

# Labour Force Survey Report

# **2019 First Quarter**



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### **Central Statistical Office**

Nationalist Road, P.O. Box 31908 Lusaka - ZAMBIA

Tel:260-211-251377/257603-5/253468/253908/250195 Fax:260-211-253908 E-mail: info@zamstats.gov.zm Website: www.zamstats.gov.zm

### **Ministry of Labour and Social Security**

Government Complex P.O. Box 32186 Lusaka - ZAMBIA

> Tel:260-211-225722 Fax:260-211-225169 E-mail: mlss@mlss.gov.zm Website: www.mlss.gov.zm

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### FOREWORD

This report is the first publication in the series of Labour Force Survey Reports released in 2019 by the dissemination unit of Central Statistical Office. There was slight adjustment in the timing of the first quarter LFS undertaking due to the preparatory activities of the 2020 round of Census of Population and Housing.

The quarterly LFSs seek to provide snapshots of relevant labour market statistics at national level only in order to guide the day-to-day policy decisions by Government and stakeholders in general. The following indicators are produced in the labour force survey on a quarterly basis: labour force participation rate, employment-to-population ratio, sector of employment, type of employment, unemployment rate, long-term unemployment rate, incidence of long-term unemployment rate, time-related underemployment, labour underutilization, earnings/wages, own-use production work, population outside the labour force, potential labour force, among others.

It should however be noted that the analysis of the current and future LFS data is based on the labour force framework adopted at the 19th International Conference of Labour Statisticians (19th ICLS) of 2013 that provides new guidelines for compiling labour market indicators.

At this juncture, may I take this opportunity to thank the International Labour Organization (ILO) for providing technical assistance and guidance during the different stages of undertaking the LFS. Furthermore, I would like to extend my sincere thanks and appreciation to all households in the country for the patience and cooperation when providing responses to our data collectors. I also thank the Staff of Ministry of Labour and Social Security (MLSS) and Central Statistical Office (CSO) for ensuring the successful implementation of the survey. I hope the results contained in this report and the rich datasets upon which it is based will be useful to policy makers, programme managers, researchers and other data users.

Mulenga J. J. Musepa Interim Statistician-General

### ACRONYMS

ASCII	American Standard Code for Information Interchange
CAPI	Computer Assisted Personal Interviews
CSPro	Census and Survey Processing System
CSA	Census Supervisory Area
CSO	Central Statistical Office
EA	Enumeration Area
ICLS	International Conference of Labour Statisticians
ILO	International Labour Organization
KILM	Key Indicators of Labour Market
LFS	Labour Force Survey
MLSS	Ministry of Labour and Social Security
PACRA	Patents and Companies Registration Agency
PPES	Probability Proportional to Estimated Size
PSU	Primary Sampling Units
QLFS	Quarterly Labour Force Survey
SPSS	Statistical Package in Social Sciences
UN	United Nations
ZRA	Zambia Revenue Authority

### **EXECUTIVE SUMMARY**

Zambia's total population was estimated at 17,381,169 in the First quarter of 2019, of which 52.6 percent lived in rural areas while 47.4 percent lived in urban areas. A larger proportion of the total population accounting for 50.5 percent was female while 49.5 percent were male.

The labour force was estimated at 3,353,145 persons while persons outside the labour force were estimated at 6,085,596. Potential labour force who are part of the population outside labour force were estimated at 1,816,705.

The employed population was estimated at 2,912,092, giving rise to an employment-to-population ratio of 30.9 percent. Employed persons in agriculture sector accounted for 20.8 percent while employed population in non-agriculture accounted for 79.2 percent. Furthermore, the formally employed population accounted for 31.2 percent of the total employed population.

Unemployment rate was estimated at 13.2 percent. Rural unemployment rate was higher at 14.2 percent than urban unemployment rate of 12.6 percent. Furthermore, youth unemployment rate was 18.2 percent, with rural areas recording a lower rate of 16.2 percent compared to 18.1 percent in urban areas.

The combined rate of unemployment and potential labour force was 43.7 percent. Average weekly hours of work was estimated at 42.5 hours while average monthly earnings were K4,427.

### Background

The Central Statistical Office (CSO) in collaboration with the Ministry of Labour and Social Security (MLSS) has conducted five Labour Force Surveys (LFSs) in 1986, 2005, 2008, 2012 and 2014. All these surveys were conducted based on the I3thInternational Conference of Labour Statisticians of 1982. The ICLS is a global and participatory event that helps the international community set standards in the production of labour statistics. The event, which has a tripartite structure involving Governments and National Statistical Offices, Employers', and Workers' Representatives and International and Regional Organisations Observers. Since 1982, a number of labour market concepts and definitions have undergone revisions of varying dimensions taking into account developments in the global economy. Currently, the 19th ICLS resolution of 2013 provides guidelines on the compilation of key labour market indicators.

The 19th ICLS of 2013 aims at setting standards for work statistics to guide countries in updating and integrating their existing statistical programmes in the field of labour force. It defines the statistical concept of work for reference purposes and provides operational concepts, definitions and guidelines for: distinct subsets of work activities, referred to as forms of work; related classifications of the population according to their labour force status and main forms of work; and measurements of labour underutilization.

The 13th ICLS resolution considered all forms of work including own-use production work, work for pay and/or profit, unpaid forms of work and Volunteer work as employment. However, the latest (i.e. 19th ICLS) set of resolutions only considers work for pay or profit as employment. The definition of unemployment has more or less remained the same and refers to all persons outside employment who are actively seeking and are available for employment. In keeping with the current guidelines, the CSO working together with the MLSS and other partners decided to commence the implementation of the 19th ICLS resolution in 2017 and beyond. The demand for high-frequency labour statistics has prompted Government to introduce the Quarterly Labour Force Survey (QLFS) in 2017 to monitor key labour market indicators. The QLFS is a householdbased survey designed to be conducted every quarter in any given year. It focusses on collecting data on the labour market activities of individuals 15 years of age or older in Zambia.

In this report, the following Key Indicators of Labour Market (KILM) are provided; labour force participation rate, employment-to-population ratio, sector of employment, type of employment, unemployment rate, time-related underemployment, potential labour force, combined rate of unemployment and potential labour force, earnings/wages, own-use production work, population outside the labour force, among others.

### **Survey Objectives**

The primary objective of undertaking the LFSs is to provide labour market statistics to serve as a basis for formulating and developing labour market policies and programmes. Other specific objectives include;

- To monitor employment and labour underutilization including unemployment
- To provide data that informs the design, implementation and evaluation of social and economic policies that informs employment creation.
- To assess the level of participation in different forms of work among the population groups.

### Survey Methodology Sampling Design

The QLFS sample was drawn through a stratified twostage sampling design. The Enumeration Area (EA) was the first stage sampling unit and the household as the second stage-sampling unit. The sampling frame used for selection of first stage units was the list of EAs with the number of households based on the cartographic work of the 2010 Population and Housing Census. A total of 140 EAs (106 in rural areas and 66 in urban areas) were actually covered. In order to select the second stage units, which are the households, a listing exercise using listing schedules was done in all selected EAs. The detail of the sampling design is provided in the annual report, Appendix I.

The size required for a sample was determined by taking into consideration several factors, the three most important being: the degree of precision (reliability) desired for the survey estimates, the cost and operational limitations, and the efficiency of the design. First Quarter Labour Force Survey 2019 covered a sample size of about 3,379 households.

There are ten Provincial Statistical Offices. The Survey comprised of a total of 10 field teams, one team per province. Fieldwork was undertaken with the use of regionally stationed field teams whereby work was programmed from the headquarters to all the sampled areas. The data collection exercise was done during the April/May 2019 period.

### Definitions

The following key concepts are used in this report.

Working-age population: refers to all persons aged 15 years or older.

**Labour force:** refers to all persons aged 15 years or older who are either employed or unemployed at the time of the survey.

**Labour force participation rate:** is the ratio of the Labour Force to the overall size of the Workingage population. It measures the country's working-age population that engages actively in the labour market, either by working or looking for work relative to the population of the working-age.

**Employed population:** is the total number of persons who have a paid job in cash or in kind, are in self employment or are in contributing family work. All persons who have a paid job and are on leave, as well as those in self employment but are absent from work due to various reasons such as inadequate raw materials, labour dispute, absence of business opportunities, etc, are all considered employed.

**Employment-to-population rate (EPR):** is defined as the percentage of employed persons in the working-age population.

**Formal sector:** refers to all production units that are registered with a tax and/or a licensing authority. Examples of tax and licensing authorities in Zambia are the ZRA, PACRA and Local Authority.

**Informal sector:** refers to all production units that are not registered with a tax or a licensing authority.

**Household sector:** refers to all households as producers of goods and services.

**Formal employment:** is the type of employment in which employees are entitled to social Security coverage and contract in addition to annual paid leave, or any such entitlement.

**Informal employment:** is the type of employment characterized by lack of an entitlement to annual paid leave and absence of social security. This type of employment could be found in both the formal sector and informal sector production units.

**Formal sector employment:** is the employment, whether formal or informal in respect, in a registered production unit.

**Unemployed population:** refers to all persons in the labour force who are completely jobless and are available or actively looking for work during a given reference period.

**Unemployment rate:** is the ratio of the unemployed population to the total population in the labour force expressed as a percentage.

**Youth unemployment:** refers to share of the labour force aged 15 to 35 years without work but available and seeking employment.

Youth unemployment rate: is the number of unemployed youth aged 15 to 35 years expressed as a percentage of the youth labour force.

**Time-related underemployment:** refers to the number of employed persons whose hours of work in the reference period are insufficient in relation to a more desirable employment situation in which the person is willing and available to engage.

**Time-related underemployment rate:** is the ratio of the underemployed population to the total employed population expressed as a percentage.

**Potential labour force:** is defined as all persons of working age who during the short reference period were neither in employment nor in unemployment and:

- a. Carried out activities to "seek employment", were not "currently available" but would become available within a short subsequent period established in the light of national circumstances or
- b. Did not carry out activities to "seek employment", but wanted employment and were "currently available".

### Limitations

The major limitation of this survey design is that it only provides estimates at national in rural and urban areas. The design is unable to provide provincial labour market statistics as well as subsector statistics such as industry, occupation, status in employment and institutional sector.

Highlights of the 2019 Labour Force Survey Results Quarter One								
Key indicators	Total	Male	Female	Rural	Urban			
Total Population	17,381,169	8,602,114	8,779,055	9,137,232	8,243,937			
Working-Age Population	9,438,741	4,609,490	4,829,251	4,668,878	4,769,863			
Labour force								
Labour Force	3,353,145	2,066,914	1,286,231	1,125,341	2,227,804			
Employed Population	2,912,092	1,798,431	1,113,661	965,773	1,946,319			
Unemployed Population	441,053	268,483	172,570	159,568	281,485			
Sector								
Formal Sector	1,115,956	765,891	350,066	251,072	864,884			
Informal Sector	1,079,523	667,308	412,215	440,057	639,467			
Household Sector	716,612	365,232	351,380	274,644	441,968			
Type of Employment								
Formal Employment	828,944	592,605	236,340	198,309	630,635			
Informal Employment	2,083,147	1,205,826	877,321	767,464	1,315,683			
Agriculture/Non Agriculture Sector								
Agriculture	605,009	405,335	199,674	419,787	185,222			
Non agriculture	2,307,082	1,393,096	913,987	545,986	1,761,096			
Own-use production workers	3,740,830	1,343,308	2,397,521	2,662,638	1,078,191			
Not in the Labour Force								
Population Outside Labour Force	6,085,596	2,542,576	3,543,020	3,543,538	2,542,059			
Potential Labour Force	1,816,705	848,973	967,732	1,223,041	593,664			
Rates								
Employment to Population Ratio	30.9	39.0	23.1	20.7	40.8			
Labour Force Participation Rate	35.5	44.8	26.6	24.1	46.7			
Unemployment Rate	13.2	13.0	13.4	14.2	12.6			
Long-term Unemployment Rate	9.2	8.8	9.8	9.3	9.1			
Youth Unemployment Rate	18.2	18.0	18.7	16.2	18.1			
Time Related Underemployment Rate	6.2	6.4	5.9	8.1	5.3			
Combined Rate of Unemployment and Potential Labour Force	43.7	38.3	50.6	58.9	31.0			
Average Weekly Hours of Work	42.5	45.0	38.4	37.4	45.0			
Average Earnings Per Month	4,427	4,693	3,803	3,439	4,797			

This section presents an overview of the demographic characteristics of the population. It presents an analysis on the size, composition and distribution of the population. Table 2.1 shows number and percentage distribution of the population by rural/urban and sex. In the first quarter 2019, the total population was estimated at 17,381,169. Of these, 8,602,114 were male and 8,779,055 were females. The rural and urban areas accounted for 52.6 percent and 47.4 percent of the population, respectively.

Table 2.1: Number and Percentage Distribution of Population by Rural/Urban and Sex, First Quarter 2019							
	Both	Sexes	M	ale	Female		
Rural/Urban	Number	Percent	Number	Percent	Number	Percent	
Total	17,381,169	100	8,602,114	100.0	8,779,055	100.0	
Rural	9,137,232	52.6	4,531,335	52.7	4,605,897	52.5	
Urban	8,243,937	47.4	4,070,779	47.3	4,173,158	47.5	

Figure I.I shows percentage distribution of population by rural/urban and sex. Overall, the distribution of the population by sex shows that 49.5 percent were males while 50.5 percent were females. In rural areas females had a higher proportion of the population than males at 49.6 percent and 50.4 percent, respectively. In urban areas females accounted for 50.6 percent and males 49.4 percent.

Table 2.2 shows the percentage distribution of the population by age group and sex. The table shows that the highest proportion of the population was in the age groups 0-4 years at 17.7 percent and the lowest was in the age group 60-64 years at 1.4 percent. A similar pattern is observed for males and females. The younger age groups have higher proportions of the population and decreases as the age increases.

### Figure 1.1: Percentage Distribution of Population by Rural/Urban and Sex, First quarter 2019



Table 2.2: Percentage Distribution of the Population by Age Group and Sex, First quarter 2019							
	Both	Sexes	Male		Male Female		
Age Group	Number	Percent	Number	Percent	Number	Percent	
Total	17,381,169	100.0	8,602,114	100.0	8,779,055	100.0	
0-4	3,068,613	17.7	1,546,207	18.0	1,522,406	17.3	
5-9	2,641,640	15.2	1,327,024	15.4	1,314,616	15.0	
10-14	2,232,175	12.8	1,119,392	13.0	1,112,783	12.7	
15-19	1,865,782	10.7	933,312	10.8	932,470	10.6	
20-24	1,650,132	9.5	815,093	9.5	835,039	9.5	
25-29	1,363,424	7.8	660,043	7.7	703,381	8.0	
30-34	1,053,018	6.1	485,151	5.6	567,867	6.5	
35-39	908,205	5.2	431,038	5.0	477,167	5.4	
40-44	715,067	4.1	365,129	4.2	349,938	4.0	
45-49	565,651	3.3	294,585	3.4	271,067	3.1	
50-54	391,513	2.3	199,709	2.3	191,804	2.2	
55-59	303,812	1.7	145,387	1.7	158,425	1.8	
60-64	239,737	1.4	106,510	1.2	133,227	1.5	
65-69	382,398	2.2	173,533	2.0	208,865	2.4	
70+	328,426	1.9	131,915	1.6	196,510	2.3	

Working-age population refers to a population above a specified minimum age. The minimum age may vary from country to country. In Zambia, the minimum age for persons falling in the working-age population is 15 years. Figure 2.1 shows the main categories of the working-age population (15 years or older).





### Working-Age Population

Table 3.1 Shows the number and percentage distribution of working-age population by rural/urban

and sex. The working-age population was estimated at 9,451,724 of which 54.0 percent was in the rural areas and 46.0 percent was in the urban areas.

Table 2.1: Number and Percentage Distribution of Working-Age Population (15 years or older) by Rural/Ur-	
ban and Sex, First Quarter 2019	

	Both S	Sexes	Male		Female	
Rural/Urban	Number	Percent	Number	Percent	Number	Percent
Total	9,438,741	100	4,609,490	100.0	4,829,251	100.0
Rural	4,668,878	49.5	2,305,661	50.0	2,363,218	48.9
Urban	4,769,863	50.5	2,303,829	50.0	2,466,033	51.1

Figure 2.2 shows percentage distribution of the working-age population by rural/urban and sex. At national level, females accounted for a higher percentage of the working-age population at 51.2 percent compared to males at 48.8 percent. In rural areas, females had a higher percentage of working-age population than males at 50.6 percent and 49.4 percent, respectively. In urban areas, females accounted for 51.7 percent and males 48.3 percent.

#### Figure 2.2: Percentage Distribution of Working-Age Population (15 years or older) by Rural/Urban and Sex, First Quarter 2019



This section presents an overview of working population with a special focus on own use production workers and their characteristics. Own use production work is one of the five forms of work. Other forms of work include employment work; unpaid trainee work; volunteer work; and other work activities. Given the significance own use production work plays in contributing to the Gross Domestic Product (GDP), its separate analysis becomes crucial. Table 3.1 shows percentage distribution of working population by sex. The total working population was estimated at 6,652,922. Out of the total working population, the own use production workers accounted for 56.2 percent while population in employment accounted for 43.8 percent. Males were predominantly in employment at 57.2 percent while females were predominantly in own use production work at 68.3 percent.

Table 3.1: Number and Percentage Distribution of Working Population by Sex, First Quarter 2019								
	Both Sexes Male			Female				
Rural/Urban	Number	Percent	Number	Percent	Number	Percent		
Total	6,652,922	100.0	3,141,739	100.0	3,511,182	100.0		
Own use production workers	3,740,830	56.2	1,343,308	42.8	2,397,521	68.3		
Population in employment	2,912,092	43.8	1,798,431	57.2	1,113,661	31.7		

Table 3.2 shows percentage distribution of own use production workers by rural/urban and sex. Of the estimated 3,740,830 own use production workers, 71.2 percent were in rural areas while 28.8 percent

were in urban areas. Both males and females were predominantly in rural areas at 82.7 percent and 64.7 percent, respectively.

Table 3.2: Number and Percentage Distribution of Own Use Production Workers by Rural/Urban and Sex,First Quarter 2019

	То	Total		Male		nale
Rural/Urban	Number	Percent	Number	Percent	Number	Percent
Total	3,740,830	100.0	1,343,308	100.0	2,397,521	100.0
Rural	2,662,638	71.2	1,110,944	82.7	1,551,694	64.7
Urban	1,078,191	28.8	232,364	17.3	845,827	35.3

Table 3.3 shows percentage distribution of own use production workers by rural/urban and kind of production/provision. Own use production workers were predominantly in service provision at 2,365,781,

representing 63.2 percent, relative to 1,375,048 goods producers. Further, the bulk of service provision and goods production was in rural areas at 60.9 percent and 88.9 percent, respectively.

Table 3.3: Number and Percentage Distribution of Own Use Production Workers by Rural/Urban and Sex,First Quarter 2019							
Total     Goods production     Service provision					orovision		
Rural/Urban	Number	Percent	Number	Percent	Number	Percent	
Total	3,740,830	100.0	1,375,048	100.0	2,365,781	100.0	
Rural	2,662,638	71.2	1,222,421	88.9	1,440,218	60.9	
Urban	1,078,191	28.8	152,628	11.1	925,564	39.1	

Figure 3.1 shows percentage distribution of own use production workers by rural/urban and kind of production/provision. In urban areas, service providers accounted for 85.8 percent while in rural areas service providers accounted for 54.1 percent.

Figure 3.1: Percentage Distribution of Own Use Production Workers by Rural/Urban, First Quarter 2019



Table 3.4 shows percentage distribution of own use production workers by age group and rural/urban. Persons aged 20-24 years accounted for the highest percentage of own use production workers at 19.6 percent, followed by the 25-29 year-olds at 15.8 percent. Persons aged 55 years and older collectively accounted for 12.8 percent. In rural and urban areas, persons aged 20-24 accounted for the highest percentage of own use production workers at 17.7 and 24.2 percent, respectively.

Table 3.4: Percentage Distribution of Own Use Production Workers by Age Group and Rural/Urban, First       Quarter 2019								
Age Group	Total	Rural	Urban					
Total	100.0	100.0	100.0					
15-19	14.2	15.4	11.0					
20-24	19.6	17.7	24.2					
25-29	15.8	14.5	19.0					
30-34	10.3	9.3	12.9					
35-39	8.9	8.9	8.8					
40-44	7.2	7.3	6.9					
45-49	6.1	6.9	4.3					
50-54	5.2	5.7	3.8					
55-59	4.5	5.0	3.4					
60-64	3.4	3.9	2.1					
65+	4.9	5.4	3.6					

This section presents an overview of the labour force and its characteristics. Labour force refers to a population 15 years of age or older who are either currently employed or unemployed during a specified 'short' reference period. Table 4.1 shows number and percentage distribution of population in the labour force by rural/urban and sex. The labour force was estimated at 3,353,145 persons, of which 33.6 percent was in rural areas and 66.4 percent was in urban areas.

Table 4.1: Number and Percentage Distribution of the Labour Force by Rural/Urban, First Quarter 2019								
	Both Sexes		M	ale	Female			
Rural/Urban	Number	Percent	Number	Percent	Number	Percent		
Total	3,353,145	100.0	2,066,914	100.0	1,286,231	100.0		
Rural	1,125,341	33.6	729,436	35.3	395,905	30.8		
Urban	2,227,804	66.4	1,337,478	64.7	890,325	69.2		

Figure 4.1 shows percentage distribution of the labour force by sex. Overall, 61.6 percent of the labour force was male and 38.4 percent was female. In rural areas, 64.8 percent of the labour force was male and 35.2 percent was female, and in urban areas, 60.0 percent was male and 40.0 percent was female.





### 4.2. Labour Force Participation Rate

Labour force participation rate indicates the supply of labour available for production of goods and provision of service. It is a ratio of the labour force to the working-age population. Labour force participation rate is calculated by expressing population in the labour force as a percentage of the working-age population.

Figure 4.2 shows labour force participation rate by rural/urban and sex. Overall, labour force participation rate was 35.5 percent. Labour force participation rate for the males was higher at 44.8 percent than for females at 26.6 percent. In rural areas, labour force participation rate was 24.1 percent while in urban, it was 46.7 percent.

### Figure 4.2: Labour Force Participation Rate by Rural/ Urban and Sex, First Quarter 2019



### 4.3. Employed Persons

Employed population refers to the total number of persons who have a paid job (in cash or in kind); are in self-employment or are in contributing family work for profit during a specified reference period. Persons who have a paid job and are on leave (for one reason or another), as well as those in self-employment but are absent from work due to various reasons such as inadequate raw materials, labour disputes, absence of business opportunities, etc are considered employed during an enumeration.

Table 4.2 shows number and percentage distribution of employed persons by rural/urban and sex. The employed population was estimated at 2,912,092, of which 33.2 percent were in the rural areas and 66.8 percent were in urban areas. Table 4.2: Number and Percentage Distribution of Employed Persons (15 years or older) by Rural/Urban and Sex, First Quarter 2019

	Total		Ma	ale	Female	
Rural/Urban	Number	Percent	Number	Percent	Number	Percent
Total	2,912,092	100.0	1,798,431	100.0	1,113,661	100.0
Rural	965,773	33.2	619458	34.4	346,315	31.1
Urban	1,946,319	66.8	1,178,973	65.6	767,346	68.9

Figure 4.3 shows percentage distribution of employed persons by rural/urban and sex. Results show that 61.8 percent of the population in employment were males while 38.2 percent were females. In rural areas, 64.1 percent of the population in employment were male while 35.9 percent were female. In urban areas, 60.6 percent were males while 39.4 percent were females.

Figure 4.3: Percentage Distribution of Employed Persons (15 years or older) by Rural/Urban and Sex, First Quarter 2019



4.4. Employment-to-Population Ratio

The employment-to-population ratio is the proportion of a country's working-age population that is employed. The employment-to-population ratio provides information on the ability of an economy to create employment. A high ratio often 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 either unemployed or (more likely) out of the labour force altogether. Figure 4.4 shows employment-to-population ratio by rural/urban and sex. Overall, employment-topopulation ratio was estimated at 30.9 percent. Males had a higher ratio than females at 39.0 percent and 23.1 percent, respectively. In rural areas, the ratio was 20.7 percent while in urban areas, it was 40.8 percent. In rural areas, male employment-to-population ratio was 26.9 percent while the female ratio was 14.7 percent. In urban areas, the ratio for males was 31.1 percent compared to 26.6 percent in rural areas.

Figure 4.4: Employment-to-Population Ratio by Rural/ Urban and Sex, First Quarter 2019



# 4.5. Employed Population in Agriculture and Non-agriculture Sectors

Table 4.3 shows number and percentage distribution of employed population by Agriculture/ Non-agriculture sectors and sex. Of the estimated 2,912,092 persons in employment, 79.2 percent were in nonagriculture sectors while 20.8 percent were in agriculture sector.

Table 4.3: Numb Sector, Rural/Urb	er and Percento oan and Sex. Fir	age Distribution	of Employed Po	opulation by Ag	riculture and N	on Agriculture	
	To	tal	Ma	ale	Female		
Sector	Number	Percent	Number	Percent	Number	Percent	
Total	2,912,092	100	1,798,431	100.0	1,113,661	100.0	
Agriculture	605,009	20.8	405,335	22.5	199,674	17.9	
Non Aariculture	2.307.082	79.2	1.393.096	77.5	913.987	82.1	

Figure 3.2 shows the distribution of employed persons by agriculture/non-agriculture sectors and rural/ urban. In rural areas, 43.5 percent were in agriculture sector and 56.5 percent were in the non-agriculture sectors. In urban areas, 90.5 percent were in nonagriculture sectors and 9.5 percent in the agriculture sector.

### Figure 3.5: Percentage Distribution of Employed Population by Agriculture/Non Agriculture Sectors and Rural/Urban, First Quarter 2019



Figure 4.6 shows the percentage distribution of employed population by agriculture/non-agriculture sectors and sex. Of the population in agriculture sector, 67.0 percent were male, and 33.0 percent were female. Furthermore, 60.4 percent of employed population in non-agriculture sector were male and 39.6 percent were female.

### Figure 4.6: Percentage Distribution of Employed Population by Agriculture/Non-Agriculture Sectors and Sex, First Quarter 2019



### 4.6. Sector of employment

The labour market has three sectors of employment, namely the formal, informal and household sectors. Each sector is distinguished by the prevailing institutional arrangements determined by national authorities. Formal sector employment relates to a totality of individuals working in establishments or enterprises that are registered with a tax or local authority. Informal sector employment relates to individuals working in unregistered enterprises. Employment in households refers to individuals working for households.

Figure 4.7 shows the percentage distribution of employed persons by sector of employment. Of the total employed persons, 38.3 percent were in the formal sector. The informal sector had 37.1 percent while the household sector had 24.6 percent.

### Figure 4.7: Percentage Distribution of Employed Persons by Sector of Employment, First Quarter, 2019



Formal Sector
Informal Sector
Household Sector

Table 4.4 shows number and percentage distribution of employed persons by sector of employment, rural/urban and sex. Of the total employed persons in the Formal sector, 68.6 percent were males and 31.4 percent were females. In the Informal sector, 61.8 percent were males and 38.2 percent were females. The males accounted for 51.0 percent in the Household sector while the females had 49.0 percent.

Table 4.4: Number and Percentage Distribution of Employed Persons by Sector of Employment, Rural/Urban and Sex, First Quarter 2019

	Total			Rural			Urban		
Sector of	Total	Male	Female	Total	Male	Female	Total	Male	Female
Employment	Number	Perc	cent	Number	Perc	ent	Number	Perc	ent
Total	2,912,092	61.8	38.2	965,773	64.1	35.9	1,946,319	60.6	39.4
Formal Sector	1,115,956	68.6	31.4	251,072	66.3	33.7	864,884	69.3	30.7
Informal Sector	1,079,523	61.8	38.2	440,057	67.5	32.5	639,467	57.9	42.1
Household Sector	716,612	51.0	49.0	274,644	56.8	43.2	441,968	47.3	52.7

## 4.7. Employed Population by Type of Employment

Employment can either be formal or informal. Formal employment is defined as the type of employment in which the job holder is entitled to social security coverage and contract in addition to annual paid leave or any such entitlement. It also includes own account workers and employers who have any form of legal registration. Informal employment relates to employment that does not have the above entitlements or legal registration for the job holder.

Figure 4.8 shows percentage distribution of employed population by type of employment. Of the total employed population, 28.5 percent were formally employed while 71.5 percent were informally employed.

Figure 4.8: Percentage Distribution of Employed Persons by Type of Employment, First Quarter 2019



Table 4.5 shows number and percentage distribution of employed population by type of employment, rural/ urban and sex. Of the formally employed persons, males accounted for 71.5 percent while the female accounted for 28.5 percent. In informal employment, males accounted for 57.9 percent while females accounted for 42.1 percent.

Table 4.5: Number and Percentage Distribution of Employed Population by Type of Employment, Rural,	/
Urban and Sex, First Quarter 2019	

	Total			Rural			Urban		
Type of	Number	r Percent		Number	Percent		Number Percent		ent:
Employment	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	2,912,092	61.8	38.2	965,773	64.1	35.9	1,946,319	60.6	39.4
Formal employment	828,944	71.5	28.5	198,309	70.0	30.0	630,635	71.9	28.1
Informal employment	2,083,147	57.9	42.1	767,464	62.6	37.4	1,315,683	55.1	44.9

### 4.8. Unemployed Population

Unemployed population includes all individuals above a specified minimum age who simultaneously were 1) not in employment, 2) available to work and 3) seeking employment, during a specified brief period. Table 4.6 shows number and percentage distribution of unemployed population by rural/urban and sex.The unemployed population was estimated at 441,053, of which 36.2 percent were in the rural areas and 63.8 percent were in urban areas.

Table 4.6: Number and Percentage Distribution of Unemployed Population by Sex and Rural/Urban, FirstQuarter 2019

	Total		M	ale	Female	
Rural/Urban	Number	Percent	Number	Percent	Number	Percent
Total	441,053	100.0	268,483	100.0	172,570	100.00
Rural	159,568	36.2	109,978	41.0	49,590	28.7
Urban	281,485	63.8	158,505	59.0	122,980	71.3

Figure 4.9 shows percentage distribution of unemployed population by sex and rural/urban.Results show that 60.9 percent of the unemployed population were male while 39.1 percent were female. In rural areas, 68.9 percent of the unemployed population were male compared to 31.1 percent female. In urban areas, 56.3 percent of the unemployed population were male compared to 43.7 percent female.

### Figure 4.9: Percentage Distribution of Unemployed Population by sex and Rural/Urban, First Quarter 2019



### **5: Youth Employment**

### **5.1.** Introduction

This section presents information on youth employment. For statistical purposes the United Nations defines the youth as those persons between the ages of 15 and 24 years. Whereas as, according to the Zambian National Youth Policy, a youth is a person aged 15 to 35 years.

## 5.2. Youth Employment International Definition (15-24 years)

Table 5.1 shows number and percentage distribution of youth employment by rural/urban and sex. There were 378,831 youths in employment, of which 42.3 percent were in the rural areas and 57.7 percent in the urban areas.

Table 5.1: Number and Percentage Distribution of Youth (15 to 24 years) Employment by Rural/Urban and Sex, First Quarter 2019

	Total		Μα	ale	Female	
Rural/Urban	Number	Percent	Number	Percent	Number	Percent
Total	378,831	100.0	235,114	100.0	143,717	100.0
Rural	160,146	42.3	100,799	42.9	59,347	41.3
Urban	218,685	57.7	134,315	57.1	84,370	58.7

Figure 5.1 shows percentage distribution of youths in employment by rural/urban and sex. The figure shows that 62.1 percent of the employed youths were males while 37.9 percent were females. In rural areas, 62.9 percent of the youths in employment were males and 37.1 percent were females while in urban areas 61.4 percent were male and 38.6 percent female.





# 5.3 Youth Employment Local Definition (15-35 years)

Table 5.2 shows number and percentage distribution of youth employment by rural/urban and sex aged 15 to 24 years. There were 1,511,901 youths in employment of which 33.4 percent were in the rural areas and 66.6 percent in the urban areas.

Table 5.2: Percentage Distribution of Youth (15-35 years) in employment by Rural/Urban and Sex, Zambia first quarter 2019

Rural/Urban	Both Sexes	Percent	Male		Male Female	
Total	1,511,901	100.0	941,085	100.0	570,816	100.0
Rural	504,720	33.4	322,143	34.2	182,577	32.0
Urban	1,007,181	66.6	618,942	65.8	388,239	68.0

Figure 5.2 shows percentage distribution of youths in employment by rural/urban and sex. The figure shows that 62.2 percent of employed youths were male while 37.8 percent were females. In rural areas, 63.8 percent of the youths in employment were males and 36.2 percent were females while in urban areas 61.5 percent were males and 38.5 percent females.

Figure 5.5 shows the percentage distribution of youth employment by rural/urban. In both rural and urban areas youth employment was highest in the age group 30-35 years and lowest 15-19 years. In rural areas, age group 20-24 years had more youths in employment than in urban areas at 23.9 percent and 17.3 percent respectively.

### Figure 5.2: Percentage Distribution of Youths in Employment by Rural/Urban and Sex, First Quarter 2019



Figure 5.3 shows percentage distribution of youths in employment by sex. Among youths in employment, those aged 15-19 had the lowest percentage share while those aged 30-35 years had the highest percentage share. There were more females in age group 30-35 and 15-19 years in employment than males at 44.1 percent, 40.5 percent, 7.3 percent and 4.5 percent respectively.

Figure 5.3: Percentage Distribution of Youth aged (15 to 35 years) Employment by Sex, First Quarter 2019



### Figure 5.5: Percentage Distribution of Youth Employment by Rural/Urban, First quarter 2019



Unemployment rate is widely regarded as one of the key labour market indicators and a good measure of current economic activity. This section presents information on unemployment situation based on international and local definitions of unemployment. Whereas the latter reflects the ideal situation of the Zambian labour market because of a significant number of persons available to take up jobs/business opportunities but are not actively engaged in job seeking activities due to lack of such opportunities, the former reflects unemployment based on standards.

Figure 6.1 shows unemployment rate based on international definition of unemployed population by rural/urban and sex. Unemployment rate was 13.2 percent. The male and female unemployment rate was 13.0 percent and 13.4 percent, respectively. In rural areas, unemployment rate was 14.2 percent compared to 12.6 percent in urban areas.

Figure 6.1: Unemployment Rate by Rural/Urban and Sex, First Quarter 2019



### 6.2. Youth Unemployment Rate

Figure 6.2 shows youth unemployment rate by rural/ urban and sex.The youth unemployment rate was 18.2 percent. The male and female youth unemployment rate were 18.0 percent and 18.7 percent, respectively. In rural areas, unemployment rate was 18.4 percent compared to 18.1 percent in urban areas. Figure 6.2: Youth (15-35 Years) Unemployment Rate by Rural/Urban and Sex, First Quarter 2019



## **6.3. Combined Rate of Unemployment and Potential Labour Force**

The combined rate of unemployment and potential labour force represents the number of unemployed population plus those in the potential labour force. It is often expressed as a percent of the sum total of the labour force and the potential labour force.

Figure 6.3 shows combined rate of unemployment and potential labour force by rural/urban and sex. The combined rate of unemployment and potential labour force was 43.7 percent. The male and female unemployment rate was 38.3 percent and 50.6 percent, respectively. The rural areas had a total rate of 58.9 percent compared to urban areas at 31.0 percent.





# 6.4. Youth Combined Rate of Unemployment and Potential Labour Force

Figure 6.4 shows combined rate of unemployment and the potential labour force by rural/urban and sex. Youth combine rate of unemployment and potential labour force was 51.9 percent. The male and female unemployment rate was at 45.6 percent and 59.7 percent respectively. The rural areas had a total rate of 65.1 percent compared to the urban areas at 40.8 percent.

Figure 6.4: Youth Combine Rate of Unemployment and Potential Labour Force by Rural/Urban and Sex, First Quarter 2019



### 6.5. Long Term Unemployment

The indicators on long-term unemployment look at duration of unemployment, that is, the length of time that an unemployed person has been without work and is looking for a job (ILO, 2014). The indicators presented in this section, includes two separate measures of long-term unemployment;

Long-Term Unemployment Rate: those unemployed one year or longer as a percentage of the labour force;

$$Long term Unemployment Rate = \frac{Unemployed for 1 year or more}{Labour Force} x 100$$

The Incidence of Long-Term Unemployment; those unemployed for one year or longer as a proportion of total unemployed:

 $Incidence of \ Long - term \ Unemployment = \frac{Unemployed \ for \ 1 \ year \ or \ more}{Total \ Unemployed \ Persons} \ x \ 100$ 

### 6.6. Long-Term Unemployment Rate

Figure 6.5 shows long-term unemployment rate by rural/urban and sex. Long term unemployment rate was 9.2 percent. The rural areas had a long term unemployment rate of 9.3 percent while the urban areas had a rate of 9.1 percent. Males had a higher long term unemployment rate of 8.8 compared to 9.8 percent for females.

Figure 6.5: Long-Term Unemployment Rate by Rural/ Urban and Sex, First Quarter 2019



# 6.7. Incidence of Long-Term Unemployment

Figure 6.6 shows the percentage distribution of the incidence of long term unemployment rate by rural/urban and sex. The incidence of long term unemployment rate was 69.8 percent in the May/June period of 2019. Urban areas had a higher incidence of long term unemployment rate than rural areas at 72.1 percent and 65.8 percent respectively. Females had a higher incidence of long term unemployment rate at 73.1 percent than males at 67.7 percent.





The population outside the labour force constitutes persons who are neither in employment nor in unemployment.These include people who are seeking employment but not available; are available but not seeking employment or those who are not seeking employment and not available for employment (i.e. full time students, full time homemakers, vagabonds and thieves). Table 7.1 shows number and percentage distribution of population outside the labour force by rural/urban and sex. In the first quarter of 2019, the population outside the labour force was estimated at 6,085,596, of which 61.6 percent was in rural areas and 38.4 percent was in urban areas.

Table 7.1: Number and Percentage Distribution of Population Outside the Labour Force by Rural/urban andSex, First Quarter 2019

	Total		Ma	ale	Female	
Rural/Urban	Number	Percent	Number	Percent	Number	Percent
Total	6,085,596	100.0	2,542,576	100.0	3,543,020	100.0
Rural	3,543,538	61.6	1,576,225	62.0	1,967,313	55.5
Urban	2,542,059	38.4	966,351	38.0	1,575,708	44.5

Figure 7.1 shows percentage distribution of population outside the labour force by rural/urban and sex. The results show that 41.8 percent of the population outside the labor force were males while 58.2 percent were females. In rural areas, females accounted for 55.5 percent and males accounted for 44.5 percent. In the urban areas males and females had 34.6 percent and 65.4 percent, respectively.

institutions with 31.0 percent, followed by being a discouraged job seeker at 22.9 percent. Most females reported family responsibility as a reason for being outside the labour force at 33.3 percent. The least reported reason for being outside the labour force for both male and female, at 2.5 and 2.0 percent respectively, was being ill, injured or has a disability.

### Figure 7.1: Percentage Distribution of Population Outside the Labour Force by Rural/urban and Sex, First Quarter 2019



Figure 7.2: Percentage Distribution of Population Outside the Labour Force by Reason and Sex, First Quarter 2019



## 7.2. Population Outside the Labour Force by Reason

Figure 7.2 shows percentage distribution of persons outside the labour force by reason and sex. The most reported reason among males for being outside the labour force was studying either in schools/training

Potential labour force refers to population not in employment that are seeking but not available for employment or are available but not seeking employment.

Table 8.1 shows number and percentage distribution of the population in the potential labour force for

persons 15 years of age or older by sex. Results show that the population in the potential labour force was estimated at 1,816,705 persons. There were more females in the potential labour force at 53.3 percent than the males that recorded 46.7 percent.

Table 8.1: Number and Percentage Distribution of the Potential Labour Force by Sex, First Quarter 2019							
	Ma	ale	Female				
Total	Number	Percent	Number	Percent			
1,816,705	816,705     848,973     46.7     967,732     53.3						

Table 8.2 shows number and percentage distribution of the potential labour force by rural/urban and sex. Of the potential labour force, 67.3 percent were in rural areas while 32.7 percent were in urban areas. Of the males, 71.9 percent were in rural areas while 28.1 percent were in urban areas compare to the females where 63.3 percent were in rural areas while 36.7 percent were in the urban areas.

Table 8.2: Number and Percentage Distribution of the Potential Labour Force by Sex and Rural/Urban First Quarter 2019

	Total		Μα	ale	Female	
Rural/Urban	Number	Percent	Number	Percent	Number	Percent
Total	1,816,705	100.0	848,973	100.0	967,732	100.0
Rural	1,223,041	67.3	610,144	71.9	612,897	63.3
Urban	593,664	32.7	238,830	28.1	354,834	36.7

Figure 8.1 shows percentage distribution of the potential labour force by sex and rural/urban. The figure shows that in rural areas, 49.9 percent of the potential labour force where males while 50.1 percent were females. In urban areas the situation is the same with a higher proportion of females than males at 50.1 percent and 59.8 percent respectively.





Figure 8.2 shows percentage distribution of the potential labour force by age group. The highest proportion of the potential labour force were in the 20-24 years age group with 24.3 percent followed by the 25-29 years age group with 18.3 percent while the lowest was in the 65 or older age group that recorded 0.8 percent. Results further shows that most of the potential labour force were in the age group 15-54 years which collectively accounted for 94.6 percent.





### 8.2. Youth Potential Labour Force

For statistical purposes the United Nations defines a youth as a person between the ages of 15 and 24 years. However, the African Union defines a youth as a person between the ages of 15 and 35 inclusive.

# 8.3. Youth Potential Labour Force (for youths aged 15-35)

Table 8.3 shows number and percentage distribution of the potential labour force according to the African Union definition. The youth potential labour force according to the African Union stood at 699,529 persons, of which 52.1 percent were females while 47.9 percent were males.

Table 8.3: Number and Percentage Distribution of the Youth Potential Labour Force by Sex, First Quarter2019							
Total Male Female				ale			
Number	Percent	Number	Percent	Number	Percent		
699,529	100.0	335,338	47.9	364,191	52.1		

Table 8.4 shows number and percentage distribution of the potential labour force by sex and rural/urban. The table shows that of the potential labour force, 62.4 percent were in rural areas while 37.6 percent were in urban areas. Of the males in the potential labour force 65.9 percent were in rural areas while 34.1 percent were in urban areas. Among the females, 59.2 percent were in rural areas while 40.8 percent were in urban areas. Overall most of the potential labour force are in the rural areas.

Table 8.4: Number and Distribution of the Potential Labour Force by Sex and Rural/Urban, First Quarter, 2019							
	Total			ale	Fem	Female	
Rural/Urban	Number	Percent	Number	Percent	Number	Percent	
Total	699,529	100.0	335,338	100.0	364,191	100.0	
Rural	436,782	62.4	221,069	65.9	215,713	59.2	
Urban	262,747	37.6	114,269	34.1	148,478	40.8	

Figure 8.3 shows percentage distribution of the potential labour force by sex and rural/urban. The survey revealed that there were more males in potential labour force in rural areas at 50.6 percent while the females were at 49.4 percent. The situation in urban areas is different with more females than males at 56.5 percent and 43.5 percent respectively.





Figure 8.4 shows percentage distribution of the potential labour force by sex and age group. The survey shows that the proportion of males was marginally higher than that of females in the age group 15-19 ages, with 50.2 percent and 49.8 percent, respectively. In the 20-14 age group the scenario was different with the proportion of females higher than that of males with 53.4 percent and 46.6 percent respectively.



### Figure 8.4: Percentage Distribution of the Potential Labour for by age Group (UN definition), First Quarter 2019

## 8.3. Youth Potential Labour Force (African Union Definition)

Table 8.5 show number and percentage distribution of the potential labour force by sex. The table shows that there were 1,295,845 persons in the potential

labour force of which 44.9 percent were males and 55.1 percent were females. There were slightly more females in the potential labour force than males.

Table 8.5: Number and Percentage Distribution of the Potential Labour Force, First Quarter 2019						
Total Male			Fen	nale		
Number	Percent	Number Percent		Number	Percent	
1,295,845 100 581,281 44.9 714,564 55.1						

Table 8.6 shows the number and percentage distribution of the potential labour force by sex and rural/urban. The survey revealed that 63.8 percent of the potential labour force were in the rural areas while 36.2 percent were in the urban areas. Of the males, 68.2 percent were in the rural areas while 31.8

percent were in urban areas. Of the females, 60.2 percent were in rural areas while 39.8 percent were in urban areas. Over all there were more persons in the potential labour force in rural area than in urban areas.

Table 8.6: Number and Percentage Distribution of the Potential Labour Force by Sex and Rural/Urban, FirstQuarter 2019.

Rural/Urban	То	tal	Male Fe			ales
,	Number	Percent	Number	Percent	Number	Percent
Total	1,295,845	100.0	581,281	100.0	714,564	100.0
Rural	826,257	63.8	396,181	68.2	430,076	60.2
Urban	469,588	36.2	185,100	31.8	284,488	39.8

Figure 8.5 shows the number and percentage of the potential labour force by sex and rural/urban. The survey revealed that in rural areas, 52.1 percent were females while 47.9 percent were males. In urban areas the situation was the same with more females than males with 60.6 percent and 39.4 percent, respectively.

## Figure 8.5: Number and Percentage Distribution of the Potential Labour Force by Sex and Rural/Urban



Figure 8.6 shows percentage distribution of the potential labour force by age group and sex. The survey revealed that the proportion of females was higher for females than for males except for the 15-19 age group that had more males than females with 50.2 percent and 49.8 percent respectively. The highest proportion of females was found in the 30-35 years age group which recorded 65.1 percent for females and 34.9 percent for males.

This section provides information on average weekly hours of work for persons in employment in all economic sectors. The information was collected on the basis of actual hours of work spent in performing work activities.

## 9.2. Average Weekly Hours of Work by Sector of Employment

Table 9.1 shows average weekly hours of work of persons in employment by sector of employment and sex. Results show that average weekly hours

of work for any person in employment was 42.5 hours. Persons in the formal sector spent the highest number of hours of work of 47.3 hours, followed by those in informal sector (41.3 hours) while the lowest was registered by those in household sector (36.8 hours).

Overall, males spent more hours at work than did females. Males worked 6.6 hours more than did females. Elsewhere, males worked 7.3 hours more than did females in the formal sector, and 3.2 hours in the household sector.

Table 9.1: Average Weekly hours worked by sector of Employment, First Quarter 2019							
Sector of Employment	Both sexes	Male	Female				
Total	42.5	45.0	38.4				
Formal sector	47.3	49.5	42.5				
Informal sector	41.3	43.5	37.6				
Household sector	36.8	38.4	35.2				

## 9.3. Average Weekly Hours of Work by Agriculture and Non-agriculture Sector

Table 9.2 shows average weekly hours of work of persons in employment by agriculture and non-agriculture sector and sex. Non-agriculture sector workers spent more hours (44.7 hours), compared

to workers in agriculture sector (34.1 hours). Males in agriculture sector worked for 9.2 hours more than did their female counterparts. Furthermore, males in non-agriculture sector worked for 6.6 hours more than did their female counterparts.

Table 9.2: Average Weekly hours worked by Agriculture and Non-agriculture Sector, Sex, First Quarter 2019							
Agriculture/Non-agriculture Sector	Both sexes Male Female						
Total	42.5	45.0	38.4				
Agriculture	34.1	37.1	27.9				
Non-Agriculture	44.7	47.3	40.7				

### 9.4. Average Weekly Hours of Work in Agriculture and Non Agriculture Sector by Rural/Urban

Table 9.3 shows average weekly hours of work in agriculture and non-agriculture sectors by rural/ urban and sex. Average weekly hours of work in urban areas were higher at 45.0 hours compared to 37.4

hours in rural areas. In both rural and urban areas, more hours were spent in non-agriculture sector (41.4 hours and 45.7 hours, in rural and urban areas, respectively), compared to hours spent in agriculture sector (32.2 hours and 38.3 hours in rural and urban areas, respectively). Table 9.3: Average Weekly of hours worked by Agriculture and Non Agriculture Sector, Rural/Urban andSex, First Quarter 2019

Sex, This Quarter 2017							
Agriculture/Non-		Rural			Urban		
Agriculture Sector	Total	Male	Female	Total	Male	Female	
Total	37.4	39.5	33.6	45.0	47.9	40.5	
Agriculture sector	32.2	34.3	27.9	38.3	43.5	27.8	
Non-agriculture sector	41.4	43.9	37.3	45.7	48.4	41.7	

### 9.5. Youth Average Weekly Hours of Work by Age Group

Figure 9.1 shows youth average weekly hours of work by age group. Average weekly hours of work among the youth were estimated at 43.4 hours. The highest number of hours, 44.6 hours, were recorded among the 30-35 year-olds while the lowest number of hours, 33.8 hours, were recorded among the 15-19 year-olds.

## Figure 9.1: Age-specific Average Weekly of Hours of Work, First Quarter 2019



# **9.6.** Average Weekly Hours of Work for Time-related Underemployed Population

Table 9.5 shows average weekly hours of work among the time-related underemployed population by rural/ urban and sex. The average weekly hours of work for time-related underemployed persons were 22.8 hours in rural areas and 21.6 hours in urban areas. However, males spent more hours than did females in both rural and urban areas. The average weekly hours of work for persons working normal weekly hours of work were 38.7 hours in rural areas and 46.3 hours in urban areas.

## Table 9.5: Average Weekly Hours of Work for Time-related Underemployed Population by Rural/Urban andSex, First Quarter, 2019

Underemployed/Not	Rural			Urban		
Underemployed Persons	Total	Male	Female	Total	Male	Female
Total	37.4	39.5	33.6	45.0	47.9	40.5
Underemployed persons	22.8	25.1	17.9	21.6	25.1	16.3
Not underemployed person	38.7	40.9	34.8	46.3	49.2	41.9

This section presents estimates of average earnings per month for paid employees in the entire economic sectors. Earnings were reported at market (current) prices at the time of the survey.

## **10.2.** Average Earnings In Formal And Informal Sector

Figure 10.1 shows the average earnings per month by sex. The total average earnings was estimated at K4,427 per month. Average earnings for males were higher at K4,693 compared to K3,808 for females.

## Figure 10.1: Average Earnings Per Month (Kwacha) by Sex, First Quarter 2019



Figure 10.2 shows average earnings by sector of employment. Persons employed in the formal sector had the highest average earnings of K5,748 per month, followed by those in the informal sector at K2,471. The household sector recorded the lowest monthly earnings of K1,191.

## Figure 10.2: Average Earnings Per Month (Kwacha) by Sector of employment, First Quarter 2019



## 10.3. Average Earnings in Agriculture and Non-agriculture Sector by Sex

Figure 10.3 shows average earnings per month by agriculture/non-agriculture industry and sex. Males earned more than females did irrespective of the industry. In Non-agriculture industry, males earned K4,949 while females earned K4,078. In Agriculture industry, males earned far much higher, K3, 910 than female did with K1,753.

#### Figure 10.3: Average Earnings Per Month (in Kwacha) by Agriculture/Non-agriculture Industry and Sex, First Quarter 2019





### Sample Design and Coverage

The sample design applied on the 2019 Labour Force Survey (LFS) is the Split-Panel Design. It involves first selecting a master sample of 520 Enumeration Areas (EAs) or approximately 9,300 non-institutionalised private households in rural and urban areas in all the ten provinces of Zambia. Four non-overlapping probability samples of EAs, forming a panel, each with 130 EAs, were selected from the originally sampled 520 EAs. One panel was surveyed in each quarter. This implies that the sample was divided into 4 cycles of 3 months per year. During each cycle, 130 EAs, representing one-first of the 520 EAs, were covered countrywide. Sample Stratification and Allocation

The sampling frame for the sample of the 2019 QLFS was one developed from the 2010 Census of Population and Housing. The frame provides details of the provinces, districts, constituencies and wards (i.e names and codes). For the purposes of survey undertaking, the frame contains number of number households and population by Census Supervisory Areas (CSAs) and Standard Enumeration Areas (SEAs). The SEA is the Primary Sampling Unit (PSU) for this survey.

In order to have equal precision in the estimates in all the provinces and at the same time take into account variation in the sizes of the provinces, the survey adopted the Square Root sample allocation method. The allocated provincial samples were multiples of four so as to facilitate the rolling of equal samples during each of the four cycles.

Sample Allocation by Province							
Province	Number of EAs Per Cycle	Number of EAs Per Year	Number of Households Per Year				
Central	16	64					
Copperbelt	27	108					
Eastern	16	64					
Luapula	13	52					
Lusaka	29	116					
Muchinga	13	52					
Northern	16	64					
North Western	13	52					
Southern	15	60					
Western	12	48					
Total	170	680	9,280				

### **Sample Selection**

The QLFS employs a two-stage stratified cluster sampling design whereby the 520 EAs are selected with Probability Proportional to Estimated Size (PPES) in the first stage using the number of households as the measure of size. In the second stage, 20 households are systematically selected from an updated list of households in a sampled enumeration area.

### **Estimation Procedure**

Due to the disproportional allocation of the sample to the different strata, sampling weights are required to ensure actual representativeness of the sample at national and sub-national levels. The sampling probabilities of the EAs in the first-stage selection and probabilities of selecting the households in the second stage of selection are used to calculate the weights. The weights of the sample are equal to the inverse of the product of the two selection probabilities.

The probability of selecting an EA was calculated as follows:

$$\mathbf{P}_{hi}^{1} = \frac{a_h \mathbf{M}_{hi}}{\sum_i \mathbf{M}_{hi}}$$

Where:

 $\begin{array}{ll} \mathbf{P_{ht}^{1}} &= \text{the first selection probability of EAs} \\ \boldsymbol{a_{h}} &= \text{the number of EAs selected in stratum h} \\ \mathbf{M_{ht}} &= \text{the size of the ith EA in stratum h} \\ \boldsymbol{\Sigma_{t}} \mathbf{M_{ht}} &= \text{the total size of stratum h} \end{array}$ 

The selection probability of the household was calculated as follows:

$$P_{hi}^2 = \frac{n_{hi}}{N_{hi}}$$

Where:

 $\begin{array}{ll} \mathbf{P}_{ht}^2 &= \text{the second selection probability of households} \\ \mathbf{n}_{ht} &= \text{the number of households selected from the ith EA of stratum h} \\ \mathbf{N}_{ht} &= \text{the total number of households listed in an EA} \end{array}$ 

Therefore, the EA specific sample weight was calculated as follows:

$$W_i = \frac{1}{P_{hi}^1 * P_{hi}^2}$$

### **Post-Stratification Adjustment**

The base weights for the 2018 QLFS were adjusted so that the population obtained was compared to the CSO projected mid-year population for 2018. The procedure for adjusting the weights based on population projections is given below:

$$\mathbf{r} = \frac{\mathbf{Y}_{proj}}{\mathbf{Y}_{QLFS}}$$

Where:

r = adjustment factor, which represents growth in the population

 $Y_{proj}$  = the Projected Population of the domain (Province) from the 2010 Census Projections Report

 $Y_{OLFS}$  = the estimated population using base weights

Therefore, the final weight was obtained as follows;

$$W_{hi} = W_i * r$$

### **Estimation Process**

In order to correct for differential representation, all estimates from the QLFS data are weighted expressions. Therefore, if yhij is an observation on variable Y for the jth household in ith EA of the hth stratum, then the estimated total for the hth stratum is expressed as follows:

$$\mathbf{Y}_{hT} = \sum_{i=1}^{a_h} \mathbf{w}_{hi} \sum_{j=i}^{n_h} \mathbf{y}_{hij}$$

Where:

 $Y_{hT}$  = the estimated total for the hth stratum

- i = 1 to ah: the number of selected clustered in the stratum
- j = 1 to nh: the number of sample household in the stratum

The national estimate is obtained using the following estimator:

$$Y_T = \sum_{i=1}^{10} Y_{hT}$$

Where:

 $Y_{\tau}$  = the national total estimate K=1 to 10 is the total number of strata (10 provinces)

### **Data Collection**

Data collection for this survey was done during April/May 2019 period. A structured electronic questionnaire configured on tablets (Computer Assisted Personal Interviewing - CAPI) was used to collect information from respondents using face-to-face interview process. A total of 58 enumerators were hired to collect the data countrywide.

### **Data Processing**

Raw data were captured in CSpro format which were later exported to SPSS files for editing purposes. Coding was done in SPSS as well. Once coding and editing were complete, tabulation and analysis was done using SPSS.

### **Appendix II Persons Involved in the Production of the Report**

Name	Designation	Institution
Goodson Sinyenga	Acting Director	CSO
Moffat Bili	Director Planning & Research	MLSS
Iven Sikanyiti	Assistant Director	CSO
Sheila Mudenda	Assistant Director	CSO
Daniel Daka	Assistant Director	CSO
Frank Kakungu	IT Manager	CSO
Gerson A. Banda	Acting Principal Statistician	CSO
Mbomena Vundamina	Statistician	CSO
Oliver Chitalu	Statistician	CSO
Mundia Muyakwa	Statistician	CSO
Cephas Sitali	Statistician	CSO
Owen Siyoto	Statistician	CSO
Bruce Sianyeuka	Demographer	CSO
Chibeza Magolo	Statistician	CSO
Constantine S. Kadantu	Principal Planner	MLSS
Jonathan Mwamba	Senior Planner	MLSS
NgaoNambao	Planner	MLSS
Priscillar M. Mali	Planner	MLSS
Francis Kunda Mwinsa	Planner	MLSS
Annie K. Mwitumwa	Planner	MLSS