



Labour Force Survey Report

2008

LABOURFORCE SURVEY REPORT

LFS – 2008

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“To coordinate and Provide Timely, Quality and Credible Official Statistics for use by Stakeholders and Clients for Sustainable Development”

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Foreword

This report presents results of the Labour Force Survey (LFS), which was undertaken in November and December 2008. It is the third comprehensive survey report after the 1986 and 2005 editions. The households' survey covered the general labour force including the informal sector. The survey was conducted by the Central Statistical Office (CSO) in collaboration with the Ministry of Labour and Social Security (MLSS) with financial assistance from the Private Sector Development Reform Programme (PSDRP).

The main objective of the 2008 LFS was to collect data on the economic activities of the population, including detailed information on employment, underemployment, unemployment, wages, informal sector, general characteristics of the labour force and the economically inactive persons.

Zambia generally lacks up-to-date labour market information needed for government and other stakeholders to formulate appropriate policies and plans. The undertaking of the 2008 Labour Force Survey by Government was aimed at

reducing the existing information gap, whose results would help Government and other stakeholders to monitor and evaluate various public policies and programmes intended to create a viable economy with a very efficient labour market system. I wish to urge stakeholders and the public to utilize the rich datasets available at CSO to carry out more detailed analysis to stimulate policy debate.

I would like to express my gratitude to the Government particularly to members of staff of CSO and MLSS who made it possible to successfully undertake this survey. Lastly, I also wish to express my appreciation to the survey respondents for their cooperation.

John Kalumbi
Acting Director – Central Statistical Office

8th August, 2011

Executive Summary

The total population of Zambia was estimated at 12,298,305 as at 2008, of which 66 percent were in rural areas, while 34 percent resided in urban areas. Lusaka Province was the most urbanized province with 81 percent of its population residing in urban areas. Copperbelt Province was the second most urbanized with 78 percent of its population residing in urban areas. Eastern Province was the least urbanized province with only eight percent of its population residing in urban areas.

Out of the total population, 6.7 million persons were of working-age (i.e. 15 years and above). Seventy-five percent of the working age population were economically active while 25.0 percent were economically inactive. Within the male working population 78.8 percent were economically active, whereas within the female working age population 70.3 percent were economically active.

The employment-to-population ratio was estimated at 68.6 percent. Within male population, the ratio stood at 72.4 percent compared to 64.9 percent for females. Persons aged 15-19 years had the lowest employment-to-population ratios estimated at 38.7 percent.

Of the total employed persons, 46 percent were self-employed, 35.3 percent were unpaid family workers, 17.8 percent were paid employees, and less than 1 percent were employers. Fifty-three percent of male were self-employed, 24.8 percent were paid employees and 21.1 percent were unpaid family workers. On the other hand, the majority of females were unpaid family workers estimated at 50.8 percent.

Out of 4,606,846 persons who reported to be employed, 4,095,508 persons (89 percent) were in the informal employment while 511,338 (11 percent) were in formal employment. Of the informal employment, female persons accounted for 50.6 percent while male persons accounted for 49.4 percent. In rural areas, 96 percent of the employed persons were in the informal employment compared to 71 percent in the urban areas.

At provincial level, Luapula province recorded the highest proportions of informal employment (98 percent) while Copperbelt and Lusaka provinces recorded the lowest each with 74 percent.

At national level, 7.9 percent of the economically active persons aged 15 years or over (5,003,871) were unemployed. This is an unemployed rate for Zambia as at 2008. About 8 percent of the economically active male population and 7.7 percent of economically active female population were unemployed. In rural areas, 3.5 percent of the economically active persons were unemployed while in urban areas, 18 percent of the economically active population were unemployed. The unemployment rate for the 20 to 24 year olds (15.3 percent) was the highest in comparison to other age groups. The proportion of unemployed persons reduced as the age increased.

About 8 percent of all the employed persons were underemployed, implying that 92 percent worked for 40 hours or more per week. Eight percent of the male and 8.4 percent of the female were underemployed. In rural areas, underemployment rate was 10 percent and 3.4 percent in urban areas.

General Overview of the labour force by sex, (in thousands), 2008

Indicator	Total	Men	Women
Total population	12,298	6,149	6,149
Working age population	6,716	3,303	3,413
Economically active population (labour force)	5,004	2,604	2,400
Unemployed persons	397	212	185
Employed persons	4,607	2,392	2,215
Employed in agricultural activities	3,284	1,580	1,705
Employed in non-agricultural activities	1,323	812	511
Public sector	264	172	92
Private sector	4,343	2,220	2,123
Economically inactive population	1,712	699	1,013
Under 15 years	5,582	2,845	2,738
15-24 years	2,664	1,296	1,368
25-54 years	2,850	1,042	1,807
55 years or more	1,203	965	238

Source: CSO, Labour force survey, 2008

1 OVERVIEW OF ZAMBIAN ECONOMY AND EMPLOYMENT

1.1 - Introduction

This chapter provides the contextual background against which the analysis of the Labour Force Survey results should be mirrored. It is generally acknowledged that employment levels largely determine an economy's productive capacity and consumption levels. This Report has some of the Key Indicators of the Labour Market (KILM). In addition, basic labour market indicators are available in the 1991, 1992 and 1993 Priority Survey Reports as well as in 1996, 1998, 2003/4, 2004, 2006 and 2008 Living Conditions Monitoring Surveys, including the 1969, 1980, 1990 and 2000 Census Reports. The 2008 Report is the third in the series after the 1986 and 2005 Reports. Regular production of these Labour Market Indicators will assist in understanding the Labour Market in Zambia.

Reliable Labour Market Information (LMI) is necessary. However, most of the information is on the supply side than on the demand side. The CSO, MLSS and other stakeholders through the LMI technical committee have embarked on the development of the comprehensive Labour Market Information System (LMIS) in the country, which will feed, into the Labour Market Policy Framework and the national development plans monitoring and evaluation framework such as the Sixth National Development Plan (SNDP), Millennium Development Goals (MDGs) etc.

1.2 - The Population

In 2008, the population of Zambia was estimated at 12.4 million. This was an increase from 11.4 million in 2005, representing about 8 percent increase. About 66 percent of the population resided in rural areas while 34 percent were in urban areas. Most of the population was concentrated along the major line of rail stretching from the Southern Province, through Lusaka and Central Provinces and up to the Copperbelt. Lusaka Province, with 81 percent of its population residing in urban areas was the most urbanized province, followed by Copperbelt Province with 78 percent. The least urbanized province was Eastern with 8 percent, followed by Western and Luapula with 12 percent of their population living in urban areas.

The country has a relatively young population with about 45 percent aged between 0 and 14 years inclusively (2008 LFS).

1.3 - The Economy

After many years of relatively dismal economic performance, Zambia's macroeconomic situation had changed in the last 10 years with an average real Gross Domestic Product (GDP) growth of 5 percent between 1999 and 2008. This growth continued to be driven by increased output in the Construction, Mining and Agriculture sectors. However, the economy was affected by energy bottlenecks; public-sector constraints; infrastructural problems; and insufficient progress towards key institutional reforms.

The Zambian economy had transformed greatly since 1991 due to the public and private sector reforms embarked on by the Government. Privatization of Government-owned copper mines in the 1990s relieved the Government of covering mammoth losses generated by the industry, thereby greatly improving the chances for copper mining to return to profitability and spur economic growth. Furthermore, Copper output had increased steadily since 2004, due to foreign investment and higher copper prices.

Zambian economy continued to rely on the Mining sector. Nonetheless, the Government has been trying to reduce the economic dependence on copper by promoting private sector led economic development through devising and implementing economic diversification policies and programmes. Infrastructural development especially in the rural areas remained one of the challenges hindering Zambia's development. In view of this, the Government realised the need to prioritise infrastructural development in its development plans such as the Fifth National Development Plan (FNDP) and the National Vision 2030.

The Government had improved its fiscal discipline since 2004. The fiscal deficit (which averaged 13.8 percent of GDP in the 1980s and 6.0 percent in the 1990s) was reduced from 6.0 percent in 2003 to 2.9 percent in 2004 and, was kept below this level until the recent pressures around 2008 from the global economic crisis, which pushed it up to 3.0 percent. Overall fiscal discipline enabled the Government to: i) bring domestic debt and interest rates down significantly; and ii) reach the Heavily Indebted Poor Countries (HIPC) Initiative completion point, resulting in the cancellation of about ZMK6 billion foreign debt. In addition, Zambia's attainment of HIPC attracted an increase of Official Development Assistance (ODA)

from USD300 million in 2005 to USD553 million in 2007. Furthermore, improved fiscal discipline contributed to the lowering of the end-year inflation rate to a single digit in 2006 and 2007 (8.2 percent and 8.9 percent, respectively) the lowest inflation rate ever recorded in the history of Zambia. The appreciation of the Zambian kwacha (ZMK) in 2005/06 (from ZMK4,500 to ZMK3600 per dollar) which could be attributed to high copper prices also helped to reduce inflation. With a growing trade surplus, increasing foreign-exchange reserves and an exceptionally low level of public debt, by mid-2008 macroeconomic performance was satisfactory. In terms of revenue collection, the Government has been transforming the tax policy regime since 1994. As a result the overall capacity to mobilise domestic resources to support economic development enhanced. Since 2000, tax revenues had increased by 400 percent while non-tax revenues increased by 270 percent. An average of 75 percent of total revenues emanating from taxes had been maintained, though it increased in recent years to 80 percent. On average, public expenditure accounts for 90 percent of total revenues. The major challenge to tax administration remains the large size of the informal sector.

1.4 - Employment

In 2008, the population aged 15 years and above in Zambia was estimated at 6.7 million, which was an increase from 6.2 million in 2005. About 80 percent of 6.2 million people in 2005 were economically active compared to 74.5 percent in 2008. Furthermore, 16 percent of the economically active population in 2005 was unemployed. In 2008 however, 7.9 percent of economically active population were unemployed.

The majority of the employed (71.3 percent) were in Agriculture, primarily subsistence farming. The data further show that only 11 percent of those employed were in the formal employment. On the other hand, the proportion of the Zambian labour force engaged in the informal economy increased. Many were absorbed in the rural economy.

The vast majority of persons in informal employment are lowly educated/trained survivalists and consequently productivity is generally low. In the face of a critical lack of tools,

materials, and training, as well as of the isolation of activities in the sense that they are performed by only a single operator, the innovative abilities, especially on a technical level, are limited. It is thus all the more admirable that operators actually do succeed in providing consumers with many goods and services, and make a living out of it.

The main customers are largely private individuals or households and that the majority of all activities circulate within their own sectoral boundaries. In addition, the bulk of outputs produced are usually meant for local markets while only a very limited proportion of products may be sold in other areas or even outside the country.

As employment in the formal sector has declined in absolute terms from 543,300 in 1990 to 415,984 in 2003, the quality of employment in the formal sector has also declined. Real wages for most categories of workers have continued to fall as the purchasing power, even when inflation is taken into account, is eroded. Wages for workers in Zambia are very low compared to some neighbouring countries and the developed world. Even though nominal wages have increased over the years, corresponding real wages have actually declined over the same period. Based on the latest economic developments and the impact on the trends on key indicators of the labour market, it is possible to list some of the most severe problems facing the Zambian labour market, which need to be solved in order to improve the employment prospect:

- *The high youth unemployment rates, which may have major consequences for the behaviour of young people in the labour market.*
- *Labour market is too skewed towards agriculture. Improved labour productivity would ultimately liberate the redundant and underemployed surplus labour in the rural areas.*
- *The size of the informal sector is very large and increasing.*
- *Six percent of the people leaving the school system have access to tertiary education (Ministry of Science, Technology and Vocational Training, 2008). This is not enough to build up the required level of human capital.*

2.1 - Coverage of the 2008 Labour Force Survey (LFS)

The LFS was a nationwide survey covering household population in all the nine provinces and in both rural and urban areas. The survey excluded institutional populations such as those in Hospitals, Barracks, Prisons or Refugee camps, because the survey was intended to focus only on the usual household members - i.e. members who lived together as a household for at least six months or who intended to live together as a household for at least six months - who constituted a household.

2.2 - Questionnaire Content/ Scope

The questionnaires that were used to collect data were adapted through a series of technical meetings with stakeholders such as the Ministry of Labour and Social Security, International Labour Organization (ILO) and other related agencies.

The main questionnaire (See copy in the appendices) has ten sections namely:

1. *Background Characteristics.*
2. *Demographic Characteristics.*
3. *Education and School Attendance.*
4. *Economic Activity.*
5. *Employment.*
6. *Unemployment.*
7. *Health and Safety Issues of persons five years and above.*
8. *Income.*
9. *Skills Training.*
10. *Forced Labour.*
11. *Child Labour.*

However, Forced Labour and Child Labour indicators are not part of this report.

2.3 - Sample Design and Implementation

The 2008 LFS sample was designed to allow separate estimates for the nation as a whole, and rural and urban areas. The sample design also allowed for indicators to be estimated for each of the nine provinces, 72 districts and 150 constituencies.

A representative probability sample of 30,000 households was selected in two stages. In the first stage 1,500 clusters (Enumeration Areas) were selected from a list or frame of enumeration areas compiled from the 2000 Census of Population and Housing. A cluster is the primary sampling unit, which is equivalent to a Standard Enumeration Area (SEA). In the second stage, 20 households were selected from each of the selected enumeration areas.

2.3.1 - Sampling Frame and Stratification

Zambia is administratively divided into nine provinces. Each province is in turn subdivided into districts. For statistical purposes each district is subdivided into Census Supervisory Areas (CSAs) and these are in turn demarcated into Enumeration Areas (EAs). The Census mapping exercise of 1998-2000 in preparation for the 2000 Census of Population and Housing, demarcated the CSAs within wards, wards within constituencies and constituencies within districts. In 2000, Zambia had 72 districts, 150 constituencies, 1,289 wards, about 4,400 CSAs and close to 17,000 SEAs. Information borne in the list of EAs includes number of households and the population size. The number of households determined the selection of primary sampling units (PSU). Therefore, the sample frame of this survey is the list of EAs developed from the 2000 Population Census. The EAs are stratified as urban and rural strata.

2.3.2 - Sample Allocation and Selection

The total sample of 30,000 households out of 2,382,778 households was first allocated between rural, urban and the provincial domains in proportion to the population of each domain according to the 2000 Census results. The proportional allocation does not however, allow for reliable estimates for smaller domains. Adjustments to the proportional allocation of the sample were made to allow 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 clusters and households based on the disproportionate allocation is given in the table below.

Table 2.1: Sample Allocation of Clusters According to Province and by Type of Residence

Province	Allocation of clusters		
	Rural	Urban	Total
Central	110	32	142
Copperbelt	58	168	226
Eastern	181	13	194
Luapula	122	16	138
Lusaka	42	124	166
Northern	169	27	196
North-Western	92	10	102
Southern	154	36	190
Western	130	16	146
Total	1,058	442	1,500

Source: CSO, Labour force survey, 2008

After the households were allocated to the different strata, the number of clusters to be selected was calculated based on an average of 20 completed interviews in each of the selected clusters. Clusters were selected systematically with probability proportional to the number of households.

2.3.2.1 - Selection of Clusters

The procedure for selecting clusters (i.e. SEAs) in each stratum involved:

- (i) Calculating the sampling interval, I , for each stratum

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

where M_{hi} is the number of households in SEA (or cluster) i and stratum h ,

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

is the size of the stratum (total number of households in the stratum according to the 2000 census) and a is the number of clusters (SEAs) to be selected in the stratum.

- (ii) Calculating the cumulated size of each SEA.
- (iii) Calculating the sampling numbers

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

where R is a random number between 1 and I .

- (iv) Comparing each sampling number with the cumulated sizes of the SEAs.

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

2.3.2.2 Selection of Households

A frame of households was determined by listing all the households in all the selected SEAs. During listing, a couple of questions were asked in order to group households into three categories: those with at least one paid child worker, those with at least one unpaid child worker and those that had no working children at all.

The total number of households to be selected per cluster 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 calculated, the following steps were used to select the households from each category:

1. Calculate the sampling interval for each category

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

where B is the number of households listed in the selected SEA and b is the number of households to be selected in the selected SEA.

2. Generating a random number (R) between 1 and the Interval I; the first selection was hence R
3. Adding the interval to the random number to get the next selection.
4. Adding the interval repeatedly until the desired sample size was achieved.

2.4 - Pre-test

The pre-test for the Labour Force Survey was conducted in August 2008. The objective of the Pre-test was to test the adequacy of the survey instruments and also served as an opportunity to train trainers for the main survey. The participants in the Pre-test included the survey implementation team members and those who were to train in the main training.

The Pre-test exercise consisted of two parts. The first part involved training of team members in a classroom set-up while the second part was meant for fieldwork and review of the survey instruments and special-case experiences. The training included role-plays in which participants demonstrated how the interviews in both local and English languages could effectively be conducted. The participants for the pre-test also met after the exercise for a debriefing and shared experiences, which formed a basis for finalizing all the field instruments. The team of participants on the pre-test comprised officers from Central Statistical Office and the Ministry of Labour and Social Security.

2.5 - Training of Interviewers and Supervisors

About 900 persons were recruited by the Central Statistical Office (CSO) to serve as enumerators and supervisors. In total, there were 750 enumerators and 150 supervisors. In addition, there were 18 master trainers, out of whom 9 were from CSO and 9 were from MLSS. They were all trained during the main training which begun in October 2008 in all the provinces. Master trainers, who included staff from the CSO and Ministry of Labour and Social Security (MLSS), were part of the technical team that led the training of enumerators and supervisors, which lasted for two weeks. Training was guided by the enumerators' instruction manual that was prepared as part of the survey instruments. The method of training involved having enumerators read through the manual and trainers lecturing on different topics in line with the manual's prescription. Other training modes included class demonstrations - front of class interviews - and interviews in small groups. After classroom training, master trainers had to go for field practicals.

2.6 - Fieldwork

At least six enumerators were assigned to one supervisor and they formed a team. Depending on the location of the work area, transport was allocated for some field staff especially for all areas that were hard to reach. Other logistics associated with the fieldwork were provided for all the provinces.

Data collection was conducted mainly between November and December 2008. The Central Statistical Office (CSO) co-ordinated the supervision of fieldwork. Trainers visited the field teams during the implementation of fieldwork. The CSO provincial heads/statisticians who also attended training monitored the quality of data in the field and co-ordinated the provision of logistics in the provinces. There was close contact between the field teams, Provincial staff and Headquarters, which was maintained through out fieldwork.

2.7 - Data Processing

During training of field staff, the data processing team also sat in the training to familiarize themselves with the questionnaires. After field work begun, a training session was undertaken in each province on data entry and verification. Completed questionnaires were submitted to provincial offices for editing and data entry. The master trainers and supervisors had to manually edit the questionnaires from the field before data were entered. Tabulations were done at CSO Headquarters. The following stages were involved in data processing namely, manual editing and coding, data entry, data cleaning and tabulation. Data entry was done in the provinces using CSPro software. For analysis purposes, the data was imported in Statistical Package for social sciences (SPSS).

2.8 - Estimation Procedure

Due to the non-proportional allocation of the sample to the different strata, sampling weights were required to ensure actual representative ness of the sample at national level. The sampling probabilities at first-stage selection of SEAs and probabilities of selecting the households were used to calculate the weights. The weights of the sample are equal to the inverse of the probability of selection.

The probability of selecting cluster i was calculated as

$$P_i = \frac{a_i M_i}{\sum_{i=1}^{N_h} M_i}$$

where: ϕ_i is the first stage sampling probability of a SEA, n_h is the number of SEAs selected in stratum h , M_{hi} is the size (households according to the Census frame) of the i^{th} SEA in stratum h , and M_h is the total size of stratum h .

The weight or boosting factor is thus given as

$$w_h = \frac{1}{P_h}$$

The selection probability of the household was calculated as:

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

where n_h = the number of households selected from stratum h , N_h = 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} SEA of the h^{th} stratum. Then the estimated Total for the h -th stratum is:

$$y_h = \sum_{i=1}^{a_h} \sum_{j=1}^{n_h} w_h y_{hij}$$

where, y_h is the estimated total for the h -th stratum, w_h is the weight for the j^{th} household in the i -th SEA of the h -th stratum, $i=1-a_h$ is the number of selected clusters 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, $H = 18$ (the nine provinces by rural and urban taken as separate domains).

2.9 - Quality Control

In order to ensure reliability and credibility of data collected some quality control measures designed for the survey included formation of a technical team, which had members from CSO, MLSS and other relevant stake holders. These were involved in the planning and implementation of the survey. The trainers monitored fieldwork throughout and the supervisors remained with their assigned teams until the fieldwork was completed and did some basic edits on a daily basis. The review of gener-

ated tables from the survey also involved the stakeholders that took part in the planning.

Quality control also involved master trainers going back in the field to verify the data that was collected by enumerators.

2.10 - Tabulation, Analysis and Report-writing

CSO staff prepared the tabulation plan. CSO staff together with MLSS staff analysed and wrote this report. Preparation of the tabulation plan was finalised soon after the fieldwork in April 2009. It was based on the key performance indicators and stakeholders' contributions.

2.11 - Level of Analysis

The analysis focuses on national level at both rural/urban and provincial level. The micro-data has provisions to generate major indicators at district and constituency levels. This report, however, has not included indicators at district and constituency levels. As much as possible the micro-data have also been analyzed by sex and age. The micro-data will be available for further analysis.

2.12 - Dissemination

The micro-data, together with survey instruments, the sample used and report will be available at the CSO. MLSS will have hard copies of the report. It would be able to facilitate the access of other survey tools from CSO.

2.13 - Limitations

There were several challenges at every stage of the survey. Managing a survey with 30,000 households came with many challenges including inaccessibility of some areas due to floods resulting from the heavy downpour in Western and Luapula provinces during that year. Data entry, especially of income as a variable, did not have in-built controls to take care of zero filling functions in the computer system. For example, where a "2,000,000" was supposed to be entered, a "200,000,000" would be found to have been entered instead. It thus took more time than expected to clean up such cases.

At planning stage, not every concept or definition was included but as far as possible, an attempt was made to conform to the international standards. Moreover, not all key indicators of the labour market have been analysed in this report such as labour productivity, labour elasticity etc. However, as far as possible, remedial measures have been taken in to account to ensure representativeness and accuracy in the results.

3 CONCEPTS AND DEFINITIONS

3.1 - Introduction

The concepts and definitions used in this report conform, as much as possible, to international standards and the International Labour Organization (ILO). They provide guidance in understanding the basis upon which indicators were measured and analyzed.

3.2 - Working Age Population

For purposes of this Survey, this is the population between 15 and above

3.3 - Labour Force Participation Rate

The labour force participation rate is the proportion of a country's working-age population that engages actively in the labour market activities, by working, looking for work or being available for work; it provides an indication of the relative size of the supply of labour available to engage in the production of goods and services. The breakdown of the labour force by sex and age group gives a profile of the distribution of the economically active population within the country. The labour force participation rate is calculated by expressing the number of persons in the labour force as a percentage of the working age population.

3.4 - Labour Force (Economically Active Persons)

The labour force is the sum of the number of persons aged 15 years and above who are employed, unemployed & available for work during the reference period.

3.5 - The Employed Population

The employed population comprises all persons who performed some work for pay, profit, barter or family gain. Payment of wages, profit etc., may have been in cash or in the form of goods and services or a combination of these. The employed population includes all persons who had a job and would normally have worked for pay or profit or return in kind. It also includes those who are on paid or unpaid vacation or study leave, subsistence farmers as well as those who were temporarily absent from work due to illness, bad weather, industrial dispute, insufficient raw materials, mechanical faults etc. In capturing employment, two reference

periods were used. Employment in the last 7 days before the survey day was referred to as current employment whereas employment in the last 12 months was referred to as usual employment.

3.6 - Informal Sector Employed Persons

This includes persons who fell in any of the following categories;

- *Own-account workers and employers who have their own informal sector enterprises, usually characterized by lack of registration with national authority, contributions to social security schemes and entitlement to annual paid and sick leave by workers.*
- *Contributing family workers, irrespective of whether they work in the formal or informal sector enterprises.*
- *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 (advance notice dismissal, severance pay, paid annual leave, etc.) for reasons such as: non-declaration of the jobs or employees; casual jobs; employment by unregistered enterprises or by persons in households.*

Members of informal producers' cooperatives; and

Persons engaged in the own-account production of goods exclusively for own final use by their household, such as subsistence farming.

3.7 - Employment-to-Population ratio

The employment-to-population ratio is defined as the proportion of a country's employed persons to the working-age population. A high ratio means that a large proportion of a country's population is employed, while a low ratio means that a large share of the population is not involved directly in market-related activities, because they are unemployed or (more likely) out of the labour force altogether. It provides information on the ability of an economy to create employment. Although a high overall ratio is typically considered as

positive, the indicator alone is not sufficient for assessing the level of decent work or the level of a decent work deficit. Additional indicators are required to assess such issues as hours of work, informal sector employment, underemployment, earnings, social justice and dialogue and other working conditions. Employment-to-population ratios are of particular interest when broken down by sex, as the ratios for men and women can provide information on sex differences in labour market activities.

3.8 - An employer

A person/institution who operated his or her own economic enterprise(s) and used hired labour.

3.9 - Paid Employee

A person who worked for a public or private employer and received remuneration in form of salaries, wages either in cash or in kind

3.10 - Self-employed

A person who operated his or her own economic enterprise(s) and hired no workers

3.11 - An unpaid family worker

A person who normally assists in the family business or farm but does not receive any pay for work.

3.12 - Status in Employment

Indicators of status in employment differentiate three important and useful categories of the employed – (a) Wage and salaried workers, (b) Own-account workers (Self employed) and (c) Contributing family workers (unpaid family workers) – with each expressed as a proportion of the total employed persons. Categorization by employment status can help in understanding both the dynamics of the labour market and where the highest concentration is.

3.13 - Employment by Industry and by Sector

This indicator disaggregates employment based on the legal and institutional organization of the enterprise in which a worker performs his/her main job. It also disaggregates employment into ten broad industries – Agriculture, Forestry and Fishing; Mining and Quarrying; Manufacturing; Electricity, Gas and Water; Construction; Wholesale and Retail

Trade; Hotels, Bars and Restaurants; Transport, Communications and Storage; Real Estate, Business and Financial Services, and Community, Social and Personal Services. The indicator expresses each as a percent of total employment. The indicator shows employment growth and decline on a broad industrial scale. Industrial employment flows are an important factor in the analysis of productivity trends, because within-industry productivity growth needs to be distinguished from growth resulting from shifts from lower to higher productivity industries.

The economic activities are defined according to the International Standard for Industrial Classification of all economic activities (ISIC), Revision 2 (1968) and Revision 3 (1990). In the 2008 Labour Force survey, Revision 4 (2008) was used.

3.14 - Part-Time Employment

For the purposes of this survey, part-time workers are defined as those who worked less than 40 hours per week.

Two measures are calculated for this indicator: total part-time employment as a proportion of total employment, sometimes referred to as the “part-time employment rate”; and the percentage of the part-time workforce comprised of women.

3.15 - Normal Hours of Work

Normal hours of work in this report means 40 hours worked per week. The number of hours worked have an impact on the health and well-being of workers as well as on levels of productivity and labour costs of establishments. Measuring the level and trends in the hours worked in a society, for different groups of workers and for workers individually, is therefore important when monitoring working and life conditions as well as when analyzing economic developments.

3.16 - Excessive Hours of Work

This represents working conditions in which employed persons’ usual working hours in a week are more than 40. It is therefore the proportion of the employed person who work more than 40 hours in a week among all the employed persons or total employment.

3.17 - Employment in the Informal Economy

Informal sector employment is defined as employment where the employed persons were not entitled to paid annual leave, social security, pension and/or gratuity and worked in an establishment employing less than 5 persons. All the four requirements had to be fulfilled in order to classify a person as working in the informal sector including the agriculture sector. Any other employment, which is not informal, is formal.

Employment in the informal economy relates the estimated number of persons employed in the informal economy to the total number of employed persons. In terms of size and growth, the informal sector is an important part of economic, social and political life. In countries with high rates of population growth or urbanization, the informal economy tends to absorb most of the growing labour force. The indicator represents and attempt to reflect labour market situations that may inadequately be revealed by other indicators, such as the unemployment rate and underemployment.

Informal employment is a job-based concept, which relates to all workers who are in the informal sector and those who may be in the other sectors but have no legal written contract with their employers and not entitled to annual paid leave and/or sick leave. Included also are own-account workers whose enterprises – were operated either by individuals or members of same or different households with no possibility of having complete sets of accounts – are not registered with any national authority.

3.18 - Unemployment

The unemployment rate is the proportion of the labour force that does not have a job but is available and actively looking for work. It should not be misinterpreted as a measurement of economic hardship. However, a correlation often exists. For the purpose of this LFS, unemployment is defined as all persons aged 15 years and above who, during the reference period were without work, available for work and seeking work.

The unemployment rate is probably the best known labour market measure and certainly one of the most widely quoted indicator by the media. Together with the employment-to-population ratio, it provides the broadest available indicator of economic activity and status in terms of labour market for countries that regularly collect information on the labour force.

3.19 - Youth Unemployment

For the purpose of this LFS, the term “youth” refers to persons aged 15 to 24 years, while “adults” are defined as persons aged 25 or over. Youth unemployment is an important policy issue for many countries, regardless of the stage of development. The indicator presents youth unemployment in the following ways: (a) the youth unemployment rate; (b) the youth unemployment rate as a percentage of the adult unemployment rate; (c) the youth share in total unemployment; and (d) youth unemployment as a proportion of the youth population.

The presentation of youth unemployment as a proportion of the youth population recognizes the fact that a large proportion of young people enter unemployment from outside the labour force. This report focuses on the youth unemployment as a proportion of the total youth population in its analysis. Taken together, the four indicators provide a fairly comprehensive indication of the problems that young people face in finding jobs.

3.20 - Short and Long-Term Unemployment

Short-term unemployment includes all persons who either did not have jobs, were available for work or seeking work in the last 7 days (current) while long-term unemployment includes all persons who did not have jobs, were available for work or seeking work in the last 12 months (usual) prior to the survey.

Unemployment tends to have more severe effects the longer it lasts. Short periods of joblessness can normally be dealt with through unemployment compensation, savings and perhaps, assistance from family members. Unemployment lasting a year or longer, however, can cause substantial financial hardship, especially in the Zambian situation where unemployment benefits do not exist.

The indicator on long-term unemployment makes the basic assumption that unemployment that lasts a full year or more is too long, and is thus a phenomenon worthy of special attention.

3.21 - Unemployment by Educational Attainment

This indicator can provide important insights into the relationship between the educational attainment of workers and unemployment. This allows researchers to discern a key characteristic of a region's unemployed labour force and, in so doing, assists in identifying the likelihood of different groups

of workers experiencing unemployment. The information in the indicator may also be used to draw inferences relating to changes in employment demand. By focusing on the education characteristics of the unemployed, the indicator can aid in analyses designed to shed light on how significant long-term events in the country, such as ongoing skills-based technological change, increased trade openness or shifts in the sectoral structure of the economy, alter the experience of high- and low-skilled workers in the labour market.

3.22 - Underemployment

The definition of underemployment includes all persons in employment whose hours of work “are insufficient in relation to an alternative employment situation in which the person is willing and available to work”.

Underemployment reflects underutilization of the productive capacity in the labour force. Underemployment is the best available proxy of the underutilized labour force. The indicator is important for improving the description of employment-related problems, as well as assessing the extent to which available human resources are being utilized in the production process of the country. It also provides useful insights for the design and evaluation of employment policy, income and social programmes. The indicator includes two measures – underemployment as a percentage of the labour force, and as a percentage of total employment. In this report, underemployment as a percentage of the total employment was considered.

3.23 - Economically Inactive Population and Inactivity Rate

The inactivity rate is defined as the percentage of the population of the working age (15 years and above) that is neither working nor seeking work (these are not in the labour force). The 25-54 age groups can be of particular interest since it

is considered to be the “prime-age” groups, in which persons are generally expected to be in the labour force; it is worthwhile investigating why these potential labour force participants are inactive, since they have normally completed their education but have not yet reached retirement age. The inactivity rates, when added to the labour force participation rate for the corresponding group, will equal 100 per cent of the total working-age population.

3.24 - Highest Level of Education Attained

In this report, primary level refers to Grades 1-7, junior secondary refers to Grades 8-9 (or Form 1 to 3 in the old education system) and senior secondary refer to Grades 10-12 (or Form 4 and 5 in the old education system) and tertiary refers to colleges and universities

This indicator reflects the levels and distribution of the knowledge-and skills-base of the labour force in the general population. The measurement indicates to the highest level of education attained by an individual. The indicator covers the educational attainment for both women and men in the entire labour force.

An increasingly important aspect of the labour market performance and national competitiveness is the skill level of the workforce. Information on levels of educational attainment is currently the best available indicator of labour force skill levels. These are important determinants of a country's capacity to compete successfully in world markets and to make efficient use of rapid technological advances; they are also among the factors determining the employability of workers.

3.25 - Literacy and Illiteracy

For the purpose of this survey, literacy is defined as the ability to read and write in any language. Therefore, the inability to read and write in any language defines illiteracy.

4 DEMOGRAPHIC CHARACTERISTICS OF THE POPULATION

4.1 - Introduction

It is important to collect demographic information in every survey undertaking as it provides a basis for the analysis of population characteristics and their relationship with other determinants of population change. Specifically demographic information allows us to determine the thresholds for defining the working-age population as well as the Labour force. Furthermore, the importance of analyzing the labour force by age, sex, marital status and geographic administrative units, cannot be over-emphasized for effective planning.

This chapter provides information from the 2008 Labour Force Survey on Population Size, Age, Sex, and Relationship to Household Head and Marital Status by residence and province.

4.2 - Population Size and Distribution

Table 4.1 and Figure 4.1 show the percentage distribution of population by residence and Province. The total population of Zambia was estimated at 12,298,307 of which 66 percent resided in rural areas, while 34 percent resided in urban areas.

Lusaka Province was the most urbanized province with 81 percent of its population residing in urban areas. Copperbelt Province was the second most urbanized with 78 percent of its population residing in urban areas.

Eastern Province was the least urbanized province with only eight percent of its population residing in urban areas, while Western and Luapula provinces were second least urbanized, both with 12 percent of their population residing in urban areas.

Table 4.1: Population Distribution By Province, Zambia, 2008.

Province	Total Population	Percent Distribution		
		Rural	Urban	Total
Zambia	12,298,307	66	34	100
Central	1,294,794	76	24	100
Copperbelt	1,854,696	22	78	100
Eastern	1,683,661	92	8	100
Luapula	985,596	88	12	100
Lusaka	1,686,310	19	81	100
Northern	1,569,647	82	18	100
North Western	752,522	87	13	100
Southern	1,538,873	80	20	100
Western	932,208	88	12	100

Source: CSO, Labour force survey, 2008

Figure 4.1 shows that the provinces with the largest share of the national population were Copperbelt and Lusaka with 14 percent in each. While Eastern, Northern and Southern Provinces were the second most populated provinces, at 13

percent each. The Province with the least percentage share of the national population was North Western Province with six percent of the national population.

Figure 4.1: Percent Share of the population by Province, 2008

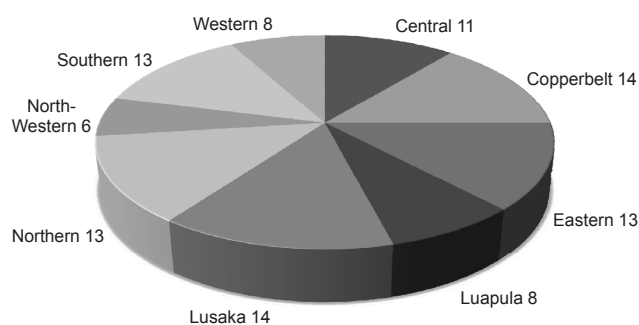


Table 4.2 and Figure 4.2 show the percentage distribution of the population by sex, province and residence. The country's percentage distribution of the population by sex shows that half of the population was female and the other half was male. This represents a sex ratio of 100. The patterns were the same at rural and urban residence level, no differences were observed in terms of the sex ratios of the rural and urban population.

At provincial level, there was an equal distribution of the population between sexes in all the provinces other than Western and North Western Provinces. North Western Province recorded the highest percentage of male, at 51 percent, whilst Western Province recorded the highest percentage of female, at 53 percent.

Table 4.2: Percent Distribution of the Population by sex, Province, Rural and Urban, Zambia, 2008.

Residence/Province	Male	Female	Total	Total Population
Zambia	50	50	100	12,298,307
Residence				
Rural	50	50	100	8,115,492
Urban	50	50	100	4,182,813
Province				
Central	50	50	100	1,294,794
Copperbelt	50	50	100	1,854,696
Eastern	50	50	100	1,683,661
Luapula	50	50	100	985,596
Lusaka	50	50	100	1,686,310
Northern	50	50	100	1,569,647
North Western	51	49	100	752,522
Southern	50	50	100	1,538,873
Western	47	53	100	932,208

Source: CSO, Labour Force Survey, 2008.

Figure 4.2: Percent Distribution of Population by Residence, Sex and Province, 2008

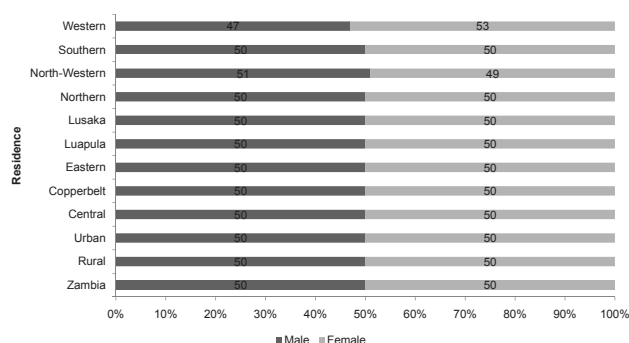
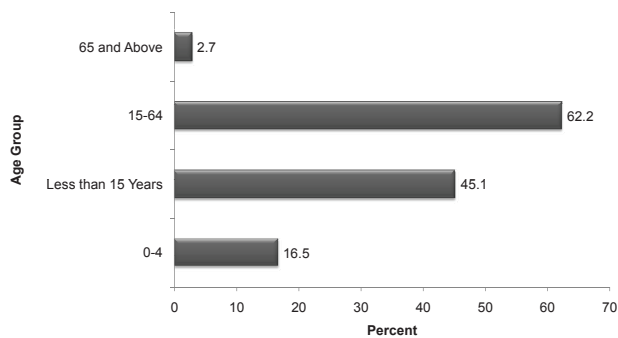


Table 4.3 and Figure 4.3 show the population distribution by age and sex. Results from the table show that 45 percent of the population was below the age of 15 years, while only 3 percent was above the age of 64. The working age group of (15-64 years) constituted the highest percentage of the population, at 52 percent. The youth population aged 15-24 years, constituted 21 percent of the population. Female of reproductive age group (15-49 years) accounted for nearly half (48 percent) of the total female population. These results clearly show how young the Zambian population is.

Table 4.3: Population Distribution by Age and Sex, Zambia, 2008.

Age Group	Male	Female	Total	Total Population
00-04	17	16	16	2,038,060
05-09	15	15	15	1,830,723
10-14	14	14	14	1,713,491
15-19	13	12	12	1,502,712
20-24	9	10	9	1,134,868
25-29	8	8	8	979,735
30-34	6	6	6	779,119
35-39	5	5	5	621,967
40-44	4	4	4	449,949
45-49	3	3	3	338,584
50-54	2	2	2	246,992
55-59	2	1	1	180,558
60-64	1	1	1	155,609
65+	3	3	3	325,938
Total	100	100	100	12,298,307

Source: CSO, Labour force survey, 2008

Figure 4.3: Percent Distribution of Population by Selected Age Group, 2008

4.3 - Marital Status

Information on marital status is important in the analysis of fertility levels and trends in a population. Marital dissolution through separation, divorce or death has a negative impact on fertility and population growth in general.

Table 4.4 shows the distribution of the population aged 12 years and above by marital status, Sex and age group. The survey results show that 46 percent of the population aged 12 years and above was married while 44 percent had never been married. The widowed, divorced, separated and cohabiting combined accounted for 10 percent of the total population aged 12 years and above.

In terms of residence, there was a higher proportion of the married in rural areas, at 48 percent than in urban areas, at 41 percent. Half of the population aged 12 years and above had never been married in urban areas (50 percent) as opposed to rural areas (41 percent). The rural areas accounted for the higher proportions of the widowed, divorced and separated than the urban areas.

Analysis by sex shows that higher proportion of male (50 percent) had never been married than female (38 percent). There were more female than male that were widowed, at 9 and 2 percent, divorced, at 5 and 2 percent and separated, at 2 and 1 percent, respectively. In the case of cohabiters, there was less than a percent for either sex.

The marital status of the population also differs from one age group to another. The survey results show that the proportion of the never married declines with increase in age. The youngest, age group 12-15 years, had the highest proportion of the population that had never been married, at 98 percent, whereas the oldest age group 50 years and above had the lowest with only 2 percent. On the other hand, the proportions of the married population increases with age apart from the oldest age group of 50 years and above that experienced a decline. The age group 12-14 years had the lowest proportion of the married population 12 years and above with only a percent, while the age group 30-49 had the highest with 78 percent. As expected, the age group 50 years and above had the highest proportion of the widowed with 26 percent.

Analyses by age and sex reveals female marry at an earlier age than male. In the age group, 15-19 more female (14 percent) than male (2 percent) were married. This difference was much more pronounced in the age group 20-24 in which 55

percent of female were married as opposed to 22 percent of male. However, in the age range 30 years and above, there were notably more male that were married than their female counterparts.

Table 4.4: Percent Distribution of Population aged 12 years and above by Residence, Sex and Marital status.

Residence, Sex and Age	Marital Status						Total	Total Population 12 years and above
	Never Married	Married	Separated	Divorced	Widowed	Cohabiting		
Zambia	44	46	2	3	5	0	100	7,731,821
Residence								
Rural	40.6	47.5	2	4	5.9	0	100	4,922,726
Urban	49.5	40.6	2	3	5	0	100	2,809,095
Male	50	45	1	2	2	0	100	3,815,185
Female	38	46	2	5	9	0	100	3,916,636
Age Group - Both Sexes								
12-14	99	1	0	0	0	0	100	1,015,790
15-19	91.9	8.1	0	0	0	0	100	1,502,712
20-24	55	40	2	2	1	0	100	1,134,868
25-29	25	66	3	4	2	0	100	979,735
30-49	7	78	2	6	7	0	100	2,189,619
50+	2	64	2	6	26	0	100	909,097
Age Group - Male								
12-14	99	1	0	0	0	0	100	512,612
15-19	98	2	0	0	0	0	100	763,843
20-24	76.2	21.8	1	1	0	0	100	519,416
25-29	35	60	2	2	1	0	100	460,773
30-49	8.9	84.2	2	3	2	0	100	1,110,138
50+	2	84.8	1	3	9.1	0	100	448,344
Age Group - Female								
12-14	98	2	0	0	0	0	100	503,178
15-19	84	14	1	1	0	0	100	738,870
20-24	38	55	3	3	1	0	100	615,452
25-29	16	71	4	6	3	0	100	518,962
30-49	5	72	3	8	12	0	100	1,079,481
50+	1	45.5	2	8.1	43.4	0	100	460,753

Source: CSO, Labour force survey, 2008

4.4 - Relationship to Household Head

Table 4.5 shows the percentage distribution of the population by relationship to the head of the household. Information on the relationship to the head was collected for all usual members of the household. A household head was defined as a usual member of the household that all members looked up to and made most of the day-to-day decisions regarding the

running of the household welfare. About half of the population constituted biological children of the household head, at 49 percent. The household Heads constituted the second highest proportion with 20 percent. Spouses were third with 14 percent while the least common relationships to the head of the household were Parents in law, Uncle/Aunt, Grand Parent, Child in Law, Other Relatives and the Not Related, all with less than a percentage of the total population.

Table 4.5: Percent Distribution by Relationship to the Head of the Household, Zambia, 2008.

Relation to Household Head	Percent of Household Members	Total Population
Head	19.5	2,397,510
Spouse	13.9	1,704,431
Son /Daughter	48.8	6,006,193
Step Child	0.8	95,911
Brother/ Sister	2.3	288,254
Brother/ Sister In-law	1.3	163,638
Grand Child	7.1	869,548
Nephew /Niece	3.8	470,572
Cousin	0.5	55,595
Parent	0.5	56,943
Parent In-law	0.2	24,646
Uncle/ Aunt	0.2	30,081
Grand Parent	0.2	23,216
Child In-law	0.3	34,225
Other Relative	0.3	38,106
Non Related	0.3	39,438
Total	100	12,298,307

Source: CSO, Labour force survey, 2008

4.5 - Distribution of Households and Average Household Size

The 2008 Labour Force Survey estimated a total of 2,382,778 households. Of these, 67 percent were rural households while 33 percent were urban households. The survey also recorded an average household size of 5 household members. The Average Household size was the same for both male and female-headed households, at 5 household members in either case. The pattern was also the same in both rural and urban households.

At provincial level, the pattern followed that of the national with all provinces having the same average household sizes. However, small differences could be noticed in the average household sizes by sex of the head of the household. Eastern, Luapula, Lusaka, Northern, North Western Southern and Western provinces recorded slightly lower average household sizes for female-headed households, at 4 persons for Eastern, Luapula, Northern, North Western and Western provinces, and 5 persons for Lusaka and Southern provinces. Central and Copperbelt provinces had same average household sizes of 5 persons for both male and female headed households.

Table 4.6: Percent Distribution of Households and Average Household Size by sex of Household Head, Rural/Urban and Province, Zambia, 2008.

Province	Percent Distribution of Number of Households			Average Household Size by Sex of Head			Average Household Size by Location			Total Number of Households
	Rural	Urban	Total	Male	Female	Total	Rural	Urban	Total	
All Zambia	67	33	100	5	5	5	5	5	5	2,382,779
Central	75	25	100	5	5	5	5	5	5	248,599
Copperbelt	24	76	100	5	5	5	5	5	5	352,641
Eastern	92	8	100	5	4	5	5	5	5	334,312
Luapula	88	12	100	5	4	5	5	5	5	193,094
Lusaka	19	81	100	6	5	5	5	5	5	311,353
Northern	84	16	100	5	4	5	5	5	5	311,268
North Western	88	12	100	5	4	5	5	5	5	151,927
Southern	77	23	100	6	5	5	6	5	5	286,476
Western	88	12	100	5	4	5	5	5	5	193,109

Source: CSO, Labour force survey, 2008

The more urbanized provinces, Lusaka and Copperbelt provinces had the highest proportion of households in urban areas with 81 percent and 76 percent, respectively. Eastern Province had the least proportion of households in urban areas with only 8 percent, while Luapula, North Western and Western provinces had the second least proportion of households in urban area with 12 percent each. On the other hand, the least urbanized provinces recorded higher proportions of households in rural areas.

4.6 - Age of Household Head

Table 4.7 shows information on households by age of household head. It can be observed that child headed households

are not common in Zambia with less than a percent of households being headed by persons aged below 20 years although there was about a percent of the 15-19 year old females heading a household. The proportion of youths heading a household was to an extent high (6 percent) because in the Zambian context, this age group is expected to be attending tertiary education and largely constitute dependants. Youth headship was more common among the male than the female (6 percent against 4 percent). The results also show that the aged population (65 years and above) still play an important role in household headship; nearly one in every 10 households was headed by an aged person.

Table 4.7: Percent Distribution of Household Heads by Age group and Sex, Zambia, 2008.

Age Group	Male	Female	Percentage Share of Households	Total Number of Households
15-19	0.0	1.0	0.4	10,329
20-24	6.0	4.0	5.8	138,579
25-29	16.0	10.9	15.0	356,461
30-34	18.0	12.9	16.7	396,967
35-39	16.0	12.9	15.1	359,382
40-44	12.0	11.9	11.8	281,134
45-49	9.0	9.9	9.1	216,266
50-54	6.0	7.9	6.9	164,427
55-59	5.0	6.9	5.3	126,851
60-64	4.0	7.9	4.6	108,930
65+	8.0	13.9	9.4	223,452
Total	100	100	100	2,382,779

Source: CSO, Labour force survey, 2008

4.7 - Household Headship By Sex

Information on household headship by sex is very important in understanding differentials in household welfare. Table 4.8 shows household headship by sex, province and residence. The table shows that 23 percent of Households in Zambia at the time of the Labour Force survey were female-headed households. There was a higher proportion of female-headed households in rural areas than in urban areas, 16 percent against 7 percent, respectively.

At provincial level, Western Province had the highest percentage of female-headed households with 33 percent of the households in the province being headed by female. The lowest percentage of female-headed households was recorded on the Copperbelt Province, at 19 percent. In terms of the rural and urban residency the pattern is much the same as at national level except for urbanized provinces, Lusaka and Copperbelt provinces had more female headed households in urban areas (20 percent and 14 percent) than in rural areas (four and five percent) respectively.

Table 4.8: Proportion of Female and Male Headed Households by Province, Rural and Urban, Zambia, 2008.

Province	Male			Female			Total Households
	Rural	Urban	Total	Rural	Urban	Total	
All Zambia	51	26	77	16	7	23	2,382,779
Central	59	19	77	17	6	23	248,599
Copperbelt	19	62	81	5	14	19	352,641
Eastern	70	6	76	22	2	24	334,312
Luapula	69	8	78	19	3	23	193,094
Lusaka	16	61	77	4	20	23	311,353
Northern	67	13	80	17	3	20	311,268
North-Western	66	9	75	22	3	25	151,927
Southern	58	17	75	19	6	25	286,476
Western	59	8	67	30	4	33	193,109

Source: CSO, Labour force survey, 2008

4.8 - Summary

The total population of Zambia was estimated at 12,298,307 of which 66 percent resided in rural areas, while 34 percent resided in urban areas.

Findings showed that the estimated number of households in Zambia as at 2008 was 2,382,779. Of these, 67 percent were rural households while 33 percent were urban households. The average household size was 5 members per household.

Lusaka Province was the most urbanized province with 81 percent of its population residing in urban areas. Copperbelt Province was the second most urbanized with 78 percent of its population residing in urban areas. Eastern Province was the least urbanized province with only eight percent of its population residing in urban areas.

Half of the population was female. This represents a sex ratio of 100. Forty-five percent of the population was below the age of 15 years, while only 3 percent was above the age of 64.

Forty-six percent of the population aged 12 years and above was married while 44 percent had never been married. The widowed, divorced, separated and cohabiting combined accounted for 10 percent of this population.

About half of the population constituted biological children of the household head, at 49 percent.

5 ECONOMICALLY ACTIVE AND INACTIVE POPULATION

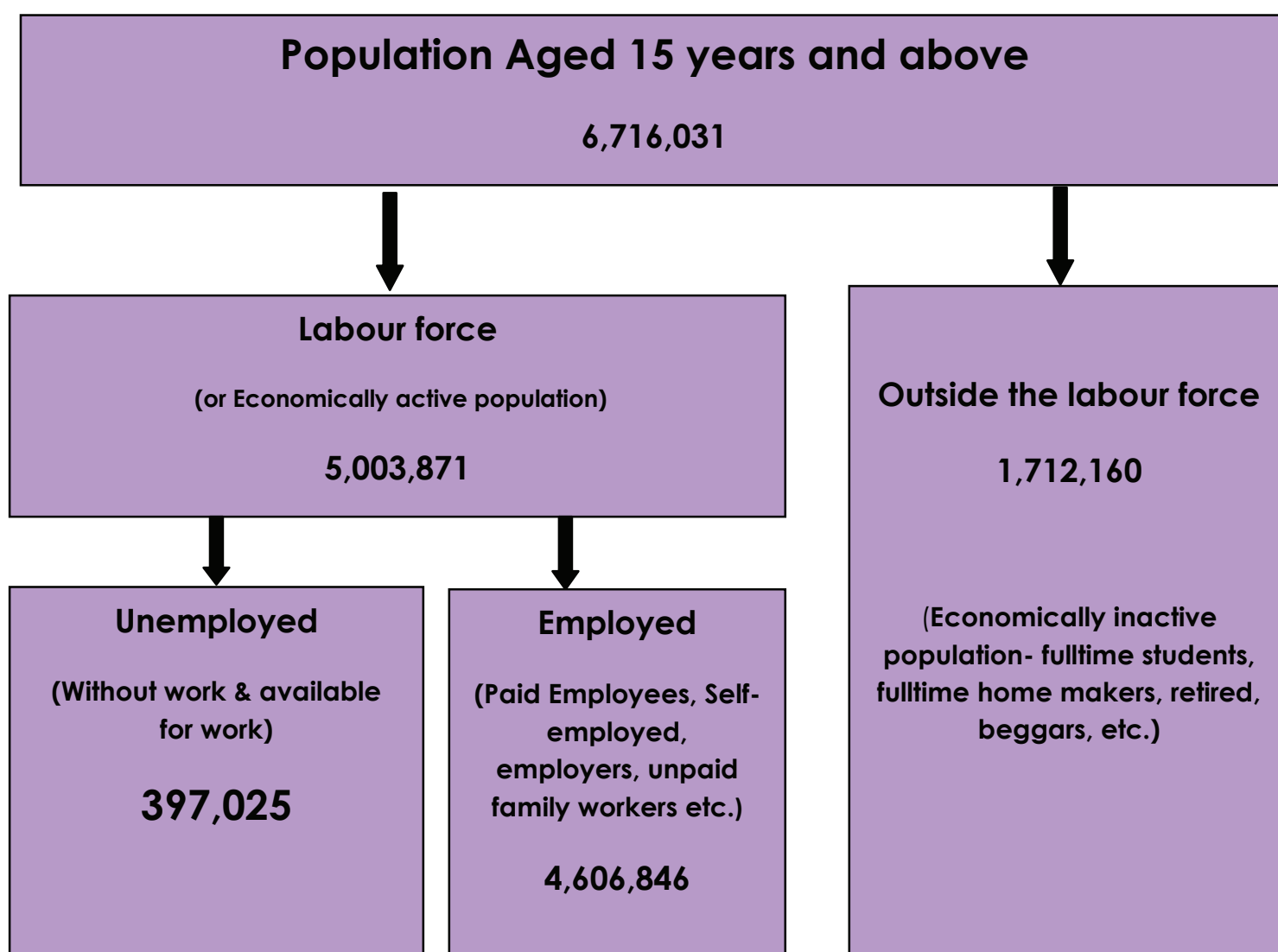
5.1 - Introduction

In any country, economic development largely depends on the positive contributions of its population in the various economic activities. Every person has the potential to contribute positively towards the sustenance of economic growth in general and improved personal livelihood in particular.

The Labour Force Survey collected information on economically active and inactive population, in order to assess the population's extent of participation in economic activities.

This labour market indicator is useful for targeting persons of working age, to encourage them to move into the economically active population since their active participation in production and provision of goods and services might result in improved standards of living and economic growth.

In circumstances where economic participation for certain age groups such as children are found to be unacceptably high, the priority would be to reduce their participation in the labour market so as to curb child labour.



5.2 - Labour Force Participation Rate

Labour force participation rate measures the proportion of economically active population in relation to total working-age population. It is the ratio of the economically active population to the working-age population expressed as a percent. The low activity rate implies that a large proportion of people are not participating in the labour force.

Overall, labour force participation rate in Zambia is high. This may be as a result of respondents' indicating that they were either engaged in market-oriented activities – in which case they were employed – and/or were jobless but available for work or actively seeking work – in which case they were unemployed, during the reference period.

Table 5.1 shows percent distribution of economically active and inactive population by province, region and sex. In 2008, out of 6.7 million persons of working-age, 74.5 percent were economically active while 25.5 percent were economically inactive. In 2005, 80 percent of working-age population (6,183,803) was economically active.

The participation rate for male population was higher (78.8 percent) than that of female population (70.3 percent). This indicates that inactivity rate among female population was higher (29.7 percent) compared to that of male population (21.1 percent).

Table 5.1: Labour Force Participation Rate for Persons Aged 15 years and above by Province, Region and Sex, 2008.

Residence/ Province	Total				Male				Female				Popula- tion aged 15 years & above
	Active		Inactive		Active		Inactive		Active		Inactive		
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	
All Zambia	5,003,871	74.5	1,712,160	25.5	2,603,822	78.8	698,692	21.2	2,400,049	70.3	1,013,468	29.7	6,716,031
Residence													
Rural	3,466,552	81.1	807,940	18.9	1,713,199	82.3	369,404	17.7	1,753,353	80.0	438,536	20.0	4,274,492
Urban	1,537,319	63.0	904,220	37.0	890,623	73.0	329,288	27.0	646,696	52.9	574,932	47.1	2,441,539
Province													
Central	561,541	80.3	137,596	19.7	292,810	84.6	53,406	15.4	268,731	76.1	84,190	23.9	699,137
Copperbelt	691,979	63.5	397,109	36.5	405,828	74.2	141,015	25.8	286,151	52.8	256,094	47.2	1,089,088
Eastern	719,722	81.6	162,816	18.4	348,761	81.5	79,369	18.5	370,961	81.6	83,447	18.4	882,538
Luapula	428,855	84.5	78,678	15.5	210,585	84.7	37,971	15.3	218,270	84.3	40,707	15.7	507,533
Lusaka	653,649	65.6	342,855	34.4	371,546	73.9	131,337	26.1	282,103	57.1	211,518	42.9	996,504
Northern	689,103	85.5	116,540	14.5	352,226	88.9	44,060	11.1	336,877	82.3	72,480	17.7	805,643
North west- ern	288,116	73.0	106,587	27.0	142,379	75.0	47,488	25.0	145,737	71.1	59,099	28.9	394,703
Southern	574,697	69.4	253,464	30.6	291,365	71.7	115,162	28.3	283,332	67.2	138,302	32.8	828,161
Western	396,209	77.3	116,515	22.7	188,322	79.4	48,884	20.6	207,887	75.5	67,631	24.5	512,724

Source: CSO, Labour force survey, 2008

In terms of residence, the participation rate among the eligible population in rural areas was 81.1 percent while the participation rate in urban areas was 63 percent. This suggests that rural population, compared to urban population, was more pre-occupied in economic activities. Furthermore, given rural population alone, participation rate among the male population was 82.3 percent while the participation rate among female population was 80 percent. For the urban population, participation rate among male population was 63 percent, while the participation rate among female population was 52.9 percent.

Findings further show that Northern and Luapula provinces registered the highest participation rates of 85.5 and 84.5 percent, respectively. The two provinces were followed by Eastern Province (81.6 percent) and Central Province (80.3 percent). Lusaka and Copperbelt Provinces registered the lowest participation rates (65.6 percent and 63.5 percent, respectively).

Figure 5.1: Labour Force Participation Rates, 1996 to 2008

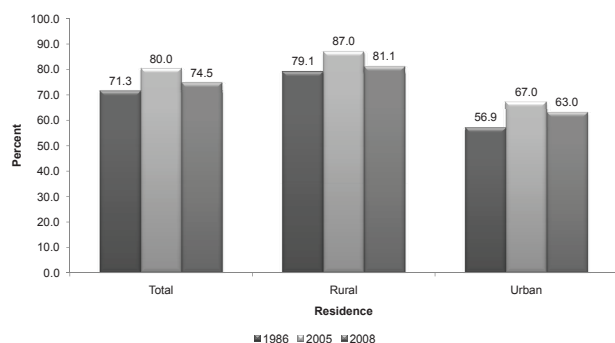


Table 5.2 and figure 5.2 show labour force participation rate by age group and sex. The findings show that overall labour force participation rate tended to be higher in older age groups, reaching the highest (91.4 percent) in age group 45 to 49, but lowered in the highest age group. On the other hand, the inactivity rate tended to be highest (55.8 percent) among the 15 -19 year olds. This population was perhaps mostly composed of school-going children who were generally classified as students.

For the male population, the highest participation rate was within the age category 35 to 49 years, recorded at above 97 percent compared to that recorded among the female population in the 45 to 54 year category, which was recorded at over 85 percent. The inactivity rates in the female population were generally higher than those observed in the male population, which suggests that more young women than young men could have been homemakers. This could be explained by the fact that female persons tend to get married much earlier than their male counterparts.

Figure 5.2: Labour Force Participation Rates by Sex, 2008

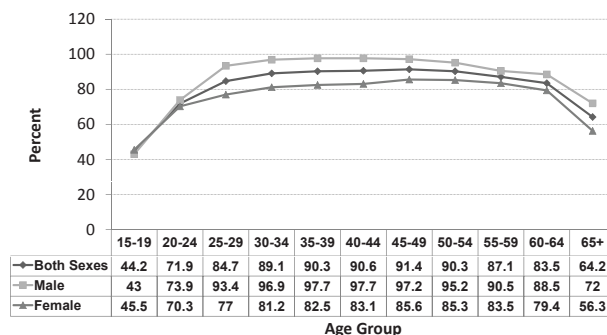


Table 5.2: Labour Force Participation Rate for Persons Aged 15 years and Above by Age group and Sex, Zambia, 2008

Age Group	Total		Male		Female		Population aged 15 years & above
	Active	Inactive	Active	Inactive	Active	Inactive	
All Zambia	74.5	25.5	78.8	21.2	70.3	29.7	6,716,031
15-19	44.2	55.8	43.0	57.0	45.5	54.5	1,500,614
20-24	71.9	28.1	73.9	26.1	70.3	29.7	1,134,621
25-29	84.7	15.3	93.4	6.6	77.0	23.0	980,883
30-34	89.1	10.9	96.9	3.1	81.2	18.8	779,914
35-39	90.3	9.7	97.7	2.3	82.5	17.5	622,772
40-44	90.6	9.4	97.7	2.3	83.1	16.9	450,495
45-49	91.4	8.6	97.2	2.8	85.6	14.4	339,013
50-54	90.3	9.7	95.2	4.8	85.3	14.7	247,176
55-59	87.1	12.9	90.5	9.5	83.5	16.5	180,747
60-64	83.5	16.5	88.5	11.5	79.4	20.6	155,541
65+	64.2	35.8	72.0	28.0	56.3	43.7	324,255

Source: CSO, Labour force survey, 2008

Labour Force Participation Rate for Persons Aged 15 years and Above by Sex and Age, Rural and Urban

Information collected from rural Zambia show that out of the 4.3 million eligible persons, 81.1 percent were economically active. It further shows that, out of the male population, 82.3 percent were economically active compared to 80.0 percent of the female population.

Analysis by age group indicates that participation rate was highest (95.8 percent) among the 45-49 year olds and lowest (54.1 percent) among the 15-19 year olds. On the other

hand, the highest (45.9) inactivity rate was observed among the 15-19 year olds.

Rural population generally showed a similar pattern to that of total population in terms of participation rates between females and males. Findings show that the Participation Rates were higher among males in all age groups compared with those observed among females.

Table 5.2a: Labour Force Participation Rate for Persons Aged 15 years and above by Sex and Age Group, Rural, 2008.

Age group	Total		Male		Female		Population aged 15 years & above
	Economically Active	Economically Inactive	Economically Active	Economically Inactive	Economically Active	Economically Inactive	
Rural Zambia	81.1	18.9	82.3	17.7	80.0	20.0	4,274,492
15-19	54.1	45.9	50.9	49.1	57.4	42.6	929,620
20-24	80.1	19.9	78.1	21.9	81.8	18.2	703,162
25-29	90.6	9.4	95.2	4.8	86.6	13.4	604,250
30-34	93.9	6.1	97.4	2.6	90.3	9.7	477,854
35-39	93.9	6.1	97.9	2.1	89.7	10.3	389,811
40-44	95.0	5.0	98.4	1.6	91.5	8.5	287,958
45-49	95.8	4.2	98.0	2.0	93.7	6.3	217,789
50-54	94.2	5.8	97.6	2.4	91.1	8.9	158,694
55-59	93.2	6.8	95.0	5.0	91.5	8.5	123,032
60-64	91.2	8.8	94.1	5.9	89.0	11.0	118,009
65+	69.7	30.3	76.6	23.4	62.6	37.4	264,313

Source: CSO, Labour force survey, 2008

Table 5.2b shows labour force participation rates in urban areas of Zambia. Labour force participation rate in urban areas was relatively lower (63 percent) than in rural areas (81.1 percent). Furthermore, participation rates in relation to age groups in urban areas were generally lower than those in rural areas. The highest participation rate in urban areas (84.2 percent) was for the 35-39 year olds.

The 35-39 year olds among the males recorded the highest participation rate (97.4 percent). On the other hand, the age group that recorded the highest participation rate (73.3 percent) among females was 50 to 54 years.

Table 5.2b: Labour force participation rate for persons Aged 15 years and above By Age Group and Sex, Urban, 2008.

Age group	Total		Male		Female		Population aged 15 years & above
	Economically Active	Economically Inactive	Economically Active	Economically Inactive	Economically Active	Ecpnomically Inactive	
Urban Zambia	63.0	37.0	73.0	27.0	52.9	47.1	2,441,539
15-19	28.1	71.9	30.0	70.0	26.2	73.8	570,994
20-24	58.6	41.4	67.5	32.5	50.6	49.4	431,459
25-29	75.2	24.8	90.5	9.5	61.9	38.1	376,633
30-34	81.5	18.5	96.0	4.0	66.9	33.1	302,060
35-39	84.2	15.8	97.4	2.6	70.3	29.7	232,961
40-44	82.8	17.2	96.5	3.5	67.7	32.3	162,537
45-49	83.5	16.5	95.7	4.3	69.8	30.2	121,224
50-54	83.3	16.7	91.5	8.5	73.3	26.7	88,482
55-59	74.0	26.0	82.8	17.2	61.2	38.8	57,715
60-64	59.4	40.6	74.1	25.9	43.3	56.7	37,532
65+	39.8	60.2	51.1	48.9	29.1	70.9	59,942

Source: CSO, Labour force survey, 2008

The labour force survey collected information about people's engagement in various economic activities, and two reference periods were used. One related to economic activities that were performed in the last 7 days before the enumeration day (referred to as current activities) and the other related to activities that were performed in the last 12 months before the enumeration day (referred to as usual activities).

Table 5.3a shows current economically active persons by sex and age. The table shows that, out of the 5.0 million persons aged 15 years and above who were economically active during the last seven days before enumeration day, 52.0 percent were male and 48.0 percent were female. All age groups apart from the 15 to 19, 20 to 24 and 60 to 64 had more male participation rates than females.

Table 5.3a: Currently Economically Active Persons by Sex and Age, 2008.

Age group	Sex						Economically active population 15 years and above
	Male		Female		Total		
	Number	Percent	Number	Percent	Number	Percent	
All Zambia	2,603,822	52.0	2,400,049	48.0	5,003,871	100	5,003,871
15-19	327,671	49.4	335,612	50.6	663,283	100	663,283
20-24	383,814	47.0	432,430	53.0	816,244	100	816,244
25-29	430,883	51.9	400,062	48.1	830,945	100	830,945
30-34	380,610	54.8	314,280	45.2	694,890	100	694,890
35-39	309,484	55.1	252,626	44.9	562,110	100	562,110
40-44	225,544	55.3	182,538	44.7	408,082	100	408,082
45-49	166,081	53.6	143,841	46.4	309,922	100	309,922
50-54	117,696	52.8	105,424	47.2	223,120	100	223,120
55-59	83,098	52.8	74,268	47.2	157,366	100	157,366
60-64	62,130	47.8	67,763	52.2	129,893	100	129,893
65+	116,811	56.2	91,205	43.8	208,016	100	208,016

Source: CSO, Labour force survey, 2008

Table 5.3b shows percent distribution of the economically active persons by age group and sex. The highest proportion (16.6 percent) of the economically active persons was the 25-29 year olds. The second highest proportion was for those aged 20-24 years with 16.3 percent while the lowest proportion of economically active persons was for those aged 60-64 years with 2.6 percent.

Given the male population, the highest proportion (16.5 percent) was for the 25 to 29 year olds while the lowest proportion (2.4 percent) was for the 60 to 64 year olds. Unlike the male population, female population registered the highest proportion (18.0 percent) among the 20 to 24 year olds whereas the lowest proportion (2.8 percent) was among the 60 to 64 year olds.

Table 5.3b: Currently Economically Active Persons by Sex and Age, 2008.

Age group	Male		Female		Total	
	Number	Percent	Number	Percent	Number	Percent
All Zambia	2,603,822	100	2,400,049	100	5,003,871	100
15-19	327,671	12.6	335,612	14.0	663,283	13.3
20-24	383,814	14.7	432,430	18.0	816,244	16.3
25-29	430,883	16.5	400,062	16.7	830,945	16.6
30-34	380,610	14.6	314,280	13.1	694,890	13.9
35-39	309,484	11.9	252,626	10.5	562,110	11.2
40-44	225,544	8.7	182,538	7.6	408,082	8.2
45-49	166,081	6.4	143,841	6.0	309,922	6.2
50-54	117,696	4.5	105,424	4.4	223,120	4.5
55-59	83,098	3.2	74,268	3.1	157,366	3.1
60-64	62,130	2.4	67,763	2.8	129,893	2.6
65+	116,811	4.5	91,205	3.8	208,016	4.2

Source: CSO, Labour force survey, 2008

Table 5.4a shows percent share of the currently economically active persons aged 15 years and above by sex. The results show that Central, Copperbelt, Lusaka, Northern and Southern provinces recorded more males than females. Out of all economically active persons in Copperbelt province, 58.6 percent were male while 41.6 percent were female. Lusaka province had 56.8 percent of its economically active population being male and 43.2 percent female.

Among the provinces that recorded more females than males, Western province had the largest share (52.5 percent) of females while North Western province had the lowest share (50.6 percent) of females

Table 5.4a: Currently Economically Active Persons Aged 15 years and above within province by Sex, 2008.

Province	Male		Female		Economically Active Persons
	Number	Percent	Number	Percent	
All Zambia	2,603,822	52.0	2,400,049	48.0	5,003,871
Central	292,810	52.1	268,731	47.9	561,541
Copperbelt	405,828	58.6	286,151	41.4	691,979
Eastern	348,761	48.5	370,961	51.5	719,722
Luapula	210,585	49.1	218,270	50.9	428,855
Lusaka	371,546	56.8	282,103	43.2	653,649
Northern	352,226	51.1	336,877	48.9	689,103
North western	142,379	49.4	145,737	50.6	288,116
Southern	291,365	50.7	283,332	49.3	574,697
Western	188,322	47.5	207,887	52.5	396,209

Source: CSO, Labour force survey, 2008

Table 5.4b shows percent distribution of the currently economically active persons aged 15 years and above by province. Eastern province had the highest proportion (14.4 percent), closely followed by Copperbelt and Northern Provinces with 13.8 percent each. North Western and Western provinces were among the provinces with the lowest proportion at 5.8 percent and 7.9 percent, respectively.

Given the male population, the majority were in Copperbelt province representing 15.6 percent, followed by Lusaka province at 14.3 percent. North Western province recorded the lowest proportion of males at 5.5 percent. On the other hand, most of the female currently economically active population were in Eastern province representing 15.5 percent while North Western province had the least proportion (6.1 percent).

Table 5.4b: Currently Economically Active Persons Aged 15 years and above by Sex and Province, 2008

Province	Male		Female		Economically Active Persons	
	Number	Percent	Number	Percent	Number	Percent
All Zambia	2,603,822	100	2,400,049	100	5,003,871	100
Central	292,810	11.2	268,731	11.2	561,541	11.2
Copperbelt	405,828	15.6	286,151	11.9	691,979	13.8
Eastern	348,761	13.4	370,961	15.5	719,722	14.4
Luapula	210,585	8.1	218,270	9.1	428,855	8.6
Lusaka	371,546	14.3	282,103	11.8	653,649	13.1
Northern	352,226	13.5	336,877	14.0	689,103	13.8
North western	142,379	5.5	145,737	6.1	288,116	5.8
Southern	291,365	11.2	283,332	11.8	574,697	11.5
Western	188,322	7.2	207,887	8.7	396,209	7.9

Source: CSO, Labour force survey, 2008

All economically active persons were asked about the highest educational level they had attained. Table 5.5a shows the economically active persons aged 15 years and above by sex.

The findings show that out of 2.2 million persons, whose educational level was Grade 1 to 7, 53 percent were female and 47 percent were male. However, analysis at higher educational level shows that there were more males compared to females. It can be observed that of all those whose edu-

cational attainment was grade 8 to 12, 63 percent were male while 37 percent were female. Furthermore, out of all those who attained A levels, 60.8 percent were male while 39.2 percent were female. Among those who did not have any education, female (63.8 percent) outnumbered males (36.2 percent).

Table 5.5a: Current Economically Active Persons aged 15 years and above within Educational Attainment level by Sex, 2008

Educational attainment	Sex				Economically active population 15 years and above
	Male		Female		
	Number	Percent	Number	Percent	
All Zambia	2,603,822	52.0	2,400,049	48.0	5,003,871
1 – 7	1,018,816	47.0	1,149,710	53.0	2,168,526
8 – 12	1,176,212	63.0	690,141	37.0	1,866,353
A levels	121,964	60.8	78,506	39.2	200,470
Degree	17,487	74.0	6,145	26.0	23,632
None	269,343	36.2	475,547	63.8	744,890

Source: CSO, Labour force survey, 2008

Table 5.5b shows the economically active persons aged 15 years and above by educational attainment. Out of 5.0 million economically active persons, 0.5 percent had degrees, 4.0 percent had attained A-levels, 37.3 percent had attained grades 8 to 12 while 43.3 percent had attained grades 1 to 7.

Analysis among the female population shows that out of all the females, 0.3 percent had a degree while 47.9 percent had attained a grade 1 to 7 educational level. Among the male population, 0.7 percent had degrees while 39.1 percent had attained a grade 1 to 7 educational level. Those with no education constituted 10.3 and 19.8 percent among males and females, respectively.

Table 5.5b: Current Economically Active Persons aged 15 years and Above by Educational Attainment and Sex, Zambia, 2008

Education Attainment	Sex				Total	
	Male		Female			
	Number	Percent	Number	Percent	Number	Percent
All Zambia	2,603,822	100	2,400,049	100	5,003,871	100
Grade 1 – 7	1,018,816	39.1	1,149,710	47.9	2,168,526	43.3
Grade 8 – 12	1,176,212	45.2	690,141	28.8	1,866,353	37.3
A levels	121,964	4.7	78,506	3.3	200,470	4.0
Degree	17,487	0.7	6,145	0.3	23,632	0.5
None	269,343	10.3	475,547	19.8	744,890	14.9

Source: CSO, Labour force survey, 2008

5.3 - Summary

In 2008, there were 6.7 million persons of working-age. Of these, 49.2 percent were male and 50.8 percent were female.

Out of 6.7 million persons, 74.5 percent were economically active, and of the economically active population, 52 percent were male while 48 percent were female. The economically active population decreased with age. About 16.3 and 16.6 percent of the economically active population were the 20-24 year olds and 25-29 year olds, respectively. The 55-59 and 60-64 year olds accounted for 3.1 and 2.6 percent, respectively.

The majority of the economically active population (14.4 percent) were in Eastern province while the minority (5.8 percent) were in Northwestern province.

In terms of level of education, 43.3 percent of the economically active population were those who had ever attained grades 1 – 7, followed by those who had ever attained grades 8 – 12 accounting for 37.3 percent. Only 0.5 percent of the economically active population reported that they had a degree.

6 THE EMPLOYED POPULATION

6.1 - Introduction

This chapter presents information on the characteristics of employed persons such as employment-to-population ratio and their status in employment, occupation, industry in which they were engaged and their education levels. It also includes part-time workers, who were defined as persons who work less than 8 hours per day. Included also is the average number of hours of work per week for the employed persons. Evidence reveals that total employment in Zambia is on the increase especially informal employment. The increase in total employment is a resultant of the increase in the economically active population or sometimes referred to as the Labour force.

6.2 - Employment-to-Population Ratio

According to the resolution of the 13th International Conference of Labour Statisticians (13th ICLS) of October 1982, employment is defined as “persons above a specified age who performed any work, in the reference period, for pay or profit (or pay in kind), or were temporarily absent from a job for such reasons as illness, maternity or paternity leave, holiday, training or industrial dispute.” The resolution also states that unpaid family workers who work for at least one hour should be included in the count of employment.

Table 6.1 shows the employment-to-population ratio in terms age by sex and residence. The primary objective of the indicator is to assess the potential of the employability of the population during the given prevailing economic conditions. Results show that, employment-to-population ratio was 68.6 percent of the working-age population, indicating that per every 100 persons there was an average of 68.6 employed persons. In 2005, the total employment-to-population ratio was 77 percent, indicating that a substantial proportion of the population was involved in labour related activities.

In Zambia, employment-to-population tends to increase as age increases. This is confirmed by the proportions observed in the age groups under analysis. Out of the 15-19 year olds, 38.7 percent were employed while a substantial 88.0 percent was observed among the 45-49 year olds.

Zambia's legal retirement age is 55 years. Employment-to-population ratio for the 55-59 year olds was 83.7 percent, implying that after retirement, a significant proportion of persons aged 55 years or older are still engaging in economic activities. The results further show that persons aged 65 years or above are participating in economic activities with a ratio of 62.3 percent.

Table 6.1: Employment-to-Population Ratio of Persons Aged 15 years and above by Age, Sex and Residence, 2008.

Age Group	Total			Rural			Urban			Working age population
	Total	Male	Female	Total	Male	Female	Total	Male	Female	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
All Zambia	68.6	72.4	64.9	78.3	79	77.6	51.7	61.3	42.1	6,716,031
15-19	38.7	37.4	40.1	51.0	47.3	54.8	18.7	21.1	16.3	1,500,614
20-24	61.0	61.7	60.3	76.0	73.5	78.0	36.5	43.5	30.2	1,134,621
25-29	77.5	84.9	71.0	87.5	91.1	84.3	61.5	74.9	49.8	980,883
30-34	84.3	91.6	77.0	91.4	94.4	88.4	73.1	87.1	58.9	779,914
35-39	85.7	92.4	78.7	91.4	95.1	87.6	76.3	88.1	63.8	622,772
40-44	87.1	93.6	80.2	92.7	95.9	89.5	77.0	89.6	63.3	450,495
45-49	88.0	93.2	82.7	93.6	95.1	92.1	78.0	90.1	64.4	339,013
50-54	86.7	92.1	81.3	92.4	95.4	89.6	76.5	86.9	63.9	247,176
55-59	83.7	87.0	80.3	91.4	92.8	90.1	67.3	77.1	53.1	180,747
60-64	80.0	84.5	76.4	89.5	92.3	87.4	50.3	64.3	35.0	155,541
65+	62.3	70.2	54.4	68.2	75.3	61.0	36.4	46.6	26.7	324,255

Source: CSO, Labour force survey, 2008

A person's decision to engage in a given economic activity could be influenced by his/her sex. The results from the Labour force survey have shown that the employment-to-population ratio in the female population was comparatively lower (64.9 percent) compared to the ratio in the male population (72.4 percent). Employment to population ratios for urban population was comparatively lower (51.7 percent) than for rural population (78.3 percent), for the reason that the rural areas are characterised more by agricultural-related activities, which is more labour-intensive and is not excluded from the production boundary of the System of National Accounts (SNA).

6.3 - Currently Employed Persons by Status in Employment

The classification of employed persons by status in employment (Based on the International Classification for Status in Employment-1993) is crucial in the understanding of the relevance and decency of the type of work a person is engaged in, for it is undoubtedly true that a person classified as unpaid family worker is worse off than another one classified as a paid employee.

6.3.1 - Currently Employed Persons by Sex, Marital Status and Status in Employment

Table 6.2 shows the percent distribution of currently employed persons in terms of status in employment within residence, among males and females and by marital status. Overall, results show that employers constituted the least proportion of the employed persons (0.3 percent), followed by the paid employees at 17.8 percent. Forty-six percent of the employed persons were engaged in Self-employed (Own account Workers) type of work, while 35.3 percent were unpaid family workers (Contributing family workers). It is clear from the results that as far as employment creation is concerned, entry into self-employment and/or in unpaid family work is easier compared to entry in paid work. Furthermore, results show that within rural areas, the highest proportion of workers (48.7 percent) was in the self-employed category and the lowest proportion (0.1 percent) was in the Employer category. On the contrary, the highest proportion of workers (46.0 percent), in urban areas was in the Paid employee category while the lowest proportion (0.7 percent) was in the Employers category.

Table 6.2: Percent Distribution of Currently Employed Persons Aged 15 Years and Above by Sex, Marital Status and Status in Employment, 2008

Residence/Sex & Marital Status	Status in Employment						Employed Persons
	Self employed	Employer/partner	Paid Employee	Unpaid Family Worker	Other	Total	
Total Number	2,117,103	14,124	822,177	1,628,274	25,168	4,606,846	
All Zambia	46.0	0.3	17.8	35.3	0.5	100	4,606,846
Residence							
Rural	48.7	0.1	7.2	43.7	0.2	100	3,345,547
Urban	38.8	0.7	46	13.2	1.4	100	1,261,299
Sex							
Male	53.3	0.4	24.8	21.1	0.5	100	2,391,785
Female	38.0	0.2	10.4	50.8	0.6	100	2,215,061
Marital Status							
Never Married	16.8	0.3	19.9	62.4	0.7	100	1,095,966
Married/co-habiting	52.6	0.3	17.9	28.8	0.4	100	2,901,304
Separated	51.5	0.8	18.3	29	0.4	100	99,220
Divorced	62.4	0.2	14.5	22.3	0.7	100	207,148
Widowed	75.4	0.3	11.5	11.6	1.2	100	299,211
Not Stated	48.1	.	28.8	23.1	.	100	3,997

Source: CSO, Labour force survey, 2008

Marital status has to some extent shown an influence on the status in employment. Results indicate that the concentration of workers vary with marital status. Out of the never married persons, the highest proportion of workers (62.4 percent) was in the unpaid family workers' category while the highest proportion of workers among the married (52.6 percent) was in the self-employed category. Although the separated, divorced and widowed had high proportions of workers in the self-employed category, the widowed registered the largest proportion (75.4 percent).

Figure 6.1 shows the percentage distribution of currently employed persons by Status in employment and by sex. Fifty-three percent of males were self-employed, while 24.8 percent were paid employees. Furthermore, 21.1 percent were unpaid family workers and 0.4 percent were employers. The pattern was different for female with the majority of them classified as unpaid family workers at 50.8 percent. Thirty-eight percent reported to be self-employed and 10.4 percent were paid employees.

Figure 6.1: Percent Share of Current Employed Persons by Status in Employment, 2008



6.3.2 – Currently Employed Persons by Status in Employment and Literacy

Literacy is an important component in the employed labour force because apart from knowing how literate the labour force is in general, it could serve as an instrument for assessing the ability to acquire high-level skills by the people. For the purposes of the labour force survey, literacy was defined as the ability to read or write in any language.

Table 6.3 and Figure 6.2 shows percent distribution of currently employed persons in terms of literacy level by status in employment. In Zambia, out of 4.6 million employed persons, 3.3 million were literate while 1.3 million were illiterate.

Analysis by status in employment shows that, of the literate persons, 45.5 percent were self employed, 30.9 percent were unpaid family workers, 22.6 percent were paid employees and 0.4 percent were employers. Illiteracy pattern by status in employment however shows that of the illiterate 47.1 percent were self employed, 46.6 percent were unpaid family workers, 5.8 percent were paid employees while 0.1 percent were employers.

The findings also show that, in rural areas 40.4 percent of the literate were unpaid family workers, 50.0 percent were self employed and 9.1 percent were paid employees. The pattern is not similar to urban areas where the highest proportion of the literate were paid employees, represented by 48.5 percent followed by the self employed at 37.0 percent and the lowest proportion (0.8 percent) were the employers.

Table 6.3: Percent Distribution of Currently Employed Persons Aged 15 years and above by Literacy Level and Status in Employment, 2008

Status in Employment	All Zambia			Rural			Urban			Employed Persons
	Literacy status			Literacy status			Literacy status			
	Literate	Illiterate	Not Stated	Literate	Illiterate	Not Stated	Literate	Illiterate	Not Stated	
All Zambia	3,304,263	1,300,161	2,422	2,174,321	1,169,251	1,975	1,129,942	130,910	447	4,606,846
	100	100	100	100	100	100	100	100	100	4,606,846
Self-employed	45.5	47.1	10.6	50.0	46.3	4.7	37.0	54.2	36.7	2,117,103
Employer/partner	0.4	0.1	.	0.2	0.1	.	0.8	0.5	.	14,124
Paid Employee	22.6	5.8	10.9	9.1	3.7	4.9	48.5	24.2	37.6	822,177
Unpaid Family Worker	30.9	46.6	78.5	40.4	49.7	90.4	12.5	19.0	25.7	1,628,274
Other	0.6	0.4	.	0.3	0.2	.	1.3	2.0	.	25,168

Source: CSO, Labour force survey, 2008

Figure 6.2: Percent Distribution of the Literate/ Literate Employed Persons by Status in Employment, 2008

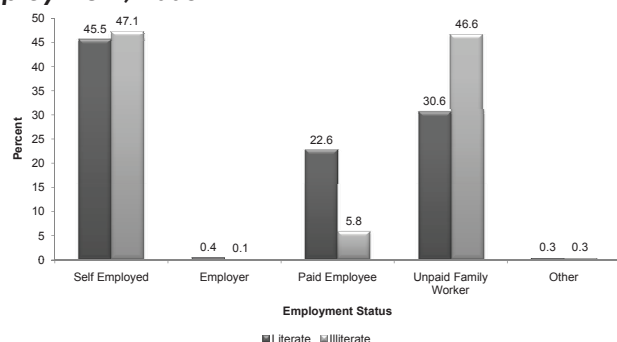


Table 6.4 shows the percent distribution of currently employed persons in terms of level of education attained by status in employment. Out of persons who attained grades

1-7, 49.2 percent were self employed, 41.1 percent were unpaid family workers 0.2 percent was employers while Paid employees accounted for 8.8 percent. Furthermore, 75.8 percent of persons went up to degree level were in Paid employee category while only 0.5 percent of persons with a degree were engaged in unpaid family work. For those that had no education, about half were in self employed category, 43.6 percent were in unpaid family work while the rest were shared between employers and paid employees.

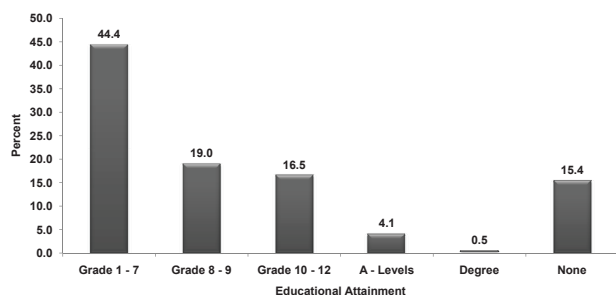
The findings further reveal that, out of all the employed persons, 44.4 percent were the grades 1-7's, 19 percent were the grades 8-9's, 16.5 percent were the grades 10-12's and 4.1 percent were those with A-levels, while degree holders accounted for 0.5 percent.

Table 6.4: Percent Distribution of Currently Employed Persons Aged 15 Years and above by Level of Education and Status in Employment, 2008.

Education Attainment	Status in Employment					Total	Employed Persons	Percentage Share
	Self employed	Employer /partner	Paid Employee	Unpaid Family Worker	Other			
All Zambia	46.0	0.3	17.8	35.3	0.5	100	4,606,846	100
1 – 7	49.2	0.2	8.8	41.4	0.4	100	2,047,364	44.4
8 – 9	47.9	0.3	16.6	34.5	0.7	100	875,661	19.0
10 – 12	38.2	0.6	38.8	21.5	0.8	100	761,775	16.5
A levels	17	1.2	78.2	2.7	1.1	100	189,223	4.1
Degree	20.2	3.5	75.8	0.5	.	100	22,483	0.5
None	51	0.1	5.1	43.6	0.2	100	710,340	15.4

Source: CSO, Labour force survey, 2008

Figure 6.3: Percent Share of Employed Persons by Educational Attainment, 2008



6.3.3 – Currently Employed Persons By Status in Employment and Province

Table 6.5 shows percent distribution of currently employed persons by status in employment within provinces. The table shows that Eastern and Northern provinces recorded the highest proportions of employed persons with 14.5 and 14.4 percent, respectively. They were followed by Copperbelt and Lusaka provinces which registered 12.6 and 12.0 percent respectively. North western province had the lowest share of employed persons at 6 percent.

In nearly all the provinces, the largest share of employed persons were in the Self employed category except in Lusaka and Copperbelt provinces which had the largest share in the paid employee category, with 43.7 percent and 40.9 percent, respectively. Unpaid family workers accounted for the largest share of employed persons in Luapula province.

Table 6.5: Percent Distribution of Currently Employed Persons aged 15 years and above by Province and Status in Employment, 2008.

Province	Status in Employment						Employed Persons	Percentage share
	Self employed	Employer /partner	Paid Employee	Unpaid Family Worker	Other	Total		
All Zambia	46.0	0.3	17.8	35.3	0.5	100	4,606,846	100
Central	48.3	0.1	15.4	36.0	0.2	100	531,927	11.5
Copperbelt	38.8	0.5	40.9	18.9	0.8	100	580,433	12.6
Eastern	44.7	0.1	6.7	48.3	0.2	100	668,773	14.5
Luapula	47.0	0.3	4.9	47.6	0.1	100	419,330	9.1
Lusaka	36.1	0.8	43.7	17.0	2.4	100	553,748	12.0
Northern	46.2	0.1	6.2	47.2	0.2	100	664,712	14.4
North western	72.0	0.2	8.3	19.2	0.3	100	274,154	6.0
Southern	45.4	0.1	18.3	36.0	0.2	100	542,602	11.8
Western	50.6	0.5	8.5	40.0	0.4	100	371,167	8.1

Source: CSO, Labour force survey, 2008

Figure 6.4 shows the percent distribution of currently employed persons by province. It shows that Eastern and Northern Provinces had the highest proportions of the employed persons, with 14.5 and 14.4 percent, respectively. Western and North-Western Provinces had the least share of employed person with 8.1 and 6.0 percent, respectively.

Table 6.6 shows the percent distribution of currently employed persons by residence within each category of status in employment. Out of the 4.6 million employed persons, 72.6 percent were in rural areas while 27.4 percent were in urban areas. The table further shows that a larger share of employed persons of each category of status in employment was in the urban areas except in self employed and unpaid family work categories which registered 76.9 percent and 89.8 percent in rural areas, respectively.

Figure 6.4: Percent Share of Employed Persons by Province, 2005 and 2008

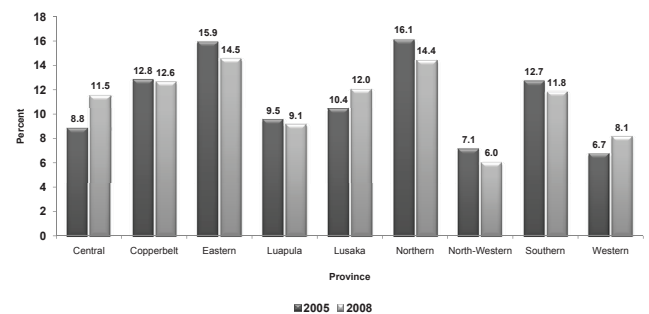
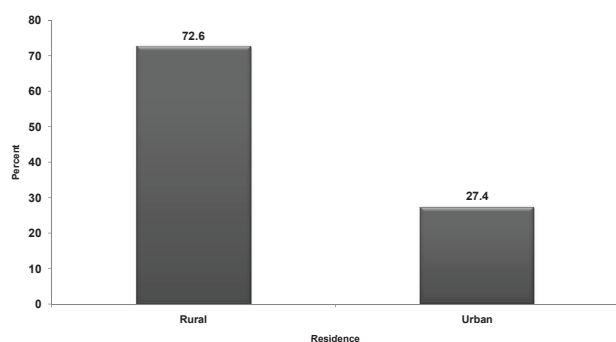


Table 6.6: Percent Distribution of Currently Employed Persons aged 15 and above By Status in Employment and Residence, 2008.

Status in Employment and Residence	Residence		Total	Employed Persons
	Rural	Urban		
All Zambia	72.6	27.4	100	4,606,846
Self-employed	76.9	23.1	100	2,117,103
Employer/partner	34.9	65.1	100	14,124
Paid Employee	29.5	70.5	100	822,177
Unpaid Family Workers	89.8	10.2	100	1,628,274
Other	30.0	70.0	100	25,168

Source: CSO, Labour force survey, 2008

Figure 6.5 Percent Share of Employed Persons by Residence, 2008



6.4 - Currently Employed Persons by Occupation

Analysis of employed persons by occupation using the international standards for the classification of occupation of 1988 (ISCO - 88) is critical in providing insights of the occupational profile of employed persons in the economy. It also gives an indication of occupational gaps and misplacements within and between industries.

6.4.1 - Currently Employed Persons by Occupation, Residence and Sex

Table 6.7 shows the percent distribution of currently employed persons by occupation. The highest share of employed persons was for those whose tasks are associated with Agriculture, forestry and fishing activities, represented by 71.3 percent while the least share was for those whose tasks are associated with Administrative and Managerial occupations at (0.7 percent).

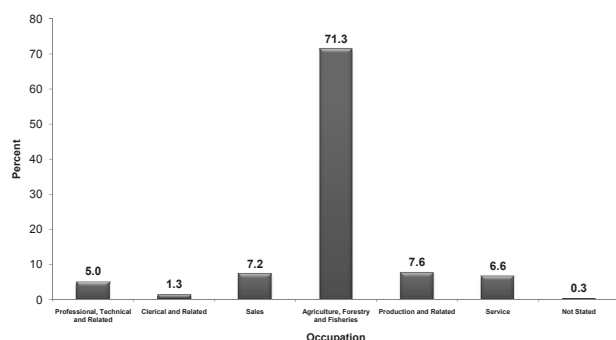
Rural areas registered a higher percent (90.5 percent) of persons whose tasks are associated with Agricultural, forestry and fisheries activities than urban areas (20.4 percent). Furthermore, it is clear that the proportion among the male population (87.9 percent) was lower than the proportion for the female population (93.1 percent). However, it is also worthwhile to note that tasks associated with Professional and Technical activities were more prominent in urban areas than in rural areas.

Table 6.7: Percent Distribution of Currently Employed Persons Aged 15 Years and above by Occupation, 2008.

Occupation	Sex			Residence						Employed Persons
	Total			Rural			Urban			
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	
All Zambia	100	100	100	100	100	100	100	100	100	4,606,846
Administrative, managerial	0.7	1.0	0.4	0.2	0.3	0.1	2.0	2.4	1.5	32,274
Professional, technical and related	5.0	6.0	4.0	2.0	2.8	1.3	12.9	13.0	12.8	231,073
Clerical and related	1.3	1.4	1.2	0.3	0.4	0.1	4.1	3.7	4.6	60,879
Sales	7.2	5.9	8.7	2.1	2.0	2.3	20.8	14.5	30.0	333,037
Agriculture, forestry and fisheries	71.3	65.9	77.2	90.5	87.9	93.1	20.4	17.6	24.4	3,285,785
Production and related	7.6	11.5	3.3	2.7	3.8	1.6	20.5	28.5	8.8	348,111
Service	6.6	8.1	5.0	2.1	2.8	1.4	18.5	19.7	16.8	303,951
Not stated	0.3	0.2	0.3	0.1	0.1	0.1	0.8	0.7	0.9	11,736

Source: CSO, Labour force survey, 2008

Figure 6.6 Percent Share of Employed Persons by Occupation, 2008



6.4.2 – Currently Employed Persons by Occupation, Sex and Residence

Table 6.8 shows the percent distribution of currently employed persons by occupation, sex and residence. Of the total number of employed persons, 51.9 percent were male and 48.1 percent were female. In rural areas, 49.2 percent were male while 50.8 percent were female, whereas in urban areas, 59.2 percent of employed persons were male and 40.8 percent were female.

Table 6.8: Percent Distribution of Currently Employed Persons Aged 15 Years and above within Occupation by Sex and Residence, 2008.

Occupation	Total			Rural			Urban			Employed Persons
	Both	Male	Female	Both	Male	Female	Both	Male	Female	
All Zambia	100	51.9	48.1	100	49.2	50.8	100	59.2	40.8	4,606,846
Administrative, managerial	100	70.9	29.1	100	76.6	23.4	100	69.3	30.7	32,274
Professional, technical and related	100	61.6	38.4	100	66.7	33.3	100	59.4	40.6	231,073
Clerical and related	100	56.7	43.3	100	73.0	27.0	100	53.8	46.2	60,879
Sales	100	42.2	57.8	100	45.7	54.3	100	41.2	58.8	333,037
Agriculture, forestry and fisheries	100	48.0	52.0	100	47.7	52.3	100	51.2	48.8	3,285,785
Production and related	100	79.2	20.8	100	69.9	30.1	100	82.4	17.6	348,111
Service	100	63.7	36.3	100	65.7	34.3	100	63.1	36.9	303,951
Not stated	100	49.7	50.3	100	42.7	57.3	100	51.1	48.9	11,736

Source: CSO, Labour force survey, 2008

Table 6.9 presents the percent distribution of currently employed persons by occupation and province. In terms of tasks associated with Agriculture, forestry and fishing activities as an occupation, Eastern (18.2 percent) and Northern (17.8 percent) Provinces were among the provinces with the largest proportions of employed persons, followed by Central (12.7 percent) and Southern (12.5 percent) Provinces. Lusaka Province had the least proportion of employed persons whose tasks are associated with Agriculture, forestry and fishing activities (4.4 percent).

Results show that with the exception of Agriculture, forestry and fishing and the Sales activities, there were more males than females in the other types of occupation. Out of persons whose tasks are associated with Administrative and managerial occupations, 70.9 percent were male while 29.1 percent were female. In terms of Professional and technical activities, males (61.6 percent) outnumbered females (38.4 percent).

In rural areas, results show that only Agriculture, forestry and fishing; and Sales activities had more females than males. Of all persons in rural areas whose tasks are associated with Agriculture, forestry and fishing, 47.7 percent were male while 52.3 percent were female. Similarly, of all persons in rural areas whose tasks are associated with Sales, 45.7 percent were males while 54.3 were females. In urban areas, only Sales activities registered less males (41.2 percent) than females (58.8 percent). Within urban areas, employed persons with tasks associated with Production and related activities, 82.4 were male while 17.6 percent were female.

Lusaka and Copperbelt provinces however, registered the highest proportion (28.5 percent and 31.5 percent, respectively), of employed persons whose tasks are associated with Production and related activities. Southern, Western and Central provinces accounted for 9.8, 8.5 and 6.6 percent, respectively.

Table 6.9: Percent Distribution of Currently Employed Persons aged 15 years and above by Occupation and Province, 2008.

Occupation	Total	Central	Copper-belt	Eastern	Luapula	Lusaka	Northern	North western	Southern	Western	Employed Persons
All Zambia	100	11.5	12.6	14.5	9.1	12.0	14.4	6.0	11.8	8.1	4,606,846
Administrative, managerial	100	4.1	30.7	6.5	2.2	35.9	4.9	4.8	7.9	3.0	32,274
Professional, technical & related	100	8.2	25.6	7.8	4.7	25.3	6.4	4.2	11.3	6.5	231,073
Clerical and related	100	6.7	23.3	3.6	3.3	46.1	2.6	0.9	10.6	3.0	60,879
Sales	100	9.9	26.8	4.5	3.8	30.5	8.6	2.1	10.4	3.3	333,037
Agriculture, forestry and fisheries	100	12.7	6.6	18.2	11.4	4.4	17.8	7.2	12.5	9.2	3,285,785
Production and related	100	6.6	31.5	3.8	3.1	28.5	5.3	2.9	9.8	8.5	348,111
Services	100	10.7	26.4	6.3	2.6	34.1	5.2	2.8	9.2	2.7	303,951
Not stated	100	3.0	16.7	3.0	.	63.3	1.6	5.7	2.0	4.8	11,736

Source: CSO, Labour force survey, 2008

6.4.3 - Currently Employed Persons by Occupation and Age Group

Table 6.10 shows the percent distribution of employed persons by occupation and age group. The majority of employed persons in Zambia were found in the younger age groups 15-19 (12.6 percent), 20-24 (15.0 percent) and 25-29 (16.5 percent). The older age groups had lower proportions and the least, 2.7 percent, was for the 60-64 years olds.

Tasks associated with Agriculture, forestry and fishing activities recorded a fair share of employed persons in all age groups, with the highest share (16.2 percent) among the 20-24 year olds and the lowest share (3.3 percent) among the 60-64 year olds. However, about one-fifth of employed persons whose tasks are associated with Professional and technical activities were the 30-34 year olds. Another one-fifth was registered among the 25-29 year olds. Similarly, 22.9 percent of employed persons whose tasks are associated with Clerical activities were the 30-34 year olds and a further 21.3 percent were the 25-29 year olds.

Table 6.10: Percent Distribution of Currently Employed Persons aged 15 Years and above by Occupation and Age Group, 2008.

Occupation	Total	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Employed Persons
All Zambia	100	12.6	15.0	16.5	14.3	11.6	8.5	6.5	4.7	3.3	2.7	4.4	4,606,846
Administrative, managerial	100	1.5	4.2	11.3	18.2	13.1	13.1	14.3	9.5	9.1	2.8	2.8	32,274
Professional, technical and related	100	0.8	7.5	20.3	22.3	17.1	12.3	8.3	7.1	2.6	0.7	1.0	231,073
Clerical and related	100	4.9	12.9	21.3	22.9	15.0	9.8	6.6	4.2	1.2	0.3	0.8	60,879
Sales	100	10.7	14.4	20.5	17.4	13.7	8.5	6.3	3.7	2.2	1.2	1.4	333,037
Agriculture, forestry and fisheries	100	15.1	16.2	15.3	12.5	10.2	7.8	6.1	4.5	3.5	3.3	5.6	3,285,785
Production and related	100	5.0	11.0	17.3	18.6	16.5	11.0	8.6	5.4	3.1	1.6	2.1	348,111
Services workers	100	8.5	14.5	21.2	16.9	13.4	10.0	5.5	4.4	3.0	1.6	1.1	303,951
Not stated	100	7.5	21.3	10.2	13.8	19.5	10.8	6.7	2.6	1.2	4.9	1.5	11,736

Source: CSO, Labour force survey, 2008

6.4.4 - Currently Employed Persons by Occupation and Educational Level

Table 6.11 shows percent distribution of employed persons of various occupational tasks by level of education. At national level, 44.4 percent of the employed persons were those that had attained grades 1-7, followed by 16.5 percent for those who had attained grades 10-12. A further 15.4 percent accounted for those who had no education at all, while

0.5 percent of the employed persons had attained degrees. Each of the occupation in the analysis registered a different distribution, however, it is worthwhile to note that while employed persons whose tasks are associated with Clerical and related activities accounted for the highest proportion (42.8 percent) among the grades 10-12. Persons whose tasks are associated with services registered 5.3 percent with A-levels, 32.9 percent were the grades 10-12, and 31.1 percent were the grades 1-7.

Table 6.11: Percent Distribution of Currently Employed Persons Aged 15 years and above within Occupation by Educational Attainment, 2008.

Occupation	Educational Attainment							Employed Persons
	Total	None	1 - 7	8 - 9	10 - 12	A levels	Degree	
All Zambia	100	15.4	44.4	19	16.5	4.1	0.5	4,606,846
Administrative, managerial	100	1.8	13.0	5.7	34.7	30.3	14.6	32,274
Professional, technical and related	100	1.2	5.6	6.3	37.5	43.2	6.2	231,073
Clerical and related	100	1.9	16.1	12.0	42.8	26.3	0.9	60,879
Sales	100	5.8	32.9	28.3	29.7	3.1	0.2	333,037
Agriculture, forestry and fisheries	100	19.7	52.1	18.1	9.5	0.5	0.0	3,285,785
Production and related	100	5.5	28.7	24.3	35.8	5.6	0.2	348,111
Services workers	100	5.7	31.1	24.9	32.9	5.3	0.1	303,951
Not stated	100	8.8	40.4	18.9	20.0	11.5	0.4	11,736

Source: CSO, Labour force survey, 2008

6.5 - Currently Employed Persons by Industry

Industrial classification of workers is one of the most important factors in the analysis of labour force. It provides useful information that shows the level of employment within individual industries and could explain the changes in the level of employment over time. For the purpose of the Labour force survey, industry was defined in terms of the process of providing/producing the main products or services at given workplace.

6.5.1 - Currently Employed Persons by Industry, Residence and Sex

Table 6.12 shows the distribution of currently employed persons by industry, residence and sex. The findings reveal that Agriculture, Forestry and Fishing industry had the highest share (71.3 percent) of employed persons. The second highest industry, Trade, Wholesale and Retail, accounted for 9.2 percent, followed closely by Community, Social and personal industry with 8.4 percent. Industries with the lowest proportion of employed persons included Electricity, Gas and Water (0.3 percent), Hotels and restaurants (0.9 percent) and Financial, Insurance and Real Estate (0.4 percent).

Table 6.12: Percent Distribution of Currently Employed Persons aged 15 years and above by Industry, Residence and Sex, 2008.

Industry	Total			Rural			Urban			Employed Persons
	Both	Male	Female	Both	Male	Female	Both	Male	Female	
All Zambia	100	100	100	100	100	100	100	100	100	4,606,846
Agriculture, forestry & fishing	71.3	66.0	77.0	90.6	88.2	93.0	20.0	17.3	24.1	3,284,208
Mining and quarrying	2.0	3.2	0.7	0.3	0.3	0.2	6.6	9.5	2.3	92,810
Manufacturing	3.5	4.5	2.4	1.7	2.0	1.4	8.2	10.0	5.6	159,194
Electricity, gas and water	0.3	0.5	0.1	0.0	0.1	.	1.0	1.5	0.3	13,864
Construction	1.7	3.2	0.1	0.7	1.3	0.1	4.6	7.5	0.3	80,255
Wholesale & retail trade	9.2	8.3	10.2	2.9	3.1	2.8	25.9	19.9	34.6	425,209
Transport & communication	2.1	3.4	0.6	0.4	0.7	0.2	6.3	9.3	2.1	94,800
Hotels and restaurants	0.9	0.9	0.9	0.2	0.4	0.1	2.7	2.1	3.5	41,973
Finance, insurance & real estate	0.4	0.5	0.3	0.0	0.1	0.0	1.4	1.5	1.2	18,644
Community, social & personal services	8.4	9.2	7.5	3.0	3.9	2.1	22.7	21.0	25.3	386,626
Not stated	0.2	0.2	0.2	0.1	0.1	0.1	0.6	0.5	0.7	9,263

Source: CSO, Labour force survey, 2008

Analysis by sex shows that though the distribution pattern was the same for male and female, there existed higher proportions in the Agriculture, Forestry and Fishing industry among the females compared to males. On the contrary, males registered higher proportions in Electricity, Gas and Water; Construction and Mining and Quarrying industries in both rural and urban areas.

Figure 6.7 Percent Share of Employed Persons by Industry, 2008

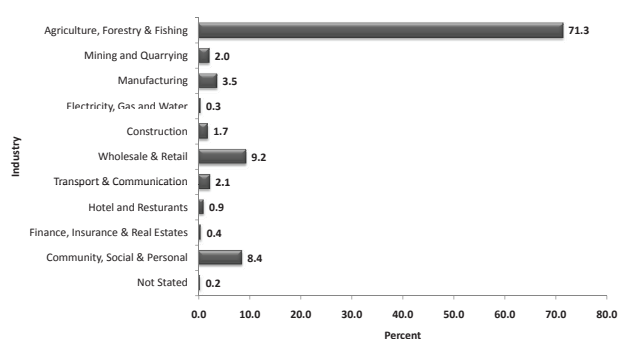


Table 6.13 shows percent distribution of employed persons by sex and residence within industry. At national level among the males, 68.8 percent of the employed persons were rural areas while 31.2 percent were in urban areas. On the other hand, 76.8 percent of the females were in urban areas while 23.2 percent were in rural areas. In rural areas, and apart from the Agriculture, Forestry and Fishing industry, all industries show that, there were less employed persons than in urban areas. Of all the employed persons in Agriculture, forestry and fishing, 92.3 percent were in rural areas while 7.7 percent in urban areas. And of all employed persons in the Mining and Quarrying, 10.6 percent were in rural areas while 89.4 percent were in urban areas.

Table 6.14 presents percent distribution of currently employed persons in terms of the share by sex. Agriculture, Forestry and Fishing industry recorded 51.9 percent female, and 48.1 percent male. Out of employed persons in the mining industry, 82.8 percent were male while 17.2 percent were female. Furthermore, 89.4 percent of the employed persons in Electricity, Gas and Water industry were male while 10.6 percent were female. Similarly, 96.5 percent of employed persons in Construction industry were male while 3.5 percent were female. In trade, wholesale and retail, the survey reports more females (53.0 percent) than males (47.0 percent).

Table 6.13: Percent Distribution of Currently Employed Persons aged 15 years and above by Industry and Residence, 2008.

Industry	Both Sexes			Male			Female			Employed Persons
	Rural	Urban	Total	Rural	Urban	Total	Rural	Urban	Total	
All Zambia	72.6	27.4	100	68.8	31.2	100	76.8	23.2	100	4,606,846
Agriculture, forestry and fishing	92.3	7.7	100	91.8	8.2	100	92.7	7.3	100	3,284,208
Mining and Quarrying	10.6	89.4	100	7.3	92.7	100	26.5	73.5	100	92,810
Manufacturing	35.3	64.7	100	30.3	69.7	100	45.3	54.7	100	159,194
Electricity, gas and water	7.5	92.5	100	8.4	91.6	100	.	100	100	13,864
Construction	27.9	72.1	100	27.5	72.5	100	37	63	100	80,255
Wholesale and Retail Trade	23.2	76.8	100	25.5	74.5	100	21.1	78.9	100	425,209
Transport and Communication	15.8	84.2	100	14.6	85.4	100	22.6	77.4	100	94,800
Hotels and Restaurants	19.7	80.3	100	26.9	73.1	100	12.1	87.9	100	41,973
Finance, insurance and Real estate	5.6	94.4	100	8	92	100	1.2	98.8	100	18,644
Community, Social and Personal services	25.8	74.2	100	28.9	71.1	100	21.8	78.2	100	386,626
Not stated	21.7	78.3	100	18.4	81.6	100	24.9	75.1	100	9,263

Source: CSO, Labour force survey, 2008

Table 6.14: Percent Distribution of Currently Employed Persons Aged 15 years and above within Industries by Sex, 2008.

Industry	Male	Female	Total	Employed Persons
All Zambia	51.9	48.1	100	4,606,846
Agriculture, forestry and fishing	48.1	51.9	100	3,284,208
Mining and Quarrying	82.8	17.2	100	92,810
Manufacturing	67.0	33.0	100	159,194
Electricity, Gas and Water	89.4	10.6	100	13,864
Construction	96.5	3.5	100	80,255
Wholesale and Retail Trade	47.0	53.0	100	425,209
Transport and Communication	85.5	14.5	100	94,800
Hotels and Restaurants	51.4	48.6	100	41,973
Finance, Insurance and Real estate	65.6	34.4	100	18,644
Community, Social and Personal services	57.0	43.0	100	386,626
Not stated	49.4	50.6	100	9,263

Source: CSO, Labour force survey, 2008

6.5.2 - Currently Employed Persons by Industry and Educational Level

Table 6.15 presents percent distribution of currently employed persons in terms of educational level attained by industry. The survey reports that collectively 4.6 percent of employed persons had completed tertiary education. Nonetheless, it shows that 12.8 percent of employed persons in

Finance, Insurance and real estate industry had a degree and 0.1 percent of employed persons in Agriculture, Forestry and Fishing industry went up to degree level. Furthermore all industries recorded higher proportions of employed persons in lower educational levels. Only Electricity, Gas and Water industry registered a relatively higher percent (29.5 percent) with A-levels as an educational level.

Table 6.15: Percent Distribution of Currently Employed Persons Aged 15 years and above by Industry and Highest level of education attained, 2008.

Industry	Educational Level							Employed Persons
	1 - 7	8 - 9	10 - 12	A levels	Degree	None	Total	
All Zambia	44.4	19.0	16.5	4.1	0.5	15.4	100	4,606,846
Agriculture, forestry and fishing	51.9	18.0	9.7	0.6	0.1	19.7	100	3,284,208
Mining and Quarrying	15.5	18.2	50.7	11.8	1.5	2.2	100	92,810
Manufacturing	32.7	22.6	29.7	7.4	0.4	7.2	100	159,194
Electricity, Gas and Water	10.1	19.6	35.8	29.5	4.3	0.6	100	13,864
Construction	33.7	26.4	28.1	4.8	1.1	5.9	100	80,255
Wholesale and Retail Trade	33.0	26.6	29.1	4.5	0.6	6.3	100	425,209
Transport and Communication	19.4	23.0	41.8	11.0	1.7	3.0	100	94,800
Hotels and Restaurants	24.5	25.2	34.8	11.0	0.4	4.1	100	41,973
Finance, Insurance and Real estate	7.2	8.5	34.5	36.7	12.8	0.3	100	18,644
Community, Social and Personal services	19.1	15.2	34.9	24.7	2.7	3.4	100	386,626
Not stated	34.3	18.4	26.3	13.3	.	7.7	100	9,263

Source: CSO, Labour force survey, 2008

6.5.3 - Currently Employed Persons by Industry and Status in Employment

Table 6.16 shows percent distribution of currently employed persons in terms of industry by Status in employment. In Agriculture, forestry and fishing industry, the highest proportion of employed persons (52.1 percent) was unpaid family worker, followed by the self employed at 42.7 percent.

In the Mining and quarrying industry, 77.8 percent of the employed persons were paid employees, 14.3 percent were self employed while employers accounted for 0.9 percent. Of all the employed persons in the Electricity, Gas and Water industry, 87.5 percent were paid employees while 9.7 percent were self employed. Furthermore, the Electricity, Gas and water industry had the highest proportion of paid employees among the non agriculture industries.

Table 6.16: Percent Distribution of Currently Employed Persons Aged 15 years and above by Industry and Highest level of education attained, 2008.

Industry	Self Employed	Employer	Paid Employee	Unpaid family workers	Other	Employed Persons
All Zambia	46.0	0.3	17.8	35.3	0.5	4,606,846
Agriculture, forestry and fishing	42.7	0.1	5.0	52.1	0.1	3,284,208
Mining and Quarrying	14.3	0.9	77.3	7.4	0.1	92,810
Manufacturing	52.6	0.5	37.4	9.4	0.1	159,194
Electricity, gas and water	9.7	1.2	87.5	1.6	0.0	13,864
Construction	43.5	1.0	53.3	1.7	0.5	80,255
Wholesale and Retail Trade	69.8	0.6	16.2	13.3	0.2	425,209
Transport and Communication	19.2	0.9	72.7	6.6	0.6	94,800
Hotels and Restaurants	32.4	0.8	55.2	11.2	0.4	41,973
Finance, insurance and Real estate	26.6	1.1	71.3	0.8	0.2	18,644
Community, Social and Personal services	13.1	1.0	75.9	8.3	1.6	386,626
Not stated	32.4	0.8	55.2	11.2	0.4	9,263

Source: CSO, Labour force survey, 2008

6.5.4 – Currently Employed Persons by Industry and Province

Table 6.17 shows percent distribution of currently employed persons in terms of industry by province. Copperbelt province recorded a proportion exceeding half of the employed persons (77.2 percent) in the Mining and Quarrying industry. Furthermore, it registered less than one tenth (6.6 percent) in Agriculture, Forestry and fishing. Eastern Province registered less than one-tenth in all the industries excepted in Agriculture, Forestry and Fishing industry where it recorded 18.2 percent. Two-fifth (42.9 percent) of employed persons in the Finance, Insurance and Real Estate industry were in Lusaka province, and one-third of employed persons in Construction industry were in Lusaka province.

Survey results show that Mining and Quarrying industry was the major economic activity in Copperbelt province. More than three quarters (76.9 percent) of persons employed in the Mining and Quarrying industry were in Copperbelt province. Almost one-tenth of workers in Mining and Quarrying were in Lusaka province. Copperbelt and Lusaka provinces were among the provinces with the highest proportion of employed persons in the Manufacturing industry. Lusaka Province alone registered 27.8 percent while Copperbelt Province registered 24.4 percent.

Table 6.17: Percent Distribution of Currently Employed Persons aged 15 years and above by Industry and Province, 2008.

Industry	Central	Copperbelt	Eastern	Luapula	Lusaka	Northern	North western	Southern	Western	Employed Persons
All Zambia	11.5	12.6	14.5	9.1	12.0	14.4	6.0	11.8	8.1	4,606,846
Agriculture, forestry and fishing	13.0	6.6	18.2	11.3	4.2	17.7	7.2	12.5	9.3	3,284,208
Mining and Quarrying	3.9	77.2	0.5	0.9	9.4	0.8	3.7	2.9	0.7	92,810
Manufacturing	7.2	24.4	4.0	4.4	27.8	6.9	2.6	8.6	13.9	159,194
Electricity, Gas and Water	8.4	41.6	3.6	.	26.7	3.6	1.3	11.6	3.2	13,864
Construction	7.5	22.0	7.6	3.0	33.6	6.4	3.5	11.8	4.6	80,255
Wholesale and Retail Trade	9.7	22.9	5.8	5.0	31.7	8.3	2.3	10.7	3.8	425,209
Transport and Communication	4.6	29.5	4.1	3.2	36.9	6.8	2.8	9.0	3.0	94,800
Hotels and Restaurants	10.1	15.8	2.9	1.4	37.6	5.8	4.1	20.6	1.7	41,973
Finance, Insurance and Real estate	3.5	34.2	2.4	2.5	42.9	1.1	0.6	10.4	2.4	18,644
Community, Social and Personal services	8.6	23.4	6.6	3.1	34.4	5.8	3.4	10.1	4.7	386,626
Not stated	3.8	13.7	3.4	.	62.3	2.0	6.3	2.5	6.1	9,263

Source: CSO, Labour force survey, 2008

6.5.5 –Part-time Employment

For the purposes of the labourforce survey, part-time workers were defined in terms of number of hours worked. Any employed person who worked less than 40 hours per week was classified as a part-time worker. It is however important to note that this criterion was based on the conditions of work a person was engaged in.

Table 6.18 presents percent distribution of part-time employment in terms of sex by residence and province. Of all the employed persons, 68.6 percent were in part-time work while 30.5 percent worked on full time basis. However, within the male/female workforce, part-time workers accounted for 61.8 percent of the male and 76.0 percent of the females.

The results further show that, in rural areas, 82.2 percent of workers were on part-time while 17.2 percent were on full time. In urban areas, 33.1 percent of all workers were on part-time.

At provincial level, all except Lusaka and Copperbelt provinces registered part-time employment exceeding 50 percent of the workers. The findings show that Lusaka province recorded 31.2 percent while Copperbelt province had 41.9 percent. Furthermore, Luapula and Northern provinces were among the provinces whose part-time employment was highest at 89.5 percent and 87.4 percent, respectively.

Table 6.18: Part-time Employment of Currently Employed Persons aged 15 years and above by Province and Sex, 2008.

Residence	Total			Male			Female			Employed Persons
	Part-time	Full-time	Not Stated	Part-time	Full-time	Not Stated	Part-time	Full-time	Not Stated	
All Zambia	68.6	30.5	0.8	61.8	37.4	0.8	76	23.1	0.9	4,606,846
Rural	82.2	17.2	0.7	78.1	21.3	0.6	86.1	13.1	0.7	3,345,547
Urban	32.6	66.1	1.3	26	72.9	1.1	42.3	56.2	1.6	1,261,299
Province										
Central	71.9	27.2	0.9	66.3	32.9	0.8	77.9	21	1	531,927
Copperbelt	41.9	56.6	1.5	33.6	65.2	1.1	54	44	2	580,433
Eastern	78.4	21.4	0.2	73.8	26.1	0.2	82.7	17	0.3	668,773
Luapula	89.5	9.3	1.2	86.5	12.5	1	92.5	6.2	1.3	419,330
Lusaka	31.2	67.4	1.4	25.8	72.9	1.3	38.5	59.9	1.5	553,748
Northern	87.4	12.2	0.5	83.6	16.1	0.4	91.3	8.1	0.6	664,712
North western	81	17.7	1.2	76.1	22.7	1.2	85.7	13	1.3	274,154
Southern	68.1	31.8	0.1	60.8	39	0.2	75.6	24.3	0.1	542,602
Western	78.5	20.7	0.9	73.5	25.6	0.9	82.9	16.2	0.9	371,167

Source: CSO, Labour force survey, 2008

Figure 6.8 Percent Distribution of Part-Time Employment by Sex, 2005 and 2008

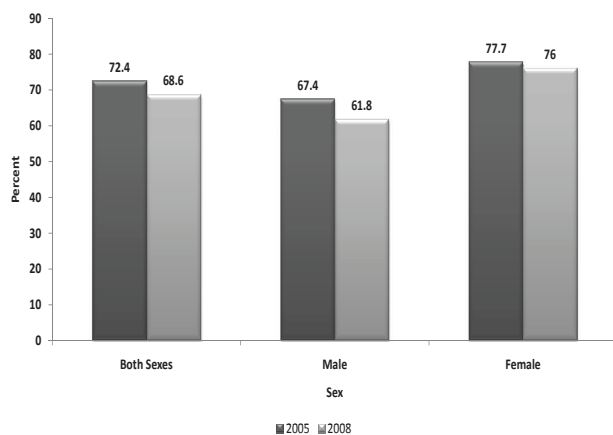


Table 6.19 presents percent distribution of part-time employment in terms of age by sex. The results show that overall 76.0 percent of female persons were in part-time employment, whereas 61.8 percent of male persons were in part-time employment.

It is also shown that part-time employment was relatively high at every age, the highest percentage (82.9 percent) being among the 15-19 year olds and the 65+ year olds, while lowest percentage (60.7 percent), being among the 30-34 year olds.

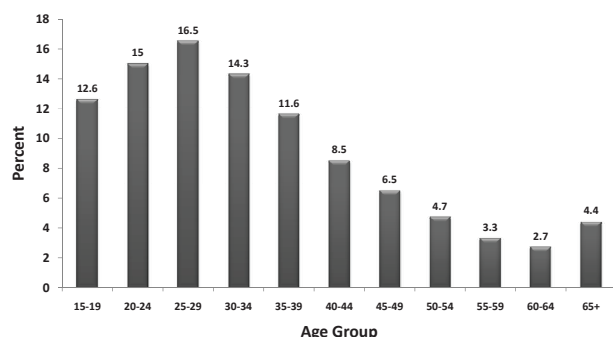
In addition, the results show that part-time employment among males was generally lower compared to that of female. Male persons aged 15-19 years accounted for 80.2 percent as part-time workers, 85.5 percent of female of the same age were in part-time work.

Table 6.19: Part-time Employment of Currently Employed Persons aged 15 years and above by Age and Sex, 2008.

Age Group	Both Sexes			Male			Female			Employed Persons
	Part-time	Full-time	Not Stated	Part-time	Full-time	Not Stated	Part-time	Full-time	Not Stated	
All Zambia	68.6	30.5	0.8	61.8	37.4	0.8	76	23.1	0.9	4,606,846
15-19	82.9	16	1.1	80.2	18.8	1.1	85.5	13.3	1.1	580,688
20-24	73.8	25.3	0.9	67	32	1	79.6	19.5	0.9	691,613
25-29	64.8	34.5	0.7	57.8	41.6	0.6	72.3	27	0.8	760,535
30-34	60.7	38.5	0.8	53	46.3	0.7	70	29.1	0.9	657,627
35-39	61.6	37.6	0.8	54.4	44.8	0.8	70.2	29	0.8	533,790
40-44	62.5	36.7	0.8	55.6	43.8	0.5	71	27.9	1.1	392,179
45-49	63.3	36	0.7	56.1	43.6	0.3	71.7	27.2	1.2	298,346
50-54	65.2	33.9	0.9	56.6	42.6	0.8	74.9	24	1.1	214,262
55-59	71.7	27.3	1	63.3	36	0.7	81.1	17.6	1.2	151,288
60-64	79.4	20.1	0.5	72.1	27.4	0.5	86	13.4	0.6	124,497
65+	82.9	16.1	1	80.5	18.6	1	86.1	13	0.9	202,021

Source: CSO, Labour force survey, 2008

Figure 6.9 Percent Share of Employment Persons by Age Group, 2008



Analysis of employed persons by occupation using the International Standards for the Classification of Occupation of 1988 (ISCO - 88) is critical in providing insights of the occupational profile of employed persons in the economy. It also gives an indication of occupational gaps and misplacements within and between industries.

Table 6.20 presents percent distribution of part-time employment by occupation. Results show that employed per-

sons whose tasks are associated with Agriculture, forestry and fishing on part-time employment exceeded half (85.9 percent) of the employed persons. One-fifth (19.7 percent) of the employed persons whose tasks are associated with Services were in part-time work. And about one-third (30 percent and 30.5 percent) of employed persons whose tasks are associated with Sales and Production activities were in part-time work, respectively. Only 15.3 percent of workers whose tasks are associated with Administrative and Managerial activities were in part-time work.

Among both males and females, the part-time employment exceeded half (83.1 percent and 88.5 percent, respectively in all categories of occupation except in tasks associated with Agriculture, Forestry and Fishing activities. More of the females (19.8 percent) than of males (13.4 percent) whose tasks are associated with Administrative and Managerial activities were in part-time work. On the other hand, more of the males (13.2 percent) than of the females (12.2 percent) whose tasks are associated with Clerical activities were in part-time work.

Table 6.20: Part-time Employment of Currently Employed Persons aged 15 years and above by Occupation and Sex, 2008.

Occupation	Both Sexes			Male			Female			Employed Persons
	Part-time	Full-time	Not Stated	Part-time	Full-time	Not Stated	Part-time	Full-time	Not Stated	
All Zambia	68.6	30.5	0.8	61.8	37.4	0.8	76.0	23.1	0.9	4,606,846
Administrative, managerial	15.3	84.4	0.3	13.4	86.1	0.5	19.8	80.2	.	32,274
Professional, technical and related	23.9	75.3	0.9	21.3	78.2	0.5	28.1	70.5	1.4	231,073
Clerical and related	12.8	86.4	0.8	13.2	86	0.8	12.2	87.1	0.7	60,879
Sales	30.0	68.7	1.3	23.7	75.3	1.0	34.7	63.9	1.4	333,037
Agriculture, forestry, fisheries	85.9	13.3	0.8	83.1	16.2	0.7	88.5	10.7	0.8	3,285,785
Production and related	30.5	68.7	0.8	25.4	74.0	0.6	49.8	48.5	1.6	348,111
Service	19.7	79.0	1.3	12.7	85.6	1.6	32.0	67.3	0.7	303,951
Not stated	36.1	62.9	0.9	29.9	70.1	.	42.3	55.8	1.8	11,736

Source: CSO, Labour force survey, 2008

Analysis by sex and occupation shows that with the exception of Clerical and related occupations, more females were more likely to work part-time than their male counterparts in all occupations were.

6. 6 - Hours of Work (Working Time)

The 2008 Labour Force Survey collected information on the average number of hours employed persons performed their work per day. The objective of obtaining this information was

partly and mainly to measure time-related underemployment in addition to information on the employed persons' willingness to work for additional hours. The information on the average number of hours of work is also useful in that it qualifies some work performed to be referred to as employment.

Normal working hours per week were 40 hours while less than 40 hours per week in addition to willingness to work extra hours constituted time-related underemployment.

6. 6.1 – Average Hours of Work by Sex and Residence

Table 6.21 shows distribution of average number of hours of work for employed persons in terms of sex by province. At national level, the average number of hours of work per week for employed persons was 30.7 hours. Male employed persons spent, on average per week 32.5 hours while female employed persons spent 28.7 hours.

In rural areas, employed persons worked on average for 27.4 hours per week whereas in urban areas they worked for 39.2 hours. Furthermore, in both rural and urban areas, male employed persons worked more hours than female employed persons.

At provincial level, employed persons in Luapula province spent, on average, 22.4 hours per week, which is by far below the national average number of hours. This was the lowest average number of hours spent by employed persons. The second lowest average number of hours worked (24.3 hours) by employed persons was for those in Northern Province. Employed persons in Lusaka province, on the other hand spent, on average, 40.2 hours per week, about 5.5 hours above the national average number of hours. In all the provinces, male employed persons worked for more number of hours compared to female employed persons.

Table 6.21: Average Number of Hours of Work of employed persons by Sex and Residence, 2008

Residence/Province	Both Sexes	Male	Female	Employed Persons
All Zambia	30.7	32.5	28.7	4,606,846
Residence				
Rural	27.4	28.6	26.3	3,345,547
Urban	39.2	40.9	36.8	1,261,299
Province				
Central	30.1	31.5	28.6	531,927
Copperbelt	37.4	39.3	34.5	580,433
Eastern	30.1	31.2	29.1	668,773
Luapula	22.4	23.8	21.0	419,330
Lusaka	40.2	41.6	38.1	553,748
Northern	24.3	25.7	22.8	664,712
North western	27.9	29.5	26.4	274,154
Southern	31.6	33.3	29.9	542,602
Western	29.2	30.5	28.1	371,167

Source: CSO, Labour force survey, 2008

6. 6.2 – Average Number of Hours of Work by Occupation

Table 6.22 shows the average number of hours of work of employed persons in terms of sex by occupation and residence. In rural areas, employed persons spent fewer numbers of hours (27.4 hours) than in urban areas (39.2 hours). In terms of occupation, employed persons whose tasks are associated with Agricultural, forestry and fisheries spent on average, the least number of hours (26.0 hours) per week while employed persons whose tasks are associated with Service activities spent on average the highest number of hours per week (44.0 hours).

The average number of hours spent per week, on average, by employed persons whose tasks are associated with Agricultural, forestry and fisheries in rural areas was 26 hours while its corresponding average number of hours in urban areas was 29 hours. On the other hand, the average number of hours of work by employed persons whose tasks are associated with Administrative and managerial activities in rural areas was 39 hours while in urban areas employed persons in the same category worked for 43 hours per week.

Generally, in all occupational categories female employed persons worked less number of hours per week than male employed persons.

Table 6.22: Average Number of Weekly Hours of Work by Occupation, 2008.

Occupation	Total			Rural			Urban			Employed Persons
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	
All Zambia	30.7	32.5	28.7	27.4	28.6	26.3	39.2	40.9	36.8	4,606,846
Administrative, managerial	42.0	43.0	40.0	39.0	41.0	34.0	43.0	44.0	41.0	32,274
Professional, technical and related	39.0	40.0	38.0	38.0	39.0	37.0	40.0	41.0	38.0	231,073
Clerical and related	42.0	42.0	41.0	43.0	44.0	38.0	42.0	42.0	42.0	60,879
Sales	42.0	43.0	41.0	40.0	42.0	39.0	42.0	44.0	41.0	333,037
Agriculture, forestry & fisheries	26.0	27.0	26.0	26.0	27.0	26.0	29.0	31.0	26.0	3,285,785
Production and related	40.0	41.0	36.0	36.0	37.0	34.0	41.0	42.0	38.0	348,111
Service	44.0	46.0	39.0	41.0	45.0	35.0	44.0	46.0	40.0	303,951
Not stated	39.0	40.0	38.0	27.0	24.0	30.0	41.0	43.0	40.0	11,736

Source: CSO, Labour force survey, 2008

6.6.3 - Average Number of Hours of Work by Status in Employment

Table 6.23 shows the average number of hours of work per week in terms of residence by status in employment and sex. Classification of employed persons by status in employment is useful because it also implicitly identifies the mode of payment in their work. Employers spent on average the highest number of hours (42 hours), followed by paid employees whose average number of hours of work was 41 hours. The

lowest average number of hours of work was for the unpaid family workers (26 hours).

In urban areas, employed persons, irrespective of their status in employment, spent more hours of work than those in rural areas. Employers spent 46 hours per week in urban areas compared to employers in rural areas who spent 34 hours per week. Furthermore, paid employees in urban areas spent, on average, 43 hours compared to their counterparts in rural areas who spent 38 hours.

Table 6.23: Average Number of Weekly Hours of Work by Status in Employment, 2008

Status in Employment	Total			Rural			Urban			Em- ployed Persons
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	
All Zambia	30.7	32.5	28.7	27.4	28.6	26.3	39.2	40.9	36.8	4,606,846
Self employed	30.0	30.0	30.0	27.0	28.0	27.0	38.0	39.0	38.0	2,117,103
Employer/partner	42.0	42.0	41.0	34.0	36.0	30.0	46.0	46.0	45.0	14,124
Paid Employee	41.0	42.0	39.0	38.0	39.0	35.0	43.0	43.0	41.0	822,177
Unpaid Family Worker	26.0	27.0	26.0	26.0	26.0	25.0	29.0	31.0	28.0	1,628,274
Other	36.0	38.0	35.0	30.0	30.0	31.0	39.0	41.0	37.0	25,168

Source: CSO, Labour force survey, 2008

6.6.4 - Average Number of Hours of Work by Industry

Table 6.24 shows the average number of hours per week of employed persons residence and sex by industry. Classification of employed persons by industry is useful because it describes the main economic activities in work places. Employed persons in Transport and Communication spent, on average, the highest number of hours of work per week (46 hours), followed by those in Hotels and Restaurants

(44 hours). Within Transport and Communication and the Hotels and Restaurants industries, male employed persons worked for more hours than female employed persons.

In rural areas, the number of hours spent on work per week was lower in all the industries other than in Electricity, Gas and Water industry in which the number of hours worked was 41 hours in both rural and urban areas.

Table 6.24: Average Number of Weekly Hours of Work by Industry, 2008.

Industry	Total			Rural			Urban			Employed Persons
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	
All Zambia	30.7	32.5	28.7	27.4	28.6	26.3	39.2	40.9	36.8	4,606,846
Agriculture, forestry and fishing	27.0	27.0	26.0	26.0	27.0	26.0	29.0	31.0	26.0	3,284,208
Mining and Quarrying	41.0	42.0	37.0	38.0	39.0	36.0	41.0	42.0	38.0	92,810
Manufacturing	38.0	40.0	35.0	34.0	35.0	32.0	41.0	42.0	38.0	159,194
Electricity, Gas and Water	41.0	41.0	41.0	41.0	41.0	.	41.0	41.0	41.0	13,864
Construction	41.0	41.0	38.0	39.0	39.0	41.0	41.0	41.0	36.0	80,255
Wholesale and Retail Trade	42.0	43.0	40.0	40.0	41.0	38.0	42.0	43.0	41.0	425,209
Transport and Communication	46.0	48.0	39.0	41.0	43.0	34.0	47.0	49.0	40.0	94,800
Hotels and Restaurants	44.0	44.0	43.0	42.0	43.0	39.0	44.0	45.0	43.0	41,973
Finance, Insurance and Real estate	41.0	41.0	40.0	38.0	39.0	28.0	41.0	41.0	41.0	18,644
Community, Social and Personal services	40.0	41.0	38.0	38.0	39.0	35.0	41.0	42.0	39.0	386,626
Not stated	39.0	41.0	38.0	29.0	27.0	31.0	42.0	44.0	40.0	9,263

Source: CSO, Labour force survey, 2008

6.6.5 - Average Number of Hours of Work by Formal and Informal employment

Information on the formal and informal employment in relation to the number of hours of work is useful is partly to assess the difference in the number of hours of work between formally employed persons and informally employed person.

Table 6.25 shows the average number of hours in terms of residence and sex by form of employment. Formally em-

ployed persons spent, on average per week, more hours (41hours) than informally employed persons (29 hours). Female workers in the formal employment spent, on average per week 39 hours while male workers spent 42 hours. Similarly, female workers in the informal employment spent, on average per week 28 hours compared to male workers who spent 31 hours.

In urban areas, workers in both the formal and informal employment spent, on average per week more hours of work than those in rural areas.

Table 6.25: Average Number of Weekly Hours of Work by Formal and Informal Employment, 2008.

Form of Employment	Total			Rural			Urban			Employed Persons
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	
All Zambia	30.7	32.5	28.7	27.4	28.6	26.3	39.2	40.9	36.8	4,606,846
Formal Employment	41.0	42.0	39.0	38.0	39.0	35.0	42.0	43.0	40.0	511,338
Informal Employment	29.0	31.0	28.0	27.0	28.0	26.0	38.0	40.0	36.0	4,095,508

Source: CSO, Labour force survey, 2008

6.6.6 - Average Number of Hours of Work by Educational Level of Employed persons

Table 6.26 shows average number of hours of work in terms of residence and sex by educational level of employed persons. Employed persons whose educational level is grade 1-7 spent on average per week 29 hours on work while those with degrees was 41 hours. The number of hours of work per week varied by educational level, although, female employed persons spent fewer hours on work than male employed persons irrespective of their educational level.

In urban areas, employed persons of all educational levels spent on average per week more hours of work than the national average number of hours of work, whereas in rural areas only the grades 1-7 and grades 8-9 employed persons including those with no education spent on average per week less number of hours of work than the national average number of hours of work (27 hours, 28 hours and 26 hours, respectively).

Table 6.26: Average Number of Weekly Hours of Work by Education Status, 2008

Education Level	Total			Rural			Urban			Employed Persons
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	
All Zambia	30.7	32.5	28.7	27.4	28.6	26.3	39.2	40.9	36.8	4,606,846
1 – 7	29.0	30.0	27.0	27.0	28.0	26.0	38.0	40.0	36.0	2,047,364
8 – 9	32.0	33.0	30.0	28.0	29.0	27.0	39.0	41.0	37.0	875,661
10 – 12	36.0	37.0	34.0	30.0	31.0	29.0	40.0	42.0	37.0	761,775
A levels	39.0	39.0	38.0	35.0	35.0	33.0	40.0	41.0	39.0	189,223
Degree	41.0	41.0	40.0	31.0	33.0	22.0	41.0	42.0	41.0	22,483
None	27.0	29.0	26.0	27.0	28.0	26.0	36.0	39.0	34.0	710,340

Source: CSO, Labour force survey, 2008

6.2 - Summary

In 2008, 68.6 percent of the 6.7 million persons of working age were employed. Out of all male persons of working age, 72.4 percent were employed. Similarly, of all female persons of working age, 64.9 percent were employed.

Of the employed persons, 46 percent were self employed, 35.8 percent were unpaid family workers while paid employees and employers accounted for 17.8 and 0.3 percent, respectively.

About 44 percent of the employed persons had ever attained grades 1-7, 19 percent had ever attained grades 8-9 while 0.5 percent of the employed persons had obtained a degree.

The majority of the employed persons (72.6 percent) in Zambia were in rural areas while 27.8 percent were in urban areas.

Out of the employed persons, 71.3 percent have tasks associated with Agriculture, forestry and fisheries while those whose tasks are associated with Administrative and manage-

rial activities accounted for 0.7 percent. Employed persons whose tasks are associated with Production and related also accounted for 7.6 percent.

In terms of industry, Agriculture, Forestry and Fishing industry had the highest (71.3 percent), followed by Wholesale and retail trade industry (9.2 percent) and Community, social and personal services industry (8.4 percent).

Only 30.5 percent of the employed persons worked full time. In rural areas, 17.2 percent of the employed persons worked full time while in urban areas, 66.1 percent of the urban employed persons worked full time.

Employed persons worked, on average, for 30.7 hours per week. Rural employed persons worked for 27.4 hours and urban employed persons worked for 39.2 hours per week.

7 FORMAL AND INFORMAL EMPLOYMENT

7.1 - Introduction

When opportunities for formal employment are scarce, people in many developing countries, Zambia inclusive are compelled to enter the informal employment for a livelihood. It is often noted that informal employments account for a significant proportion of total employment.

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

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

By definition, illegal activities are not registered and are forbidden by law, such as drug trafficking, smuggling, prostitution, etc. In contrast, underground activities are those characterized by lack of declaration or under-declaration of turnover realised by registered business enterprise.

On the other hand, the informal employment may be characterized as consisting of units engaged in the production of goods and services with the primary objective of providing employment and incomes to the persons concerned. These units typically operate on a small-scale basis, with low level of organization and with little or no division between 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 employment in Zambia, a rise in various forms of non-standard, irregular, etc., forms of employment can be observed. From the beginning, it had been clear that an enterprise-based definition of the informal employment would not be able to capture all aspects of such a trend towards an increasing 'informalisation' of employment.

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

7.2 - Operational Definition of Informal Employment

The definition of the informal employment in this report combined the concepts of informal production units and informal employment. Informal employment was defined as employment in an establishment where workers were not entitled to paid leave, their employer did not cover them under any form of social security and worked in an establishment employing less than 5 persons. Any one the three conditions had to be fulfilled in order to classify a person as working in the informal employment.

7.3 - Formal and Informal employment Characteristics

According to Table 7.1, out of the 4.6 million employed persons in Zambia, 4.1 million persons (89 percent) were in the informal employment while 511,336 persons (11 percent) were in the formal employment. In 2005, 12 percent of the employed persons (4.1 million) were in the formal employment while 88 percent were in the informal employment.

In rural areas, of the employed persons, four percent were in the formal employment while 96 percent were in the informal employment. Twenty-nine percent of employed persons in urban areas were in the formal employment.

At provincial level, 98 percent of workers in Luapula province and 74 percent of workers in Lusaka and Copperbelt provinces were in the informal employment. In all the provinces, formal employment accounted for less than half of the workers.

Table 7.1: Percent Distribution of Currently Employed Persons Aged 15 years and above By Province and Residence, 2008.

Residence & Province	Formal employment		Informal employment		Employed Persons
	Number	Percent	Number	Percent	
Zambia	511,338	11.0	4,095,508	89.0	4,606,846
Residence					
Rural	139,877	4.0	3,205,670	96.0	3,345,547
Urban	371,461	29.0	889,838	71.0	1,261,299
Province					
Central	60,104	11.0	471,823	89.0	531,927
Copperbelt	150,757	26.0	429,676	74.0	580,433
Eastern	24,348	4.0	644,425	96.0	668,773
Luapula	10,064	2.0	409,266	98.0	419,330
Lusaka	141,491	26.0	412,257	74.0	553,748
Northern	21,505	3.0	643,207	97.0	664,712
North Western	16,289	6.0	257,865	94.0	274,154
Southern	68,438	13.0	474,164	87.0	542,602
Western	18,342	5.0	352,825	95.0	371,167

Source: CSO, Labour force survey, 2008

7.3.1 - Employment in the Formal and Informal employment by sex.

The formal employment constituted all employed persons who work in Government, and in the private enterprises as self-employed, paid employees or employers – that contributes for social security, are entitled to annual paid leave and in exceptional cases employing not less than 5 persons. All employed persons who worked in an enterprise that did not meet any of the above conditions fell in the informal employment.

Table 7.2 shows percent distribution of currently employed persons in terms of sex of a worker by form of employment. The findings show that in 2005 12 percent of the employed persons were in the formal employment while 88 percent were in the informal employment. Results also show that 94 percent of female employed persons in 2005 were in the informal employment while 6 percent were in the formal employment. In 2008, 11 percent of the employed persons were in the formal employment. Out of all male employed persons, 15 percent were in the formal employment while 85 percent were in the informal employment.

Table 7.2: Percent Distribution of Currently Employed Persons Aged 15 years and above By Sex and Form of Employment, 2005 & 2008.

Year	Sex	Formal Employment	Informal Employment	Employed Persons
2005	Both sexes	12.0	88.0	4,131,531
	Male	17.0	83.0	1,941,820
	Female	6.0	94.0	2,189,711
2008	Both sexes	11.0	89.0	4,606,846
	Male	15.0	85.0	2,391,785
	Female	6.0	94.0	2,215,061

Source: CSO, Labour force survey, 2005 & 2008

Table 7.3 shows percent distribution of currently employed persons in terms of sex of a worker by sector of employment. The findings show that 85 percent of male employed persons were in the informal employment while 15 percent were in the formal employment. It also shows that 94 percent of

female employed persons were in the informal employment while 6 percent were in the formal employment. It means therefore that, regardless of sex, informal employment is larger than formal employment.

Table 7.3: Percent Distribution of Currently Employed Persons Aged 15 years and above By Sex and Sector of Employment, 2008.

Sex	Formal employment		Informal employment		Employed Persons
	Number	Percent	Number	Percent	
Zambia	511,338	11.0	4,095,508	89.0	4,606,846
Male	369,882	15.0	2,021,903	85.0	2,391,785
Female	141,456	6.0	2,073,605	94.0	2,215,061

Source: CSO, Labour force survey, 2008

Figure 7.1 shows that of all employed persons in the formal employment, 27.7 percent were female while 72.3 percent were male. It also shows that within the informal employment, 49.4 percent were male and 50.6 percent were female

Table 7.4 shows percent distribution of currently employed persons in terms of age by sector of employment. The findings show that the 15-19 year olds had the highest share (99 percent) of persons in the informal employment. It is further shown that informal employment accounted for over 80 percent in all age groups. Regardless of age, informal employment stands out prominent over and above formal employment.

Figure 7.1: Percent Share of Employment Persons by Age Group, 2008

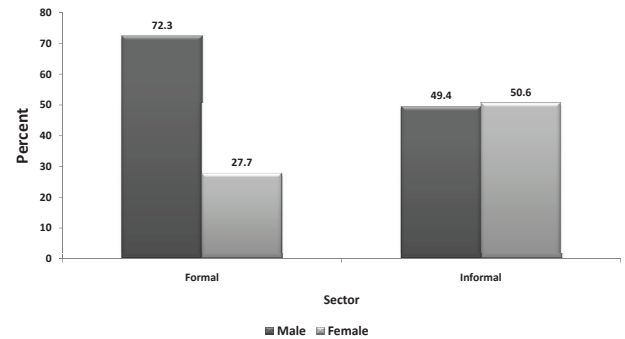


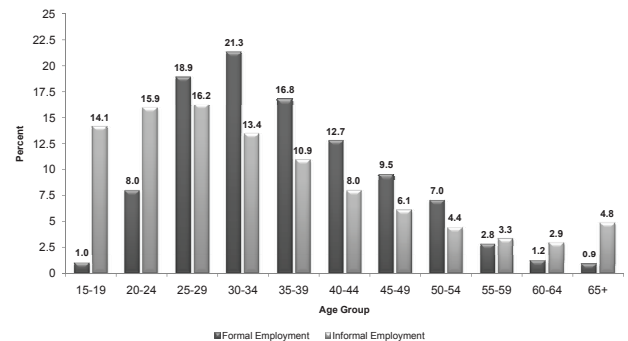
Table 7.4: Percent Distribution of Currently Employed Persons Aged 15 years and above By Age Group and Sector, 2008.

Age Group	Formal employment		Informal employment		Employed Persons
	Number	Percent	Number	Percent	
Zambia	511,338	11.0	4,095,508	89.0	4,606,846
15-19	5,204	1.0	575,484	99.0	580,688
20-24	41,063	6.0	650,550	94.0	691,613
25-29	96,653	13.0	663,882	87.0	760,535
30-34	108,800	17.0	548,827	83.0	657,627
35-39	85,709	16.0	448,081	84.0	533,790
40-44	64,736	17.0	327,443	83.0	392,179
45-49	48,387	16.0	249,959	84.0	298,346
50-54	35,878	17.0	178,384	83.0	214,262
55-59	14,379	10.0	136,909	90.0	151,288
60-64	5,996	5.0	118,501	95.0	124,497
65+	4,533	2.0	197,488	98.0	202,021

Source: CSO, Labour force survey, 2008

Figure 7.2 shows percent share of employed persons in each age group for the formal employment and informal employment. Of all employed persons in the informal employment, 14.1 percent were in age group 15-19 years and out of all the employed persons in the formal employment 21.3 percent were aged 30-34 years old.

Figure 7.2: Percent Share of Employed Persons in each Age Group in the Formal/Informal Employment, 2008



7.3.2 – Formal and Informal employment by Occupation Groups

Table 7.5 presents percent share of currently employed persons in terms of major occupation group by sector of employment. Results show that there were 3.3 million persons whose tasks were associated with Agriculture, forestry and fishing. This is to say that the majority of workers in Zambia were engaged in activities which directly support Agriculture, forestry or fishing. Furthermore, the survey show that of all persons engaged in these tasks, 98 percent were in the

informal employment while two percent were in the formal employment.

Each of the other major occupation group was represented by workers less a million persons and the share of those in the informal employment was higher than those in the formal employment, apart from those whose tasks were associated with Professional and Clerical activities with 26 percent and 35 percent, respectively. It is clear therefore, that the majority of the occupations were carried out in the informal employment.

Table 7.5: Percent Distribution of Currently Employed Persons Aged 15 years and above by Major Occupation Groups and Sector of Employment, 2008.

Occupation	Sector of employment				Employed Persons
	Formal employment		Informal employment		
	Number	Percent	Number	Percent	
Zambia	511,338	11.0	4,095,508	89.0	4,606,846
Administrative and Managerial	18,927	59.0	13,347	41.0	32,274
Professional, technical and related	171,960	74.0	59,113	26.0	231,073
Clerical and related	39,705	65.0	21,174	35.0	60,879
Sales	15,093	5.0	317,944	95.0	333,037
Agriculture, forestry, fishing	54,769	2.0	3,231,016	98.0	3,285,785
Production and related	96,430	28.0	251,681	72.0	348,111
Services workers	111,880	37.0	192,071	63.0	303,951
Not stated	2,574	22.0	9,162	78.0	11,736

Source: CSO, Labour force survey, 2008

7.3.3 – Formal and Informal employment by Industry

Table 7.6 shows percent distribution of currently employed persons in terms of industry by sector of employment. The survey findings show that Electricity, Gas and Water; Mining and Quarrying; and Finance, Insurance and Real Estate had more workers in the formal employment than in the informal employment. Electricity, Gas and Water registered 77 percent; Mining and Quarrying had 67 percent while

Finance, Insurance and Real Estate recorded 69 percent. However, 98 percent, the largest percent share, of workers in the Agriculture, Forestry and Fishing Industry was in the Informal employment. In general, employment was more in the informal employment than in the formal employment in most of the industrial classifications. It is evidence that, formal employment was more prominent in the Mining, Financial and electricity industries.

Table 7.6: Percent Distribution of Currently Employed Persons Aged 15 years and above by Industry, 2008.

Industry	Formal employment		Informal employment		Employed Persons
	Number	Percent	Number	Percent	
Zambia	511,338	11.0	4,095,508	89.0	4,606,846
Agriculture, forestry and fishing	71,888	2.0	3,212,320	98.0	3,284,208
Mining and quarrying	62,082	67.0	30,728	33.0	92,810
Manufacturing	36,923	23.0	122,271	77.0	159,194
Electricity, Gas and Water	10,683	77.0	3,181	23.0	13,864
Construction	13,889	17.0	66,366	83.0	80,255
Wholesale and Retail trade	28,706	7.0	396,503	93.0	425,209
Transport and Storage	29,484	31.0	65,316	69.0	94,800
Hotels and restaurants	16,689	40.0	25,284	60.0	41,973
Finance, Insurance and Real Estate	12,935	69.0	5,709	31.0	18,644
Community, Social and Personal services	225,680	58.0	160,946	42.0	386,626
Not stated	2,379	26.0	6,884	74.0	9,263

Source: CSO, Labour force survey, 2008

7.3.4 - Formal and Informal employment by Institutional Sector

The separation of employment information in terms of public and private institutions is useful because it clearly points the changes within individual institutions. Results show that over 3 million persons out of the 4.6 million employed persons were working in households while 200, 195 persons were working in the Central Government. It is further shown that 837, 413 persons worked in the private institutions. In terms of formality, 86 percent of those in Central Government were in the formal employment while 14 percent were in the informal employment. It implies therefore,

that those referred to be in the informal employment but within Central Government, occupied positions which denied them entitlements to specific benefits such as social security and annual paid leave.

Overall, the private sector accounted for the second largest workforce with 837,413 employed persons. In addition, 71 percent of workers in the private sector were in the informal employment while 29 percent were in the formal employment. Out of 3.5 million persons in the households, 99 percent were in the informal employment and 1 percent was in the formal employment. It is clear that informal employment was a household characteristic.

Table 7.7: Percent Distribution of Currently Employed Persons Aged 15 years and above By Institutional sector and Sector of Employment, 2008.

Institutional Sector	Formal employment		Informal employment		Employed Persons
	Number	Percent	Number	Percent	
Zambia	511,338	11.0	4,095,508	89.0	4,606,846
Central Government	172,876	86.0	27,319	14.0	200,195
Local Government	14,686	58.0	10,706	42.0	25,392
Parastatal	29,063	76.0	8,969	24.0	38,032
Private	245,507	29.0	591,906	71.0	837,413
NGO/faith Based	15,004	50.0	14,915	50.0	29,919
International Organisation	5,187	77.0	1,516	23.0	6,703
Households	25,999	1.0	3,431,126	99.0	3,457,125
Not Stated	3,016	25.0	9,051	75.0	12,067

Source: CSO, Labour force survey, 2008

7.4 - Formal Employment Characteristics

7.4.1 - Formal Employment by Province, Residence and Sex

Table 7.8 shows percent distribution of employed persons in the formal employment in terms of sex of a worker and by province and residence. The results show that male employed persons (72 percent) out-numbered female employed per-

sons (28 percent). In terms of residence, the pattern was the same with males accounting for 73 and 72 percent in urban and rural areas, respectively and females accounting for 27 and 28 percent in rural and urban areas, respectively.

At provincial level, females accounted for less than 35 percent of workers in all the provinces, with the highest share of females being 34 percent in Western province.

Table 7.8: Percent Distribution of Currently Employed Persons Aged 15 years and above in the formal employment by Province, Residence and Sex, 2008.

Residence/Province	Male		Female		Formal employment
	Number	Percent	Number	Percent	
Zambia	369,882	72.0	141,456	28.0	511,338
Residence					
Rural	102,551	73.0	37,326	27.0	139,877
Urban	267,331	72.0	104,130	28.0	371,461
Province					
Central	42,398	71.0	17,706	29.0	60,104
Copperbelt	117,979	78.0	32,778	22.0	150,757
Eastern	17,413	72.0	6,935	28.0	24,348
Luapula	7,396	73.0	2,668	27.0	10,064
Lusaka	96,428	68.0	45,063	32.0	141,491
Northern	15,670	73.0	5,835	27.0	21,505
North Western	11,598	71.0	4,691	29.0	16,289
Southern	48,982	72.0	19,456	28.0	68,438
Western	12,018	66.0	6,324	34.0	18,342

Source: CSO, Labour force survey, 2008

Table 7.9 shows percent distribution of currently employed persons in the formal employment in terms of Agriculture and Non-Agriculture by sex, residence and province. Fourteen percent of workers in the formal employment were occupied in Agricultural activities while 85 percent were engaged in non-agricultural activities. In terms of sex of a worker an equal share of male female population in the formal employment were in Agriculture. In rural areas, however, the share of employed persons in the formal employment in Agricul-

tural activities (38 percent) was higher compared to the share of employed persons in urban areas (5 percent).

The findings further show that in all the provinces the shares of employed persons in Non agricultural activities were higher than the shares in Agricultural activities, with the largest share being 96 percent in the Copperbelt province. Generally, the Non agricultural activities within the formal employment were more prominent than Agricultural activities.

Table 7.9: Percent Distribution of Currently Employed Persons Aged 15 years and above in the formal employment by Sex, Residence, Province and Agricultural/Non-Agricultural sector, 2008

Sex/Residence/Province	Formal Employment Agric		Formal Employment Non Agric		Not Stated		Formal Employment
	Number	Percent	Number	Percent	Number	Percent	
Zambia	71,888	14.0	437,071	85.0	2,379	0.0	511,338
Sex							
Male	52,089	14.0	316,201	85.0	1,592	0.0	369,882
Female	19,799	14.0	120,870	85.0	787	1.0	141,456
Residence							
Rural	53,358	38.0	86,419	62.0	100	0.0	139,877
Urban	18,530	5.0	350,652	94.0	2,279	1.0	371,461
Province							
Central	27,452	46.0	32,652	54.0	.	.	60,104
Copperbelt	5,652	4.0	144,748	96.0	357	0	150,757
Eastern	2,238	9.0	22,010	90.0	100	0	24,348
Luapula	2,047	20.0	8,017	80.0	.	.	10,064
Lusaka	9,279	7.0	130,395	92.0	1,817	1	141,491
Northern	2,565	12.0	18,940	88.0	.	.	21,505
North western	1,219	7.0	14,965	92.0	105	1	16,289
Southern	19,527	29.0	48,911	71.0	.	.	68,438
Western	1,909	10.0	16,433	90.0	.	.	18,342

Source: CSO, Labour force survey, 2008

7.5 - Informal Employment Characteristics

7.5.1 - Informal Employment by Agriculture and Non-Agriculture

Table 7.10 shows percent distribution of currently employed persons in terms of the informal employment by sex, residence and province. Results show that within the informal employment, 51 percent were female and 49 percent were male. It is further revealed that of the rural population, 52

percent were female while 48 percent were male. Nonetheless, of the urban population, 54 percent were male while 46 percent were female.

At provincial level, results show that, the shares of females in the informal employment were higher, the highest being 54 percent in Western province compared to the shares of males except in Lusaka and Copperbelt provinces. Females accounted for 46 and 47 percent of females in Lusaka and Copperbelt provinces, respectively.

Table 7.10: Percent Distribution of Currently Employed Persons in the informal employment Aged 15 years and above by Sex, Residence and Province, 2008

Residence/ Province	Male		Female		Informal employment
	Number	Percent	Number	Percent	
Zambia	2,021,903	49.0	2,073,605	51.0	4,095,508
Residence					
Rural	1,542,006	48.0	1,663,664	52.0	3,205,670
Urban	479,897	54.0	409,941	46.0	889,838
Province					
Central	234,266	50.0	237,557	50.0	471,823
Copperbelt	226,779	53.0	202,897	47.0	429,676
Eastern	307,464	48.0	336,961	52.0	644,425
Luapula	198,069	48.0	211,197	52.0	409,266
Lusaka	222,372	54.0	189,885	46.0	412,257
Northern	321,376	50.0	321,831	50.0	643,207
North western	121,922	47.0	135,943	53.0	257,865
Southern	226,038	48.0	248,126	52.0	474,164
Western	163,617	46.0	189,208	54.0	352,825

Source: CSO, Labour force survey, 2008

7.5.2 - Informal Employment by Occupation and Sex

Table 7.11 shows percent distribution of currently employed persons in the informal employment in terms of Agriculture/ Non-agriculture by sex, residence and province. The survey results reveal that 21 percent of workers in the informal employment were in Non-agricultural activities while 78 percent of them were in Agricultural activities. The shares of male and female within the informal employment in Agriculture were higher (76 percent and 81 percent, respectively) compared to the shares in the Non-agriculture. Nonetheless, the share of informal agriculture sector workers within in

rural areas was higher (76 percent) compared to the share of informal agriculture sector workers in urban areas (26 percent).

At provincial level, it is shown that Lusaka and Copperbelt provinces registered relatively higher shares of informal non agricultural workers (68 and 51 percent, respectively). Central and Southern provinces recorded 16 and 17 percent, respectively of shares of informal non agricultural workers, while the rest of the provinces had shares of the informal non agricultural workers less than 15 percent.

Table 7.11: Percent Distribution of Currently Employed Persons in the Informal employment aged 15 years and above by Agriculture/Non-agriculture, Sex, Residence and Province, 2008

Sex/Residence/ Province	Informal Agric		Informal Non Agric		Not Stated		Informal employment
	Number	Percent	Number	Percent	Number	Percent	
Zambia	3,212,320	78.0	876,304	21.0	6,884	0.0	4,095,508
Sex							
Male	1,526,963	76.0	491,960	24.0	2,980	0.0	2,021,903
Female	1,685,357	81.0	384,344	19.0	3,904	0.0	2,073,605
Residence							
Rural	2,978,104	93.0	225,655	7.0	1,911	0.0	3,205,670
Urban	234,216	26.0	650,649	73.0	4,973	1.0	889,838
Province							
Central	398,292	84.0	73,182	16.0	349	0.0	471,823
Copperbelt	210,703	49.0	218,065	51.0	908	0.0	429,676
Eastern	597,095	93.0	47,114	7.0	216	0.0	644,425
Luapula	369,819	90.0	39,447	10.0	.	.	409,266
Lusaka	128,914	31.0	279,388	68.0	3,955	1.0	412,257
Northern	577,970	90.0	65,053	10.0	184	0.0	643,207
North western	234,097	91.0	23,293	9.0	475	0.0	257,865
Southern	391,887	83.0	82,044	17.0	233	0.0	474,164
Western	303,543	86.0	48,718	14.0	564	0.0	352,825

Source: CSO, Labour force survey, 2008

7.5.3 - Informal Employment by Agriculture/Non-agriculture and Age Group

Table 7.12 shows percent distribution of currently employed persons in terms of age-group by Agriculture/Non-agriculture sector. Findings show that there were fewer employed persons in all age groups in informal non-agriculture sec-

tor compared to informal agriculture sector. The lowest share of employed persons (8 percent) was among the 65+ year olds, followed by the 60-64 year olds and the 15-19 year olds with 10 and 15 percent, respectively. It can be concluded that informal agriculture employment was highest in the higher age groups.

Table 7.12: Percent Distribution of Currently Employed Persons in the Informal employment aged 15 years and above by Agriculture/Non-agriculture sector and Age, 2008

Age Group	Informal Agric		Informal Non Agric		Not Stated		Informal employment	
	Number	Percent	Number	Percent	Number	Percent		
Zambia	3,212,320	78.0	876,304	21.0	6,884	0	4,095,508	100
15-19	489,686	85.0	85,049	15.0	749	0	575,484	100
20-24	525,132	81.0	123,744	19.0	1,674	0	650,550	100
25-29	490,666	74.0	172,387	26.0	829	0	663,882	100
30-34	396,604	72.0	151,080	28.0	1,143	0	548,827	100
35-39	322,288	72.0	124,641	28.0	1,152	0	448,081	100
40-44	249,017	76.0	78,129	24.0	297	0	327,443	100
45-49	196,199	78.0	53,516	21.0	244	0	249,959	100
50-54	142,998	80.0	35,206	20.0	180	0	178,384	100
55-59	112,645	82.0	24,217	18.0	47	0	136,909	100
60-64	105,896	89.0	12,162	10.0	443	0	118,501	100
65+	181,189	92.0	16,173	8.0	126	0	197,488	100

Source: CSO, Labour force survey, 2008

7.5.3 – Informal Employment by Age Group and Sex

Table 7.13 shows percent distribution of currently employed persons in terms of sex of a worker by major occupational groups. Findings show that of all the occupations, tasks associated with Sales and Agriculture, forestry and fishing activities had relatively higher shares of females (59 and 52 percent, respectively) than males.

All the other occupations, in as far as females were concerned, accounted for less than 50 percent of the workers, with the highest share, 39 percent, having been registered among those whose tasks were associated with Clerical activities. It can therefore be inferred that more males than females performed various tasks in their workplaces.

Table 7.13: Percent Distribution of Currently Employed Persons in the Informal employment Aged 15 years and above by Major Occupation Groups and Sex, 2008

Occupation	Male		Female		Informal employment
	Number	Percent	Number	Percent	
Zambia	2,021,903	49.0	2,073,605	51.0	4,095,508
Administrative and Managerial	8,754	66.0	4,593	34.0	13,347
Professional, technical and related	37,628	64.0	21,485	36.0	59,113
Clerical and related	12,833	61.0	8,341	39.0	21,174
Sales	131,915	41.0	186,029	59.0	317,944
Skilled Agriculture, forestry, fisheries	1,538,279	48.0	1,692,737	52.0	3,231,016
Production and related	183,700	73.0	67,981	27.0	251,681
Services workers	104,473	54.0	87,598	46.0	192,071
Not stated	4,321	47.0	4,841	53.0	9,162

Source: CSO, Labour force survey, 2008

7.4.5 – Informal employment by Age Group and Sex

Table 7.14 shows percent distribution of currently employed persons aged in terms of age by sex.

Overall, female employed persons accounted for 51 percent while male employed persons accounted for 49 percent. Find-

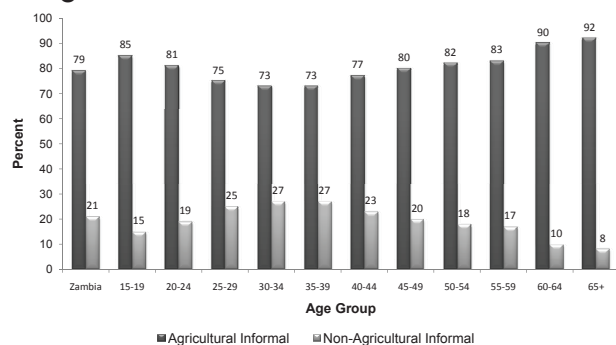
ings also indicate that the share of male employed persons in the informal employment at each age was nearly the same as that of females, though generally there were more females than males. It is however shown that females accounted for less among the 30-34 year olds, 35-39 year olds, 40-44 year olds and the 65+ year olds.

Table 7.14: Percent Distribution of Currently Employed Persons in the informal employment Aged 15 years and above by Age Group and Sex, 2008

Age Group	Male		Female		Informal employment
	Number	Percent	Number	Percent	
Zambia	2,021,903	49.0	2,073,605	51.0	4,095,508
15-19	282,918	49.0	292,566	51.0	575,484
20-24	293,382	45.0	357,168	55.0	650,550
25-29	327,214	49.0	336,668	51.0	663,882
30-34	282,170	51.0	266,657	49.0	548,827
35-39	229,819	51.0	218,262	49.0	448,081
40-44	166,628	51.0	160,815	49.0	327,443
45-49	121,340	49.0	128,619	51.0	249,959
50-54	86,104	48.0	92,280	52.0	178,384
55-59	67,531	49.0	69,378	51.0	136,909
60-64	54,682	46.0	63,819	54.0	118,501
65+	110,115	56.0	87,373	44.0	197,488

Source: CSO, Labour force survey, 2008

Figure 7.3: Percent Share (within Age Group) of Employed Persons by Agriculture and Non - Agriculture 2008



7.4.5 - Informal employment by Educational level

Educational level attained refers to the highest level of education completed. This indicator is useful because it provides a profile of the level of education that the working population has.

Table 7.15 shows percent distribution of employed persons in the informal employment in terms of the highest education completed by the working population. The table reveals that the majority of the employed persons in the informal employment (1.9 million) did not go beyond grade 7. It also shows that 4,069 persons in the informal employment went up to degree level.

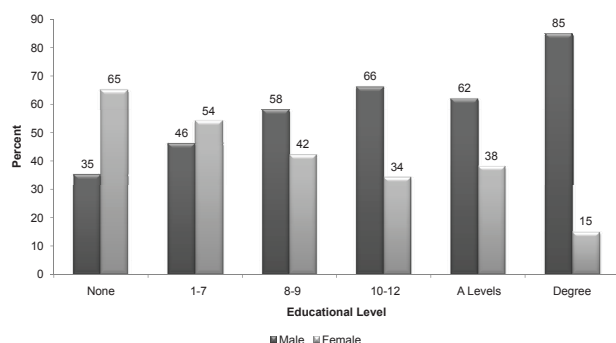
Furthermore the survey results show that of those that had no education, 65 percent were female while 35 percent were male. However, as the level of education at which people completed their education rose, the share of females decreased. Given those that completed education at A-levels, 38 percent were female while 62 percent were male; and given those at degree level, 15 percent were female while 85 percent were male.

Table 7.15: Percent Distribution of Currently Employed Persons in the informal employment Aged 15 years and above by Educational Level and Sex, 2008

Educational level	Male		Female		Informal employment
	Number	Percent	Number	Percent	
Zambia	2,021,903	49	2,073,605	51	4,095,508
None	246,297	35	452,760	65	699,057
1 – 7	912,443	46	1,073,146	54	1,985,589
8 – 9	470,587	58	344,954	42	815,541
10 – 12	360,645	66	184,340	34	544,985
A levels	28,475	62	17,792	38	46,267
Degree	3,456	85	613	15	4,069

Source: CSO, Labour force survey, 2008

Figure 7.4: Percent Share of Employed Persons by Educational Level, 2008



7.4.6 - Informal employment by Industry and Sex

Table 7.16 shows percent distribution of currently employed persons in the informal employment in terms of industry by sex. In the informal employment, industries such as Construction, Transport and Electricity, males had relatively higher shares than females. Ninety-seven percent of workers in the Construction industry were males while three percent were females. Eight-seven percent of workers in both Electricity and Transport industries were male while 13 percent were females.

Table 7.16: Percent Distribution of Currently Employed Persons in the informal employment Aged 15 years and above by Industry and Sex, 2008.

Industry	Male		Female		Informal employment
	Number	Percent	Number	Percent	
Zambia	2,021,903	49.0	2,073,605	51.0	4,095,508
Agriculture, Forestry and Fishing	1,526,963	48.0	1,685,357	52.0	3,212,320
Mining and Quarrying	18,606	61.0	12,122	39.0	30,728
Manufacturing	76,270	62.0	46,001	38.0	122,271
Electricity, Gas and Water	2,760	87.0	421	13.0	3,181
Construction	64,280	97.0	2,086	3.0	66,366
Wholesale and Retail Trade	179,573	45.0	216,930	55.0	396,503
Transport and Storage	56,560	87.0	8,756	13.0	65,316
Hotels and Restaurants	10,413	41.0	14,871	59.0	25,284
Finance, Insurance and Real Estate	3,381	59.0	2,328	41.0	5,709
Community, Social and Personal services	80,117	50.0	80,829	50.0	160,946
Not stated	2,980	43.0	3,904	57.0	6,884

Source: CSO, Labour force survey, 2008

7.4.7 - Informal employment by occupation and Average Daily working hours

Daily working hours for a working population is useful because it forms the basis upon which decency of work may be determined. Table 7.17 shows the average number of daily hours in terms of occupation by sex of a worker in the informal employment. Overall, the average number of hours a worker in the informal employment would spend on work

was estimated at 6 hours. Both male and female workers spent an average of 6 hours.

Analysis by occupation shows that male employed persons whose tasks are associated with Administrative, Clerical and Sales activities spent 9 hours while females employed persons spent 8 hours. It is also shown that, generally workers whose tasks are associated with Agriculture, forestry and fishing activities spent an average daily number of hours of 5 hours.

Table 7.17: Average Number of Daily Hours By Occupation and Sex, 2008.

Occupation	Total	Male	Female	Informal employment
	Daily Hours	Daily Hours	Daily Hours	
Zambia	6	6	6	4,095,508
Administrative and Managerial	8	9	8	13,347
Professional, technical and related	8	8	8	59,113
Clerical and related	8	9	8	21,174
Sales	8	9	8	317,944
Agriculture, forestry, fishing	5	5	5	3,231,016
Production and related	8	8	7	251,681
Service	9	9	8	192,071
Not stated	8	8	7	9,162

Source: CSO, Labour force survey, 2008

7.4.8 - Average Number of Hours Worked in the informal employment by Industry

Table 7.18 shows average number of daily working hours of currently employed persons in the informal employment in terms of sex of a worker by industry. Results show that workers in Transport and storage industry spent on average per day 10 hours working. Male workers spent 10 hours while

female workers spent 9 hours. Workers in Hotels and restaurants spent 9 hours, though males spent 1 hour more in addition to the number of hours that female workers spent.

Workers in Agriculture, Forestry and Fishing industry spent, on average, 5 hours, with both male and female workers spending 5 hours per day.

Table 7.18: Average Number of Daily Hours By Industry and Sex, 2008.

Industry	Total	Male	Female	Informal employment
	Daily Hours	Daily Hours	Daily Hours	
Zambia	6	6	6	4,095,508
Agriculture, Forestry and Fishing	5	5	5	3,212,320
Mining and Quarrying	8	8	7	30,728
Manufacturing	7	8	7	122,271
Electricity, Gas and Water	8	8	7	3,181
Construction	8	8	7	66,366
Wholesale and Retail Trade	8	9	8	396,503
Transport and Storage	10	10	8	65,316
Hotels and Restaurants	9	9	8	25,284
Finance, Insurance and Real Estate	8	8	7	5,709
Community, Social and Personal services	8	8	8	160,946
Not stated	8	8	7	6,884

Source: CSO, Labour force survey, 2008

Table 7.19 shows average daily hours of work of currently employed persons in the informal employment in terms institutional sector by sex. In the informal employment, institutional sectors such as the Central Government, Parastatal, Private and International Organisations, workers spent on

average 8 hours on work per day. On the other hand, workers in the households spent 6 hours, where female workers spent 5 hours while male workers spent 6 hours per day. Workers in the Local Government spent 7 hours, with females spending 6 hours per day while males spent 7 hours per day.

Table 7.19: Average Number of Daily Hours by Institutional sector, 2008

Institutional Sector	Total	Male	Female	Employed Persons in the informal employment
	Daily Hours	Daily Hours	Daily Hours	
Zambia	6	6	6	4,095,508
Central Government	8	8	7	27,319
Local Government	7	7	6	10,706
Parastatal	8	8	9	8,969
Private	8	8	7	591,906
NGO/faith Based Organisation	7	7	7	14,915
International Organisation	8	8	6	1,516
Household	6	6	5	3,431,126
Not Stated	8	8	8	9,051

Source: CSO, Labour force survey, 2008

7.5 - Summary

In 2008, eleven percent of the employed persons were in the formal employment while 89 percent were in the informal employment.

The formal employment rate in urban areas was higher (29 percent) than that of rural areas (4 percent). Lusaka and Copperbelt province had the highest formal employment rate at 26 percent each, while Luapula had the lowest formal employment rate at two percent.

Of the female employed persons, 6 percent were in formal employment compared to 15 percent of the male employed persons.

While the majority of the employed persons in the informal employment (3.2 million) had tasks associated with agricultural, forestry and fisheries activities, the majority of employed persons in the formal employment (0.2 million) were those whose tasks are associated with Professional, technical and related activities.

Of all persons with informal jobs, 78 percent were in agricultural activities, while 21 per were in non agricultural activities. In rural areas, 93 percent of employed persons in the informal employment were in agricultural activities while 7 percent were in non-agricultural activities. On the other hand, 26 percent of informal employment in the urban areas was in agricultural activities.

Overall, the average number of hours a worker in the informal employment would spend was estimated at 6 hours. Both male and female workers spent an average of 6 hours.

8 THE UNDER-EMPLOYED POPULATION

8.1 - Introduction

This chapter presents information of the underemployed persons. It is divided into two parts. The first deals with underemployment and the second is a general analysis of the number of hours of worked on a weekly basis for all employed persons. Information relating to underemployment is a useful indicator in assessing the willingness of the country's employed persons to work for more hours than they presently do.

8.2 - Time-Related Underemployment (TRUE)

Time-related underemployment is an important measure of underutilization of the productive capacity of the labour force in a country. This indicator is useful because it is the best proxy available that can be used to assess the extent to which available human resources are being utilized. This has critical implications on the productive processes of the country. In addition, this indicator is used in conjunction with other indicators to help fully get insights of any shortcomings in the labour market. For the purpose of this labour force survey, underemployment rate relates to the number of employed persons who work for less than 40 hours per week and are willing to work more hours, expressed as a percentage of total employment. Time related underemployment includes all persons in employment whose hours of work during the reference period "were insufficient in relation to more desirable number of hours which the employment situation in which the person works would allow and the person is willing and is available to engage".

8.2.1 - Underemployment by Residence, Province and Sex

Table 8.1 shows percent distribution of underemployed population in terms of sex by residence and province. Results reveal that 8.2 percent of the employed persons were underemployed with 91.8 percent were not underemployed. It is further shown that, given the male population alone, 8 percent of the employed persons were underemployed. Less than one tenths (8.4 percent) of the female population was underemployed.

Ten percent of the rural employed population was underemployed compared to 3.4 percent of the urban employed population. The underemployment pattern was the same for both male and female population in rural and urban areas.

At provincial level, Luapula province had the highest underemployment rate (13.0 percent), followed by that of Eastern province at 11.9 percent. The province with the lowest underemployment rate was Lusaka province with 4.8 percent.

Underemployment rates between males and females varied markedly across provinces. In Central province, whereas 4.2 percent of the male employed persons were underemployed, 5.8 percent of female employed persons were underemployed. On the other hand, underemployment rate for male employed persons in North Western province was 7.4 percent compared to female underemployment rate of 6.9 percent

Table 8.1: Underemployment Rate among Persons Aged 15 Years and Above by Residence, Province and Sex, 2008

Residence/ Province	Both Sexes		Male		Female		Employed Persons
	Underem- ployed	Not underem- ployed	Underem- ployed	Not underem- ployed	Underem- ployed	Not underem- ployed	
Zambia	8.2	91.8	8.0	92.0	8.4	91.6	4,606,846
Residence							
Rural	10.0	90.0	10.2	89.8	9.7	90.3	3,345,547
Urban	3.4	96.6	2.9	97.1	4.2	95.8	1,261,299
Province							
Central	5.2	94.8	5.2	94.8	5.1	94.9	531,927
Copperbelt	4.8	95.2	4.2	95.8	5.8	94.2	580,433
Eastern	11.9	88.1	12.6	87.4	11.3	88.7	668,773
Luapula	13.0	87.0	13.3	86.7	12.8	87.2	419,330
Lusaka	4.2	95.8	3.6	96.4	5.1	94.9	553,748
Northern	9.5	90.5	9.7	90.3	9.3	90.7	664,712
North western	7.1	92.9	7.4	92.6	6.9	93.1	274,154
Southern	9.5	90.5	9.5	90.5	9.5	90.5	542,602
Western	7.8	92.2	7.4	92.6	8.2	91.8	371,167

Source: CSO, Labour force survey, 2008

8.2.2 - Underemployment Rate by Age Group

Table 8.2 shows percent distribution of underemployed persons in terms of age by sex. Results show that the highest proportion (10.8 percent) of underemployed persons was for the 55-59 year olds while the lowest proportion (6.7 per-

cent) was for the 15-19 year olds. It also shows that among the females, the highest proportions (10.9 percent and 10.7 percent) were for the 55-59 year olds and 45-49 year olds, respectively. Generally, underemployment rate in all age groups was close to the national rate of underemployment.

Table 8.2: Underemployment Rate for Employed Persons Aged 15 Years and Above by Age-Group and Sex, 2008

Age Group	Both Sexes		Male		Female		Employed Persons
	Underem- ployed	Not underem- ployed	Underem- ployed	Not underem- ployed	Underem- ployed	Not underem- ployed	
Zambia	8.2	91.8	8.0	92.0	8.4	91.6	4,606,846
15-19	6.7	93.3	6.2	93.8	7.2	92.8	580,688
20-24	7.8	92.2	7.4	92.6	8.2	91.8	691,613
25-29	8.1	91.9	8.4	91.6	7.9	92.1	760,535
30-34	8.6	91.4	8.4	91.6	8.7	91.3	657,627
35-39	8.2	91.8	7.8	92.2	8.7	91.3	533,790
40-44	8.1	91.9	7.7	92.3	8.7	91.3	392,179
45-49	9.6	90.4	8.7	91.3	10.7	89.3	298,346
50-54	7.9	92.1	7.4	92.6	8.4	91.6	214,262
55-59	10.8	89.2	10.6	89.4	10.9	89.1	151,288
60-64	8.3	91.7	9.3	90.7	7.4	92.6	124,497
65+	8.7	91.3	8.9	91.1	8.4	91.6	202,021

Source: CSO, Labour force survey, 2008

8.2.3 - Underemployment Rates by Occupation

Analysis of employed persons by occupation using the international standards for the classification of occupation of 1988 (ISCO - 88) is critical in providing insights of the occupational profile of employed persons in the economy. This analysis was extended to employed persons who were willing to work for more hours but could do so due to one reason or another. It also gives an indication of occupational gaps and misplacements within and between industries.

Table 8.3 shows percent distribution of underemployment rate in terms of occupation by sex. Results reveal that the underemployment rate in tasks associated with Agriculture, forestry and fishing activities was the highest at 10.7 percent while it was the lowest rate in tasks associated with Clerical and related activities at 2.1 percent. The underemployment rate for workers whose tasks are associated with Professional, technical and related activities was 2.1 percent while that of workers whose tasks are associated with production and related activities stood at 4.3 percent.

Table 8.3: Underemployment Rates for Employed Persons Aged 15 Years and Above by Occupation and Sex, 2008

Occupation	Both Sexes		Male		Female		Employed Persons
	Underem- ployed	Not under- employed	Underem- ployed	Not under- employed	Underem- ployed	Not under- employed	
All Zambia	8.2	91.8	8.0	92.0	8.4	91.6	4,606,846
Administrative, managerial	2.6	97.4	2.1	97.9	3.6	96.4	32,274
Professional, technical and related	2.9	97.1	3.0	97.0	2.6	97.4	231,073
Clerical and related	2.1	97.9	2.5	97.5	1.5	98.5	60,879
Sales	3.6	96.4	3.1	96.9	4.0	96.0	333,037
Agriculture, forestry, fisheries	10.1	89.9	10.6	89.4	9.7	90.3	3,285,785
Production and related	4.3	95.7	3.6	96.4	6.7	93.3	348,111
Service	2.5	97.5	1.6	98.4	4.0	96.0	303,951
Not stated	7.0	93.0	3.2	96.8	10.7	89.3	11,736

Source: CSO, Labour force survey, 2008

8.2.4 - Underemployment Rate by Industry

Table 8.4 shows percent distribution of underemployment in terms of industry by sex. The findings show that the lowest rate of underemployment (0.5 percent) was in the Finance, insurance and real estate industry while the highest underemployment rate (10.1 percent) was in the Agriculture, forestry and fishing industry. Results further show that

underemployment rate among both males and females were highest in the Agriculture, forestry and fishing industry.

None of the female workers in the Finance, insurance and real estate industry was underemployed, however, 0.8 percent of the male workers in the Finance, insurance and real estate industry were underemployed.

Table 8.4: Underemployment Rates for Employed Persons Aged 15 Years and Above by Industry and Sex, 2008.

Industry	Both Sexes		Male		Female		Employed Persons
	Underem- ployed	Not under- employed	Underem- ployed	Not under- employed	Underem- ployed	Not under- employed	
All Zambia	8.2	91.8	8	92	8.4	91.6	4,606,846
Agriculture, forestry and fisheries	10.1	89.9	10.5	89.5	9.7	90.3	3,284,208
Mining and Quarrying	1.3	98.7	1	99	2.8	97.2	92,810
Manufacturing	4.7	95.3	3.1	96.9	7.8	92.2	159,194
Electricity, Gas and Water	1.6	98.4	1.2	98.8	5.2	94.8	13,864
Construction	4.1	95.9	3.9	96.1	8.6	91.4	80,255
Trade, wholesale and retail distribution	3.8	96.2	3.6	96.4	3.9	96.1	425,209
Transport and communication	1.3	98.7	1.5	98.5	0.2	99.8	94,800
Hotels and restaurants	3.2	96.8	2.5	97.5	4	96	41,973
Finance, insurance and real estate	0.5	99.5	0.8	99.2	.	100	18,644
Community, social and personal services	3.5	96.5	3.5	96.5	3.6	96.4	386,626
Not stated	6.8	93.2	.	100	13.4	86.6	9,263

Source: CSO, Labour force survey, 2008

8.2.5 - Underemployment Rate by Employment Status

Table 8.5 shows percent distribution of underemployment rate in terms of status in employment by sex. The underemployment rate was lowest among the paid employees at 2 percent, followed by the employers at 3 percent. The highest incidence of underemployment was among the self employed and unpaid family workers with 9.8 percent and 9.3 percent, respectively.

More female workers (10 percent) than male workers (7.9 percent) whose status in employment was unpaid family workers were underemployed, and more male workers (10.9 percent) than female workers (8 percent) whose status was self employment were underemployed.

Table 8.5: Underemployment Rate for Employed Persons Aged 15 years and above by Employment status and Sex, 2008

Employment Status	Both Sexes		Male		Female		Employed Persons
	Underem- ployed	Not underem- ployed	Underem- ployed	Not underem- ployed	Underem- ployed	Not underem- ployed	
All Zambia	8.2	91.8	8.0	92.0	8.4	91.6	4,606,846
Self employed	9.8	90.2	10.9	89.1	8.0	92.0	2,117,103
Employer/partner	3.0	97.0	3.3	96.7	2.6	97.4	14,124
Paid Employee	2.0	98.0	1.8	98.2	2.5	97.5	822,177
Unpaid Family Worker	9.3	90.7	7.9	92.1	10.0	90.0	1,628,274
Other	6.4	93.6	4.0	96.0	8.6	91.4	25,168

Source: CSO, Labour force survey, 2008

8.4 - Summary

In 2008, 8.2 percent of the employed persons were underemployed. Ten percent and 3.4 percent of the employed persons in rural and urban respectively were underemployed.

The highest underemployment rate (13 percent of the employed persons) was observed in Luapula province and the lowest underemployment rate (4.8 percent of the employed persons) was observed in observed in Copperbelt province.

In terms of occupation, the highest underemployment rate (10.1 percent of the employed persons) was registered among those whose tasks are associated with Agricultural, forestry and fisheries while the lowest rate was for those whose tasks are associated with Clerical activities.

Underemployment rate was also highest (9.8 percent of the employed persons) among the self-employed.

9 THE UNEMPLOYED POPULATION

9.1 - Introduction

This chapter presents findings drawn from the 2008 Labour Force Survey relating to unemployment situation in Zambia. More importantly, the chapter focuses on how the unemployed population is distributed geographically, for instance, at national and sub-national levels – and by demographic and social economic characteristics such as sex, age and education.

The definition of unemployed persons as adopted from the 13th International Conference of Labour Statisticians in 1982 includes those individuals without work, available for work and seeking work during the reference period. The 2008 Labour Force Survey used two reference periods, the last 7 days and the last 12 months. The former forms the basis upon which unemployment was analyzed and presented in this chapter. Full-time students, retired persons and homemakers who performed some economic activity for at least one hour in the seven days prior to the interview day were classified as employed.

9.2 - Unemployed Population By Age, Sex and Residence.

Table 9.1 shows unemployment rates in terms of age group by residence and sex. Results reveal that 7.9 percent of the labour force was unemployed. They also show that 8.1 per-

cent and 7.7 percent of the male and female respectively in the labour force were unemployed. It is further shown that unemployment rate in rural areas was 3.5 percent while unemployment rate in urban areas was 18 percent. Furthermore, unemployment rate for females in urban areas was higher (20.5 percent) than that for males (16.1 percent), however, unemployment rate for females in rural areas was lower (3.0 percent) than unemployment rate for males (4.0 percent).

In terms of age, the 20-24 year olds had the highest unemployment rate (15.3 percent) followed by the 15-19 year old with 12.5 percent. Unemployment rates decreased with increased age. About 5 percent of persons aged 35-39 years were unemployed while 4 percent of persons aged 40-44 years were unemployed.

Generally, unemployment rate in rural areas was lower compared to unemployment rate in urban areas. About one-third (33.3 percent) of the urban labour force aged 15-19 years was unemployed while 5.8 percent of the rural labour force of the same age was unemployed. Similarly, 6.6 percent of the urban labour force aged 45-49 years was unemployed while 2.3 percent of the rural labour force of the same age was unemployed. In urban areas, unemployment rates among females was generally higher than male unemployment rates while in rural areas female unemployment rates was generally lower than male unemployment rates.

Table 9.1: Percent Distribution of Currently Unemployed Persons aged 15 years and Above by Age Group, Sex and Residence, 2008.

Age Group	Residence									Labour force
	Total			Rural			Urban			
	Both	Male	Female	Both	Male	Female	Both	Male	Female	
Zambia	7.9	8.1	7.7	3.5	4.0	3.0	18.0	16.1	20.5	5,003,871
15-19	12.5	13.0	11.9	5.8	7.1	4.6	33.3	29.6	37.7	663,283
20-24	15.3	16.6	14.1	5.2	6.0	4.6	37.8	35.6	40.4	816,244
25-29	8.5	9.0	7.9	3.4	4.3	2.6	18.2	17.2	19.6	830,945
30-34	5.4	5.5	5.2	2.6	3.1	2.1	10.3	9.3	11.9	694,890
35-39	5.0	5.4	4.6	2.7	2.9	2.4	9.5	9.6	9.4	562,110
40-44	3.9	4.2	3.5	2.4	2.5	2.2	7.0	7.2	6.6	408,082
45-49	3.7	4.1	3.3	2.3	3.0	1.7	6.6	5.9	7.7	309,922
50-54	4.0	3.3	4.7	1.9	2.3	1.6	8.1	5.0	12.8	223,120
55-59	3.9	3.9	3.8	1.9	2.3	1.5	9.1	6.9	13.4	157,366
60-64	4.2	4.5	3.8	1.9	1.9	1.8	15.2	13.2	19.1	129,893
65+	2.9	2.6	3.2	2.1	1.7	2.7	8.6	8.7	8.2	208,016

Source: CSO, Labour force survey, 2008

9.3 - Unemployed Population by Province, Sex and Residence.

Table 9.2 shows the unemployment rates in terms of residence and sex by province. Lusaka and Copperbelt provinces registered the highest unemployment rates (15.3 and 16.1 percent of the labour force, respectively). On the other hand, Northern and Luapula provinces had the lowest unemployment rates of 3.2 percent and 2.2 percent of the labour force.

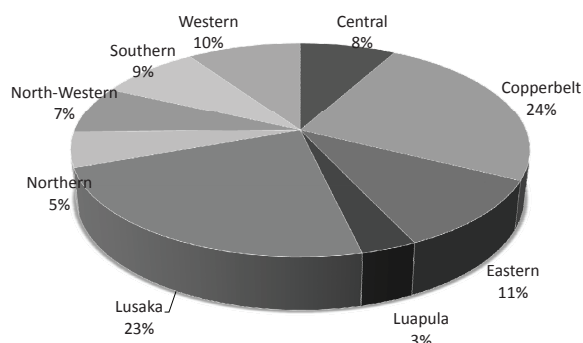
In terms of residence at provincial level, unemployment rates of the rural areas of the provinces were lower compared to unemployment rates in urban areas. Copperbelt rural areas had an unemployment rate of 3.8 percent while Copperbelt urban recorded an unemployment rate of 20.7 percent. Eastern rural had 4 percent of its labour force unemployed while Eastern urban had 46.8 percent of its labour force unemployed. Similarly, Southern rural and Southern urban recorded 3.2 and 15.2 percent, respectively, of their labour force unemployed

Table 9.2: Percent Distribution of Unemployed Persons Aged 15 years and above by Province and Sex, 2008.

Province	Residence									Labour force
	Total			Rural			Urban			
	Both	Male	Female	Both	Male	Female	Both	Male	Female	
Zambia	7.9	8.1	7.7	3.5	4.0	3.0	18.0	16.1	20.5	5,003,871
Central	5.3	5.5	5.0	3.7	4.0	3.4	11.2	10.8	11.7	561,541
Copperbelt	16.1	15.0	17.6	3.8	5.1	2.5	20.7	18.1	24.8	691,979
Eastern	7.1	6.8	7.3	4.0	4.3	3.7	46.8	37.0	57.4	719,722
Luapula	2.2	2.4	2.0	1.3	1.6	1.1	9.2	9.0	9.4	428,855
Lusaka	15.3	14.2	16.7	5.3	4.9	5.7	18.1	16.5	20.2	653,649
Northern	3.5	4.3	2.7	2.7	3.4	2.1	7.8	8.9	6.4	689,103
North western	4.8	6.2	3.5	4.1	5.5	2.8	10.3	10.8	9.6	288,116
Southern	5.6	5.6	5.6	3.2	3.5	2.9	15.2	12.9	18.1	574,697
Western	6.3	6.7	5.9	4.9	5.8	4.2	18.0	14.3	21.4	396,209

Source: CSO, Labour force survey, 2008

Figure 9.1: Percent Share of the Unemployed Persons by Province, 2008



9.4 - Unemployed Persons by Literacy, Education level, Sex and residence.

Table 9.3 shows unemployment rate in terms of literacy and educational levels by residence and sex. Results show that 9 and 5 percent of the literate and illiterate labour force, respectively, were unemployed. Furthermore, of the literate male and female labour force, 8.6 and 9.6 percent respectively were unemployed. And of the illiterate male and female labour force, 6.0 and 4.5 percent respectively were unemployed.

Unemployment rates for urban areas for both literate and illiterate labour force were higher compared to rural areas. About one-fifth (17.8 percent of the literate and 19.2 percent of the illiterate urban labour force, respectively) was unemployed while 3.7 and 3.1 percent of the rural literate and illiterate labour force, respectively were unemployed.

In terms of educational level, persons whose educational level was between grade 10 and 12 had the highest proportion of unemployment (15.7 percent). Females were the most affected at 20.9 percent compared to males who registered a proportion of 13.2 percent of their respective labour force.

Among those with a degree, 4.9 percent were unemployed while those whose educational level was between grades 8 and 9, unemployment stood at 9.0 percent. It is clear from the results that unemployment rates were relatively high among females in urban areas.

Table 9.3: Percent Distribution of Unemployed Persons Aged 15 years and above by Literacy, Educational level, Sex and Residence, 2008.

Literacy level/ Education Level	Residence									Economically Active Population
	Total			Rural			Urban			
	Both	Male	Female	Both	Male	Female	Both	Male	Female	
Zambia	7.9	8.1	7.7	3.5	4.0	3.0	18.0	16.1	20.5	5,003,871
Literacy level										
Literate	9.0	8.6	9.6	3.7	4.0	3.3	17.8	15.8	20.8	3,634,322
Illiterate	5.0	6.0	4.5	3.1	4.1	2.6	19.2	20.3	18.6	1,369,549
Education Level										
1 - 7	5.6	6.0	5.2	3.0	3.5	2.6	17.0	16.7	17.2	2,168,526
8 - 9	9.0	8.5	9.8	3.3	3.3	3.3	19.4	18.0	21.5	962,737
10 - 12	15.7	13.2	20.9	7.4	7.0	8.5	21.1	17.4	28.6	903,616
A levels	5.6	4.5	7.3	1.4	1.1	2.0	6.8	5.7	8.4	200,470
Degree	4.9	3.8	7.8	.	.	.	5.1	4.0	8.2	23,632
None	4.6	6.1	3.8	3.0	4.2	2.3	20.1	22.4	18.6	744,890

Source: CSO, Labour force survey, 2008

Table 9.4 shows percent share of employed and unemployed persons in the labour force. It shows that 7.9 percent of the labour force was unemployed and 92.1 percent of the labour

force was employed. For detailed analysis of the employed population see chapter five.

Table 9.4: Percent share of the employed and unemployed persons in the labour force, 2008

Item	Number	Percent
No. of unemployed persons	397,025	7.9
No. of employed persons	4,606,846	92.1
Total number of persons in the labour force	5,003,871	100

Source: CSO, Labour force survey, 2008

9.5 - Youth Unemployment.

9.5.1 - Youth Unemployment by Age, Sex and Residence.

Youth unemployment was defined as proportion of the youthful labour force aged 15 to 24 years who had no jobs, were available for work and were seeking work during a specified period. Note however that full-time students and homemakers who performed some economic activity for at least one hour in the seven days prior to the interview day were classified as employed, because according to the principles regarding the measurement of economically active population, measurement of employment takes precedence over unemployment and inactivity.

Table 9.5 shows youth unemployment rates in terms of residence and sex by age group. In Zambia, 14 percent of the youthful labour force was unemployed. Less than one-quarter (12.5 percent and 15.3 percent) of the 15-19 year olds and 20-24 year olds, respectively were unemployed. Youth unemployment rate was about one-third (36 percent) of the urban labour force while less than one-tenth (5.5 percent of the rural labour force) was unemployed. Furthermore, 40.4 percent of the 20-24 year old females in urban areas compared to 4.6 percent of females in rural areas in the same age group were unemployed. It is clear that youth unemployment was more prominent among females in urban areas.

Table 9.5: - Percent Distribution of Youths Currently Unemployed by Age group, Sex and Residence, 2008

Age Group	Residence									Youthful Labour force
	Total			Rural			Urban			
	Both	Male	Female	Both	Male	Female	Both	Male	Female	
Zambia	14.0	14.9	13.1	5.5	6.5	4.6	36.0	33.3	39.3	1,479,527
15-19	12.5	13.0	11.9	5.8	7.1	4.6	33.3	29.6	37.7	663,283
20-24	15.3	16.6	14.1	5.2	6.0	4.6	37.8	35.6	40.4	816,244

Source: CSO, Labour force survey, 2008

9.5.2 - Current Youth Unemployment Rate by Province, Sex and Residence.

Table 9.6 shows youth unemployment rates in terms of residence and sex by province. Copperbelt province had the highest proportion of the unemployed youths with 33.7 percent, followed by Lusaka province whose unemployment rate stood at 29.7 percent. Northern and Luapula provinces were among the province with the lowest unemployment rates at 4.8 and 4.4 percent, respectively. Results further reveal that

of all youths in urban areas of Eastern province, 72 percent were unemployed; and of all youths in rural areas of Eastern province, 5.1 percent were unemployed.

For the rest of the provinces, female unemployment rates in urban areas was more prominent compared to male unemployment rates. In rural areas, however, female unemployment rates were generally lower than male unemployment rates.

Table 9.6: Percent Distribution of Youths Unemployed by Province, Sex and Residence, 2008

Province	Residence									Youthful Labour force
	Total			Rural			Urban			
	Both	Male	Female	Both	Male	Female	Both	Male	Female	
Zambia	14.0	14.9	13.1	5.5	6.5	4.6	36.0	33.3	39.3	1,479,527
Central	10.5	10.5	10.6	7.6	7.6	7.5	23.7	22.2	25.3	186,272
Copperbelt	33.7	34.3	33.1	6.4	9.3	3.9	46.4	44.1	49.4	183,353
Eastern	9.0	9.3	8.7	5.1	6.0	4.4	72.0	67.7	75.2	199,960
Luapula	4.4	5.5	3.5	2.5	3.9	1.4	17.8	16.1	19.4	130,341
Lusaka	29.7	27.2	32.6	10.4	11.1	9.8	35.7	31.3	41.8	183,213
Northern	4.8	6.0	3.7	3.6	4.6	2.8	10.3	12.5	8.0	246,644
North western	9.7	13.3	7.0	7.4	10.7	5.1	24.1	24.8	23.3	75,591
Southern	11.2	11.2	11.2	5.2	5.9	4.7	44.7	38.7	50.6	158,014
Western	9.4	9.5	9.4	6.3	7.5	5.4	39.1	29.0	46.9	116,139

Source: CSO, Labour force survey, 2008

9.5.3 - Unemployed youths by Literacy, Educational Level, Sex and Residence.

Table 9.6 shows youth unemployment rates in terms of literacy and educational level by residence and sex. Results show that of all youths (aged 15-24 years) with degrees, 70.1 percent were unemployed and of all the females 100 per-

cent were unemployed. Furthermore, results show that out of youths whose educational level was between grades 10 and 12, one-third (32.7 percent) were unemployed. In urban areas, youth unemployment rate for the literate in urban areas was estimated at 36.7 percent while youth unemployment rate in rural areas was estimated at 6.3 percent.

Table 9.7: Youth unemployment rate of persons Aged 15 years and above by Literacy, Education level, Sex and Residence, 2008.

Literacy level/ Education Level	Residence									Youthful labour force
	Total			Rural			Urban			
	Both	Male	Female	Both	Male	Female	Both	Male	Female	
Zambia	14.0	14.9	13.1	5.5	6.5	4.6	36.0	33.3	39.3	1,479,527
Literacy level										
Literate	16.6	16.8	16.4	6.3	7.1	5.4	36.7	34.0	40.0	1,060,642
Illiterate	7.3	8.4	6.7	4.0	5.0	3.3	31.0	26.9	34.7	416,837
Not Stated	18.8	17.9	19.4	2.1	4.7	.	100.0	100.0	100.0	2,048
Education Level										
1 - 7	8.5	9.5	7.7	4.5	5.5	3.8	26.5	24.1	29.3	662,351
8 - 9	12.7	13.1	12.2	4.8	5.7	3.9	30.7	28.8	33.0	336,733
10 - 12	32.7	29.8	36.5	13.2	12.5	14.1	47.4	43.2	52.6	276,941
A levels	26.4	20.5	31.4	8.0	6.9	9.4	30.8	24.8	35.3	16,590
Degree	70.1	55.2	100.0	.	.	.	70.1	55.2	100.0	829
None	6.7	8.7	5.3	4.1	5.5	3.1	32.8	33.1	32.5	186,083

Source: CSO, Labour force survey, 2008

9.6 - Summary

In 2008, results show that 7.9 percent of the labour force in Zambia was unemployed. They further show that 8.1 percent and 7.7 percent of the male and female labour force respectively were unemployed. It is also shown that unemployment rate in rural areas was 3.5 percent while unemployment rate in urban areas was 18 percent.

In terms of age, the 20-24 year olds had the highest unemployment rate (15.3 percent) followed by the 15-19 year olds with 12.5 percent. Unemployment rates decreased with increased age.

Lusaka and Copperbelt provinces registered the highest unemployment rates (15.3 and 16.1 percent of the labour force, respectively). On the other hand, Northern and Luapula provinces had the lowest unemployment rates of 3.2 percent and 2.2 percent of the labour force.

Results also show that 9 and 5 percent of the literate and illiterate labour force, respectively, were unemployed. In terms of educational level, persons whose educational level was between grades 10 and 12 had the highest proportion of unemployment (15.7 percent). Females were the most affected at 20.9 percent compared to males who registered a proportion of 13.2 percent of their respective labour force.

Fourteen percent of the youthful labour force was unemployed. Less than one-quarter (12.5 percent and 15.3 percent) of the 15-19 year olds and 20-24 year olds, respectively were unemployed. The survey has shown that of all youths (aged 15-24 years) with degrees, 70.1 percent were unemployed and of the female youths 100 percent were unemployed.

10 EARNINGS FROM EMPLOYMENT

10.1 - Introduction

There are two sets of international guidelines relating to the statistical measure of income: One concerns the measurement of earnings of employees while the other concerns the measurement of household income. Data on household income provide the distribution of households' income by source such as wages and salaries as well as income from self – employment, property income, transfers etc while data on employees' earnings provide income emanating from a total of wages/salaries, bonuses and all other types of allowances.

Income from employment (whether paid employee or self employed) may be broadly defined as the receipts that accrue

to individuals as a result of exchange for their labour. Note that unpaid workers are not included in this chapter.

Income from employment could take different forms and accrue in cash, kind, services, benefits, or even entitlements to deferred benefits.

Table 10.1 shows average monthly earnings by institutional sector, sex and residence for all paid employees in Zambia. The national average monthly income was estimated at K824,415, whereas the average monthly income for the rural and urban areas were K377,178 and K1,480,511, respectively. In 2005, the national average monthly income was estimated at K293,621

Table 10.1: Average Monthly Earnings by Institutional Sector, Sex and Residence of the Currently Employed Persons aged 15 years & above, 2008.

Institutional sector	Total			Rural			Urban			Employed Persons*
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	
All Zambia	824,415	941,405	610,690	377,178	427,940	277,818	1,480,511	1,741,200	1,049,080	2,978,572
Central Government	1,623,269	1,600,271	1,663,992	1,424,442	1,473,841	1,302,805	1,727,057	1,678,307	1,800,627	225,914
Local Government	915,430	992,388	783,316	607,317	710,218	416,841	1,024,069	1,095,612	904,430	26,225
Parastatal	2,243,064	2,210,908	2,343,295	1,264,106	1,377,998	650,934	2,442,366	2,404,279	2,550,514	42,596
Private	1,353,415	1,544,624	865,067	475,991	508,847	373,009	1,662,184	1,936,733	1,006,914	866,540
NGO/faith Based	1,296,211	1,130,977	1,591,350	494,361	527,322	423,384	1,705,325	1,470,333	2,088,349	29,003
International Organisation	3,742,031	3,254,730	4,668,728	483,851	656,152	328,203	4,413,604	3,621,748	6,198,003	7,015
Household	410,737	455,766	340,455	299,103	342,538	220,757	887,957	1,125,653	681,488	1,780,706
Not Stated	2,219,592	1,763,077	4,000,000	.	.	.	2,219,592	1,763,077	4,000,000	574

Source: CSO, Labour force survey

(*) Unpaid family workers are excluded from the total number of employed persons (see chapter 6)

The results also show that workers in International Organisations earned the highest income (K3,742,031), followed by workers in Parastatal companies with an average income of K2,243,064. The least paid workers were those working for households, earning an average monthly income of K410,737.

Figure 10.1: Average Monthly Income (ZMK) by Institutional Sector, 2008

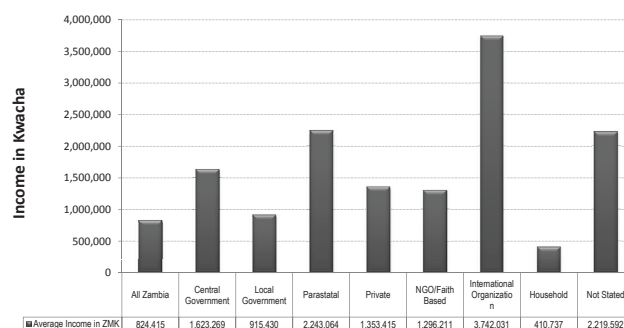


Table 10.2 shows average monthly earnings by industry, sex and residence for employed persons. Mining and Quarrying industry reported the highest average monthly income of K3, 535,406. It was followed by Financial and insurance activities industry with K3,141,197. The lowest average monthly income was reported in the Agriculture, forestry and fishing industry (K321,805).

In rural areas, the highest average monthly income was reported in the Financial, insurance and real estate industry at K4, 071,700 while the lowest was in the Agriculture, forestry and fishing industry at K285, 013. In the urban areas on the other hand, the highest and lowest average monthly income were in Mining and quarrying and in the Agriculture, forestry and fishing industries at K3,811,763 and K711,102, respectively.

Table 10.2: Average Monthly Earnings By Industry, Sex and Residence of Currently Employed Persons Aged 15 years and Above, 2008.

Industry	Total			Rural			Urban			Employed Persons*
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	
All Zambia	824,415	941,405	610,690	377,178	427,940	277,818	1,480,511	1,741,200	1,049,080	2,978,572
Agriculture, forestry & fishing	321,805	367,781	233,241	285,013	332,943	191,289	711,102	759,534	631,209	1,592,977
Mining and quarrying	3,535,406	3,985,835	955,412	704,788	816,883	516,008	3,811,763	4,208,139	1,081,486	101,998
Manufacturing	829,415	957,610	522,382	404,215	479,240	273,084	1,029,498	1,151,599	685,389	165,348
Electricity, gas and water	1,839,642	1,889,829	1,403,395	2,226,526	2,226,526	.	1,807,345	1,858,184	1,403,395	15,864
Construction	895,733	900,829	724,151	501,254	494,284	720,990	1,047,004	1,056,306	725,476	85,319
Wholesale & retail trade	1,258,550	1,671,366	878,815	767,822	839,495	678,543	1,399,547	1,961,212	926,041	431,485
Transport & communication	1,221,980	1,168,497	1,587,048	693,900	726,816	528,699	1,320,280	1,246,459	1,858,358	102,380
Hotels and restaurants	1,074,470	1,312,890	832,282	463,999	465,728	459,570	1,231,540	1,662,498	881,081	44,053
Finance, insurance & real estate	3,141,197	3,128,846	3,165,062	4,071,700	4,139,908	750,000	3,087,241	3,039,134	3,172,897	21,233
Community, social & personal services	1,335,585	1,416,456	1,223,129	1,099,786	1,176,576	943,534	1,416,074	1,516,029	1,293,227	416,396
Not stated	843,524	948,819	252,041	814,286	910,345	350,000	854,329	962,577	208,824	1,519

Source: CSO, Labour force survey

(*) Unpaid family workers are excluded from the total number of employed persons (see chapter 6)

Figure 10.2: Average Monthly Income (ZMK) by Industry, 2008

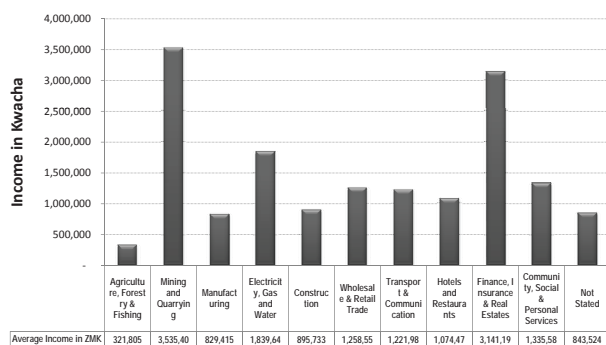


Table 10.3 shows average monthly earnings by occupation, sex and residence for employed persons. Workers whose tasks associated with Administrative and managerial activities reported the highest average monthly income of K10, 840,000. The second highest average monthly income was reported by workers associated with Professional, technical and related activities at K1,382,028. The lowest average monthly income was reported by workers whose tasks are associated with Agriculture, forestry and fisheries (K305,106).

In urban areas, the highest average monthly income was reported for workers whose tasks are associated with Administrative and managerial activities at K12,610,000 while the lowest income was for workers whose tasks are associated with Agriculture, forestry and fisheries at K627,356. In the rural areas on the other hand, the highest average monthly

income were reported by workers whose tasks are associated with Administrative and managerial at K2,506,554 while the lowest average monthly income were reported by workers whose tasks are associated with Agriculture, forestry and fisheries K317,843.

Table 10.3: Average Monthly Earnings by Occupation, Sex and Residence of Currently Employed Persons Aged 15 years and Above, 2008

Occupation	Total			Rural			Urban			Employed Persons'
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	
All Zambia	824,415	941,405	610,690	377,178	427,940	277,818	1,480,511	1,741,200	1,049,080	2,978,572
Administrative, managerial	10,840,000	13,050,000	5,149,237	2,506,554	2,839,096	1,055,216	12,610,000	15,580,000	5,688,916	35,411
Professional, technical and related	1,937,152	2,186,697	1,530,979	1,397,246	1,484,981	1,211,582	2,162,812	2,521,724	1,636,624	259,073
Clerical and related	1,382,028	1,280,008	1,517,974	925,512	921,614	936,823	1,466,247	1,371,154	1,577,642	67,399
Sales	1,165,103	1,541,628	886,231	747,330	862,915	632,470	1,269,253	1,748,676	939,768	332,457
Agriculture, forestry and fisheries	305,106	348,296	222,459	274,163	317,843	189,306	627,519	685,356	532,563	1,588,110
Production and related	997,094	1,093,532	575,575	550,687	609,524	384,746	1,142,391	1,232,247	676,183	372,413
Services workers	718,283	776,381	606,357	544,122	582,171	453,162	767,993	836,981	642,678	319,526
Not stated	980,856	1,279,289	528,691	760,844	760,844	.	1,001,604	1,365,837	528,691	4,184

Source: CSO, Labour force survey

(*) Unpaid family workers are excluded from the total number of employed persons (see chapter 6)

Figure 10.3: Average Monthly Income (ZMK) by Occupation, 2008

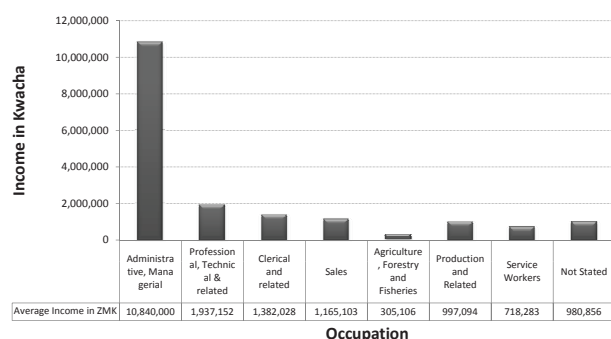


Table 10.4 shows average monthly earnings by status in employment, sex and residence for employed persons. Note that unpaid family workers are excluded from this analysis even though in practice, they might have received an income in form of a 'reward'.

Overall, the average monthly income for employers was the highest. On average, they earned an estimated K16,515,011 per month. Others were paid employees who earned a monthly average income of K1,153,166 and the self-employed workers who earned K567,177.

In terms of sex differentials within residence, males earned more than females in both rural and urban areas. Overall, male employers in urban areas were the highest earners whose average monthly income was estimated at K39,714,675 while self-employed females in rural areas were the lowest earners whose average income was estimated at K233,655. Furthermore, in rural areas the average monthly income for the self-employed males was lower (K365,671) compared to that for the male paid employees whose average monthly income (K728,540). However, in urban areas the average monthly income for the self-employed males was higher (K1,623,468) than that for the male paid employees whose average monthly income was estimated at K1,350,460.

Table 10.4: Average Monthly Earnings by Status in Employment, Sex and Residence of Currently Employed Persons Aged 15 years and Above, 2008.

Status in Employment	Total			Rural			Urban			Employed Persons*
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	
All Zambia	824,415	941,405	610,690	377,178	427,940	277,818	1,480,511	1,741,200	1,049,080	2,978,572
Self employed	567,177	641,573	450,416	319,157	365,671	233,655	1,259,412	1,623,468	883,611	2,045,282
Employer	16,515,011	25,276,696	1,355,257	1,047,653	1,233,102	621,337	24,525,810	39,714,675	1,644,068	14,432
Paid Employee	1,153,166	1,169,823	1,108,949	702,589	728,540	626,789	1,331,190	1,350,460	1,281,876	910,799
Other	854,871	1,121,061	443,479	426,849	566,188	241,264	1,053,940	1,357,322	550,709	8,059

Source: CSO, Labour force survey

(*) Unpaid family workers are excluded from the total number of employed persons (see chapter 6)

Figure 10.4: Average Monthly Income (ZMK) by Status in Employment, 2008

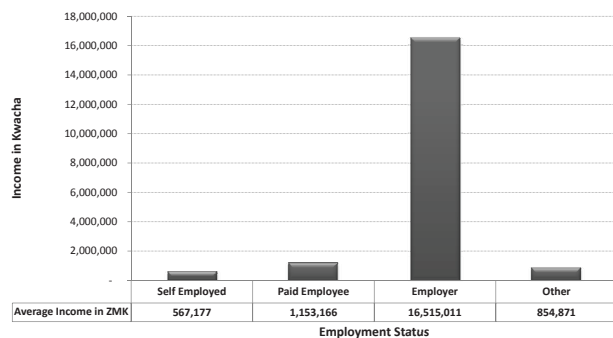


Table 10.5 shows average monthly income of currently employed persons by form of employment. Workers who had informal jobs, characterised mainly by lack of either social security or annual paid or sick leave, earned an estimated monthly average of K530, 265 while those with formal jobs earned K2,045,082. Average incomes for male workers were higher than incomes for female workers both with formal and informal employment.

In rural areas, the average monthly income was K377,178 whereas the average monthly income in urban areas was K1,480,511. Like at national level, average monthly income for workers whose jobs are informal was lower (K314,908) compared to income for those whose jobs were formal (K1,020,492). Furthermore, average monthly income in urban areas were estimated at K2,424,543 for workers in formal employment and K973,127 for workers in the informal employment.

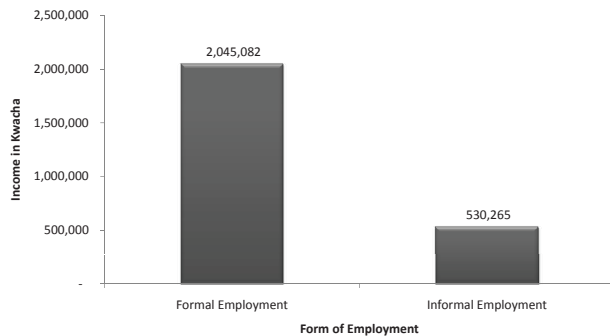
Table 10.5: Percent Distribution of Average Income By Form of Employment of Currently Employed Persons Aged 15 years and Above, 2008.

Form of Employment	Total			Rural			Urban			Employed Persons*
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	
All Zambia	824,415	941,405	610,690	377,178	427,940	277,818	1,480,511	1,741,200	1,049,080	2,978,572
Formal Employment	2,045,082	2,197,976	1,630,618	1,020,492	1,052,770	923,481	2,424,543	2,638,043	1,866,803	511,338
Informal Employment	530,265	588,017	433,623	314,908	358,475	232,814	973,127	1,129,320	766,338	2,467,234

Source: CSO, Labour force survey

(*) Unpaid family workers are excluded from the total number of employed persons (see chapter 6)

Figure 10.5: Average Monthly Income (ZMK) by Form of Employment, 2008



10.2 - Income Groups of Paid Workers

Table 10.6 shows percent share of income group by province. Sixty percent of paid workers in Zambia earned an average monthly income less than K400,000 and 13 percent earned between K400,000 and K649,000, while only 5 percent earned more than K2,650,000. Overall, other income groups accounted for less than 10 percent of workers.

At province level, North western province registered the highest proportion (80 percent) of workers that earned less than K400,000 while Copperbelt province registered the lowest proportion (36 percent) of workers that earned K400,000. Furthermore, Copperbelt province registered the highest proportion (12 percent) of workers who earned more than K2,650,000.

Table 10.6: Percent Distribution of Average Income By Industry of Currently Employed Persons Aged 15 years and Above, 2008.

Province	Income Group													Employed Persons [*]
	Less than 400,000	400,000 to 649,000	650,000 to 849,000	850,000 to 1,049,000	1,050,000 to 1,249,000	1,250,000 to 1,449,000	1,450,000 to 1,649,000	1,650,000 to 1,849,000	1,850,000 to 2,049,000	2,050,000 to 2,249,000	2,250,000 to 2,449,000	2,450,000 to 2,649,000	2,650,000+	
All Zambia	60	13	5	4	3	2	3	1	2	0	1	1	5	2,978,572
Central	69	12	4	2	2	1	3	1	1	0	1	0	4	376,966
Copperbelt	36	17	8	6	4	2	5	2	3	1	1	2	12	518,834
Eastern	76	7	3	2	3	2	2	1	1	0	0	1	2	267,334
Luapula	73	11	2	4	2	1	2	1	1	0	0	0	2	177,701
Lusaka	39	22	9	5	3	2	5	2	3	0	1	1	9	500,596
Northern	76	8	4	3	1	1	2	1	1	0	0	0	2	375,655
N/western	80	7	2	2	1	1	1	1	1	0	0	1	3	232,374
Southern	59	15	7	5	3	2	3	1	1	0	0	1	3	369,284
Western	68	10	3	4	3	2	3	2	1	0	0	0	3	159,828

Source: CSO, Labour force survey

(*) Unpaid family workers are excluded from the total number of employed persons (see chapter 6)

Table 10.7 shows percent share of paid workers by income group, sex and residence. At national level, 56 and 66 percent of paid male and female workers, respectively, earned less than K400,000. In rural areas, 77 percent of all paid workers earned less than K400,000 while in urban areas the proportion for those earning less than K400,000 was lower

(35 percent). The next highest proportions of paid workers in both rural and urban areas were those who earned between K400,000 and K649,000, whereas workers who earned more than K2,650,000 accounted for 2 percent in rural areas and 11 percent in urban areas

Table 10.7: Percent Distribution of Income Band of Currently Employed Persons Aged 15 years and Above By Sex and Residence, 2008.

Income Group	Total			Rural			Urban			Employed Persons*
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	
All Zambia	100	100	100	100	100	100	100	100	100	2,978,572
Less than 400,000	60	56	66	77	74	83	35	29	44	1,775,712
400,000 -649,000	13	14	11	9	10	7	19	21	17	398,510
650,000-849,000	5	6	5	3	3	2	9	9	7	159,132
850,000-1,049,000	4	4	3	2	3	2	6	7	6	118,385
1,050,000-1,249,000	3	2	3	2	2	1	4	4	4	75,783
1,250,000-1,449,000	2	2	2	1	1	1	2	2	3	48,369
1,450,000-1,649,000	3	3	3	2	2	1	6	6	5	96,309
1,650,000-1,849,000	1	2	1	1	1	0	2	3	2	42,270
1,850,000-2,049,000	2	2	1	1	1	1	3	3	2	48,245
2,050,000-2,249,000	0	0	0	0	0	0	1	1	1	12,372
2,250,000-2,449,000	1	1	0	0	0	0	1	1	1	15,843
2,450,000-2,649,000	1	1	0	0	0	0	2	2	1	27,057
2,650,000+	5	6	4	2	2	1	11	13	7	160,586

Source: CSO, Labour force survey

(*) Unpaid family workers are excluded from the total number of employed persons (see chapter 6)

Table 10.8 shows percent share of income groups by occupation. Various occupations showed different patterns in terms of the concentration of workers by income groups. The highest proportion of workers (46 percent) whose tasks are associated with Administrative and managerial earned an average of more than K2, 650,000 while the highest proportion of workers whose tasks are associated with Agriculture, forestry and fisheries (81 percent) earned an average of less than K400, 000. Sixteen percent of Workers whose tasks are associated with Professional, technical and related activities earned more than K2,650,000 and 10 percent of workers whose tasks are associated with sales earned more K2,650,000.

Table 10.9 shows percent share of income group by industry. In the majority of the industries the highest proportions of workers earned less than K400, 000. However, majority of the workers in the Mining and quarrying industry (19 percent) and Hotel and restaurant industry (33 percent) earned more than K2, 650,000. Two-thirds of workers in the Community, social and personal industry earned less than K400, 000. Elsewhere, 22 percent of workers in the Electricity, gas and water earned more than K2, 650,000

Table 10.8: Percent Distribution of Income Group By Occupation, 2008.

Occupation	Income Group													Employed Persons*
	Less than 400,000	400,000 to 649,000	650,000 to 849,000	850,000 to 1,049,000	1,050,000 to 1,249,000	1,250,000 to 1,449,000	1,450,000 to 1,649,000	1,650,000 to 1,849,000	1,850,000 to 2,049,000	2,050,000 to 2,249,000	2,250,000 to 2,449,000	2,450,000 to 2,649,000	2,650,000+	
All Zambia	60	13	5	4	3	2	3	1	2	0	1	1	5	2,978,572
Administrative, managerial	10	7	5	7	3	3	6	2	5	0	1	2	46	35,411
Professional, technical and related	11	8	7	7	11	9	12	8	6	2	2	3	16	259,073
Clerical and related	22	23	14	9	7	2	4	3	3	0	0	3	8	67,399
Sales	41	20	9	6	2	1	5	1	2	1	1	1	10	332,457
Agriculture, forestry and fisheries	81	9	3	2	1	1	1	0	1	0	0	0	2	1,588,110
Production and related	37	23	11	6	3	1	5	2	2	1	1	2	7	372,413
Services workers	51	21	7	5	4	2	3	2	2	0	0	1	4	319,526
Not stated	41	11	12	8	5	.	15	.	.	.	.	5	3	4,184

Source: CSO, Labour force survey

(*) Unpaid family workers are excluded from the total number of employed persons (see chapter 6)

Table 10.9: Percent Distribution of Income Group by Industry, 2008.

Industry	Income Group												Em- ployed Persons*
	Less than 400,000	400,000 to 649,000	650,000 to 849,000	850,000 to 1,049,000	1,050,000 to 1,249,000	1,250,000 to 1,449,000	1,450,000 to 1,649,000	1,650,000 to 1,849,000	1,850,000 to 2,049,000	2,050,000 to 2,249,000	2,250,000 to 2,449,000	2,450,000 to 2,649,000	2,650,000+
All Zambia	60	13	5	4	3	2	3	1	2	0	1	1	5
Agriculture, forestry & fishing	81	9	3	2	1	1	1	0	1	0	0	0	2
Mining and quarrying	14	11	10	8	5	4	8	4	4	3	3	7	19
Manufactur- ing	48	20	8	6	3	2	3	1	2	0	0	1	6
Electric- ity, gas and water	10	23	13	9	5	1	8	3	5	0	.	2	22
Construction	39	27	12	6	3	1	3	1	2	0	0	1	7
Wholesale & retail trade	41	20	8	6	2	1	5	1	3	1	1	1	10
Transport & communica- tion	24	34	10	7	3	1	5	2	2	0	1	1	10
Hotels and restaurants	44	22	10	6	3	1	2	1	2	.	0	1	7
Finance, insurance & real estate	9	14	15	4	5	1	7	1	6	0	0	4	33
Communi- ty, social & personal services	32	13	7	6	9	6	8	5	3	1	1	2	7
Not stated	38	16	10	8	6	8	7	.	.	.	.	.	7
													2,978,572
													1,592,977
													101,998
													165,348
													15,864
													85,319
													431,485
													102,380
													44,053
													21,233
													416,396
													1,519

Source: CSO, Labour force survey

(*) Unpaid family workers are excluded, from the total number of employed persons (see chapter 6)

Table 10.10 shows percent share of income group by form of employment. The proportion of workers in the informal employment earning less than K400,000 was higher (70 percent) compared to the proportion of workers in the formal employment (18 percent). In the rural areas, 81 percent of workers in the informal employment earned less than

K400,000 while in urban areas, only 47 percent of workers in the informal employment earned K400,000.

On the other hand, seventeen percent of the workers in the formal employment in urban areas earned more than K2,650,000 compared to only 4 percent in rural areas.

Table 10.10: Percent Distribution of Income Group by Form of Employment and Residence, 2008.

Income Group	Total			Rural			Urban			Employed Persons*
	Total	Formal Employment	Informal Employment	Total	Formal Employment	Informal Employment	Total	Formal Employment	Informal Employment	
All Zambia	100	100	100	100	100	100	100	100	100	2,978,572
Less than 400,000	60	18	70	77	35	81	35	11	47	1,775,712
400,000 to 649,000	13	14	13	9	10	9	19	15	22	398,510
650,000 to 849,000	5	10	4	3	7	3	9	11	8	159,132
850,000 to 1,049,000	4	7	3	2	6	2	6	8	5	118,385
1,050,000 to 1,249,000	3	9	1	2	9	1	4	9	2	75,783
1,250,000 to 1,449,000	2	6	1	1	8	0	2	5	1	48,369
1,450,000 to 1,649,000	3	9	2	2	8	1	6	9	4	96,309
1,650,000 to 1,849,000	1	5	1	1	5	0	2	5	1	42,270
1,850,000 to 2,049,000	2	4	1	1	3	1	3	5	2	48,245
2,050,000 to 2,249,000	0	1	0	0	1	0	1	1	0	12,372
2,250,000 to 2,449,000	1	1	0	0	2	0	1	1	1	15,843
2,450,000 to 2,649,000	1	3	0	0	1	0	2	4	1	27,057
2,650,000+	5	13	4	2	4	2	11	17	7	160,586

Source: CSO, Labour force survey

(*) Unpaid family workers are excluded from the total number of employed persons (see chapter 6)

Table 10.11 shows percent shares of income group by educational levels of workers and residence. The percent share of workers earning less than K400,000 decreased as educational level increased. Of all workers that had no education, 83 percent earned less than K400,000 while two percent earned more than K2,650,000.

Furthermore, 77 and 62 percent of the workers whose educational levels were grades 1 to 7 and 8 to 9, respectively earned K400,000 while 33 and 7 percent of workers whose

educational levels were grades 10 to 12 and A-level, respectively also earned less than K400,000. Of all workers whose educational level was A-level, 17 percent earned more than K2,650,000, thus showing a strong relationship between income and educational level. In rural and urban areas, the pattern is similar to that of national circumstances.

Table 10.11: Percent Distribution of Income Group by Educational Level of workers and Residence, 2008

Income Group	Total						Rural						Urban						Employed Persons*			
	Both	None	1 - 7	8 - 9	10-12	A levels	De-gree	Both	None	1 - 7	8 - 9	10-12	A lev-els	De-gree	Both	None	1 - 7	8 - 9	10 - 12	A lev-els	De-gree	
All Zambia	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	2,978,572
Less than 400,000	60	83	77	62	33	7	2	77	86	83	76	53	12	1	35	63	59	44	22	5	2	1,775,712
400,000 to 649,000	13	9	11	17	18	8	2	9	7	8	11	13	5	12	19	16	20	24	21	9	2	398,510
650,000 to 849,000	5	2	3	7	9	7	2	3	1	2	5	6	3	10	9	6	6	10	11	8	2	159,132
850,000 to 1,049,000	4	2	2	3	8	7	2	2	2	2	2	5	7	.	6	4	4	4	9	7	2	118,385
1,050,000 to 1,249,000	3	0	1	1	5	10	5	2	0	1	1	5	13	21	4	1	1	2	6	10	4	75,783
1,250,000 to 1,449,000	2	0	0	1	3	9	1	1	0	0	1	4	13	7	2	1	0	1	3	7	0	48,369
1,450,000 to 1,649,000	3	1	1	2	6	13	4	2	0	1	1	4	16	5	6	4	2	4	7	11	4	96,309
1,650,000 to 1,849,000	1	0	0	1	3	8	4	1	0	0	0	2	12	.	2	0	1	1	3	7	4	42,270
1,850,000 to 2,049,000	2	0	0	1	3	7	10	1	0	0	0	2	6	.	3	0	1	1	4	7	11	48,245
2,050,000 to 2,249,000	0	0	0	0	1	2	1	0	0	0	0	0	3	.	1	.	0	1	1	2	1	12,372
2,250,000 to 2,449,000	1	0	0	0	1	2	3	0	0	0	0	1	3	.	1	1	1	1	1	1	3	15,843
2,450,000 to 2,649,000	1	0	0	1	2	4	2	0	.	0	0	1	2	1	2	1	0	1	2	5	2	27,057
2,650,000+	5	2	2	4	9	17	63	2	2	1	2	4	4	42	11	3	4	6	12	21	64	160,586

Source: CSO, Labour force survey

(*) Unpaid family workers are excluded from the total number of employed persons (see chapter 6)

Table 10.12 shows percent shares of income group by status in employment of workers and residence. In terms of status in employment in relation to income, employers had the lowest share (34 percent) of workers earning less than K400,000, followed by paid employees at 36 percent while self employed workers had the highest share (70 percent). On the other hand, employers had the largest share of workers earning more than K2,650,000 whereas self employed workers had the smallest share (4 percent).

In urban areas, paid employees who earned less than K400,000 accounted for 29 percent while employers and self employed workers accounted for 32 and 41 percent, respectively. Employers who earned more than K2,650,000 accounted for 32 percent and paid employees accounted for 10 percent. In rural areas, very small proportions of all workers irrespective of their status in employment earned more than K2,650,000 while comparatively higher proportions of workers earned less than K400,000, the highest being 81 percent of the self employed.

Table 10.12: Percent Distribution of Income Group by Status in Employment of workers and Residence, 2008

Income Group	Total					Rural					Urban					Employed Persons*
	All	Self employed	Employer	Paid Employee	Other	All	Self employed	Employer/partner	Paid Employee	Other	All	Self employed	Employer/partner	Paid Employee	Other	
All Zambia	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	2,978,572
Less than 400,000	60	70	34	36	54	77	81	39	54	76	35	41	32	29	44	1,775,712
400,000 to 649,000	13	12	7	17	21	9	9	12	11	10	19	20	5	19	27	398,510
650,000 to 849,000	5	4	5	8	2	3	3	6	5	.	9	8	5	9	3	159,132
850,000 to 1,049,000	4	3	6	5	5	2	2	8	4	4	6	6	5	6	6	118,385
1,050,000 to 1,249,000	3	1	4	6	.	2	1	7	6	.	4	2	3	6	.	75,783
1,250,000 to 1,449,000	2	1	6	4	5	1	0	10	5	.	2	1	3	3	7	48,369
1,450,000 to 1,649,000	3	2	4	6	4	2	1	3	5	.	6	5	5	6	6	96,309
1,650,000 to 1,849,000	1	1	4	3	1	1	0	6	3	3	2	1	3	3	.	42,270
1,850,000 to 2,049,000	2	1	5	3	.	1	0	6	2	.	3	3	4	3	.	48,245
2,050,000 to 2,249,000	0	0	1	1	3	0	0	.	1	8	1	1	1	1	.	12,372
2,250,000 to 2,449,000	1	0	.	1	.	0	0	.	1	.	1	1	.	1	.	15,843
2,450,000 to 2,649,000	1	0	2	2	.	0	0	.	1	.	2	1	2	2	.	27,057
2,650,000+	5	4	22	8	5	2	2	3	2	.	11	11	32	10	7	160,586

Source: CSO, Labour force survey

(*) Unpaid family workers are excluded from the total number of employed persons (see chapter 6)

10.3 - Summary

The national average monthly income was estimated at K824,415. In rural areas it was estimated at K377,178 while in urban areas it stood at K1,480,511. In terms of sex, males earned K941,405 while females earned K610,690.

Workers in International Organisations earned the highest income, on average (K3,742,031), followed by workers in Parastatal companies with an average income of K2,243,064. The least paid workers were those working for households, earning an average monthly income of K410,737.

In terms of occupation, workers whose tasks are associated with Administrative and managerial activities reported the highest average monthly income of K10,840,000 while workers whose tasks are associated with Agriculture, forestry and fisheries earned K305,106.

Elsewhere, employers, compared to paid employees, self employed and others, earned an estimated average monthly income of K16,515,011 whereas paid employees earned K1,153,166 and self employed workers earned K567,177.

Sixty percent of paid workers in Zambia earned an average monthly income less than K400,000 while only 5 percent earned more than K2,650,000. North western province registered the highest proportion (80 percent) of workers that earned less than K400,000 while Copperbelt province registered the lowest proportion (36 percent) of workers that earned K400,000. Furthermore, Copperbelt province registered the highest proportion (12 percent) of workers who earned more than K2,650,000.

11 SKILLS TRAINING

11.1 - Introduction

Training is crucial in skills development because it enhances productivity, which effectively fosters economic growth. It is even more important when it is tied to a wide range of different skills as it facilitates job creation for the available labour force.

This section provides information on the extent of skills training in the country. It shows the kind of training that individuals received, the fields of study, place where the skills training were undertaken and who financed them. This information is vital in assessing skills levels in the country.

11.2 - Skills Training

Table 11.1 shows that out of 5 million persons in the labour force, 6.0 percent had received skills training while 96.4 percent had not. In all the provinces, more people in the labour force had not received skills training. Nonetheless, the proportions of the labour force who received skills training within the provinces differed from province to province, with Copperbelt province registering the largest share (12 percent). Lusaka province had 11 percent of its labour force with skills training while Northern and Western provinces had 3 and 3.6 percent of their labour force with skills training.

Table 11.1: Percent Distribution of the labour force (Aged 15 years and Above) Who Received Skills Training by Province, Zambia, 2008.

Province	Received Skills		No Skills Received		Labourforce
	Number	Percent	Number	Percent	
Zambia	334,458	6.0	4,669,413	94.0	5,003,871
Central	23,774	4.2	537,767	95.8	561,541
Copperbelt	82,697	12.0	609,282	88.0	691,979
Eastern	51,481	7.2	668,241	92.8	719,722
Luapula	17,409	4.1	411,446	95.9	428,855
Lusaka	71,872	11.0	581,777	89.0	653,649
Northern	20,956	3.0	668,147	97.0	689,103
North Western	10,729	3.7	277,387	96.3	288,116
Southern	41,474	7.2	533,223	92.8	574,697
Western	14,067	3.6	382,142	96.4	396,209

Source: CSO, Labour force survey, 2008

Table 11.2 shows that out of 4.6 million employed persons, 7.1 percent had received skills training while 92.9 percent had not. It further shows that of the 2.3 million employed male persons, 10.1 percent had received skills training compared to 3.5 percent of the employed female persons.

About three percent of the employed persons in the rural areas had received skills training compared to 17.5 percent

of the employed persons in the urban areas. Nonetheless, the proportions of the employed persons who received skills training within the provinces differed from province to province, with Copperbelt province registering the largest share (13.4 percent) while Northern and Western provinces had 3 and 3.6 percent, respectively.

Table 11.2: Percent Distribution of the Employed Persons (Aged 15 years and Above) Who Received Skills Training by Province, Residence and sex Zambia, 2008.

Province, Residence & Sex	Received Skills		No Skills Received		Employed Persons
	Number	Percent	Number	Percent	
Zambia	326,651	7.1	4,280,195	92.9	4,606,846
Sex					
Male	242,415	10.1	2,148,538	89.9	2,390,953
Female	84,236	3.5	2,131,657	96.5	2,215,893
Residence					
Rural	105,802	3.2	2,941,668	96.8	3,344,570
Urban	220,849	17.5	1,338,527	82.5	1,262,276
Province					
Central	24,733	4.3	544,914	95.7	569,647
Copperbelt	95,158	13.4	615,915	86.6	711,073
Eastern	9,054	9.3	88,487	90.7	97,541
Luapula	19,263	4.1	451,263	95.9	470,526
Lusaka	82,375	12.2	590,918	87.8	673,293
Northern	21,032	3.0	681,670	97.0	702,703
NorthWestern	11,964	3.8	301,912	96.2	313,876
Southern	48,088	7.4	601,601	92.6	649,689
Western	14,983	3.6	403,515	96.4	418,499

Source: CSO, Labour force survey, 2008

Table 11.3 shows that paid employees had a relatively higher share of persons (16.4 percent) who had received skills training. Of the employers, 14.9 percent had received

skills training and only 6.2 percent of the self-employed received skills training.

Table 11.3: Percent Distribution of the Employed Persons (Aged 15 years and above) who Received Skills Training by Status in Employment, Zambia, 2008

Status in Employment	Received Skills	No skills received	Employed Persons
Zambia	7.1	92.9	4,606,846
Self employed	6.2	93.8	2,117,103
Employer	14.9	85.1	14,124
Paid Employee	16.4	83.6	822,177
family worker	1.6	98.4	1,628,274
Other	14.5	85.5	25,168

Source: CSO, Labour force survey, 2008

Table 11.4 shows that 3.4 percent of the unemployed persons had received skills training while 96.6 percent had not received skills training. Out of the males, 6.9 percent had received skills training while of the females 2.6 percent had received skills training.

Of the unemployed persons in rural areas, 1.9 percent had received skills training. On the other hand, 4.1 percent of the unemployed persons in urban areas had received skills training.

The percent share of persons who received skills training at provincial level varied from province to province. Southern province had a relatively higher percent share of the unemployed persons who had received skills training, followed by Northern province with 4.2 percent. In Eastern and North Western provinces, the percent share of the unemployed persons who had received skill training were 1.4 and 1.9 percent, respectively.

Table 11.4: Percent Distribution of the Unemployed Persons (Aged 15 years and above) who Received Skills Training by Sex, Residence and Province, Zambia, 2008

Sex, Residence & Province	Received Skills	No Skills received	Unemployed Population
Zambia	3.4	96.6	397,025
Sex			
Male	6.9	93.1	79,912
Female	2.6	97.4	317,113
Residence			
Rural	1.9	98.1	116,763
Urban	4.1	95.9	280,262
Province			
Central	2.2	97.8	27,922
Copperbelt	4.0	96.0	116,938
Eastern	1.4	98.6	33,233
Luapula	3.1	96.9	15,818
Lusaka	3.6	96.4	103,872
Northern	4.2	95.8	27,780
North Western	1.9	98.1	13,710
Southern	4.4	95.6	39,126
Western	2.9	97.1	18,625

Source: CSO, Labour force survey, 2008

Table 11.5 shows that 75.8 percent of persons that had received skills training were male while 24.2 percent were female. It also shows that Woodworking was the commonest skill in which people were trained with 11.2 percent. Other widely received skills training included Textile trades (8.1 percent), Mechanical engineering (7.7 percent), Electrical and electronics engineering (5 percent) and Teacher training (4.1 percent).

Results show that males exclusively pursued metallurgical engineering, Architectural and town planning engineer-

ing, pharmacy, Veterinary, Physical education and Library sciences. Out of those who were trained in woodwork, 95 percent were male while 5 percent were female. Similarly, out those who were trained in skills such as Mechanical engineering and Electrical, electronic engineering and Medical technology, 98.7 percent, 95 percent and 78.4 percent were males.

Nonetheless, females dominated in skills such as Nursing, Clerical typing, Fine arts and Textile trade with 73.9 percent, 87.8 percent, 70.3 percent, 74.9 percent, respectively.

Table 11.5: Percent Distribution of labour force who received skills training (Aged 15 years and above) By Field of Study, Zambia, 2008

Field of Study	Male		Female		Persons in the labour force that received skills Training	Percent Share
	Number	Percent	Number	Percent		
Zambia	253,671	75.8	80,787	24.2	334,458	100
Natural sciences	707	71.6	280	28.4	988	0.3
Civil engineering	6,029	95.5	281	4.5	6,310	1.9
Electrical and electronics engineering	15,926	95	835	5.0	16,761	5.0
Mechanical engineering	25,576	98.7	334	1.3	25,911	7.7
Chemical engineering	593	83	121	17	715	0.2
Mining engineering	4,109	100	0	0	4,109	1.2
Industrial engineering	1,601	91	159	9	1,760	0.5
Metallurgical engineering	629	100	0	0	629	0.2
Architectural and town planning engineer	1,102	100	0	0	1,102	0.3
Other engineering	6,266	97.7	149	2.3	6,415	1.9
Medicine and surgery	609	81.6	137	18.4	746	0.2
Pharmacy	120	100	0	0	120	0.0
Dentistry	648	85.8	108	14.2	755	0.2
Nursing	1,321	26.1	3,734	73.9	5,055	1.5
Medical technology	640	78.4	176	21.6	816	0.2
X-Ray technology	468	64.2	260	35.8	728	0.2
Veterinary	188	100	0	0	188	0.1
Mathematics	422	80.9	100	19.1	522	0.2
Computer science	2,034	76.2	637	23.8	2,671	0.8
Economics	760	78.3	211	21.7	971	0.3
Accountancy	3,881	80.4	947	19.6	4,828	1.4
Teacher training	7,273	53	6,438	47	13,711	4.1
Law and jurisprudence	4,435	88.2	593	11.8	5,028	1.5
Journalism	219	61.4	138	38.6	357	0.1
Fine arts	1,923	29.7	4,556	70.3	6,478	1.9
Physical education	101	100	0	0	101	0.0
Library science	176	100	0	0	176	0.1
Social welfare	702	40.4	1,038	59.6	1,740	0.5
Criminology	1,039	77.2	307	22.8	1,346	0.4
Business administration and related prog	3,120	69.3	1,380	30.7	4,499	1.3
Secretarial training	3,466	100	0	0	3,466	1.0
shorthand typing	384	42.2	526	57.8	910	0.3
Clerical Typing	76	13.6	483	86.4	559	0.2
Operating of office machines	429	87.8	60	12.2	489	0.1
Service trade (e.g. cooking, tourist tra	7,231	64.7	3,954	35.3	11,185	3.3
Radio and television broadcasting	201	55.7	160	44.3	361	0.1
Fire protection and fire fighting	269	83.5	53	16.5	322	0.1
Agriculture, forestry and fishery	6,565	74.7	2,223	25.3	8,788	2.6
Food and drinks processing trades program	2,362	58.3	1,692	41.7	4,054	1.2
Wood working	35,471	95	1,865	5	37,335	11.2
Textile trades	6,778	25.1	20,270	74.9	27,048	8.1
Leather trades	585	64.2	327	35.8	912	0.3
Other programmes	97,237	78.7	26,257	21.3	123,494	36.9

Source: CSO, Labour force survey, 2008

11.2 - Mode of acquisition

Table 11.6 shows that the majority of people (33.3 per cent) in the labour force who received skills training acquired it from a Government learning institution. The second common mode of acquisition of skill training in Zambia was from private learning institution with 24 per cent, followed by on the job training accounting for 19.4 per cent.

Analysis by province shows marked variations in terms of where people acquired skills training from province to province. The majority of people in all the provinces except in Luapula, North western and Western provinces reported Government learning institutions as the main places where they acquired skills training. In Luapula province, 53.2 percent of the labour force acquired skills training through apprenticeship. Similarly, in North-western and Western provinces, 42.3 percent and 38.3 percent of the labour force, respectively, acquired skills training through apprenticeship.

Table 11.6: Percent Distribution of labour force (Aged 15 years and above) by Residence, Sex, Province and Mode of Acquisition of Skills Training

Province	On the job	At a govt/ public learning institution	At a private learning institu- tion	Apprenticeship	Other	Total	Labour force
Zambia	19.4	33.3	24.0	18.1	5.1	100	334,458
Central	10.3	43.0	19.2	32.4	0.0	100	23,774
Copperbelt	34.3	41.3	34.6	3.4	5.0	100	82,697
Eastern	5.8	7.1	3.6	1.3	0.5	100	51,481
Luapula	10.5	25.9	20.5	53.2	1.6	100	17,409
Lusaka	20.6	32.7	30.7	20.3	13.0	100	71,872
Northern	19.0	50.6	16.3	13.8	4.7	100	20,956
NorthWestern	20.1	26.4	17.8	42.3	5.5	100	10,729
Southern	16.6	41.2	27.7	30.9	1.9	100	41,474
Western	11.0	34.4	20.3	38.3	4.4	100	14,067

Source: CSO, Labour force survey, 2008

Table 11.7 shows that 95.8 percent of the labour force who received skills training received it within Zambia. The majority of the people in the labour force in both rural and urban areas acquired skills training within Zambia. In rural areas, they accounted for 97 percent while in urban areas they accounted for 95.3 percent.

At provincial level, Northern and western provinces recorded among the highest percent shares of people in the labour force who received skills training within Zambia. All the provinces however had the more people who received skills training within Zambia.

Table 11.7: Percent Distribution of the labour force (Aged 15 years and above) By Residence, Sex, Province and Place of the training, 2008

Residence, Sex & Province	Within the country	Outside the country	No. of persons that received skills Training
Zambia	95.8	4.2	334,458
Residence			
Rural	97.0	3.0	108,380
Urban	95.3	4.7	226,078
Sex			
Male	95.8	4.2	251,607
Female	95.9	4.1	82,851
Province			
Central	95.8	4.2	23,774
Copperbelt	95.2	4.8	82,697
Eastern	96.1	3.9	51,481
Luapula	93.1	6.9	17,409
Lusaka	95.3	4.7	71,872
Northern	99.5	0.5	20,956
North Western	94.6	5.4	10,729
Southern	96.3	3.7	41,474
Western	98.4	1.6	14,067

Source: CSO, Labour force survey, 2008

Table 11.8 shows that 30.7 percent of the people in the labour force who received skills training, the highest in Zambia, spent one year but less than three years. Those whose duration of training was 3 years and above, accounted for 22.5 percent while those whose duration was three months but less than six months accounted for 11.8 percent.

About 29 percent of the male persons in the labour force spent one year but less than three years on skills training compared to 34.5 percent of the female labour force. Nearly

24 percent and 17.3 percent of the male and female labour force, respectively spent 3 years and above on skills training.

Given the labour force in rural areas, 26.9 percent spent one year but less than three years on skills training, 21.5 percent spent three years and above on skills trainings while 13.1 percent spent 3 months but less than six months on skills training. At provincial level, generally most of the people in the labour force within provinces spent one but less than three years on skills training.

Table 11.8: Percent Distribution of the labour force (Aged 15 years and above) by Sex, Residence, Province and Duration of the Training, Zambia, 2008.

Sex, Residence & Province	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	Labour force who received Skills Training
Zambia	14.2	11.8	20.8	30.7	22.5	334,458
Sex						
Male	14.3	11.6	20.5	29.4	24.3	251,439
Female	14.1	12.5	21.6	34.5	17.3	83,019
Residence						
Rural	19.3	13.1	19.2	26.9	21.5	108,355
Urban	11.8	11.2	21.5	32.5	23.0	226,103
Province						
Central	11.9	10.4	19.6	25.3	32.7	23,774
Copperbelt	11.8	10.1	22.6	30.1	25.3	82,697
Eastern	14.1	17.2	30.2	34.5	4.1	51,481
Luapula	16.2	11.4	21.5	25.9	24.9	17,409
Lusaka	11.9	14.9	21.6	30.3	21.3	71,872
Northern	15.8	12.0	16.0	34.3	21.8	20,956
North Western	19.1	22.4	15.0	26.3	17.2	10,729
Southern	20.5	7.0	18.3	35.0	19.2	41,474
Western	17.5	11.7	19.0	33.1	18.7	14,067

Source: CSO, Labour force survey, 2008

Table 11.9 shows that out of the labour force that received skills training, 53.6 percent were self-sponsored, 20.5 percent were sponsored by the employers while five percent were sponsored by the bursary. Fifty-three percent of the males sponsored themselves and their employers sponsored 24.2 percent of the males.

In both rural and urban areas, self-sponsorship was the most common, accounting for 55.8 and 52.6 percent respectively.

The bursary in terms of sponsorship accounted for 4.7 and 5.2 percent in rural and urban areas, respectively.

At provincial level, Employers in Luapula province accounted for less than 10 percent of sponsorship for skills training while self-sponsorship accounted for 72.7 percent. In Lusaka, Eastern and Western provinces, sponsorship for skills training from the bursary accounted for at least 7 percent, more than the combined contribution at national level.

Table 11.9: Percent Distribution of labour force (Aged 15 years and above) By Sex, Residence, Province and Type of Sponsorship, Zambia, 2008.

	Employer	Self	Bursary	Other	Labour force who received skill training
Zambia	20.5	53.6	5.0	20.9	334,458
Sex					
Male	24.2	53.0	4.7	18.1	251,439
Female	9.5	55.2	6.0	29.4	83,019
Residence					
Rural	15.8	55.8	4.7	23.7	108,355
Urban	22.4	52.6	5.2	19.8	226,103
Province					
Central	12.4	66.6	3.3	17.7	23,774
Copperbelt	28.6	52.5	4.4	14.6	82,697
Eastern	15.6	48.9	7.0	28.6	51,481
Luapula	9.4	72.7	4.0	13.9	17,409
Lusaka	18.6	46.9	7.1	27.3	71,872
Northern	14.8	61.4	4.6	19.2	20,956
NorthWestern	32.1	46.8	4.0	17.2	10,729
Southern	18.0	50.2	3.2	28.6	41,474
Western	12.6	60.1	7.4	19.8	14,067

Source: CSO, Labour force survey, 2008

11.3 - Summary

Out of 5 million persons in the labour force, 6.0 percent had received skills training while 94.0 percent had not. The proportions of the labour force who received skills training within the provinces differed from province to province, with Copperbelt province registering the largest share (12 percent). On the other hand, Northern and Western provinces had 3 and 3.6 percent of the labour force with skills training, respectively.

Results also show that out of 4.6 million employed persons, 7.1 percent had received skills training while 92.9 percent had not. They further show that of the 2.3 million employed male persons, 10.1 percent had received skills training compared to 3.5 percent of the employed female persons.

Of all workers of different employment status, paid employees had a relatively higher share of persons (16.4 percent) with skills training, followed by the employers whose share was 14.9 percent and only 6.2 percent of the self-employed received skills training. About 3.4 percent of the unemployed persons had received skills training while 96.6 percent had not received skills training.

Results reveal that 75.8 percent of persons who had received skills training were male while 24.2 percent were female. They also show that Woodworking was the commonest skill in which people were trained with 11.2 percent, followed by Textiles trade with 8.1 percent.

The majority of people in all the provinces except in Luapula, North western and Western provinces reported Government learning institutions as the main places where they acquired skills training. In Luapula province, for instance, 53.2 percent of the labour force acquired skills training through apprenticeship.

Out of the labour force that received skills training, 53.6 percent were self-sponsored, 20.5 percent were sponsored by the employers while five percent were sponsored by the bursary.

In both rural and urban areas, self-sponsorship was the most common as well, accounting for 55.8 and 52.6 percent respectively. The bursary in terms of sponsorship accounted for 4.7 and 5.2 percent in rural and urban areas, respectively.

Strictly Confidential



Republic of Zambia

**CENTRAL STATISTICAL OFFICE
MINISTRY OF LABOUR AND SOCIAL SECURITY
LABOUR FORCE SURVEY 2008**

FORM B

Questionnaire No. of

Central Statistical Office
P.O. Box 31908, Lusaka, Zambia
Tel No. 253468/256973/251377
Fax No. 253468/253908

Email: info@zamstats.gov.zm

Ministry of Labour and Social Security
P.O. Box 32186, Lusaka, Zambia
Tel No. 225722
Fax No. 225169

Household Identification Particulars

1: Province.....

2: District.....

3: Constituency.....

4: Ward

5: CSA.....

6: SEA.....

7: Rural.....1 Urban.....2

8: Locality/Village name.....

9: SBN.....

10: HUN.....

11: HHN.....

12: Cluster No:.....

INTERVIEW STATUS

1. Completed
2. Partial Completed

HOUSEHOLD SELECTION STATUS

1. Originally Selected Household
2. Replacement Household

ENUMERATOR'S NAME.....

ENUMERATOR'S CODE.....

SUPERVISOR'S NAME.....

SUPERVISOR'S CODE.....

DATE OF INTERVIEW

DD MM YY

DATE OF CHECKING

DD MM YY

SECTION I	DEMOGRAPHIC CHARACTERISTICS		
THESE QUESTIONS SHOULD BE ADDRESSED TO THE MOST KNOWLEDGEABLE MEMBER OF THE HOUSEHOLD.			
Now, I am going to ask questions regarding the composition of the household members their, age, sex, marital status, etc.			
Household Members		How old was at (his/her) last birthday? <i>Enter age in completed years.</i>	What is .....’s relationship to the head 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? <i>(Including those who are temporarily absent for any reason).</i>	IF LESS THAN 1 YEAR ENTER ‘00’ . IF AGED 90 YEARS OR ABOVE ENTER 90.	01.Head 02 .Spouse(Husband/Wife) 03 .Son/ Daughter 04 .Step Child 05.Brother/Sister 06. Cousin 07. Uncle/aunt 08. Nephew/Niece 09. Grandchild 10. Child-in-law 11. Parent 12. Parent-in-law 13. Grand Parent 14. Other Relative 15. Non relative
PN	Q1	Q2	Q3
01		<div><div></div><div></div></div>	<div><div></div><div></div></div>
02		<div><div></div><div></div></div>	<div><div></div><div></div></div>
03		<div><div></div><div></div></div>	<div><div></div><div></div></div>
04		<div><div></div><div></div></div>	<div><div></div><div></div></div>
05		<div><div></div><div></div></div>	<div><div></div><div></div></div>
06		<div><div></div><div></div></div>	<div><div></div><div></div></div>
07		<div><div></div><div></div></div>	<div><div></div><div></div></div>
08		<div><div></div><div></div></div>	<div><div></div><div></div></div>
09		<div><div></div><div></div></div>	<div><div></div><div></div></div>
10		<div><div></div><div></div></div>	<div><div></div><div></div></div>
11		<div><div></div><div></div></div>	<div><div></div><div></div></div>
12		<div><div></div><div></div></div>	<div><div></div><div></div></div>
13		<div><div></div><div></div></div>	<div><div></div><div></div></div>
14		<div><div></div><div></div></div>	<div><div></div><div></div></div>

SECTION I DEMOGRAPHIC CHARACTERISTICS CONTINUED									
Person Number	Is Male or Female?	Marital Status (for persons aged 12 years and above)		FOR HOUSEHOLD MEMBERS 20 YEARS OF AGE AND BELOW				Does have any disability/Disabilities?	Does have any of the following disabilities? 1.completely Blind 2. partially sighted 3.Deaf 4.Dumb 5.Physically Disabled 6.Mentally Challenged [RECORD UP TO THREE DISABILITIES]
	1. Male 2. Female	What is .....’s current marital status? SEE CODES BELOW	Is .....’s biological mother alive?	Does .....’s biological mother live with this household?	Is .....’s biological father alive?	Does .....’s biological father live with this household?			
				1. Yes 2. No>Q9 9. Don’t Know>Q9	1. Yes 2. No	1. Yes 2. No >Q11 9. Don’t Know >Q11	1. Yes 2. No	1. Yes 2. No>> SEC. II	
PN	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12
01	<input type="text"/> <input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/>
02	<input type="text"/> <input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/>
03	<input type="text"/> <input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/>
04	<input type="text"/> <input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/>
05	<input type="text"/> <input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/>
06	<input type="text"/> <input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/>
07	<input type="text"/> <input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/>
08	<input type="text"/> <input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/>
09	<input type="text"/> <input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/>
10	<input type="text"/> <input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/>
11	<input type="text"/> <input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/>
12	<input type="text"/> <input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/>
13	<input type="text"/> <input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/>
14	<input type="text"/> <input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1 <input type="text"/> 2 <input type="text"/> 3 <input type="text"/>

CODES FOR MARITAL STATUS

1.Never married	4. Divorced
2. Married	5. Widowed
3. Separated	6.Cohabiting

SECTION II	Now, I am going to ask you questions on education.
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Person number	Can read and write in any language? 1. Yes 2. No	Has ever attended school? 1.Yes 2.No>>Q6	What was the highest grade/level completed ? ENTER GRADE/HIGHEST LEVEL COMPLETED GET THE CODES FROM THE MANUAL	Is currently attending school? 1. Yes 2. No>>Q6	What grade/level is currently attending? ENTER GRADE/ LEVEL CURRENTLY BEING ATTENDED AND GO TO SECTION III GET THE CODES FROM THE MANUAL	What is/was the main reason why is not attending or never attended school? 01. Is/was too young 02. Disabled 03. Illness 04. School is too far 05. Cannot afford school cost 06. Family does not allow schooling 07. Not interested in school 08. School not considered valuable 09. School environment not conducive 10. To work. 11. Help at home with household chores 12. Completed school 13. Failed 14. Got married 15. Fell pregnant 16. Other (Specify)
PN	Q1	Q2	Q3	Q4	Q5	Q6
01	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>
02	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>
03	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>
04	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>
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13	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>
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SECTION III		ECONOMIC ACTIVITY IDENTIFICATION: THIS SECTION COVERS WORK RELATED ACTIVITIES IN THE LAST 7 DAYS FOR ALL HOUSEHOLD MEMBERS AGED 5 YEARS OR OLDER						
		Now, I am going to ask some questions about economic activities in the last 7 days for each household member aged 5 years and above						
Person number	What was doing most of the time in the last 7 days? 1. In paid employment/Business >> Q8 2. In paid employment but temporarily not working due to illness, leave, Industrial dispute or on Study leave>> Q8 3.Working Without Pay>>Q8 4.Not working but looking for work /business 5.Not working & not looking for work, but Available for work/business 6.Housewife/Homemaker 7.Retired 8.In School (Full-time student) >>SECTION IV 9.Too old to work >> SECTION IV 10. Too young to work>>SECTION IV 11. Not working, not looking for work & not available for work for other reasons>>SECTION IV	Did do any work for at least 1 hour per day in the last 7 days for which s/he was paid in cash or kind? 1.Yes>>Q8 2.No	Did do any work in a household business of any kind in the last 7 days with or without pay? 1. Yes >>Q8 2. No	Did do any agriculture activities such as cultivating of land, growing of crops, weeding, watering, spraying of chemicals and harvesting of crops which were meant for sale or for household consumption in the last 7 days? 1.Yes >>Q8 2. No.	Did herd livestock, take it for dipping or milk it in the last 7 days with or without selling the milk for his own/household profit? 1.Yes>>Q8 2. No.	Did engage in any fishing activities for household consumption or for sale in the last 7 days? 1.Yes>>Q8 2. No	Did go to the wild to gather fruits, mushrooms, caterpillars,honey, firewood, etc for household use or for sale in the last 7 days? 1.Yes 2. No>>SECTION IV	
PN	Q1	Q2	Q3	Q4	Q5	Q6	Q7	
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"/>	
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"/>	
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"/>	
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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"/>	
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"/>	
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"/>	

SECTION III		EMPLOYMENT: THIS SECTION COVERS MAIN WORK ACTIVITY IN THE LAST 7 DAYS FOR HOUSEHOLD MEMBERS AGED 5 YEARS OR OLDER			
Person number	NOTE: SKIP TO SECTION IV FOR ALL THOSE THAT SAID "NO" IN Q2 TO Q6. What kind of work did do in his/her main job/business during the last seven days (even if he/she was absent in the last seven days)? GIVE ACTUAL OCCUPATION (OR JOB TITLE) OF INDIVIDUAL AND GET THE CODES FOR THE OCCUPATION FROM THE MANUAL	What kind of business/service is mainly carried out by your employer/establishment/business (RECORD INDUSTRY OF MAIN JOB/BUSINESS IN BOTH WORDS AND CODE NUMBER)	Is’s work.....? 1. Permanent 2. Fixed period contract 3. Temporary 4. Part-time 5. Seasonal 9. Don't Know	Is the business or enterprise where works.....? 1. Central Government 2. Local Government / Council 3. Parastatal/State Owned Firm 4. Private 5. NGO or Church 6. International Organization 7. Household	What is’s employment status? Is he? 1. Self employed 2. Employer 3. Paid employee 4. Unpaid family worker 5. Other..... (Specify)
	PN	Q8	Q9	Q10	Q11
01	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>
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07	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>
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09	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>
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11	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>
12	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>
13	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>
14	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>

SECTION III	EMPLOYMENT OF ALL HOSEHOLD MEMBERS AGED 5 YEARS OR OLDER IN THE LAST 7 DAYS CONTINUED.....
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SECTION III	EMPLOYMENT OF ALL HOSEHOLD MEMBERS AGED 5 YEARS OR OLDER IN THE LAST 7 DAYS CONTINUED.....
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Person number	Does’s employer contribute to any social security scheme? (Eg NAPSA ,Workers Compensation, Pensions, etc.) 1. Yes 2. No 9. Don’t Know	Is entitled to paid leave in his/her main job? 1.Yes 2.No 9.Don’t Know	Are there 5 or more persons working at’s place of work? 1.Yes 2.No 9. Don’t Know	Where is’s place of work located? 1. Fixed business premises 2. At a market 3. By the road side 4. No fixed location 5. At home 6. Fixed Location 7. Other(Specify)	How many hours did work on average per day? RECORD ROUNDED NUMBER OF HOURS E.G. 3.4 HRS TO 3 HRS, 5.6 HRS TO 6 HRS	Did want to work more hours per day during the last 7 days? 1.Yes 2.No>>SECTION IV 9.Don’t know>>SECTION IV	How many hours on average would have preferred to work per day during the last 7 days? RECORD ROUNDED NUMBER OF HOURS E.G. 7.4 HRS TO 7 HRS, 7.6 HRS TO 8 HRS.
PN	Q13	Q14	Q15	Q16	Q17	Q18	Q19
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>

SECTION IV		ECONOMIC ACTIVITY IDENTIFICATION: THIS SECTION COVERS ACTIVITIES IN THE LAST 12 MONTHS FOR ALL HOUSEHOLD MEMBERS AGED 5 YEARS OR OLDER Now, I am going to ask some questions about economic activities in the last 12 months for each household member aged 5 years or older					
Person number	What was doing most of the time in the last 12 months? 1 In paid employment /Business>> Q8 2 In paid employment but temporarily not working due to illness, leave, Industrial dispute or on study leave>> Q8 3 Working without pay>>Q8 4 Not working but looking for work/business 5 Not working and not looking for work, but available for work/business 6 Housewife/Homemaker 7 Retired 8 In school (Full-time student)>>END INTE 9 Too young to work>>END INTERVIEW 10 Too old to Work >>END INTERVIEW 11 Not working, not looking for work and not available for work for other reasons>> END INTERVIEW.	Did do any work for at least 1 hour per day in the last 12 months for which s/he was paid in cash or kind? 1.Yes>>Q8 2.No	Did do any work in a household business of any kind in the last 12 months with or without pay? 1.Yes >>Q8 2. No	Did do any agriculture activities such as cultivating of land, growing of crops, weeding, watering, spraying of chemicals and harvesting of crops which were meant for sale/for consumption in the last 12 months? 1.Yes>>Q8 2.No.	Did herd livestock, take it for dipping or milk it in the last 12 months with/without selling the milk for his own/household profit? 1.Yes>>Q8 2. No.	Did engage in any fishing activities for household consumption or for sale in the last 12 months? 1.Yes>>Q8 2. No	Did go to the wild to gather fruits, mushrooms,caterpillars, honey, firewood, etc for household use or for sale in the last 12 months? 1.Yes 2. No>>SECTION VI
PN	Q1	Q2	Q3	Q4	Q5	Q6	Q7
01							
02							
03							
04							
05							
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07							
08							
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12							
13							
14							

SECTION IV EMPLOYMENT: THIS SECTION COVERS MAIN WORK ACTIVITY IN THE LAST 12 MONTHS FOR HOUSEHOLD MEMBERS AGED 5 YEARS OR OLDER															
Person number	NOTE: THOSE WHO SAID 'NO' IN Q2 TO Q7, ENTER NOT APPLICABLE AND SKIP TO SECTION VI		What kind of business/service is mainly carried out by your employer/establishment/business (RECORD INDUSTRY OF MAIN JOB/BUSINESS IN BOTH WORDS AND CODE NUMBER)	Is’s work...? 1. Permanent 2. Fixed Period Contract 3. Temporary 4. Part-Time 5. Seasonal 9. Don't Know	Is the business or enterprise where works.....? 1. Central Government 2. Local Government / Council 3. Parastatal/State Owned Firm 4. Private 5. NGO or Church 6. International Organization 7. Household	What is’s employment status? Is s/he.....? 1. Self employed 2. Employer 3. Paid employee 4. Unpaid family worker 5. Other.....(Specify)									
	What kind of work did do in his/her main job/business during the last twelve months (even if he/she was absent in the last twelve months)? GIVE ACTUAL OCCUPATION (OR JOB TITLE) OF INDIVIDUAL AND GET THE CODES FROM THE MANUAL														
PN	Q8		Q9	Q10	Q11	Q12									
01	_____	<table border="1"><tr><td></td><td></td><td></td><td></td></tr></table>					_____	<table border="1"><tr><td></td><td></td><td></td><td></td></tr></table>					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
02	_____	<table border="1"><tr><td></td><td></td><td></td><td></td></tr></table>					_____	<table border="1"><tr><td></td><td></td><td></td><td></td></tr></table>					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
03	_____	<table border="1"><tr><td></td><td></td><td></td><td></td></tr></table>					_____	<table border="1"><tr><td></td><td></td><td></td><td></td></tr></table>					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
04	_____	<table border="1"><tr><td></td><td></td><td></td><td></td></tr></table>					_____	<table border="1"><tr><td></td><td></td><td></td><td></td></tr></table>					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
05	_____	<table border="1"><tr><td></td><td></td><td></td><td></td></tr></table>					_____	<table border="1"><tr><td></td><td></td><td></td><td></td></tr></table>					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
06	_____	<table border="1"><tr><td></td><td></td><td></td><td></td></tr></table>					_____	<table border="1"><tr><td></td><td></td><td></td><td></td></tr></table>					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
07	_____	<table border="1"><tr><td></td><td></td><td></td><td></td></tr></table>					_____	<table border="1"><tr><td></td><td></td><td></td><td></td></tr></table>					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
08	_____	<table border="1"><tr><td></td><td></td><td></td><td></td></tr></table>					_____	<table border="1"><tr><td></td><td></td><td></td><td></td></tr></table>					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
09	_____	<table border="1"><tr><td></td><td></td><td></td><td></td></tr></table>					_____	<table border="1"><tr><td></td><td></td><td></td><td></td></tr></table>					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10	_____	<table border="1"><tr><td></td><td></td><td></td><td></td></tr></table>					_____	<table border="1"><tr><td></td><td></td><td></td><td></td></tr></table>					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11	_____	<table border="1"><tr><td></td><td></td><td></td><td></td></tr></table>					_____	<table border="1"><tr><td></td><td></td><td></td><td></td></tr></table>					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12	_____	<table border="1"><tr><td></td><td></td><td></td><td></td></tr></table>					_____	<table border="1"><tr><td></td><td></td><td></td><td></td></tr></table>					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13	_____	<table border="1"><tr><td></td><td></td><td></td><td></td></tr></table>					_____	<table border="1"><tr><td></td><td></td><td></td><td></td></tr></table>					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14	_____	<table border="1"><tr><td></td><td></td><td></td><td></td></tr></table>					_____	<table border="1"><tr><td></td><td></td><td></td><td></td></tr></table>					<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

SECTION IV		EMPLOYMENT OF ALL HOUSEHOLD MEMBERS AGED 5 YEARS OR OLDER IN THE LAST 12 MONTHS CONTINUED					
Person number	Does employer contribute to any social security scheme? (Eg NAPSA ,Workers Compensation,pensions, etc.) 1. Yes 2. No 9. Don't Know	Is entitled to paid leave in his/her main job? 1.Yes 2.No 9.Don't Know	Are there 5 or more persons working at .....’s place of work? 1.Yes 2.No 9.Don't Know	Where is .....’s place of work located? 1. Formal business premises 2. At a market 3. By the road side 4. No fixed location 5. At home 6. Other .....(Specify)	How many hours did work on average per day? RECORD ROUNDED NUMBER OF HOURS E.G. 3.4 HRS TO 3 HRS, 5.6 HRS TO 6 HRS	Did want to work more hours per day during the last 12 months? 1.Yes 2.No>>SEC V 9. Don't know>>Sec V	How many hours on average would have preferred to work per day during the last 12 months? RECORD ROUNDED NUMBER OF HOURS E.G. 7.4 HRS TO 7 HRS, 7.6 HRS TO 8 HRS.
PN	Q13	Q14	Q15	Q16	Q17	Q18	Q19
01	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
02	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
03	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
04	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
05	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
06	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
07	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
08	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
09	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
10	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
11	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
12	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
13	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
14	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

SECTION V INCOME FOR HOUSEHOLD MEMBERS AGED 15 YEARS OR OLDER		
Person number	What is the frequency of .....’s income/earnings?	What were .....’s total monthly income/earnings from his/her job/business (Include salaries and all allowances)?
	1.Monthly 2.Fort Nightly 3.Weekly 4.Daily 5.Hourly 6. Not Applicable 7. Other.. .....(Specify)	FOR SALARIED EMPLOYEES, ENTER THE GROSS INCOME. FOR BUSINESS INCOME, ENTER TOTAL SALES CONVERT ALL FOREIGN CURRENCIES IN TO KWACHA EQUIVALENT. CONVERT ALL PAYMENTS IN KIND TO CASH. CONVERT ALL DAILY, HOURLY, WEEKLY AND FORTNIGHTLY EARNINGS TO MONTHLY EARNINGS SKIP TO SECTION VII
PN	Q1	Q2
01	<input type="checkbox"/>	<input type="text"/>
02	<input type="checkbox"/>	<input type="text"/>
03	<input type="checkbox"/>	<input type="text"/>
04	<input type="checkbox"/>	<input type="text"/>
05	<input type="checkbox"/>	<input type="text"/>
06	<input type="checkbox"/>	<input type="text"/>
07	<input type="checkbox"/>	<input type="text"/>
08	<input type="checkbox"/>	<input type="text"/>
09	<input type="checkbox"/>	<input type="text"/>
10	<input type="checkbox"/>	<input type="text"/>
11	<input type="checkbox"/>	<input type="text"/>
12	<input type="checkbox"/>	<input type="text"/>
13	<input type="checkbox"/>	<input type="text"/>
14	<input type="checkbox"/>	<input type="text"/>

UNEMPLOYMENT: THIS SECTION COVERS UNEMPLOYMENT OF ALL HOUSEHOLD MEMBERS AGED 15 YEARS OR OLDER

Person number	Did .....want to work/start a business/do subsistence farming or any other income-generating activity in the last 7 days? 1.Yes 2.No>> Q3	What sort of work/business/subsistence farming or any other income-generating activity did want to do in the last 7 days? 1.Paid employment 2.Own business/an income generating activity 3 Subsistence farming 9. Don't know	Did make any effort to look for work/start a business/subsistence farming or any other income-generating activity in the last 7 days? 1.Yes 2.No>>Q5	How did look for work/want to start a business/do subsistence farming or any other income-generating activity in the last 7 days? FOR ANY ANSWER GO TO Q6 01.Registration at employment exchange 02.Registration at private employment agency 03.Direct application to Employer 04. Contacted friends/relatives 05.Acquired/hired/applied/sought for land 06. Bought/acquired farm inputs 07. Sought loans/financial assistance 08. Making trade inquiries 09. Approaching business associations for advice 10. Advertised self in the media & other means 11. Door-to-door search 12.Other.....(Specify)	Why didn't.....want to seek work/start business/do subsistence farming or any other income-generating activity in the last 7 days? 01.Belief that there's no work available 02.Lack of job/business/subsistence farming opportunities 03.Not knowing where to find for work. 04.Distance to employment/business/farming opportunities is too far 05.Lowly qualified 06.Lack/Wrong skills for the available jobs 07.Not interested 08.Given up 09.Lack of finances to start business 10.Lack of access to land 11.Lack of agricultural inputs (eg. Seeds, fertilisers, hoes,ploughs, etc) 12.Lack of business facilities/resources 13. Lack of Knowledge on how to start business 13. Other.....(Specify)	How long has/have you been available for work/to start a business/do subsistence farming or any other income-generating activity? 1. Less than 3 months 2. 3 Months but less than 6 months 3. 6 Months but less than 1 year 4. 1 year but less than 3 years 5. 3 years & above
PN	Q1	Q2	Q3	Q4	Q5	Q6
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>

SECTION VI		UNEMPLOYMENT OF ALL HOUSEHOLD MEMBERS AGED 15 YEARS OR OLDER CONTINUED....			
Person number	Has..... previously worked/done business/done subsistence farming or any other income-generating activity? 1. Yes 2. No>>>SECTION VII	How long has it been since..... last worked/did business/did subsistence farming or any other income-generating activity ? 1. Less than 3 months 2. 3 Months but less than 6 months 3. 6 Months but less than 1 year 4. 1 year but less than 3 years 5. 3 years & above	What type of work/business/subsistence farming or any other income generating activity did do in this last job? GIVE ACTUAL OCCUPATION (OR JOB TITLE) OF INDIVIDUAL HOUSEHOLD MEMBERS	What kind of business/service was mainly carried out by your employer/establishment/business (RECORD INDUSTRY OF MAIN JOB/BUSINESS IN BOTH WORDS AND CODE NUMBER)	Did this last place of work belong to? 1. Central Government 2. Local Government 3. Parastatal 4. Private 5.. NGO or Church organization 7. Household
PN	Q7	Q8	Q9	Q10	Q11
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"/>			

SECTION VI		UNEMPLOYMENT OF ALL HOUSEHOLD MEMBERS AGED 15 YEARS OR OLDER CONTINUED....			
Person number	In this job, did..... work as? 1. Employer 2. Self employed 3. Paid employee 4. Unpaid family worker 5. Other .....(Specify)	Were there 5 or more people working at..... last place of work? 1. Yes 2. No 9. Don't Know	Did..... last employer/business contribute to any social security scheme? (E.g. NAPSA, Workers compensation, Pensions, etc) 1. Yes 2. No 9. Don't Know	Was/were entitled to paid leave in his/her main job/business? 1. Yes 2. No 9. Don't Know	Was..... last place of work located in.....? 1. Fixed business premises 2. At a market 3. By the road side 4. No fixed location 5. At home 6. Other .....(Specify)
PN	Q12	Q13	Q14	Q15	Q16
01	<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"/>
03	<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"/>
05	<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"/>
07	<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"/>
09	<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"/>
11	<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"/>
13	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14					

SECTION VI UNEMPLOYMENT OF ALL HOUSEHOLD MEMBERS AGED 15 YEARS OR OLDER CONTINUED....				
Person number	Why did leave his/her last job/business? 1.Became a student 2.Poor working conditions 3.Laid off/Retrenched 4. Dismissed 5.Job/Contract completed 6.Wanted to establish own business 7.Wanted paid employment 8.Business was unprofitable 9. Other..... (Specify)	Has been offered any job in the past 7 days and has he/she turned it down? 1.Yes 2.No	Does know of any available work for which he/she has relevant qualification but is not willing to apply for? 1.Yes 2.No>>SECTION VII	Why is not willing to apply to do this work? 1.Wages Too Low 2.Job Is Not Permanent 3.Location unstable 4.Working Conditions Unsuitable 5.Work Not Ethical 6.Want to start own business 7.Religious Belief 8. Other (Specify)
PN	Q17	Q18	Q19	Q20
01	<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"/>
03	<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"/>
05	<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"/>
07	<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"/>
09	<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"/>
11	<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"/>
13	<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"/>

SECTION VII SKILLS TRAINING FOR ALL HOUSEHOLD MEMBERS AGED 15 YEARS OR OLDER								
Now I am going to ask you questions on skills training								
Person number	Has ever received any skills training? 1.Yes 2.No>>SEC. VIII	How did.....acquire the training? 1.On the Job 2. At a Govt/public learning institution 3. At a private learning institution 4. Apprenticeship	Who arranged .....’s training? 1. His/her employer 2. Self 3. Other...(Specify)	Who paid for.....’s training? 1.Employer 2.Self 3. Bursary 4.Other.....(Specify)	Was this training held within or outside this country? 1.Within the country 2. Outside the country	The last time received training, how long did it last? 1. Less than 3 months 2. 3 Months but less than 6 months 3. 6 Months but less than 1 year 4. 1 year but less than 3 years 5. 3 years & above	In what field did last receive this type of training? ENTER THE FIELD OF TRAINING IN THE SPACE PROVIDED GET THE CODES FROM THE MANUAL	In .....’s job/business/subsistence farming or income-generating activity, what mode of operation did/does his/her job entail? 1. Manual work performed without tools>>Q12 2. Manual work performed with simple tools>>Q12 3. Manual work performed with the aid of mechanical tools 4. Operation and control of more complex equipment 5. Other.....(Specify)
PN	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8
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 VII SKILLS TRAINING FOR ALL HOUSEHOLD MEMBERS AGED 15 YEARS OR OLDER CONTINUED....				
Person number	Does have the necessary skills to operate this equipment? 1.Yes 2. No >>Q11	Where did acquire the skills necessary to operate this equipment? 1. At an institution Abroad 2. At an institution Locally 3. Apprenticeship	Does place of work have a training programme for employees? 1. Yes 2. No>>SEC. VIII	Is the training programme full time/part time etc? 1. Full time 2. Part time
PN	Q9	Q10	Q11	Q12
01	<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"/>
03	<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"/>
05	<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"/>
07	<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"/>
09	<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"/>
11	<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"/>
13	<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"/>

SECTION VIII		HEALTH AND SAFETY ISSUES OF HOUSEHOLD MEMBERS 5 YEARS OR OLDER. FOR EMPLOYED HOUSEHOLD MEMBERS ONLY Now, I am going to ask you about work related illnesses and injuries			
Person number	Did suffer from any illnesses caused by his/her work in the last 12 months? 1. Yes 2. No >>Q6	What was most serious illness did suffered from in the last 12 months? 1. Skin problems 2. Respiratory problems 3. Allergies 4. Diarrhoea 5. Fatigue 6. Chest infections 7. Fever 8. Other..... (Specify)	Did stay away from work because of this illness? 1. Yes 2. No >>Q5	How many days was away from work because of this illness? ENTER NUMBER OF DAYS	Did receive compensation from work as a result of this illness? 1. Yes 2. No>>Q7
PN	Q1	Q2	Q3	Q4	Q5
01	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="checkbox"/>
02	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="checkbox"/>
03	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="checkbox"/>
04	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="checkbox"/>
05	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="checkbox"/>
06	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="checkbox"/>
07	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="checkbox"/>
08	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="checkbox"/>
09	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="checkbox"/>
10	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="checkbox"/>
11	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="checkbox"/>
12	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="checkbox"/>
13	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="checkbox"/>
14	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="checkbox"/>

SECTION VIII		HEALTH AND SAFETY ISSUES OF HOUSEHOLD MEMBERS 5 YEARS OR OLDER CONTINUED.....			
Person number	Did suffer from any injuries caused by his/her work in the last 12 months? 1. Yes 2. No >>Q11	What injuries did suffer from in the last 12 months? 1.Open wounds 2.Fractures 3.Dislocations 4.Burns 5. Other.....(Specify)	Did stay away from work because of this injury? 1. Yes 2. No >>Q10	How many days was away from work because of this injury? ENTER NUMBER OF DAYS	Did receive compensation from work as a result of this injury? 1. Yes 2. No
PN	Q6	Q7	Q8	Q9	Q10
01	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="checkbox"/>
02	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="checkbox"/>
03	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="checkbox"/>
04	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="checkbox"/>
05	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="checkbox"/>
06	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="checkbox"/>
07	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="checkbox"/>
08	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="checkbox"/>
09	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="checkbox"/>
10	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="checkbox"/>
11	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="checkbox"/>
12	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="checkbox"/>
13	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="checkbox"/>
14	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="checkbox"/>

SECTION IX				
FORCED LABOUR: EMPLOYMENT OF ALL HOUSEHOLD MEMBERS AGED 5 YEARS OR OLDER IN THE LAST 12 MONTHS				
Now, I am going to ask you questions on forced labour				
These question should be asked to all those who are working and those worked in the last 12 months. IF 'None' IN Q1 and in Q4 END INTERVIEW				
Person number	Has ever felt exploited in any of the following ways while working for someone else? TICK ALL THAT APPLY 1. Low level of remuneration 2. Delayed payment 3. Excessive working hours/days 4. Violence at work 5. Hazardous work without protection 6. None>>END INTERVIEW 7. Physical/sexual violence 8. Other.....(Specify)	Has been forced to do a job or some tasks or to work in conditions that he/she had not agreed to? 1. Yes 2. No>>Q4	In which respect did conditions differ from what was promised? READ OUT THE RESPONSES AND TICK ALL THAT APPLY 1. The Job/the tasks were different 2. Transferred to new employer without consent 3. Compelled to work on demand, any time of day or night 4. Working conditions were worse 5. Salary was lower 6. Location of workplace was different 7. Other.....(Specify)	Has .....’s employer or recruiter ever used any of the following means to force him/her to work or prevent him/her from leaving the job? TICK ALL THAT APPLY 1. Physical/sexual violence 2. Insults 3. Salary withheld 4. Denied contact with family members or friends 5. Threats against or his/her family 6. Physically confined by the employer 7. ID documents confiscated 8.Threats of deportation/denunciation to authorities 9.Loan or advance was imposed or falsified 10.None>>END INTERVIEW 11.Other..... (Specify)
PN	Q1	Q2	Q3	Q4
01	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/> 11
02	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/> 11
03	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/> 11
04	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/> 11
05	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/> 11
06	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/> 11
07	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/> 11
08	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/> 11
09	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/> 11
10	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/> 11
11	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/> 11
12	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/> 11
13	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/> 11
14	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/> 11

SECTION IX		FORCED LABOUR: EMPLOYMENT OF ALL HOUSEHOLD MEMBERS AGED 12 YEARS OR OLDER IN THE LAST 12 MONTHS CONTINUED....						
Person number	In which industry was working when he/she felt exploited or forced? 01.Agriculture 02.Mining 03.Manufacturing 04. Electricity, Water & Gas 05. Construction 06. Trade 07. Hotel, Bars & Restaurants 08. Transport, Communication 09. Business, Real Estate 10. Community, Social Services 11. Domestic Service 12. Other.....(Specify)	Where was working? 1. In .....’s district of usual residence in Zambia 2. In Zambia, in a district other than the district of usual residence 3. In another country. Specify....	How did get this job? 1. Direct contact with employer 2. Through Parents/ Relatives/Friends 3. Through Recruitment agency/broker 4. Taken by force by the employer or recruiter 5. Other. ....(Specify)	When did start this job? ENTER THE YEAR IN THE BOXES	Is still working there? 1.Yes>>END Interview 2.No	When did leave this job? ENTER THE YEAR IN THE BOXES	How did leave this job? 1. Termination of contract 2. Was dismissed 3. Resigned 4. Escaped/ abandon 5. Other...(specify)	Did get wages when he/she left? 1.Yes all 2.No Partially 3.No
PN	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12
01	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
02	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
03	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
04	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
05	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
06	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
07	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
08	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
09	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
10	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
11	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
12	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
13	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
14	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

END OF INTERVIEW