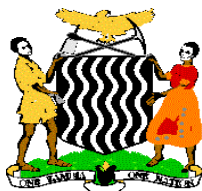




Zambia Labour Force Survey Report

2014





Republic of Zambia

2014 LABOUR FORCE SURVEY REPORT

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Page	Contents
xi	Foreword
xii	Abbreviations
xiii	Executive Summary
xvii	An Overview of Zambia
xvii	1.1 Introduction
xvii	1.2 Administration
xvii	1.3 Population
xvii	1.4 Languages
xvii	1.5 Natural Resources
xvii	1.6 Economy
xviii	1.7 Education
xviii	1.8 Labour Force
xviii	1.9 Poverty
1	Chapter 1: Background And Methodology
1	1.1 Introduction
1	1.2 Methodology
1	1.2.1 Coverage
1	1.2.2 Questionnaires
2	1.2.3 Sample Design and Stratification
2	1.2.3.1 Sample Allocation and Selection
3	1.2.3.2 Selection of EAs
3	1.2.3.3 Selection of Households
4	1.2.3.4 Limitation
4	1.2.4 Estimation Procedure
5	1.2.6 Training of Supervisors And Enumerators
5	1.2.7 Survey Publicity
5	1.2.8 Field Work
5	1.2.9 Data Processing
7	Chapter 2: Concepts and Definitions
9	Chapter 3: Demographic Characteristics of the Population
10	3.1 Introduction
10	3.2 Population Size and Distribution
12	3.3 Marital Status
13	3.4 Relationship to Head of Household
13	3.5 Distribution of Households
14	3.6 Average Household Size
14	3.7 Household Headship
15	3.8 Age of Household Head
17	Chapter 4: Economically Active And Inactive Population
18	4.1 Introduction
18	4.2 Categorisation of the Working-Age Population (15 Years or Older)
18	4.3 Labour Force Participation Rate (Activity Rate)
20	4.4 Labour Force Participation Rate for Rural/Urban
22	4.5 Economically Active Population
23	4.6 Economically Inactive Population

25 Chapter 5: The Employed Population

- 26 5.1 Introduction
- 26 5.2 Employed Persons
- 26 5.3 Employment-to-Population Ratio
- 27 5.4 Employed Persons by Status in Employment
- 27 5.5 Employed Persons by Status in Employment
- 28 5.6 Employed Persons by Province and Status in Employment
- 29 5.7 Employed Persons by Institutional Sector
- 29 5.8 Employed Persons by Highest Level of Education
- 31 5.9 Employed Persons by Occupation, Sex and Rural/Urban
- 31 5.10 Employed Persons by Occupation and Province
- 32 5.11 Employed Persons by Occupation and Age Group
- 33 5.12 Employed Persons by Occupation and Level of Education
- 33 5.13 Employed Persons by Industry
- 34 5.14 Employed Persons by Industry and Sex
- 34 5.15 Employed Persons by Industry
- 35 5.16 Employed Persons by Industry and Level of Education
- 37 5.17 Employed Persons by Industry and Province
- 38 5.18 Employed Persons by Industry and Status in Employment
- 39 5.19 Employed Persons by Industry and Occupation
- 40 5.20 Part-Time Employment
- 41 5.21 Part-Time Employment by Age Group and Sex
- 41 5.22 Part-Time Employment by Occupation

43 Chapter 6: The Underemployed Persons

- 44 6.1 Introduction
- 44 6.2 Time-Related Underemployment
- 44 6.3 Underemployment by Province, Rural/Urban and Sex
- 44 6.4 Underemployment Rate by Age Group and Sex
- 45 6.5 Underemployment Rate by Occupation and Sex
- 46 6.6 Underemployment Rate by Industry and Sex
- 46 6.7 Underemployment Rate by Status In Employment and Sex
- 47 6.8 Average Weekly Hours of Work
- 47 6.9 Average Weekly Hours of Work by Sex
- 48 6.10 Average Weekly Hours of Work by Occupation
- 48 6.11 Average Weekly Hours of Work by Status In Employment
- 49 6.12 Average Weekly Hours of Work by Industry
- 49 6.13 Average Weekly Hours of Work by Type Of Employment
- 50 6.14 Average Weekly Hours of Work by Level Of Education

51 Chapter 7: Formal And Informal Sector Employment

- 52 7.1 Introduction
- 53 7.2 Sector of Employment by Province
- 53 7.3 Sector of Employment by Occupation
- 54 7.4 Sector of Employment by Industry
- 55 7.5 Sector of Employment by Institutional Sector
- 55 7.6 Agriculture and Non-Agriculture In Formal and Informal Sectors
- 56 7.7 Type of Employment
- 57 7.7.1 Type of Employment by Province
- 57 7.7.2 Type of Employment by Occupation
- 58 7.7.3 Type of Employment by Industry
- 59 7.7.4 Type of Employment by Institutional Sector

61	Chapter 8: The Unemployed Population
62	8.1 Introduction
62	8.2 Unemployed Persons by Age Group and Sex
63	8.3 Unemployment Rate
63	8.4 Unemployed Persons by Province and Sex
64	8.5 Unemployed Persons by Level of Education and Sex
64	8.6 Youth Unemployment
66	8.6.1 Youth Unemployment Rate
67	8.6.2 Youth Unemployment Rate by Level of Education and Sex
69	Chapter 9: Earnings For Paid Employees
70	9.1 Introduction
70	9.2 Average Monthly Earnings by Province and Sex
70	9.3 Average Monthly Earnings in the Formal and Informal Sector
71	9.4 Average Monthly Earnings by Type of Employment
71	9.5 Average Monthly Earnings by Industry
72	9.6 Average Monthly Earnings by Occupation
73	9.7 Average Monthly Earnings by Institutional Sector
73	9.8 Average Monthly Earnings by Status In Employment
74	9.9 Average Monthly Earnings by Level of Education
74	9.10 Income Groups by Sex and Province
75	9.11 Income Group by Industry
76	9.12 Income Group by Occupation
77	9.13 Income Group by Institutional Sector
77	9.14 Income Group by Status In Employment
78	9.15 Income Group by Level of Education
78	9.16 Income Group by Type of Employment
79	Chapter 10: Skills Training
80	10.1 Introduction
80	10.2 Skills Training of Working-Age Population
81	10.3 Skills Training of Employed Persons
81	10.4 Skills Training of Unemployed Persons
82	10.5 Type of Skills Training
86	10.6 Duration of Skills Training
87	Annex

Page	List of Tables
2	Table 1.1: Sample Allocation of Enumeration Areas by Province and Rural/Urban
10	Table 3.1: Percentage Distribution of Population by Province and Rural/Urban, Zambia 2014
11	Table 3.2: Percentage Distribution of the Population by Province, Rural/Urban and Sex, Zambia 2014
11	Table 3.3: Percentage Distribution of the Population by Age Group and Sex, Zambia 2014
12	Table 3.4: Percentage Distribution of the Population Aged 12 years or older by Rural/Urban, Sex and Marital Status, Zambia 2014
13	Table 3.5: Percentage Distribution of the Population by Relationship of Heads Household, Zambia 2014
13	Table 3.6: Percentage Distribution of Households by Province and Rural/Urban, Zambia 2014
14	Table 3.7: Average Household Size by Province, Rural/Urban and Sex of Head, Zambia 2014
14	Table 3.8: Percentage Distribution of Household Heads by Rural/Urban and Sex, Zambia 2014
15	Table 3.9: Percentage Distribution of Female-Headed Households by Province and Rural/Urban, Zambia 2014
15	Table 3.10: Percentage Distribution of Male-Headed Households by Province and Rural/Urban, Zambia 2014
15	Table 3.11: Percentage Distribution of Heads of Households by Age Group and Sex of Head, Zambia 2014
19	Table 4.1: Labour Force Participation Rate for Population Aged 15 years or older by Province, Rural/Urban and Sex, Zambia 2014
20	Table 4.2: Labour Force Participation Rate for Persons Aged 15 years or older by Age Group and Sex, Zambia 2014
20	Table 4.3: Labour Force Participation Rate for Population Aged 15 years or older by Sex and Age, Rural Zambia 2014
21	Tables 4.4: Labour Force Participation Rate for Population aged 15 years or older by Age Group and Sex, Urban Zambia 2014
22	Table 4.5: Economically Active Population Aged 15 years or older by Age Group and Sex, Zambia 2014
23	Table 4.6: Economically Active Population Aged 15 years or older by Sex and Province, Zambia 2014
23	Table 4.7: Economically Active Population aged 15 years or older by Level of Education and Sex, Zambia 2014
24	Table 4.8: Economically Inactive Population Aged 15 years or order by Age Group and Sex, Zambia 2014
24	Table 4.9: Economically Inactive Population Aged 15 years or older by Province, Rural/Urban and Sex, Zambia 2014
26	Table 5.1: Percentage Distribution of Employed Persons (15 years or older) by Province, Rural/Urban and Sex, Zambia 2014
26	Table 5.2: Employment to Population Ratio by Age Group, Sex and Rural/Urban, Zambia 2014
27	Table 5.3: Percentage Distribution of Employed Persons (15 years or older) by Status in Employment and Rural/Urban, Zambia 2014
28	Table 5.4: Percentage Distribution of Employed Persons (15 Years or Older) by Marital Status, Sex, Rural/Urban and Status in Employment, Zambia 2014
28	Table 5.5: Percentage Distribution of Employed Persons (15 Years or Older) by Province and Status in Employment, Zambia 2014
29	Table 5.6: Percentage Distribution of Employed Persons (15 years or older) by Institutional Sector and Sex, Zambia 2014
30	Table 5.7: Percent Distribution of Employed Persons (15 years or older) by Highest Level of Education and Status in Employment, Zambia 2014
31	Table 5.8: Percentage Distribution of Employed Persons (15 years or older) by Occupation, Sex and Rural/Urban, Zambia 2014
32	Table 5.9: Percentage Distribution of Employed Persons (15 years or older) by Occupation and Province, Zambia 2014

32	Table 5.10: Percentage Distribution of Employed Persons by Occupation and Age Group, Zambia 2014
33	Table 5.11: Percentage Distribution of Employed Persons (15 years or older) by Level of Education and Occupation, Zambia 2014
34	Table 5.12: Percentage Distribution of Employed Persons (15 years or older) by Industry and Sex, Zambia 2014
35	Table 5.13: Percentage Distribution of Employed Persons Aged 15 years and older by Industry and Rural/Urban, Zambia 2014
36	Table 5.14: Percentage Distribution of Employed Persons (15 years or older) by Level of Education and Industry, Zambia 2014
37	Table 5.15: Percentage Distribution of Employed Persons (15 years or older) by Industry and Province, Zambia 2014
38	Table 5.16: Percentage Distribution of Persons Aged 15 years or older by Industry and Status in Employment, Zambia 2014
39	Table 5.17: Percentage Distribution of Employed Persons Aged 15 years or older by Industry and Occupation, Zambia 2014
40	Table 5.18: Percentage Distribution of Part-time Employment of Employed Persons (15 years or older) by Province, Rural/Urban and Sex, Zambia 2014
41	Table 5.19: Percentage Distribution of Part-Time Employment of Employed Persons (15 years or older) by Age
41	Table 5.20: Percentage Distribution of Part-Time Employment of Employed Persons (15 Years or Older) by Occupation and Sex, Zambia 2014
44	Table 6.1: Underemployment Rate for Employed Persons (15 years or older) by Province, Rural/Urban and Sex, Zambia 2014
45	Table 6.2: Underemployment Rate for Employed Persons 15 years or older by Age Group and Sex, Zambia 2014
45	Table 6.3: Underemployment Rate for Employed Persons (15 years or older) by Occupation and Sex, Zambia 2014
46	Table 6.4: Underemployment Rate for Employed Persons 15 years or older by Industry and Sex, Zambia 2014
47	Table 6.5: Underemployment Rate for Employed Persons 15 years or older by Sex and Status in Employment, Zambia 2014
47	Table 6.6: Average Weekly Hours of Work for Employed Persons (15 years or older) by Province, Rural/Urban and Sex, Zambia 2014
48	Table 6.7: Average Weekly Hours of Work for Employed Persons 15 years or older by Occupation, Rural/Urban and Sex, Zambia 2014
48	Table 6.8: Average Weekly Hours of Work for Employed Persons (15 years or older) by Status in Employment, Sex, and Rural/Urban, Zambia 2014
49	Table 6.9: Average Weekly Hours of Work for Employed Persons (15 years or older) by Industry, Sex and Rural/Urban, Zambia 2014
50	Table 6.10: Average Weekly Hours for Employed Persons (15 years or older) by Sex, Rural/Urban and by Type of Employment, Zambia 2014
50	Table 6.11: Average Weekly Hours of Work for Employed Persons (15 years or older) by Sex, Rural/Urban and Education Attainment, Zambia 2014
53	Table 7.1: Percentage Distribution of Employed Persons(15 years or older) by Sector of Employment, Sex, Rural/Urban and Province, Zambia 2014
53	Table 7.2: Percentage Distribution of Employed Persons (15 years or older) by Occupation and Sector of Employment,
54	Table 7.3: Percentage Distribution of Employed Persons (15 years or older) by Industry, Sex and Sector of Employment, Zambia 2014
55	Table 7.4: Percentage Distribution of Employed Persons 15 years or older by Institutional Sector and Sector of Employment, Zambia 2014
55	Table 7.5: Percentage Distribution of Employed Persons in Agriculture and Non-agriculture Activities by Province, Rural/Urban, Sex and Sector of Employment, Zambia, 2014

56	Table 7.6: Percentage Distribution of Employed Persons (15 years or older) by Agriculture/Non-Agriculture, Sex, Rural/Urban and Province, Zambia, 2014
57	Table 7.7: Percentage Distribution of Employed Persons (15 years or older) by Sex, Province, Employment Type and Province, Zambia 2014
57	Table 7.8: Percentage Distribution of Employed Persons (15 years or older) by Occupation and Type of Employment, Zambia 2014
58	Table 7.9: Percentage Distribution of Employed Persons 15 years or older by Industry and Type of Employment, Zambia 2014
59	Table 7.10: Percentage Distribution of Employed Persons by Institutional Sector and Type of Employment, Zambia 2014
62	Table 8.1: Percentage Distribution of Unemployed Population 15 years or older by Age Group, Sex and Rural/Urban, Zambia 2014
63	Table 8.2: Unemployment Rate by Age Group, Sex and Rural/Urban, Zambia 2014
64	Table 8.3: Percentage Distribution of the Unemployed Population (15 years or older) by Sex, Rural/Urban and Province, Zambia 2014
64	Table 8.4 Percentage Distribution of Unemployed Persons (15 years or older) by Level of Education and Sex Zambia 2014
65	Table 8.5 Population Distribution of Unemployed Youths 15-35 years by Age Group, Sex and Rural/Urban, Zambia 2014
66	Table 8.6 Youth Unemployment Rate for persons aged 15-35 years by Age Group, Sex and Rural/Urban, Zambia 2014
67	Table 8.7: Youth Unemployment Rate by Province, Rural/Urban and Sex, Zambia 2014
67	Table 8.8: Youth Unemployment Rate by Level of Education, Sex and Rural/Urban, Zambia 2014
70	Table 9.1: Average Monthly Earnings for Paid Employees by Province, Rural/Urban and Sex, Zambia 2014
71	Table 9.2: Average Monthly Earnings for Paid Employees by Sector of Employment, Sex and Rural/Urban, Zambia 2014
71	Table 9.3: Average Monthly Earnings for Paid Employment by Type of Employment, Sex, and Rural/Urban, Zambia 2014
72	Table 9.4: Average Income for Paid Employees by Industry, Sex and Rural/Urban, Zambia 2014
73	Table 9.5 Average Monthly Income for Paid Employees by Sex, Occupation and Rural/Urban, Zambia 2014
73	Table 9.6: Average Monthly Earnings for Paid Employees by Institutional Sector, Sex and Rural/Urban, Zambia 2014
74	Table 9.7: Average Monthly Earnings for Paid Employees by Status in Employment, Sex and Rural/Urban, Zambia 2014
74	Table 9.8 Average Monthly Earnings for Paid Employees by Level of Education, Sex and Rural/urban, Zambia 2014
75	Table 9.9: Percentage Distribution of Income Groups (In Kwacha) for Paid Employees by Province, Rural/Urban and Sex, Zambia 2014
76	Table 9.10: Percentage Distribution of Income Group (In Kwacha) for Paid Employees by Industry, Zambia 2014
77	Table 9.11: Percentage Distribution of Income Groups (In Kwacha) for Paid Employees by Occupation, Zambia 2014
77	Table 9.12: Percentage Distribution of Income Groups (In Kwacha) for Paid Employees by Institutional Sector, Zambia 2014
78	Table 9.13: Percentage Distribution of Income Groups (In Kwacha) for Paid Employees by Status in Employment, Zambia 2014
78	Table 9.14: Percentage Distribution of Income Groups (In Kwacha) for Paid employees by Level of Education, Zambia 2014
78	Table 9.15: Percentage Distribution of Income Group (In Kwacha) for Paid Employees by Type of Employment, Zambia 2014

80	Table 10.1: Percentage Distribution of Working-Age Population by Sex, Rural/urban and Whether Skills Training was Received, Zambia 2014
81	Table 10.2: Percentage Distribution of Employed Persons By Sex, Rural/Urban and Whether Skills Training was Received, Zambia 2014
82	Table 10.3: Percentage Distribution of Unemployed Persons by Sex, Rural/Urban and Whether Skills Training was Received, Zambia 2014
83	Table 10.4 Percentage Distribution of Employed Persons by Type of Skill and Sex, Zambia 2014
85	Table 10.5 Percentage Distribution of Unemployed Persons by Type of Skills and Sex, Zambia 2014
86	Table 10.6: Percentage Distribution of the Employed Persons by Sex, Rural/Urban and Duration of Training, Zambia 2014
86	Table 10.7: Percentage Distribution of the unemployed Persons by Sex, Rural/Urban and Duration of Training Zambia 2014
88	Table 1a: Percentage Distribution of the Population Aged 12 Years or Older by Age, Sex and Marital Status, Zambia 2014
88	Table 1b: Percentage Distribution of Employed Persons by Province, Rural/Urban and Sex, Zambia 2014
89	Table 1c: Percentage Distribution of Employed Persons (15 years or older) By Age Group and Sector of Employment, Zambia 2014
89	Table 1d: Percentage Distribution of Formal Sector Employed Persons (15 years or older) by Sex, Rural/Urban and Province, Zambia 2014
89	Table 1e: Percentage Distribution of Employed Persons (15 years or older) in the Formal and Informal Sectors by Agriculture/Non-Agriculture, Sex, Rural/Urban and Province, Zambia 2014
90	Table 1f: Percentage Distribution of Employed Persons (15 years or older) by Sex and Level of Education in the Formal Sector, Zambia 2014
90	Table 1g: Percentage Distribution of Employed Persons by Educational Level, and Sex in the Informal Sector, Zambia 2014
90	Table 1h: Percentage Distribution of Employed Persons (15 years or older) by Occupation, Sex and Agriculture and Non-Agriculture in the Informal Sector, Zambia 2014
91	Table 1i: Percentage Distribution of Employed Persons (15 years or older) by Age Group and Type of Employment,
91	Table 1j: Percentage distribution of Income Groups (In Kwacha) for Paid Workers by Sex, Rural/Urban and Province, Zambia 2014


10	Figure 3.1: Percentage Share of the Population by Province, Zambia 2014
11	Figure 3.2: Population Structure by Age and Sex, Zambia 2014
12	Figure 3.3: Percentage Distribution of Population by Broad Age Groups, Zambia 2014
18	Figure 4.1: Main Categories of the Labour Force Framework, Zambia 2014
19	Figure 4.2: Labour Force Participation Rate, Zambia 2008, 2012 and 2014
20	Figure 4.3: Labour Force Participation Rate by Age Group and Rural/Urban, Zambia 2014
21	Figure 4.4: Labour Force Participation Rate by Sex and Age Group, Rural Zambia 2014
22	Figure 4.5: Labour Force Participation Rate by Sex and Age Group, Urban Zambia 2014
24	Figure 4.6: Percentage Distribution of the Inactive Population by Reason for Inactivity and Sex, Zambia 2014
27	Figure 5.1: Percentage Distribution of Employed Population (15 years or older) by sex and Status in Employment, Zambia 2014
40	Figure 5.2: Trends of Part-Time Employment by Sex, Zambia, 2008, 2012 and 2014
62	Figure 8.1: Unemployment Rate, Zambia 2005, 2008, 2012 and 2014
66	Figure 8.2: Youth Unemployment rate for persons aged 15 - 35 years by Age Group, Zambia, 2012 and 2014
80	Figure 10.1: Percentage Distribution of Working-Age Population by Age Group and Whether Skills Training was Received, Zambia 2014
81	Figure 10.2: Percentage Distribution of Working-Age Population that received skills training by Province, Zambia 2014
81	Figure 10.3: Percentage Distribution of Employed Persons that received skills training by Province, Zambia 2014
82	Figure 10.4: Percentage Distribution of Unemployed Persons that received skills training by Province, Zambia 2014

FOREWORD

This report presents results of the 2014 Labour Force Survey (LFS) undertaken by the Central Statistical Office (CSO) in collaboration with the Ministry of Labour and Social Security (MLSS) between November and December 2014. The survey was designed to measure and monitor Key Indicators of the Labour Market (KILM) such as the employment levels, unemployment and income in Zambia, with the view to informing users and policy-makers in decision-making. The methodology used in undertaking the survey and the design of the questionnaire conform to the internationally acceptable standards (the Resolutions of the International Conference of Labour Statisticians (ICLS)).

First, I wish to thank the Ministry of Labour and Social Security for mobilizing the resources to undertake the survey. Second, I would like to thank the International Labour Organization (ILO) for the technical support rendered prior to and after the survey undertaking. Further, my gratitude goes to the CSO management and all provincial staff for facilitating data collection exercise across the country. Lastly, my gratitude is extended to the members of the general public for their warm cooperation during the data collection exercise.

It is my sincere hope that this report will be useful in formulating public and private labour market policies with the view to attaining efficient and adequate developmental targets.



John Kalumbi
Director of Census and Statistics

September, 2015

ABBREVIATIONS

EXECUTIVE SUMMARY

The total population of Zambia was estimated at 14,983,315 in 2014, of which 49.1 percent were male and 50.9 percent were female. This population was spread across 2,934,096 households. The population shows an increase of 4.2 percent from the population of 14,375,601 recorded in 2012. A larger proportion of the total population accounting for 58.4 percent was in rural areas while 41.6 percent was in urban areas.

Lusaka Province had the highest percentage share of 17.8 percent of the total population, closely followed by the Copperbelt Province with 15.4 percent. North Western Province had the lowest percentage share of total population at 5.4 percent.

Out of the total population, 45.6 percent was below the age of 15 years, 51.8 percent was between the age of 15 and 64 years and 2.6 percent was aged 65 years or older.

The total working-age population was estimated at 8,149,797, out of whom 51.5 percent were female and 48.5 percent were male. Out of the total working-age population, 54.2 percent resided in rural areas and 45.8 percent resided in urban areas. The inactive population in the working-age population accounted for 22.3 percent while the active population accounted for 77.7 percent. And 63.9 percent of the inactive population made up full time students.

In 2014, the labour force participation rate was 77.7 percent. The labour force participation rate in rural areas was higher at 80.2 percent relative to 74.7 percent recorded in urban areas. Males had a lower participation rate of 77.1 percent compared to 78.2 percent for females.

The population who comprised the labour force was estimated at 6,329,076, out of whom 3,045,159 persons were male and 3,283,917 persons were female. The labour force was largely between the age of 15 and 39 years old, accounting for 69.2 percent. The largest proportion of 18.3 percent of the labour force resided in Lusaka Province while the smallest proportion of 4.8 percent was in North Western Province.

The total employed persons was estimated at 5,859,225, giving rise to an overall employment-to-population ratio of 71.9 percent. Of the total employed persons, 57.9 percent was in rural areas while 42.1 percent was in urban areas.

The highest percentage share of the employed persons was for Self-employed workers (i.e. Own account workers) accounting for 41.4 percent, followed by Contributing family workers (i.e. Unpaid family workers) at 35.3 percent while those in paid/wage employment accounted for 22.3 percent. Furthermore, the employed persons were mostly in Non-agriculture industries, accounting for 51.1 percent relative to 48.9 percent for those in Agriculture industries.

A total of 944,256 persons out of the total employed persons were in the formal sector, representing 16.1 percent while 4,914,969 persons were in the informal sector, representing 83.9 percent. A total of 629,626 persons out of the total employed persons had formal jobs, representing 10.7 percent of the employed persons while the rest had informal jobs.

The highest proportion of the employed persons worked as Skilled agricultural, forestry and fisheries workers accounting for 45.4 percent, followed by those working in Elementary occupations at 23.7 percent. The lowest proportion of 0.4 percent included those whose occupations was in other categories not identified with ISCO.

The underemployment rate was 8.3 percent, arising from the 488,987 workers who worked for less than 40 hours per week and were willing to work for additional hours. The estimated average weekly hours of work was 40.7 hours, with rural areas reporting lower average of 33.5 hours compared to 49.1 hours in urban areas.

The overall unemployment rate was 7.4 percent, arising from the 469,851 persons who were without a job, actively seeking work and available for work during a specified period. Urban areas had a higher unemployment rate at 11.5 percent relative to 4.2 percent in rural areas. Unemployment rate for males was higher at 8.4 percent compared to 6.5 percent for females.

Copperbelt Province had the highest unemployment rate of 12.7 percent, followed by Central and Lusaka provinces at 10.0 and 9.8 percent, respectively. Eastern Province had the lowest unemployment rate of 3.0 percent.

The overall youth unemployment rate was 10.5 percent, with higher youth unemployment rates of 17.1 and 13.8 percent observed in age groups 15-19 and 20-24, respectively.

The average monthly earnings for Paid employees was estimated at K2,344. Females earned an average of K2,129 while males earned K2,427. The highest average earnings of K3,553 was recorded in North Western Province while the lowest average earnings of K1,783 was recorded in Central Province. Workers in the formal sector earned an average monthly earning of K3,009 relative to K1,214 earned by workers in the informal sector.

Of all working-age population, 15.1 percent had received skills training, arising from a total of 1,231,219 persons who had ever received skills training. Out of those that received skills training, 19.8 percent were in Lusaka Province, 17.1 percent in Copperbelt Province, 11.5 percent in Southern Province and 10.5 percent in Eastern Province. The lowest proportion of 4.2 percent of all who received skills training was in Muchinga Province.

2014 LABOUR FORCE SURVEY - FACT SHEET

Indicator	Number	Indicator	Number
Total Population	14,983,315	Working-Age Population	8,149,797
Male	7,351,247	Male	3,951,744
Female	7,632,068	Female	4,198,053
Rural	8,747,529	Rural	4,417,708
Urban	6,235,786	Urban	3,732,089
Labour Force	6,329,076	Inactive Population	1,820,721
Male	3,045,159	Male	906,585
Female	3,283,917	Female	914,136
Rural	3,542,983	Rural	874,725
Urban	2,786,093	Urban	945,996
Employed Population	5,859,225	Unemployed Population	469,851
Male	2,789,012	Male	256,147
Female	3,070,213	Female	213,704
Rural	3,394,221	Rural	148,762
Urban	2,465,004	Urban	321,089
Employed Population in Agriculture	2,864,158	Employed Population in Non-Agriculture	2,995,067
Male	1,137,460	Male	1,651,552
Female	1,726,698	Female	1,343,515
Rural	2,043,773	Rural	1,350,448
Urban	820,385	Urban	1,644,619
Employment in the Formal Sector	944,256	Employment in the Informal Sector	4,914,969
Male	674,167	Male	2,114,845
Female	270,089	Female	2,800,124
Rural	264,754	Rural	3,129,467
Urban	679,502	Urban	1,785,502
Formal Employment	629,626	Informal Employment	5,229,599
Male	463,385	Male	2,325,627
Female	166,241	Female	2,903,972
Rural	163,615	Rural	3,230,607
Urban	466,011	Urban	1,998,992

AN OVERVIEW OF ZAMBIA

1.1 Introduction

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

1.2 Administration

Zambia is administratively divided into ten (10) provinces: Central, Copperbelt, Eastern, Luapula, Lusaka, Muchinga, Northern, North Western, Southern and Western. The country has 103 districts, 150 constituencies and 1,430 wards. Lusaka is the Capital City of Zambia and seat of the government. The government comprises Central and Local Governments.

1.3 Population

Zambia's population has been increasing at an annual rate of 2.8 percent. The population increased from 7,383,097 in 1990 to 9,885,591 in 2000 and to 13,092,666 in 2010. This represented a percentage increase of 33.9 percent in the 1990-2000 inter-censal period. This declined to 32.4 percent in the 2000-2010 inter-censal period. The population in rural areas increased from 6,458,729 in 2000 to 7,919,216 in 2010 while the urban population increased from 3,426,862 in 2000 to 5,173,450 in 2010. This represents an increase of 22.6 percent in rural areas and 51.0 percent in urban areas. These are the absolute number of people that was enumerated at the time of the 1990, 2000 and 2010 censuses.

1.4 Languages

English is the official language of communication and instruction in Zambia. The main local languages are Bemba, Kaonde, Lozi, Lunda, Luvale, Nyanja and Tonga. Other than English, these languages are also taught in public schools and used on national television and radio, as well as other national documents. However, Zambia has a total of 73 dialects spoken across the country.

1.5 Natural Resources

Zambia's vegetation is mainly made up of savannah woodlands and grasslands. It has a tropical climate with three distinct seasons, the cool and dry season, the hot and dry season and the hot and wet season. The country has abundant natural resources. It has five main rivers, namely; Zambezi, Kafue, Luangwa, Luapula, and Chambeshi rivers. In addition to these rivers, the country has major lakes such as Tanganyika, Mweru, Mweru Wa Ntipa, Bangweulu and the man-made lakes Kariba and Itzhi Tezhi.

Zambia has some of nature's best wildlife and game reserves affording the country with abundant tourism potential. The Luangwa and Kafue National Parks have one of the most prolific animal populations in Africa. The Victoria Falls in the Southern part of the country is a major tourist attraction. It is also endowed with various minerals and precious stones such as copper, emeralds, zinc, lead and cobalt.

1.6 Economy

Zambia's economy is primarily driven by Mining, Agriculture, Construction, Transport and Communication sectors. In 2010, the real GDP growth was 7.6 percent, the highest level recorded since 1972 (CSO: National Accounts Statistics, 2010). Between 2000 and 2010, the annual inflation rate declined from 30.1 percent to 7.9 percent (CSO: Prices Statistics, 2010). In 2014, the annual average inflation rate was at 7.8 percent.

1.7 Education

Education is a powerful tool for economic development of an individual and nation. The Revised Sixth National Development Plan (R-SNDP) identifies education, training, science and technology as prime movers of Zambia's development.

Zambia has a three-tier education system consisting of seven-year primary education, followed by five-year secondary education and post secondary schooling. Government has in the past decade embarked on a number of initiatives to ensure universal access to education. In 2010, an increase of about 0.6 percent was recorded in the number of basic schools (Grade 1-9).

An increase was also recorded in the number of high schools (Grade 10-12) which was largely attributed to the upgrading of some basic schools into high schools and construction of new high schools. With such measures in place, Zambia has recorded improvements in the education sector contributing to high enrolment levels of both girls and boys at primary, basic and high school levels (Source: Ministry of Finance and National Planning, Annual Economic Report, 2010).

The continuous teacher recruitment programme introduced by the government resulted in an additional 2,537 teachers being recruited in 2010 leading to an improvement in the Pupil- Teacher Ratios at all sub-levels of basic education (Source: Ministry of Finance and National Planning, Annual Economic Report, 2010).

Higher learning institutions offering Technical Education, Vocational and Entrepreneurship, Tertiary Education as well as University education also recorded an increase in their enrolment rates in 2010. (Source: Ministry of Finance and National Planning, Annual Economic Report, 2010).

1.8 Labour Force

Trends in the labour force since 1986 - 2012

Zambia's labour force has been increasing. In 2005 the labour force population increased from 4,918,788 to 5,003,871 in 2008 and further increased to 5,966,199 in 2012. A similar pattern was observed for rural/urban and sex labour force populations.

1.9 Poverty

The 2006 and 2010 Living Conditions Monitoring Surveys results show that poverty levels have remained high despite recording a decline from 62.8 percent in 2006 to 60.5 percent in 2010. Extreme poverty declined from 42.7 percent in 2006 to 42.3 percent in 2010.

The level of poverty in the rural areas was higher than in urban areas. In 2010, rural poverty was estimated at 77.9 percent compared to the urban poverty at 27.9 percent.

Chapter 1: Background and Methodology

1.1 Introduction

The Labour Force Survey (LFS) is a household survey designed to be carried out every two years by the Central Statistical Office in collaboration with the Ministry of Labour and Social Security. Since its inception in 1986, the major objective of the LFS has been to measure the size of the labour force and its characteristics (age, sex, industry, sector of employment, education, e.t.c). The first Zambia Labour Force Survey was conducted in 1986 to satisfy a need for reliable and timely data on the labour market. Successive labour force surveys were conducted in 2005, 2008 and 2012.

The LFS provides Key Indicators of Labour Market (KILM) namely: labour force participation rate, employment-population ratio, status in employment, employment by sector, employment by occupation, part time work, hours of work, unemployment, youth unemployment, time-related underemployment, informal sector employment, income, inactivity.

The main purpose of the 2014 LFS was to measure the size of the labour force and its characteristics with the view to providing guidance in the formulation and implementation of labour market policies and programmes.

The specific objectives of the LFS included:

- Measuring the size of the employed population both in the Formal and Informal sectors.
- Assessing levels of unemployment so that job creation efforts could be intensified.
- Measuring income levels among Paid employees, Self employed and Employers.
- Assessing the incidence and prevalence of child labour.

1.2 Methodology

1.2.1 Coverage

The 2014 LFS was a nation-wide survey covering household population in all the ten provinces and in both rural and urban areas. The survey excluded populations in institutions such as prisons, refuge camps, hospitals, or barracks.

A representative sample of 11, 520 households was selected at two stages. In the first stage, 576 Enumeration Areas (EAs) were selected from the 2010 Census sampling frame. In the second stage, households in each of the selected EAs were first listed followed by the selection of 20 households for enumeration.

The sample was designed to provide estimates at national (rural and urban) and provincial level.

1.2.2 Questionnaires

Two types of questionnaires were used to collect data from the household members, namely, Form A and Form B. Form A was used in the first stage for listing and sampling purposes while the main questionnaire (form B) was used in the second stage for collecting detailed data from the selected households. For household members that were present during the interview, it was a requirement for each one of them to provide responses during the face-to-face interview. In the absence of any household member, the head of household or the most knowledgeable member of household provided responses on their behalf.

The main questionnaire (Form B) had nine sections, namely:

- a) Demographic Characteristics
- b) Education, Literacy and Skills Training
- c) Economic Activity
- d) Employment
- e) Hours of Work and Underemployment
- f) Income - Part A and Part B
- g) Unemployment/Potential Labour Force
- h) Previous Work Experience
- i) Household Chores

1.2.3 Sample Design and Stratification

Zambia is administratively divided into ten provinces. Each province is in turn subdivided into districts. For statistical purposes, each district is subdivided into Census Supervisory Areas (CSAs) and these are demarcated into Enumeration Areas (EAs).

The Census mapping exercise of 2006-2010 in preparation for the 2010 Census of Population and Housing, demarcated the CSAs within wards, wards within constituencies and constituencies within districts. The 2010 Census produced at least 25,000 EAs stratified as rural and urban. This constituted the sampling frame. Information borne on the list of EAs from the sampling frame includes number of households and the population size. The total number of households in the frame was used to determine the selection of Primary Sampling Units (PSUs).

1.2.3.1 Sample Allocation and Selection

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

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

The distribution of sample EAs based on the disproportionate allocation is given in Table 1.1.

Table 1.1: Sample Allocation of Enumeration Areas by Province and Rural/Urban			
Province	Total	Rural	Urban
Total	576	332	244
Central	58	40	18
Copperbelt	72	22	50
Eastern	62	44	18
Luapula	50	32	18
Lusaka	78	24	54
Muchinga	46	30	16
Northern	52	36	16
North Western	46	30	16
Southern	62	42	20
Western	50	32	18

After the households were allocated to the different strata, the number of EAs to be selected was calculated based on 20 completed interviews in each of the selected EA. The EAs were systematically selected with probability proportional to the number of households.

1.2.3.2 Selection of EAs

The procedure for selecting EAs in each stratum involved:

- a) Calculating the sampling interval, I , for each stratum

$$I_h = \frac{\sum_{i=1}^{N_h} M_{hi}}{\alpha_h}$$

where, M_{hi} is the number of households in EA i and stratum h ,

$\sum_{i=1}^{N_h} M_{hi}$ is the size of the stratum (total number of households in the stratum based on the 2010 census count) and α is the number of EAs to be selected in the stratum h .

- b) Calculating the cumulated size of each EA to attain the final cumulated number of households on the last EA in stratum h .
- c) Calculating the sampling numbers as follows

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

where, R is a random number between 1 and I .

- d) Comparing each sampling number with the cumulated sizes of the EAs.

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

1.2.3.3 Selection of Households

A frame of households was determined by listing all the households in the selected EAs. During listing, a couple of questions were asked in order to classify households into two (2) separate categories: those with at least one paid child worker and those without any paid child worker.

A total of 20 households to be selected per EA was allocated between the different categories in proportion to the households found in each category. Once the number of households to be selected in each category was determined, the following steps were used to select the households from each category:

- a) Calculating the sampling interval for each category

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

Where, B is the number of households listed in the selected EA and b is a predetermined number of households to be selected from the selected EA for interviews.

- b) Generating a random number (**R**) between 1 and the Sampling Interval **I**; the first selection is **R**.
- c) Adding the Sampling Interval to the first random number to get the next selection.
- d) Adding the Sampling Interval repeatedly until the desired sample size is achieved.

1.2.3.4 Limitation

Given the absence of the number of people in the labour force on the Sampling Frame, which is a core variable that should be used in the determination of the selection of the Primary Sampling Units in a labour force survey, the actual population as counted during the census was instead used as a proxy.

1.2.4 Estimation Procedure

Due to the disproportional allocation of the sample to the different strata, sampling weights were required to ensure actual representativeness of the sample at national level. The sampling probabilities of the EAs in the first-stage selection and probabilities of selecting the households in the second stage of selection is obtained to calculate the weights. The weights of the sample are equal to the inverse of the probability of selection.

The probability of selecting EA i was calculated as

$$P_{hi} = \frac{\alpha_h M_{hi}}{\sum_{i=1}^{N_h} M_{hi}}$$

The weight or boosting factor is, thus, given as

$$w_{hi} = \frac{1}{P_{hi}}$$

Where: p_{hi} is the first stage sampling probability of EAs, α_h is the number of EAs selected in stratum h , M_{hi} is the size (households in the sampling frame) of the i^{th} EA in stratum h , and $\sum M_{hi}$ is the total size of stratum h .

The selection probability of the household is calculated as:

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

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

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

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

Where, y_h is the estimated total for the h^{th} stratum., w_{hi} is the weight for the j^{th} household in the i^{th} EA of the h -th stratum, $i=1-\alpha_h$ is the number of selected EAs in the stratum, $j=1-n_h$ is the number of sample households in the stratum. The national estimate is given by:

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

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

1.2.5 Pre-test

The main LFS is preceded by a pre-test on some selected households drawn from a rural and urban areas. In 2014 LFS, the primary objective of the pre-test was to finalize the survey instruments and to introduce them to trainers of trainers for subsequent series of training. The pre-test experiences formed the basis for finalizing the survey instruments.

1.2.6 Training of Supervisors and Enumerators

A total of 96 supervisors and 288 enumerators were trained in data collection practices. A combined training of supervisors and enumerators was conducted in October 2014 in all the provinces and lasted for 12 days. The Master Trainers (MTs) facilitated the training of supervisors and enumerators using the enumerators' manual and survey instruments. Other sessions during training were for classroom role plays in which participants demonstrated how an interview should be conducted.

1.2.7 Survey Publicity

Prior to undertaking field work a publicity strategy was put in place to sensitize local communities about the survey. This included, running adverts in the electronic and print media as well as paying courtesy calls to district commissioners, local chiefs and headmen, and other relevant local authorities in the areas that were selected for the survey.

1.2.8 Field Work

Field work was conducted between November and December in 2014 in all the provinces. Each supervisor was assigned 3 enumerators to work with in order to collect and edit the data. Each enumerator was responsible for two (2) EAs in which he/she listed and enumerated households. The supervisors were also responsible for the coding of industry and occupation textual description.

Following completion of data collection, completed forms A and B were edited and sent to Head Office for data editing, capture and processing.

1.2.9 Data Processing

The data entry screen, developed in CSpro after the finalization of the questionnaire, was used to capture data from the questionnaires. The data was captured in a way that it could be transferred to other types of software such as SPSS, STATA, SAS, etc for further analysis. The data entry clerks were trained for a period of one week to prepare them for data capture exercise.

The data entry exercise lasted for two weeks and was followed by data cleaning which involved consistency checks in the data. Although imputation is one of the methods used to clean the raw data, it was kept to a minimum. A tabulation plan was also developed to form the basis for analyzing data for the 2014 LFS.

Chapter 2: Concepts and Definitions

This section presents concepts and definitions used in the report.

- **Total Population:** Is the total number of all persons of both sexes aged 0 years or older in a given territory at a specified point in time.
- **Working-Age Population:** Refers to all persons aged 15 years or older.
- **Labour Force:** Refers to all persons aged 15 years or older who are either employed or unemployed at the time of the survey. The Labour Force is also referred to as the 'economically active population'.
- **Labour Force Participation Rate :** Is the ratio of the Labour Force to the overall size of the Working-age population. It measures the country's working-age population that engages actively in the labour market, either by working or looking for work relative to the population of the working-age.
- **Employed Population:** Is the total number of persons who have a paid job in cash or in kind, are in self employment or are in contributing family work. All persons who have a paid job and are on leave, as well as those in self employment but are absent from work due to various reasons such as inadequate raw materials, labour dispute, absence of business opportunities, etc, are all considered employed.

In addition, employed population includes persons engaged in market economic activities such as selling of goods, production of goods and services and some non-market economic activities such as production of goods and services for own consumption performed for at least one hour. For example, collecting firewood, growing of crops for household consumption only, fishing for household consumption, etc. This is in conformity with the principles outlined in the 2008 System 4 of National Accounts (SNA). According to the SNA 2008, the relevant production of goods and services includes all production of goods, the production of market and non market services, and the production of own final consumption of household services by employing paid domestic staff.

- **Formal Sector:** Refers to all production units that are registered with a tax and/or a licensing authority. Examples of tax and licensing authorities in Zambia are the ZRA, PACRA, Local Authority, etc.
- **Informal Sector:** Refers to all production units that are not registered with a tax or a licensing authority.
- **Formal Employment:** Is the type of employment in which employees are entitled to social security coverage and contract in addition to annual paid leave, or any such entitlement.
- **Informal Employment:** Is the type of employment characterized by lack of an entitlement to annual paid leave and absence of social security. This type of employment could be found in both the formal sector and informal sector production units.
- **Formal Sector Employment:** Is the employment, whether formal or informal, in a registered production unit.
- **Industry:** Refers to an economic activity that takes place at the employed person's place of work.
- **International Standard for Industrial Classification (ISIC):** It is a United Nations classification system used to classify statistical units, such as establishments or enterprises, according to the economic activity in which they mainly engage.

- **Occupation:** Is defined as the set of jobs whose main tasks and duties are characterized by high degree of similarity.
- **International Standard Classification of Occupation (ISCO):** ISCO is a tool for organizing jobs into a clearly defined set of groups according to the tasks and duties undertaken in the job. The groups are based on their similarity in terms of the skill level and skill specialization required for the jobs.
- **Unemployed Population:** Refers to all persons in the labour force who are completely jobless and are available and actively looking for work during a given reference period. Included also are those not working, not looking for work but are available for work.
- **Unemployment Rate:** Is the ratio of the unemployed population to the total population in the labour force expressed as a percentage.
- **Skill:** A skill is the learned ability to carry out pre-determined results often with the minimum outlay of time, energy, or both.
- **Status in Employment:** Refers to whether an employed person is either a paid employee, an employer, self employed or unpaid family worker.
- **Inactivity Rate:** The inactivity rate is defined as the ratio of the economically inactive population to the working-age population during the same reference period expressed as percentage.
- **Youth:** According to the UN, a youth is a person aged 15 to 24 years. However, Zambia's National Youth Policy defines a youth as a person aged 15 to 35 years.
- **Youth Unemployment:** Refers to share of the labour force aged 15 to 35 years without work but available for and seeking employment.
- **Youth Unemployment Rate:** Is the number of unemployed youth aged 15 to 35 years expressed as a percentage of the youth labour force.
- **Time-related Underemployment:** Is defined as a situation in which the number of working hours for the employed person is insufficient in relation to an alternative employment situation where the affected persons are available and willing to work for more hours.
- **Time-related Underemployment Rate:** Is the ratio of the underemployed population to the total employed population expressed as a percentage.
- **Hours of Work:** Refers to any period of time spent on activities which contribute to the production of goods and services.
- **Part-Time work:** It is defined as the total working hours less than "full time", where full time is regarded as sufficient number of hours in a week. In part time work, it is the workers' choice to work for fewer hours.

Chapter 3: Demographic Characteristics of the Population

Summary

Zambia's total population in 2014 was estimated at 14,983,315, out of whom 58.4 percent resided in rural areas and 41.6 percent resided in urban areas. Out of the total population 50.9 percent were female and 49.1 percent were male. The population aged below 5 years accounted for 16.3 percent of the total population whereas the population aged 5-14 years accounted for 29.3 percent. The population aged 15-64 years and 65 years or older accounted for 51.8 percent and 2.6 percent, respectively.

Lusaka Province had the highest percentage of the population at 17.8 percent while Copperbelt Province had the second highest at 15.4 percent. North Western Province had the lowest percentage at 5.4 percent.

The total number of persons aged 12 years or older was estimated at 9,408,940 out of whom 45.5 percent were married and 44.2 percent were never married. The separated, divorced, widowed and those cohabiting accounted for 1.6 percent, 3.0 percent, 5.1 percent and 0.6 percent, respectively.

In 2014, Zambia had an estimated 2,934,096 households. Of these, 56.4 percent were in rural areas while 43.6 percent were in urban areas. The average household size was 5.1 members. In rural and urban areas the average household size was 5.3 and 4.9 members, respectively.

There were 714,227 female-headed households. Lusaka had the highest percentage of female-headed households at 19.1 percent while Muchinga Province had the lowest percentage of female-headed households at 5.2 percent.

3.1 Introduction

This chapter provides information on demographic characteristics of the survey population. Variables presented include population size and distribution, marital status, relationship to the head of the household, distribution of households and average household size.

3.2 Population Size and Distribution

Table 3.1 shows the percentage distribution of population by province and rural/urban. The table shows that in 2014, the population was 14,983,315. Out of the total population, 58.4 percent were in rural areas and 41.6 percent were in urban areas.

Lusaka Province had the highest proportion of its population residing in urban areas at 85.6 percent followed by Copperbelt Province at 82.7 percent. Eastern and Western provinces had the highest proportion of their population in the rural areas at 87.9 percent and 87.3 percent, respectively.

Table 3.1: Percentage Distribution of Population by Province and Rural/Urban, Zambia 2014

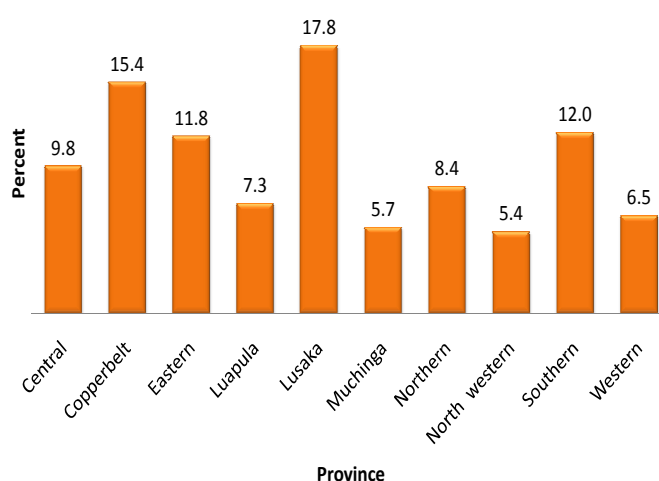
Province	Total		Rural		Urban	
	Number	Percent	Number	Percent	Number	Percent
Total	14,983,315	100.0	8,747,529	58.4	6,235,786	41.6
Central	1,474,093	100.0	1,099,673	74.6	374,420	25.4
Copperbelt	2,305,258	100.0	398,810	17.3	1,906,448	82.7
Eastern	1,766,300	100.0	1,552,578	87.9	213,722	12.1
Luapula	1,099,151	100.0	872,726	79.4	226,425	20.6
Lusaka	2,669,249	100.0	384,372	14.4	2,284,877	85.6
Muchinga	858,179	100.0	664,231	77.4	193,948	22.6
Northern	1,264,212	100.0	1,025,276	81.1	238,936	18.9
North Western	771,706	100.0	559,487	72.5	212,219	27.5
Southern	1,799,885	100.0	1,339,114	74.4	460,771	25.6
Western	975,282	100.0	851,421	87.3	123,861	12.7

Source: 2014 Labour Force Survey, CSO.

Figure 3.1 shows the percentage share of the population by province. Lusaka Province had the highest percentage share at 17.8 percent, followed by Copperbelt Province with 15.4 percent. The lowest percentage share was recorded in North Western Province at 5.4 percent.

Table 3.2 shows the percentage distribution of the population by province, rural/urban and sex. At national level, the percentage distribution of the population by sex shows that 49.1 percent were males while 50.9 percent were females. In rural areas, 49.4 percent were male while 50.6 percent were female. In urban areas, 48.6 percent were males while 51.4 percent were females. Eastern and Muchinga provinces recorded higher proportions of males than females at 50.6 percent and 50.7 percent, respectively.

Figure 3.1: Percentage Share of the Population by Province, Zambia 2014



Source: 2014 Labour Force Survey, CSO.

Table 3.2: Percentage Distribution of the Population by Province, Rural/Urban and Sex, Zambia 2014						
Rural/Urban and Province	Both Sexes		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	14,983,315	100.0	7,351,247	49.1	7,632,068	50.9
Rural	8,747,529	100.0	4,320,912	49.4	4,426,617	50.6
Urban	6,235,786	100.0	3,030,335	48.6	3,205,451	51.4
Province						
Central	1,474,093	100.0	722,213	49.0	751,880	51.0
Copperbelt	2,305,258	100.0	1,127,127	48.9	1,178,131	51.1
Eastern	1,766,300	100.0	893,633	50.6	872,667	49.4
Luapula	1,099,151	100.0	545,109	49.6	554,042	50.4
Lusaka	2,669,249	100.0	1,297,089	48.6	1,372,160	51.4
Muchinga	858,179	100.0	435,041	50.7	423,138	49.3
Northern	1,264,212	100.0	619,384	49.0	644,828	51.0
North Western	771,706	100.0	370,371	48.0	401,335	52.0
Southern	1,799,885	100.0	880,031	48.9	919,854	51.1
Western	975,282	100.0	461,249	47.3	514,033	52.7

Source: 2014 Labour Force Survey, CSO.

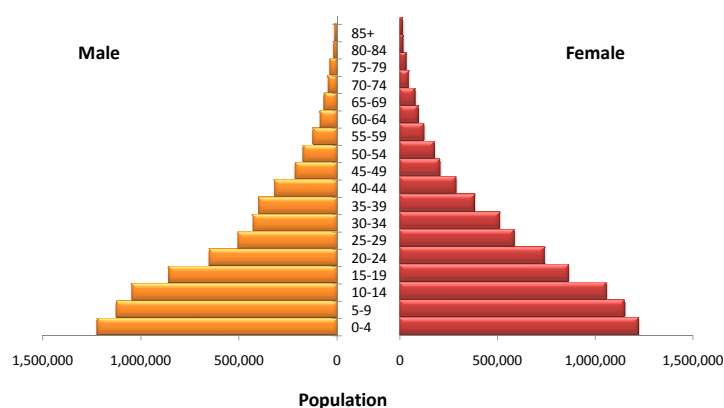
Table 3.3 shows the percentage distribution of the population by age group and sex. The table shows that the highest proportion of the population was in the age group 0-4 years at 16.3 percent. The age groups 5-9 years and 10-14 years accounted for 15.2 percent and 14.1 percent, respectively. The lowest proportion of the population was in the age group 85 years or older at 0.2 percent.

Table 3.3: Percentage Distribution of the Population by Age Group and Sex, Zambia 2014						
Age group	Total Population		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	14,983,315	100.0	7,351,247	100.0	7,632,068	100.0
00-04	2,448,215	16.3	1,223,871	16.6	1,224,344	16.0
05-09	2,280,114	15.2	1,127,946	15.3	1,152,168	15.1
10-14	2,105,189	14.1	1,047,686	14.3	1,057,503	13.9
15-19	1,731,214	11.6	861,905	11.7	869,309	11.4
20-24	1,399,472	9.3	654,648	8.9	744,824	9.8
25-29	1,092,326	7.3	505,386	6.9	586,940	7.7
30-34	945,576	6.3	431,249	5.9	514,326	6.7
35-39	786,288	5.2	400,684	5.5	385,604	5.1
40-44	610,319	4.1	318,576	4.3	291,743	3.8
45-49	419,385	2.8	213,808	2.9	205,577	2.7
50-54	350,701	2.3	173,402	2.4	177,299	2.3
55-59	246,479	1.6	121,951	1.7	124,528	1.6
60-64	184,132	1.2	88,287	1.2	95,845	1.3
65-69	144,134	1.0	64,056	0.9	80,078	1.0
70-74	95,149	0.6	46,722	0.6	48,427	0.6
75-79	72,663	0.5	37,691	0.5	34,971	0.5
80-84	39,535	0.3	18,539	0.3	20,996	0.3
85+	32,424	0.2	14,839	0.2	17,585	0.2

Source: 2014 Labour Force Survey, CSO.

Figure 3.2 shows the population structure by age group and sex. Zambia has a young population as shown by the wider base of the population pyramid. The pyramid contracts as the age increases indicating that there were more people in the younger age groups than in older age groups.

Figure 3.2: Population Structure by Age and Sex, Zambia 2014



Source: 2014 Labour Force Survey, CSO.

Figure 3.3 shows the percentage distribution of the population by selected age groups. The figure shows that age group 0 - 4 years accounted for 16.3 percent of the total population. Age group 5-14 years made up 29.3 percent while age group 15-64 years made up 51.8 percent of the total population. The age group 65 years or older accounted for 2.6 percent.

3.3 Marital Status

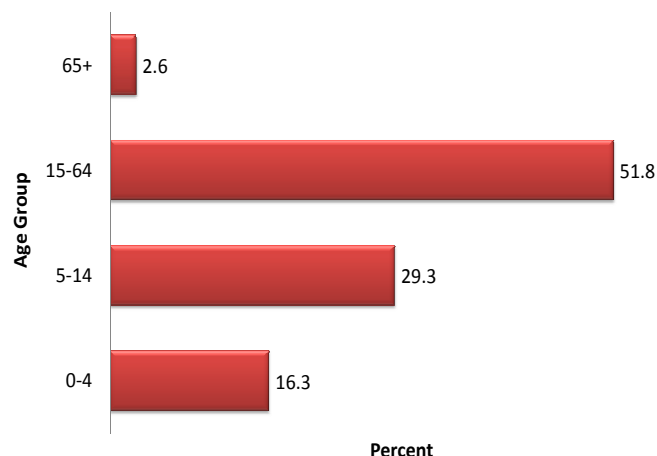
This refers to the categorisation of the population in relation to whether an individual is married, never married, separated, divorced, widowed or cohabiting.

Table 3.4 shows the percentage distribution of the population aged 12 years or older by sex, rural/urban and marital status. The table shows that 45.5 percent of the population aged 12 years or older was married while 44.2 percent had never been married. The widowed accounted for 5.1 percent, while those cohabiting accounted for 0.6 percent. The divorced and separated accounted for 3.0 percent and 1.6 percent, respectively.

In rural areas, the married accounted for 48.2 percent and the never married accounted for 41.3 percent. The widowed, separated, divorced and cohabiting accounted for 5.3 percent, 1.7 percent, 3.1 percent and 0.6 percent, respectively. In urban areas, the married accounted for 42.1 percent and the never married accounted for 47.9 percent. The widowed, separated, divorced and cohabiting accounted for 4.8 percent, 1.6 percent, 3.0 percent and 0.6 percent, respectively.

Among males, 45.9 percent were married and 49.7 percent never married. The widowed, separated, divorced and cohabiting accounted for 1.3 percent, 1.1 percent, 1.5 percent and 0.5 percent, respectively. There were more widowed females at 8.6 percent compared to male widowers at 1.3 percent.

Figure 3.3: Percentage Distribution of Population by Broad Age Groups, Zambia 2014



Source: 2014 Labour Force Survey, CSO.

Table 3.4: Percentage Distribution of the Population Aged 12 years or older by Rural/Urban, Sex and Marital Status, Zambia 2014

Rural/Urban, and Sex	Population Aged 12 years or older		Marital status					
	Number	Percent	Never mar- ried	Cohabiting	Married	Separated	Divorced	Widowed
Total	9,408,940	100.0	44.2	0.6	45.5	1.6	3.0	5.1
Rural	5,194,810	100.0	41.3	0.6	48.2	1.7	3.1	5.3
Urban	4,214,130	100.0	47.9	0.6	42.1	1.6	3.0	4.8
Sex								
Male	4,566,146	100.0	49.7	0.5	45.9	1.1	1.5	1.3
Female	4,842,794	100.0	39.1	0.6	45.1	2.1	4.5	8.6

Source: 2014 Labour Force Survey, CSO.

3.4 Relationship to Head of Household

Information on the relationship to the head of the household was collected for all usual members of the household. The head of household was defined as a usual member of the household that all members look up to and makes most of the day to day decisions regarding the running of the household.

Table 3.5 shows the percentage distribution of the population by relationship to the head of household. Biological children of the heads of household made up 50.1 percent of the total population. The heads of household constituted the second highest proportion at 19.6 percent. Spouses were third at 13.5 percent, while the lowest proportion of relationship to the head of the household was domestic workers at 0.1 percent.

Table 3.5: Percentage Distribution of the Population by Relationship of Heads Household, Zambia 2014

Relationship to Household Head	Total	
	Number	Percent
Total	14,983,315	100.0
Head	2,934,096	19.6
Spouse (husband/wife)	2,024,136	13.5
Son/daughter	7,512,643	50.1
Step child	120,436	0.8
Brother/sister	304,481	2.0
Brother/sister in law	152,961	1.0
Grandchild	1,098,755	7.3
Nephew/niece	516,414	3.4
Cousin	65,079	0.4
Parent	55,474	0.4
Father/mother in law	17,172	0.1
Uncle/aunt	28,866	0.2
Grandparent	19,469	0.1
Son/daughter in law	39,071	0.3
Other relative	55,910	0.4
Non relative	28,826	0.2
Domestic worker	9,527	0.1

Source: 2014 Labour Force Survey, CSO.

3.5 Distribution of Households

Table 3.6 shows the percentage distribution of households by province and rural/urban. The table shows that in 2014 there were 2,934,096 households. It also shows that 56.4 percent of households were in rural areas while 43.6 percent were in urban areas. Lusaka Province had the highest proportion of 86.1 percent of households in urban areas while Eastern and Western provinces had the lowest proportion of households at 12.8 percent each.

Table 3.6: Percentage Distribution of Households by Province and Rural/Urban, Zambia 2014

Province	Total Households		Distribution of Households			
			Rural		Urban	
	Number	Percent	Number	Percent	Number	Percent
Total	2,934,096	100.0	1,655,020	56.4	1,279,076	43.6
Central	296,465	100.0	212,747	71.8	83,718	28.2
Copperbelt	433,605	100.0	74,843	17.3	358,762	82.7
Eastern	339,708	100.0	296,306	87.2	43,402	12.8
Luapula	196,550	100.0	153,937	78.3	42,612	21.7
Lusaka	579,640	100.0	80,646	13.9	498,994	86.1
Muchinga	167,809	100.0	129,623	77.2	38,186	22.8
Northern	232,192	100.0	186,819	80.5	45,373	19.5
North Western	149,767	100.0	107,655	71.9	42,112	28.1
Southern	348,028	100.0	246,495	70.8	101,533	29.2
Western	190,332	100.0	165,949	87.2	24,384	12.8

Source: 2014 Labour Force Survey, CSO.

3.6 Average Household Size

Table 3.7 shows the average household size by province, rural/urban and sex of household head. At national level, the average household size was 5.1 members. In rural areas, the average household size was higher at 5.3 members than in urban areas at 4.9 members. The average household sizes by sex of head of households was 5.4 members for males and 4.3 members for females.

Luapula Province had the highest average household size of 5.6 members while Lusaka Province had the lowest average household size at 4.6 members. Analysis shows that Luapula Province had the highest average household size of 5.7 members in rural areas. Copperbelt, Luapula and Northern provinces had the highest average household size of 5.3 members each in urban areas.

For male-headed households, Luapula Province had the highest average household size of 5.9 members while Lusaka Province had the lowest average household size of 4.7 members. Copperbelt Province had the highest average household size of 4.7 members for female-headed households. The lowest average household size for female-headed households was reported in North Western Province at 4.1 members.

Table 3.7: Average Household Size by Province, Rural/Urban and Sex of Head, Zambia 2014						
Province	Total Households	Household Size			Sex of Head	
		Total	Rural	Urban	Male	Female
Total	2,934,096	5.1	5.3	4.9	5.4	4.3
Central	296,465	5.0	5.2	4.5	5.2	4.2
Copperbelt	433,605	5.3	5.3	5.3	5.5	4.7
Eastern	339,708	5.2	5.2	4.9	5.5	4.4
Luapula	196,550	5.6	5.7	5.3	5.9	4.4
Lusaka	579,640	4.6	4.8	4.6	4.7	4.2
Muchinga	167,809	5.1	5.1	5.1	5.4	4.2
Northern	232,192	5.4	5.5	5.3	5.7	4.3
North Western	149,767	5.2	5.2	5.0	5.5	4.1
Southern	348,028	5.2	5.4	4.5	5.5	4.2
Western	190,332	5.1	5.1	5.1	5.6	4.4
Source: 2014 Labour Force Survey, CSO.						

3.7 Household Headship

Table 3.8 shows the percentage distribution of heads of households by rural/urban and sex. The table shows that 56.4 percent of households were in rural areas while 43.6 percent were in urban areas. Out of the male-headed households 56.0 percent were in rural areas while 44.0 percent were in urban areas. Out of the female-headed households 57.6 percent were in rural areas while 42.4 percent were in urban areas.

Table 3.8: Percentage Distribution of Household Heads by Rural/Urban and Sex, Zambia 2014						
Rural/Urban	Total Household Heads		Male Heads		Female Heads	
	Number	Percent	Number	Percent	Number	Percent
Total	2,934,096	100.0	2,219,869	100.0	714,227	100.0
Rural	1,655,020	56.4	1,243,515	56.0	411,505	57.6
Urban	1,279,076	43.6	976,354	44.0	302,722	42.4
Source: 2014 Labour Force Survey, CSO.						

Table 3.12 shows the percentage distribution of female-headed households by province and rural/urban. In 2014, there were 714,227 female-headed households. Lusaka Province had the highest percentage of female-headed households at 19.1 percent. Muchinga Province had the lowest percentage of female-headed households at 5.2 percent.

Table 3.9: Percentage Distribution of Female-Headed Households by Province and Rural/Urban, Zambia 2014

Province	Total		Rural		Urban	
	Number	Percent	Number	Percent	Number	Percent
Total	714,227	100.0	411,505	100.0	302,722	100.0
Central	73,716	10.3	51,346	12.5	22,370	7.4
Copperbelt	101,300	14.2	18,474	4.5	82,826	27.4
Eastern	79,806	11.2	70,906	17.2	8,900	2.9
Luapula	45,979	6.4	36,482	8.9	9,497	3.1
Lusaka	136,672	19.1	18,462	4.5	118,211	39.0
Muchinga	37,086	5.2	28,429	6.9	8,657	2.9
Northern	47,496	6.6	37,748	9.2	9,748	3.2
North Western	40,813	5.7	28,849	7.0	11,964	4.0
Southern	79,411	11.1	57,421	14.0	21,990	7.3
Western	71,948	10.1	63,388	15.4	8,560	2.8

Source: 2014 Labour Force Survey, CSO.

Table 3.10 shows the percentage distribution of male-headed households by province and rural/urban. In 2014, there were 2,219,869 male-headed households. Lusaka Province had the highest percentage of male-headed households at 20.0 percent while North Western Province had the lowest at 4.9 percent.

Analysis further shows that Eastern Province accounted for the highest proportion at 18.1 percent of all male heads residing in rural areas while Copperbelt Province accounted for the lowest proportion of 4.5 percent. Lusaka Province accounted for the highest proportion of 39.0 percent of all male heads residing in urban areas while Western Province accounted for the lowest proportion at 1.6 percent.

Table 3.10: Percentage Distribution of Male-Headed Households by Province and Rural/Urban, Zambia 2014

Province	Total		Rural		Urban	
	Number	Percent	Number	Percent	Number	Percent
Total	2,219,869	100.0	1,243,515	100.0	976,354	100.0
Central	222,749	10.0	161,400	13.0	61,348	6.3
Copperbelt	332,305	15.0	56,369	4.5	275,936	28.3
Eastern	259,902	11.7	225,400	18.1	34,502	3.5
Luapula	150,570	6.8	117,455	9.4	33,115	3.4
Lusaka	442,968	20.0	62,184	5.0	380,784	39.0
Muchinga	130,724	5.9	101,194	8.1	29,530	3.0
Northern	184,696	8.3	149,071	12.0	35,625	3.6
North Western	108,954	4.9	78,806	6.3	30,149	3.1
Southern	268,617	12.1	189,074	15.2	79,543	8.1
Western	118,384	5.3	102,560	8.2	15,824	1.6

Source: 2014 Labour Force Survey, CSO.

3.8 Age of Household Head

Table 3.11 shows the percentage distribution of heads of households by age group and sex of heads. The table shows that male heads in the age group 35 - 39 years accounted for the highest proportion of 16.3 percent while male heads in the age group 15-19 years accounted for the lowest proportion of 0.6 percent. It also shows that female heads in the age group 65 years or older accounted for the highest proportion of 14.4 percent while female heads in the age group 15-19 years accounted for the lowest proportion of 0.8 percent.

Table 3.11: Percentage Distribution of Heads of Households by Age Group and Sex of Head, Zambia 2014

Age Group	Male		Female	
	Number	Percent	Number	Percent
Total	2,219,869	100.0	714,227	100.0
15-19	12,376	0.6	6,022	0.8
20-24	145,140	6.5	37,628	5.3
25-29	321,528	14.5	76,511	10.7
30-34	355,816	16.0	84,100	11.8
35-39	362,727	16.3	87,399	12.2
40-44	288,884	13.0	81,276	11.4
45-49	202,888	9.1	66,388	9.3
50-54	162,178	7.3	66,705	9.3
55-59	117,682	5.3	56,089	7.9
60-64	82,759	3.7	49,398	6.9
65+	167,891	7.6	102,712	14.4

Source: 2014 Labour Force Survey, CSO.

Chapter 4: Economically Active and Inactive Population

Summary

In 2014, the total number of working-age population was estimated at 8,149,797 persons. Of these 6,329,076 were in the labour force while 1,820,721 were out side the labour force.

At national level, the Labour force participation rate was 77.7 percent. Labour force participation rate for males was lower at 77.1 percent than that of females at 78.2 percent. Rural areas had a higher participation rate of 80.2 percent compared to 74.7 percent in urban areas.

Eastern Province had the highest participation rate at 82.9 percent while Lusaka Province had the lowest participation rate at 72.6 percent.

The labour force participation rate was highest in the age group 45 - 49 years at 97.2 percent. The age group 15-19 years recorded the lowest participation rate of 33.6 percent.

Labour force participation rate for both males and females was highest in the age group 45 - 49 years. The participation rate for males in the age group 45 - 49 years was 98.1 percent whereas that for females in the same age groups was 96.3 percent.

Of the 6,329,076 persons in the labour force, 48.1 percent were male and 51.9 percent were females. The age group 20 – 24 years accounted for the highest percentage of persons in the labour force with 17.6 percent.

Lusaka Province recorded the highest percentage of persons in the labour force at 18.3 percent. North Western Province had the lowest percentage of persons in the labour force at 4.8 percent.

Of all persons in the labour force, 40.6 percent reported to have completed Grades 1 -7 as their highest level of education while 43.0 percent reported to have completed Grades 8 - 12 as their highest level of education. Persons in the labour force who had never attended school accounted for 11.0 percent. Persons in the labour force who had completed tertiary education at certificate, A-level and degree level accounted for 5.0 percent.

Of the 1,820,721 persons out side the labour force, 63.9 percent were full-time students, 15.1 percent were those who were neither working, looking for work nor available for work, while those who were too old to work accounted for 8.4 percent and the too young to work accounted for 2.3 percent.

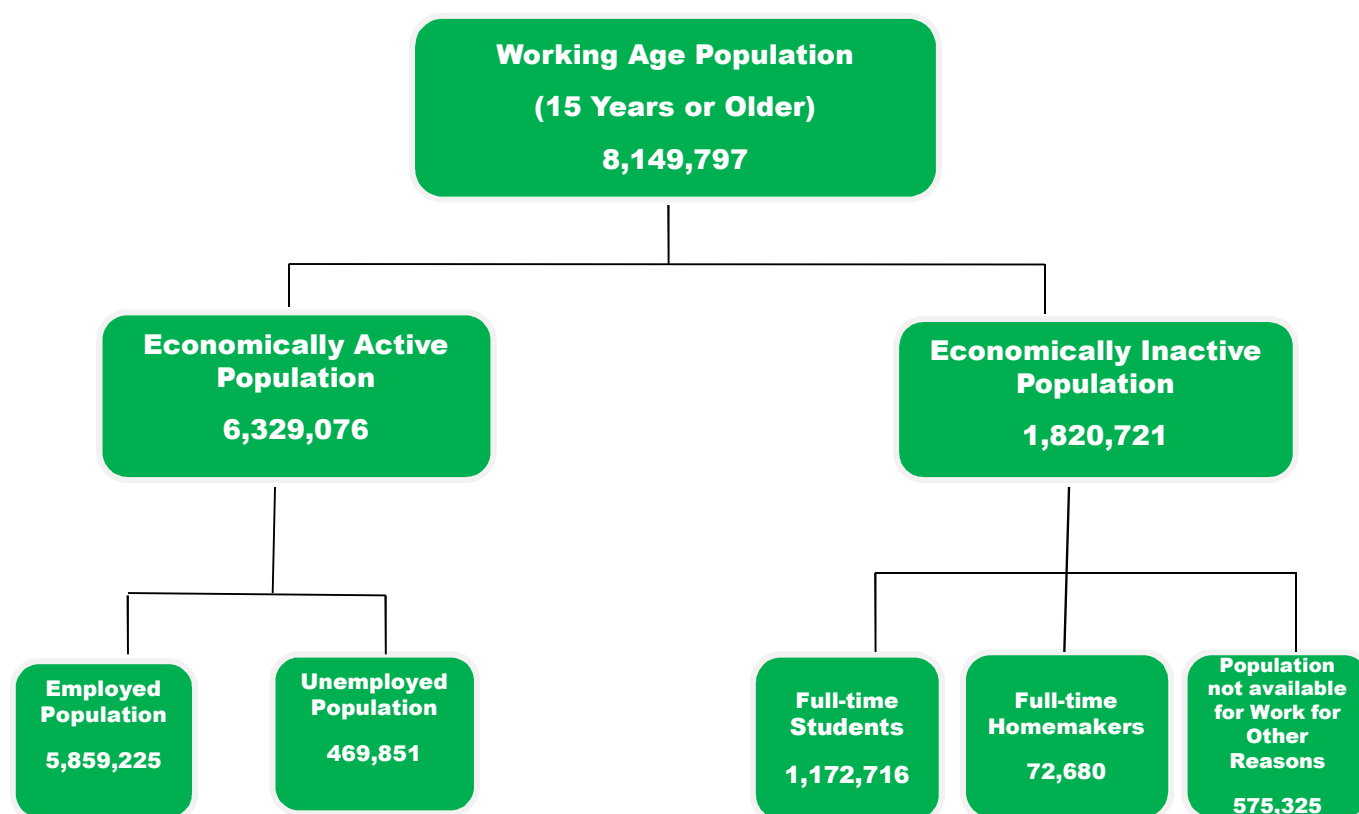
4.1 Introduction

This chapter presents information on the size of the labour force (*formerly known as economically active population*) and the inactive population. These indicators are important as they help assess labour force participation in the market and non-market activities. The chapter further outlines reasons for being inactive.

4.2 Categorisation of the Working-Age Population (15 Years or Older)

Figure 4.1 shows the main categories of the labour force framework. In 2014, the working-age population was 8,149,797 of which 6,329,076 persons were in the labour force. The employed and unemployed population was 5,859,225 and 469,851, respectively. The population outside the labour force was 1,820,721, constituting full time students, full time home makers and persons not available for work for any other reasons.

Figure 4.1: Main Categories of the Labour Force Framework, Zambia 2014



4.3 Labour Force Participation Rate (Activity Rate)

Labour force participation rate measures the proportion of the economically active population in the total working-age population. It is a ratio of the economically active population to the working-age population expressed as a percentage. Low activity rate implies that a large proportion of persons are not participating in the labour market.

Table 4.1 shows the labour force participation rate for persons aged 15 years or older by province rural/urban, and sex. The participation rate was 77.7 percent. The female participation rate was 78.2 percent while that of males was 77.1 percent.

In rural areas, the participation rate was 80.2 percent whereas in urban areas, it was 74.7 percent. The male participation rate in rural areas was lower at 78.4 percent compared to the female participation rate of 81.9 percent. In urban areas, the male participation rate was higher at 75.5 percent compared to the female participation rate of 73.9 percent.

Eastern Province recorded the highest participation rate of 82.9 percent while Lusaka Province had the lowest participation rate at 72.6 percent.

The highest male participation rate was in Southern Province at 80.8 percent while the highest female participation rate was observed in Eastern Province at 85.6 percent. The lowest male and female participation rates were recorded in Northern and Lusaka provinces at 74.2 percent and 70.8 percent, respectively.

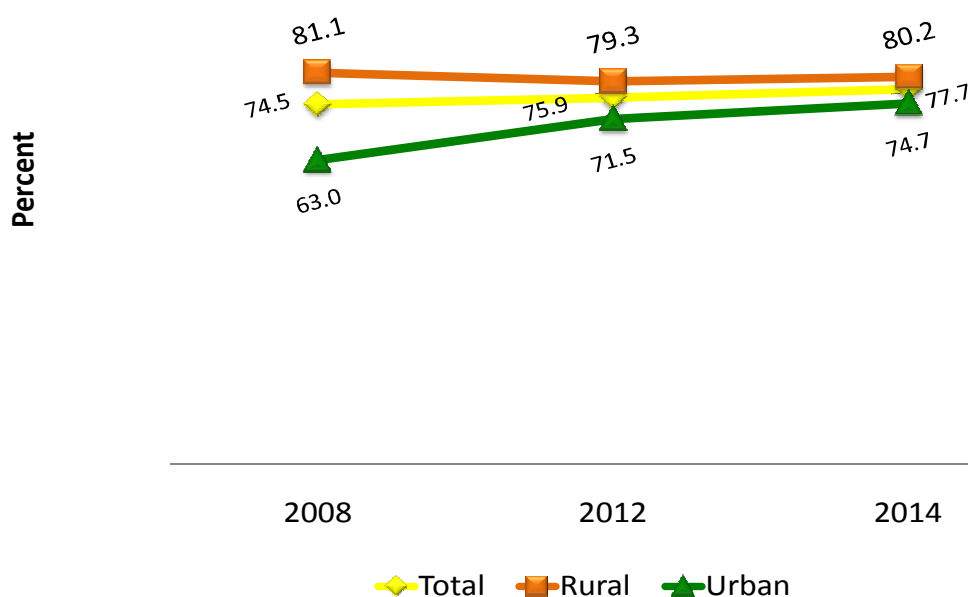
Table 4.1: Labour Force Participation Rate for Population Aged 15 years or older by Province, Rural/Urban and Sex, Zambia 2014									
Rural/Urban and Province	Both Sexes			Male			Female		
	Working-Age Population	Labour Force	Percent	Working-Age Population	Labour Force	Percent	Working-Age Population	Labour Force	Percent
Total	8,149,797	6,329,076	77.7	3,951,744	3,045,159	77.1	4,198,053	3,283,917	78.2
Rural	4,417,708	3,542,983	80.2	2,133,876	1,672,747	78.4	2,283,832	1,870,236	81.9
Urban	3,732,089	2,786,093	74.7	1,817,868	1,372,412	75.5	1,914,221	1,413,681	73.9
Province									
Central	810,060	646,500	79.8	399,272	311,127	77.9	410,788	335,372	81.6
Copperbelt	1,383,539	1,068,779	77.2	679,537	526,505	77.5	704,003	542,274	77.0
Eastern	906,117	750,721	82.9	444,407	355,356	80.0	461,710	395,364	85.6
Luapula	539,236	431,087	79.9	259,068	204,885	79.1	280,168	226,201	80.7
Lusaka	1,598,702	1,161,094	72.6	784,396	584,448	74.5	814,307	576,647	70.8
Muchinga	427,428	326,209	76.3	210,074	157,866	75.1	217,354	168,343	77.5
Northern	639,774	489,426	76.5	317,587	235,558	74.2	322,186	253,869	78.8
North Western	403,219	306,031	75.9	186,965	140,150	75.0	216,255	165,881	76.7
Southern	924,291	738,416	79.9	434,582	351,359	80.8	489,709	387,057	79.0
Western	517,430	410,813	79.4	235,856	177,904	75.4	281,574	232,908	82.7

Source: 2014 Labour force survey, CSO.

Figure 4.2 shows trends in the labour force participation rate for 2008, 2012 and 2014. The labour force participation rate increased from 74.5 percent in 2008 to 75.9 percent in 2012, and further increased to 77.7 percent in 2014.

In rural areas, the participation rate declined from 81.1 percent in 2008 to 79.3 percent in 2012 and increased to 80.2 percent in 2014. Urban areas had a marked increase in participation rate from 63.0 percent in 2008 to 71.5 percent in 2012 and increased further to 74.7 percent in 2014.

Figure 4.2: Labour Force Participation Rate, Zambia 2008, 2012 and 2014

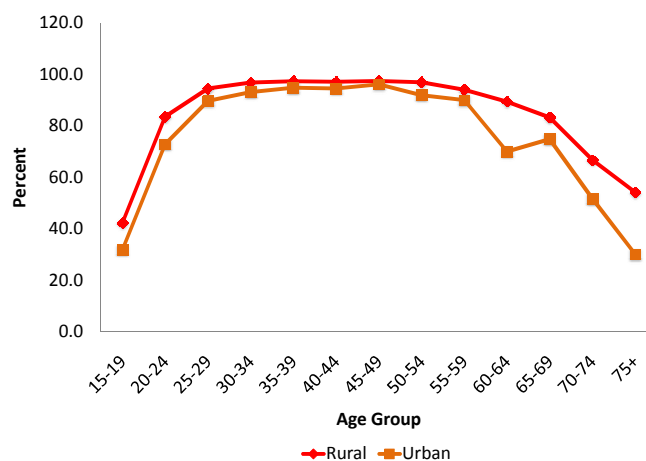


Source: 2014 Labour force survey, CSO.

Figure 4.3 shows the labour force participation rate by age group and rural/urban. In rural areas, the participation rates were higher across all age groups compared to the urban areas.

Table 4.2 shows the labour force participation rates for population by age group and sex. The participation rate was highest in age group 45-49 years at 97.2 percent and lowest in the age group 15-19 years at 33.6 percent. The participation rate declines to 48.0 percent in the oldest age group, 75 years or older. Male and female participation rates were highest in the age group 45-49 years at 98.1 percent and 96.3 percent, respectively.

Figure 4.3: Labour Force Participation Rate by Age Group and Rural/Urban, Zambia 2014



Source: 2014 Labour force survey, CSO.

Table 4.2: Labour Force Participation Rate for Persons Aged 15 years or older by Age Group and Sex, Zambia 2014

Age Group	Total			Male			Female		
	Working-Age Population	Labour Force	Percent	Working-Age Population	Labour Force	Percent	Working-Age Population	Labour Force	Percent
Total	8,149,797	6,329,076	77.7	3,951,744	3,045,159	77.1	4,198,053	3,283,917	78.2
15-19	1,731,214	582,502	33.6	861,905	263,751	30.6	869,309	318,751	36.7
20-24	1,399,846	1,110,911	79.4	655,022	495,087	75.6	744,824	615,823	82.7
25-29	1,092,326	1,016,757	93.1	505,386	471,802	93.4	586,940	544,954	92.8
30-34	945,576	904,511	95.7	431,249	418,232	97.0	514,326	486,278	94.5
35-39	786,913	757,669	96.3	401,094	389,400	97.1	385,819	368,269	95.5
40-44	610,319	589,988	96.7	318,576	310,619	97.5	291,743	279,369	95.8
45-49	419,385	407,659	97.2	213,808	209,765	98.1	205,577	197,894	96.3
50-54	350,701	332,953	94.9	173,402	168,082	96.9	177,299	164,871	93.0
55-59	246,479	230,359	93.5	121,951	114,512	93.9	124,528	115,847	93.0
60-64	184,132	149,763	81.3	88,287	73,449	83.2	95,845	76,315	79.6
65-69	144,134	117,348	81.4	64,056	53,328	83.3	80,078	64,020	79.9
70-74	95,149	59,698	62.7	46,722	34,554	74.0	48,427	25,143	51.9
75+	143,622	68,959	48.0	70,286	42,578	60.6	73,337	26,381	36.0

Source: 2014 Labour force survey, CSO.

4.4 Labour Force Participation Rate for Rural/Urban

Table 4.3 shows the labour force participation rate by age group and sex in the rural areas. The table shows that the participation rate was 80.2 percent. Most age groups recorded participation rates above 90 percent with the exception of age groups below age 25 years and those above age 65 years.

Table 4.3: Labour Force Participation Rate for Population Aged 15 years or older by Sex and Age, Rural Zambia 2014

Age Group	Total			Male			Female		
	Working-Age Population	Labour Force	Percent	Working-Age Population	Labour Force	Percent	Working-Age Population	Labour Force	Percent
Total	4,417,708	3,542,983	80.2	2,133,876	1,672,747	78.4	2,283,832	1,870,236	81.9
15-19	960,352	370,428	38.6	490,949	166,537	33.9	469,403	203,891	43.4
20-24	717,962	605,971	84.4	341,418	272,306	79.8	376,544	333,665	88.6
25-29	517,248	494,073	95.5	238,078	227,307	95.5	279,169	266,766	95.6
30-34	475,860	462,692	97.2	207,867	203,241	97.8	267,993	259,452	96.8
35-39	419,815	409,069	97.4	209,855	203,694	97.1	209,960	205,375	97.8
40-44	334,078	325,907	97.6	166,735	162,585	97.5	167,342	163,322	97.6
45-49	240,289	234,650	97.7	120,254	117,851	98.0	120,035	116,799	97.3
50-54	219,079	212,538	97.0	111,629	109,864	98.4	107,450	102,675	95.6
55-59	147,356	140,013	95.0	65,612	64,157	97.8	81,744	75,856	92.8
60-64	110,887	100,106	90.3	51,870	47,220	91.0	59,017	52,886	89.6
65-69	97,864	82,378	84.2	40,631	36,169	89.0	57,233	46,209	80.7
70-74	68,614	46,081	67.2	32,706	24,878	76.1	35,908	21,203	59.0
75+	108,305	59,076	54.5	56,271	36,939	65.6	52,033	22,138	42.5

Source: 2014 Labour force survey, CSO.

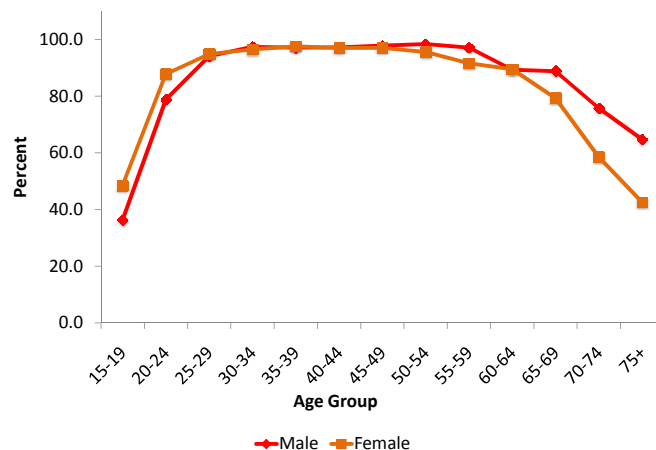
The male participation rates were over 95.0 percent among persons aged between 25 - 59 years while the corresponding age range for females was between 25 and 54 years. Males in the age groups 15 - 19 years, 20 - 24 years and those older than 74 years recorded participation rates of 33.9 percent, 79.8 percent and 65.6 percent, respectively whereas females in the same age groups recorded participation rates of 43.4 percent, 88.6 percent and 42.5 percent, respectively.

Figure 4.4 shows labour force participation rate by sex in rural areas. Female participation rate was higher than that of males in the age groups 15-24 years. In age group 65 years or older male participation rate was higher than females participation rate.

Table 4.4 shows the labour force participation rate for persons aged 15 years or older by sex and age group in the urban areas. The table shows that the participation rate in urban areas was 74.7 percent. All age groups recorded participation rates of over 80 percent with the exception of age groups below the age of 25 years and age groups above 60 years.

The male participation rate of 98.2 percent was highest in the age group 45-49 years while the female participation rate of 94.8 percent was highest in the same age group.

Figure 4.4: Labour Force Participation Rate by Sex and Age Group, Rural Zambia 2014



Source: 2014 Labour Force Survey, CSO.

Age Group	Total			Male			Female		
	Working-Age Population	Labour Force	Percent	Working-Age Population	Labour Force	Percent	Working-Age Population	Labour Force	Percent
Total	3,732,089	2,786,093	74.7	1,817,868	1,372,412	75.5	1,914,221	1,413,681	73.9
15-19	770,863	212,073	27.5	370,956	97,213	26.2	399,907	114,860	28.7
20-24	681,884	504,940	74.1	313,605	222,781	71.0	368,280	282,159	76.6
25-29	575,079	522,684	90.9	267,308	244,495	91.5	307,770	278,188	90.4
30-34	469,715	441,818	94.1	223,382	214,992	96.2	246,333	226,827	92.1
35-39	367,098	348,600	95.0	191,238	185,706	97.1	175,860	162,894	92.6
40-44	276,241	264,081	95.6	151,841	148,034	97.5	124,400	116,047	93.3
45-49	179,096	173,009	96.6	93,554	91,914	98.2	85,542	81,095	94.8
50-54	131,622	120,414	91.5	61,772	58,218	94.2	69,849	62,196	89.0
55-59	99,123	90,346	91.1	56,339	50,355	89.4	42,784	39,991	93.5
60-64	73,245	49,657	67.8	36,417	26,229	72.0	36,828	23,429	63.6
65-69	46,270	34,970	75.6	23,425	17,159	73.2	22,845	17,811	78.0
70-74	26,535	13,617	51.3	14,016	9,676	69.0	12,520	3,941	31.5
75+	35,318	9,883	28.0	14,014	5,639	40.2	21,304	4,244	19.9

Source: 2014 Labour force survey, CSO.

Figure 4.5 shows the labour force participation rate by age group and sex in urban areas. Male participation rate was higher than that of females in age groups 25 years or older. In the age groups below 25 years, females had higher participation rates than males.

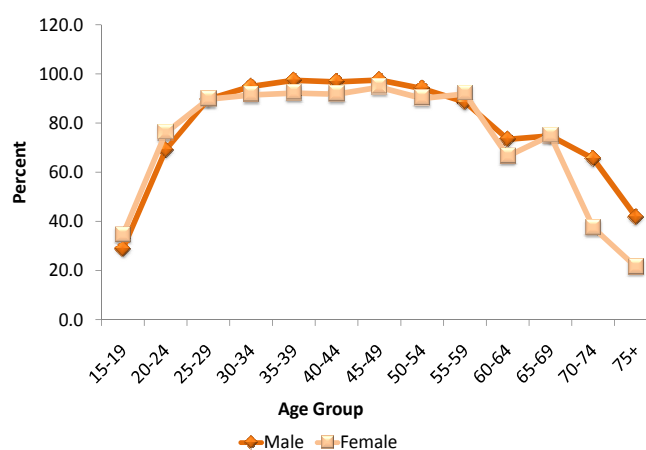
4.5 Economically Active Population

This section presents information on the size of the labour force.

Table 4.5 shows the size of the labour force by age group and sex. The table shows that in 2014 there were 6,329,076 persons in the labour force, out of whom 3,283,917 persons were female and 3,045,159 persons were male. The age groups 20 - 24 years and 25 - 29 years had the highest percentage share of persons in the labour force with 17.6 percent and 16.1 percent, respectively while the age groups 70-74 years had the lowest percentage share of 0.9 percent.

The age group 20-24 years had the highest percentage of 16.3 percent of all males and 18.8 percent of all females in the labour force while the age group 70-74 years had the lowest percent of 1.1 percent of all males in the labour force.

Figure 4.5: Labour Force Participation Rate by Sex and Age Group, Urban Zambia 2014



Source: 2014 Labour force survey, CSO.

Table 4.5: Economically Active Population Aged 15 years or older by Age Group and Sex, Zambia 2014

Age Group	Total Labour Force		Male		Female	
	Number	Percentage Share	Number	Percent	Number	Percent
Total	6,329,076	100.0	3,045,159	100.0	3,283,917	100.0
15-19	582,502	9.2	263,751	8.7	318,751	9.7
20-24	1,110,911	17.6	495,087	16.3	615,823	18.8
25-29	1,016,757	16.1	471,802	15.5	544,954	16.6
30-34	904,511	14.3	418,232	13.7	486,278	14.8
35-39	757,669	12.0	389,400	12.8	368,269	11.2
40-44	589,988	9.3	310,619	10.2	279,369	8.5
45-49	407,659	6.4	209,765	6.9	197,894	6.0
50-54	332,953	5.3	168,082	5.5	164,871	5.0
55-59	230,359	3.6	114,512	3.8	115,847	3.5
60-64	149,763	2.4	73,449	2.4	76,315	2.3
65-69	117,348	1.9	53,328	1.8	64,020	1.9
70-74	59,698	0.9	34,554	1.1	25,143	0.8
75+	68,959	1.1	42,578	1.4	26,381	0.8

Source: 2014 Labour force survey, CSO.

Table 4.6 shows the economically active persons by province and sex. Lusaka Province had the highest percentage share of the labour force at 18.3 percent followed by Copperbelt Province with 16.9 percent. North Western Province accounted for the lowest proportion of 4.8 percent. Results further shows that of the 3,045,159 males in the labour force, 19.2 percent were in Lusaka Province while the lowest proportion of 4.6 percent were in North Western Province. The highest proportion of females in the labour force were in Lusaka Province at 17.6 percent while the lowest was in North Western Province at 5.1 percent.

Table 4.6: Economically Active Population Aged 15 years or older by Sex and Province, Zambia 2014

Province	Total Labour Force		Male		Female	
	Number	Percentage Share	Number	Percent	Number	Percent
Total	6,329,076	100	3,045,159	100	3,283,917	100
Central	646,500	10.2	311,127	10.2	335,372	10.2
Copperbelt	1,068,779	16.9	526,505	17.3	542,274	16.5
Eastern	750,721	11.9	355,356	11.7	395,364	12.0
Luapula	431,087	6.8	204,885	6.7	226,201	6.9
Lusaka	1,161,094	18.3	584,448	19.2	576,647	17.6
Muchinga	326,209	5.2	157,866	5.2	168,343	5.1
Northern	489,426	7.7	235,558	7.7	253,869	7.7
North Western	306,031	4.8	140,150	4.6	165,881	5.1
Southern	738,416	11.7	351,359	11.5	387,057	11.8
Western	410,813	6.5	177,904	5.8	232,908	7.1

Source: 2014 Labour force survey, CSO.

Table 4.7 shows the percentage distribution of the labour force by highest level of education completed and sex. The table shows that the highest proportion of 43.0 percent of the labour force had completed grades 8-12 as their highest level of education completed while the lowest proportion of 0.6 percent had completed education at degree level as their highest level of education.

Persons whose highest level of education completed were grades 8-12 accounted for the highest percentage of 50.2 percent of all males in the labour force while persons whose highest level of education completed was degree level accounted for the lowest percentage of 1.0 percent. Persons whose highest level of education completed were grades 1-7 accounted for the highest percentage of 45.1 percent of all females in the labour force while persons whose level of education completed was A-level accounted for the lowest percentage of 0.6 percent.

Table 4.7: Economically Active Population aged 15 years or older by Level of Education and Sex, Zambia 2014

Level of Education	Total Labour Force		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	6,329,076	100.0	3,045,159	100	3,283,917	100.0
None	696,713	11.0	225,321	7.4	471,392	14.3
Nursery	28,294	0.4	11,285	0.4	17,008	0.5
Grade 1-7	2,567,741	40.6	1,086,932	35.7	1,480,809	45.1
Grade 8 -12	2,718,537	43.0	1,528,941	50.2	1,189,596	36.2
A Level	47,831	0.8	28,026	0.9	19,805	0.6
Certificate	230,457	3.6	135,339	4.4	95,119	2.9
Degree	39,504	0.6	29,315	1.0	10,189	0.3

Source: 2014 Labour force survey, CSO.

4.6 Economically Inactive Population

The economically inactive population comprises persons who, during the reference period, were outside the labour force. They include full-time students, full-time homemakers, the chronically ill, the retired, those who are too young and too old to work, and those not available for work for other reasons. The ratio of the economically inactive population to the working-age population is an inactivity rate.

Table 4.8 shows the economically inactive population by age group and sex. Of the working-age population, 22.3 percent were economically inactive. The percentage of the economically inactive population was highest in younger age groups 15-19 years at 66.4 percent and lowest in the age group 45-49 years at 2.8 percent. Male inactivity rate was highest in the age group 15-19 years at 69.4 percent while female inactivity rate was highest at 64.0 percent in the age group 75 years or older.

Age Group	Total			Male			Female		
	Working-Age Population	Inactive Population	Percent	Working-Age Population	Inactive Population	Percent	Working-Age Population	Inactive Population	Percent
Total	8,149,797	1,820,721	22.3	3,951,744	906,585	22.9	4,198,053	914,136	21.8
15-19	1,731,214	1,148,713	66.4	861,905	598,155	69.4	869,309	550,558	63.3
20-24	1,399,846	288,935	20.6	655,022	159,935	24.4	744,824	129,000	17.3
25-29	1,092,326	75,569	6.9	505,386	33,584	6.6	586,940	41,985	7.2
30-34	945,576	41,065	4.3	431,249	13,017	3.0	514,326	28,048	5.5
35-39	786,913	29,244	3.7	401,094	11,694	2.9	385,819	17,550	4.5
40-44	610,319	20,331	3.3	318,576	7,957	2.5	291,743	12,374	4.2
45-49	419,385	11,726	2.8	213,808	4,043	1.9	205,577	7,683	3.7
50-54	350,701	17,748	5.1	173,402	5,320	3.1	177,299	12,428	7.0
55-59	246,479	16,120	6.5	121,951	7,439	6.1	124,528	8,681	7.0
60-64	184,132	34,369	18.7	88,287	14,838	16.8	95,845	19,531	20.4
65-69	144,134	26,786	18.6	64,056	10,728	16.7	80,078	16,058	20.1
70-74	95,149	35,451	37.3	46,722	12,167	26.0	48,427	23,284	48.1
75+	143,622	74,663	52.0	70,286	27,707	39.4	73,337	46,955	64.0

Source: 2014 Labour force survey, CSO.

Table 4.9 shows the economically inactive population by province, rural/urban and sex. The inactivity rate in urban areas was higher at 25.3 percent compared to 19.8 percent in rural areas. The male and female inactivity rates were 22.9 percent and 21.8 percent, respectively. Eastern Province had the lowest inactivity rate of 17.1 percent while Lusaka Province had the highest inactivity rate of 27.4 percent.

Rural/Urban and Province	Total			Male			Female		
	Working-Age Population	Inactive Population	Percent	Working-Age Population	Inactive Population	Percent	Working-Age Population	Inactive Population	Percent
Total	8,149,797	1,820,721	22.3	3,951,744	906,585	22.9	4,198,053	914,136	21.8
Rural	4,417,708	874,725	19.8	2,133,876	461,128	21.6	2,283,832	413,597	18.1
Urban	3,732,089	945,996	25.3	1,817,868	445,457	24.5	1,914,221	500,539	26.1
Province									
Central	810,060	163,560	20.2	399,272	88,145	22.1	410,788	75,416	18.4
Copperbelt	1,383,539	314,760	22.8	679,537	153,031	22.5	704,003	161,729	23.0
Eastern	906,117	155,397	17.1	444,407	89,051	20.0	461,710	66,345	14.4
Luapula	539,236	108,150	20.1	259,068	54,183	20.9	280,168	53,967	19.3
Lusaka	1,598,702	437,608	27.4	784,396	199,948	25.5	814,307	237,660	29.2
Muchinga	427,428	101,219	23.7	210,074	52,208	24.9	217,354	49,011	22.5
Northern	639,774	150,347	23.5	317,587	82,029	25.8	322,186	68,318	21.2
North Western	403,219	97,189	24.1	186,965	46,815	25.0	216,255	50,374	23.3
Southern	924,291	185,874	20.1	434,582	83,223	19.2	489,709	102,651	21.0
Western	517,430	106,617	20.6	235,856	57,952	24.6	281,574	48,666	17.3

Source: 2014 Labour force survey, CSO.

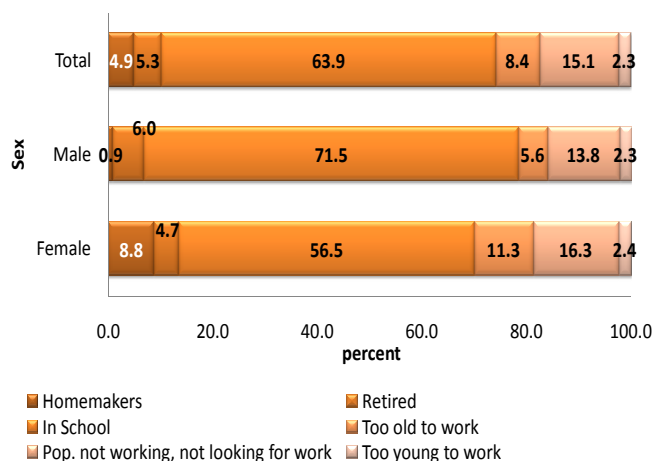
Figure 4.6 shows the percentage distribution of the inactive population by sex and reason for inactivity.

Of all the economically inactive population, 63.9 percent were in school while 15.1 percent were neither looking for work nor available for work.

Persons who were inactive due to being too old to work accounted for 8.4 percent while those who were inactive due to being too young to work accounted for 2.3 percent. The inactive persons due to being retired accounted for 5.3 percent.

The inactivity rate due to being in school was higher for males at 71.5 percent than for females 56.5 percent.

Figure 4.6: Percentage Distribution of the Inactive Population by Reason for Inactivity and Sex, Zambia 2014



Source: 2014 Labour force survey, CSO.

Summary

In 2014, the number of employed persons was estimated at 5,859,225, of whom 47.6 percent were male and 52.4 percent were female. The number of employed persons who resided in rural areas accounted for 57.9 percent while those in urban areas accounted for 42.1 percent. North Western Province had the lowest number of employed persons with 284,617 persons while Lusaka Province had the highest number of employed persons with 1,047,560 persons.

In 2014, the employment-to-population ratio was estimated at 71.9 percent. Males had a lower employment-to-population ratio of 70.6 percent than females at 73.1 percent. Employment-to-population ratio in rural areas was 76.8 percent relative to 66.0 percent in urban areas.

The most performed occupation was Skilled agricultural, forestry and fisheries work accounting for 45.4 percent of the total number of jobs followed by Elementary occupation at 23.7 percent. Luapula Province had the highest proportion of Skilled agricultural, forestry and fisheries workers with 70.4 percent while Lusaka Province had the lowest proportion of 29.2 percent.

In 2014, 48.9 percent of the employed persons were in Agriculture industries. Non-agriculture industries collectively accounted for 51.1 percent, of which the highest proportion of 17.4 percent was Activities of households as employers industry.

The highest level of education completed by most of employed persons was grades 1-7, accounting for 41.6 percent followed by those whose highest level of education completed was grades 8-12 at 40.9 percent.

Part-time employment accounted for 29.1 percent of the total number of employed persons. Males recorded part-time employment of 29.8 percent compared to 28.5 percent for females. In urban areas, part-time employment was lower at 15.1 percent than in rural areas at 39.3 percent.

5.1 Introduction

This chapter presents information on the characteristics of employed persons in 2014. It is divided into two sections. The first section deals with the characteristics of employed persons including status in employment, institutional sector, highest level of education, occupation and industry. The second section presents information on part-time work.

5.2 Employed Persons

Table 5.1 shows the percentage distribution of employed persons by province, rural/urban and sex. In 2014 there were 5,859,225 employed persons. Of the total employed persons, 57.9 percent were in rural areas while 42.1 percent were in urban areas. Lusaka Province had the highest percentage share of employed persons at 17.9 percent followed by Copperbelt Province with 15.9 percent. North Western Province had the lowest percentage share at 4.9 percent. Lusaka Province had the highest percentage shares of the male and female employed persons at 18.7 percent and 17.1 persons, respectively.

Table 5.1: Percentage Distribution of Employed Persons (15 years or older) by Province, Rural/Urban and Sex, Zambia 2014						
Province and Rural/Urban	Total Employed Persons		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	5,859,225	100.0	2,789,012	100.0	3,070,213	100.0
Rural	3,394,221	57.9	1,593,232	57.1	1,800,989	58.7
Urban	2,465,004	42.1	1,195,780	42.9	1,269,224	41.3
Province						
Central	581,719	9.9	275,662	9.9	306,057	10.0
Copperbelt	933,451	15.9	451,985	16.2	481,466	15.7
Eastern	728,058	12.4	349,107	12.5	378,951	12.3
Luapula	411,845	7.0	194,885	7.0	216,960	7.1
Lusaka	1,047,560	17.9	522,327	18.7	525,233	17.1
Muchinga	315,175	5.4	151,839	5.4	163,336	5.3
Northern	460,882	7.9	219,561	7.9	241,321	7.9
North Western	284,617	4.9	126,614	4.5	158,003	5.1
Southern	698,760	11.9	326,087	11.7	372,673	12.1
Western	397,159	6.8	170,945	6.1	226,213	7.4

Source: 2014 Labour Force Survey, CSO

5.3 Employment-to-Population Ratio

Employment-to-population ratio is a measure of the number of employed persons as a proportion of the working-age population expressed as a percentage. It provides an insight into the country's employment capacity. When a large proportion of the country's population is in employment and directly involved in market related activities, it translates into high levels of economic growth. Table 5.2 shows the employment-to-population ratio by age group, sex and rural/urban. In 2014, the employment-to-population ratio was 71.9 percent. Employment-to-population ratio in rural areas was higher at 76.8 percent than in urban areas at 66.0 percent. Male employment-to-population ratio was 70.6 percent while female employment-to-population ratio was 73.1 percent.

The age group with the lowest employment-to-population ratio was 15 - 19 years at 27.9 percent while the highest employment-to-population ratio was recorded in the age group 45 - 49 years at 95.1 percent. In rural areas, the age group with the highest employment-to-population ratio was 50 - 54 years at 96.8 percent while in urban areas the age group 45-49 years had the highest employment-to-population ratio at 93.2 percent.

Table 5.2: Employment to Population Ratio by Age Group, Sex and Rural/Urban, Zambia 2014									
Age Group	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	71.9	70.6	73.1	76.8	74.7	78.9	66.0	65.8	66.3
15-19	27.9	24.5	31.2	34.4	29.7	39.4	19.7	17.7	21.6
20-24	68.4	63.0	73.2	77.2	71.5	82.3	59.2	53.8	63.8
25-29	84.7	83.3	85.8	91.3	90.5	92.0	78.7	77.0	80.2
30-34	90.5	91.0	90.1	94.0	93.8	94.1	86.9	88.4	85.7
35-39	92.0	92.4	91.5	94.7	94.3	95.1	88.9	90.3	87.2
40-44	93.4	93.6	93.1	96.4	96.5	96.4	89.7	90.6	88.6
45-49	95.1	95.0	95.2	96.5	96.6	96.5	93.2	92.9	93.4
50-54	93.3	94.9	91.7	96.8	98.1	95.6	87.4	89.2	85.8
55-59	92.6	93.5	91.8	94.6	97.4	92.3	89.7	88.9	90.8
60-64	79.4	80.9	78.1	90.3	91.0	89.6	63.0	66.4	59.6
65+	63.7	71.2	57.0	68.0	75.1	61.7	52.8	61.5	44.9

Source: 2014 Labour Force Survey, CSO

5.4 Employed Persons by Status in Employment

In the 2014 LFS, workers were classified in seven categories in terms of status in employment as follows: paid employees, apprentices, interns, volunteers, employers, self-employed and contributing family workers and are defined as follows:

- A *Paid Employee* was regarded as a person who worked for a public or private employer and received remuneration in wages, salaries either in cash or in kind.
- An *Intern* was a person (student/trainee) who did a job to gain work experience or for a qualification.
- An *Apprentice* was regarded as a person who worked like a paid employee in a public or private institution in order to improve his/her skills with the view of being formally engaged by the employer or other potential employers.
- An *Employer* was considered to be a person who operated his/her own economic enterprise(s) and used hired labour.
- A *Self-Employed Person* was defined as a person who operated his/her own economic enterprise(s) and hired no employees.
- A *Contributing 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.

Table 5.3 shows the percentage distribution of employed persons by status in employment and rural/urban. The table shows that the highest proportion of the employed persons were for Self-employed at 41.4 percent followed by the Contributing family workers at 35.3 percent. Paid employees accounted for 22.3 percent.

In rural areas, the highest proportion of employed persons was for Self-employed at 50.7 percent while the lowest was for Interns at less than 0.1 percent. In urban areas, Paid employees accounted for the highest proportion of 38.6 percent, followed by Contributing family workers at 31.5 percent while the Interns accounted for the lowest proportion of 0.1 percent.

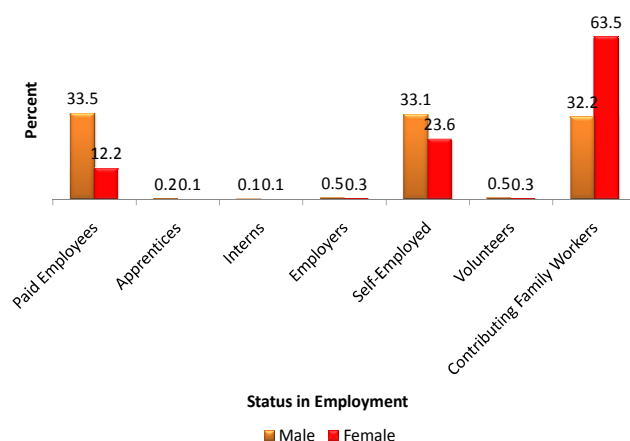
Status in Employment	Total Employed Persons		Rural		Urban	
	Number	Percent	Number	Percent	Number	Percent
Total	5,859,225	100.0	3,394,221	100.0	2,465,004	100.0
Paid Employees	1,308,764	22.3	356,953	10.5	951,811	38.6
Apprentices	6,486	0.1	1,710	0.1	4,775	0.2
Interns	3,187	0.1	412	0.0	2,774	0.1
Employers	20,734	0.4	9,675	0.3	11,059	0.4
Self-employed	2,428,105	41.4	1,719,187	50.7	708,918	28.8
Volunteers	22,572	0.4	12,849	0.4	9,723	0.4
Contributing family workers	2,069,377	35.3	1,293,434	38.1	775,944	31.5

Source: 2014 Labour Force Survey, CSO

5.5 Employed Persons by Status in Employment

Figure 5.1 shows the percentage distribution of employed persons 15 years or older by status in employment and sex. The figure shows that most of the female employed persons were Contributing family workers, accounting for 63.5 percent. These were followed by the Self-employed persons who accounted for 23.6 percent. Apprentices and Interns accounted for the lowest proportion of 0.1 percent each. It is however worth noting that among males, Paid employees accounted for the highest proportion of 33.5 percent, followed by Self employed and Contributing family workers at 33.1 and 32.2 percent, respectively.

Figure 5.1: Percentage Distribution of Employed Population (15 years or older) by sex and Status in Employment, Zambia 2014



Source: 2014 Labour Force Survey, CSO

Table 5.4 shows the percentage distribution of employed persons by marital status, sex, rural/urban and status in employment. In all the categories of marital status, Contributing family workers accounted for the highest percentages. Of all the employed persons who were never married, 55.6 percent were Contributing family workers while 29.8 percent were Paid employees. Also, out of all the employed persons who were monogamously married, 47.1 percent were Contributing family workers while 21.9 percent were Paid employees. Also, out of all the employed persons who were monogamously married, 47.1 percent were Contributing family workers while 21.9 percent were Paid employees.

Table 5.4: Percentage Distribution of Employed Persons (15 Years or Older) by Marital Status, Sex, Rural/Urban and Status in Employment, Zambia 2014

Rural/Urban, Sex and Marital Status	Total Employed Persons		Status in Employment						
	Total	Percent	Paid employees	Apprentices	Interns	Employer	Self employed	Volunteer	Contributing Family Worker
Total	5,859,225	100.0	22.3	0.1	0.1	0.4	28.1	0.4	48.6
Rural	3,394,221	100.0	10.5	0.1	0.0	0.3	30.3	0.4	58.5
Urban	2,465,004	100.0	38.6	0.2	0.1	0.4	25.2	0.4	35.1
Sex									
Male	2,789,012	100.0	33.5	0.2	0.1	0.5	33.1	0.5	32.2
Female	3,070,213	100.0	12.2	0.1	0.1	0.3	23.6	0.3	63.5
Marital Status									
Never married	1,148,924	100.0	29.8	0.4	0.2	0.2	13.4	0.5	55.6
Cohabiting	36,532	100.0	27.5	0.3	0.0	0.1	32.4	0.0	39.6
Monogamously married	3,695,440	100.0	21.9	0.1	0.0	0.4	30.2	0.4	47.1
Polygamously married	249,394	100.0	7.1	0.0	0.0	0.7	33.1	0.2	58.9
Separated	127,034	100.0	25.3	0.0	0.0	0.4	33.9	0.3	40.1
Divorced	246,565	100.0	22.3	0.0	0.3	0.3	36.8	0.5	39.8
Widowed	355,337	100.0	12.1	0.0	0.0	0.6	42.2	0.5	44.6

Source: 2014 Labour Force Survey, CSO.

5.6 Employed Persons by Province and Status in Employment

Table 5.5 shows the percentage distribution of employed persons by province and status in employment. In relative terms, Lusaka Province had the highest proportion of paid employees at 43.3 percent while Northern Province had the lowest proportion at 9.6 percent. Luapula Province had the highest proportion of Self employed persons at 52.0 percent while North Western Province had the lowest proportion at 15.5 percent. Northern Province had highest proportion of Contributing family workers at 66.2 percent while Lusaka Province had the lowest proportion of 30.7 percent.

Table 5.5: Percentage Distribution of Employed Persons (15 Years or Older) by Province and Status in Employment, Zambia 2014

Province	Total Employed Persons		Status in Employment						
	Number	Percent	Paid employees	Apprentices	Interns	Employer	Self employed	Volunteer	Contributing Family Worker
Total	5,859,225	100.0	22.3	0.1	0.1	0.4	28.1	0.4	48.6
Central	581,719	100.0	19.4	0.1	0.1	0.9	32.4	0.5	46.7
Copperbelt	933,451	100.0	35.0	0.1	0.1	0.5	26.0	0.4	38.0
Eastern	728,058	100.0	9.7	0.1	0.1	0.2	25.2	0.3	64.5
Luapula	411,845	100.0	10.8	0.0	0.0	0.3	52.0	0.1	36.8
Lusaka	1,047,560	100.0	43.3	0.2	0.1	0.2	25.0	0.5	30.7
Muchinga	315,175	100.0	15.4	0.0	0.0	1.2	33.1	0.3	50.0
Northern	460,882	100.0	9.6	0.0	0.0	0.0	23.8	0.4	66.2
North Western	284,617	100.0	17.9	0.2	0.0	0.2	15.5	0.2	66.0
Southern	698,760	100.0	16.8	0.1	0.0	0.1	22.3	0.3	60.3
Western	397,159	100.0	10.1	0.1	0.0	0.3	36.0	0.8	52.6

Source: 2014 Labour Force Survey, CSO.

5.7 Employed Persons by Institutional Sector

Table 5.6 shows the percentage distribution of employed persons 15 years or older by institutional sector and sex. At national level, there were more employed females at 52.4 percent than there were males at 47.6 percent. However, the proportions of males were higher in all institutional sectors apart from Private household sector and Private business/farm sector. In the Private household sector, females accounted for 52.7 percent while males accounted for 47.3 percent. In the Private business/farm sector, females accounted for 53.7 percent while males accounted for 46.3 percent.

Table 5.6: Percentage Distribution of Employed Persons (15 years or older) by Institutional Sector and Sex, Zambia 2014				
Institutional Sector	Total Employed Persons		Male	Female
Total	5,859,225	100.0	47.6	52.4
Central Government	243,277	100.0	62.0	38.0
Local Government	30,367	100.0	80.4	19.6
Parastatal/State-owned Firm	58,581	100.0	77.1	22.9
Embassy/International Organisation	3,790	100.0	82.6	17.4
Private Household	367,031	100.0	47.3	52.7
Producers' Co-operative	9,040	100.0	82.4	17.6
NGO, Faith-based Organisation	31,419	100.0	52.7	47.3
Private Business/Farm	5,115,721	100.0	46.3	53.7

Source: 2014 Labour Force Survey, CSO

5.8 Employed Persons by Highest Level of Education

Table 5.7 shows the percentage distribution of employed persons by level of education and status in employment. The table shows that the highest proportion of employed persons was for those whose highest level of education completed were grades 1-7, accounting for 41.6 percent. Persons whose highest level of education completed were grades 8-12 accounted for 40.9 percent while those whose highest level of education completed was nursery accounted for the lowest proportion at 0.5 percent.

Analysis by status in employment shows that persons whose highest level of education completed were grades 1-7 among the Employers accounted for the highest proportion of 39.6 percent. The corresponding figures for the Self-employed and Contributing family workers were 50.3 percent and 45.0 percent, respectively. Also persons whose highest level of education completed were grades 8-12 among the Paid employees accounted for the highest proportion of 57.6 percent while the corresponding figures among the Apprentices, Interns and Volunteers were 48.2 percent, 56.0 percent and 53.2 percent, respectively.

Table 5.7: Percent Distribution of Employed Persons (15 years or older) by Highest Level of Education and Status in Employment, Zambia 2014

Status in Employment	Total		None		Nursery		Grade 1 - 7		Grade 8 - 12		A Levels		Certificate		Degree	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	5,859,225	100.0	694,962	11.9	27,388	0.5	2,439,801	41.6	2,396,933	40.9	43,252	0.7	218,727	3.7	38,161	0.7
Paid Employees	1,308,764	100.0	55,844	4.3	3,017	0.2	266,596	20.4	753,937	57.6	28,376	2.2	170,158	13.0	30,835	2.4
Apprentices	6,486	100.0	-	-	-	-	2,776	42.8	3,125	48.2	-	-	151	2.3	434	6.7
Interns	3,187	100.0	-	-	-	-	473	14.8	1,783	56.0	657	20.6	273	8.6	-	-
Employers	20,734	100.0	1,642	7.9	-	-	8,220	39.6	7,395	35.7	1,708	8.2	1,202	5.8	567	2.7
Self-employed	2,428,105	100.0	330,231	13.6	11,423	0.5	1,221,383	50.3	830,444	34.2	7,022	0.3	24,765	1.0	2,837	0.1
Volunteers	22,572	100.0	-	-	-	-	8,539	37.8	12,004	53.2	340	1.5	933	4.1	757	3.4
Contributing family workers	2,069,377	100.0	307,246	14.8	12,948	0.6	931,814	45.0	788,246	38.1	5,149	0.2	21,244	1.0	2,730	0.1
Source: 2014 Labour Force Survey, CSO.																

5.9 Employed Persons by Occupation, Sex and Rural/Urban

Occupation is a person's principal task or job in his/her workplace. The ISCO-08 categorizes workers into 10 major groups as follows:

- *Managers*
- *Professionals*
- *Technicians and associate professionals*
- *Clerical support workers*
- *Service and sales workers*
- *Skilled agricultural, forestry and fisheries workers*
- *Craft and related trades workers*
- *Plant and machine operators and assemblers*
- *Elementary occupations*
- *Armed forces occupations*

Table 5.8 shows the percentage distribution of employed persons by occupation, sex and rural/urban. At national level, the highest proportion of 45.4 percent of the employed persons worked as Skilled agricultural, forestry and fisheries workers while the lowest proportion of 0.4 percent worked in the category of other occupations not identified with ISCO. In rural and urban areas, persons who worked as Skilled agricultural, forestry and fisheries workers accounted for the highest proportion of 55.2 percent and 32.0 percent, respectively. In rural areas, the lowest proportion of employed persons was for Clerical support workers at 0.2 percent while in urban areas the lowest proportion of 0.6 percent was for the category of other occupations not identified with ISCO.

Table 5.8: Percentage Distribution of Employed Persons (15 years or older) by Occupation, Sex and Rural/Urban, Zambia 2014										
Occupation	Total Employed Persons	Total			Rural			Urban		
		Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	5,859,225	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Managers	57,565	1.0	1.5	0.5	0.3	0.4	0.1	2.0	2.9	1.1
Professionals	212,708	3.6	4.3	3.1	2.1	2.6	1.6	5.8	6.5	5.1
Technicians and Associate Professionals	75,228	1.3	1.9	0.7	0.3	0.5	0.2	2.6	3.8	1.5
Clerical Support Workers	34,152	0.6	0.6	0.6	0.2	0.2	0.2	1.1	1.2	1.1
Service and Sales Workers	837,270	14.3	14.3	14.3	6.2	6.9	5.5	25.5	24.1	26.8
Skilled Agriculture, Forestry and Fisheries Workers	2,662,514	45.4	36.4	53.7	55.2	51.8	58.2	32.0	15.9	47.2
Craft and Related Trades Workers	386,542	6.6	11.3	2.4	3.5	5.7	1.7	10.8	18.7	3.4
Plant and Machine Operators and Assemblers	183,596	3.1	6.3	0.3	0.9	1.8	0.1	6.2	12.3	0.5
Elementary Occupations	1,385,710	23.7	23.1	24.2	31.1	29.8	32.2	13.4	14.1	12.9
Other	23,939	0.4	0.5	0.4	0.3	0.3	0.3	0.6	0.7	0.5
Source: 2014 Labour Force Survey, CSO.										
Note: 'Other' comprises all the occupations not identified by ISCO.										

5.10 Employed Persons by Occupation and Province

Table 5.9 shows the percentage distribution of employed persons by occupation and province. The most predominant occupation in all the provinces was Skilled agricultural, forestry and fisheries work, with Luapula Province recording relatively the highest proportion of 70.4 percent of employed persons in the province while Lusaka Province recorded relatively the lowest proportion of 29.2 percent. The second highest proportion of employed persons in Lusaka and Copperbelt provinces were Services and sales workers accounting for 27.6 percent and 21.0 percent, respectively. In Luapula and Eastern provinces, Elementary occupations accounted for the second highest proportion of 15.0 percent and 38.1 percent, respectively.

Occupation	Total Employed Persons		Province									
	Number	Percent	Central	Copper-belt	Eastern	Luapula	Lusaka	Much-inga	North-ern	North Western	South-ern	Western
Total	5,859,225	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Managers	57,565	1.0	0.8	2.6	0.5	0.5	1.2	0.4	0.4	1.2	0.4	0.4
Professionals	212,708	3.6	2.7	5.1	2.5	1.9	5.4	2.6	2.1	5.7	3.2	2.4
Technicians and Associate Professionals	75,228	1.3	0.8	2.6	0.4	0.3	2.7	0.4	0.4	0.6	0.9	0.5
Clerical Support Workers	34,152	0.6	0.6	0.9	0.5	0.2	1.0	0.4	0.3	0.5	0.3	0.1
Service and Sales Workers	837,270	14.3	12.6	21.0	7.2	5.3	27.6	10.4	9.5	7.6	10.8	7.9
Skilled Agriculture, Forestry and Fisheries Workers	2,662,514	45.4	53.9	38.1	47.2	70.4	29.2	53.2	48.5	46.0	41.3	61.4
Craft and Related Trades Workers	386,542	6.6	5.0	7.2	2.5	4.8	12.8	3.8	4.5	3.7	7.6	5.5
Plant and Machine Operators and Assemblers	183,596	3.1	2.7	6.2	1.0	0.9	5.8	1.4	1.0	2.4	2.7	0.8
Elementary Occupations	1,385,710	23.7	20.4	15.5	38.1	15.0	13.7	27.2	33.2	32.1	32.5	20.8
Other	23,939	0.4	0.6	0.7	0.1	0.6	0.5	0.3	0.0	0.1	0.5	0.1

Source: 2014 Labour Force Survey, CSO
Note: "Other" comprises all the occupations not identified by ISCO.

5.11 Employed Persons by Occupation and Age Group

Table 5.10 shows the percentage distribution of employed persons by occupation and age group. Of all the employed persons the 20-24 year-olds accounted for the highest percentage of 16.3 percent while the 70-74 year-olds accounted for the lowest percentage of 1.0 percent. The 30-34 year-olds accounted for the highest percentages of 21.7 percent of all Managers; 24.4 percent of all Professionals; 25.2 percent of all Clerical support workers and 20.7 percent of all Plant and machine operators and assemblers. The 25-29 year-olds accounted for the highest percentages of 22.7 percent of all Technicians and associate professionals and 18.5 percent of all Service and sales workers. The highest proportion of 20.9 percent among the Skilled agricultural, forestry and fisheries workers were in the age group 20-24 years.

Occupation	Total		Age Group												
	Number	Per-cent	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75+
Total	5,859,225	100.0	8.2	16.3	15.8	14.6	12.4	9.7	6.8	5.6	3.9	2.5	2.0	1.0	1.2
Managers	57,565	100.0	2.5	4.1	9.1	21.7	7.8	18.5	16.3	6.9	7.4	2.9	2.1	0.3	0.2
Professionals	212,708	100.0	0.1	6.2	17.9	24.4	19.5	12.8	7.8	6.3	2.3	1.6	0.8	0.3	0.0
Technicians and Associate Professionals	75,228	100.0	0.9	5.4	22.7	19.5	15.3	13.4	11.1	5.6	3.3	0.8	2.0	0.0	0.0
Clerical Support Workers	34,152	100.0	2.9	7.0	20.8	25.2	13.7	14.3	8.8	1.1	2.4	2.4	1.2	0.0	0.0
Service and Sales Workers	837,270	100.0	6.2	13.4	18.5	17.5	15.1	10.5	6.8	5.3	3.5	1.4	1.0	0.5	0.3
Skilled Agriculture, Forestry and Fisheries Workers	2,662,514	100.0	8.2	20.9	15.9	12.8	10.9	8.1	6.2	5.5	4.1	2.9	2.2	1.1	1.2
Craft and Related Trades Workers	386,542	100.0	2.6	11.8	16.5	16.3	16.9	13.3	7.9	6.7	3.8	2.1	1.2	0.3	0.6
Plant and Machine Operators and Assemblers	183,596	100.0	2.3	10.8	19.5	20.7	18.0	11.1	8.2	4.5	1.9	0.8	1.5	0.4	0.1
Elementary Occupations	1,385,710	100.0	13.8	14.3	12.7	12.7	10.4	9.8	6.7	5.8	4.3	2.9	2.8	1.6	2.2
Other	23,939	100.0	10.3	21.7	12.6	15.8	11.7	16.8	2.9	4.9	1.5	0.9	0.0	1.0	0.0

Source: 2014 Labour Force Survey, CSO
Note: "Other" comprises all the occupations not identified by ISCO.

5.12 Employed Persons by Occupation and Level of Education

Table 5.11 shows the percentage distribution of employed persons by level of education and occupation. For Managers and Professionals the highest level of education completed was certificate accounting for 53.1 percent and 47.4 percent, respectively. For Technicians and associate professionals; Clerical support workers; Service and sales workers; Craft and related trades workers; Plant and machine operators and assemblers and the category of other occupations not identified with ISCO, the highest level of education completed were grades 8-12 accounting for 52.5 percent, 57.3 percent, 62.7 percent, 60.1 percent, 75.3 percent and 49.6 percent, respectively.

Table 5.11: Percentage Distribution of Employed Persons (15 years or older) by Level of Education and Occupation, Zambia 2014												
Level of Education	Occupation											
	Total Employed Persons		Managers	Profes- sionals	Techni- cians and Associate Profes- sionals	Clerical Support Workers	Service and Sales Workers	Skilled Agricul- tural, For- estry and Fisheries Workers	Craft and Related Trades Workers	Plant and Machine Oper- ators, and Assem- blers	Elemen- tary Oc- cupations	Other
Total	5,859,225	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
None	694,962	11.9	0.6	0.4	1.2	-	6.1	13.2	5.1	3.2	18.8	14.9
Nursery	27,388	0.5	-	-	-	-	0.3	0.5	0.1	0.1	0.8	-
Grade 1-7	2,439,801	41.6	6.9	1.7	4.5	5.0	30.5	43.2	29.9	16.4	62.7	29.1
Grade 8 -12	2,396,933	40.9	19.0	31.6	52.5	57.3	62.7	41.7	60.1	75.3	17.5	49.6
A Level	43,252	0.7	10.8	7.7	7.4	3.1	0.4	0.2	0.8	0.5	0.0	0.4
Certifi- cate	218,727	3.7	53.1	47.4	30.0	31.9	-	1.0	3.9	4.4	0.3	5.1
Degree	38,161	0.7	9.5	11.2	4.3	2.7	-	0.1	0.3	0.1	-	0.9
Source: 2014 Labour Force Survey, CSO												
Note: 'Other' comprises occupations not identified with ISCO.												

Source: 2014 Labour Force Survey, CSO

Note: 'Other' comprises occupations not identified with ISCO.

5.13 Employed Persons by Industry

The classification of employed persons by industry is important in the analysis of the labour market of any given country.

The broad structure of the ISIC revision 4 was used to classify the employed persons in Zambia as follows:

- Agriculture, forestry and fishing
- Mining and quarrying
- Manufacturing
- Electricity, gas, steam and air conditioning supply
- Water supply; sewerage, waste management and remediation activities
- Construction
- Wholesale and retail trade; repair of motor vehicles and motorcycles
- Transportation and storage
- Accommodation and food service activities
- Information and communication
- Financial and insurance activities
- Real estate activities
- Professional, scientific and technical activities
- Administrative and support service activities
- Public administration and defence; compulsory social security
- Education
- Human health and social work activities
- Arts, entertainment and recreation
- Other service activities
- Activities of households as employers; undifferentiated goods and services producing activities of households for own use
- Activities of extraterritorial organisations and bodies

5.14 Employed Persons by Industry and Sex

Table 5.12 shows the percentage distribution of employed persons by industry and sex. The highest proportion of all employed persons was in the Agriculture, forestry and fishing industry at 48.9 percent followed by Activities of households as employers at 17.4 percent. The lowest proportion was recorded in the Real estate activities and Activities of extraterritorial organisations and bodies industries at 0.1 percent each. The Agriculture, forestry and fishing industry made up 40.8 percent of males relative to 56.2 percent of females.

Table 5.12: Percentage Distribution of Employed Persons (15 years or older) by Industry and Sex, Zambia 2014						
Industry	Total Employed Persons		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	5,859,225	100.0	2,789,012	100.0	3,070,213	100.0
Agriculture, forestry and fishing	2,864,158	48.9	1,137,459	40.8	1,726,698	56.2
Mining and quarrying	82,725	1.4	75,651	2.7	7,075	0.2
Manufacturing	223,681	3.8	155,310	5.6	68,371	2.2
Electricity, gas, steam and air conditioning	16,175	0.3	13,730	0.5	2,445	0.1
Water supply; Sewerage, waste management and remediation activities	11,283	0.2	7,614	0.3	3,669	0.1
Construction	182,806	3.1	177,372	6.4	5,434	0.2
Wholesale and retail trade; repair of motor vehicles and motorcycles	692,078	11.8	313,599	11.2	378,479	12.3
Transportation and storage	152,052	2.6	145,799	5.2	6,253	0.2
Accommodation and food service activities	72,078	1.2	34,259	1.2	37,819	1.2
Information and communication	20,322	0.3	12,411	0.4	7,911	0.3
Financial and insurance activities	17,342	0.3	8,991	0.3	8,350	0.3
Real estate activities	5,154	0.1	2,384	0.1	2,770	0.1
Professional, scientific and technical activities	13,856	0.2	11,284	0.4	2,571	0.1
Administrative and support service activities	52,631	0.9	45,454	1.6	7,176	0.2
Public administration and defence; compulsory social security	72,767	1.2	62,675	2.2	10,092	0.3
Education	158,617	2.7	81,378	2.9	77,239	2.5
Human health and social work activities	63,255	1.1	30,590	1.1	32,664	1.1
Art, entertainment and recreation	10,163	0.2	6,356	0.2	3,807	0.1
Other service activities	107,310	1.8	43,897	1.6	63,413	2.1
Activities of households as employer	1,020,054	17.4	412,398	14.8	607,655	19.8
Activities of extraterritorial organisations and bodies	3,790	0.1	3,133	0.1	658	0.0
Not elsewhere classified	16,930	0.3	7,267	0.3	9,664	0.3
Source: 2014 Labour Force Survey, CSO						

5.15 Employed Persons by Industry

Table 5.13 shows the percentage distribution of employed persons by industry and rural/urban. In both rural and urban areas, the Agriculture, forestry and fishing industry accounted for the highest proportions of 60.2 percent and 33.3 percent, respectively. In rural areas, the lowest proportion accounting for less than 0.1 percent were for the Water supply, sewerage, waste management and remediation activities; Information and communication; Financial and insurance activities; Real estate activities; Art, entertainment and recreation and Activities of extraterritorial organisations industries. In urban areas, the lowest proportion of 0.1 percent were for Activities of extraterritorial organisations and bodies industry.

Table 5.13: Percentage Distribution of Employed Persons Aged 15 years and older by Industry and Rural/Urban, Zambia 2014

Industry	Total Employed Persons		Rural		Urban	
	Number	Percent	Number	Percent	Number	Percent
Total	5,859,225	100.0	3,394,221	100.0	2,465,004	100.0
Agriculture, forestry and fishing	2,864,158	48.9	2,043,773	60.2	820,384	33.3
Mining and quarrying	82,725	1.4	8,469	0.2	74,256	3.0
Manufacturing	223,681	3.8	83,527	2.5	140,154	5.7
Electricity, gas, steam and air conditioning	16,175	0.3	3,006	0.1	13,169	0.5
Water supply; Sewerage, waste management and remediation activities	11,283	0.2	791	0.0	10,492	0.4
Construction	182,806	3.1	52,630	1.6	130,176	5.3
Wholesale and retail trade; repair of motor vehicles and motor-cycles	692,078	11.8	188,999	5.6	503,079	20.4
Transportation and storage	152,052	2.6	21,756	0.6	130,295	5.3
Accommodation and food service activities	72,078	1.2	13,443	0.4	58,635	2.4
Information and communication	20,322	0.3	1,314	0.0	19,008	0.8
Financial and insurance activities	17,342	0.3	925	0.0	16,417	0.7
Real estate activities	5,154	0.1	49	0.0	5,105	0.2
Professional, scientific and technical activities	13,856	0.2	3,601	0.1	10,255	0.4
Administrative and support service activities	52,631	0.9	9,129	0.3	43,502	1.8
Public administration and defence; compulsory social security	72,767	1.2	19,372	0.6	53,395	2.2
Education	158,617	2.7	58,298	1.7	100,319	4.1
Human health and social work activities	63,255	1.1	18,721	0.6	44,534	1.8
Art, entertainment and recreation	10,163	0.2	1,509	0.0	8,654	0.4
Other service activities	107,310	1.8	13,915	0.4	93,394	3.8
Activities of households as employer	1,020,054	17.4	842,915	24.8	177,139	7.2
Activities of extraterritorial organisations and bodies	3,790	0.1	753	0.0	3,038	0.1
Not elsewhere classified	16,930	0.3	7,326	0.2	9,604	0.4
<i>Source: 2014 Labour Force Survey, CSO.</i>						

5.16 Employed Persons by Industry and Level of Education

Table 5.14 shows percentage distribution of employed persons by industry and level of education. The table shows that persons whose highest level of education completed were grades 8-12 accounted for the highest proportion of over 40.0 percent in all the industries apart from Agriculture, forestry and fishing; Financial and insurance activities; Education and Activities of households as employers industries. In the Agriculture, forestry and fishing industry persons whose highest level of education completed were grades 1-7 accounted for the highest percentage of 50.1 percent while persons whose highest level of education completed was degree accounted for the lowest percentage of 0.1 percent. In the Education industry persons whose highest level of education completed was certificate accounted for the highest proportion of 46.0 percent.

Table 5.14: Percentage Distribution of Employed Persons (15 years or older) by Level of Education and Industry, Zambia 2014									
Industry	Total		Level of Education						
	Number of Employed Persons	Percent	None	Nursery	Grade 1-7	Grade 8 -12	A Level	Certificate	Degree
Total	5,859,225	100.0	11.9	0.5	41.6	40.9	0.7	3.7	0.7
Agriculture, forestry and fishing	2,864,158	100.0	15.7	0.6	50.1	32.2	0.2	1.0	0.1
Mining and quarrying	82,725	100.0	3.8	0.0	8.5	60.9	2.0	19.0	5.8
Manufacturing	223,681	100.0	5.2	0.2	30.0	60.3	0.7	2.8	0.8
Electricity, gas, steam and air conditioning	16,175	100.0	0.0	0.0	16.9	65.0	2.9	12.0	3.1
Water supply; Sewerage, waste management and remediation activities	11,283	100.0	7.0	1.6	22.4	56.6	1.2	11.1	0.0
Construction	182,806	100.0	4.5	0.0	29.2	60.5	0.3	4.6	1.0
Wholesale and retail trade; repair of motor vehicles and motorcycles	692,078	100.0	7.5	0.2	35.8	54.2	0.4	1.9	0.1
Transportation and storage	152,052	100.0	2.3	0.4	17.8	74.8	0.8	3.5	0.3
Accommodation and food service activities	72,078	100.0	5.7	0.6	23.4	66.8	1.0	2.3	0.1
Information and communication	20,322	100.0	0.0	0.0	7.4	66.2	1.8	23.7	0.9
Financial and insurance activities	17,342	100.0	0.0	0.0	11.2	37.8	4.7	27.4	18.9
Real estate activities	5,154	100.0	3.2	0.0	23.5	73.2	0.0	0.0	0.0
Professional, scientific and technical activities	13,856	100.0	0.0	0.0	4.3	60.0	2.4	26.5	6.8
Administrative and support service activities	52,631	100.0	6.3	0.0	16.1	71.2	0.3	4.2	1.9
Public administration and defence; compulsory social security	72,767	100.0	1.4	0.0	8.1	61.0	8.0	20.7	0.8
Education	158,617	100.0	0.9	0.0	4.1	33.9	6.2	46.0	8.8
Human health and social work activities	63,255	100.0	2.3	0.0	10.6	43.4	7.2	32.5	3.9
Art, entertainment and recreation	10,163	100.0	5.0	0.0	2.6	75.4	7.7	9.3	0.0
Other service activities	107,310	100.0	3.5	0.0	21.9	68.9	2.2	2.7	0.7
Activities of households as employer	1,020,054	100.0	10.0	1.3	52.2	36.5	0.0	0.0	0.0
Activities of extra-territorial organisations and bodies	3,790	100.0	0.0	7.2	2.7	70.4	0.0	15.5	4.3
Not elsewhere classified	16,930	100.0	16.0	0.0	35.4	46.6	0.0	0.6	1.3
Source: 2014 Labour Force Survey, CSO									

5.17 Employed Persons by Industry and Province

Table 5.15 shows the percentage distribution of employed persons by industry and province. In all provinces, Agriculture, forestry and fishing industry had the highest proportion of over 30.0 percent. Lusaka Province had the lowest proportion at 31.3 percent compared to Western Province with highest proportion at 64.8 percent.

Table 5.15: Percentage Distribution of Employed Persons (15 years or older) by Industry and Province, Zambia 2014												
Industry	Total Employed Persons		Province									
	Number	Percent	Central	Copperbelt	Eastern	Luapula	Lusaka	Muchinga	Northern	North Western	South-ern	West-ern
Total	5,859,225	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture, forestry and fishing	2,864,158	48.9	60.5	41.0	50.0	73.6	31.3	53.8	51.7	47.5	47.8	64.8
Mining and quarrying	82,725	1.4	0.2	5.9	0.4	0.0	0.3	0.2	0.1	3.2	1.4	0.1
Manufacturing	223,681	3.8	3.6	4.8	2.2	3.2	5.8	2.3	2.9	1.2	4.0	4.0
Electricity, gas, steam and air conditioning	16,175	0.3	0.1	0.6	0.0	0.0	0.5	0.2	0.4	0.2	0.1	0.2
Water supply; Sewerage, waste management and remediation activities	11,283	0.2	0.2	0.3	0.0	0.1	0.4	0.1	0.1	0.1	0.1	0.1
Construction	182,806	3.1	1.9	3.3	1.8	2.3	7.0	3.2	1.2	1.9	2.3	1.9
Wholesale and retail trade; repair of motor vehicles and motorcycles	692,078	11.8	11.9	17.0	5.9	6.1	21.2	6.9	9.8	6.0	8.5	7.7
Transportation and storage	152,052	2.6	2.0	3.4	1.1	0.9	6.1	2.3	0.8	1.3	2.0	0.9
Accommodation and food service activities	72,078	1.2	0.9	1.8	0.9	0.2	2.8	0.3	0.3	0.8	1.0	0.5
Information and communication	20,322	0.3	0.3	0.6	0.1	0.0	0.7	0.2	0.0	0.2	0.4	0.2
Financial and insurance activities	17,342	0.3	0.2	0.6	0.1	0.1	0.7	0.1	0.0	0.1	0.1	0.1
Real estate activities	5,154	0.1	0.2	0.1	0.0	0.1	0.3	-	-	-	0.0	0.0
Professional, scientific and technical activities	13,856	0.2	0.0	0.1	0.2	0.1	0.6	0.3	-	0.2	0.3	0.1
Administrative and support service activities	52,631	0.9	0.3	1.6	0.6	0.2	2.3	0.6	0.1	0.6	0.2	0.1
Public administration and defence; compulsory social security	72,767	1.2	0.8	2.4	0.4	0.6	1.8	2.8	0.6	0.8	0.8	0.6
Education	158,617	2.7	2.6	3.3	1.9	1.8	3.6	1.9	1.9	3.9	2.9	2.0
Human health and social work activities	63,255	1.1	0.7	1.2	0.7	0.3	1.9	1.1	0.5	2.1	1.0	0.7
Art, entertainment and recreation	10,163	0.2	-	0.3	-	0.0	0.5	0.2	-	0.1	0.1	0.0
Other service activities	107,310	1.8	1.0	2.7	0.7	0.9	4.8	0.5	0.8	0.6	1.0	0.7
Activities of households as employer	1,020,054	17.4	11.9	8.1	32.8	9.0	7.0	23.0	28.7	29.2	25.4	15.3
Activities of extraterritorial organisations and bodies	3,790	0.1	0.1	0.1	0.1	-	0.1	-	-	0.1	0.0	0.0
Not elsewhere classified	16,930	0.3	0.5	0.5	0.1	0.1	0.3	0.3	-	-	0.4	-
Source: 2014 Labour Force Survey, CSO												

5.18 Employed Persons by Industry and Status in Employment

Table 5.16 shows the percentage distribution of employed persons by industry and status in employment. For Contributing family workers, 80.2 percent were in the Agriculture, forestry and fishing industry. For Paid employees, Employers and Self-employed, most of the employed persons were in Agriculture, forestry and fishing industry as well, accounting for 14.4 percent, 47.7 percent and 41.3 percent, respectively.

The second highest proportion of Paid employees and Employers were in Education and Wholesale and retail trade industries, accounting for 11.4 percent and 22.8 percent, respectively. The second highest proportion of 24.5 percent for Self-employed was in Activities of households as employers.

Table 5.16: Percentage Distribution of Persons Aged 15 years or older by Industry and Status in Employment, Zambia 2014										
Industry	Total Employed Persons		Status in employment							Not Stated
	Number	Per-cent	Paid em- ployees	Appren- tices	Interns	Em- ployer	Self em- ployed	Volun- teer	Contribut- ing Family Worker	
Total	5,859,225	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture,forestry and fishing	2,864,158	48.9	14.4	7.4	-	47.7	41.3	8.7	80.2	88.8
Mining and quarrying	82,725	1.4	5.4	2.1	10.6	0.5	0.4	2.4	0.1	0.0
Manufacturing	223,681	3.8	7.2	4.5	-	5.3	4.9	-	0.5	0.0
Electricity, gas, steam and air conditioning	16,175	0.3	1.1	-	-	-	0.1	-	-	0.0
Water supply; Sewerage, waste management and remediation activities	11,283	0.2	0.8	-	-	-	-	4.0	-	0.0
Construction	182,806	3.1	7.8	9.5	5.3	5.7	3.0	10.4	0.1	0.0
Wholesale and retail trade; repair of motor vehicles and motorcycles	692,078	11.8	10.6	14.8	9.6	22.8	20.7	2.4	2.1	0.2
Transportation and storage	152,052	2.6	9.4	14.5	-	-	1.0	3.4	0.2	0.1
Accommodation and food service activities	72,078	1.2	4.2	6.3	17.6	3.5	0.5	-	0.1	0.0
Information and communication	20,322	0.3	1.2	8.0	0.9	-	0.2	-	0.0	0.0
Financial and insurance activities	17,342	0.3	1.1	-	4.3	2.1	0.1	-	-	0.0
Real estate activities	5,154	0.1	0.0	-	-	-	0.2	-	-	0.0
Professional, scientific and technical activities	13,856	0.2	0.8	6.3	-	-	0.1	-	0.0	0.0
Administrative and support service activities	52,631	0.9	3.9	6.9	-	-	0.0	0.8	-	0.0
Public administration and defence; compulsory social security	72,767	1.2	5.4	-	11.0	4.3	-	2.3	-	0.0
Education	158,617	2.7	11.4	6.7	14.3	3.3	0.1	19.7	0.0	0.0
Human health and social work activities	63,255	1.1	4.0	-	14.1	0.3	0.1	32.1	0.1	0.0
Art, entertainment and recreation	10,163	0.2	0.5	-	12.3	-	0.2	-	-	0.0
Other service activities	107,310	1.8	3.1	4.1	-	4.7	2.5	13.4	0.1	0.0
Activities of households as employer	1,020,054	17.4	7.3	8.9	-	-	24.5	-	15.9	10.3
Activities of extraterritorial organisations and bodies	3,790	0.1	0.3	-	-	-	0.0	0.5	-	0.0
Not elsewhere classified	16,930	0.3	0.1	-	-	-	0.2	-	0.6	0.5
Source: 2014 Labour Force Survey, CSO										

5.19 Employed Persons by Industry and Occupation

Table 5.17 shows the percentage distribution of employed persons aged 15 years or older by industry and occupation. The table shows that of all persons working as Skilled agricultural, forestry and fisheries workers 99.1 percent were in Agriculture, forestry and fishing industry. The table also shows that of all persons working as Professionals 63.4 percent were in Education industry. It is worth noting that of all persons working as Managers, 24.7 percent were in the Wholesale and retail trade; repair of motor vehicle and motor cycles industry, 19.2 percent were in Agriculture, forestry and fishing industry and 18.4 percent were in Public administration and defence; compulsory social security industry.

Table 5.17: Percentage Distribution of Employed Persons Aged 15 years or older by Industry and Occupation, Zambia 2014

Industry	Total Employed Persons	Occupation									
		Managers	Professionals	Technicians and Associate Professionals	Clerical Support Workers	Service and Sales Workers	Skilled Agricultural, Forestry and Fisheries Workers	Craft and Related Trades Workers	Plant and Machine Operators, and Assemblers	Elementary Occupations	Other
Total	5,859,225	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture, forestry and fishing	2,864,158	19.2	1.0	6.0	5.1	2.8	99.1	2.4	4.0	11.8	10.5
Mining and quarrying	82,725	4.3	2.2	8.4	2.1	1.2	0.0	3.6	14.8	1.2	-
Manufacturing	223,681	4.2	1.8	11.5	2.5	2.4	0.0	31.4	10.6	3.3	-
Electricity, gas, steam and air conditioning	16,175	0.6	0.9	2.0	0.6	0.4	-	0.9	1.2	0.3	-
Water supply; Sewerage, waste management and remediation activities	11,283	0.9	0.1	0.9	2.8	0.1	-	1.2	0.6	0.1	-
Construction	182,806	0.7	1.3	4.2	1.1	0.3	-	36.8	2.7	1.9	-
Wholesale and retail trade; repair of motor vehicles and motorcycles	692,078	24.7	0.7	8.9	3.7	63.3	0.7	14.6	1.1	4.3	1.9
Transportation and storage	152,052	2.3	0.5	3.0	4.2	2.0	-	0.2	60.7	1.3	-
Accommodation and food service activities	72,078	6.0	0.1	7.3	4.7	5.4	0.0	0.9	0.6	0.8	-
Information and communication	20,322	1.5	2.5	5.1	2.9	0.9	-	0.1	0.2	0.1	0.3
Financial and insurance activities	17,342	4.1	2.5	2.8	9.8	0.1	0.0	-	0.2	0.2	-
Real estate activities	5,154	1.1	-	5.0	-	0.1	-	-	-	0.0	-
Professional, scientific and technical activities	13,856	0.1	1.8	4.8	10.3	0.0	-	0.0	0.2	0.1	-
Administrative and support service activities	52,631	1.8	0.4	1.2	7.9	4.6	-	0.4	0.4	0.4	-
Public administration and defence; compulsory social security	72,767	18.4	4.2	5.7	15.5	3.7	0.0	0.8	0.3	0.4	16.6
Education	158,617	7.0	63.4	0.8	10.3	0.8	0.0	0.5	0.3	0.4	-
Human health and social work activities	63,255	1.0	13.6	12.7	11.0	1.1	-	0.2	0.5	0.7	-
Art, entertainment and recreation	10,163	-	0.8	4.0	2.4	0.1	0.0	0.5	-	0.1	-
Other service activities	107,310	0.9	1.9	5.8	3.2	8.4	0.0	4.0	0.8	0.7	-
Activities of households as employer	1,020,054	-	-	-	-	2.3	0.1	1.5	0.2	71.6	-
Activities of extraterritorial organisations and bodies	3,790	1.0	0.3	-	-	0.0	-	0.1	0.5	0.1	-
Not elsewhere classified	16,930	-	-	-	-	-	-	-	-	-	70.7

Source: 2014 Labour Force Survey, CSO

Note: 'Other' comprises occupations not identified with ISCO.

5.20 Part-Time Employment

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

Table 5.18 shows the percentage distribution of part-time employment by province, rural/urban and sex. The table shows that 29.1 percent of the employed persons worked less than 40 hours per week. In rural areas, 39.3 percent of employed persons worked less than 40 hours compared to 15.1 percent in urban areas.

Luapula Province had the highest part-time at 64.8 percent followed by Western Province at 53.3 percent. The lowest part-time was recorded in Lusaka Province at 13.3 percent.

The highest proportion of part-time employment of 66.5 percent for male employed persons was recorded in Luapula Province while the lowest proportion of part-time employment of 12.1 percent was recorded in Lusaka Province. The highest proportion part-time employment of 63.3 percent for female employed persons was also recorded in Luapula Province while the lowest proportion was recorded in Lusaka Province.

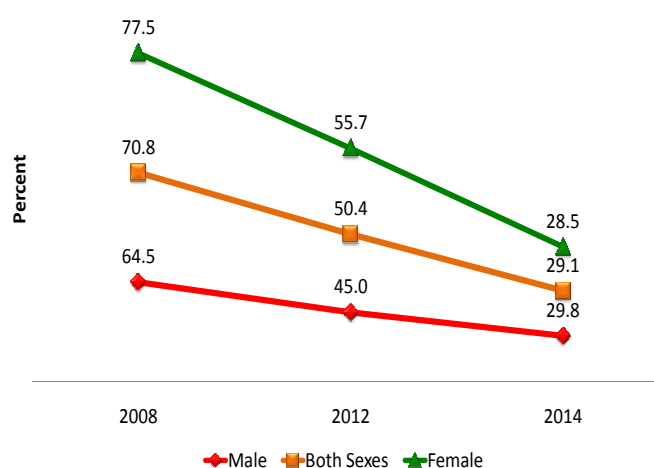
Table 5.18: Percentage Distribution of Part-time Employment of Employed Persons (15 years or older) by Province, Rural/Urban and Sex, Zambia 2014

Province and Rural/Urban	Part-Time Employment								
	Total			Male			Female		
	Number of Employed Persons	No. of Employed Persons in Part-time	Percent	Number of Employed Persons	No. of Employed Persons in Part-time	Percent	Number of Employed Persons	No. of Employed Persons in Part-time	Percent
Total	5,859,225	1,705,911	29.1	2,789,012	832,239	29.8	3,070,213	873,672	28.5
Rural	3,394,221	1,332,670	39.3	1,593,232	658,453	41.3	1,800,989	674,217	37.4
Urban	2,465,004	373,241	15.1	1,195,780	173,786	14.5	1,269,224	199,455	15.7
Province									
Central	581,719	217,132	37.3	275,662	115,413	41.9	306,057	101,719	33.2
Copperbelt	933,451	193,460	20.7	451,985	89,817	19.9	481,466	103,642	21.5
Eastern	728,058	243,325	33.4	349,107	123,090	35.3	378,951	120,235	31.7
Luapula	411,845	266,874	64.8	194,885	129,580	66.5	216,960	137,294	63.3
Lusaka	1,047,560	139,465	13.3	522,327	63,360	12.1	525,233	76,105	14.5
Muchinga	315,175	112,989	35.8	151,839	59,755	39.4	163,336	53,235	32.6
Northern	460,882	121,631	26.4	219,561	58,609	26.7	241,321	63,022	26.1
North Western	284,617	50,350	17.7	126,614	24,661	19.5	158,003	25,688	16.3
Southern	698,760	149,044	21.3	326,087	82,500	25.3	372,673	66,544	17.9
Western	397,159	211,641	53.3	170,945	85,454	50.0	226,213	126,187	55.8

Source: 2014 Labour Force Survey, CSO.

Figure 5.2 shows the part-time employment by sex in 2008, 2012 and 2014. Part-time employment rate declined from 70.8 percent in 2008 to 50.4 percent and 29.1 percent in 2012 and 2014, respectively. Part time employment rate for males declined from 64.5 percent in 2008 to 29.8 percent in 2014 while for the females it declined from 77.5 percent in 2008 to 28.5 percent in 2014.

Figure 5.2: Trends of Part-Time Employment by Sex, Zambia, 2008, 2012 and 2014



Source: 2014 Labour Force Survey, CSO

5.21 Part-Time Employment by Age Group and Sex

Table 5.19 shows the percentage distribution of part-time employment by age groups and sex. The highest part-time employment was in the age group 60-64 years at 37.0 percent while the lowest was in the age group 25-29 years at 25.8 percent. Among males the age group 15-19 years had the highest part-time employment at 39.1 percent while the lowest was in the age groups 25-29 years and 35-39 years at 26.8 percent each. For the female, the age group with the highest proportion of part-time employment was 60-64 years at 36.2 percent while the lowest was in the age group 25-29 years at 25.0 percent.

Table 5.19: Percentage Distribution of Part-Time Employment of Employed Persons (15 years or older) by Age Group and Sex, Zambia 2014

Age Group	Part-Time Employment								
	Total			Male			Female		
	Number of Employed Persons	No. of Employed Persons in Part-time	Percent	Number of Employed Persons	No. of Employed Persons in Part-time	Percent	Number of Employed Persons	No. of Employed Persons in Part-time	Percent
Total	5,859,225	1,705,911	29.1	2,789,012	832,239	29.8	3,070,213	873,672	28.5
15-19	482,618	174,289	36.1	211,551	82,711	39.1	271,067	91,577	33.8
20-24	957,704	261,599	27.3	412,811	121,692	29.5	544,893	139,907	25.7
25-29	925,048	238,735	25.8	421,192	112,683	26.8	503,857	126,052	25.0
30-34	855,535	225,992	26.4	392,350	106,663	27.2	463,185	119,328	25.8
35-39	723,830	198,647	27.4	370,668	99,192	26.8	353,162	99,455	28.2
40-44	569,852	170,967	30.0	298,345	85,420	28.6	271,507	85,547	31.5
45-49	398,860	117,957	29.6	203,120	58,740	28.9	195,740	59,216	30.3
50-54	327,150	114,012	34.9	164,555	59,348	36.1	162,595	54,664	33.6
55-59	228,358	68,527	30.0	114,021	33,232	29.1	114,337	35,295	30.9
60-64	146,255	54,152	37.0	71,402	27,063	37.9	74,853	27,089	36.2
65+	244,016	81,034	33.2	128,998	45,494	35.3	115,017	35,540	30.9

Source: 2014 Labour Force Survey, CSO.

5.22 Part-Time Employment by Occupation

Table 5.20 shows the percentage distribution of part-time employment by occupation and sex. Occupations that are not identified with ISCO had the highest proportion of part-time employment at 45.6 percent while the Plant and machine operators and assemblers had the lowest proportion at 9.1 percent.

Among males, the Skilled agricultural, forestry and fisheries workers had a higher proportion of part-time employment at 52.9 percent while Clerical support workers had the lowest proportion of part-time employment at 3.9 percent. Among females, the category of other occupations not identified with ISCO had the highest proportion of part-time employment at 57.4 percent while Elementary occupation had the lowest percentage at 11.9 percent.

Table 5.20: Percentage Distribution of Part-Time Employment of Employed Persons (15 Years or Older) by Occupation and Sex, Zambia 2014

Occupation	Part-Time Employment								
	Total			Male			Female		
	Number of Employed Persons	No. of Employed Persons in Part-time	Percent	Number of Employed Persons	No. of Employed Persons in Part-time	Percent	Number of Employed Persons	No. of Employed Persons in Part-time	Percent
Total	5,859,225	1,705,911	29.1	2,789,012	832,239	29.8	3,070,213	873,672	28.5
Managers	57,565	4,818	8.4	41,298	2,707	6.6	16,268	2,111	13.0
Professionals	212,708	45,396	21.3	118,982	24,325	20.4	93,726	21,071	22.5
Technicians and Associate Professionals	75,228	13,809	18.4	53,169	8,042	15.1	22,059	5,767	26.1
Clerical Support Workers	34,152	3,548	10.4	17,235	676	3.9	16,917	2,871	17.0
Service and Sales Workers	837,270	192,051	22.9	397,447	65,951	16.6	439,823	126,100	28.7
Skilled Agriculture, Forestry and Fisheries Workers	2,662,514	1,122,400	42.2	1,015,141	537,074	52.9	1,647,374	585,325	35.5
Craft and Related Trades Workers	386,542	109,126	28.2	313,968	75,898	24.2	72,574	33,228	45.8
Plant and Machine Operators and Assemblers	183,596	16,762	9.1	175,764	14,435	8.2	7,832	2,328	29.7
Elementary Occupations	1,385,710	187,087	13.5	643,237	98,620	15.3	742,473	88,467	11.9
Other	23,939	10,916	45.6	12,771	4,511	35.3	11,169	6,405	57.4

Source: 2014 Labour Force Survey, CSO.

Note: 'Other' comprises occupations not identified with ISCO.

Chapter 6: The Underemployed Persons

Summary

In 2014, out of 5,859,225 employed persons, 8.3 percent were underemployed. In rural areas, the underemployment rate was 10.9 percent while in urban areas it was 4.8 percent. Males recorded a higher underemployment rate of 9.2 percent than females at 7.6 percent.

Western Province recorded the highest underemployment rate of 23.5 percent. The lowest underemployment rate was recorded in Lusaka and North Western provinces at 4.4 percent each.

Crafts and related trades workers had the highest underemployment rate at 11.3 percent while Plant and machine operators and assemblers had the lowest underemployment rate of 3.2 percent.

In terms of industry, the highest underemployment rate of 16.0 percent was recorded in the Arts, entertainment and recreation industry followed by 15.3 percent in the Other service activities industry. Activities of households as employers industry recorded the lowest underemployment rate of 0.9 percent.

Volunteers had the highest underemployment rate of 31.9 percent while Contributing family workers had the lowest underemployment rate at 5.5 percent.

At national level, employed persons spent an average of 40.7 hours of work per week. Employed persons in urban areas worked more hours at 49.1 hours than those in rural areas at 33.5 hours. In rural and urban areas, males spent more hours per week than females.

At provincial level, Lusaka Province had the highest average hours of work at 51.2 hours. Luapula Province had the lowest average hours of work per week at 29.2 hours.

6.1 Introduction

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

6.2 Time-Related Underemployment

Time-related underemployment rate relates to the number of employed persons who work for a specified number of hours usually less compared to the normal working hours of 40 hours per week expressed as a percentage of total employed persons. It is an important measure of underutilization of the productive capacity of the labour market in the country. This indicator is the best proxy that can be used to assess the extent to which available human resource is being utilized.

6.3 Underemployment by Province, Rural/urban and Sex

Table 6.1 shows the underemployment rate by province, rural/urban and sex. Out of 5,859,225 employed persons, 8.3 percent were underemployed. In rural areas, the underemployment rate was 10.9 percent while in urban areas it was 4.8 percent.

Males recorded a higher underemployment rate of 9.2 percent than females at 7.6 percent. The table further shows that males recorded a higher underemployment rate of 12.4 percent and 5.0 percent in urban and rural areas compared to females at 9.7 percent and 4.6 percent, respectively.

Western Province recorded the highest underemployment rate of 23.5 percent, followed by Luapula Province with 20.6 percent. Lusaka and North Western provinces, both recorded the lowest underemployment rate of 4.4 percent each.

Table 6.1: Underemployment Rate for Employed Persons (15 years or older) by Province, Rural/Urban and Sex, Zambia 2014									
Province and Rural/Urban	Total			Male			Female		
	Employed Persons	Under-employed Persons	Percent	Employed Persons	Under-employed Persons	Percent	Employed Persons	Under-employed Persons	Percent
Total	5,859,225	488,987	8.3	2,789,012	256,742	9.2	3,070,213	232,245	7.6
Rural	3,394,221	370,886	10.9	1,593,232	196,887	12.4	1,800,989	173,999	9.7
Urban	2,465,004	118,101	4.8	1,195,780	59,855	5.0	1,269,224	58,246	4.6
Province									
Central	581,719	41,907	7.2	275,662	21,931	8.0	306,057	19,976	6.5
Copperbelt	933,451	56,793	6.1	451,985	30,406	6.7	481,466	26,387	5.5
Eastern	728,058	35,247	4.8	349,107	21,125	6.1	378,951	14,121	3.7
Luapula	411,845	84,634	20.6	194,885	48,298	24.8	216,960	36,336	16.7
Lusaka	1,047,560	46,071	4.4	522,327	21,757	4.2	525,233	24,314	4.6
Muchinga	315,175	31,383	10.0	151,839	14,991	9.9	163,336	16,392	10.0
Northern	460,882	30,471	6.6	219,561	18,323	8.3	241,321	12,148	5.0
North Western	284,617	12,457	4.4	126,614	7,316	5.8	158,003	5,141	3.3
Southern	698,760	56,724	8.1	326,087	33,582	10.3	372,673	23,141	6.2
Western	397,159	93,301	23.5	170,945	39,012	22.8	226,213	54,289	24.0
Source: 2014 Labour Force Survey, CSO.									

6.4 Underemployment Rate by Age Group and Sex

Table 6.2 shows the underemployment rate by age group and sex. The underemployment rate ranged from 3.2 percent in the age group 75 years or older to 9.9 percent in the age group 15-19 years. The highest underemployment rate for males was 11.8 percent in the age group 60-64 years whereas for females, it was 8.9 percent in the age group 15-19 years. The lowest underemployment rate was 2.8 percent for males in age group 75 years or older and 3.2 percent for females in age group 70-74 years.

Table 6.2: Underemployment Rate for Employed Persons 15 years or older by Age Group and Sex, Zambia 2014

Age Group	Total			Male			Female		
	Employed Persons	Under-employed Persons	Percent	Employed Persons	Under-employed Persons	Percent	Employed Persons	Under-employed Persons	Percent
Total	5,859,225	488,987	8.3	2,789,012	256,742	9.2	3,070,213	232,245	7.6
15-19	482,618	47,897	9.9	211,551	23,846	11.3	271,067	24,051	8.9
20-24	957,704	86,247	9.0	412,811	40,900	9.9	544,893	45,348	8.3
25-29	925,048	77,099	8.3	421,192	41,491	9.9	503,857	35,608	7.1
30-34	855,535	72,673	8.5	392,350	34,660	8.8	463,185	38,012	8.2
35-39	723,830	56,385	7.8	370,668	31,234	8.4	353,162	25,151	7.1
40-44	569,852	45,129	7.9	298,345	22,535	7.6	271,507	22,594	8.3
45-49	398,860	35,967	9.0	203,120	21,795	10.7	195,740	14,172	7.2
50-54	327,150	28,053	8.6	164,555	17,173	10.4	162,595	10,880	6.7
55-59	228,358	15,863	6.9	114,021	9,009	7.9	114,337	6,854	6.0
60-64	146,255	13,329	9.1	71,402	8,446	11.8	74,853	4,883	6.5
65-69	116,869	5,772	4.9	52,849	2,856	5.4	64,020	2,916	4.6
70-74	59,323	2,419	4.1	34,180	1,614	4.7	25,143	805	3.2
75+	67,823	2,152	3.2	41,969	1,182	2.8	25,854	971	3.8

Source: 2014 Labour Force Survey, CSO

6.5 Underemployment Rate by Occupation and Sex

Table 6.3 shows the underemployment rate by occupation and sex. Persons working as Crafts and related trade workers recorded the highest underemployment rate of 11.3 percent while persons working as Managers had the lowest underemployment rate of 2.9 percent. Apart from Skilled agricultural, forestry and fisheries workers; Craft and related trades workers and persons whose occupation were not identified with ISCO, all occupations had underemployment rate less than that recorded at national level.

Males working as Skilled agricultural, forestry and fisheries workers had the highest underemployment rate of 14.5 percent. Females working as Craft and related trades workers recorded the highest underemployment rate of 16.8 percent. The lowest underemployment rate for females was recorded among Technicians and associate professionals at 2.8 percent. The lowest underemployment rates of 2.7 percent for males was recorded among Managers.

Table 6.3: Underemployment Rate for Employed Persons (15 years or older) by Occupation and Sex, Zambia 2014

Occupation	Total			Male			Female		
	Employed Persons	Under-employed Persons	Percent	Employed Persons	Under-employed Persons	Percent	Employed Persons	Under-employed Persons	Percent
Total	5,859,225	488,987	8.3	2,789,012	256,742	9.2	3,070,213	232,245	7.6
Managers	57,565	1,678	2.9	41,298	1,107	2.7	16,268	571	3.5
Professionals	212,708	12,977	6.1	118,982	8,292	7.0	93,726	4,685	5.0
Technicians and Associate Professionals	75,228	2,680	3.6	53,169	2,068	3.9	22,059	611	2.8
Clerical Support Workers	34,152	1,820	5.3	17,235	441	2.6	16,917	1,379	8.2
Service and Sales Workers	837,270	56,750	6.8	397,447	20,891	5.3	439,823	35,859	8.2
Skilled Agriculture, Forestry and Fisheries Workers	2,662,514	290,092	10.9	1,015,141	147,512	14.5	1,647,374	142,580	8.7
Craft and Related Trades Workers	386,542	43,541	11.3	313,968	31,382	10.0	72,574	12,159	16.8
Plant and Machine Operators and Assemblers	183,596	5,965	3.2	175,764	5,965	3.4	7,832	-	-
Elementary Occupations	1,385,710	71,050	5.1	643,237	38,409	6.0	742,473	32,641	4.4
Other	23,939	2,435	10.2	12,771	675	5.3	11,169	1,760	15.8

Source: 2014 Labour Force Survey, CSO.

Note: 'Other' comprises occupations not identified with ISCO.

6.6 Underemployment Rate by Industry and Sex

Table 6.4 shows the underemployment rate by industry and sex. The highest underemployment rate of 16.0 percent was recorded in the Arts, entertainment and recreation industry followed by 15.3 percent in the Other service activities industry. Activities of households as employers recorded the lowest underemployment rate of 0.9 percent.

The Agriculture, forestry and fishing industry recorded the highest underemployment rate of 15.0 percent among males. For females, underemployment rate was highest in the Construction industry at 35.7 percent. The lowest underemployment rate of 0.9 percent among males was recorded in Activities of households as employers industry while the lowest underemployment rate 0.4 percent for females was recorded in the Information and communication industry.

Table 6.4: Underemployment Rate for Employed Persons 15 years or older by Industry and Sex, Zambia 2014									
Industry	Total			Male			Female		
	Employed Persons	Under-employed Persons	Percent	Employed Persons	Under-employed Persons	Percent	Employed Persons	Under-employed Persons	Percent
Total	5,859,225	488,987	8.3	2,789,012	256,742	9.2	3,070,213	232,245	7.6
Agriculture, forestry and fishing	2,864,158	331,176	11.6	1,137,459	170,670	15.0	1,726,698	160,506	9.3
Mining and quarrying	82,725	2,956	3.6	75,651	2,507	3.3	7,075	449	6.3
Manufacturing	223,681	24,080	10.8	155,310	15,272	9.8	68,371	8,808	12.9
Electricity, gas, steam and air conditioning	16,175	750	4.6	13,730	486	3.5	2,445	264	10.8
Water supply; Sewerage, waste management and remediation activities	11,283	979	8.7	7,614	255	3.3	3,669	724	19.7
Construction	182,806	21,027	11.5	177,372	19,086	10.8	5,434	1,941	35.7
Wholesale and retail trade; repair of motor vehicles and motorcycles	692,078	49,023	7.1	313,599	18,973	6.1	378,479	30,050	7.9
Transportation and storage	152,052	6,206	4.1	145,799	6,206	4.3	6,253	-	-
Accommodation and food service activities	72,078	2,530	3.5	34,259	1,070	3.1	37,819	1,460	3.9
Information and communication	20,322	576	2.8	12,411	546	4.4	7,911	29	0.4
Financial and insurance activities	17,342	375	2.2	8,991	-	-	8,350	375	4.5
Real estate activities	5,154	-	-	2,384	-	-	2,770	-	-
Professional, scientific and technical activities	13,856	480	3.5	11,284	355	3.1	2,571	125	4.9
Administrative and support service activities	52,631	522	1.0	45,454	522	1.1	7,176	-	-
Public administration and defence; compulsory social security	72,767	3,590	4.9	62,675	2,445	3.9	10,092	1,145	11.3
Education	158,617	10,755	6.8	81,378	6,882	8.5	77,239	3,873	5.0
Human health and social work activities	63,255	5,043	8.0	30,590	2,450	8.0	32,664	2,594	7.9
Art, entertainment and recreation	10,163	1,625	16.0	6,356	636	10.0	3,807	989	26.0
Other service activities	107,310	16,448	15.3	43,897	4,582	10.4	63,413	11,867	18.7
Activities of households as employer	1,020,054	9,537	0.9	412,398	3,556	0.9	607,655	5,981	1.0
Activities of extraterritorial organisations and bodies	3,790	-	-	3,133	-	-	658	-	-
Not elsewhere classified	16,930	1,307	7.7	7,267	242	3.3	9,664	1,065	11.0

Source: 2014 Labour Force Survey, CSO

6.7 Underemployment Rate by Status in Employment and Sex

Table 6.5 shows the underemployment rate by status in employment and sex. Volunteers had the highest underemployment rate of 31.9 percent while Contributing family workers had the lowest underemployment rate of 5.5 percent.

Male Volunteers had the highest underemployment rate of 35.8 percent. Among females, Interns had the highest underemployment rate at 42.2 percent. Apprentices had the lowest underemployment rate of 5.6 percent among the males while Employers had the lowest underemployment rate of 1.9 percent among females.

Table 6.5: Underemployment Rate for Employed Persons 15 years or older by Sex and Status in Employment, Zambia 2014

Status In Employment	Total			Male			Female		
	Total Employed Persons	Under-employed Persons	Percent	Employed Persons	Under-employed Persons	Percent	Employed Persons	Under-employed Persons	Percent
Total	5,859,225	488,987	8.3	2,789,012	256,742	9.2	3,070,213	232,245	7.6
Paid Employees	1,308,764	90,525	6.9	935,195	56,948	6.1	373,569	33,577	9.0
Apprentices	6,486	370	5.7	4,654	262	5.6	1,832	108	5.9
Interns	3,187	821	25.8	1,640	168	10.3	1,546	653	42.2
Employers	20,734	1,508	7.3	13,015	1,362	10.5	7,719	146	1.9
Self-employed	2,428,105	273,796	11.3	1,345,951	161,673	12.0	1,082,154	112,123	10.4
Volunteers	22,572	7,204	31.9	12,877	4,606	35.8	9,695	2,598	26.8
Contributing family workers	2,069,377	114,763	5.5	475,680	31,722	6.7	1,593,698	83,041	5.2

Source: 2014 Labour Force Survey, CSO

6.8 Average Weekly Hours of Work

The 2014 LFS collected information on the number of hours that employed persons worked in a week. This information is an important factor in the production of goods and services. Its measurement is necessary for analysing economic development, monitoring the working life and conditions of workers.

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

6.9 Average Weekly Hours of Work by Sex

Table 6.6 shows the average weekly hours of work by province, rural/urban and sex. At national level, employed persons spent an average of 40.7 hours per week. Males worked for more hours, 43.4 hours compared to females who worked 37.2 hours per week.

In rural areas, employed persons spent 33.5 hours while those in urban areas spent 49.1 hours. In both rural and urban areas, males spent more hours than females.

Lusaka and Copperbelt provinces had the highest average hours of work at 51.2 hours and 45.6 hours, respectively. Luapula Province had the lowest average hours of work at 29.2 hours.

Table 6.6: Average Weekly Hours of Work for Employed Persons (15 years or older) by Province, Rural/Urban and Sex, Zambia 2014

Province and Rural/Urban	Total Employed Persons	Average Weekly Hours of Work		
		Total	Male	Female
Total	5,859,225	40.7	43.4	37.2
Rural	3,394,221	33.5	35.6	31.0
Urban	2,465,004	49.1	51.2	45.7
Province				
Central	581,719	36.7	38.9	33.7
Copperbelt	933,451	45.6	47.8	42.4
Eastern	728,058	36.2	38.6	33.0
Luapula	411,845	29.2	31.2	27.0
Lusaka	1,047,560	51.2	53.3	47.7
Muchinga	315,175	34.6	36.9	31.2
Northern	460,882	37.1	39.6	34.2
North Western	284,617	40.9	42.4	39.0
Southern	698,760	40.9	43.5	36.9
Western	397,159	34.0	35.5	32.9

Source: 2014 Labour Force Survey, CSO

6.10 Average Weekly Hours of Work by Occupation

Table 6.7 shows the average weekly hours of work by occupation, sex and rural/urban. The table shows that persons working as Plant and machine operators and assemblers worked the longest average weekly hours at 59.5 hours followed by Services and sales workers at 51.0 hours. Skilled agricultural, forestry and fisheries workers spent the lowest average weekly hours at 29.8 hours.

Table 6.7: Average Weekly Hours of Work for Employed Persons 15 years or older by Occupation, Rural/Urban and Sex, Zambia 2014										
Occupation	Total Employed Persons	Average Weekly Hours of Work								
		Total			Rural			Urban		
		Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	5,859,225	40.7	43.4	37.2	33.5	35.6	31.0	49.1	51.2	45.7
Managers	57,565	49.2	50.2	46.7	54.9	53.7	60.2	48.3	49.6	45.2
Professionals	212,708	40.0	40.7	39.1	39.3	39.8	38.6	40.3	41.2	39.3
Technicians and Associate Professionals	75,228	46.3	47.7	42.8	44.8	44.7	45.0	46.5	48.3	42.4
Clerical Support Workers	34,152	44.5	46.4	42.6	42.6	47.9	37.3	44.9	46.1	43.8
Service and Sales Workers	837,270	51.0	54.6	47.8	46.7	51.1	41.8	52.4	55.9	49.5
Skilled Agriculture, Forestry and Fisheries Workers	2,662,514	29.8	31.1	28.5	29.3	30.5	28.1	35.3	37.6	33.0
Craft and Related Trades Workers	386,542	44.4	45.7	38.5	38.5	39.9	34.0	47.0	48.1	41.6
Plant and Machine Operators and Assemblers	183,596	59.5	59.9	49.8	47.9	48.9	32.3	61.8	62.1	55.6
Elementary Occupations	1,385,710	41.7	42.9	40.0	36.0	37.5	34.1	46.9	47.7	45.8
Other	23,939	38.6	42.4	33.0	32.1	31.7	32.4	44.6	48.5	34.3

Source: 2014 Labour Force Survey, CSO.
Note: 'Other' comprises occupations not identified with ISCO.

6.11 Average Weekly Hours of Work by Status in Employment

Table 6.8 shows the average weekly hours of work by status in employment, sex and rural/urban. The table shows that Apprentices spent the longest average number of hours of 49.8 hours followed by Paid employees at 48.9 hours. Volunteers spent the shortest average number of hours of 28.4 hours.

In rural areas, Paid employees worked for longest average weekly hours of work at 42.7 hours while Employers worked for shortest average weekly hours of work at 28.1 hours. In urban areas, Apprentices spent the longest average hours of work at 55.5 hours while Volunteers spent the shortest average hours of work at 28.1 hours.

Table 6.8: Average Weekly Hours of Work for Employed Persons (15 years or older) by Status in Employment, Sex, and Rural/Urban, Zambia 2014										
Status in Employment	Total Employed Persons	Average Weekly Hours of Work								
		Total			Rural			Urban		
		Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	5,859,225	40.7	43.4	37.2	33.5	35.6	31.0	49.1	51.2	45.7
Paid Employees	1,308,764	48.9	50.8	44.0	42.7	45.1	37.3	51.2	52.9	46.7
Apprentices	6,486	49.8	51.2	46.0	33.8	23.9	41.1	55.5	56.3	51.8
Interns	3,187	40.2	43.2	37.1	35.9	30.0	40.0	40.9	44.7	36.5
Employers	20,734	38.1	38.7	37.1	28.1	25.9	31.7	46.8	49.5	42.1
Self-employed	2,428,105	37.9	37.9	37.9	32.2	33.2	30.7	47.3	48.4	46.4
Volunteers	22,572	28.4	30.9	25.2	28.7	31.9	22.4	28.1	29.0	27.3
Contributing family workers	2,069,377	31.0	32.7	30.3	29.6	29.9	29.6	40.3	44.5	37.1

Source: 2014 Labour Force Survey, CSO.

6.12 Average Weekly Hours of Work by Industry

Table 6.9 shows the average weekly hours of work by industry, sex and rural/urban. Workers in the Transportation and storage industry spent 63.1 hours of work. In the Transportation and storage industry, males spent more hours of work at 63.2 hours than their female counterparts at 60.7 hours. The shortest average hours of work were recorded in the Agriculture, forestry and fishing industry at 30.7 hours.

In rural areas, the longest average hours of work were recorded in the Activities of extraterritorial organization and bodies industry at 61.7 hours. In urban areas the Transportation and storage industry recorded the longest average hours of work of 65.3 hours.

Table 6.9: Average Weekly Hours of Work for Employed Persons (15 years or older) by Industry, Sex and Rural/Urban, Zambia 2014										
Industry	Total Employed Persons	Average Weekly Hours of Work								
		Total			Rural			Urban		
		Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	5,859,225	40.7	43.4	37.2	33.5	35.6	31.0	49.1	51.2	45.7
Agriculture, forestry and fishing	2,864,158	30.7	32.4	28.9	30.3	31.9	28.6	35.2	37.7	32.2
Mining and quarrying	82,725	47.7	48.5	39.2	44.7	46.2	37.2	48.1	48.7	39.7
Manufacturing	223,681	44.3	47.2	37.8	36.7	39.5	32.8	48.9	50.7	43.1
Electricity, gas, steam and air conditioning	16,175	51.4	53.1	41.5	52.5	54.8	46.0	51.1	52.8	39.4
Water supply; Sewerage, waste management and remediation activities	11,283	51.1	54.2	44.9	49.9	49.9		51.2	54.6	44.9
Construction	182,806	44.7	44.8	42.3	40.2	40.3	38.2	46.5	46.5	46.8
Wholesale and retail trade; repair of motor vehicles and motorcycles	692,078	49.3	50.8	48.0	43.3	45.4	41.4	51.5	53.0	50.3
Transportation and storage	152,052	63.1	63.2	60.7	50.2	50.0	72.0	65.3	65.5	60.4
Accommodation and food service activities	72,078	51.6	55.8	47.8	54.6	62.3	46.5	50.9	54.1	48.0
Information and communication	20,322	46.4	47.3	45.0	54.8	53.0	66.0	45.8	46.7	44.5
Financial and insurance activities	17,342	44.8	46.2	43.3	49.0	46.7	50.5	44.6	46.2	42.8
Real estate activities	5,154	53.5	54.1	53.0	24.0	24.0		53.8	54.7	53.0
Professional, scientific and technical activities	13,856	47.9	49.3	41.9	43.2	44.9	37.9	49.6	50.7	43.9
Administrative and support service activities	52,631	58.3	60.4	44.8	48.7	51.1	43.7	60.3	61.8	45.6
Public administration and defence; compulsory social security	72,767	48.1	48.7	44.3	48.3	47.8	54.3	48.0	49.0	42.3
Education	158,617	39.6	40.5	38.6	39.3	39.7	38.5	39.8	41.2	38.7
Human health and social work activities	63,255	42.1	44.3	40.1	39.2	40.5	38.2	43.4	45.7	41.0
Art, entertainment and recreation	10,163	34.3	35.0	33.0	48.2	48.2		31.9	30.9	33.0
Other service activities	107,310	44.7	49.3	41.5	39.3	47.3	29.8	45.5	49.8	42.8
Activities of households as employer	1,020,054	49.1	49.3	48.9	43.0	41.8	43.7	49.9	50.4	49.6
Activities of extraterritorial organisations and bodies	3,790	47.7	49.6	38.8	61.7	71.2	2.0	44.2	43.9	45.6
Not elsewhere classified	16,930	36.2	39.0	33.7	30.4	26.2	32.9	43.2	48.3	35.4

Source: 2014 Labour Force Survey, CSO

6.13 Average Weekly Hours of Work by Type of Employment

Table 6.10 shows the average weekly hours of work by type of employment. The table shows that persons in formal employment spent more hours, 47.8 hours while persons in informal employment spent 39.2 hours per week. Males in formal employment worked for 49.6 hours while the males in informal employment spent 41.5 hours. Females in the formal employment spent 42.8 hours while those in the informal employment spent 36.6 hours per week.

The average number of hours of work were higher for males in formal and informal employment compared to females in both rural and urban areas.

Table 6.10: Average Weekly Hours for Employed Persons (15 years or older) by Sex, Rural/Urban and by Type of Employment, Zambia 2014										
Type of Employment	Total Employed Persons	Average Weekly Hours of Work								
		Total			Rural			Urban		
		Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	5,859,225	40.7	43.4	37.2	33.5	35.6	31.0	49.1	51.2	45.7
Formal Employment	629,626	47.8	49.6	42.8	46.7	48.2	42.9	48.2	50.1	42.8
Informal Employment	5,229,599	39.2	41.5	36.6	32.2	33.9	30.4	49.4	51.8	46.4

Source: 2014 Labour Force Survey, CSO

6.14 Average Weekly Hours of Work by Level of Education

Table 6.11 shows the average weekly hours of work by level of education, sex and rural/urban. Persons whose highest level of education completed was Nursery worked for the longest average hours at 46.2 hours while persons who had no education had the shortest average hours at 33.4 percent.

In rural areas, persons whose highest level of education completed was nursery worked for the longest duration at 48.4 hours whereas, in urban areas, the longest working category of workers with 50.6 hours were those whose highest level of education completed were grades 8 - 12.

Table 6.11: Average Weekly Hours of Work for Employed Persons (15 years or older) by Sex, Rural/Urban and Education Attainment, Zambia 2014										
Level of Education	Total Employed Persons	Average Weekly Hours of Work								
		Total			Rural			Urban		
		Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	5,859,225	40.7	43.4	37.2	33.5	35.6	31.0	49.1	51.2	45.7
None	694,962	33.4	35.8	31.9	30.0	32.2	28.7	46.1	46.9	45.6
Nursery	27,388	46.2	56.2	36.1	48.4	62.3	37.1	36.8	40.5	26.2
Grade 1-7	2,439,801	36.5	38.3	34.7	32.4	34.1	30.7	48.1	51.0	45.6
Grade 8 -12	2,396,933	45.5	47.3	41.9	35.8	37.4	32.5	50.6	52.6	46.7
A Level	43,252	46.0	46.7	44.8	41.8	41.0	43.8	47.0	48.1	44.9
Certificate	218,727	43.0	44.5	40.6	41.6	42.4	40.7	43.5	45.2	40.6
Degree	38,161	45.0	45.9	42.2	45.5	47.7	40.4	44.8	45.5	42.8

Source: 2014 Labour Force Survey, CSO

Summary

In 2014, of the 5,859,225 employed persons, 944,256 persons were working in the formal sector, representing 16.1 percent while 4,914,969 persons were in the informal sector, representing 83.9 percent. Of all persons in the formal sector, 71.4 percent were male and 28.6 percent were female. Of all persons in the informal sector, 43.0 percent were male and 57.0 percent were female.

In rural areas 92.2 percent of employed persons were in the informal sector while 7.8 percent were in the formal sector. In urban areas 72.4 percent of the employed persons were in the informal sector while 27.6 percent were in the formal sector.

In relative terms, Lusaka Province had the highest percentage share of formal sector employment at 28.0 percent, while Luapula Province had the lowest percentage share at 6.1 percent.

The occupation with the highest proportion of formal sector employment were Professionals, accounting for 96.3 percent followed by Clerical support workers with 95.4 percent. The occupation with the lowest percentage share of formal sector employment was Skilled agriculture, forestry and fisheries work accounting for 1.6 percent.

The Education industry had the highest number of employed persons in the formal sector at 149,773 while Real estate industry had the lowest number of 1,615. In the informal sector, the Agriculture, forestry and fishing industry had the highest number of employed persons of 2,757,214.

Agriculture activities accounted for 11.3 percent in the formal sector while Non-agriculture activities accounted for 88.7 percent. A proportion of 56.1 percent of informal sector employment was in Agriculture-related activities while 43.9 percent was non-agriculture activities.

In 2014, of the 5.9 million employed persons, 629,626 persons had formal jobs while 5,229,599 had informal jobs. Formally employed persons made up 10.7 percent of the total employed persons.

In relative terms, Lusaka Province had the highest percentage share of the formally employed persons at 19.4 percent while Luapula Province had the lowest percentage share at 3.9 percent.

Professionals accounted for the highest percentage share of 28.6 percent of formally employed persons while Service and sales workers accounted for the second highest percentage share of 21.2 percent. Skilled agriculture, forestry and fisheries workers accounted for highest percentage share of 50.7 percent of all informally employed persons.

Education industry had the highest percentage share of the formally employed persons at 21.0 percent while Real estate industry accounted for the lowest percentage share of less than 0.1 percent of all formally employed persons. The Agriculture, forestry and fishing industry had the highest percentage share of the informally employed persons at 53.8 percent. Activities of extraterritorial organizations and bodies accounted for the lowest percentage share of less than 0.1 percent of informally employed persons.

7.1 Introduction

The 2014 LFS collected information on the formal and informal sector employment. In most developing and transitional countries, people rely on the informal sector for their livelihood as opportunities in the formal sector are scarce. It is often apparent that informal sector employment account for a significant proportion of total employment. However, despite its importance to both employment and contribution to the Gross Domestic Product (GDP), informal sectors' definition and measurement pose a challenge and is often fraught with difficulty.

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

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

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

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

Accordingly, informal sector employment comprises:

- a) Own-account workers and employers who have their own informal sector enterprises, usually characterized by non registration with national authority, lack of contributions to social security scheme and lack of entitlement to annual paid and sick leave by workers.
- b) Contributing family workers, irrespective of whether they work in the formal or informal sector enterprises.
- c) Employees who have informal jobs, whether employed in the formal sector enterprises, informal sector enterprises, or as paid domestic workers by households. Employees are considered to have informal jobs if their employment relationship is not subject to standard labour legislation, taxation, social security or entitlement to certain employment benefits (i.e. advance notice of dismissal, severance pay, paid annual leave, etc.) for reasons such as: non-declaration of the jobs or employees; casual jobs; employment by unregistered enterprises or by persons in households.
- d) Members of informal producers' cooperatives; and Persons engaged in the own-account production of goods exclusively for own final use by their household, such as subsistence farming.

This chapter also focuses on distinguishing employment in the formal sector and in the informal sector on one hand, and formal employment and informal employment on the other hand. Employment in the formal sector refers to all employed persons in registered business establishments irrespective of whether they are paid employees, employers, self-employed and contributing family workers or not, while employment in the informal sector relates to all employed persons in unregistered business establishments irrespective of their employment statuses cited above.

Formal employment is a type of employment in which the job holder is entitled to social security coverage and contract in addition to annual paid leave or any such entitlements. It is only found in the formal sector. Informal employment is a type of employment in which the job holder is not entitled to any form of social security, contract and annual paid leave. It is found in both the formal and informal sectors.

7.2 Sector of Employment by Province

Table 7.1 shows the percentage distribution of employed persons by province, rural/urban, sex and sector of employment. Of the total 5,859,225 employed persons, 83.9 percent were in the informal sector while 16.1 percent were in the formal sector. Of all employed males, 24.2 percent were in the formal sector while 75.8 percent were in the informal sector. Also, of all employed females 8.8 percent were in the formal sector while 91.2 percent were in the informal sector.

In rural areas 92.2 percent of the employed persons were in the informal sector while 7.8 percent were in the formal sector. In urban areas, 72.4 percent of the employed persons were in the informal sector while 27.6 percent were in the formal sector.

All the provinces had a higher percentage of the employed persons in the informal sector than those that were employed in the formal sector.

Sex, Rural/Urban and Province	Total		Formal Sector		Informal Sector	
	Number	Percent	Number	Percent	Number	Percent
Total	5,859,225	100.0	944,256	16.1	4,914,969	83.9
Male	2,789,012	100.0	674,167	24.2	2,114,845	75.8
Female	3,070,213	100.0	270,089	8.8	2,800,124	91.2
Rural/urban						
Rural	3,394,221	100.0	264,754	7.8	3,129,467	92.2
Urban	2,465,004	100.0	679,502	27.6	1,785,502	72.4
Province						
Central	581,719	100.0	88,326	15.2	493,393	84.8
Copperbelt	933,451	100.0	245,132	26.3	688,319	73.7
Eastern	728,058	100.0	50,298	6.9	677,760	93.1
Luapula	411,845	100.0	25,044	6.1	386,801	93.9
Lusaka	1,047,560	100.0	293,817	28.0	753,743	72.0
Muchinga	315,175	100.0	37,415	11.9	277,761	88.1
Northern	460,882	100.0	34,769	7.5	426,112	92.5
North Western	284,617	100.0	39,520	13.9	245,096	86.1
Southern	698,760	100.0	103,710	14.8	595,050	85.2
Western	397,159	100.0	26,224	6.6	370,935	93.4

Source: 2014 Labour Force Survey, CSO.

7.3 Sector of Employment by Occupation

Table 7.2 shows the percentage distribution of the employed persons by occupation and sector of employment. The table shows that 96.3 percent of the Professionals were employed in the formal sector while 3.7 percent were employed in the informal sector. Of all the Skilled agriculture, forestry and fisheries workers, 98.4 percent were employed in the informal sector and 1.6 percent were employed in the formal sector.

Occupation	Total Employed Persons		Formal Sector		Informal Sector	
	Number	Percent	Number	Percent	Number	Percent
Total	5,859,225	100.0	944,256	16.1	4,914,969	83.9
Managers	57,565	100.0	38,484	66.9	19,082	33.1
Professionals	212,708	100.0	204,829	96.3	7,879	3.7
Technicians and Associate Professionals	75,228	100.0	55,947	74.4	19,281	25.6
Clerical Support Workers	34,152	100.0	32,582	95.4	1,570	4.6
Service and Sales Workers	837,270	100.0	226,305	27.0	610,965	73.0
Skilled Agriculture, Forestry and Fisheries Workers	2,662,514	100.0	42,961	1.6	2,619,553	98.4
Craft and Related Trades Workers	386,542	100.0	104,455	27.0	282,087	73.0
Plant and Machine Operators and Assemblers	183,596	100.0	92,146	50.2	91,450	49.8
Elementary Occupations	1,385,710	100.0	141,071	10.2	1,244,639	89.8
Other	23,939	100.0	5,475	22.9	18,464	77.1

Source: 2014 Labour Force Survey, CSO.

Note: 'Other' comprises occupations not identified with ISCO.

7.4 Sector of Employment by Industry

Table 7.3 shows the population and percentage distributions of employed persons by industry, sex and sector of employment. The table shows that there were 944,256 employed persons in the formal sector compared to 4,914,969 employed persons in the informal sector. Of all employed persons in the formal sector, 71.4 percent were male and 28.6 percent were female. The table further shows that of all the employed persons in the informal sector, 43.0 percent were male and 57.0 percent were female.

Among the employed persons in the Agriculture, forestry and fishing industry operating in the formal sector, 71.0 percent were male and 29.0 percent were female. For those operating in the informal sector, males accounted for 38.5 percent while females accounted for 61.5 percent.

Of all employed persons in Wholesale and retail trade; repair of motor vehicles and motor cycles industry in the formal sector, 58.9 percent were male and 41.1 percent were female.

Table 7.3: Percentage Distribution of Employed Persons (15 years or older) by Industry, Sex and Sector of Employment, Zambia 2014											
Industry	Total			Formal Sector				Informal Sector			
	Total Employed Persons	Formal Sector	Informal Sector	Male		Female		Male		Female	
				Number	Per-cent	Number	Per-cent	Number	Percent	Number	Percent
Total	5,859,225	944,256	4,914,969	674,167	71.4	270,089	28.6	2,114,845	43.0	2,800,124	57.0
Agriculture, forestry and fishing	2,864,158	106,943	2,757,214	75,899	71.0	31,045	29.0	1,061,561	38.5	1,695,653	61.5
Mining and quarrying	82,725	67,002	15,723	63,964	95.5	3,038	4.5	11,686	74.3	4,037	25.7
Manufacturing	223,681	76,470	147,211	64,868	84.8	11,602	15.2	90,442	61.4	56,769	38.6
Electricity, gas, steam and air conditioning	16,175	15,011	1,165	12,829	85.5	2,182	14.5	901	77.4	264	22.6
Water supply; Sewerage, waste management and remediation activities	11,283	10,694	588	7,026	65.7	3,669	34.3	588	100.0	-	0.0
Construction	182,806	59,085	123,721	56,355	95.4	2,730	4.6	121,017	97.8	2,704	2.2
Wholesale and retail trade; repair of motor vehicles and motorcycles	692,078	110,875	581,203	65,309	58.9	45,566	41.1	248,290	42.7	332,914	57.3
Transportation and storage	152,052	58,196	93,855	56,157	96.5	2,039	3.5	89,642	95.5	4,213	4.5
Accommodation and food service activities	72,078	36,866	35,212	18,183	49.3	18,684	50.7	16,077	45.7	19,135	54.3
Information and communication	20,322	14,101	6,220	7,514	53.3	6,587	46.7	4,896	78.7	1,324	21.3
Financial and insurance activities	17,342	15,023	2,318	8,029	53.4	6,994	46.6	962	41.5	1,356	58.5
Real estate activities	5,154	1,615	3,538	936	57.9	680	42.1	1,448	40.9	2,090	59.1
Professional, scientific and technical activities	13,856	11,937	1,918	9,366	78.5	2,571	21.5	1,918	100.0	-	0.0
Administrative and support service activities	52,631	42,166	10,464	36,319	86.1	5,847	13.9	9,135	87.3	1,329	12.7
Public administration and defence; compulsory social security	72,767	70,238	2,529	60,146	85.6	10,092	14.4	2,529	100.0	-	0.0
Education	158,617	149,773	8,844	78,422	52.4	71,351	47.6	2,956	33.4	5,888	66.6
Human health and social work activities	63,255	59,375	3,879	27,978	47.1	31,398	52.9	2,613	67.4	1,266	32.6
Art, entertainment and recreation	10,163	6,947	3,216	4,518	65.0	2,428	35.0	1,838	57.1	1,378	42.9
Other service activities	107,310	21,975	85,335	14,636	66.6	7,340	33.4	29,261	34.3	56,073	65.7
Activities of households as employer	1,020,054	5,222	1,014,832	1,937	37.1	3,285	62.9	410,461	40.4	604,371	59.6
Activities of extraterritorial organisations and bodies	3,790	3,790	-	3,133	82.6	658	17.4	-	0.0	-	0.0
Not elsewhere classified	16,930	950	15,981	644	67.8	306	32.2	6,623	41.4	9,358	58.6

Source: 2014 Labour Force Survey, CSO

7.5 Sector of Employment by Institutional Sector

Table 7.4 shows the percentage distribution of employed persons by institutional sector and sector of employment. Among persons employed in the formal sector, Private businesses or farms had the highest percentage share at 60.2 percent followed by those in Central Government at 25.8 percent. Private businesses or farms accounted for the highest proportion of those in the informal sector at 92.5 percent followed by those in Private households at 7.5 percent.

Institutional Sector	Total Employed Persons		Formal Sector		Informal Sector	
	Number	Percent	Number	Percent	Number	Percent
Total	5,859,225	100.0	944,256	100.0	4,914,969	100.0
Central Government	243,277	4.2	243,277	25.8	-	-
Local Government	30,367	0.5	29,729	3.1	638	0.0
Parastatal/State-owned Firm	58,581	1.0	58,581	6.2	-	-
Embassy/International Organisation	3,790	0.1	3,790	0.4	-	-
Private Household	367,031	6.3	-	-	367,031	7.5
Producers' Co-operative	9,040	0.2	9,040	1.0	-	-
NGO, Faith-based Organisation	31,419	0.5	31,419	3.3	-	-
Private Business/Farm	5,115,721	87.3	568,421	60.2	4,547,300	92.5

Source: 2014 Labour Force Survey, CSO.

7.6 Agriculture and Non-agriculture in Formal and Informal Sectors

Table 7.5 shows the percentage distribution of employed persons in agriculture and non-agriculture activities by province, sex, rural/urban and sector of employment. The table shows that agriculture activities accounted for 11.3 percent in the formal sector while non-agriculture activities accounted for 88.7 percent. The table also shows that 56.1 percent of informal sector employment was agriculture-related while 43.9 percent was non-agriculture.

In rural areas, 34.0 percent of formal sector employment was agriculture while 66.0 percent was non-agriculture. In urban areas, 2.5 percent of formal sector employment was agriculture while 97.5 percent was non-agriculture.

In relative terms, Central Province recorded the highest percentage share of agriculture activities in the formal sector at 36.1 percent while North Western Province had the lowest percentage share at 3.2 percent. Lusaka Province had the lowest percentage share of agriculture activities in the informal sector at 40.8 percent.

Province and Rural/Urban	Sector of Employment											
	Formal Sector						Informal Sector					
	Total		Agriculture		Non-Agriculture		Total		Agriculture		Non-Agriculture	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	944,256	100.0	106,943	11.3	837,313	88.7	4,914,969	100.0	2,757,214	56.1	2,157,755	43.9
Rural	264,754	100.0	89,906	34.0	174,848	66.0	3,129,467	100.0	1,953,867	62.4	1,175,600	37.6
Urban	679,502	100.0	17,037	2.5	662,465	97.5	1,785,502	100.0	803,347	45.0	982,155	55.0
Sex												
Male	674,167	100.0	75,899	11.3	598,268	88.7	2,114,845	100.0	1,061,561	50.2	1,053,284	49.8
Female	270,090	100.0	31,045	11.5	239,045	88.5	2,800,124	100.0	1,695,653	60.6	1,104,470	39.4
Province												
Central	88,326	100.0	31,884	36.1	56,442	63.9	493,393	100.0	319,863	64.8	173,529	35.2
Copperbelt	245,132	100.0	8,725	3.6	236,408	96.4	688,319	100.0	373,612	54.3	314,707	45.7
Eastern	50,298	100.0	6,154	12.2	44,144	87.8	677,760	100.0	358,158	52.8	319,602	47.2
Luapula	25,044	100.0	4,079	16.3	20,966	83.7	386,801	100.0	299,163	77.3	87,638	22.7
Lusaka	293,817	100.0	20,519	7.0	273,298	93.0	753,743	100.0	307,278	40.8	446,465	59.2
Muchinga	37,415	100.0	2,983	8.0	34,431	92.0	277,761	100.0	166,731	60.0	111,030	40.0
Northern	34,769	100.0	5,468	15.7	29,301	84.3	426,112	100.0	232,800	54.6	193,312	45.4
North Western	39,520	100.0	1,280	3.2	38,240	96.8	245,096	100.0	133,872	54.6	111,224	45.4
Southern	103,710	100.0	23,785	22.9	79,925	77.1	595,050	100.0	310,468	52.2	284,582	47.8
Western	26,224	100.0	2,066	7.9	24,158	92.1	370,935	100.0	255,268	68.8	115,667	31.2

Source: 2014 Labour Force Survey, CSO.

Table 7.6 shows the percentage distribution of the employed persons in the formal and informal sectors by province, sex, rural/urban and agriculture/non-agriculture. The table shows that of all employed persons, Agriculture-related jobs in the formal and informal sectors accounted for 1.8 percent and 47.1 percent, respectively. Non-agriculture-related jobs in the formal and informal sectors accounted for 14.3 percent and 36.8 percent of all employed persons, respectively.

Of all the employed persons in the rural areas agriculture-related jobs in the formal and informal sectors accounted for 2.6 percent and 57.6 percent, respectively. Non-agriculture-related jobs in the formal and informal sectors accounted for 5.2 percent and 34.6 percent, respectively.

Of all employed persons in urban areas, agriculture-related jobs in the formal and informal sectors accounted for 0.7 percent and 32.6 percent, respectively, compared to 26.9 percent and 39.8 percent for non-agriculture-related jobs in the formal and informal sectors, respectively.

Luapula Province had the highest percentage share of agriculture-related jobs in the informal sector at 72.6 percent while Lusaka Province had the lowest percentage share at 29.3 percent.

Table 7.6: Percentage Distribution of Employed Persons (15 years or older) by Agriculture/Non-Agriculture, Sex, Rural/Urban and Province, Zambia, 2014

Rural/Urban, Sex and Province	Total Employed Persons		Formal Sector				Informal Sector			
			Agriculture		Non-Agriculture		Agriculture		Non-Agriculture	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	5,859,225	100.0	106,943	1.8	837,313	14.3	2,757,214	47.1	2,157,755	36.8
Rural	3,394,221	100.0	89,906	2.6	174,848	5.2	1,953,867	57.6	1,175,600	34.6
Urban	2,465,004	100.0	17,037	0.7	662,465	26.9	803,347	32.6	982,155	39.8
Sex										
Male	2,789,012	100.0	75,899	2.7	598,268	21.5	1,061,561	38.1	1,053,284	37.8
Female	3,070,213	100.0	31,045	1.0	239,045	7.8	1,695,653	55.2	1,104,470	36.0
Province										
Central	581,719	100.0	31,884	5.5	56,442	9.7	319,863	55.0	173,529	29.8
Copperbelt	933,451	100.0	8,725	0.9	236,408	25.3	373,612	40.0	314,707	33.7
Eastern	728,058	100.0	6,154	0.8	44,144	6.1	358,158	49.2	319,602	43.9
Luapula	411,845	100.0	4,079	1.0	20,966	5.1	299,163	72.6	87,638	21.3
Lusaka	1,047,560	100.0	20,519	2.0	273,298	26.1	307,278	29.3	446,465	42.6
Muchinga	315,175	100.0	2,983	0.9	34,431	10.9	166,731	52.9	111,030	35.2
Northern	460,882	100.0	5,468	1.2	29,301	6.4	232,800	50.5	193,312	41.9
North West-ern	284,617	100.0	1,280	0.4	38,240	13.4	133,872	47.0	111,224	39.1
Southern	698,760	100.0	23,785	3.4	79,925	11.4	310,468	44.4	284,582	40.7
Western	397,159	100.0	2,066	0.5	24,158	6.1	255,268	64.3	115,667	29.1

Source: 2014 Labour Force Survey, CSO.

7.7 Type of Employment

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

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

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

Formal employment therefore is measured on the basis of entitlement to social security and satisfying any of the above attributes.

7.7.1 Type of Employment by Province

Table 7.7 shows the percentage distribution of employed persons by province, sex, rural/urban and type of employment. The table shows that of all employed persons, 89.3 percent were informally employed while 10.7 percent were formally employed. In rural areas 95.2 percent were informally employed while 4.8 percent were formally employed. Of all employed persons in urban areas, 81.1 percent were informally employed while 18.9 percent were formally employed.

Of the employed females, 94.6 percent were informally employed while 5.4 percent were formally employed. In all the provinces, the proportion for the formally employed persons were lower compared to those who were informally employed. In relative terms, Lusaka Province recorded the highest proportion of formally employed persons at 19.4 percent while Western Province recorded the lowest proportion of 4.1 percent.

Table 7.7: Percentage Distribution of Employed Persons (15 years or older) by Sex, Province, Employment Type and Province, Zambia 2014					
Rural/Urban, Sex and Province	Type of Employment				
	Total	Formal Employment		Informal Employment	
	Number	Number	Percent	Number	Percent
Total	5,859,225	629,626	10.7	5,229,599	89.3
Rural	3,394,221	163,614	4.8	3,230,607	95.2
Urban	2,465,004	466,012	18.9	1,998,992	81.1
Sex					
Male	2,789,012	463,385	16.6	2,325,627	83.4
Female	3,070,213	166,241	5.4	2,903,972	94.6
Province					
Central	581,719	56,676	9.7	525,043	90.3
Copperbelt	933,451	160,745	17.2	772,706	82.8
Eastern	728,058	36,281	5.0	691,777	95.0
Luapula	411,845	16,244	3.9	395,602	96.1
Lusaka	1,047,560	203,127	19.4	844,432	80.6
Muchinga	315,175	22,717	7.2	292,458	92.8
Northern	460,882	19,149	4.2	441,733	95.8
North Western	284,617	32,557	11.4	252,059	88.6
Southern	698,760	65,826	9.4	632,934	90.6
Western	397,159	16,302	4.1	380,856	95.9

Source: 2014 Labour Force Survey, CSO

7.7.2 Type of Employment by Occupation

Table 7.8 shows the percentage distribution of employed persons by occupation and type of employment. The table shows that Professionals accounted for the highest percentage share of formally employed persons at 28.6 percent. Services and sales workers accounted for the second highest percentage share of 21.2 percent. Persons not identified with ISCO accounted for the lowest percentage share of 0.7 percent.

It is worth noting that Skilled agriculture, forestry and fisheries workers accounted for the highest percentage share of 50.7 percent of all informally employed persons.

Table 7.8: Percentage Distribution of Employed Persons (15 years or older) by Occupation and Type of Employment, Zambia 2014						
Occupation	Type of Employment					
	Total		Formal Employment		Informal Employment	
	Number	Percent	Number	Percent	Number	Percent
Total	5,859,225	100.0	629,626	100.0	5,229,599	100.0
Managers	57,565	1.0	29,259	4.6	28,306	0.5
Professionals	212,708	3.6	180,096	28.6	32,611	0.6
Technicians and Associate Professionals	75,228	1.3	48,571	7.7	26,657	0.5
Clerical Support Workers	34,152	0.6	26,800	4.3	7,352	0.1
Service and Sales Workers	837,270	14.3	133,718	21.2	703,552	13.5
Skilled Agriculture, Forestry and Fisheries Workers	2,662,514	45.4	10,142	1.6	2,652,372	50.7
Craft and Related Trades Workers	386,542	6.6	57,562	9.1	328,981	6.3
Plant and Machine Operators and Assemblers	183,596	3.1	62,758	10.0	120,837	2.3
Elementary Occupations	1,385,710	23.7	76,010	12.1	1,309,700	25.0
Other	23,939	0.4	4,709	0.7	19,230	0.4

Source: 2014 Labour Force Survey, CSO.

Note: 'Other' comprises occupations not identified with ISCO.

7.7.3 Type of Employment by Industry

Table 7.9 shows the percentage distribution of employed persons by industry and type of employment. The table shows that the highest percentage share of the formally employed persons was for workers in the Education industry at 21.0 percent, while the corresponding percentage for the informally employed persons was for workers in the Agriculture, forestry and fishing industry at 53.8 percent. The second highest percentage share of the formally employed persons was for workers in the Public administration and defence; compulsory social security industry at 10.8 percent. The second highest percentage share of the informally employed persons was for workers in the Activities of households as employers industry at 19.5 percent.

Real estate industry accounted for the lowest percentage share of less than 0.1 percent of all formally employed persons. Activities of extraterritorial organizations and bodies accounted for the lowest percentage share of less than 0.1 percent of informally employed persons.

Table 7.9: Percentage Distribution of Employed Persons 15 years or older by Industry and Type of Employment, Zambia 2014						
Industry	Type of Employment					
	Total		Formal Employment		Informal Employment	
	Number	Percent	Number	Percent	Number	Percent
Total	5,859,225	100.0	629,626	100.0	5,229,599	100.0
Agriculture, forestry and fishing	2,864,158	48.9	51,735	8.2	2,812,423	53.8
Mining and quarrying	82,725	1.4	57,322	9.1	25,403	0.5
Manufacturing	223,681	3.8	44,539	7.1	179,142	3.4
Electricity, gas, steam and air conditioning	16,175	0.3	10,150	1.6	6,026	0.1
Water supply; Sewerage, waste management and remediation activities	11,283	0.2	6,905	1.1	4,377	0.1
Construction	182,806	3.1	31,001	4.9	151,805	2.9
Wholesale and retail trade; repair of motor vehicles and motorcycles	692,078	11.8	34,161	5.4	657,917	12.6
Transportation and storage	152,052	2.6	28,775	4.6	123,276	2.4
Accommodation and food service activities	72,078	1.2	27,236	4.3	44,842	0.9
Information and communication	20,322	0.3	10,666	1.7	9,655	0.2
Financial and insurance activities	17,342	0.3	12,739	2.0	4,603	0.1
Real estate activities	5,154	0.1	87	0.0	5,066	0.1
Professional, scientific and technical activities	13,856	0.2	10,895	1.7	2,961	0.1
Administrative and support service activities	52,631	0.9	36,265	5.8	16,365	0.3
Public administration and defence; compulsory social security	72,767	1.2	67,703	10.8	5,064	0.1
Education	158,617	2.7	132,005	21.0	26,613	0.5
Human health and social work activities	63,255	1.1	47,483	7.5	15,772	0.3
Art, entertainment and recreation	10,163	0.2	3,417	0.5	6,746	0.1
Other service activities	107,310	1.8	11,173	1.8	96,137	1.8
Activities of households as employer	1,020,054	17.4	2,574	0.4	1,017,480	19.5
Activities of extraterritorial organisations and bodies	3,790	0.1	2,574	0.4	1,217	0.0
Not elsewhere classified	16,930	0.3	222	0.0	16,709	0.3
Source: 2014 Labour Force Survey, CSO.						

7.7.4 Type of Employment by Institutional Sector

Table 7.10 shows the percentage distribution of employed persons by institutional sector and type of employment. The table shows that Private businesses or farms accounted for the highest percentage of 48.9 percent of formally employed persons while Embassy/International organisations and Producers cooperatives accounted for the lowest percentage of 0.4 percent each. It also shows that the Central government accounted for the second highest percentage of 35.0 percent of formally employed persons.

It is worth noting that Private businesses or farms accounted for the highest percentage of 91.9 percent of informally employed persons while Embassy/International organisation accounted for the lowest percentage of less than 0.1 percent of the informally employed persons.

Table 7.10: Percentage Distribution of Employed Persons by Institutional Sector and Type of Employment, Zambia 2014						
Institutional Sector	Total		Type of Employment			
			Formal Employment		Informal Employment	
	Number	Percent	Number	Percent	Number	Percent
Total	5,859,225	100.0	629,626	100.0	5,229,599	100.0
Central Government	243,277	4.2	220,561	35.0	22,716	0.4
Local Government	30,367	0.5	25,163	4.0	5,203	0.1
Parastatal/State-owned Firm	58,581	1.0	47,369	7.5	11,212	0.2
Embassy/International Organisation	3,790	0.1	2,574	0.4	1,217	0.0
Private Household	367,031	6.3	8,372	1.3	358,659	6.9
Producers' Co-operative	9,040	0.2	2,605	0.4	6,435	0.1
NGO, Faith-based Organisation	31,419	0.5	15,096	2.4	16,323	0.3
Private Business/Farm	5,115,721	87.3	307,888	48.9	4,807,833	91.9
Source: 2014 Labour Force Survey, CSO.						

Chapter 8: The Unemployed Population

Summary

In 2014, the unemployment rate in Zambia was 7.4 percent. The estimated number of the unemployed was 469, 851 of whom 54.5 percent were males while 45.5 percent were females.

There was a decline in the unemployment rate from 7.9 percent in 2008 to 7.8 percent in 2012 and 7.4 percent in 2014. In 2014, the unemployment rate in rural areas was 4.2 percent while in urban areas it was 11.5 percent.

The age group 15 - 19 years had the highest unemployment rate at 17.1 percent followed by age group 20 - 24 years with 13.8 percent. The unemployment rates decreased with an increase in age.

Copperbelt Province had the highest unemployment rate at 12.7 percent while Eastern Province had the lowest unemployment rate at 3.0 percent.

Of all the 3,812,923 youths in the labour force 400,810 youths were unemployed representing a youth unemployment rate of 10.5 percent. The male youth unemployment rate was higher at 12.2 percent than female youth unemployment rate at 9.1 percent. Rural youth unemployment rate was 6.4 percent relative to 15.2 percent in urban areas.

Copperbelt Province had the highest youth unemployment rate of 18.2 percent while Eastern Province had the lowest youth unemployment rate at 4.7 percent. Central and Copperbelt provinces had the highest youth unemployment rates in urban areas at 20.0 percent each while Eastern Province had the lowest youth unemployment rate at 6.7 percent.

8.1 Introduction

The unemployment rate is defined by the International Labour Organization (ILO) as the proportion of the labour force that is without jobs, available for work and is actively looking for work during a specified reference period. Unemployment rate is expressed as a percentage of the labour force.

8.2 Unemployed Persons by Age Group and Sex

Table 8.1 shows the percentage distribution of the unemployed persons by age group, sex and rural/urban. The table shows that of the 6,329,076 persons in the labour force, 469,851 persons were unemployed, out of whom 54.5 percent were male while 45.5 percent were female.

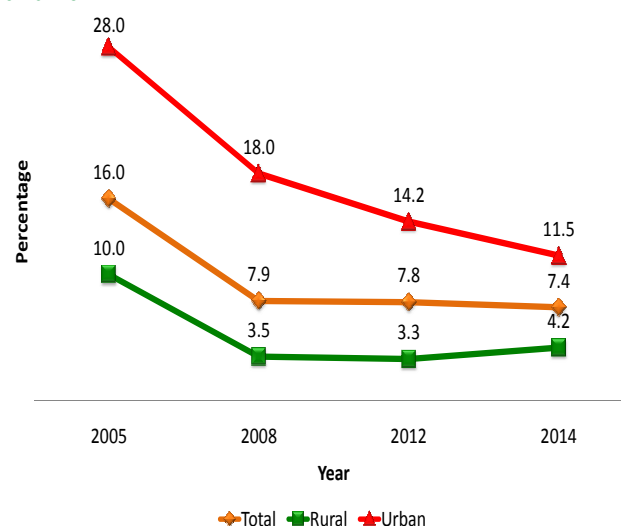
Of all the 469,851 persons, 68.3 percent were in urban areas while 31.7 percent were in rural areas. The table also shows that 55.0 percent of unemployed persons in urban areas were male and 45.5 percent were female. In rural areas, 53.5 percent were male while 46.5 percent were female.

Age Group	Labour Force	Total				Rural					Urban			
		Total Un-employed persons	Total per-cent	Male	Female	Total Un-employed persons	Percent rural	Male	Female	Total percent	Total Un-employed persons	Percent Urban	Male	Fe-male
Total	6,329,076	469,851	100.0	54.5	45.5	148,762	31.7	53.5	46.5	100.0	321,089	68.3	55.0	45.5
15-19	582,502	99,883	100.0	52.3	47.7	39,901	39.9	52.1	47.9	100.0	59,983	60.1	52.4	47.6
20-24	1,110,911	153,207	100.0	53.7	46.3	52,028	34.0	54.1	45.9	100.0	101,178	66.0	53.5	46.5
25-29	1,016,757	91,709	100.0	55.2	44.8	21,705	23.7	54.5	45.5	100.0	70,003	76.3	55.4	44.6
30-34	904,511	48,976	100.0	52.8	47.2	15,562	31.8	53.0	47.0	100.0	33,414	68.2	52.8	47.2
35-39	757,669	33,839	100.0	55.4	44.6	11,432	33.8	50.7	49.3	100.0	22,407	66.2	57.7	42.3
40-44	589,988	20,136	100.0	61.0	39.0	3,842	19.1	45.8	54.2	100.0	16,294	80.9	64.5	35.5
45-49	407,659	8,799	100.0	75.5	24.5	2,668	30.3	62.8	37.2	100.0	6,131	69.7	81.1	18.9
50-54	332,953	5,803	100.0	60.8	39.2	400	6.9	100	-	100.0	5,403	93.1	57.9	42.1
55-59	230,359	2,002	100.0	24.6	75.4	614	30.7	39.9	60.1	100.0	1,387	69.3	17.7	82.3
60-64	149,763	3,508	100.0	58.3	41.7	-	-	-	-	100.0	3,508	100.0	58.3	41.7
65-69	117,348	479	100.0	100.0	-	-	-	-	-	100.0	479	100.0	100.0	-
70-74	59,698	374	100.0	100.0	-	-	-	-	-	100.0	374	100.0	100.0	-
75+	68,959	1,136	100.0	53.6	46.4	609	53.6	100.0	-	100.0	527	46.4	-	100.0

Source: 2014 Labour Force Survey, CSO.

Figure 8.1 shows trends in the unemployment rate for 2005, 2008, 2012 and 2014. There has been a decline in the unemployment rate from 16.0 percent in 2005 to 7.9 percent in 2008 and further from 7.8 percent in 2012 to 7.4 percent in 2014. Unemployment rate for rural areas declined from 10.0 percent in 2005 to 3.3 percent in 2012 and increased to 4.2 percent in 2014. In urban areas unemployment rate declined from 28.0 percent in 2005 to 11.5 percent in 2014.

Figure 8.1: Unemployment Rate, Zambia 2005, 2008, 2012 and 2014



Source: 2014 Labour Force Survey, CSO

8.3 Unemployment Rate

Table 8.2 shows unemployment rate by age group, sex and rural/urban. The unemployment rate was at 7.4 percent. The table also shows that the unemployment rate was higher for males than that of females at 8.4 percent and 6.5 percent, respectively.

Urban areas had a higher unemployment rate at 11.5 percent than rural areas with 4.2 percent. The unemployment rate for males, in both rural and urban areas, was higher than that of females.

The highest unemployment rate was recorded among the 15-19 year-olds at 17.1 percent followed by 13.8 percent among the 20-24 year-olds. In urban areas, the unemployment rates for the age groups 15-19 years and 20-24 years were recorded at 28.3 percent and 20.0 percent, respectively. In rural areas for the age groups 15-19 years and 20-24 years unemployment rates were at 10.8 percent and 8.6 percent, respectively.

Table 8.2: Unemployment Rate by Age Group, Sex and Rural/Urban, Zambia 2014										
Age Group	Labour Force	Total			Rural			Urban		
		Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	6,329,076	7.4	8.4	6.5	4.2	4.8	3.7	11.5	12.9	10.2
15-19	582,502	17.1	19.8	15.0	10.8	12.5	9.4	28.3	32.3	24.9
20-24	1,110,911	13.8	16.6	11.5	8.6	10.3	7.2	20.0	24.3	16.7
25-29	1,016,757	9.0	10.7	7.5	4.4	5.2	3.7	13.4	15.9	11.2
30-34	904,511	5.4	6.2	4.7	3.4	4.1	2.8	7.6	8.2	7.0
35-39	757,669	4.5	4.8	4.1	2.8	2.8	2.7	6.4	7.0	5.8
40-44	589,988	3.4	4.0	2.8	1.2	1.1	1.3	6.2	7.1	5.0
45-49	407,659	2.2	3.2	1.1	1.1	1.4	0.9	3.5	5.4	1.4
50-54	332,953	1.7	2.1	1.4	0.2	0.4	0.0	4.5	5.4	3.7
55-59	230,359	0.9	0.4	1.3	0.4	0.4	0.5	1.5	0.5	2.9
60-64	149,763	2.3	2.8	1.9	0.0	0.0	0.0	7.1	7.8	6.2
65-69	117,348	0.4	0.9	0.0	0.0	0.0	0.0	1.4	2.8	0.0
70-74	59,698	0.6	1.1	0.0	0.0	0.0	0.0	2.7	3.9	0.0
75+	68,959	1.6	1.4	2.0	1.0	1.6	0.0	5.3	0.0	12.4

Source: 2014 Labour Force Survey, CSO.

8.4 Unemployed Persons by Province and Sex

Table 8.3 shows the unemployment rate for persons 15 years or older by province, rural/urban and sex. Copperbelt Province had the highest unemployment rate at 12.7 percent, followed by Central Province at 10.0 percent. Lusaka Province had the third highest unemployment rate at 9.8 percent while Eastern Province had the lowest unemployment rate at 3.0 percent.

All the provinces had higher unemployment rates in the urban areas than in rural areas. Central Province had the highest unemployment rates in both rural and urban areas at 7.8 percent and 16.3 percent, respectively. Muchinga Province had the lowest unemployment rate in rural areas at 2.2 percent. Eastern Province had the lowest unemployment rate in urban areas at 4.7 percent.

Table 8.3: Percentage Distribution of the Unemployed Population (15 years or older) by Sex, Rural/Urban and Province, Zambia 2014										
Province	Labour Force	Total			Rural			Urban		
		Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	6,329,076	7.4	8.4	6.5	4.2	4.8	3.7	11.5	12.9	10.2
Central	646,500	10.0	11.4	8.7	7.8	9.0	6.6	16.3	18.2	14.5
Copperbelt	1,068,779	12.7	14.2	11.2	4.1	5.3	2.9	14.2	15.8	12.7
Eastern	750,721	3.0	1.8	4.2	2.8	1.2	4.2	4.7	5.4	4.0
Luapula	431,087	4.5	4.9	4.1	3.6	3.5	3.6	7.6	9.5	5.9
Lusaka	1,161,094	9.8	10.6	8.9	4.5	3.9	5.0	10.6	11.7	9.6
Muchinga	326,209	3.4	3.8	3.0	2.2	2.5	2.0	7.0	8.2	5.9
Northern	489,426	5.8	6.8	4.9	4.4	5.1	3.8	11.6	13.8	9.5
North western	306,031	7.0	9.7	4.7	6.0	8.8	3.7	9.3	11.6	7.2
Southern	738,416	5.4	7.2	3.7	4.3	6.8	2.1	8.1	8.3	8.0
Western	410,813	3.3	3.9	2.9	2.4	2.5	2.4	9.5	12.5	6.8

Source: 2014 Labour Force Survey, CSO.

8.5 Unemployed Persons by Level of Education and Sex

Table 8.4 shows the unemployed persons by level of education and sex. The table shows that persons whose highest level of education completed were grades 8 - 12 accounted for the highest percentage share of the unemployed persons at 68.4 percent. Persons whose highest level of education completed were grades 8-12 accounted for the highest percentage shares of 74.1 percent of all unemployed males and 61.6 percent of all unemployed females.

Table 8.4 Percentage Distribution of Unemployed Persons (15 years or older) by Level of Education and Sex Zambia 2014			
Level of Education	Both Sexes	Male	Female
Total	469,851	256,147	213,703
	100.0	100.0	100.0
None	0.4	0.7	0.0
Nursery	0.2	0.0	0.3
Grade 1-7	27.2	22.3	33.1
Grade 8 -12	68.4	74.1	61.6
A Level	1.0	0.6	1.4
Certificate	2.5	2.0	3.2
Degree	0.3	0.2	0.4

Source: 2014 Labour Force Survey, CSO

8.6 Youth Unemployment

This section provides information on youth unemployment. According to Zambia's National Youth Policy, a youth is a person aged 15 - 35 years. Analysis in this section is based on persons in the labour force aged 15-35 years.

Table 8.5 shows the percentage distribution of the unemployed youths by age group, sex and rural/urban. Of all the 3,812,923 youths in the labour force, 400,810 were unemployed. Males accounted for 53.4 percent of the unemployed youths while females accounted for 46.6 percent.

Further, of all the unemployed youths, 269,480 persons were in urban areas while 131,330 persons were in rural areas. In urban areas, 53.3 percent were male while 46.7 percent were female. In rural areas, 53.6 percent were male while 46.4 percent were female.

The highest number of unemployed youths of 153,207 persons was in the age group 20 - 24 years followed by 99,883 persons in the age group 15- 19 years. The lowest number of unemployed youths of 56,011 persons was in the age group 30 - 35 years.

8.6.1 Youth Unemployment Rate

Table 8.6 shows youth unemployment rate by age group, sex and rural/urban. Youth unemployment rate was 10.5 percent. Urban areas had a higher youth unemployment rate at 15.2 percent than rural areas at 6.4 percent. In rural areas, youth unemployment rate for males was higher at 7.6 percent than that of females at 5.5 percent. Also in urban areas youth unemployment rate for males was higher at 17.3 percent than that of females at 13.4 percent. The age group 15-19 years had the highest unemployment rate at 17.1 percent, followed by the age group 20-24 years at 13.8 percent. The lowest youth unemployment rate was in the age group 30-35 years at 5.1 percent.

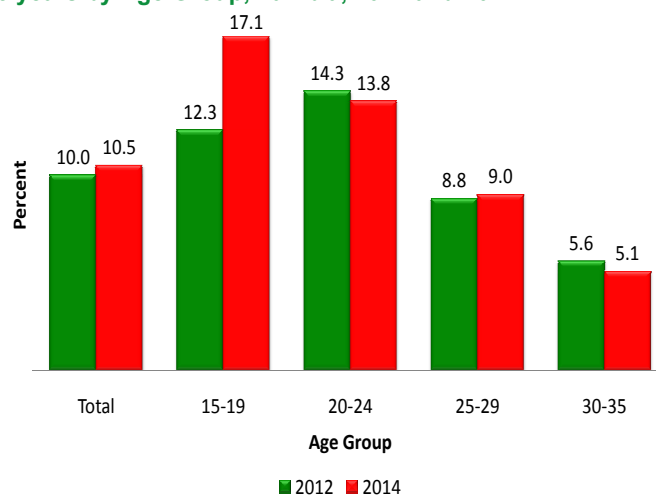
Table 8.6 Youth Unemployment Rate for persons aged 15-35 years by Age Group, Sex and Rural/Urban, Zambia 2014										
Age Group	Labour Force	Total			Rural			Urban		
		Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	3,812,923	10.5	12.2	9.1	6.4	7.6	5.5	15.2	17.3	13.4
15-19	582,502	17.1	19.8	15.0	10.8	12.5	9.4	28.3	32.3	24.9
20-24	1,110,911	13.8	16.6	11.5	8.6	10.3	7.2	20.0	24.3	16.7
25-29	1,016,757	9.0	10.7	7.5	4.4	5.2	3.7	13.4	15.9	11.2
30-35	1,102,754	5.1	5.5	4.7	3.1	3.7	2.6	7.2	7.2	7.2

Source: 2014 Labour Force Survey, CSO.

Figure 8.2 shows youth unemployment rates in 2012 and 2014 by age group.

The figure shows that youth unemployment rate increased marginally from 10.0 percent in 2012 to 10.5 percent in 2014. In the age group 15 - 19 years unemployment rate was 12.3 percent and 17.1 percent in 2012 and 2014, respectively. Youths in the age group 20 -24 years had an unemployment rate of 14.3 percent in 2012 and 13.8 percent in 2014. However, youth unemployment rate in the age group 30 - 35 years reduced from 5.6 percent in 2012 to 5.1 percent in 2014.

Figure 8.2: Youth Unemployment rate for persons aged 15 - 35 years by Age Group, Zambia, 2012 and 2014



Source: 2014 Labour Force Survey, CSO.

Table 8.7 shows youth unemployment rate by province, sex and rural/urban. Copperbelt Province had the highest youth unemployment rate of 18.2 percent while Eastern Province had lowest youth unemployment rate of 4.7 percent. All provinces had higher youth unemployment rates in urban areas than in rural areas. Central Province had the highest youth unemployment rates in both rural and urban areas at 11.9 percent and 20.0 percent, respectively. It is worth noting that Copperbelt Province also had youth unemployment rate of 20.0 percent in urban areas. Muchinga Province had the lowest youth unemployment rate in rural areas at 3.8 percent. Eastern Province had the lowest youth unemployment rate in urban areas at 6.7 percent.

Table 8.7: Youth Unemployment Rate by Province, Rural/Urban and Sex, Zambia 2014

Province	Total			Rural			Urban		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	10.5	12.2	9.1	6.4	7.6	5.5	15.2	17.3	13.4
Central	14.2	16.8	12.0	11.9	13.9	10.1	20.0	23.9	16.7
Copperbelt	18.2	19.9	16.5	6.6	8.7	4.5	20.0	21.8	18.4
Eastern	4.7	2.7	6.4	4.4	2.0	6.4	6.7	7.8	5.9
Luapula	7.7	9.3	6.4	6.3	6.9	5.9	11.9	16.6	8.0
Lusaka	12.2	13.6	11.0	6.0	5.6	6.3	13.2	14.8	11.8
Muchinga	5.4	6.6	4.5	3.8	4.5	3.2	9.7	12.3	7.7
Northern	8.9	11.0	7.2	6.7	8.3	5.4	17.0	21.0	13.7
North Western	10.1	14.5	6.9	9.2	14.2	5.7	12.1	15.1	9.5
Southern	7.1	10.2	4.4	6.0	10.2	2.5	9.7	10.4	9.1
Western	5.3	6.2	4.6	4.1	4.3	3.9	13.4	17.9	9.6

Source: 2014 Labour Force Survey, CSO

8.6.2 Youth Unemployment Rate by Level of Education and Sex

Table 8.8 shows the youth unemployment rate by level of education, sex and rural/urban. The table shows that persons whose highest level of education completed were grades 8-12 had the highest unemployment rate at 14.9 percent while persons who had no education had the lowest unemployment rate of 0.5 percent. Persons whose highest level of education completed were grades 8-12 and A levels in urban areas had the highest unemployment rate at 17.5 percent each.

Table 8.8: Youth Unemployment Rate by Level of Education, Sex and Rural/Urban, Zambia 2014

Level of Education	Youth Labour Force	Total			Rural			Urban		
		Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	3,812,923	10.5	12.2	9.1	6.4	7.6	5.5	15.2	17.3	13.6
None	339,603	0.5	1.5	0.0	0.5	1.3	0.0	0.7	2.2	0.0
Nursery	16,502	4.3	1.3	6.3	3.6	1.5	5.1	6.9	0.0	4.1
Grade 1-7	1,427,613	7.3	8.3	6.7	5.8	6.3	5.3	11.9	15.2	5.5
Grade 8 -12	1,868,830	14.9	16.2	13.5	10.2	11.2	9.0	17.5	19.1	26.0
A Level	25,709	14.7	13.3	16.0	0.0	0.0	0.0	17.5	18.1	66.6
Certificate	122,927	8.1	6.4	10.0	3.4	2.1	4.7	9.7	7.7	33.5
Degree	11,739	7.8	8.1	7.3	0.0	0.0	0.0	9.2	8.6	92.6

Source: 2014 Labour Force Survey, CSO

Chapter 9: Earnings for Paid Employees

Summary

In 2014, the number of Paid employees including Interns and Apprentices was estimated at 1,318,436. The national average monthly earnings for Paid employees was K2,344. Males earned an average monthly earnings of K2,427 while females earned K2,129.

The average monthly earnings in urban areas was higher at K2,405 than in rural areas at K2,173. In both rural and urban areas males earned more than females.

The average monthly earnings for Paid employees in the formal sector was higher at K3,009 than in the informal sector at K1,214. Paid employees in formal employment earned a higher average monthly earning of K3,512 compared to those in informal employment with K1,227.

The Financial and insurance industry had the highest average monthly earnings of K5,178 followed by Mining and quarrying industry at K5,148. The lowest average monthly earnings of K1,073 was recorded in the category of unclassified industries.

Managers had the highest average monthly earnings of K6,298 while those in Elementary occupation had the lowest average monthly earnings of K1,173.

Employees whose highest level of education completed was degree had the highest average monthly earnings of K9,639 while employees whose highest level of education completed was Nursery had the lowest average monthly earning of K758.

At national level, 19.0 percent of all Paid employees earned less than K520 while 24.9 percent earned K3,500 or more. Paid employees who earned K1,200-K2,499 within which the national average monthly earning of K2,344 lie accounted for 17.3 percent.

Of all Paid employees in Activities of households as employers industry, 57.9 percent earned less than K520. A proportion of 73.0 percent of Paid employees in Professional, Scientific and Technical activities industry earned K3,500 or more.

Paid employees whose highest level of education completed was Nursery had 57.5 percent earning less than K520 while Paid employees whose highest level of education completed was degree had 86.8 percent earning K3,500 or more.

9.1 Introduction

This chapter presents information on average earnings for Paid employees including Apprentices and Interns. Earnings from employment may be broadly defined as the receipts that accrue to individuals as a result of exchange for their labour. It can take different forms and accrue in cash, kind, services, benefits, or even entitlements to deferred benefits.

In 2014 LFS international guidelines relating to the measurement were as much as possible, applied and these include measurement of earnings for individual paid employees and households. Information presented in this report relate to earnings for Paid employees including Interns and Apprentices. There were an estimated 1,318,436 persons in paid employment out of 5,859,225 employed persons as at the time of survey.

9.2 Average Monthly Earnings by Province and Sex

Table 9.1 shows the average monthly earnings by province, rural/urban and sex. The national average monthly earnings were K2,344. Average monthly earnings for males was at K2,427 than that of females at K2,129. Urban areas had a higher average monthly earnings of K2,405 than rural areas at K2,173.

North Western Province had the highest average monthly earnings of K3, 553 followed by Copperbelt and Northern provinces with K2, 915 and K2, 769, respectively. Central Province had the lowest average monthly earnings of K1, 783. North Western Province had the highest average monthly earnings in both rural and urban areas of K3,212 and K3,884, respectively. Luapula Province had the lowest average monthly earnings in rural areas of K1,204 while Lusaka Province had the lowest average monthly earnings in urban areas at K1,839.

Table 9.1: Average Monthly Earnings for Paid Employees by Province, Rural/Urban and Sex, Zambia 2014

Province	Number of Paid Employees, Interns and Apprentices	Amount in Kwacha								
		Total			Rural			Urban		
		Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	1,318,436	2,344	2,427	2,129	2,173	2,222	2,043	2,405	2,502	2,159
Central	113,818	1,783	1,908	1,462	1,691	1,845	1,288	1,885	1,978	1,648
Copperbelt	328,587	2,915	3,077	2,438	2,857	2,946	2,503	2,919	3,087	2,435
Eastern	71,707	2,582	2,657	2,386	2,568	2,801	2,000	2,611	2,388	3,288
Luapula	44,385	2,400	2,328	2,577	1,204	1,260	1,077	3,262	3,073	3,754
Lusaka	456,581	1,886	1,945	1,748	2,253	2,138	2,570	1,839	1,919	1,657
Muchinga	48,413	2,036	2,055	1,975	1,537	1,616	1,243	2,619	2,622	2,610
Northern	44,172	2,769	3,001	2,135	2,657	2,933	1,918	2,910	3,085	2,418
North Western	51,460	3,553	3,674	3,276	3,212	3,243	3,158	3,884	4,024	3,448
Southern	118,693	2,352	2,233	2,715	2,021	1,940	2,339	2,587	2,462	2,908
Western	40,621	2,214	2,166	2,288	1,915	1,800	2,079	2,777	2,800	2,738

Source: 2014 Labour Force Survey, CSO.

9.3 Average Monthly Earnings in the Formal and Informal Sector

Table 9.2 shows the average monthly earnings for Paid employees by sector of employment, sex and rural/urban. Paid employees in the formal sector had a higher average monthly earning of K3,009 relative to K1,214 in the informal sector. Males in the formal sector earned an average monthly earning of K2,984 while those in the informal sector earned an average monthly earning of K1,395.

In the formal sector the average monthly earnings for females was higher both in rural and urban areas. In rural areas females in the formal sector earned K2,919 while males earned K2,612. Also, in urban areas females in the formal sector earned K3,143 while males earned K3,113.

Table 9.2: Average Monthly Earnings for Paid Employees by Sector of Employment, Sex and Rural/Urban, Zambia 2014

Sector of Employment	Number of Paid Employees, Interns and Apprentices	Amount in Kwacha								
		Total			Rural			Urban		
		Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	1,318,436	2,344	2,427	2,129	2,173	2,222	2,043	2,405	2,502	2,159
Formal Sector Employment	812,279	3,009	2,984	3,082	2,694	2,612	2,919	3,121	3,113	3,143
Informal Sector Employment	506,157	1,214	1,395	831	1,322	1,564	731	1,174	1,328	864

Source: 2014 Labour Force Survey, CSO

9.4 Average Monthly Earnings by Type of Employment

Table 9.3 shows the average monthly earnings for Paid employees by type of employment, sex and rural/urban. Paid employees in formal employment had a higher average monthly earning of K3,512 relative to K1,227 in informal employment. Males in formal employment earned an average monthly earning of K3,476 while those in the informal employment earned an average monthly earning of K1,383.

The average monthly earnings for females in formal employment in both rural and urban areas was higher than that of males. In rural areas females in the formal employment earned K3,469 while males earned K3,054. Also, in urban areas females in the formal employment earned K3,667 while males earned K3,622.

Table 9.3: Average Monthly Earnings for Paid Employment by Type of Employment, Sex, and Rural/Urban, Zambia 2014

Type of Employment	Number of Paid Employees, Interns and Apprentices	Amount in Kwacha								
		Total			Rural			Urban		
		Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	1,318,436	2,344	2,427	2,129	2,173	2,222	2,043	2,405	2,502	2,159
Formal Employment	629,626	3,512	3,476	3,613	3,169	3,054	3,469	3,634	3,622	3,667
Informal Employment	688,810	1,227	1,383	854	1,246	1,451	701	1,220	1,356	905

Source: 2014 Labour Force Survey, CSO

9.5 Average Monthly Earnings by Industry

Table 9.4 shows the average monthly earnings for Paid employees by industry, sex and rural/urban. The Financial and insurance industry had the highest average monthly earnings of K5,178 followed by the Mining and quarrying industry at K5,148 while unclassified industries had the lowest average month earnings of K1,073. In rural areas, the Financial and insurance industry had the highest average monthly earnings of K6,786 while in urban areas the Mining and quarrying industry had the highest average monthly earnings of K5,242.

Average monthly earnings for males in the Agriculture, forestry and fishing industry were higher at K1,481 than that of females at K1,058. However, average monthly earnings for females in the Mining and quarrying; Electricity, gas, steam and air conditioning; Information and communication; Administrative and support service activities; Public administration and defence and Activities of extraterritorial organisations and bodies industries were higher than that of males.

Table 9.4: Average Income for Paid Employees by Industry, Sex and Rural/Urban, Zambia 2014										
Industry	Number of Paid Employees, Interns and Apprentices	Amount in Kwacha								
		Total			Rural			Urban		
		Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	1,318,436	2,344	2,427	2,129	2,173	2,222	2,043	2,405	2,502	2,159
Agriculture, forestry and fishing	189,169	1,368	1,481	1,058	1,202	1,323	856	2,097	2,211	1,826
Mining and quarrying	70,731	5,148	5,096	6,741	3,667	3,667		5,242	5,189	6,741
Manufacturing	93,922	1,996	2,026	1,791	1,958	2,118	1,316	2,004	2,008	1,971
Electricity, gas, steam and air conditioning	14,701	4,184	4,090	4,725	2,829	1,993	5,225	4,532	4,544	4,449
Water supply; Sewerage, waste management and remediation activities	10,390	2,414	2,496	2,212	1,180	1,180		2,486	2,606	2,212
Construction	103,302	1,834	1,851	1,401	1,496	1,535	808	1,942	1,949	1,714
Wholesale and retail trade; repair of motor vehicles and motorcycles	139,379	1,308	1,363	1,189	1,412	1,830	724	1,296	1,313	1,256
Transportation and storage	123,846	1,736	1,752	1,144	1,351	1,349	1,500	1,784	1,803	1,126
Accommodation and food service activities	56,139	1,160	1,270	1,043	918	976	762	1,206	1,354	1,070
Information and communication	16,399	2,745	2,493	3,070	1,116	1,229	561	2,859	2,628	3,135
Financial and insurance activities	14,922	5,178	5,833	4,461	6,786	12,127	3,234	5,066	5,505	4,570
Real estate activities	210	1,915	1,915					1,915	1,915	
Professional, scientific and technical activities	11,304	4,294	4,578	3,291	4,599	4,555	4,735	4,175	4,587	2,648
Administrative and support service activities	51,826	1,537	1,380	2,606	1,533	1,561	1,470	1,537	1,353	3,360
Public administration and defence; compulsory social security	71,369	3,874	3,730	4,729	3,421	3,036	7,298	4,041	4,007	4,213
Education	150,733	4,136	4,433	3,820	4,838	5,201	4,297	3,735	3,872	3,614
Human health and social work activities	53,402	4,160	4,196	4,125	3,351	3,588	3,162	4,462	4,390	4,539
Art, entertainment and recreation	6,402	1,651	2,075	823	1,450	1,450		1,668	2,161	823
Other service activities	40,320	1,205	1,449	935	899	1,392	320	1,241	1,456	1,006
Activities of households as employer	95,626	721	1,018	588	1,261	3,459	415	663	783	608
Activities of extraterritorial organisations and bodies	3,286	3,503	2,645	7,726	5,735	5,735		2,953	1,680	7,726
Not elsewhere classified	1,058	1,073	1,073		400	400		1,307	1,307	
Source: 2014 Labour Force Survey, CSO										

9.6 Average Monthly Earnings by Occupation

Table 9.5 shows the average monthly earnings for paid employees by occupation, sex and rural/urban. Managers had the highest average monthly earnings of K6,298 while persons working in Elementary occupations had the lowest average monthly earnings of K1,173. Male managers earned a higher average monthly earnings of K6,369 compared to K6,021 for females.

In rural areas, Managers had the highest average monthly earning of K6,380 while persons working in Elementary occupations had the lowest average monthly earnings of K1,095. Also, in urban areas, Managers had the highest average monthly earning of K6,286 while persons working in Elementary occupations had the lowest average monthly earnings of K1,220.

Table 9.5 Average Monthly Income for Paid Employees by Sex, Occupation and Rural/Urban, Zambia 2014

Occupation	Number of Paid Employees, Interns and Apprentices	Amount in Kwacha								
		Total			Rural			Urban		
		Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	1,318,436	2,344	2,427	2,129	2,173	2,222	2,043	2,405	2,502	2,159
Managers	16,567	6,298	6,369	6,021	6,380	6,882	3,190	6,286	6,287	6,283
Professionals	196,422	5,038	5,423	4,569	5,041	5,349	4,614	5,036	5,463	4,550
Technicians and Associate Professionals	57,930	3,922	4,432	2,677	3,154	3,093	3,325	4,083	4,725	2,554
Clerical Support Workers	32,510	3,048	3,518	2,545	2,888	2,634	3,177	3,085	3,731	2,404
Service and Sales Workers	341,237	1,329	1,415	1,135	1,251	1,364	787	1,347	1,429	1,181
Skilled Agriculture, Forestry and Fisheries Workers	67,117	1,647	1,643	1,663	1,667	1,805	1,175	1,567	1,020	4,605
Craft and Related Trades Workers	150,577	2,100	2,167	1,222	1,783	1,929	548	2,168	2,215	1,463
Plant and Machine Operators and Assemblers	154,220	2,058	2,070	1,445	1,359	1,333	1,816	2,167	2,180	1,228
Elementary Occupations	295,881	1,173	1,378	838	1,095	1,316	651	1,220	1,421	929
Other	5,975	5,317	5,364	4,800	5,908	5,908		5,213	5,258	4,800

Source: 2014 Labour Force Survey, CSO

Note: 'Other' comprises occupations not identified with ISCO.

9.7 Average Monthly Earnings by Institutional Sector

Table 9.6 shows the average monthly earnings for Paid employees by institutional sector, sex and rural/urban. The table shows that persons who worked in Central Government earned the highest average monthly earnings of K4,738 followed by persons who worked in Embassies/International organisations at K3,503. Persons who worked in Private households earned the lowest average monthly earnings of K874.

The table also shows that persons who worked in Embassies/International organisations in rural areas had the highest average monthly earnings of K5,735 while persons who worked in Central Government in urban areas had the highest average monthly earnings of K4,670.

Table 9.6: Average Monthly Earnings for Paid Employees by Institutional Sector, Sex and Rural/Urban, Zambia 2014

Institutional Sector	Number of Paid Employees, Interns and Apprentices	Amount in Kwacha								
		Total			Rural			Urban		
		Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	1,318,436	2,344	2,427	2,129	2,173	2,222	2,043	2,405	2,502	2,159
Central Government	229,942	4,738	4,877	4,509	4,870	4,963	4,707	4,670	4,831	4,411
Local Government	28,099	2,593	2,560	2,734	2,258	2,172	2,412	2,649	2,611	2,859
Parastatal/State-owned Firm	56,500	3,470	3,364	3,840	1,874	1,674	5,225	3,987	4,078	3,748
Embassy/International Organisation	3,286	3,503	2,645	7,726	5,735	5,735		2,953	1,680	7,726
Private Household	124,303	874	1,154	599	901	1,110	512	864	1,179	620
Producers' Co-operative	7,283	2,217	2,181	2,865	3,222	3,548	500	1,974	1,873	4,393
NGO, Faith-based Organisation	19,806	2,406	2,427	2,375	2,629	3,631	1,011	2,296	1,797	2,991
Private Business/Farm	849,217	1,800	1,928	1,365	1,325	1,480	836	1,955	2,072	1,550

Source: 2014 Labour Force Survey, CSO

9.8 Average Monthly Earnings by Status in Employment

Table 9.7 shows the average monthly earnings for Paid employees by status in employment, sex and rural/urban. The table shows that Paid employees had the highest average monthly earnings of K2,346 followed by Apprentices at K2,014 while Interns earned the lowest average monthly earnings of K1,587. In rural areas, Apprentices had the highest average monthly earnings of K2,502 while Paid employees had the lowest average monthly earnings of K2,171.

Table 9.7: Average Monthly Earnings for Paid Employees by Status in Employment, Sex and Rural/Urban, Zambia 2014										
Status in Employment	Number of Paid Employees, Interns and Apprentices	Amount in Kwacha								
		Total			Rural			Urban		
		Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	1,318,436	2,344	2,427	2,129	2,173	2,222	2,043	2,405	2,502	2,159
Paid Employees	1,308,763	2,346	2,427	2,138	2,171	2,214	2,057	2,410	2,505	2,166
Apprentices	6,486	2,014	2,526	803	2,502	6,571	541	1,862	2,027	1,109
Interns	3,187	1,587	1,771	1,433	2,408	1,550	3,000	1,340	1,829	907

Source: 2014 Labour Force Survey, CSO.

9.9 Average Monthly Earnings by Level of Education

Table 9.8 shows the average monthly earnings for Paid employees by level of education, sex and rural/urban. The table shows that employees whose highest level of education completed was degree level had the highest average monthly earnings of K9,639 while persons whose highest level of education completed was Nursery had the lowest average monthly earnings of K758.

Males whose highest level of education completed was degree level in both rural and urban areas had higher average monthly earnings of K7,287 and K11,426, respectively, compared to females who earned K3,583 in rural areas and K8,016 in urban areas.

Table 9.8 Average Monthly Earnings for Paid Employees by Level of Education, Sex and Rural/urban, Zambia 2014										
Level of Education	Number of Paid Employees, Interns and Apprentices	Amount in Kwacha								
		Total			Rural			Urban		
		Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	1,318,436	2,344	2,427	2,129	2,173	2,222	2,043	2,405	2,502	2,159
None	55,844	1,092	1,293	704	876	1,019	638	1,317	1,551	788
Nursery	3,017	758	1,089	378	561	900	378	1,260	1,260	0
Grade 1-7	269,845	1,107	1,317	666	1,118	1,287	663	1,098	1,348	668
Grade 8 -12	758,846	1,960	2,036	1,713	2,070	2,110	1,905	1,936	2,019	1,680
A Level	29,033	4,547	4,718	4,141	5,097	5,215	4,760	4,400	4,576	4,000
Certificate	170,582	4,608	4,631	4,573	5,020	5,231	4,764	4,454	4,436	4,485
Degree	31,269	9,639	10,537	7,143	6,370	7,287	3,583	10,509	11,426	8,016

Source: 2014 Labour Force Survey, CSO

9.10 Income Groups by Sex and Province

This section presents information on income groups. The lowest income group was set using the prevailing minimum wage.

Table 9.9 shows income group for Paid employees by province, rural/urban and sex. At national level, 19.0 percent of all Paid employees earned less than K520. The highest percentage of 24.9 percent of Paid employees earned K3,500 or more. Paid employees who earned K1,200-K2,499 within which the national average earnings of K2,344 fell accounted for 17.3 percent. Of all female Paid employees 29.6 percent earned less than K520 compared to 14.9 percent of all male Paid employees.

In urban areas Paid employees who earned K3,500 or more accounted for highest proportion of 25.1 percent followed by those who earned K1,200-K2,499 at 20.0 percent. In rural areas Paid employees who earned less than K520 accounted for the highest proportion at 29.4 percent followed by those who earned K3,500 or more at 24.5 percent.

In relative terms, Luapula Province had the highest proportion of Paid employees who earned less than K520 at 30.0 percent while North Western Province had the lowest proportion of 9.5 percent. North Western Province had the highest proportion of Paid employees who earned more than K3,500 while Lusaka Province had the lowest proportion of 16.4 percent.

Table 9.9: Percentage Distribution of Income Groups (In Kwacha) for Paid Employees by Province, Rural/Urban and Sex, Zambia 2014

Sex, Rural, Urban and Province	Number of Paid Employees, Interns and Apprentices	Total	Less than 520	520-649	650-749	750-849	850-999	1000-1199	1200-2499	2500-3499	3500+
Total	1,318,436	100.0	19.0	8.5	4.0	6.5	9.0	4.9	17.3	5.8	24.9
Male	941,489	100.0	14.9	8.4	4.2	7.2	9.9	5.5	19.4	6.1	24.3
Female	376,947	100.0	29.6	8.8	3.4	4.8	6.6	3.5	11.9	4.8	26.6
Rural/urban											
Rural	359,075	100.0	29.4	11.2	3.6	5.7	7.7	4.0	10.0	4.1	24.5
Urban	959,361	100.0	15.3	7.6	4.1	6.8	9.5	5.3	20.0	6.4	25.1
Province											
Central	113,818	100.0	29.3	14.0	4.7	8.4	5.4	2.5	9.4	6.0	20.4
Copperbelt	328,587	100.0	16.3	7.2	4.5	5.1	9.3	3.9	18.7	5.8	29.4
Eastern	71,707	100.0	24.6	3.8	3.7	6.4	10.4	4.1	10.8	7.1	29.3
Luapula	44,385	100.0	30.0	7.2	1.0	3.3	8.0	4.5	11.2	5.9	28.9
Lusaka	456,581	100.0	16.2	9.3	4.6	8.7	10.6	6.6	21.4	6.1	16.4
Muchinga	48,413	100.0	29.8	3.8	2.9	6.9	10.2	5.1	15.7	4.2	21.3
Northern	44,172	100.0	19.5	13.0	0.9	2.0	5.1	4.0	15.4	5.6	34.4
North Western	51,460	100.0	9.5	4.3	1.6	4.8	6.1	4.1	15.3	6.7	47.6
Southern	118,693	100.0	18.8	10.5	3.7	3.4	9.0	4.9	14.8	3.1	31.8
Western	40,621	100.0	23.6	5.2	3.1	7.2	4.4	5.8	13.8	6.9	29.9

Source: 2014 Labour Force Survey, CSO

9.11 Income Group by Industry

Table 9.10 shows the percentage distribution of income group for Paid employees by industry. The table shows that Activities of households as employers industry had the highest proportion of 57.9 percent of Paid employees who earned less than K520 relative to less than 0.1 percent in Real estate activities and Professional, scientific and technical activities industries. It is worth noting that Professional, scientific and technical activities industry had the highest proportion of 73.0 percent of Paid employees who earned K3,500 or more.

Table 9.10: Percentage Distribution of Income Group (In Kwacha) for Paid Employees by Industry, Zambia 2014

Industry	Number of Paid Employees, Interns and Apprentices	Total	Less than 520	520-649	650-749	750-849	850-999	1000-1199	1200-2499	2500-3499	3500+
Total	1,318,436	100.0	19.0	8.5	4.0	6.5	9.0	4.9	17.3	5.8	24.9
Agriculture, forestry and fishing	189,169	100.0	38.3	17.0	4.2	6.8	6.3	3.0	12.2	3.4	8.8
Mining and quarrying	70,731	100.0	1.2	2.6	1.9	2.0	7.8	2.6	20.4	8.8	52.6
Manufacturing	93,922	100.0	10.6	12.5	3.3	5.0	12.2	6.2	31.9	6.5	11.8
Electricity, gas, steam and air conditioning	14,701	100.0	2.4	0.0	.4	2.6	6.0	3.3	26.5	20.4	38.4
Water supply; Sewerage, waste management and remediation activities	10,390	100.0	9.2	5.1	12.0	.9	5.1	7.1	21.5	13.1	25.9
Construction	103,302	100.0	15.4	6.6	2.9	8.1	13.4	8.1	27.8	5.2	12.4
Wholesale and retail trade; repair of motor vehicles and motorcycles	139,379	100.0	28.3	9.1	4.1	8.1	13.2	7.9	18.1	4.8	6.4
Transportation and storage	123,846	100.0	8.9	4.3	5.5	15.1	16.9	8.9	21.8	6.6	12.1
Accommodation and food service activities	56,139	100.0	21.9	11.8	7.3	5.4	16.1	7.4	21.5	6.6	2.0
Information and communication	16,399	100.0	7.9	4.9	5.2	3.3	12.7	5.3	22.8	6.7	31.2
Financial and insurance activities	14,922	100.0	.4	0.0	1.6	0.0	2.8	.9	23.2	4.9	66.2
Real estate activities	210	100.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0
Professional, scientific and technical activities	11,304	100.0	0.0	0.0	.7	0.0	0.0	0.0	15.7	10.6	73.0
Administrative and support service activities	51,826	100.0	14.2	12.8	10.6	17.9	11.9	8.3	10.6	5.5	8.1
Public administration and defence; compulsory social security	71,369	100.0	2.9	3.2	1.7	2.5	5.2	2.9	15.1	9.4	57.2
Education	150,733	100.0	6.1	3.3	1.5	1.6	2.4	1.8	7.9	5.1	70.3
Human health and social work activities	53,402	100.0	6.9	2.2	.8	.4	1.4	2.1	12.7	8.2	65.4
Art, entertainment and recreation	6,402	100.0	16.7	10.0	0.0	1.4	4.7	3.5	45.6	18.1	0.0
Other service activities	40,320	100.0	29.0	12.7	5.7	8.3	8.7	4.4	23.5	2.9	4.9
Activities of households as employer	95,626	100.0	57.9	14.3	6.6	7.7	5.4	2.4	3.4	.8	1.4
Activities of extraterritorial organisations and bodies	3,286	100.0	2.3	19.4	0.0	0.0	0.0	8.3	37.7	12.9	19.5
Not elsewhere classified	1,058	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Source: 2014 Labour Force Survey, CSO

9.12 Income Group by Occupation

Table 9.11 shows the percentage distribution of income groups for Paid employees by occupation. The table shows that Paid employees with Elementary occupations who earned less than K520 had the highest proportion of 37.4 percent while Managers had the lowest proportion of 2.0 percent. It is worth noting that Professionals had the highest proportion of 79.7 percent of Paid employees who earned K3,500 or more.

Table 9.11: Percentage Distribution of Income Groups (In Kwacha) for Paid Employees by Occupation, Zambia 2014

Occupation	Number of Paid Employees, Interns and Apprentices	Total	Less than 520	520-649	650-749	750-849	850-999	1000-1199	1200-2499	2500-3499	3500+
Total	1,318,436	100.0	19.0	8.5	4.0	6.5	9.0	4.9	17.3	5.8	24.9
Managers	16,567	100.0	2.0	.2	1.9	0.0	4.1	1.0	15.7	10.1	64.9
Professionals	196,422	100.0	2.5	1.5	.7	.7	1.7	1.1	7.5	4.6	79.7
Technicians and Associate Professionals	57,930	100.0	3.3	4.0	2.3	.7	5.7	3.5	21.6	10.8	48.1
Clerical Support Workers	32,510	100.0	3.4	1.2	2.8	3.4	8.0	2.9	23.3	13.4	41.7
Service and Sales Workers	341,237	100.0	24.2	9.9	6.2	11.1	12.9	6.1	16.3	5.1	8.1
Skilled Agriculture, Forestry and Fisheries Workers	67,117	100.0	34.6	16.0	5.7	5.9	5.5	2.9	13.7	2.6	13.2
Craft and Related Trades Workers	150,577	100.0	12.2	7.2	4.4	4.2	10.6	10.1	29.9	5.2	16.4
Plant and Machine Operators and Assemblers	154,220	100.0	8.9	4.4	5.4	11.5	12.2	7.1	25.9	7.8	16.8
Elementary Occupations	295,881	100.0	37.4	16.0	3.4	6.2	9.0	3.8	13.8	4.6	5.7
Other	5,975	100.0	8.7	0.0	0.0	0.0	4.5	4.6	0.0	3.5	78.7

Source: 2014 Labour Force Survey, CSO

Note: 'Other' comprises occupations not identified with ISCO.

9.13 Income Group by Institutional Sector

Table 9.12 shows the percentage distribution of income group for Paid employees by institutional sector. The table shows that 79.6 percent of employees in Central Government earned K3,500 or more while 1.7 percent earned less than K520. It also shows that, 49.0 percent of employees in Private households earned less than K520 while 3.6 percent of employees in Private households earned K3,500 or more.

Table 9.12: Percentage Distribution of Income Groups (In Kwacha) for Paid Employees by Institutional Sector, Zambia 2014

Institutional Sector	Number of Paid Employees, Interns and Apprentices	Total	Less than 520	520-649	650-749	750-849	850-999	1000-1199	1200-2499	2500-3499	3500+
Total	1,318,436	100.0	19.0	8.5	4.0	6.5	9.0	4.9	17.3	5.8	24.9
Central Government	229,942	100.0	1.7	1.2	.4	.9	.3	1.3	5.4	9.2	79.6
Local Government	28,099	100.0	3.2	6.8	4.4	5.5	0.0	7.3	33.8	12.1	27.0
Parastatal/State-owned Firm	56,500	100.0	6.0	3.4	1.3	3.8	11.8	6.6	26.5	8.4	32.3
Embassy/International Organisation	3,286	100.0	2.3	19.4	0.0	0.0	0.0	8.3	37.7	12.9	19.5
Private Household	124,303	100.0	49.0	16.0	3.9	7.8	6.5	3.6	7.6	2.0	3.6
Producers' Co-operative	7,283	100.0	17.3	5.7	5.7	9.7	18.4	0.0	8.3	17.9	17.1
NGO, Faith-based Organisation	19,806	100.0	22.8	7.9	0.7	4.6	11.0	7.0	26.2	1.4	18.4
Private Business/Farm	849,217	100.0	20.9	9.9	5.2	8.1	11.8	5.9	20.7	4.9	12.5

Source: 2014 Labour Force Survey, CSO

9.14 Income Group by Status in Employment

Table 9.13 shows the percentage distribution of income group for Paid employees by status in employment. The table shows that 25.0 percent of Paid employees earned K3,500 or more while 19.1 percent earned less than K520. The lowest proportion of 3.9 percent of Paid employees earned K650-K749. The table also shows that the highest proportion of 30.8 percent of all the Interns earned K2,500 - K3,499 while less than 0.1 percent of Interns earned K3,500 or more. It is however, worth noting that 21.3 percent of Apprentices earned K3,500 or more.

Table 9.13: Percentage Distribution of Income Groups (In Kwacha) for Paid Employees by Status in Employment, Zambia 2014											
Status in Em- ployment	Number of Paid Employees, Interns and Apprentices	Total	Less than 520	520-649	650-749	750-849	850-999	1000- 1199	1200- 2499	2500- 3499	3500+
Total	1,318,436	100.0	19.0	8.5	4.0	6.5	9.0	4.9	17.3	5.8	24.9
Paid Employees	1,308,764	100.0	19.1	8.5	3.9	6.5	9.0	5.0	17.3	5.7	25.0
Apprentices	6,486	100.0	8.9	6.8	16.4	0.0	13.6	3.9	28.9	0.3	21.3
Interns	3,187	100.0	1.6	27.4	0.0	19.0	0.0	0.0	21.2	30.8	0.0

Source: 2014 Labour Force Survey, CSO

9.15 Income Group by Level of Education

Table 9.14 shows the percentage distribution of income groups for Paid employees by level of education. The table shows that, Paid employees whose highest level of education completed was Nursery had the highest proportion of 57.5 percent earning less than K520 while persons who had no education had a proportion of 42.7 percent earning less than K520. It is worth noting that persons whose highest level of education completed was degree had the highest proportion of 86.8 percent, earning K3,500 or more.

Table 9.14: Percentage Distribution of Income Groups (In Kwacha) for Paid employees by Level of Education, Zambia 2014											
Level of Education	Number of Paid Em- ployees, Interns and Ap- prentices	Total	Less than 520	520-649	650-749	750-849	850-999	1000- 1199	1200- 2499	2500- 3499	3500+
Total	1,318,436	100.0	19.0	8.5	4.0	6.5	9.0	4.9	17.3	5.8	24.9
None	55,844	100.0	42.7	14.0	1.9	3.0	12.2	4.1	14.3	2.0	5.9
Nursery	3,017	100.0	57.5	0.0	0.0	0.0	25.2	10.3	0.0	7.0	0.0
Grade 1-7	269,845	100.0	39.3	13.6	6.1	7.9	9.0	3.6	11.1	4.1	5.2
Grade 8 -12	758,846	100.0	16.1	8.8	4.3	8.0	10.9	6.6	21.8	6.0	17.5
A Level	29,033	100.0	0.0	.7	1.6	0.0	.8	1.8	12.8	10.0	72.4
Certificate	170,582	100.0	.5	.8	.9	1.4	2.0	1.3	10.9	7.7	74.3
Degree	31,269	100.0	0.0	0.0	1.5	0.0	.7	0.0	6.7	4.3	86.8

Source: 2014 Labour Force Survey, CSO

9.16 Income Group by Type of Employment

Table 9.15 shows the percentage distribution of income group by type of employment. The table shows the highest proportion of 44.7 percent of employees in formal employment earned K3,500 or more while the lowest proportion of 2.3 percent earned K650-K749. It further shows that the highest proportion of 32.5 percent of employees in informal employment earned less than K520 while the lowest proportion of 2.9 percent earned K2,500-K3,499.

Table 9.15: Percentage Distribution of Income Group (In Kwacha) for Paid Employees by Type of Employment, Zambia 2014											
Type of Employ- ment	Number of Paid Employees, Interns and Apprentices	Total	Less than 520	520-649	650-749	750-849	850-999	1000- 1199	1200- 2499	2500- 3499	3500+
Total	1,318,436	100.0	19.0	8.5	4.0	6.5	9.0	4.9	17.3	5.8	24.9
Formal Employment	629,626	100.0	4.9	4.7	2.3	3.9	6.5	4.8	19.4	8.7	44.7
Informal Employment	688,810	100.0	32.5	12.2	5.6	8.9	11.4	5.1	15.3	2.9	6.1

Source: 2014 Labour Force Survey, CSO

Summary

In 2014, the total population that received skills training was estimated at 1,231,219, accounting for 15.1 percent of the population aged 15 years or older. Of these, 785,972 were male and 445,247 were female. In rural areas, 14.3 percent had received skills training while in urban areas 16.1 percent had received skills training.

Lusaka Province had the highest percentage share of the population with skills training at 19.8 percent while Muchinga Province had the lowest percentage share at 4.2 percent.

The total number of employed persons that received skills training was estimated at 1,088,838, out of whom 709,887 persons were male and 378,951 persons were female. In rural areas, 16.9 percent had received skills training compared to 20.9 percent in urban areas.

Lusaka and Copperbelt provinces had the highest percentage share of the employed persons with skills training at 19.7 percent and 17.1 percent, respectively. Muchinga Province had the lowest percentage share at 4.2 percent.

The total number of the unemployed persons who received skills training was estimated at 44,145 out of whom 26,102 were male and 18,043 were female. In urban areas, 11.8 percent had received skills training compared to 4.2 percent in rural areas.

Copperbelt Province had the highest percentage share of the unemployed persons who received skills training at 31.7 percent followed by Lusaka Province at 23.8 percent. Muchinga Province had the lowest percentage share at 1.5 percent.

Skills training in Bricklaying and construction collectively accounted for the highest percentage share of the employed persons trained at 17.2 percent. Among the males, the most acquired skills training was Bricklaying and construction at 24.9 percent followed by Carpentry at 13.1 percent. The most acquired skills training among the females was Tailoring and design at 38.4 percent.

Employed persons who received skills training for a duration of 1 year but less than 3 years accounted for highest proportion of 29.3 percent while those whose duration of training was more than 3 years accounted for the lowest percentage at 13.1 percent.

10.1 Introduction

This chapter presents information on skills training among the population aged 15 years or older. The information gives an overview on the levels of skills in the country.

10.2 Skills Training of Working-Age Population

Table 10.1 shows the percentage distribution of the population aged 15 years or older that received skills training and those that never received skills training. The table shows that 15.1 percent of 8,149,797 persons had received skills training while 84.9 percent had never received any skills training.

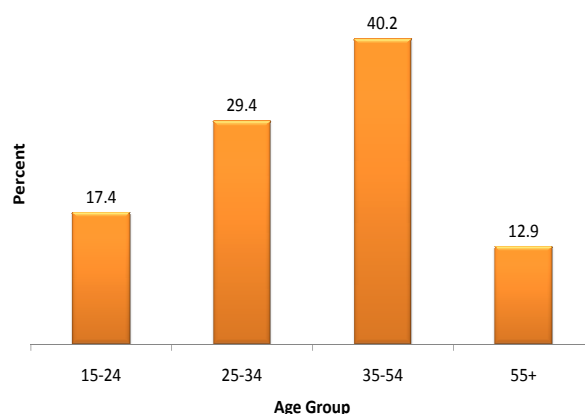
The total number of persons that received skills training was estimated at 1,231,219, out of whom 785,972 persons were male and 445,247 persons were female. In rural areas, 14.3 percent had received skills training while in urban areas 16.1 percent had received skills training.

Table 10.1: Percentage Distribution of Working-Age Population by Sex, Rural/urban and Whether Skills Training was Received, Zambia 2014								
Rural/Urban and Sex	Total		Received Skills Training		Never Received any Skills Training		No stated	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	8,149,797	100.0	1,231,219	15.1	6,918,242	84.9	336	0.0
Rural	4,417,708	100.0	631,569	14.3	3,785,803	85.7	336	0.0
Urban	3,732,089	100.0	599,650	16.1	3,132,439	83.9	-	0.0
Sex								
Male	3,951,744	100.0	785,972	19.9	3,165,436	80.1	336	0.0
Female	4,198,053	100.0	445,247	10.6	3,752,806	89.4	-	0.0

Source: 2014 Labour Force Survey, CSO.

Figure 10.1 shows percentage distribution of working-age population by age group and whether skills training was received or not. The highest percentage share of 40.2 percent of all persons who received skills training were aged 35-54 years while the lowest percentage share of 12.9 percent were aged 55 years or older. The 15-24 year-olds accounted for 17.4 percent while the 25-34 year-olds accounted for 29.4 percent.

Figure 10.1: Percentage Distribution of Working-Age Population by Age Group and Whether Skills Training was Received, Zambia 2014



Source: 2014 Labour Force Survey, CSO.

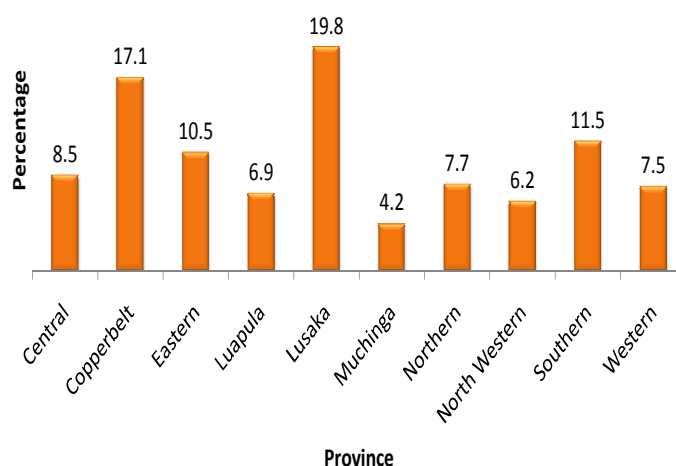
Figure 10.2 shows the percentage distribution of the population aged 15 years or older that received skills training by province. Lusaka Province had highest percentage share of the population with skills training at 19.8 percent followed by Copperbelt Province at 17.1 percent. Muchinga Province had the lowest percentage share at 4.2 percent.

10.3 Skills Training of Employed Persons

Table 10.2 shows the percentage distribution of the employed persons that received skills training and those that never received skills training. The table shows that 18.6 percent of 5,859,225 employed persons had received skills training while 81.4 percent had never received any skills training.

The total number of employed persons that received skills training was estimated at 1,088,838, out of whom 709,887 persons were male and 378,951 persons were female. In rural areas, 16.9 percent had received skills training while in urban areas 20.9 percent had received skills training.

Figure 10.2: Percentage Distribution of Working-Age Population that received skills training by Province, Zambia 2014



Source: 2014 Labour Force Survey, CSO.

Table 10.2: Percentage Distribution of Employed Persons By Sex, Rural/Urban and Whether Skills Training was Received, Zambia 2014								
Sex and Rural/Urban	Total		Received Skills Training		Never Received any Skills Training		No stated	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	5,859,225	100.0	1,088,838	18.6	4,770,051	81.4	336	0.0
Rural	3,394,221	100.0	573,102	16.9	2,820,783	83.1	336	0.0
Urban	2,465,004	100.0	515,736	20.9	1,949,268	79.1	-	-
Sex								
Male	2,789,012	100.0	709,887	25.5	2,078,789	74.5	336	0.0
Female	3,070,213	100.0	378,951	12.3	2,691,262	87.7	-	-

Source: 2014 Labour Force Survey, CSO.

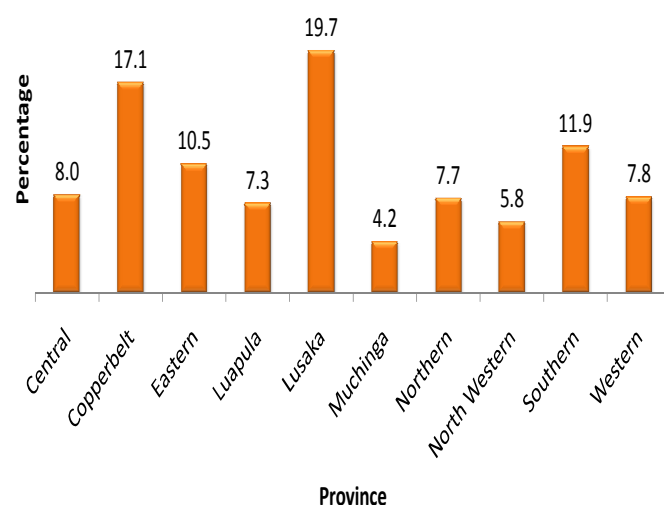
Figure 10.3 shows the percentage distribution of employed persons that received skills training by province. Lusaka and Copperbelt provinces had the highest percentage share of the employed persons with skills training at 19.7 percent and 17.1 percent, respectively. Muchinga Province had the lowest percentage share at 4.2 percent.

10.4 Skills Training of Unemployed Persons

Table 10.3 shows the percentage distribution of the unemployed persons that received skills training and those that never received any skills training. The table shows that 9.4 percent of 469,851 unemployed persons had received skills training while 90.6 percent had never received any skills training.

The total number of the unemployed persons that received skills training was estimated at 44,145, out of whom 26,102 were male and 18,043 were female. In urban areas, 11.8 percent had received skills training while in rural areas, 4.2 percent had received skills training.

Figure 10.3: Percentage Distribution of Employed Persons that received skills training by Province, Zambia 2014



Source: 2014 Labour Force Survey, CSO.

Table 10.3: Percentage Distribution of Unemployed Persons by Sex, Rural/Urban and Whether Skills Training was Received, Zambia 2014						
Sex and Rural/ Urban	Total		Received Skills Training		Never Received any Skills Training	
	Number	Percent	Number	Percent	Number	Percent
Total	469,851	100.0	44,145	9.4	425,706	90.6
Rural	148,762	100.0	6,239	4.2	142,523	95.8
Urban	321,089	100.0	37,906	11.8	283,183	88.2
Sex						
Male	256,147	100.0	26,102	10.2	230,045	89.8
Female	213,704	100.0	18,043	8.4	195,661	91.6

Source: 2014 Labour Force Survey, CSO.

Figure 10.4 shows the percentage distribution of the unemployed persons that received skills training by province. Copperbelt Province had the highest percentage share of the unemployed persons with skills training at 31.7 percent followed by Lusaka Province at 23.8 percent. Muchinga Province had the lowest percentage share at 1.5 percent.

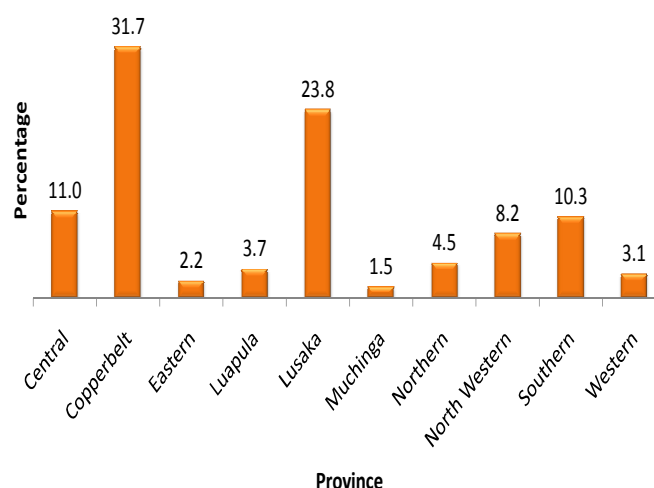
10.5 Type of Skills Training

The 2014 LFS collected data on some selected skills approved by TEVETA. The survey also collected information on self trained skills from the household members.

Table 10.4 shows the percentage distribution of employed persons that received skills training by sex

and type of skill. At national level, Bricklaying and construction accounted for the highest percentage share of employed persons who received skills training at 17.2 percent. Among the males, the most acquired skills training was Bricklaying and construction at 24.9 percent followed by Carpentry at 13.1 percent. The most acquired skills training among the females was Tailoring and design at 38.4 percent.

Figure 10.4: Percentage Distribution of Unemployed Persons that received skills training by Province, Zambia 2014



Source: 2014 Labour Force Survey, CSO.

Table 10:4 Percentage Distribution of Employed Persons by Type of Skill and Sex, Zambia 2014

Type of Skill	Total		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	701,385	100.0	480,059	100.0	221,326	100.0
General Agriculture	34,163	4.9	18,000	3.7	16,163	7.3
Agriculture Engineering	2,892	0.4	2,004	0.4	888	0.4
Fisheries Science	2,059	0.3	2,059	0.4	(0)	-
Mushroom Growing	4,264	0.6	3,212	0.7	1,052	0.5
Agro Forestry	3,390	0.5	3,390	0.7	0	-
Forestry Management	2,334	0.3	1,426	0.3	908	0.4
Agriculture Marketing	254	0.0	254	0.1	0	-
Post Graduate Grain Management	542	0.1	542	0.1	(0)	-
Agriculture Co-operative Management	642	0.1	516	0.1	126	0.1
Agriculture Business Management	5,874	0.8	503	0.1	5,371	2.4
Crop Science	1,003	0.1	283	0.1	720	0.3
Animal Science	1,522	0.2	914	0.2	608	0.3
Water Engineering	807	0.1	457	0.1	350	0.2
Food and Nutrition	4,495	0.6	1,408	0.3	3,087	1.4
Dairy Management	972	0.1	800	0.2	172	0.1
Dairy Technology	-	-	-	-	-	-
Agriculture Journalism	2,882	0.4	669	0.1	2,213	1.0
Poultry Farming	4,112	0.6	3,077	0.6	1,035	0.5
Automotive Engineering	1,709	0.2	1,709	0.4	0	-
Auto Body Repair	3,014	0.4	2,358	0.5	656	0.3
Motor Vehicle Engineering	5,466	0.8	4,698	1.0	768	0.3
Auto Mechanics	22,462	3.2	21,135	4.4	1,327	0.6
Heavy Duty Equipment Repair	13,935	2.0	9,341	1.9	4,594	2.1
PSV Driver Training	17,586	2.5	16,774	3.5	812	0.4
Automotive Electrical	727	0.1	137	0.0	590	0.3
Motor Vehicle Care & Maintenance	5,211	0.7	3,686	0.8	1,525	0.7
Telecommunications Operations	1,135	0.2	940	0.2	195	0.1
Office Equipment Repair	242	0.0	242	0.1	0	-
Electronics & Office Equipment Repair	4,527	0.6	2,470	0.5	2,057	0.9
Aviation Security	2,391	0.3	1,849	0.4	542	0.2
Aeronautical Information Services	1,367	0.2	244	0.1	1,123	0.5
Private Pilot License	2,495	0.4	650	0.1	1,845	0.8
Aeronautical Engineering	822	0.1	822	0.2	0	-
Computer Short Course	9,959	1.4	3,244	0.7	6,715	3.0
Short Courses	2,892	0.4	558	0.1	2,334	1.1
Entrepreneurship	2,755	0.4	2,290	0.5	465	0.2
Social Work	5,492	0.8	3,711	0.8	1,781	0.8
Information Technology	5,294	0.8	3,723	0.8	1,571	0.7
ZICA Technician	4,719	0.7	4,275	0.9	444	0.2
Computer Studies	7,618	1.1	4,210	0.9	3,408	1.5
Community Development	2,564	0.4	1,333	0.3	1,231	0.6
Business Administration	23,275	3.3	16,497	3.4	6,778	3.1
Sales & Marketing	4,371	0.6	919	0.2	3,452	1.6
Economics	510	0.1	510	0.1	0	-
IMIS	2,955	0.4	2,138	0.4	817	0.4
Human Resources Management	1,100	0.2	231	0.0	869	0.4
Project Management	2,120	0.3	1,762	0.4	358	0.2
Clearing & Forwarding	2,206	0.3	1,258	0.3	948	0.4
Chartered Institute of Purchasing & Supply (CIPS)	791	0.1	610	0.1	181	0.1
Tailoring and Design	95,135	13.6	10,181	2.1	84,954	38.4
Wood work	19,251	2.7	17,777	3.7	1,474	0.7
Metal work	15,690	2.2	15,503	3.2	187	0.1
Ceramics	1,151	0.2	909	0.2	242	0.1
Bricklaying & Construction	120,867	17.2	119,490	24.9	1,377	0.6
Plumbing	13,882	2.0	13,596	2.8	286	0.1
Catering & House keeping	25,296	3.6	7,555	1.6	17,741	8.0
Carpentry	64,299	9.2	62,898	13.1	1,401	0.6
Painting	5,269	0.8	5,105	1.1	164	0.1
Decorations	2,984	0.4	1,943	0.4	1,041	0.5
Teaching	5,268	0.8	2,866	0.6	2,402	1.1
Power Electrical	10,265	1.5	9,666	2.0	599	0.3
Electrical Engineering	4,905	0.7	4,905	1.0	(0)	-
Defence training	4,483	0.6	3,802	0.8	681	0.3
Pottery	5,734	0.8	1,841	0.4	3,893	1.8
Hair dressing	16,131	2.3	978	0.2	15,153	6.8
Banking/Financial management	542	0.1	370	0.1	172	0.1
General machine Operation	4,791	0.7	4,566	1.0	225	0.1
General Mechanics	7,235	1.0	6,549	1.4	686	0.3
General Repairs	3,924	0.6	3,924	0.8	(0)	-
General driver training	24,971	3.6	24,885	5.2	86	0.0
Crafts/skills not classified elsewhere	12,958	1.8	5,936	1.2	7,022	3.2
Not Stated	2,437	0.3	976	0.2	1,461	0.7

Note: 1 - The total number of employed persons who received skills training is 1,088,838, however, analysis in this table is restricted to those who were able to provide information on the type of skills training received.

Source: 2014 Labour Force Survey, CSO.

Table 10.5 shows the percentage distribution of unemployed persons that received skills training by type of skill and sex. The table shows that Bricklaying and construction accounted for the highest percentage share of unemployed persons who received skills training at 10.6 percent. Among males, the most acquired skills training was Bricklaying and construction at 18.0 percent followed by Crafts/skills not elsewhere classified at 11.4 percent. The most acquired skills training among the females was Tailoring and design at 17.2 percent.

Table 10:5 Percentage Distribution of Unemployed Persons by Type of Skills and Sex, Zambia 2014

Type of Skill	Total		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	44,145	100.0	26,102	100.0	18,043	100.0
General Agriculture	328	0.7	-	-	328	1.8
Agriculture Engineering	242	0.5	242	0.9	-	-
Fisheries Science	304	0.7	304	1.2	-	-
Mushroom Growing	434	1.0	434	1.7	-	-
Agro Forestry	-	-	-	-	-	-
Forestry Management	-	-	-	-	-	-
Agriculture Marketing	-	-	-	-	-	-
Post Graduate Grain Management	-	-	-	-	-	-
Agriculture Co-operative Management	-	-	-	-	-	-
Agriculture Business Management	-	-	-	-	-	-
Crop Science	-	-	-	-	-	-
Animal Science	-	-	-	-	-	-
Water Engineering	400	0.9	400	1.5	-	-
Food and Nutrition	1,071	2.4	-	-	1,071	5.9
Dairy Management	-	-	-	-	-	-
Dairy Technology	-	-	-	-	-	-
Agriculture Journalism	-	-	-	-	-	-
Poultry Farming	-	-	-	-	-	-
Automotive Engineering	390	0.9	390	1.5	-	-
Auto Body Repair	-	-	-	-	-	-
Motor Vehicle Engineering	182	0.4	182	0.7	-	-
Auto Mechanics	1,024	2.3	1,024	3.9	-	-
Heavy Duty Equipment Repair	990	2.2	765	2.9	225	1.2
PSV Driver Training	1,132	2.6	1,132	4.3	-	-
Automotive Electrical	-	-	-	-	-	-
Motor Vehicle Care & Maintenance	-	-	-	-	-	-
Telecommunications Operations	16	0.0	-	-	16	0.1
Office Equipment Repair	-	-	-	-	-	-
Electronics & Office Equipment Repair	281	0.6	281	1.1	-	-
Aviation Security	-	-	-	-	-	-
Aeronautical Information Services	885	2.0	-	-	885	4.9
Private Pilot License	-	-	-	-	-	-
Aeronautical Engineering	-	-	-	-	-	-
Computer Short Course	589	1.3	225	0.9	364	2.0
Short Courses	-	-	-	-	-	-
Entrepreneurship	292	0.7	292	1.1	-	-
Social Work	202	0.5	202	0.8	-	-
Information Technology	2,023	4.6	-	-	2,023	11.2
ZICA Technician	305	0.7	305	1.2	-	-
Computer Studies	1,976	4.5	-	-	1,976	10.9
Community Development	-	-	-	-	-	-
Business Administration	763	1.7	630	2.4	133	0.7
Sales & Marketing	-	-	-	-	-	-
Economics	-	-	-	-	-	-
IMIS	-	-	-	-	-	-
Human Resources Management	225	0.5	-	-	225	1.2
Project Management	-	-	-	-	-	-
Clearing & Forwarding	-	-	-	-	-	-
Chartered Institute of Purchasing & Supply (CIPS)	-	-	-	-	-	-
Tailoring and Design	4,033	9.1	930	3.6	3,103	17.2
Wood work	-	-	-	-	-	-
Metal work	1,232	2.8	644	2.5	588	3.3
Ceramics	379	0.9	379	1.5	-	-
Bricklaying & Construction	4,694	10.6	4,694	18.0	-	-
Plumbing	650	1.5	650	2.5	-	-
Catering & House keeping	3,370	7.6	280	1.1	3,090	17.1
Carpentry	3,046	6.9	2,862	11.0	184	1.0
Painting	722	1.6	722	2.8	-	-
Decorations	-	-	-	-	-	-
Teaching	590	1.3	-	-	590	3.3
Power Electrical	1,122	2.5	1,122	4.3	-	-
Electrical Engineering	-	-	-	-	-	-
Defence training	401	0.9	401	1.5	-	-
Pottery	-	-	-	-	-	-
Hair dressing	421	1.0	-	-	421	2.3
Banking/Financial management	186	0.4	186	0.7	-	-
General machine Operation	663	1.5	663	2.5	-	-
General Mechanics	651	1.5	467	1.8	184	1.0
General Repairs	784	1.8	784	3.0	-	-
General driver training	1,528	3.5	1,528	5.9	-	-
Crafts/skills not classified elsewhere	5,619	12.7	2,982	11.4	2,637	14.6

Source: 2014 Labour Force Survey, CSO.

10.6 Duration of Skills Training

Table 10.6 shows the percentage distribution of the employed persons that received skills training by sex, rural/urban and duration of the training. The table shows that employed persons that spent one year but less 3 years in receiving skills training had the highest percentage at 29.3 percent while those that spent 3 years or more had the lowest percentage at 13.1 percent.

In rural areas, the highest percentage was among those that spent less than 3 months in skills training at 30.4 percent while those that spent 3 months but less than 6 months had the lowest percentage at 13.3 percent.

In urban areas, those that spent 1 year but less than 3 years receiving skills training had the highest percentage at 32.2 percent while those that spent 3 years or more had the lowest at 12.3 percent.

Among males, those that spent 1 year but less than 3 years on skills training had the highest percentage at 31.2 percent while those that spent 3 months but less than 6 months and 3 years or more had the lowest at 14.4 percent each. For the females, the highest percentage was among those that spent less than 3 months at 26.6 percent while the lowest was among those that spent 3 years or more at 10.5 percent.

Table 10.6: Percentage Distribution of the Employed Persons by Sex, Rural/Urban and Duration of Training, Zambia 2014														
Rural/ Urban and Sex	Total		Duration of Training											
			Less than 3 Months		3 Months but less than 6 Months		6 months but less than 1 year		1 Year but less than 3 years		3 Years and above		Not Stated	
	Number	Percent	Number	Per-cent	Number	Per-cent	Number	Per-cent	Number	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent
Total	701,385	100.0	164,732	23.5	105,423	15.0	133,636	19.1	205,197	29.3	92,178	13.1	219	0.0
Rural	309,513	100.0	94,087	30.4	41,287	13.3	51,106	16.5	79,117	25.6	43,916	14.2	-	-
Urban	391,872	100.0	70,645	18.0	64,136	16.4	82,530	21.1	126,080	32.2	48,262	12.3	219	0.1
Sex														
Male	480,059	100.0	105,772	22.0	69,353	14.4	86,226	18.0	149,713	31.2	68,995	14.4	-	-
Female	221,326	100.0	58,960	26.6	36,070	16.3	47,410	21.4	55,484	25.1	23,183	10.5	219	0.1
<i>Note: 1 - The total number of employed persons who received skills training is 1,088,838, however, analysis in this table is restricted to those who were able to provide information on the type of skills training received.</i>														
<i>Source: 2014 Labour Force Survey, CSO.</i>														

Table 10.7 shows the percentage distribution of the unemployed persons that received skills training by sex, rural/urban and duration of the training. The table shows that unemployed persons that spent 1 year but less than 3 years in receiving skills training had the highest percentage at 32.7 percent while those that spent 3 years or more had the lowest percentage at 7.8 percent.

In rural areas, the highest percentage was among those that spent 1 year but less than 3 years in skills training at 25.8 percent while the lowest was for those that spent 6 months but less than 1 year at 13.1 percent.

In urban areas, those that spent 1 year but less than 3 years in receiving skills training had the highest percentage at 33.9 percent while those that spent 3 years or more had the lowest at 6.9 percent.

Table 10.7: Percentage Distribution of the unemployed Persons by Sex, Rural/Urban and Duration of Training Zambia 2014													
Rural/ Urban and Sex	Total		Duration of Training										
			Less than 3 months		3 months but less than 6		6 months but less than 1 year		1 year but less than 3 years		3 years and above		
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Percent
Total	44,145	100.0	7,724	17.5	5,224	11.8	13,286	30.1	14,452	32.7	3,459	7.8	
Rural	6,239	100.0	1,579	25.3	1,388	22.2	814	13.1	1,610	25.8	848	13.6	
Urban	37,906	100.0	6,145	16.2	3,836	10.1	12,472	32.9	12,842	33.9	2,611	6.9	
Sex													
Male	26,102	100.0	4,727	18.1	2,378	9.1	8,045	30.8	8,271	31.7	2,681	10.3	
Female	18,043	100.0	2,997	16.6	2,846	15.8	5,241	29.0	6,181	34.3	778	4.3	
<i>Source: 2014 Labour Force Survey, CSO.</i>													

ANNEX

Table 1a: Percentage Distribution of the Population Aged 12 Years or Older by Age, Sex and Marital Status, Zambia 2014								
Rural/Urban, Sex and Age Group	Marital status						Population aged 12 years or older	
	Never married	Cohabiting	Married	Separated	Divorced	Widowed	Percent	Number
Both Sexes								
Total	44.2	0.6	45.5	1.6	3.0	5.1	100.0	9,408,940
14-19	98.5	0.9	0.5	0.1	0.0	0.0	100.0	1,259,144
15-19	91.6	0.4	7.0	0.4	0.4	0.1	100.0	1,731,214
20-24	58.2	0.5	37.8	1.4	1.8	0.3	100.0	1,399,289
25-29	28	0.4	63.8	2.3	4.2	1.3	100.0	1,092,326
30-34	11.7	1.0	76.3	3.2	5.3	2.5	100.0	945,576
35-39	7.0	0.7	78.3	3.3	5.4	5.3	100.0	786,472
40-44	4.2	0.4	79.0	2.7	6.4	7.3	100.0	610,319
45-49	1.5	0.9	80.1	2.3	5.8	9.4	100.0	419,385
50+	1.6	0.3	65.9	1.6	4.4	26.2	100.0	1,165,216
Male								
Total	49.7	0.5	45.9	1.1	1.5	1.3	100.0	4,566,146
14-19	98.9	0.8	0.3	0.0	0.0	0.0	100.0	614,386
15-19	98.4	0.3	1.0	0.2	0.0	0.1	100.0	861,905
20-24	77.5	0.3	21.0	0.7	0.4	0.1	100.0	653,996
25-29	36.0	0.3	59.3	1.8	2.4	0.2	100.0	505,630
30-34	15.8	1.0	78.0	2.0	2.0	1.2	100.0	431,249
35-39	7.5	0.9	85.4	1.9	3.0	1.2	100.0	400,867
40-44	4.2	0.2	88.3	1.7	4.0	1.6	100.0	318,608
45-49	1.7	0.8	91.4	2.1	2.0	2.1	100.0	213,808
50+	1.7	0.5	86.9	1.3	2.7	6.8	100.0	565,696
Female								
Total	39.1	0.6	45.1	2.1	4.5	8.6	100.0	4,842,794
14-19	98.2	1.0	0.7	0.1	0.1	0.0	100.0	644,758
15-19	84.9	0.6	13.0	0.6	0.8	0.1	100.0	869,309
20-24	41.3	0.7	52.5	2.0	3.0	0.5	100.0	745,292
25-29	21.2	0.4	67.7	2.7	5.7	2.2	100.0	586,696
30-34	8.2	1.1	74.9	4.1	8.1	3.7	100.0	514,326
35-39	6.4	0.4	71.0	4.7	7.9	9.6	100.0	385,604
40-44	4.1	0.7	68.9	3.8	9.0	13.5	100.0	291,711
45-49	1.3	1.0	68.4	2.6	9.7	16.9	100.0	205,577
50+	1.4	0.2	46.0	1.8	6.0	44.6	100.0	599,520

Table 1b: Percentage Distribution of Employed Persons by Province, Rural/Urban and Sex, Zambia 2014						
Province and Rural/urban	Total		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	5,859,225	100.0	2,789,012	47.6	3,070,213	52.4
Rural/Urban						
Rural	3,394,221	100.0	1,593,232	46.9	1,800,989	53.1
Urban	2,465,004	100.0	1,195,780	48.5	1,269,224	51.5
Province						
Central	581,719	100.0	275,662	47.4	306,057	52.6
Copperbelt	933,451	100.0	451,985	48.4	481,466	51.6
Eastern	728,058	100.0	349,107	48.0	378,951	52.0
Luapula	411,845	100.0	194,885	47.3	216,960	52.7
Lusaka	1,047,560	100.0	522,327	49.9	525,233	50.1
Muchinga	315,175	100.0	151,839	48.2	163,336	51.8
Northern	460,882	100.0	219,561	47.6	241,321	52.4
North Western	284,617	100.0	126,614	44.5	158,003	55.5
Southern	698,760	100.0	326,087	46.7	372,673	53.3
Western	397,159	100.0	170,945	43.0	226,213	57.0

Table 1c: Percentage Distribution of Employed Persons (15 years or older) By Age Group and Sector of Employment, Zambia 2014

Age Group	Total Employed Persons		Formal Sector		Informal Sector	
	Number	Percent	Number	Percent	Number	Percent
Total	5,859,225	100.0	944,256	16.1	4,914,969	83.9
15-19	482,618	100.0	21,525	4.5	461,094	95.5
20-24	957,704	100.0	90,297	9.4	867,408	90.6
25-29	925,048	100.0	161,121	17.4	763,927	82.6
30-34	855,535	100.0	187,260	21.9	668,275	78.1
35-39	723,830	100.0	167,813	23.2	556,017	76.8
40-44	569,852	100.0	117,964	20.7	451,888	79.3
45-49	398,860	100.0	83,464	20.9	315,396	79.1
50-54	327,150	100.0	59,275	18.1	267,875	81.9
55-59	228,358	100.0	28,702	12.6	199,656	87.4
60-64	146,255	100.0	13,625	9.3	132,630	90.7
65+	244,016	100.0	13,212	5.4	230,804	94.6

Table 1d: Percentage Distribution of Formal Sector Employed Persons (15 years or older) by Sex, Rural/Urban and Province, Zambia 2014

Province and Rural/Urban	Total Formal Sector Employment		Formal Sector Employment			
			Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	944,256	100.0	674,167	71.4	270,089	28.6
Rural	264,754	28.0	183,796	69.4	80,958	30.6
Urban	679,502	72.0	490,371	72.2	189,131	27.8
Province						
Central	88,326	9.4	59,118	66.9	29,209	33.1
Copperbelt	245,132	26.0	183,838	75.0	61,294	25.0
Eastern	50,298	5.3	33,311	66.2	16,987	33.8
Luapula	25,044	2.7	16,959	67.7	8,085	32.3
Lusaka	293,817	31.1	209,195	71.2	84,622	28.8
Muchinga	37,415	4.0	30,396	81.2	7,018	18.8
Northern	34,769	3.7	25,138	72.3	9,631	27.7
North Western	39,520	4.2	26,824	67.9	12,697	32.1
Southern	103,710	11.0	74,399	71.7	29,311	28.3
Western	26,224	2.8	14,989	57.2	11,235	42.8

Table 1e: Percentage Distribution of Employed Persons (15 years or older) in the Formal and Informal Sectors by Agriculture/Non-Agriculture, Sex, Rural/Urban and Province, Zambia 2014

Rural/Urban, Sex and Province	Sector of Employment											
	Formal Sector						Informal Sector					
	Total		Agriculture		Non-Agriculture		Total		Agriculture		Non-Agriculture	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	944,256	100.0	106,943	100.0	837,313	100.0	4,914,969	100.0	2,757,214	100.0	2,157,755	100.0
Rural	264,754	28.0	89,906	84.1	174,848	20.9	3,129,467	63.7	1,953,867	70.9	1,175,600	54.5
Urban	679,502	72.0	17,037	15.9	662,465	79.1	1,785,502	36.3	803,347	29.1	982,155	45.5
Sex												
Male	674,167	71.4	75,899	71.0	598,268	71.5	2,114,845	43.0	1,061,561	38.5	1,053,284	48.8
Female	270,089	28.6	31,045	29.0	239,044	28.5	2,800,124	57.0	1,695,653	61.5	1,104,471	51.2
Province												
Central	88,326	9.4	31,884	29.8	56,442	6.7	493,393	10.0	319,863	11.6	173,529	8.0
Copperbelt	245,132	26.0	8,725	8.2	236,408	28.2	688,319	14.0	373,612	13.6	314,707	14.6
Eastern	50,298	5.3	6,154	5.8	44,144	5.3	677,760	13.8	358,158	13.0	319,602	14.8
Luapula	25,044	2.7	4,079	3.8	20,966	2.5	386,801	7.9	299,163	10.9	87,638	4.1
Lusaka	293,817	31.1	20,519	19.2	273,298	32.6	753,743	15.3	307,278	11.1	446,465	20.7
Muchinga	37,415	4.0	2,983	2.8	34,431	4.1	277,761	5.7	166,731	6.0	111,030	5.1
Northern	34,769	3.7	5,468	5.1	29,301	3.5	426,112	8.7	232,800	8.4	193,312	9.0
North Western	39,520	4.2	1,280	1.2	38,240	4.6	245,096	5.0	133,872	4.9	111,224	5.2
Southern	103,710	11.0	23,785	22.2	79,925	9.5	595,050	12.1	310,468	11.3	284,582	13.2
Western	26,224	2.8	2,066	1.9	24,158	2.9	370,935	7.5	255,268	9.3	115,667	5.4

Table 1f: Percentage Distribution of Employed Persons (15 years or older) by Sex and Level of Education in the Formal Sector, Zambia 2014						
Level of Educational	Formal Sector					
	Total		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	944,256	100.0	674,167	100.0	270,089	100.0
None	25,903	2.7	15,398	2.3	10,505	3.9
Nursery	1,171	0.1	1,117	0.2	54	.0
Grade 1-7	139,709	14.8	90,202	13.4	49,507	18.3
Grade 8 -12	540,088	57.2	417,138	61.9	122,950	45.5
A Level	31,147	3.3	21,167	3.1	9,980	3.7
Certificate	173,203	18.3	104,578	15.5	68,625	25.4
Degree	33,035	3.5	24,567	3.6	8,468	3.1

Table 1g: Percentage Distribution of Employed Persons by Educational Level, and Sex in the Informal Sector, Zambia 2014						
Level of Educational	Informal Sector Employment					
	Total		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	4,914,969	100.0	2,114,845	100.0	2,800,124	100.0
None	669,060	13.6	208,172	9.8	460,888	16.5
Nursery	26,217	0.5	10,085	0.5	16,132	0.6
Grade 1-7	2,300,093	46.8	939,544	44.4	1,360,549	48.6
Grade 8 -12	1,856,846	37.8	921,876	43.6	934,970	33.4
A Level	12,105	0.2	5,233	0.2	6,872	0.2
Certificate	45,524	0.9	25,751	1.2	19,773	0.7
Degree	5,124	0.1	4,184	0.2	940	0.0

Table 1h: Percentage Distribution of Employed Persons (15 years or older) by Occupation, Sex and Agriculture and Non-Agriculture in the Informal Sector, Zambia 2014										
Occupation	Informal Sector Employment									
	Agriculture					Non-Agriculture				
	Total	Male		Female		Total	Male		Female	
	Number	Number	Percent	Number	Percent	Number	Number	Percent	Number	Percent
Total	2,757,214	1,061,561	38.5	1,695,653	61.5	2,157,755	1,053,284	48.8	1,104,470	51.2
Managers	8,793	5,949	67.7	2,845	32.3	10,289	5,780	56.2	4,508	43.8
Professionals	-	-	0.0	-	0.0	7,879	4,823	61.2	3,056	38.8
Technicians and Associate Professionals	266	266	100.0	-	0.0	19,015	13,909	73.2	5,105	26.8
Clerical Support Workers	-	-	0.0	-	0.0	1,570	943	60.1	627	39.9
Service and Sales Workers	13,324	8,784	65.9	4,540	34.1	597,641	230,858	38.6	366,782	61.4
Skilled Agriculture, Forestry and Fisheries Workers	2,598,540	971,308	37.4	1,627,232	62.6	21,013	15,705	74.7	5,308	25.3
Craft and Related Trades Workers	5,516	4,899	88.8	618	11.2	276,571	216,415	78.2	60,156	21.8
Plant and Machine Operators and Assemblers	2,567	2,567	100.0	-	0.0	88,883	83,090	93.5	5,793	6.5
Elementary Occupations	125,949	66,623	52.9	59,326	47.1	1,118,689	474,912	42.5	643,778	57.5
Other	2,258	1,165	51.6	1,093	48.4	16,206	6,848	42.3	9,358	57.7

Table 1i: Percentage Distribution of Employed Persons (15 years or older) by Age Group and Type of Employment, Zambia 2014

Age Group	Type of Employment					
	Total		Formal Employment		Informal Employment	
	Number	Percent	Number	Percent	Number	Percent
Total	5,859,225	100.0	629,626	100	5,229,599	100.0
15-19	482,618	8.2	5,504	0.9	477,114	9.1
20-24	957,704	16.3	46,826	7.4	910,878	17.4
25-29	925,048	15.8	108,113	17.2	816,935	15.6
30-34	855,535	14.6	129,020	20.5	726,515	13.9
35-39	723,830	12.4	121,378	19.3	602,451	11.5
40-44	569,852	9.7	83,547	13.3	486,305	9.3
45-49	398,860	6.8	62,220	9.9	336,640	6.4
50-54	327,150	5.6	42,617	6.8	284,533	5.4
55-59	228,358	3.9	17,494	2.8	210,863	4.0
60-64	146,255	2.5	7,307	1.2	138,948	2.7
65+	244,016	4.2	5,599	0.9	238,417	4.6

Table 1j: Percentage distribution of Income Groups (In Kwacha) for Paid Workers by Sex, Rural/Urban and Province, Zambia 2014

Sex, Rural/ Urban and Province	Number of Paid Employees, Interns and Apprentices	Less than 520	520-649	650-749	750-849	850-999	10001199	12002499	25003499	3500+	Total
Total	1,318,436	19.0	8.5	4.0	6.5	9.0	4.9	17.3	5.8	24.9	100.0
Male	941,489	14.9	8.4	4.2	7.2	9.9	5.5	19.4	6.1	24.3	100.0
Female	376,947	29.6	8.8	3.4	4.8	6.6	3.5	11.9	4.8	26.6	100.0
Rural/urban											
Rural	359,075	29.4	11.2	3.6	5.7	7.7	4.0	10.0	4.1	24.5	100.0
Urban	959,361	15.3	7.6	4.1	6.8	9.5	5.3	20.0	6.4	25.1	100.0
Province											
Central	113,818	29.3	14.0	4.7	8.4	5.4	2.5	9.4	6.0	20.4	100.0
Copperbelt	328,587	16.3	7.2	4.5	5.1	9.3	3.9	18.7	5.8	29.4	100.0
Eastern	71,707	24.6	3.8	3.7	6.4	10.4	4.1	10.8	7.1	29.3	100.0
Luapula	44,385	30.0	7.2	1.0	3.3	8.0	4.5	11.2	5.9	28.9	100.0
Lusaka	456,581	16.2	9.3	4.6	8.7	10.6	6.6	21.4	6.1	16.4	100.0
Muchinga	48,413	29.8	3.8	2.9	6.9	10.2	5.1	15.7	4.2	21.3	100.0
Northern	44,172	19.5	13.0	.9	2.0	5.1	4.0	15.4	5.6	34.4	100.0
North Western	51,460	9.5	4.3	1.6	4.8	6.1	4.1	15.3	6.7	47.6	100.0
Southern	118,693	18.8	10.5	3.7	3.4	9.0	4.9	14.8	3.1	31.8	100.0
Western	40,621	23.6	5.2	3.1	7.2	4.4	5.8	13.8	6.9	29.9	100.0

Trends for selected Indicators, Zambia 2005-2014				
Indicator and Sex	2005	2008	2012	2014
Total Population (Number in millions)				
Both Sexes	11.5	12.3	14.4	14.9
Male	5.7	6.1	7.1	7.3
Female	5.8	6.2	7.3	7.6
Working-Age Population (Number in millions)				
Both Sexes	6.1	6.7	7.9	8.1
Male	3.0	3.3	3.8	3.9
Female	3.1	3.4	4.1	4.2
Population in the Labour Force (Number in millions)				
Both Sexes	4.9	5.0	6.0	6.3
Male	2.6	2.6	2.9	3
Female	2.3	2.4	3.1	3.3
Labour Force Participation Rate (Percent)				
Both Sexes	80.0	74.5	75.9	77.7
Male	86.0	78.8	75.5	77.1
Female	74.0	70.3	76.3	78.2
Employed Population (Number in millions)				
Both Sexes	4.1	4.6	5.5	5.9
Male	2.2	2.4	2.7	2.9
Female	1.9	2.2	2.8	3.0
Employed Population in Agriculture Sector (In millions)				
Both Sexes	3.0	3.3	2.9	3.6
Male	1.4	1.6	1.4	1.5
Female	1.6	1.7	1.5	2.1
Employment in the Formal Sector (Number)				
Both Sexes	495,784	511,338	847,420	944,256
Male	330,109	369,882	603,224	674,167
Female	165,675	141,456	244,196	270,089
Employment-to-Population Ratio (Percent)				
Both Sexes	77.0	68.6	70.0	72.8
Male	82.0	72.4	70.7	74.4
Female	73.0	64.9	69.0	71.4
Unemployment Rate (Percent)				
Both Sexes	16.0	7.9	7.8	7.4
Male	14.0	8.1	6.3	8.4
Female	17.0	7.7	9.2	6.5
Earnings for Paid Employees (In Kwacha)				
Both Sexes	293,621	824,415	1,724,106	2,344
Male	354,988	941,405	1,981,661	2,427
Female	196,453	610,690	1,245,157	2,129
GDP in Current Prices (in million (ZMW))	37,189.30	67,088.70	128,370.13	165,900.58
Source: Labour Force Surveys, CSO.				
Note: 1 - Earnings reported in 2014 are rebased following Government's Rebasing Policy in 2013.				
2 - GDP bench marked to 2010.				

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Mr. Goodson Sinyenga	Assistant Director - Economic Statistics	CSO
Mr. Daniel Daka	Assistant Director - Agricultural Statistics	CSO
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FORM B



Republic of Zambia

CENTRAL STATISTICAL OFFICE IN CONJUNCTION WITH MINISTRY OF LABOUR AND SOCIAL SECURITY 2014 LABOUR FORCE SURVEY

STRICTLY CONFIDENTIAL

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P.O. Box 31908, Lusaka, Zambia
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Email: info@zamstats.gov.zm
www.zamstats.gov.zm

Questionnaire No. of

Ministry of Labour and Social Security
P.O. Box 32186, Lusaka, Zambia
Tel No. +260211225722
Fax No. 225169
Email: mlss@mlss.gov.zm
www.mlss.gov.zm

HOUSEHOLD IDENTIFICATION PARTICULARS									
1. Province						8. Cluster No			
2. District						9. SBN			
3. Constituency						10. HUN			
4. Ward						11. HHN			
5. Region						12. Locality Name			
6. CSA									
7. SEA									

Physical address of household:
.....
.....
.....

Phone number (if any):
.....
.....
.....

INTERVIEWER VISITS		
Visits		
Visit No.	Date (DD/MM/YY)	Starting Time (HH : MM) Ending Time (HH : MM)
1	__/__/__	__:__:__ : __:__:__
2	__/__/__	__:__:__ : __:__:__
3	__/__/__	__:__:__ : __:__:__

Total number of persons in the household

SECTION A DEMOGRAPHIC CHARACTERISTICS THESE QUESTIONS SHOULD BE ADDRESSED TO THE MOST KNOWLEDGEABLE MEMBER OF THE HOUSEHOLD.					
Person Number	Can you please provide the names of all persons who are usual members of this household, beginning with the Head of the Household? (INCLUDING THOSE WHO ARE TEMPORARILY ABSENT FOR ANY REASON BUT NOT EXCEEDING SIX MONTHS)	Is Male or Female? 1. Male 2. Female	How old was at (his/her) last birthday? ENTER AGE IN COMPLETED YEARS. IF LESS THAN 1 YEAR ENTER '00'. IF AGED 90 YEARS OR ABOVE ENTER 90.	What is 's relationship to the head of the household? 01. Head 02. Spouse (Husband/Wife) 03. Son/ Daughter 04. Step Child 05. Brother/Sister 06. Brother/Sister-in-law 07. Grandchild 08. Nephew/Niece 09. Cousin 10. Parent 11. Father/Mother-in-law 12. Uncle/Aunt 13. Grand Parent 14. Son/Daughter-in-law 15. Other Relative 16. Non relative 17. Domestic worker	FOR PERSONS AGED 12 YEARS OR OLDER
					What is 's current marital status? 1. Never married 2. Cohabiting 3. Monogamously married 4. Polygamously married 5. Separated 6. Divorced 7. Widowed
PN	A1	A2	A3	A4	A5
01		<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>
02		<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>
03		<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>
04		<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>
05		<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>
06		<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>
07		<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>
08		<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>
09		<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>
10		<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>
11		<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>
12		<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>
13		<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>
14		<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>

SECTION B EDUCATION AND LITERACY									
For persons aged 5 years or older									
Person Number	Can read and write in any language?		Has ever attended school?		Is currently attending school?		ONLY PERSONS AGED 5 YEARS TO 25 YEARS OLD		What is/was the main reason never attended school?
	1. Yes	2. No	1. Yes	2. No	1. Yes	2. No	What is the main reason is not currently attending school? (FOR PERSONS 5-25 YEARS)		
PN	B1	B2	B3	B4	B5	B6	B7	B8	
01									
02									
03									
04									
05									
06									
07									
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13									
14									

SKILLS TRAINING FOR ALL HOUSEHOLD MEMBERS AGED 15 YEARS OR OLDER
Now, I am going to ask you questions on skills training

SECTION B	Hasever received any skills training? (restrict to crafts training) 1. Yes 2. No>>Section C	How didacquire this training? 1. On the Job 2. At Government/Public learning institution 3. At private learning institution 4. Apprenticeship 5. Self trained>>B14 6. Other (Specify)	Hasobtained any certification in this skill? 1. Yes 2. No	The last time.....received training, how long did it last? 1. Less than 3 months 2. 3months but less than 6 months 3. 6 months but less than 1 year 4. 1 year but less than 3 years 5. 3 years and above	The last time..... was trained, in what field was he/she trained? ENTER THE FIELD TRAINING IN THE SPACE PROVIDED GET THE CODES FROM THE MANUAL ON PAGE 65.	Has..... been able to apply this/these skills in any way possible? 1. Yes, Wage employment 2. Yes, Own business/Self employed agric 3. Yes, Own business/Self employed non-agric 4. Yes, benefit household 5. Not beneficial at all 6. No. Still unemployed 7. Yes, voluntary work
Person Number	B9	B10	B11	B12	B13	B14
PN						
01	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
02	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
03	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
04	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
05	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
06	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
07	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
08	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
09	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

ECONOMIC ACTIVITY IDENTIFICATION: THIS SECTION COVERS WORK RELATED ACTIVITIES IN THE LAST 7 DAYS FOR ALL HOUSEHOLD MEMBERS AGED 5 YEARS OR OLDER.				
SECTION C	Now, I am going to ask some questions about economic activities in the last 7 days for each household member aged 5 years or older	What was..... doing most of the time in the last 7 days?	Did..... do any work for at least 1 hour in the last 7 days for which he/she was paid in cash or kind?	During the past 7 days, did do ANY of the activities for household use only such as:
	01. In paid employment/Business >> SECTION D 02. In paid employment but temporarily not working due to illness, leave, Industrial dispute or on Study leave>> SECTION D 03. Volunteer work>>SECTION D 04. Contributing family worker>>SECTION D 05. Intern >>Section D 06. Apprentice >>Section D 07. Own-use production work 08. Not working but looking for work/business 09. Looking but not available for work 10. Available but not Looking For work 11. Not looking nor Available for work but want work 12. Housewife/Homemaker 13. Retired 14. In School 15. Too old to work >> SECTION H 16. Not working, not looking for work & not available for work for other reasons>>SECTION G 17. Too young to work>>SECTION I		1. Yes>>Section D 2.No	READ OUT LIST a. Construction of own house b. Major repair work on own house c. Raise livestock or chicken, d. Grow crops/ vegetables, e. caught any fish, f. Hunt, g. Collect other food, h. Fetch water i. household management, e.g. accounting, purchasing j. Collect firewood, k. Produce clothing, basket or mat, furniture, clay pots or other products for household use 1.Yes } FOR THOSE AGED 15 YRS OR OLDER GO TO SECTION G 2.NO } IF AGE IS 5-14 GO TO SECTION I
PN	C1	C2	C3	
01	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
02	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
03	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
04	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
05	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
06	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
07	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
08	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
09	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
10	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
11	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
12	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
13	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
14	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

EMPLOYMENT FOR PERSONS AGED 5 YEARS OR OLDER

I am now going to ask you questions about employment for all household members aged 5 years and above in the last 7 days.

What kind of work does usually do in the main job/ business that he/she had in the **last seven(7) days**?

WRITE A DETAILED DESCRIPTION OF THE MAIN TASKS OR DUTIES.

(WRITE DOWN THE OCCUPATION CODE IN THE BOX)

EXAMPLES: DRIVE A TAXI, TEACH CHILDREN, COOK AND SELL FOOD ON THE MARKET

WRITE DOWN THE DETAILED DESCRIPTION OF THE ECONOMIC ACTIVITY

(RECORD THE ECONOMIC ACTIVITY CODE IN THE BOX)

EXAMPLE: PASSENGER ROAD TRANSPORT , RETAIL TRADE IN GROCERY

SECTION D	D1		D2
Person Number			
PN			
01			
02			
03			
04			
05			
06			
07			
08			
09			
10			
11			
12			
13			
14			

EMPLOYMENT/WORK STATUS FOR PERSONS AGED 5 YEARS OR OLDER (continued)										
SECTION D	At what age did start to work/business for pay for the first time in his/her life? ENTER AGE IN COMPLETED YEARS	what is 's employment/work status? 1. A paid employee >> D11 2. Apprentice >> D11 3. Intern >> D13 4. An employer >> D13 5. Self employed >> D13 6. Volunteer >> D13 7. Contributing family worker >> D13	Is 's work....? READ OUT TO THE RESPONDENT 1. Permanent contract 2. Fixed period contract 3. Part-time 4. Temporary/casual >> D12 5. Seasonal >> D12	Does the employer contribute to any social security scheme for ? EG NAPSA WORKERS COMPENSATION, PENSIONS, ETC. 1. Yes 2. No	Is ... entitled to paid leave in his/her main job? 1. Yes 2. No	Is ... entitled to paid sick leave in case of illness or injury? 1. Yes 2. No	FOR FEMALES ONLY AGED 12 YEARS OR OLDER Is entitled to paid maternity leave in case of pregnancy? 1. Yes 2. No	On this job, is ... a member of any trade union? 1. Yes 2. No	Does ... 's employer deduct income tax from his/her salary? 1. Yes 2. No	Is ... employed on the basis of a written contract or an oral agreement? 1. A written contract 2. An oral agreement
PN	D3	D4	D5	D6	D7	D8	D9	D10	D11	D12
01	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
02	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
03	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
04	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
05	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
06	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
07	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
08	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
09	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

SECTION D EMPLOYMENT FOR PERSONS AGED 5 YEARS OR OLDER (continued)						
Person Number	Does ... work in...? READ OUT TO THE RESPONDENT 1. Central Government >>D17 2. Local Government / Council >>D17 3. Parastatal/State Owned Firm >>D17 4. Embassy, International Organization >>D17 5. Private Household (eg: Paid/worker) >>D15 6. Producers co-operative 7. NGO or Church 8. Private business or farm	Is the establishment/business where ... works registered with? READ OUT TO THE RESPONDENT 1. Registrar of societies, NAPSA and Workers compensation 2. Registered with PACRA, ZRA, NAPSA and workers compensation 3. NAPSA and Workers compensation 4. Not registered with any. 5. Don't know	How many persons, including..... work at this place of work/business? 1. 4 and below 2. 5-24 3. 25 and above	Where does mainly undertake his/her work/business? 1. Fixed business premises 2. At a market 3. By the road side 4. No fixed location 5. At home 6. Other (Specify)	How long has ... worked for this employer/ in this business or activity? 1. less than 3 months 2. 3 months to 5 months 3. 6 months to 11 months 4. 1 year to less than 3 years 5. 3 years to less than 5 years 6. 5 years to less than 10 years 7. 10 years or more	In addition to this job/business activity, in the last 7 days, did ... have any other job or business activity at least for 1 hour? 1. Yes 2. No
PN	D13	D14	D15	D16	D17	D18
01	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
02	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
03	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
04	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
05	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
06	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
07	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
08	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
09	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

INCOME FROM PAID EMPLOYMENT									
For employed persons aged 5 years or older.									
Ask questions FA1 to FA5c if a respondent is in paid employment in their main job (codes 1 'paid employee', 2 'apprentice' and 3 'intern' in D4). Otherwise, use Section F Part A									
Person Number	What is the frequency of income/earnings in his/her main job?'s	How many weeks did work in the last month and got paid? Enter number of weeks worked and got paid in the last month SKIP TO FA4a	How many days did work in the last month and got paid? Enter number of days worked and got paid in the last month	ATTENTION: THIS REFERS TO EVERY TWO WEEKS/WEEKLY/DAILY RATE AS IDENTIFIED IN FA1 ENTER AMOUNT IN KWACHA 1. IN CASH ONLY 2. IN KIND ONLY 3. PAID IN CASH & IN KIND	The last time ... was paid in his/her main job, how much did he/she get every two weeks/weekly/daily.	IF PAID IN KIND, ENTER CODE AND AMOUNT. CONVERT ALL PAYMENTS IN KIND TO CASH. GO TO FX ON PAGE 14	IF PAID IN CASH AND IN KIND, ENTER CODE AND AMOUNT. CONVERT ALL PAYMENTS IN KIND TO CASH. GO TO FX ON PAGE 14	BEFORE DEDUCTIONS (GROSS PAY)	AFTER DEDUCTIONS (NET PAY)
PN	FA1	FA2	FA3	FA4a	FA4b	FA5a	FA5b	FA5c	
01									
02									
03									
04									
05									
06									
07									
08									
09									
10									
11									
12									
13									
14									

SECTION F PART B														
For persons whose employment status is employer or self employed														
<p>If had to purchase those products/services, how much do you think it would have cost him/her?</p> <p>ENTER AMOUNT IN KWACHA</p>														
<p>Last month, how much did make in net profit, from your main business or activity?</p> <p><i>That is, after considering all the sales and deducting all expenses and household's own use.</i></p> <p>ENTER AMOUNT IN KWACHA AND GO TO FX ON PAGE 14</p> <p>09. Don't know >>FX</p>														
Person Number	FB5										FB6a		FB6b	
PN														
01														
02														
03														
04														
05														
06														
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11														
12														
13														
14														

SECTION F PART B continued

For persons whose employment status is employer or self employed in the agricultural sector (from FB1)

[illegible]

SECTION F PART B continued										Complete after Section F.
For persons whose employment status is employer or and self employed in Agriculture sector continued.										
Person Number	How much did spend on inputs such as fertilizer, pesticides, transport of goods to the market and wages for people who helped on your farm or plot during the 1 st October 2013 to 30 th September 2014 agricultural season?				How much net income did earn from those sales during the 1 st October 2013 to 30 th September 2014 agricultural season?				INTERVIEWER: WHO ANSWERED SECTION F?	
	INTERVIEWER: RECORD THE TOTAL SUM OF EXPENSES OVER 12 MONTHS IN ZAMBIAN KWACHA				INTERVIEWER: RECORD THE TOTAL SUM OF SALES OVER 12 MONTHS MINUS ALL THE EXPENSES AND OWN CONSUMPTION IN ZAMBIAN KWACHA.				1. The respondent herself / himself 2. Other knowledgeable household member	
PN	FB11				FB12				FX	
01									<input type="checkbox"/>	
02									<input type="checkbox"/>	
03									<input type="checkbox"/>	
04									<input type="checkbox"/>	
05									<input type="checkbox"/>	
06									<input type="checkbox"/>	
07									<input type="checkbox"/>	
08									<input type="checkbox"/>	
09									<input type="checkbox"/>	
10									<input type="checkbox"/>	
11									<input type="checkbox"/>	
12									<input type="checkbox"/>	
13									<input type="checkbox"/>	
14									<input type="checkbox"/>	

UNEMPLOYMENT AND POTENTIAL LABOUR FORCE																	
For persons aged 15 years or older who did not have a paid job/business activities in the last 7 days																	
SECTION G	In the last 7 days, would ... have started work if a paid job or a business opportunity had become available? 1. Yes >>G7 2. No	What was the main reason ... was not available to start work/business in the last 7 days? 01. In school/training 02. Family responsibilities / housework 03. Pregnancy 04. Illness, 05. Injury, 06. Disability 07. Retired 08. No desire to work 09. Off-season 10. Low pay 11. Too old to work 12. Skills mismatch	In the last 30 days, did ... look for a paid job or try to start a business? 1. Yes 2. No >>G5	What steps did ... take in the last 30 days to look for a paid job or start a business? READ OUT LIST a. Registered at a public employment exchange >> G7 b. Registered at a private employment centre >> G7 c. Applied to current or other employers >> G7 d. Sought assistance from friends or relatives >> G7 e. Checked at current or other work sites, farms, factory gates, markets, etc >> G7 f. Placed or answered to job advertisements >> G7 g. Looked for land, building, machinery, equipment to establish his/her own enterprise >> G7 h. Arranged for initial or additional financial resources>>G7 i. Job Portal (MLSS) >>G7 j. Internet >> G7										What was the main reason ... did not look for paid job or try to start a business in the last 30 days? 01. Found a paid job, but waiting to start 02. Waiting replies to earlier inquiries 03. Waiting for the season 04. In school/training 05. Family responsibilities / housework 06. Pregnancy 07. Illness, 08. Injury 09. Disability 10. Does not know where/how to look for a paid job 11. Lacks employers requirements (skills, experience, education) 12. Lacks financial resources; access to land/business facilities, agricultural inputs, etc; to start own business 13. No jobs available in the area 14. Too old to work 15. Low pay 16. No desire to work	In the last 12 months, did ... do anything to look for a paid job or to start a business? 1. Yes 2. No >>G8	How long has ... been trying to find a paid job or start a business? 1. Less than 3 months 2. 3 to 5 months 3. 6 to 8 months 4. 9 to 11 months 5. 1 but less than 2 years 6. 2 but less than 3 years 7. 3 years to 4 years 8. 5 years or more	How long has ... been without a paid job or business?
PN	G1	G2	G3	Response 1. Yes 2. No										G6	G7	G8	
	G1a	G1b	G1c	G1d	G1e	G1f	G1g	G1h	G1i	G1j	G1k	G1l	G1m	G1n	G1o	G1p	
01																	
02																	
03																	
04																	
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11																	
12																	
13																	
14																	

PREVIOUS WORK EXPERIENCE			
SECTION H	For persons aged 15 years or older who did not have a paid job/business activities in the last 7 days	For how long did work in his/her previous paid job?	What was the main reason stopped working in his/her last paid job or business activity?
Person Number	Has ever worked for a wage or salary, or for other income in cash or in kind (including income obtained from his/her own or a family business or farm)? 1. Yes 2. No >> FOR AGE 15-17 GO TO SECTION I AND END INTERVIEW FOR PERSONS AGED 18 OR OLDER	1. Less than 3 months 2. 3 to 5 months 3. 6 to 8 months 4. 9 to 11 months 5. 1 but less than 2 years 6. 2 but less than 3 years 7. 3 years to 4 years 8. 5 years or more	01. Became a student 02. Poor working conditions 03. Laid off/Retrenched/ Dismissed/Retired 04. Contract expired 05. Job completed 06. Wanted to establish own business 07. Illness 08. Business was unprofitable 09. Injury 10. Pregnancy 11. Family responsibilities 12. Temporal closure of business 13. Too old to work. END INTERVIEW FOR PERSONS AGED 18 OR OLDER.
PN	H1	H2	H3
01	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
02	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
03	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
04	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
05	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
06	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
07	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
08	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
09	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

FIELD STAFF					Interview Result Code* <input type="checkbox"/>
					(*) Result codes
	Interviewer	Supervisor	Data coding officer	Data entry officer	
Date	_ _ / _ _ / _ _	_ _ / _ _ / _ _	_ _ / _ _ / _ _	_ _ / _ _ / _ _	1 = Completed
Name					2 = Partially Completed
Signature					3 = No knowledgeable respondent
					4 = Entire household absent for extended period of time
					5 = Refused
					6 = Housing Unit (Dwelling) Vacant
Supervisor Remarks:					7 = Housing Unit (Dwelling) destroyed
					8 = Other
					(specify)

END OF INTERVIEW
Thank the respondent

Central Statistical Office Mission Statement

‘To coordinate and provide timely, credible official Statistics for use by stakeholders and clients for sustainable development’