	5.7	5.7	14.5	17.2	12.0
Copperbelt	551,060	28.1	25.6	30.5	17.7	21.4	14.3	30.3	26.5	34.1
Eastern	417,893	7.4	3.8	10.4	4.1	1.7	6.1	28.5	17.7	37.2
Luapula	280,581	2.7	2.0	3.2	2.5	1.6	3.2	3.6	3.8	3.5
Lusaka	721,156	7.0	5.5	8.5	2.9	3.4	2.5	7.7	5.8	9.4
Muchinga	198,388	7.4	3.7	10.6	3.6	2.1	4.9	24.0	10.0	37.9
Northern	287,581	3.0	2.3	3.6	0.7	0.2	1.0	12.5	11.0	13.7
North Western	175,818	5.1	5.4	4.9	1.6	2.2	1.0	16.0	14.4	17.4
Southern	404,963	6.5	5.0	7.7	2.2	2.2	2.2	17.0	12.2	20.8
Western	248,366	12.5	9.9	14.3	9.9	8.6	10.9	29.4	18.9	37.2

Source: CSO, Labour Force Survey, 2012

Table 9.8 shows youth unemployment rates by sex, rural/urban, literacy and education level. The youth unemployment rate among the literate was estimated at 11.5 percent compared to 6.0 percent among the illiterate. The table also shows that the rate was relatively higher for persons who had attained grades 8 - 12, compared to those with lower and higher educational attainment levels.

In urban areas, youth unemployment rate was higher for the literate youth population at 17.4 percent compared to the

illiterate at 16.1 percent. The unemployment rates recorded in rural areas for the literate and illiterate were 3.3 and 2.9 percent, respectively.

In urban areas, youth unemployment rate recorded among persons with a degree was 3.0 percent while the unemployment rate for those with certificates was 10.4 percent. The unemployment rate for youths with "A" levels of education was 12.8 percent.

Table 9.8: Unemployment Rate by Sex, Education level, Literacy and Rural/Urban, Zambia 2012										
Literacy and Educational Level	Youth Labour Force	Youth Unemployment Rate								
		Total			Rural			Urban		
		Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	3,594,079	10.0	8.5	11.3	4.4	3.8	4.9	17.2	14.3	19.8
Literate	2,589,549	11.5	9.3	13.9	3.3	2.6	4.2	17.4	14.0	20.7
Illiterate	1,004,530	6.0	5.6	6.2	2.9	2.5	3.2	16.1	17.0	15.7
Educational Level										
Nursery	7,248	3.7	7.3	2.6	2.6	0.0	3.3	7.6	29.9	0.0
Grade 1 – 7	1,478,734	6.1	5.1	6.7	3.0	2.5	3.3	14.4	12.8	15.4
Grade 8 – 12	1,550,622	14.8	12.1	18.0	7.7	6.1	9.8	19.1	16.0	22.5
A Levels	21,150	10.7	5.3	17.4	0.0	0.0	0.0	12.8	6.8	19.2
Certificate	113,960	9.2	3.1	15.4	1.3	0.0	3.0	10.4	3.6	17.0
Degree	9,920	2.6	0.0	6.6	0.0	0.0	0.0	3.0	0.0	6.6
None	412,445	6.2	5.3	6.7	3.7	3.4	0.0	19.6	16.0	21.7
Source: CSO, Labour Force Survey, 2012										

CHAPTER 10

INCOME FOR PAID EMPLOYEES

Chapter 10

Income for Paid Employees

Summary

In 2012, the national average monthly income was estimated at K1, 724,106. Males received average monthly earnings of K1, 981, 661 while females received K1, 245, 157. Rural areas recorded average monthly earnings of K1, 486, 703 while the urban areas average monthly earnings was at K1, 969, 503.

The real estate activities recorded the highest average earnings at K5,481,340 followed by financial and insurance activities and mining and quarrying at K5,071,611 and K4,654,781, respectively.

Workers in managerial occupation had the highest average monthly earnings at K10,524,134 followed by technical and associate professionals at K3,587,168. The least remunerated occupation was elementary occupation at K977, 023.

Embassy/International organization employees recorded highest average monthly earnings of K 3,420,442 followed by central government employees at K2, 769,918. Producer cooperatives employees recorded the lowest at K652, 756.

In terms of employment status, employers had the highest average monthly earning of K12, 367, 339 followed by paid employees at K1,945, 655.

Workers with higher education earned more than those with lower education. Degree holders earned a monthly average of K7,920,673 while workers without education earned the lowest earnings of K1, 235,869.

In terms of income group earnings, 9.5 percent of the workers earned less than K100, 000 while 10.1 percent earned more than K3, 100,000. Male workers that earned less than K100,000 made up 6.2 percent compared to 15.7 percent for females. For employees who earned more than K3,000,000 males made up 12.0 percent while females earners in this category made up 6.5 percent.

The highest proportion of workers (24.7 percent) in formal employment earned between K1, 950,000 and K3, 099, 000 while the lowest proportion of 1.0 percent earned an average income of less than K100, 000.

In terms of employment type, 13.7 percent of workers in the informal employment accounted for the highest proportion, earned between K400, 000 and K549, 000 followed by earners falling in the income bracket of less than 100,000 at 11.1 percent.

10.1. Introduction

The 2012 LFS on income adhered to the international guidelines relating to measuring income. There are two sets of international guidelines relating to the statistical measure of income: the measurement of earnings of employees and the other is the measurement of household income. Data on household income provide the distribution of households' income by source, such as wages and salaries as well as income from self – employment, property income, transfers etc.

Income from employment (whether paid employee or self employed) may be broadly defined as the receipts that accrue to individuals as a result of exchange for their labour. It can take different forms and accrue in cash, kind, services, benefits, or even entitlements to deferred benefits. The estimation of income in this report was based on payments both in cash and in kind.

10.1.1. Average Earnings in the formal and Informal Sector

Table 10.1 shows average monthly earnings by formal/informal sector, sex and rural/urban for all the paid employed persons in Zambia. The table shows that K1, 724,106 was the estimated average monthly earnings per paid employee. Males received average monthly earnings of K1, 981, 661 while females received K1,245, 157. Rural areas recorded average monthly earnings of K1,486, 703 while the urban areas average monthly earnings was at K1,969,503. The average monthly earnings for males and females was K2,140,819 and K2,405,276, respectively, in the formal sector. In the informal sector estimated average earnings for males and females were K1, 923,209 and K913, 206, respectively.

The average monthly earnings for rural formal sector was K1, 831,742 compared to that recorded in urban formal sector at K2, 320,869. Similarly, the average monthly earnings in the rural informal sector were K1, 448, 354 compared to that recorded in urban informal sector at K1,713,373.

Table 10.1: Average Monthly Earnings (ZMK) For Paid Workers by Employment Sector, Sex and Rural/Urban and, Zambia 2012

Employment Sector	Total Paid employ-ees/ Ap-prentices	Total			Rural			Urban		
		Both	Male	Female	Both	Male	Female	Both	Male	Female
Total	2,864,498	1,724,106	1,981,661	1,245,157	1,486,703	1,740,386	964,026	1,969,503	2,249,628	1,499,449
Formal Sector	847,420	2,215,688	2,140,819	2,405,276	1,831,742	1,789,708	1,954,455	2,320,869	2,241,837	2,513,646
Informal Sector	2,017,078	1,545,707	1,923,209	913,206	1,448,354	1,733,087	875,861	1,713,373	2,317,515	961,168

Source: CSO, Labour Force Survey

10.1.2. Average Monthly Earnings by Sex, Rural/Urban and Province

Table 10.2 shows average monthly earnings by sex, rural/urban and province. Copperbelt Province recorded the highest average monthly earnings of K2,781,587 followed by Lusaka and North

Western provinces at K1,863,629 and K1,815,104, respectively. Muchinga Province recorded the lowest average monthly earnings at K1,071,765.

Table 10.2: Average Monthly Earnings (ZMK) for Paid Workers by Sex, Rural/Urban and Province, Zambia 2012

Province	Paid em-ployees/ Ap-pren-tices	Total			Rural			Urban		
		Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	2,864,498	1,724,106	1,981,661	1,245,157	1,486,703	1,740,386	964,026	1,969,503	2,249,628	1,499,449
Central	286,320	1,538,465	1,861,575	973,773	1,489,140	1,779,296	962,175	1,641,280	2,040,657	996,225
Copperbelt	462,430	2,781,587	3,591,543	1,288,634	5,195,239	7,010,664	936,217	2,371,991	2,955,219	1,338,189
Eastern	282,152	1,423,013	1,590,692	977,737	1,369,962	1,532,731	890,188	1,702,068	1,957,881	1,284,720
Luapula	173,719	1,352,154	1,461,350	1,092,258	1,312,370	1,373,050	1,150,623	1,472,413	1,767,233	960,567
Lusaka	679,920	1,863,629	1,943,469	1,727,095	1,533,194	1,571,315	1,462,086	1,914,864	2,003,297	1,765,635
Muchinga	142,707	1,071,765	1,260,013	699,073	897,595	1,051,557	577,586	1,682,647	2,047,730	1,069,822
Northern	239,274	1,124,815	1,235,393	902,565	1,132,252	1,230,601	926,272	1,091,128	1,258,835	809,617
North Western	137,094	1,815,104	1,936,751	1,659,874	1,383,756	1,542,184	1,193,900	3,112,583	3,001,978	3,283,669
Southern	309,947	1,449,345	1,672,787	1,019,021	1,466,463	1,683,295	976,648	1,416,423	1,649,084	1,080,171
Western	150,935	1,172,359	1,390,761	869,033	1,028,850	1,262,724	700,853	1,742,903	1,910,303	1,519,225

Source: CSO, Labour Force Survey

10.1.3. Average Monthly Earnings by Industry

Table 10.3 shows average monthly earnings by sex, industry and rural/urban for paid employees. Real estate activities recorded the highest average monthly earnings at K5,481,340 followed

by financial and insurance activities and mining and quarrying at K5,071,611 and K4,654,781, respectively. Other service activities recorded the lowest average earnings at K 728,683.

Table 10.3: Average monthly earnings (ZMK) by industry, rural/urban and sex, Zambia 2012

Industry	Paid employees/ Apprentices	Total			Rural			Urban		
		Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	2,864,498	1,724,106	1,981,661	1,245,157	1,486,703	1,740,386	964,026	1,969,503	2,249,628	1,499,449
Agriculture, Forestry and Fishing	1,146,478	1,637,596	1,894,396	1,068,117	1,608,511	1,882,811	980,301	1,892,391	2,006,691	1,698,518
Mining and Quarrying	80,469	4,654,781	5,054,822	1,652,989	1,201,215	1,292,463	612,637	5,160,811	5,594,222	1,830,659
Manufacturing	185,616	1,568,932	1,974,165	606,785	603,708	786,651	336,029	2,065,997	2,452,088	842,739
Electricity, Gas, Steam and Air Conditioning Supply	11,352	3,433,636	3,756,956	2,092,581	1,228,004	1,228,004	.	3,662,712	4,091,307	2,092,581
Water supply Sewerage, Waste Management and Remediation Activities	7,739	1,590,240	1,409,057	2,595,473	642,116	642,116	.	1,837,374	1,656,627	2,595,473
Construction	154,438	1,313,611	1,269,867	2,491,312	1,149,937	1,022,949	4,991,336	1,378,856	1,368,840	1,637,127
Trade, Wholesale and Retail Distribution	532,868	1,300,011	1,784,837	859,783	767,855	1,075,406	467,427	1,501,872	2,068,385	1,001,560
Transportation and Storage	123,584	1,547,162	1,566,019	1,296,711	1,276,647	1,384,810	437,371	1,595,920	1,596,866	1,581,615
Accommodation and Food Service Activities	56,845	1,412,979	1,170,049	1,653,905	1,186,829	690,047	1,612,756	1,462,117	1,265,227	1,663,646
Information and Communication	25,208	3,450,411	4,138,270	1,838,542	2,234,147	2,765,344	1,298,277	4,072,161	4,748,994	2,213,198
Financial and Insurance Activities	12,978	5,071,611	7,625,997	2,456,000	28,049,541	54,734,184	6,257,083	3,464,814	4,721,561	2,157,485
Real Estate Activities	5,148	5,481,340	6,391,875	4,574,925	15,023,333	1,195,349	50,000,000	4,121,729	7,526,142	1,128,884
Professional, Scientific and Technical Activities	16,852	3,044,228	3,014,248	3,110,786	2,126,266	2,144,048	2,056,868	3,530,113	3,593,451	3,420,852
Administrative and support services	52,455	1,015,915	894,002	1,913,882	698,391	617,536	1,425,625	1,050,357	924,728	1,957,444
Public Administration and Defence, Compulsory Social Security	53,848	2,343,522	2,539,254	1,561,617	1,691,513	1,682,544	1,726,014	2,461,585	2,692,986	1,530,771
Education	135,597	2,427,565	2,630,272	2,216,717	2,235,377	2,242,516	2,222,628	2,527,153	2,921,766	2,214,747
Human Health and Social Work	56,802	2,379,722	2,958,388	1,934,182	2,224,570	2,970,766	1,315,868	2,418,603	2,954,197	2,051,884
Arts, Entertainment and Recreation	8,357	2,339,081	2,025,150	3,948,817	632,454	638,759	530,000	3,356,146	3,030,590	4,471,762
Other Service Activities	72,460	728,683	992,190	508,010	567,751	696,908	446,876	772,604	1,079,112	523,630
Activities of Household as Employers	121,591	1,796,124	1,044,514	2,239,226	1,402,077	1,437,136	1,380,226	1,901,217	935,083	2,462,325
Activities of Extraterritorial Organization and Bodies	3,811	2,678,320	1,743,385	5,122,606	.	.	.	2,678,320	1,743,385	5,122,606

Source: CSO, Labour Force Survey, 2012

10.1.4. Average Monthly Earnings by Occupation

Table 10.4 shows the average monthly earnings by sex, occupation and rural/urban. Workers in managerial occupation had the highest average monthly earnings at K10,524,134 followed by technical and associate professional at K3,587,168. The least

remunerated occupation was elementary occupation at K977,023. There were minimal differences in the average monthly earnings for technical and associate professionals in both rural (K3,541,078) and urban (K3,592,078) areas.

Table 10.4: Average Monthly Earnings (ZMK) for Paid Workers by Sex, Occupation and Rural/Urban, Zambia 2012

Occupation	Paid employees/ Apprentices	Total			Rural			Urban		
		Both	Male	Female	Both	Male	Female	Both	Male	Female
Total	2,864,498	1,724,106	1,981,661	1,245,157	1,486,703	1,740,386	964,026	1,969,503	2,249,628	1,499,449
Managers	40,015	10,524,134	11,993,444	6,064,612	1,403,168	1,814,110	361,829	11,994,477	13,546,050	7,138,827
Professionals	197,298	3,112,810	3,531,268	2,567,546	2,930,049	3,227,436	2,393,843	3,183,381	3,672,094	2,619,103
Technical and Associate Professionals	62,761	3,587,168	3,837,945	2,883,953	3,541,078	2,146,394	8,526,200	3,592,078	4,030,204	2,392,883
Clerical Support Workers	31,381	1,936,469	1,800,493	2,062,474	1,585,341	1,620,798	1,544,665	2,015,413	1,846,518	2,164,577
Service and Sales workers	648,060	1,382,332	1,579,437	1,193,062	811,960	1,056,519	564,418	1,553,422	1,741,819	1,375,351
Skilled Agricultural, Forestry and Fishery Workers	1,038,447	1,658,635	1,958,521	1,020,369	1,627,067	1,931,538	956,126	2,006,239	2,300,484	1,569,167
Craft and Related Trades Workers	308,469	1,168,679	1,302,516	430,813	816,139	956,850	270,470	1,332,339	1,449,090	548,521
Plant and Machine Operators and assemblers	133,394	1,739,323	1,751,868	1,446,895	1,270,929	1,276,960	1,000,000	1,806,182	1,821,225	1,478,538
Elementary Occupation	397,431	977,023	1,109,854	773,564	1,146,385	1,185,311	1,075,510	857,592	1,050,272	595,338
Workers not Elsewhere classified	7,242	2,532,646	2,480,031	2,788,959	1,855,632	1,731,622	2,475,000	3,067,260	3,075,494	3,027,917

Source: CSO, Labour Force Survey

10.1.5. Average Monthly Earnings by Institutional Sector

Table 10.5 shows average monthly earnings by institutional sector, sex and rural/urban. Embassy/International organization employees recorded highest average monthly earnings of K 3,420,442 followed by central government employees at K2, 769,918. Producer cooperatives employees recorded the lowest monthly earnings at K652, 756.

Males generally had higher average monthly earnings in all the institutional sectors compared to females at both national and rural/urban level.

In the rural areas, Parastatal employees recorded the highest average monthly earnings of K3,302,141 while in the urban areas, Embassy/International organization employees recorded highest average monthly earnings of K4,057,962.

Table 10.5: Average Monthly Earnings (ZMK) for Paid Workers by Institutional Sector Sex, and Rural/Urban, Zambia 2012

Institutional sector	Paid Employees/ Apprentices	Total			Rural			Urban		
		Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	2,864,498	1,724,106	1,981,661	1,245,157	1,486,703	1,740,386	964,026	1,969,503	2,249,628	1,499,449
Central government employee	214,494	2,769,918	2,949,189	2,484,093	2,486,630	2,542,812	2,364,920	2,884,501	3,140,973	2,520,898
Local government employee	24,004	1,896,468	2,020,785	1,541,956	1,055,471	1,138,308	816,016	2,050,025	2,182,586	1,672,936
Parastatal employee	49,790	2,621,583	2,732,846	2,266,822	3,302,141	3,558,059	2,445,325	2,418,868	2,483,359	2,216,156
NGO or Churches	31,003	1,823,379	2,001,019	1,556,983	2,179,290	3,038,334	1,093,274	1,672,684	1,603,922	1,783,718
Private businesses or farms	2,001,179	1,802,229	2,061,012	1,257,991	1,578,542	1,872,605	946,463	2,041,628	2,265,600	1,581,390
Embassy, international org	5,745	3,420,442	3,731,952	2,354,307	1,915,720	2,196,127	1,565,301	4,057,962	4,149,143	3,466,606
Private households	536,357	906,970	1,069,463	709,233	943,803	1,054,387	745,373	847,585	1,108,619	674,560
Producer cooperative	1,928	652,756	715,668	445,909	618,248	707,532	230,000	771,525	753,137	800,000

Source: CSO, Labour Force Survey

10.1.6. Average Monthly Earnings by Status in Employment

Table 10.6 shows average monthly earnings by sex, status in employment and rural/urban. The table shows that employers had the highest average monthly earning of K12,367,339 followed by paid employees at K1,945,655

Males who worked as employers received highest average monthly earnings of K16,154,292 whereas females worked as paid employees received the highest average monthly earnings of K1,990,737. Overall, males received higher average monthly earnings compared to females regardless of their status in employment at both national and rural/urban levels. Employers received highest average monthly earnings in both rural and urban areas at K10,953,760 and K12,887,640, respectively.

Table 10.6: Average Monthly Earnings (ZMK) for Paid Workers by Status in Employment, Sex and Rural/Urban, Zambia 2012

Status in Employment	Paid Employees/ Apprentices	Total			Rural			Urban		
		Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	2,864,498	1,724,106	1,981,661	1,245,157	1,486,703	1,740,386	964,026	1,969,503	2,249,628	1,499,449
Paid Employees	1,051,015	1,945,655	1,927,839	1,990,737	1,440,637	1,398,337	1,569,186	2,097,938	2,098,005	2,097,778
Apprentices/ Interns	8,347	1,198,926	1,314,081	607,595	1,333,523	1,493,299	420,000	1,156,175	1,255,884	660,555
Employers	8,667	12,367,339	16,154,292	777,019	10,953,760	11,681,530	200,000	12,887,640	18,400,675	819,949
Self Employed	1,796,469	1,546,949	1,939,180	932,365	1,479,051	1,792,717	878,443	1,686,428	2,323,038	1,010,706

Source: CSO, Labour Force Survey

10.1.7. Average Monthly Earnings by Educational Level Attained

Table 10.7 shows average monthly earnings by education level attained, sex and rural/urban. The table shows that workers with higher education earned more than those with lower education. Degree holders earned a monthly average of K7, 920,673 while those without any education earned the lowest with a monthly average of K1, 235,869.

Males who attained a degree had highest average monthly earnings of K8,324,340 compared to their degree holder female counter parts who received highest average monthly earnings of K6,100,151. Overall, males received higher average monthly earnings compared to females regardless of the education status, except for those that had no education, where females had higher average monthly earnings. Degree holders received highest average monthly earnings in rural and urban areas at K4,596,137 and K8,426,482 , respectively.

Table 10.7: Average Monthly Earnings (ZMK) for Paid Workers by Education level attained, Sex and Rural/urban, v Zambia 2012

Status in Education	Paid Employees/ Apprentices	Total			Rural			Urban		
		Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	2,864,498	1,724,106	1,981,661	1,245,157	1,486,703	1,740,386	964,026	1,969,503	2,249,628	1,499,449
Grade 1-7	1,212,581	1,332,599	1,687,496	741,749	1,516,056	1,863,371	823,746	935,802	1,214,609	614,147
Grade 8-9	623,449	1,248,075	1,375,578	954,946	1,331,887	1,405,314	1,105,358	1,175,454	1,345,472	864,741
Grade 10-12	784,183	2,310,001	2,386,424	2,114,940	1,896,045	1,966,153	1,665,988	2,461,610	2,554,728	2,243,356
A level/College Student	29,981	2,770,445	3,173,415	2,027,969	2,201,448	2,248,000	2,069,736	2,932,919	3,487,150	2,019,723
Certificate/ Diploma	179,512	3,614,746	3,813,126	3,293,632	2,515,739	2,621,678	2,314,257	3,823,885	4,056,316	3,458,750
Degree	27,188	7,920,673	8,324,340	6,100,151	4,596,137	4,596,137	.	8,426,482	9,041,532	6,100,151
None	7,604	1,235,869	1,228,733	1,243,051	1,471,013	1,392,093	1,566,951	507,855	449,144	540,304

Source: CSO, Labour Force Survey

10.1.8. Average Monthly Earnings by Formal/Informal Employment

Table 10.8 shows average monthly earnings by formal/informal employment, sex and rural/urban. Workers in formal employment earned a monthly average of K2, 630,124 while those in informal employment earned a monthly average of K1,513,506. Females in formal employment had higher average monthly earnings of K3,102,686 compared to their male counterparts at K2,444,696.

On the other hand, males who were in informal employment had higher average monthly earnings of K1,861,476 compared to their female counter parts whose average earnings were K905,133.

Workers in the formal employment in the urban areas earned K2, 876,994 compared to those in the rural areas that earned K1, 750,154. Similarly, workers in informal employment in the urban areas earned more than those in the rural areas at K1, 572,477 and K1, 471,570, respectively.

Table 10.8: Average Monthly Earnings (ZMK) for Paid Workers by formal/informal employment, Sex, and Rural/Urban, Zambia 2012

Employment Type	Paid Employees/ Apprentices	Total			Rural			Urban		
		Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	2,864,498	1,724,106	1,981,661	1,245,157	1,486,703	1,740,386	964,026	1,969,503	2,249,628	1,499,449
Formal Employment	625,305	2,630,124	2,444,696	3,102,686	1,750,154	1,661,103	1,992,699	2,876,994	2,669,751	3,395,569
Informal Employment	2,239,193	1,513,506	1,861,476	905,133	1,471,570	1,749,354	901,893	1,572,477	2,042,517	908,736

Source: CSO, Labour Force Survey

10.2. Income Group Earnings

10.2.1. Income Group Earnings by Sex, Rural/Urban and Province

Table 10.9 below shows income group earnings by sex, rural/urban and province. The table shows that 9.5 percent of the workers earned less than K100, 000 while 10.1 percent earned more than K3, 100,000.

Male workers earning less than K100,000 made up 6.2 percent of workers against 15.7 percent females. For those earning

more than K3,100,000, males made up 12.0 percent against 6.5 percent of females who earned above K3,100,000.

Of the rural workers, 12.0 percent earned less than K100,000 while in the urban areas, 13.9 percent earned between K400, 000 and K549, 000.

At provincial level, workers in Muchinga Province (17.0 percent) earned less than K100, 000 while North Western Province (13.4 percent) earned between K1, 950,000 and K3, 099,000.

Table 10.9: Percentage Distribution of Income Group Earnings (ZMK) for Paid Workers by Sex, Rural/Urban and Province, Zambia 2012

Rural/ Urban, Sex and Province	Paid Em- ployees/ Appren- tices	Less than 100,000	100,000- 199,000	200,000- 299,000	300,000- 399,000	400,000- 549,000	550,000- 799,000	800,000- 1,199,000	1,200,000- 1,949,000	1,950,000- 3,099,000	3,100,000+	Total
Total	2,864,498	9.5	9.1	9.1	8.8	12.7	10.1	10.1	10.4	10.1	10.1	100
Rural	1,453,927	12.2	12.1	11.0	9.8	11.5	9.4	8.9	8.6	8.4	8.1	100
Urban	1,410,571	6.8	6.0	7.2	7.7	13.9	10.9	11.3	12.2	11.9	12.1	100
Male	1,861,451	6.2	8.0	7.9	8.1	12.4	11.3	11.4	11.7	11.0	12.0	100
Female	1,003,047	15.7	11.1	11.5	9.9	13.2	8.0	7.7	7.8	8.5	6.5	100
Central	286,320	7.0	10.8	10.9	10.0	11.9	9.6	9.8	10.6	9.0	10.3	100
Copperbelt	462,430	5.9	5.9	6.7	7.6	12.3	8.7	11.7	12.0	13.1	16.1	100
Eastern	282,152	10.9	11.0	10.2	8.9	9.5	10.5	10.7	10.1	8.6	9.7	100
Luapula	173,719	16.2	15.9	8.5	7.3	13.8	7.3	7.6	8.1	8.2	7.0	100
Lusaka	679,920	6.4	5.3	8.2	9.0	16.1	13.0	11.9	10.8	9.9	9.4	100
Muchinga	142,707	17.0	14.0	10.1	7.5	14.5	8.3	6.6	6.1	8.1	7.9	100
Northern	239,274	15.4	11.8	9.1	9.2	10.3	7.9	8.2	10.7	10.1	7.3	100
North Western	137,094	5.0	6.3	9.1	9.2	10.9	11.9	10.1	12.0	13.4	12.1	100
Southern	309,947	12.8	10.0	10.4	8.8	12.3	9.3	8.0	10.5	9.8	8.1	100
Western	150,935	9.9	13.4	13.2	10.1	9.5	10.4	10.2	8.0	8.6	6.9	100

Source: CSO, Labour Force Survey

10.3.2. Income Group Earnings by Industry

Table 10.10 shows percentage distribution of income group earnings by industry. The table shows that 31.8 percent of workers in the mining and quarrying industry earned more than K3, 100,

000. Furthermore, workers involved in the trade, wholesale and retail distribution activities earned less than K100,000 accounted for 14.6 percent of the paid workers. The education industry recorded 49.4 percent of workers earning between K1,950,000 and K3,099,000.

Table 10.10: Percentage Distribution of Income Group Earnings (ZMK) for Paid Workers by Sex, Industry and Rural/Urban, Zambia 2012

Industry	Paid Employ-ees/Ap-prentices	Less than 100,000	100,000-199,000	200,000-299,000	300,000-399,000	400,000-549,000	550,000-799,000	800,000-1,199,000	1,200,000-1,949,000	1,950,000-3,099,000	3,100,000+	Total
Total	2,864,498	9.5	9.1	9.1	8.8	12.7	10.1	10.1	10.4	10.1	10.1	100
Agriculture, Forestry and Fishing	1,146,478	11.1	11.5	10.8	9.4	12.1	10.6	9.8	8.9	6.8	9.0	100
Mining and Quarrying	80,469	4.2	1.5	2.4	2.4	5.9	7.7	9.7	14.1	20.2	31.8	100
Manufacturing	185,616	11.3	9.8	7.3	9.4	10.8	9.4	12.7	12.9	8.6	7.7	100
Electricity, Gas, Steam and Air Conditioning Supply	11,352	2.1	.	3.3	0.7	3.6	2.2	14.5	25.0	20.4	28.2	100
Water supply Sewerage, Waste Man-agement and Remediation Activities	7,739	5.0	9.2	4.4	6.1	11.7	3.9	13.8	22.0	17.9	6.1	100
Construction	154,438	2.6	5.5	7.9	7.5	16.9	17.3	14.9	12.2	7.7	7.4	100
Trade, Whole-sale and Retail Distribution	532,868	14.6	12.1	11.6	8.7	11.8	8.8	9.3	8.1	6.9	8.0	100
Transportation and Storage	123,584	2.0	3.4	3.0	6.1	15.9	20.7	14.8	15.6	8.1	10.5	100
Accommo-dation and Food Service Activities	56,845	8.1	5.1	7.1	6.0	21.7	11.4	17.7	11.8	5.7	5.6	100
Information and Commu-nication	25,208	7.1	5.6	6.4	8.0	11.1	4.0	11.4	14.7	10.3	21.5	100
Financial and Insurance Activities	12,978	.	.	2.6	.	9.2	8.3	7.2	11.9	28.1	32.7	100
Real Estate Activities	5,148	.	6.6	9.8	.	15.9	8.4	27.0	10.7	13.5	8.1	100
Professional, Scientific and Technical Activities	16,852	2.8	6.0	4.2	2.3	14.6	8.6	10.0	17.5	12.5	21.5	100
Administrative and support services	52,455	1.2	1.8	4.2	13.6	27.8	20.9	9.8	7.5	6.6	6.7	100
Public Ad-ministration and Defence, Compulsory Social Security	53,848	.	1.2	1.7	4.2	10.3	3.4	8.2	29.4	25.0	16.7	100
Education	135,597	0.7	1.5	1.8	2.5	5.4	2.1	6.4	15.2	49.4	15.1	100
Human Health and Social Work	56,802	1.6	4.8	4.3	6.0	7.3	3.5	6.7	15.3	25.6	24.9	100
Arts, Entertain-ment and Recreation	8,357	.	.	13.7	6.4	10.2	12.1	17.8	15.0	1.0	23.7	100
Other Service Activities	72,460	14.0	13.7	14.5	14.3	14.7	8.1	5.8	5.3	5.7	3.9	100
Activities of Household as Employers	121,591	10.9	7.9	13.7	20.1	23.6	8.7	6.5	2.9	1.9	3.9	100
Activities of Extraterritorial Organization and Bodies	3,811	.	.	.	.	.	16.5	18.5	31.1	6.9	27.0	100

Source: CSO, Labour Force Survey

10.2.3. Income Group Earnings by Occupation

Table 10.11 shows percentage distribution of income group earnings by occupation. The table shows that 44.3 percent of workers who were managers earned an average monthly income of more than K3, 100,000. Workers who were professionals and

earned between K1, 950,000 and K3, 099, 000 made up 43.1 percent. The services and sales occupations had the highest proportion, 12.3 percent of workers, earning an average monthly income of less than K100,000.

Table 10.11: Percentage Distribution of Income Group Earnings (ZMK) for Paid Workers by Occupation, Zambia 2012

Occupation	Paid Em- ployees/ Appren- tices	Less than 100,000	100,000- 199,000	200,000- 299,000	300,000- 399,000	400,000- 549,000	550,000- 799,000	800,000- 1,199,000	1,200,000- 1,949,000	1,950,000- 3,099,000	3,100,000+	Total
Total	2,864,498	9.5	9.1	9.1	8.8	12.7	10.1	10.1	10.4	10.1	10.1	100
Managers	40,015	1.3	1.3	2.1	3	4.1	3.5	10.6	14.7	15	44.3	100
Professionals	197,298	0.5	1.1	1.6	1.8	3.9	1.7	5	14.2	43.1	27.2	100
Technical and Associate Professionals	62,761	0.6	3.6	3.5	1	8.2	3.2	9.9	18.6	29.4	22.1	100
Clerical Support Workers	31,381	1.7	1.5	3.2	3.1	5.6	7.7	8.3	31.1	24.1	13.7	100
Service and Sales workers	648,060	12.3	9.7	10.6	10.5	15.1	10.1	9.8	8.4	6.7	6.7	100
Skilled Agricultural, Forestry and Fishery Workers	1,038,447	11.7	12.1	10.7	8.7	10.9	10.2	10.2	9.3	6.8	9.4	100
Craft and Related Trades Workers	308,469	9.2	7.9	7.9	9.5	13.9	11.2	13	12.5	8.4	6.5	100
Plant and Machine Operators and assembler	133,394	1.6	2.5	2.2	1.9	13.8	19	15.7	19.6	11.2	12.5	100
Elementary Occupation	397,431	8.8	9.8	11.8	13.6	19.3	12.6	9.2	6.4	3.9	4.6	100
Workers not Elsewhere classified	7,242	.	.	7.3	.	.	.	5	13.9	37.5	36.3	100

Source: CSO, Labour Force Survey

10.2.4. Income Group Earnings by Institutional Sector

Table 10.12 shows percentage distribution of income group earnings by institutional sector. The table shows 43.5 percent of workers in central government earned between K1, 950,000 and K3,099, 000 while 0.1 percent earned less than K100, 000.

Workers in Embassy/International organizations earning an average monthly income of more than K3, 100,000 made up 17.9 percent and none of the workers earned an amount less than the category K300, 000 to K399, 000. None of the workers in the producer cooperatives earned less than K100, 000 and none of them earned more than K3, 100,000.

Table 10.12: Percentage Distribution of Income Group Earnings (ZMK) for Paid Workers by Institutional Sector, Zambia 2012

Institutional Sector	Paid Em- ployees/ Appren- tices	Less than 100,000	100,000- 199,000	200,000- 299,000	300,000- 399,000	400,000- 549,000	550,000- 799,000	800,000- 1,199,000	1,200,000- 1,949,000	1,950,000- 3,099,000	3,100,000+	Total
Total	2,864,498	9.5	9.1	9.1	8.8	12.7	10.1	10.1	10.4	10.1	10.1	100
Central government employees	214,494	0.1	1.5	1.5	1.2	3.5	2	5.1	21.3	43.5	20.4	100
Local government employees	24,004	1.8	4.2	2.2	3.6	8.3	10.6	13.2	23.7	19	13.5	100
Parastatal employees	49,790	2.4	4.5	4.3	7.1	5.7	10	12.1	20	17.5	16.5	100
NGO or Churches	31,003	0.6	3.9	10.8	7.7	14.2	10.2	11.6	12.2	17.7	11.2	100
Private businesses or farms	2,001,179	8.8	9	9.6	9.1	13.3	11.5	11.6	9.7	7.4	10	100
Embassy, international org	5,745	.	.	.	9.1	7.7	13.3	20.1	21.9	10	17.9	100
Private households	536,357	17	13.8	11	10.9	15.2	8.2	6.1	6.9	5.4	5.4	100
Producers' cooperatives	1,928	.	10.2	38.4	.	11	14.5	8.8	6.5	10.6	.	100

Source: CSO, Labour Force Survey

10.2.5. Income Group Earnings by Status in Employment

Table 10.13 shows percentage distribution of income group earnings by status in employment. A large proportion of the workers, 16.3 percent, in paid employment earned between

K400,000 and K549,000 while 15.2 percent earned between K1,950,000 and K3,099,000. Only 12.5 percent earned more than K3,100,000. Additionally, workers in self employment earned less than K100,000 made up 13.9 percent.

Table 10.13: Percentage Distribution of Income Group Earnings (ZMK) for Paid Workers by Status in Employment, Zambia 2012

Status in Employment	Paid Employees/Apprentices	Less than 100,000	100,000-199,000	200,000-299,000	300,000-399,000	400,000-549,000	550,000-799,000	800,000-1,199,000	1,200,000-1,949,000	1,950,000-3,099,000	3,100,000+	Total
Total	2,864,498	9.5	9.1	9.1	8.8	12.7	10.1	10.1	10.4	10.1	10.1	100
Paid Employees	1,051,015	1.8	3.2	5.6	9.3	16.3	11.8	10.9	13.4	15.2	12.5	100
Apprentice/Intern	8,347	5.5	1.4	6.9	.	17.8	18.2	10.9	25.1	7.1	7.2	100
Employers	8,667	0.8	.	7.4	.	6.9	10	19.4	10.8	11.8	32.9	100
Self Employed	1,796,469	13.9	12.6	11.2	8.6	10.7	9.1	9.7	8.5	7.2	8.6	100

Source: CSO, Labour Force Survey

10.2.6. Income Group Earnings by Educational Level

Table 10.14 shows percentage distribution of income group earning by level of education. The table shows that 30.5 percent of workers who had no education earned between K100,000 and

K199,000. Of the workers who had degrees, 68 percent earned an average of more than K3,100,000 and none of them earned less than K100,000.

Table 10.14: Percentage Distribution of Income Group Earnings (ZMK) for Paid Workers by Educational Level, Zambia 2012

Educational level	Paid Employees/Apprentices	Less than 100,000	100,000-199,000	200,000-299,000	300,000-399,000	400,000-549,000	550,000-799,000	800,000-1,199,000	1,200,000-1,949,000	1,950,000-3,099,000	3,100,000+	Total
Total	2,864,498	9.5	9.1	9.1	8.8	12.7	10.1	10.1	10.4	10.1	10.1	100
Grade 1-7	1,212,581	13.3	12.2	11.9	11.1	13.4	9.9	8.6	7.8	5.1	6.7	100
Grade 8-9	623,449	8.8	8.9	8.6	10.5	15.8	12.0	12.1	9.5	6.8	6.9	100
Grade 10-12	784,183	4.1	5.1	5.8	5.9	12.0	11.3	13.3	14.9	14.6	13.0	100
A level/College Student	29,981	0.8	0.8	0.7	0.6	5.3	5.2	10.5	21.8	32.6	21.7	100
Certificate/Diploma	179,512	0.9	1.2	1.6	1.5	2.6	2.6	4.2	15.9	40.7	28.7	100
Degree	27,188	.	2.3	.	0.3	3.2	.	1.5	4.4	20.3	68.0	100
None	7,604	4.3	30.5	14.1	5.5	8.7	13.0	.	1.1	4.4	18.6	100

Source: CSO, Labour Force Survey

10.2.7. Income Group Earnings by Employment Type

Table 10.15 shows percentage distribution of income group earning by formal/informal employment. The highest proportion of workers, 24.7 percent, in formal employment earned between K1,950,000 and K3,099,000 while 1.0 percent earned monthly

average of less than K100,000. Of the workers in informal employment the highest proportion, 13.7 percent, earned between K400,000 and K549,000 while 11.1 percent earned an average of less than K100,000.

Table 10.15: Percentage Distribution of Income Group Earnings (ZMK) for Paid Workers by Employment Type, Zambia 2012

Employment Type	Paid Employees/Apprentices	Less than 100,000	100,000-199,000	200,000-299,000	300,000-399,000	400,000-549,000	550,000-799,000	800,000-1,199,000	1,200,000-1,949,000	1,950,000-3,099,000	3,100,000+	Total
Total	2,864,498	9.5	9.1	9.1	8.8	12.7	10.1	10.1	10.4	10.1	10.1	100
Formal Employment	625,305	1.0	0.9	1.6	4.2	9.5	8.8	11.2	19.6	24.7	18.5	100
Informal Employment	2,239,193	11.1	10.9	10.9	9.9	13.7	10.5	10.1	8.1	6.5	8.0	100

Source: CSO, Labour Force Survey

CHAPTER 11

SKILLS TRAINING

Chapter 11

Skills Training

Summary

The 2012 LFS indicated that at national level, 6.8 percent of the working population aged 15 years and older received skills training while 92.5 percent did not receive any skills training. Males accounted for 10.0 percent of the population that received any skills training while females accounted for 3.7 percent. For those without skills, 89.5 percent were males while 95.4 percent were females.

Out of the total population aged 15 years and older that received skills training, 38.2 percent were in the rural areas compared to 61.8 percent in the urban areas. Males and females that received skills training made up 71.8 percent and 28.2 percent, respectively.

Out of the 5,499,673 employed persons aged 15 years and older, 8.6 percent received skills training while 90.9 percent did not receive any skills training. Results indicate that 13.0 percent employed males aged 15 years and older had received skills training while 86.6 percent did not receive skills training. The employed females aged 15 years and older that received skills training accounted for 4.5 percent compared to 94.9 percent who did not receive skills training.

The highest skills training received for both sexes was bricklaying and construction with 69,572 persons. For males, the highest skills training received was bricklaying and construction (64,488) while for the females it was tailoring and designing (39,618).

Overall, 33.6 percent of population aged 15 years and older received the skills training for a period of one year but less than three years and the least was 12.4 percent for duration of three months but less than six months.

11.1 Introduction

Training contributes to an economy by building a skilled labour force necessary to foster economic growth. Its wider coverage could entail availability of skills necessary for job creation as well as improved income.

This section provides information on the extent of training among the surveyed population. The information is vital for the assessment of the skills levels in the country.

11.2. Skills Training

11.2.1. Skills Trainings Status for Working Age Population (15 years and older)

Table 11.1 shows the information on the working age population (15 years and older) that received skills training and those that

did not. Information was collected to give an indication of whether the population acquired knowledge and skills necessary to foster economic growth of the country. Overall, the results show that 6.8 percent received skills training while 92.5 percent did not receive any skills training.

Of the working age, males accounted for 10.0 percent while female made up 3.7 percent of the population that received skills training. For those without skills training, 89.5 percent were males while females made up 95.4 percent.

Tables 11.1: Percentage Distribution of Population (15 years and older) with Skills Training by Sex, Zambia 2012			
Category	Both Sexes	Male	Female
Total	7,861,259	3,823,172	4,038,087
Received Skills	6.8	10.0	3.7
No Skills Received	92.5	89.5	95.4
Not stated	0.7	0.5	0.9

Source: CSO, Labour Force Survey, 2012

Table 11.2 shows the percentage distribution of population (15 years and older) that received skills training and did not receive by training status, sex and rural/urban. The total number of persons aged 15 years and older that received skills training was 533,665 while 7,273,469 did not receive skills training. Out of the total that received skills training, 38.2 percent were in the rural areas compared to 61.8 percent in the urban areas. Out of the total population that did not receive skills training, 57.7 percent were in the rural areas while 42.3 percent were in urban areas.

Analysis by sex shows that of the total number of persons that received skills training, 71.8 percent were males while 28.2 percent were females. On the other hand, of the total population

that did not receive skills training, 47.0 percent were males compared to 53.0 percent females.

At provincial level, Copperbelt Province recorded the highest percentage share of the population that received skills training at 24.2 percent, followed by Lusaka Province at 23.2 percent. Luapula Province recorded the lowest percentage share of 1.8 percent. Lusaka Province had the highest percentage share of the population that did not receive skills training at 18.1 percent, followed by Copperbelt Province at 16.5 percent. The lowest proportion of the population that did not receive skills training was in Muchinga and North Western provinces at 5.3 and 5.4 percent, respectively.

Total 11.2: Percentage Distribution of Population (Aged 15 years and older) by Skills training status, Sex, Rural/Urban and Province, Zambia 2012							
Rural/Urban, Sex and Province	Population 15 years and older	Received Skills		No Skills Received		Not Stated	
		Number	Percent	Number	Percent	Number	Percent
Total	7,861,259	533,665	100.0	7,273,469	100.0	54,125	100.0
Rural/Urban							
Rural	4,426,573	203,934	38.2	4,199,348	57.7	23,291	43.0
Urban	3,434,686	329,731	61.8	3,074,121	42.3	30,834	57.0
Sex							
Male	3,823,172.3	383,199	71.8	3,420,222	47.0	19,751	36.5
Female	4,038,086.9	150,466	28.2	3,853,247	53.0	34,374	63.5
Province							
Central	755,832	48,563	9.1	707,269	9.7	-	0.0
Copperbelt	1,339,948	129,316	24.2	1,203,188	16.5	7,443	13.8
Eastern	881,282	21,044	3.9	853,015	11.7	7,223	13.3
Luapula	591,881	9,720	1.8	582,038	8.0	123	0.2
Lusaka	1,466,134	123,892	23.2	1,316,757	18.1	25,486	47.1
Muchinga	414,884	31,294	5.9	381,708	5.3	1,882	3.5
Northern	589,242	54,252	10.2	530,039	7.3	4,951	9.2
North Western	408,260	10,889	2.0	394,026	5.4	3,345	6.2
Southern	896,465	73,535	13.8	822,321	11.3	608	1.1
Western	517,332	31,159	5.8	483,108	6.6	3,065	5.7

Source: CSO, Labour Force Survey, 2012

11.2.2. Skills Trainings Status of Employed Population (15 years and older)

Table 11.3 shows percentage distribution of employed persons by skills training status by sex, rural/urban and province. The table shows that out of the 5,499,673 employed persons, 8.6 percent received skills training while 90.9 percent did not receive any skills training.

In terms of rural/urban, 5.5 percent of the employed persons received skills training in the rural areas while 94.0 percent did not receive any skills training. In the urban areas, 13.6 percent received skills training whereas 85.8 percent did not receive any skills training.

Further, results indicate that 13.0 percent employed males had received skills training while 86.6 percent did not receive skills training. The employed females that received skills training accounted for 4.5 percent compared to 94.9 percent who did not receive any skills training.

At provincial level, Copperbelt Province had the highest proportion of employed persons that had received skills training at 14.9 percent, followed by Northern Province at 11.1 percent. The province with the least proportion of persons that had received skills training was Luapula Province at 1.7 percent. The province with the highest proportion of persons that had not received any skills training was Luapula Province with 98.3 percent and the least was Western Province at 12.0 percent.

Table 11.3: Percentage Distribution of Employed Population (Aged 15 years and older) by Skills Training Status, Sex, Rural/Urban and Province, Zambia 2012							
Rural/Urban, Sex and Province	Employed Population	Received Skills		No Skills Received		Not Stated	
		Number	Percent	Number	Percent	Number	Percent
Total	5,499,673	474,911	8.6	4,994,883	90.9	29,879	0.5
Rural/Urban							
Rural	3,394,134	188,161	5.5	3,189,345	94.0	16,628	0.5
Urban	2,105,539	286,749	13.6	1,805,538	85.8	13,251	0.6
Sex							
Male	2,702,410	350,077	13.0	2,340,831	86.6	11,502	0.4
Female	2,797,263	124,833	4.5	2,654,053	94.9	18,377	0.7
Province							
Central	501,923	44,286	8.8	457,637	91.2	-	0.0
Copperbelt	747,562	111,433	14.9	633,395	84.7	2,734	0.4
Eastern	678,134	19,847	2.9	652,838	96.3	5,450	0.8
Luapula	462,459	7,797	1.7	454,539	98.3	123	0.0
Lusaka	1,020,325	109,345	10.7	899,796	88.2	11,184	1.1
Muchinga	314,796	27,904	8.9	286,330	91.0	562	0.2
Northern	466,828	51,612	11.1	410,518	87.9	4,698	1.0
North Western	287,282	9,198	3.2	275,674	96.0	2,411	0.8
Southern	646,068	66,194	10.2	579,350	89.7	523	0.1
Western	374,296	27,296	7.3	44,806	12.0	2,194	0.6
Source: CSO, Labour Force Survey, 2008							

Table 11.4 show percentage distribution of employed persons that received skills training by sex and type of skill. The highest number of persons who received skills training was in bricklaying and construction with 69,572 persons, followed by tailoring and designing with 50,024 persons. The lowest number of persons who received skills training for both sexes was in post graduate grain management with 49 persons.

For males, the highest number of persons who received skills training was in bricklaying and construction with 64,488 persons and the least was in post graduate grain management with 49 persons. On the other hand, the highest number of persons who received skills training for the females was in tailoring and designing with 39,618 persons while the lowest was in sales and marketing with 26 persons.

Table 11:4 Percentage Distribution of Employed Population (Aged 15 years and older) who received skills training by Sex and Type of Skill, Zambia 2012

Type of Skill	Both Sexes		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	474,911	100.0	350,077	100.0	124,833	100.0
General Agriculture	11,072	2.3	8,554	2.4	2,518	2.0
Agriculture Engineering	2,022	0.43	1,878	0.54	143	0.11
Fisheries Science	3,913	0.82	3,913	1.1	-	0.0
Mushroom Growing	6,681	1.4	6,681	1.9	-	0.0
Agro Forestry	3,758	0.79	3,580	1.0	177	0.14
Forestry Management	1,301	0.27	1,087	0.31	214	0.17
Agriculture Marketing	89	0.02	89	0.03	-	0.0
Post Graduate Grain Management	49	0.01	49	0.01	-	0.0
Agriculture Co-operative Management	531	0.11	531	0.15	-	0.0
Agriculture Business Management	304	0.06	304	0.09	-	0.0
Crop Science	4,013	0.85	3,269	0.93	744	0.60
Animal Science	431	0.09	431	0.12	-	0.0
Water Engineering	805	0.17	444	0.13	361	0.29
Food and Nutrition	5,375	1.1	2,571	0.73	2,804	2.2
Dairy Management	943	0.20	589	0.17	355	0.28
Agriculture Journalism	216	0.05	-	0.0	216	0.17
Poultry Farming	2,130	0.45	509	0.15	1,620	1.3
Automotive Engineering	2,592	0.55	2,592	0.74	-	0.0
Auto Body Repair	2,669	0.56	1,865	0.53	804	0.64
Motor Vehicle Engineering	2,880	0.61	2,616	0.75	264	0.21
Auto Mechanics	36,470	7.7	34,883	10.0	1,587	1.3
Heavy Duty Equipment Repair	17,687	3.7	12,335	3.5	5,352	4.3
PVS Driver Training	19,928	4.2	19,528	5.6	400	0.32
Automotive Electrical	6,195	1.3	6,195	1.8	-	0.0
Motor Vehicle Care & Maintenance	2,569	0.54	2,440	0.70	129	0.10
Office Equipment Repair	841	0.18	841	0.24	-	0.0
Telecommunications and Electronics	3,476	0.73	3,476	1.0	-	0.0
Electronics & Office Equipment Repair	5,452	1.1	5,452	1.6	-	0.0
Aviation Security	1,146	0.24	1,026	0.29	120	0.10
Aeronautical Information Services	1,801	0.38	-	0.0	1,801	1.4
Private Pilot License	786	0.17	361	0.10	425	0.34
Aeronautical Engineering	447	0.09	447	0.13	-	0.0
Computer Short Course	9,375	2.0	4,282	1.2	5,093	4.1
Short Courses	17,044	3.6	9,906	2.8	7,137	5.7
Entrepreneurship	5,519	1.2	3,064	0.88	2,455	2.0
Social Work	5,278	1.1	3,943	1.1	1,336	1.1
Information Technology	2,789	0.59	964	0.28	1,825	1.5
ZICA Technician	26,233	5.5	25,473	7.3	760	0.61
Computer Studies	12,077	2.5	3,787	1.1	8,290	6.6
Community Development	982	0.21	917	0.26	65	0.05
Business Administration	25,778	5.4	19,383	5.5	6,395	5.1
Sales & Marketing	3,410	0.72	3,384	1.0	26	0.02
Economics	352	0.07	352	0.10	-	0.0
IMIS	571	0.12	230	0.07	341	0.27
Human Resources Management	1,505	0.32	1,505	0.43	-	0.0
Project Management	1,481	0.31	1,293	0.37	188	0.15
Clearing & Forwarding	923	0.19	406	0.12	517	0.41
Chartered Institute of Purchasing & Supply (CIPS)	1,884	0.40	984	0.28	899	0.72
Tailoring and Designing	50,024	10.5	10,406	3.0	39,618	31.7
Woodwork, Metalwork and Ceramics	2,940	0.62	2,100	0.60	840	0.67
Brick laying & Construction	69,572	14.6	64,488	18.4	5,083	4.1
Plumbing	2,452	0.52	2,452	0.70	-	0.0
Catering & Housekeeping	8,373	1.8	3,441	1.0	4,932	4.0
Carpentry	34,766	7.3	32,569	9.3	2,196	1.8
Teaching	2,951	0.62	1,826	0.52	1,125	0.90
Power Electrical	1,712	0.36	1,159	0.33	553	0.44
Welding/Metal fabricating	1,845	0.39	1,810	0.52	36	0.03
Painting & Decorations	2,890	0.61	1,355	0.39	1,536	1.2
Defence training	810	0.17	414	0.12	396	0.32
Health/Nursing/pharmacy	4,356	0.92	2,148	0.61	2,209	1.8
Banking/ financial management	827	0.17	414	0.12	414	0.33
General machine operator	655	0.14	655	0.19	-	0.0
General repairs	100	0.02	100	0.03	-	0.0
Hair dressing	1,586	0.33	155	0.04	1,431	1.1
General driver training	2,802	0.59	2,448	0.70	355	0.28
Electrical Engineering	-	0.0	-	0.0	-	0.0
Pottery	548	0.12	340	0.10	209	0.17
General Mechanics	401	0.08	401	0.11	-	0.0
Crafts/skills not classified elsewhere	21,529	4.5	12,992	3.7	8,537	6.8

Source: CSO, Labour Force Survey, 2012

11.3. Duration of Skills Training

Table 11.5 shows the percentage distribution of population who received skills training by duration, sex and rural/urban. The table shows that 33.6 percent of the population received skills training for a period of one year but less than three years. The least was 12.4 percent for duration of three months but less than six months.

In terms of sex, the highest proportion of males that received skills training was 32.9 percent for the duration of one year but less than three years while the least was 11.4 percent for duration of three months but less than six months. For females,

the highest proportion that received the skills training was 35.4 percent for a period of one year but less than three years while the least was 14.9 percent for duration of three months but less than six months.

Rural areas accounted for 28.8 percent of those that received skills training for a period of one year but less than three years with the least being 13.0 percent for a period of three months but less than six months. In urban areas a highest of 36.6 percent received their skills training for a period of one year but less than three years with the lowest being 11.7 percent for a period less than three months.

Table 11.5: Percentage Distribution of Population (15 years and older) with Skills Training by Rural/Urban, Sex and Duration of Training, Zambia 2012							
Sex and Rural/Urban	Persons in the labour force who received skills	Less than 3 Months	3 months but less than 6 months	6 months but less than 1 year	1 year but less than 3 years	3 years and older	Total
Total	533,665	15.7	12.4	19.9	33.6	18.5	100.0
Sex							
Male	383,199	15.5	11.4	20.5	32.9	19.7	100.0
Female	150,466	16.1	14.9	18.4	35.4	15.3	100.0
Rural/Urban							
Rural	203,934	22.1	13.0	15.9	28.8	20.2	100.0
Urban	329,731	11.7	12.0	22.4	36.6	17.4	100.0
Source: CSO, Labour Force Survey, 2012							

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FORM A

Central Statistical Office
P.O. Box 31908, Lusaka, Zambia
Tel No. 256973/253468/251377
Fax No. 253468/253908



Ministry of Labour and social security
P.O. Box 32186, Lusaka, Zambia
Tel No. 225722
Fax No. 225169
Email: mlss@mlss.gov.zm

Email: info@zamstats.gov.zm

Republic of Zambia
CENTRAL STATISTICAL OFFICE
MINISTRY OF LABOUR AND SOCIAL SECURITY

Cluster No.

Form A..... No. of

LABOUR FORCE SURVEY 2012 LISTING BOOK

S/No.	SEA IDENTIFICATION PARTICULARS	CODES
1	Province	<input type="text"/>
2	District	<input type="text"/>
3	Constituency	<input type="text"/>
4	Ward	<input type="text"/>
5	CSA NUMBER	<input type="text"/>
6	SEA NUMBER	<input type="text"/>
7	RURAL .....1 URBAN .....2	<input type="text"/>
SUMMARY OF SEA		
8	TOTAL NUMBER OF HOUSEHOLD LISTED	<input type="text"/>
9	TOTAL NUMBER OF PERSON IN THE SEA	<input type="text"/>
10	TOTAL NUMBER OF HOUSEHOLDS ASSIGNED SAMPLING SERIAL NUMBER	<input type="text"/>
11	CATEGORY 1 TOTAL NUMBER OF HOUSEHOLDS WITH CHILDREN AGED 5-17 YEARS WORKING FOR PAY OR PROFIT	<input type="text"/>
12	CATEGORY 2 TOTAL NUMBER OF HOUSEHOLDS NOT BELONGING TO THE CATEGORIES ABOVE	<input type="text"/>
13	ENUMERATOR'S NAME:	
14	DATE OF LISTING : FROM <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> TO <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	
15	SUPERVISOR'S NAME:	
16	DATE OF FINAL CHECKING BY THE SUPERVISOR <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	
Supervisor Remarks		

1	2	3	4	5			6	7	8	9															10		
Survey building Number (SBN)	House unit Number (HUN)	Household Number (HHN)	Name of Head of Household	Number of Household members			Location/Village Name	Are there any children aged 5-17 years in this household who are working for pay or profit? 1.Yes 2.No	Do you or any other member of your household operate at least one non farm business 1. Yes 2. No>>End	If yes, what is the activity that the household enterprise is involved in?	<div> <div>Forestry and fishing</div> <div>Mining and quarrying</div> <div>Manufacturing</div> <div>Electricity,gas and Water supply</div> <div>Waste management</div> <div>Construction</div> <div>Wholesale and retail trade</div> <div>Repair of Motor Vehicles and</div> <div>Repair of computers and personal household goods</div> <div>motor cycles</div> <div>Motor cycles; repair</div> <div>Transport and Storage</div> <div>Accommodation and food service activities</div> <div>Financial Intermediation</div> <div>Real estate activities</div> <div>Professional, scientific and technical activities;</div> <div>administrative and support activities; arts, entertainment and recreation</div> <div>Education, human health and social work activities</div> <div>Other activities</div> </div>															Sampling Serial Number	
				Total	Male	Female																				Cat 1	Cat 2
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FORM B

Strictly Confidential

Central Statistical Office
P.O. Box 31908, Lusaka, Zambia
Tel No. 256973/253468/251377
Fax No. 253468/253908

Email: info@zamstats.gov.zm

Republic of Zambia
**CENTRAL STATISTICAL OFFICE/
MINISTRY OF LABOUR AND SOCIAL SECURITY [edit]
LABOUR FORCE SURVEY 2012**

Questionnaire No. of

Ministry of Labour and Social Security
P.O. Box 32186, Lusaka, Zambia
Tel No. 225722
Fax No. 225169
Email: mlss@mlss.gov.zm

HOUSEHOLD IDENTIFICATION PARTICULARS

1. Province				8. Cluster No					Physical address of household: Phone number (If any):
2. District				9. SBN					
3. Constituency				10. HUN					
4. Ward				11. HHN					
5. Region	1=Rural	2=Urban		12. Locality Name					
6. CSA									
7. SEA									

INTERVIEWER VISITS

FINAL VISIT

INTERVIEWER VISITS					FINAL VISIT	
	Visit		Next visit planned for		Date (DD/MM/YY)	<input type="text"/>
No.	Date (DD/MM/YY)	Time (HH : MM)	Date (DD/MM/YY)	Time (HH : MM)	Starting Time (HH=MM)	<input type="text"/>
1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	Ending Time (HH=MM)	<input type="text"/>
2	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	Interview Result Code*	<input type="text"/>
3	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	(*) Result codes 1 = Completed 2 = Partially Completed 3 = No knowledgeable respondent 4 = Entire household absent for extended period of time 5 = Refused 6 = Dwelling Vacant 7 = Dwelling destroyed 8 = Other (specify).....	
FIELD STAFF						
	Interviewer	Supervisor	Data coding officer	Data entry officer		
Date	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		
Name	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		
Signature	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>		
Supervisor Remarks:					Total number of persons aged 15 years and above in the household	
					<input type="text"/>	

SECTION A DEMOGRAPHIC CHARACTERISTICS THESE QUESTIONS SHOULD BE ADDRESSED TO THE MOST KNOWLEDGEABLE MEMBER OF THE HOUSEHOLD.					
Person Number	Can you please provide the names of all persons who are usual members of this household, beginning with the Head of the Household? <i>(Including those who are temporarily absent for any reason)</i>	Is Male or Female? 1. Male 2. Female	How old was at (his/her) last birthday? <i>Enter age in completed years.</i> IF LESS THAN 1 YEAR ENTER '00'. IF AGED 90 YEARS OR ABOVE ENTER 90.	What is .....’s relationship to the head of the household? 01. Head 02. Spouse(Husband/Wife) 03. Son/ Daughter 04. Step Child 05. Brother/Sister 06. Brother/Sister in-law 07. Grandchild 08. Nephew/Niece 09. Cousin 10. Parent 11. Father/Mother -in-law 12. Uncle/aunt 13. Grand Parent 14. Son/Daughter- in-law 15. Other Relative 16. Non relative 17 Domestic worker	For Persons aged 12 years and above What is .....’s current marital status?
					1.Never married 2. Cohabiting 3. Married 4. Separated 5. Divorced 6. Widowed
PN	A1	A2	A3	A4	A5
01		<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>
02		<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>
03		<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>
04		<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>
05		<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>
06		<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>
07		<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>
08		<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>
09		<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>
10		<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>
11		<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>
12		<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>
13		<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>
14		<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>

SECTION A	DEMOGRAPHIC CHARACTERISTICS CONTINUED
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Now I am going to ask you some questions on disability about household members.aged 5 years and above

Does..... have difficulty communicating for example understanding or being understood by others?

(For permanent condition)

1= no, no difficulty
2= Yes, Some difficulty
3= Yes, a lot of difficulty
4= Cannot do it at all

PN	A6	A7	A8	A9	A10	A11
01	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
02	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
03	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
04	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
05	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
06	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
07	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
08	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
09	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
10	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
11	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
12	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
13	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
14	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>

SECTION N B	EDUCATION AND LITERACY For persons aged 5 years and above								
Person number	Can read and write in any language?	Has ever attended school?	What is the highest level of education that has successfully completed ?	What is the field of study for the highest professional qualification..... completed?	Is currently attending school?	What grade/level is currently attending?	At what age did begin primary school?	At what age did ... leave school?	What is/was the main reason is/was not attending or never attended school?
	1. Yes 2. No	1.Yes 2.No >>B9	(Only those with tertiary qualification.) See codes in the manual		1.Yes 2.No >>B7 IF NO FOR GRADE "00" in B3 SKIP TO SECTION C	See codes in the manual FOR GRADE "00" SKIP TO SECTION C	(Age in completed years) IF YES IN B5 ENTER NUMBER OF YEARS; 5-14 YEARS SKIP TO SECTION C	(Age in completed years)	01.Under age 02. Differently abled (Disabled) 03.Illness 04. School is too far. 05.Cannot afford school cost 06.Family does not allow schooling 07.Not interested in school 08.School not considered valuable 09.School environment not conducive 10.Help at home with household chores 11.Completed school 12. Other ... (Specify)
PN	B1	B2	B3	B4	B5	B6	B7	B8	B9
01	<input type="text"/>	<input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>
02	<input type="text"/>	<input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>
03	<input type="text"/>	<input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>
04	<input type="text"/>	<input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>
05	<input type="text"/>	<input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>
06	<input type="text"/>	<input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>
07	<input type="text"/>	<input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>
08	<input type="text"/>	<input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>
09	<input type="text"/>	<input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>
10	<input type="text"/>	<input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>
11	<input type="text"/>	<input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>
12	<input type="text"/>	<input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>
13	<input type="text"/>	<input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>
14	<input type="text"/>	<input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>

SECTION B SKILLS TRAINING FOR ALL HOUSEHOLD MEMBERS AGED 15 YEARS AND ABOVE					
Now, I am going to ask you question on skills training					
Person number	Has ever received any skills training? (restrict to crafts training) 1. Yes 2.No>>Section C	How did acquire this training? 1. On the Job 2. At Government/Public learning institution 3. At private learning institution 4. Apprenticeship 5. Other.....Specify	The last time.....received training, how long did it last? 1. Less than 3 months 2. 3months but less than 6 months 3. 6 months but less than 1 year 4. 1 year but less than 3 years 5. 3 years and above	The last time was trained in what field was he/she trained? ENTER THE FIELD TRAINING IN THE SPACE PROVIDED GET THE CODES FROM THE MANUAL	Has..... been able to apply this/these skills in any way possible? 1.Yes, Wage employment 2.Yes, Own business/Self employed agric 3.Yes, Own business/Self employed non-agric 4.No benefit at all/Still unemployed 5. benefit household
PN	B10	B11	B12	B13	B14
01	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>
02	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>
03	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>
04	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>
05	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>
06	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>
07	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>
08	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>
09	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>
10	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>
11	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>
12	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>
13	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>
14	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>

SECTION C			
ECONOMIC ACTIVITY IDENTIFICATION: THIS SECTION COVERS WORK RELATED ACTIVITIES IN THE LAST 7 DAYS FOR ALL HOUSEHOLD MEMBERS AGED 5 YEARS OR OLDER			
Now, I am going to ask some questions about economic activities in the last 7 days for each household member aged 5 years and above			
Person number	<p>What was doing most of the time in the last 7 days?</p> <p>01.In paid employment/Business >> Section D</p> <p>02.In paid employment but temporarily not working due to illness, leave, Industrial dispute or on Study leave>> Section D</p> <p>03.Working Without Pay>>Section D</p> <p>04.Not working but looking for work /business</p> <p>05.Not working & not looking for work, but Available for work/business</p> <p>06.Housewife/Homemaker</p> <p>07.Retired</p> <p>08.In School</p> <p>09.Too old to work >> Section G</p> <p>10. Not working, not looking for work & not available for work for other reasons>>Section G</p> <p>11. Too young to work>>Section I</p>	<p>Did do any work for at least 1 hour in the last 7 days for which he/she was paid in cash or kind?</p> <p>1.Yes>>Section D</p> <p>2.No</p>	<p>During the past 7 days, did do any of the activities for household use only such as:</p> <p>READ</p> <p>a. Construction of own house</p> <p>b. Major repair work on own house</p> <p>c. Raise livestock or chicken,</p> <p>d. Grow crops/ vegetables,</p> <p>e. caught any fish,</p> <p>f. Hunt,</p> <p>g. Collect other food,</p> <p>h. Fetch water</p> <p>i. Collect firewood,</p> <p>j. Produce clothing, basket or mat, furniture, clay pots or other products for household use</p> <p>1.Yes</p> <p>2. No. >>Section G for 15 yrs or older</p> <p>If age is 5-14 Section I</p>
PN	C1	C2	C3
01	<input type="text"/>	<input type="text"/>	<input type="text"/>
02	<input type="text"/>	<input type="text"/>	<input type="text"/>
03	<input type="text"/>	<input type="text"/>	<input type="text"/>
04	<input type="text"/>	<input type="text"/>	<input type="text"/>
05	<input type="text"/>	<input type="text"/>	<input type="text"/>
06	<input type="text"/>	<input type="text"/>	<input type="text"/>
07	<input type="text"/>	<input type="text"/>	<input type="text"/>
08	<input type="text"/>	<input type="text"/>	<input type="text"/>
09	<input type="text"/>	<input type="text"/>	<input type="text"/>
10	<input type="text"/>	<input type="text"/>	<input type="text"/>
11	<input type="text"/>	<input type="text"/>	<input type="text"/>
12	<input type="text"/>	<input type="text"/>	<input type="text"/>
13	<input type="text"/>	<input type="text"/>	<input type="text"/>
14	<input type="text"/>	<input type="text"/>	<input type="text"/>

SECTION D		EMPLOYMENT FOR PERSONS AGED 5 YEARS AND ABOVE			
		I am now going to ask you questions about Employment for all household members aged 5 years and above in the last 7 days.			
Person number	What kind of work does usually do in the main job/ business that he/she had in the last seven days?	What are ...'s main tasks or duties in this job/activity?		What kind of business /activity is mainly carried out by ...'s employer/establishment?	
		WRITE A SHORT DESCRIPTION OF THE MAIN TASKS OR DUTIES.		(WRITE DOWN THE DESCRIPTION OF THE ECONOMIC ACTIVITY)	
	WRITE THE JOB TITLE	(WRITE DOWN THE OCCUPATION CODE IN THE BOX)		(WRITE DOWN THE ECONOMIC ACTIVITY CODE IN THE BOX)	
		Examples: Drive a taxi, teach children, cook and sell food on the market		Example: Passenger road transport , Retail trade in grocery	
PN	D1	D2		D3	
01					
02					
03					
04					
05					
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07					
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13					
14					

SECTION D EMPLOYMENT FOR PERSONS AGED 5 YEARS AND ABOVE (continued)

[illegible]

[illegible]

SECTION E	HOURS OF WORK AND UNDEREMPLOYMENT FOR EMPLOYED PERSONS AGED 5 YEARS AND ABOVE											
	The next questions are about the hours that you worked in your main and second job, if any...											
	Person number	How many days per week does ...usually work in his/her job?		How many hours per day on average does ... usually work in his/her job?		During the last 7 days when did .....usually carry out these activities?	In the last 7 days, would ... have liked to work more hours than he/she worked, provided the extra hours had been paid?	How many additional hours could ... have worked in the last 7 days?	Would ... like to change his/ her current job/business?	What is the main reason ... would like to change his/her job/business?	In the last 30 days, did ... look for another job/activity to replace his/her current one(s)?	What did ... do to find another job/activity?
Record number of days (1-7)				1. During the day 2. At night 3. Both the day & the night	1.Yes 2.No >> E6	Enter the no. of hours	1.Yes 2.No>> Sec F	1. Present job is temporary 2. Fear of losing present job 3. To work more hours (paid at the same rate) 4. To have a better paid job/activity (higher pay per hour) 5. To work less hours (with a reduction in pay) 6. To make better use of skills 7. To improve other working conditions 8. Other (specify)	1.Yes 2.No>> sec F	1. Registered at a public exchange 2. Registered at a private employment centre 3. Applied to current or other employers 4. Sought assistance from friends or relatives 5. Checked at current or other work sites, farms, factory gates, markets, etc 6. Placed or answered to job advertisements 7. Looked for land, building, machinery, equipment to establish or improve his/her own enterprise 8. Arranged for initial or additional financial resources 9. Other.....Specify		
Main job		Second job	Main job	Second job								
PN		E1a	E1b	E2a	E2b	E3	E4	E5	E6	E7	E8	E9
01		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
02		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
03		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
04		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
05		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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11	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
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[illegible]

SECTION F		PART B		
For persons whose employment status is employer or self employed				
Person number	What type of business is...engaged in?	Last month, how much were the total sales or your turnover from main business or activity?	To run his/her main business or activity, about how much did spend on business expenses such as goods for resale, purchase of raw materials, wages, etc. during the last month?	Last month, did take any products from your main business or activity for his/her for the household's own use?
	1.Non-agriculture 2.Agriculture >>FB8	Interviewer: This refers to the gross takings, not the net profit. Enter amount in Kwacha	Interviewer: This refers to regular business expenditure only. Enter amount in Kwacha	1. Yes 2. No >> FB6
PN	FB1	FB2	FB3	FB4
01	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>
02	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>
03	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>
04	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>
05	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>
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14	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>

SECTION F PART B				
For persons whose employment status is employer or self employed				
Person number	<p>If had to purchase those products, how much do you think it would have cost him/her?</p> <p>Enter amount in Kwacha</p>	<p>Last month, how much did make in net profit, from your main business or activity?</p> <p><i>That is, after considering all the sales and deducting all expenses and household's own use.</i></p> <p>ENTER AMOUNT IN KWACHA</p> <p>09. Don't know>>FB7</p>		<p>Even if you can't say the exact amount, would you say that's made net profit of.....?</p> <p>01. Less than K250,000 02. K250,000 to less than K500,000 03. K500,000 to less than K1 million 04. K1m to less than K1.5 million 05. K1.5m to less than K2 million 06. K2m to less than K3 million 07. K3m to less than K5 million 08. K5m to less than K10 million 09. K10m to less than K20 million 10. K20 million or more 98. Don't know</p> <p>END INTERVIEW FOR AN INDIVIDUAL And answer FX</p>
	PN	FB5	FB6a	FB6b
01	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div></div>
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SECTION F PART B continued				
For persons whose employment status is employer or and self employed				
Person number	Did sell any products from your farm or plot from 1 st October 2011 to 30 th September 2012 agricultural season?	How much income did earn from those sales during the 1 st October 2011 to 30 th September 2012 agricultural season? <i>Interviewer: record the total sum of sales over 12 months in Zambian Kwacha.</i>	Did use any of the products from your farm or plot for own consumption during the 2011/ 2012 agricultural season?	If had bought those products on the market, how much would you have paid for them? <i>Interviewer: Record the total value of own consumption over the past 12 months in Zambian Kwacha.</i>
	1. Yes 2. No >> END INTERVIEW AND ANSWER FX		1. Yes 2. No >> FB12	
PN	FB8	FB9	FB10	FB11
01	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="text"/>
02	<input type="checkbox"/>	<input type="text"/>	<input type="checkbox"/>	<input type="text"/>
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SECTION F PART B continued				Complete after Section F.
For persons whose employment status is employer or and self employed				
Person number	How much did spend on inputs such as fertilizer, pesticides, transport of goods to the market and wages for people who helped on your farm or plot? Interviewer: Record the total sum of expenses over 12 months in <u>Zambian</u> Kwacha	How much net income did earn from those sales during the last 12 months? Interviewer: Record the total sum of sales over 12 months minus all the expenses and own consumption in <u>Zambian</u> Kwacha.	ENTER THE APPROPRIATE CODE FOR THE INCOME GIVEN IN QUESTION FB13 01. Less than K250,000 02. K250,000 to less than K500,000 03. K500,000 to less than K1 million 04. K1m to less than K1.5 million 05. K1.5m to less than K2 million 06. K2m to less than K3 million 07. K3m to less than K5 million 08. K5m to less than K10 million 09. K10m to less than K20 million 10. K20 million or more 98. Don't know END INTERVIEW FOR AN INDIVIDUAL AND ANSWER FX	INTERVIEWER: WHO ANSWERED SECTION F? 1. The respondent herself / himself 2. Other knowledgeable household member
PN	FB12	FB13	FB14	FX
01	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div></div>
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14	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div></div>	<div><div></div></div>

UNEMPLOYMENT/JOB SEARCH For persons aged 15 years and above who did not have a job/business activities in the last 7 days							
SECTION G							
Person number	In the last 7 days, could ... have started work if a job or a business opportunity had become available? 1.Yes >> G7 2.No	What was the main reason was not available to start work in the last 7 days? 1. In school/training 2.Family responsibilities / housework 3.Pregnancy 4. Illness, injury, 5. disability 6..Retired or too old to work 7. No desire to work 8.Off-season 9. Other..... (Specify)	In the last 30 days, did ... look for a job or try to start a business? 1.Yes 2.No >> G5	What steps did ... take in the last 30 days to find a job or start a business? 1. Registered at a public exchange 2. Registered at a private employment centre 3. Applied directly to employers 4. Checked at work sites, farms, factory gates, markets, etc 5. Contacted friends or relatives 6. Placed or answered job advertisements 7. Looked for land, building, machinery, equipment. products establish his/her own enterprise 8. Sought loans or financial assistance 9. Other.....(Specify) }} G7	What was the main reason ... did not seek work or try to start a business in the last 30 days? 01.Found work, but waiting to start 02.Awaiting replies to earlier inquiries 03.Waiting for the season 04. In school/training 05.Family responsibilities / housework 06.Pregnancy, 07.illness, injury, 08.disability 09.Does not know where/how to look for work 10.Lacks employers requirements (skills, experience, education) 11. Lacks financial resources, access to land/business facilities, agricultural inputs, etc, to start own business 12.No jobs available in the area 13.Too old to work 14. Other.....Specify	In the last 12 months, did ... do anything to look for work or to start a business? 1.Yes 2.No	How long has ... been without work and trying to find a job or start a business? 1. Less than 3 months 2. 3 mo. to <6 months 3. 6 mo to < 9 months 4. 9 mo. to < 12months 5. 1 year to < 2 years 6. 2 years to < 3 years 7. 3 years to < 5 years 8. 5 years or more
PN	G1	G2	G3	G4	G5	G6	G7
01	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
02	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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07	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
08	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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SECTION H				
PREVIOUS WORK EXPERIENCE				
For persons aged 15 years and over who did not have a job/business activities in the last 7 days				
Person number	Has..... ever worked for a wage or salary, or for other income in cash or in kind (including income obtained from his/her own or a family business or farm)? 1. Yes 2. No>> END INTERVIEW FOR AN INDIVIDUAL	For how long did work for his/her previous job? 1. less than 3 months 2. 3 months to 5 months 3. 6 months to 11 months 4. 1 year to less than 3 years 5. 3 years to less than 5 years 6. 5 years to less than 10 years 7. 10 years or more	How long ago did ... stop working in his/her last job or business activity? 1. Less than 3 months 2. 3 mo. but less than 6 months 3. 6 mo. but less than 1 year 4. 1 year but less than 3 years 5. 3 years to less than 5 years 6. 5 years or more	What was the main reason why ... stopped working in his/her last job or business activity? 1.Became a student 2.Poor working conditions 3.Laid off/Retrenched 4. Dismissed 5.Job/Contract completed 6.Wanted to establish own business 7.Wanted paid employment 8.Business was unprofitable 9. Other (Specify)
PN	H1	H2	H3	H4
01	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
02	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
03	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
04	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
05	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
06	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
07	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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09	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

SECTION I			HOUSEHOLD CHORES		
			For persons aged 5 – 17 years		
Person number	During the last 7 days did do any of the tasks indicated below?		Total hours spent last 7 days on any of these activities		
	*INTERVIEWER TO READ ENTIRE LIST.		ADD UP THE HOURS FOR ALL THE CHORES		
	<div><div><div>-</div><div>Cooking/serving food for your household</div></div><div><div>-</div><div>Cleaning utensils/ cleaning the house/ washing clothes</div></div><div><div>-</div><div>Doing minor household repairs</div></div><div><div>-</div><div>Caring for the old/sick/infirm</div></div><div><div>-</div><div>Looking after children (e.g. feeding, child care, taking to school)</div></div><div><div>-</div><div>Shopping for the household</div></div><div><div>-</div><div>Other household chores</div></div></div>		IF LESS THAN ONE HOUR, ENTER "00"		
	1. Yes				
	2. No >> END INTERVIEW				
PN	I1		I2		
01	<input type="checkbox"/>		<input type="text"/> <input type="text"/>		
02	<input type="checkbox"/>		<input type="text"/> <input type="text"/>		
03	<input type="checkbox"/>		<input type="text"/> <input type="text"/>		
04	<input type="checkbox"/>		<input type="text"/> <input type="text"/>		
05	<input type="checkbox"/>		<input type="text"/> <input type="text"/>		
06	<input type="checkbox"/>		<input type="text"/> <input type="text"/>		
07	<input type="checkbox"/>		<input type="text"/> <input type="text"/>		
08	<input type="checkbox"/>		<input type="text"/> <input type="text"/>		
09	<input type="checkbox"/>		<input type="text"/> <input type="text"/>		
10	<input type="checkbox"/>		<input type="text"/> <input type="text"/>		
11	<input type="checkbox"/>		<input type="text"/> <input type="text"/>		
12	<input type="checkbox"/>		<input type="text"/> <input type="text"/>		
13	<input type="checkbox"/>		<input type="text"/> <input type="text"/>		
14	<input type="checkbox"/>		<input type="text"/> <input type="text"/>		

WORKING CONDITIONS					
For persons aged 15 years and older, and only for their main job or activity in the last <u>one year</u> .					
SECTION J					
	How did start working in this job/activity/business/farm?	Who decided for to take up the job/activity/business?	What would have risked if he/she refused to take the job?		Was recruited for this job/Activity?
Person number	1. On my own decision >> J5 2. On my own decision, but was misled on the nature of the job or working conditions 3. Someone forced me to take up the job 4. Other.....(Specify)>>J5	1. Employer 2. Recruiter 3. Parents 4. Spouse 5. Other relatives 6. Other.....(Specify)	1. Nothing, but there are few better opportunities of work 2. His/her family, including him/her would suffer some violence 3. He/she would be blacklisted by other employers in the area 4. Other people from ....'s family would lose some benefits (e.g. Access to land, loan, employment) 5. He/she would be without income		1. In this province 2. In another province 3. Abroad 4. Other.....(Specify)
PN	J1	J2	J3		J4
01	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
02	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
03	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
04	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
05	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
06	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
07	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
08	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
09	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
10	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
11	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
12	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
13	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
14	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

[illegible]

SECTION J		WORKING CONDITIONS.....CONT'D: For employed persons aged 15 years and older, and only for their main job or activity in the last one year.						
Person number	Has 's employer/recruiter ever used any of the following means to force to work/prevent.....from leaving the job?							
	Threats and/or physical, sexual or psychological violence	Restriction of 's freedom due to isolation, confinement or surveillance	Debt related to loan taken by or his/her relatives manipulated	Due wages or other benefits promised are withheld	Retention of Id documents or other essential papers	Threats of denunciation to authorities	Threats of dismissal	Abuse of 's vulnerability
	1. Yes 2. No	1.Yes 2. No	1. Yes 2. No	1.Yes 2.No	1. Yes 2. No	1.Yes 2.No	^b 1.Yes 2.No	1.Yes 2. No
PN	J5a	J5b	J5c	J5d	J5e	J5f	J5g	J5h
01	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
02	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
03	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
04	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
05	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
06	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
07	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
08	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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11	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

END OF INTERVIEW

Thank the respondent

Key Persons Involved in the 2012 Zambia Labour Force Survey

Editors

Editors	Title	Organization
Mr. John Kalumbi	Director	CSO
Mr. Iven Sikanyiti	Deputy Director (Social Statistics)	CSO
Mr. Goodson Sinyenga	Deputy Director (Economic Statistics)	CSO
Mr. Peter Mukuka	Deputy Director (Information & Dissemination)	CSO
Mr. Daniel Daka	Deputy Director (Agriculture Statistics)	CSO
Mr. Owen Mgemzulu	Chief Planner	MLSS
Ms. Peggy Mlewa	Director - Planning	MLSS

Authors

Ms. Nchimunya Nkombo	Principal Statistician	CSO
Mr. Gerson Banda	Senior Statistician	CSO
Mr. Yohane Chizalila	Principal Statistical Officer	CSO
Mr. Leonard Kakungu	Statistician	CSO
Mr. Chibeza Magolo	Senior Statistical Officer	CSO
Mr. Michael Tembo	Senior Statistical Officer	CSO
Mr. Bernard Mumba	Principal Planner	MLSS
Mr. David S. Banda	Senior Planner	MLSS
Mr. Richard Banda	Senior Planner	MLSS
Mr. Tobias Musonda	Planner	MLSS
Mr. Fred Mwansa	Statistician	MLSS
Mr. Victor M. Chikalanga	Principal Social Security Officer	MLSS

Analysts/Programmers

Mr. Frank Kakungu	IT Manager	CSO
Ms. Catherine Mwape	Senior Systems Analyst	CSO
Mr. Tabo Simutanyi	Programmer	CSO
Mr. Chibesa Ndawa	Programmer	CSO
Ms. Juliet Malambo	Programmer	CSO
Ms. Bertha Nachinga	Programmer	CSO
Ms. Chonde Namutowe	Programmer	CSO
Mr. Victor Bwalya	Programmer	CSO
Mr. Costain Munsaka	Programmer	CSO

Desktop Officers

Mr. Anthony Nkole	Desktop Officer	CSO
Mr. Makoselo Bowa	Desktop Officer	CSO

Notes

Notes