

# The Under-Employed Population

## 7.1 Introduction

This chapter presents information on the under-employed population obtained from the labour-force survey. The chapter is divided in two sections, the first deals time-related underemployment and the second with the number of hours of work that individuals devoted to work on a weekly basis. Both hours of work and time related under-employment are useful indicators in assessing the capacity of a country's labour-force to produce goods and services.

## 7.2 Time related under-employment

Time related underemployment is an important measure of underutilization of the productive capacity of the labour force in the country. This indicator is important as it is the best proxy available that can be used to assess on the extent to which available human resource are being utilized, this has critical implications on the productive process of the country. In addition this indicator used in conjunction with other indicators helps to fully understand any shortcomings in the labour market. Under employment is the number of hours actually worked per person compared to normal working hours per week (40 hours) expressed as a percentage of total

employment. Time related underemployment includes all persons in employment whose hours of work in the reference period "were insufficient in relation to more desirable employment situation in which the person is willing and available to engage".

### 7.2.1 Underemployment by Sex, Residence and Age Group

Figure 7.1 shows that the under employment rate is 84.3 percent of total employed persons, in other words, this proportion of employed persons worked for less than the normal hours per week (40 hours). The data further shows that the under employment rate is higher among females than males, 87 percent compared with 81.7 percent. Similar to total, the under employment rate is higher for females in both rural and urban areas.

Comparison between Rural and urban areas show that the under employment rate is higher in rural (89.6 percent) than in urban areas (69.5 percent). Females in rural areas were most likely to be under employed at 90.7 percent. The rate was lowest for males (66.4 percent) in urban areas.

**Figure 7.1: Time Related Under Employment Rate among Employed Persons 15 year and above by Sex and Residence, 2005**

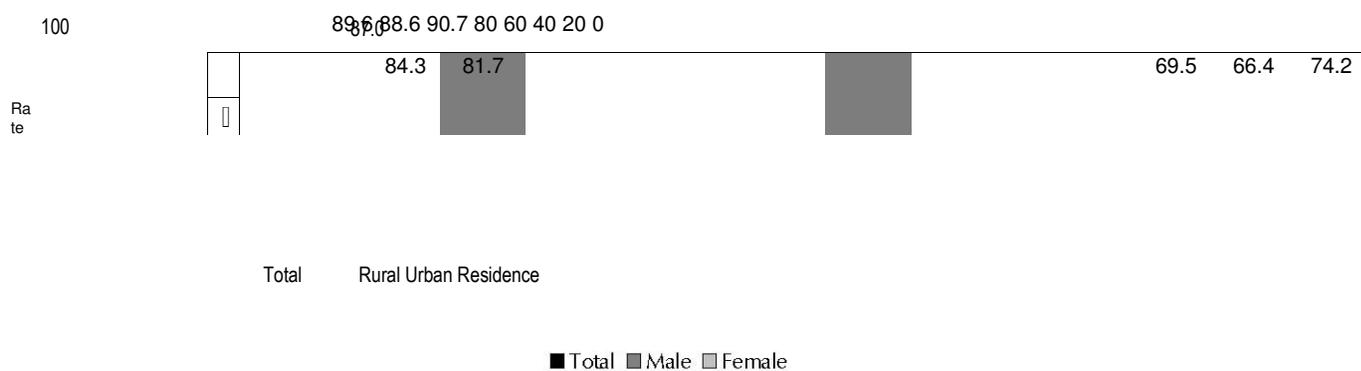


Table 7.1 shows the under employment rate by province (93.1 percent). A similar pattern is observed province. Lusaka (68.4 percent) and Copperbelt (71.8 by sex. The under employment rates for both males percent) provinces had the lowest under employment and females were lowest for Copperbelt and Lusaka rates, while Western province (97.4 percent) had the provinces, and highest for Western province. Female highest proportion of under employed persons, workers had higher under employment rates than their followed by Northern (95 percent) and North-western male counterparts in all provinces.

**Table 7.1: Under Employment Rate among Persons Aged 15 Years and Above by Sex Residence and Province, 2005.**

Residence and Province	Under employment rate			Number of persons
	Both	Male	Female	
Total	84.3	81.7	87	4,131,531
Rural	89.6	88.6	90.7	3,019,421
Urban	69.5	66.4	74.2	1,112,110
<b>Province</b>				
Central	78.3	76.4	80.2	365,208
Copperbelt	71.8	68.3	76.7	529,016
Eastern	84.2	83.0	85.4	657,277
Luapula	90.0	88.7	91.2	390,449
Lusaka	68.4	65.6	72.8	431,642
Northern	95.0	93.9	96.1	663,196
North-western	93.1	91.9	94.1	294,517
Southern	84.2	82.5	85.9	523,837
Western	97.4	96.1	98.4	276,389

Under employment rates by age group are shown in the rate was highest among the 15-19 age-group (87.9 Table 7.2. There is little variation between the age percent and 89.7 percent, respectively). For males the groups. Employed persons in the age-group 15-19 had rate is lowest in the age group 40-44 (77.4 percent), the highest under employment rate at 88.8%, followed while for females it is lowest in the age group 45-49 by those in the 65+ group (87.7 percent). Persons in (84.5 percent). Female workers had higher under the age-groups 30-34 (81.6 percent), 40-44 (81.6 employment rates than their male counterparts in all percent) and 45-49 (81.8 percent) had the lowest age groups. under employment rates. For both males and females

**Table 7.2: Time Related Under Employment Rates among Employed Persons Aged 15 Years and Above by Age-Group 2005**

Age Group	Under employment rate			Number of persons
	Both	Male	Female	
Total	84.3	81.7	87.0	4,131,531
15-19	88.8	87.9	89.7	583,295
20-24	86.2	84.4	88.0	663,463
25-29	82.5	79.6	85.7	694,658
30-34	81.6	79.0	84.9	542,615
35-39	82.0	78.3	86.0	412,466
40-44	81.6	77.4	86.2	320,949
45-49	81.8	79.2	84.5	271,912
50-54	82.0	77.6	86.7	190,447
55-59	83.8	81.2	86.5	146,965
60-64	87.5	85.9	89.1	105,161
65+	87.7	86.1	89.6	199,600

## 2.2 Time Related Under Employment Rates by Occupation

Information on under employment rate by occupation shows that the Agriculture, forestry and fisheries occupation has the highest underemployment rate (90.3 percent). The occupation with the least

proportion of under employed is professional, technical and related (55.6 percent). The proportion of under employed persons was higher among women in all occupations apart from the professional, technical and related, 51.2 percent were under employed compared with 57.4 percent of males.

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**Table 7.3: Time Related Under Employment Rates among Employed Persons Aged 15 Years and Above by Sex and Occupation, 2005**

	Under employment rate			Number of persons
	Both	Male	Female	
Total	84.3	81.7	87.0	4,131,531
Administrative, managerial	67.2	60.9	76.0	113,878
Professional, technical and related	55.6	57.4	51.2	100,545
Clerical and related	69.5	68.7	70.2	313,164
Sales	64.4	62.3	67.4	198,722
Agriculture, forestry and fisheries	90.3	89.5	91.0	3,025,834
Production and related	67.3	64.8	75.8	372,792
Service	63.9	49.1	91.3	4,976
Not Stated				1,620

### 7.2.3 Time Related Under Employment Rates by Industry

Information on under employment by industry is given wholesale and retail distribution (70.6 percent) and in table 7.4. The table shows that the mining and finance, insurance and real estate (51.6 percent). The quarrying industry had the least under employment under employment rate between males and females rate (50.7 percent) and the agriculture, forestry and was more apparent in the mining and quarrying fisheries (90.4 percent) had the highest rate. Female industry, which had 48.7 percent for males and 74.7 workers had the highest proportions of part-time percent for females.

Industry	Under employment rate			Number of persons
	Both	Male	Female	
Total	84.3	81.7	87.0	4,131,531
Agriculture, forestry and fisheries	90.4	89.6	91.1	2,983,968
Manufacturing	69.0	65.5	76.9	166,143
Construction	78.5	78.1	82.8	55,499
Trade, wholesale and retail distribution	70.9	71.2	70.6	400,480
Hotels and restaurants	67.4	63.4	71.9	33,399
Transport and communication	61.6	61.3	64.2	88,080
Finance, insurance and real estate	53.4	53.7	51.6	40,666
Community, social and personal services	64.9	62.5	67.6	288,040
Mining and quarrying	50.7	48.7	74.7	56,227
Electricity, gas and water	64.3	63.0	73.0	17,122
Not Stated				1,907

### 7.2.4 Under Employment Rates by Reasons for not working and Activities done to Look for Extra Work

It is important to understand why persons classified as their skills or generate sufficient income. Information employed work less hours than the normal working on reasons for not working sufficient hours is shown in hours (40 hours a week), because of its implications on table 7.5. The most commonly cited reason for being the labour market performance. The International under employed was that it was off season (95.3). This Labour Office (ILO) observed that many developing reason is the most common for both males and countries such as Zambia lack unemployment support females. The other common reasons given for being programmes. Consequently rather than face under employed was that were persons were students unemployment, many people engage in any activity (92.3 percent) and due to illness/disability (92.2 merely to survive, even if it does not adequately utilise percent).

**Table 7.5: Under Employment Rates among Employed Persons Aged 15 Years and Above by Reasons for Not Working**

Reason for not Working	Under employment rate			Number of persons
	Both	Male	Female	
Total	84.3	81.7	87.0	4,131,531
Could not find more work	85.4	84.7	86.7	337,437
Lack of finance	87.5	87.5	87.4	292,042
Off season	95.3	96.5	94.3	69,769
Industrial Dispute	82.9	85.0	80.9	31,582
Household duties	88.5	87.8	88.7	6,551
Student	92.3	92.1	92.7	861,985
Illness/Disability	92.2	90.8	93.9	20,381
No additional Incentive	66.7	65.9	68.2	54,811
Resting	80.6	78.4	83.9	327,948
Other	85.3	83.9	87.2	1,492,426

Table 7.6 shows under employed persons willing and especially more likely to wait outside work premises available to work by measures taken to alleviate their looking for work than females (83.7 percent compared problem. In all categories males were more likely to do to 16.3 percent). activities to look for work or for extra work. Males are

**Table 7.6: Under Employment Rates among Employed Persons Aged 15 Years and Above, Activities Done for Extra Work.**

Activity	Male		Female		Number of persons who looked for work
Total	125,701	68.7	57,391	31.3	183,092
Registered at employment agency	4,315	62.5	2,586	37.5	6,901
Enquired at work places	56,290	67.3	27,303	32.7	83,593
Answered advertisement	19,620	78.4	2,926	21.6	13,546
Sought for assistance from relatives	27,986	64.2	15,606	35.8	43,592
Looked for equipment to start business	2,321	70.2	987	29.8	3,308
Waited outside work premises	12,092	83.7	2,356	16.3	14,448
Other	12,077	68.2	5,627	31.8	17,704

### 7.3 Hours of Work

The Labour Force survey collected information on the number of hours that employed persons devote to work in a week. Time is an important factor in the production of goods and services and its measurement is necessary for analysing economic developments and monitoring the working life and conditions of workers. The number of hours worked do not only affect the health and well-being of workers, but also have an impact on the levels of productivity and the cost structure of establishments.

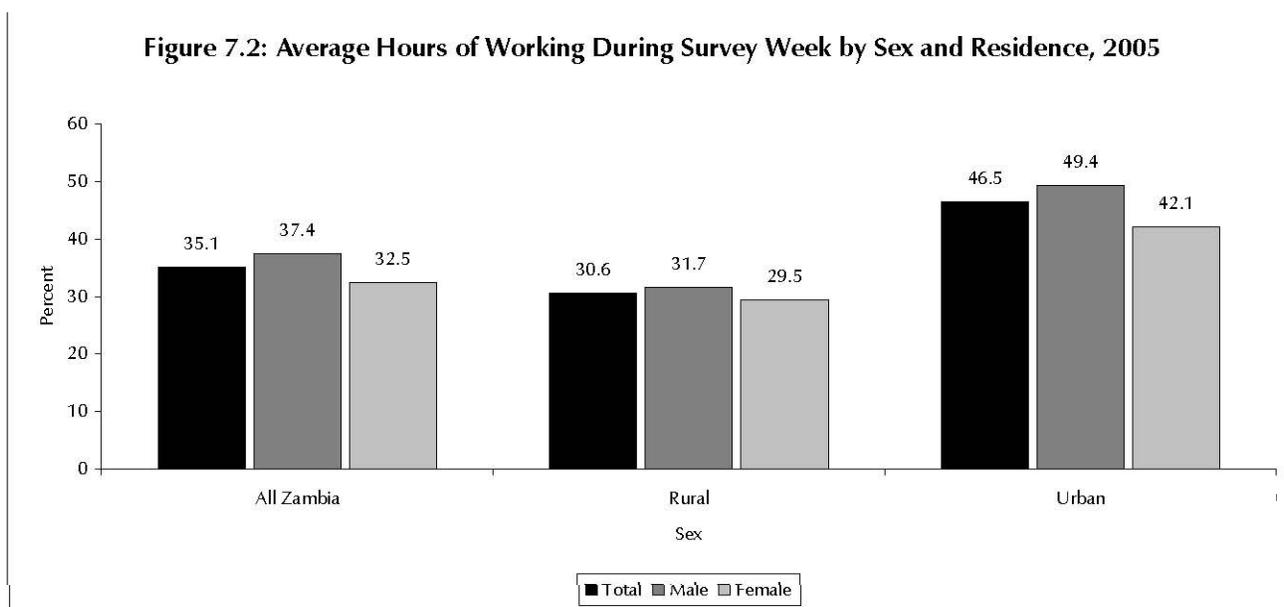
In the labour-force survey, persons who worked 40 hours per week were considered to work normal hours. Employed persons who worked 20 hours or less per week were said to work 'short' hours and those

who devoted more than 40 hours to work per week were said to work 'excessive' hours.

#### 7.3.1 Hours of Work by Sex and Residence

Figure 7.3 shows that employed persons in Zambia spent an average of 35 hours of work per week. Male workers devoted more time to work than female workers, 37.4 and 32.5 hours per week respectively. Persons in urban areas (46.5 hours) worked more hours than those in rural areas (30.6 hours). In both rural and urban areas, males devoted more time to work than females. The average number of hours per week for females in rural areas was 29.5 and that for males was 31.7. In urban areas, the average number of hours worked per week for females was 42.1 and that for males was 49.4.

**Figure 7.2: Average Hours of Working During Survey Week by Sex and Residence, 2005**



**7.3.2 Hours of Work by Occupation**

As shown in table 7.7, persons whose occupation was agriculture, forestry and fisheries worked the least average hours per week at 29.7, while those in the Clerical and related (51.9 hours) and Sales (51.6 hours) occupations worked excessive hours. In all

occupation categories except Service, females worked less hours per week than males. In rural areas, females in all occupations except administrative and managerial worked less hours per week than males, while in urban areas, females worked less hours in all occupations except Service.

**Table 7.7: Average Weekly Hours of Work during Survey Week by Occupation, 2005**

Occupation	Average weekly hours of work									Employed persons
	All Zambia			Rural			Urban			
	Both	Male	Female	Both	Male	Female	Both	Male	Female	
All Zambia	35.0	37.4	32.5	30.6	31.7	29.5	46.5	49.4	42.1	4,131,531
<b>Occupation</b>										
Administrative, managerial	40.2	42.3	37.2	33.5	32.8	35.3	41.4	44.6	37.4	113,878
Professional, technical and related	50.2	51.3	47.5	40.5	40.8	38.6	51.4	52.9	48.0	100,545
Clerical and related	51.9	54.1	49.7	47.9	53.6	43.0	52.7	54.2	51.1	313,164
Sales	51.6	54.0	48.3	45.1	48.7	38.8	53.3	55.4	50.4	198,722
Agriculture, forestry and fisheries	29.7	30.5	28.9	29.8	30.5	29.1	28.2	30.2	26.2	3,025,834
Production and related	50.5	52.7	43.3	40.3	43.8	31.7	52.5	54.3	46.4	372,792
Service	45.7	44.4	49.0	48.6	48.6	.	43.6	38.9	49.0	4,976
Not Stated										1,620

**7.3.3 Hours of Work by Employment Status**

Table 7.8 shows the average weekly hours worked per week by employment status. The table shows that only paid employees worked excessive hours (51.7 hours). There was very little difference between males and females in the hours worked per week in all the categories. Unpaid family workers of both sexes worked the same number of hours per week (29.5), while self employed males (34.5) worked an hour

more than females (33.3). Female employers (38) worked an hour more than male employers (37) per week.

While only paid employees worked excessive hours in rural areas (46.4 hours), self employed (46.3 hours), employers (47.7 hours) and paid employees (52.9 hours) in urban areas worked excessive hours.

**Table 7.8: Average Weekly Hours Worked During Survey Week by Employment Status, 2005**

Employment Status	Average weekly hours of work									Employed Persons
	All Zambia			Rural			Urban			
	Both	Male	Female	Both	Male	Female	Both	Male	Female	
All Zambia	35.1	37.4	32.5	30.6	31.7	29.5	46.5	49.4	42.1	4,131,531
<b>Employment status</b>										
Self employed	33.9	34.5	33.0	30.4	31.2	29.1	46.3	47.6	44.7	4,610
Employer	37.5	37.0	38.1	32.3	30.4	33.9	47.7	45.2	54.3	1,894,176
Paid employee	51.7	53.3	47.6	46.4	47.7	41.8	52.9	54.7	48.6	21,455
Unpaid family worker	29.5	29.5	29.4	29.4	29.5	29.4	29.7	29.8	29.7	733,004
Other status	25.5	25.3	25.6	24.5	22.5	25.8	26.4	27.2	25.2	1,461,656

**7. 3.4 Hours of Work by Industry**

Analysis of the average weekly hours by industry is given in table 7.9. In the whole of Zambia, persons in the agriculture, forestry and fisheries worked the least hours per week, 29.7 hours. Workers in all other industries worked more than 40 hours per week on average, with those in the transport sector (60 hours) working the most excessive hours. Male workers spent more hours on work in all industries except finance, insurance and real estate, where females (49.4 hours) on average put in an extra hour more. Among females, workers in the hotel and restaurants sector (58.5

hours) worked the most hours, while for males, those in the transport and communication sector (60.7 hours) worked the most hours.

In rural areas, workers in the electricity, gas and water sector (58.9 hours) spent the most hours on work. Even for both sexes, the workers in this industry worked the most hours. In urban areas, persons in the transport and communication industry (62 hours) worked the most weekly hours. The male (62.6 hours) in this industry also worked the most hours, while for females, those in the hotels and restaurants industry (59.3 hours) worked the most.

**Table 7.9: Average Weekly Hours of Work during Survey Week by Industry, 2005**

Industry	Average weekly hours of work									Employed Persons
	All Zambia			Rural			Urban			
	Both	Male	Female	Both	Male	Female	Both	Male	Female	
All Zambia	35.1	37.4	32.5	30.6	31.7	29.5	46.5	49.4	42.1	4,131,531
<b>Industry</b>										
Agriculture, forestry and fisheries	29.7	30.6	28.9	29.9	30.7	29.2	28.2	30.2	26.6	2,983,968
Manufacturing	46.6	49.7	39.5	37.4	42.0	31.5	49.9	51.8	44.5	166,143
Construction	45.2	45.3	43.7	35.5	36.3	26.3	47.5	47.4	49.3	55,499
Trade, wholesale and retail distribution	48.8	49.0	48.5	39.0	38.9	39.2	51.4	52.1	50.6	400,480
Hotels and restaurants	59.3	59.9	58.5	54.4	56.4	51.3	59.9	60.5	59.3	33,399
Transport and communication	60.0	60.7	52.2	40.3	41.7	22.5	62.0	62.6	54.7	88,080
Finance, insurance and real estate	48.7	48.6	49.4	52.3	55.2	27.0	48.3	47.8	51.1	40,666
Community, social and personal services	46.2	48.5	43.7	41.6	42.6	39.3	47.2	50.4	44.2	288,040
Mining and quarrying	56.1	57.4	38.4	30.5	37.0	19.4	58.1	58.4	50.9	56,227
Electricity, gas and water	50.3	51.0	45.7	58.9	59.8	52.5	46.2	46.8	43.4	17,122
Not Stated										1,907

**3.5 Average Weekly Hours of Work**

Information on the average weekly hours of work by sector is given in table 7.10. The table shows that workers in international organisations (59 hours) worked the most hours per week, followed by those in parastatals (47.2 hours). Workers in households (32 hours) worked the least hours. Analysis by sex reveals that males worked more hours than females in all sectors. Both male (60.9 hours) and female (52.2 hours) workers in international organisations worked

the most hours, while males (32.7 hours) and females (31.5 hours) who worked in households devoted the least hours to work.

In rural areas, persons in international organisations (60 hours) worked the most hours, followed by those in parastatals (52.8 hours) and NGO/Church (42.8 hours). In urban areas, workers in international organisations (60.4 hours) worked the most hours, followed by those in the private sector (51.9 hours) and local government (49.2 hours).

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**Table 7.10: Average Weekly Hours of Work during Survey Week by Sector, 2005**

Sector	Average weekly hours of work									Employed Persons
	All Zambia			Rural			Urban			
	Both	Male	Female	Both	Male	Female	Both	Male	Female	
All Zambia	35.1	37.4	32.5	30.6	31.7	29.5	46.5	49.4	42.1	4,131,531
<b>Sector</b>										
Central government	42.6	44.6	39.2	38.2	39.2	34.4	44.1	47.1	40.0	6,439
Local government	40.8	42.4	38.3	30.9	30.7	31.1	49.2	50.1	47.5	127,604
Parastatal	47.2	48.0	43.0	52.8	53.0	49.0	46.1	46.9	42.8	81,073
Private	39.8	43.6	34.1	28.6	30.8	26.3	51.9	53.8	47.5	44,368
NGO/Church	43.3	46.2	38.3	42.8	43.3	41.6	43.5	47.2	37.6	1,234,230
International organisation	59.0	60.9	52.2	54.6	60.0	26.7	60.4	61.2	57.9	20,989
Household	32.0	32.7	31.4	30.9	31.6	30.3	38.4	39.5	37.6	10,616

Table 7.11 shows the distribution of average weekly rural and urban areas, persons with degree education hours of work by education status. In the whole of worked the most hours. While there were no persons Zambia, those with no education (28.8 hours) worked of all categories of education who worked excessive the least average weekly hours. Persons with degree hours in rural areas, persons in all education categories level education (48.1 hours) worked the most hours, except 'no education' worked excessive hours in followed by those with upper secondary school (43 urban areas. hours) and A level (41.3 hours) education. In both

**Table 7.11: Average Weekly Hours of Work During Survey Week by Education Status, 2005**

	Average weekly hours of work									Employed persons
	All Zambia			Rural			Urban			
	Both	Male	Female	Both	Male	Female	Both	Male	Female	
All Zambia	35.1	37.4	32.5	30.6	31.7	29.5	46.5	49.4	42.1	4,131,531
<b>Highest education attained</b>										
None	28.8	.	28.8	22.8	.	22.8	38.0	.	38.0	1,077
Grade 1-7	32.2	33.4	31.0	30.5	31.3	29.6	42.5	46.0	39.3	1,995,757
Grade 8-9	37.1	38.6	34.7	31.3	31.9	30.3	46.6	49.1	42.3	669,468
Grade 10-12	43.0	44.7	38.8	31.8	32.9	28.9	49.0	51.4	43.8	643,518
A level	41.3	45.5	34.8	34.5	37.0	27.5	43.6	49.4	36.3	33,160
Degree	48.1	48.0	48.4	36.8	36.7	38.0	49.1	49.4	48.7	121,380
Not Stated										667,171