

MINISTRY OF LABOUR AND SOCIAL SECURITY



2020 LABOUR FORCE SURVEY REPORT



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2020

LABOUR FORCE SURVEY REPORT

Lusaka - Zambia





FOREWORD

This report presents 2020 Labour Force Survey (LFS) annual results, arising from an analysis of a combined dataset drawn from 2020 quarterly LFSs. The primary objective of LFS is to provide labour market statistics for planning and policy formulation for development. Many Government publications such as National Development Plans (NDP), Ministerial Strategic Plans, Budget briefs, etc depend on LFS data as the main source of labour market statistics.

The labour force survey report is enriched with socio-economic and demographic indicators such as employment to-population ratio, labour force participation rate, unemployment rate and working conditions, hours of work, etc. The use of labour market statistics and indicators is quite widespread, as it enhances planning of labour market systems in various aspects including employment creation, minimum wage determination, skills gap identification, training programs, as well as determining supply and demand for labour. Furthermore, labour market statistics are critical for setting global, national and subnational goals and targets.

Therefore, may I take this opportunity to extend my appreciation to all households countrywide that rendered their cooperation, collectively and individually, as they provided responses to our data collectors during the implementation of the survey.

Further, I wish to thank the International Labour Organization (ILO) particularly, the Lusaka Office, for the unwavering support in providing capacity building among labour statisticians and, technical assistance at various stages in the implementation of the LFSs.

Our government partner, Ministry of Labour and Social Security (MLSS) and our provincial Zambia Statistics Agency offices are appreciated for ensuring a successful implementation of the survey. In this regard, I hope the results contained in this report and the rich datasets upon which they are based will be effectively used by policy makers, programme managers, researchers and other data users.

Mulenga J.J. Musepa Interim Statistician General ZAMBIA STATISTICS AGENCY



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ACRONYMS

ASCII	American Standard Code for Information Interchange
CAPI	Computer Assisted Personal Interviews
CRUPLF	Combined Rate of Unemployed and Potential Labour Force
CSPro	Census and Survey Processing System
CSA	Census Supervisory Area
EA	Enumeration Area
FISP	Fertilizer Input Support Programme
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
NDP	National Development Plan
OVC	Orphans and Vulnerable Children
PACRA	Patents and Companies Registration Agency
PLF	Potential Labour Force
PPES	Probability Proportional to Estimated Size
PSU	Primary Sampling Units
PWAS	Public Welfare Assistance Scheme
SCT	Social Cash Transfer
SFP	School Feeding Programme
SPSS	Statistical Package in Social Sciences
UN	United Nations
WEP	Women Empowerment Program
ZamStats	Zambia Statistics Agency
ZRA	Zambia Revenue Authority



Executive summary

2020 Labour Force Survey (LFS) covered a total of 470 enumeration areas across the ten provinces of Zambia. The survey estimated a total population of 17,885,422 with 56.7 percent of the population residing in rural areas and 43.3 percent residing in urban areas. Survey results further indicate that female population accounted for 51.9 percent compared to 49.1 percent male population.

Working-age population (i.e. 15 years or older) was estimated at 9,905,071 in 2020 compared to 9,706,101 estimated in 2019, in which the size of labour force were 3,465,526 and 3,423,486, respectively. Youth labour force in 2020 accounted for 1,888,692 in 2020 compared to 1,828,753 in 2019.

Population outside labour force was 6,439,546 in 2020, of which 4,065,288 resided in rural areas while 2,374,258 resided in urban areas. A total of 1,298,813 persons of population outside labour force made up potential labour force

Employed population was estimated at 2,988,379 in 2020 while it was 2,995,103 in 2019. About a third of employed population worked in firms and/or institutions that are legally registered (i.e. formal sector), representing an absolute total of 1,000,594. Employed population in informal and household sectors were 1,358,694 and 629,091, respectively.

One in every four employed persons (26.2 percent) in 2020 had a social security cover on their jobs (i.e. formally employed). The estimated number of informally employed persons was 2,204,956.

Employment-to-population ratio was 30.2 percent. The employment to population ratios for males and females were 38.5 percent and 22.7 percent, respectively. Unemployed population was estimated at 477,147. Of these, 160,121 were in rural areas and 317,026 were in urban areas.

Indicators of labour underutilization include unemployment rate, time related underemployment and combined rate of unemployment and potential labour force. Unemployment rate was 13.8 percent. The male unemployment rate was 11.9 percent and that of females was 16.4 percent.

Youth unemployment was 19.9 percent, where 17.6 percent was for male youths and 22.7 percent was for female youths. Combined rate of unemployment and potential labour force was 37.3 percent, where 44.1 percent was for females and 31.8 percent for males.

Estimated weekly hours of work, on average, was 40.6 hours, with rural areas' hours of work being lower, 36.8 hours, compared to 43.8 hours in urban areas. Males' weekly hours of work were higher at 43.1 hours than females' at 36.9 hours.

A total of 229,249 workers out of all employed persons worked for less than 40 hours and were willing to work for additional paid hours in a week, giving rise to a time-related underemployment rate of 7.7 percent in the labour market.

Own use production workers were estimated at 4,017,644, of which, 73.1 percent was in rural areas and 26.9 percent in urban areas. Of all own use production workers, 1,616,554 were exclusively involved in production of goods while 2,401,090 were exclusively involved in provision of services.

National paid employees' earnings, on average per month, was K4,393, with males earning more K4, 573 than did females at K4, 013. Professionals earned the highest K8,293 among all occupations. Highlights of 2020 labour force survey results

Item	Total	Male	Female	Rural	Urban
Population	17,885,422	8,604,597	9,280,825	10,132,811	7,752,611
Working Age Population 15yrs or older	9,905,071	4,674,992	5,230,079	5,241,131	4,663,940
Labour force	3,465,526	2,042,680	1,422,845	1,175,844	2,289,682
Youth (LF)	1,888,692	1,080,991	807,701	648,739	1,239,953
Employed (Market production activities)	2,988,379	1,798,821	1,189,558	1,015,723	1,972,656
Youth Employed (Market production activities)	1,513,667	891,124	622,543	531,750	981,917
Formal/Informal Sector					
Formal sector	1,000,594	674,435	326,159	196,855	803,738
Informal sector	1,358,694	810,891	547,803	498,100	860,595
Household	629,091	313,495	315,596	320,768	308,323
Type of Employment					
Formal Employment	783,422	530,907	252,515	173,140	610,282
Informal Employment	2,204,956	1,267,913	937,043	842,582	1,362,374
Agriculture/Non Agriculture Sector					
Agriculture	671,761	433,001	238,760	492,292	179,469
Non agriculture	2,316,617	1,365,546	951,071	524,308	1,792,310
Unemployed	477,147	243,860	233,287	160,121	317,026
Youth Unemployment	375,025	189,867	185,157	116,989	258,036
Not in the Labour Force					
Potential Labour Force	1,298,813	593,163	705,650	785,707	513,107
Youth Potential Labour Force	962,775	421,109	541,666	571,766	391,009
Outside the Labour Force	6,439,546	2,632,312	3,807,234	4,065,288	2,374,258
Rates					
Employment to Population Ratio	30.2	38.5	22.7	19.4	42.3
Labour Force Participation Rate	35	43.7	27.2	22.4	49.1
Unemployment Rate	13.8	11.9	16.4	13.6	13.8
Youth Unemployment Rate	19.9	17.6	22.9	18	20.8
Combined Rate of Unemployment and Potential Labour Force (CRUPLF)					
CRUPLF	37.3	31.8	44.1	48.2	29.6
Youth CRUPLF	46.9	40.7	53.9	56.4	39.8

Selected key indicators of the labour market by sex and rural/urban

CHAPTER ONE: BACKGROUND AND METHODOLOGY



Chapter 1: Background and Methodology

1.0 Background

The Labour Force Survey is a household-based sample survey conducted by the Zambia Statistics Agency in collaboration with Ministry of Labour and Social Security. The LFS collects data on the labour market activities from eligible individuals in selected households.

The major objective of the LFS is to measure the size of the labour force by its characteristics such as age, sex, industry, sector of employment, education, etc.).

This report presents the key findings of the 2020 LFS based on the annual data set, arising from combining the 2020 quarterly datasets. It will, among other things, outline the methodology used, Key indicators of Labour Market (KILM) which include: labour force participation rate, employment-to-population ratio, employment, unemployment rate, time-related underemployment rate, working condition-related indicators and income.

While quarterly labour statistics serve as early warning indication for the changing economic conditions, seasonal variations by sectors as well as validation of the growth of informal and formal jobs, annual labour statistics provide a snapshot indication of the labour market situation for a particular point in time.

2.0 Methodology

Sample design and coverage

The sample design applied on the 2020 LFS is the Split-Panel Design. The design involves the selection of a master sample of enumeration areas (EAs) or non-institutionalised private households in rural and urban areas across the whole country. Four non-overlapping probability samples of EAs, forming a panel are selected from the master sample. One panel is to be surveyed in each quarter. The sample is divided into 4 cycles, each of which is to be surveyed within 3 months of a given quarter. The quarterly sample gives estimates that are only reliable at national and rural/urban while the combined sample is to give estimates at provincial levels and other domains.

Sample stratification and allocation

The sampling frame for the 2020 QLFS was one developed from the 2010 Census of Population and Housing. The frame provides details of the province, districts, constituency and ward (i.e. names and codes), as well as number of households and population for each EA. For the purposes of undertaking the survey, the number of households and population are used for selecting EAs. The EA is the Primary Sampling Unit (PSU) for this survey. The 2010 sampling frame had a total of 27,499 EAs from which 520 EAs were selected for the 2020 Labour Force Survey. However, only 470 EAs were actually covered as only 3 out of the 4 subsamples for 2020 were covered.

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

Sample selection

The QLFS employed a two-stage stratified cluster sampling design whereby 520 EAs as shown in Table 1.1 below, were 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 were selected from an updated list of households in a sampled enumeration area systematic random sampling (SRS).

Drovince	Enur	No. of households		
FIOVINCE	Rural	Urban	Total	actually covered
Central	35	12	47	926
Copperbelt	12	48	60	1,172
Eastern	44	7	51	959
Luapula	32	9	41	802
Lusaka	11	51	62	1,236
Muchinga	24	12	36	716
Northern	38	9	47	878
North Western	28	9	37	729
Southern	35	14	49	967
Western	30	10	40	799
Total	289	181	470	9,184

Table 1.1: Sample allocation by Province, 2020

Estimation procedure

Due to the disproportional allocation of the sample to the different strata (i.e. provinces), sampling weights are required to ensure actual representativeness of the sample at national and sub-national levels. The product of the inverses of the probabilities of selecting the EAs in the first-stage and of selecting the households in the second stage are the weights for individuals in the dataset. The probability of selecting an EA was calculated as follows:

Where:

- = the first selection probability of EAs
- = the number of EAs selected in stratum h
- = the size of the ith EA in stratum h
- = the total size of stratum h

The selection probability of the household is calculated as follows:

Where:

- = the second selection probability of households
- = the number of households selected from the ith EA of stratum h
- = the total number of households listed in an EA



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

Post-stratification adjustment

The base weights for the 2020 QLFS were adjusted so that the population obtained was comparable to ZamStats projected mid-year population for 2020.

Therefore, the final weight was obtained and applied accordingly.

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:

Where:

= 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:

Where:

= the national total estimate K=1 to 10 is the total number of strata (10 provinces)

Data collection

Data collection for the QLFS 2020 was done during the first two weeks of the last month of the quarter. A well-structured electronic questionnaire configured on tablets (Computer Assisted Personal Interviewing - CAPI) was used to collect information from respondents through face-to-face interview process.

A total of 66 enumerators were hired to collect the data countrywide.

Data processing

Raw data is captured in CSPro format which was later exported to SPSS files for editing purposes and analysis.

CHAPTER TWO: CONCEPTS AND DEFINITIONS



Chapter 2: Concepts and Definitions

This section presents concepts and definitions used in the report.

Population is the total number of persons of both sexes 0 years of age or older in a given territory/ state at a specified point in time.

Working-age population is the number of population above a specified minimum age in a given territory/state at a specified point in time. In Zambia, the minimum age for working-age population is set at 15 years.

Labour force refers to population of working-age who are either employed or unemployed at a given point in time.

Labour force participation rate is a ratio of the labour force to the working-age population expressed as a percentage. It measures the country's working-age population that engages actively in the labour market, either by working or looking and available for work relative to the population of the working-age.

Employed population is the number of persons who have a paid job either in cash, in kind or both; are in self-employment or are in contributing family work (either currently at work or not). Workers who have a paid job and are on leave, as well as those in self-employment but are absent from work during the reference period due to various reasons such as inadequate raw materials, labour dispute, absence of business opportunities, etc., are considered employed.

Employment-to-population ratio (also known as employment rate) is a ratio of the employed population to the working-age population expressed as a percentage.

Formal sector (in the national context) refers to production units that are registered with any tax or a licensing authority. Legally, registration of production units is a primary responsibility for PACRA, ZRA and local authorities.

Informal sector refers to production units that are not registered with any tax or a licensing authority. Often production units in the informal sector are characterized by lack of books of accounts, low investment levels, meager workforce, and high likelihood of falling out of business.

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 and any legal registration for own account workers/employers.

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.

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

Informal sector employment is the employment, whether formal or informal, in unregistered production unit.

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

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 proportion of unemployed youth aged 15 to 35 years in the labour force who are 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 relates to the number of employed population 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".

Combined rate of unemployment and potential labour force is the summation of the unemployed and the potential labour force populations expressed as a percentage.

Long-term unemployment refers to persons that have been unemployed continuously for one year or more.

Precarious work is the type of work, often for paid employees, whose contract of employment is of relatively short duration or contract that can be terminated at short notice.

CHAPTER THREE: DEMOGRAPHIC CHARACTERISTICS



Chapter 3: Demographic Characteristics

3.1. Introduction

Chapter three provides an overview of demographic characteristics of survey population. It presents an analysis on size, composition and distribution of the population.

Table 3.1 shows number and percentage distribution of population by rural, urban and sex. In 2020, total population was estimated at 17,885,422. Of these, 8,852,170 were males and 9,033,252 were females. Rural and urban areas accounted for 55.3 percent and 44.7 percent of population, respectively.

Table 3.1. Number and Percentage	Distribution of Population by	Pural IIrban and Sex 7ambia 2020
Table 5.1: Number and Fercentage	Distribution of Population by	/ Ruial, Olball allu Sex, Zallibia 2020

Rural/Urban	Both	Sexes	Male	Female
	Number	Percent	Number	Number
Total	17,885,422	100.0	8,852,170	9,033,252
Rural	9,899,038	55.3	4,922,150	4,976,888
Urban	7,986,384	44.7	3,930,021	4,056,363

Figure 1.1 shows percentage distribution of population by rural/urban and sex. Overall, results show 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 49.7 percent and 50.3 percent, respectively. In urban areas females accounted for 50.8 percent and males 49.2 percent.



Figure 1.1: Percentage Distribution of Population by Rural, Urban and Sex, Zambia 2020

Table 3.2 shows number and percentage distribution of population by age group and sex. The 0-4 year-olds accounted for the highest proportion of population at 17.5 percent. There was a straightup decline in population size with increase in age, however, those 65 years or older accounted for 2.6 percent. A similar pattern was observed among males and females.

A	Both Sexes		Male		Female	
Age	Number	Percent	Number	Percent	Number	Percent
Total	17,885,422	100	8,852,170	100	9,033,252	100
00-04	3,133,244	17.5	1,579,230	17.8	1,554,014	17.2
05-09	2,701,198	15.1	1,357,441	15.3	1,343,757	14.9
10-14	2,314,663	12.9	1,160,255	13.1	1,154,408	12.8
15-19	1,913,597	10.7	958,687	10.8	954,910	10.6
20-24	1,685,033	9.4	833,603	9.4	851,430	9.4
25-29	1,420,299	7.9	693,050	7.8	727,249	8.1
30-34	1,076,280	6.0	496,336	5.6	579,945	6.4
35-39	926,847	5.2	433,031	4.9	493,816	5.5
40-44	723,719	4.0	361,565	4.1	362,154	4.0
45-49	581,812	3.3	298,359	3.4	283,453	3.1
50-54	399,100	2.2	205,799	2.3	193,301	2.1
55-59	314,011	1.8	153,109	1.7	160,902	1.8
60-64	232,518	1.3	109,330	1.2	123,188	1.4
65+	463,100	2.6	212,375	2.4	250,725	2.8

Table 3.2: Percentage Distribution of Population by Age Group and Sex, Zambia 2020

3.2 Relationship to head of household

Information on relationship to head of household was collected for every usual member of a household. Head of household is a person who normally makes day-to-day decisions governing the running of a household and he/she is acknowledged as such by other members of household.

Table 3.4 shows number and percentage distribution of population by relationship to head of household. Biological children to head of household accounted for 48.9 percent of total population. Heads of household constituted the second highest proportion at 20.2 percent, while fathers/mothers in law, uncles/aunts and grandparents at 0.1 percent each accounted for the lowest proportion of population.

Table 3.4: Number and Percentage Distribution of population by relationship to head of household, Zambi	а
2020	

Relationship to household head	Number	Percent
Total population	17,885,422	100.0
Head	3,619,947	20.2
Spouse (i.e. husband/wife)	2,440,405	13.6
Son/daughter	8,743,160	48.9
Step child	220,732	1.2
Brother/sister	284,784	1.6
Brother/sister in law	194,203	1.1
Grand child	1,498,046	8.4
Nephew/niece	542,296	3.0
Cousin	58,040	0.3
Parent	52,846	0.3
Father/mother in law	20,136	0.1
Uncle/aunt	13,109	0.1
Grand parent	9,042	0.1
Son/daughter in law	29,813	0.2
Other relative	100,108	0.6
Non relative	58,754	0.3



3.3 Marital status

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

Table 3.5 shows number and percentage distribution of population aged 12 years or older by sex, rural/urban and marital status. Results show that population that was married and/or never married made up the largest proportions in the population aged 12 years or older at 45.8 percent and 43.6 percent, respectively. Widowhood accounted for the largest percentage share among those that were once married at 4.6 percent, while cohabitation accounted for the smallest at 0.1 percent. Women had a higher likelihood of being widowed (7.6 percent) than did men (1.3 percent).

Table 3.5: Number and Percentage Distribution of the Population Aged 12 years or Older by Rural/Urban, Sex and Marital Status, Zambia 2019

Rural/ Urban/Sex	Total	Never married	Cohabiting	Married	Separated	Divorced	Widowed
Total	11,172,714	43.6	0.1	45.8	1.5	4.4	4.6
Rural	5,996,260	40.8	0.1	48.8	1.2	4.4	4.7
Urban	5,176,454	46.9	0.1	42.3	1.8	4.4	4.5
Sex							
Male	5,305,018	48.3	0.1	47.1	1.1	2.1	1.3
Female	5,867,696	39.5	0.1	44.6	1.8	6.5	7.6

3.4 Number of households

Table 3.6 shows the number and percentage distribution of households by province and rural/urban. Of the estimated 3,619,947 households, 1,986,194 were in rural areas while 1,633,753 were in urban areas. Lusaka Province had the largest share of households with 20.3 percent followed by Copperbelt with 15.5 percent. North western Province had the smallest share of households accounting for 4.6 percent.

Ducina	Total		Rural		Urban	
Province	Number	Percent	Number	Percent	Number	Percent
Total	3,619,947	100.0	1,986,194	100.0	1,633,753	100.0
Central	340,566	9.4	249,359	12.6	91,207	5.6
Copperbelt	559,667	15.5	92,970	4.7	466,697	28.6
Eastern	411,250	11.4	354,263	17.8	56,987	3.5
Luapula	228,773	6.3	172,778	8.7	55,995	3.4
Lusaka	734,473	20.3	94,951	4.8	639,522	39.1
Muchinga	226,199	6.2	157,861	7.9	68,338	4.2
Northern	290,869	8.0	236,594	11.9	54,274	3.3
North Western	165,659	4.6	113,806	5.7	51,852	3.2
Southern	453,734	12.5	330,303	16.6	123,431	7.6
Western	208,758	5.8	183,308	9.2	25,449	1.6

CHAPTER FOUR Working-age population



Chapter 4: Working-Age Population

4.0 Introduction

Chapter four presents information on the working age population and how it is categorised in the analysis of labour market indicators. The working-age population refers to all persons above a specified minimum age which varies from country to country.

In Zambia, the minimum working-age population is 15 years. From the working age population two main categories are derived mainly the Labour force and population outside the Labour force.

4.1 Categorization of working-age population (15 years or older)

Figure 4.1 shows main categories of working-age population. In 2020, working-age population was 9,905,071 out of which size of labour was 3,465,526 persons while 6,439,546 were outside labour force.



Figure 4.1 Categories of Working-Age Population

4.2 Working-age population by rural/urban and sex

Table 4.1 shows number and percentage distribution of working age population by rural/urban and sex. Working-age population was 9,905,071 of which 52.9 percent were in rural areas and 47.1 percent were in urban areas.

Table 4.1: Number and Percentage Distribution of the working Age Population (15 years or older) by Rural/ Urban and Sex, Zambia 2020

	Working Age Population (15 years or older)						
Rural/Urban	Tot	al	Male	Female Number			
	Number	Percent	Number				
Total	9,905,071	100.0	4,674,992	5,230,079			
Rural	5,241,131	52.9	2,490,894	2,750,237			
Urban	4,663,940	47.1	2,184,098	2,479,842			

Figure 4.2 shows percentage distribution of working-age population (15 years or older) by rural/urban and sex. At national level, females accounted for a higher percentage of the working-age population at 52.8 percent compared to males at 47.2 percent. Results by region showed a same pattern as at national level were females had a higher percentage of the working-age population than males. In rural areas males accounted for 47.5 percent while females accounted for 52.5 percent. In urban areas, males and females accounted for 46.8 percent and 53.2 percent, respectively.







Table 4.2 shows number and percentage distribution of the working age population by province and sex. All the provinces had more females than males in the working age population.

Dressin ee	Working Age Population (15 years or older)							
Province	Total	Male	Percent	Female	Percent			
Total	9,905,071	4,674,992	47.2	5,230,079	52.8			
Central	932,358	441,211	47.3	491,147	52.7			
Copperbelt	1,632,592	788,067	48.3	844,525	51.7			
Eastern	1,110,035	537,421	48.4	572,614	51.6			
Luapula	681,840	317,077	46.5	364,764	53.5			
Lusaka	2,010,105	949,373	47.2	1,060,733	52.8			
Muchinga	578,501	272,425	47.1	306,076	52.9			
Northern	769,118	365,321	47.5	403,797	52.5			
North Western	475,060	215,093	45.3	259,966	54.7			
Southern	1,152,658	536,959	46.6	615,699	53.4			
Western	562,804	252,046	44.8	310,758	55.2			

Table 4.2: Number and Percentage Distribution of the Working-Age Population (15 years or older) by Province and Sex, Zambia 2020

Figure: 4.3 shows percentage share of the working age population by province. Lusaka province had the highest percentage share of the working age population at 20.3 percent followed by Copperbelt province at 16.5 percent. North-Western province had the least share of the working age population at 4.8 percent.



Figure 4.3: Percentage Share of the Working Age Population by Province, Zambia 2020

4.3 Labour force

The labour force constitutes two components, the employed and the unemployed population. These are people who have a paid job; are running a business (i.e. farm or non-farm) or are contributing family workers within a specified short reference period (i.e. in a day or one week), plus those who are not in employment but are actively seeking paid work and/or business opportunities and are available for paid work and/or business opportunities.

Table 4.3 shows number and percentage distribution of the labour force by rural/urban and sex. The labour force was 3,465,526 of which 33.9 percent were in rural areas while 66.1 percent were in urban areas.

Region	Total	Percent	Male	Female
Total	3,465,526	100.0	2,042,680	1,422,845
Rural	1,175,844	33.9	714,429	461,414
Urban	2,289,682	66.1	1,328,251	961,431

Figure 4.4 shows percentage distribution of the labour force by rural/urban and sex. At national level, the percentage of males in the labour force was higher than that of females at 58.9 percent and 41.1 percent, respectively. The same pattern of having more males than females was also observed in both rural and urban areas.





Table 4.4 shows number and percentage distribution of the population in labour force by province and sex. In all provinces, the males accounted for higher percentages of population in the labour force compared to the females. In Northern Province, males accounted for 65.9 percent while females accounted for 34.1 percent.



Table 4.4: Number and Percentage Distribution of the Labour Force (15 years or older) by Province and Sex, Zambia 2020

Province	Total	Male		Female	
	Number	Number	Percent	Number	Percent
Total	3,465,526	2,042,680	58.9	1,422,845	41.1
Central	378,099	235,853	62.4	142,246	37.6
Copperbelt	724,653	427,727	59.0	296,926	41.0
Eastern	198,511	121,078	61.0	77,434	39.0
Luapula	172,206	94,856	55.1	77,350	44.9
Lusaka	1,178,495	681,417	57.8	497,078	42.2
Muchinga	127,598	80,359	63.0	47,239	37.0
Northern	112,554	74,196	65.9	38,358	34.1
North Western	151,164	86,719	57.4	64,444	42.6
Southern	308,445	176,769	57.3	131,676	42.7
Western	113,802	63,707	56.0	50,095	44.0

Figure 4.5 shows percentage share of the labour force by province. Lusaka had the highest percentage share of the labour force at 34.0 percent, followed by Copperbelt Province at 20.9 percent. Northern Province had the least percent share of the labour force at 2.6 percent.



Figure 4.5: Percentage Share of Labour force (15 years or older) by Province, Zambia 2020

4.3.1 Labour force by age group

Figure 4.6 shows percentage distribution of the labour force by rural/urban and age group. Results showed that in the age group 15-19 years, urban areas accounted for 2.9 percent of the population in the labour force while rural areas accounted for 6.1 percent. In the age group 30-34 years, urban areas accounted for 17.4 percent while rural areas accounted for 14.4 percent.




Figure 4.7 shows percentage distribution of labour force by age group and sex. In age group 15-19, males accounted for 4.1 percent of the labour force while females accounted for 3.8 percent. Results also showed that the age group 25-29 had a higher proportion of females than males at 19.1 percent and 17.6 percent, respectively.







4.3.2 Labour force participation rate (activity rate)

Labour force participation rate measures proportion of labour force in relation to working-age population. It is a ratio of labour force to working-age population expressed as a percentage.

Figure 4.8 shows labour force participation rate by rural/urban and sex. The overall labour force participation rate was 35.0 percent. Males had a higher participation rate at 43.7 percent compared to females at 27.2 percent. The urban participation was higher than that of the rural at 49.1 percent and 22.4 percent, respectively. The pattern of higher participation rate for males than females was observed in both rural and urban areas.



Figure 4.8: Labour Force Participation Rate by Rural/Urban and Sex, Zambia 2020

Figure 4.9 shows age-specific labour force participation rate by sex. The labour force participation rate for males in the age group 25-29 years was 55.5 percent while that of females was 33.3 percent. In the age group 30-34 years, males accounted for 63.3 percent while females accounted for 39.0 percent.





Figure 4.10 shows age-specific labour force participation rate in rural and urban areas. The agespecific labour force participation rate in urban areas was higher than that of rural areas in all the age groups. In urban areas, the participation rate was highest in the age groups 40-44 and 45-49 at 73.7 percent and 73.8 percent, respectively. The age group 40-44 had the highest participation rate in rural areas at 36.6 percent.





Table 4.5 shows labour force participation rate for population aged 15 years or older by province and sex. Lusaka province had the highest participation rate at 58.6 percent followed by Copperbelt province at 44.4 percent. Northern Province had the lowest labour force participation rate at 14.6 percent. In all the provinces the participation rate for males was higher than that of females.

Table 4.5 Labour Force Participation Rate for population (Age 15 years or older) by Prov	ince and Sex,
Zambia 2020	

Drovinco	Labour Force Participation Rate						
Province	Both Sexes	Male	Female				
Total	35.0	43.7	27.2				
Central	40.6	53.5	29.0				
Copperbelt	44.4	54.3	35.2				
Eastern	17.9	22.5	13.5				
Luapula	25.3	29.9	21.2				
Lusaka	58.6	71.8	46.9				
Muchinga	22.1	29.5	15.4				
Northern	14.6	20.3	9.5				
North Western	31.8	40.3	24.8				
Southern	26.8	32.9	21.4				
Western	20.2	25.3	16.1				







5.0 Introduction

Chapter five presents information on the characteristics of employed population. The employed population comprises all persons of working age who in the short reference period were either in paid employment, self-employment or contributing family workers.

5.1 Employed population

Table 5.1 shows number and percentage distribution of employed population by rural/urban and sex. Results showed that that employed population was 2,988,378, of which 63.8 percent were in the urban areas and 36.2 percent were in rural areas.

Table 5.1: Number and Percentage Distribution of Employed Population by Rural/Urban and Sex, Zam	ıbia
2020	

Bural /Urban	Both Sexes	Male	Female	
Kulal/Olbali	Number	Percent	Number	Number
Total	2,988,378	100.0	1,815,517	1,172,861
Rural	1,082,922	36.2	670,576	412,346
Urban	1,905,456	63.8	1,144,941	760,515

5.1.1 Employed population by sex

Figure 5.1. shows percentage distribution of the employed population by rural/urban and sex. At national level, there were more employed males than females at 60.2 percent and 39.8 percent, respectively. The same pattern of having more males in employment was observed in both the rural and urban areas at 61.3 percent and 59.6 percent, respectively.



Figure 5.1 Percentage Distribution of the Employed Population by Rural/Urban and Sex, Zambia 2020

5.1.2 Employed population by province

Figure 5.2 shows percentage share of the employed population by province. Lusaka province had the highest percentage share of the employed population at 34.0 percent followed by Copperbelt province at 20.7 percent, respectively. Western province had the lowest percentage share at 2.5 percent.





Table 5.2 shows percentage distribution of employed population (15 years or older) by rural/urban, sex and age group. In all the age groups there were more employed males than females at national level, rural and urban areas. At national level the age group with the biggest difference between males and females was 50-54 years with 69.8 percent and 30.2 percent, respectively.

Table 5.2: Number and Percentage Distribution of	Employed Population (15 years or older) by Age Group,
Rural/Urban, Sex and Age Group, Zambia 2020	

	Total			Rural			Urban		
Age Group	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
	Number	Percent	Percent	Number	Percent	Percent	Number	Percent	Percent
Total	2,988,379	60.2	39.8	1,015,723	61.3	40.4	1,972,656	59.6	40.4
15-19	94,884	55.4	44.6	54,887	56.3	45.8	39,998	54.2	45.8
20-24	298,307	55.4	44.6	120,446	57.7	46.2	177,861	53.8	46.2
25-29	520,851	58.1	41.9	177,183	62.7	44.2	343,668	55.8	44.2
30-34	501,075	61.6	38.4	147,379	60.5	37.9	353,696	62.1	37.9
35-39	458,690	57.6	42.4	142,669	58.4	42.7	316,021	57.3	42.7
40-44	397,394	63.2	36.8	128,459	66.2	38.1	268,935	61.9	38.1
45-49	280,295	64.9	35.1	86,266	63.7	34.6	194,028	65.4	34.6
50-54	183,921	69.8	30.2	67,519	67.4	28.7	116,402	71.3	28.7
55-59	118,248	56.9	43.1	45,963	58.7	44.3	72,285	55.7	44.3
60-64	63,907	52.2	47.8	20,171	45.7	44.7	43,736	55.3	44.7
65-69	70,807	60.6	39.4	24,782	67.8	43.3	46,025	56.7	43.3



5.1.3 Employment-to-population ratio

Employment-to-population ratio is defined as the proportion of a country's working-age population that is employed. 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 either unemployed or (more likely) out of the labour force altogether.

5.1.3.1 Employment-to-population ratio by rural/urban and sex

Figure 5.3 shows employment-to-population ratio by rural/urban and sex. The overall employmentto-population ratio was 30.2 percent with males at 38.5 percent and females at 22.7 percent. The ratio for urban areas was higher at than that of rural areas at 42.3 percent and 19.4 percent, respectively.



Figure 5.3: Employment-to-Population Ratio by Rural/Urban and Sex, Zambia 2020

5.1.3.2 Employment-to-population ratio by province

Table 5.3 shows employment-to-population ratio by province and sex. The province with the highest employment-to-population ratio was Lusaka at 50.6 percent while Western had the lowest at 13.4 percent. In all the provinces the employment to population ratio was higher for males than females.

Table 5.3 Employment-to-	Population Ratio	by Sex and Province	Zambia 2020
Table 5.5 Employment to	i oputation Ratio	by Sex and Fromite	, Lambia 2020

Dravinas	Employment-to-Population Ratio							
Total	Both Sexes	Male	Female					
	30.2	38.5	22.7					
Central	37.8	50.3	26.6					
Copperbelt	37.8	47.0	29.3					
Eastern	17.0	21.5	12.7					
Luapula	18.9	24.4	14.2					
Lusaka	50.6	63.8	38.8					
Muchinga	19.6	25.7	14.1					
Northern	13.1	18.5	8.2					
North Western	26.1	34.0	19.7					
Southern	23.4	28.7	18.8					
Western	13.4	17.3	10.3					

5.1.3.3 Employment-to-population ratio by sex and age group

Figure 5.4 shows employment-to-population ratio by sex and age group. Across all age groups the employment to population ratio was higher for males than females. Among males and females, the employment to population ratio was highest in the age group 40-44 years at 61.8 percent and 40.5 percent, respectively.





5.2 Employed population by status in employment

Figure 5.5 shows percentage share of the employed population by status in employment. In 2020 the own account workers (self-employed) had the highest percentage share of the total employed population at 44.3 percent. The paid employees had 40.3 percent while the paid interns had the lowest share of 0.3 percent. Those employed as casual workers and domestic workers accounted for 2.8 percent and 1.5 percent, respectively.







Figure 5.6 shows percentage distribution of the employed population by status in employment and sex. In all the status of employment, there were more males than females except among contributing family workers and domestic paid workers where females accounted for 68.8 percent and 67.9 percent, respectively. The casual employees had the biggest difference between males and females at 73.3 percent and 26.7 percent, respectively.





5.2.1 Employed population by status in employment, and rural/urban

Table 5.4 shows percentage distribution of the employed population by status in employment and rural/urban. Analysis by rural and urban shows that in all statuses of employment there were more population employed in urban than rural areas except the categories of paid interns and contributing family workers which had more employed population working in the rural areas at 50.3 percent and 70.0 percent, respectively.

2020			
Status in Employment	Number	Percent	
Status in Employment	Total	Rural	Urban
Total Employed Population	2,988,379	34.0	66.0
Paid Employees	1,202,934	23.2	76.8
Paid apprentices	58,633	25.1	74.9
Paid interns	8,875	50.3	49.7
Employers	116,598	17.9	82.1
Own-account workers	1,324,619	41.3	58.7
Contributing Family Workers	149,068	70.0	30.0
Domestic paid workers	44,477	15.9	84.1
Casual employees	83,175	45.6	54.4

Table 5.4: Percentage Distribution of the Employed population by Status in Employment and Rural/Urba	an,
2020	

5.3 Employed population by institutional sector

Figure 5.7 shows percentage distribution of the employed population by institutional sector. In 2020, the majority of the employed population were working in the private business/farm at 63.3 percent while those working in the Embassy/International organization were in the minority at 0.1 percent.



Figure 5.7: Percentage Distribution of the Employed Population by Institutional Sector, Zambia 2020

5.3.1 Employed population by institutional sector, rural/urban and sex

Table 5.5 shows percentage distribution of the employed population by institutional sector, rural/ urban and sex. In 2020, all the institutional sectors had more males than females except the Embassy/ international organizations, Non-governmental organizations (NGOs), and Households which had more females than males, at 65.1 percent, 57.2 percent and 50.2 percent, respectively.

Table 5.5: Percentage Distribution of the Employed	Population by Institutional Sector,	Rural/Urban and
Sex, Zambia 2020		

	Total			Rural			Urban		
Institutional Sector	Number Percent		Number	Percent		Number	Number Percent		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	2,988,379	60.2	39.8	1,015,723	61.3	38.7	1,972,656	59.6	40.4
Central government	302,237	57.3	42.7	99,256	65.1	34.9	202,981	53.5	46.5
Local government	63,672	56.3	43.7	14,348	50.6	49.4	49,325	58.0	42.0
Parastatal/state-owned firm	51,198	78.2	21.8	9,216	87.7	12.3	41,982	76.2	23.8
Embassy/international org.	1,728	34.9	65.1	143	0.0	100.0	1,585	38.1	61.9
Non-governmental organizations	15,381	42.8	57.2	3,532	63.0	37.0	11,849	36.7	63.3
Faith-based organization	25,102	75.7	24.3	7,859	62.4	37.6	17,242	81.7	18.3
Private business/farms	1,892,987	63.7	36.3	557,125	64.6	35.4	1,335,862	63.4	36.6
Producers cooperatives	6,984	54.0	46.0	3,477	43.4	56.6	3,507	64.4	35.6
Households	629,091	49.8	50.2	320,768	54.2	45.8	308,323	45.3	54.7



5.4 Educational attainment by labour force status

Figure 5.8 shows percentage share of population by labour force status and highest educational attainment. Results show that about eight in every ten persons (84.4 percent) whose highest education attained is masters' degree or higher and three in every four persons (76.3 percent) whose highest education attained is bachelors' degree were in employment. Less than one-fifth (15.3 percent) of persons whose highest education attained is nursery were in employment.



Figure 5.8: Percentage Share of the Employed Population by Highest Educational Attainment, Zambia 2020

5.4.1 Employed population by education attainment, rural/urban and sex

Table 5.6 shows percentage distribution of the employed population by educational attainment. In all the levels of education attainment, there were more males than females that were employed except those with no education and nursery education who had more females at 53.8 percent. In rural areas, only those with no education/ nursery had more females at 80.6 percent compared to males at 19.4 percent, while in urban areas the employed population with primary education had more females than males at 54.4 percent and 45.6 percent, respectively.

Table 5.6: Number and Percentage	Distribution of the	Employed	Population by	' Educational	Attainment,
Rural/Urban and Sex, Zambia 2020					

		Total			Rural		Urban			
Highest Education Attained	Number	Percent		Number	Percent		Number Percent		ent	
	Total	Male	Female	Total	Male	Female	Total	Male	Female	
Total	2,988,379	60.2	39.8	1,015,723	61.3	38.7	1,972,656	59.6	40.4	
None/nursery	2,117	46.2	53.8	908	19.4	80.6	1,209	66.4	33.6	
Primary	802,989	50.9	49.1	425,103	55.5	44.5	377,886	45.6	54.4	
Secondary	1,611,407	65.6	34.4	445,010	67.9	32.1	1,166,397	64.8	35.2	
Certificate/diploma	335,404	61.4	38.6	71,153	62.7	37.3	264,250	61.0	39.0	
Bachelors' degree	116,862	61.1	38.9	15,928	64.7	35.3	100,934	60.6	39.4	
Masters' degree or higher	20,434	72.2	27.8	1,025	87.6	12.4	19,409	71.3	28.7	
Not stated	99,166	40.2	59.8	56,595	49.6	50.4	42,571	27.8	72.2	



5.5 Employed population by occupation

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

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

5.5.1 Percentage share of employed population by occupation

Table 5.7 shows percentage distribution of employed population by occupation and sex. Results show that the largest proportion of the employed population were Services and sales workers accounting for 30.1 percent. The corresponding proportion among female was higher at 42.9 percent than among males at 22.7 percent. It is worth noting that the lowest proportion among females was that of Plant and machine operators and assemblers at 0.3 percent, while that of males was other (1.7 percent).

Table 5.7: Number	and Percentage	Distribution o	f Employed	Population b	y Occupation	and Sex,	Zambia
2020							

Occuration	Tot	al	Ма	ale	Female		
Occupation	Number	Percent	Number	Percent	Number	Percent	
Total	2,988,379	100	1,798,821	100	1,189,558	100	
Managers	184,153	6.2	99,588	5.5	84,565	7.1	
Professionals	268,290	9	146,512	8.1	121,779	10.2	
Technicians and associate professionals	125,451	4.2	82,619	4.6	42,832	3.6	
Clerical support workers	59,001	2	37,426	2.1	21,576	1.8	
Service and sales Workers	918,118	30.7	407,606	22.7	510,512	42.9	
Skilled agricultural, forestry and fisheries workers	437,874	14.7	273,160	15.2	164,713	13.8	
Craft and related trades workers	296,483	9.9	251,624	14	44,859	3.8	
Plant and machine operators, and assemblers	196,466	6.6	192,813	10.7	3,653	0.3	
Elementary occupations	456,379	15.3	276,045	15.3	180,334	15.2	
Other	46,162	1.5	31,426	1.7	14,736	1.2	

Figure 5.9 shows percentage share of the employed population by occupation. Results showed that the service and sales workers occupation group accounted for the highest share at 30.7 percent, followed by the elementary occupation group at 15.3 percent. Those involved in other occupations not elsewhere classified represented the least share at 1.5 percent.





Figure 5.9: Percentage Share of Employed Population by Occupation, Zambia 2020

5.5.2 Employed population by occupation, rural/urban and sex

Table 5.8 shows percentage distribution of employed population by occupation, rural/urban and sex. In all the occupations, the male employed population accounted for a higher percent compared to females except in the Service and Sales Workers which had more females than males at 55.6 percent and 44.4 percent, respectively. In rural and urban areas, the same pattern of having more males than females in all occupations was observed except in the Service and Sales Workers.

		Total			Rural		Urban			
Occupation	Total	Male	Female	Total	Male	Female	Total	Male	Female	
	Number	Percent	Percent	Number	Percent	Percent	Number	Percent	Percent	
Total	2,988,379	60.2	39.8	1,015,723	61.3	38.7	1,972,656	59.6	40.4	
Managers	184,153	54.1	45.9	37,491	63.5	36.5	146,662	51.7	48.3	
Professionals	268,290	54.6	45.4	75,725	57.4	42.6	192,565	53.5	46.5	
Technicians & Associate Professionals	125,451	65.9	34.1	25,446	76.6	23.4	100,004	63.1	36.9	
Clerical Support Workers	59,001	63.4	36.6	8,836	66.9	33.1	50,166	62.8	37.2	
Services & Sales Workers	918,118	44.4	55.6	215,397	43.9	56.1	702,721	44.5	55.5	
Skilled Agricultural Forestry & Fishery Workers	437,874	62.4	37.6	348,163	62.4	37.6	89,710	62.3	37.7	
Craft & Related Trade Workers	296,483	84.9	15.1	79,640	81.4	18.6	216,843	86.2	13.8	
Plant & Machine Operators & Assemblers	196,466	98.1	1.9	27,086	93.7	6.3	169,380	98.9	1.1	
Elementary Occupation	456,379	60.5	39.5	188,713	64.2	35.8	267,666	57.9	42.1	
Other Occupations	46,162	68.1	31.9	9,225	69.6	30.4	36,938	67.7	32.3	

Table 5.8: Number and Percentage Distribution of Employed Population (15 years or older) by Occupation,
Rural/urban and Sex, Zambia 2020

Table 5.9 shows number and percentage distribution of employed population by industry and province. Provinces with the highest proportions of people who worked in agriculture, forestry or fishing industry include Luapula (49.2 percent); Central (43.3 percent); Northern (40.7 percent); Eastern (43.3 percent); North western (27.0 percent) and Western (23.3 percent), while Muchinga (34.9 percent); Southern (34.4 percent); Lusaka (27.5 percent) and Copperbelt (26.2 percent) recorded the highest proportions of people who worked in wholesale and retail trade industry.

Industry	Total	Central	Copperbelt	Eastern	Luapula	Lusaka	Muchinga	Northern	North Western	Southern	Western
Total	2,988,379	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture, forestry and fishing	671,761	43.3	13.0	37.9	49.2	12.1	18.0	40.7	27.0	25.2	23.3
Mining and quarrying	59,371	1.1	5.6	0.1	1.4	0.7	0.0	0.0	6.4	1.3	0.4
Manufacturing	252,075	6.9	7.2	11.7	8.3	9.1	5.2	7.4	11.6	6.3	17.5
Electricity, gas, steam and air conditioning	5,770	0.0	0.3	0.0	0.9	0.2	0.0	0.0	0.5	0.0	0.2
Water supply; sewerage waste management and remediation activities	13,305	0.1	1.0	0.0	0.0	0.5	0.0	0.2	0.3	0.4	0.1
Construction	160,762	2.6	6.2	4.8	3.0	7.1	4.4	5.3	5.3	3.0	4.9
Wholesale and retail trade; repair of motor vehicles and motorcycles	780,950	22.1	26.6	23.7	10.8	27.5	34.9	23.1	25.2	34.4	17.3
Transport and storage	168,167	2.6	6.1	6.9	3.9	7.6	8.6	1.3	2.1	4.2	1.3
Accommodation and food service activities	74,071	1.2	2.6	0.6	1.5	3.2	4.1	1.4	0.7	3.2	3.9
Information and communication	21,106	0.5	0.5	0.2	0.0	1.2	0.5	0.8	0.8	0.3	0.6
Financial and insurance services	28,949	0.4	1.3	0.2	0.4	1.5	0.4	0.7	0.4	0.5	1.1
Real estate	15,531	0.5	0.8	0.2	0.0	0.8	0.0	0.5	0.0	0.0	0.0
Professional, scientific and technical activities	28,436	0.3	1.1	0.9	0.5	1.4	0.8	0.5	0.0	0.8	0.7
Administrative and support service activities	120,199	2.6	3.8	1.2	6.3	5.6	3.8	2.2	3.5	2.3	3.9
Public administration and defence; compulsory social security	89,876	3.2	4.7	1.5	3.0	2.9	1.8	1.2	3.7	1.1	4.1
Education	170,447	5.5	6.9	3.1	5.4	4.9	6.5	2.8	4.5	8.2	10.5
Human health social work activities	82,809	2.5	3.6	1.4	1.3	2.8	2.7	4.0	1.4	2.7	3.3
Arts, entertainment and recreation	12,995	0.9	0.5	0.2	0.2	0.4	0.0	0.6	0.3	0.4	0.2
Other service activities	128,915	2.5	3.4	2.1	3.8	6.0	6.4	5.8	3.0	3.4	4.6
Activities of households as employers;	98,835	1.1	4.9	2.3	0.1	4.5	1.2	1.4	3.2	2.3	1.9
Activities of extraterritorial organisations and bodies	4,048	0.0	0.1	1.0	0.0	0.0	0.6	0.0	0.0	0.2	0.0

Table 5.9: Number and Percentage Distribution of employed persons by industry and province, Zambia 2020



5.6 Employed population by industry

The classification of employed population by industry is important in the analysis of the labour market of any given country. The broad structure of the ISIC revision 4 was used to classify the employed population in Zambia as follows:

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

Figure 5.10 shows percentage distribution of employed population by industry. Note that, for simplicity of the graph, industry is truncated to only seven categories. However, refer to the table on industry for details. Note further that the figure shows that the highest percentage of employed population was in the Service industry at 61.1 percent, of which Wholesale and retail trade, repair of motor vehicles industry accounted for 26.1 percent, thereby rendering it the highest percentage share in the labour market. Agriculture, forestry and fishing industry accounted for the second highest percentage share at 22.5 percent while activities of extraterritorial organizations and bodies accounted for the lowest percentage share at 0.1 percent.



Figure 5.10: Percentage Share of Employed Population by Industry, Zambia 2020

5.6.1 Employed population by industry and sex

Table 5.8 shows number and percentage distribution of employed population by industry and sex. In all the industries the proportion of males was higher than that of females except in Wholesale and retail, Accommodation and food service activities, Human health and social work activities, Activities of households as employers and Education which had more females than males.

Table 5.8: Number and Percentage Distribution of Employed Population (15 years or older) by Industry and
Sex, Zambia 2020

		Total			Rural		Urban			
Industry	Number Percent		Number	Number Percent			Number Percent			
	Total	Male	Female	Total	Male	Female	Total	Male	Female	
Total	2,988,379	60.2	39.8	1,015,723	61.3	38.7	1,972,656	59.6	40.4	
Agriculture, forestry and fishing	671,761	64.5	35.5	492,064	64.7	35.3	179,697	63.9	36.1	
Mining and quarrying	59,371	92.2	7.8	10,369	90.8	9.2	49,002	92.5	7.5	
Manufacturing	252,075	70.6	29.4	74,947	59.2	40.8	177,129	75.4	24.6	
Electricity, gas, steam and air conditioning	5,770	58.8	41.2	686	59.9	40.1	5,083	58.6	41.4	
Water supply; sewerage,waste management and remediation activities	13,305	72.5	27.5	917	100	-	12,388	70.4	29.6	
Construction	160,762	96.4	3.6	34,641	100	-	126,121	95.4	4.6	
Wholesale and retail trade;repair of motor vehicles and motorcycles	780,950	44.4	55.6	192,578	42	58	588,372	45.2	54.8	
Transport and storage	168,167	95.6	4.4	19,871	93	7	148,296	96	4	



Table 5.8: Number and Percentage Distribution of Employed Population (15 years or older) by Industry andSex, Zambia 2020

		Total			Rural		Urban			
Industry	Number	Perc	ent	Number	Number Percent			Per	cent	
	Total	Male	Female	Total	Male	Female	Total	Male	Female	
Accommodation and Food service activities	74,071	28.8	71.2	11,496	23.9	76.1	62,575	29.7	70.3	
Information and communication	21,106	78.9	21.1	1,690	65.6	34.4	19,415	80.1	19.9	
Financial and insurance services	28,949	57	43	2,618	79.4	20.6	26,331	54.7	45.3	
Real estate	15,531	55.4	44.6	1,751	87.9	12.1	13,780	51.3	48.7	
Professional, scientific andtechnical activities	28,436	65.1	34.9	2,632	69.3	30.7	25,804	64.7	35.3	
Administrative and support service activities	120,199	70	30	24,211	75.4	24.6	95,988	68.7	31.3	
Public administration and defence; compulsory social security	89,876	69.1	30.9	19,357	74.7	25.3	70,519	67.6	32.4	
Education	170,447	49.2	50.8	61,973	57.4	42.6	108,475	44.5	55.5	
Human health social work activities	82,809	40.8	59.2	18,546	55.7	44.3	64,263	36.5	63.5	
Arts, entertainment and recreation	12,995	84.3	15.7	3,483	95.9	4.1	9,512	80	20	
Other service activities	128,915	46.6	53.4	22,489	56.6	43.4	106,426	44.5	55.5	
Activities of households as employers	98,835	37.1	62.9	17,452	50.6	49.4	81,383	34.2	65.8	
Activities of extraterritorial organisations and bodies	4,048	93.8	6.2	1,951	100	-	2,097	88	12	

5.6.2 Employed population by type of employment

Employment can either be formal or informal. 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 and any legal registration for own account workers/employers whereas informal employment relates to employment in which the job holder is not entitled to any social security.

Figure 5.11 shows percentage distribution of employed population by type of employment. In 2020, formal employment was estimated at 26.2 percent while informal employment was at 73.8 percent.



Figure 5.11: Percentage Distribution of the Employed Population by Type of Employment, Zambia 2020

Table 5.9 shows the number and percentage distribution of the employed population by type of employment, rural/urban and sex. Among the formally employed population, males accounted for 67.8 percent while females accounted for 32.2 percent. The informally employed population had 57.5 percent male and 42.5 percent female. The same pattern of having more males than females in both formal and informal employment was observed in rural and urban areas.

Table 5.9: Number and Percentage Distribution of the employed population by Type of employment, Rural/ Urban and Sex, Zambia 2020

		Total			Rural		Urban			
Type of Employment	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	
Number Percent		cent	Number Percent			Number Percent		cent		
Total	2,988,379	60.2	39.8	1,015,723	61.3	38.7	1,972,656	59.6	40.4	
Formal Employment	783,422	67.8	32.2	173,140	71	29	610,282	66.8	33.2	
Informal Employment	2,204,956	57.5	42.5	842,582	59.3	40.7	1,362,374	56.4	43.6	

5.6.3 Employed population by type of employment and industry

Table 5.10 shows number and percentage distribution of the employed population by industry and type of employment. The agriculture, forestry and fishing industry had a higher proportion of informally employed persons than the formal employed persons at 87.4 and 12.6 person respectively. Similarly, Wholesale and retail trade; repair of motor vehicles and motorcycles industry had a higher proportion of informally employed persons at 93.8 percent. The Electricity, gas, steam, and air conditioning supply industry, accounted for a higher proportion of the formally employed persons than the informally employed at 88.0 percent and 12.0 percent, respectively.



Table 5.10: Number and Percentage Distribution of the Employed Population by Industry and Type of Employment (Formal/ Informal), Zambia 2020

	Type of Employment											
Industry	Total En Popul	nployed lation	Formal En	nployment	Informal E	mployment						
	Number	Percent	Number	Percent	Number	Percent						
Total	2,988,379	100	783,422	26.2	2,204,956	73.8						
Agriculture, forestry and fishing	671,761	100	84,868	12.6	586,893	87.4						
Mining and quarrying	59,371	100	41,118	69.3	18,253	30.7						
Manufacturing	252,075	100	58,268	23.1	193,807	76.9						
Electricity, gas, steam, and air conditioning supply	5,770	100	5,080	88	690	12						
Water supply; sewerage, waste management and remediation activities	13,305	100	10,494	78.9	2,811	21.1						
Construction	160,762	100	20,718	12.9	140,044	87.1						
Wholesale and retail trade; repair of motor vehicles and motorcycles	780,950	100	48,288	6.2	732,662	93.8						
Transport and storage	168,167	100	54,994	32.7	113,173	67.3						
Accommodation and food service activities	74,071	100	24,283	32.8	49,788	67.2						
Information and communication	21,106	100	8,974	42.5	12,131	57.5						
Financial and insurance activities	28,949	100	15,129	52.3	13,820	47.7						
Real estate activities	15,531	100	1,855	11.9	13,675	88.1						
Professional, scientific and technical activities	28,436	100	17,075	60	11,361	40						
Administrative and support service activities	120,199	100	63,536	52.9	56,663	47.1						
Public administration and defense; compulsory social security	89,876	100	81,682	90.9	8,194	9.1						
Education	170,447	100	146,843	86.2	23,605	13.8						
Human health and social work activities	82,809	100	60,989	73.7	21,820	26.3						
Arts, entertainment and recreation	12,995	100	4,925	37.9	8,069	62.1						
Other service activities	128,915	100	16,649	12.9	112,266	87.1						
Activities of households as employers	98,835	100	15,600	15.8	83,235	84.2						
Activities of extraterritorial organizations and bodies	4,048	100	2,054	50.7	1,994	49.3						

5.7 Sector of employment

The labour market has three sectors of employment namely the formal, informal and household sectors. Formal sector employment relates to a totality of jobs in establishments or enterprises that are registered with a licensing authority. Informal sector employment relates to all jobs in unregistered enterprises. Employment in households refers to all jobs carried out for households.

5.7.1 Employed Population by Sector of Employment

Figure 5.12 shows percentage distribution of employed population by sector of employment. The proportion of the informal sector was higher than that of the formal and household sectors at 45.5 percent, 33.5 percent and 21.1 percent, respectively.





Table 5.11 shows number and percentage distribution of the employed population 15 years or older by sector of employment, rural/urban and sex. The proportion of males was higher in formal and informal sectors at 64.9 percent and 59.7 percent, respectively. Of the employed population in the household sector, females accounted for 50.2 percent and males accounted for 49.8 percent. In urban areas, the proportion of males was higher in the formal and informal sectors at 67.1 percent and 57.8 percent apart from household sector, where females accounted for 54.7 while males accounted for 43.3 percent. In rural areas the proportions of males were higher than that of females in all sectors of employment.

Table 5.11: Number and Percentage Distribution of the employed population by Sector of employment Rural Urban and Sex, Zambia 2020

		Total			Rural		Urban			
Sector of Employment	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	
	Number	Per	cent	Number	Perc	ent	Number	Perc	ent	
Total	2,988,379	60.2	39.8	1,015,723	61.3	38.7	1,972,656	59.6	40.4	
Formal Sector	1,000,594	67.4	32.6	196,855	68.8	31.2	803,738	67.1	32.9	
Informal Sector	1,358,694	59.7	40.3	498,100	62.9	37.1	860,595	57.8	42.2	
Household Sector	629,091	49.8	50.2	320,768	54.2	45.8	308,323	45.3	54.7	

5.7.2 Employed population in the agriculture and non-agriculture sectors

Figure 5.13 shows percentage distribution of employed population by agriculture and non-agriculture sectors. The non-agriculture sector accounted for 77.5 percent of the employed population while the agriculture sectors accounted for 22.5 percent.





Figure 5.13: Percentage Distribution of Employed Population by Agriculture and Non-Agriculture Sectors, Zambia 2020

Table 5.12 shows number and percentage distribution of employed population by province, agriculture and non-agriculture sectors. In Lusaka province, the proportion of employed population in the agriculture sector was lower than in the non-agriculture sector at 12.1 percent and 87.9 percent, respectively. Of the employed population in Luapula Province, 49.2 percent were employed in the agriculture sector.

Table 5.12: Number and Percentage Distribution of Employed population by Province, Agriculture andNon-Agriculture Sectors, Zambia 2020

Province	Total Employed	Agricultu	re Sector	Non-Agricu	lture Sector
	Population	Number	Percent	Number	Percent
Total	2,988,379	671,761	22.5	2,316,617	77.5
Central	352,538	152,794	43.3	199,744	56.7
Copperbelt	617,805	80,118	13.0	537,687	87.0
Eastern	188,418	71,440	37.9	116,978	62.1
Luapula	129,026	63,520	49.2	65,506	50.8
Lusaka	1,017,289	123,580	12.1	893,709	87.9
Muchinga	113,389	20,416	18.0	92,973	82.0
Northern	100,392	40,851	40.7	59,541	59.3
North western	124,137	33,546	27.0	90,590	73.0
Southern	269,740	67,904	25.2	201,835	74.8
Western	75,645	17,592	23.3	58,053	76.7

Table 5.14 shows number and percentage distribution of employed population by type of employment, agriculture and non-agriculture sectors and sex. Both agriculture and non-agriculture sectors had more males than females. Males in agriculture and non-agriculture sectors accounted for 81.1 percent and 66.2 percent of formally employed population, respectively. Among the informally employed, males accounted for 62.1 percent in the agriculture sector and 55.8 percent in the non-agriculture sector.

	Total	Ag	riculture Sec	tor	Non Agriculture Sector			
Type of Employment	Employed Population	Both Sexes	Male Female		Both Sexes	Male	Female	
	Number	Number	Per	cent	Number	Percent		
Total Employed Population	2,988,379	671,761	61 64.5 35.5		2,316,617	58.9	41.1	
Formal Employment	783,422	84,868	81.1	18.9	698,554	66.2	33.8	
Informal Employment	2,204,956	586,893	62.1	37.9	1,618,064	55.8	44.2	

Table 5.14: Number and Percentage distribution of Employed Population by Type of Employment,Agriculture and Non- Agriculture Sectors and Sex, Zambia 2020.

CHAPTER SIX YOUTH EMPLOYMENT



Chapter 6: Youth Employment

6.1 Itroduction

Chapter six presents information on youth employment. According to the National Youth Policy, a youth is a person aged 15 - 35 years old. Therefore, the analysis of this section was based on the age group 15 - 35 years old.

6.1 Youth labour force

Table 6.1 shows number and percentage distribution of youth labour force by age group, sex, and rural/urban. There were 1,888,692 youths in the labour force of which, 1,080,991 were male and 807,701 were female. Age group 30-35 years had the highest percentage of the youth in the labour force at 35.7 percent while age group 15-19 years had the lowest at 7.2 percent. Across all age groups, males made up the majority of youth labour force.

Table 6.1: Number and Percentage Distribution of Youth Labour Force by Age Group and Sex and Rural/ Urban, Zambia 2020

		То	tal			Rural		Urban			
Age Group	Both Sexes		Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	
	Number	Percent	Number	Number	Number	Number	Number	Number	Number	Number	
Total	1,888,692	100	1,080,991	807,701	648,739	388,433	260,306	1,239,953	692,559	547,394	
15-19	135,802	7.2	77,872	57,929	71,532	42,322	29,209	64,270	35,550	28,720	
20-24	447,860	23.7	237,007	210,853	164,262	93,318	70,945	283,597	143,689	139,908	
25-29	630,069	33.4	358,905	271,164	209,330	128,536	80,795	420,739	230,369	190,370	
30-35	674,961	35.7	407,207	267,754	203,615	124,257	79,358	471,346	282,950	188,396	

6.2 Proportion of youth to total labour force

Figure 6.1 shows proportion of youth to total labour force by sex. Slightly over half (54.5 percent) of size of labour force (3.5 million) were youth. This is observed among both males (52.9 percent) and females (56.8 percent).





6.3 Youth employment by age group

Figure 6.2 shows percentage distribution of youth employment by age group. The age group 30-35 years had the highest percentage of employed youths at 39.6 percent while the age group 15-19 years had the lowest at 6.3 percent.



Figure 6.2: Percentage Distribution of Youth Employment by Age Group, Zambia 2020

Figure 6.3 shows percentage distribution of youth employment by province. Results show that Lusaka province had the highest share of employed youths at 34.7 percent while Western province had the lowest share at 2.2 percent.





Figure 6.3: Percentage Distribution of Youth Employment by Province, Zambia 2020

Table 6.2 shows number and percentage distribution of employed youth by age group and sex. There were 1,513,667 youths in employment of which males accounted for 58.9 percent and females 41.1 percent. The same pattern of having more males than females was observed in all age groups.

	Total	Ma	ale	Female			
Age group	Number	Number	Percent	Number	Percent		
Total	1,513,667	891,124	58.9	622,543	41.1		
15-19	94,884	52,593	55.4	42,291	44.6		
20-24	298,614	165,546	55.4	133,068	44.6		
25-29	520,851	302,647	58.1	218,203	41.9		
30-35	599,318	370,338	61.8	228,980	38.2		

Table 6.2: Number and Percentage Distribution of Youth Employment by Age Group and Sex, Zambia 2020

Table 6.3 shows number and percentage distribution of employed youth by age group and rural/ urban. Of the total employed youths, 35.1 percent were in rural areas while 64.9 percent were in urban areas. The age group 15-19 years had more employed youths residing in rural areas at 57.8 percent than in urban areas at 42.2 percent. In the rest of the age groups, there were more employed youths in urban areas as compared to rural areas.

Table6.3: Number	and	Percentage	Distribution	of	Youth	Employment	by	Age	Group	and	Rural/U	Jrban,
Zambia 2020												

	Total	Rural		Url	ban
Age Group	Number	Number	Percent	Number	Percent
Total	1,513,667	531,750	35.1	981,917	64.9
15-19	94,884	54,887	57.8	39,998	42.2
20-24	298,614	120,754	40.4	177,861	59.6
25-29	520,851	177,183	34.0	343,668	66.0
30-35	599,318	178,928	29.9	420,390	70.1

6.4Youth employment by sector

Figure 6.4 shows percentage distribution of youth employment by sector. Results show that 47.4 percent of the youths were employed in the informal sector while 31.7 percent were employed in the formal sector and 20.9 percent were employed in the household sector.



Figure 6.4 Percentage Distribution of the Youth Employment by Sector, Zambia 2020

Table 6.4 shows number and percentage distribution of youth employment by sector of employment, rural/urban and sex. Of the total employed youths, 58.9 percent were male and 41.1 percent were female. In the formal sector, 61.1 percent were male and 38.8 percent were female while in the informal sector, the males accounted for 61.6 percent and females had 38.4 percent. The household sector had 49.4 percent and 50.6 percent for males and females, respectively. In both rural and urban areas, all sectors of employment had a higher proportion of males than females except in the household sector in urban area which had a higher female proportion.

		Total			Rural		Urban			
Sector of Employment	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	
	Number	Percent	Percent	Number	Percent	Percent	Number	Percent	Percent	
Total	1,513,667	58.9	41.1	531,750	60.5	39.5	981,917	58.0	42.0	
Formal Sector	480,504	61.1	38.9	98,154	65.3	34.7	382,350	60.0	40.0	
Informal Sector	717,343	61.6	38.4	275,622	63.8	36.2	441,721	60.2	39.8	
Household Sector	315,821	49.4	50.6	157,975	51.6	48.4	157,846	47.3	52.7	

Table 6.4: Number and Percentage Distribution of Youth Employment by Sector of Employment, Rura	ıl/
Urban and Sex, Zambia 2020	

6.5 Youth status in employment

Figure 6.5 shows percentage distribution of youth employment by status in employment. Results show that paid employees accounted for the highest share of employed youths at 43.6 percent while paid interns accounted for the lowest at 0.4 percent.





Figure 6.5: Percentage Distribution of Youth Employment by Status in Employment, Zambia 2020

Table 6.5 shows percentage distribution of youth employment by status in employment, sex and rural/ urban. Of the employed youths, there were more males than females in all status in employment except in the category of the contributing family workers and domestic paid workers.

Rural/Urban,	Zambia 202	20							
<u>.</u>		Total			Rural			Urban	
Status in Employment	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Emptoyment	Number	Percent	Percent	Number	Percent	Percent	Number	Percent	Percent
Total	1,513,667	58.9	41.1	531,750	60.5	39.5	981,917	58	42
Paid Employees	660,087	65.8	34.2	158,687	73.1	26.9	501,399	63.4	36.6
Working as a paid apprentice	24,195	71.8	28.2	6,533	80.5	19.5	17,661	68.5	31.5
Working as a paid intern	5,404	50.2	49.8	3,217	45.7	54.3	2,187	56.8	43.2
An employer (employing one or more employees)	44,584	67.7	32.3	8,242	75	25	36,343	66.1	33.9
An own- account worker (not employing any employee)	598,180	54	46	252,685	58.3	41.7	345,495	50.9	49.1
Helping without pay in a household business	102,291	35.7	64.3	74,914	37	63	27,377	32.3	67.7
Domestic paid worker	28,832	31.6	68.4	4,088	22.4	77.6	24,745	33.1	66.9
Casual employee	50,095	75.9	24.1	23,385	70.8	29.2	26,710	80.4	19.6

Table 6.5: Number and Percentage Distribution of Youth Employment by Status in Employment, Sex and Rural/Urban, Zambia 2020

6.6 Youth employment by industry

Figure 6.6 shows percentage distribution of youths in employment by industry. Note that, for simplicity of the graph, industry is truncated to only seven categories. However, refer to the table on industry for details. Note further that the figure shows that the highest percentage of employed youths was in the Service industry at 61.5 percent, of which Wholesale and retail trade, repair of motor vehicles industry accounted for 26.6 percent, thereby rendering it the highest percentage share in the labour market. Agriculture, forestry and fishing industry accounted for the second highest percentage share at 22.6 percent while Activities of extraterritorial organizations and bodies accounted for the lowest percentage share at 0.1 percent.



Figure 6.6: Percentage Distribution of Youth Employment by Industry, Zambia 2020

Table 6.6 shows percentage distribution of youth employment by industry and sex, and region. Wholesale and retail trade; repair of motor vehicles and motorcycles, human health social work activities, activities of household as employers and Other service activities industries all had a high proportion of females than males.

Table 6.6: Number	and Percentage	Distribution of	f Youth I	Employment I	by Industry,	Sex and	Rural/Urban,
Zambia 2020							

		Total			Rural		Urban			
Industry	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	
	Number	Percent	Percent	Number	Percent	Percent	Number	Percent	Percent	
Total	1,513,667	58.9	41.1	531,750	60.5	39.5	981,917	58	42	
Agriculture, forestry and fishing	341,265	66.1	33.9	267,143	65.9	34.1	74,121	66.9	33.1	
Mining and quarrying	31,138	92.1	7.9	6,783	92.1	7.9	24,355	92.1	7.9	
Manufacturing	120,991	65.2	34.8	36,115	53.2	46.8	84,876	70.2	29.8	
Electricity, gas, steam and air conditioning	3,124	44.4	55.6	686	59.9	40.1	2,438	40	60	



		Total			Rural		Urban			
Industry	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	
	Number	Percent	Percent	Number	Percent	Percent	Number	Percent	Percent	
Water supply; sewerage waste management and remediation activities	5,561	60.4	39.6	-	0	0	5,561	60.4	39.6	
Construction	80,056	95.8	4.2	13,463	100	0	66,592	94.9	5.1	
Wholesale and retail trade; repair of motor vehicles and motorcycles	401,782	45.3	54.7	101,661	39.3	60.7	300,121	47.3	52.7	
Transport and storage	91,495	93.8	6.2	11,692	88	12	79,803	94.7	5.3	
Accommodation and Food service activities	38,155	30.7	69.3	4,174	29.1	70.9	33,981	30.9	69.1	
Information and communication	16,299	79.9	20.1	1,472	60.5	39.5	14,827	81.8	18.2	
Financial and insurance services	18,742	53.7	46.3	2,618	79.4	20.6	16,124	49.6	50.4	
Real estate	4,475	68.7	31.3	-	0	0	4,475	68.7	31.3	
Professional, scientific and technical activities	12,314	48.9	51.1	1,019	48.4	51.6	11,295	49	51	
Administrative and support service activities	50,647	68	32	11,115	74.9	25.1	39,532	66.1	33.9	
Public administration and defence; compulsory social security	33,682	53.6	46.4	7,977	84.8	15.2	25,705	44	56	
Education	71,974	45.7	54.3	28,411	55.6	44.4	43,564	39.2	60.8	
Human health social work activities	41,792	35.2	64.8	10,957	45.2	54.8	30,835	31.7	68.3	
Arts, entertainment and recreation	10,980	82.7	17.3	1,993	100	0	8,987	78.8	21.2	
Other service activities	74,526	42.9	57.1	12,064	51.3	48.7	62,462	41.3	58.7	
Activities of households as employers;	62,732	35.1	64.9	11,526	54.5	45.5	51,206	30.8	69.2	
Activities of extraterritorial organisations	1,936	87	13	881	100	0	1,056	76.1	23.9	

6.7 Youth employment by occupation

Figure 6.7 shows percentage share of youth employment by occupation. Results show that 32.6 percent of youths were employed as Services and Sales workers. Those employed as Plant and machine operators and assemblers accounted for 6.2 percent of the total employed youths. Craft and related trade workers accounted for 8.8 percent of the total employed youths while Technicians and associated professions accounted for 3.2 percent.



Figure 6.7: Percentage Distribution of Youth Employment by Occupation, Zambia 2020

Table 6.7 shows percentage distribution of employed youths by occupation in rural/ urban and sex All the occupations except Managers and Service and Sales workers occupation had a higher male proportion of employed youths than females. This was true even on regional basis.

						,				
Occupation		Total			Rural		Urban			
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	
	Number	Percent	Percent	Number	Percent	Percent	Number	Percent	Percent	
Total	1,513,667	58.9	41.1	531,750	60.5	39.5	981,917	58	42	
Managers	84,166	47.1	52.9	18,575	53.9	46.1	65,591	45.2	54.8	
Professionals	121,332	52.1	47.9	34,322	57.4	42.6	87,010	50	50	
Technicians and Associate Professionals	48,710	65.9	34.1	12,035	64.7	35.3	36,675	66.3	33.7	
Clerical Support Workers	31,440	53.7	46.3	5,642	64.6	35.4	25,797	51.3	48.7	
Service and Sales Workers	493,632	43	57	116,027	41.4	58.6	377,605	43.4	56.6	
Skilled Agricultural, Forsetry and Fisheries Workers	205,446	62	38	176,307	61.6	38.4	29,139	64.5	35.5	
Craft and Related Trades Workers	132,476	84.6	15.4	33,869	83.1	16.9	98,608	85.2	14.8	
Plant and Machine Operators, and Assemblers	93,358	97.3	2.7	13,811	88.8	11.2	79,547	98.8	1.2	
Elementary Occupations	279,800	64.8	35.2	114,604	69.1	30.9	165,197	61.7	38.3	
Other	23,305	67.2	32.8	6,558	61.8	38.2	16,748	69.4	30.6	

Table 6.7: Percentage Distribution of Employed Youth by Occupation, Rural/Urban and Sex, Zambia 2020



6.8 Youth employment by institutional sector

Figure.6.8 shows percentage distribution of youth employment by institutional sector. The Private business / farms had the highest share of youth employment at 67.4 percent while the Producers' Cooperative had the lowest at 0.1 percent.



Figure 6.8: Percentage Distribution of Youth Employment by Institutional Sector, Zambia 2020

Table 6.8 shows percentage distribution of youth employment by institutional sector rural/urban and sex. Of the total youths employed in the Private Business/ Farms sector, 53.4 percent were males while 36.6 percent were females. In rural areas, male youths employed in Private Business/ Farms sector accounted for 65.6 percent while females accounted for 34.4 percent. The pattern was similar in urban areas.

		Total			Rural		Urban		
Institutional Sector	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
	Number	Percent	Percent	Number	Percent	Percent	Number	Percent	Percent
Total	1,513,667	58.9	41.1	531,750	60.5	39.5	981,917	58	42
Central Government	112,411	48.1	51.9	43,220	61.5	38.5	69,190	39.8	60.2
Local Government	23,051	44.3	55.7	6,242	25.8	74.2	16,809	51.2	48.8
Parastatal/State-owned firm	22,589	64	36	3,393	81.4	18.6	19,196	61	39
Embassy/International org.	55	0	100	55	0	100	-		
NGO	9,412	36.9	63.1	1,956	41.9	58.1	7,456	35.6	64.4
Faith-Based organisation	8,049	70.3	29.7	2,651	46.3	53.7	5,398	82.1	17.9
Private Business / Farms	1,020,141	63.4	36.6	315,445	65.6	34.4	704,696	62.4	37.6
Producers' cooperative	2,140	19.4	80.6	813	0	100	1,327	31.3	68.7
Household	315,821	49.4	50.6	157,975	51.6	48.4	157,846	47.3	52.7

Table 6.8: Number and Percentage Distribution of Youth Employn	nent by Institutional Sector, Rural/
Urban and Sex, Zambia 2020	

6.9 Youth employment by highest education level attained

Figure 6.9 shows percentage distribution of youth employment by highest level of education attained. The youths whose highest level of education attained was Secondary had the highest percentage share of youth employment at 61.1 percent while those with Master's Degree and Higher had the lowest at 0.3 percent.



Figure 6.9: Percentage Distribution of Youth Employment by Highest Level of Education Attained, Zambia 2020

Table 6.9 shows percentage distribution of youth employment by highest level of education attained, sex and region. For the employed youths whose highest level of education attained was Secondary, males accounted for 63.2 percent while females accounted for 36.8 percent. The pattern was similar across all other levels of education.

Highest Education Level Attained	Total				Rural		Urban			
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female	
	Number	Percent	Percent	Number	Percent	Percent	Number	Percent	Percent	
Total	1,513,667	58.9	41.1	531,750	60.5	39.5	981,917	58.0	42.0	
Primary	355,941	51.7	48.3	207,929	55.9	44.1	148,012	45.9	54.1	
Secondary	925,451	63.2	36.8	268,280	65.4	34.6	657,171	62.3	37.7	
Certificate/ Diploma	154,247	55.4	44.6	33,491	58.2	41.8	120,756	54.6	45.4	
Bachelors' degree	41,391	49.4	50.6	4,299	55.3	44.7	37,092	48.7	51.3	
Masters' degree or higher	4,774	53.2	46.8	_	0.0	0.0	4,774	53.2	46.8	
Not stated	31,863	43.3	56.7	17,752	43.7	56.3	14,112	42.9	57.1	

Table 6.9: Number and Percentage Distribution of Youth Employment by Highest Level of EducationAttained, Rural/Urban and Sex, Zambia 2020
CHAPTER SEVEN INFORMAL ECONOMY



Chapter 7: Informal Economy

7.1 Introduction

Chapter seven presents statistics on the informal economy in Zambia. The term "Informal Economy" refers to all economic activities by workers and economic units that are – in law or in practice – not or insufficiently covered by formal arrangements.

7.2 Employment in informal economy

Table 7.1 shows number and percentage distribution of employed population by sector of the economy in rural and urban areas. Of the total employed population, 63.5 percent were in the informal economy. The proportion of employed population in the informal economy in rural areas was 77.3 percent and 56.3 percent in urban areas. The table further shows growth in the formal economy between 2019 and 2020 of 10.2 percentage points, while the informal economy declined during the same period by same percentage points.

Table 7.1: Number and Percentage Distribution of Employed Population by Sector of Economy and Rural/ Urban, Zambia 2020.

	Number	Percent				
Rural/Urban	Employed	Formal I	Economy	Informal Economy		
	Population	2019	2020	2019	2020	
Total	2 988 379	26.3	36.5	73.7	63.5	
Rural	1 015 723	15.3	22.7	84.7	77'3	
Urban	1 972 656	32.5	43.7	67.5	56.3	

7.3 Employment in the informal economy

Table 7.2 shows number and percentage distribution of employed population by sector of the economy in rural and urban areas. Of the total employed population in the informal economy, 35.0 percent were in rural areas and 66.0 percent were in the urban areas.

Table 7.2: Number and Percentage Distribution of Employed Population in the Informal Economy by Rural/Urban and Sex, Zambia 2020.

Rural/Urban	Both Sexes	Percent	Male	Female
Total	2 988 379	100.0	1 798 821	1 189 558
Rural	1 015 723	34.0	622 299	393 424
Urban	1 972 656	66.0	1 176 522	796 134

Figure 7.1 shows percentage distribution of employed person in informal economy by sex in rural and urban areas. At national level, 60.2 percent of employed population in informal economy were males and 39.8 percent were females. In rural areas, 61.3 percent of employed population in informal economy were males and 38.7 percent were females while in urban areas 59.6 percent were males and 40.4 percent were females.

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Figure 7.2 shows percentage distribution of employed population in informal economy by province. Lusaka and Copperbelt provinces had the highest percentage shares of employed population working in the informal economy with 31.2 percent and 16.8 percent, respectively. Western province had the lowest share at 2.8 percent.







Figure 7.3 shows proportion of employed population in the informal economy by province. Southern Province had the highest proportion of employed population in the informal economy at 87.2 percent. Central Province had the lowest proportion of employed population in the informal economy at 51.4 percent.



Figure 7.3: Proportion of Population working in the Informal Economy by Province, Zambia 2020

7.4 Employment in informal economy by industry

Figure 7.4 shows percentage share of employed population in informal economy by industry. Agriculture, forestry and fishing industry had the highest percentage share at 33.1 percent followed by Wholesale and retail trade; repair of motor vehicles and motorcycles industry at 23.8 percent, while Water supply; sewerage, waste management and remediation activities industry had the lowest percentage of less than 1.0 percent.

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Figure 7.5 shows percentage share of employed population in the informal economy by occupation. Plant and machine operation had the highest percentage share of employed population in the informal economy at 34.1 percent. Technicians and associate professionals had the lowest percentage share of employed population in the informal economy at 0.4 percent.





CHAPTER EIGHT WORKING CONDITIONS



Chapter 8: Working Conditions

8.0 Introduction

Chapter eight presents information for some indicators on working conditions. They include trade union membership, precarious employment, excessive hours of work, women representation in employment at management level and collective bargaining.

Working conditions are at the core of paid employment, with a variety bearing on worker's welfare. They cover a broad range of aspects including working time and remuneration, as well as physical conditions affecting workers.

8.1 Trade union density membership

Table 8.1: Shows Number And Percentage Distribution of Trade Union Members by Rural/Urban and Sex. There were 343, 033 trade union members in the labour market, of which 63.4 percent were male and 36.6 percent female. A total of 86,193 members were in rural areas while a total f 256,840 were in urban areas

Table 8.1: Number and Percentage Distribution of Trade Union Members By Sex and Rural/Urban, Zambia2020

Sex	Total	Percentage	Rural	Urban
	Number		Number	Number
Total	343,033	100.0	86,193	256,840
Male	217,472	63.4	59,079	158,393
Female	125,561	36.6	27114	98,447

Figure 8.1 shows percentage distribution of union members by rural/urban and sex. In 2020, there were more males that belonged to a union in rural areas at 68.5 percent compared to 61.7 percent males in urban areas. In both rural and urban areas, the percentage of females was lower than that of males at 31.5 percent and 38.3 percent, respectively.

Figure 8.1: Percentage Distribution of Union Members by Rural /Urban and Sex, Zambia 2020



Figure 8.2 shows percentage share of trade union members by province. Copperbelt province had the highest percentage of trade union members at 31.8 percent, followed by Lusaka province at 23.5 percent. Northern Province had the lowest percentage at 0.7 percent.



Figure 8.2: Percentage Distribution of Trade Union Members by Province, Zambia 2020

8.3 Trade union density rate

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A trade union density rate is a ratio of trade union members to the total employed population at a given point in time in a specific location expressed as a percentage. It is a measure of workers' representation and influence in so far as their exercise of freedom of association is concerned. It helps in assessing and monitoring development of industrial relations in the Labour market.

Figure 8.3 shows trade union density rate distribution by rural/urban. In 2020, the trade union density rate was at 25.8 percent. The rural areas had a higher density rate at 26.6 percent compared to urban areas at 25.5 percent.





Figure 8.3: Trade Union Density Rate distribution by Rural/Urban, Zambia 2020

Figure 8.4 shows trade union density rate distribution by sex. In 2020, the trade union density rate among the females was higher at 29.8 percent compared to the males at 23.9 percent. The same trend was observed in the urban and rural areas.



Figure 8.4: Trade Union Density Rate distribution by Rural/Urban and Sex, Zambia 2020

8.3.1 Trade union density rate by province

Figure 8.5 shows trade union density rate by province. North-Western province had the highest density rate at 28.6 percent, followed by Muchinga province at 27.4 percent and Northern province had the lowest trade union density rate at 6.9 percent.

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8.4 Precarious employment

Precarious employment provides information regarding the share of the employed population whose contract of employment, whether verbal or written, is of relatively short duration or whose contract can be terminated at short notice.

Table 8.2 shows number and percentage distribution of population in precarious employment by rural/urban and sex. There were 573,073 population in precarious employment of which 28.8 percent were in rural areas and 71.2 percent in urban areas.

Table 8.2: Number and Percentage Distribution of Population in Precarious Employment by Rural/Urban
and Sex, Zambia 2020

Desidence	Both Sexes	Male	Female		
Residence	Number	Percent	Number	Number	
Total	573,073	100.0	389,009	184,063	
Rural	165,253	28.8	122,406	42,847	
Urban	407,820	71.2	266,603	141,216	

Figure 8.6 shows percentage distribution of population in precarious employment by rural/urban and sex. There were 67.9 percent males and 32.1 percent females in precarious employment. In both rural and urban areas, the percentage of males was higher than that of females.







Figure 8.7 shows percentage distribution of population in precarious employment by province. Lusaka province had the highest number of population in precarious employment at 44.7 percent followed by Copperbelt province at 19.0 percent. The province with the lowest percentage share of population in precarious employment was Luapula at 2.1 percent.





8.4.1 Precarious employment rate

Precarious employment rate is the ratio of population in precarious employment to the total number of employed population expressed as a percentage.

Figure 8.8 shows precarious employment rate by rural/urban and sex. Precarious employment rate was at 40.6 percent. The precarious employment rate for females was higher than that of males at 41.4 percent and 40.3 percent, respectively. Rural areas had a higher rate than urban areas at 47.2 percent and 38.5 percent, respectively.

Figure 8.8: Precarious Employment Rate by Rural/Urban and Sex, Zambia 2020 (Percentage)



Figure 8.9 shows precarious employment rate by province. Eastern province had the highest precarious employment rate at 62.6 percent while Copperbelt province had the lowest rate at 31.9 percent.



Figure 8.9: Precarious Employment Rate by Province, Zambia 2020

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8.5 Youths in precarious employment

Table 8.3 shows number and percentage distribution of youths in precarious employment aged 15 to 35 years by rural/urban and sex. There were 377,636 youths aged 15 to 35 years in precarious employment representing 65.9 percent of the total population in precarious employment. Of these, 27.6 percent were in the rural areas and 72.4 percent in the urban areas.



Rural/Urban	ral/Urban Both Sexes Percent Male		Male	Female				
Total	377,636	100.0	257,402	120,234				
Rural	104,368	27.6	78,663	25,705				
Urban	273,268	72.4	178,739	94,528				

Table 8.3: Number and Percentage Distribution of Youths in Precarious Employment by Rural/Urban and Sex, Zambia 2020

Figure 8.9 shows percentage distribution of youths in precarious employment by rural/urban and sex. At national level, there were more male than female youths in precarious employment at 68.2 percent and 31.8 percent, respectively. The same pattern of having more males than females was observed in both rural and urban areas.





8.6 Youth precarious employment rate

Figure 8.11 shows youth precarious employment rate by rural/urban and sex. The overall youth precarious employment rate was estimated at 49.1 percent. The youth precarious employment rate for males was higher than that of females at 51.3 percent and 45.0 percent, respectively. Rural areas had a higher rate than urban areas at 53.3 percent and 47.7 percent, respectively.

Figure 8: 11: Youth Precarious employment rate by rural urban and sex, Zambia 2020

Figure 8.12 shows age-specific precarious employment rate for youth by sex. The age group 20-24 years had the highest precarious employment rates for both male and female at 70.4 and 65.3 percent, respectively and age group 15-19 years had the lowest rate for males at 31.6 percent; the lowest for females was in age group 30-35 at 32.3 percent. On another note age group 15-19 had a higher precarious employment rate for females than men.



Figure 8.12: Age-Specific Youth Precarious Employment Rate by Sex, Zambia 2020

8.7 Weekly hours of work

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Table 8.4 shows average weekly hours of work by sector of employment and sex. The average weekly hours of work for employed population was estimated at 29 hours. Males worked for more hours at 31 hours than female at 26 hours. Employed population in the formal sector worked more hours at 32 hours per week than in the informal sector and household sectors which recorded 29 hours and 24 hours, respectively.



Sector of Employment	Total	Male	Female
Total	40.6	43.1	36.9
Formal	45.1	47.2	40.8
Informal	40.4	42.7	37.0
Household	34.0	35.2	32.8

Table 8.4: Weekly Hours of Work by Sector of Employment and Sex, Zambia 2020

Table 8.5 shows actual weekly hours of work by industry and rural/urban areas. Employed population in the Transport and storage industry had the highest number of average weekly hours of work at 41 hours, followed by those in the Administrative and support service activities industry at 35 hours. The lowest actual weekly hours of work were recorded in the Real estate industry at 15 hours.

Table 8.5: Weekly	v Hours of Work b	v Industrv a	nd Rural/Urban.	Zambia 2020
		,		

Industry	Total		Rural			Urban			
industry	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	40.6	43.1	36.9	34.4	36.8	30.8	43.8	46.4	40.0
Agriculture, forestry and fishing	32.2	34.3	28.4	31.3	33.6	27.2	34.7	36.5	31.7
Mining and quarrying	46.3	46.6	42.1	47.7	48.2	42.7	46.0	46.3	41.9
Manufacturing	42.1	45.6	33.7	31.0	35.0	25.1	46.8	49.2	39.7
Electricity, gas, steam and air conditioning	47.9	46.4	50.0	47.4	52.3	40.0	47.9	45.6	51.3
Water supply; sewerage waste management and remediation activities	42.3	43.0	40.3	48.4	48.4		41.8	42.5	40.3
Construction	39.5	39.3	44.9	35.9	35.9		40.5	40.3	44.9
Wholesale and retail trade; repair of motor vehicles and motorcycles	43.3	46.8	40.5	36.6	40.0	34.1	45.5	48.8	42.7
Transport and storage	57.2	57.6	49.9	56.4	56.8	51.0	57.3	57.7	49.6
Accommodation and Food service activities	41.6	39.8	42.3	34.9	42.4	32.6	42.8	39.5	44.3
Information and communication	40.9	38.8	48.7	47.6	39.6	62.7	40.3	38.7	46.6
Financial and insurance services	42.1	43.3	40.5	41.7	46.3	24.3	42.1	42.9	41.3
Real estate	20.7	20.5	21.0	50.0	49.2	56.0	17.0	14.3	19.9
Professional, scientific and technical activities	43.6	45.9	39.3	49.0	57.6	29.6	43.1	44.6	40.2
Administrative and support service activities	49.6	53.0	41.7	49.4	50.8	45.3	49.6	53.6	41.0
Public administration and defence; compulsory social security	45.7	46.6	43.5	45.9	46.7	43.5	45.6	46.6	43.6
Education	32.8	36.1	29.7	33.8	35.7	31.2	32.3	36.3	29.0
Human health social work activities	43.5	42.6	44.1	41.8	39.5	44.5	44.0	44.0	44.1
Arts, entertainment and recreation	40.5	39.8	44.2	38.6	39.5	16.0	41.2	39.9	46.3
Other service activities	37.5	42.6	33.0	32.0	34.9	28.3	38.7	44.7	33.8
Activities of households as employers;	43.3	43.3	43.2	34.9	28.5	41.5	45.0	48.1	43.5
Activities of extraterritorial organisations	35.3	34.5	48.0	21.6	21.6		48.1	48.1	48.0

CHAPTER NINE OWN USE PRODUCT WORK



Chapter 9: Own Use Production Work

9.0 Introduction

Own use production work is one of the five forms of work (Kindly define this type or describe). Other forms of work include employment work; unpaid trainee work; volunteer work; and other work activities. Given the significance of own use production work in terms of its contribution to the Gross Domestic Product., its separate analysis becomes crucial.

Chapter nine presents information on the demographic characteristics and distribution of population involved in own use production work.

9.1 Own use production workers

Table 9.1 shows number and percentage distribution of own use production workers by rural/urban and sex. Results show that 4,017,644 population were engaged in own use production work, of which 73.1 percent were in rural areas and 26.9 percent in urban areas.

Table 9.1: Number and Percentage Distribution of Own-use Production Workers by Rural/Urban and Sex,Zambia 2020

Bural/Urban	Both Sexes	Male	Female		
Kul di joi ball	Number	Percent	Number	Number	
Total	4,017,644	100.0	1,414,381	2,603,262	
Rural	2,936,831	73.1	1,162,392	1,774,439	
Urban	1,080,813	26.9	251,989	828,824	

Figure 9.1 shows percentage distribution of own use production workers by rural/urban and sex. Overall, there were more females at 64.8 percent than males at 35.2 percent in own use production work. In both rural and urban areas, the percentage of females in own use production work was higher than that of males.



Figure 9.1: Percentage Distribution of Own Use Production Workers by Rural/Urban and Sex, Zambia 2020

9.2 Own use production by type of own use

Table 9.2 shows number and percentage distribution of own use production workers by rural/urban, sex and type of own use production work. In 2020, there were more own use production workers that were providing services at 2,401,090 compared to those that were producing goods at 1,616,554. Generally, there were more males engaged in production of goods at 61.6 percent compared with 38.4 percent for females at national level. On the other hand, there were more females participating in provision of services at 82.6 percent compared with males at 17.4 percent.

Table 9.2: Number and Percentage Distribution of Own Use Production Workers by Rural/urban, Sex and Type of Own Use, Zambia 2020

Rural/Urban	Goods Producers			Service Providers			
	Both Sexes	Male	Female	Both Sexes	Male	Female	
Total	1,616,554	61.6	38.4	2,401,090	17.4	82.6	
Rural	1,366,319	62.1	37.9	1,570,512	20.0	80.0	
Urban	250,235	58.6	41.4	830,578	12.7	87.3	

Figure 9.2 shows percentage distribution of own use production workers by type of own use work and rural/urban. Results show that 59.8 percent of own use production workers produced goods while 40.2 percent provided services at national level. In rural areas, provision of services for owns use was higher at 53.5 percent than production of goods at 46.5 percent. In urban areas, over three quarters of the own use workers were service providers with 76.8 percent and 23.2 percent were producers of goods.



Figure 9.2: Percentage Distribution of Own use Production Workers by Type of Own Use and Rural/Urban, Zambia 2020

Figure 9.3 shows percentage distribution of own use production workers by type of own use work and province. In general, there were more services providers than producers of goods across all provinces among own use workers. In Lusaka province, 86.8 percent of the own use workers were providers of services whereas 13.2 percent were producers of goods.







9.3 Youth own use production workers

Table 9.3 shows number and percentage distribution of youth own use production workers by rural/ urban and sex. In 2020, there were 2,577,669 youths in own use production work of which 71.8 percent were in the rural areas and 28.2 percent in urban areas.

Table 9.3: Number and Percentage Distribution of Youth Own Use Production Workers by Rural/urban and Sex, Zambia 2020

Bural /Urban	Both Sexes	Male	Female		
Rui al/Of Dali	Number Percent		Number	Number	
Total	2,577,669	100.0	864,362	1,713,307	
Rural	1,851,075	71.8	709,773	1,141,302	
Urban	726,594	28.2	154,589	572,005	

Figure 9.4 shows percentage distribution of youth own use production workers by rural/urban and sex. Overall, there were more female than male youths in own use production at 66.5 percent and 33.5 percent, respectively at national level. In both rural and urban areas, the percentage of females in own use production work was higher than that of males.





Figure 9.5 shows percentage distribution of youth own use production workers by age group. The age group 20-24 years had the highest percentage share of youths in own use production work at 31.9 percent while the age group 30-35 years had the lowest at 19.8 percent.



Figure 9.5: Percentage Share of Youth Own Use Production Workers by Age Group, Zambia 2020

9.4 Youth own use production by type of own use

Figure 9.6 shows percentage distribution of youth own use production workers by rural/urban, and type of own use work. At national level, youths providing services had a higher percentage than those producing goods at 61.2 percent and 38.8 percent, respectively. In rural areas youths in own use production work providing services accounted for 53.9 percent while those producing goods accounted for 46.1 percent. In urban areas 79.7 percent of youths in own use production work were providing services while 20.3 percent were producers of goods.







CHAPTER TEN UNEMPLOYMENT



Chapter 10: Unemployment

10.0 Introduction

Unemployment is a labour market situation in which individuals who are not in employment are actively seeking work/business opportunities and make themselves available for work during a specified short reference period. Actively seeking work implies actually taking steps to look for work (including consulting friends/relatives, advertising ones skills, visiting factories, applying for financial assistance with the viewing to starting business, etc).

Chapter ten describes socio-demographic characteristics of unemployed population such as sex, age, rural/urban, province, education attainment and duration of unemployment. In addition, it presents unemployment rate for various sub-categories.

10.1 Unemployed population

Table 10.1 shows number and percentage distribution of unemployed population by rural/urban and sex. In 2020, the total number of unemployed population was estimated at 477,147. Of the total unemployed population, 33.6 percent were in rural areas and 66.4 percent in urban areas.

Table 10.1: Number and Percent Distribution of Unemployed Population by Rural/Urban and Sex, Zambia2020

Rural/Urban	Both sexes	Percent	Male	Female
Total	477,147	100.0	243,860	233,287
Rural	160,121	33.6	92,131	67,990
Urban	317,026	66.4	151,729	165,297

Figure 10.1 shows percentage distribution of unemployed population by rural/urban and sex. At national level, half (51.1 percent) of unemployed population was male and 48.9 percent was female. In rural areas, 57.5 percent were males while 42.5 percent were females. In contrast, urban areas had more females at 52.1 percent than did rural areas at 42.5 percent.





Table 10.2 shows number and percentage distribution of unemployed population by province and sex. Lusaka Province had the highest proportion of unemployed population accounting for 33.8 percent, followed by Copperbelt Province with 22.4 percent. Eastern Province had the lowest proportion of unemployed population at 2.1 percent. Analysis by sex shows a similar pattern with Lusaka and Eastern province recording the highest and lowest proportions, respectively.

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Ducidad	Total		м	ale	Female	
Province	Number	Percent	Number	Percent	Number	Percent
Total	477,147	100.0	243,860	100.0	233,287	100.0
Central	25,561	5.4	13,941	5.7	11,620	5.0
Copperbelt	106,848	22.4	57,018	23.4	49,830	21.4
Eastern	10,093	2.1	5,568	2.3	4,526	1.9
Luapula	43,180	9.0	17,484	7.2	25,696	11.0
Lusaka	161,206	33.8	76,113	31.2	85,093	36.5
Muchinga	14,208	3.0	10,214	4.2	3,994	1.7
Northern	12,162	2.5	6,765	2.8	5,397	2.3
North western	27,027	5.7	13,684	5.6	13,343	5.7
Southern	38,705	8.1	22,874	9.4	15,831	6.8
Western	38,156	8.0	20,200	8.3	17,957	7.7

Table 10.2: Number and percentage distribution of Unemployed Population by Province and Sex, Zambia2020

Figure 10.2 shows percentage share of unemployed population by highest educational attainment. Grades 8-12 made up the highest percentage share of unemployed population at 61.4 percent, followed by Grades 1-7 at 24.5 percent. Both individuals with no education/nursery and those with masters' degree accounted for less than one percent of unemployed population each.



Figure 10.2: Percentage share of unemployed population by highest educational attainment, Zambia 2020



10.2 Unemployment rate

Unemployment rate is expressed as a percentage of unemployed population to the total labour force. It is a key indicator of the labour market that measures the extent of a country's labour force engagement in economic activities.

Figure 10.3 shows unemployment rate by rural/urban and sex. Unemployment rate was estimated at 13.8 percent. It was higher in rural areas at 13.6 percent than in urban areas at 13.8 percent. Unemployment rate for males was estimated at 11.9 percent while that of females was estimated at 16.4 percent.



Figure 10.3: Unemployment Rate by Rural/Urban and Sex, Zambia 2020

Figure 10.4 shows age-specific unemployment rate by rural/urban areas. Unemployment rate was higher in urban areas than it was in rural areas across all age groups except age groups 15-19, 20-24 and 25-29, with the highest recorded at 37.8 percent. Other age group with higher unemployment rate in urban area than rural areas was 50-54 at 5.7 percent compared to 4.6 percent.



Figure 10.4: Age-Specific Unemployment rate by Rural/Urban, Zambia 2020

Figure 10.5 shows age-specific unemployment rate by sex. Unemployment rate was higher among females than males at all age groups except age groups 20-24, 25-29, 30-34, 35-39, 40-44 and 60-64.





Figure 10.6 shows unemployment rate by province. Western Province had the highest unemployment rate of 33.5 percent. Luapula Province had the second highest rate of 25.1 percent while Eastern Province had the lowest unemployment rate of 5.1 percent.







10.3. Youth unemployed population

A youth is any person 15 to 35 years of age in the Zambian context. However, youth is any population 15 to 24 years of age in accordance with UN definition. This section provides analysis on the basis of both definitions of a youth.

Table 10.3 shows number and percentage distribution of unemployed youth population by rural/urban and sex. The total number of unemployed youths was estimated at 375,025. Of the total unemployed youths, 10.9 percent were the 15-19 year-olds, 39.8 percent were the 20-24 year-olds, 29.1 percent were the 25-29 year-olds while 20.2 percent were the 30-35 year-olds.

Table 10.3: Number and Percent Distribution of the Youth Unemployed Population by Sex and Age Group,Zambia 2020

Cov	Total		15-19		20-24		25-29		30-35	
Sex	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	375,025	100.0	40,918	10.9	149,245	39.8	109,219	29.1	75,643	20.2
Male	189,867	100.0	25,279	13.3	71,461	37.6	56,258	29.6	36,869	19.4
Female	185,157	100.0	15,638	8.4	77,785	42.0	52,961	28.6	38,774	20.9

Figure 10.7 shows percentage distribution of unemployed youth population by rural/urban and sex. About half (50.6 percent) of unemployed youth population were males while 49.4 percent were females. In rural areas, 57.3 percent were males while 42.7 percent were females. In urban areas, 47.6 percent were males while 52.4 percent were females.



Figure 10.7: Percent Distribution of Youth Unemployed Population by Rural/Urban and Sex, Zambia 2020

10.4. Youth unemployment rate

Figure 10.8 shows youth unemployment rate by rural/urban and sex. Youth unemployment rate was estimated at 19.9 percent. It was higher in urban areas at 20.8 percent than in rural areas at 18.0 percent. In urban area, female youth unemployment rate was higher at 24.7 percent than did male unemployment rate of 17.7 percent. The same is observed for male youth unemployment rate in rural areas which stood at 19.2 percent and 17.2 percent, respectively.

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Figure 10.9 shows age-specific youth unemployment rate. The age group 20-24 years had the highest unemployment rate of 33.3 percent while age group 30-35 years had the lowest at 11.2 percent.



Figure 10.9: Age-Specific Youth Unemployment Rate by Rural/Urban, Zambia 2020

Figure 10.10 shows age-specific youth unemployment rate by sex. Generally, female youth unemployment rate was higher than males' apart from the age group 15-19 year where male unemployment rate stood at 32.5 percent while females stood at 27.0 percent.





Figure 10.10: Age-Specific Youth Unemployment Rate by Sex, Zambia 2020

Figure 10.11 shows youth unemployment rate by province. Western Province had the highest youth unemployment rate of 43.2 percent while Eastern Province had the lowest youth unemployment rate at 6.8 percent.





10.5 Long-term unemployment

Long-term unemployment is a labour market condition which focuses on the duration of unemployment. The length of time that a person stays without work and is looking for a job is critical in labour market analysis. Long term unemployment denotes an unemployment situation during which individuals are without work and looking for work for a period of one year or longer. The number of long term unemployed population to the unemployed population expressed as a percentage is a measure of long-term unemployment. This indicator measures the incidence of long-term unemployment.

10.5.1 Long-term unemployed population

Table 10.4 shows number and percentage distribution of long-term unemployed population by rural/ urban and sex. The total number of population in long-term unemployment was estimated at 365,890. Out of these, 36.9 percent were in rural areas and 63.1 percent were in urban areas.

Table 10.4: Number and Percentage Distribution of Long Term Unemployed Population by Rural/Urbanand Sex, Zambia 2020

Rural/Urban	Total		Male	Female	
Total	365,890	100.0	185,428	180,463	
Rural	135,038	36.9	79,824	55,214	
Urban	230,852	63.1	105,603	125,248	

Figure 10.12 shows percentage distribution of population in long-term unemployment by rural / urban and sex. Overall, 50.7 percent of population in long-term unemployment were males while 49.3 percent were females. In rural areas, 59.1 percent were males while 40.9 percent were females. In urban areas, 45.7 percent were males while 54.3 percent were females.





10.6 Incidence of long-term unemployment rate

Incidence of long-term unemployment refers to a measure of individuals who are unemployed for one year or longer as a proportion of total unemployed population and is given by the following formula;

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

Figure 10.13 shows incidence of long-term unemployment rate by rural/urban and sex. Incidence of long-term unemployment rate was 76.7 percent. It was higher for females at 77.4 percent than it was for males at 76.0 percent. In rural areas, long-term unemployment rate was higher at 84.3 percent compared to 72.8 percent in urban areas.





Figure 10.13: Incidence of Long-Term Unemployment by Rural/Urban and Sex, Zambia 2020

Figure 10.14 shows incidence of long-term unemployment by province. All unemployed population with no education or whose highest education attainment is nursery were seeking and available for work for a period of one year or longer.

About eight in every ten population whose highest education attainment led to obtaining a certificate/ diploma (80.6 percent) and grades 1-7 (78.5 percent) sought and available for work/business for a period of one year or longer. Less than one percent of population whose highest education attainment was masters' degree sought and was available for work/business for one year or longer.



Figure 10.14: Incidence of Long-Term Unemployment by Province, Zambia 2020

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Figure 10.15 shows incidence of long-term unemployment by province. Western Province had the highest incidence of long-term unemployment rate of 94.1 percent. Six (6) other provinces including Muchinga (92.8 percent), Luapula (90.9 percent), Eastern (87.5 percent), North-Western (84.8 percent), Central (83.7 percent) and Northern (78.4 percent)) recorded a higher incidence of long-term unemployment rate than the national average.





10. 7 Incidence of youth long-term unemployment

Figure 10.16 shows incidence of youth long-term unemployment by rural/urban and sex. The incidence of youth long-term youth unemployment was 76.8 percent. It was higher among females at 77.9 percent than it was among males at 75.8 percent. The incidence of youth long-term unemployment was higher in rural areas at 82.7 percent than did in urban areas at 74.1 percent.



Figure 10.16: Incidence of Long-Term Unemployment for Youths by Rural/Urban and Sex, Zambia 2020



Figure 10.17 shows incidence of youth long-term unemployment by province. Incidence of youth long-term unemployment was highest in Western Province at 92.9 percent and lowest in Lusaka province at 69.6 percent.



Figure 10.17: Incidence of Long-Term Youth Unemployment by Province, Zambia 2020

CHAPTER ELEVEN

POPULATION OUTSIDE THE LABOUR FORCE



Chapter 11: Population Outside the Labour Force

11.0 Introduction

Chapter eleven presents information on the population outside the labour force. This population outside the labour force constitutes population who were not in employment but were seeking and not available for employment, those who were not seeking but were available for employment, those not seeking and not available but want employment and those that do not want employment. It gives an analysis on the size, composition and distribution of the population outside the labour force. Furthermore, it looks at the reasons for being outside the labour force.

11.1 Population outside labour force

Table 11.1 shows number and percentage distribution of the population outside the labour force by rural/urban and sex. The population outside the labour force was estimated at 6,439,546 of which 63.1 percent were in rural areas and 36.9 percent were in urban areas.

Table: 11.1 Number and Percentage Distribution of Population Outside the Labour Force by Rural/urba	n
and Sex, Zambia 2020	

Rural/Urban	Το	tal	Male	Female
	Number	Percent	Number	Number
Total	6,439,546	100	2,632,312	3,807,234
Rural	4,065,288	63.1	1,776,465	2,288,823
Urban	2,374,258	36.9	855,847	1,518,411

Figure 11.1 shows percentage distribution of the population outside labour force by rural/urban and sex. The results show that 40.9 percent of the population outside the labor force were males while 59.1 percent were females. In rural areas, females accounted for 56.3 percent and males 43.7 percent. In the urban areas males and females accounted for 36.0 percent and 64.0 percent, respectively.



Figure. 11.1: Percentage Distribution of the Population outside Labour Force by Rural/Urban and Sex, Zambia 2020
Figure 11.2 shows percentage share of the population outside the labour force by province. Eastern and Copperbelt provinces had the largest share at 14.2 and 14.1 percent respectively. North-Western province recorded the smallest percentage share of the country's population outside the labour force at 5.0 percent.



Figure 11.2: Percentage Share of the Population outside the Labour Force by Province, Zambia 2020

Figure 11.3 shows the percentage distribution of population outside the labour force by province and sex. The results show that in all the provinces, females had higher percentages of the population outside the labour force than males.

Figure 11.3: Percentage Distribution of Population outside the Labour Force by Province and Sex, Zambia 2020





Figure 11.4 shows percentage distribution of population outside the labour force by rural/urban and province. The results show that all the provinces except Lusaka and Copperbelt provinces had over 70 percent of people outside the labour force residing in rural areas. Lusaka and Copperbelt provinces had over 80 percent of their population outside labour force in urban areas.



Figure 11.4: Percentage Distribution of Population Outside the Labour Force by Rural/urban and Province, Zambia 2020

Figure.11.5 shows percentage distribution of population outside the labour force by age group. The age group 15-19 had the highest percentage share of the population outside the labour force at 27.3 percent followed by the age group 20-24 at 19.5 percent. The age groups 60-64 years had the least percentage share of the population outside the labour force at 2.5 percent.



Figure 11.5: Percentage Share of Population Outside Labour Force by Age Group, Zambia 2020

11.3: Population outside labour force by reason

Figure 11.7 shows percentage distribution of the population outside the labour force by sex and reason. Analysis by sex shows that 45.0 of population outside labour force were in such a situation due to other non-economic reasons like job mismatches, having other sources of income and being considered too young to work etc; whereas 8.9 percent was due to discouragement arising from searching for jobs.

The second most important reason for being outside labour force for males was being in school/ training at 26.2 percent while that of females was family responsibility (29.3 percent).





Table 11.2 shows percentage distribution of population outside the labour force by province and reason. Of all discouraged job seeker among persons outside labour force, 16.8 percent were in Lusaka Province, while 15.0 percent, 10.0 percent and 15.5 percent were in Copperbelt, Central and Western provinces, respectively. Similarly, out of all persons in school/training within population outside labour force, 21.8 percent and 18.4 percent were in Lusaka and Copperbelt provinces. Family responsibilities were characteristic of Southern Province with 18.2 percent and Copperbelt Province with 18.1 percent.

Table 11.2: Percentage Distribution of Population Outside Labour Force by Province and Reason, Za	imbia
2020	

Province	Discouraged job seekers	Waiting for season to start	In school/ training	Family responsibilities	Disability/ Illness/Injury	Other
Total	100.0	100.0	100.0	100.0	100.0	100.0
Central	10.0	18.6	9.0	11.9	11.7	6.0
Copperbelt	15.0	14.8	18.4	18.1	16.5	9.9
Eastern	9.3	51.8	8.2	10.2	6.5	18.3
Luapula	6.5	1.0	9.0	7.1	10.3	8.3
Lusaka	16.8	5.2	21.8	15.8	13.5	6.9
Muchinga	3.8	1.8	5.7	4.9	5.4	9.6
Northern	6.2	0.2	5.9	8.9	8.4	14.2
North Western	9.2	1.9	5.4	3.1	6.9	5.0
Southern	7.5	0.7	11.5	18.2	9.8	13.4
Western	15.5	4.0	5.2	1.9	11.0	8.4



11.2 Potential labour force

Potential labour force refers to people without employment that are seeking but not available for employment or available but not seeking employment. They are a sub-group of population outside the labour force with expressed interest in employment but may be unemployed because of limited labour market opportunities or channels of seeking employment.

Population are not available for employment for various reasons but not limited to retirement, illness, waiting for a job recall and study/training. Population will tend not to seek for employment due to the following reasons; seasonal work, illness and family, and others.

Table 11.3 show number and percentage distribution of population in the potential labour force aged 15 years or older by rural/urban and sex. The population in the potential labour force was estimated at 1,298,813. The rural areas accounted for 60.5 percent while the urban areas accounted for 39.5 percent.

Table 11.3: Number and Percentage Distribution of the Potential Labour Force by Rural/Urban and Sex, Zambia 2020

Bural/Urban	Total	Male	Female	
Kul al/Ol ball	Number	Percent	Number	Number
Total	1,298,813	100	593,163	705,650
Rural	785,707	60.5	400,997	384,710
Urban	513,107	39.5	192,166	320,940

Figure 11.6 shows percentage distribution of population in the potential labour force aged 15 years or older by rural/urban and sex. There were more females than males in the potential labour force at 54.3 percent and 45.7 percent, respectively. In rural areas, 51.0 percent of the potential labour force were males and 49.0 percent females. In urban areas females accounted for 62.5 percent while males had 37.5 percent.





Figure. 11.7 shows percentage distribution of population outside the labour force by age group and sex. The highest percentage of potential labour force was in the age group 20-24 years at 25.6 for the total, 26.1 for males and 25.2 for females. From age group 40-44, the males had a higher population in the population outside the labour force than the both sexes and the female categories.





11.4 Youth potential labour force

Table 11.4 shows number and percentage distribution of the potential youth labour force by rural/ urban and sex. The potential youth labour force was estimated at 962,775 of which 59.4 percent were in the rural areas while 40.6 percent were in urban areas.

Table 11.4: Number and Percentage Distribution of the Youth (15-35years) Potential Labour Force by
Rural/Urban and Sex, Zambia 2020

Durel /Urben	Total	Male	Female	
Rural/Orban	Number	Percent	Number	Number
Total	962,775	100	421,109	541,666
Rural	571,766	59.4	275,809	295,957
Urban	391,009	40.61	145,300	245,709

Figure 11.10 shows percentage distribution of youths (15 to 35 years) in the potential labour force by rural/urban and sex. Overall, the proportion of youths in the potential labour force was 43.7 percent for males and 56.3 percent females. In both rural and urban areas, the proportion of youths in the potential labour force was higher for females than males.







Figure 11.11 shows percentage share of youths (15 to 35years) in the potential labour force by age group. The age group 20-24 years had the largest percentage share of the youth in the potential labour force at 34.6 percent while the age group 30-35 years had the smallest share at 19.3 percent.



Figure 11.11: Percentage Share of Youths in the Potential Labour Force by Age Group, Zambia 2020

11.5 Discouraged job seekers

One of the subpopulation in the potential labour force are discouraged job seekers. These include population who want employment but are mostly not seeking for employment. They could no longer be looking for employment due to specific labour market related reasons such as the belief that there are no jobs available. Regardless of their reasons for being discouraged, these potential workers are generally considered underutilized. They are classified as discouraged job seekers for exhibiting the following characteristics

• Past failure in finding a job, gave up looking for jobs

- Lack of experience, qualifications or jobs matching skills
- Lack of jobs in the area

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• Considered too young or too old by prospective employers

Table 11.5 shows number and percentage distribution of the discouraged job seekers by rural/urban and sex. In 2020, there were 709,420 discouraged job seekers, of which 52.5 percent were in rural areas while 47.5 percent were in urban areas.

Table 11.5: Number and Percentage Distribution of the Discouraged Job Seekers by Rural/Urban and Sex,Zambia 2020

Dural /Urban	То	tal	Male	Female
Kurat/Orban	Number	Percent	Number	Number
Total	709,420	100.0	361,844	347,576
Rural	372,666	52.5	202,535	170,132
Urban	336,753	47.5	159,309	177,444

Figure 11.12: shows percentage distribution of the discouraged job seekers by, rural/urban and sex. At national level, there were more male discourage job seekers than females at 51.0 and 49.0 percent respectively. In rural areas, males had 54.3 percent discouraged job seekers while females had 45.7 percent. In urban areas males accounted for 47.3 percent compared to females at 52.7 percent.



Figure11.12: Percentage Distribution of the Discouraged Job Seekers by rural/urban and sex, Zambia 2020



Figure 11.13 shows percentage share of the discouraged job seekers by province. Lusaka province had the highest percentage share of discouraged job seekers at 20.5 percent while Muchinga had the lowest at 3.2 percent.



Figure 11.13: Percentage Share of the Discouraged Job Seekers by Province, Zambia 2020

Figure 11.14 shows percentage share of the discouraged job seekers by Age Group. The highest percentage share of discouraged job seekers was in age group 20-24 years at 28.7 percent. The age group65+ years had the smallest share of the discouraged job seekers of less than one percent.



Figure 11.14: Percentage Share of the Discouraged Job Seekers by Age Group, Zambia 2020

11.6 Combined rate of unemployment and potential labour force (CRUPLF)

This section provides information on the combined rate of unemployment and potential labour force. The indicator shows the extent of unmet need for employment for the unemployed and the potential labour force.

11.7 Unemployed Population + Potential Labour Force.

Table 11.6 shows number and percentage distribution of the unemployed and potential labour force by rural/urban and sex. In 2020, the total number of unemployed plus the potential labour force was estimated at 2,117,363. Of these, 62.7 percent were in rural areas and 37.3 percent were in urban areas.

Table 11.6: Number and Percentage Distribution of the Unemployed Population Plus the Potential LabourForce by Rural/Urban and Sex, Zambia 2020

Dural /Urban	Total	Male	Female	
Kural/Orban	Number	Percent	Number	Number
Total	2,117,363	100	1,056,003	1,061,360
Rural	1,326,682	62.7	698,093	628,589
Urban	790,682	37.3	357,910	432,772

Figure 11.15 shows percentage distribution of the unemployed plus the potential labour force by rural/urban and sex. At national level, the percentage distribution of the unemployed plus the potential labour force by sex shows that 49.9 percent were males while 50.1 percent were females. In rural areas, 52.6 percent were males while 47.4 percent were females. In urban areas, 45.3 percent were males while 54.7 percent were females.



Figure 11.15: Number and Percent Distribution of the Unemployed Population Plus the Potential Labour Force by Rural/Urban and Sex, Zambia 2020

The combined rate of unemployment and the potential labour force reflects the unemployment scenario in the Zambian context It includes discouraged job seekers who would have stopped seeking employment after an unsuccessful period of seeking because in many developing economies like Zambia, there are limited employment opportunities.



The combined rate of unemployment and the potential labour force (CRUPLF) is given by the following formula;

$$CRUPLF = \frac{Unemployed + Potential \ Labour \ Force}{Labour \ Force + Potential \ Labour \ Force} * 100$$

Figure 11.16 shows combined rate of unemployment plus potential labour force by rural/urban and sex. The combined rate of unemployment plus potential labour force was estimated at 41.4 percent. The combined rate of unemployment plus potential labour force for males was 36.8 percent while for females it was 47.3 percent. The combined rate of unemployment plus potential labour force was higher among females compared to the males in both rural/urban areas.





Figure 11.17 shows combined rate of unemployment plus potential labour force by rural/urban and age group. The combined rate of unemployment plus potential labour force was higher in rural areas than in urban areas across all the age groups. In both rural and urban areas, the rate was highest in the younger ages (15-19 years).





Figure 11.18 shows combined rate of unemployment plus potential labour force by age group and sex.

The combined rate of unemployment plus potential labour force was higher in younger ages and lower in older ages for both males and females. The rate was higher for females than males except age groups 55-59, 60-64 and 65-69 were it was higher for males.





11.8 Youth unemployed plus potential labour force

Table 11.8 shows number and percentage distribution of youth combined rate of unemployment and potential labour force by rural/urban and sex. The total number of unemployed youths and the youths in the potential labour force was estimated at 1,530,483. Of the total unemployed youth and potential labour force, 59.7 percent were in rural areas and 40.3 percent were in urban areas.

Table 11.8: Number and Distribution of the Unemployed Youth Plus Youth Potential Labour Force by Rural/ Urban and Sex, Zambia 2019

Dural /Urban	Both Sexes	Male	Female	
Rural/Orban	Number	Percent	Number	Number
Total	1,530,483	100	737,157	793,326
Rural	914,089	59.7	461,459	452,631
Urban	616,393	40.3	275,698	340,695

Figure 11.19 shows percentage distribution of the unemployed youths plus the youth potential labour force by rural/urban and sex. At national level, the percentage distribution of the unemployed youth plus the youth potential labour force shows that 48.2 percent were males while 51.8 percent were females. In rural areas, 50.5 percent were males while 49.5 percent were females. In urban areas, 44.7 percent were males while 55.3 percent were females.







11.8.1 Combined rate of youth unemployment and potential labour force

Figure 11.20 shows youth combined rate of unemployment plus potential labour force by rural/urban and sex. The 2020 combined rate of youth unemployment plus potential labour force was estimated at 50.5 percent. The combined rate of youth unemployment plus potential labour force was higher for females at 57.1 percent compared to males at 44.9 percent. A similar pattern was observed in both rural and urban areas with females having a higher combined rate of youth employment plus potential labour force than males.



Figure 11.20: Youth Combined Rate of Unemployment and Potential Labour Force by Rural/Urban and Sex, Zambia 2020

Figure 11.21 shows youth combined rate of unemployment plus potential labour force by age group. The youth combined rate of unemployment plus potential labour force in rural areas was higher than that of the urban areas across all age groups. The youth combined rate of unemployment plus potential labour force was higher in the age group 15-19 and lower in the age group 30-35 in both rural and urban areas.

Figure 11.21: Youth Combined Rate of Unemployment Plus Potential Labour Force by Rural/Urban and Age Group, Zambia 2020



Figure 11.22 shows youth combined rate of unemployment plus potential labour force by age group and sex. The combined rate of youth unemployment plus potential labour force was higher for females than males across all age groups.

Figure 11.22: Youth Combined Rate of Unemployment Plus Potential Labour Force by Age Group and Sex, Zambia 2020



CHAPTER TWELVE NOT IN EMPLOYMENT OR EDUCATION AND TRAINING



Chapter 12: Not in Employment or Education and Training

12.0 Introduction

Chapter twelve presents information on youths not in employment, education or training (NEET). At country level, a youth is defined as a person in the age group 15 - 35 years of age. However, for the purposes of international comparison, a youth is defined as person in age group 15 -24 years.

Youth NEET is a widely used indicator for formulating policies aimed at offering suitable places in education or training as well as determining the participation age for economic activity for young people. Furthermore, youth NEET is used to help young people find sustainable employment such as the expansion of the apprenticeship scheme, and formulating reforms to technical education and improved career advice. In Addition, governments use it for implementing strategic funding in various schemes aimed at improving the education outcomes for disadvantaged young people and those with learning difficulties or disabilities.

12.1 Proportion of youth NEET

Table 12.1 shows number and percentage distribution of youth (15 - 35 years) who were not in employment, education or training (NEET) by sex. A total of 3,371,542 youths were NEET representing 52.8 percent of all youth while 47.2 percent were outside the NEET. About four in every ten male youths (43.7 percent) and six in every ten female youths (60.6 percent) were not in employment, education or training.

Table 12.1: Number and Percentage Distribution of Youths (15-35 years) Not in Employment, Education or
Training (NEET) by Sex, Zambia 2020

S ev	Total Youth		Youth NEET		Youth Outside NEET	
Sex	Number	Percent	Number	Percent	Number	Percent
Total	6,380,144	100.0	3,371,542	52.8	3,008,602	47.2
Male	2,932,180	100.0	1,280,906	43.7	1,651,274	56.3
Female	3,447,964	100.0	2,090,637	60.6	1,357,327	39.4

Figure 12.1 shows percentage distribution of youth NEET by age group. The figure shows that the age group 20-24 years had the highest share of NEET at 67.3 percent followed by the 25-29 year age group with 61.3 percent. The lowest share of the NEET was in the age group 15-19 at 32.6 percent.

Figure 12.1: Percentage Distribution of Youth NEET by Age Group, Zambia 2020



Figure 12.2 shows age specific percentage of youths NEET by sex. The figure shows that female had a higher youth NEET than did males in all age groups. Compared to males at 43.7 percent, females' youth NEET was at 60.6 percent. The highest female youth NEET was in age group 20-24 at 73.5 percent while the lowest female youth NEET of 28.3 percent was in age group 15-19.



Figure 12.2: Percentage Distribution of Youth NEET by Age Group and Sex, Zambia 2020

12.2 Number of youth NEET

Table 12.2 shows number and percentage distribution of youth NEET by rural/urban and sex. The table shows that of the youth NEET, 38.0 percent were male and 62.0 percent were female. The results further show that 2,081,572 youths NEET were in rural areas while 1,289,970 youth NEET were in urban areas.



Sox	Total	Rural	Urban	
Jex	Number	Percent	Number	Number
Both Sexes	3,371,542	100.0	2,081,572	1,289,970
Male	1,280,906	38.0	840,535	440,370
Female	2,090,637	62.0	1,241,037	849,600

Table 12.2: Number and Percentage Distribution of Youth NEET by Rural/Urban and Sex, Zambia 202	Table 12.2: Number and Percenta	ge Distribution of Youth NEET	by Rural/Urban and Sex,	Zambia 2020
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Figure 12.3 shows percentage distribution of youth NEET by rural/urban and sex. Results show that in rural areas, 62.0 percent of youths were NEET compared to 42.6 percent in urban areas. In rural areas, female youth NEET was higher at 69.7 percent than male youth NEET at 53.4 percent. Similarly, in urban areas, female youth NEET was higher at 50.9 percent than male youth NEET at 32.5 percent.



Figure 12.3: Percentage Distribution of Youth NEET by Rural/Urban and Sex, Zambia 2020

Table 12.3 shows number and percentage distribution of youth NEET by rural/urban and age group. In rural areas, the 20-24 year age group accounted for the highest proportion with 33.6 percent and the 30-35 year age group recorded the lowest proportion with 21.3 percent. In urban areas, the 20-24 age group recorded the highest proportion at 34.9 percent while the 30-35 year age group accounted for the lowest proportion at 20.5 percent.

Table 12.3: Number and Percentage Distribution of Youth NEET by Rural/Urban and Age Grou	ıp, Zambia
2020	

Age Group	Total		Ru	ıral	Urban		
	Number	Percent	Number	Percent	Number	Percent	
Total	3,371,542	100.0	2,081,572	100.0	1,289,970	100.0	
15-19	618,256	18.3	406,305	19.5	211,952	16.4	
20-24	1,148,695	34.1	699,059	33.6	449,636	34.9	
25-29	896,857	26.6	533,184	25.6	363,673	28.2	
30-35	707,734	21.0	443,025	21.3	264,709	20.5	

Figure 12.4 shows percentage distribution of youth NEET by province. Northern province had the highest youth NEET at 68.2 percent, followed by Western province with 67.1 percent. Lusaka province had the lowest youth NEET at 36.6 percent.





12.3 Number of youth (15-24) NEET

For international comparison purposes, the youth group 15-24 year is separately analysed. Table 12.4 shows number and percentage distribution of youth (15-24 years) NEET by rural/urban and sex. Results show that there were an estimated 1,766,952 population NEET of which 62.6 percent were in rural areas while 37.4 percent were in urban areas.

Table 12.4: Number a	and Percentage Distri	bution Youth (15-24) N	EET by Rural/Urban a	ind Sex, Zambia 2020
-	Both Sexes	Male	Female	

Dural /Urban	Both Sexes	Male	Female		
Rural/Orban	Number	Percent	Number	Number	
Total	1,766,952	100.0	690,308	1,076,643	
Rural	1,105,364	62.6	445,167	660,197	
Urban	661,588	37.4	245,142	416,446	

Figure 12.5 shows the percentage distribution of youth NEET by rural/urban and sex. Results show that in rural areas, 55.0 percent of youths were NEET compared to 41.6 percent in urban areas.

In rural areas, female youth NEET was higher at 62.4 percent than male youth NEET at 46.7 percent. Similarly, in urban areas, female youth NEET was higher at 46.5 percent than male youth NEET at 35.3 percent.





Figure 12.5: Percentage Distribution of Youth (15-24) NEET by Rural/Urban and Sex, Zambia 2020

Figure 12.6 shows percentage distribution of youth NEET by province. Northern and Western provinces had the highest youth NEET at 59.3 percent each, followed by Muchinga province with 56.5 percent. Lusaka province had the lowest youth NEET at 37.6 percent.



Figure 12.6: Percentage Distribution of Youth (15-24) NEET by Province, Zambia 2020

CHAPTER THIRTEEN TIME-RELATED UNDEREMPLOYMENT



Chapter 13: Time-Related Underemployment

13.1 Introduction

Chapter thirteen presents statistics on time-related underemployment various elected sociodemographic characteristics. Time-related underemployment reflects the underutilization of the productive capacity of the labour force. Its international definition is based on three criteria: it includes all population in employment who, during a specified short reference period:

- Were willing to work additional hours
- Were available to work additional hours and
- Had worked less than the threshold (eight hours) relating to weekly working time.

The total employed population for the year 2020 was estimated to be 2,988,379 and of this total, two hundred and twenty nine thousand, two hundred and forty two (229,249) was reported to be underemployed representing 7.7 percent of the total employed population

13.2 Time-related underemployment

Table 13.1 shows number and percentage distribution of time-related underemployed population by rural/urban and sex. In 2020, there were an estimated 229,242 population in time-related underemployment of which 44.9 percent were in the rural areas and 55.1 percent were in urban areas.

,									
Dural units a	Both	Sexes	Male	Female					
Rural urban	Number	Percentage	number	number					
Total	229,242	100.0	138,478	90,764					
Rural	102,967	44.9	64,980	37,987					
Urban	126,275	55.1	73,498	52,777					

Table 13.1: Number and Percentage Distribution of Time-Related Underemployed Population by Rural/Urban and
Sex, Zambia 2020

Figure 13.1 shows percentage distribution of time-related underemployed population by rural/urban and sex. At national level, there were 60.4 percent males and 39.6 percent females in time-related underemployment. In both rural and urban areas, the percentage of male was higher than that of female underemployed population.





13.3 Time-related underemployment by occupation

Figure 13.2 shows percentage share of time-related underemployed population by occupation. The Skilled Agriculture, Forestry and Fisheries accounted for the highest percentage share at 26.9 percent followed by population employed in elementary occupations at 23.6 percent while Plant Machine Operators and assemblers, and Clerical Support Workers had the lowest shares accounting for 1.9 percent and 1.1 percent, respectively.



Figure 13.2: Percentage Share of Time-Related Underemployed Population by Occupation, Zambia 2020

Table 13.2 shows percentage distribution of time related underemployed population by occupation and sex. In all the occupations, there were more males than females that were in time-related underemployment except in the service and sales workers occupation which had 60.4 percent females and 39.6 percent males.



Occupation	Total	Male	Female
Total	229,242	60.4	39.6
Manager	12,597	61.3	38.7
Professionals	24,095	35.8	64.2
Technicians	6,778	74.8	25.2
Clerical support workers	2,477	34.8	65.2
Service and Sales Workers	35,964	42.7	57.3
Skilled agricultural, forestry and fishery workers	61,711	59.3	40.7
Craft and related trade workers	21,745	86.8	13.2
Plant and machine operators and assemblers	4,330	100.0	-
Elementary workers	54,044	69.1	30.9
Other	5,502	67.1	32.9

Table 13.2: Number and Percentage Distribution of Time-Related Underemployed Population byOccupation and Sex, Zambia 2020

13.4 Time-related underemployment rate

Figure 13.3 shows time-related underemployment rate by rural/urban and sex. In 2020, time-related underemployment rate was estimated at 7.7 percent. Males had a higher rate than females at 10.4 percent 9.7 percent, respectively. Rural areas had a higher rate at 10.1 percent than urban areas at 6.4 percent.



Figure 13.3: Time-Related Underemployment Rate by Rural/Urban and Sex, Zambia 2020

CHAPTER FOURTEEN

AVERAGE MONTHLY EARNINGS FOR PAID EMPLOYEES, PAID INTERNS AND APPRENTICES



Chapter 14:

Average Monthly Earnings for Paid Employees, Paid Interns and Apprentices

14.0 Introduction

Table 14.1 shows the distribution of average monthly earnings by sector of employment by rural / urban and sex. In 2020, the national average monthly earnings were estimated at K4,393. The average monthly earnings in the formal sector was higher at K5,793 while the lowest was in the household sector at K1,738.

Average earnings per month in urban areas were higher at K4,529 than in rural areas at K3,980. Males in all sectors of employment earned more than females.

Sector of		Total		Rural			Urban		
Employment	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	4,393	4,573	4,013	3,980	4,051	3,795	4,529	4,758	4,073
Formal	5,793	5,856	5,656	5,779	5,647	6,095	5,796	5,912	5,554
Informal	2,193	2,466	1,498	2,034	2,335	1,112	2,272	2,537	1,655
Household	1,738	2,289	1,188	2,330	3,084	934	1,536	1,896	1,243

Table 14.1: Distribution of Average Monthly Earnings by Sex, Sector of Employment and Rural/Urban,Zambia 2020

14.1 Average monthly earnings by type of employment

Table 15.2 shows distribution of average earnings per month by type of employment rural/urban and sex. The average monthly earnings for the formally employed population was estimated at K5,479 while for the informally employed population was estimated at K1,985.

In rural areas formally employed population earned K5,134 per month while their urban counterparts earned K5,577 per month. In rural areas informally employed population earned K2,131 per month while their urban counterparts earned K1,921 per month.

Table 14.2: Distribution of Average Monthly Earnings by Type of Employment Rural/Urban and Sex, Zambia2020 (Kwacha)

Type of	Total			Rural			Urban			
Employment	Total	Male	Female	Total	Male	Female	Total	Male	Female	
Total	4,393	4,573	4,013	3,980	4,051	3,795	4,529	4,758	4,073	
Formal	5,479	5,573	5,280	5,134	4,980	5,527	5,577	5,752	5,220	
Informal	1,985	2,326	1,286	2,131	2,571	990	1,921	2,207	1,389	

14.2 Average monthly earnings by agriculture and non- agriculture sectors

Table 14.3 shows average monthly earnings in agriculture and non-agriculture sectors. The nonagriculture sector had higher average monthly earnings at K4,733 compared to the agriculture sector which was estimated atK2,345. In the agriculture sector, males had higher average earnings at K2,497 compared to K1,872 for females. Further, in the non-agriculture sector, males had higher average earnings at K4,965 compared to K4272 for females.

Table 14.3: Average Monthly Earnings in Agriculture and Non-Agriculture Sector, Rural/Urban and Sex,
Zambia 2020 (Kwacha)

Agriculture/	Total			Rural			Urban		
Non-agriculture	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	4,393	4,573	4,013	3,980	4,051	3,795	4,529	4,758	4,073
Agriculture	2,345	2,497	1,872	1,943	2,131	1,394	3,123	3,171	2,949
Non-agriculture	4,733	4,965	4,272	5,232	5,298	5074.557	4,625	4,888	4,122

14.3 Average monthly earnings by occupation

Figure 14.1 shows average monthly earnings by occupation. Professionals had the highest average monthly earnings at K8,287 while population working as skilled agricultural, forestry and fisheries workers had the lowest average monthly earnings at K1,552.





Table 14.4 shows average monthly earnings by occupation rural/urban and sex. In all the occupations, males had higher average monthly earnings than females except in the Skilled Agricultural Forestry & Fishery Workers and Clerical support workers occupations which had females with higher average monthly earnings than that of males.



Occupation	Total			Rural			Urban		
Occupation	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	4,393	4,573	4,013	3,980	4,051	3,795	4,529	4,758	4,073
Managers	6,876	7,301	6,255	5,171	5,238	5,021	7,177	7,735	6,416
Professionals	8,287	9,119	7,370	7,335	7,406	7,239	8,699	9,970	7,419
Technicians & Associate Professionals	6,350	6,943	5,128	5,817	6,715	3,350	6,504	7,016	5,526
Clerical Support Workers	4,926	4,175	6,311	4,245	3,565	6,042	5,040	4,292	6,345
Services & Sales Workers	2,688	3,119	2,042	2,539	2,678	2,217	2,720	3,233	2,016
Skilled Agricultural Forestry & Fishery Workers	1,552	1,459	1,848	1,359	1,452	1,195	1,834	1,465	7,087
Craft & Related Trade Workers	4,783	5,089	1,631	7,094	7,361	3,729	4,122	4,425	1,155
Plant & Machine Operators & Assemblers	3,831	3,837	3,514	3,275	3,179	4,676	3,916	3,933	2,675
Elementary Occupation	1,918	2,099	1,559	1,749	1,949	1155.547	2,024	2,213	1,723
Other Occupations	7,493	8,066	5,631	8,915	9,019	8,381	7,142	7,802	5,199

Table 14.4: Average Monthly Earnings by Occupation, Rural/Urban and Sex, Zambia 2020 (Kwacha)





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