

ECONOMIC CHARACTERISTICS

6.0. Introduction

Individuals engage in economic activities in order to attain and sustain a certain acceptable level of consumption of goods and services. Engagement in these activities not only ensures a person’s livelihood but also equips an individual with the means of acquiring and sustaining the basic needs of life such as food, clothing and shelter. Most studies have revealed that employment levels to a large extent determine the production and consumption levels of any given economy. In a developing country like Zambia, it becomes imperative to constantly measure and monitor changes in the levels of economic activities because fluctuations in labourforce participation rates, employment levels and economic dependency levels have an impact on poverty and vice - versa.

In the population censuses of 1990 and 2000, data pertaining to economic characteristics of the population were collected. The main topics covered were:

- Labour force participation
- Economic Dependency
- Employment and unemployment
- Employment status
- Occupation
- Industry and
- Educational attainment

The methodology of analysis employed is exploratory data analysis using the 1990 and 2000 population censuses.

6.1. Working-Age Population

In the 1990 and 2000 Population and Housing Censuses, the working-age population is defined as all persons aged 12 years and over.

Figure 6.1: Working Age Population 12 years and above

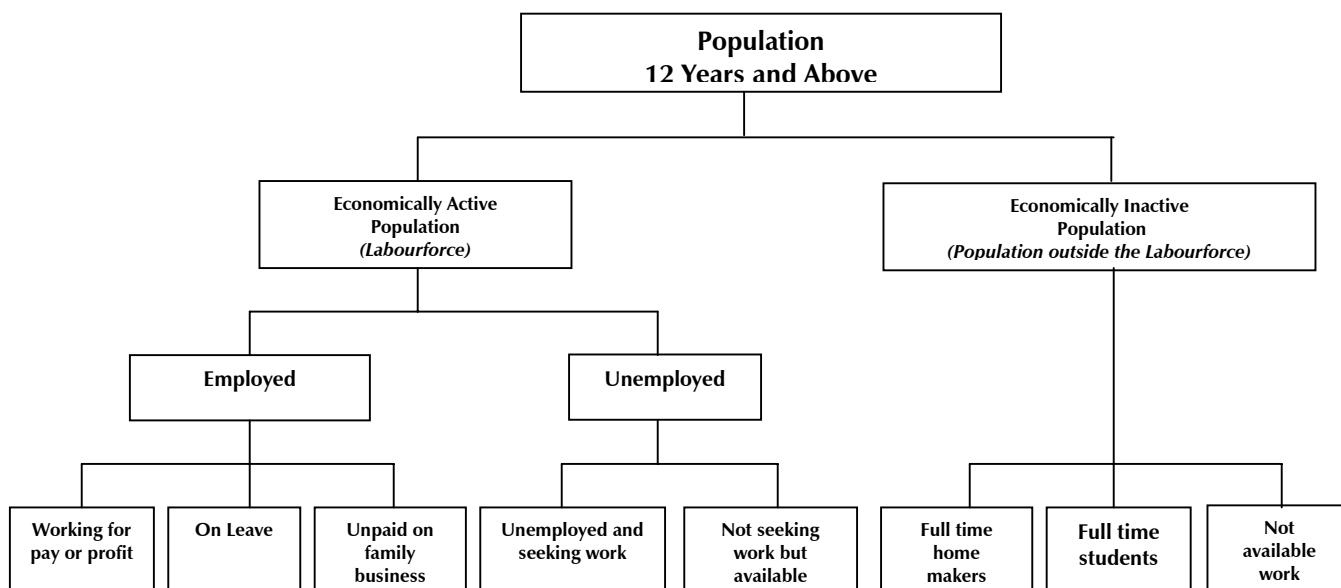
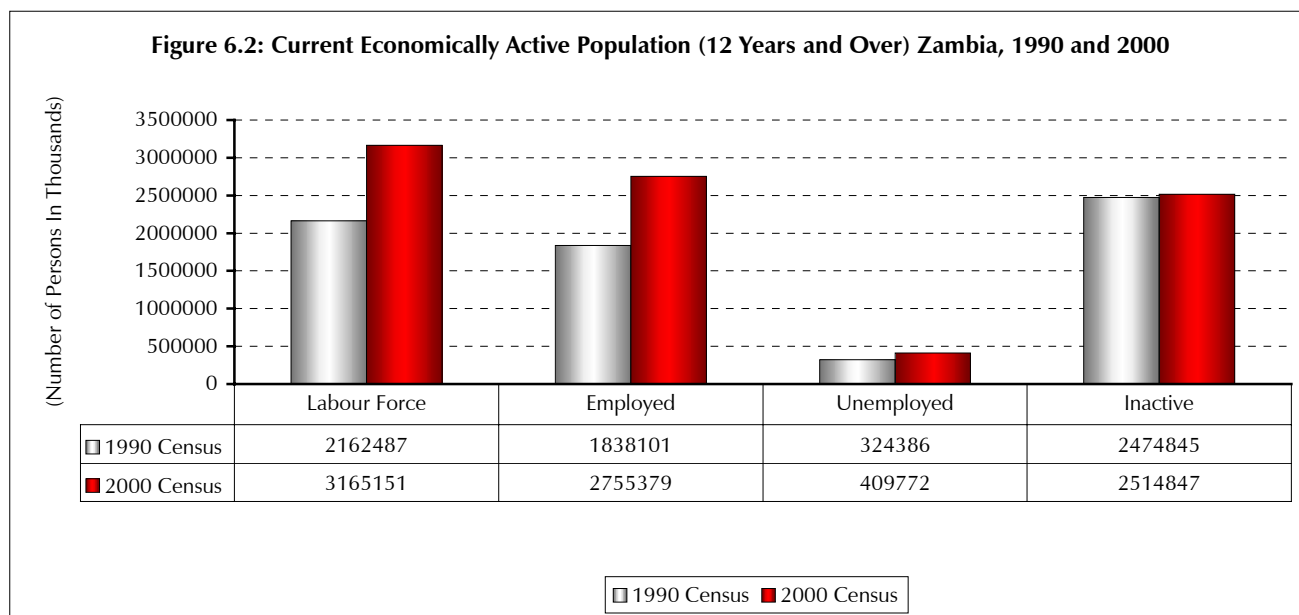


Figure 6.1 is a diagrammatic presentation of the various categories of the population of working age. Table 6.1 presents the population 12 years and over by age group, residence and sex for 1990 and 2000. The table shows that the working-age population in Zambia has increased by 22.4 percent. The increase of the male working-age population of 22.8 percent is just marginally higher than the female working-age population of 22.0 percent. In rural areas, the working-age population has increased by 26.9 percent, while in urban areas it has increased by only 15.7 percent. The increase of 29 percent for the male working-age population in rural areas is more than the increase of 25.0 percent for the female working-age population; In urban areas, on the other hand, the increase of 14.0 percent in the male working-age population is slightly less than the increase in the female working-age population of 14.6 percent.

Table 6.1: Population 12 years and Over by Broad Age Groups, Residence and Sex, 1990 and 2000

| Residence and Sex | Year | Population Size | Total Percent | 12-19 | 20-24 | 25-29 | 30-59 | 60+ | Not Stated |
|---------------------|------|-----------------|---------------|-------|-------|-------|-------|------|------------|
| Zambia Total | | | | | | | | | |
| Both Sexes | 1990 | 4,640,427 | 100.0 | 33.2 | 15.3 | 11.5 | 33.2 | 6.6 | 0.2 |
| | 2000 | 5,679,998 | 100.0 | 30.6 | 16.0 | 13.0 | 33.6 | 6.8 | 0.0 |
| Percent increase | | 22.4 | | | | | | | |
| Male | 1990 | 2,255,686 | 100.0 | 33.4 | 14.6 | 11.0 | 33.4 | 7.3 | 0.3 |
| | 2000 | 2,769,964 | 100.0 | 30.5 | 15.0 | 13.1 | 34.2 | 7.2 | 0.0 |
| Percent increase | | 22.8 | | | | | | | |
| Female | 1990 | 2,384,741 | 100.0 | 33.1 | 16.0 | 11.9 | 32.9 | 5.9 | 0.2 |
| | 2000 | 2,910,034 | 100.0 | 30.6 | 16.9 | 13.0 | 33.0 | 6.4 | 0.0 |
| Percent increase | | 22.0 | | | | | | | |
| Rural | | | | | | | | | |
| Both Sexes | 1990 | 2,791,707 | 100.0 | 32.5 | 14.3 | 10.6 | 33.2 | 9.1 | 0.3 |
| | 2000 | 3,541,919 | 100.0 | 30.4 | 15.0 | 12.2 | 33.6 | 8.7 | 0.0 |
| Percent increase | | 26.9 | | | | | | | |
| Male | 1990 | 1,321,860 | 100.0 | 34.2 | 13.8 | 10.2 | 31.3 | 10.2 | 0.3 |
| | 2000 | 1,705,121 | 100.0 | 31.3 | 14.2 | 12.1 | 33.0 | 9.4 | 0.0 |
| Percent increase | | 29.0 | | | | | | | |
| Female | 1990 | 1,469,847 | 100.0 | 31.0 | 14.7 | 11.0 | 34.9 | 8.1 | 0.3 |
| | 2000 | 1,836,798 | 100.0 | 29.6 | 15.8 | 12.3 | 34.1 | 8.2 | 0.0 |
| Percent increase | | 25.0 | | | | | | | |
| Urban | | | | | | | | | |
| Both Sexes | 1990 | 1,848,720 | 100.0 | 34.3 | 16.8 | 12.8 | 33.1 | 2.8 | 0.2 |
| | 2000 | 2,138,079 | 100.0 | 30.8 | 17.6 | 14.4 | 33.5 | 3.6 | 0.0 |
| Percent increase | | 15.7 | | | | | | | |
| Male | 1990 | 933,826 | 100.0 | 32.2 | 15.8 | 12.1 | 36.5 | 3.2 | 0.2 |
| | 2000 | 1,064,843 | 100.0 | 29.3 | 16.4 | 14.6 | 36.0 | 3.8 | 0.0 |
| Percent increase | | 14.0 | | | | | | | |
| Female | 1990 | 936,356 | 100.0 | 36.4 | 18.5 | 13.4 | 29.6 | 2.4 | 0.2 |
| | 2000 | 1,073,236 | 100.0 | 32.3 | 18.9 | 14.3 | 31.1 | 3.5 | 0.0 |
| Percent increase | | 14.6 | | | | | | | |

Source: CSO, 1990 and 2000 Censuses of Population and Housing



Source: CSO, 1990 and 2000 Censuses of Population and Housing

6.2. The Economically Inactive Population

This category includes all persons who are full time housewives/home-makers, full time students and those who are not available for work aged 12 years and over. Table 6.2 shows the current economically inactive population by reason of activity, residence and sex in 2000. Almost two thirds (64 percent) of the inactive population is female, while about a third (36 percent) are male. About 55 percent are in the rural areas while 45 percent are in the urban areas. Studying (42.6 percent) is the most important reason for inactivity, followed by homemaking (36.3) and lastly other reasons (21.1 percent). Groups of people included in the category of those who are economically inactive for “other reasons” include pensioners, those that are too old to work, prisoners, invalids, beggars and the disabled. In both rural and urban areas, the reasons for inactivity are in an order similar to the one for the whole country. However, it can be noted that there are slightly more home makers in the urban areas (37.1 percent) than in the rural areas (35.7 percent); slightly more students in the urban areas (44.1 percent) than in the rural areas (41.3 percent); and there are more economically inactive people for other reasons in rural areas (23.0 percent) compared to urban areas (18.8 percent).

In 2000, males are economically inactive mainly because of studying (64.9 percent) while females are inactive primarily because of home making (53.4 percent).

Table 6.2: Current Economically Inactive Population By Reason For Inactivity, Residence And Sex, Zambia, 2000

| Residence and Sex | Reason For Inactivity | | | | |
|-------------------|-----------------------|-------|------------|---------|-------|
| | Total Number | Total | Home Maker | Student | Other |
| Zambia - Total | 2,514,847 | 100.0 | 36.3 | 42.6 | 21.1 |
| Rural | 1,390,143 | 100.0 | 35.7 | 41.3 | 23.0 |
| Urban | 1,124,704 | 100.0 | 37.1 | 44.1 | 18.8 |
| Sex | | | | | |
| Male | 911,482 | 100.0 | 6.4 | 64.9 | 28.7 |
| Female | 1,603,365 | 100.0 | 53.4 | 29.9 | 16.8 |

6.3. Economically Active Population (Labour force)

Figure 6.1 gives an illustration of the economically active population and economically inactive population. The economically active population or the Labour force is defined as all persons aged 12 years and above of either sex whose main economic activity status is to supply their labour for the production of **economic** goods and services. It is composed of the employed and unemployed persons. It includes all those who are working, those who are

unemployed but seeking work and those not seeking work but available for work. Included also are those unpaid on family business. The economically active population by residence and sex are given in Table 6.3. According to this table, the labour force increased by 68 percent, from 2,162,487 in 1990 to 3,165,151 in 2000 in absolute terms. However, the average annual growth rate was 3.8 percent. The increase of 85.0 percent in the female labour force is more than the increase of 30 percent in the male labour force. A big proportion of the labour force (60.2 percent in 1990 and 62.4 percent in 2000) is in rural areas, as compared to the labour force in urban areas (38.8 percent in 1990 and 37.6 percent in 2000).

Table 6.3: Trends in the Labour force and the Average Annual Growth Rate of the Labour force by Province, Zambia, 1990 and 2000

| Province | 1990 | 2000 | Growth Rate |
|----------------|-----------|-----------|-------------|
| Zambia - Total | 2,162,487 | 3,165,151 | 3.8 |
| Central | 215,899 | 317,676 | 3.9 |
| Copperbelt | 387,843 | 492,644 | 2.4 |
| Eastern | 347,838 | 471,741 | 3.0 |
| Luapula | 152,475 | 267,726 | 5.6 |
| Lusaka | 287,071 | 404,672 | 3.4 |
| Northern | 242,133 | 403,365 | 5.1 |
| North-Western | 106,324 | 182,761 | 5.4 |
| Southern | 247,883 | 319,198 | 2.5 |
| Western | 175,021 | 305,368 | 5.5 |

Source: CSO, 1990 and 2000 Censuses of Population and Housing

The labour force in 2000 indicates that Copperbelt Province has the highest proportion (15.6 percent), followed by Eastern, Lusaka and Northern Provinces with 14.9 percent, 12.8 percent and 12.7 percent respectively. North-Western, Luapula and Western Provinces have the least with 5.8 percent, 8.5 percent and 9.6 percent, respectively. (See Table 6.3). Luapula, Western, North-Western and Northern Provinces recorded the highest average annual growth rates in the Labourforce between 1990 and 2000 of 5.6 percent, 5.5 percent, 5.4 percent and 5.1 percent respectively. Copperbelt Province recorded the lowest average annual growth rate of 2.4 percent followed by Southern Province with 2.5 percent. The other provinces to register an average annual growth rate in the labourforce below the national level were Eastern Province (3.0 percent) and Lusaka Province (3.4 percent).

Table 6.4: Percentage Distribution of the Labourforce by Province, Zambia, 2000

| Province | Both Sexes | Male | Female |
|----------------|------------|-------|--------|
| Zambia - Total | 100.0 | 100.0 | 100.0 |
| Central | 10.0 | 10.3 | 9.7 |
| Copperbelt | 15.6 | 17.3 | 13.0 |
| Eastern | 14.9 | 13.7 | 16.6 |
| Luapula | 8.5 | 7.8 | 9.4 |
| Lusaka | 12.8 | 15.1 | 9.5 |
| Northern | 12.7 | 11.9 | 13.9 |
| Northwestern | 5.8 | 5.3 | 6.4 |
| Southern | 10.1 | 10.8 | 9.1 |
| Western | 9.6 | 7.8 | 12.3 |

Source: CSO, 1990 and 2000 Censuses of Population and Housing

The employed population includes all persons who work for remuneration in the form of wages, salaries, commissions or pay in kind; operate their own businesses without employing others, and; work in a family business or farm without pay or profit. Of the 3,165,151 total labour force in Zambia in 2000, 2,755,379 or 87 percent are employed. The employed population increased by 50 percent from 1,838,101 in 1990 to 2,755,379 in 2000. The proportion of the

employed population residing in rural areas has increased from 64.4 percent in 1990 to 69.8 percent in 2000 while the proportion of the employed labour force residing in urban areas has decreased from 35.6 percent in 1990 to 32.0 percent in 2000.

The unemployed population is composed of those who are unemployed and seeking work and those who are not seeking work but are available for work.

According to Table 6.5 the unemployed population has increased by 26.3 percent from 324,386 in 1990 to 409,772 in 2000. The increase of 33 percent in the male unemployed population is more than the increase in the female unemployed population of 16 percent.

In 1990 there were more unemployed people in the rural areas (56.9 percent for total; 54.9 percent for males and 57 percent for females) than in the urban areas (43.7 percent for total; 55.1 percent for males and 43 percent for females). The liberalization of the economy starting in the early 1990s led to massive loss of jobs especially in the urban areas. This could be the reason why the proportion of the unemployed increased in 2000 compared to 1990. In 2000 there are more unemployed people residing in the urban areas (66.3 percent for total; 66.9 percent for males and 67.0 percent for females).

Table 6.5: Current Economically Active Population 12 Years and Over by Residence and Sex, Zambia 1990 and 2000

| Activity and Sex | 1990 | | | | 2000 | | | |
|---------------------|------------------|---------------|-------|-------|------------------|---------------|-------|-------|
| | Total Population | Total Percent | Rural | Urban | Total Population | Total Percent | Rural | Urban |
| Both Sexes | 4,637,332 | 100.0 | 61.7 | 38.3 | 5,679,998 | 100 | 62.4 | 37.6 |
| Male | 2,253,508 | 100.0 | 59.2 | 40.8 | 2,769,964 | 100 | 61.6 | 38.4 |
| Female | 2,383,824 | 100.0 | 53.2 | 46.8 | 2,910,034 | 100 | 63.1 | 36.9 |
| Labour Force | | | | | | | | |
| Both Sexes | 2,162,487 | 100.0 | 64.4 | 35.6 | 3,165,151 | 100 | 69.8 | 30.2 |
| Male | 1,401,776 | 100.0 | 60.7 | 39.3 | 1,858,482 | 100 | 64.5 | 35.5 |
| Female | 760,711 | 100.0 | 71.1 | 28.9 | 1,306,699 | 100 | 76.6 | 23.4 |
| Employed | | | | | | | | |
| Both Sexes | 1,838,101 | 100.0 | 88.8 | 11.2 | 2,755,379 | 100 | 75.2 | 24.8 |
| Male | 1,204,759 | 100.0 | 60.9 | 39.1 | 1,596,435 | 100 | 69.8 | 30.2 |
| Female | 633,342 | 100.0 | 74.0 | 26.0 | 1,158,944 | 100 | 81.8 | 18.2 |
| Unemployed | | | | | | | | |
| Both Sexes | 324,386 | 100.0 | 56.9 | 43.1 | 409,772 | 100 | 33.7 | 66.3 |
| Male | 197,017 | 100.0 | 59.2 | 40.8 | 262,047 | 100 | 34.1 | 65.9 |
| Female | 127,369 | 100.0 | 53.2 | 46.8 | 147,725 | 100 | 33.0 | 67.0 |
| Inactive | | | | | | | | |
| Both Sexes | 2,474,845 | 100.0 | 56.3 | 43.7 | 2,514,847 | 100 | 52.6 | 47.4 |
| Male | 851,732 | 100.0 | 54.9 | 55.1 | 911,482 | 100 | 55.8 | 44.2 |
| Female | 1,623,113 | 100.0 | 57.0 | 43.0 | 1,603,365 | 100 | 50.5 | 49.5 |
| Not Stated | | | | | | | | |
| Both Sexes | 95,693 | 100.0 | 49.5 | 50.5 | - | - | - | 0 |
| Male | 46,431 | 100.0 | 50.1 | 49.9 | - | - | - | 0 |
| Female | 49,262 | 100.0 | 48.9 | 51.1 | - | - | - | 0 |

Source: CSO, 1990 and 2000 Censuses of Population and Housing

The economically inactive population comprises all persons 12 years and over who are classified neither as employed nor as unemployed during the reference period; i.e the part of the population that is considered to be outside the labour force. This category includes all persons who are full time housewives/homemakers, full time students and those who are not available for work aged 12 years and over.

Out of the total Labourforce of 3,165,151, 2,514,379 were classified as being economically inactive. The economically inactive population has increased slightly by 1.6 percent from 2,474,845 in 1990 to 2,514,847 in 2000. Economic inactivity in males has increased by 7.0 percent from 851,732 in 1990 to 911,482 in 2000. In contrast, female economic inactivity has declined by 1.2 percent from 1,623,113 in 1990 to 1,603,365 in 2000. In 2000 there are more economically inactive persons in the rural areas than in the urban areas though the differences are not significant. The same situation pertained for 1990 except for the male economically inactive population where there were slightly more persons in the urban areas than in the rural areas.

Table 6.6 shows the economically active and economically inactive population by age, sex and nature of current economic activity.

For the labourforce and the employed, the peak age-group is 35-54 years (27.4 percent for total; 28.4 percent for males and 26.0 percent for females and 29.3 percent for total; 30.3 percent for males and 28.0 percent for females, respectively).

For the unemployed population, the peak is in the age-groups 12-19 (26.8 percent for total, 21.6 percent for males and 36.1 percent for females) and 20-24 (28.3 percent for total, 27.4 percent for males and 29.9 percent for females, respectively).

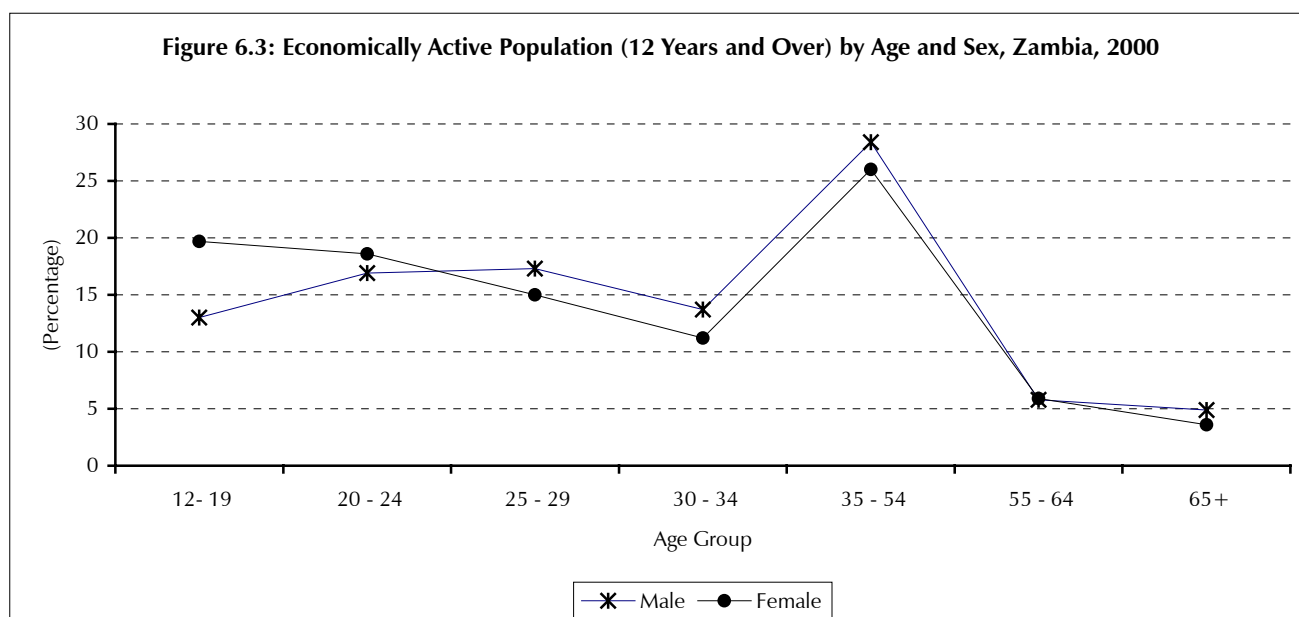
In so far as the economically inactive population is concerned, the peak is in the 12-19 age-group largely due to the fact that this is the age-range where you have a lot of school going persons on a full time basis.

Figure 6.3 shows a diagrammatic presentation by age and sex of the economically active population in 2000. The peak is in the age-range 35-54.

Table 6.6: Economically Active Population (12 Years and Over) by Age, Sex, and Nature of current Economic Activity, Zambia, 2000

| Activity and Sex | Total Population | Total Percent | Age Group | | | | | | | Not Stated |
|---------------------|------------------|---------------|-----------|-------|-------|-------|-------|-------|-----|------------|
| | | | 12-19 | 20-24 | 25-29 | 30-34 | 35-54 | 55-64 | 65+ | |
| Labour Force | | | | | | | | | | |
| Both Sexes | 3,165,151 | 100.0 | 15.8 | 17.6 | 16.3 | 12.7 | 27.4 | 5.8 | 4.4 | 0.0 |
| Male | 1,858,482 | 100.0 | 13.0 | 16.9 | 17.3 | 13.7 | 28.4 | 5.8 | 4.9 | 0.0 |
| Female | 1,306,669 | 100.0 | 19.7 | 18.6 | 15.0 | 11.2 | 26.0 | 5.9 | 3.6 | 0.0 |
| Employed | | | | | | | | | | |
| Both Sexes | 2,755,379 | 100.0 | 14.1 | 16.0 | 16.1 | 13.2 | 29.3 | 6.4 | 4.8 | 0.0 |
| Male | 1,596,435 | 100.0 | 11.6 | 15.2 | 17.0 | 14.2 | 30.3 | 6.3 | 5.4 | 0.0 |
| Female | 1,158,944 | 100.0 | 17.6 | 17.2 | 15.0 | 11.7 | 28.0 | 6.5 | 4.0 | 0.0 |
| Unemployed | | | | | | | | | | |
| Both Sexes | 409,772 | 100.0 | 26.8 | 28.3 | 17.5 | 9.5 | 14.7 | 2.0 | 1.1 | 0.0 |
| Male | 262,047 | 100.0 | 21.6 | 27.4 | 19.1 | 10.9 | 17.3 | 2.5 | 1.3 | 0.0 |
| Female | 147,725 | 100.0 | 36.1 | 29.9 | 14.9 | 7.1 | 10.1 | 1.3 | 0.7 | 0.0 |
| Inactive | | | | | | | | | | |
| Both Sexes | 2,514,847 | 100.0 | 49.2 | 14.0 | 8.9 | 6.2 | 13.4 | 3.7 | 4.7 | 0.0 |
| Male | 911,482 | 100.0 | 66.2 | 11.2 | 4.5 | 3.0 | 7.1 | 3.0 | 5.1 | 0.0 |
| Female | 1,603,365 | 100.0 | 39.5 | 15.5 | 11.4 | 8.1 | 17.0 | 4.0 | 4.4 | 0.0 |

Figure 6.3: Economically Active Population (12 Years and Over) by Age and Sex, Zambia, 2000



6.4. Economic Dependency Ratios

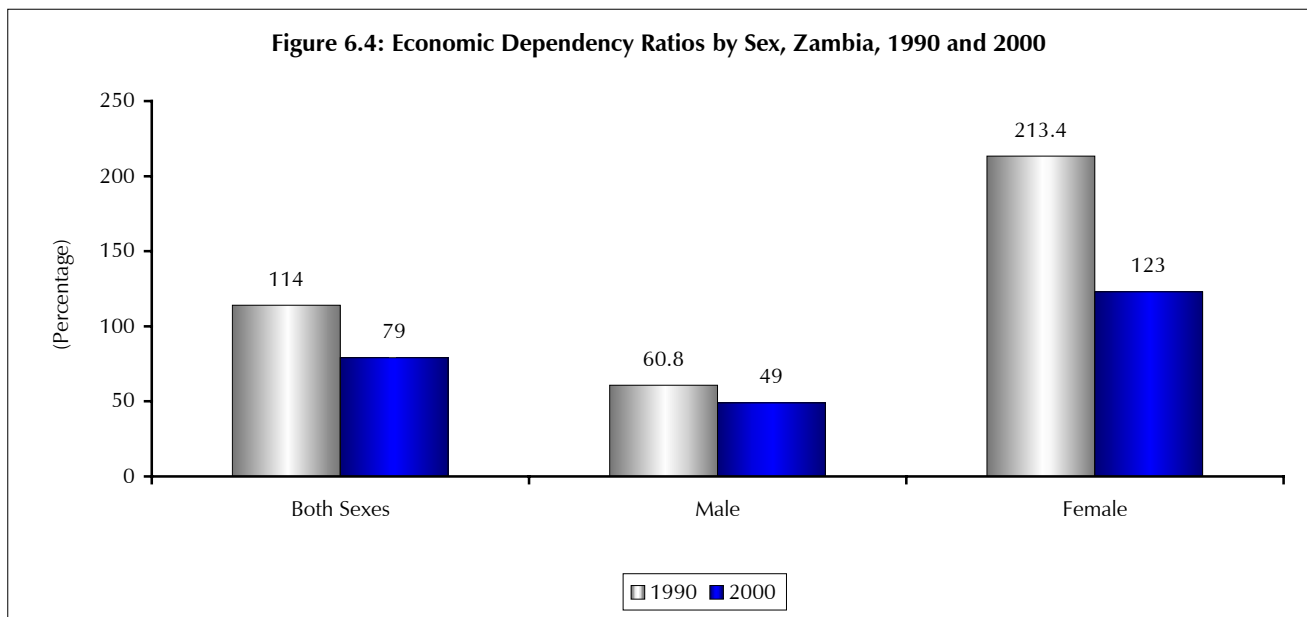
Economic dependency is a concept, which measures the extent to which the economically inactive population is dependent on the economically active population. Therefore the economic dependency ratio is the ratio of the economically inactive population divided by the economically active population.

Table 6.7 shows the current economically active population and economic dependency ratios by sex and residence. The table shows that the ratios have decreased for all the categories. The decreases are mostly for the females (213.4 percent in 1990 to 123 percent in 2000) and in rural areas (100.5 percent in 1990 to 65 percent in 2000). A diagrammatic illustration of the decreases are indicated in figure 6.4.

Table 6.7: Current Economically active Population and Economic Dependency Ratios by Sex and Residence, Zambia, 1990 and 2000

| Labourforce | 1990 | 2000 |
|--|-----------|-----------|
| Total Zambia | 2,162,487 | 3,165,151 |
| Male | 1,401,776 | 1,858,482 |
| Female | 760,711 | 1,306,669 |
| Rural | 1,392,348 | 2,151,776 |
| Urban | 770,139 | 1,013,375 |
| Economic dependency ratios (Percentage) | | |
| Total Zambia | 114 | 79 |
| Male | 60.8 | 49 |
| Female | 213.4 | 123 |
| Rural | 100.5 | 65 |
| Urban | 139.7 | 111 |

Source: CSO, 1990 and 2000 Censuses of Population and Housing



Source: CSO, 1990 and 2000 Censuses of Population and Housing

6.5. Current Labour Force Participation Rates

The Labour Force Participation Rate is defined as the proportion of persons of a particular age- group who are in the labour force. It measures the extent to which a particular age and/or sex group is involved in economic activities. Labour Force Participation Rates by age, sex, and residence are shown in Table 6.8.

There was an increase in the working-age population involved in economic activities between the two Censuses. In 1990 the Labour Force Participation Rate was 46.6 percent as compared to 56 percent in 2000. The increase in the female labour force from 37.3 percent to 52.7 is more than the increase for males from 62.2 percent to 67.1 percent.

The increase in the rural Labour Force Participation Rate from 49.9 percent to 60.8 percent is greater than the increase in the urban areas from 41.7 percent in 1990 to 47.4 percent in 2000 (refer to Table 6.9).

The increase in Labour Force Participation Rates is greater for females than for males in both rural and urban areas. In the rural areas, the female participation rate increased from 37.3 percent in 1990 to 52.7 percent in 2000, while the male participation rate increased from 63.9 percent in 1990 to 69.5 percent in 2000. In the urban areas, the female Labour Force Participation Rate has increased from 23.2 percent in 1990 to 31.6 percent in 2000. Similarly the Participation Rate of males has increased from 59.8 percent in 1990 to 63.3 percent in 2000.

The Labourforce Participation Rates have increased most in Western Province (45 percent in 1990 to 69 percent in 2000) and lowest in Lusaka Province (46 percent in 1990 to 47 percent in 2000).

Table 6.8: Trends in Labour force Participation Rates by Province and Sex, 1990 and 2000 (Percentage)

| Province | 1990 | | | 2000 | | |
|---------------|-------------|-------------|-------------|------------|-----------|-----------|
| | Both Sexes | Male | Female | Both Sexes | Male | Female |
| Zambia | 46.6 | 62.2 | 31.9 | 56 | 67 | 45 |
| Central | 47.4 | 63.2 | 31.8 | 55 | 67 | 44 |
| Copperbelt | 42.7 | 61 | 23.6 | 51 | 66 | 36 |
| Eastern | 57.7 | 69.4 | 47.2 | 65 | 73 | 57 |
| Luapula | 46.2 | 62.9 | 31.4 | 62 | 70 | 54 |
| Lusaka | 45.6 | 63.7 | 26.9 | 47 | 65 | 29 |
| Northern | 46.2 | 60.4 | 33.6 | 58 | 66 | 50 |
| Northwestern | 43.5 | 55.5 | 33.1 | 57 | 64 | 51 |
| Southern | 45 | 61.2 | 29.8 | 48 | 62 | 35 |
| Western | 44.7 | 57.6 | 34.3 | 69 | 71 | 68 |

Source: CSO, 1990 and 2000 Censuses of Population and Housing

An examination of the labour force participation rates by age reveals that they were lowest (16.7 percent) in the age-group 12-14 years, rose with the increase in ages to reach a peak of 72.8 percent for the age-group 40-44 years, and then start to decline until it reaches 42.1 percent for the oldest age-group 75 years and over (refer to Table 6.9 and figure 6.5). The pattern of the distribution of the labour force participation rates by age in rural and urban areas are similar to the pattern described above for the total population. The patterns are also the same for both sexes except for the pattern for females in urban areas where the peak is reached in the age-group 45-49 age group. Figures 6.5 and 6.6 gives a trend of the current Labourforce participation rates by age and sex for rural and urban areas respectively.

The male labour force participation rates are higher than those for females at every age-group; this pattern is the same between the two sexes and in both rural and urban areas.

Table 6.9: Current Labour Force Participation Rates by Age, Sex and Residence, Zambia, 1990 and 2000

| Age-Group | Current Participation Rate | | | | | | | | |
|------------------------------|----------------------------|------|--------|------------|------|--------|------------|------|--------|
| | Zambia - Total | | | Rural | | | Urban | | |
| | Both Sexes | Male | Female | Both Sexes | Male | Female | Both Sexes | Male | Female |
| 1990 | 46.6 | 62.2 | 31.9 | 49.9 | 63.9 | 37.3 | 41.7 | 59.8 | 23.2 |
| 2000 | 55.7 | 67.1 | 44.9 | 60.8 | 69.5 | 52.7 | 47.4 | 63.3 | 31.6 |
| 2000 Census Age Group | | | | | | | | | |
| Total | 55.7 | 67.1 | 44.9 | 60.8 | 69.5 | 52.7 | 47.4 | 63.3 | 31.6 |
| 12 – 14 | 16.7 | 16.6 | 16.7 | 21.6 | 21.2 | 22.0 | 8.0 | 8.1 | 8.0 |
| 15 – 19 | 36.3 | 36.4 | 36.2 | 44.5 | 42.8 | 46.1 | 23.3 | 25.9 | 21.0 |
| 20 – 24 | 61.4 | 75.6 | 49.4 | 68.3 | 80.4 | 58.3 | 51.5 | 68.9 | 36.6 |
| 25 – 29 | 69.7 | 88.6 | 51.7 | 73.9 | 89.7 | 59.4 | 63.8 | 87.2 | 40.3 |
| 30 – 34 | 72.0 | 90.4 | 53.1 | 74.9 | 90.2 | 60.2 | 67.6 | 90.5 | 41.9 |
| 35 – 39 | 72.0 | 90.5 | 54.1 | 74.8 | 90.3 | 60.9 | 67.6 | 90.8 | 42.5 |
| 40 – 44 | 72.8 | 90.3 | 55.7 | 75.9 | 90.4 | 62.7 | 68.0 | 90.1 | 43.6 |
| 45 – 49 | 72.7 | 88.5 | 56.9 | 75.9 | 89.7 | 63.7 | 67.2 | 86.9 | 43.4 |
| 50 – 54 | 70.1 | 84.8 | 56.5 | 73.9 | 87.7 | 63.2 | 62.1 | 80.2 | 37.9 |
| 55 – 59 | 68.6 | 81.6 | 55.8 | 73.4 | 86.1 | 62.3 | 55.7 | 71.8 | 33.5 |
| 60 – 64 | 64.8 | 78.2 | 52.5 | 70.3 | 82.9 | 59.4 | 45.5 | 63.7 | 25.8 |
| 65 – 69 | 63.4 | 76.0 | 49.6 | 68.9 | 80.7 | 56.2 | 41.4 | 57.9 | 23.3 |
| 70 – 74 | 55.0 | 67.4 | 40.5 | 60.2 | 72.0 | 46.2 | 32.1 | 46.6 | 16.5 |
| 75+ | 42.1 | 53.4 | 28.2 | 46.5 | 57.5 | 32.4 | 21.4 | 31.8 | 11.1 |

Source: CSO, 1990 and 2000 Censuses of Population and Housing

Figure 6.5: Current Labour Force Participation Rates by Age and Sex, Zambia Rural, 2000

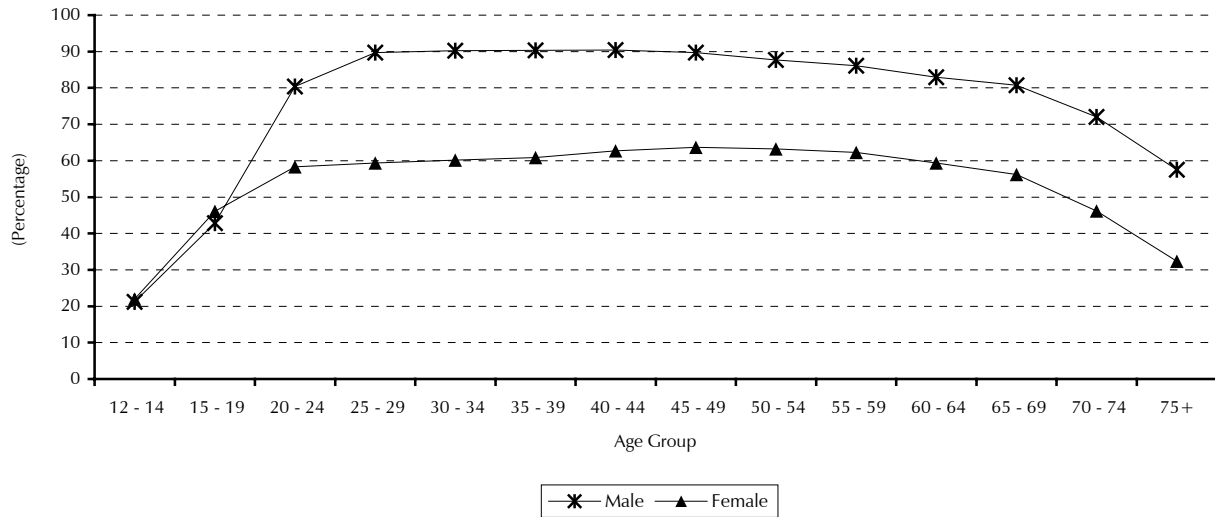
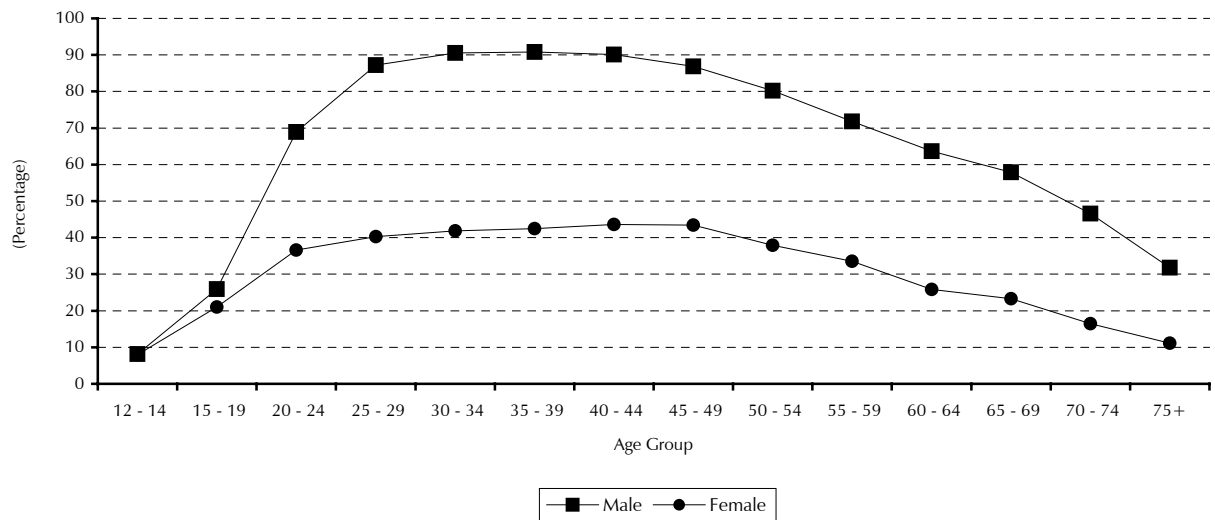


Figure 6.6: Current Labour Force Participation Rates by Age and Sex, Zambia Urban, 2000



6.6. Employment Status, Occupation And Industrial Classification

The occupational and industrial structure and employment status of a country's workforce reflect the level of its economic development and the efficiency with which it uses and allocates its resources. If economic progress is experienced in a country, this will easily be reflected in the increased division and specialization of its labour force. In an economy where economic progress is negligible, it is typical to find the majority of the workforce employed in its primary industries. The work force are found in various forms of self-employment activities and unskilled. These activities are in the Agricultural sector and other occupations characterised by low skill requirements.

6.6.1 Employment Status

Employment status refers to whether a worker is an employer, employee, self-employed or an unpaid family worker. An employer is a person who operates his or her own economic enterprise or engages independently in a profession or trade, and hires one or more employees. An employee is a person who works for a public or private employer and receives remuneration in wages, salary, commission, tips, piece rates, or pay in kind. A self-employed worker is a

person who operates his or her own economic enterprise or engages independently in a profession or trade, and hires no employees. Finally, an unpaid family worker is a person who works without pay in an economic enterprise operated by a related member of the same household (including peasant farmers).

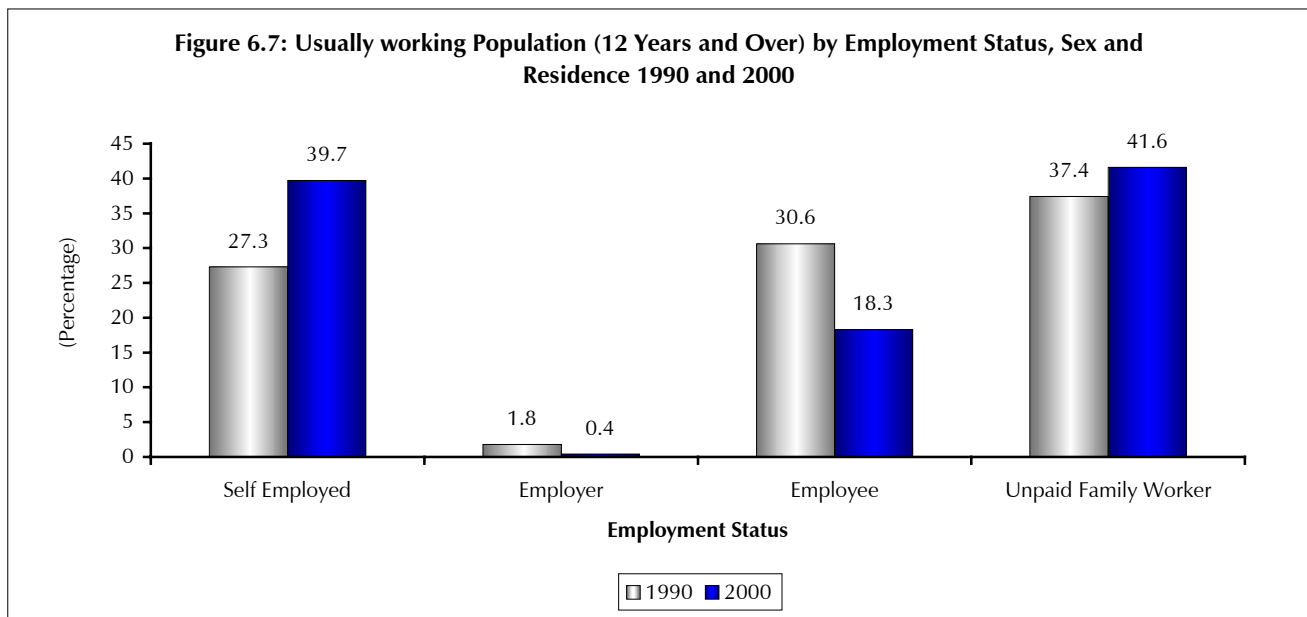
Table 6.10 shows that the usually working population increased by 52.9 percent between 1990 and 2000 from 1,838,409 in 1990 to 2,812,428 in 2000.

In terms of employment status, the total self-employed persons as a proportion of the total usually working population increased from 27.3 percent in 1990 to 39.7 in 2000. The ratio of the self-employed persons by sex also increased between the two intercensal periods. However, the increase in the male self-employed persons (from 28.4 percent in 1990 to 48.4 percent in 2000) is more than the increase in the female self-employed persons (from 25.2 percent in 1990 to 29.0 percent in 2000). With regard to residence, a similar pattern is observed where the proportion of the male self-employed population increased by a bigger percentage from 36.4 percent in 1990 to 56.2 percent for the rural areas and from 16.6 percent to 30.4 percent for the urban areas than the female self-employed population which increased from 23.2 percent in 1990 to 27.2 percent in 2000 for the rural areas and from 31.2 percent in 1990 to 36.9 percent in 2000.

There was a decrease in the proportion of the workforce classified as employers. From a proportion of 1.8 percent in 1990, it dropped to 0.4 percent in 2000. A similar trend by sex and residence is observed.

The proportion of the total population classified as employees decreased from 30.6 percent in 1990 to 18.3 percent in 2000. The decrease in the female employees (from 14.7 percent in 1990 to 9.0 percent in 2000) is more than the decrease in the male employees (from 39.0 percent in 1990 to 25.7 percent in 2000). In general, both urban and rural areas experienced a drop in employees between the intercensal periods.

The proportion of the unpaid family workers increased in general from 37.4 percent in 1990 to 41.6 percent in 2000. There were larger increases in the proportion of the urban unpaid family workers especially for females who increased from 14.7 percent in 1990 to 22.6 percent in 2000. There was a decrease in the proportion of the unpaid family workers in the rural areas except for the female unpaid family workers. The biggest decrease is in the male unpaid family workers from 44.1 percent in 1990 to 33.4 percent in 2000.



Source: CSO, 1990 and 2000 Censuses of Population and Housing

Table 6.10: Usually Working Population (12 Years and Over) by Employment Status, Sex and Residence, Zambia, 1990 and 2000

| sex | Employment status and | Residence and Year | | | | | |
|-----------------------------|-----------------------|--------------------|-----------|-----------|-----------|---------|---------|
| | | Zambia - Total | | Rural | | Urban | |
| | | 1990 | 2000 | 1990 | 2000 | 1990 | 2000 |
| Total Population | | | | | | | |
| | Both Sexes | 1,838,409 | 2,812,428 | 1,192,033 | 2,114,364 | 646,376 | 698,064 |
| | Male | 1,204,938 | 1,556,610 | 719,011 | 1,086,649 | 485,927 | 469,961 |
| | Female | 633,471 | 1,255,818 | 473,022 | 1,027,715 | 160,449 | 228,103 |
| Total percentage | | | | | | | |
| | Both Sexes | 100 | 100 | 100 | 100 | 100 | 100 |
| | Male | 100 | 100 | 100 | 100 | 100 | 100 |
| | Female | 100 | 100 | 100 | 100 | 100 | 100 |
| Self-employed | | | | | | | |
| | Both Sexes | 27.3 | 39.7 | 31.2 | 42.1 | 20.2 | 32.5 |
| | Male | 28.4 | 48.4 | 36.4 | 56.2 | 16.6 | 30.4 |
| | Female | 25.2 | 29.0 | 23.2 | 27.2 | 31.2 | 36.9 |
| Employer | | | | | | | |
| | Both Sexes | 1.8 | 0.4 | 1.0 | 0.2 | 3.2 | 0.9 |
| | Male | 2.2 | 0.6 | 1.3 | 0.3 | 3.6 | 1.1 |
| | Female | 0.8 | 0.2 | 0.4 | 0.1 | 2.0 | 0.6 |
| Employee | | | | | | | |
| | Both Sexes | 30.6 | 18.3 | 11.3 | 6.3 | 66.2 | 54.5 |
| | Male | 39.0 | 25.7 | 16.0 | 10.1 | 72.9 | 61.7 |
| | Female | 14.7 | 9.0 | 4.2 | 2.2 | 46.0 | 39.9 |
| Unpaid family worker | | | | | | | |
| | Both Sexes | 37.4 | 41.6 | 54.3 | 51.4 | 6.4 | 12.0 |
| | Male | 27.8 | 25.4 | 44.1 | 33.4 | 3.6 | 6.9 |
| | Female | 55.9 | 61.8 | 69.8 | 70.5 | 14.7 | 22.6 |
| Not stated | | | | | | | |
| | Both Sexes | 2.9 | 0.0 | 2.2 | 0.0 | 4.0 | 0.0 |
| | Male | 2.6 | 0.0 | 2.2 | 0.0 | 3.3 | 0.0 |
| | Female | 3.4 | 0.0 | 2.4 | 0.0 | 6.1 | 0.0 |

Source: CSO, 1990 and 2000 Censuses of Population and Housing

6.6.2. Working population by occupation

Occupation is a concept, which identifies a set of characteristics of a job and a group of specific tasks that are performed by a person.

The distribution of male and female workers among occupations show some similarities. The three most important occupations for males are Agriculture (45.0 percent in 1990 and 65.4 percent in 2000), Production and related workers (11.5 percent in 1990 and 10.7 percent in 2000), and Professional, Technical and related occupations (7.1 percent in 1990 and 5.6 percent in 2000).

The three most important occupations for females are Agriculture (55.3 percent in 1990 and 79.0 percent in 2000), Sales workers (7.9 percent in 1990 and 7.2 percent in 2000) and Professional, Technical and related occupations (5.5 in 1990 and 3.2 percent in 2000).

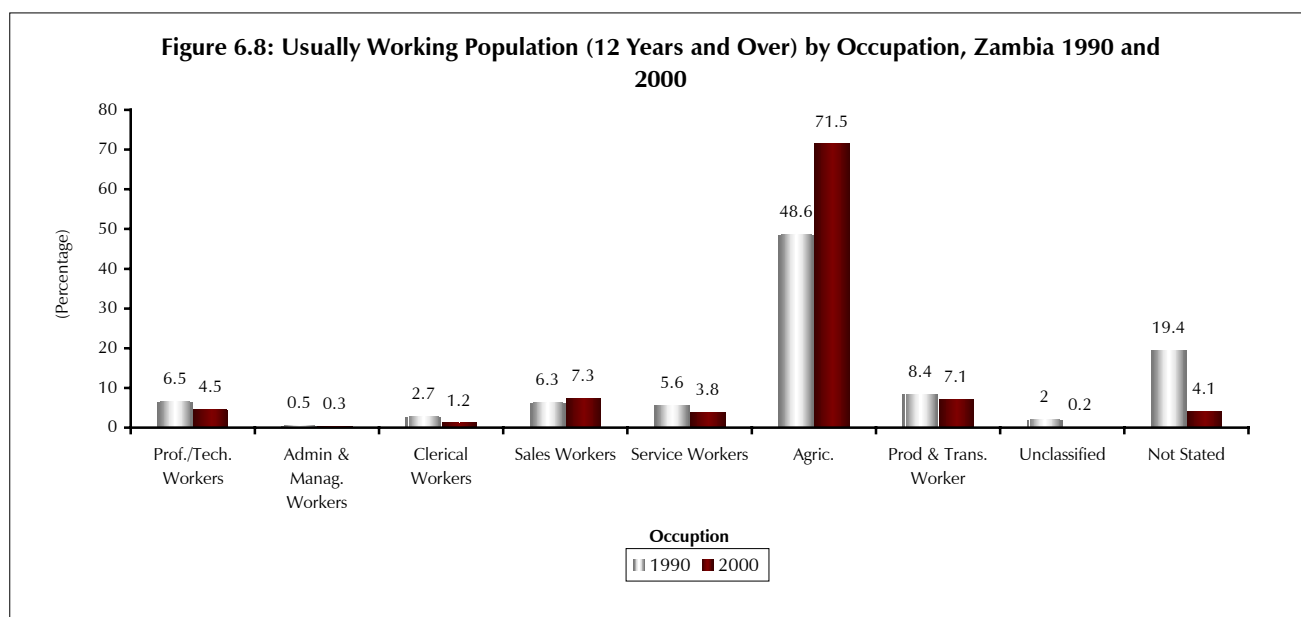
In rural areas, the distribution of workers among the various occupations is similar to the one for total Zambia, except that the proportion of workers who are in Agriculture and related occupations is much higher in rural areas. The differences between the distributions of male and female workers over the various occupations in rural areas are not so significant. The distribution of workers over occupations in urban areas is different for both the total and that of the

rural areas. In urban areas, workers are more widely distributed over many occupations, and not concentrated in few occupations. The four most important occupations in urban areas are Sales workers (23.3 percent in 2000), Production and related workers (21.1 percent in 2000), Service workers (12.9 percent) and Professional, technical and related workers (13.6 percent).

Table 6.11: Usually Working Population By Occupation, Sex and Residence, Zambia, 1990 and 2000

| Occupation | Year | Percentage of Working Population | | | | | | | | |
|-------------------------|------|----------------------------------|-----------|-----------|------------|-----------|-----------|------------|---------|---------|
| | | Zambia - Total | | | Rural | | | Urban | | |
| | | Both Sexes | Male | Female | Both Sexes | Male | Female | Both Sexes | Male | Female |
| Total Number of Workers | 1990 | 1,838,409 | 1,204,938 | 633,471 | 1,192,033 | 719,011 | 473,022 | 646,376 | 485,927 | 160,449 |
| | 2000 | 2,812,428 | 1,556,610 | 1,255,818 | 2,114,364 | 1,086,649 | 1,027,715 | 698,064 | 469,961 | 228,103 |
| Total Percent | 1990 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | 2000 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| Prof.Tech Workers | 1990 | 6.5 | 7.1 | 5.5 | 7.2 | 3.3 | 1.9 | 13.6 | 12.7 | 16.2 |
| | 2000 | 4.5 | 5.6 | 3.2 | 1.5 | 2.1 | 0.8 | 13.6 | 13.6 | 13.7 |
| Admin & Manag. Workers | 1990 | 0.5 | 0.7 | 0.2 | 0.1 | 0.1 | 0.0 | 1.4 | 1.6 | 0.7 |
| | 2000 | 0.3 | 0.4 | 0.1 | 0.0 | 0.1 | 0.0 | 1.1 | 1.3 | 0.6 |
| Clerical Workers | 1990 | 2.7 | 2.4 | 3.1 | 0.4 | 0.5 | 0.3 | 6.9 | 5.3 | 11.8 |
| | 2000 | 1.2 | 1.4 | 1.0 | 0.2 | 0.2 | 0.1 | 4.5 | 4.2 | 5.2 |
| Sales Workers | 1990 | 6.3 | 5.5 | 7.9 | 1.8 | 1.8 | 1.8 | 14.5 | 10.8 | 25.7 |
| | 2000 | 7.3 | 7.4 | 7.2 | 2.1 | 2.1 | 2.0 | 23.3 | 19.8 | 30.5 |
| Service Workers | 1990 | 5.6 | 6.9 | 3.1 | 1.7 | 2.1 | 1.2 | 12.6 | 13.9 | 8.7 |
| | 2000 | 3.8 | 4.6 | 2.8 | 0.8 | 1.1 | 0.5 | 12.9 | 12.8 | 12.9 |
| Agric. | 1990 | 48.6 | 45.0 | 55.3 | 71.2 | 70.7 | 71.8 | 6.9 | 7.0 | 6.7 |
| | 2000 | 71.5 | 65.4 | 79.0 | 89.5 | 87.6 | 91.5 | 16.9 | 14.2 | 22.5 |
| Prod. Trans. & worker | 1990 | 8.4 | 11.5 | 2.7 | 2.6 | 3.3 | 1.4 | 19.3 | 23.5 | 6.5 |
| | 2000 | 7.1 | 10.7 | 2.6 | 2.5 | 3.4 | 1.5 | 21.1 | 27.6 | 7.5 |
| Unclassified | 1990 | 2.0 | 2.0 | 2.0 | 1.4 | 1.4 | 1.4 | 3.2 | 3.1 | 3.6 |
| | 2000 | 0.2 | 0.2 | 0.1 | 0.1 | 0.1 | 0.1 | 0.4 | 0.4 | 0.4 |
| Not stated | 1990 | 19.4 | 18.9 | 20.2 | 18.1 | 16.8 | 20.2 | 21.6 | 22.1 | 20.1 |
| | 2000 | 4.1 | 4.2 | 4.0 | 3.4 | 3.4 | 3.4 | 6.3 | 6.1 | 6.7 |

Source: CSO, 1990 and 2000 Censuses of Population and Housing



Source: CSO, 1990 and 2000 Censuses of Population and Housing

6.6.3 Working population by Industry

Industry or economic sector defines the type of product or service produced at one's workplace. The distribution of the usually working population 12 years and over by industry and employment status for 1990 and 2000 is shown in Table 6.12.

The industrial structure in Zambia continues to be dominated by the Agricultural industry. In 2000, the Agricultural industry employed 71.6 percent of the workers, the Mining industry employed 1.3 percent, secondary activities together employed 4.5 percent, while tertiary industries together employed 17.2 percent (refer to Table 6.12). In comparison to 1990, Agriculture is the only sector, which recorded an increase from 49.8 percent in 1990 to 71.6 in 2000. The rest of the sectors have shown decreases. The most significant are Mining (3.4 percent in 1990 to 1.3 percent in 2000) and Manufacturing (5.1 percent in 1990 to 2.8 percent in 2000). A study of the mobility of workers from one industry to another shows that all non-agricultural industries experienced manpower losses during the 1990's, while the Agricultural industry is the only industry which gained manpower. This suggests that the majority of the retrenches, retirees and those who are fired, have taken up agricultural activities. The industrial distribution of workers by employment status revealed that the unpaid family workers (71.4 percent in 1990 and 91.4 percent in 2000) and the self-employed (65.1 percent in 1990 and 76.7 percent in 2000) were in the Agricultural sector. Employees were more widely distributed over the industries than other employment status. Employers were more predominant in Agriculture (24.2 percent in 1990 and 31.3 percent in 2000) and Community and Personal Services (23.8 percent in 1990 and 18.7 percent in 2000).

Table 6.12: Usually Working Population (12 Years and Over) by Employment Status and Industry, Zambia, 1990 and 2000

| Industry and Year | Total Number Working | Self-employed | Employee | Employer | Unpaid Family Worker | Not stated |
|-----------------------|----------------------|---------------|----------|----------|----------------------|------------|
| Total Number 1990 | 1,838,409 | 502,501 | 562,791 | 32,276 | 688,151 | 52,691 |
| 2000 | 2,812,428 | 1,117,217 | 513,512 | 10,670 | 1,171,029 | - |
| Total Percentage 1990 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| 2000 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Agriculture 1990 | 49.8 | 65.1 | 14.1 | 24.2 | 71.4 | 19.9 |
| 2000 | 71.6 | 76.7 | 16.3 | 31.3 | 91.4 | 0.0 |
| Mining 1990 | 3.4 | 0.1 | 10.2 | 6.2 | 0.0 | 0.6 |
| 2000 | 1.3 | 0.1 | 6.8 | 2.5 | 0.0 | 0.0 |
| Manufacturing 1990 | 5.1 | 4.6 | 11.0 | 9.4 | 0.5 | 4.3 |
| 2000 | 2.8 | 2.8 | 7.7 | 7.9 | 0.5 | 0.0 |
| Electricity 1990 | 0.6 | 0.1 | 1.7 | 1.4 | 0.0 | 0.4 |
| 2000 | 0.4 | 0.1 | 1.9 | 0.9 | 0.0 | 0.0 |
| Construction 1990 | 1.9 | 1.0 | 4.6 | 3.8 | 0.2 | 1.5 |
| 2000 | 1.3 | 1.0 | 4.6 | 4.0 | 0.1 | 0.0 |
| Trade 1990 | 3.8 | 7.4 | 4.7 | 5.9 | 0.54 | 3.3 |
| 2000 | 6.8 | 10.4 | 8.8 | 13.4 | 2.4 | 0.0 |
| Transport 1990 | 2.9 | 0.7 | 8.0 | 6.7 | 0.1 | 2.2 |
| 2000 | 1.9 | 0.5 | 9.1 | 6.9 | 0.1 | 0.0 |
| Finance 1990 | 2.1 | 0.7 | 3.4 | 4.0 | 0.2 | 0.3 |
| 2000 | 1.0 | 0.8 | 3.5 | 4.0 | 0.1 | 0.0 |
| Community 1990 | 12.1 | 7.6 | 28.5 | 23.8 | 1.7 | 8.6 |
| 2000 | 7.5 | 2.8 | 33.0 | 18.7 | 0.8 | 0.0 |
| Other 1990 | 1.9 | 1.4 | 2.3 | 2.1 | 1.7 | 6.3 |
| 2000 | | | | | | |
| Not Stated 1990 | 16.5 | 9.8 | 8.5 | 8.8 | 4.7 | 15.5 |
| 2000 | 5.4 | 4.9 | 8.5 | 10.4 | 4.5 | 0.0 |

Source: CSO, 1990 and 2000 Censuses of Population and Housing

Figure 6.9: Usually Working Population (12 Years and Over) by Industry, Zambia 1990 and 2000



Source: CSO, 1990 and 2000 Censuses of Population and Housing

The distribution of the usually working population by employment status in each industry is shown in Table 6.13. Unpaid family workers (37.4 percent in 1990 and 41.6 percent in 2000) are the most predominant status for all industries. The Employees are prominent in all industries, except those of Agriculture and Trade in both 1990 and 2000. The employment status of employer is not very predominant in any industry in both Censuses. Self-employed is prominent in the Trading and Agricultural industries in 2000 (60.9 percent in Trade and 42.5 percent in Agriculture). Unpaid family workers are dominant in the Agricultural industry in both Censuses.

Table 6.13: Usually Working Population (12 Years and Over) by Employment Status and Industry, Zambia, 1990 and 2000

| Industrial and Year | Total Number Working | Total Percent | Self Employed | Employee | Employer | Unpaid Family | Not stated |
|-----------------------|----------------------|---------------|---------------|----------|----------|---------------|------------|
| Total Number 1990 | 1,838,409 | 100 | 27.3 | 30.6 | 1.8 | 37.4 | 2.9 |
| 2000 | 2,812,428 | 100 | 39.7 | 18.3 | 0.4 | 41.6 | 0.0 |
| Total Percentage 1990 | 1,838,409 | 100 | 27.3 | 30.6 | 1.8 | 37.4 | 2.9 |
| 2000 | 2,812,428 | 100 | 39.7 | 18.3 | 0.4 | 41.6 | 0.0 |
| Agriculture 1990 | 916,084 | 100 | 35.7 | 8.6 | 0.9 | 43.6 | 1.2 |
| 2000 | 2,014,028 | 100 | 42.5 | 4.1 | 0.2 | 53.2 | 0.0 |
| Mining 1990 | 61,540 | 100 | 1.0 | 93.2 | 3.3 | 0.3 | 2.1 |
| 2000 | 36,463 | 100 | 3.3 | 95.4 | 0.7 | 0.6 | 0.0 |
| Manufacturing 1990 | 94,218 | 100 | 24.7 | 65.7 | 3.2 | 4.0 | 2.4 |
| 2000 | 77,515 | 100 | 40.3 | 50.8 | 1.1 | 7.8 | 0.0 |
| Electricity 1990 | 10,551 | 100 | 4.0 | 89.2 | 4.2 | 0.4 | 2.2 |
| 2000 | 11,016 | 100 | 8.7 | 88.8 | 0.9 | 1.6 | 0.0 |
| Construction 1990 | 34,352 | 100 | 15.0 | 75.8 | 3.6 | 3.3 | 2.3 |
| 2000 | 36,790 | 100 | 31.4 | 64.0 | 1.2 | 3.4 | 0.0 |
| Trade 1990 | 70,310 | 100 | 52.9 | 37.3 | 2.7 | 4.6 | 2.5 |
| 2000 | 190,354 | 100 | 60.9 | 23.6 | 0.8 | 14.7 | 0.0 |
| Transport 1990 | 52,423 | 100 | 6.3 | 86.5 | 4.1 | 0.8 | 2.3 |
| 2000 | 53,736 | 100 | 9.4 | 87.4 | 1.4 | 1.8 | 0.0 |
| Finance 1990 | 37,399 | 100 | 29.6 | 61.2 | 3.1 | 3.9 | 2.2 |
| 2000 | 29,151 | 100 | 32.2 | 60.9 | 1.5 | 5.4 | 0.0 |
| Community 1990 | 222,639 | 100 | 17.2 | 72.1 | 3.4 | 5.3 | 2.0 |
| 2000 | 212,280 | 100 | 14.7 | 79.8 | 0.9 | 4.6 | 0.0 |

| Industrial and Year | Total Number Working | Total Percent | Self Employed | Employee | Employer | Unpaid Family | Not stated |
|---------------------|----------------------|---------------|---------------|----------|----------|---------------|------------|
| Other 1990 | 35,498 | 19 | 36.7 | 1.9 | 33.0 | 9.4 | 0.0 |
| 2000 | | | | | | | |
| Not Stated 1990 | 303,395 | 100 | 16.2 | 20.0 | 1.4 | 53.8 | 8.6 |
| 2000 | 151,095 | 100 | 35.9 | 28.8 | 0.7 | 34.6 | 0.0 |

Source: CSO, 1990 and 2000 Censuses of Population and Housing

Table 6.14 and Table 6.15 show the distribution of the usually working population by industry, sex and residence for the year 2000. The majority of the labourforce are employed in the Agricultural sector (72 percent) followed by the Community and Personal Services sector with 13 percent. By residence, the rural areas employ 90 percent in the Agricultural industry. The Community and Personal Services and the Trade, Restaurants and Hotels account for 32 percent and 22 percent respectively.

Table 6.14 Percentage Distribution of Usually Working Population by Industry, Residence and Sex, Zambia, 2000

| Industry | Total Number | Rural | Urban | Male | Female |
|---------------------------------|--------------|-----------|---------|-----------|-----------|
| Total Number | 2,812,428 | 2,114,364 | 698,064 | 1,556,610 | 1,255,818 |
| Total Percentage | 100 | 100 | 100 | 100 | 100 |
| Agriculture | 72 | 90 | 17 | 66 | 79 |
| Mining & Quarrying | 1 | 0 | 5 | 2 | 0 |
| Manufacturing | 3 | 1 | 8 | 4 | 2 |
| Electricity, Gas and Water | 0 | 0 | 1 | 1 | 0 |
| Construction | 1 | 0 | 4 | 2 | 0 |
| Trade, Restaurant and Hotels | 7 | 2 | 22 | 7 | 7 |
| Transport and Communication | 2 | 0 | 7 | 3 | 0 |
| Finance and Real Estates | 1 | 0 | 4 | 1 | 1 |
| Community and Personal Services | 13 | 6 | 32 | 14 | 11 |

Disaggregated by Gender, 79 percent of the total usually working population of females are in the Agricultural sector while 11 percent are in the Community and Personal Services sector.

Table 6.15 Usually Working Population by Industry, Residence and Sex, Zambia, 2000

| Industry | Total Number | Total % | Male % | Female % | Rural Number | Total % | Male % | Female % | Urban Number | Total % | Male % | Female % |
|---------------------------------|--------------|---------|--------|----------|--------------|---------|--------|----------|--------------|---------|--------|----------|
| Total Number | 2,812,428 | 100 | 55 | 45 | 2,114,364 | 100 | 51 | 49 | 698,064 | 100 | 67 | 33 |
| Agriculture | 2,014,028 | 100 | 51 | 49 | 1,894,774 | 100 | 50 | 50 | 119,254 | 100 | 56 | 44 |
| Mining & Quarrying | 36,463 | 100 | 95 | 5 | 3,159 | 100 | 98 | 2 | 33,304 | 100 | 95 | 5 |
| Manufacturing | 77,515 | 100 | 73 | 27 | 19,623 | 100 | 57 | 43 | 57,892 | 100 | 79 | 21 |
| Electricity, Gas and Water | 11,016 | 100 | 90 | 10 | 1,139 | 100 | 94 | 6 | 9,877 | 100 | 90 | 10 |
| Construction | 36,790 | 100 | 96 | 4 | 10,200 | 100 | 97 | 3 | 26,590 | 100 | 95 | 5 |
| Trade, Restaurant and Hotels | 190,354 | 100 | 56 | 44 | 39,463 | 100 | 52 | 48 | 150,891 | 100 | 57 | 43 |
| Transport and Communication | 53,736 | 100 | 93 | 7 | 5,100 | 100 | 98 | 2 | 48,636 | 100 | 92 | 8 |
| Finance and Real Estates | 29,151 | 100 | 68 | 32 | 3,941 | 100 | 65 | 35 | 25,210 | 100 | 69 | 31 |
| Community and Personal Services | 363,375 | 100 | 63 | 37 | 136,965 | 100 | 67 | 33 | 226,410 | 100 | 62 | 38 |

For the males 66 percent are in the Agricultural sector while 14 percent are in the Community and Personal services sector.

From the total working population by industry sex and residence, 55 percent were males and 45 percent were females. The Mining, Electricity, Construction and Transport sectors account for the majority of the male working population of 95 percent, 90 percent, 96 percent and 93 percent, respectively. The distribution by rural and urban does not differ much from the total distribution.

6.7. Educational Attainment

The main objective of human resource development is to prepare the optimal number of people with the right qualifications for the right jobs at the right time.

It is necessary for the Country to invest time and money in the development of its human resources because of the benefits that result from increased efficiency and productivity of those who receive training. The specific type and number of skills required will be determined by the needs of economic growth and development. The total human resources needed in a country will by definition be equal to the number required to maintain the existing level of output, plus the number required to produce the planned additional volume of output, not forgetting to add some percentage for those who will die, retire, be prompted, become disabled or emigrate. The information required on the development of human resources should give indications of the number of workers who possess skills that are critical for sustained economic development. Professional education is training that will enable a person to practice in an occupation in which only those who have acquired a pre-determined amount of knowledge, usually at degree level, can practice. Vocational education is training which prepares one for a specific occupation or family of occupations, but at a level that is lower than professional education.

Figure 6.10 shows the distribution of the usually working population 12 years and over by professional/vocational training and occupation in 2000. According to this figure, 92.1 percent of the country's workforce have absolutely no professional /vocational education while only 7.9 percent have such education. The distribution among the various occupations, shows that about four fifths of those in the Professional, Technical and related occupations have professional education, while a fifth do not have. About three quarters of the Administrative and Managerial occupations have professional education while a quarter does not have. For the Clerical and related workers, the distribution is almost equal (56.7 with no professional education while 43.3 percent have). Over three quarters of the Sales, Service, Agriculture and Production workers do not have professional education. A comparison of the distribution of male and female workers by professional/vocational workers does not show significant differences.

An examination of the levels of training of those who are reported to have professional education shows that almost three quarters (73.4 percent) are trained at Certificate level, almost a fifth (18.9 percent) are trained up to Diploma level and only 7.6 percent are trained up to Degree level. Except for the Administrative and Managerial workers (29.2 percent), the proportion that has been trained up to Degree level was still very low by 2000 (refer to Table 6.16). A substantial number of workers trained up to Diploma level in the three occupations; Administrative and managerial (37.2 percent); Professional and technical (24.0 percent) and Sales workers (23.4 percent). The majority (ranging from 33.6 percent to 90 percent) of the workers trained up to Certificate level in all the remaining occupations. The proportion of Diploma and degree holders is higher for males than for females, while the opposite is true of certificate holders. This pattern is the same in the majority of the occupations.

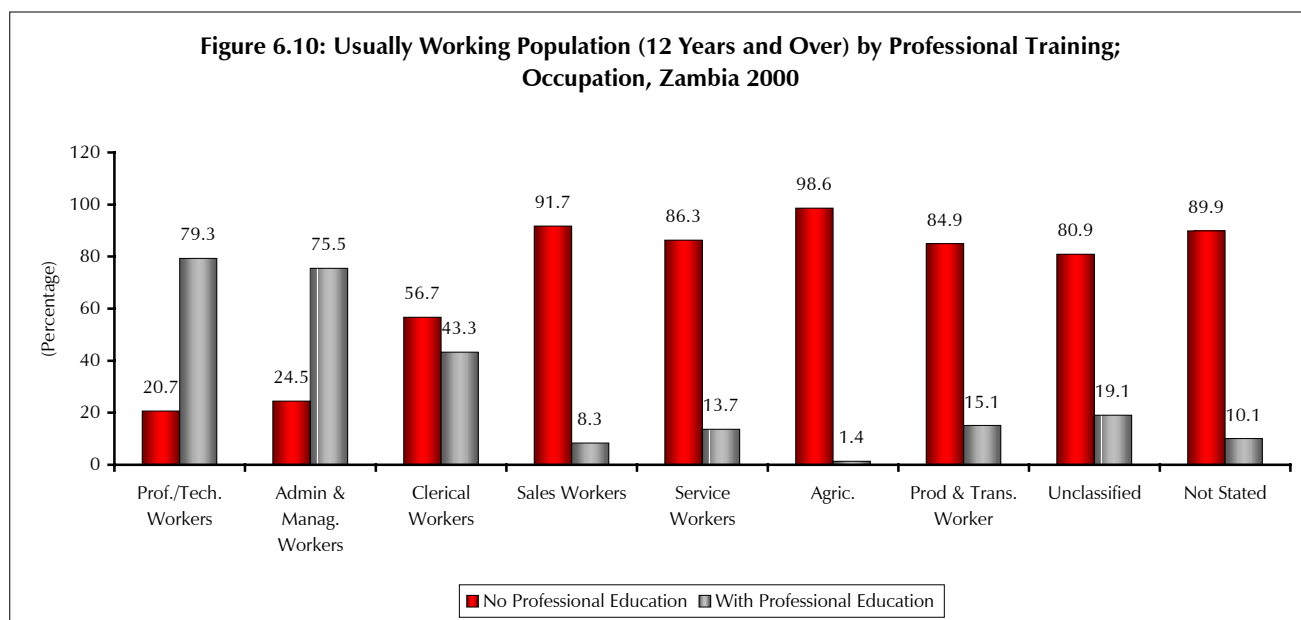


Table 6.16: Usually Working Population 12 Years and over by Professional/Vocational Training; Occupation and Sex (Percent), Zambia, 2000

| Sex and occupational Category | Total usually Working Population | Working Population | | | Working Population With Professional Education | | | | |
|-------------------------------|----------------------------------|--------------------|---------------------------|-----------------------------|--|-------|-------------|---------|--------|
| | | Total | No Professional Education | With Professional Education | Number Having Professional Education | Total | Certificate | Diploma | Degree |
| Both Sexes | | | | | | | | | |
| Total | 2,812,428 | 100 | 92.1 | 7.9 | 222,968 | 100 | 73.4 | 18.9 | 7.6 |
| Prof/Tech | 126,456 | 100 | 20.7 | 79.3 | 100,235 | 100 | 65.4 | 24.0 | 10.5 |
| Admin. Managerial | 8,185 | 100 | 24.5 | 75.5 | 6,179 | 100 | 33.6 | 37.2 | 29.2 |
| Clerical & Related | 34,702 | 100 | 56.7 | 43.3 | 15,025 | 100 | 81.8 | 15.3 | 2.9 |
| Sales workers | 205,991 | 100 | 91.7 | 8.3 | 17,013 | 100 | 70.3 | 23.4 | 6.2 |
| Service workers | 107,089 | 100 | 86.3 | 13.7 | 14,679 | 100 | 88.2 | 9.3 | 2.5 |
| Agric. | 2,010,404 | 100 | 98.6 | 1.4 | 27,214 | 100 | 85.0 | 11.3 | 3.7 |
| Production | 199,549 | 100 | 84.9 | 15.1 | 30,118 | 100 | 90.0 | 8.4 | 1.6 |
| Unclassified | 4,602 | 100 | 80.9 | 19.1 | 878 | 100 | 61.8 | 22.1 | 16.1 |
| Not stated. . | 115,450 | 100 | 89.9 | 10.1 | 11,627 | 100 | 69.3 | 20.6 | 10.2 |
| Male | | | | | | | | | |
| Total | 1,556,610 | 100 | 89.9 | 10.1 | 157,226 | 100 | 69.9 | 21.1 | 9.0 |
| Prof/Tech | 86,844 | 100 | 23.6 | 76.4 | 66,365 | 100 | 58.8 | 28.0 | 13.2 |
| Admin. Managerial | 6,644 | 100 | 24.4 | 75.6 | 5,025 | 100 | 31.8 | 37.9 | 30.3 |
| Clerical & Related | 22,216 | 100 | 70.2 | 29.8 | 6,618 | 100 | 74.8 | 20.1 | 5.1 |
| Sales workers | 115,459 | 100 | 90.3 | 9.7 | 11,194 | 100 | 63.8 | 28.2 | 8.0 |
| Service workers. . | 72,033 | 100 | 83.7 | 16.3 | 11,750 | 100 | 87.8 | 9.6 | 2.6 |
| Agric., Husbandry | 1,018,528 | 100 | 97.8 | 2.2 | 22,276 | 100 | 83.3 | 12.7 | 4.0 |
| Production | 166,920 | 100 | 84.7 | 15.3 | 25,563 | 100 | 89.4 | 8.9 | 1.7 |
| Unclassified | 2,898 | 100 | 78.6 | 21.4 | 619 | 100 | 59.8 | 23.7 | 16.5 |
| Not stated | 65,068 | 100 | 88.0 | 12.0 | 7,816 | 100 | 64.4 | 23.4 | 12.2 |
| Female | | | | | | | | | |
| Total | 1,255,818 | 100 | 94.8 | 5.2 | 65,742 | 100 | 81.9 | 13.8 | 4.3 |
| Prof/Tech workers. | 39,612 | 100 | 14.5 | 85.5 | 33,870 | 100 | 78.4 | 16.3 | 5.3 |
| Admin. Workers. . | 1,541 | 100 | 25.1 | 74.9 | 1,154 | 100 | 41.4 | 34.3 | 24.3 |
| Clerical & Related | 12,486 | 100 | 32.7 | 67.3 | 8,407 | 100 | 87.3 | 11.5 | 1.2 |
| Sales workers. | 90,532 | 100 | 93.6 | 6.4 | 5,819 | 100 | 82.9 | 14.2 | 2.9 |
| Service workers. | 35,056 | 100 | 91.6 | 8.4 | 2,929 | 100 | 90.0 | 8.1 | 1.9 |
| Agric., Husbandry | 991,876 | 100 | 99.5 | 0.5 | 4,938 | 100 | 92.3 | 5.2 | 2.5 |
| Production, Transport | 32,629 | 100 | 86.0 | 14.0 | 4,555 | 100 | 93.5 | 5.5 | 1.0 |
| Unclassified | 1,704 | 100 | 84.8 | 15.2 | 259 | 100 | 66.8 | 18.1 | 15.1 |
| Not stated. | 50,382 | 100 | 92.4 | 7.6 | 3,811 | 100 | 79.2 | 14.7 | 6.1 |

Table 6.17 shows the usually working population 12 years and over by professional/vocational training, occupation and sex in 1990. Intercensal comparisons of training in human resources shows that the proportion of those having professional education declined from 10.1 percent in 1990 to 7.9 percent in 2000 while those having no professional qualification declined from 89.3 percent in 1990 to 79.3 percent in 2000. This pattern is similar in all the occupations. The declines (especially in the technical and administrative sectors) could be as a result of the brain drain, as doctors, nurses and teachers, college and University lecturers migrate to work abroad (within the Southern African sub-region, as well as overseas) where they get comparatively better remuneration and conditions of service.

The comparison of the educational levels reached by those having professional/vocational training shows that the proportion both those who were trained at the level of Certificate and Diploma declined from 78.4 percent in 1990 to 73.4 percent in 2000 for Certificate and from 20.3 percent in 1990 to 18.9 percent in 2000 for Diploma. The

proportion of those trained at degree level has increased from 1.3 percent in 1990 to 7.6 percent in 2000. The above pattern of change between the two Censuses is maintained in all occupations. It should be noted that there is a remarkable increase in the proportion of those trained at Degree level in the two occupations of Administrative and Managerial from 5.0 percent in 1990 to 29.2 percent in 2000, and Professional and Technical from 2.1 percent in 1990 to 10.5 percent in 2000).

Zambia has made big strides in increasing the number of workers who have received professional/vocational training at Certificate, Diploma and Degree levels in view of the fact that the country only had 100 persons with university education and 1,200 with secondary education at the time of Independence in 1964. However, the data still show that the bulk of the Country's workforce is unskilled (and may have hence have low productivity), while critical skills in the Professional, Technical, Administrative, Managerial and related occupations may still be too inadequate to enable the country to sustain appreciable development efforts.

Table 6.17: Usually Working Population 12 Years and over by Professional/Vocational Training; Occupation and Sex (Percent), Zambia, 1990

| Sex and occupational Category | Total usually Working Population | Working Population | | | Working population with professional education | | | | |
|-------------------------------|----------------------------------|--------------------|---------------------------|-----------------------------|--|-------|-------------|---------|--------|
| | | Total | No Professional Education | With Professional Education | Number Having Professional Education | Total | Certificate | Diploma | Degree |
| Both Sexes | | | | | | | | | |
| Total | 1,838,410 | 100.0 | 89.3 | 10.7 | 195721 | 100.0 | 78.4 | 20.3 | 1.3 |
| Prof/Tech | 120,491 | 100.0 | 31.4 | 68.6 | 81272 | 100.0 | 69.9 | 28.0 | 2.1 |
| Admin. Managerial | 10,031 | 100.0 | 37.0 | 63.0 | 6122 | 100.0 | 41.5 | 53.5 | 5.0 |
| Clerical & Related | 49,306 | 100.0 | 60.6 | 39.4 | 19125 | 100.0 | 87.1 | 12.5 | 0.4 |
| Sales workers | 115,655 | 100.0 | 90.8 | 9.2 | 10463 | 100.0 | 75.2 | 24.0 | 0.9 |
| Service workers | 101,997 | 100.0 | 87.8 | 12.2 | 12326 | 100.0 | 89.6 | 10.2 | 0.2 |
| Agric. | 892,966 | 100.0 | 97.4 | 2.6 | 22827 | 100.0 | 88.8 | 10.7 | 0.5 |
| Production | 155,161 | 100.0 | 88.2 | 11.8 | 18106 | 100.0 | 89.3 | 10.4 | 0.2 |
| Unclassified | 37,138 | 100.0 | 91.5 | 8.5 | 3126 | 100.0 | 70.8 | 26.8 | 2.4 |
| Not stated. . | 355,665 | 100.0 | 93.6 | 6.4 | 22354 | 100.0 | 89.4 | 10.1 | 0.5 |
| Males | | | | | | | | | |
| Total | 1,204,938 | 100.0 | 87.8 | 12.2 | 145057 | 100.0 | 76.0 | 22.6 | 1.4 |
| Prof/Tech | 85,414 | 100.0 | 34.2 | 65.8 | 55248 | 100.0 | 64.1 | 33.4 | 2.5 |
| Admin. Managerial | 8,888 | 100.0 | 37.3 | 62.7 | 5403 | 100.0 | 40.2 | 54.9 | 4.9 |
| Clerical & Related | 29,330 | 100.0 | 73.9 | 26.1 | 7527 | 100.0 | 80.6 | 18.6 | 0.8 |
| Sales workers | 65,704 | 100.0 | 88.0 | 12.0 | 7770 | 100.0 | 70.9 | 28.1 | 1.0 |
| Service workers. . | 82,599 | 100.0 | 86.5 | 13.5 | 10981 | 100.0 | 89.6 | 10.2 | 0.2 |
| Agric., Husbandry | 542,436 | 100.0 | 96.2 | 3.8 | 20268 | 100.0 | 88.4 | 11.0 | 0.5 |
| Production | 138,027 | 100.0 | 88.2 | 11.8 | 16137 | 100.0 | 88.9 | 10.9 | 0.3 |
| Unclassified | 24,578 | 100.0 | 89.9 | 10.1 | 2435 | 100.0 | 69.1 | 28.5 | 2.3 |
| Not stated | 227,962 | 100.0 | 91.4 | 8.6 | 19288 | 100.0 | 89.8 | 9.8 | 0.4 |
| Females | | | | | | | | | |
| Total | 633,472 | 100.0 | 91.9 | 8.1 | 50664 | 100.0 | 85.4 | 13.7 | 0.9 |
| Prof/Tech workers. | 35,077 | 100.0 | 24.8 | 75.2 | 26024 | 100.0 | 82.2 | 16.6 | 1.3 |
| Admin. Workers. . | 1,143 | 100.0 | 34.6 | 65.4 | 719 | 100.0 | 51.0 | 43.4 | 5.6 |
| Clerical & Related | 19,976 | 100.0 | 41.2 | 58.8 | 11598 | 100.0 | 91.3 | 8.5 | 0.1 |
| Sales workers. | 49,951 | 100.0 | 94.5 | 5.5 | 2693 | 100.0 | 87.4 | 12.0 | 0.7 |
| Service workers. | 19,398 | 100.0 | 93.0 | 7.0 | 1345 | 100.0 | 89.4 | 10.4 | 0.2 |
| Agric., Husbandry | 350,530 | 100.0 | 99.3 | 0.7 | 2559 | 100.0 | 91.7 | 8.0 | 0.4 |
| Production, Transport | 17,134 | 100.0 | 88.4 | 11.6 | 1969 | 100.0 | 92.9 | 7.0 | 0.1 |
| Unclassified | 12,560 | 100.0 | 94.4 | 5.6 | 691 | 100.0 | 76.6 | 20.8 | 2.6 |
| Not stated | 127,703 | 100.0 | 97.6 | 2.4 | 3066 | 100.0 | 87.0 | 12.2 | 0.8 |

Source: CSO, 1990 Census of Population and Housing

Table 6.18 shows the usually working population 12 years and over by field of training and professional/vocational training level completed by 2000. The biggest proportion of the country's workforce of 62.0 percent had not received training at any level by 2000. There is more concentration of training in the Social Sciences and Arts than in the Natural Sciences. The following are the five most important fields of training for those who received professional/vocational training in 2000: Teacher training (19.4 percent); Nursing (13.4 percent); Accountancy (8.3 percent); Business Administration (4.3 percent) and Mechanical Engineering (6.4 percent).

A comparison of fields of training by level of training completed shows patterns which are similar to the one described for the total workers who had received professional training by 2000.

Table 6.18: Usually Working Population (12 Years and Over) by Field of Training and Professional/vocational Training Completed (percent), Zambia, 2000

| Sex and field of Training | Total usually Working Population | No Professional Education | Professional/vocational training | | | |
|---------------------------------|----------------------------------|---------------------------|----------------------------------|-------------|---------|--------|
| | | | Total | Certificate | Diploma | Degree |
| Total Working Number | 2,812,428 | 2,589,460 | 222,968 | 163,711 | 42,214 | 17,043 |
| Total Percent. | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Natural science. | 0.1 | 0.0 | 0.8 | 0.2 | 1.0 | 5.6 |
| Civil engineering | 0.1 | 0.0 | 0.9 | 0.7 | 1.2 | 2.5 |
| Elec. & Electronic Engineering | 0.3 | 0.0 | 3.8 | 3.7 | 4.4 | 3.4 |
| Mechanical Engineering | 0.5 | 0.0 | 6.0 | 6.4 | 5.4 | 4.4 |
| Chemical Engineering | 0.0 | 0.0 | 0.3 | 0.2 | 0.5 | 0.9 |
| Mining Engineering | 0.1 | 0.0 | 1.0 | 0.8 | 1.2 | 1.7 |
| Industrial Engineering | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Metallurgical Engineering | 0.0 | 0.0 | 0.3 | 0.2 | 0.5 | 0.9 |
| Architectural& T/Planning | 0.0 | 0.0 | 0.4 | 0.2 | 0.5 | 1.1 |
| Other Engineering | 0.1 | 0.0 | 1.2 | 1.1 | 1.4 | 1.7 |
| Medicine and Surgery | 0.1 | 0.0 | 0.9 | 0.3 | 1.4 | 5.2 |
| Pharmacy | 0.0 | 0.0 | 0.4 | 0.3 | 0.7 | 0.6 |
| Dentistry | 0.0 | 0.0 | 0.3 | 0.3 | 0.4 | 0.3 |
| Nursing | 1.1 | 0.0 | 13.4 | 15.8 | 8.9 | 1.9 |
| Medical Technology | 0.1 | 0.0 | 1.1 | 0.4 | 2.1 | 4.9 |
| X-RAY Technology | 0.0 | 0.0 | 0.2 | 0.0 | 0.3 | 1.2 |
| Veterinary | 0.0 | 0.0 | 0.4 | 0.3 | 0.4 | 0.6 |
| Statistics | 0.0 | 0.0 | 0.2 | 0.1 | 0.2 | 0.4 |
| Mathematics | 0.0 | 0.0 | 0.2 | 0.1 | 0.3 | 0.8 |
| Computer Science | 0.1 | 0.0 | 1.7 | 1.3 | 2.8 | 2.0 |
| Economics | 0.1 | 0.0 | 0.9 | 0.4 | 0.9 | 5.8 |
| Accountancy | 0.7 | 0.0 | 8.3 | 5.9 | 16.4 | 10.3 |
| Teacher Training | 1.5 | 0.0 | 19.4 | 20.7 | 17.3 | 12.0 |
| Law and Jurisprudence | 0.1 | 0.0 | 1.6 | 1.4 | 1.3 | 3.8 |
| Journalism | 0.0 | 0.0 | 0.5 | 0.2 | 1.3 | 0.7 |
| Fine Arts | 0.0 | 0.0 | 0.5 | 0.5 | 0.5 | 0.9 |
| Physical Education | 0.0 | 0.0 | 0.2 | 0.1 | 0.2 | 0.4 |
| Library Science | 0.0 | 0.0 | 0.2 | 0.2 | 0.2 | 0.4 |
| Social Welfare | 0.1 | 0.0 | 0.7 | 0.6 | 0.7 | 1.4 |
| Criminology | 0.1 | 0.0 | 1.6 | 2.0 | 0.5 | 0.3 |
| Business Administration | 0.3 | 0.0 | 4.3 | 2.9 | 8.5 | 7.7 |
| Secretarial Training | 0.3 | 0.0 | 3.4 | 4.1 | 2.1 | 0.4 |
| Shorthand Typing | 0.1 | 0.0 | 1.0 | 1.2 | 0.2 | 0.1 |
| Clerical Typing | 0.1 | 0.0 | 1.1 | 1.5 | 0.2 | 0.1 |
| Operating of Off. Machine | 0.0 | 0.0 | 0.5 | 0.5 | 0.3 | 0.1 |
| Service Trade | 0.1 | 0.0 | 1.4 | 1.6 | 0.8 | 0.3 |
| Radio & TV Broadcasting | 0.0 | 0.0 | 0.1 | 0.1 | 0.2 | 0.2 |
| Fire Protection & Fire Fighting | 0.0 | 0.0 | 0.2 | 0.3 | 0.1 | 0.0 |
| Agriculture, Forestry & Fishery | 0.2 | 0.0 | 3.1 | 3.0 | 3.4 | 4.2 |
| Food and drink Processing | 0.0 | 0.0 | 0.5 | 0.6 | 0.4 | 0.2 |
| Wood working | 0.2 | 0.0 | 2.3 | 3.0 | 0.3 | 0.1 |
| Textile Trades | 0.1 | 0.0 | 1.8 | 2.3 | 0.4 | 0.2 |
| Leather Trades | 0.0 | 0.0 | 0.1 | 0.1 | 0.2 | 0.0 |
| Other Programmers | 1.0 | 0.0 | 12.5 | 13.6 | 9.4 | 10.1 |
| No Training | 62.0 | 67.4 | 0.0 | 0.0 | 0.0 | 0.0 |
| Not stated | 30.1 | 32.6 | 0.5 | 0.4 | 0.5 | 0.5 |

6.8. Unemployment

The unemployed population consists of all persons 12 years and over who are actively seeking work or are available for work during the reference period, i.e. the last seven days before the enumeration day. Poor economic conditions are primarily responsible for unemployment, although demographic trends do affect the growth and composition of the labourforce. A high unemployment rate generally means that many people are without jobs because of a shortfall in employment opportunities. The unemployment rate is found by measuring the number of unemployed persons against the labour force.

Tables 6.19 and 6.20 show unemployment rates by sex and residence for 1990 and 2000. There was a decline in the overall unemployment rate from 15.0 percent in 1990 to 12.9 percent in 2000. Females experienced a bigger drop from 16.7 percent in 1990 to 11.3 percent in 2000 while the male unemployment rate remained the same at 14.1 percent during the two reference periods.

In the rural areas the unemployment rate declined for both male and females. The total unemployment rate declined from 14.4 percent in 1990 to 6.6 percent in 2000. The Male unemployment rate declined from 14.8 percent in 1990 to 7.8 percent in 2000 while the Female unemployment rate declined from 13.7 percent in 1990 to 5.0 percent in 2000. However unemployment rates increased in the urban areas. The total unemployment rate increased from 16.1 percent in 1990 to 26.5 percent in 2000. The increase in the male urban unemployment rate (from 12.9 percent in 1990 to 25.2 percent in 2000) is more than the increase in the urban female unemployment rate (from 24.5 percent in 1990 to 29.2 percent in 2000). The increase in the unemployment rates in the urban areas could be accounted for by the fact that there were a lot of job losses because a good number of companies were either liquidated or privatized. Correspondingly, this can explain the decrease in unemployment rates in the rural areas probably because those who lost jobs in the urban areas got employed in the rural areas.

Unemployment rates increased most in Lusaka Province (13.7 percent in 1990 to 26 percent in 2000) and Copperbelt Province (16.6 percent in 1990 to 24.4 percent in 2000). Western Province and Eastern Province recorded the biggest declines from 21 percent in 1990 to 5.1 percent for Western and from 10.6 percent to 4.8 percent for Eastern Provinces, respectively). Disaggregated by sex, the unemployment rates for males increased most in Lusaka Province (from 11 percent in 1990 to 24.2 percent in 2000) followed by Copperbelt Province (from 13.7 percent in 1990 to 23.9 percent in 2000). Western Province registered the biggest decrease in the male unemployment rate from 21.6 percent in 1990 to 6.0 percent in 2000. A similar pattern is observed for the female unemployment rates.

Table 6.19: Trends in Unemployment Rates by Sex and Province, Zambia 1990 and 2000

| Province | 1990 | | | 2000 | | |
|--------------|------------|------|--------|------------|------|--------|
| | Both Sexes | Male | Female | Both Sexes | Male | Female |
| Zambia | 15.0 | 14.1 | 16.7 | 12.9 | 14.1 | 11.3 |
| Central | 15.3 | 13.9 | 18 | 12.1 | 12.9 | 10.9 |
| Copperbelt | 16.6 | 13.7 | 24.6 | 24.4 | 23.9 | 25.4 |
| Eastern | 10.6 | 11.8 | 9 | 4.8 | 5.9 | 3.4 |
| Luapula | 14.5 | 13.6 | 16 | 6.7 | 7.1 | 6.2 |
| Lusaka | 13.7 | 11 | 20.5 | 26.0 | 24.2 | 30.0 |
| Northern | 14.3 | 14.9 | 13.3 | 6.2 | 7.2 | 5.0 |
| Northwestern | 17.7 | 19 | 15.8 | 7.3 | 8.8 | 5.6 |
| Southern | 15.3 | 14.2 | 17.4 | 16.1 | 16.8 | 14.9 |
| Western | 21.1 | 21.6 | 20.5 | 5.1 | 6.0 | 4.2 |

Source: CSO, 1990 and 2000 Censuses of Population and Housing

Table 6.20: Unemployment Rates by Sex and Residence, Zambia, 1990 and 2000

| Residence | Sex | 1990 | 2000 |
|-----------|------------|------|------|
| Zambia | Both Sexes | 15.0 | 12.9 |
| | Male | 14.1 | 14.1 |
| | Female | 16.7 | 11.3 |
| Rural | Both Sexes | 14.4 | 6.6 |
| | Male | 14.8 | 7.8 |
| | Female | 13.7 | 5.0 |
| Urban | Both Sexes | 16.1 | 26.5 |
| | Male | 12.9 | 25.2 |
| | Female | 24.5 | 29.2 |

Source: CSO, 1990 and 2000 Censuses of Population and Housing

Current unemployment rates by age, sex and residence in 1990 and 2000 are shown in Table 6.21 and illustrated for 2000 in Figure 6.11. This Figure shows that unemployment is a more serious problem in the young age-groups 12-14 (19.9 percent); 15-19 (22.6 percent); 20-24 (20.8 percent) and 25-29 (13.9 percent). The peak is in the age-group 15-19 years. This pattern is the same for both sexes, and in both rural and urban areas.

The overall unemployment rate of 14.1 percent for males is more than that of females of 11.3 percent. A comparison of the rates by age between the two sexes shows that apart from the age-group 12-14 years, the male unemployment rates are higher than the female unemployment rates at all ages.

In rural areas, the male unemployment rates are higher than the female unemployment rates at all ages while in the urban areas, the female unemployment rates are higher than the male unemployment rates in the age-groups 12-14 up to the age-group 35-39. In the remaining age-groups the male unemployment rates in urban areas are higher than the female unemployment rates.

Table 6.21: Current Unemployment Rates by Age, Sex and Residence, Zambia, 2000

| Age Groups | Current Unemployment Rates | | | | | | | | |
|------------|----------------------------|------|--------|------------|------|--------|------------|------|--------|
| | Zambia - Total | | | Rural | | | Urban | | |
| | Both Sexes | Male | Female | Both Sexes | Male | Female | Both Sexes | Male | Female |
| Total | 12.9 | 14.1 | 11.3 | 6.6 | 7.8 | 5.0 | 26.5 | 25.2 | 29.2 |
| 12 – 14 | 19.9 | 19.7 | 20.1 | 13.1 | 13.1 | 13.0 | 52.0 | 52.0 | 52.1 |
| 15 – 19 | 22.6 | 24.5 | 20.9 | 11.7 | 13.6 | 10.0 | 55.5 | 53.7 | 57.4 |
| 20 – 24 | 20.8 | 22.9 | 18.1 | 9.4 | 11.8 | 6.6 | 42.1 | 40.7 | 44.5 |
| 25 – 29 | 13.9 | 15.6 | 11.2 | 6.7 | 8.4 | 4.4 | 25.6 | 25.4 | 26.1 |
| 30 – 34 | 9.7 | 11.2 | 7.1 | 5.1 | 6.5 | 3.1 | 17.2 | 17.6 | 16.3 |
| 35 – 39 | 7.9 | 9.4 | 5.4 | 4.3 | 5.5 | 2.6 | 14.2 | 15.0 | 12.3 |
| 40 – 44 | 6.8 | 8.4 | 4.4 | 3.7 | 4.9 | 2.1 | 12.4 | 13.4 | 10.1 |
| 45 – 49 | 6.6 | 8.3 | 3.9 | 3.3 | 4.4 | 1.9 | 12.8 | 14.1 | 9.6 |
| 50 – 54 | 5.5 | 7.3 | 3.0 | 2.7 | 3.8 | 1.4 | 12.5 | 13.3 | 10.2 |
| 55 – 59 | 5.0 | 6.7 | 2.7 | 2.5 | 3.3 | 1.5 | 14.1 | 15.3 | 10.3 |
| 60 – 64 | 3.9 | 5.2 | 2.2 | 2.2 | 2.9 | 1.3 | 13.0 | 14.4 | 9.3 |
| 65 – 69 | 3.5 | 4.3 | 2.2 | 2.1 | 2.6 | 1.4 | 12.5 | 13.6 | 9.7 |
| 70 – 74 | 2.9 | 3.4 | 2.0 | 1.9 | 2.1 | 1.4 | 11.3 | 12.1 | 8.9 |
| 75+ | 2.8 | 2.9 | 2.6 | 2.0 | 2.0 | 2.0 | 11.2 | 11.6 | 10.1 |

Figure 6.11: Usually Unemployed by Age and Sex, Zambia, 2000

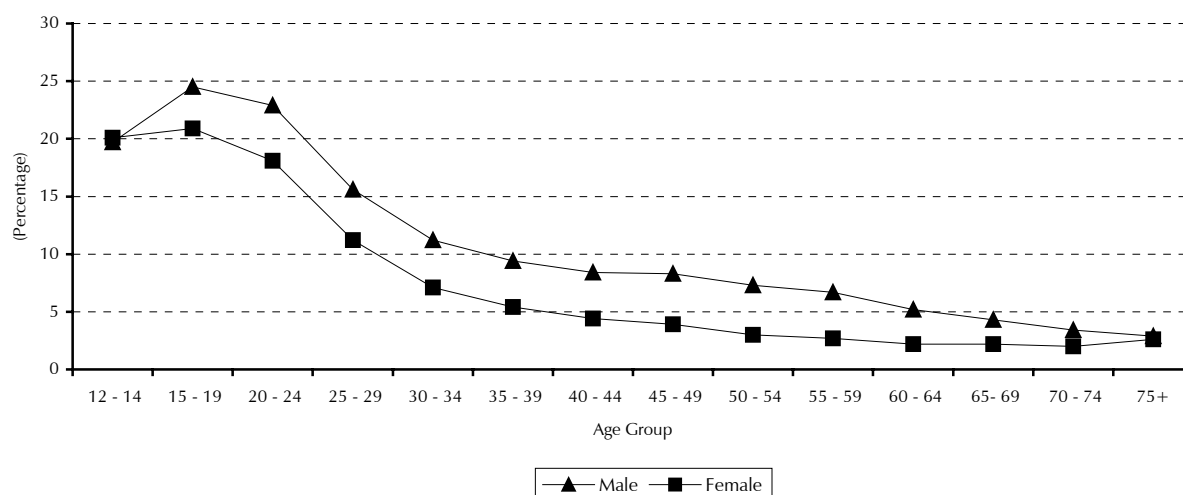


Table 6.22 shows the usually unemployed population by level of education completed and age in 2000.

About two thirds (68.2 percent) of the unemployed population in the country either completed no education or they had a rudimentary education of Grade 1 to 7. Slightly over a quarter of the unemployed population (28.7 percent) had secondary school education of grade 8 to 12. Those who had 'A' level education and Degree constitute 2.9 percent. The distribution of the unemployed population by age shows that the proportion of those who had no education increase with the increase in age, while the proportion of those with Grade 1-7 and 8-12 decrease with the increase in age.

The data in Table 6.22 strongly suggest that unemployment in the country is a bigger problem for those with little or no education. However, this also appears to be a growing problem for those with a secondary education of Grade 8-12, especially in the age group 20-54 years.

Table 6.22: Usually Unemployed, by Level of Academic Educational Completed and Age, Zambia, 2000

| Age Group | Total Number Unemployed | Total Percent | None | Grade 1-7 | Grade 8-12 | "A" Level | Degree |
|-----------|-------------------------|---------------|------|-----------|------------|-----------|--------|
| Total | 2,867,570 | 100.0 | 20.2 | 48.1 | 28.7 | 1.1 | 1.8 |
| 12-19 | 1,366,279 | 100.0 | 10.6 | 64.3 | 24.8 | 0.3 | 0.0 |
| 20-24 | 460,201 | 100.0 | 17.7 | 32.1 | 47.5 | 1.9 | 0.8 |
| 25-29 | 285,707 | 100.0 | 22.1 | 34.3 | 38.4 | 2.4 | 2.8 |
| 30-34 | 186,006 | 100.0 | 24.9 | 36.5 | 30.6 | 2.0 | 5.9 |
| 35-39 | 136,045 | 100.0 | 27.1 | 37.1 | 26.9 | 1.8 | 7.0 |
| 40-44 | 97,949 | 100.0 | 30.5 | 37.2 | 24.1 | 2.1 | 6.2 |
| 45-49 | 73,446 | 100.0 | 35.0 | 34.7 | 22.1 | 2.4 | 5.8 |
| 50-54 | 62,024 | 100.0 | 43.8 | 32.8 | 16.3 | 2.5 | 4.6 |
| 55-59 | 44,930 | 100.0 | 49.9 | 31.7 | 12.4 | 2.0 | 4.0 |
| 60-64 | 43,676 | 100.0 | 58.8 | 29.1 | 7.5 | 1.1 | 3.4 |
| 65-69 | 34,707 | 100.0 | 61.4 | 28.8 | 6.1 | 0.9 | 2.9 |
| 70-74 | 29,199 | 100.0 | 67.5 | 25.1 | 4.6 | 0.7 | 2.1 |
| 75+ | 47,401 | 100.0 | 72.7 | 21.9 | 3.2 | 0.4 | 1.7 |

6.9. Marital Status of the Unemployed

Table 6.23 shows the distribution of the currently unemployed population by marital status, sex and residence. According to the Table, the majority (59.5 percent) of the unemployed population had never been married, close to a third (30.1 percent) were married and 9.8 percent were either widowed, divorced or separated. The proportion of the female never married unemployed population is higher (59.8 percent in rural and 63.5 percent in urban areas) than the male never married unemployed population (53.3 percent in rural 60.4 in urban areas) in both rural and urban areas.

Table 6.23: Currently Unemployed by Marital Status, Sex and Residence, (Percent), Zambia, 2000

| Residence And Sex | Total Number Unemployed | Marital Status | | | | | | |
|-------------------|-------------------------|----------------|---------|-----------|----------|---------|---------------|-----------------|
| | | Total Percent | Married | Separated | Divorced | Widowed | Never Married | Living Together |
| Zambia – Total | | | | | | | | |
| Both Sexes | 409,772 | 100.0 | 30.1 | 2.8 | 3.8 | 3.2 | 59.5 | 0.6 |
| Male | 262,047 | 100.0 | 36.7 | 1.6 | 2.0 | 1.3 | 57.9 | 0.5 |
| Female | 147,725 | 100.0 | 18.4 | 5.0 | 6.9 | 6.5 | 62.3 | 0.9 |
| Rural | | | | | | | | |
| Both Sexes | 140,950 | 100.0 | 34.1 | 3.0 | 3.9 | 2.8 | 55.5 | 0.7 |
| Male | 92,370 | 100.0 | 41.2 | 1.7 | 2.1 | 1.2 | 53.3 | 0.5 |
| Female | 48,580 | 100.0 | 20.6 | 5.4 | 7.4 | 5.8 | 59.8 | 1.0 |
| Urban | | | | | | | | |
| Both Sexes | 268,822 | 100.0 | 28.0 | 2.8 | 3.7 | 3.4 | 61.6 | 0.6 |
| Male | 169,677 | 100.0 | 34.2 | 1.6 | 2.0 | 1.4 | 60.4 | 0.4 |
| Female | 99,145 | 100.0 | 17.3 | 4.8 | 6.7 | 6.8 | 63.5 | 0.8 |

6.10. Summary

The size of the working-age population in Zambia has increased by 22.4 percent between 1990 and 2000. The distribution of this population by age shows that it declines with the increase in age, just like the total population declines.

The labour force has increased by 49.5 percent between 1990 and 2000. About 62 percent of the labour force is in rural areas, while 37.6 percent is in urban areas. Three fifths of the labour force is in the young age-group of 12-29 years.

The employed population increased by 53.0 percent between 1990 and 2000. The female employed population increased by 98.3 percent, while the male employed labour force increased by 29.9 percent. The increase in the female employed population could have been due both to the increased female participation in informal sector activities, as well as due to the improved coverage of informal sector activities in the 2000 Census compared to the 1980 Census.

The number of the unemployed increased by 29.9 percent between 1990 and 2000. The size of the male unemployed population increased by 36.9 percent, while that of females increased by 19.1 percent. There were more unemployed persons in the urban areas than in the rural areas for both males and females. In 2000, unemployment was a more serious problem among the young age-group of 12-29 years than among the adult age-group of 30 years and over.

Lack of adequate education seems to have contributed to the problem of unemployment for the affected persons. The majority of the unemployed are young people.

The economically inactive population declined by 1.2 percent against an increase of 49.5 percent in the labour force between 1990 and 2000. This implies that most of the 22.4 percent increase in the working-age population between 1990 and 2000 has reduced the inactive population more than the labour force. Hence the labour force participation

rate increased from 46.6 percent in 1990 to 55.7 percent in 2000. Similarly the overall unemployment rate declined from 15.0 percent in 1990 to 12.9 percent in 2000.

Economic activities are still organized around family labour as evidenced by the predominance (81.3 percent) of workers who are classified as either self-employed or unpaid family workers. In contrast, only 18.7 percent were classified as employees or employers. The transformation of the Zambian economy in the 1990's seems to have reduced employment opportunities in the formal sector, thereby forcing a large part of the labour force into self-employment in the informal sector. There is a large concentration of workers (71.5 percent) in the Agricultural and related occupations partly because of the ease of entry into the sector even with individuals with very low educational attainment.

Lack of industrialization in the country is reflected by the continued predominance of the primary economic activities of Agriculture which employed over two thirds (71.5 percent) of the workforce in 2000. This situation has been exacerbated by the economic recession of the 1990's, which has caused manpower losses in all the non-agricultural industries and manpower gains in the Agriculture industry.

A very big proportion of 62 percent of country's workforce had not received training at any level by 2000. This could explain the large number of people who find themselves in primary activities of Agriculture.