

# The Informal Sector

## 8.1 Concepts and Definition of the Informal Sector

In many developing countries like Zambia, people rely on the informal sector for a livelihood when opportunities for formal sector employment are scarce. It is often stated that informal sector activities account for a significant proportion of total employment and income generation. But despite its importance to both employment and output, definition and measurement of the sector are fraught with difficulty.

The informal sector is part of a bigger entity called the Non-Observed Economy (NOE). The NOE corresponds to the whole set of activities that are not usually measured by traditional means (administrative registers, enterprise surveys, and/or household surveys). They are not measured by the means of these systems because of economical or administrative reasons.

The NOE contains three components: illegal activities, underground activities and the informal sector.

By definition, underground activities are undeclared or under-declared transactions, carried out by registered economic units. In contrast, illegal activities are not registered. These are, after all, activities that are forbidden by law: drugs, smuggling, prostitution, etc.

The informal sector may be characterised as consisting of units engaged in the production of goods and services with the primary objective of providing employment and incomes to the persons concerned. These units typically operate at a low level of organisation with little or no division between labour and capital as factors of production and on a small scale. 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.

Informal employment is defined as the total number of informal jobs, whether carried out in formal enterprises, informal enterprises, or households, or the total number of persons engaged in informal jobs during a given reference period.

Accordingly, informal employment comprises:

- Own-account workers and employers who have their own informal sector enterprises.
- Contributing family workers, irrespective of whether they work in formal or informal sector enterprises.
- Employees who have informal jobs, whether employed by formal sector enterprises, informal 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.
- 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.

### Operational Definition of Informal Sector Employment

The definition of the informal sector in this report combines the concepts of informal production units and informal employment. Informal sector employment was defined as employment where the employed persons were not entitled to paid leave, pension, gratuity and social security and worked in an establishment employing less than 5 persons. All the three requirements had to be fulfilled in order to classify a person as working in the informal sector. Informal agriculture was also included.

## 8.2 Employment in the Informal Sector

Of the 4,131,531 persons reported to be employed, a total of 3,184,271 persons, or 88 percent, were in informal sector employment, compared to 416, 324 persons or 12 percent in formal sector employment. This accounts for ... percent of the total labour force, which stands at ...

### 8.2. Informal Sector Employment by 1 Geographic Location

More than 90 percent of employees were concentrated in the rural areas; 98 percent of those employed in the rural areas were in the informal sector compared to 65 percent in the urban areas.

All the predominantly rural provinces reported proportions of informal sector employees above 92 percent, while the predominantly urban provinces (Lusaka and the Copperbelt) had informal sector employment rates of about 65 percent each.

The highest proportions of informal sector employment were reported in Western, Eastern and Luapula provinces, with 99 percent, 98 percent and 97 percent of the employed persons, respectively. Central, Northern, North-Western and Southern provinces reported informal sector employment rates ranging between 92 percent and 95 percent.

This is presented in Table 8.1.

**Table 8.1: Employment in the Formal and Informal Sector by Residence and Province, 2005**

Residence and Province	Formal sector		Informal Sector		Total persons 15 yrs and above employed
	No. of persons	percent	No. of persons	percent	
Zambia	495,784	12	3,635,747	88	4,131,531
<b>Residence</b>					
Rural	60,388	2	2,959,033	98	3,019,421
Urban	389,239	35	722,872	65	1,112,110
<b>Province</b>					
Central	29,217	8	335,991	92	365,208
Copperbelt	179,865	34	349,151	66	529,016
Eastern	13,146	2	644,131	98	657,277
Luapula	11,713	3	378,736	97	390,449
Lusaka	151,075	35	280,567	65	431,642
Northern	26,528	4	636,668	96	663,196
North-western	14,726	5	279,791	95	294,517
Southern	31,430	6	492,407	94	523,837
Western	2,764	1	273,625	99	276,389

Analysis by sex shows that there were slightly more females in the informal sector than there were males. Females accounted for 53 percent of the total informal sector employment.

percent in the rural areas and 49 percent in the urban areas. Informal sector employment in the urban areas was more or less equally distributed between males and females.

The females were much more dominant in the rural areas than in the urban areas, accounting for 54

**Table 8.2: Employment in the Informal Sector by Sex, Residence and Province, 2005**

Residence and Province	Male		Female		Total persons 15 yrs and above employed in the informal sector
	No. of persons	percent	No. of persons	percent	
Zambia	1,708,801	47	1,926,946	53	3,635,747
<b>Residence</b>					
Rural	1,361,155	46	1,597,878	54	2,959,033
Urban	368,664	51	354,207	49	722,872
<b>Province</b>					
Central	161,276	48	174,716	52	335,991
Copperbelt	167,592	48	181,558	52	349,151
Eastern	302,742	47	341,390	53	644,131
Luapula	178,006	47	200,730	53	378,736
Lusaka	151,506	54	129,061	46	280,567
Northern	299,234	47	337,434	53	636,668
Northwestern	120,310	43	159,481	57	279,791
Southern	226,507	46	265,900	54	492,407
Western	120,395	44	153,230	56	273,625

Lusaka province had the highest proportion of males in informal sector employment at 54 percent. This was followed by Central and Copperbelt provinces, each at 48 percent. Northwestern and Western provinces had the highest proportions of females in informal sector employment.

Agriculture is often excluded from the informal sector statistics since informal activities in agriculture tend to be of different nature and surveys often exclude them.

However, in this report, agriculture is included but is identified as a separate group.

The agricultural informal sector is very large in Zambia, accounting for 80 percent of the total employment in the informal sector.

Distribution by residence shows that most of the agriculture informal sector employment was concentrated in the rural areas (94 percent) while the non-agriculture informal sector was concentrated in the urban areas (73 percent).

**Table 8.3: Employment in the Agriculture and Non-Agriculture Informal Sector by Residence and Province, 2005**

Residence and Province	Agriculture Informal sector		Non-agriculture Informal Sector		Total persons 15 yrs and above employed in the informal sector
	No. of persons	percent	No. of persons	percent	
Zambia	2,908,598	80	727,149	20	3,635,747
<b>Residence</b>					
Rural	2,781,491	94	177,542	6	2,959,033
Urban	195,175	27	527,697	73	722,872
<b>Province</b>					
Central	285,592	85	50,399	15	335,991
Copperbelt	188,542	54	160,609	46	349,151
Eastern	599,042	93	45,089	7	644,131
Luapula	306,776	81	71,960	19	378,736
Lusaka	86,976	31	193,591	69	280,567
Northern	560,268	88	76,400	12	636,668
Northwestern	260,206	93	19,585	7	279,791
Southern	428,394	87	64,013	13	492,407
Western	238,054	87	35,571	13	273,625

2005

Eastern and Northwestern provinces had the highest proportions of agriculture informal sector, each at 93 percent. Lusaka and the Copperbelt, on the other hand, accounted for the highest proportions of non-agriculture informal sector employment, at 69 percent and 46 percent, respectively. **Total persons 15 yrs and above employed in the informal sector**

## 8.2.2 Employment in the Informal Sector by Demographic Characteristics

Distribution by sex shows that the proportion of informal sector employees was higher among females than males. Ninety four percent of the females were in informal employment compared to 83 percent of the males. In comparison, formal sector employment was dominated by males who accounted for 17 percent of the total employment compared to 6 percent of the females.

**Table 8.3: Employment in the Formal and Informal Sector by Sex, 2005**

Sex	Formal sector		Informal Sector		and above employed
	No. of persons	percent	No. of persons	percent	
Zambia	495,784	12	3,635,747	88	4,131,531
Male	330,109	17	1,611,710	83	1,941,820
Female	131,383	6	2,058,329	94	2,189,711

There were higher proportions of females in the males in the non-agricultural informal sector (23 agriculture informal sector (83 percent) than males (77 percent) than there were females (17 percent). percent). There were relatively higher proportions of

The survey results in Table 8.5 show that unlike the concentrated between the ages of 20 and 59, informal formal sector where employment was mostly sector activity was prevalent in all the age groups.



**Table 8.4: Employment in Agriculture and Non-Agriculture Informal Sector by Sex, 2005**

Sex	Informal sector Agriculture		Informal Sector Non-Agriculture		Total persons 15 yrs and above employed in the informal sector
	No. of persons	percent	No. of persons	percent	
Zambia	2,908,598	80	727,149	20	3,635,747
Male	1,315,777	77	393,024	23	1,708,801
Female	1,599,365	83	327,581	17	1,926,946

**Table 8.5: Employment in the Formal and Informal Sector by Age Group, 2005**

Age Group	Sector of employment				Number of employed persons
	Formal Sector		Informal Sector		
	Number of persons	%	Number of persons	%	
Zambia	495,784	12	3,635,747	88	4,131,531
<b>Age in completed years</b>					
15 - 19	20,279	3	563,016	97	583,295
20 - 24	39,808	6	623,655	94	663,463
25 - 29	97,252	14	597,406	86	694,658
30 - 34	86,818	16	455,797	84	542,615
35 - 39	74,244	18	338,222	82	412,466
40 - 44	64,190	20	256,759	80	320,949
45 - 49	54,382	20	217,530	80	271,912
50 - 54	28,567	15	161,880	85	190,447
55 - 59	22,045	15	124,920	85	146,965
60 - 64	4,206	4	100,955	96	105,161
65 +	3,992	2	195,608	98	199,600

The most dominant age group among male informal employment was dominated by those aged workers were those in their thirties, while female 20-24 years and 55-59 years.

**Table 8.6: Employment in the Informal sector by Sex and Age group, 2005**

Age Group	Sex				Total persons 15 yrs and above employed in the informal sector
	Male		Female		
	Number of persons	Percent	Number of persons	Percent	
Zambia	1,708,801	47	1,926,946	53	3,635,747
<b>Age in completed years</b>					
15 - 19	257,776	46	305,240	54	563,016
20 - 24	268,172	43	355,483	57	623,655
25 - 29	286,755	48	310,651	52	597,406
30 - 34	246,130	54	209,666	46	455,797
35 - 39	172,493	51	165,729	49	338,222
40 - 44	115,542	45	141,218	55	256,759
45 - 49	95,713	44	121,817	56	217,530
50 - 54	71,227	44	90,653	56	161,880
55 - 59	53,716	43	71,205	57	124,920
60 - 64	45,430	45	55,525	55	100,955
65 +	95,848	49	99,760	51	195,608

The older people (those aged above 60 years) were proportions of persons employed in the non-more likely to be in agriculture informal sector than in agriculture informal sector were in the 25-39 years age the non-agriculture informal sector. The highest groups

**Table 8.7: Employment in the Agriculture and Non-agriculture Informal Sector by Age Group, 2005**

Age Group	Sector of employment				Number of employed persons in the informal sector
	Agriculture Informal Sector		Non-agriculture Informal Sector		
	Number of persons	Percent	Number of persons	Percent	
<b>Zambia</b>	2,908,598	80	727,149	20	3,635,747
Age in completed years					
15 - 19	488,560	87	73,739	13	563,016
20 - 24	516,297	92	106,814	19	623,655
25 - 29	440,939	78	156,486	28	597,406
30 - 34	331,873	59	123,985	22	455,797
35 - 39	242,891	43	98,817	18	338,222
40 - 44	202,316	36	54,322	10	256,759
45 - 49	175,744	31	41,640	7	217,530
50 - 54	127,555	23	34,249	6	161,880
55 - 59	108,400	19	15,102	3	124,920
60 - 64	90,625	16	10,171	2	100,955
65 +	183,397	33	11,824	2	195,608

**8.3 Informal Sector Employment by Highest Level of Education** percent of the total informal sector employment. This **Level of Education** was followed by those with educational attainment of up to Grade 9 and those who attained up to senior The informal sector employment was dominated by secondary school education. those who had attained primary school education as their highest level of education. They accounted for 54

**8.2. Informal Sector Employment by Geographic Location**

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**Figure 8.1: Informal Sector Employment by Highest Educational Attainment, 2005**



There were higher proportions of females among those education than males. The other higher educational with no formal education and primary school attainment levels were dominated by males.

**Table 8.8: Informal Sector Employment by Highest Level of Education, 2005**

Education Level	Male		Female		Total persons 15 yrs and above employed in the informal sector
	No. of persons	percent	No. of persons	percent	
<b>Zambia</b>	1,708,801	47	1,926,946	53	3,635,747
Not stated	205,095	30	480,841	70	685,936
No formal education	0	0	858	100	858
Grade 1-7	896,632	46	1,058,945	54	1,955,578
Grade 8-9	348,724	58	251,180	42	599,904
Grade 10-12	238,513	66	123,914	34	362,427
'A' Level	6,009	58	4,398	42	10,407
Degree	13,827	67	6,810	33	20,638

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## 8.4 Informal Sector Employment Distribution by Major Occupation Groups

The major occupational groups of employed people in 4. Sales the informal sector are grouped into seven broad 5. Production and related workers categories. 6. Agricultural

7. Services

1. Administrative and managerial
2. Professional, technical and related
3. Clerical and related workers

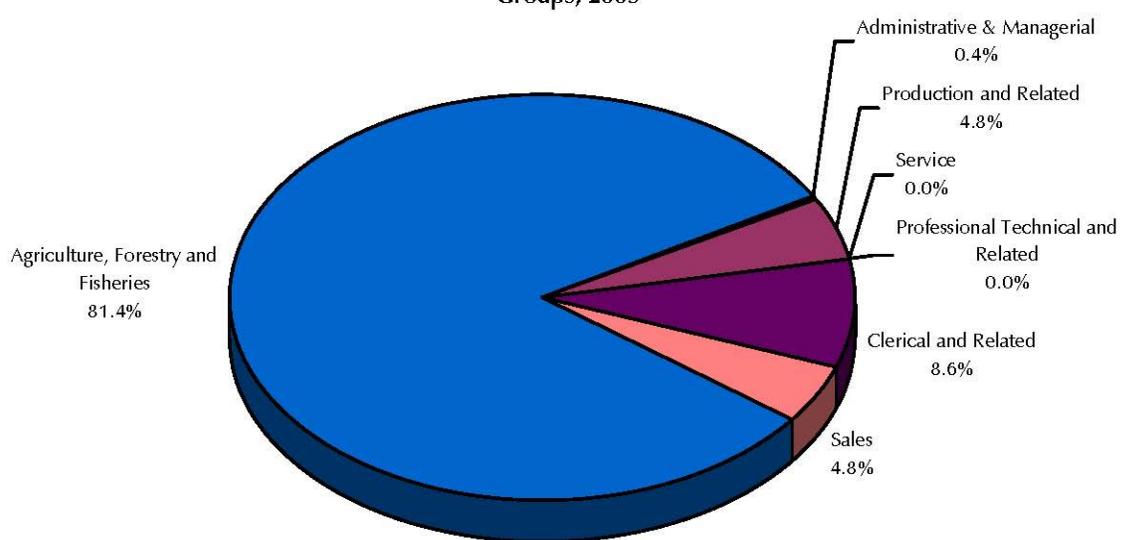
**Table 8.9: Informal Sector Employment by Major Occupation Groups, 2005**

Occupational Groups	Sector of employment				Number of employed persons
	Formal Sector		Informal Sector		
	Number of persons	Percent	Number of persons	Percent	
<b>Zambia</b>	495,784	12	3,635,747	88	4,131,531
Main occupation in the last 7 days					
Not stated	1620	100	.	.	1,620
Administrative, managerial	97,935	86	15,943	14	113,878
Professional, technical and related	87,474	87	13,071	13	100,545
Clerical and related	21,921	7	291,243	93	313,164
Sales	71,540	36	127,182	64	198,722
Agriculture, forestry, fisheries	36,399	1	2,989,435	99	3,025,834
Production and related	175,212	47	197,580	53	372,792
Service	3,682	74	1293.76	26	4,976

The majority of the workers were in the agriculture managerial and administrative positions and and allied industries. This was followed by workers professionals accounted for the least proportions in the doing clerical and related jobs and workers in the sales informal sector. and production and related sectors. Those in

Table 8.9 shows some differences in the distribution of occupations, and production and related occupations among males and females. The and the services occupation were also dominated by administrative and managerial positions were males. However, clerical work was relatively more occupied more by males than females; there were important for females than for males. Equally almost four times more males in these positions than dominated by females were the sales and agricultural there were females. Professional, technical and related occupations.

Figure 8.2: Percentage Distribution of Informal Sector Employees by Major Occupational Groups, 2005



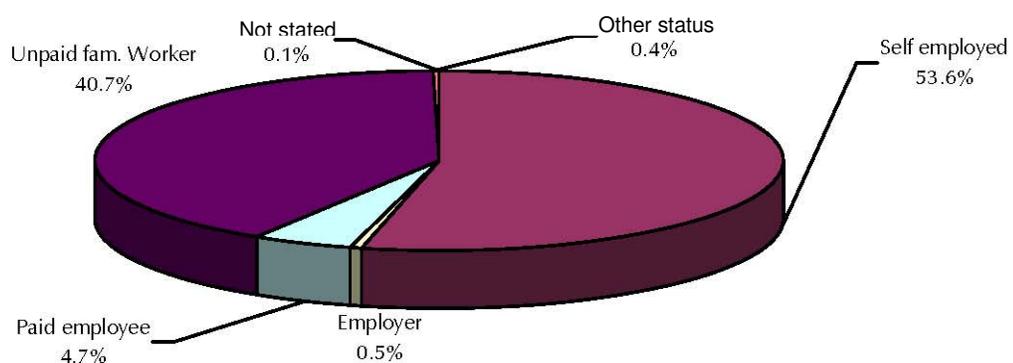
**Table 8.10: Main Occupation in the Informal Sector in the Last 7 days, 2005**

Sector	Male		Female		Total persons 15 yrs and above employed in the informal sector
	No. of persons	percent	No. of persons	percent	
Zambia	1,708,801	47	1,926,946	53	3,635,747
Administrative, managerial	12,560	78	3,543	22	16,103
Professional, technical & related	9,121	78	2,573	22	11,694
Clerical & related	154,420	46	181,276	54	335,696
Sales	51,124	42	70,600	58	121,724
Agriculture, forestry, fisheries	126,963	68	59,747	32	186,710
Production & related	1,015	100	-	-	1,015
Services	1,353,598	46	1,608,820	54	2,962,418
Not stated	0		387	100	387

### 8.5 Distribution of Informal Sector Employees by Employment Status

The employment status structure of the informal sector workers (40.7 percent) and paid employees accounted workers shows that the majority (53.5 percent) were for 4.7 percent. self employed. This was followed by unpaid family

**Figure 8.3: Informal Sector Employment by Employment Status**



Analysis by sex shows that there were higher employees were mostly male, while the unpaid family proportions of males who were self-employed than workers were mostly female. females; employers were dominated by females; paid

**Table 8.11: Employment Status in the Informal Sector, 2005**

Sector	Male		Female		Total persons 15 yrs and above employed in the informal sector
	No. of persons	percent	No. of persons	percent	
Zambia	1,708,801	47	1,926,946	53	3,635,747
Self Employed	1,128,318	58	817,058	42	1,945,375
Employer	8,265	42	11,413	58	19,677
Paid Employee	104,354	61	66,718	39	171,072
Unpaid Family Worker	456,612	31	1,023,281	69	1,479,893
Other Status	9,037	62	5,539	38	14,576
Not stated	2,216	43	2,937	57	5,153

**8.6 Employment in the Informal Sector by Major Industry Division**

The table shows that agriculture, trade, manufacturing and construction are dominated by the informal sector. Ninety nine percent of agriculture employment is in the informal sector; 89 percent of trade employment, 66 percent of Manufacturing

employment and 62 percent of Construction employment is in the informal sector.

On the other hand, mining, electricity and other utilities, finance and business services and the community and social services are formal sector-driven.

**Table 8.12: Formal and Informal Sector Employment by Major Industry Grouping, 2005**

Major Industry Grouping	Sector of Employment				Number of employed persons
	Formal Sector		Informal Sector		
	Number of persons	Percent	Number of persons	Percent	
Zambia	495,784	12	3,635,747	88	4,131,531
Agriculture, forestry and fisheries	29,840	1	2,954,128	99	2,983,968
Mining and quarrying	154,513	93	11,630	7	166,143
Manufacturing	18,870	34	36,629	66	55,499
Electricity, gas and water	39,574	89	360,906	11	400,480
Construction	12,692	38	20,707	62	33,399
Trade, wholesale and retail distribution	9,689	11	78,391	89	88,080
Hotels and restaurants	22,773	56	17,893	44	40,666
Transport and communication	158,422	55	129,618	45	288,040
Finance, insurance and real estate	38,797	69	17,430	31	56,227
Community, social and personal services	10,616	62	6,506	38	17,122
Not stated	-	0	1907	100	1,907

Most of the informal sector employment was in the manufacturing, each accounting for 3 percent. The agriculture, forestry and fisheries sector, accounting for least proportions of informal sector employees were in 81 percent of total informal employment. The non-the Financial intermediation, insurance, real estate and agricultural informal sector was dominated by the business services; Hotels and restaurants and the Trade sector accounting for 11 percent of the total utilities (electricity, gas and water) sectors. These three informal employment. This was followed by the industry divisions collectively accounted for 1 percent community, social and personal services and of the total informal sector employment.

**Table 8.13: Employment in the Informal Sector by Industry, 2005**

Industry	Proportional distribution of informal sector employment	Total persons 15 yrs and above employed in the informal sector	Male	Female	Total	Total persons 15 yrs and above employed in the informal sector
Zambia	100.0	3,635,747	47	53	100	3,635,747
Main industry in last 7 days	-	-	-	-	-	-
Agric., forestry, fisheries	80.5	2,954,128	45	55	100	2,954,128
Mining & quarrying	0.1	11,630	50	50	100	11,630
Manufacturing	3.0	36,629	55	45	100	36,629
Electricity, gas & water	0.0	360,906	100	-	100	360,906
Construction	0.8	20,707	93	7	100	20,707
Trade, wholesale & retail distribution	11.0	78,391	52	48	100	78,391
Hotels & restaurants	0.3	17,893	59	41	100	17,893
Transport & communications	0.9	129,618	93	7	100	129,618
Finance, insurance & real estate	0.4	17,430	90	10	100	17,430
Community, social & personal services	3.1	6,506	41	59	100	6,506
Not stated	0.0	1907	100	-	100	1,907

**The Informal Sector**

Significant sex differentials were noted in the industrial pattern of informal sector employees. Distribution by sex shows that all industries, except for Agriculture, Forestry and Fisheries and the Community, social and personal services, were dominated by males. Industries such as Construction and Transport were largely male domains.

## 8.7 Hours Worked in The Informal Sector

### 8.7.1 Hours Worked by Employment Status

The daily average number of hours worked in the informal sector was 6 hours. Paid employees worked the most hours, averaging 9 hours; employers worked an average of 6 hours, while the self-employed also worked an average of 6 hours. The group that put in the least number of hours are the unpaid family workers who averaged 5 hours per day. The number of working hours was more or less evenly distributed between the males and females.

**Table 8.14: Average Daily Number of Hours Worked, 2005**

Employment Status	Both	Male	Female	Persons employed in the informal sector
All Zambia	6	6	6	3,635,747
Self employed	6	6	6	1,945,375
Employer	6	6	7	19,677
Paid employee	9	9	9	171,072
Unpaid family worker	5	5	5	1,479,893
Other	6	6	5	14,576
Not stated	5	5	4	5,153

The average number of working hours per week was estimated at 35 hours. Paid employees worked the most hours per week, averaging 52 hours. This was followed by employers who put in 39 hours per week, and the self employed who worked an average of 34 hours per week.

Males worked 5 hours more than females during the last one week prior to the survey. Males worked an average of 38 hours compared to 33 hours for females. However, female employers worked nearly 3 more hours than their male counterparts.

**Table 8.15: Average Hours Worked During the Week by Sex and Residence, 2005**

Employment status	Total Zambia			Rural			Urban			Persons employed in the informal sector
	Both	Male	Female	Both	Male	Female	Both	Male	Female	
Total Zambia	35.2	37.5	32.6	30.6	31.7	29.6	46.6	49.4	42.3	3,635,747
Self employed	34.0	34.6	33.0	30.4	31.2	29.1	46.2	47.4	44.6	1,945,375
Employer	38.7	37.4	40.2	32.4	30.6	33.9	49.7	45.2	59.2	19,677
Paid employee	51.6	53.2	47.8	46.7	47.7	43.2	52.8	54.6	48.6	171,072
Unpaid family worker	29.5	29.6	29.5	29.5	29.5	29.4	29.9	30.0	29.7	1,479,893
Other	26.2	26.8	25.7	24.5	22.5	25.8	27.7	29.3	25.4	14,576
Not Stated										5,153

The results also show that the people in the urban areas worked longer hours than their rural counterparts. Urban folk in the informal sector put in 16 more hours per week than those in rural areas.

### 8.7.2 Average Number of Hours Worked By Industry

The industry with the highest number of working hours were the hotels, bars and restaurants and the

results also show that the people in the urban areas worked longer hours than their rural counterparts. Urban folk in the informal sector put in 16 more hours per week than those in rural areas.

Transport and communications, with an average of 10 working hours per day.

The Manufacturing, Construction, Trade, Finance and the Community and personal services all averaged 8 hours per day.

The least number of hours worked was recorded in the agriculture and mining industries at 5 hours and 4 hours, respectively.

**Table 8.16: Average Daily Hours Worked By Sex and Industry, 2005**

Industry	Both	Male	Female	Total persons 15 yrs and above employed in the informal sector
Zambia	6	6	6	3,635,747
Main industry in last 7 days				-
Agric., forestry, fisheries	5	5	5	2,954,128
Mining & quarrying	4	4	5	11,630
Manufacturing	8	8	7	36,629
Electricity, gas & water	7	7	-	360,906
Construction	8	8	7	20,707
Trade	8	8	8	78,391
Hotels & restaurants	10	10	10	17,893
Transport & communications	10	10	10	129,618
Finance, insurance & real estate	8	8	9	17,430
Community, social & personal services	8	8	8	6,506
Not stated	-	-	-	1,907

Both males and females worked more or less the same **8.8 Average Monthly Earnings** number of hours in all the industry groupings. **8.8.1 Average Monthly Earnings by Employment Status**

Workers in the Hotels, bars and restaurants worked more hours per week than in any other industry, An informal sector worker earned a monthly average averaging 59.1 hours. This was closely followed by of K107, 524. The highest average monthly earnings employees in the Transport and Communications were reported among paid employees who earned an industry who averaged 58.7 hours per week. Workers average of K195, 710 per month. The self employed in the mining industry put in the least number of hours were the second highest earners followed by the worked (22.1 hours). employers, while the unpaid family workers reported

the least earnings (K13, 832).

**Table 8.17: Average Monthly Earnings by Employment Status (Kwacha), 2005**

Employment Status	Both	Male	Female	Persons employed in the informal sector
All Zambia	107,529	153,937	62,048	3,635,747
Self employed	151,543	184,741	101,360	1,945,375
Employer	137,811	191,662	94,038	19,677
Paid employee	195,710	215,224	165,962	171,072
Unpaid family worker	13,832	18,436	11,963	1,479,893
Other	125,041	125,041	157,178	14,576
Not stated	113,462	130,403	100,767	5,153

There were significant income disparities between males and females. Males earned almost 2 and a half times as much as their female counterparts. A male informal sector employee earned K153, 937 compared to K62, 048 for a female employee.

### 8.8.2 Average Monthly earnings by industry

The highest average monthly earnings were reported among the workers in the finance, insurance, real

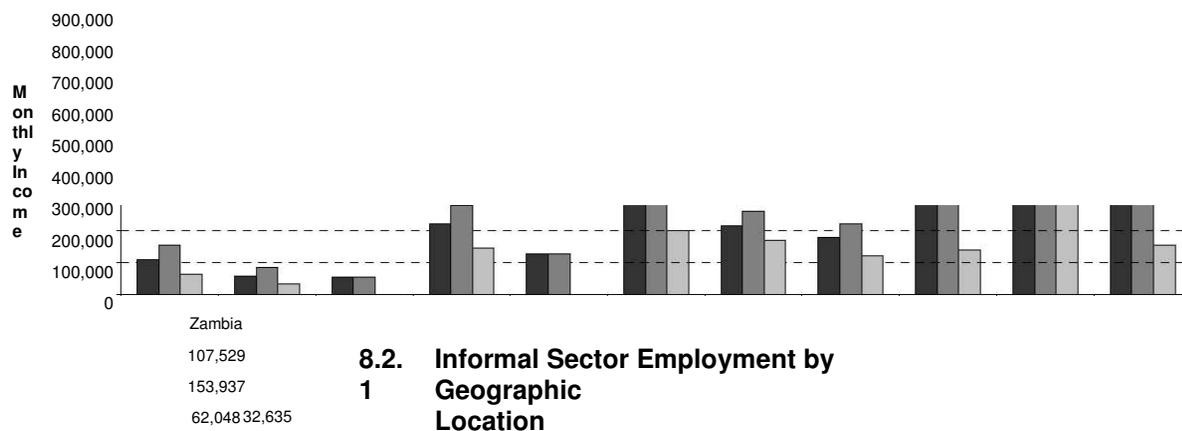
estate and business services, who averaged K 815,084 per month. This was followed by those in the community, social and personal services (K404, 542) and Construction (K348, 604). The least earners were in the agriculture sector; they earned an average of K56, 473, which was way less than a tenth of those in the finance, insurance, real estate and business services.

**Table 8.18: Average Monthly Earnings by Industry, 2005**

Industry	Both	Male	Female	Total persons 15 yrs and above employed in the informal sector
Zambia	107,529	153,937	62,048	3,635,747
Main industry in last 7 days				-
Agric., forestry, fisheries	56,473	82,544	32,635	2,954,128
Mining & quarrying	55,033	55,033	-	11,630
Manufacturing	220,109	279,747	145,364	36,629
Electricity, gas & water	126,758	126,758	-	360,906
Construction	348,604	499,057	201,157	20,707
Trade, wholesale & retail distribution	214,574	258,848	167,870	78,391
Hotels & restaurants	177,630	220,989	120,791	17,893
Transport & communications	324,315	336,881	139,943	129,618
Finance, insurance & real estate and business services	815,084	845,406	541,575	17,430
Community, social & personal services	404,542	795,186	153,464	6,506
Not stated				1,907

The average monthly earnings were unevenly personal services where males earned five times as distributed particularly in the Community, social and much as females.

**Figure. 8.4 Average Monthly Income by Sex, 2005**



**8.2. Informal Sector Employment by Geographic Location**

Most informal sector employees were