

## The Employed Population

### 6.1 Introduction

This chapter presents information on the employed population obtained from the labour-force survey. Information on the characteristics of the employed such as their occupation, employment status, industries in which they are employed and education levels, is presented in this chapter. The chapter also includes an indicator on part-time workers, a rate which reflects the average number of hours worked by employed persons.

### 6.2 Employment to Population Ratio

The employment to population ratio is an expression of the total number of employed persons as a proportion of the total working-age population. It is important to policy and decision makers as it provides insight into the country's employment creation capacity. A high ratio is a positive indicator of the level of work. It implies that a large proportion of the country's population is employed and directly involved in market related activities. However, caution should be taken in using this indicator to assess the level of 'decent' work, as this requires a deeper understanding of issues such as earnings, underemployment and working conditions that concern the general work environment.

Table 6.1 presents the employment to population ratios by sex, age and residence. The total employment to population ratio for Zambia was 77 percent, indicating that a substantial proportion of the population was involved in labour related activities. Males (82 percent) had a higher employment to population ratio than females (73 percent).

Analysis by residence reveals that rural (91 percent) had a higher ratio than urban (54 percent) areas, signifying that persons in rural areas were more likely to participate in labour market activities than those in the urban areas. There was not much difference in the ratios between the sexes in rural areas, though the males (92 percent) had a slightly higher ratio than females (91 percent). The difference in ratios of the two sexes was more apparent in urban areas, where males had an employment to population ratio of 66 percent and females 43 percent.

The 15-19 years age-group had the lowest employment to population ratio, followed by 20-24 years (72 percent) and 65+years (79 percent) age-groups. Analysis of the rural and urban ratios by age-group follows the same pattern as that observed in the national (total) ratios, with persons in rural areas of all age-groups having a higher ratio than those in urban areas.

**Table 6.1: Employment to Population Ratio by Sex, Age and Residence, 2005**

	All Zambia	Total Ratio		Rural		Urban		Total Employed		Number of persons	
		Male	Female	Total	Male	Female	Total	Male	Female	Employed Persons	Number of Persons 15 Years & above
All Zambia	77	82	73	91	92	91	54	66	43	4,131,531	6,212,733
Age(years)											
15-19	58	59	58	81	80	82	22	24	21	583,295	1,331,743
20-24	72	77	67	92	91	93	40	53	30	663,463	1,099,967
25-29	81	89	75	95	97	94	64	79	51	694,658	966,607
30-34	86	93	78	95	97	93	72	87	56	542,615	716,683
35-39	87	94	81	95	97	94	75	90	59	412,466	517,278
40-44	91	95	86	97	98	96	80	91	66	320,949	392,898
45-49	90	95	87	96	96	96	79	91	67	271,912	332,263
50-54	89	94	85	97	98	96	76	86	64	190,447	235,717
55-59	88	91	86	98	98	97	71	81	58	146,965	185,121
60-64	88	88	88	96	96	96	64	71	53	105,161	141,460
65+	79	84	74	86	90	83	41	56	26	199,600	292,996

### 6.3 Currently Employed Population by Status in Employment

The distribution of the employed by employment status is important to understanding both the dynamics of the labour market and the level of development of the country. In labour-force survey, workers were classified in four categories of employment status as follows: employer, self-employed, paid employee and unpaid family worker.

- An employer was considered to be a person who operated his or her own economic enterprise(s) and used hired labour.
- An 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

- A self-employed person was 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 so performed.

#### 6.3.1 Currently Employed Population by Employment Status, Sex and Marital Status

Data on the percentage distribution of currently employed persons by employment status, sex and marital status is depicted in Table 6.2. Of the total number of employed persons in Zambia, 43 percent were self-employed, 17 percent were paid employees, 38 percent were unpaid family workers and only 1 percent were employers.

**Table 6.2: Percentage Distribution of Currently Employed Persons Aged 15 Years and Above by Employment Status, Sex and Marital Status, 2005**

Marital Status	Employment Status					Employed Persons
	Self-employed	Employer	Paid employee	Unpaid family worker	Other	
<b>All Zambia</b>	43	1	17	38	0	<b>4,131,531</b>
<b>Sex</b>						
Male	51	1	22	26	0	2,213,835
Female	34	1	12	53	0	1,917,696
<b>Marital Status</b>						
Single and never married	14	0	15	70	1	996,773
Married	53	1	18	29	0	2,565,067
Separated	47	1	22	30	0	82,785
Divorced	57	1	20	21	0	203,008
Widowed	65	1	21	12	0	271,108
Cohabiting	25	.	10	65	.	
Not Stated	52.9	1	15.9	31.3	.	<b>6,920</b>

It is important for planning purposes for decision makers to be aware of the pattern of status in employment by marital status, as this could potentially influence one's choice of work. This information is shown in table 6.2 above, which gives the distribution of employed persons by employment status and marital status. The majority of the single and never

married persons were unpaid family workers (70 percent). Persons who were cohabiting (65 percent) were also highly likely to be unpaid family workers, while most of the divorced (57 percent), widowed (65 percent) and married (53 percent) persons were categorized as self employed.

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**Figure 6.1: Percentage Distribution of Currently Employed Aged 15 Years and Above by Employment Status, Sex, 2005**

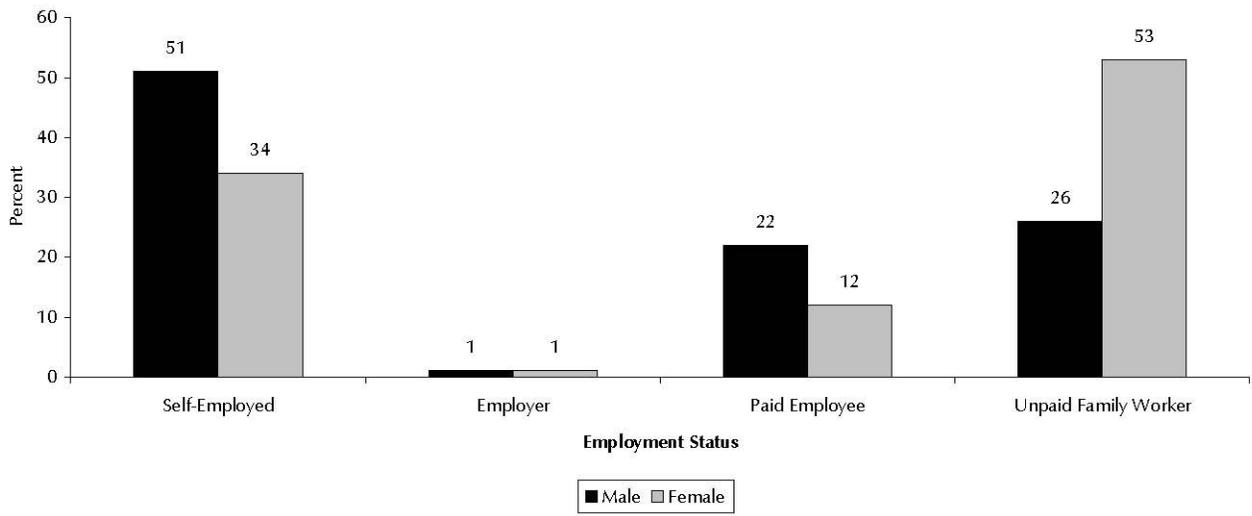


Figure 6.1 shows the percentage distribution of currently employed persons by employment status and sex. The figure shows that 51 percent of the total number of males employed were self-employed, while 22 percent were paid employees, 26 percent were unpaid family workers and 1 percent were employers. The picture is different for females with the majority of the employed being unpaid family workers (53 percent), 34 percent classified as self employed and 12 percent as paid employees.

### 6.3.2 Employment Status by Literacy and Education

The distribution of employed persons by level of education and literacy is an important indicator, which points to the level of skill of the country's labour force. Increased education and literacy are vital to an individual's ability to assimilate and articulate issues, and are thus important factors in human resource development which add to a country's efficiency and productivity. The level of education of a country's labour force therefore tends to indicate its productive capacity and subsequently its capacity to compete on the world market.

**Table 6.3: Percentage Distribution of Currently Employed Persons Aged 15 years and Above by Employment Status and Literacy Level, 2005**

Literacy Level	Employment status					Employed Persons
	Self-employed	Employer	Paid employee	Unpaid family worker	Other	
	Percent	Percent	Percent	Percent	Percent	
<b>Literacy</b>						
Literate	44	1	20	35	0	2,941,512
Illiterate	41	1	4	54	0	1,186,571
Not Stated	100	.	57	.	8.1	3,448

Information on employment status by literacy is shown the illiterate (54 percent) were unpaid family workers in Table 6.3 and Figure 6.2. About 44 percent of and 41 percent were self employed. literate persons were self employed, 1 percent were employers, 20 percent were paid employees and 35 percent were unpaid family workers. The majority of

**Figure 6.2: Percentage Distribution of Currently Employed Aged 15 Years and Above by Employment Status and Literacy Level, 2005**

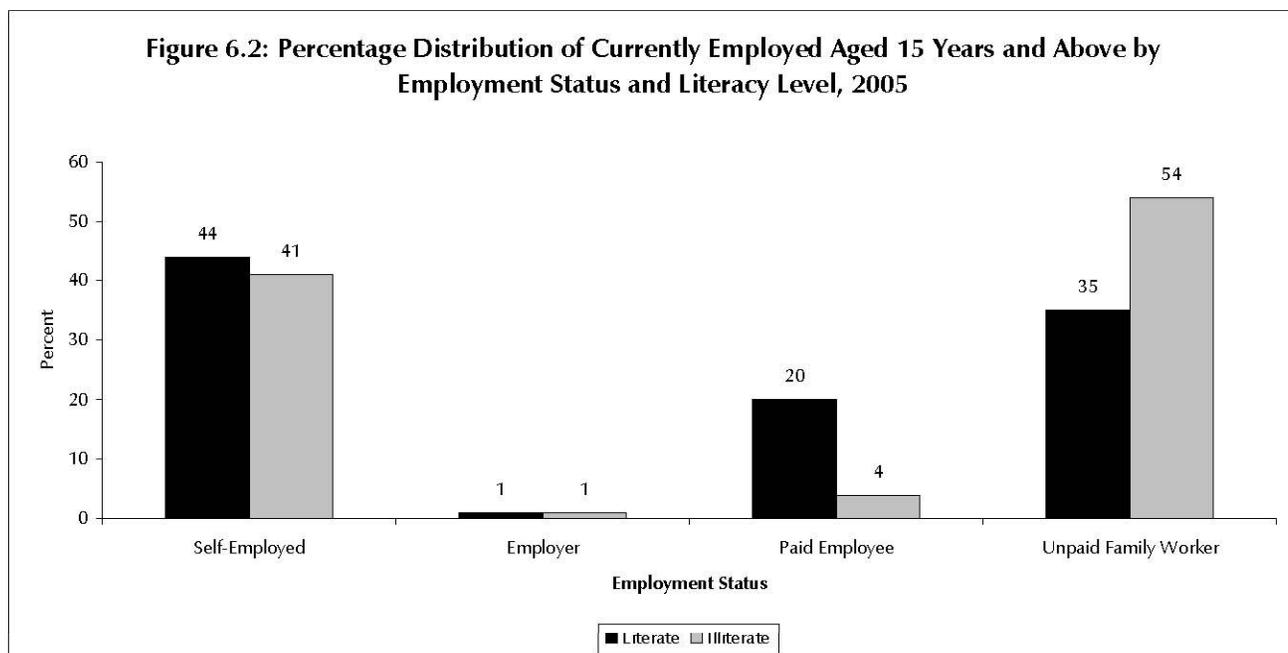


Table 6.4 shows the percentage distribution of currently employed persons by employment status and level of education. Persons with no education were highly likely to be unpaid family workers (69 percent), and only 13 percent were paid employees. The majority of persons with primary education were either self employed (46 percent) or unpaid family workers (46 percent). Persons whose level of education

was junior secondary were most likely to be self employed (43 percent), while 37 percent and 20 percent were unpaid family workers and paid employees respectively. The majority of persons with senior secondary education were paid employees (39 percent) and 38 percent were self employed. Those with tertiary education were most likely to be paid employees (63 percent), and only 7 percent were unpaid family workers.

**Table 6.4: Percentage Distribution of Currently Employed Persons Aged 15 Years and Above by Employment Status and Level of Education**

Level of Education	Employment status					Employed Persons
	Self-employed	Employer	Paid employee	Unpaid family worker	Other	
Level of education						
None	18	.	13	69	.	1,077
Primary	46	1	7	46	0	1,995,757
Junior secondary	43	1	20	37	0	669,468
Senior secondary	38	1	39	22	1	643,518
Tertiary	28	1	63	7	1	33,160
Not Stated	50.9	0.2	3.8	44.4	0.7	667,171

### 6.3.3 Employment Status by Residence

Table 6.5 shows the distribution of employed persons by employment status and province. The table shows that apart from Copperbelt (14 percent) and Lusaka (12 percent), all provinces had high proportions of unpaid family workers. Most of the employed persons in Central (44 percent), Eastern (52 percent) and Southern (49 percent) provinces were unpaid family workers. There were also high proportions of self

employed persons in all provinces with North-western having the highest proportion (57 percent), followed by Luapula (49 percent) and Northern (47 percent). Lusaka (54 percent) and Copperbelt (45 percent) provinces had the highest proportions of paid employees, while Western (5 percent) and Eastern (4 percent) had the lowest.

**Table 6.5: Percentage Distribution of Currently Employed Persons Aged 15 Years and Above by Employment Status and Province, 2005**

Province	Employment status					Employed Persons
	Self-employed	Employer	Paid employee	Unpaid family worker	Other	
	%	%	%	%	%	
All Zambia	43	1	17	38	0	4,131,531
<b>Province</b>						
Central	40	1	15	44	0	365,208
Copperbelt	41	0	45	14	0	529,016
Eastern	44	1	4	52	.	657,277
Luapula	49	0	6	45	0	390,449
Lusaka	32	2	54	12	1	431,642
Northern	47	0	6	46	0	663,196
North-western	57	1	7	34	2	294,517
Southern	40	0	10	49	0	523,837
Western	50	1	5	43	1	276,389

Table 6.6 shows the percentage distribution of employed persons by employment status and residence. Of all employed persons in Zambia, 73.4 percent were in rural areas and 26.6 percent were in urban areas. Most of the self employed persons (79.2

percent), Employers (68.7 percent) and unpaid family workers (88.5 percent) were in rural areas. The majority of paid employees were in urban areas (80.8 percent).

**Table 6.6: Percentage Distribution of Currently Employed Persons Aged 15 and Above by Employment Status and Residence, 2005**

Employment status	Both	Rural	Urban	Employed persons
All Zambia	100	73.4	26.6	4,131,531
Self employed	100	79.2	20.8	4,610
Employer	100	68.7	31.3	1,894,176
Paid employee	100	19.2	80.8	21,455
Unpaid family worker	100	88.5	11.5	733,004
Other status	100	63.4	36.6	1,461,656
Not Stated	100	88.5	11.5	4,610

#### 6.4 Distribution of Currently Employed Population by Occupation

##### 6.4.1 Currently Employed Population by Occupation and Educational Status

Table 6.7 represents the percentage distribution of currently employed persons by occupation and education. Of the total number of employed persons in Zambia, 3.1 percent had a university degree and 0.9 percent had attained A-level education. About 58.3 percent had primary education (Grade 1-7), 19.7 percent had grade 8-9 education, while 18 percent had grades 10-12 education.

Persons employed in the Administrative and managerial occupations were more likely to have upper secondary (grade 10-12) education, 49.1 percent. About 30.9 percent had a university degree, 9 percent had A-level education, 6.8 percent had lower secondary education and 4.1 had primary education.

A similar pattern is observed for persons employed in the professional, technical and related occupations. Most of the persons in this occupation had upper secondary education, 47.4 percent, followed by university education at 28.6 percent. About 11.6 percent had lower secondary school education and

7.3 percent had primary education.

Fewer persons in the remaining professions had university education. About 3.3 percent in the clerical and related occupation, 0.5 percent in the agriculture, forestry and fisheries, 7.7 percent in the production and related, 1.6 in sales and 11.3 percent in the service occupations had university education.

The majority of the persons employed in the agriculture, forestry and fisheries (71.4 percent), clerical and related (35.8 percent) and Sales (36.5 percent) occupations had primary education.

**Table 6.7: Percentage Distribution of Currently Employed Persons Aged 15 Years and Above by Occupation and Education, 2005**

Occupation	Both	None	Grade 1-7	Grade 8-9	Grade 10-12	A level	Degree	Employed persons
All Zambia	100.0	0.0	58.3	19.7	18.0	0.9	3.1	4,131,531
<b>Occupation</b>								
Administrative, managerial	100.0	.	4.1	6.8	49.1	9.0	30.9	113,878
Professional, technical and related	100.0	.	7.3	11.6	47.4	5.1	28.6	100,545
Clerical and related	100.0	0.1	35.8	25.8	34.6	0.5	3.3	313,164
Agriculture, forestry and fisheries	100.0	0.0	71.4	18.1	9.6	0.3	0.5	198,722
Production and related	100.0	.	23.5	25.8	41.1	1.9	7.7	3,025,834
Sales	100.0	.	36.5	30.6	30.7	0.6	1.6	372,792
Service	100.0	.	21.9	15.9	41.5	9.5	11.3	4,976
Not Stated	100.0	-	-	-	-	-	-	1,620

**6.4. Currently Employed Population by 2**

**Occupation, Sex and Residence**

currently employed persons by occupation, sex and residence. Of the total number of employed persons in Zambia, 50.6 percent were male and 48.4 percent were female. About 48.6 percent of the employed persons in rural areas were male, while 51.4 percent were females. More males (59.8 percent) compared to females (40.2 percent) were employed in urban areas.

The occupation with the highest proportion of males in Zambia was production and related, 76.9 percent, while that with the most females was agriculture, forestry and fisheries (52.3 percent). The production and related category also had the lowest proportion of females (23.1 percent). The males were the majority in all occupation categories except agriculture, forestry and fisheries, which had 47.7 percent males.

In rural areas, the occupation with the largest proportion of males was Service (100 percent), followed by professional, technical and related (84.2 percent) and the Administrative and managerial (73.8 percent), while the category with the least proportion of males was the clerical and related at 46.2 percent. The females in rural areas were most in the Clerical and related occupation (53.8 percent) and least in the professional, technical and related (15.8 percent). In urban areas, the occupation with the largest proportion of males was production and related (78.2 percent), followed by professional, technical and related (69.3 percent). The occupation with the least proportion of males in urban areas was Service, with

42.8 percent. Females in urban areas were most in Service (57.2 percent) and least in Production and related (21.8 percent).

**Table 6.8: Percentage Distribution of Currently Employed Persons Aged 15 Years and Above by Occupation, Sex and Residence, 2005**

Occupation	Zambia			Rural			Urban			Employed persons
	Total	Male	Female	Total	Male	Female	Total	Male	Female	
All Zambia	100	51.6	48.4	100	48.6	51.4	100	59.8	40.2	4,131,531
<b>Occupation</b>										
Administrative, managerial	100	58.7	41.3	100	73.8	26.2	100	55.5	44.5	113,878
Professional, technical and related	100	70.9	29.1	100	84.2	15.8	100	69.3	30.7	100,545
Clerical and related	100	49.7	50.3	100	46.2	53.8	100	50.4	49.6	313,164
Sales	100	58.3	41.7	100	61.4	38.6	100	57.4	42.6	198,722
Agriculture, forestry and fisheries	100	47.7	52.3	100	47.7	52.3	100	48.1	51.9	3,025,834
Production and related	100	76.9	23.1	100	70.6	29.4	100	78.2	21.8	372,792
Service	100	65.0	35.0	100	100	0	100	42.8	57.2	4,976
Not Stated	100	-	-	-	-	-	-	-	-	1,620

Table 6.9 represents the percentage distribution of percent) and Copperbelt (12.1 percent) provinces. currently employed persons by occupation and North-western province had the least proportion of province. Eastern (15.4 percent) and Northern (15.3 employed persons at 6.8 percent. percent) provinces had the largest proportion of employed persons, followed by Southern (12.9

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Lusaka and Copperbelt provinces had the largest Sales (28.9 percent). In Copperbelt province, the proportions of persons employed in all categories. occupation with the largest proportion of employed Most of the persons in Lusaka were employed in the persons was Service (41.6 percent), followed by professional, technical and related (33.9 percent) and Professional, technical and related (35.3 percent) and Administrative, managerial (33.7 percent) categories, Sales (34.9 percent). followed by Production and related (32.8 percent) and

**Table 6.9: Percentage Distribution of Currently Employed Persons Aged 15 years and Above by Occupation and Province, 2005**

Occupation	Central	Copperbelt	Eastern	Luapula	Lusaka	Northern	North-western	Southern	Western	Employed persons
All Zambia	10.6	12.1	15.4	8.6	10.3	15.3	6.8	12.9	8.1	4,131,531
<b>Occupation</b>										
Administrative, managerial	5.9	33.7	3	2.5	34.1	4.5	5.5	7.1	3.6	113,878
Professional, technical and related	6.8	33.9	3.8	3	35.3	7.8	1.7	5.2	2.5	100,545
Clerical and related	8.6	27.5	6.3	7.7	31.1	5.6	1.7	6.7	4.8	313,164
Sales	6.1	28.9	4	4.3	34.9	8	3.6	7.3	2.9	198,722
Agriculture, forestry and fisheries	11.6	5.8	19.1	9.7	3.1	18	8.2	14.7	9.7	3,025,834
Production and related	8.5	32.8	3	4.5	28.7	8.3	3	8.9	2.3	372,792
Service	-	23.7	-	2.8	41.6	7.7	3.9	7.8	12.4	4,976
Not Stated	-	-	-	-	-	-	-	-	-	1,620

### 6.4.3 Currently Employed Population by Occupation and Age Group

Table 6.10 shows the percentage distribution of Service were in the age group 25-29 years, while the employed persons by age group and occupation. The age-group 60-64 years represented the lowest majority of employed persons in Zambia were found proportions in all occupations. In the Service in the younger age-groups 15-19 years (16.2 percent), occupation, the highest proportion of persons was 20-24 years (16.4 percent) and 25-29 years (16.4 found in the age-group 40-44 years (33 percent) percent). The older age groups had lower proportions, followed by 25-29 years (31.2 percent). In Agriculture the least being the 60-64 years age group at 2.6 forestry and fisheries, the majority of persons were in percent. the age-group 15-19 years (19.4 percent), followed by

20-24 years (17.3 percent). The

majority of persons employed in all occupations, apart from the Agriculture, forestry and fisheries and

**Table 6.10: Percentage Distribution of Currently Employed Persons Aged 15 Years and Above by Occupation and Age-Group, 2005**

Occupation	Age (years)											Employed persons
	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	
All Zambia	16.2	16.4	16.4	12.8	9.4	7.4	6.3	4.4	3.4	2.6	4.8	4,131,531
<b>Occupation</b>												
Administrative, managerial	2.4	8.0	23.1	19.7	13.1	11.6	11.5	4.4	4.2	0.4	1.6	113,878
Professional, technical and related	3.5	8.7	22.7	14.6	12.7	15.5	6.4	7.1	5.5	2.5	0.7	100,545
Clerical and related	9.6	18.4	22.0	16.2	13.2	6.9	6.0	4.1	1.8	1.0	0.8	313,164
Sales	11.3	13.4	26.1	18.6	10.9	5.2	5.5	3.5	3.3	1.2	1.0	198,722
Agriculture, forestry and fisheries	19.4	17.3	14.2	11.0	8.1	6.9	6.2	4.4	3.5	3.0	6.0	3,025,834
Production and related	4.1	12.5	22.2	19.9	14.4	9.9	6.1	4.6	3.3	1.5	1.4	372,792
Service	.	.	31.2	4.3	13.4	33.0	3.9	6.3	-	-	-	4,976
Not Stated	-	-	-	-	-	-	-	-	-	-	-	1,620

### 6.5 Distribution of Currently Employed Population by Industry

The distribution of the employed by sector is an employment within individual sectors of employment. important factor in analysis of productivity trends. It Industry or sector defines the type of product or also provides useful information for showing trends of service produced at a person's workplace.

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### 6.5.1 Currently Employed Population by Sex and Residence

The distribution of currently employed persons by The manufacturing industry accounted for 4 percent of Industry is shown in table 6.11. The table shows that the employed population. The rest of the industries the Agriculture, forestry and fisheries sector had the each accounted for 2 percent or less of the employed highest proportion of employed in Zambia, it population. A similar pattern was observed for both accounted for 73 percent of the employed population. males and females, with 69 percent and 78 percent This was followed by the Trade and Community & employed in the agriculture, forestry and fisheries personal services industries, which accounted for 10 industry, respectively. percent and 7 percent of the employed respectively.

Table 6.12 shows the percentage distribution of currently employed persons by industry and residence. Of the total number of employed persons 73.4 percent were in rural areas and 26.6 percent were in urban areas. The distribution of the employed in each industry shows that apart from the agriculture, forestry and fisheries industry the majority of

Table 6.13 shows the percentage distribution of currently employed persons by industry, sex and residence. The data shows that apart from agriculture, forestry and fisheries which employed more females than males (52.9 percent compared with 47.1 percent) the remaining industries employed more males. The industries with the highest percentages of males in Zambia were construction and mining, both employing 92.5 percent. Transport, Finance and electricity also employed a large proportion of males at

**Table 6.11: Percentage Distribution of Currently Employed Persons Aged 15 years and Above by Industry and Sex, 2005**

Industry	Both Sexes	Male	Female
All Zambia	4,131,531	2,213,835	1,917,696
	100	100	100
Agriculture ,Forest & Fishing	73	69	78
Mining and Quarrying	1	2	0
Manufacturing	4	4	3
Electricity, Gas & Water	0	1	0
Construction	1	2	0
Trade, Wholesale & Retail	10	10	10
Hotels and Restaurant	1	1	1
Transport & Communication	2	3	1
Finance, Insurance &real Estate	1	1	0
Community, Social & Personal Services	7	7	7
Not stated	0	0	

Table 6.12 shows the percentage distribution of currently employed persons by industry and residence. Of the total number of employed persons in Zambia, 73.4 percent were in rural areas and 26.6 percent were in urban areas. The distribution of the employed in each industry shows that apart from the agriculture,

employed persons were in urban areas, 92.5 percent of those employed in the agriculture industry were in rural areas and 7.5 percent were in urban areas. The Mining and quarrying industry had the largest proportion of employed persons in urban areas at 93 percent.

**Table 6.12: Percentage Distribution of Currently Employed Persons Aged 15 years and Above by Industry and Residence, 2005**

Industry	Total	Rural	Urban	Employed persons
All Zambia	100	73.4	26.6	4,131,531
Agriculture, Forestry and Fisheries	100	92.5	7.5	2,983,968
Mining and Quarrying	100	7.0	93.0	56,227
Manufacturing	100	26.8	73.2	166,143
Electricity, Gas and Water	100	29.8	70.2	17,122
Construction	100	19.3	80.7	55,499
Trade, Wholesale and Retail Distribution	100	22.5	77.5	400,480
Hotels and Restaurants	100	11.9	88.1	33,399
Transport and Communication	100	9.5	90.5	88,080
Finance, Insurance and Real Estate	100	10.3	89.7	40,666
Community, Social and Personal Services	100	17.9	82.1	288,040
Not Stated	100	100	-	1,907

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90.9 percent, 83.5 and 86.9 percent, respectively. Construction and mining had the lowest proportion of females (7.5 percent).

In rural areas, the industry employing the largest proportion of males was Transport (90.7 percent),

followed by Finance (89.5 percent) and Electricity (88.9 percent), while the sector with the least proportion of males was the agriculture at 46.2 percent. The females in rural areas were employed mostly in the agriculture, forestry and fisheries (52.8 percent) and least in transport and communication industries (9.3 percent). In urban areas, the industry with the largest proportion of males was mining (94.7 percent), followed by Construction (93.5 percent). The industry with the least proportion of males in urban areas was agriculture with 45.8 percent. Females in urban areas were mostly in agriculture (54.2 percent) and least in Mining and quarrying (5.3 percent).

**Table 6.13: Percentage Distribution of Currently Employed Persons Aged 15 years and Above by Industry, Sex and Residence, 2005**

Industry	Zambia			Rural			Urban			Employed persons
	No	Male	Female	No	Male	Female	No	Male	Female	
All Zambia	100	51.6	48.4		48.6	51.4		59.8	40.2	4,131,531
Agriculture, forestry and fisheries	100	47.1	52.9		47.2	52.8		45.8	54.2	2,983,968
Mining and quarrying	100	92.5	7.5		63.0	37.0		94.7	5.3	56,227
Manufacturing	100	69.2	30.8		56.5	43.5		73.8	26.2	166,143
Electricity, gas and water	100	86.9	13.1		88.9	11.1		86.0	14.0	17,122
Construction	100	92.5	7.5		88.1	11.9		93.5	6.5	55,499
Trade, wholesale and retail distribution	100	55.5	44.5		63.1	36.9		53.3	46.7	400,480
Hotels and restaurants	100	52.6	47.4		59.3	40.7		51.6	48.4	33,399
Transport and communication	100	90.9	9.1		90.7	9.3		90.9	9.1	88,080
Finance, insurance and real estate	100	83.5	16.5		89.5	10.5		82.8	17.2	40,666
Community, social and personal services	100	52.6	47.4		70.5	29.5		48.7	51.3	288,040
Not Stated										1,907

### 6.5.2 Currently Employed Population by Industry and Educational Status

Table 6.14 represents the percentage distribution of currently employed persons by industry and education. The highest level of education attained by the majority of persons employed in the Agriculture, forestry and fisheries industry was primary education with more than two thirds (71.5 percent) having primary education, 18.3 percent had junior secondary education, 9.4 percent had senior secondary and only 0.5 percent had university education. The other sector which had more of it's employed with primary education as the highest level of education attained was the Trade, wholesale and retail sector at 36.4 percent. About 35.5 percent had a senior secondary education and 3.9 percent had a university degree.

In the remaining sectors the highest education attained by most of the employed was senior secondary education, manufacturing (35.5 percent), (65.5 percent), Hotels and restaurants (40.7 percent), Transport and communication (45.0 percent), Finance,

insurance and real estate (51.3 percent), Community, social and personal services (40.2 percent), Mining and quarrying (44.8 percent) and Electricity, gas and water (49.6 percent).

The industries which employed more persons with university education were Finance, insurance and real estate (17.9 percent), Community, social and personal services (17.1 percent), Mining and quarrying (16.8 percent) and Electricity, gas and water (18.0 percent). Fewer persons in the remaining professions had university education, 9.8 percent in the Hotels and restaurants, 8.0 percent in the construction and 5.5 percent in manufacturing. Agriculture and Trade had the least persons with university education.

**Table 6.14: Percentage Distribution of Currently Employed Persons Aged 15 years and above by Industry and Education, 2005**

Industry	Both	None	Grade 1-7	Grade 8-9	Grade 10-12	A level	Degree	Employed persons
All Zambia	100.0	0.0	58.3	19.7	18.0	0.9	3.1	4,131,531
Agriculture, forestry and fisheries	100.0	0.0	71.5	18.3	9.4	0.3	0.5	2,983,968
Mining and quarrying	100.0	.	15.6	19.0	44.8	3.7	16.8	56,227
Manufacturing	100.0	.	30.0	27.6	35.5	1.4	5.5	166,143
Electricity, gas and water	100.0	.	9.4	18.9	49.6	4.1	18.0	17,122
Construction	100.0	.	32.1	23.9	35.6	0.3	8.0	55,499
Trade, wholesale and retail distribution	100.0	0.0	36.4	24.6	34.3	0.7	3.9	400,480
Hotels and restaurants	100.0	.	17.8	28.7	40.7	3.1	9.8	33,399
Transport and communication	100.0	.	19.4	26.9	45.0	1.2	7.5	88,080
Finance, insurance and real estate	100.0	.	10.0	14.7	51.3	6.2	17.9	40,666
Community, social and personal services	100.0	.	20.0	18.0	40.2	4.6	17.1	288,040
Not Stated	100.0	.	100.0	.	.	.	.	1,907

### 6.5.3 Currently Employed Population by Industry and Residence

Comparison of the currently employed by industry at provincial level shows that Eastern (15.4 percent) and Northern (15.3 percent) provinces had the largest proportion of employed persons, followed by Southern (12.9 percent) and Copperbelt (12.1 percent) provinces. North-western province had the least proportion of employed persons at 6.8 percent.

The distribution of the employed in each industry shows that with the exception of the Agriculture, forestry and fisheries and Electricity, gas and water industries, the largest proportion of employed persons were in Lusaka and Copperbelt provinces. Eastern province had the largest proportion of persons employed in the agriculture sector (19.2 percent)

followed by Northern Province (18.2 percent). The least proportion of persons employed in the agriculture sector were in Lusaka province (3 percent). The majority of persons employed in the Electricity, gas and water industry were in Central province. Lusaka province had the largest proportion of employed persons in the following industries; Transport and communication (38.8 percent), Construction (35.4 percent), Trade, wholesale and retail (32.4 percent), Finance, insurance and real estate (35.1 percent) and Community social and personal services (34.7 percent). In Copperbelt province, the industry with the largest proportion of employed persons was mining and quarrying (81.5 percent), followed by Hotel and restaurants (32.1 percent) and Manufacturing (31.2 percent).

**Table 6.15: Percentage Distribution of Currently Employed Persons Aged 15 years and Above by Industry and Province, 2005**

Industry	Total	Central	Copperbelt	Eastern	Luapula	Lusaka	Northern	North-western	Southern	Western
All Zambia	100.0	10.6	12.1	15.4	8.6	10.3	15.3	6.8	12.9	8.1
Agriculture, forestry and fisheries	100.0	11.7	5.8	19.2	9.4	3.0	18.2	8.2	14.8	9.6
Mining and quarrying	100.0	1.1	81.5	0.6	0.4	1.7	2.7	2.1	9.9	
Manufacturing	100.0	7.0	31.2	10.3	6.8	25.1	7.9	1.6	6.0	4.2
Electricity, gas and water	100.0	35.2	23.3	.	1.8	20.6	7.9	5.3	3.3	2.7
Construction	100.0	4.2	26.2	3.8	4.1	35.4	4.7	2.9	14.9	3.6
Trade	100.0	8.6	23.0	3.4	9.9	32.4	7.1	1.7	8.1	5.8
Hotels and restaurants	100.0	10.6	32.1	4.2	6.3	27.6	3.4	1.5	11.4	2.8
Transport and communication	100.0	7.6	31.6	3.4	2.4	38.8	8.1	1.8	4.4	1.9
Finance, insurance and real estate	100.0	5.0	32.2	2.3	3.5	35.1	4.0	2.8	12.8	2.4
Community, social and personal services	100.0	6.4	28.6	5.1	3.5	34.7	7.6	5.7	6.0	2.5

**6.5.4 Currently Employed Population by Industry in the younger age groups 15-19 years (16.2 percent), and Age 20-24 years (16.4 percent) and 30-34 years (16.4 percent).** The age group 60-64 years had the lowest proportion of employed persons, 2.6 percent. Table 6.16 represents the percentage distribution of currently employed persons by industry and age. The majority of employed persons in Zambia were found

In the agriculture, forestry and fisheries sector, the percent). There were few persons in the age group 15 majority of employed persons belonged to the age 19 years (2.6 percent) and the lowest proportion was group 15-19 years (19.5 percent), followed by 20-24 in the age group 60-64 years (0.6 percent). Persons in years (17.4 percent), and the least proportion was the age group 25-29 years were the majority in the represented by the 60-64 years (3 percent) age group. rest of the industries. The industry with the highest

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proportion of persons in this age-group was the hotels In the mining and quarrying industry, the majority of and restaurants (28.9 percent) persons belonged to the age-group 40-44 years (20.3

**Table 6.16: Percentage Distribution of Persons Aged 15 years and Above by Industry and Age Group, 2005**

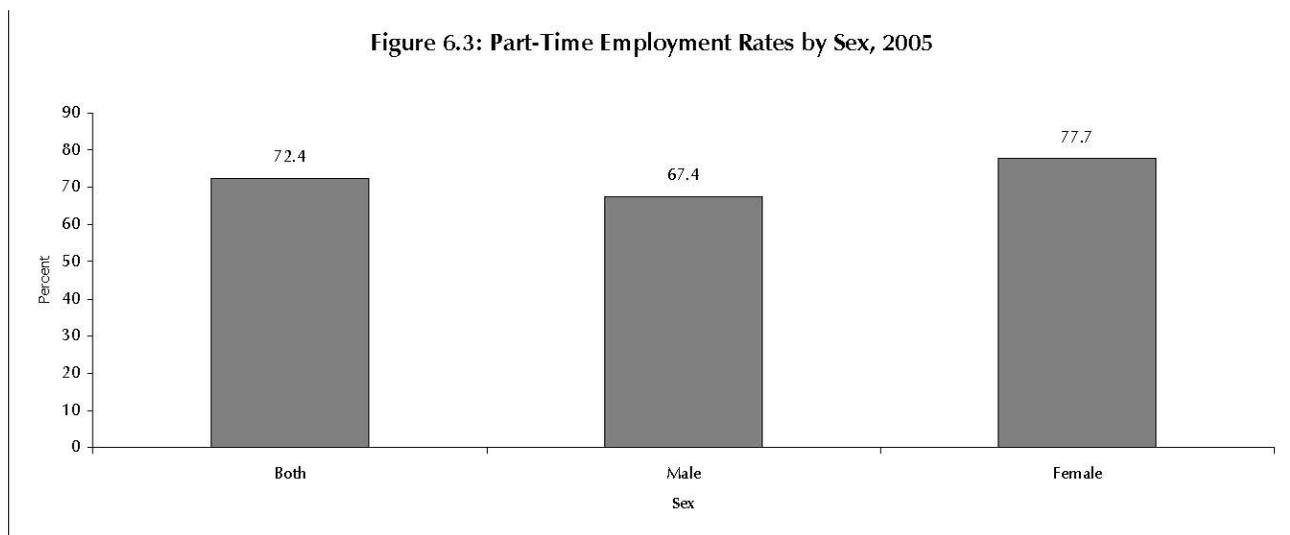
Industry	Age (years)											Employed Persons
	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	
All Zambia	16.2	16.4	16.4	12.8	9.4	7.4	6.3	4.4	3.4	2.6	4.8	4,131,531
Agriculture, forestry and fisheries	19.5	17.4	14.1	11	8.0	6.8	6.1	4.3	3.5	3	6	2,983,968
Mining and quarrying	2.5	8.6	16.9	14.5	14.7	20.3	11.7	6.4	3.9	0.6	-	56,227
Manufacturing	4.5	15	23.6	17.3	14.6	6.5	6.5	3.8	4.3	1.2	2.6	166,143
Electricity, gas and water												17,122
Construction	4.6	10.4	22.3	17	10.5	9.1	5.8	6.8	5	5.7	2.7	55,499
Trade	8.6	15.9	21.8	16.8	13.5	8.4	6.2	4.4	2.2	1.4	0.9	400,480
Hotels and restaurants	1.5	12.2	28.9	17.8	10.4	11.2	5.8	3.9	3.7	1.2	3.4	33,399
Transport and communication	5.1	15	28.2	18.9	11.2	10.1	4.3	3.3	2.6	0.3	1	88,080
Finance, insurance and real estate	3.0	10	21.9	15.2	15.9	12.7	5.8	8.5	4.1	0.6	2.3	40,666
Community, social and personal services	8.5	10.8	23	19.7	12.2	8	7.5	4.8	3.3	1.1	1.2	288,040
Not Stated				100								1,907

## 6.6 Part-Time Workers

An indicator on part-time workers, the part-time employment rate, is included in this report. The part-time employment rate is an expression the total number of persons whose working hours per week are less than full time as a proportion of total employment. In the labour force survey, individuals were considered to work full time if they worked 40 hours per week. The part-time employment rate has been calculated for both men and women in employment in various categories of occupation, industry, age, employment status and residence.

### 6.6.1 Part-Time Workers by Sex, Residence and Age

Figure 6.3, shows the part-time employment rate by sex in Zambia. About 72.4 percent of employed persons were classified as part time workers, in other words, this proportion of persons worked for less than 40 hours per week. Approximately 77.7 percent of the part-time workers were female and 67.4 percent were male.



The part-time employment rates for rural and urban areas and provincial estimates are shown in table 6.17. The table shows that the part-time employment rate was higher in rural (83.3 percent) than in urban (42.4 percent) areas. The rate was lowest for males (36.8 percent) in urban areas, while 50.6 percent of the female workers worked part-time. In rural areas, out of the total part-time workers, 81.1 percent were male and 85.4 percent were females.

Lusaka (42.5 percent) and Copperbelt (42.6 percent) provinces had the lowest part-time employment rates, while Western province (97.6 percent) had the highest proportion of part-time workers, followed by Northern (89.8 percent) and North-western provinces (84.9 percent). This pattern was similar for the analysis undertaken by sex, where the part-time employment rates for both sexes were lowest for Copperbelt and Lusaka provinces, and highest for Western province. Female workers had higher part-time employment rates than their male counterparts in all provinces.

**Table 6.17: Part-time Employment Rates Among Employed Persons Aged 15 years and Above by Province, 2005**

Residence and Province	Part-time employment rate			Number of persons
	Both	Male	Female	
Total	72.4	67.4	77.7	4,131,531
Rural	83.3	81.1	85.4	3,019,421
Urban	42.4	36.8	50.6	1,112,110
<b>Province</b>				
Central	64.0	59.6	68.4	365,208
Copperbelt	42.6	36.0	52.1	529,016
Eastern	77.8	75.9	79.7	657,277
Luapula	82.1	79.5	84.6	390,449
Lusaka	42.5	37.8	50.0	431,642
Northern	89.8	87.2	92.3	663,196
North-western	84.9	81.2	88.1	294,517
Southern	75.2	72.6	77.7	523,837
Western	97.6	96.4	98.6	276,389

Table 6.18 shows the part-time employment rates for employed persons by age. Persons in the age-group 15-19 years (84.6 percent) had the highest part-time employment rate, followed by those in the 65+ years group (83.5 percent). Persons in the age-groups 25-29 (65.6 percent), 35-39 (65.5 percent) and 40-44 (65.9 percent) had the lowest part-time employment

rates. For males, the rate was highest among the 15-19 years age-group (84.6 percent) and lowest for those in the age-group 40-44 years (57.3 percent). Females in the 65+ age-group (86.9 percent) had the highest part-time employment rate, while those in the age-group 35-39 years (72.3 percent) had the lowest.

**Table 6.18: Part-time Employment Rates Among Employed Persons Aged 15 years and Above by Age-Group, 2005**

Age (years)	Part-time employment rate			Number of persons
	Both	Male	Female	
Total	72.4	67.4	77.7	4,131,531
15-19	84.6	84.6	84.6	583,295
20-24	75.3	70.1	80.4	663,463
25-29	65.6	59.3	72.5	694,658
30-34	67.7	63.6	72.8	542,615
35-39	65.5	59.3	72.3	412,466
40-44	65.9	57.3	75.2	320,949
45-49	68.6	61.9	75.5	271,912
50-54	71.6	65.8	77.7	190,447
55-59	71.7	63.8	79.8	146,965
60-64	78.6	75.3	82.0	105,161
65+	83.5	80.4	86.9	199,600

**6.6.2 Part-Time Employment Rates by Occupation** Here, 16.9 percent of the part-time workers were

female and 25.6 percent were male. Agriculture, forestry and fisheries had the largest proportion of agriculture, forestry and fisheries occupation (84.4 part-time workers at 84.4 percent) and least in the professional, technical and related (23 percent). The proportion of part-time workers was highest among women in all occupations

**Table 6.19: Part-time and Full-time Employment Rates Among Employed Persons Aged 15 years and Above by Sex and Occupation, 2005**

Occupation	Part time employment rate			Number of persons
	Both	Male	Female	
Total	72.4	67.4	77.7	4,131,531
Administrative, managerial	43.6	39.2	49.8	113,878
Professional, technical and related	23.0	25.6	16.9	100,545
Clerical and related	42.0	38.0	46.0	313,164
Sales	32.5	27.9	38.8	198,722
Agriculture, forestry and fisheries	84.4	82.7	86.0	3,025,834
Production and related	36.0	32.9	46.6	372,792
Service	39.9	32.4	53.9	4,976
Not Stated				1,620

**6.6.3 Part-Time Employment Rates by Industry**

Information on part-time employment by industry is given in table 6.20. The table shows that the mining and quarrying industry had the lowest proportion of part-time workers (16 percent) and the agriculture, forestry and fisheries (84.5 percent) had the highest. Female workers had the highest proportions of part-time employees in all industries except Trade,

wholesale and retail distribution (45.3 percent). The proportion of male and female part-time workers in the hotels and restaurants industry was not so different. The disparity was more apparent in the mining and quarrying industry, which had 13.1 percent male and 51.8 percent female part-time workers.

**Table 6.20: Part-time Employment Rates Among Employed Persons Aged 15 years and Above by Sex and Industry, 2005**

Industry	Part time employment rate			Number of persons
	Both	Male	Female	
Total	72.4	67.4	77.7	4,131,531
Agriculture, forestry and fisheries	84.5	82.8	86.0	2,983,968
Mining and quarrying	16.0	13.1	51.8	56,227
Manufacturing	41.3	33.7	58.0	166,143
Electricity, gas and water	39.5	39.4	40.5	17,122
Construction	47.4	45.9	66.0	55,499
Trade, wholesale and retail distribution	44.4	43.7	45.3	400,480
Hotels and restaurants	22.9	22.6	23.2	33,399
Transport and communication	28.6	28.6	28.9	88,080
Finance, insurance and real estate	23.6	24.2	20.4	40,666
Community, social and personal services	36.8	35.3	38.4	288,040

, 2005

**6.6.4 Part-Time Employment Rates by Sector of Employment**

Table 6.21 shows the part-time employment rates among employed persons aged 15 years and above by sector. The part-time employment rate was highest among household workers (80.8 percent), followed by

the private sector (56.1 percent) and NGO/Church (56.6 percent). The rate was lowest in international organisations (19.8 percent). Female part-time workers were the most in all sectors, the highest being household workers (81.7 percent).

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**Table 6.21: Part-time Employment Rates among Employed Persons Aged 15 years and above by Sector, 2005**

Sector	Part-time employment rate			Full-time employment rate			Number of persons
	Both	Male	Female	Both	Male	Female	
Total	70.4	65.3	76.4	29.6	34.7	23.6	4,131,531
Central government	34.0	28.6	43.1	66.0	71.4	56.9	127,604
Local government	49.7	40.4	63.2	50.3	59.6	36.8	81,073
Parastatal	23.2	23.1	23.7	76.8	76.9	76.3	44,368
Private	56.1	49.3	66.9	43.9	50.7	33.1	1,234,230
NGO/Church	56.6	57.1	55.7	43.4	42.9	44.3	20,989
International organisation	19.8	20.2	18.4	80.2	79.8	81.6	10,616
Household	80.8	79.8	81.7	19.2	20.2	18.3	2,606,212
	67.3	75.7	61.1	32.7	24.3	38.9	6,439

### 6.6.5 Part-Time Employment Rates by Employment Status

Analysis by employment status reveals that the most part-time workers were found among unpaid family workers (84.7 percent) and the lowest among paid

employees. Among the males, unpaid family workers (83.3 percent) had the largest proportions of part-time workers, while for females the most part-time workers were the employers (84.7 percent).

**Table 6.22: Part-time Employment Rates among Employed Persons Aged 15 years and above by Employment Status, 2005**

Employment Status	Part-time employment rate						Number of persons
	Both	Male	Female	Both	Male	Female	
Total	70.4	65.3	76.4	29.6	34.7	23.6	4,131,531
Self employed	77.1	76.2	78.4	22.9	23.8	21.6	1,894,176
Employer	75.0	64.9	90.9	25.0	35.1	9.1	21,455
Paid employee	24.9	23.5	28.6	75.1	76.5	71.4	733,004
Unpaid family worker	84.2	83.3	84.7	15.8	16.7	15.3	1,461,656
Other status	96.3	98.9	92.2	3.7	1.1	7.8	16,630
Not Stated	92.2	86.5	100.0	7.8	13.5	-	4,610