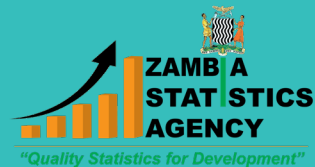




REPUBLIC OF ZAMBIA
MINISTRY OF LABOUR AND
SOCIAL SECURITY



2022

ANNUAL LABOUR FORCE SURVEY REPORT



Prepared by:



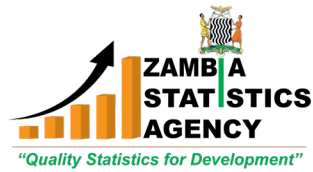
Zambia Statistics Agency
Nationalist Road, P.O. Box 31908
Lusaka - ZAMBIA
Tel: +260-211-251377/257603-5/253468/253908/250195
Fax: +260-211-253908
E-mail: info@zamstats.gov.zm
Website: www.zamstats.gov.zm



Ministry of Labour and Social Security
Government Complex, P.O. Box 32186
Lusaka - ZAMBIA
Tel: +260-211-225722
Fax: +260-211-225169
E-mail: mlss@mlss.gov.zm
Website: www.mlss.gov.zm



REPUBLIC OF ZAMBIA
MINISTRY OF LABOUR AND
SOCIAL SECURITY



2022 LABOUR FORCE SURVEY REPORT

June, 2023





FOREWORD

This report presents the 2022 annual Labour Force Survey (LFS) results, arising from an analysis of a combined dataset drawn from the quarterly 2022 LFSs. The report highlights Key Indicators of the Labour Market (KILM) such as employment to-population ratio, labour force participation rate, unemployment rate and working conditions. The use of the labour statistics is quite wide, as it enhances planning processes in various aspects including employment creation, skills gap identification, training programmes, as well as in determining the supply and demand of labour. Labour market statistics are also critical in setting global, national and subnational goals and targets.

I would like to take this opportunity to extend my appreciation to all households in the country who rendered their cooperation in providing 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 continuous support in providing capacity building among Labour statisticians and technical assistance during the different phases in the implementation of the LFSs.

My gratitude goes to our government partner, Ministry of Labour and Social Security (MLSS) and my staff in the provincial offices for ensuring the successful implementation of the survey. 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
STATISTICIAN GENERAL
ZAMBIA STATISTICS AGENCY

June, 2023

CONTENTS

FOREWORD	iv
ACRONYMS	xviii
EXECUTIVE SUMMARY	xix
Highlights of the 2022 Labour Force Survey Results	xx
CHAPTER ONE: BACKGROUND AND METHODOLOGY	1
1. Background	1
Methodology	1
CHAPTER TWO: DEFINITION AND CONCEPTS	4
CHAPTER THREE: WORKING-AGE POPULATION	7
3.1 Introduction	7
3.2 Categorization of the Working-Age Population (15 years or older)	7
3.3 Working-Age Population by Rural/Urban and Sex	7
CHAPTER FOUR: LABOUR FORCE	10
4.1 Labour Force	10
4.2 Labour Force by Rural/Urban and Age Group	12
4.3 Labour Force Participation Rate (Activity Rate)	12
4.4 Labour Force with at least a Disability	15
CHAPTER FIVE: EMPLOYMENT	18
5.1 Introduction	18
5.2 Employed Population	18
5.3 Employed Persons by Rural/Urban and Sex	18
5.4 Employed Persons by Province	19
5.5 Employment-to-Population Ratio	20
5.6 Status in Employment	21
5.7 Institutional Sector	23
5.8 Highest Educational Attainment	24
5.9 Occupation	25
5.10 Industry	26
5.11 Employed persons by national strategic industrial sector	30
5.11 Type of Employment	30
5.12 Formal Employment Rate	32

5.13 Informal Employment Rate	32
5.14 Sector of Employment	33
5.18 Employed Persons in the Agriculture and Non-Agriculture Sectors	34
5.19 Qualification Mismatch	35
CHAPTER SIX: YOUTH EMPLOYMENT	36
6.1 Introduction	36
6.2 Youth Employment (15-24 years)	36
6.3 Youth Labour Force (15-35 years)	37
6.4 Youth Employment (15-35 years)	38
6.5 Youth Employment by Sector	39
6.6 Youth Status in Employment	39
6.7 Youth Employment by Industry	40
6.8 Youth Employment by Occupation	42
6.9 Youth Employment by Institutional Sector	43
6.10 Youth Employment by Highest Level of Education Attained	44
CHAPTER SEVEN: INFORMAL ECONOMY	45
7.1 Introduction	45
7.2 Employment by sector of the economy	45
7.3 Employment in the informal economy	45
7.4 Employment within the Informal Economy by Industry	47
CHAPTER EIGHT: WORKING CONDITIONS	49
8.0 Introduction	49
8.1 Trade Union Membership	49
8.3 Trade Union Density Rate	50
8.5 Youth precarious employment	54
8.6 Youth Precarious Employment Rate	55
8.7 Weekly Hours of Work	56
CHAPTER NINE: OWN USE PRODUCTION WORK	58
9.1 Introduction	58
9.2 Own Use Production Work	58
9.3 Own Use Production by Type	59
9.4 Youth Own Use Production Work	60
9.5 Youth Own Use Production by Type	61
CHAPTER TEN: UNEMPLOYMENT	62
10.1 Introduction	62
10.2 Unemployed persons	62

10.3 Unemployment rate	63
10.4 Youth Unemployment	67
10.5 Youth Unemployment (15-24 Years)	67
10.6 Youth Unemployment (15-35 Years)	68
10.7 Youth Unemployment Rate (15-35 years)	69
10.8 Unemployment and Potential Labour Force	70
10.10 Combined Rate of Unemployment and Potential Labour Force	71
10.11 Youth Unemployed and Potential Labour Force	73
10.12 Combined Rate of Youth Unemployment and Potential Labour Force (CRUPLF)	74
10.13 Long-Term Unemployment	75
10.14 Long-Term Unemployed Persons	75
10.15 Youth (15-35 Years) Long-Term Unemployment	76
10.16 Long-Term Unemployment Rate	77
10.17 Long-Term Youth (15-35) Unemployment Rate	77
10.18 Incidence of long-term unemployment rate	78
10. 19 Incidence of Long-Term Youth (15-35 years) Unemployment	79
CHAPTER ELEVEN: POPULATION OUTSIDE LABOUR FORCE	81
11.1 Introduction	81
11.2 Population outside Labour Force	81
11.3: Population Outside Labour Force by Reason	84
11.4 Potential Labour Force	85
11.6 Youth Potential Labour Force	87
11.7 Discouraged Job Seekers	88
11.8 Persons Outside the Labour Force in Agriculture/Fishing for Own Use	90
CHAPTER TWELVE YOUTH NOT IN EMPLOYMENT, EDUCATION OR TRAINING	92
12.1 Introduction	92
12.2 Youth Population (15-35 Years)	92
12.3 Youth NEET (15-35 Years)	92
12.3 Number of Youth (15-24) NEET	95
CHAPTER THIRTEEN TIME-RELATED UNDEREMPLOYMENT	97
13.1 Introduction	97
13.2 Time-Related Underemployment	97
13.3 Time-Related Underemployment by Province	98
13.4 Time-Related Underemployment Rate	98
13.5 Time-Related Underemployment Rate by Age Group	99
13.6 Time-Related Underemployment Rate by Industry	100
13.7 Time-Related Underemployment Rate by Occupation	100

13.8 Time-Related Underemployment Rate by Institutional Sector	101
--	-----

CHAPTER FOURTEEN: AVERAGE EARNINGS FOR PAID EMPLOYEES, PAID INTERNS AND APPRENTICES 103

14.1 Introduction	103
14.2 Average Monthly Earnings by Sector of Employment, Rural/Urban and Sex	103
14.3 Average Monthly Earnings by Industrial Sector	103
14.4 Average monthly earnings by occupation and sex	104
14.5 Average Monthly Earnings by Quarter and Sector of Employment	104
14.6 Average hourly earnings by Age Group and Sex	105
14.7 Average Hourly Earnings by Highest Level of Education Attained	106
14.8 Average Hourly Earnings by Province and Rural/Urban	106

APPENDIX A 107

APPENDIX B 109

APPENDIX C: 2022 QUARTERLY LABOUR FORCE SURVEY QUESTIONNAIRE 111

KEY PERSONS INVOLVED IN THE PRODUCTION OF THE REPORT 150

LIST OF TABLES

Selected Key Indicators of the Labour Market by Sex and Rural/Urban	xx
Table 1.1: Sample allocation by Province, 2022	2
Table 3.1: Number and Percentage Distribution of the Working-Age Population (15 years or older) by Rural/Urban and Sex, Zambia 2022	7
Table 3.2: Number and Percentage Distribution of the Working-Age Population (15 years or older) by Province and Sex, Zambia 2022	9
Table 4.1: Number and percentage Distribution of the Labour Force by Rural/Urban and Sex, Zambia 2022	10
Table 4.2: Number and Percentage Distribution of the Labour Force (15 years or older) by Province and Sex, Zambia 2022	11
Table 4.3 Labour Force Participation Rate for population (Aged 15 years or older) by Province and Sex, Zambia 2022	14
Table 4.4: Number and Percentage Distribution of Persons in the Labour Force with at least a Disability by Sex, Zambia 2022	15
Table 5.1: Number and Percentage Distribution of Employed Persons by Rural/Urban and Sex, Zambia 2022	18
Table 5.2: Number and Percentage Distribution of Employed Persons (15 years or older) by, Rural/Urban, Age Group and Sex, Zambia 2022	19
Table 5.3 Employment-to-Population Ratio by Province and Sex, Zambia 2022	20
Table 5.4: Percentage Distribution of the Employed persons by Status in Employment and Rural/Urban, Zambia 2022	23
Table 5.5: Percentage Distribution of the Employed Persons by Institutional Sector, Rural/Urban and Sex, Zambia 2022	24
Table 5.6: Number and Percentage Distribution of the Employed Population by Educational Attainment, Rural/Urban and Sex, Zambia 2022	25
Table 5.7: Number and Percentage Distribution of Employed Persons (15 years or older) by Occupation, Rural/urban and Sex, Zambia 2022	26
Table 5.8: Number and Percentage Distribution of Employed Population (15 years or older) by Industry and Sex, Zambia 2022	27
Table 5.9: Number and Percentage Distribution of Employed Persons by Province and Industrial sector, Zambia 2022	29
Table 5.10: Number and Percentage Distribution of Employed Persons by Type of employment and Industrial sector, Zambia 2022	30
Table 5.11: Number and Percentage Distribution of the employed persons by Type of employment, Rural/Urban and Sex, Zambia 2022	31
Table 5.12: Number and Percentage Distribution of the Employed Persons by Industry and Type of Employment (Formal/ Informal), Zambia 2022	31

Table 5.13: Number and Percentage Distribution of the Employed Persons by Sector of Employment, Rural/Urban and Sex, Zambia 2022	33
Table 5.14: Number and Percentage Distribution of Employed Persons by Province, Agriculture and Non-Agriculture Sectors, Zambia 2022	34
Table 5.15: Number and Percentage distribution of Employed Persons by Type of Employment, Agriculture and Non- Agriculture Sectors, Zambia 2022	35
Table 5.16: Occupational Distribution of Employed Persons by Educational Attainment – (Skills Mismatch), Zambia 2022	35
Table 6.1: Number and Percentage Distribution of Youth (15-24 years) Employment by Age Group and Sex, Zambia 2022	36
Table 6.2: Number and Percentage Distribution of Youth Labour Force by Age Group and Rural/Urban, Zambia 2022	37
Table 6.3: Number and Percentage Distribution of Youth Employment by Age Group and Sex, Zambia 2022	38
Table 6.4: Number and Percentage Distribution of Youth Employment by Rural/Urban and Age Group, Zambia 2022	38
Table 6.5: Number and Percentage Distribution of Youth Employment by Sector of Employment, Rural/Urban and Sex, Zambia 2022	39
Table 6.6: Number and Percentage Distribution of Youth Employment by Status in Employment, Rural/Urban and Sex, Zambia 2022	40
Table 6.7: Number and Percentage Distribution of Youth Employment by Industry, Rural/Urban, Zambia 2022	41
Table 6.8: Number and Percentage Distribution of Employed Youth by Occupation, Rural/Urban and Sex, Zambia 2022	42
Table 6.9: Number and Percentage Distribution of Youth Employment by Institutional Sector, Rural/Urban and Sex, Zambia 2022	43
Table 6.10: Number and Percentage Distribution of Youth Employment by Highest Level of Education Attained, Rural/Urban and Sex, Zambia 2022	44
Table 7.1: Number and Percentage Distribution of Employed Persons by Sector of Economy and Sex, Zambia 2022	45
Table 7.2: Number and Percentage Distribution of Employed Persons in the Informal Economy by Rural/Urban and Sex, Zambia 2022	45
Table 8.1: Number and Percentage Distribution of Trade Union Members by Rural/Urban and Sex, Zambia 2022	49
Table 8.2: Number and Percentage Distribution of Persons in Precarious Employment by Rural/Urban and Sex, Zambia 2022	52
Table 8.3: Number and Percentage Distribution of Youth (15-35 years) in Precarious Employment by Rural/Urban and Sex, Zambia 2022	54
Table 8.4: Weekly Hours of Work by Rural/Urban and Sex, Zambia 2022	56
Table 8.5: Weekly Hours of Work by Occupation of Employment and Sex, Zambia 2022	56

Table 8.6: Weekly Hours of Work by Industry and Sex, Zambia 2022	57
Table 9.1: Number and Percentage Distribution of Own-use Production Work by Rural/Urban and Sex, Zambia 2022	58
Table 9.2: Number and Percentage Distribution of Own Use Production Work by Type, Rural/urban and Sex, Zambia 2022	59
Table 9.3: Number and Percentage Distribution of Youth Own Use Production Work by Rural/urban and Sex, Zambia 2022	60
Table 10.1: Number and Percent Distribution of Unemployed Persons by Rural/Urban and Sex, Zambia 2022	62
Table 10.2: Number and percentage distribution of Unemployed Persons by Province and Sex, Zambia 2022	63
Table 10.3: Number and Percentage Distribution of the Unemployed Youth (15-24 years) by Rural/Urban and Sex, Zambia 2022	67
Table 10.4: Number and Percentage Distribution of the Unemployed Youth (15-35 years) by Sex and Age Group, Zambia 2022	68
Table 10.5: Number and Percentage Distribution of the Unemployed and the Potential Labour Force by Rural/Urban and Sex, Zambia 2022	71
Table 10.6: Number and Distribution of the Youth Unemployed and Potential Labour Force by Rural/Urban and Sex, Zambia 2022	73
Table 10.7: Number and Percentage Distribution of Long-Term Unemployed Persons by Rural/Urban and Sex, Zambia 2022	75
Table 10.8: Number and Percentage Distribution of Youth (15-35 years) in Long-Term Unemployment by Rural/Urban and Sex, Zambia 2022	76
Table: 11.1 Number and Percentage Distribution of Population Outside the Labour Force by Rural/urban and Sex, Zambia 2022	81
Table 11.2: Number and Percentage Distribution of Population outside Labour Force by Reason and Sex, Zambia 2022	84
Table 11.3: Number and Percentage Distribution of the Potential Labour Force by Rural/Urban and Sex, Zambia 2022	85
Table 11.4: Number and Percentage Distribution of the Potential Labour Force by Age Group and Sex, Zambia 2022	86
Table 11.5: Composition of the Potential Labour Force Rural/Urban, Zambia 2022	87
Table 11.6 Number and Percentage Distribution of the Youth (15-35years) Potential Labour Force by Rural/Urban and Sex, Zambia 2022	87
Table 11.7: Number and Percentage Distribution of the Discouraged Job Seekers by Rural/Urban and Sex, Zambia 2022	88
Table 11.8: Number and Percentage Distribution of the Persons Outside the Labour Force Engaged in Agriculture/fishing for Own Use by Rural/Urban and Sex, Zambia 2022	90
Table 12.1: Number and Percentage Distribution of Youth Population (15-35 years) by Sex, Zambia 2022	92

Table 12.2: Number and Percentage Distribution of Youth (15-35 years) Not in Employment, Education or Training (NEET) by Rural/Urban and Sex, Zambia 2022	92
Table 12.4: Number and Percentage Distribution of Youth (15-35 years) NEET by Age Group and Rural/Urban, Zambia 2022	94
Table 12.5: Number and Percentage Distribution Youth (15-24) NEET by Rural/Urban and Sex, Zambia 2022	95
Table 13.1: Number and Percentage Distribution of Time-Related Underemployed Persons by Rural/Urban and Sex, Zambia 2022	97
Table 13.2: Number and Percentage Distribution of Persons in Time-Related Underemployment by Age Group and Sex, Zambia 2022	99
Table 13.3: Number and Percentage Distribution of Employed Persons in Time-Related Underemployment by Occupation and Sex, Zambia 2022	101
Table 13.4: Number and Percentage Distribution of Employed Persons in Time-Related Underemployment by Rural/Urban and Institutional Sector, Zambia 2022	102
Table 14.1: Distribution of Average Monthly Earnings by Sector of Employment, Rural/Urban and Sex, Zambia 2022	103
Table 14.2: Average hourly earnings by highest Level of Education Attained, Zambia 2022	106
Table 14.3: Average Hourly Earnings by Province and Rural/Urban, Zambia 2022	106

LIST OF FIGURES

Figure 3.1: Main Categories of the Working-Age Population, Zambia 2022.	7
Figure 3.2: Percentage Distribution of Working-Age Population (15 years or older) by Rural/Urban and Sex, Zambia 2022	8
Figure 3.3: Percentage Distribution of Working-Age Population by Province, Zambia 2022	8
Figure 4.1: Percentage Distribution of the Labour Force by Sex and Rural/Urban, Zambia 2022	10
Figure 4.2: Percentage Share of Labour force by Province, Zambia 2022	11
Figure 4.3: Percentage Distribution of the Labour Force (15 years or order) by Rural/Urban and Age Group, Zambia 2022	12
Figure 4.4: Percentage Distribution of the labour Force (15 years or order) by Sex and Age Group, Zambia 2022	12
Figure 4.5: Labour Force Participation Rate by Rural/Urban and Sex, Zambia 2022	13
Figure: 4.6: Labour Force Participation Rate by Age Group and Sex, Zambia 2022	13
Figure: 4.7: Labour Force Participation Rate by Rural/Urban and Age Group, Zambia 2022	14
Figure 4.8: Labour Force Participation Rate by Quarter, Zambia 2022	15
Figure 4.10: Proportion (%) of Persons in the Labour Force Living with Disability by Rural/Urban and Sex, Zambia 2022	16
Figure 4.9: Percentage Distribution of Persons in the Labour Force Living with Disability by Type of Disability, Zambia 2022	16
Figure 4.11: Proportion (%) of Persons Living with at least a Disability by Labour Force status and Sex, Zambia 2022	17
Figure 5.1 Percentage Distribution of the Employed Persons by Rural/Urban and Sex, Zambia 2022	18
Figure 5.2: Percentage Distribution of the Employed Persons by Province, Zambia 2022	19
Figure 5.3: Employment-to-Population Ratio by Rural/Urban and Sex, Zambia 2022	20
Figure: 5.4 Employment-to-Population Ratio by Sex and Age Group, Zambia 2022	21
Figure 5.5: Employment-to-Population Ratio by Quarter, Zambia 2022	21
Figure 5.7: Percentage Distribution of the Employed Persons by Status in Employment and Sex, Zambia 2022	22
Figure 5.6: Percentage Distribution of the Employed Persons by Status in Employment, Zambia 2022	22
Figure 5.8: Percentage Distribution of the Employed Persons by Institutional Sector, Zambia 2022	23
Figure 5.9: Percentage Share of the Employed Persons by Highest Educational Attainment, Zambia 2022	24
Figure 5.10: Percentage Share of Employed Persons by Occupation, Zambia 2022	25
Figure 5.11: Percentage Share of Employed Persons by Industry, Zambia 2022	27
Figure 5.11: Percentage Distribution of the Employed Persons by Type of Employment, Zambia 2022	30
Figure 5.12: Formal Employment Rate by Rural/Urban and Sex, Zambia 2022	32
Figure 5.13: Informal Employment Rate by Rural/Urban and Sex, Zambia 2022	32

Figure 5.14: Percentage Distribution of the Employed Persons by Sector of Employment, Zambia 2022	33
Figure 5.15: Percentage Distribution of Employed Persons by Agriculture and Non-Agriculture Sectors, Zambia 2022	34
Figure 6.1: Percentage Distribution of Youth (15-24 years) Employment by Age Group, Zambia 2022	36
Figure 6.2: Percentage Distribution of Youth Employment by Age Group, Zambia 2022	37
Figure 6.3: Percentage Distribution of Youth Labourforce (15-35 Years) by Province, Zambia 2022	38
Figure 6.4 Percentage Distribution of the Youth Employment by Sector, Zambia 2022	39
Figure 6.5: Percentage Distribution of Youth Employment by Status in Employment, Zambia 2022	40
Figure 6.6: Percentage Distribution of Youth Employment by Industry, Zambia 2022	41
Figure 6.7: Percentage Share of Youth Employment by Occupation, Zambia 2022	42
Figure 6.8: Percentage Share of Youth Employment by Institutional Sector, Zambia 2021	43
Figure 6.9: Percentage Share of Youth Employment by Highest Level of Education Attained, Zambia 2022	44
Figure 7.2: Percentage distribution of Employed Persons within the Informal Economy by Province, Zambia 2022	46
Figure 7.1: Percentage Distribution of Employed Persons in the Informal Economy by Rural/Urban and Sex, Zambia 2022	46
Figure 7.3: Proportion of Employed Persons in the Informal Economy by Province, Zambia 2022	47
Figure 7.4: Percentage Distribution of the Employed Persons in the Informal Economy by Industry, Zambia 2022	47
Figure 7.5: Percentage distribution of Employed Persons in the Informal Economy by Occupation, Zambia 2022	48
Figure 8.1: Percentage Distribution of Union Members by Rural /Urban and Sex, Zambia 2022	49
Figure 8.2: Percentage Share of Trade Union Membership by Province, Zambia 2022	50
Figure 8.3: Trade Union Density Rate by Rural/Urban, Zambia 2022	50
Figure 8.4: Trade Union Density Rate by Rural/Urban and Sex, Zambia 2022	51
Figure 8.5: Trade Union Density Rate by Province, Zambia 2022	51
Figure 8.6: Percentage Distribution of Persons in Precarious Employment by Rural/Urban and Sex, Zambia 2022	52
Figure 8.7: Percentage Distribution of Persons in Precarious Employment by Province, Zambia 2022	53
Figure 8.8: Precarious Employment Rate by Rural/Urban and Sex, Zambia 2022	53
Figure 8.9: Precarious Employment Rate by Province, Zambia 2022	54
Figure 8.10: Percentage Distribution of Youth in Precarious Employment by Rural/Urban and Sex, Zambia 2022	55
Figure 8. 11: Youth Precarious employment rate by Sex and Rural/Urban, Zambia 2022	55
Figure 8.12: Youth Precarious Employment Rate by Age group, Zambia 2022	56
Figure 9.1: Percentage Distribution of Own Use Production Work by Sex and Rural/Urban, Zambia 2022	58

Figure 9.2: Percentage Distribution of Own use Production Work by Type and Rural/Urban, Zambia 2022	59
Figure. 9.4: Percentage Distribution of Youth Own Use Production Work by Rural/Urban and Sex, Zambia 2022	60
Figure 9.3: Percentage Distribution of Own use Production Work by Type and Province, Zambia 2022	60
Figure 9.5: Percentage Share of Youth in Own Use Production Work by Age Group, Zambia 2022	61
Figure 9.6: Percentage Distribution of Youth Own Use Production Work by Type and Rural/urban, Zambia 2022	61
Figure 10.1: Percent Distribution of Unemployed Persons by Sex and Rural/Urban, Zambia 2022	62
Figure 10.2: Percentage Distribution of Unemployed Persons by Highest Educational Attainment, Zambia 2022	63
Figure 10.4: Unemployment Rate by Age Group, Zambia 2022	64
Figure 10.3: Unemployment Rate by Rural/Urban and Sex, Zambia 2022	64
Figure 10.5: Unemployment Rate by Rural/Urban and Age Group, Zambia 2022	65
Figure 10.6: Unemployment Rate by Age Group and Sex, Zambia 2022	65
Figure 10.8: Percentage share of Unemployment Rate by Province, Zambia 2022	66
Figure 10.7: Unemployment Rate by Highest Education Attained and Sex, Zambia 2022	66
Figure 10.9: Unemployment Rate by Quarter, Zambia 2022	67
Figure 10.11: Percent Distribution of the Unemployed Youth (15-35 years) by Rural/Urban and Sex, Zambia 2022	68
Figure 10.10: Percentage Distribution of Unemployed Youth (15-24 years) by Rural/Urban and Sex, Zambia 2022	68
Figure 10.12: Youth Unemployment Rate by Rural/Urban and Sex, Zambia 2022	69
Figure 10.13: Youth Unemployment Rate by Age Group, Zambia 2022	69
Figure 10.14: Youth Unemployment Rate by Age Group and Sex, Zambia 2022	70
Figure 10.15: Youth Unemployment Rate by Province, Zambia 2022	70
Figure 10.16: Percentage Distribution of the Unemployed Population and Potential Labour Force by Rural/Urban and Sex, Zambia 2022	71
Figure 10.18: Combined Rate of Unemployment and Potential Labour Force by Rural/Urban and Age Group, Zambia 2022	72
Figure 10.17: Combined Rate of Unemployment and Potential Labour Force by Rural/Urban and Sex, Zambia 2022	72
Figure: 10.19 Combined Rate of Unemployment and Potential Labour Force by Age Group and Sex, Zambia 2022	73
Figure 10.20: Percentage Distribution of the Youth Unemployed and Potential Labour Force by Rural/Urban and Sex, Zambia 2022	73
Figure 10.21: Combined Rate of Youth Unemployment and Potential Labour Force by Rural/Urban and Sex, Zambia 2022	74
Figure 10.22: Combined Rate of Youth Unemployment and Potential Labour Force by Rural/Urban and Age Group, Zambia 2022	74

Figure 10.23: Combined Rate of Youth Unemployment and Potential Labour Force by Age Group and Sex, Zambia 2022	75
Figure 10.25: Percentage Distribution of Youth (15-35 years) in Long-Term Unemployment by Rural/Urban and Sex, Zambia 2022	76
Figure 10.24: Percentage Distribution of Long-Term Unemployed Persons by Rural/Urban and Sex, Zambia 2022	76
Figure 10.26: Long-Term Unemployment Rate by Rural/Urban and Sex, Zambia 2022	77
Figure 10.27: Long-Term Youth (15-35) Unemployment Rate by Rural/Urban and Sex, Zambia 2022	77
Figure 10.28: Incidence of Long-Term Unemployment by Rural/Urban and Sex, Zambia 2022	78
Figure 10.29: Incidence of Long-Term Unemployment by Level of Education Attained, Zambia 2022	78
Figure 10.30: Incidence of Long-Term Unemployment by Province, Zambia 2022	79
Figure 10.31: Incidence of Long-Term Youth Unemployment by Rural/Urban and Sex, Zambia 2022	79
Figure 10.32: Incidence of Long-Term Youth Unemployment Rate by Province, Zambia 2022	80
Figure 11.1: Percentage Distribution of the Population outside Labour Force by Rural/Urban and Sex, Zambia 2022	81
Figure 11.2: Percentage Share of the Population outside the Labour Force by Province, Zambia 2022	82
Figure 11.3: Percentage Distribution of Population outside the Labour Force by Rural/Urban and Age Group, Zambia 2022	82
Figure 11.4: Percentage Distribution of Population outside the Labour Force by Rural/urban and Province, Zambia 2022	83
Figure 11.5: Percentage Share of Population outside Labour Force by Age Group, Zambia 2022	83
Figure 11.6: Percentage Distribution of Population Outside Labour Force by Reason, Zambia 2022	84
Figure 11.7: Percentage Distribution of the Potential Labour Force by Rural/Urban and Sex, Zambia 2022	85
Figure 11.8: Percentage Distribution of the Potential Labour Force by Rural/Urban and Age Group, Zambia 2022	86
Figure 11.9: Percentage Distribution of Youth (15-35 Years) in the Potential Labour Force by Rural/Urban and Sex, Zambia 2022	87
Figure 11.10: Percentage Share of Youth (15-35 Years) in the Potential Labour Force by Age Group, Zambia 2022	88
Figure 11.11: Percentage Distribution of the Discouraged Job Seekers by Rural/Urban and Sex, Zambia 2022	89
Figure 11.12: Percentage Share of the Discouraged Job Seekers by Province, Zambia 2022	89
Figure 11.13: Percentage Share of the Discouraged Job Seekers by Age Group, Zambia 2022	90
Figure 11.14: Percentage Distribution of the Persons outside the labour force engaged in Agriculture/Fishing for Family Use by Rural/Urban and Sex, Zambia 2022	91
Figure 11.15: Percentage Share of Discouraged Job seekers engaged in agriculture/fishing for family use by Province, Zambia 2022	91

Figure 12.1: Percentage Distribution of Youth (15-35) NEET by Age Group and Sex, Zambia 2022	93
Figure 12.2: Percentage Distribution of Youth (15-35 Years) NEET by Rural/Urban and Sex, Zambia 2022	93
Figure 12.3: Percentage Distribution of Youth (15-35 years) NEET by Age Group, Zambia 2022	94
Figure 12.4: Percentage Distribution of the Youth (15-35 years) NEET by Province, Zambia 2022	94
Figure 12.5: Percentage Distribution of Youth (15-24 Years) NEET by Age Goup, Zambia 2022	95
Figure 12.6: Percentage Distribution of Youth (15-24 years) NEET by Rural/Urban and Sex, Zambia 2022	96
Figure 12.7: Percentage Share of Youth (15-24) NEET by Province, Zambia 2022	96
Figure 13.1: Percentage Distribution of Time-Related Underemployed Persons by Rural/Urban and Sex, Zambia 2022	97
Figure 13.2: Percentage Distribution of Employed Persons in Time-Related Underemployment by Province, Zambia 2022	98
Figure 13.3: Time-Related Underemployment Rate by Rural/Urban and Sex, Zambia 2022	98
Figure 13.4: Time-Related Underemployment Rate by Age, Zambia 2022	99
Figure 13.5: Time-Related Underemployment Rate by Industry, Zambia 2022	100
Figure 13.6: Time-Related Underemployment Rate by Occupation, Zambia 2022	100
Figure 13.7: Time-Related Underemployment Rate by Institutional Sector, Zambia 2022	101
Figure 14.2: Average Monthly Earnings by Occupation and Sex, Zambia 2022	104
Figure 14.1: Distribution of Average Monthly Earnings by Industrial Sector, Zambia 2022	104
Figure 14.3: Average Monthly Earnings by Sector of Employment and Quarter Zambia, 2022	105
Figure 14.4: Average hourly earnings by Age group and Sex Zambia 2022	105

ACRONYMS

CAP	Computer Assisted Personal Interviews
CRUPLF	Combined Rate of Unemployed and Potential Labour Force
CSP	Census and Survey Processing System
EA	Enumeration Area
FISP	Fertilizer Input Support Programme
ICF	International Classification of Functioning, Disability and Health
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
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
QLFS	Quarterly Labour Force Survey
OVC	Orphans and Vulnerable Children
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

The 2022 Labour Force Survey (LFS) covered a total of 520 Enumeration Areas across the ten provinces of Zambia.

The working age population (15 years or older) was estimated at 10,377,385 in 2022. The labour force increased to 3,746,685 and Youth labour force was estimated at 2,027,584.

The population outside the labour force was 6,630,700 in 2022. Of this population, 1,808,490 was the estimated potential labour force.

The employed population was estimated at 3,273,123. About a third of the employed population worked in registered firms and institutions (i.e. formal sector), representing an absolute total of 1,094,004. Employed population in the informal and household sectors were 1,470,785 and 708,334, respectively.

In 2022, 23.7 percent of the employed population had a social security cover on their jobs (formally employed). The number of informally employed population was estimated at 2,496,963.

The employment to population ratio was 31.5 percent. The male and female employment to population ratio was 38.6 percent and 24.8 percent, respectively. The unemployed population was estimated 473,562. Of the total unemployed population, 31.0 percent were in rural areas and 69.0 percent were in urban areas.

The unemployment rate was estimated at 12.6 percent. The male unemployment rate was estimated at 12.0 percent and that of females was 13.6 percent.

The youth unemployment rate was estimated at 18.8 percent. The youth unemployment rate was lower for males at 17.2 percent compared to that of females at 21.3 percent.

The combined rate of unemployment and potential labour force was estimated at 41.1 percent. It was higher for females at 46.7 percent and 36.6 percent for males.

A total of 210,672 workers worked for less than 40 hours per week and were willing to work for additional hours giving a time related underemployment rate of 5.6 percent.

The estimated average weekly hours of work was 42.0 hours, with rural areas reporting lower average work hours of 34.6 hours compared to 46.0 hours in urban areas. Males had higher average weekly hours worked than females at 44.4 hours and 38.6 hours, respectively.

The population that was involved in own use production work was 4,030,359 of which, 78.0 percent was in rural areas and 22.0 percent in urban areas. Of the total population involved in own use production work, 1,826,702 was involved in the production of goods while 2,203,657 was involved in service provision.

The average monthly earnings for paid employees were estimated at K5,342, with males earning more at K5,474 than females at K5,052. The Financial and insurance activities sector earned the highest K14, 323 while the Real estate activities sector earned the lowest at K941.

Highlights of the 2022 Labour Force Survey Results

Selected Key Indicators of the Labour Market by Sex and Rural/Urban

Item	Mode of measurement	Primary domain				
		Total	Male	Female	Rural	Urban
Total Population	Number	19,610,769	9,603,056	10,007,713	11,766,141	7,844,628
Working-age population 15 years or older	Number	10,377,385	5,070,207	5,307,178	5,458,196	4,919,189
Labour force	Number	3,746,685	2,221,572	1,525,113	1,281,092	2,465,593
Employed (market production activities)	Number	3,273,123	1,954,722	1,318,401	1,134,524	2,138,599
Unemployed population	Number	473,562	266,850	206,712	146,568	326,994
Youth (15-24 years) unemployed population	Number	185,552	106,631	78,921	58,515	127,037
Youth (15-35 years) unemployed population	Number	380,968	209,787	171,181	116,117	257,657
Youth (15-24 years) employed (market production activities)	Number	426,394	266,659	159,735	207,094	219,300
Youth (15-35 years) employed (market production activities)	Number	1,646,617	1,013,098	633,519	595,176	1,051,441
Sector of employment						
Formal sector	Number	1,094,004	736,750	357,254	240,669	853,335
Informal sector	Number	1,470,785	881,870	588,915	550,271	920,514
Household sector	Number	708,334	336,101	372,233	343,583	364,751
Type of employment						
Formal employment	Number	776,160	538,043	238,117	154,917	621,243
Informal employment	Number	2,496,963	1,416,678	1,080,284	979,606	1,517,357
Industrial sector						
Agriculture	Number	721,446	485,354	236,092	577,663	143,783
Non-agriculture	Number	2,551,677	1,469,368	1,082,309	556,860	1,994,817
Population not in the labour force						
Potential labour force (PLF)	Number	1,808,490	860,413	948,077	1,107,253	701,237
Youth (15-24 years) potential labour force (YPLF)	Number	686,526	356,542	329,984	400,650	285,876
Youth (15-35 years) potential labour force (YPLF)	Number	1,291,478	603,399	688,079	752,848	538,630
Population outside the labour force	Number	6,630,700	2,848,635	3,782,065	4,177,104	2,453,596
Rates						
Employment-to-population ratio	Percent	31.5	38.6	24.8	20.8	43.5
Labour force participation rate	Percent	36.1	43.8	28.7	23.5	50.1
Unemployment rate	Percent	12.6	12.0	13.6	11.4	13.3
Youth (15-24 years) unemployment rate	Percent	27.6	25.8	30.4	20.2	33.4
Youth (15-35 years) unemployment rate	Percent	18.8	17.2	21.3	16.5	20.0
Combined rate of unemployment and potential labour force (CRUPLF)	Percent	41.1	36.6	46.7	52.5	32.5
Youth (15-24 years) combined rate of unemployment and potential labour force (YCRUPLF)	Percent	66.6	62.7	71.4	68.6	64.3
Youth (15-35 years) combined rate of unemployment and potential labour force (YCRUPLF)	Percent	50.4	44.5	57.6	59.4	43.3
Time-related underemployment rate	Percent	6.4	6.2	6.8	7.9	5.6
Working condition						
Hours of work	Hours	42.0	44.4	38.6	34.6	46.0
Average hourly earnings	ZMW	31.8	30.8	32.8	29.1	31.6
Average monthly earnings	ZMW	5,342	5,474	5,052	4,055	5,802

CHAPTER ONE: BACKGROUND AND METHODOLOGY

1. Background

The Labour Force Survey is a household-based sample survey conducted by the Zambia Statistics Agency in collaboration with the 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 and education.

This report presents the key findings of the 2022 LFS based on the annual data set, arising from combining the 2022 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 indication for the changing employment situation, 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.

Methodology

Sample Design and Coverage

The sample design applied on the 2022 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 2022 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 2022 Labour Force Survey.

In order to have equal precision in the estimates in all the domains and at the same time take into account the 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 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).

Table 1.1: Sample allocation by Province, 2022

Province	Number of EAs Per Quarter	Number of EAs Per Year	Number of Households Per Year
Central	12	48	960
Copperbelt	20	80	1,600
Eastern	12	48	960
Luapula	10	40	800
Lusaka	22	88	1,760
Muchinga	10	40	800
Northern	12	48	960
North-western	10	40	800
Southern	12	48	960
Western	10	40	800
Total	130	520	10,400

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:

$$P_{hi}^1 = \frac{a_h M_{hi}}{\sum_i M_{hi}}$$

Where P_{hi}^1 = the first selection probability of EAs

a_h = the number of EAs selected in stratum h

M_{hi} = the size of the i th EA in the stratum h

$\sum_i M_{hi}$ = the total size of stratum h

The selection probability of the household is calculated as follows:

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

Where

P_{hi}^2 = the second selection probability of households

n_{hi} = the number of households selected from the i th EA of stratum h

N_{hi} = the total number of households listed in an EA

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

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

Post-Stratification Adjustment

The base weights for the 2022 QLFS were adjusted so that the population obtained was comparable to the projected mid-year population of 2022.

$$r = \frac{Y_{proj}}{Y_{QLFS}}$$

Therefore, the final weight was obtained accordingly.

Estimation Process

In order to correct for differential representation, all estimates from the QLFS data are weighted accordingly.

Therefore, if y_{hij} is an observation on variable Y for the j^{th} household in the i^{th} EA of the h^{th} stratum, then the estimated total for the h^{th} stratum is expressed as follows:

$$Y_{hT} = \sum_{i=1}^{a_h} w_{hi} \sum_{j=1}^{n_h} y_{hij}$$

Where:

Y_{hT} = the estimated total for the h^{th} stratum

$I = 1$ to a_h : the number of selected clusters in the stratum

$J = 1$ to n_h : the number of sample household in the stratum.

The national estimate is obtained using the following estimator

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

Where:

Y_T = the national total estimate

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

Data Collection

Data collection for the QLFS 2022 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 collected the data countrywide.

Data Processing

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

CHAPTER TWO

DEFINITION AND CONCEPTS

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 persons 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 persons 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 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 (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 establishments that are registered with any tax or a licensing authority. Legally, registration of establishments is a primary responsibility for PACRA, ZRA, Local Authorities, Registrar of Societies, Registrar for NGOs and Registrar for Cooperatives.
Formal sector rate	refers to the ratio of the formal sector to the total economy expressed as a percentage.
Informal sector	refers to establishments that are not registered with any tax or a licensing authority and are often characterized by lack of books of accounts, low investment levels, meager workforce, and high likelihood of falling out of business.

Informal sector rate	refers to the ratio of the informal sector to the total economy expressed as a percentage.
Informal economy	refers to all economic activities by workers and economic units that are - in law or in practice - not covered or insufficiently covered by formal arrangements.
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, annual paid leave, paid sick leave and any legal registration for own account workers/employers.
Formal employment rate	refers to the ratio of formal employment to the total economy expressed as a percentage.
Informal employment	refers to the type of employment characterized by lack of an entitlement to social security coverage, annual paid leave and paid sick leave. This type of employment could be found in both the formal and informal sectors.
Informal employment rate	refers to the ratio of informal employment to the total employment expressed as a percentage.
Formal sector employment	is the employment, whether formal or informal, in a registered establishment.
Informal sector employment	is the employment in an unregistered establishment.
Unemployed population	refers to all persons in the labour force who are not in employment, are available for employment and are actively seeking employment during a specified 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 the proportion of unemployed persons aged 15 to 35 years in the labour force who are without work but are available and seeking employment.
Youth unemployment rate	is the number of unemployed persons aged 15 to 35 years expressed as a percentage of the youth labour force.

Time-related underemployment	relates to the number of employed persons whose hours of work in the reference period are insufficient in relation to a more desirable employment situation in which the person is willing and available to engage.
Time-related underemployment rate	is the ratio of the underemployed persons to the total employed persons expressed as a percentage.
Potential labour force	is defined as all persons of working age who during the short reference period were not in employment and: <ul style="list-style-type: none"> (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 persons and the potential labour force expressed as a percentage.
Long-term unemployment	refers to persons that have been unemployed continuously for one year or more.
Long-term unemployment rate	refers to the ratio of persons who have been unemployed continuously for one year or more to the total unemployed persons expressed as a percentage.
Precarious work	is the type of work, often for paid employees, whose contract of employment is of relatively short duration (less than 3 months) or contract that can be terminated at short notice.
Precarious employment rate	refers to the ratio of the population in precarious employment to the total number of the employed population expressed as a percentage.
Average earnings	Earnings refers to regular remuneration from employer in cash or in kind. It includes direct wages and salaries for time worked or work done, remuneration for time not worked (e.g. paid annual leave) as well as bonuses and gratuities received.

CHAPTER THREE

WORKING-AGE POPULATION

3.1 Introduction

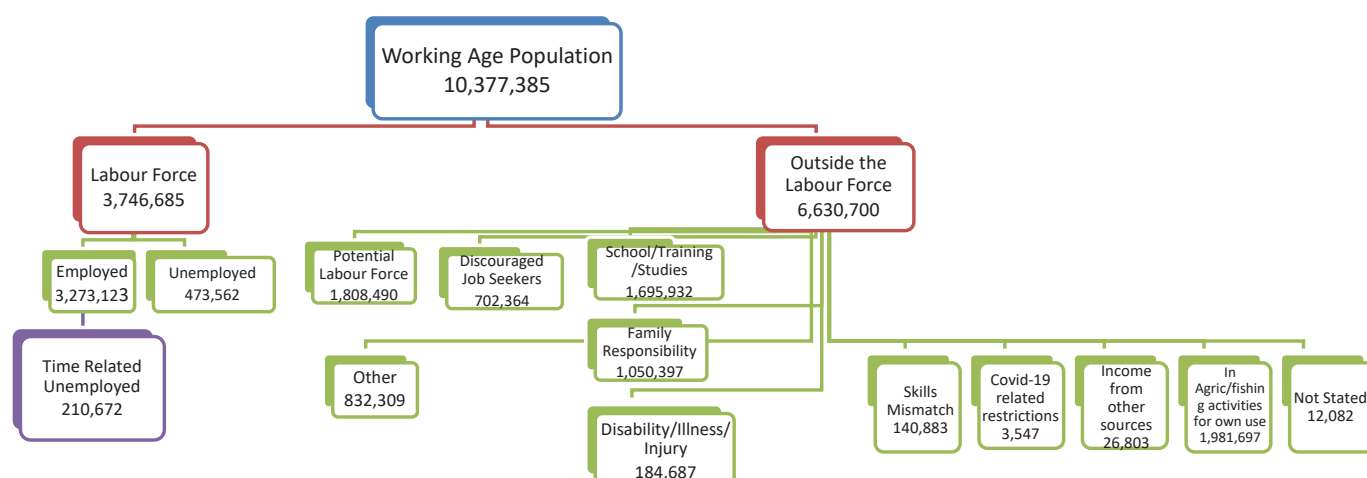
This chapter presents information on the working-age population and how it is categorized in the analysis of labour market indicators. The working-age population refers to all persons above a specified minimum age which varies from country to country.

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

3.2 Categorization of the Working-Age Population (15 years or older)

Figure 3.1 shows the main categories of the Working-Age Population. In 2022, the working-age population was 10,377,385 of which 3,746,685 persons were in the Labour Force and 6,630,700 were outside the Labour Force.

Figure 3.1: Main Categories of the Working-Age Population, Zambia 2022.



3.3 Working-Age Population by Rural/Urban and Sex

Table 3.1 shows the number and percentage distribution of the working-age population by rural/urban and sex. The working-age population was 10,377,385 of which 52.6 percent were in rural areas and 47.4 percent were in urban areas.

Table 3.1: Number and Percentage Distribution of the Working-Age Population (15 years or older) by Rural/Urban and Sex, Zambia 2022

Region	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	10,377,385	100.0	5,070,207	5,307,178
Rural	5,458,196	52.6	2,671,316	2,786,880
Urban	4,919,189	47.4	2,398,891	2,520,298

Figure 3.2 shows the percentage distribution of the 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 51.1 percent than males at 48.9 percent. Results by region showed the 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 48.9 percent while females accounted for 51.1 percent. In urban areas, males and females accounted for 48.8 percent and 51.2 percent, respectively.

Figure 3.2: Percentage Distribution of Working-Age Population (15 years or older) by Rural/Urban and Sex, Zambia 2022

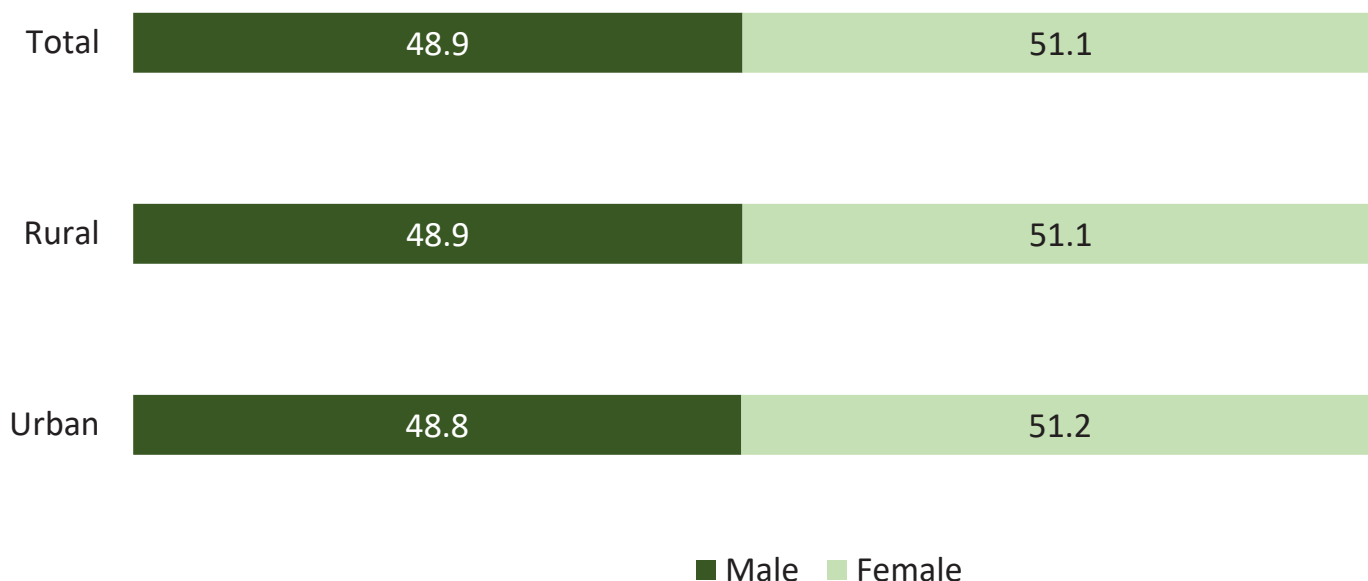


Figure: 3.3 shows the percentage share of the working-age population by province. Lusaka province had the highest percentage share of the working-age population at 23.1 percent followed by Copperbelt province at 17.1 percent. Muchinga province had the least share of the working-age population at 4.0 percent.

Figure 3.3: Percentage Distribution of Working-Age Population by Province, Zambia 2022

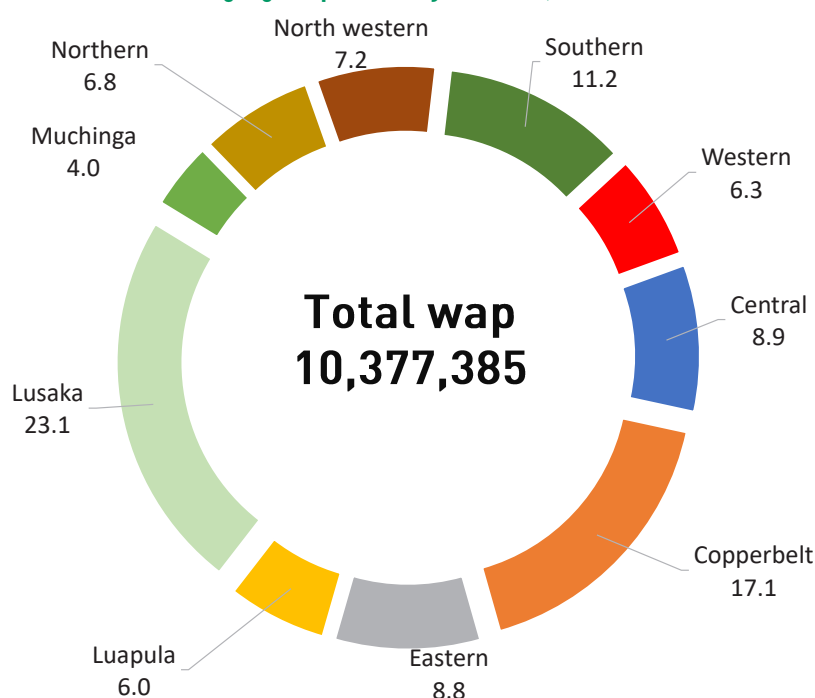


Table 3.2 shows the number and percentage distribution of the working-age population by province and sex. All the provinces had more females than males in the working-age population except for Central and Copperbelt provinces.

Table 3.2: Number and Percentage Distribution of the Working-Age Population (15 years or older) by Province and Sex, Zambia 2022

Province	Total	Male		Female	
	Number	Number	Percent	Female	Percent
Total	10,377,385	5,070,207	48.9	5,307,178	51.1
Central	927,658	469,319	50.6	458,339	49.4
Copperbelt	1,777,599	889,690	50.1	887,909	49.9
Eastern	917,291	444,790	48.5	472,501	51.5
Luapula	659,354	320,345	48.6	339,009	51.4
Lusaka	2,393,177	1,144,227	47.8	1,248,950	52.2
Muchinga	420,092	199,783	47.6	220,309	52.4
Northern	709,427	352,476	49.7	356,951	50.3
North Western	747,274	355,196	47.5	392,078	52.5
Southern	1,166,781	574,644	49.3	592,136	50.7
Western	658,732	319,737	48.5	338,996	51.5

CHAPTER FOUR

LABOUR FORCE

4.1 Labour Force

The labour force constitutes the employed and the unemployed persons. The employed are people who have a paid job; running a business (i.e., farm or non-farm) or are contributing family workers within a specified short reference period (i.e., last 7 days). The unemployed are those who are not in employment but are actively seeking paid work and/ business opportunities and are available for paid work and/ business opportunities.

Table 4.1 shows the number and percentage distribution of the labour force by rural/urban and sex. The labour force was 3,746,685 of which 34.2 percent were in rural areas while 65.8 percent were in urban areas.

Table 4.1: Number and percentage Distribution of the Labour Force by Rural/Urban and Sex, Zambia 2022

Region	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	3,746,685	100	2,221,572	1,525,113
Rural	1,281,092	34.2	800,132	480,960
Urban	2,465,593	65.8	1,421,440	1,044,153

Figure 4.1 shows the percentage distribution of the labour force by sex and rural/urban. At national level, the percentage of males in the labour force was higher than that of females at 59.3 percent and 40.7 percent, respectively. The same pattern of having more males than females was observed in both rural and urban areas.

Figure 4.1: Percentage Distribution of the Labour Force by Sex and Rural/Urban, Zambia 2022

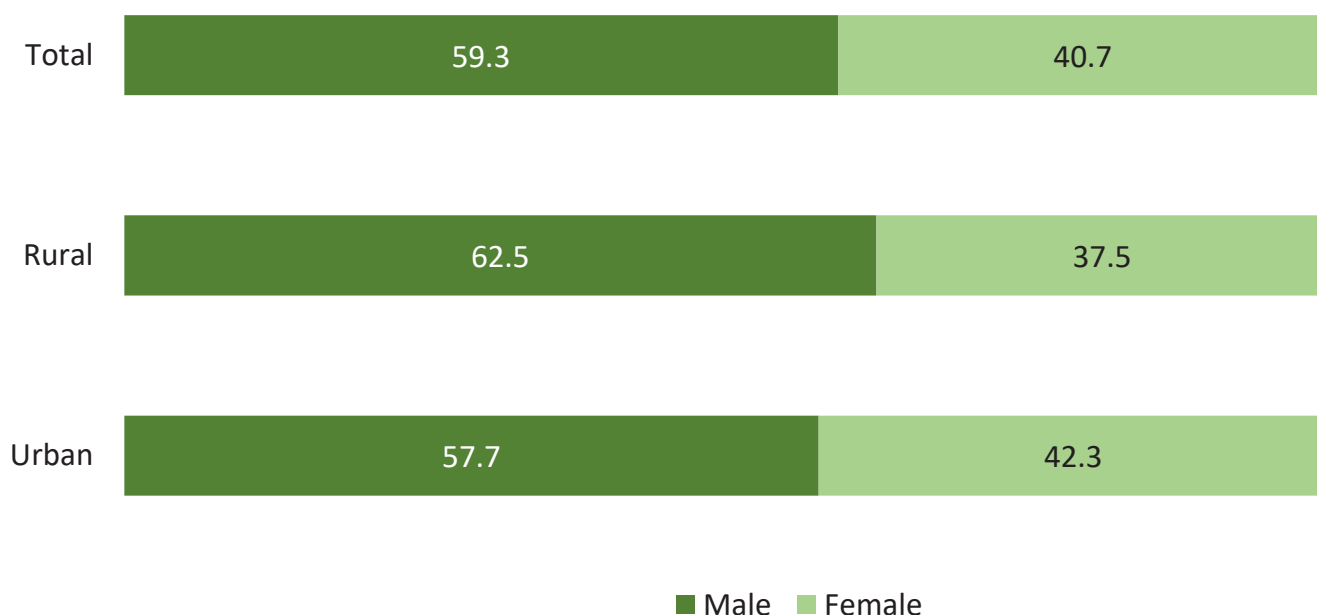


Figure 4.2 shows the percentage share of the labour force by province. Lusaka had the highest percentage share of the labour force at 32.5 percent, followed by Copperbelt Province at 22.3 percent. Muchinga Province had the least percent share of the labour force at 2.5 percent.

Figure 4.2: Percentage Share of Labour force by Province, Zambia 2022

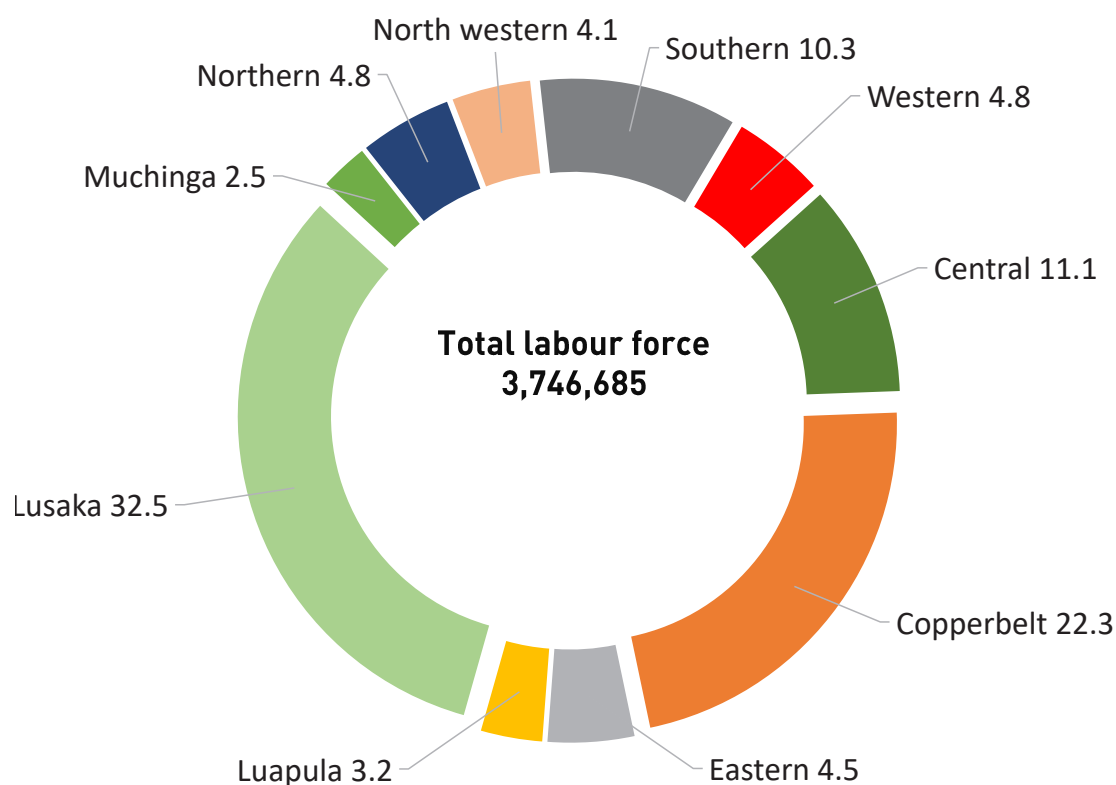


Table 4.2 shows the number and percentage distribution of the labour force by province and sex. In all the provinces, males accounted for higher percentage of the labour force than females. Eastern Province recorded the highest proportion of the labour force for males with 68.9 percent and Western Province recorded lowest with 50.4 percent.

Table 4.2: Number and Percentage Distribution of the Labour Force (15 years or older) by Province and Sex, Zambia 2022

Province	Total	Male		Female	
	Number	Number	Percent	Number	Percent
Total	3,746,685	2,221,572	59.3	1,525,113	40.7
Central	415,665	254,942	61.3	160,723	38.7
Copperbelt	836,325	498,008	59.5	338,317	40.5
Eastern	167,977	115,760	68.9	52,217	31.1
Luapula	119,770	73,447	61.3	46,323	38.7
Lusaka	1,216,568	698,202	57.4	518,366	42.6
Muchinga	92,789	60,910	65.6	31,879	34.4
Northern	152,084	93,859	61.7	58,225	38.3
North Western	178,849	105,218	58.8	73,631	41.2
Southern	387,362	230,812	59.6	156,550	40.4
Western	179,296	90,414	50.4	88,882	49.6

4.2 Labour Force by Rural/Urban and Age Group

Figure 4.3 shows the percentage distribution of the labour force by rural/urban and age group. Results show that at national level, the age group 25-29 years had the highest percentage share in the labour force at 18.6 percent while the age group 60-64 years had the lowest at 2.1 percent. The age group 25-29 years accounted for the highest percent share in both rural and urban areas at 18.7 percent and 18.5 percent, respectively.

Figure 4.3: Percentage Distribution of the Labour Force (15 years or order) by Rural/Urban and Age Group, Zambia 2022

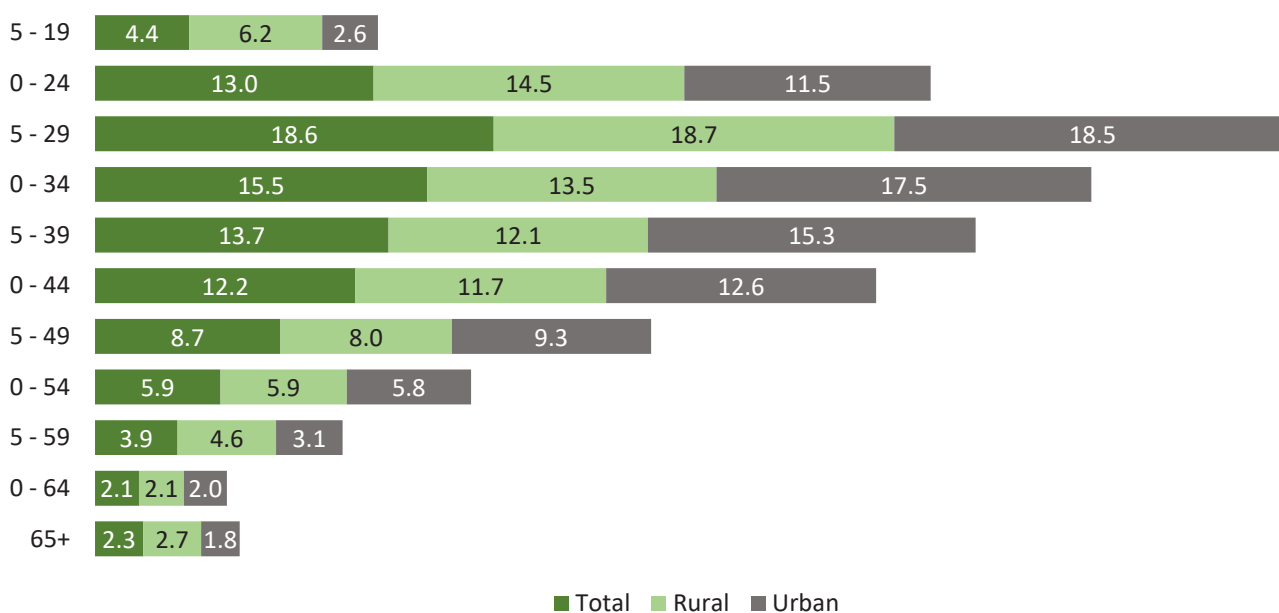
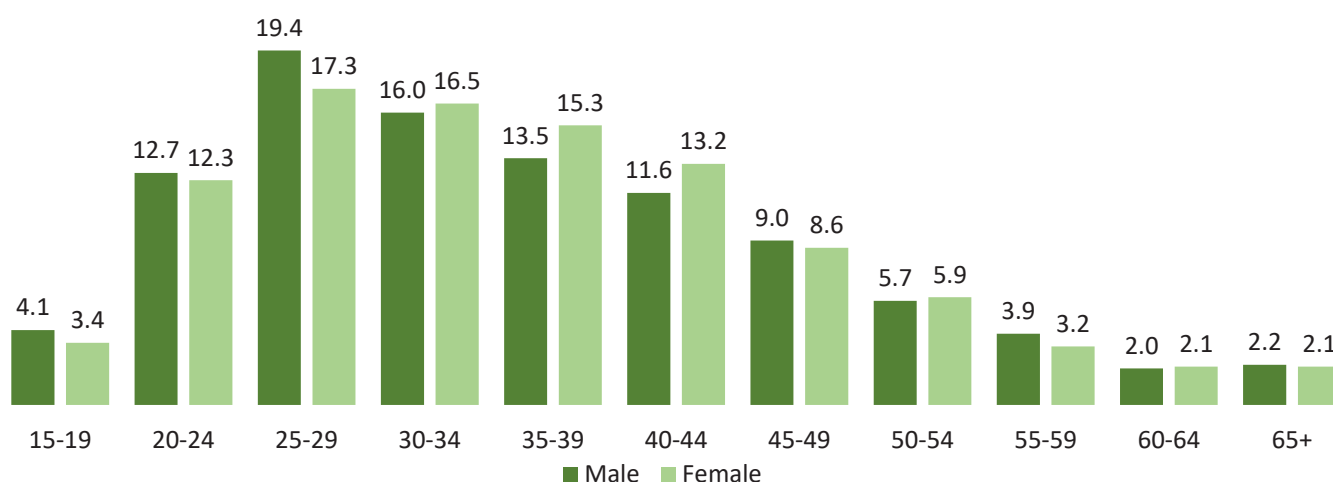


Figure 4.4 shows the percentage distribution of the labour force by sex and age group. Results show that for both males and females, the age group 25-29 years had a highest percentage share of the labour force at 19.4 percent and 17.3 percent, respectively.

Figure 4.4: Percentage Distribution of the Labour Force (15 years or order) by Sex and Age Group, Zambia 2022



4.3 Labour Force Participation Rate (Activity Rate)

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

Figure 4.5 shows the labour force participation rate by rural/urban and sex. The total labour force participation rate was 36.1 percent. The participation rate in the urban areas was higher than that of the rural areas at 50.1 percent and 23.5 percent, respectively. Males had a higher participation rate at 43.8 percent than females at 28.7 percent. The pattern of higher participation rate for males than females was observed in both rural and urban areas.

Figure 4.5: Labour Force Participation Rate by Rural/Urban and Sex, Zambia 2022

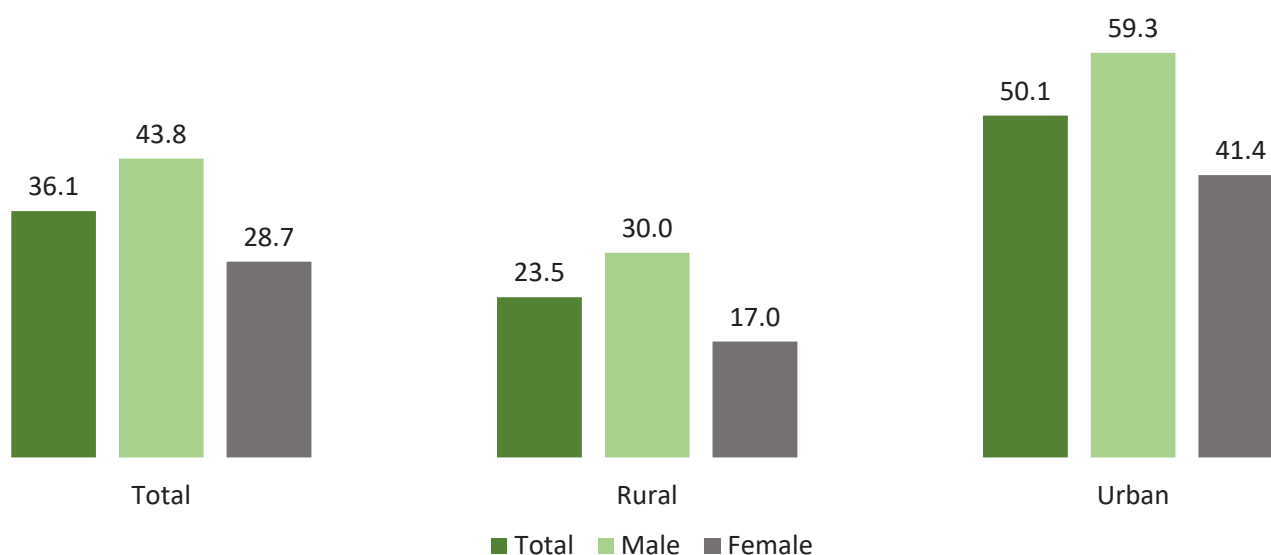


Figure 4.6 shows the labour force participation rate by Age group and Sex. The labour force participation rate for males was highest in the age group 35-39 years at 68.0 percent and lowest in the age group 15-19 years at 9.0 percent. Among the females, the participation rate was highest in the age group 40-44 years at 50.0 percent and lowest in the age group 15-19 years at 5.0 percent.

Figure: 4.6: Labour Force Participation Rate by Age Group and Sex, Zambia 2022

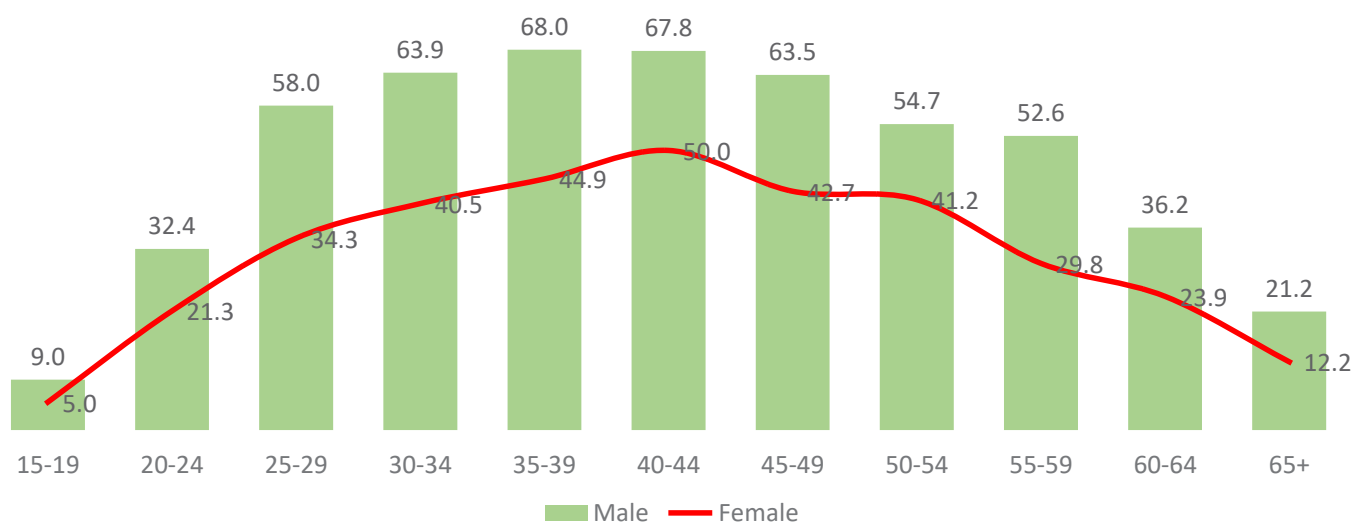


Figure 4.7 shows the labour force participation rate by rural/urban and age group. The labour force participation rate in urban areas was higher than that of rural areas in all the age groups. The age group 40-44 years had the highest participation rate in both rural and urban areas with 39.5 percent and 76.3 percent respectively.

Figure: 4.7: Labour Force Participation Rate by Rural/Urban and Age Group, Zambia 2022

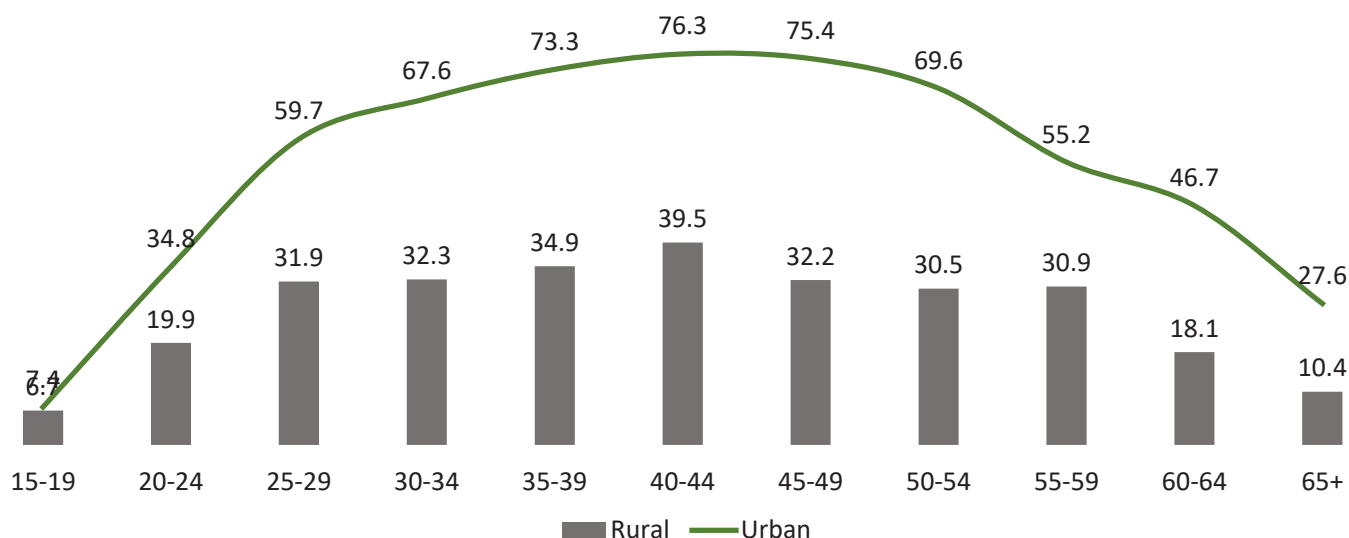


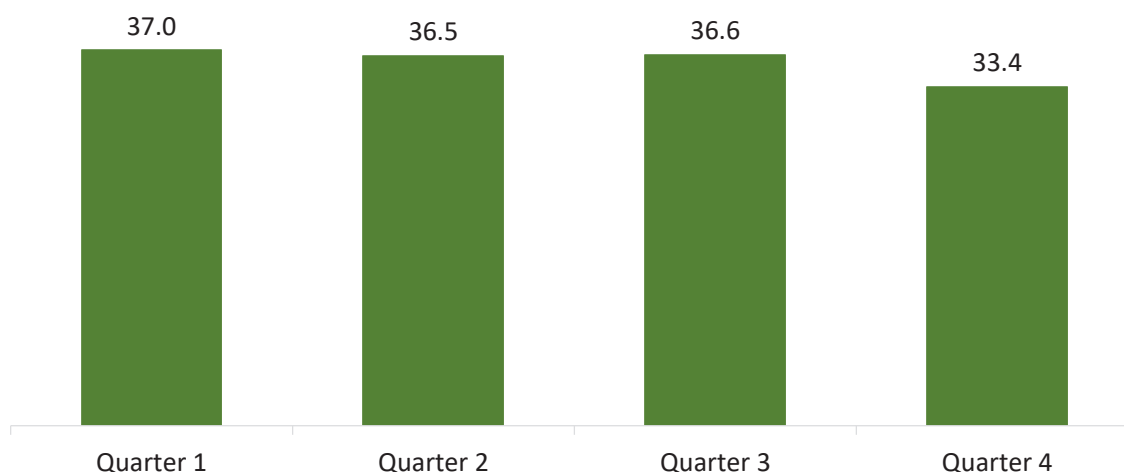
Table 4.3 shows the labour force participation rate for population aged 15 years or older by province and sex. Lusaka province had the highest participation rate at 50.8 percent followed by Copperbelt province at 47.0 percent. Luapula Province had the lowest labour force participation rate at 18.2 percent. In all the provinces the participation rate for males was higher than that of females.

Table 4.3 Labour Force Participation Rate for population (Aged 15 years or older) by Province and Sex, Zambia 2022

Province	Both Sexes	Male	Female
Total	36.1	43.8	28.7
Central	44.8	54.3	35.1
Copperbelt	47.0	56.0	38.1
Eastern	18.3	26.0	11.1
Luapula	18.2	22.9	13.7
Lusaka	50.8	61.0	41.5
Muchinga	22.1	30.5	14.5
Northern	21.4	26.6	16.3
North Western	23.9	29.6	18.8
Southern	33.2	40.2	26.4
Western	27.2	28.3	26.2

Figure 4.8 shows labour force participation rate by quarter. Labour participation rate decreased to 33.4 percent in the fourth quarter from 37.0 percent in the first quarter 2022. It however slightly increased from a record of 36.5 percent in the second quarter to 36.6 percent in the third quarter.

Figure 4.8: Labour Force Participation Rate by Quarter, Zambia 2022



4.4 Labour Force with at least a Disability

In this part of chapter four, persons in the labour force is presented in association with disability. Disability is defined and measured on the basis of the International Classification of Functioning, Disability and Health (ICF) framework using Washington Group (WG) short set of 6 questions that focus on the component of activity, or functioning limitations.

Table 4.4 shows number and percentage distribution of persons in the labour force with at least a disability by sex. Results show that 3.5 percent of persons in the labour force had a disability. Females had a higher proportion of persons living with a disability at 4.0 percent than males at 3.2 percent.

Table 4.4: Number and Percentage Distribution of Persons in the Labour Force with at least a Disability by Sex, Zambia 2022

Sex	Total		With a disability		Without a disability	
	Number	Percent	Number	Percent	Number	Percent
Total	3,746,685	100.0	130,814	3.5	3,615,871	96.5
Male	2,221,572	100.0	70,538	3.2	2,151,034	96.8
Female	1,525,113	100.0	60,276	4.0	1,464,837	96.0

Figure 4.9 shows that out of the 130,814 persons in the labour force living with a disability, 35.7 percent had difficulty walking, accounting for the largest proportion followed by 24.9 percent having difficulty seeing while 5.4 percent had difficulty communicating.

Figure 4.9: Percentage Distribution of Persons in the Labour Force Living with Disability by Type of Disability, Zambia 2022

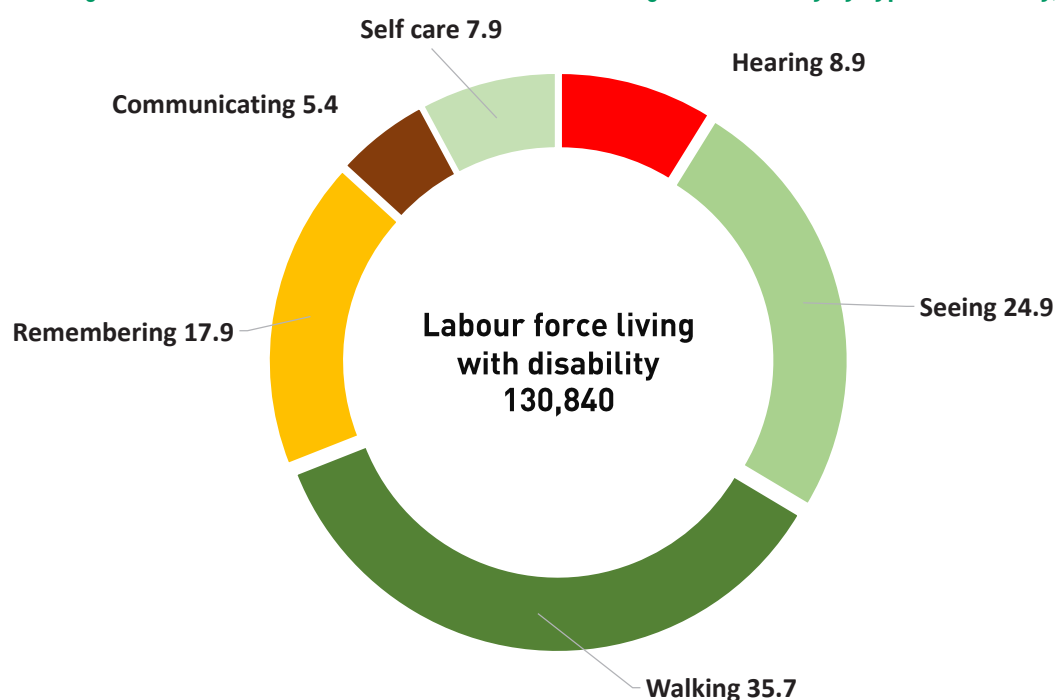


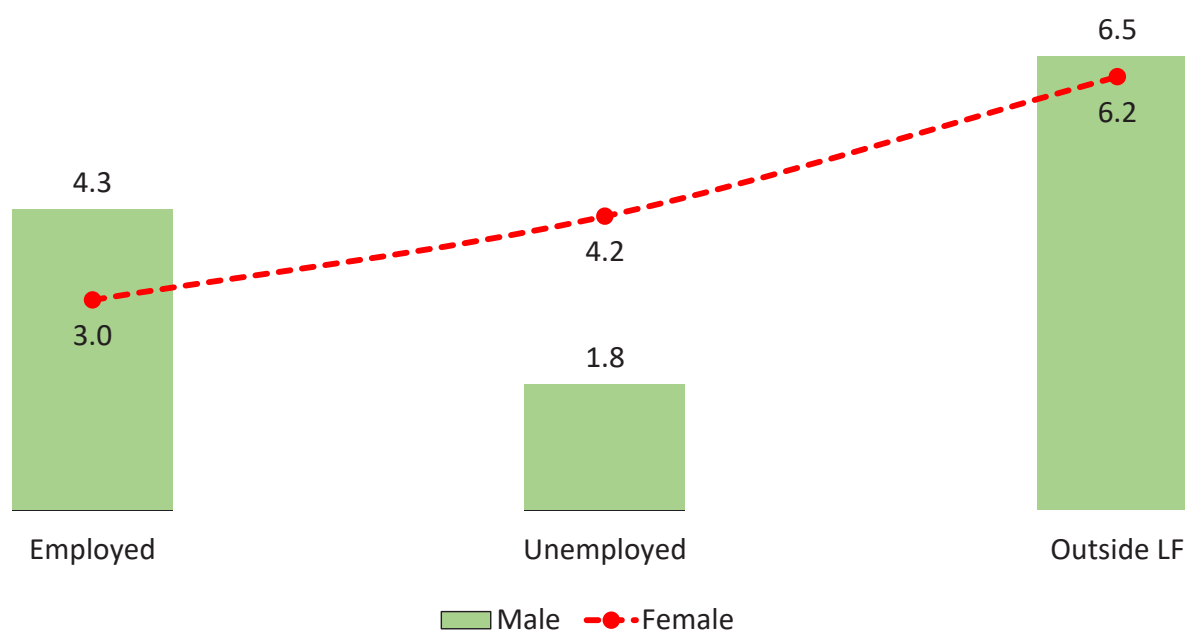
Figure 4.10 shows proportion of persons in the labour force living with at least a disability by rural/urban and sex. The proportion of males living with disability in rural areas was at 6.1 percent compared to urban areas at 7.4 percent while the proportion of females was at 3.5 percent in rural areas and 4.0 percent in urban areas.

Figure 4.10: Proportion (%) of Persons in the Labour Force Living with Disability by Rural/Urban and Sex, Zambia 2022



Figure 4.11 shows the proportion of the working age population living with at least a disability by labour force status and sex. Proportions of working age population living with disability for females who were outside the labour force and unemployed was 6.2 percent and 4.2 percent, respectively while males living with a disability who were outside the labour force and unemployed was 6.5 percent and 1.8 percent, respectively.

Figure 4.11: Proportion (%) of Persons Living with at least a Disability by Labour Force status and Sex, Zambia 2022



CHAPTER FIVE EMPLOYMENT

5.1 Introduction

This section presents information on the characteristics of the 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.

5.2 Employed Population

Table 5.1 shows the number and percentage distribution of employed population by rural/urban and sex. Results show that there were 3,273,123 employed persons of which 65.3 percent were in the urban areas and 34.7 percent were in rural areas.

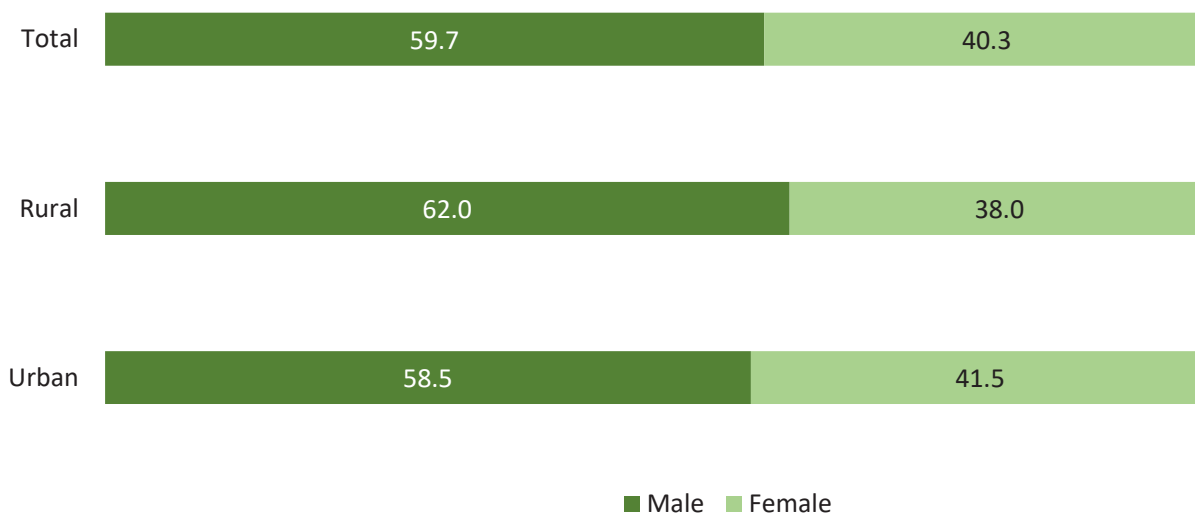
Table 5.1: Number and Percentage Distribution of Employed Persons by Rural/Urban and Sex, Zambia 2022

Rural/Urban	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	3,273,123	100.0	1,954,722	1,318,401
Rural	1,134,524	34.7	702,944	431,580
Urban	2,138,599	65.3	1,251,778	886,821

5.3 Employed Persons by Rural/Urban and Sex

Figure 5.1. Shows the percentage distribution of the employed persons by rural/urban and sex. At national level, there were more employed males than females at 59.7 percent and 40.3 percent, respectively. The same pattern was observed in both the rural and urban areas.

Figure 5.1 Percentage Distribution of the Employed Persons by Rural/Urban and Sex, Zambia 2022



5.4 Employed Persons by Province

Figure 5.2 shows the percentage distribution of the employed persons by province. Lusaka province had the highest share of the employed persons at 33.2 percent followed by Copperbelt province at 21.5 percent. Muchinga Province had the lowest share at 2.4 percent.

Figure 5.2: Percentage Distribution of the Employed Persons by Province, Zambia 2022

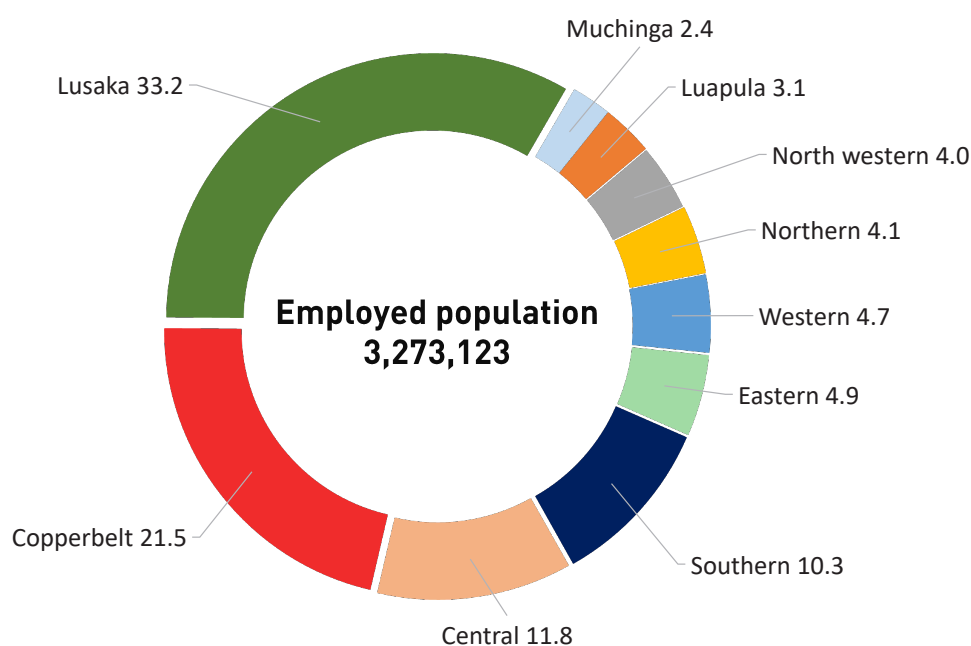


Table 5.2 shows the percentage distribution of employed persons (15 years or older) by rural/urban, age group and sex. In all the age groups, there were more employed males than females at national, rural and urban areas. At national level the age group with the biggest difference between males and females was 25-29 years with 63.8 percent and 36.2 percent, respectively.

Table 5.2: Number and Percentage Distribution of Employed Persons (15 years or older) by, Rural/Urban, Age Group and Sex, Zambia 2022

Age Group	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
	Number	Percent	Percent	Number	Percent	Percent	Number	Percent	Percent
Total	3,273,123	59.7	40.3	1,134,524	62.0	38.4	2,138,599	58.5	41.5
15-19	97,226	64.9	35.1	61,764	67.2	32.8	35,462	61.0	39.0
20-24	329,168	61.8	38.2	145,331	66.5	33.5	183,837	58.2	41.8
25-29	584,241	63.8	36.2	204,654	67.7	32.3	379,587	61.7	38.3
30-34	532,135	59.3	40.7	151,931	60.9	39.1	380,204	58.6	41.4
35-39	494,163	56.2	43.8	143,430	56.9	43.1	350,733	55.9	44.1
40-44	431,788	55.8	44.2	141,075	53.4	46.6	290,713	56.9	43.1
45-49	311,862	60.2	39.8	96,060	59.7	40.3	215,802	60.4	39.6
50-54	207,483	58.7	41.3	71,607	57.5	42.5	135,876	59.4	40.6
55-59	132,960	63.3	36.7	58,904	65.2	34.8	74,056	61.7	38.3
60-64	73,736	56.9	43.1	27,113	69.7	30.3	46,623	49.5	50.5
65+	78,361	59.0	41.0	32,655	64.3	35.7	45,706	55.2	44.8

5.5 Employment-to-Population Ratio

The 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.

Figure 5.3 shows the employment-to-population ratio by rural/urban and sex. The overall employment-to-population ratio was 31.5 percent with males at 38.6 percent and females at 24.8 percent. The ratio for urban areas was higher than that of rural areas at 43.5 percent and 20.8 percent, respectively.

Figure 5.3: Employment-to-Population Ratio by Rural/Urban and Sex, Zambia 2022

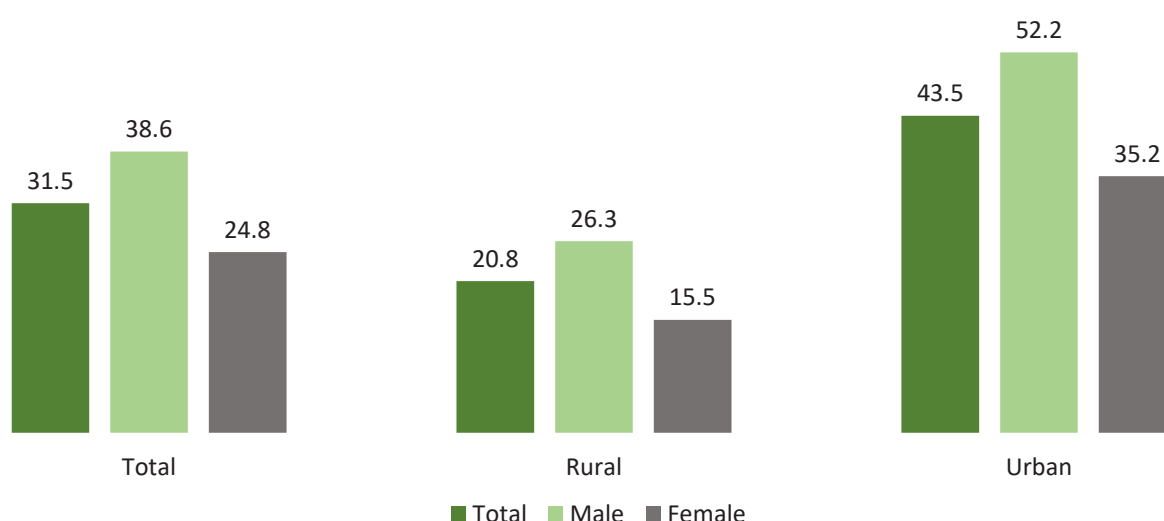


Table 5.3 shows the employment-to-population ratio by province and sex. The province with the highest employment-to-population ratio was Lusaka at 45.4 percent while Luapula had the lowest at 15.4 percent. In all the provinces the employment to population ratio was higher for males than females.

Table 5.3 Employment-to-Population Ratio by Province and Sex, Zambia 2022

Province	Both Sexes	Male	Female
Total	31.5	38.6	24.8
Central	41.7	49.8	33.3
Copperbelt	39.6	48.0	31.2
Eastern	17.4	24.5	10.8
Luapula	15.4	20.2	11.0
Lusaka	45.4	55.6	36.0
Muchinga	19.0	25.4	13.2
Northern	18.8	22.8	14.7
North Western	17.7	21.6	14.1
Southern	28.8	34.9	22.9
Western	23.3	23.6	23.0

Figure 5.4 shows the employment-to-population ratio by age group and sex. Across all age groups, the employment to population ratio was higher for males than females. The employment-to-population ratio was highest for both males and females in the age group 40-44 years at 63.4 percent and 47.3 percent, respectively.

Figure: 5.4 Employment-to-Population Ratio by Sex and Age Group, Zambia 2022

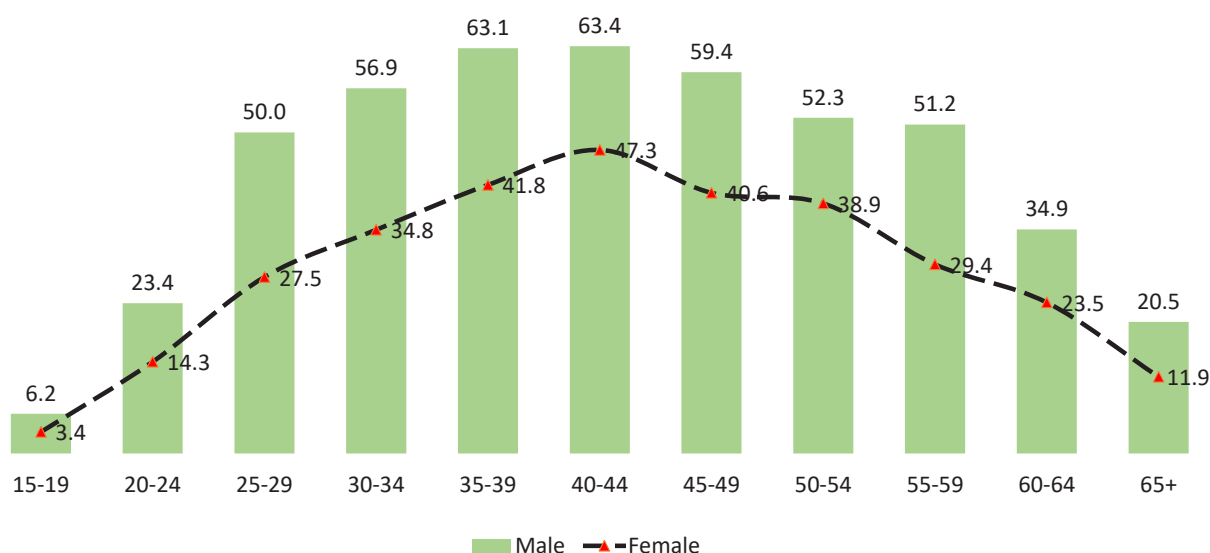
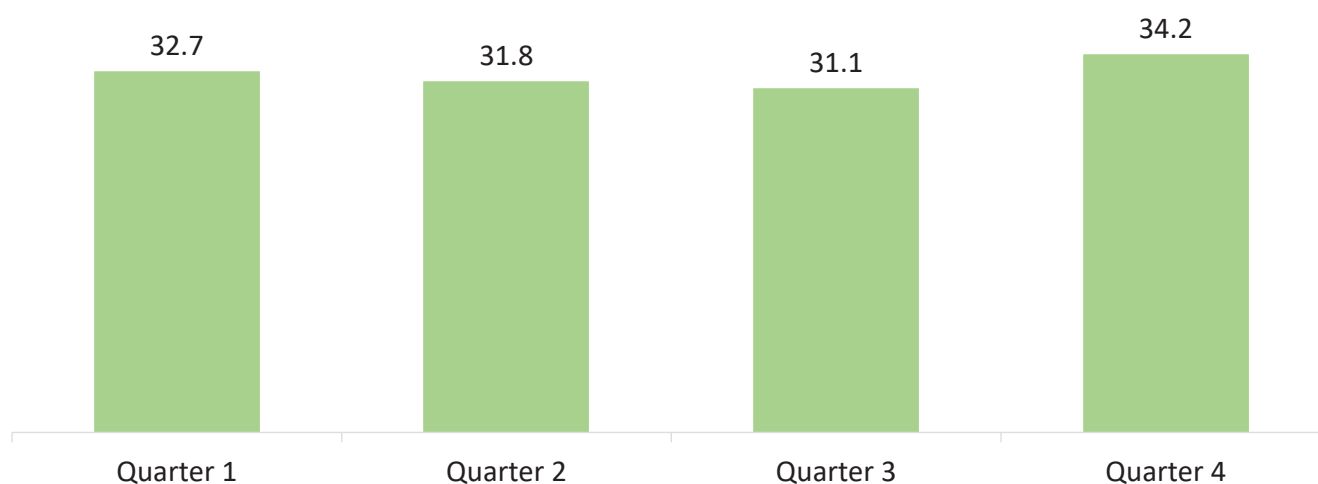


Figure 5.5 shows employment-to-population ratio by quarter. Employment-to-population increased to 34.2 percent in the fourth quarter from 32.7 percent in the first quarter 2022. It however slightly decreased from a record of 31.8 percent in the second quarter to 31.1 percent in the third quarter.

Figure 5.5: Employment-to-Population Ratio by Quarter, Zambia 2022



5.6 Status in Employment

Figure 5.6 shows the percentage share of the employed persons by status in employment. Majority of employed persons were working as employees accounting for 44.9 percent and as self-employed (own account workers) at 42.7 percent. Persons employed as paid apprentices and those working as paid interns accounted for 1.2 percent and 0.2 percent respectively.

Figure 5.6: Percentage Distribution of the Employed Persons by Status in Employment, Zambia 2022

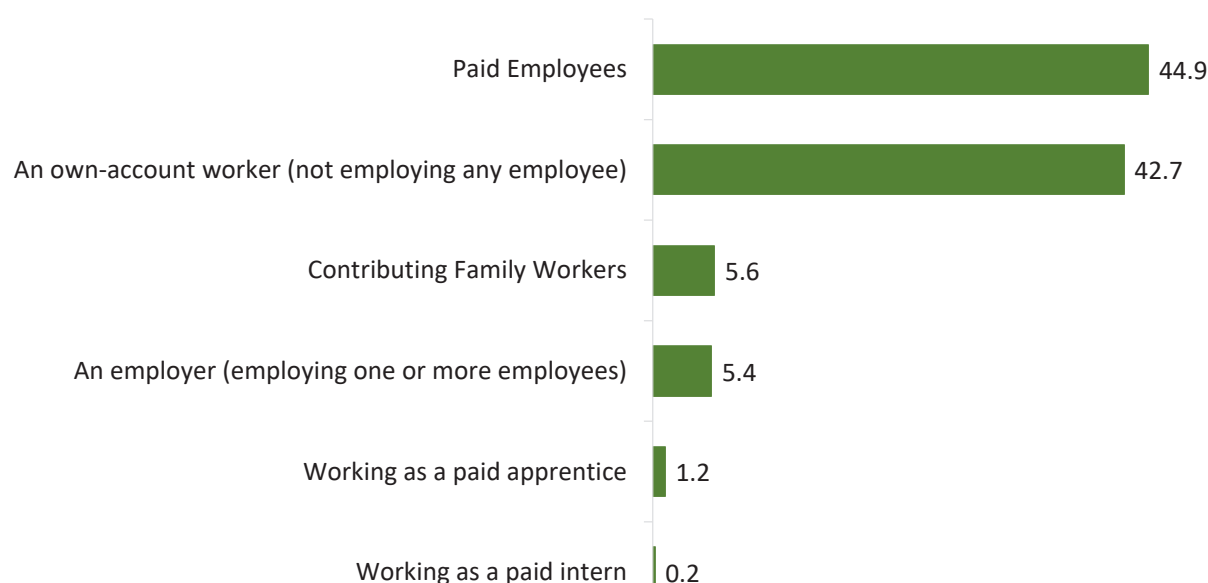


Figure 5.7 shows the percentage distribution of the employed persons by status in employment and sex. Among female employees, the most common status in employment was helping without pay in a household business was at 60.0 percent while the least common status was those working as employers at 27.8 percent. For males, the most common status in employment was those working as employers at 72.2 percent while the least common status was those helping without pay in a household business was at 40.0 percent.

Figure 5.7: Percentage Distribution of the Employed Persons by Status in Employment and Sex, Zambia 2022

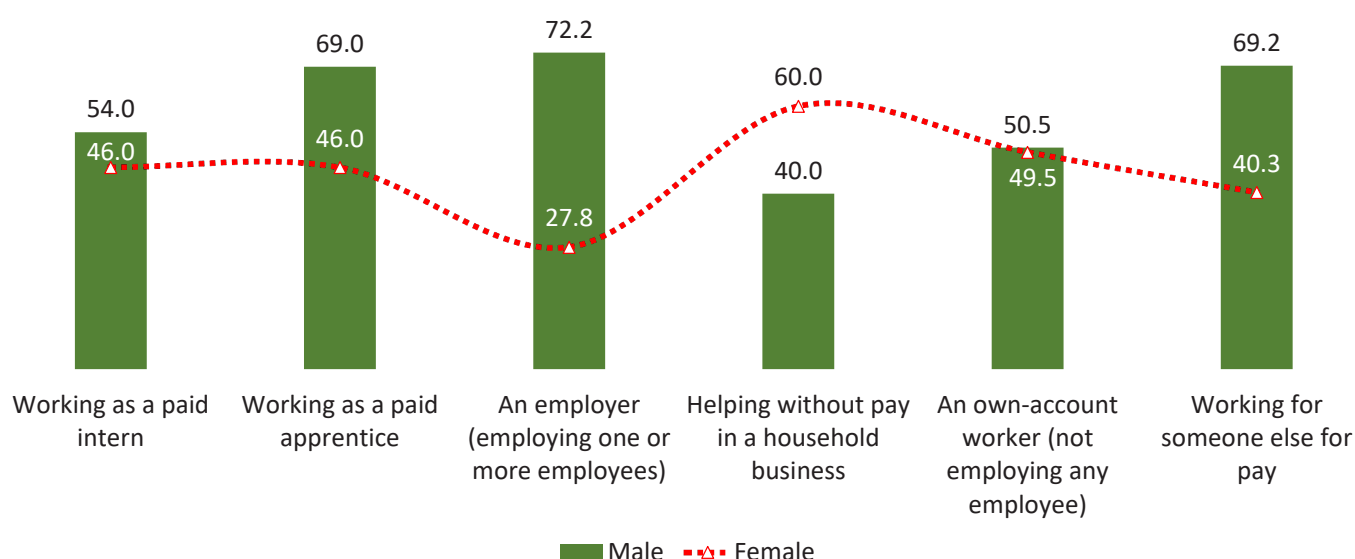


Table 5.4 shows the percentage distribution of the employed persons by status in employment and rural/urban. Analysis by rural and urban shows that in all statuses of employment, there were more persons employed in urban than rural areas except those working as helpers in household business which had more employees in rural than in urban areas at 74.8 percent and 25.2 percent, respectively.

Table 5.4: Percentage Distribution of the Employed persons by Status in Employment and Rural/Urban, Zambia 2022

Status in Employment	Total	Rural	Urban
	Number	Percent	Percent
Total	3,273,123	34.7	65.3
Working for someone else for pay	1,470,675	25.4	74.6
Working as a paid apprentice	37,718	33.9	66.1
Working as a paid intern	7,334	35.9	64.1
An employer (employing one or more employees)	175,288	23.7	76.3
An own-account worker (not employing any employee)	1,397,919	40.5	59.5
Helping without pay in a household business	184,190	74.8	25.2

5.7 Institutional Sector

Figure 5.8 shows the percentage distribution of the employed persons by institutional sector. Private business and farms had the highest percentage share of the employed persons at 65.6 percent while the Embassy and International organizations had the lowest at 0.1 percent.

Figure 5.8: Percentage Distribution of the Employed Persons by Institutional Sector, Zambia 2022

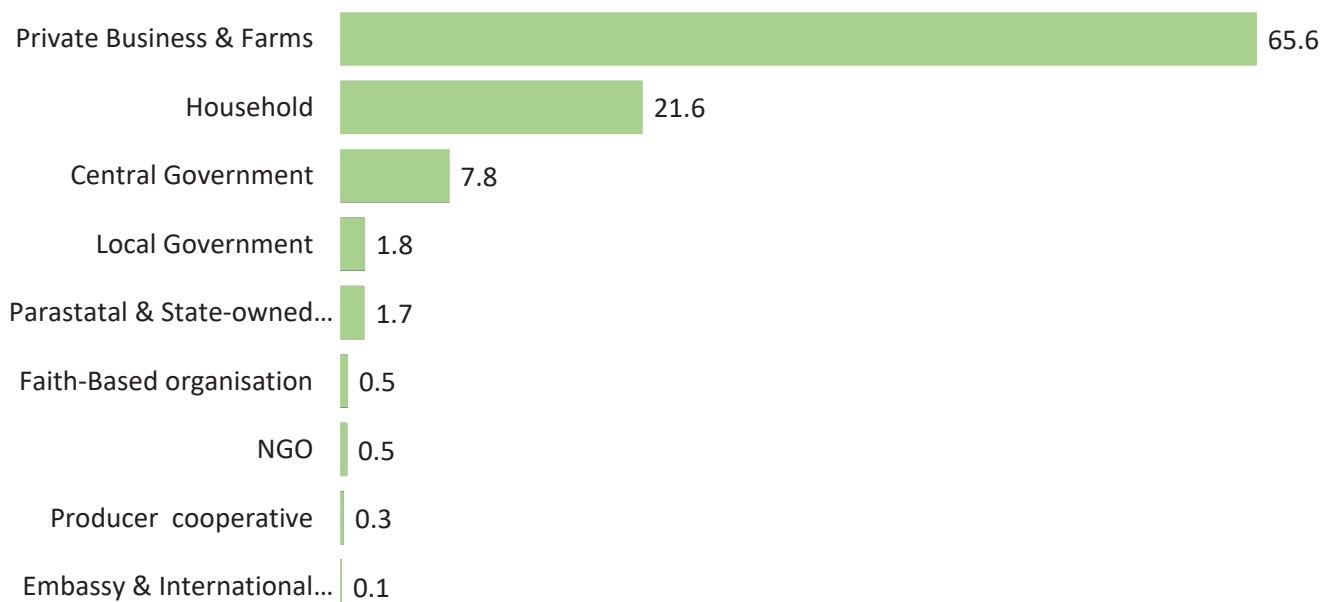


Table 5.5 shows the percentage distribution of the employed persons by institutional sector, rural/urban and sex. All the institutional sectors had more males than females except Central government, NGOs and producer cooperatives at 50.8 percent, 51.8 percent and 52.6 percent, respectively.

Table 5.5: Percentage Distribution of the Employed Persons by Institutional Sector, Rural/Urban and Sex, Zambia 2022

Institutional Sector	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	3,273,123	57.1	42.9	1,134,524	62.0	38.0	2,138,599	58.5	41.5
Central Government	255,918	49.2	50.8	74,761	64.6	35.4	181,157	54.0	46.0
Local Government	58,025	77.9	22.1	8,134	75.7	24.3	49,891	44.9	55.1
Parastatal/State-owned firm	57,169	86.3	13.7	12,157	75.3	24.7	45,012	78.6	21.4
Embassy & International org.	3,698	70.4	29.6	642	100.0	0.0	3,056	83.5	16.5
NGO	15,907	48.2	51.8	5,224	98.0	2.0	10,683	56.9	43.1
Faith-Based organization	17,937	63.8	36.2	3,594	34.2	65.8	14,343	51.8	48.2
Private Business & Farms	2,147,115	64.3	35.7	683,389	65.6	34.4	1,463,726	63.0	37.0
Producer cooperative	9,020	47.4	52.6	3,039	55.3	44.7	5,981	68.9	31.1
Household	708,334	59.7	40.3	343,584	53.1	46.9	364,750	42.2	57.8

5.8 Highest Educational Attainment

Figure 5.9 shows trends in percentage share of the employed persons by educational attainment. Results show that employed persons who attained secondary school education (grade 8-12) had the highest percentage share at 55.9 percent while those with nursery school education as the highest level attained had the lowest share of the employed persons at 0.1 percent.

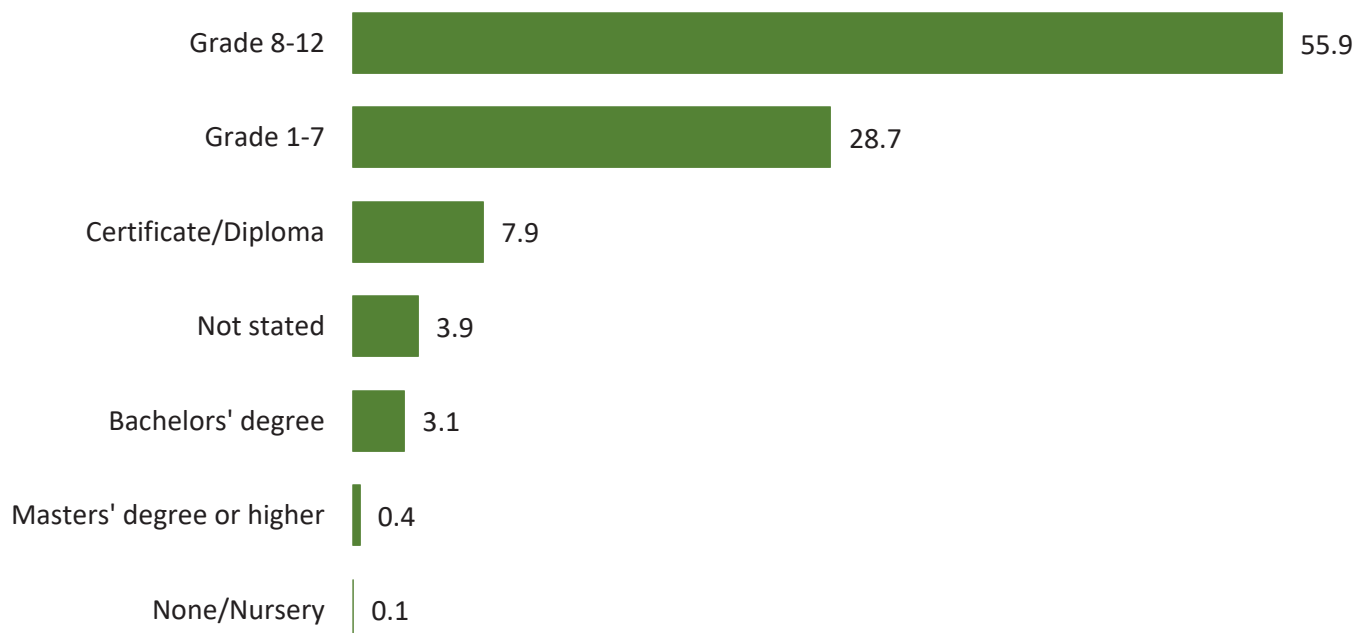
Figure 5.9: Percentage Share of the Employed Persons by Highest Educational Attainment, Zambia 2022


Table 5.6 shows the percentage distribution of the employed population by educational attainment and rural/urban. At national level, there were more males than females employed at all levels of highest education attainment except those with none/nursery level where there were more females. In urban areas, the employed population with none/nursery and those with grade 1-7 as highest education attainment had more females than males at 27.7 percent and 41.6 percent.

Table 5.6: Number and Percentage Distribution of the Employed Population by Educational Attainment, Rural/Urban and Sex, Zambia 2022

Education Level Attainment	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
	Number	Percent	Percent	Number	Percent	Percent	Number	Percent	Percent
Total	3,273,123	59.7	40.3	1,134,524	62.0	38.0	2,138,600	58.5	41.5
None/Nursery	1,886	27.7	72.3	-	-	-	1,886	27.7	72.3
Grade 1-7	940,374	48.8	51.2	513,323	54.9	45.1	427,051	41.6	58.4
Grade 8-12	1,828,202	65.9	34.1	474,958	70.6	29.4	1,353,244	64.2	35.8
Certificate/Diploma	257,365	59.7	40.3	63,024	64.1	35.9	194,341	58.3	41.7
Bachelors' degree	102,238	64.7	35.3	12,014	71.2	28.8	90,223	63.8	36.2
Masters' degree or higher	14,056	80.5	19.5	448	100.0	-	13,608	79.8	20.2
Not Stated	129,002	46.1	53.9	70,757	51.7	48.3	58,245	39.4	60.6

5.9 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 fishery workers
- Craft and related trades workers
- Plant and machine operators and assemblers
- Elementary occupations
- Other occupations

Figure 5.10 shows the percentage share of the employed persons by occupation. The service and sales workers occupation group had the highest share at 29.3 percent, followed by the elementary occupation group at 16.0 percent. The Clerical support workers represented the least share at 1.6 percent.

Figure 5.10: Percentage Share of Employed Persons by Occupation, Zambia 2022

Table 5.7 shows the percentage distribution of employed persons by occupation, rural/urban and sex. In all the occupations, the male employed persons accounted for a higher percent compared to females except in the Service and Sales Workers which had more females than males at 58.1 percent and 41.9 percent, respectively. The same pattern was observed in rural and urban areas in all occupations except in the Service and Sales Workers.

Table 5.7: Number and Percentage Distribution of Employed Persons (15 years or older) by Occupation, Rural/urban and Sex, Zambia 2022

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	3,273,123	59.7	40.3	1,134,524	62.0	38.0	2,138,599	58.5	41.5
Managers	306,828	53.1	46.9	45,878	52.2	47.8	260,950	53.3	46.7
Professionals	252,621	59.0	41.0	70,329	66.8	33.2	182,292	55.9	44.1
Technician and Associated professionals	162,532	68.2	31.8	29,506	66.6	33.4	133,026	68.5	31.5
Clerical support workers	52,092	54.1	45.9	4,076	69.7	30.3	48,016	52.8	47.2
Service and sales workers	958,177	41.9	58.1	231,261	47.2	52.8	726,916	40.3	59.7
Skilled agriculture and forestry workers	432,483	65.5	34.5	362,309	65.1	34.9	70,174	67.9	32.1
Craft and related trade workers	335,229	80.6	19.4	90,562	68.9	31.1	244,667	85.0	15.0
Plant and machine operators and assemblers	201,151	96.1	3.9	29,502	93.9	6.1	171,649	96.5	3.5
Elementary occupations	523,883	62.3	37.7	253,477	64.0	36.0	270,406	60.7	39.3
Other occupations	48,127	59.1	40.9	17,624	69.5	30.5	30,503	53.2	46.8

5.10 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 5.11 shows the percentage share of the employed persons by industry. The industry with the highest share of employed persons was the Trade, Wholesale and retail distribution at 27.9 percent followed by the Manufacturing industry at 22.0 percent. The Activities of extraterritorial organization and bodies had the lowest percentage share at 0.1 percent.

Figure 5.11: Percentage Share of Employed Persons by Industry, Zambia 2022

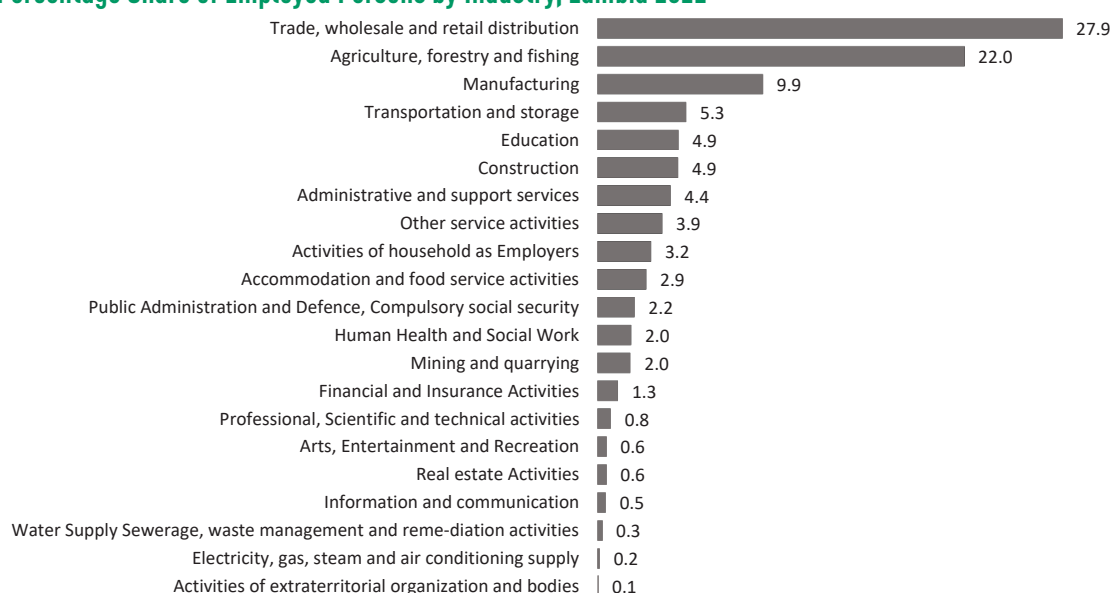


Table 5.8 shows the number and percentage distribution of employed persons by industry and sex. The construction industry had a higher proportion of males than females at 98.6 percent and 1.4 percent respectively. A similar pattern was observed in the urban areas. In the rural areas, the Electricity, gas, steam and air conditioning supply, water supply sewerage, waste management and remediation activities and construction industries had only male employees.

Table 5.8: Number and Percentage Distribution of Employed Population (15 years or older) by Industry and Sex, Zambia 2022

Industry	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	3,273,123	59.7	40.3	1,134,524	62.0	38.0	2,138,599	58.5	41.5
Agriculture, forestry and fishing	721,448	67.3	32.7	577,665	67.8	32.2	143,783	65.2	34.8
Mining and quarrying	65,409	93.1	6.9	12,333	84.3	15.7	53,076	95.1	4.9
Manufacturing	325,539	72.2	27.8	100,817	56.4	43.6	224,722	79.3	20.7
Electricity, gas, steam and air conditioning supply	5,078	76.8	23.2	607	100.0	0.0	4,471	73.7	26.3
Water Supply Sewerage, waste management and reme-diation activities	9,833	86.8	13.2	1,165	100.0	0.0	8,668	85.0	15.0
Construction	158,930	98.6	1.4	33,902	100.0	0.0	125,028	98.2	1.8
Trade, wholesale and retail distribution	913,968	42.9	57.1	227,899	44.9	55.1	686,069	42.2	57.8
Transportation and storage	174,891	95.3	4.7	16,265	95.0	5.0	158,626	95.4	4.6
Accommodation and food service activities	96,342	37.5	62.5	18,385	31.1	68.9	77,957	39.0	61.0

Information and communication	16,641	65.0	35.0	1,919	80.8	19.2	14,722	62.9	37.1
Financial and Insurance Activities	41,021	53.3	46.7	2,907	26.3	73.7	38,114	55.4	44.6
Real estate Activities	18,469	49.2	50.8	1,485	100.0	0.0	16,984	44.8	55.2
Professional, Scientific and technical activities	26,906	70.7	29.3	2,389	36.1	63.9	24,517	74.0	26.0
Administrative and support services	144,325	67.6	32.4	19,814	70.7	29.3	124,511	67.1	32.9
Public Administration and Defence, Compulsory social security	73,620	59.1	40.9	15,894	44.1	55.9	57,726	63.2	36.8
Education	159,953	46.5	53.5	57,635	61.5	38.5	102,318	38.0	62.0
Human Health and Social Work	66,744	53.3	46.7	14,107	58.8	41.2	52,637	51.8	48.2
Arts, Entertainment and Recreation	18,485	73.6	26.4	2,576	91.7	8.3	15,909	70.7	29.3
Other service activities	127,880	45.0	55.0	16,808	54.7	45.3	111,072	43.6	56.4
Activities of household as Employers	105,819	23.9	76.1	9,510	36.7	63.3	96,309	22.6	77.4
Activities of extraterritorial organization and bodies	1,822	76.9	23.1	442	100.0	0.0	1,380	69.5	30.5

Table 5.9 shows the number and percentage distribution of employed persons by Province and Industrial sector. Across all Industries, Lusaka Province had the highest percentage share of employed persons at 33.2 percent while Muchinga Province had the lowest share at 2.4 percent. In the Agriculture, Forestry and Fishing Industry, Central Province had the highest percentage share of employed persons at 25.5 percent while North-Western Province had the lowest share at 2.7 percent. Lusaka Province had the highest percentage share of employed persons in the Trade, wholesale and retail distribution at 32.0 percent while Luapula Province had the lowest share at 2.6 percent.

Table 5.9: Number and Percentage Distribution of Employed Persons by Province and Industrial sector, Zambia 2022

Industry	Zambia all	Central	Copper-belt	Eastern	Luapula	Lusaka	Muchinga	Northern	North Western	Southern	Western
	Number	Percent									
Total	3,273,123	100	11.8	21.5	4.9	3.1	33.2	2.4	4.1	10.3	4.7
Agriculture, forestry and fishing	721,446	100	25.5	12.3	7.9	5.2	10.3	3	7.2	17.7	8.1
Mining and quarrying	65,409	100	11.2	65.5	-	1	2.5	0.5	0.3	8.4	-
Manufacturing	325,539	100	6	20.1	4.5	3.1	45.3	1.3	2.8	5.6	8.5
Electricity, gas, steam and air conditioning supply	5,079	100	-	-	7.1	-	48.1	-	-	27.3	10.6
Water Supply Sewerage, waste management and remediation activities	9,833	100	14.2	39.6	-	-	24.5	11.8	-	4.5	5.3
Construction	158,931	100	12.5	29.2	1.4	1.6	38.4	3.2	4.2	4.5	2.3
Trade, wholesale and retail distribution	913,967	100	9.7	25	6.2	2.6	32	2.8	3.8	9.4	3
Transportation and storage	174,891	100	4.7	26.7	5.9	2	46.1	2.5	1.4	6.9	1.4
Accommodation and food service activities	96,342	100	4.3	13.8	1.9	7.2	50	1.7	2.7	11.9	6.2
Information and communication	16,641	100	2.2	29.2	1.4	-	50.7	1.7	-	6.4	2.3
Financial and Insurance Activities	41,022	100	0.6	18.8	2.8	0.6	62.5	1.3	0.2	9.3	1.5
Real estate Activities	18,469	100	2.4	14.8	-	-	82.2	-	-	0.6	-
Professional, Scientific and technical activities	26,906	100	3.6	14.5	-	1.8	70.9	1.2	1.8	5.5	0.7
Administrative and support services	144,325	100	4.8	21.7	1.5	2	53.1	1.2	4	6.5	1.9
Public Administration and Defence, Compulsory social security	73,620	100	6.8	20.7	1	0.4	43.2	1.4	4	3.9	3.6
Education	159,952	100	8.1	19.1	3.9	3.9	30.9	3.2	6	11.4	6.6
Human Health and Social Work	66,744	100	5.3	15.9	2	4	44.2	4.1	2.2	12.2	6
Arts, Entertainment and Recreation	18,486	100	8	20.5	3.1	-	46.3	1.2	1.1	11	1.8
Other service activities	127,880	100	8.5	25.1	2.4	2.6	41.7	2.3	1.7	10.6	4
Activities of household as Employers	105,819	100	10.1	23.6	1.3	0.4	54.4	0.4	2.4	5.3	0.5
Activities of extraterritorial organization and bodies	1,822	100	-	13.4	-	-	23.1	-	-	39.2	-

5.11 Employed persons by national strategic industrial sector

This section provides statistics for the six key national strategic sectors ascribed as priority in the national development plan. Table 5.10 exclusively shows the priority industrial sectors by type of employment of workers derived from Table 5.9 above, with an exclusion of forestry and fishing subsectors under the agriculture sector while tourism sector constitutes accommodation and food services activities; transport (i.e. Travel agency activities; tour operator activities and other reservation service activities sectors) and the arts, entertainment and recreation sectors.

Results show that the energy sector had the highest percentage share of formally employed workers of 68.0 percent followed by the mining and quarrying sector of 65.5 percent. The agriculture and construction sectors had the lowest percentage share of formally employed workers at 10.1 percent and 11.6 percent.

Table 5.10: Number and Percentage Distribution of Employed Persons by Type of employment and Industrial sector, Zambia 2022

Industrial sector	Total		Formal employment		Informal employment	
	Number	Percent	Number	Percent	Number	Percent
Total	1,283,133	100.0	260,367	20.3	1,022,766	79.7
Agriculture	599,942	100.0	60,861	10.1	539,081	89.9
Mining and quarrying	65,409	100.0	42,547	65.0	22,862	35.0
Manufacturing	325,539	100.0	93,109	28.6	232,430	71.4
Construction	158,931	100.0	18,427	11.6	140,504	88.4
Energy	14,912	100.0	10,136	68.0	4,776	32.0
Tourism	118,401	100.0	35,288	29.8	83,114	70.2

5.11 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, annual paid leave and paid sick leave, or any legal registration for own account workers/employers. Informal employment relates to the type of employment characterized by lack of an entitlement to social security coverage, annual paid leave and paid sick leave.

Figure 5.11 shows the percentage distribution of employed persons by type of employment. Formal employment was estimated at 23.7 percent while informal employment was at 76.3 percent.

Figure 5.11: Percentage Distribution of the Employed Persons by Type of Employment, Zambia 2022

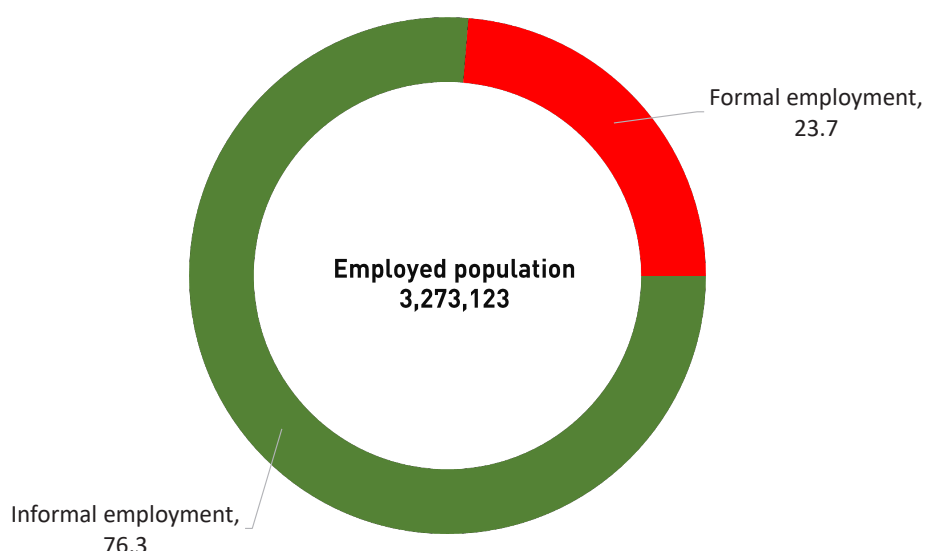


Table 5.11 shows the number and percentage distribution of the employed persons by type of employment, rural/urban and sex. Among the formally employed persons, males accounted for 69.3 percent while females accounted for 30.7 percent. The informally employed persons had 56.7 percent males and 43.3 percent females.

Table 5.11: Number and Percentage Distribution of the employed persons by Type of employment, Rural/Urban and Sex, Zambia 2022

Type of Employment	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	3,273,123	59.7	40.3	1,134,524	62.0	38.0	2,138,599	58.5	41.5
Formal Employment	776,160	69.3	30.7	154,918	76.3	23.7	621,242	67.6	32.4
Informal Employment	2,496,963	56.7	43.3	979,606	59.7	40.3	1,517,357	54.8	45.2

Table 5.12 shows the number and percentage distribution of the employed persons 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 90.2 percent and 9.8 percent, respectively. Similarly, Trade, wholesale and retail distribution industry had more persons employed informally at 93.9 percent than those formally employed at 6.1 percent.

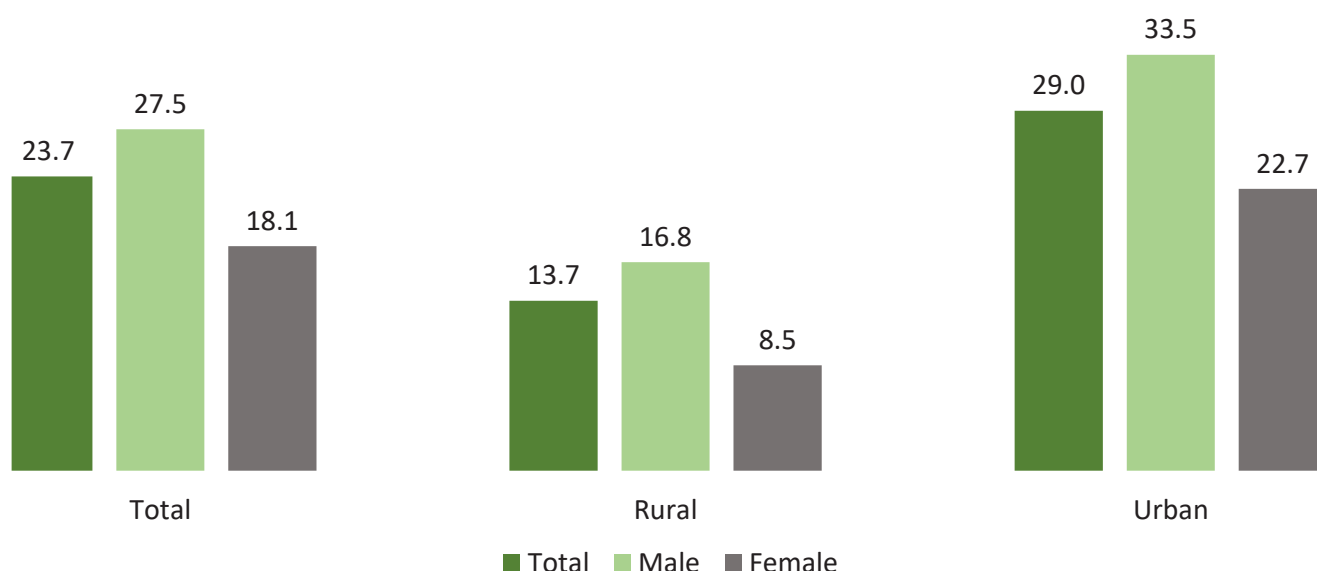
Table 5.12: Number and Percentage Distribution of the Employed Persons by Industry and Type of Employment (Formal/ Informal), Zambia 2022

Industry	Total	Formal employment		Informal employment	
	Number	Number	Percent	Number	Percent
Total	3,273,123	776,160	23.7	2,496,963	76.3
Agriculture, forestry and fishing	721,446	70,728	9.8	650,718	90.2
Mining and quarrying	65,409	42,547	65.0	22,862	35.0
Manufacturing	325,539	93,109	28.6	232,430	71.4
Electricity, gas, steam and air conditioning supply	5,079	4,576	90.1	503	9.9
Water Supply Sewerage, waste management and remediation activities	9,833	5,560	56.5	4,273	43.5
Construction	158,931	18,427	11.6	140,504	88.4
Trade, wholesale and retail distribution	913,967	55,557	6.1	858,410	93.9
Transportation and storage	174,891	48,147	27.5	126,744	72.5
Accommodation and food service activities	96,342	26,883	27.9	69,459	72.1
Information and communication	16,641	11,378	68.4	5,263	31.6
Financial and Insurance Activities	41,022	20,269	49.4	20,753	50.6
Real estate Activities	18,469	0	-	18,469	100.0
Professional, Scientific and technical activities	26,905	16,400	61.0	10,505	39.0
Administrative and support services	144,325	79,324	55.0	65,001	45.0
Public Administration and Defence, Compulsory social security	73,620	62,186	84.5	11,434	15.5
Education	159,952	139,807	87.4	20,145	12.6
Human Health and Social Work	66,744	49,513	74.2	17,231	25.8
Arts, Entertainment and Recreation	18,486	5,349	28.9	13,137	71.1
Other service activities	127,881	7,636	6.0	120,245	94.0
Activities of household as Employers	105,819	16,942	16.0	88,877	84.0
Activities of extraterritorial organization and bodies	1,822	1,822	100.0	0	0.0

5.12 Formal Employment Rate

Figure 5.12 shows the formal employment rate by rural/urban and sex. Formal employment rate was 23.7 percent. The male formal employment rate was 27.5 percent and female rate at 18.1 percent. Rural areas had a formal employment rate of 13.7 percent while urban areas had a rate of 29.0 percent.

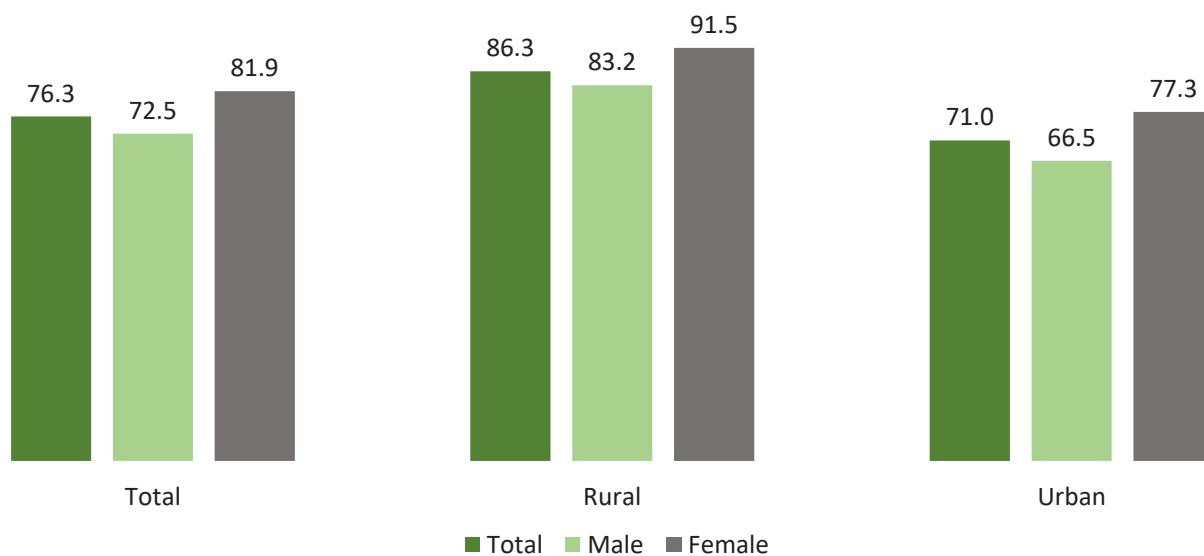
Figure 5.12: Formal Employment Rate by Rural/Urban and Sex, Zambia 2022



5.13 Informal Employment Rate

Figure 5.13 shows the informal employment rate by rural/urban and sex. Informal employment rate was 76.3 percent. The informal employment rate for males and females was 72.5 percent and 81.9 percent, respectively. Rural areas had an informal employment rate of 86.3 percent while urban areas had a rate of 71.0 percent.

Figure 5.13: Informal Employment Rate by Rural/Urban and Sex, Zambia 2022



5.14 Sector of Employment

The labour market has three sectors of employment namely the formal, informal and household sectors. Formal sector employment relates to all 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.

Figure 5.14 shows the percentage distribution of employed persons by sector of employment. The proportion of the informal sector was higher than that of the formal and household sectors at 44.9 percent, 33.4 percent and 21.6 percent, respectively.

Figure 5.14: Percentage Distribution of the Employed Persons by Sector of Employment, Zambia 2022

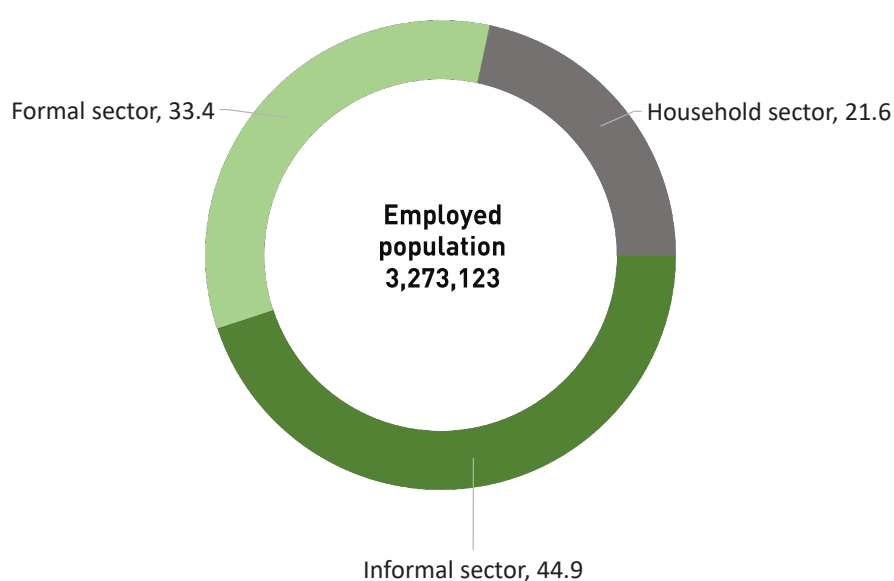


Table 5.13 shows the number and percentage distribution of the employed persons 15 years or older by sector of employment, rural/urban and sex. The proportion of males was higher in formal and informal sectors at 67.3 percent and 60.0 percent, respectively. The household sector had more females employed at 52.6 percent.

Table 5.13: Number and Percentage Distribution of the Employed Persons by Sector of Employment, Rural/Urban and Sex, Zambia 2022

Sector of Employment	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	3,273,123	59.7	40.3	1,134,524	62.0	38.0	2,138,599	58.5	41.5
Formal	1,094,004	67.3	32.7	240,700	70.3	29.7	853,334	66.5	33.5
Informal	1,470,785	60.0	40.0	550,271	63.8	36.2	920,514	57.6	42.4
Household	708,334	47.4	52.6	343,583	53.1	46.9	364,751	42.2	57.8

5.18 Employed Persons in the Agriculture and Non-Agriculture Sectors

Figure 5.15 shows the percentage distribution of employed persons by agriculture and non-agriculture sectors. The non-agriculture sector accounted for 78.0 percent of the employed persons while the agriculture sectors accounted for 22.0 percent.

Figure 5.15: Percentage Distribution of Employed Persons by Agriculture and Non-Agriculture Sectors, Zambia 2022

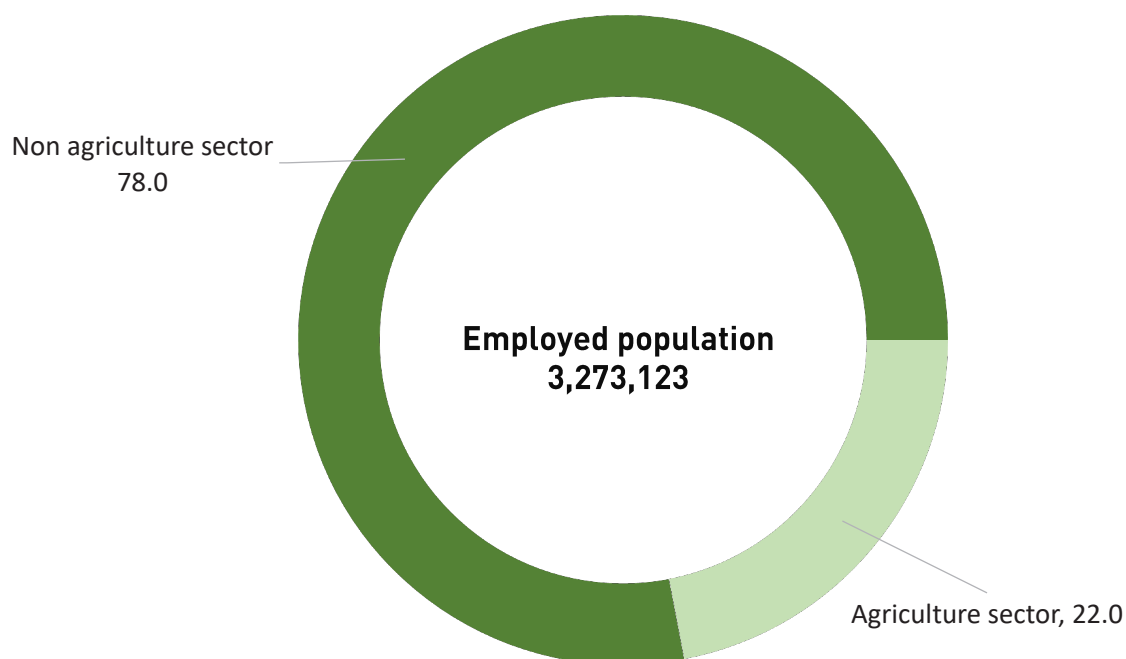


Table 5.14 shows the number and percentage distribution of employed persons in agriculture and non-agriculture sectors by province. Lusaka Province recorded the lowest proportion of the employed persons in the agriculture sector at 6.9 percent while Central Province recorded the largest proportion of the employed persons in the agriculture sector at 47.7 percent.

Table 5.14: Number and Percentage Distribution of Employed Persons by Province, Agriculture and Non-Agriculture Sectors, Zambia 2022

Province	Total Employment	Agriculture		Non-Agriculture	
	Number	Number	Percent	Number	Percent
Total	3,273,123	721,446	22.0	2,551,677	78.0
Central	386,554	184,260	47.7	202,294	52.3
Copperbelt	703,884	88,790	12.6	615,094	87.4
Eastern	159,864	57,273	35.8	102,591	64.2
Luapula	101,844	37,206	36.5	64,638	63.5
Lusaka	1,086,115	74,501	6.9	1,011,614	93.1
Muchinga	79,730	21,869	27.4	57,861	72.6
Northern	133,037	51,911	39.0	81,126	61.0
North Western	131,924	19,622	14.9	112,302	85.1
Southern	336,558	127,716	37.9	208,842	62.1
Western	153,613	58,298	38.0	95,315	62.0

Table 5.15: Number and Percentage distribution of Employed Persons by Type of Employment, Agriculture and Non- Agriculture Sectors. Zambia 2022

Type of Employment	Total Employed Persons	Agriculture		Non-Agriculture	
	Number	Number	Percent	Number	Percent
Total	3,273,123	721,446	100.0	2,551,677	100.0
Formal Employment	776,161	70,728	9.8	705,433	27.6
Informal Employment	2,496,962	650,718	90.2	1,846,244	72.4

Skills mismatch is increasingly being measured indirectly on the basis of either having a higher educational attainment level in low skills occupations (i.e. over skilled) or having low educational attainment level in high skill occupations (under skills). This measurement can be expressed as a percentage of the total employment and varies across relevant domains.

Table 5.16: Occupational Distribution of Employed Persons by Educational Attainment – (Skills Mismatch), Zambia 2022

Occupation	Nursery or No education	Grade 1-7	Grade 08-12	Certificate/ Diploma	Bachelors' degree	Masters' degree or higher	Total
Total	130,889	940,374	1,828,202	257,365	102,238	14,056	3,273,123
Other occupation	1,133	11,159	29,037	4,116	2,320	362	48,127
Managers	8,055	54,353	186,812	29,502	22,963	5,143	306,827
Professionals	1,842	6,184	76,394	115,036	47,968	5,197	252,622
Technician and associated professionals	5,455	20,258	95,997	25,555	12,640	2,626	162,532
Clerical support workers	522	2,293	33,696	10,806	4,776	-	52,093
Service and sales workers	39,971	296,076	583,420	34,416	3,985	309	958,177
Skilled agriculture and forestry workers	31,454	209,321	185,459	4,512	1,318	419	432,484
Craft and related trade workers	8,009	92,215	212,721	17,729	4,555	-	335,229
Plant and machine operators and assemblers	4,627	19,799	164,538	10,473	1,713	-	201,150
Elementary occupations	29,820	228,715	260,127	5,220	-	-	523,883
						Number	Percent
						Under skilled	1,404,997 42.90%
						Over skilled	266,075 8.10%
						Matched Skills	1,602,051 49.0%

CHAPTER SIX

YOUTH EMPLOYMENT

6.1 Introduction

This chapter provides information on youth employment. According to the 2015 National Youth Policy, a youth is a person aged 15 - 35 years old while according to the United Nations, a youth is a person aged 15-24 years old. Therefore, the analysis of this section was based on the age groups 15-24 years and 15 - 35 years old.

6.2 Youth Employment (15-24 years)

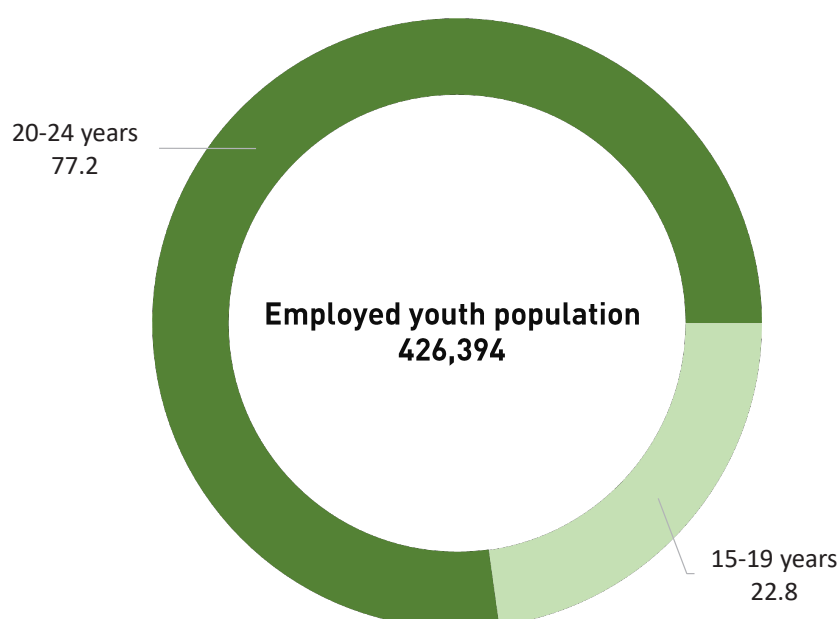
Table 6.1 shows the number and percentage distribution of the youth (15-24 years) employment by age group and sex. There were 426,394 youth aged 15-24 years in employment. Of the total employed youth, 62.5 percent were male while 37.5 percent were female.

Table 6.1: Number and Percentage Distribution of Youth (15-24 years) Employment by Age Group and Sex, Zambia 2022

Age Group	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	426,394	62.5	37.5	207,094	66.7	33.3	219,300	58.6	41.4
15-19	97,226	64.9	35.1	61,763	67.2	32.8	35,463	61.0	39.0
20-24	329,168	61.8	38.2	145,331	66.5	33.5	183,837	58.2	41.8

Figure 6.1 shows the percentage distribution of youth (15-24 years) in employment by age group. The age group 20-24 years had a higher percentage share of youth in employment at 77.2 percent than age group 15-19 years at 22.8 percent.

Figure 6.1: Percentage Distribution of Youth (15-24 years) Employment by Age Group, Zambia 2022



6.3 Youth Labour Force (15-35 years)

Table 6.2 shows the number and percentage distribution of youth labour force by age group and rural/urban. The Youth Labour Force was estimated at 2,027,584. The age group 30-35 years had the highest percentage share of the youth labour force at 35.5 percent while age group 15-19 years had the lowest at 7.1 percent.

Table 6.2: Number and Percentage Distribution of Youth Labour Force by Age Group and Rural/Urban, Zambia 2022

Age Group	Total		Rural	Urban
	Number	Percent	Number	Number
Total	2,027,584	100.00	713,141	1,314,443
15-19	142,962	7.1	79,267	63,695
20-24	468,983	23.1	186,341	282,642
25-29	696,361	34.3	239,542	456,819
30-35	719,278	35.5	207,991	511,287

Figure 6.2 shows the percentage distribution of youth employment by age group. The age group 30-35 years had the highest percentage of employed youths at 38.6 percent while the age group 15-19 years had the lowest at 5.9 percent.

Figure 6.2: Percentage Distribution of Youth Employment by Age Group, Zambia 2022

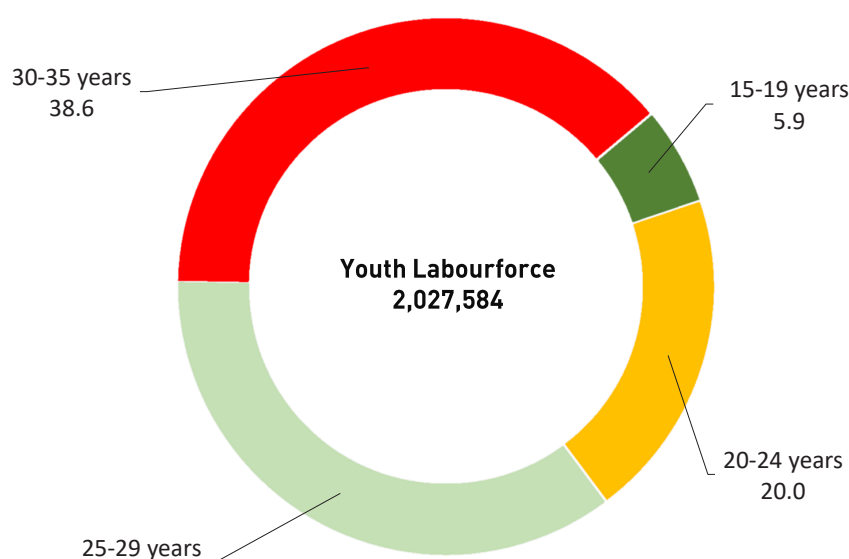
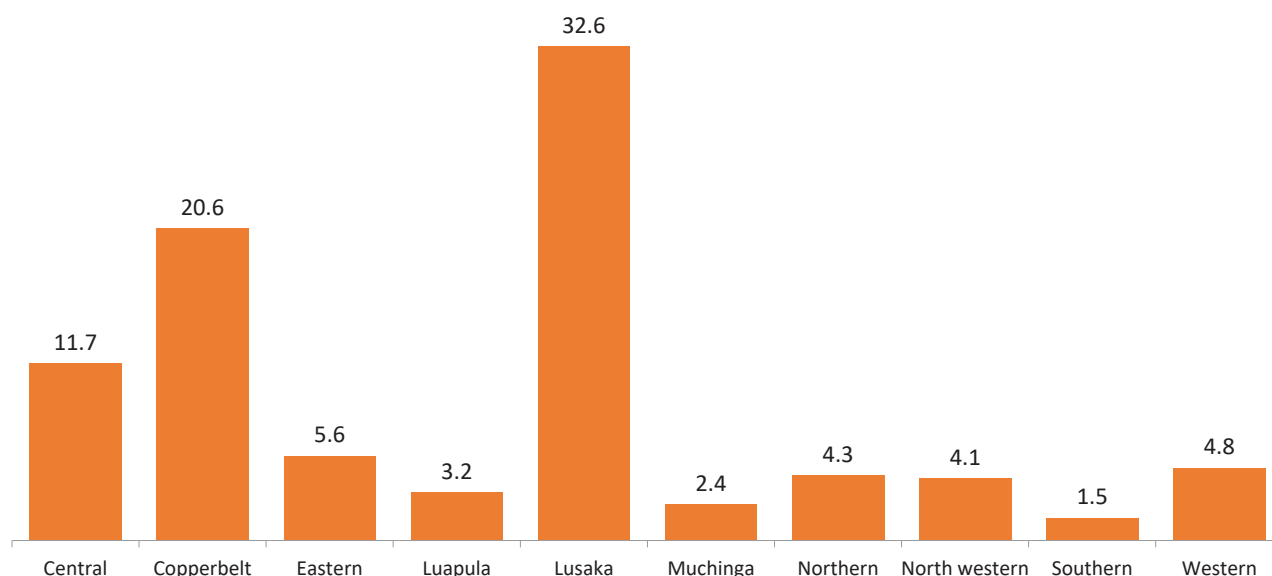


Figure 6.3 shows the percentage distribution of youth employment by province. Results show that Lusaka province had the highest share of employed youths at 32.6 percent followed by Copperbelt province at 20.6 percent. Muchinga Province had the lowest share at 2.4 percent.

Figure 6.3: Percentage Distribution of Youth Labourforce (15-35 Years) by Province, Zambia 2022



6.4 Youth Employment (15-35 years)

Table 6.3 shows the number and percentage distribution of employed youth by age group and sex. Results show that of the 1,646,617 youths in employment, males accounted for 61.5 percent and females 38.5 percent. There were more males in employment than females across all age groups.

Table 6.3: Number and Percentage Distribution of Youth Employment by Age Group and Sex, Zambia 2022

Age group	Total	Male		Female	
	Number	Number	Percent	Number	Percent
Total	1,646,617	1,013,098	61.5	633,519	38.5
15-19	97,226	63,138	64.9	34,088	35.1
20-24	329,168	203,520	61.8	125,648	38.2
25-29	584,241	372,594	63.8	211,647	36.2
30-35	635,982	373,846	58.8	262,136	41.2

Table 6.4 shows the number and percentage distribution of employed youth by rural/urban and age group. Of the total employed youths, 36.1 percent were in rural areas while 63.9 percent were in urban areas. The age group 15-19 years had more employed youths in rural areas at 63.5 percent than urban areas at 36.5 percent. In the age groups 20-24 years, 25-29 years and 30-35 years, there were more employed youths in urban areas.

Table 6.4: Number and Percentage Distribution of Youth Employment by Rural/Urban and Age Group, Zambia 2022

Age group	Total	Rural		Urban	
	Number	Number	Percent	Number	Percent
Total	1,646,617	595,176	36.1	1,051,441	63.9
15-19	97,226	61,763	63.5	35,463	36.5
20-24	329,168	145,331	44.2	183,837	55.8
25-29	584,241	204,654	35.0	379,587	65.0
30-35	635,982	183,428	28.8	452,554	71.2

6.5 Youth Employment by Sector

Figure 6.4 shows the percentage distribution of youth employment by sector. Results show that 47.5 percent of the youths were employed in the informal sector, 31.4 percent in the formal sector and 21.2 percent in the household sector.

Figure 6.4 Percentage Distribution of the Youth Employment by Sector, Zambia 2022

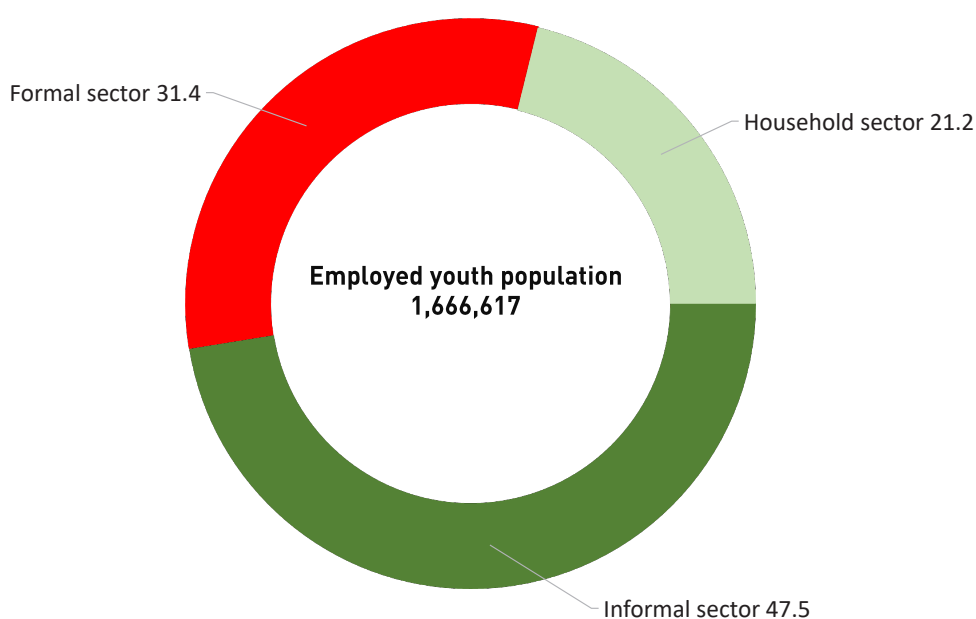


Table 6.5 shows the number and percentage distribution of youth employment by sector of employment, rural/urban and sex. In the formal sector, 66.1 percent were male and 33.9 percent were female while in the informal sector, the males and females accounted for 63.4 percent and 36.6 percent, respectively. The household sector had 50.4 percent and 49.6 percent for males and females, respectively.

Table 6.5: Number and Percentage Distribution of Youth Employment by Sector of Employment, Rural/Urban and Sex, Zambia 2022

Sector of Employment	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	1,646,617	61.5	38.5	595,176	65.0	35.0	1,051,441	59.5	40.5
Formal Sector	516,616	66.1	33.9	127,616	68.7	31.3	389,000	65.3	34.7
Informal Sector	781,737	63.4	36.6	292,123	68.6	31.4	489,614	60.4	39.6
Household Sector	348,264	50.4	49.6	175,437	56.5	43.5	172,827	44.3	55.7

6.6 Youth Status in Employment

Figure 6.5 shows the percentage distribution of youth employment by status in employment. Results show that those working for someone else for pay accounted for the highest share at 47.1 percent while paid interns accounted for the lowest share at 0.2 percent.

Figure 6.5: Percentage Distribution of Youth Employment by Status in Employment, Zambia 2022

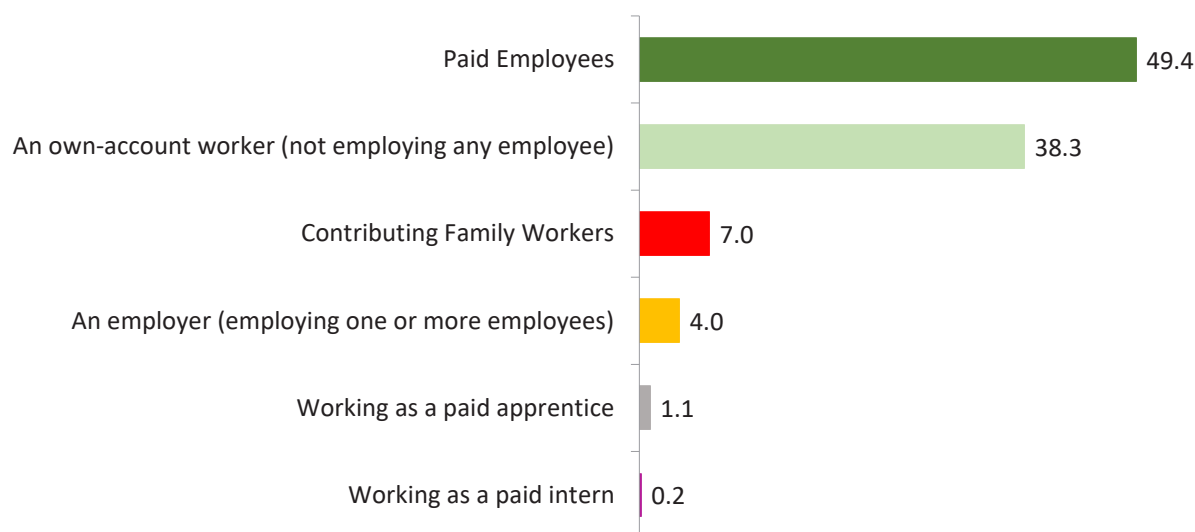


Table 6.6 shows the number and percentage distribution of youth employment by status in employment, rural/urban and sex. Of the employed youths, there were more males than females in all status in employment categories except in the category of paid interns and contributing family workers which had more females at 73.3 percent and 58.6 percent, respectively.

Table 6.6: Number and Percentage Distribution of Youth Employment by Status in Employment, Rural/Urban and Sex, Zambia 2022

Status in Employment	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	1,646,617	61.5	38.5	595,176	65.0	35.0	1,051,441	59.5	40.5
Paid Employees	812,751	70.0	30.0	227,562	77.2	22.8	585,189	67.2	32.8
Working as a paid apprentice	18,898	75.6	24.4	5,248	56.4	43.6	13,650	83.0	17.0
Working as a paid intern	3,147	26.7	73.3	1,258	52.8	47.2	1,889	9.3	90.7
An employer (employing one or more employees)	65,788	70.4	29.6	18,400	75.8	24.2	47,388	68.4	31.6
An own-account worker (not employing any employee)	630,064	53.1	46.9	257,921	61.6	38.4	372,143	47.3	52.7
Contributing Family Workers	115,969	41.4	58.6	84,787	41.1	58.9	31,182	42.2	57.8

6.7 Youth Employment by Industry

Figure 6.6 shows the percentage distribution of youth employment by industry. The highest percentage of the employed youths were in the Wholesale and Retail Trade at 36.1 percent followed by those employed in the Agriculture, forestry and fishing industry at 23.1 percent. The Real Estate industry had the lowest share of employed youths at 0.04 percent.

Figure 6.6: Percentage Distribution of Youth Employment by Industry, Zambia 2022

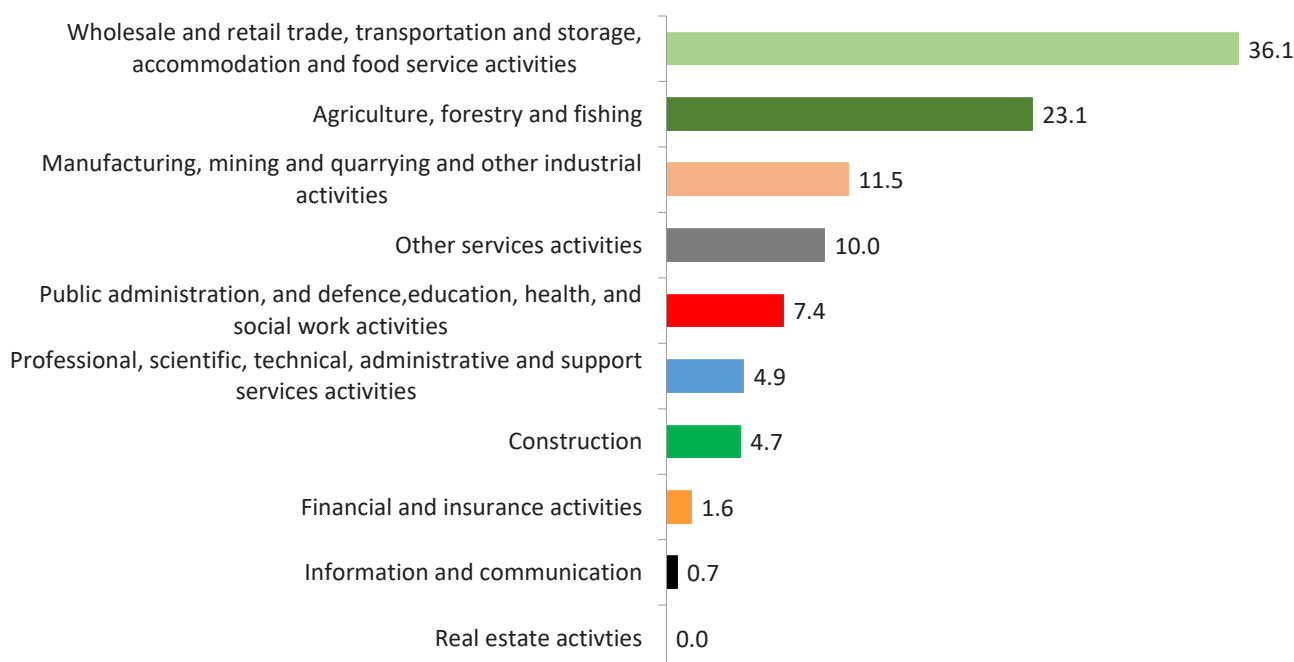


Table 6.7 shows the number and percentage distribution of youth employment by industry, rural/urban. In all the industries, there were more employed youths in urban areas than in rural areas except in the Agriculture, forestry and fishing industry.

Table 6.7: Number and Percentage Distribution of Youth Employment by Industry, Rural/Urban, Zambia 2022

Industry	Total	Rural		Urban	
	Number	Number	Percent	Number	Percent
Total	1,646,617	595,176	36.1	1,051,441	63.9
Agriculture, forestry and fishing	380,751	313,025	82.2	67,726	17.8
Mining and quarrying	31,102	7,449	24.0	23,653	76.0
Manufacturing	152,955	42,940	28.1	110,015	71.9
Electricity, gas, steam and air conditioning supply	1,565	-	-	1,565	100.0
Water Supply Sewerage, waste management and remediation activities	3,917	1,165	29.7	2,753	70.3
Construction	77,856	19,290	24.8	58,566	75.2
Trade, wholesale and retail distribution	456,825	119,880	26.2	336,945	73.8
Transportation and storage	91,835	9,811	10.7	82,024	89.3
Accommodation and food service activities	45,054	8,314	18.5	36,740	81.5
Information and communication	10,862	1,395	12.8	9,467	87.2
Financial and Insurance Activities	26,967	2,510	9.3	24,457	90.7
Real estate Activities	693	-	-	693	100.0
Professional, Scientific and technical activities	12,696	367	2.9	12,329	97.1
Administrative and support services	68,278	11,489	16.8	56,789	83.2
Public Administration and Defence, Compulsory social security	27,218	4,179	15.4	23,039	84.6
Education	60,327	26,083	43.2	34,244	56.8
Human Health and Social Work	33,779	7,321	21.7	26,458	78.3
Arts, Entertainment and Recreation	10,109	1,301	12.9	8,808	87.1
Other service activities	94,305	13,073	13.9	81,232	86.1
Activities of household as Employers	59,102	5,584	9.4	53,518	90.6
Activities of extraterritorial organization and bodies	421	-	-	421	100.0

6.8 Youth Employment by Occupation

Figure 6.7 shows percentage share of youth employment by occupation. Results show that 30.7 percent of youths were employed as Services and Sales workers. Those employed as Managers accounted for 8.9 percent. Clerical support workers occupation accounted for the second lowest share at 1.8 percent.

Figure 6.7: Percentage Share of Youth Employment by Occupation, Zambia 2022



Table 6.8 shows number and percentage distribution of employed youths by occupation in rural/ urban and sex. In all the occupations, males had a higher proportion of employed youths except those employed as Service and Sales workers. Of the youths employed in the Plant and Machine Operators, and Assemblers occupation, males accounted for over 90 percent across all the categories.

Table 6.8: Number and Percentage Distribution of Employed Youth by Occupation, Rural/Urban and Sex, Zambia 2022

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	1,646,617	61.5	38.5	595,176	65.0	35.0	1,051,441	59.5	40.5
Managers	146,058	55.9	44.1	25,730	54.9	45.1	120,328	56.1	43.9
Professionals	109,082	58.3	41.7	33,488	59.0	41.0	75,594	58.0	42.0
Technician and Associated professionals	75,723	73.7	26.3	16,780	72.7	27.3	58,943	73.9	26.1
Clerical support workers	29,700	53.1	46.9	2,749	63.9	36.1	26,951	51.9	48.1
Service and sales workers	505,850	43.7	56.3	120,385	50.2	49.8	385,465	41.6	58.4
Skilled agriculture and forestry workers	201,184	69.5	30.5	173,832	69.5	30.5	27,352	69.7	30.3
Craft and related trade workers	145,147	78.9	21.1	38,545	61.5	38.5	106,602	85.2	14.8
Plant and machine operators and assemblers	95,225	98.1	1.9	13,554	92.1	7.9	81,671	99.1	0.9
Elementary occupations	315,693	68.0	32.0	162,505	71.3	28.7	153,188	64.6	35.4
Other	22,955	55.7	44.3	7,608	78.8	21.2	15,347	44.3	55.7

6.9 Youth Employment by Institutional Sector

Figure 6.8 shows the percentage share of youth employment by institutional sector. The Private business/farms had the highest share of youth employment at 68.7 percent while the Embassies/International organisations had the lowest at 0.1 percent.

Figure 6.8: Percentage Share of Youth Employment by Institutional Sector, Zambia 2021

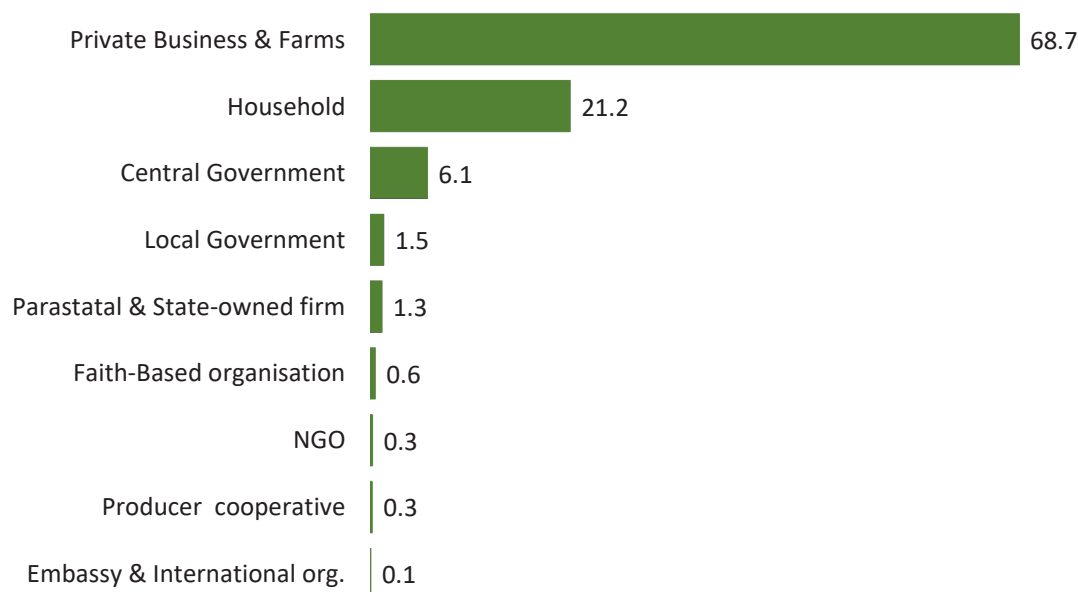


Table 6.9 shows the number and percentage distribution of youth employment by institutional sector, rural/urban and sex. At national level, there were more male than female youths employed in all institutional sectors except for local government and faith-based organizations.

Table 6.9: Number and Percentage Distribution of Youth Employment by Institutional Sector, Rural/Urban and Sex, Zambia 2022

Institutional Sector	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	1,646,617	61.5	38.5	595,176	65.0	35.0	1,051,441	59.5	40.5
Central Government	100,008	50.5	49.5	31,869	57.4	42.6	68,139	47.2	52.8
Local Government	24,155	45.1	54.9	4,188	91.4	8.6	19,967	35.4	64.6
Parastatal & State-owned firm	22,128	75.0	25.0	5,844	72.8	27.2	16,284	75.8	24.2
Embassy & International org.	962	100.0	0.0	297	100.0	0.0	665	100.0	0.0
NGO	4,485	62.4	37.6	2,112	94.9	5.1	2,373	33.4	66.6
Faith-Based organization	9,901	43.8	56.2	2,244	23.1	76.9	7,657	49.9	50.1
Private Business & Farms	1,131,585	66.1	33.9	371,696	69.4	30.6	759,889	64.5	35.5
Producer cooperative	5,128	68.7	31.3	1,488	65.1	34.9	3,640	70.2	29.8
Household	348,265	50.4	49.6	175,438	56.5	43.5	172,827	44.3	55.7

6.10 Youth Employment by Highest Level of Education Attained

Figure 6.9 shows the percentage share of youth employment by highest level of education attained. The employed youths whose highest level of education attained was Secondary (Grade 8-12) had the highest percentage share at 63.2 percent while those with master's degree or higher had the lowest share of the employed youths at 0.2 percent.

Figure 6.9: Percentage Share of Youth Employment by Highest Level of Education Attained, Zambia 2022

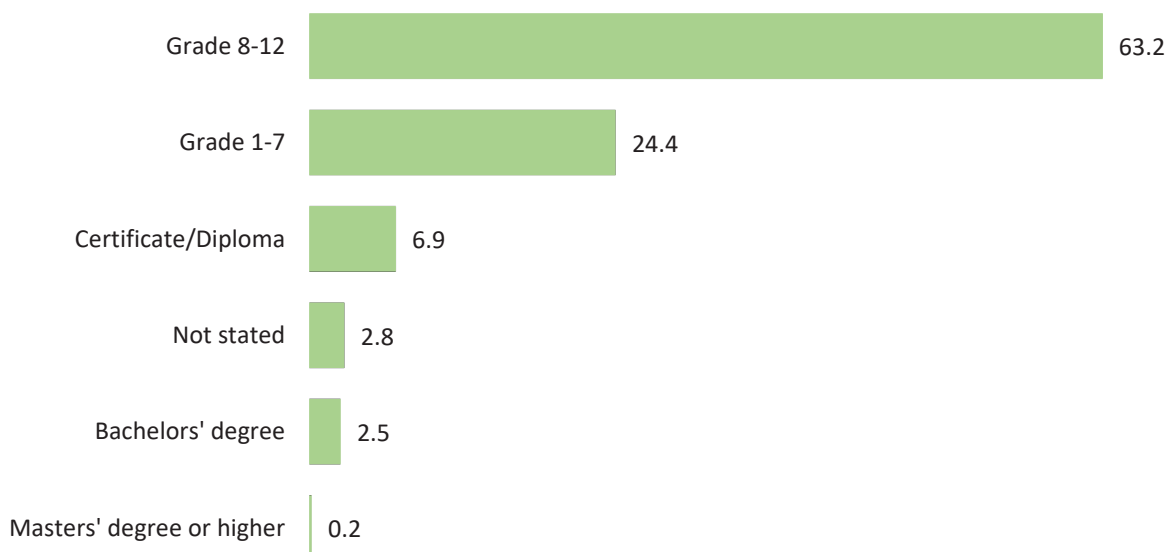


Table 6.10 shows the number and percentage distribution of youth employment by highest level of education attained, rural/urban and sex. At national level, males had a higher proportion of employed youths than females across all levels of education.

Table 6.10: Number and Percentage Distribution of Youth Employment by Highest Level of Education Attained, Rural/Urban and Sex, Zambia 2022

Highest Education Attained	Total	Total		Rural		Urban	
		Male	Female	Male	Female	Male	Female
Total	1,646,617	61.5	38.5	65.0	35.0	59.5	40.5
Primary	401,808	54.2	45.8	60.5	39.5	45.0	55.0
Secondary	1,022,455	64.8	35.2	69.8	30.2	62.7	37.3
Certificate/Diploma	133,358	60.3	39.7	54.9	45.1	61.7	38.3
Bachelors Degree	40,410	58.0	42.0	65.2	34.8	57.3	42.7
Masters Degree or higher	2,777	62.7	37.3	0.0	0.0	62.7	37.3
Never attended school	45,809	59.7	40.3	62.7	37.3	55.0	45.0

CHAPTER SEVEN

INFORMAL ECONOMY

7.1 Introduction

This chapter 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 covered or insufficiently covered by formal arrangements. This implies workers who are employed in the informal sector and those in informal employment.

7.2 Employment by sector of the economy

Table 7.1 shows the number and percentage distribution of employed persons by sector of the economy and Sex. Of the 3,273,123, employed persons, 63.5 percent were in the informal economy while 36.5 percent were in the formal economy.

Table 7.1: Number and Percentage Distribution of Employed Persons by Sector of Economy and Sex, Zambia 2022

Sector	Both Sex	Percent	Male	Female
Total	3,273,123	100	1,954,722	1,318,401
Formal economy	1,194,890	36.5	804,707	390,183
Informal economy	2,078,233	63.5	1,150,015	928,218

7.3 Employment in the informal economy

Table 7.2 shows the number and percentage distribution of employed persons in the informal economy by sex and rural/urban areas. Of the total employed persons in the informal economy, 42.0 percent were in rural areas while 58.0 percent were in the urban areas.

Table 7.2: Number and Percentage Distribution of Employed Persons in the Informal Economy by Rural/Urban and Sex, Zambia 2022

Rural/Urban	Both Sex	Percent	Male	Female
Total	2,078,233	100.0	1,150,015	928,218
Rural	873,610	42.0	517,647	355,963
Urban	1,204,623	58.0	632,368	572,255

Figure 7.1 shows the percentage distribution of employed persons in the informal economy by rural/urban and sex. In the informal economy, there were more male employed persons than females at 55.3 percent and 44.7 percent, respectively. Results show that in rural areas, 59.3 percent of the employed persons were males while 40.7 percent were females. In urban areas 52.5 percent were males whereas 47.5 percent were females.

Figure 7.1: Percentage Distribution of Employed Persons in the Informal Economy by Rural/Urban and Sex, Zambia 2022

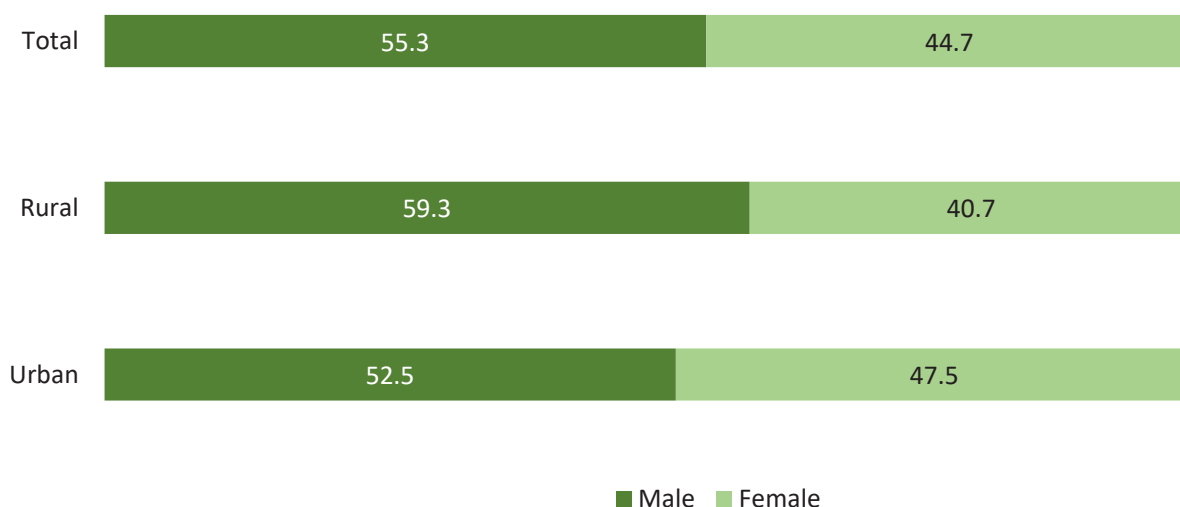


Figure 7.2 shows the percentage distribution of employed persons in the informal economy by province. Lusaka Province had the highest share at 25.9 percent followed by Copperbelt Province at 21.6 percent. Muchinga Province had the lowest share at 2.9 percent.

Figure 7.2: Percentage distribution of Employed Persons within the Informal Economy by Province, Zambia 2022

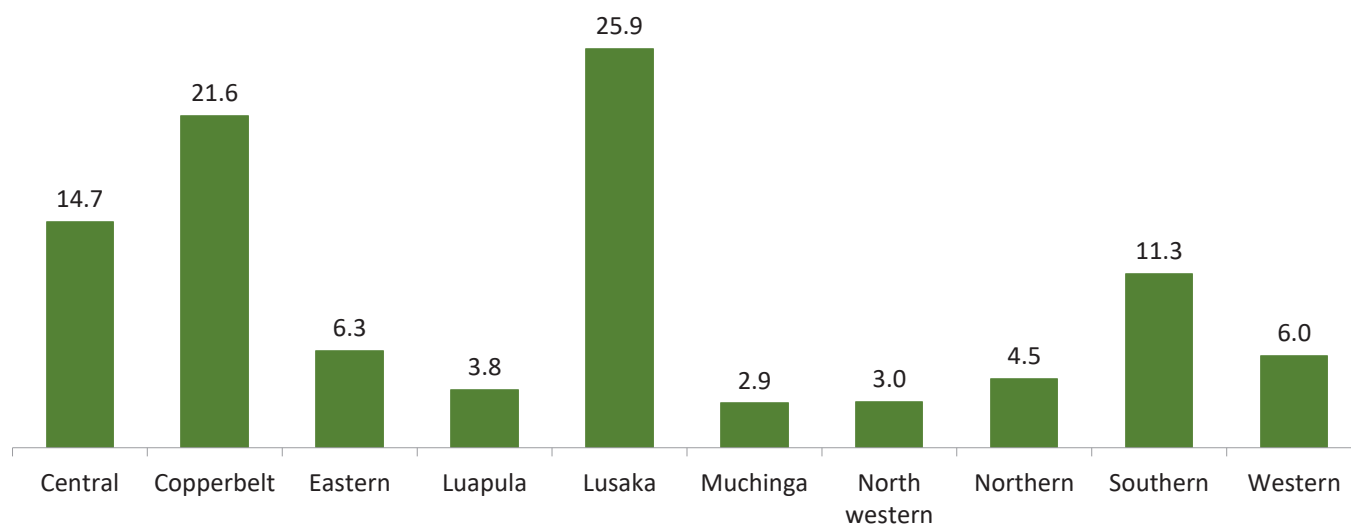
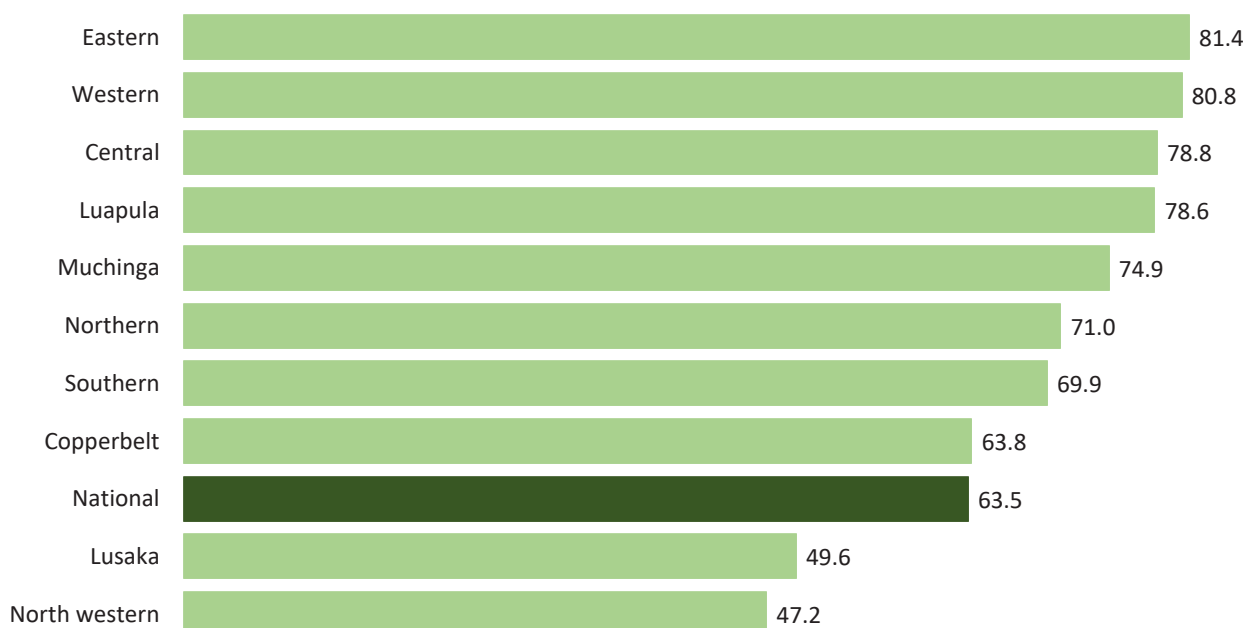


Figure 7.3 shows the proportion of employed persons in the informal economy by province. This proportion is derived from the total employed persons within the province. Eastern Province had the highest proportion of employed persons in the informal economy at 81.4 percent while Northwestern Province had the lowest proportion at 47.2 percent.

Figure 7.3: Proportion of Employed Persons in the Informal Economy by Province, Zambia 2022

7.4 Employment within the Informal Economy by Industry

Figure 7.4 shows the percentage distribution of employed persons in the informal economy by industry. The wholesale and retail trade, transportation and storage had the highest percentage share at 40.7 percent followed by agriculture, forestry and fishing which accounted for 29.2 percent. The information and communication industry had the lowest share at 0.1 percent

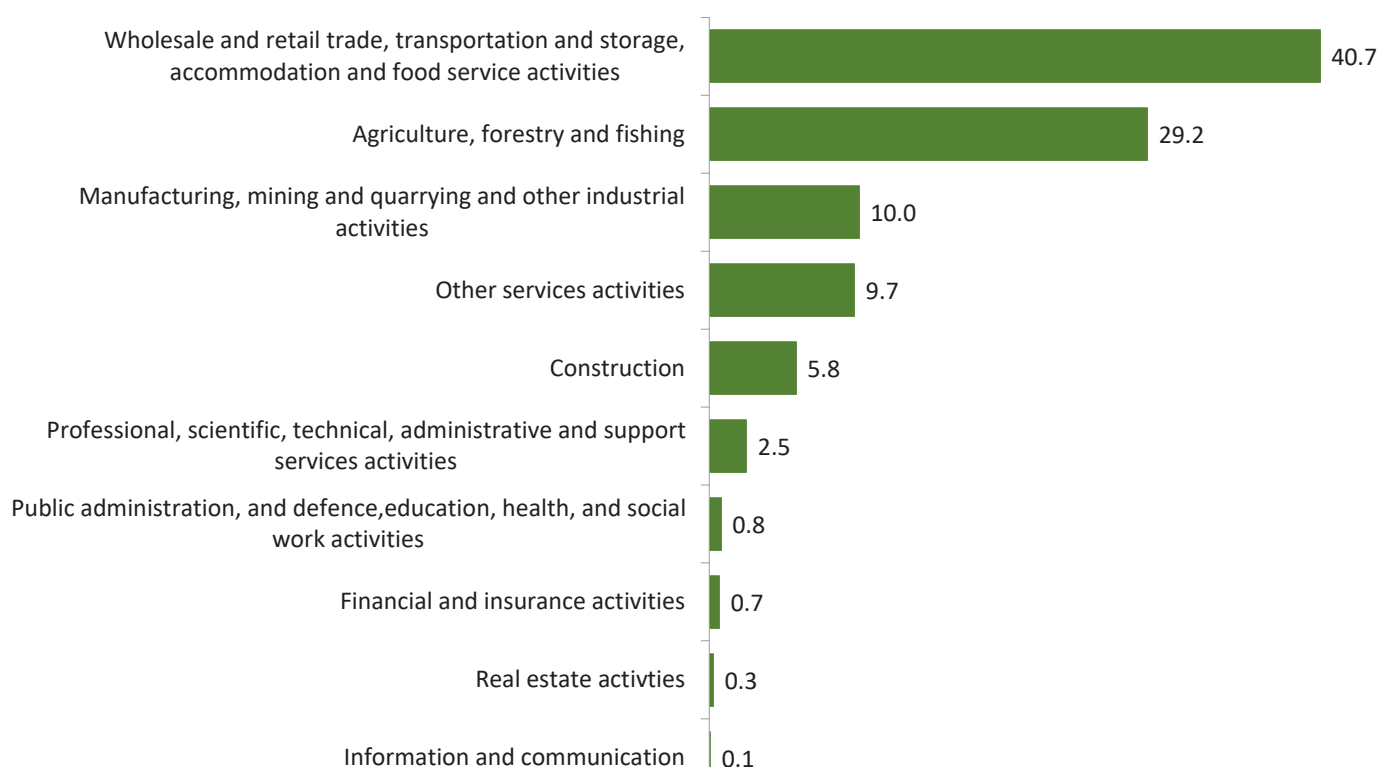
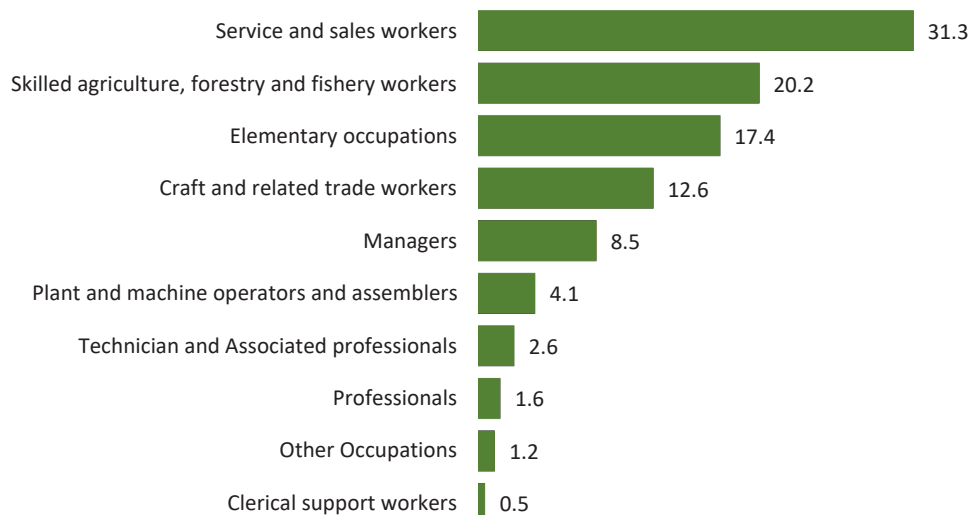
Figure 7.4: Percentage Distribution of the Employed Persons in the Informal Economy by Industry, Zambia 2022

Figure 7.5 shows the percentage distribution of employed persons in the informal economy by occupation. Of the total employed persons in the informal economy, the Service and sales workers accounted for the highest proportion at 31.3 percent while the clerical support workers accounted for the lowest proportion at 0.5 percent.

Figure 7.5: Percentage distribution of Employed Persons in the Informal Economy by Occupation, Zambia 2022



CHAPTER EIGHT

WORKING CONDITIONS

8.0 Introduction

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.

This chapter presents information for some indicators on working conditions. These include trade union membership, precarious employment, excessive hours of work and women representation in employment at management level.

8.1 Trade Union Membership

Table 8.1: Shows the number and percentage distribution of trade union membership by rural/urban and sex. There were 383,745 trade union members in the labour market, of which 22.7 percent were in rural areas while 77.3 percent in urban areas.

Table 8.1: Number and Percentage Distribution of Trade Union Members by Rural/Urban and Sex, Zambia 2022

Region	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	383,745	100	253,413	130,332
Rural	87,070	22.7	61,520	25,550
Urban	296,675	77.3	191,893	104,782

Figure 8.1 shows the percentage distribution of union members by rural/urban and sex. There were more males that belonged to a trade union at 66.0 percent than females at 34.0 percent. In both rural and urban areas, the percentage of females was lower than that of males.

Figure 8.1: Percentage Distribution of Union Members by Rural /Urban and Sex, Zambia 2022

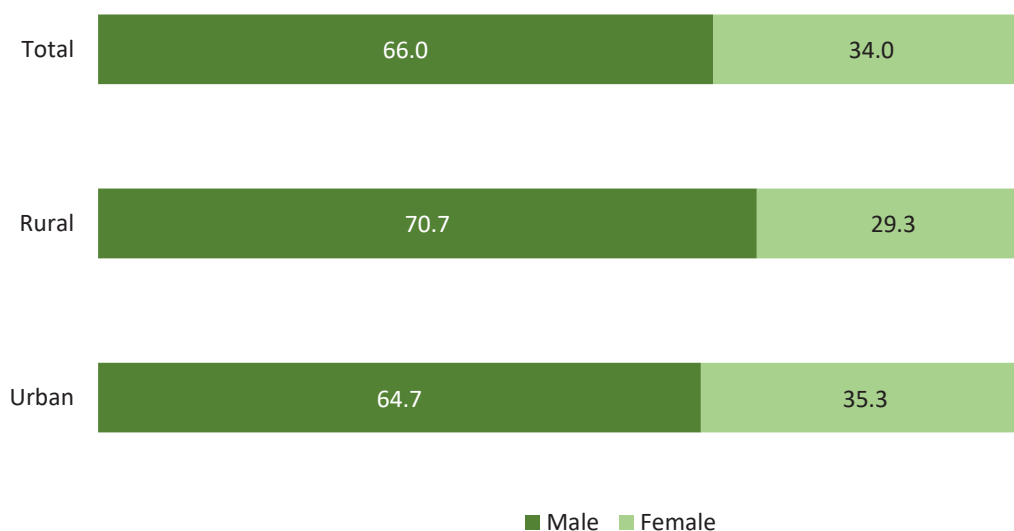
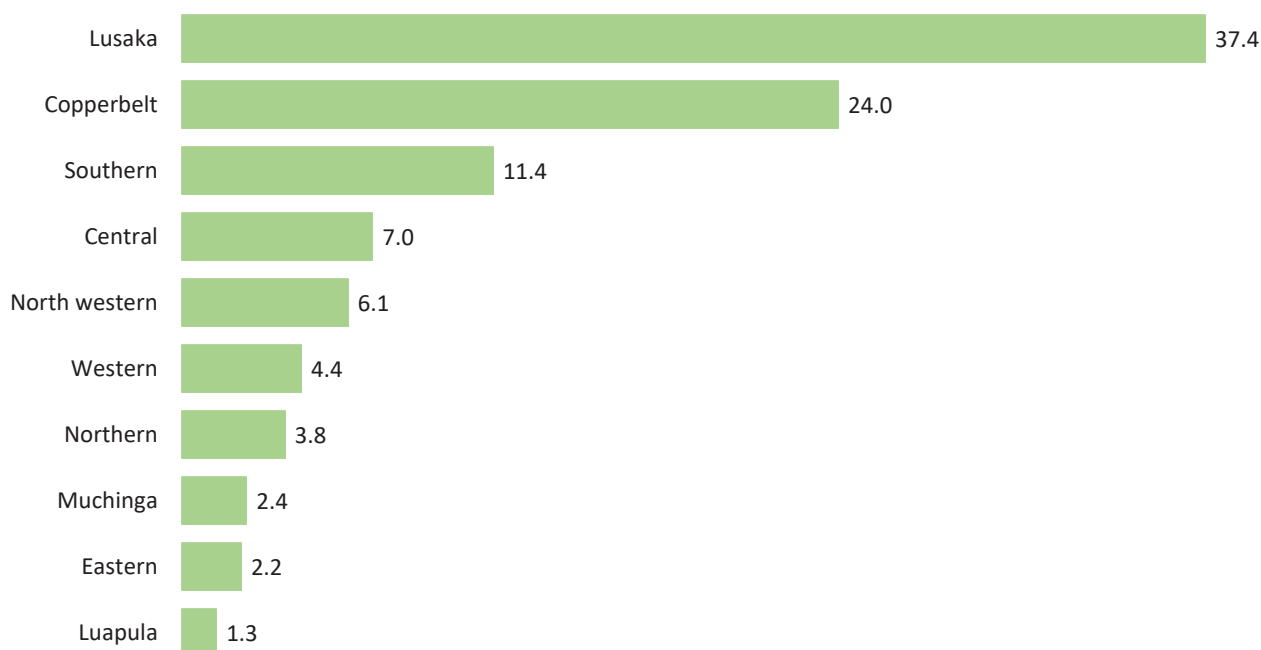


Figure 8.2 shows the percentage share of trade union membership by province. Lusaka Province had the highest percentage of trade union membership at 37.4 percent, followed by Copperbelt Province at 24.0 percent. Luapula Province had the lowest percentage at 1.3 percent.

Figure 8.2: Percentage Share of Trade Union Membership by Province, Zambia 2022



A trade union density rate is a ratio of the number of employees who are members of trade unions to the total employed persons at a given point in time in a specific location expressed as a percentage. It is a measure of workers' representation and influence in as 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 the trade union density rate by rural/urban. The trade union density rate was 11.7 percent. The rural areas had a density rate of 7.7 percent while urban areas had a density rate of 13.9 percent.

Figure 8.3: Trade Union Density Rate by Rural/Urban, Zambia 2022

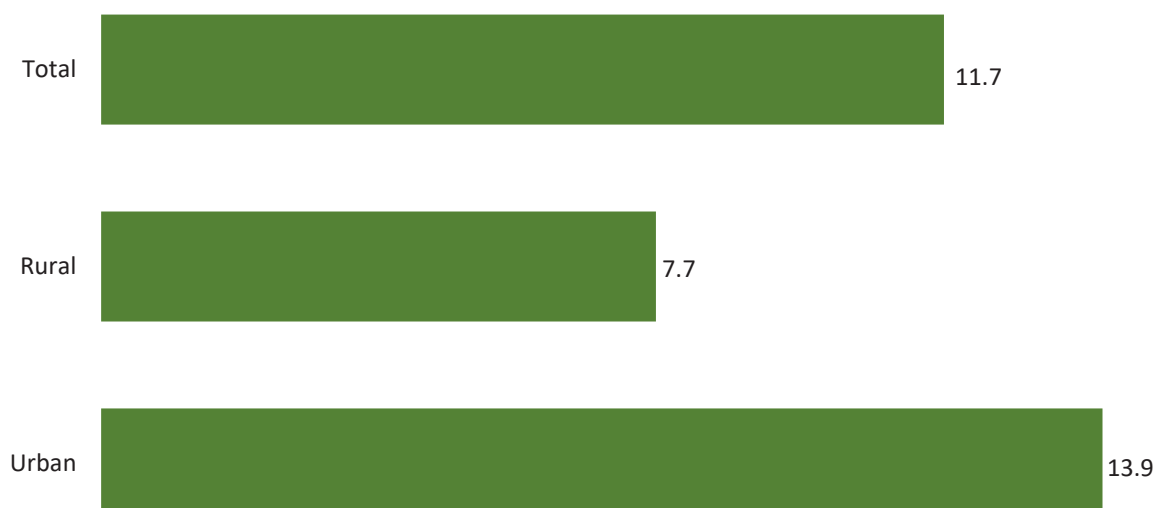


Figure 8.4 shows the trade union density rate by rural/urban and sex. The Trade Union Density Rate for males was higher at 13.0 percent than females at 9.9 percent. A similar pattern was observed in the urban and rural areas.

Figure 8.4: Trade Union Density Rate by Rural/Urban and Sex, Zambia 2022

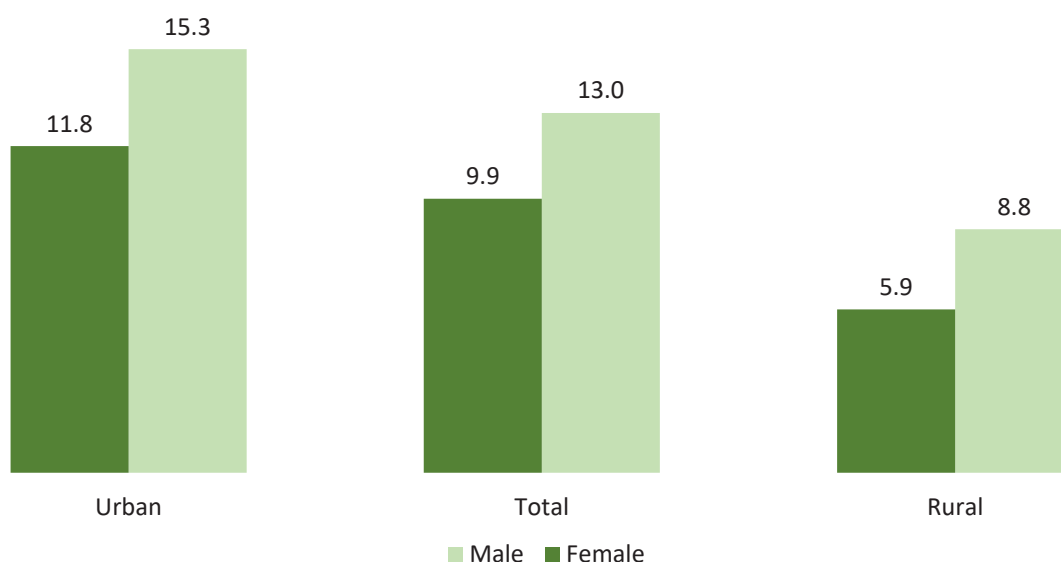
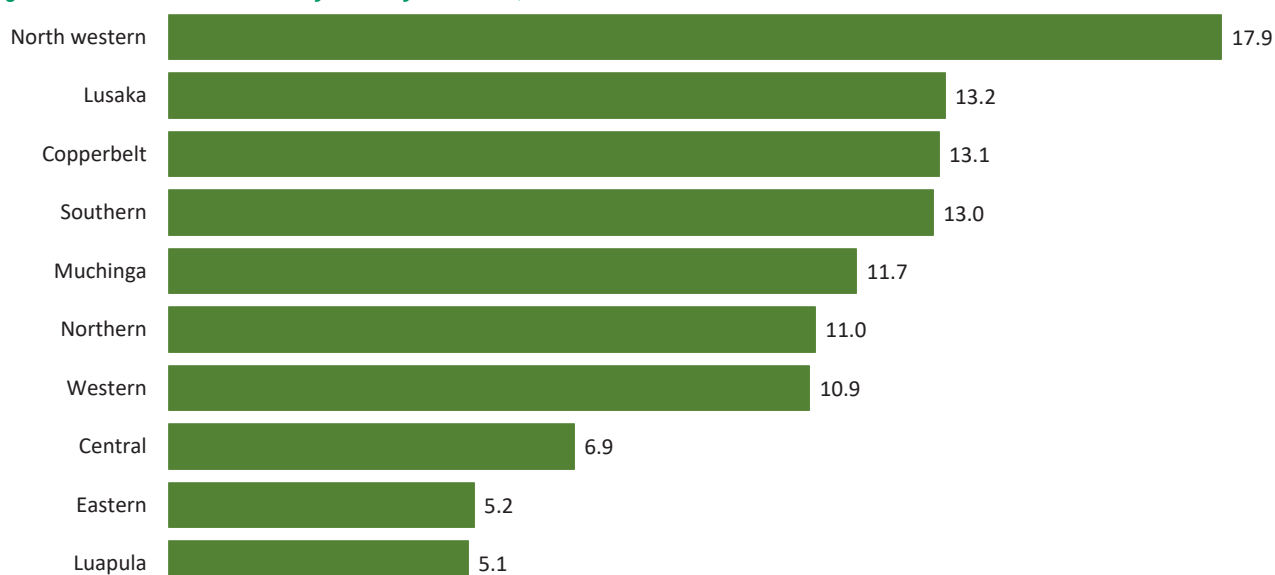


Figure 8.5 shows trade union density rate by province. North-Western Province had the highest Trade Union Density Rate at 17.9 percent, followed by Lusaka Province at 13.2 percent. Luapula Province had the lowest trade union density rate at 5.1 percent.

Figure 8.5: Trade Union Density Rate by Province, Zambia 2022



Precarious Employment

Precarious employment provides information regarding the share of the employed persons whose contract of employment, whether verbal or written, is of a relatively short duration (period less than three months) or whose contract can be terminated at short notice.

Table 8.2 shows the number and percentage distribution of persons in precarious employment by rural/urban and sex. There were 695,975 persons in Precarious Employment of which 33.5 percent were in rural areas and 66.5 percent in urban areas.

Table 8.2: Number and Percentage Distribution of Persons in Precarious Employment by Rural/Urban and Sex, Zambia 2022

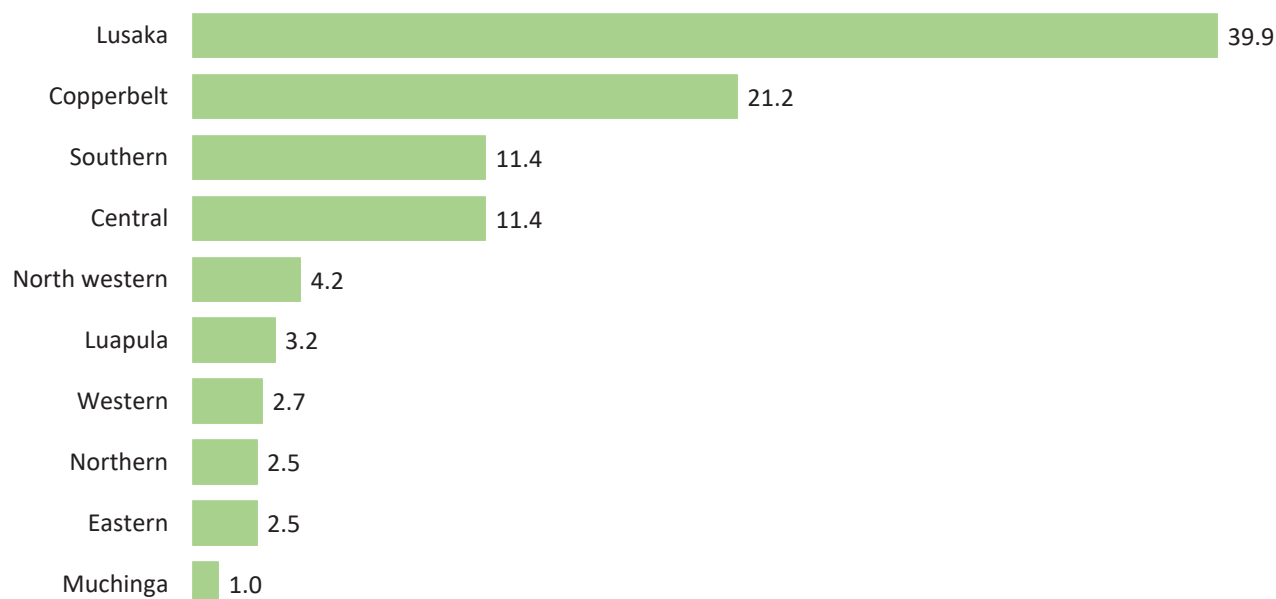
Region	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	695,975	100.0	488,845	207,130
Rural	232,912	33.5	169,269	63,643
Urban	463,063	66.5	319,576	143,487

Figure 8.6 shows the percentage distribution of persons in precarious employment by rural/urban and sex. Results show that 70.2 percent of the persons in precarious employment were males while 29.8 percent were females. In both rural and urban areas, the percentage of males was higher than that of females.

Figure 8.6: Percentage Distribution of Persons in Precarious Employment by Rural/Urban and Sex, Zambia 2022



Figure 8.7 shows the percentage distribution of persons in precarious employment by province. Lusaka province had the highest share of persons in precarious employment at 39.9 percent followed by Copperbelt province at 21.2 percent. Muchinga province accounted for the least percentage share at 1.0 percent.

Figure 8.7: Percentage Distribution of Persons in Precarious Employment by Province, Zambia 2022

Precarious Employment Rate

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

Figure 8.8 shows the precarious employment rate by rural/urban and sex. Precarious employment rate was 21.3 percent. The rate for males was higher than that of females at 37.1 percent and 15.7 percent, respectively. Rural areas had a lower rate at 20.5 percent than urban areas at 21.7 percent.

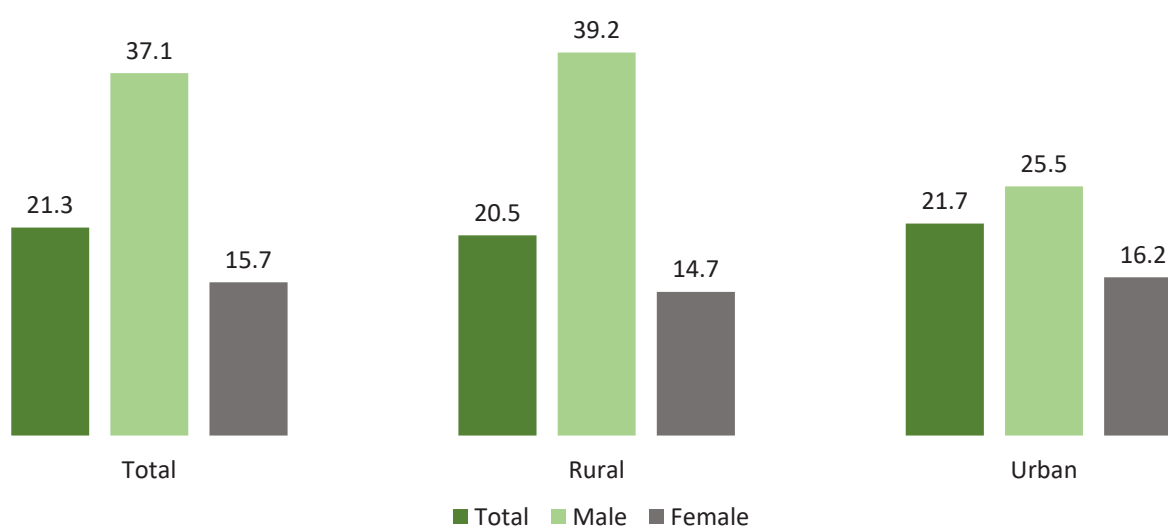
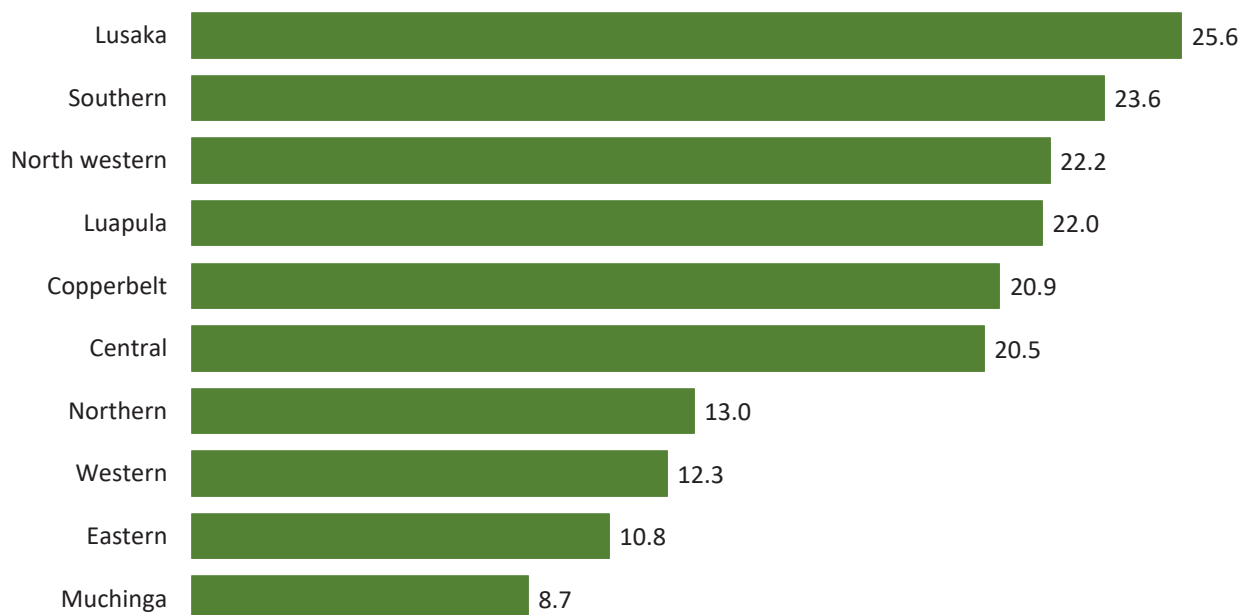
Figure 8.8: Precarious Employment Rate by Rural/Urban and Sex, Zambia 2022

Figure 8.9 shows the precarious employment rate by province. Lusaka province had the highest rate of Precarious Employment at 25.6 percent while Muchinga had the lowest rate at 8.7 Percent.

Figure 8.9: Precarious Employment Rate by Province, Zambia 2022



8.5 Youth precarious employment

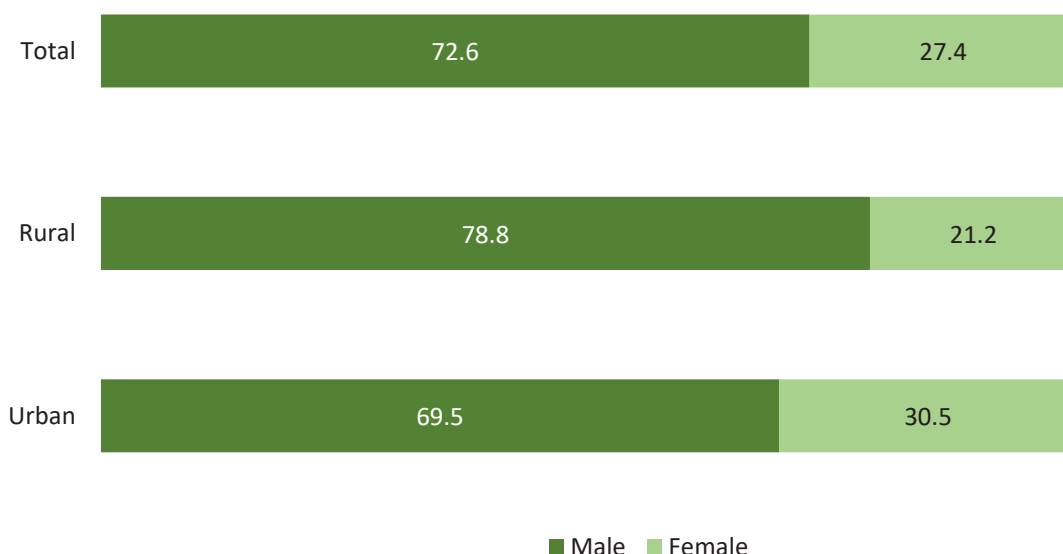
Table 8.3 shows the number and percentage distribution of the youth in precarious employment aged 15-35 years by rural/urban and sex. There were 458,851 youth aged 15-35 years in precarious employment of which 33.8 percent were in rural areas while 66.2 percent were in urban areas.

Table 8.3: Number and Percentage Distribution of Youth (15-35 years) in Precarious Employment by Rural/Urban and Sex, Zambia 2022

Region	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	458,851	100	333,180	125,671
Rural	154,869	33.8	121,999	32,870
Urban	303,982	66.2	211,181	92,801

Figure 8.10 shows the percentage distribution of the youth in precarious employment by rural/urban and sex. There were more male than female youth in precarious employment at 72.6 percent and 27.4 percent, respectively. Both rural and urban areas had more male than female youth in precarious employment.

Figure 8.10: Percentage Distribution of Youth in Precarious Employment by Rural/Urban and Sex, Zambia 2022



8.6 Youth Precarious Employment Rate

Figure 8.11 shows the youth precarious employment rate by rural/urban and sex. The youth Precarious Employment rate was 27.9 percent. The Youth Precarious Employment rate for males was higher than that of females at 32.9 percent and 19.3 percent, respectively. Urban areas had a higher rate at 28.9 percent than rural areas at 26.0 percent.

Figure 8: 11: Youth Precarious employment rate by Sex and Rural/Urban, Zambia 2022

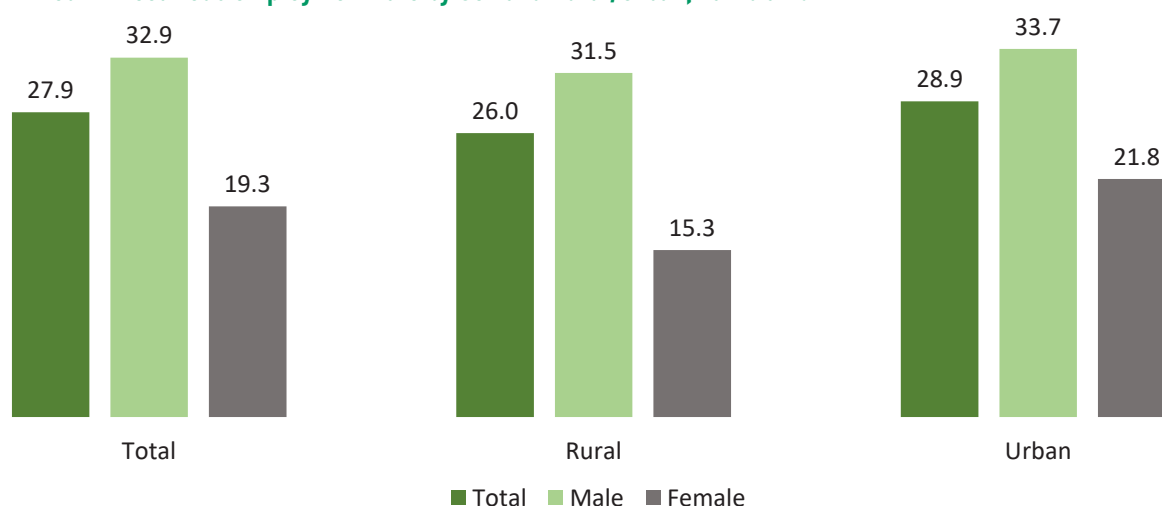
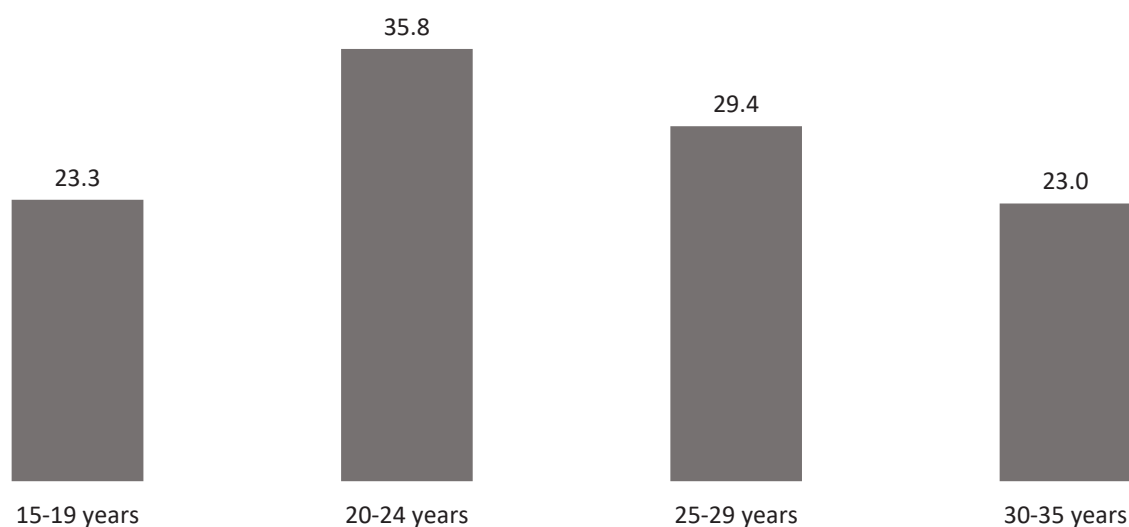


Figure 8.12 shows precarious employment rate for youth by age group. The Precarious employment rate was highest in the age group 20-24 years at 35.8 percent and lowest in the age group 30-35 years at 23.0 percent.

Figure 8.12: Youth Precarious Employment Rate by Age group, Zambia 2022



8.7 Weekly Hours of Work

Table 8.4 shows the average weekly hours of work by rural/urban and sex. The average weekly hours of work for employed persons was 42.0 hours. Males worked for more hours at 44.4 hours than females at 38.6 hours. Urban areas recorded higher weekly hours of work at 46.0 hours while rural areas recorded 34.6 hours.

Table 8.4: Weekly Hours of Work by Rural/Urban and Sex, Zambia 2022

Region	Both Sexes	Male	Female
Total	42.0	44.4	38.6
Rural	34.6	36.5	31.5
Urban	46.0	48.8	42.1

Table 8.5 shows average weekly hours of work by occupation and sex. The average weekly hours of work for employed plant and machine operators and assemblers was the highest at 54.6 hours. The lowest weekly hours of work was in skilled agriculture and forestry occupations at 27.5 hours. The weekly hours of work among the males was higher than females across all occupations.

Table 8.5: Weekly Hours of Work by Occupation of Employment and Sex, Zambia 2022

Occupation	Total	Male	Female
Managers	44.8	47.5	41.7
Professionals	40.1	40.5	39.5
Technician and Associated professionals	45.0	48.3	37.9
Clerical support workers	46.9	47.1	46.6
Service and sales workers	47.0	52.8	42.9
Skilled agriculture and forestry workers	27.5	28.1	26.4
Craft and related trade workers	42.3	44.2	34.7
Plant and machine operators and assemblers	54.6	54.9	44.9
Elementary occupations (E.g. office cleaners, house helpers etc)	39.2	41.7	34.9
Other	39.2	41.9	35.2

Table 8.6 shows actual weekly hours of work by Industry and sex. Employed persons in the Professional, scientific, technical, administrative, and support service activities industries had the highest number of average weekly hours of work at 50 hours, followed by those in the information and communication industry at 49 hours. The lowest actual weekly hours of work were recorded in the Agriculture, forestry and fishing industry at 32 hours. The Information and communication industry had the highest weekly hours of work for females at 55 hours per week than males at 45 hours.

Table 8.6: Weekly Hours of Work by Industry and Sex, Zambia 2022

INDUSTRY	Total	Male	Female
Agriculture, forestry and fishing	32	33	29
Manufacturing, mining and quarrying and other industrial activities	45	48	35
Construction	41	41	45
Wholesale and retail trade, transportation and storage, accommodation and food service activities	47	51	42
Information and communication	49	45	55
Financial and insurance activities	48	48	47
Real estate activities	38	54	23
Professional, scientific, technical, administrative, and support service activities	50	53	43
Public administration and defence, education, human health, and social work activities	42	43	41
Other services activities	42	45	41

CHAPTER NINE OWN USE PRODUCTION WORK

9.1 Introduction

Own use production work is defined as activities performed to produce goods or provide services intended for final use by the producer, their household and/or family. Own use production work is one of the five forms of work. Other forms of work include employment work; unpaid trainee work; voluntary work; and other work activities. The analysis of Own Use Production work is useful as it contributes to the Gross Domestic Product.

This chapter presents information on the demographic characteristics and distribution of population involved in Own Use Production work.

9.2 Own Use Production Work

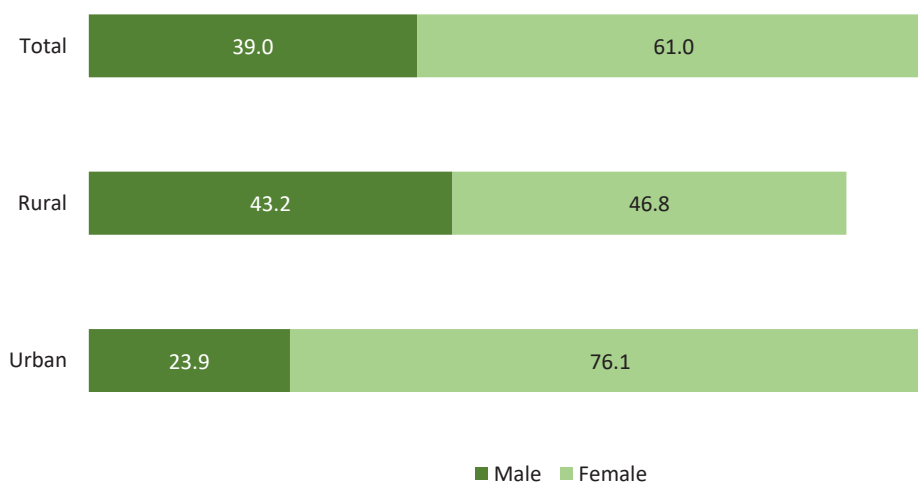
Table 9.1 shows the number and percentage distribution of own use production workers by rural/urban and sex. Results show that 4,030,359 persons were engaged in Own Use Production work, of which 78.0 percent were in rural areas and 22.0 percent in urban areas.

Table 9.1: Number and Percentage Distribution of Own-use Production Work by Rural/Urban and Sex, Zambia 2022

Rural/Urban	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	4,030,359	100.0	1,570,657	2,459,702
Rural	3,144,547	78.0	1,358,917	1,785,630
Urban	885,812	22.0	211,740	674,072

Figure 9.1 shows the percentage distribution of own use production workers by sex and rural/urban. Results show that there were more females at 61.0 percent than males at 39.0 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 Work by Sex and Rural/Urban, Zambia 2022



9.3 Own Use Production by Type

Table 9.2 shows the number and percentage distribution of own use production work by type, rural/urban and sex. Results show that there were more Own Use Production workers that were providing services at 2,203,657 compared to those that were producing goods at 1,826,702. Results further show that there were more males engaged in production of goods at 59.2 percent compared to 40.8 percent for females. There were more females participating in provision of services at 77.8 percent compared to males at 22.2 percent.

Table 9.2: Number and Percentage Distribution of Own Use Production Work by Type, Rural/urban and Sex, Zambia 2022

Rural/Urban	Goods Producers			Service Providers		
	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	1,826,702	59.2	40.8	2,203,657	22.2	77.8
Rural	1,620,277	59.9	40.1	1,524,269	25.5	74.5
Urban	206,425	53.6	46.4	679,388	14.9	85.1

Figure 9.2 shows the percentage distribution of own use production workers by type and rural/urban. Results show that 45.3 percent of Own Use Production workers were involved in goods production while 54.7 percent were involved in service provision. In rural areas, production of goods for own use was higher at 51.5 percent than provision of services at 48.5 percent while in urban areas, 76.7 percent of own use workers were service providers whereas 23.3 percent were producers of goods.

Figure 9.2: Percentage Distribution of Own use Production Work by Type and Rural/Urban, Zambia 2022

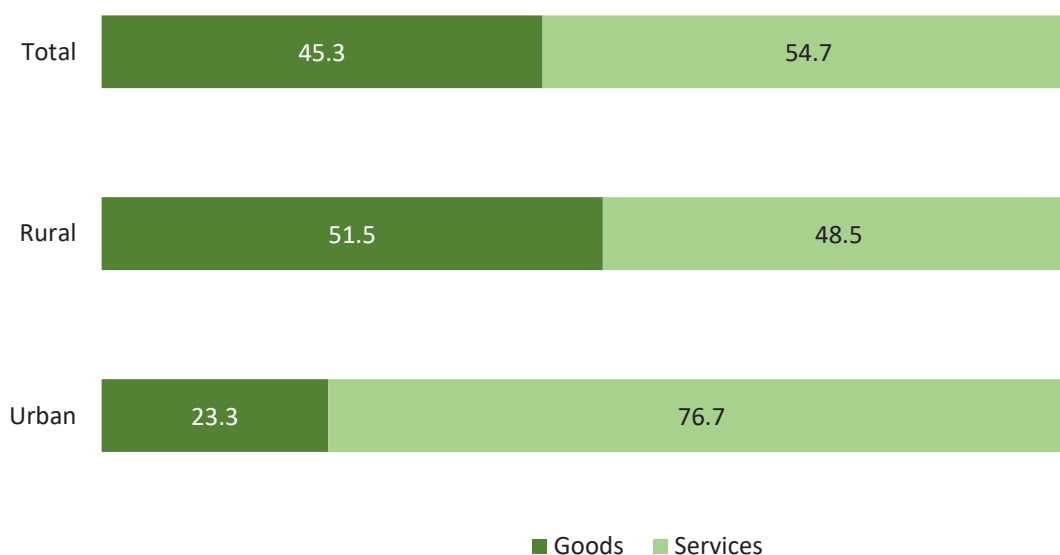
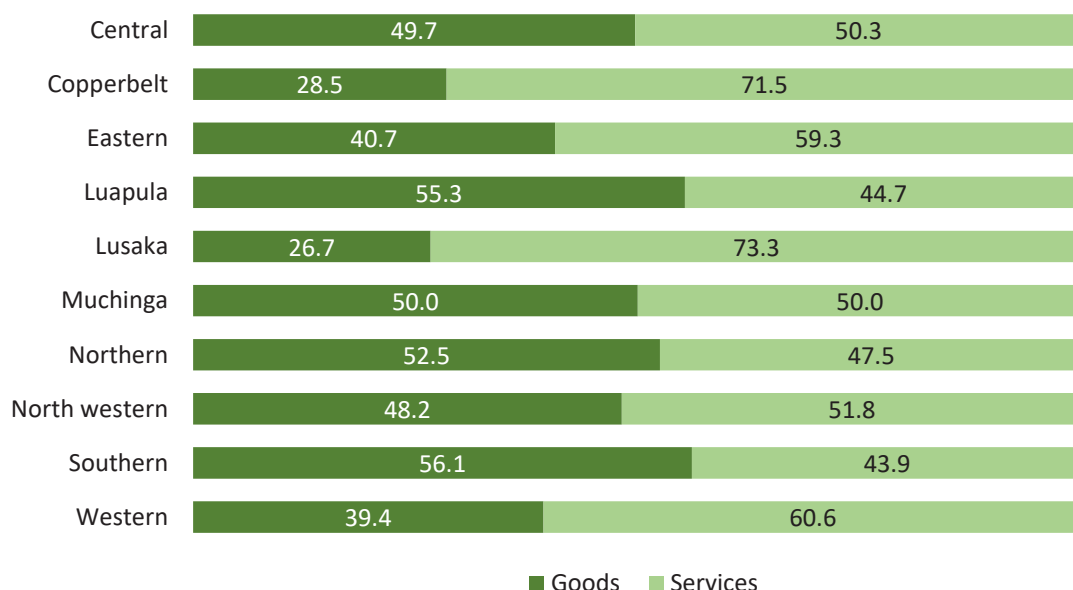


Figure 9.3 shows the percentage distribution of own use production work by type and province. Results show that Southern province had the highest percent share of goods producers at 56.1 percent while Lusaka province had the lowest at 26.7 percent. For service providers, Lusaka province had the highest percent share at 73.3 percent while Southern province had the lowest at 43.9 percent.

Figure 9.3: Percentage Distribution of Own use Production Work by Type and Province, Zambia 2022



9.4 Youth Own Use Production Work

Table 9.3 shows the number and percentage distribution of youth own use production work by rural/urban and sex. Results show that there were 2,557,175 youths in Own Use Production work, of which 77.2 percent were in the rural areas while 22.8 percent in urban areas.

Table 9.3: Number and Percentage Distribution of Youth Own Use Production Work by Rural/urban and Sex, Zambia 2022

Rural/Urban	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	2,557,175	100.0	995,437	1,561,738
Rural	1,973,440	77.2	866,947	1,106,493
Urban	583,735	22.8	128,490	455,245

Figure 9.4 shows the percentage distribution of the youth own use production work by rural/urban and sex. Results show that there were more female youth in Own Use Production work at 61.1 percent than males at 38.9 percent. In both rural and urban areas, the percentage of females in Own Use Production work was higher than that of males.

Figure. 9.4: Percentage Distribution of Youth Own Use Production Work by Rural/Urban and Sex, Zambia 2022

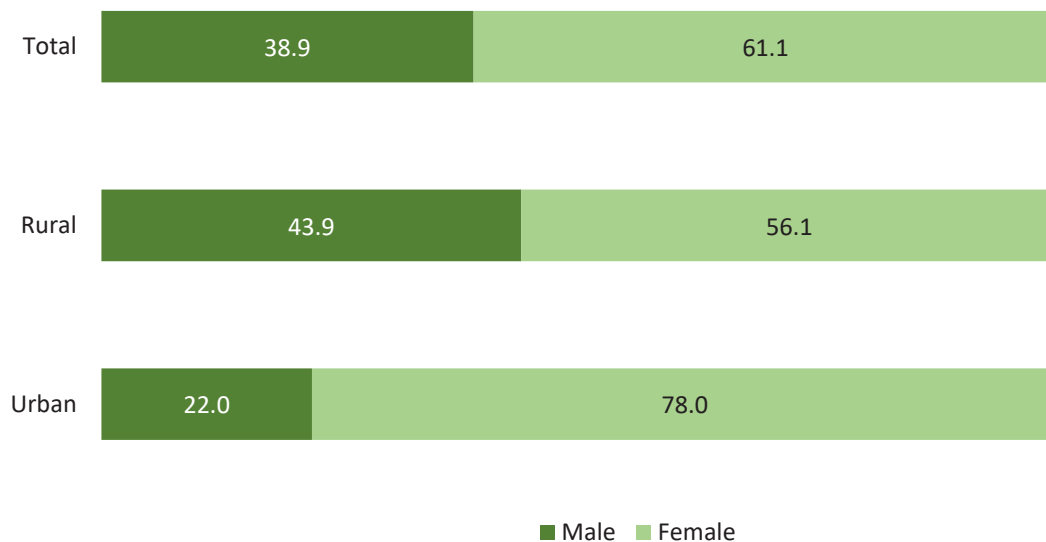
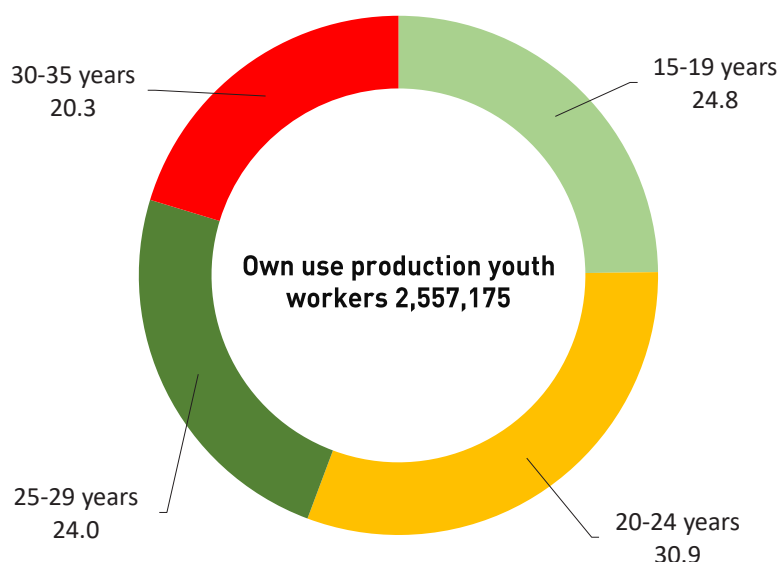


Figure 9.5 shows the percentage distribution of the youth in own use production work by age group. The Age group 20-24 years had the highest share of youth in Own Use Production work at 30.9 percent while the Age group 30-35 years had the lowest at 20.3 percent.

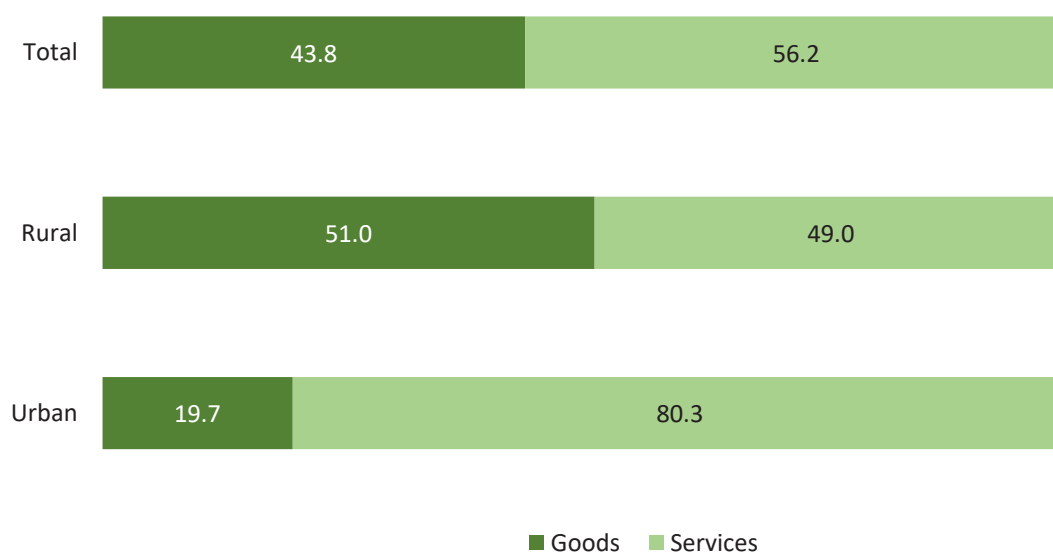
Figure 9.5: Percentage Share of Youth in Own Use Production Work by Age Group, Zambia 2022



9.5 Youth Own Use Production by Type

Figure 9.6 shows the percentage distribution of the youth in own use production workers by type and rural/urban. Results show that youth providing services had a higher percentage than those producing goods at 56.2 percent and 43.8 percent, respectively. In rural areas, youth in Own Use Production work producing goods accounted for 51.0 percent while those providing services accounted for 49.0 percent. In urban areas, 80.3 percent of youth in Own Use Production work were providing services while 19.7 percent were producers of goods.

Figure 9.6: Percentage Distribution of Youth Own Use Production Work by Type and Rural/urban, Zambia 2022



CHAPTER TEN

UNEMPLOYMENT

10.1 Introduction

This chapter describes unemployment and its socio-demographic characteristics such as Sex, Age, Rural/Urban, Province, Education attainment and Duration of Unemployment. In addition, it presents unemployment rate for various sub-categories.

Unemployment is a labour market situation in which individuals who are not in employment during a specified short reference period (last 7 days) are actively seeking work/business opportunities and make themselves available for work. Actively seeking work implies taking steps to look for work (including consulting friends/relatives, advertising one's skills, visiting factories, applying for financial assistance with the view to starting a business, etc.).

10.2 Unemployed persons

Table 10.1 shows the number and percentage distribution of unemployed persons by rural/urban and sex. Results show that the total number of Unemployed persons was 473,562 of which, 31.0 percent were in the rural areas and 69.0 percent in the urban areas.

Table 10.1: Number and Percent Distribution of Unemployed Persons by Rural/Urban and Sex, Zambia 2022

Rural/Urban	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	473,562	100	266,850	206,712
Rural	146,568	31.0	97,187	49,381
Urban	326,994	69.0	169,663	157,331

Figure 10.1 shows percentage distribution of unemployed persons by sex and rural/urban. Results show that 56.3 percent of Unemployed persons were male and 43.7 percent were female. In rural areas, 66.3 percent were males while 33.7 percent were females. In urban areas, males and females accounted for 51.9 percent and 48.1 percent, respectively.

Figure 10.1: Percent Distribution of Unemployed Persons by Sex and Rural/Urban, Zambia 2022

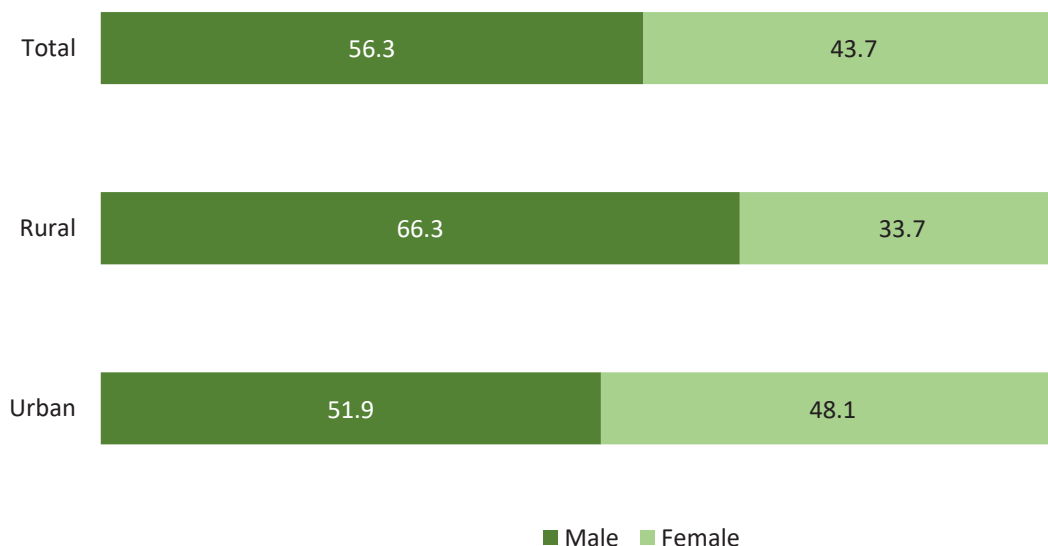


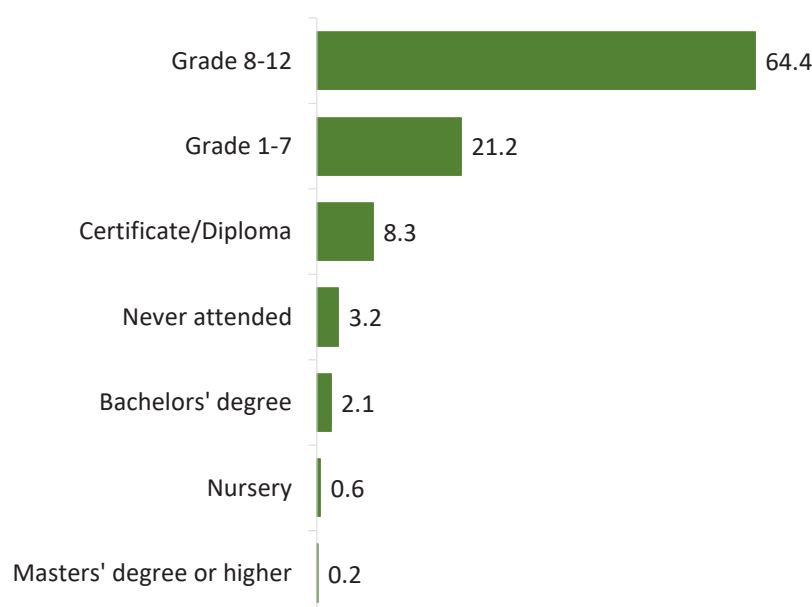
Table 10.2 shows number and percentage distribution of unemployed persons by province and sex. Copperbelt Province had the highest proportion of unemployed persons at 28.0 percent, followed by Lusaka Province at 27.5 percent while Eastern Province had the lowest proportion of unemployed persons at 1.7 percent.

Table 10.2: Number and percentage distribution of Unemployed Persons by Province and Sex, Zambia 2022

Province	Both Sexes		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	473,562	100.0	266,850	100.0	206,712	100
Central	29,110	6.1	21,156	7.9	7,954	3.8
Copperbelt	132,441	28.0	70,892	26.6	61,549	29.8
Eastern	8,112	1.7	6,792	2.5	1,320	0.6
Luapula	17,926	3.8	8,731	3.3	9,195	4.4
Lusaka	130,454	27.5	62,149	23.3	68,305	33
Muchinga	13,060	2.8	10,220	3.8	2,840	1.4
Northern	19,047	4.0	13,427	5.0	5,620	2.7
North Western	46,925	9.9	28,596	10.7	18,329	8.9
Southern	50,804	10.7	29,997	11.2	20,807	10.1
Western	25,683	5.4	14,890	5.6	10,793	5.2

Figure 10.2 shows the percentage distribution of unemployed persons by highest educational attainment. Secondary level (grade 8-12) had the highest percentage share of unemployed persons at 64.4 percent, followed by those in Primary level (Grade 1-7) at 21.2 percent while the lowest percentage share was 0.2 percent for Master's degree or higher.

Figure 10.2: Percentage Distribution of Unemployed Persons by Highest Educational Attainment, Zambia 2022



10.3 Unemployment rate

Unemployment rate is expressed as a percentage of unemployed persons to the total labour force.

Figure 10.3 shows the unemployment rate by rural/urban and sex. The national unemployment rate was 12.6 percent. The unemployment rate in rural areas was 11.4 percent while 13.3 percent was in urban areas. The unemployment rate for males was at 12.0 percent while that of females was at 13.6 percent.

Figure 10.3: Unemployment Rate by Rural/Urban and Sex, Zambia 2022

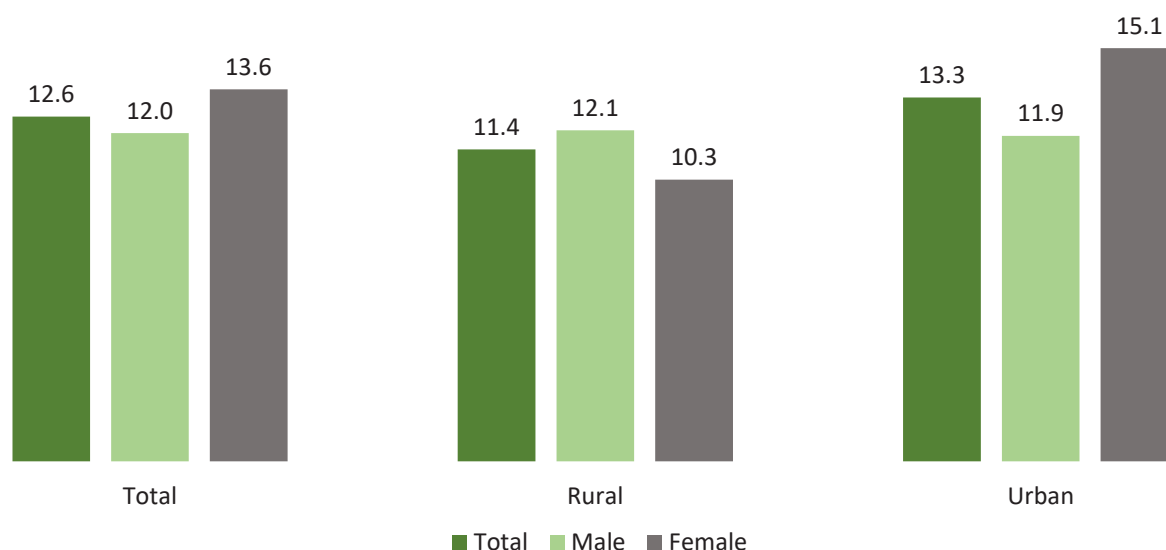


Figure 10.4 shows the unemployment rate by Age group. The age group 15-19 years had the highest unemployment rate at 32.0 percent, while the age group 20-24 years had the second highest unemployment rate at 29.8 percent. The age group with the lowest unemployment rate was 55-59 years at 2.1 percent.

Figure 10.4: Unemployment Rate by Age Group, Zambia 2022

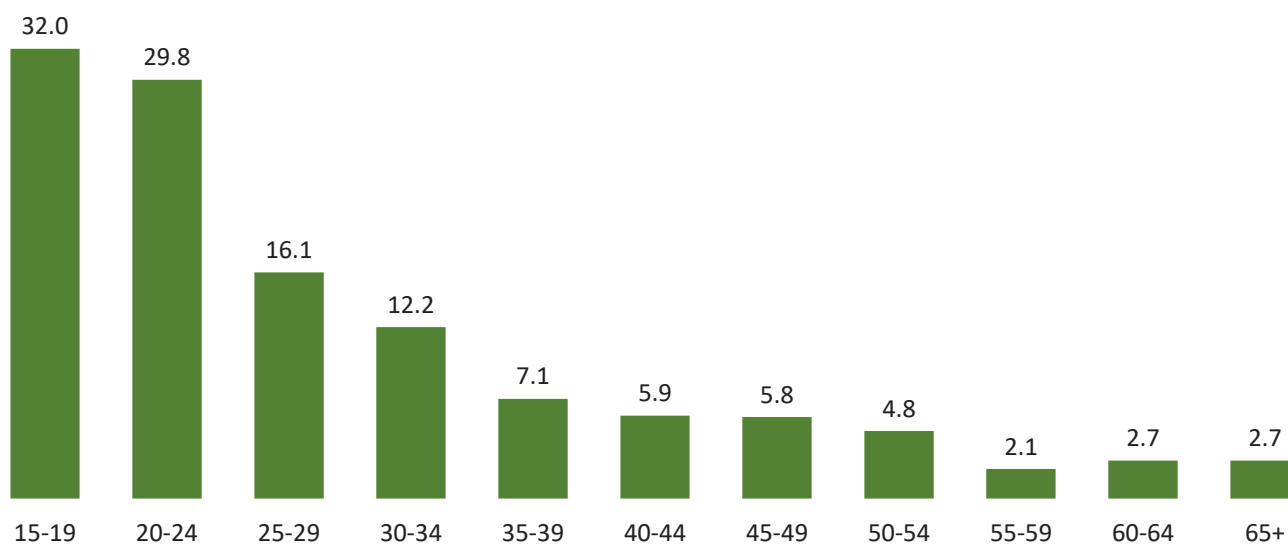


Figure 10.5 shows the unemployment rate by rural/urban and age group. In urban areas, unemployment rate was highest in the age group 15-19 years at 44.3 percent and lowest in the age group 65+ years at 2.4 percent. In rural areas, the age group 15-19 years had the highest unemployment rate at 22.1 percent while the lowest was in the age group 55-59 years old at 0.5 percent.

Figure 10.5: Unemployment Rate by Rural/Urban and Age Group, Zambia 2022

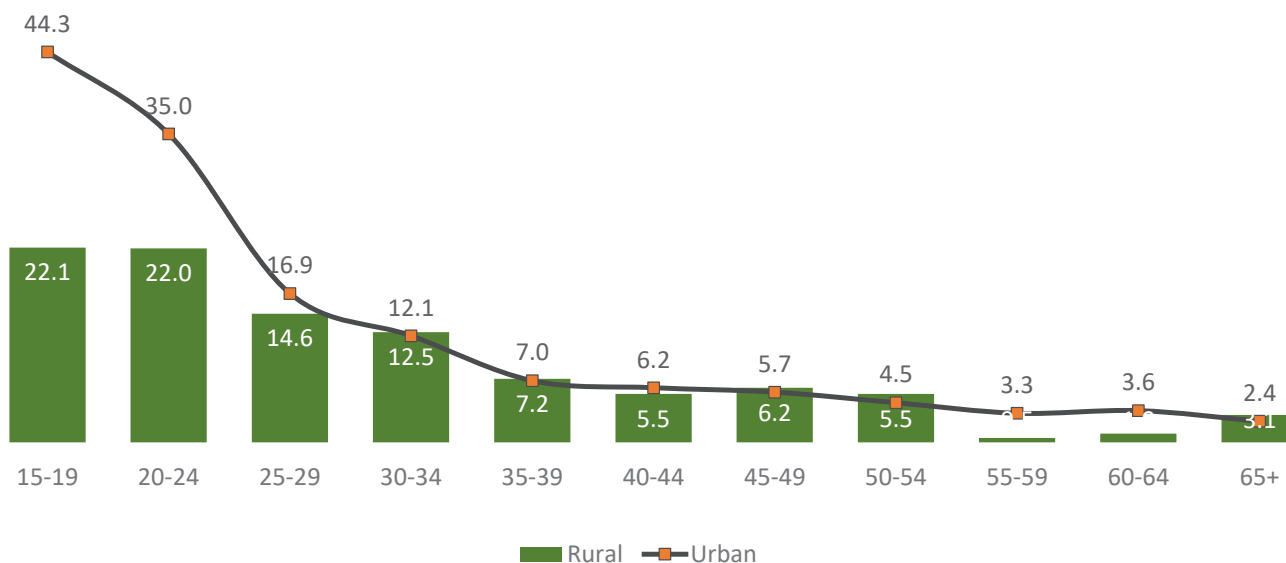


Figure 10.6 shows the unemployment rate by age group and sex. In all the youth age groups and age group 50-54 years, unemployment rate was higher among females than males. Unemployment rates for males and females were highest in the age group 15-19 years at 31.3 percent and 33.3 percent, respectively.

Figure 10.6: Unemployment Rate by Age Group and Sex, Zambia 2022

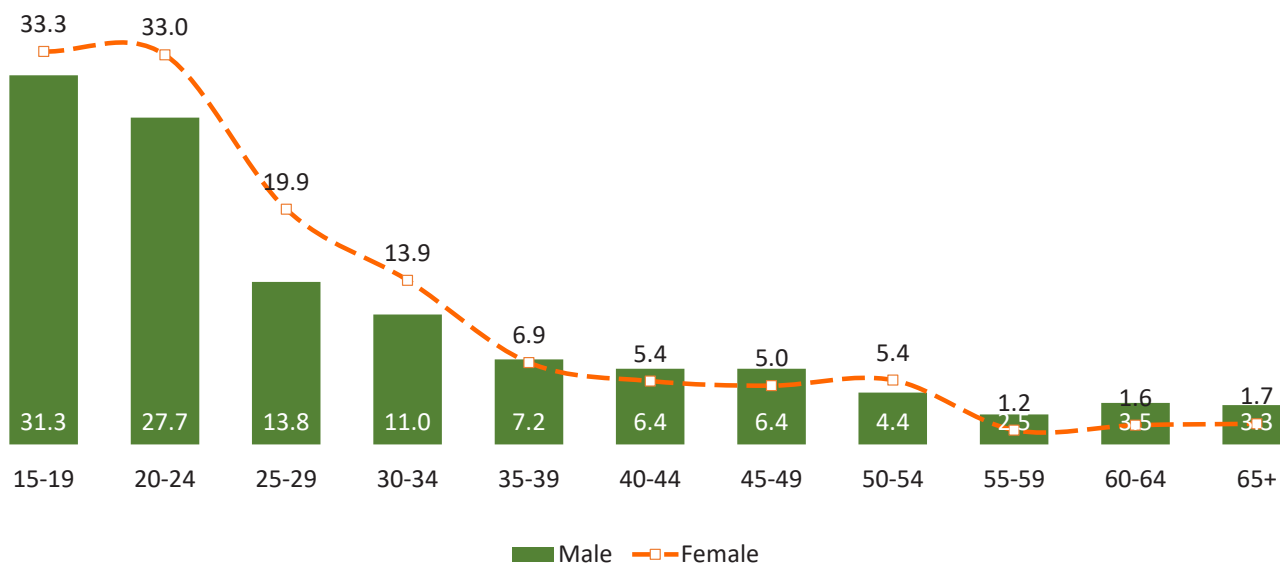


Figure 10.7 shows unemployment rate by highest education attained and sex. Results show that those whose highest level of education attained is None/Nursery had the highest unemployment rate at 59.8 percent while those with Masters Degree or higher had the lowest Unemployment Rate at 7.2 percent. Those with Bachelors Degree had an Unemployment Rate lower than the national average at 8.9 percent. Males reported a lower Unemployment Rate at 7.5 percent while females recorded 11.5 percent.

Figure 10.7: Unemployment Rate by Highest Education Attained and Sex, Zambia 2022

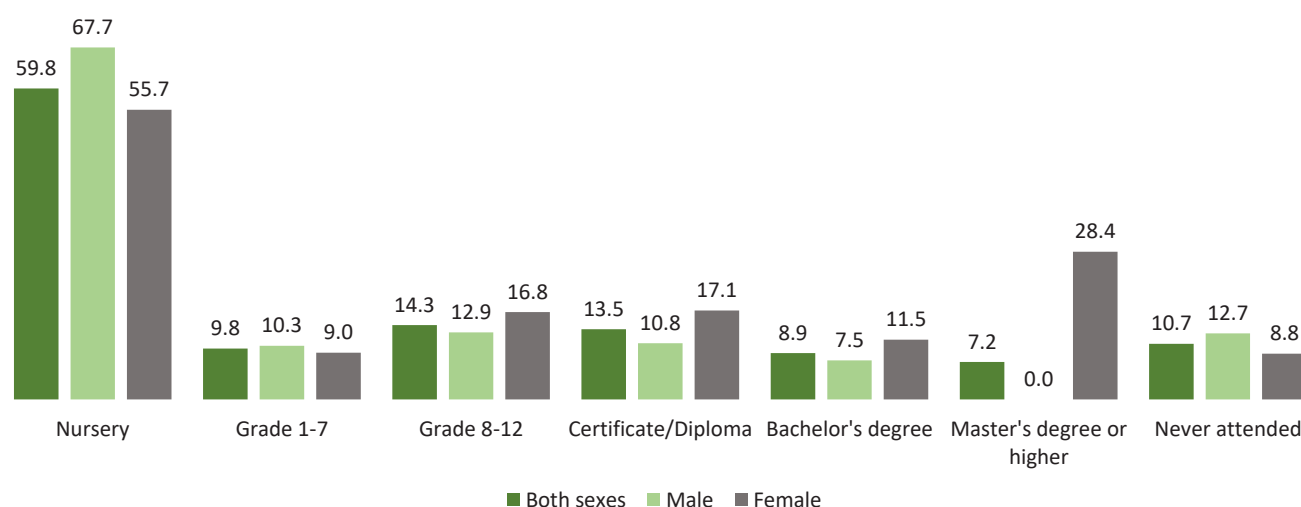


Figure 10.8 shows the percentage share of unemployment rate by province. North Western Province had the highest Unemployment rate at 26.2 percent while Eastern Province had the lowest at 4.8 percent.

Figure 10.8: Percentage share of Unemployment Rate by Province, Zambia 2022

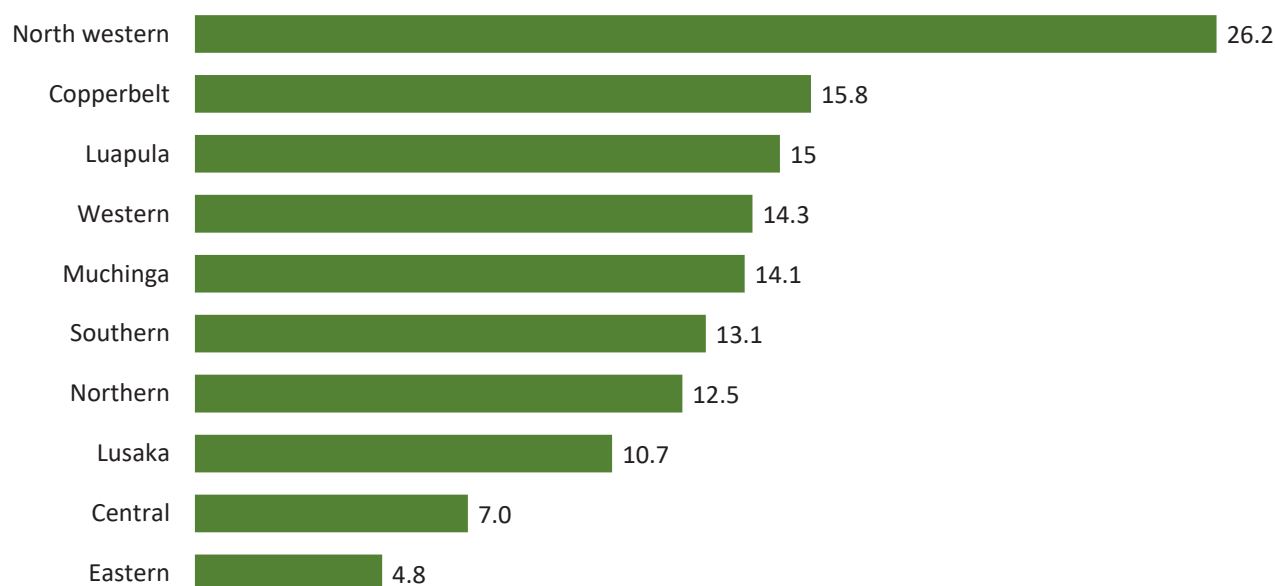
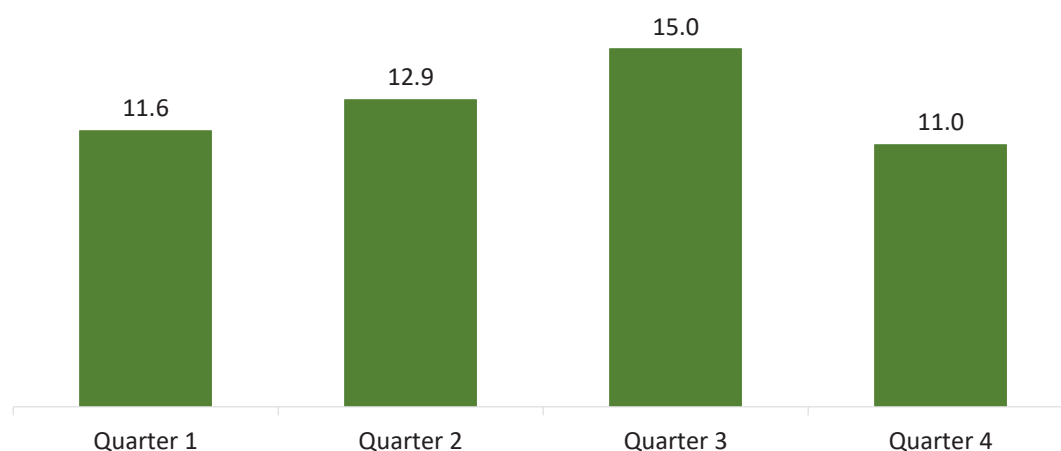


Figure 10.9 shows unemployment rate by quarter. Unemployment rate increased to 15.0 percent in the third quarter from 11.6 percent in the first quarter 2022. It however slightly decreased from a record of 15.0 percent in the third quarter to 11.0 percent in the fourth quarter.

Figure 10.9: Unemployment Rate by Quarter, Zambia 2022



10.4 Youth Unemployment

According to the 2015 National Youth Policy, a youth is a person aged 15 - 35 years old while the United Nations defines a youth as a person aged 15-24 years old. Therefore, the analysis of this section was based on the age groups 15-24 years and 15 - 35 years old.

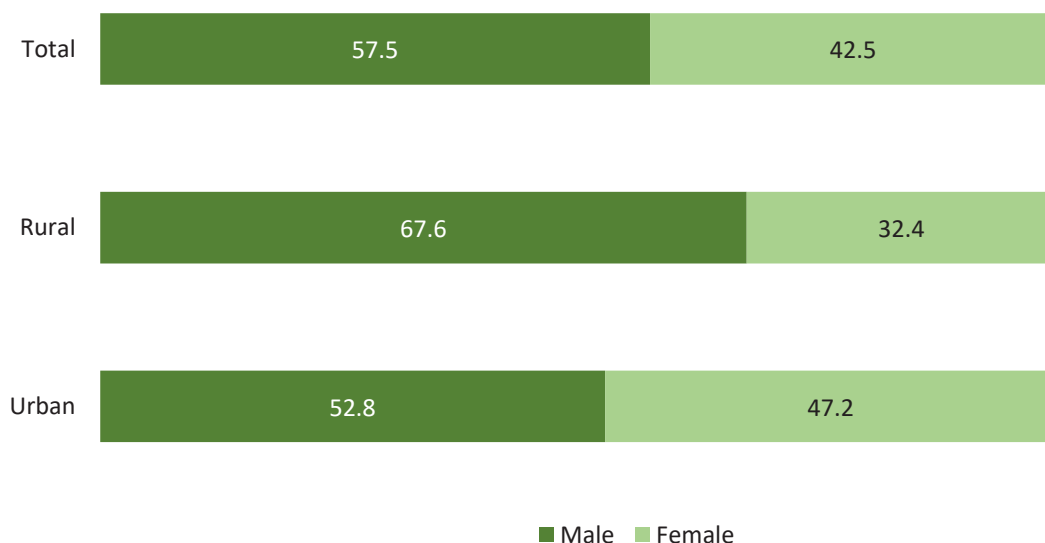
10.5 Youth Unemployment (15-24 Years)

Table 10.3 shows the number and percentage distribution of the unemployed youth (15-24 years) by rural/urban and sex. The population of unemployed youth aged 15-24 years was 185,552 of which, 31.5 percent were in the rural areas and 68.5 percent in the urban areas.

Table 10.3: Number and Percentage Distribution of the Unemployed Youth (15-24 years) by Rural/Urban and Sex, Zambia 2022

Rural/Urban	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	185,552	100.0	106,631	78,921
Rural	58,515	31.5	39,553	18,962
Urban	127,037	68.5	67,078	59,959

Figure 10.10 shows the percentage distribution of the unemployed youth by rural/urban and sex. Results show that 57.5 percent of the unemployed youth aged 15-24 years were males while 42.5 percent were females. In rural areas, 67.6 percent were males and 32.4 percent were females while in urban areas, 52.8 percent were males and 47.2 percent were females.

Figure 10.10: Percentage Distribution of Unemployed Youth (15-24 years) by Rural/Urban and Sex, Zambia 2022


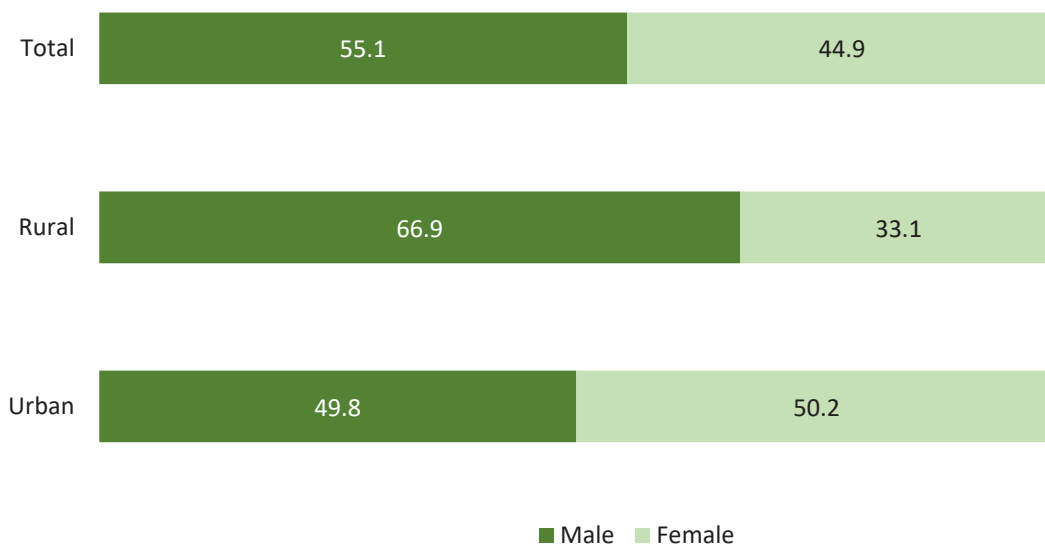
10.6 Youth Unemployment (15-35 Years)

Table 10.4 shows the number and percentage distribution of unemployed youth by age group and sex. Of the total 380,968 unemployed youth aged 15-35 years, the age group 20-24 years accounted for the highest percentage share at 36.7 percent while the age group 15-19 years accounted for the lowest percentage share at 12.0 percent.

Table 10.4: Number and Percentage Distribution of the Unemployed Youth (15-35 years) by Sex and Age Group, Zambia 2022

Sex	Total		15-19		20-24		25-29		30-35	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Both Sexes	380,968	100.0	45,736	12.0	139,816	36.7	112,120	29.4	83,296	21.9
Male	209,787	100.0	28,730	13.7	77,901	37.1	59,448	28.3	43,708	20.8
Female	171,181	100.0	17,006	9.9	61,915	36.2	52,672	30.8	39,588	23.1

Figure 10.11 shows the percentage distribution of the unemployed youth (15-35 years) by rural/urban and sex. There were more male unemployed youth at 55.1 percent than females at 44.9 percent. In rural areas, there were more male unemployed youth at 66.9 percent than females at 33.1 percent while in urban areas, there were more female unemployed youth at 50.2 percent than males at 49.8 percent.

Figure 10.11: Percent Distribution of the Unemployed Youth (15-35 years) by Rural/Urban and Sex, Zambia 2022


10.7 Youth Unemployment Rate (15-35 years)

Figure 10.12 shows the youth unemployment rate by rural/urban and sex. At national level, the youth unemployment rate was 18.8 percent. The females had a higher youth unemployment rate than males at 21.3 percent and 17.2 percent, respectively. Urban areas had a higher youth unemployment rate at 20.0 percent than rural areas at 16.5 percent.

Figure 10.12: Youth Unemployment Rate by Rural/Urban and Sex, Zambia 2022

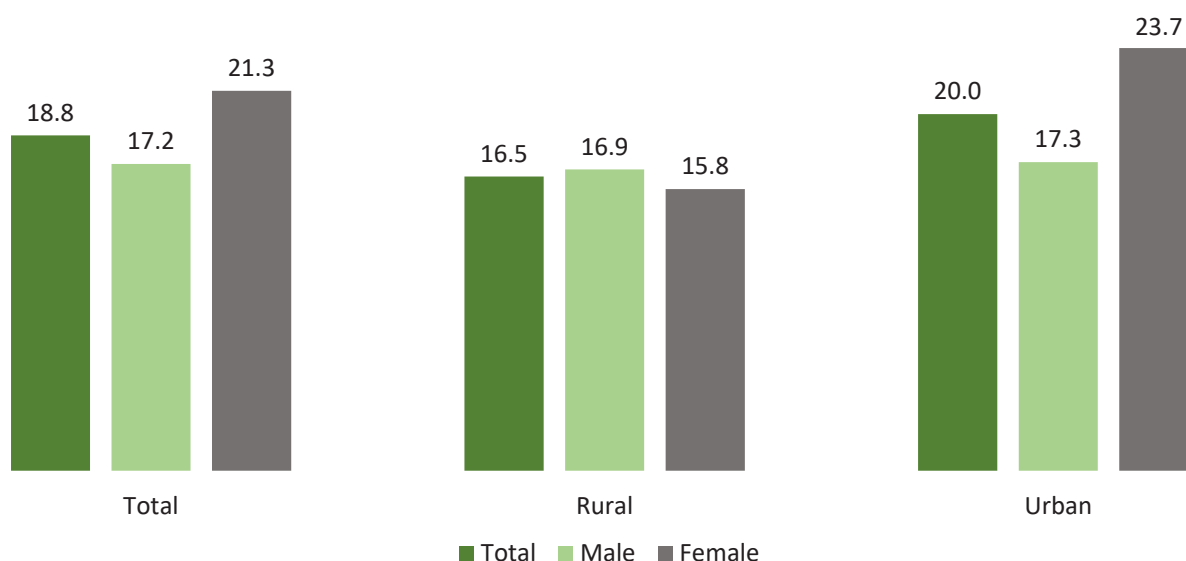


Figure 10.13 shows the youth unemployment rate by age group. The age group 15-19 years had the highest unemployment rate at 32.0 percent while the age group 30-35 years had the lowest at 11.6 percent.

Figure 10.13: Youth Unemployment Rate by Age Group, Zambia 2022

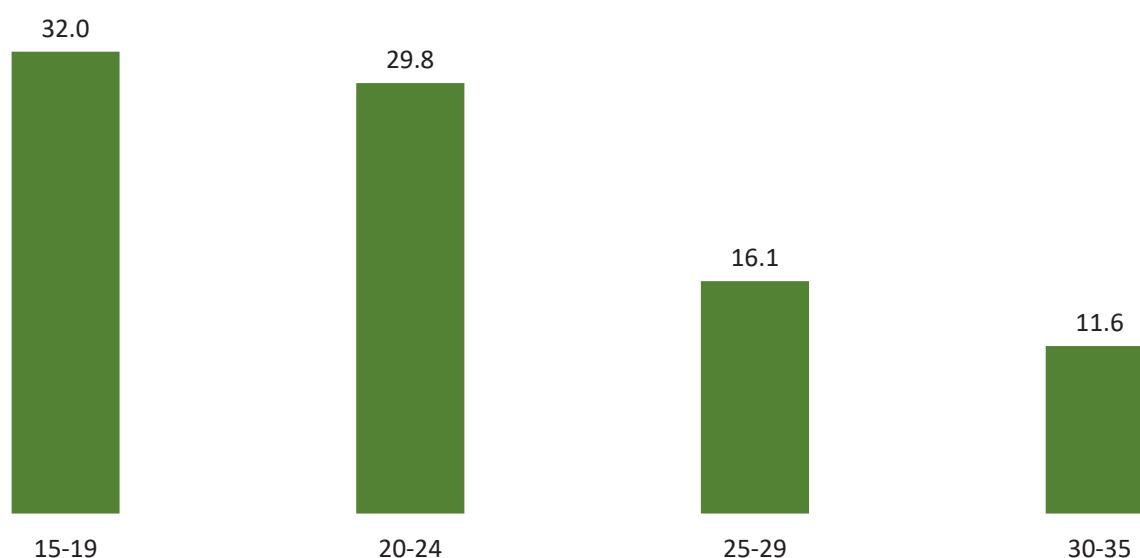


Figure 10.14 shows the youth unemployment rate by age group and sex. The female youth unemployment rate was higher than males in all the age groups. The youth unemployment rate for both males and females was highest in the age group 15-19 years at 31.3 percent and 33.3 percent, respectively.

The age group 15-19 years had the highest youth unemployment rate for both males and females at 31.3 percent and 33.3 percent, respectively

Figure 10.14: Youth Unemployment Rate by Age Group and Sex, Zambia 2022

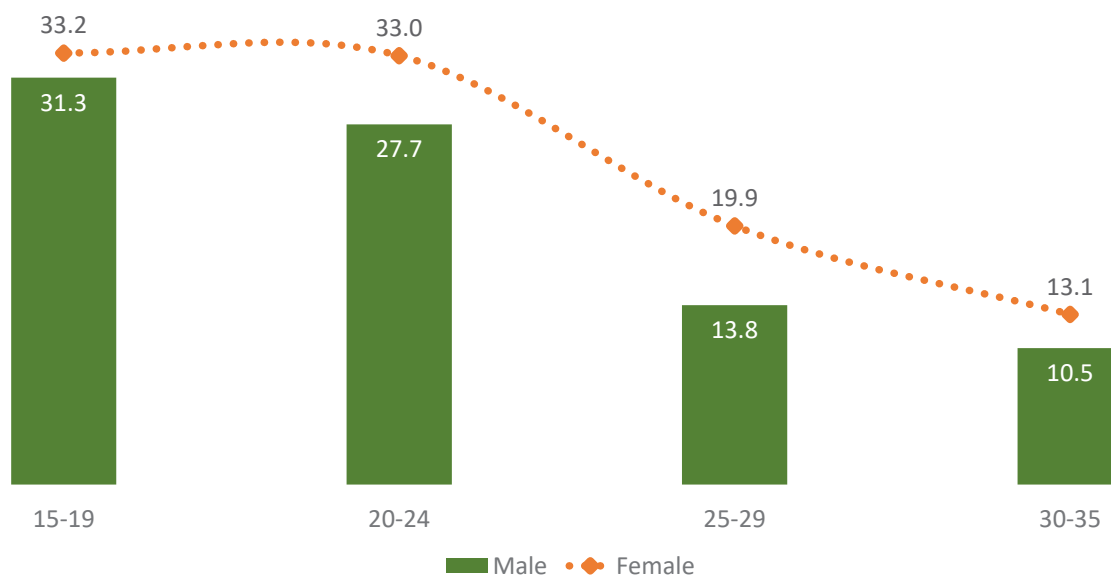
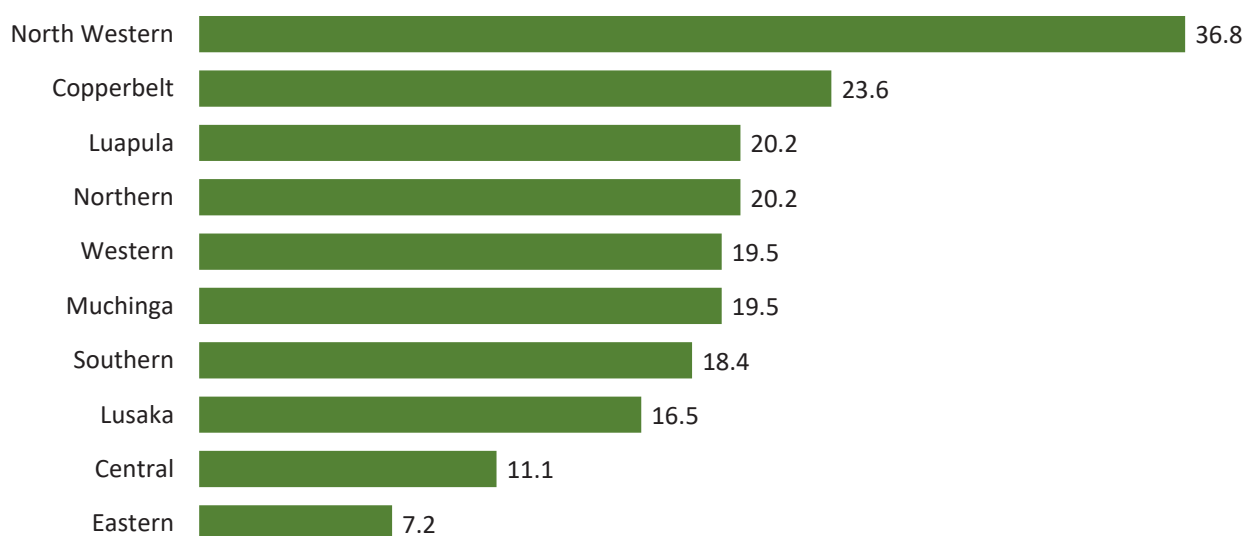


Figure 10.15 shows youth unemployment rate by province. North Western Province had the highest youth unemployment rate at 36.8 percent while Eastern Province had the lowest at 7.2 percent.

Figure 10.15: Youth Unemployment Rate by Province, Zambia 2022



10.8 Unemployment and Potential Labour Force

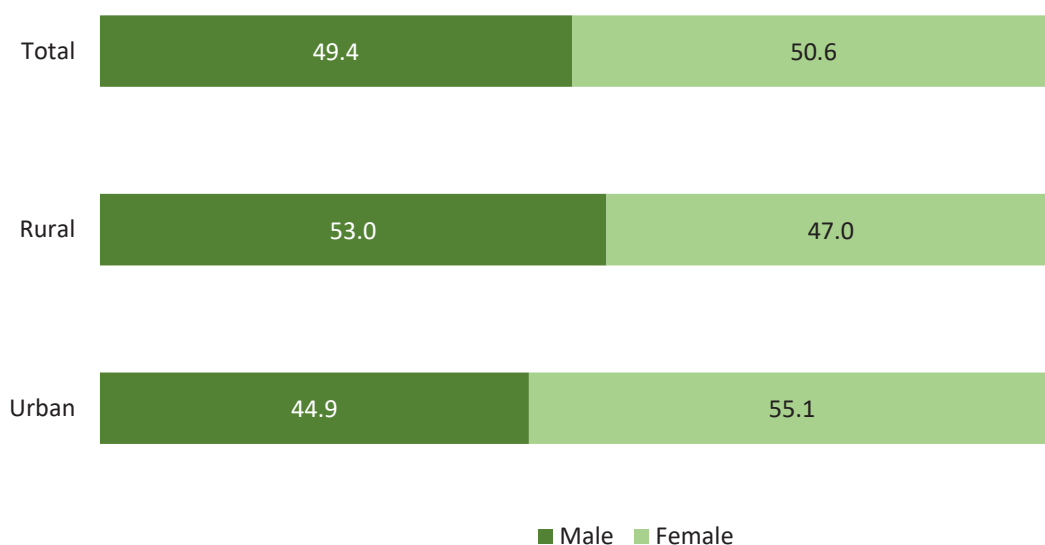
Table 10.5 shows the number and percentage distribution of the unemployed and potential labour force by rural/urban and sex. The total number of unemployed and the potential labour force was 2,282,052 of which 54.9 percent were in rural areas and 45.1 percent were in urban areas.

Table 10.5: Number and Percentage Distribution of the Unemployed and the Potential Labour Force by Rural/Urban and Sex, Zambia 2022

Rural/Urban	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	2,282,052	100.0	1,127,263	1,154,789
Rural	1,253,821	54.9	665,123	588,698
Urban	1,028,231	45.1	462,140	566,091

Figure 10.16 shows the percentage distribution of the unemployed and potential labour force by rural/urban and sex. The unemployed and potential labour force for females was higher at 50.6 percent than 49.4 percent for males. In rural areas, 53.0 percent were males and 47.0 percent were females while in urban areas, males accounted for 44.9 percent and females 55.1 percent.

Figure 10.16: Percentage Distribution of the Unemployed Population and Potential Labour Force by Rural/Urban and Sex, Zambia 2022



10.10 Combined Rate of Unemployment and Potential Labour Force

The combined rate of unemployment and potential labour force reflects the unemployment scenario in Zambia. This indicator includes discouraged job seekers who would have stopped seeking employment after an unsuccessful period of searching.

The Combined Rate of Unemployment and Potential Labour Force (CRUPLF) is given by the following formula;

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

Figure 10.17 shows the combined rate of unemployment and potential labour force by rural/urban and sex. The Combined Rate of Unemployment and Potential Labour Force was 41.1 percent. The male Combined Rate was 36.6 percent compared to 46.7 percent for females. Rural areas had a higher combined rate than urban areas at 52.5 percent and 32.5 percent, respectively.

Figure 10.17: Combined Rate of Unemployment and Potential Labour Force by Rural/Urban and Sex, Zambia 2022

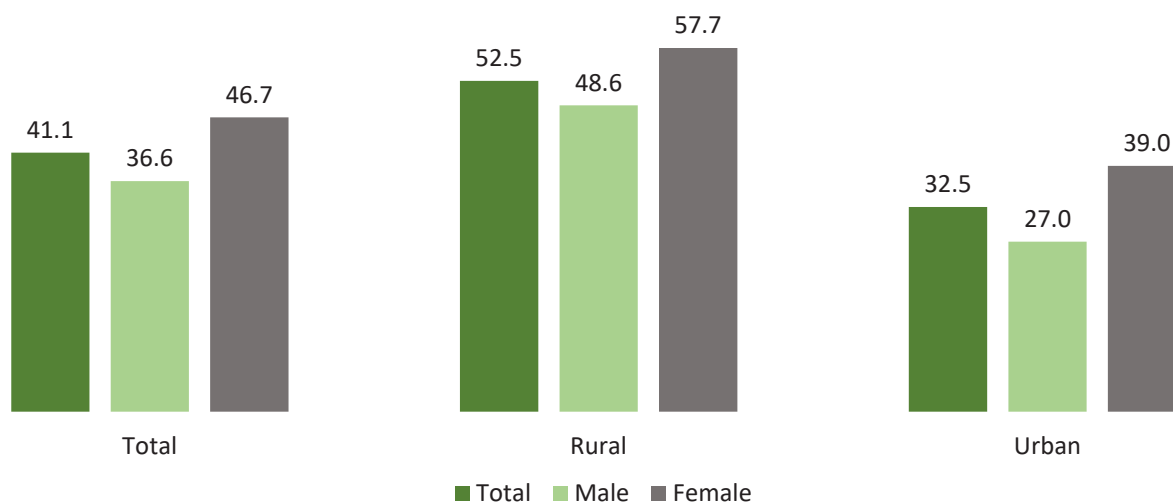


Figure 10.18 shows the combined rate of unemployment and potential labour force by rural/urban and age group. The Combined Rate of Unemployment and Potential Labour Force was higher in rural areas than in urban areas across all the age groups. In both rural and urban areas, the rate was highest in the age group 15-19 years.

Figure 10.18: Combined Rate of Unemployment and Potential Labour Force by Rural/Urban and Age Group, Zambia 2022

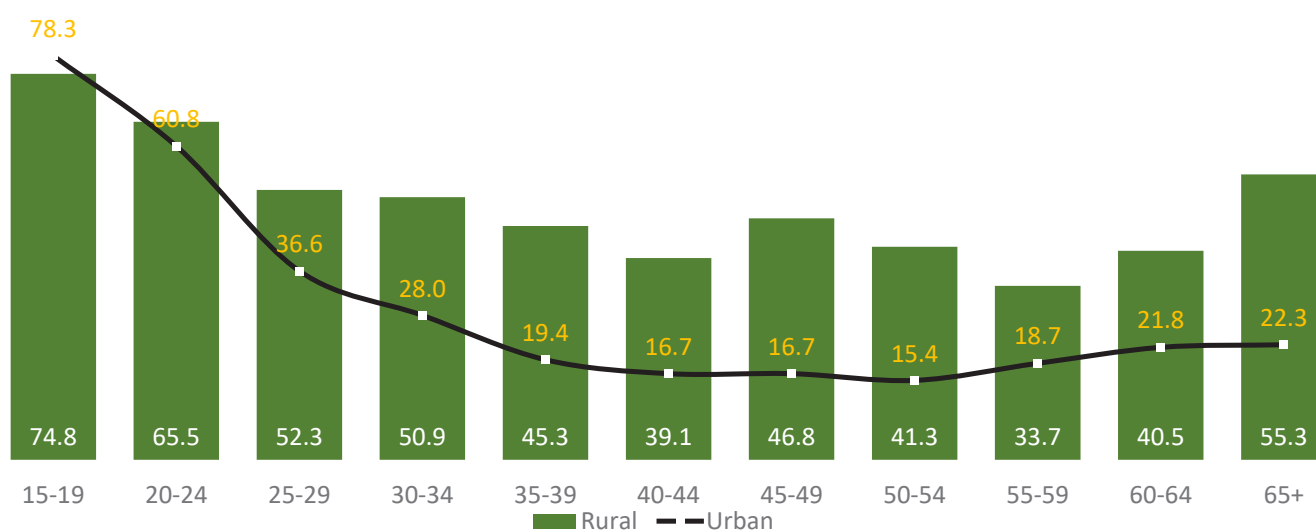
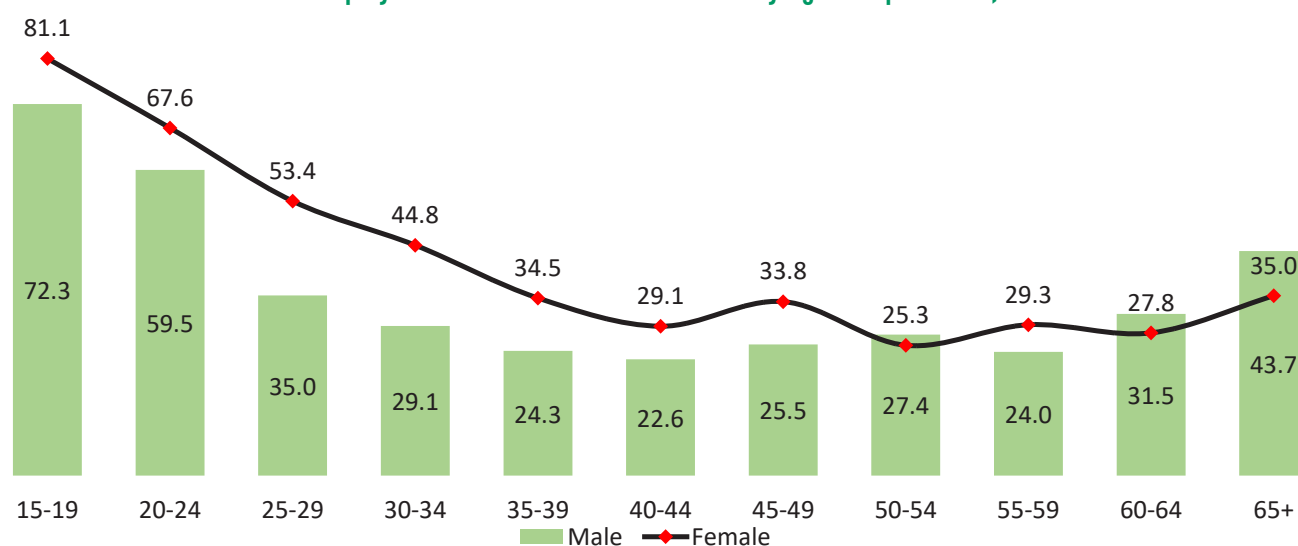


Figure 10.19 shows the combined rate of unemployment and potential labour force by age group and sex. The Combined Rate of Unemployment and Potential Labour Force for both males and females was higher in younger age groups 15-19 years and 20-24 years and lower in older ages. The rate was higher for females than males in all age groups except in age groups 50-54 and 60 and above where it was higher for males.

Figure: 10.19 Combined Rate of Unemployment and Potential Labour Force by Age Group and Sex, Zambia 2022



10.11 Youth Unemployed and Potential Labour Force

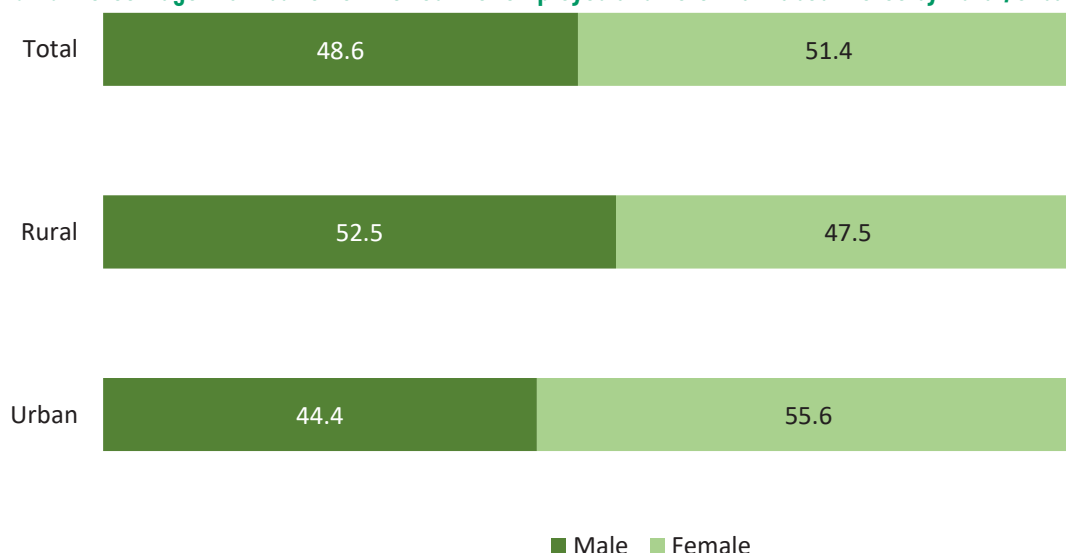
Table 10.6 shows the number and percentage distribution of youth unemployed and potential labour force by rural/urban and sex. The total number of youth unemployed and potential labour force was 1,672,446 of which, 52.1 percent were in rural areas and 47.9 percent in urban areas.

Table 10.6: Number and Distribution of the Youth Unemployed and Potential Labour Force by Rural/Urban and Sex, Zambia 2022

Rural/Urban	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	1,672,446	100.0	813,186	859,260
Rural	870,813	52.1	457,544	413,269
Urban	801,633	47.9	355,642	445,991

Figure 10.20 shows the percentage distribution of the youth unemployed and potential labour force by rural/urban and sex. The percentage distribution of the youth unemployed and potential labour force was higher in females than males at 51.4 percent and 48.6 percent, respectively. In rural areas, there were more males at 52.5 percent than females at 47.5 percent while in urban areas, there were more females than males at 55.6 percent and 44.4 percent, respectively.

Figure 10.20: Percentage Distribution of the Youth Unemployed and Potential Labour Force by Rural/Urban and Sex, Zambia 2022



10.12 Combined Rate of Youth Unemployment and Potential Labour Force (CRUPLF)

Figure 10.21 shows the combined rate of youth unemployment and potential labour force by rural/urban and sex. The combined rate of youth unemployment and potential labour force was 50.4 percent. The combined rate was higher for females at 57.6 percent than males at 44.5 percent. Rural areas had a higher rate than urban areas at 59.4 percent and 43.3 percent, respectively.

Figure 10.21: Combined Rate of Youth Unemployment and Potential Labour Force by Rural/Urban and Sex, Zambia 2022

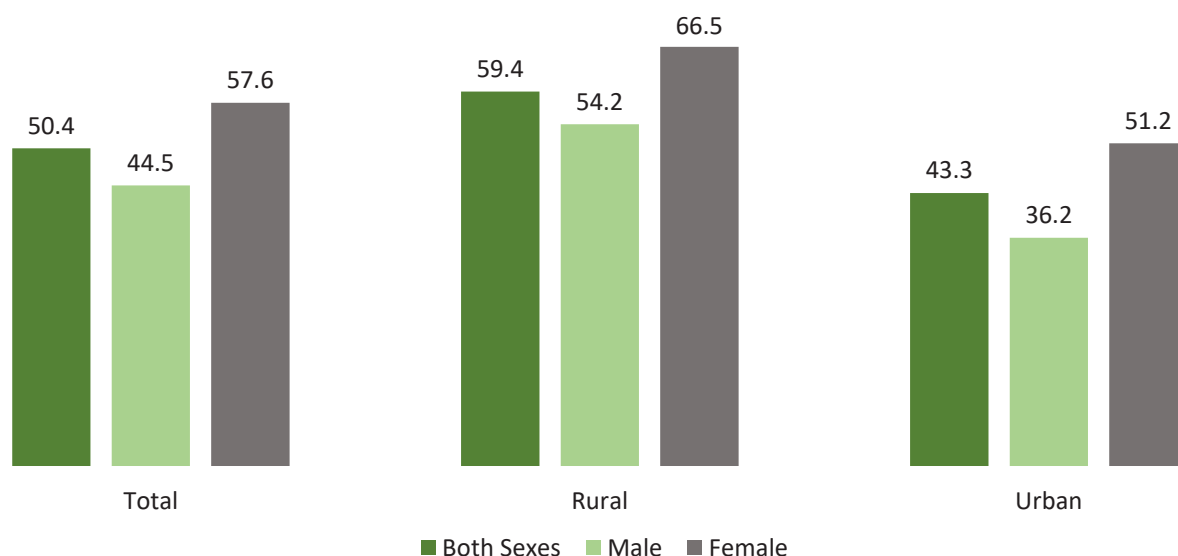


Figure 10.22 shows the combined rate of youth unemployment and potential labour force by rural/urban and age group. The combined rate of youth unemployment and potential labour force in rural areas was higher than that of the urban areas across all age groups except in the age group 15-19 years where urban was higher than rural. The combined rate of youth unemployment and potential labour force was highest in the age group 15-19 years and lowest in the age group 30-35 years in both rural and urban areas.

Figure 10.22: Combined Rate of Youth Unemployment and Potential Labour Force by Rural/Urban and Age Group, Zambia 2022

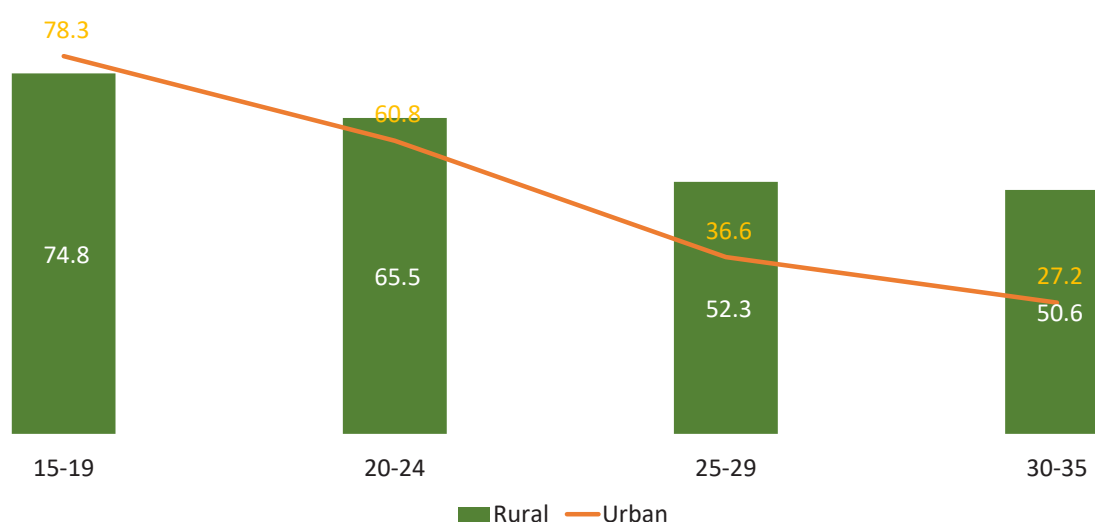
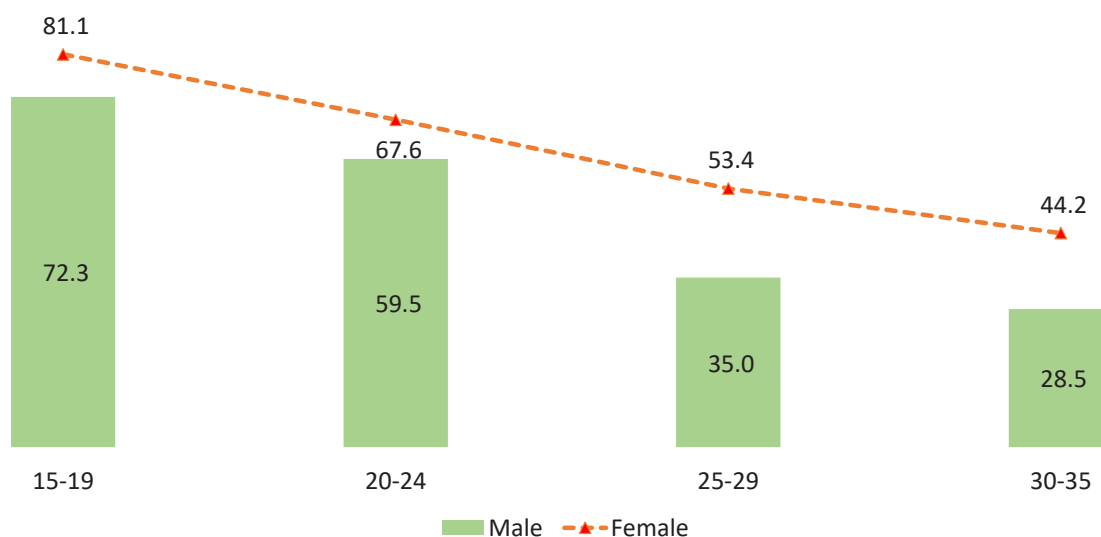


Figure 10.23 shows the combined rate of youth unemployment and potential labour force by age group and sex. The combined rate of youth unemployment and potential labour force was higher for females than males across all age groups.

Figure 10.23: Combined Rate of Youth Unemployment and Potential Labour Force by Age Group and Sex, Zambia 2022



10.13 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 measure of long-term unemployment is the proportion of persons in long-term unemployment to the total number of persons in the labour force expressed as a percentage.

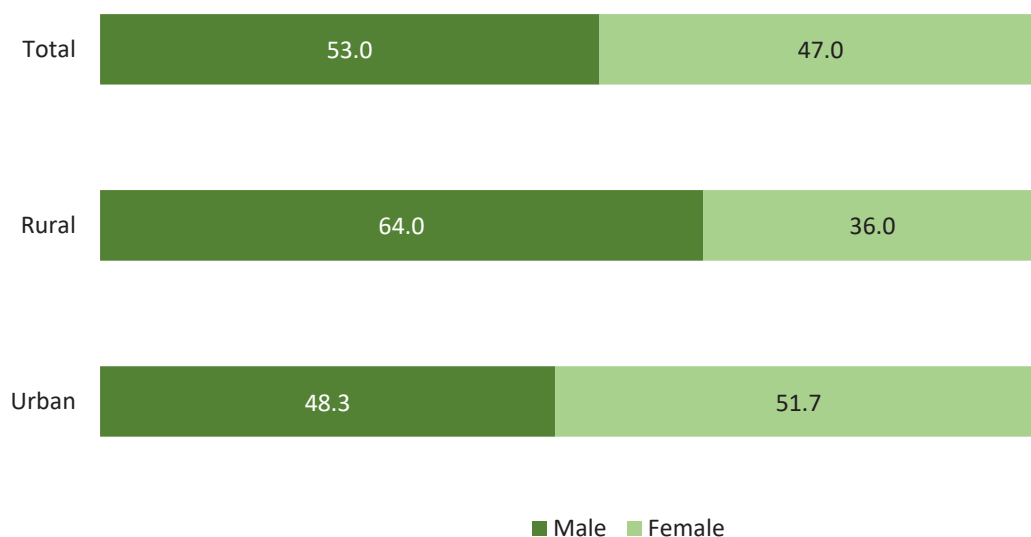
10.14 Long-Term Unemployed Persons

Table 10.7 shows the number and percentage distribution of long-term unemployed persons by rural/urban and sex. The total number of persons in long-term unemployment was 350,917 of which, 29.9 percent were in rural areas and 70.1 percent in urban areas.

Table 10.7: Number and Percentage Distribution of Long-Term Unemployed Persons by Rural/Urban and Sex, Zambia 2022

Rural/Urban	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	350,917	100.0	185,945	164,972
Rural	104,849	29.9	67,053	37,796
Urban	246,068	70.1	118,892	127,176

Figure 10.24 shows percentage distribution of persons in long-term unemployment by rural /urban and sex. Results show that 53.0 percent of persons in long-term unemployment were males while 47.0 percent were females. In rural areas, 64.0 percent were males while 36.0 percent were females. In urban areas, 48.3 percent were males while 51.7 percent were females.

Figure 10.24: Percentage Distribution of Long-Term Unemployed Persons by Rural/Urban and Sex, Zambia 2022


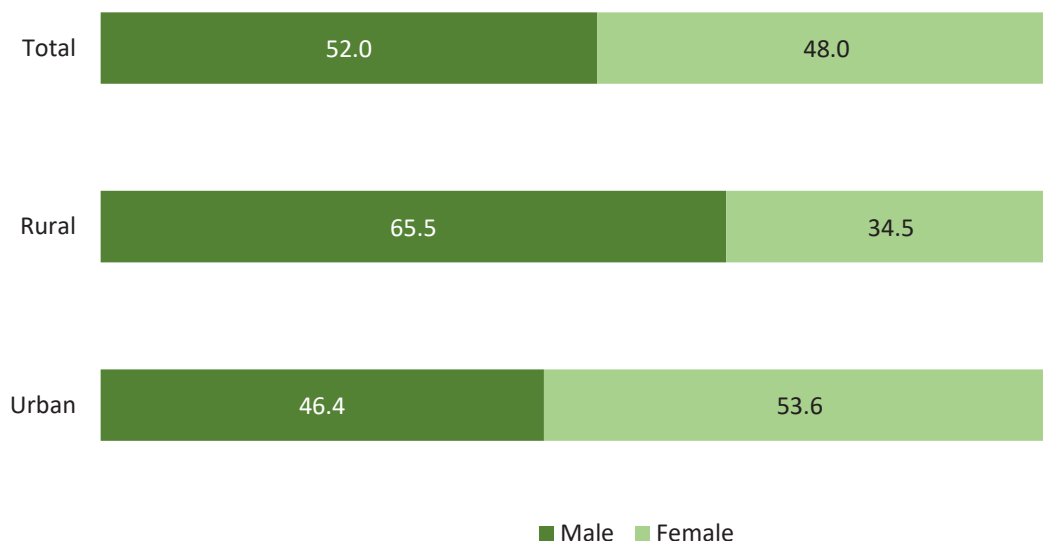
10.15 Youth (15-35 Years) Long-Term Unemployment

Table 10.8 shows the number and percentage distribution of long-term unemployed persons by rural/urban and sex. The total number of youth in long-term unemployment was 288,370 of which, 29.4 percent were in rural areas and 70.6 percent in urban areas.

Table 10.8: Number and Percentage Distribution of Youth (15-35 years) in Long-Term Unemployment by Rural/Urban and Sex, Zambia 2022

Rural/Urban	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	288,370	100	150,060	138,310
Rural	84,837	29.4	55,550	29,287
Urban	203,533	70.6	94,510	109,023

Figure 10.25 shows the percentage distribution of youth in long-term unemployment by rural /urban and sex. There were more male youth in long-term unemployment at 52.0 percent than females at 48.0 percent. In rural areas, 65.5 percent were males and 34.5 percent were females while in urban areas, 46.4 percent were males and 53.6 percent were females.

Figure 10.25: Percentage Distribution of Youth (15-35 years) in Long-Term Unemployment by Rural/Urban and Sex, Zambia 2022


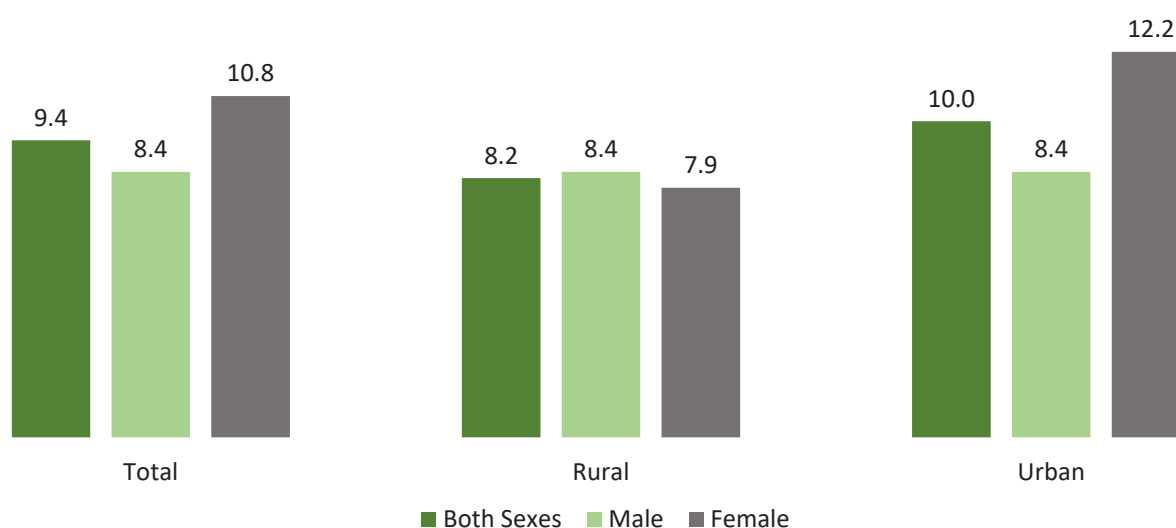
10.16 Long-Term Unemployment Rate

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

$$\text{Long-term Unemployment rate} = \frac{\text{Unemployed for 1 year or more}}{\text{Labour force}} \times 100$$

Figure 10.26 shows the long-term unemployment rate by rural/urban and sex. The long-term unemployment rate was 9.4 percent. Females had a higher rate of long-term unemployment at 10.8 percent than males at 8.4 percent. The urban areas had a higher rate at 10.0 percent than rural areas at 8.2 percent.

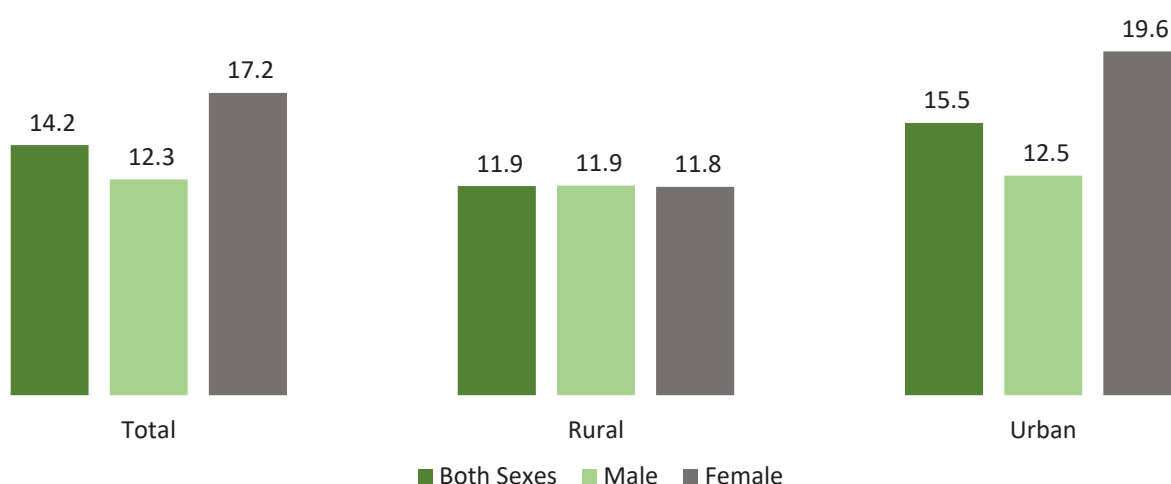
Figure 10.26: Long-Term Unemployment Rate by Rural/Urban and Sex, Zambia 2022



10.17 Long-Term Youth (15-35) Unemployment Rate

Figure 10.27 shows the long-term youth unemployment rate by rural/urban and sex. The overall long-term youth unemployment rate was at 14.2 percent. The rate for males was lower than that of females at 12.3 percent and 17.2 percent, respectively. Urban areas had a higher rate at 15.5 percent than rural areas at 11.9 percent. The rate for males was higher in urban areas at 12.5 percent than in rural areas at 11.9 percent.

Figure 10.27: Long-Term Youth (15-35) Unemployment Rate by Rural/Urban and Sex, Zambia 2022



10.18 Incidence of long-term unemployment rate

The incidence of long-term unemployment is a measure of individuals who are unemployed for one year or longer as a proportion of total unemployed persons and is given by the following formula:

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

Figure 10.28 shows the incidence of long-term unemployment rate by rural/urban and sex. The Incidence of long-term unemployment rate was 74.1 percent. It was higher for females at 79.8 percent than males at 69.7 percent. In urban areas, long-term unemployment rate was higher at 75.3 percent than 70.1 percent in rural areas.

Figure 10.28: Incidence of Long-Term Unemployment by Rural/Urban and Sex, Zambia 2022

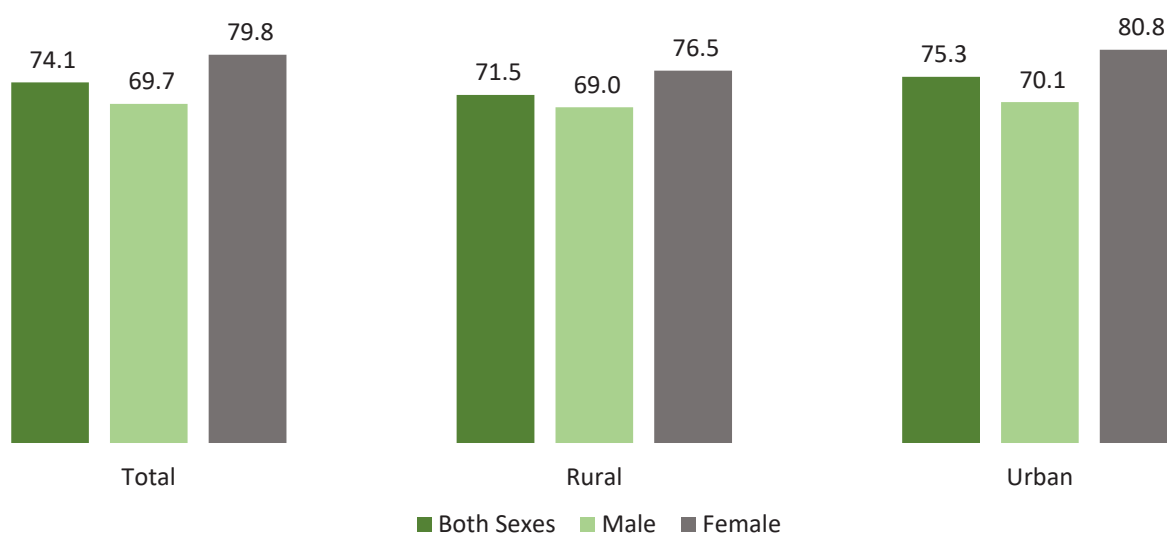


Figure 10.29 shows the incidence of long-term unemployment by level of education attained. The long term unemployment rate was highest among persons that had attained certificate/diploma level of education at 86.8 percent while the lowest was 20.9 percent among unemployed persons with Masters' degree or higher.

Figure 10.29: Incidence of Long-Term Unemployment by Level of Education Attained, Zambia 2022

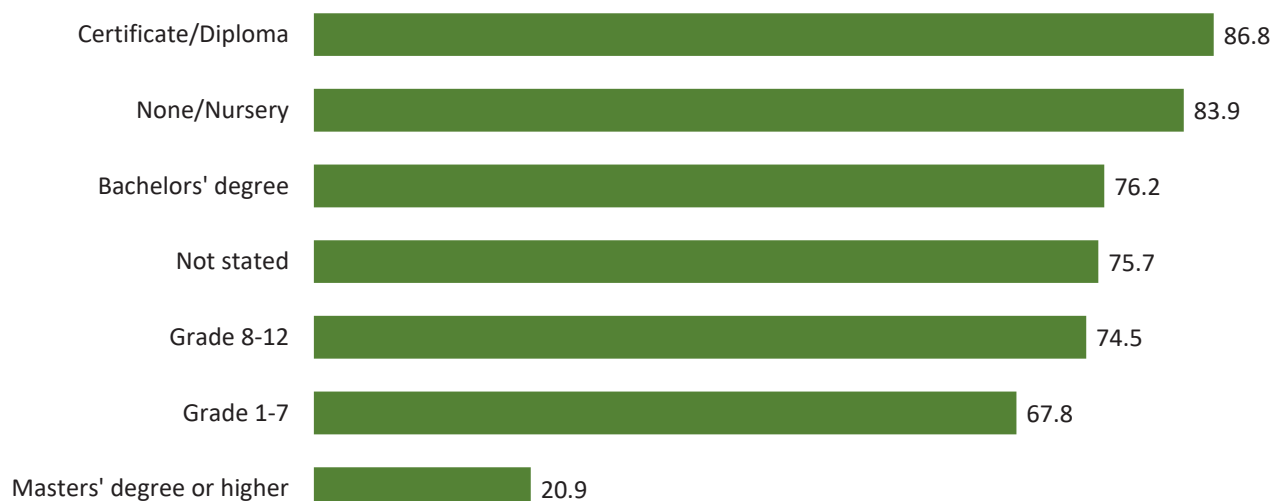
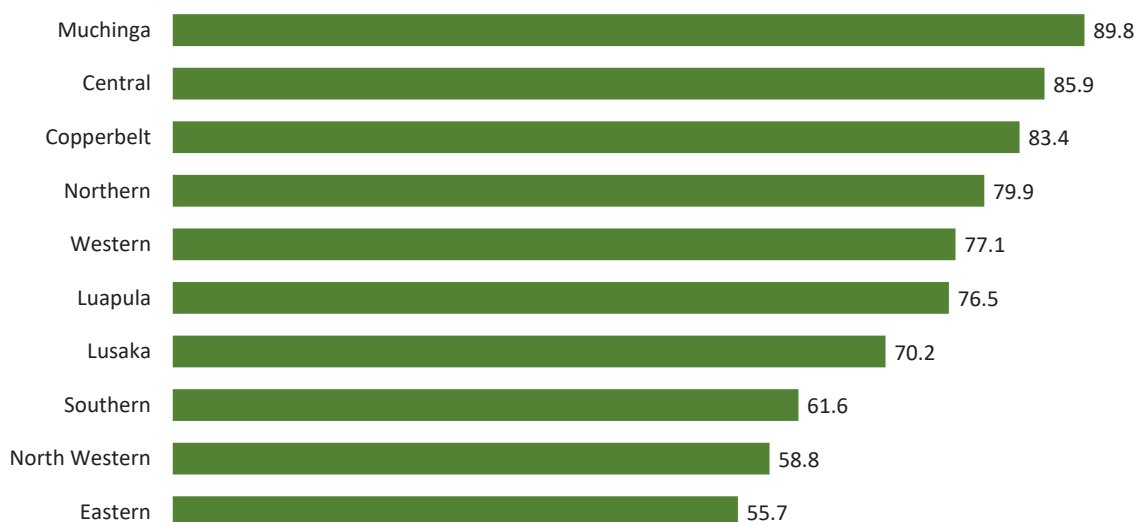


Figure 10.30 shows the incidence of long-term unemployment by province. Muchinga Province had the highest incidence of long-term unemployment rate of 89.8 percent while Central had the second highest incidence rate at 85.9 percent. Eastern province had the lowest incidence rate at 55.7 percent.

Figure 10.30: Incidence of Long-Term Unemployment by Province, Zambia 2022



10.19 Incidence of Long-Term Youth (15-35 years) Unemployment

Figure 10.31 shows the incidence of long-term youth unemployment by rural/urban and sex. The incidence of long-term youth unemployment rate was 75.7 percent. It was higher among females at 80.8 percent than males at 71.5 percent. The incidence of long-term youth unemployment was higher in urban areas at 77.4 percent than rural areas at 71.9 percent.

Figure 10.31: Incidence of Long-Term Youth Unemployment by Rural/Urban and Sex, Zambia 2022

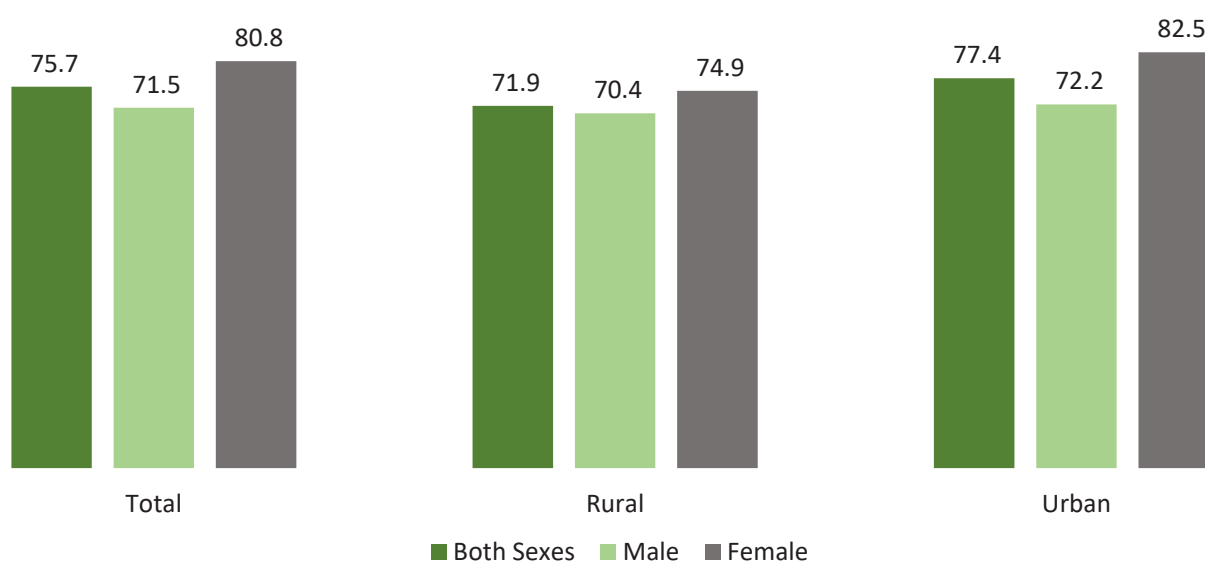
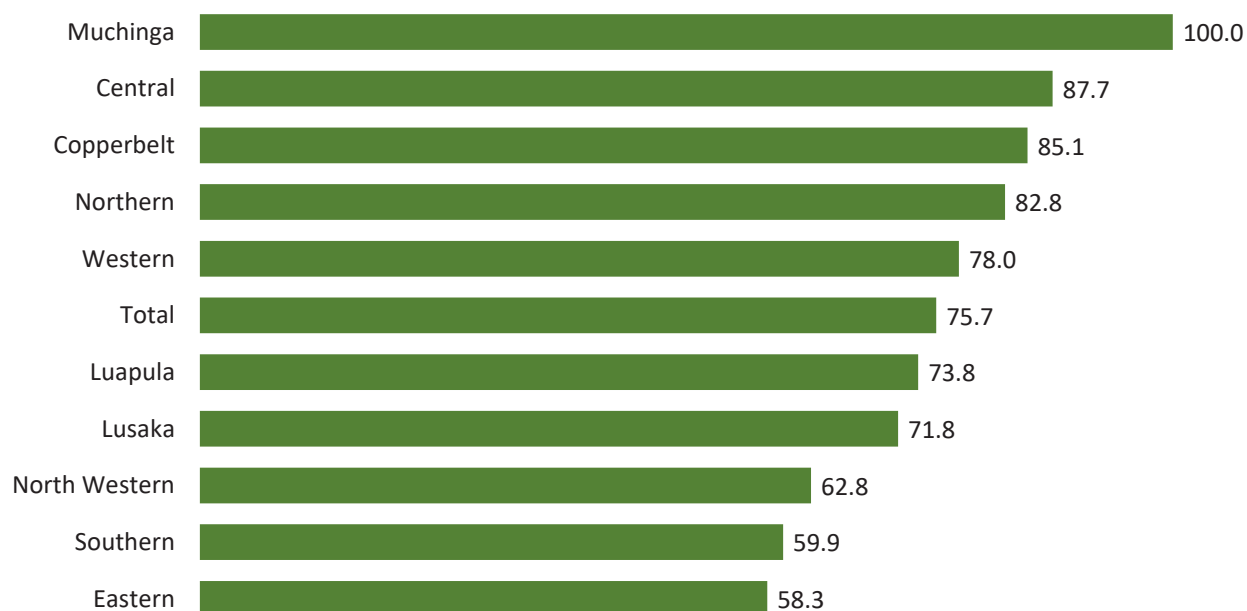


Figure 10.32 shows the incidence of long-term youth unemployment rate by province. Incidence of long-term youth unemployment rate was highest in Muchinga Province at 100.0 percent and lowest in Eastern Province at 51.2 percent.

Figure 10.32: Incidence of Long-Term Youth Unemployment Rate by Province, Zambia 2022



CHAPTER ELEVEN

POPULATION OUTSIDE LABOUR FORCE

11.1 Introduction

This chapter presents information on the population outside the labour force. This constitutes persons; 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. In addition, it highlights the reasons for being outside the labour force.

11.2 Population outside Labour Force

Table 11.1 shows the number and percentage distribution of the population outside labour force by rural/urban and sex. The number of persons outside the labour force was 6,630,700 of which, 63.0 percent were in rural areas and 37.0 percent in urban areas.

Table: 11.1 Number and Percentage Distribution of Population Outside the Labour Force by Rural/urban and Sex, Zambia 2022

Rural/Urban	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	6,630,700	100.0	2,848,635	3,782,065
Rural	4,177,104	63.0	1,871,184	2,305,920
Urban	2,453,596	37.0	977,451	1,476,145

Figure 11.1 shows the percentage distribution of the population outside the labour force by rural/urban and sex. There were more females than males at 57.0 percent and 43.0 percent, respectively. In rural areas, females accounted for 55.2 percent and males accounted for 44.8 percent while in urban areas, males and females accounted for 39.8 percent and 60.2 percent, respectively.

Figure. 11.1: Percentage Distribution of the Population outside Labour Force by Rural/Urban and Sex, Zambia 2022

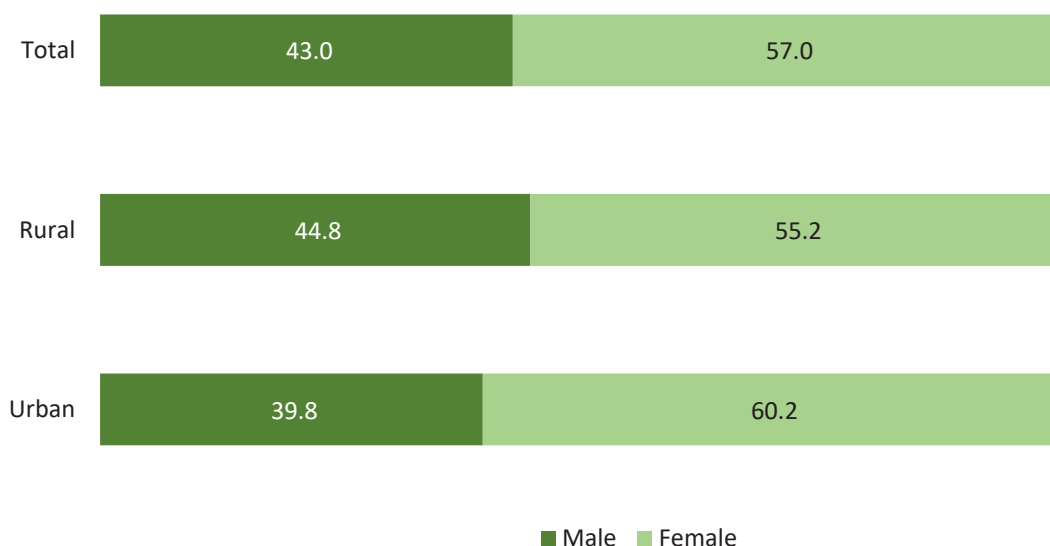


Figure 11.2 shows the percentage share of the population outside the labour force by province. Lusaka Province had the highest share of the country's population outside the labour force at 17.7 percent while Muchinga province had the lowest share at 4.9 percent.

Figure 11.2: Percentage Share of the Population outside the Labour Force by Province, Zambia 2022

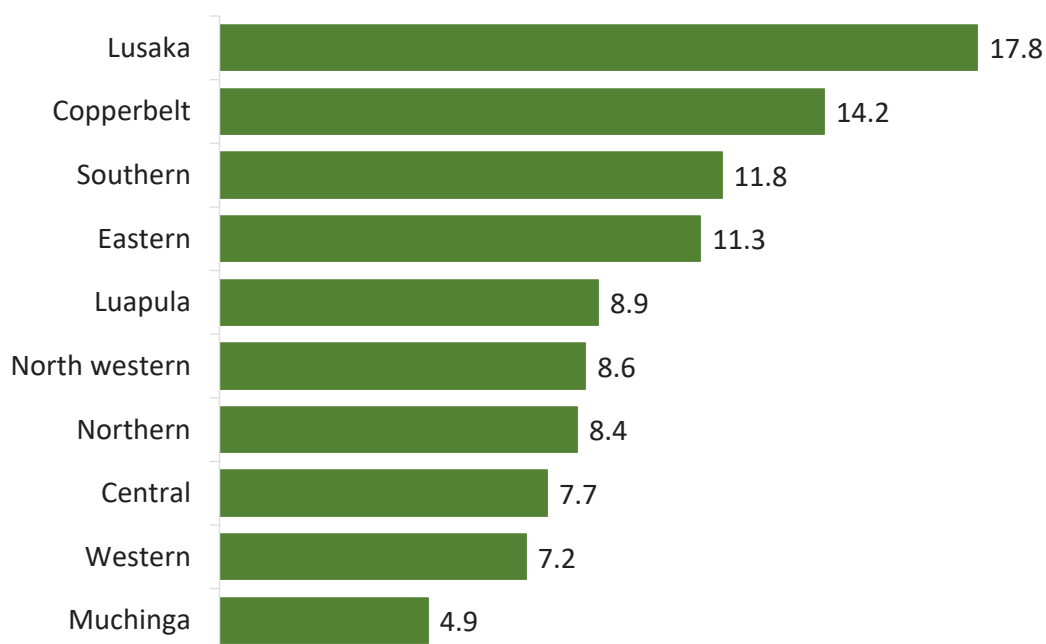


Figure 11.3 shows the percentage distribution of population outside the labour force by rural/urban and age group. The age group 20-24 years had the highest percentage share of the population outside the labour force in both rural and urban with 31.2 percent in rural and 34.5 percent in urban. The age groups 60-64 years, and 65 years and above had the lowest percentage share in rural and urban areas at 2.4 percent and 1.1 percent, respectively.

Figure: 11.3 Percentage Distribution of Population outside the Labour Force by Rural/Urban and Age Group, Zambia 2022

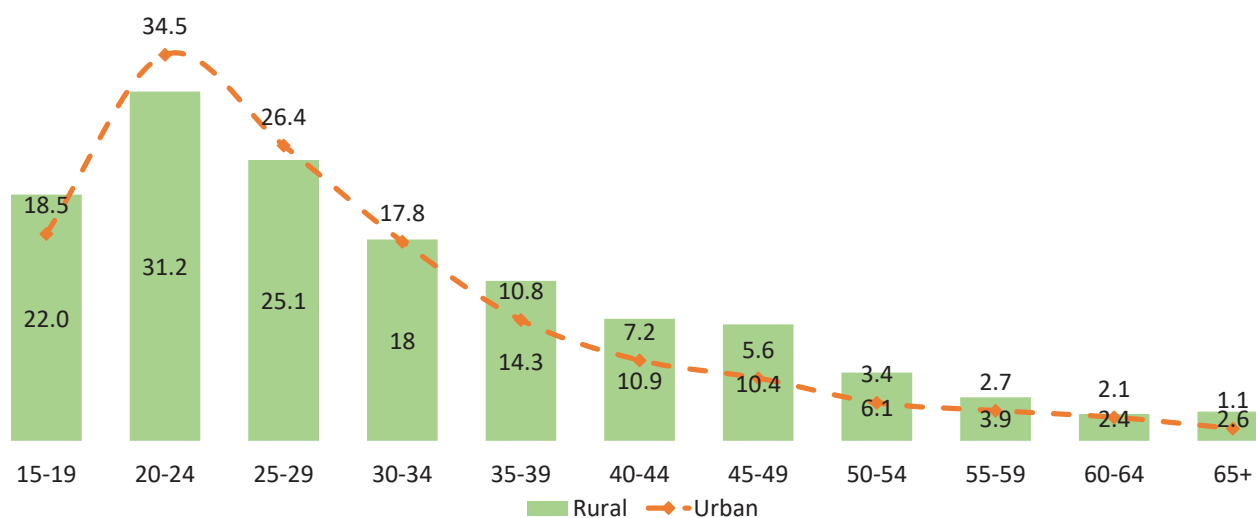


Figure 11.4 shows the percentage distribution of population outside the labour force by rural/urban and province. All the provinces had over 70 percent of population outside the labour force residing in rural areas except Copperbelt and Lusaka which had more persons outside labour force in urban areas at 83.7 percent and 81.1 percent, respectively.

Figure 11.4 Percentage Distribution of Population outside the Labour Force by Rural/urban and Province, Zambia 2022

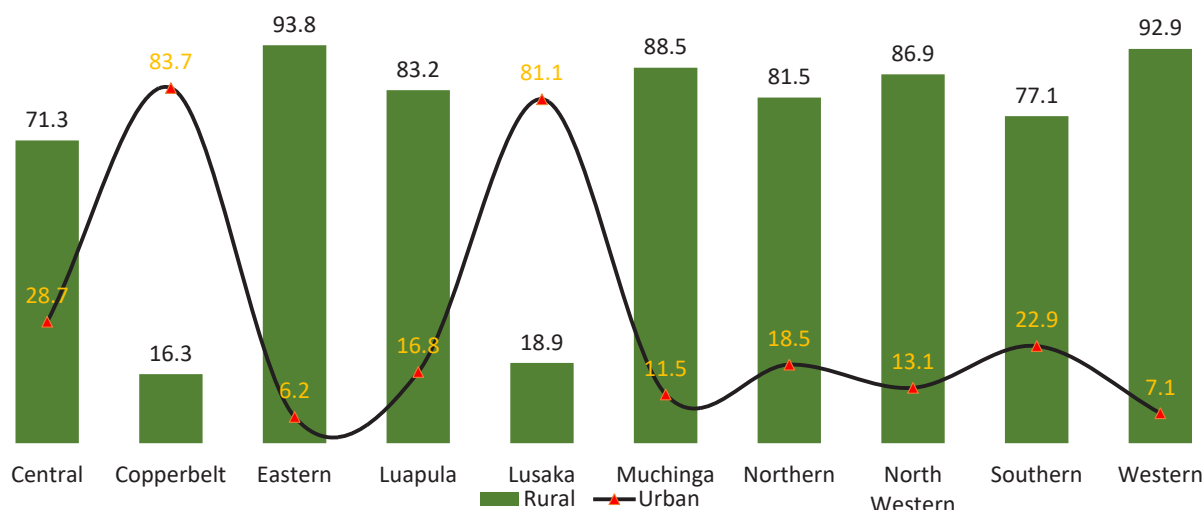
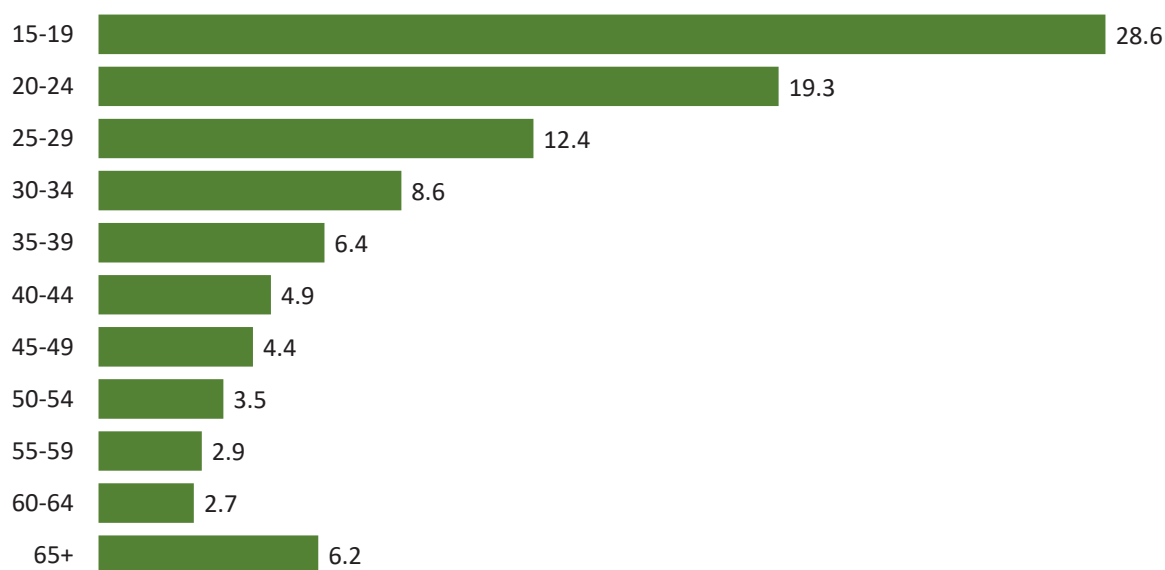


Figure 11.5 shows the percentage distribution of population outside the labour force by age group. The age group 15-19 years had the highest percentage share of the population outside labour force at 28.6 percent followed by the age group 20-24 years at 19.3 percent. The lowest percentage share was in the age group 60-64 years at 2.7 percent.

Figure: 11.5 Percentage Share of Population outside Labour Force by Age Group, Zambia 2022



11.3: Population Outside Labour Force by Reason

Figure 11.6 shows the percentage distribution of the population outside labour force. Of the total population outside labour force, 29.9 percent were engaged in agriculture or fishing for own use, 25.6 percent in school/training while 0.1 percent stated covid-19 related restrictions.

Figure 11.6: Percentage Distribution of Population Outside Labour Force by Reason, Zambia 2022

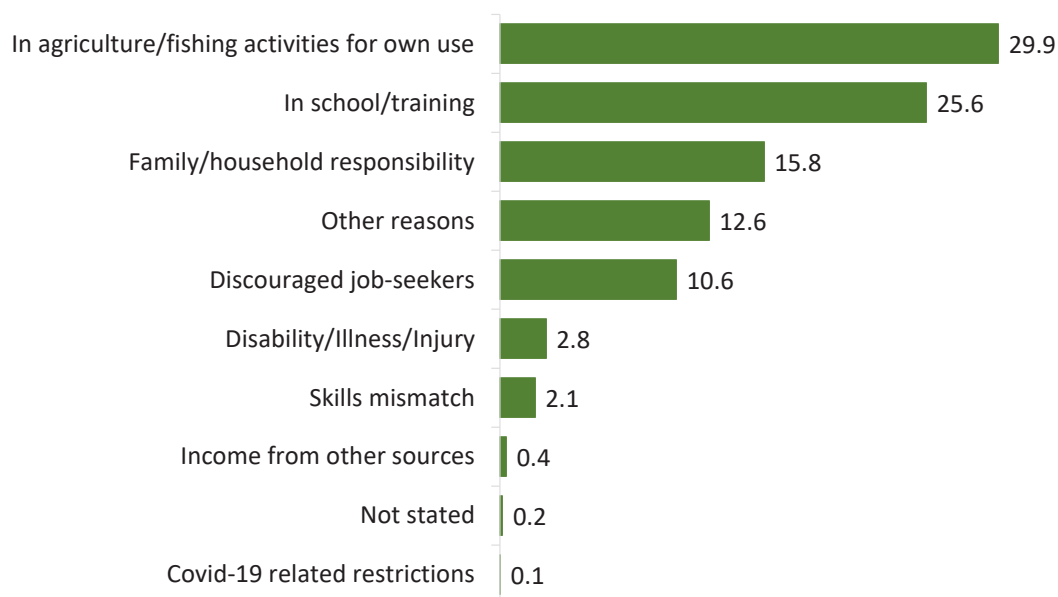


Table 11.2 shows the number and percentage distribution of the population outside the labour force by reason and sex. Results show that of the persons who were outside the labour force due to family/household responsibility, 85.9 percent were females and 14.1 percent were males. Among those that reported agriculture/fishing activities for own use as the main reason for being outside the labour force, 55.8 percent were females and 44.2 percent males.

Table 11.2: Number and Percentage Distribution of Population outside Labour Force by Reason and Sex, Zambia 2022

Reason	Both Sexes	Male		Female	
	Number	Number	Percent	Number	Percent
Total	6,630,700	2,848,635	43	3,782,065	57
Family/household responsibility	1,050,397	148,203	14.1	902,194	85.9
In school/training	1,695,932	887,232	52.3	808,700	47.7
Discouraged job-seekers	702,364	367,711	52.4	334,653	47.6
Skills mismatch	140,883	65,451	46.5	75,432	53.5
Disability/Illness/Injury	184,687	81,134	43.9	103,553	56.1
Covid-19 related restrictions	3,547	1,127	31.8	2,420	68.2
Income from other sources	26,803	13,037	48.6	13,766	51.4
In agriculture/fishing activities for own use	1,981,697	876,651	44.2	1,105,046	55.8
Other reasons	832,308	401,863	48.3	430,445	51.7
Not stated	12,082	6,226	51.5	5,856	48.5

11.4 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.

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

Table 11.3 show the number and percentage distribution of the potential labour force by rural/urban and sex. The persons in the Potential Labour Force were 1,808,490. The rural areas accounted for 61.2 percent while the urban areas accounted for 38.8 percent.

Table 11.3: Number and Percentage Distribution of the Potential Labour Force by Rural/Urban and Sex, Zambia 2022

Rural/Urban	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	1,808,490	100.0	860,413	948,077
Rural	1,107,253	61.2	567,936	539,317
Urban	701,237	38.8	292,477	408,760

Figure 11.7 shows the percentage distribution of persons in the potential labour force by rural/urban and sex. There were more females than males in the potential labour force at 52.4 percent and 47.6 percent, respectively. In rural areas, 51.3 percent of the potential labour force were males and 48.7 percent females. In urban areas females accounted for 58.3 percent while males accounted for 41.7 percent of the persons in the potential labour force.

Figure 11.7: Percentage Distribution of the Potential Labour Force by Rural/Urban and Sex, Zambia 2022

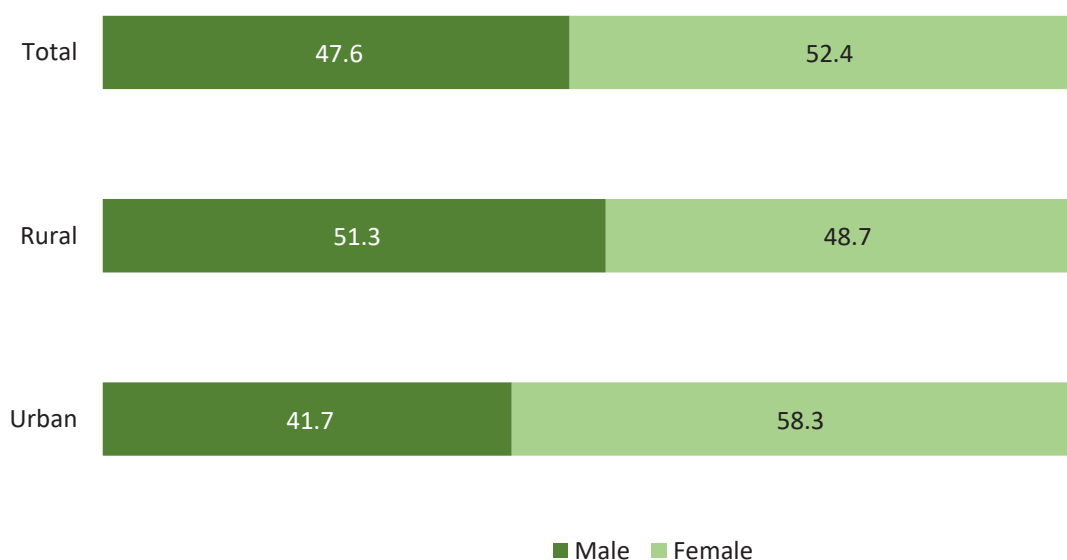


Table 11.4 shows the number and percentage distribution of persons in the potential labour force by age group and sex. At national level, the highest percentage share of the potential labour force was in the age group 20-24 years at 23.3 percent while the lowest was in the age group 65 years or older at 1.4 percent. Among males the highest and lowest percentages were in the age groups 20-24 years and 65 years or older at 25.7 percent and 1.9 percent, respectively. The highest percentage share among females was in the age group 20-24 years at 21.2 percent while the lowest was in the age group 65 years or older at 1.0 percent.

Table 11.4: Number and Percentage Distribution of the Potential Labour Force by Age Group and Sex, Zambia 2022

Age Group	Total		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	1,808,490	100.0	860,413	100.0	948,077	100.0
15-19	265,225	14.7	135,767	15.8	129,458	13.7
20-24	421,301	23.3	220,775	25.7	200,526	21.2
25-29	331,348	18.3	141,517	16.4	189,831	20.0
30-34	231,553	12.8	90,563	10.5	140,990	14.9
35-39	165,562	9.2	67,392	7.8	98,170	10.4
40-44	121,287	6.7	53,881	6.3	67,406	7.1
45-49	108,395	6.0	51,330	6.0	57,065	6.0
50-54	64,591	3.6	40,443	4.7	24,148	2.5
55-59	44,126	2.4	24,441	2.8	19,685	2.1
60-64	29,416	1.6	17,726	2.1	11,690	1.2
65+	25,686	1.4	16,578	1.9	9,108	1.0

Figure 11.8 shows the percentage distribution of the potential labour force by rural/urban and age group. In all age groups, there were more persons in the potential labour force in rural areas than in urban areas. The age groups 45-49 years, 50-54 years and 65 years or older had over 70 percent of the potential labour force in rural areas.

Figure 11.8: Percentage Distribution of the Potential Labour Force by Rural/Urban and Age Group, Zambia 2022

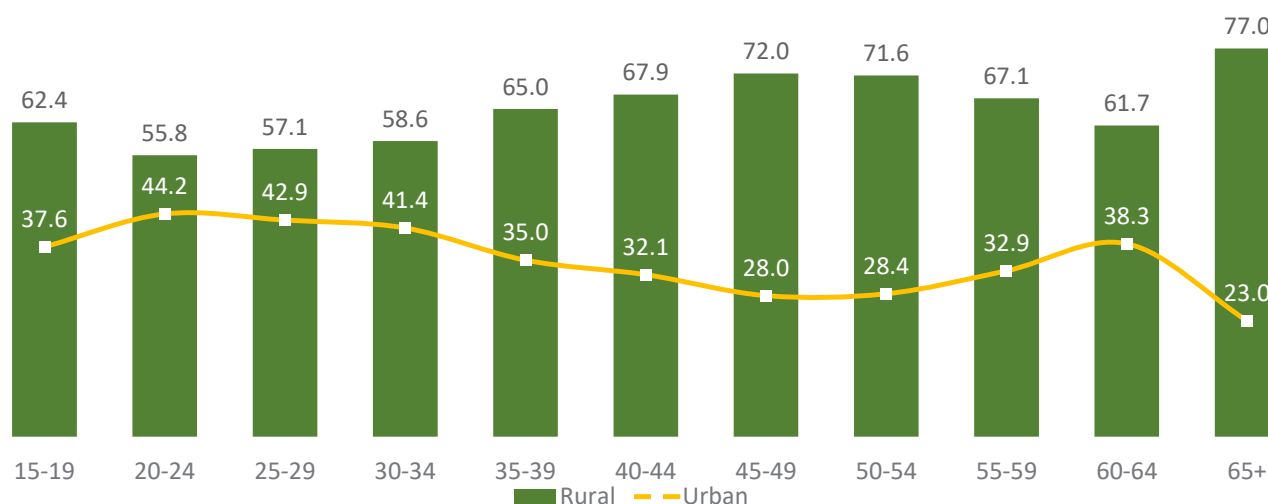


Table 11.5: Composition of the Potential Labour Force Rural/Urban, Zambia 2022

Region	Potential Labour Force	Seeking but not Available		Available but not Seeking	
	Number	Number	Percent	Number	Percent
Total	1,808,490	26,455	1.5	1,782,035	98.5
Rural	1,107,253	12,830	1.2	1,094,423	98.8
Urban	701,237	13,625	1.9	687,612	98.1

11.6 Youth Potential Labour Force

Table 11.6 shows the number and percentage distribution of the youth potential labour force by rural/urban and sex. The youth potential labour force was 1,291,478 of which, 58.3 percent were in rural areas while 41.7 percent were in urban areas.

Table 11.6 Number and Percentage Distribution of the Youth (15-35years) Potential Labour Force by Rural/Urban and Sex, Zambia 2022

Rural/Urban	Total		Male	Female
	Number	Percent	Number	Number
Total	1,291,478	100.0	603,399	688,079
Rural	752,848	58.3	378,681	374,167
Urban	538,630	41.7	224,718	313,912

Figure 11.9 shows the percentage distribution of youth (15-35 years) potential labour force by rural/urban and sex. The proportion of youth in the potential labour force was 46.7 percent for males and 53.3 percent females. In rural areas, the proportion of the youth in the potential labour force for males was higher than females at 50.3 percent and 49.7 percent, respectively. In urban areas, females accounted for a higher proportion at 58.3 percent than 41.7 percent for males.

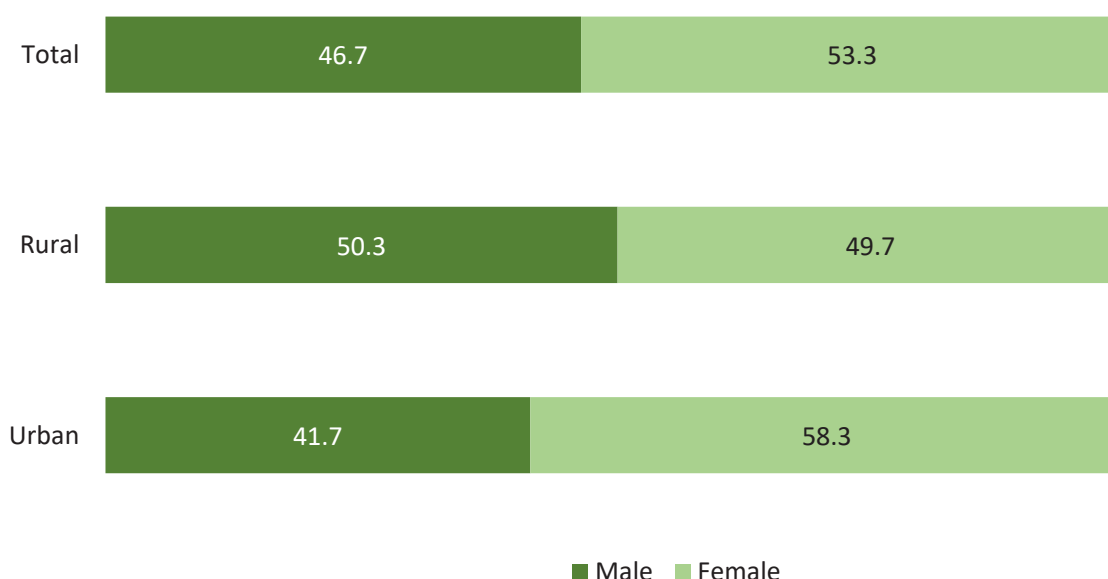
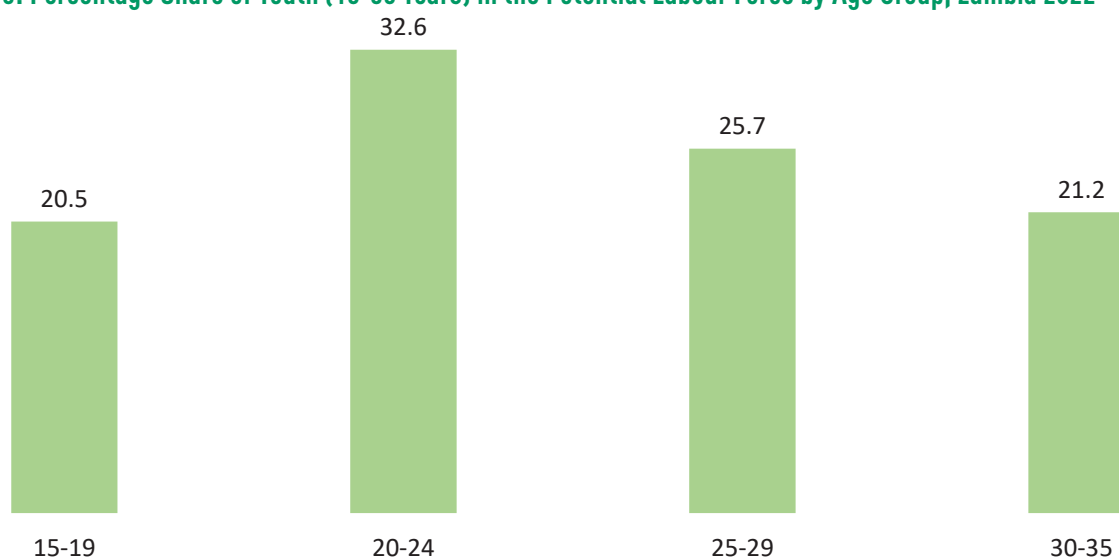
Figure 11.9: Percentage Distribution of Youth (15-35 Years) in the Potential Labour Force by Rural/Urban and Sex, Zambia 2022

Figure 11.10 shows the percentage share of youth (15-35 years) in the potential labour force by age group. The age group 20-24 years had the highest percentage share of the youth in the potential labour force at 32.6 percent while the age group 15-19 years had the lowest percentage share at 20.5 percent.

Figure 11.10: Percentage Share of Youth (15-35 Years) in the Potential Labour Force by Age Group, Zambia 2022



11.7 Discouraged Job Seekers

One of the subpopulations in the potential labour force are discouraged job seekers. These include persons 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:

- Gave up looking for jobs due to past failure in finding a job;
- Lack of experience, qualifications or jobs matching skills; and
- Considered too young or too old by prospective employers.

Table 11.7 shows the number and percentage distribution of the discouraged job seekers by rural/urban and sex. There were 702,364 discouraged job seekers of which, 52.4 percent were in rural areas and 47.6 percent in urban areas.

Table 11.7: Number and Percentage Distribution of the Discouraged Job Seekers by Rural/Urban and Sex, Zambia 2022

Rural/Urban	Total		Male	Female
	Number	Percent	Number	Number
Total	702,364	100.0	367,711	334,653
Rural	368,074	52.4	221,714	146,360
Urban	334,290	47.6	145,997	188,293

Figure 11.11 shows the percentage distribution of the discouraged job seekers by rural/urban and sex. There were more male discouraged job seekers than female at 52.4 percent and 47.6 percent, respectively. In rural areas, there were more male discouraged job seekers at 60.2 percent than females at 39.8 percent while in urban areas there were more female discouraged job seekers at 56.3 percent than male at 43.7 percent.

Figure 11.11: Percentage Distribution of the Discouraged Job Seekers by Rural/Urban and Sex, Zambia 2022

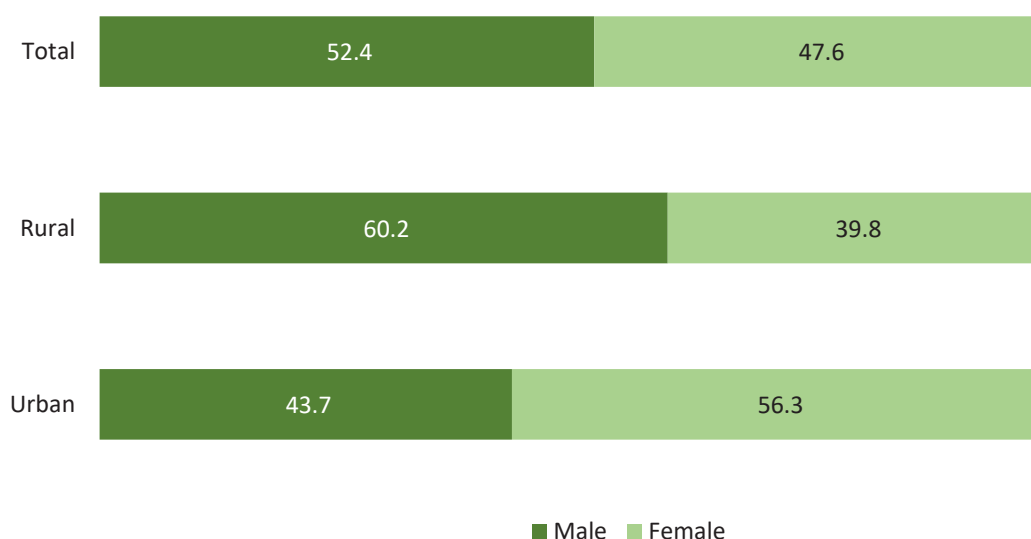


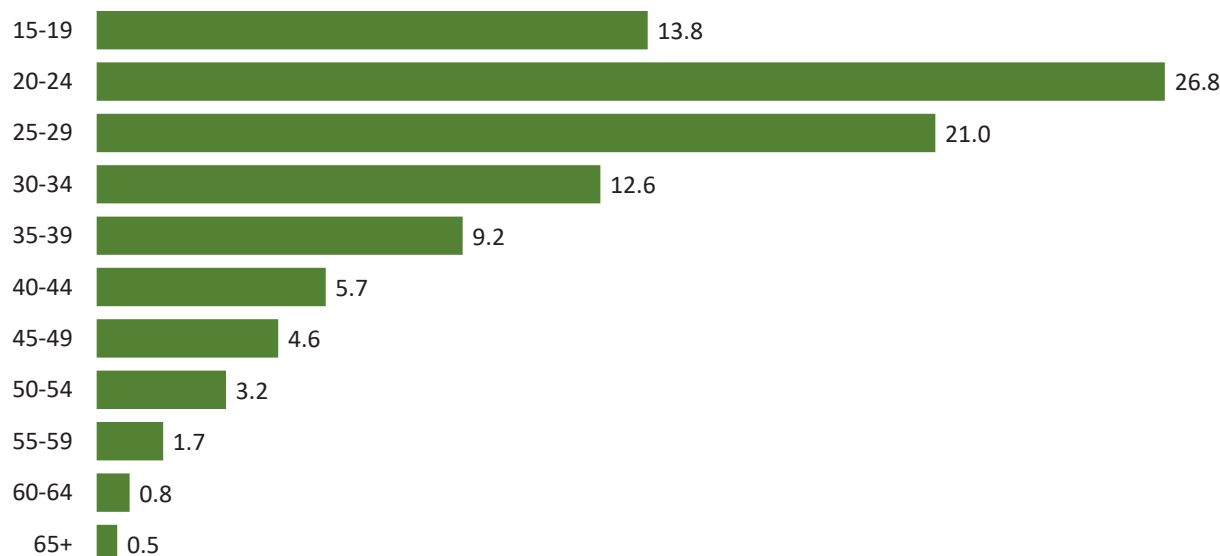
Figure 11.12 shows the percentage share of the discouraged job seekers by province. Lusaka had the highest percentage share of discouraged job seekers at 29.9 percent while Central had the lowest at 3.8 percent.

Figure 11.12: Percentage Share of the Discouraged Job Seekers by Province, Zambia 2022



Figure 11.13 shows the percentage share of the discouraged job seekers by age group. The age group 20-24 years had the highest percentage share of discouraged job seekers at 26.8 percent while the age group 65 years or older had the lowest at 0.5 percent.

Figure 11.13: Percentage Share of the Discouraged Job Seekers by Age Group, Zambia 2022



11.8 Persons Outside the Labour Force in Agriculture/Fishing for Own Use

Table 11.8 shows the number and percentage distribution of persons outside the labour force engaged in agriculture/fishing for family use by rural/urban and sex. Results show that there were 1,981,697 persons outside the labour force engaged in agriculture/fishing for family use, of which 91.8 percent were in rural areas and 8.2 percent in urban areas.

Table 11.8: Number and Percentage Distribution of the Persons Outside the Labour Force Engaged in Agriculture/fishing for Own Use by Rural/Urban and Sex, Zambia 2022

Rural/Urban	Total		Male	Female
	Number	Percent	Number	Number
Total	1,981,697	100.0	876,651	1,105,046
Rural	1,819,763	91.8	811,015	1,008,748
Urban	161,934	8.2	65,636	96,298

Figure 11.14 shows the percentage distribution of the persons outside the labour force engaged in agriculture/fishing for family use by rural/urban and sex. There were more females outside the labour force engaged in agriculture/fishing for family use than males at 55.8 percent and 44.2 percent, respectively. In both rural and urban areas, there were more females than males at 55.4 percent and 59.5 percent, respectively.

Figure 11.14: Percentage Distribution of the Persons outside the labour force engaged in Agriculture/Fishing for Family Use by Rural/Urban and Sex, Zambia 2022

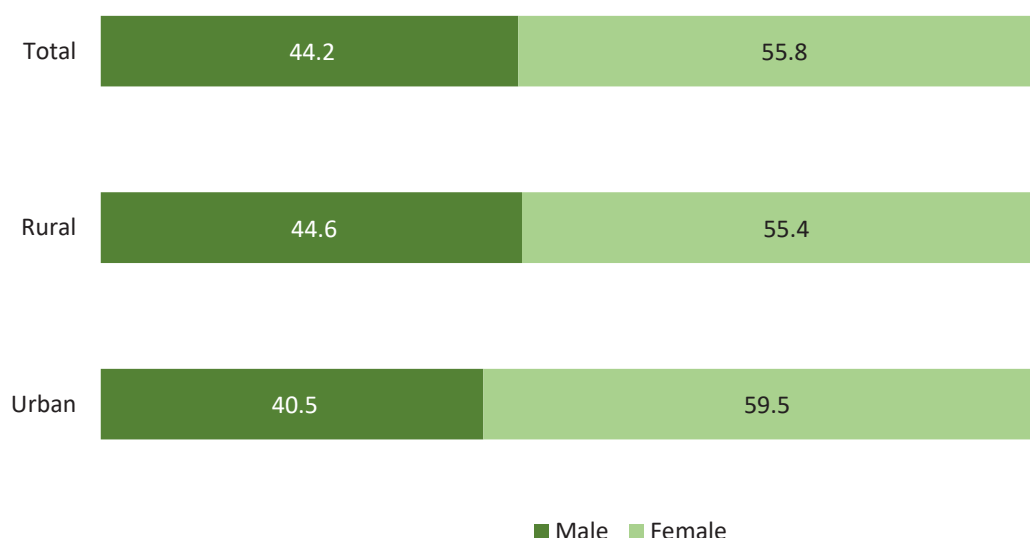
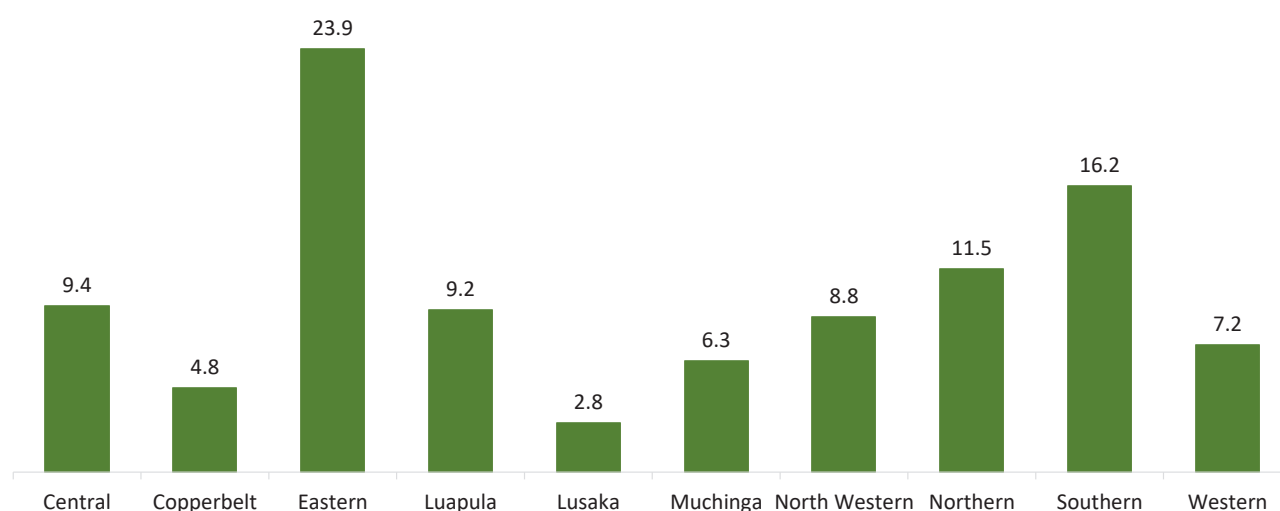


Figure 11.15 shows the percentage share of discouraged job seekers engaged in agriculture/fishing for family use by province. Eastern province had the highest percentage share of discouraged job seekers engaged in agriculture/fishing for family use at 23.9 percent while Lusaka had the lowest at 2.8 percent.

Figure 11.15: Percentage Share of Discouraged Job seekers engaged in agriculture/fishing for family use by Province, Zambia 2022



CHAPTER TWELVE

YOUTH NOT IN EMPLOYMENT, EDUCATION OR TRAINING

12.1 Introduction

This chapter presents information on youth not in employment, education or training (NEET). According to the 2015 National Youth Policy, a youth is a person aged 15 - 35 years old while the United Nations defines a youth as a person aged 15-24 years old. Therefore, the analysis of this section is based on the age groups 15-24 years and 15 - 35 years old.

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.

12.2 Youth Population (15-35 Years)

Table 12.1 shows the number and percentage distribution of youth (15 - 35 years) who were not in employment, education or training (NEET) by sex. Results show that of the total 6,701,038 youth, 50.2 percent were NEET while 49.8 percent were outside NEET. There were more female Youth in NEET than outside NEET at 58.0 percent and 42.0 percent, respectively.

Table 12.1: Number and Percentage Distribution of Youth Population (15-35 years) by Sex, Zambia 2022

Region	Total Youth	Youth NEET		Youth Outside NEET	
	Number	Number	Percent	Number	Percent
Total	6,701,038	3,362,224	50.2	3,338,814	49.8
Male	3,291,482	1,381,145	42.0	1,910,337	58.0
Female	3,409,556	1,981,079	58.0	1,428,477	42.0

12.3 Youth NEET (15-35 Years)

Table 12.2 shows the number and percentage distribution of youth (15 - 35 years) who were not in employment, education or training (NEET) by rural/urban and sex. A total of 3,362,224 youth were NEET. Rural areas accounted for 61.2 percent and urban areas accounted for 38.8 percent.

Table 12.2: Number and Percentage Distribution of Youth (15-35 years) Not in Employment, Education or Training (NEET) by Rural/Urban and Sex, Zambia 2022

Region	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	3,362,224	100.0	1,381,145	1,981,079
Rural	2,059,053	61.2	892,129	1,166,924
Urban	1,303,170	38.8	489,016	814,155

Figure 12.1 shows the percentage distribution of youth NEET by age group and sex. Results show that of the Youth (15-19 years), 44.9 percent were males while 55.1 percent were females. The age group 25-29 years had 60.6 percent females and 39.4 percent males.

Figure 12.1: Percentage Distribution of Youth (15-35) NEET by Age Group and Sex, Zambia 2022

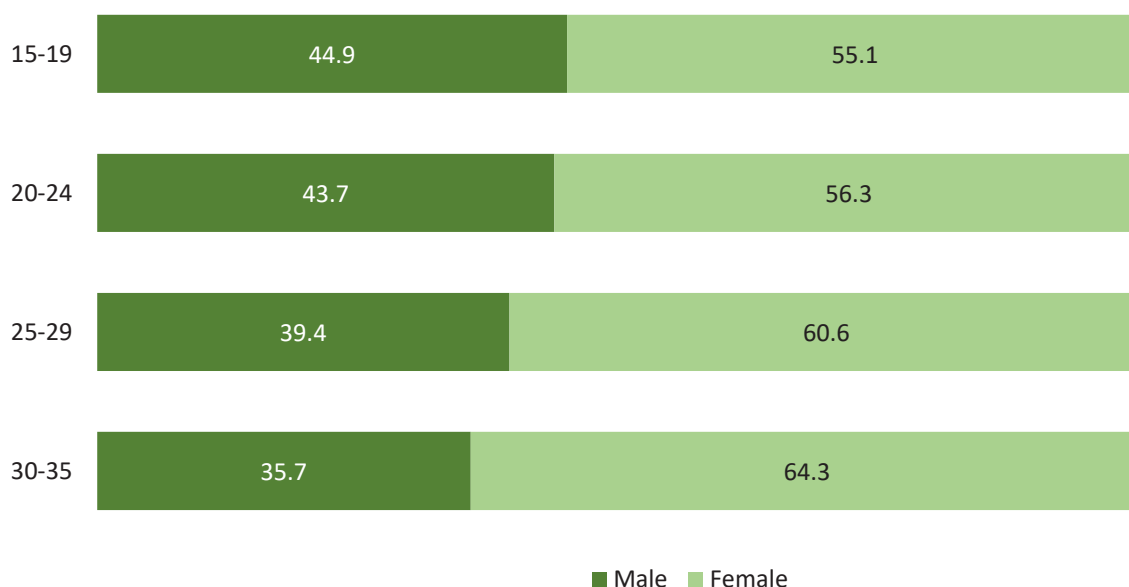


Figure 12.2 shows percentage distribution of youth (15-35 years) NEET by rural/urban and sex. There were more females than males aged 15-35 years in NEET at 58.9 percent and 41.1 percent, respectively.

Figure 12.2: Percentage Distribution of Youth (15-35 Years) NEET by Rural/Urban and Sex, Zambia 2022

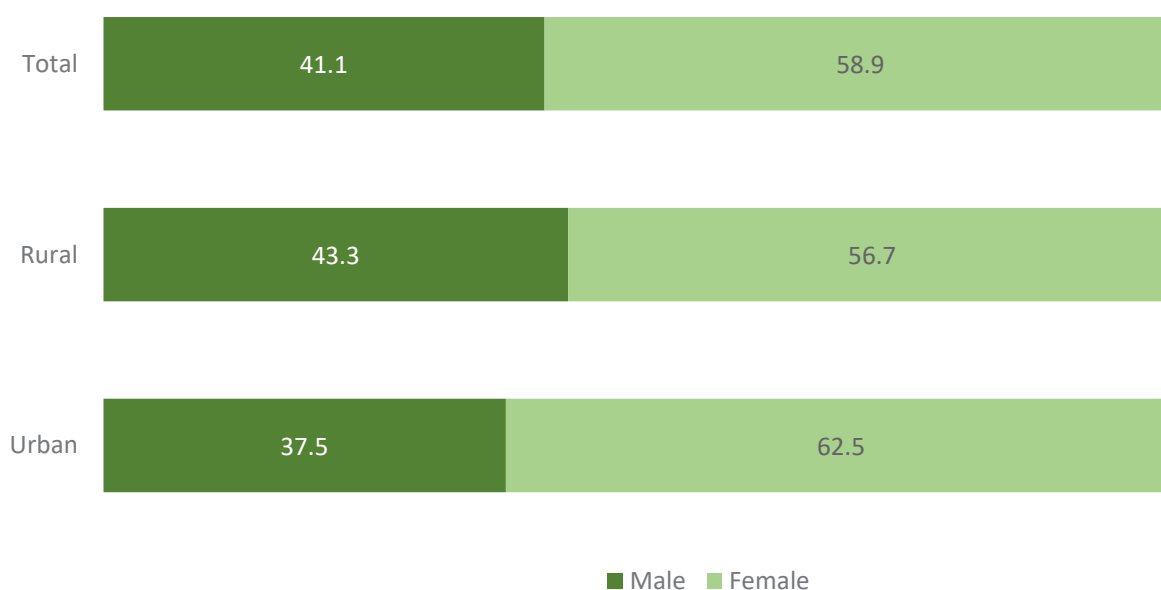


Figure 12.3 shows the percentage distribution of youth (15 - 35 years) NEET by age group. Results show that the age group 25-29 years had the highest share of youth NEET at 46.0 percent while the age group 15-19 had the lowest share at 13.0 percent.

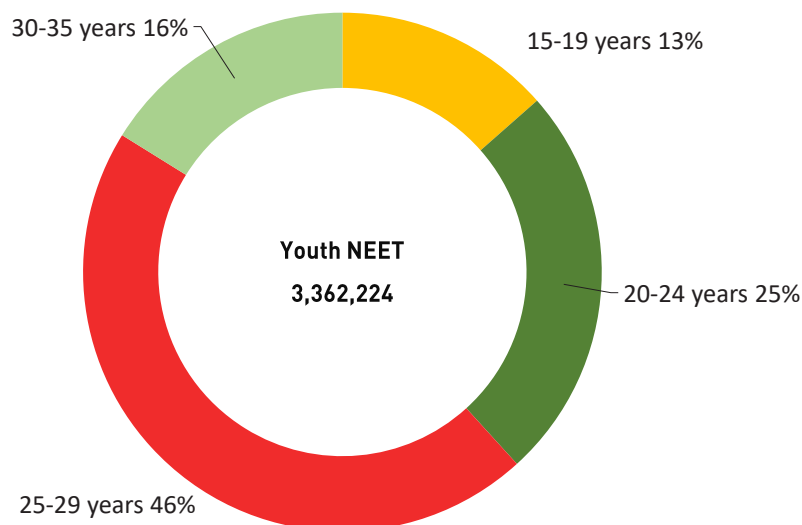
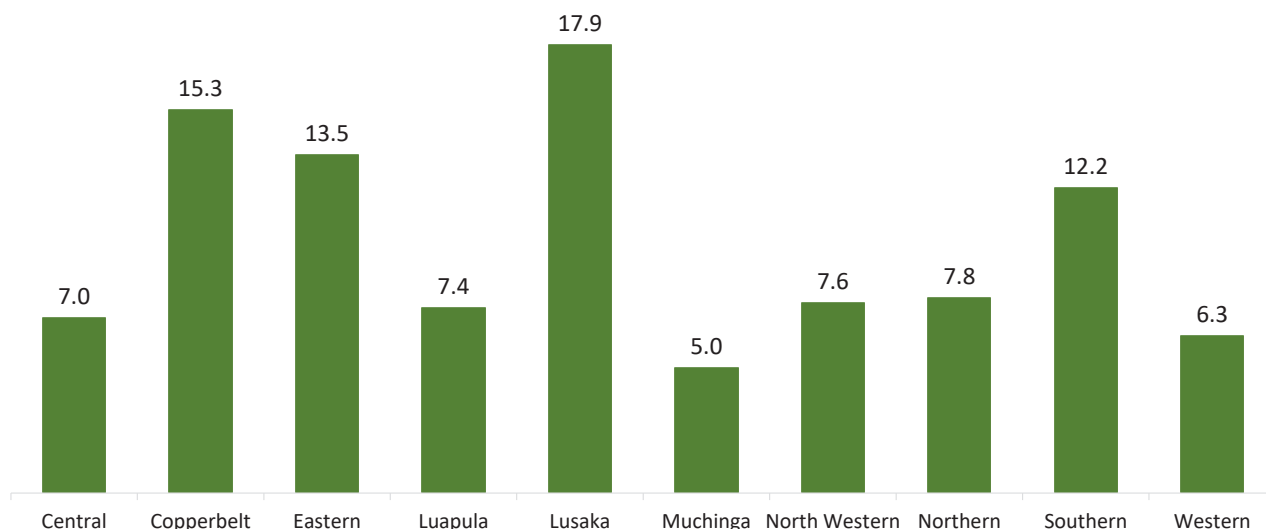
Figure 12.3: Percentage Distribution of Youth (15-35 years) NEET by Age Group, Zambia 2022


Table 12.3 shows number and percentage distribution of youth (15 - 35 years) NEET by age group and rural/urban. The age group 20-24 years had the highest proportion of Youth NEET at 33.7 percent while the age group 15-19 years had the lowest at 18.4 percent. In both rural and urban areas, the age group 20-24 years had the highest proportion at 32.5 percent and 35.6 percent, respectively.

Table 12.3: Number and Percentage Distribution of Youth (15-35 years) NEET by Age Group and Rural/Urban, Zambia 2022

Age Group	Total		Rural		Urban	
	Number	Percent	Number	Percent	Number	Percent
Total	3,362,224	100.0	2,059,053	100.0	1,303,171	100.0
15-19	618,677	18.4	417,222	20.3	201,455	15.5
20-24	1,132,556	33.7	668,377	32.5	464,179	35.6
25-29	878,469	26.1	532,069	25.8	346,400	26.6
30-35	732,522	21.8	441,385	21.4	291,137	22.3

Figure 12.4 shows percentage distribution of youth (15 - 35 years) NEET by province. Lusaka Province had the highest percentage share of youth NEET at 17.9 percent, followed by Copperbelt at 15.3 percent. Muchinga province had the lowest share at 5.0 percent.

Figure 12.4: Percentage Distribution of the Youth (15-35 years) NEET by Province, Zambia 2022


12.3 Number of Youth (15-24) NEET

For international comparison purposes, the youth group 15-24 year is separately analyzed.

Table 12.5 shows the number and percentage distribution of youth (15-24 years) NEET by rural/urban and sex. There were 1,751,233 youth NEET of which 62.0 percent were in rural areas while 38.0 percent were in urban areas.

Table 12.5: Number and Percentage Distribution Youth (15-24) NEET by Rural/Urban and Sex, Zambia 2022

Region	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	1,751,233	100.0	773,118	978,115
Rural	1,085,599	62.0	482,210	603,389
Urban	665,634	38.0	290,908	374,726

Figure 12.5 shows the percentage distribution of youth (15 - 24 years) NEET by Age Group. Among the youth NEET aged 15-24 years, 65.0 percent were aged 20-24 years while 35.0 percent were aged 15-19 years.

Figure 12.5: Percentage Distribution of Youth (15-24 Years) NEET by Age Group, Zambia 2022

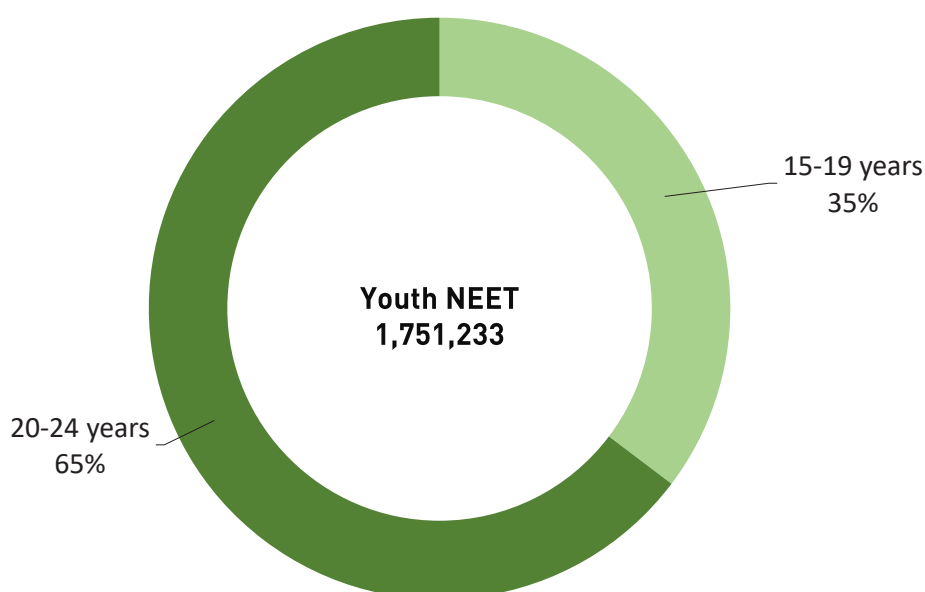


Figure 12.6 shows the percentage distribution of youth (15-24 years) NEET by rural/urban and sex. There were more females at 58.9 percent than males at 44.1 percent. The same pattern of having more females than males was observed in both rural and urban areas.

Figure 12.6: Percentage Distribution of Youth (15-24 years) NEET by Rural/Urban and Sex, Zambia 2022

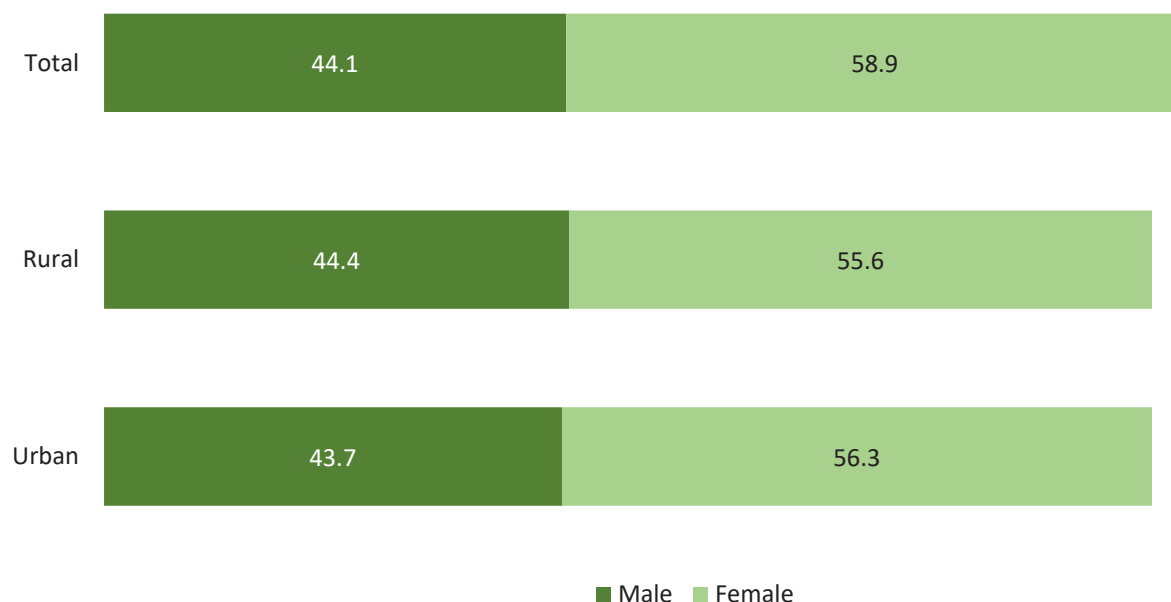
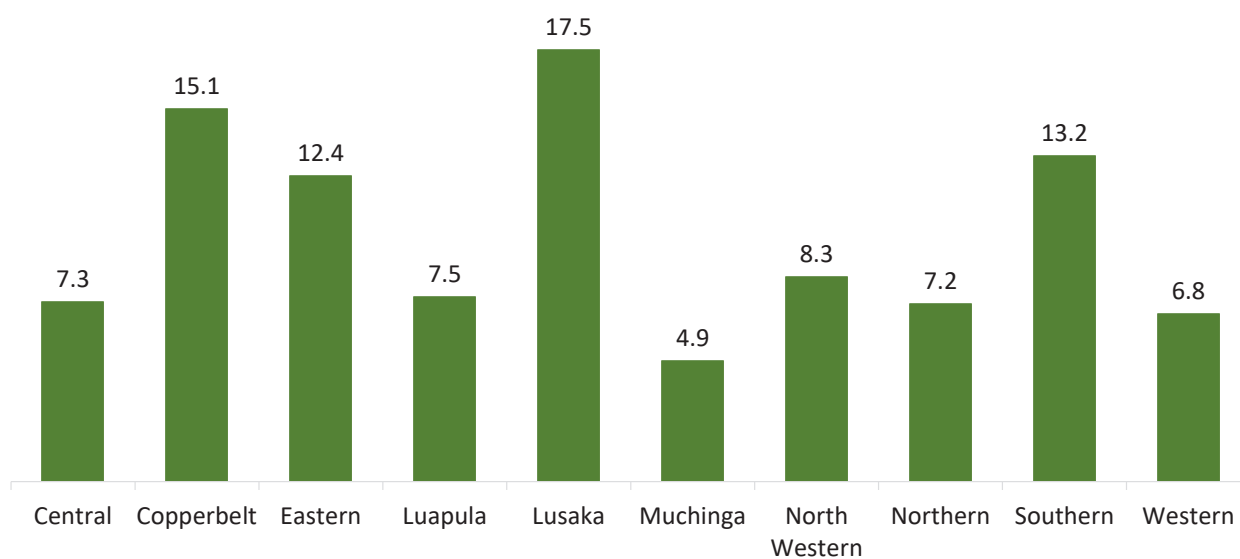


Figure 12.7 shows the percentage distribution of youth (15-24) NEET by province. The province with the highest percentage share was Lusaka at 17.5 percent followed by Copperbelt at 15.1 percent. Muchinga Province had the lowest share at 4.9 percent.

Figure 12.7: Percentage Share of Youth (15-24) NEET by Province, Zambia 2022



CHAPTER THIRTEEN

TIME-RELATED UNDEREMPLOYMENT

13.1 Introduction

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 persons 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.

13.2 Time-Related Underemployment

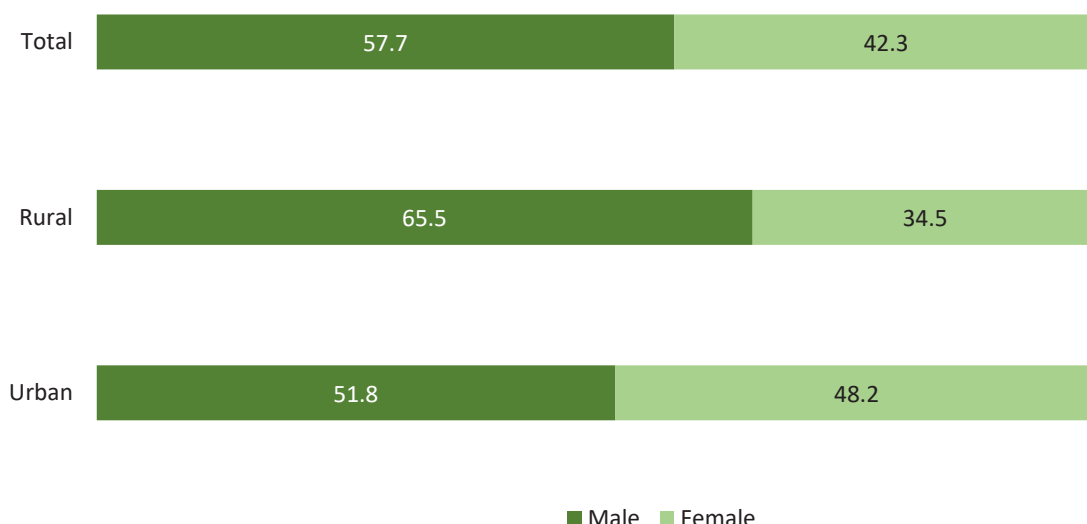
Table 13.1 shows the number and percentage distribution of time-related underemployed persons by rural/urban and sex. There were 210,672 persons in time-related underemployment of which 42.7 percent were in the rural areas and 57.3 percent were in urban areas.

Table 13.1: Number and Percentage Distribution of Time-Related Underemployed Persons by Rural/Urban and Sex, Zambia 2022

Region	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	210,672	100.0	121,531	89,141
Rural	89,999	42.7	58,974	31,025
Urban	120,673	57.3	62,557	58,116

Figure 13.1 shows the percentage distribution of the time-related underemployed persons by rural/urban and sex. Males had a higher percentage distribution at 57.7 percent of the persons in time-related underemployment than females at 42.3 percent. In both rural and urban areas, the percentage of males was higher than that of the females.

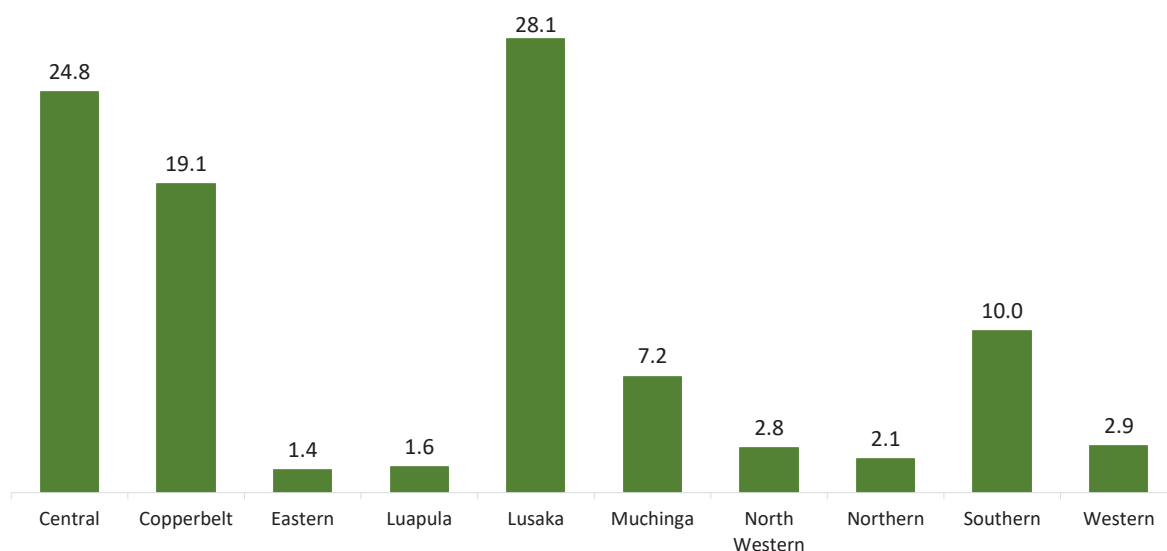
Figure 13.1: Percentage Distribution of Time-Related Underemployed Persons by Rural/Urban and Sex, Zambia 2022



13.3 Time-Related Underemployment by Province

Figure 13.2 shows the percentage share of employed persons in time-related underemployment by province. Lusaka Province had the highest percentage share of underemployment at 28.1 percent while Eastern had the lowest at 1.4 percent.

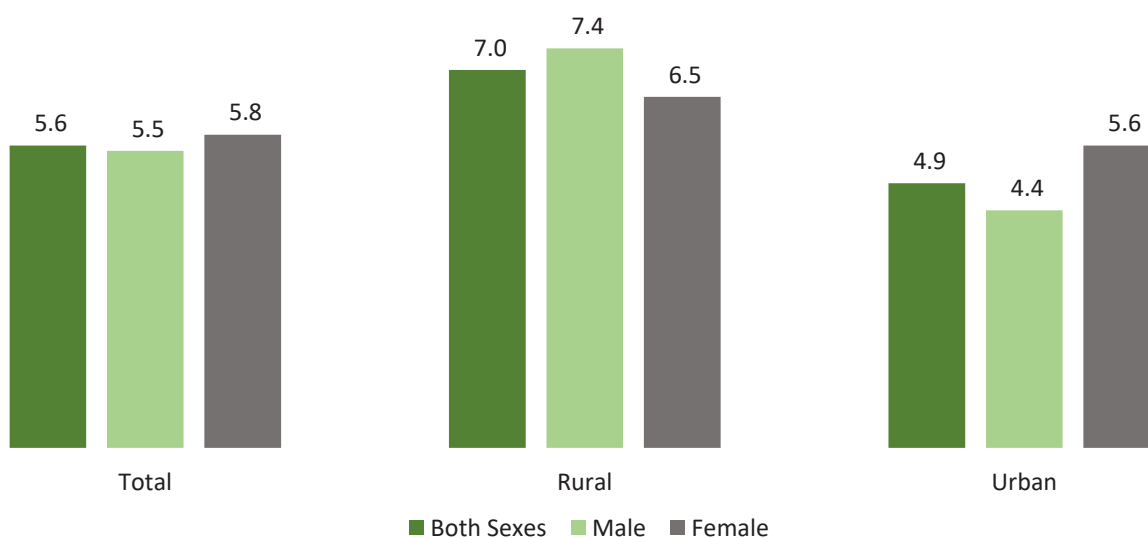
Figure 13.2: Percentage Distribution of Employed Persons in Time-Related Underemployment by Province, Zambia 2022



13.4 Time-Related Underemployment Rate

Figure 13.3 shows time-related underemployment rate by rural/urban and sex. Time-related underemployment rate was 5.6 percent. Females had a higher rate at 5.8 percent than did males at 5.5 percent. Rural areas had a higher rate at 7.0 percent than did urban areas at 4.9 percent.

Figure 13.3: Time-Related Underemployment Rate by Rural/Urban and Sex, Zambia 2022



13.5 Time-Related Underemployment Rate by Age Group

Figure 13.4 shows time-related underemployment rate by age group. The age group 15-19 years had the highest time-related underemployment rate 15.7 percent followed by the 20-24-year-olds at 8.2 percent. The age group 65 years or older had the lowest rate at 2.6 percent.

Figure 13.4: Time-Related Underemployment Rate by Age, Zambia 2022

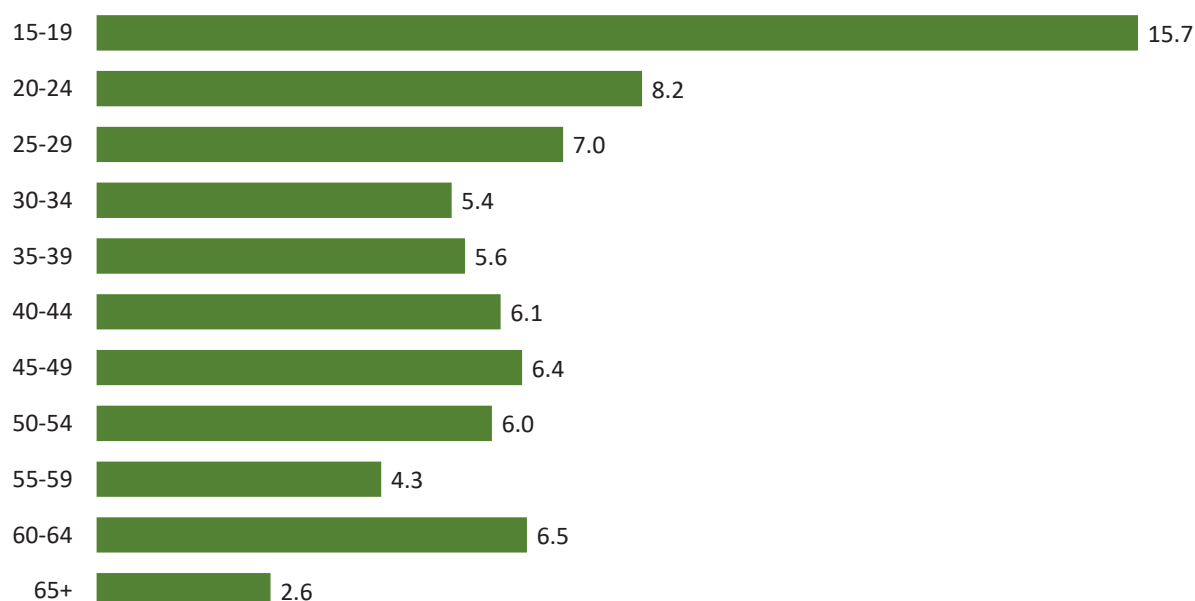


Table 13.2 shows the number and percentage distribution of employed persons in time-related underemployment by age group and sex. All age groups had a higher percentage of males in time-related underemployment than females except in age groups 50-54 years and 65 years or older.

Table 13.2: Number and Percentage Distribution of Persons in Time-Related Underemployment by Age Group and Sex, Zambia 2022

Age Group	Both Sexes	Male		Female	
	Number	Number	Percent	Number	Percent
Total	210,672	121,530	57.7	89,142	42.3
15-19	15,273	10,084	66.0	5,189	34.0
20-24	27,085	18,107	66.9	8,978	33.1
25-29	41,112	23,623	57.5	17,489	42.5
30-34	28,498	14,610	51.3	13,888	48.7
35-39	27,461	16,180	58.9	11,281	41.1
40-44	26,315	14,442	54.9	11,873	45.1
45-49	20,011	10,651	53.2	9,360	46.8
50-54	12,369	6,134	49.6	6,235	50.4
55-59	5,707	3,698	64.8	2,009	35.2
60-64	4,786	3,281	68.6	1,505	31.4
65+	2,055	720	35.0	1,335	65.0

13.6 Time-Related Underemployment Rate by Industry

Figure 13.5 shows time-related underemployment rate by industry. Construction industry had the highest time-related underemployment rate of 12.1 percent followed by the other service activities industry at 11.6 percent. No workers in the real estate industry were subjected to time-related underemployment.

Figure 13.5: Time-Related Underemployment Rate by Industry, Zambia 2022

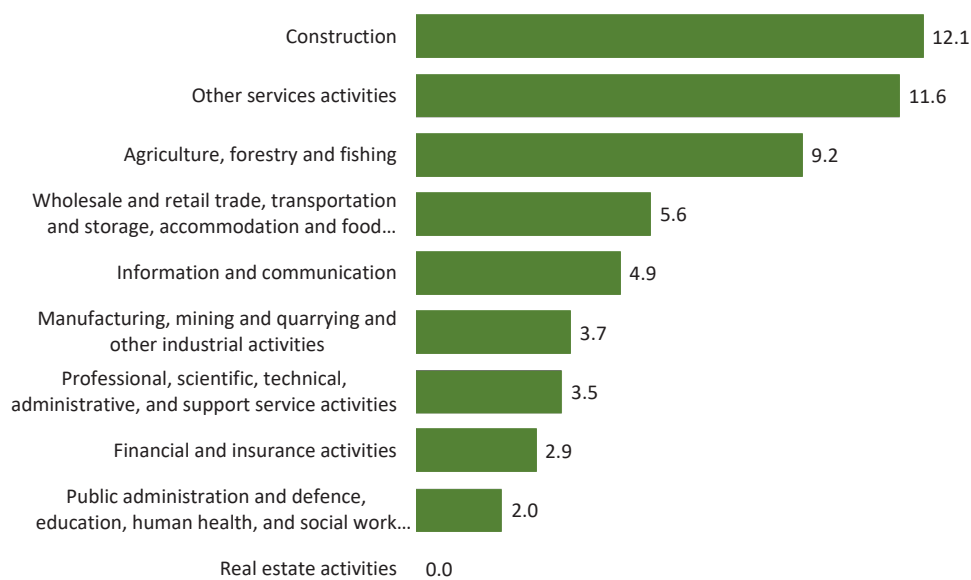


Figure 13.6 shows time-related underemployment rate by occupation. Employed persons who worked as skilled, agriculture, forestry and fisheries workers had the highest underemployment rate at 11.2 percent while those who workers as plan and machinery workers had the lowest rate of 1.0 percent.

Figure 13.6: Time-Related Underemployment Rate by Occupation, Zambia 2022

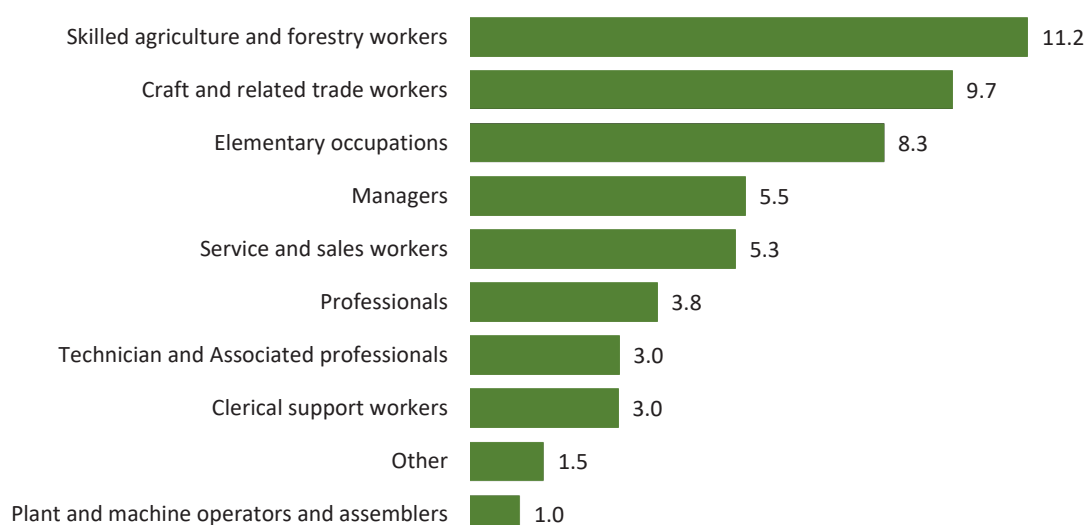


Table 13.3 shows number and percentage distribution of employed persons in time-related underemployment by occupation and sex. The Professional occupations had more males in time-related underemployment at 76.2 percent than females at 23.8 percent while the Technician and Associated Professional occupations had more females than males at 55.6 percent and 44.4 percent, respectively. The Plant and Machine Operators and Assemblers recorded no time-related underemployment for females.

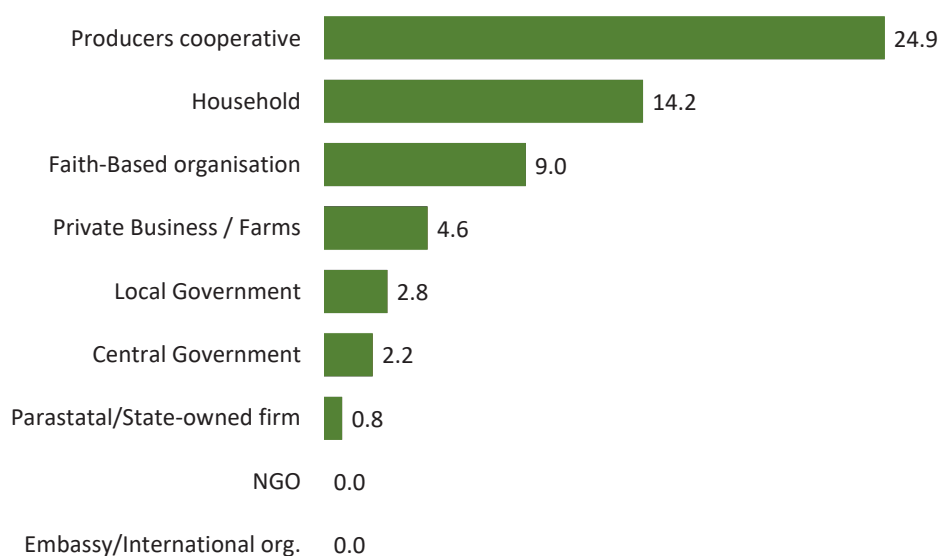
Table 13.3: Number and Percentage Distribution of Employed Persons in Time-Related Underemployment by Occupation and Sex, Zambia 2022

Occupations	Both Sexes	Male		Female	
	Number	Number	Percent	Number	Percent
Total	210,672	121,530	57.7	89,141	42.3
Managers	16,914	7,247	42.8	9,666	57.2
Professionals	9,477	7,224	76.2	2,253	23.8
Technician and Associated professionals	4,853	2,153	44.4	2,700	55.6
Clerical support workers	1,545	496	32.1	1,049	67.9
Service and sales workers	50,957	15,259	29.9	35,698	70.1
Skilled agriculture, forestry and fishery workers	48,359	36,288	75.0	12,071	25.0
Craft and related trade workers	32,403	25,800	79.6	6,603	20.4
Plant and machine operators and assemblers	2,000	2,000	100.0	-	0.0
Elementary occupations	43,455	24,925	57.4	18,530	42.6
Other	709	138	19.4	571	80.6

13.8 Time-Related Underemployment Rate by Institutional Sector

Figure 13.7 shows time-related underemployment rate by institutional sector. Employed persons who worked in producers' cooperatives had the highest time-related underemployment rate 24.9 percent followed by those who worked in households at 14.2 percent. No worker in embassy/international organization was underemployed.

Figure 13.7: Time-Related Underemployment Rate by Institutional Sector, Zambia 2022



The table 13.4 shows the number and percentage distribution of employed persons in time-related underemployment by rural/urban and institutional sector. In the Private Business/Farms, Time-related underemployment was higher in urban areas at 65.7 percent than in rural areas at 34.3 percent. In the Household sector, time-related underemployment was higher in rural areas than urban areas at 52.7 percent and 47.3 percent, respectively.

Table 13.4: Number and Percentage Distribution of Employed Persons in Time-Related Underemployment by Rural/Urban and Institutional Sector, Zambia 2022

Sector of Employment	Total	Rural		Urban	
	Number	Number	Percent	Number	Percent
Total	210,672	89,999	42.7	120,673	57.3
Central Government	5,522	1,365	24.7	4,157	75.3
Local Government	1,632	502	30.8	1,130	69.2
Parastatal/State-owned firm	458	-	-	458	100
Faith-Based organization	1,608	1,016	63.2	592	36.8
Private Business / Farms	98,781	33,885	34.3	64,896	65.7
Producers' cooperative	2,248	307	13.7	1,941	86.3
Household	100,423	52,924	52.7	47,499	47.3

CHAPTER FOURTEEN

AVERAGE EARNINGS FOR PAID EMPLOYEES, PAID INTERNS AND APPRENTICES

14.1 Introduction

This chapter presents average earnings for paid employees, paid interns and apprentices in the labour market. A common practice of presenting earnings is often by the various frequencies by which workers receive remuneration for work done or hours worked. However, for ease of comparison at both national and international levels, hourly and monthly earnings are presented. It should also be noted that the survey provides for collection of earnings annually, fortnightly, weekly and daily, which have been adjusted to monthly and hourly earnings for reporting purposes. In addition, earnings were reported at current (market) prices at the time of the survey.

14.2 Average Monthly Earnings by Sector of Employment, Rural/Urban and Sex

Table 14.1 shows the distribution of average monthly earnings by sector of employment, rural /urban and sex. The national average monthly earnings were estimated at K5, 342. Average earnings for males were higher at K5, 474 than that of females at K5, 052. In urban areas, average earnings were higher at K5, 802 than rural areas K4, 055.

The average monthly earnings in the formal sector were higher at K6, 960 than both in the informal and household sectors at K3, 047 and K2, 112, respectively.

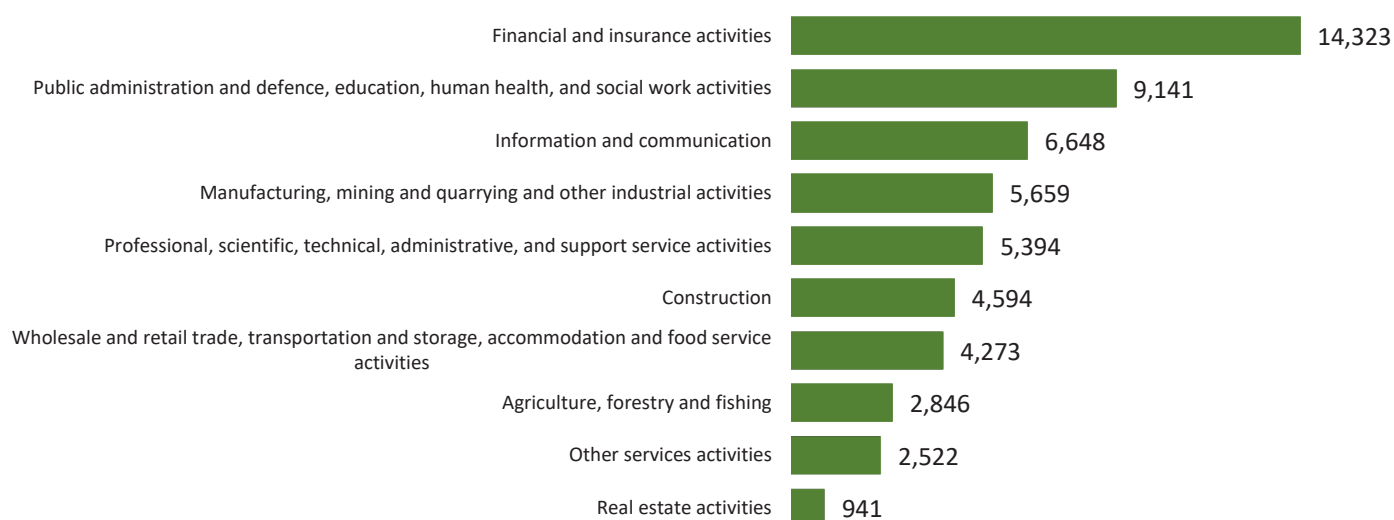
Table 14.1: Distribution of Average Monthly Earnings by Sector of Employment, Rural/Urban and Sex, Zambia 2022

Sector of employment	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	5,342	5,474	5,052	4,055	4,240	3,553	5,802	5,952	5,492
Formal sector	6,960	6,851	7,207	5,550	5,686	5,191	7,362	7,202	7,710
Informal sector	3,047	3,392	2,069	2,499	2,779	1,686	3,342	3,725	2,269
Household sector	2,112	2,722	1,639	2,440	2,557	2,174	2,014	2,818	1,562

14.3 Average Monthly Earnings by Industrial Sector

Figure 14.1 shows the distribution of average monthly earnings by industrial sector. Financial and insurance activities sector had the highest average monthly earnings at K14, 323 followed by public administration sector at K9, 141. The real estate activities had the lowest average earnings at K941.

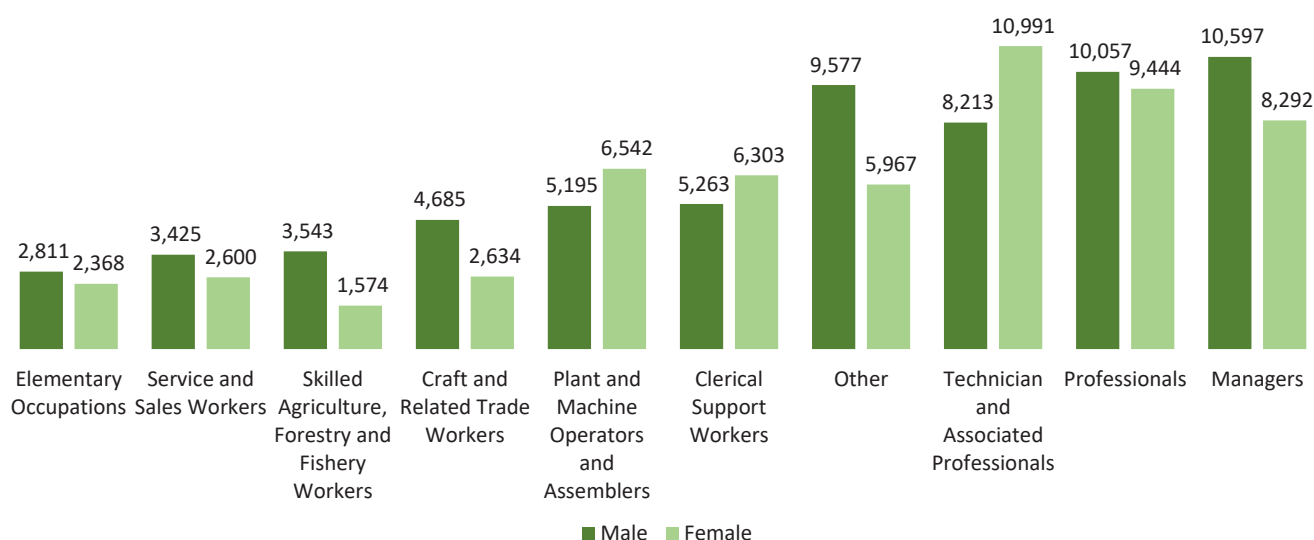
Figure 14.1: Distribution of Average Monthly Earnings by Industrial Sector, Zambia 2022



14.4 Average monthly earnings by occupation and sex

Figure 14.2 shows the average monthly earnings by occupation and sex. Males working as clerical support workers; craft and related trade workers; skilled agriculture, forestry and fishery workers; service and sales workers and elementary occupational workers earned higher than their female counterparts. However, females working as technician and associated professionals earned higher average earnings at K10, 991 than their male counterparts at K8, 213.

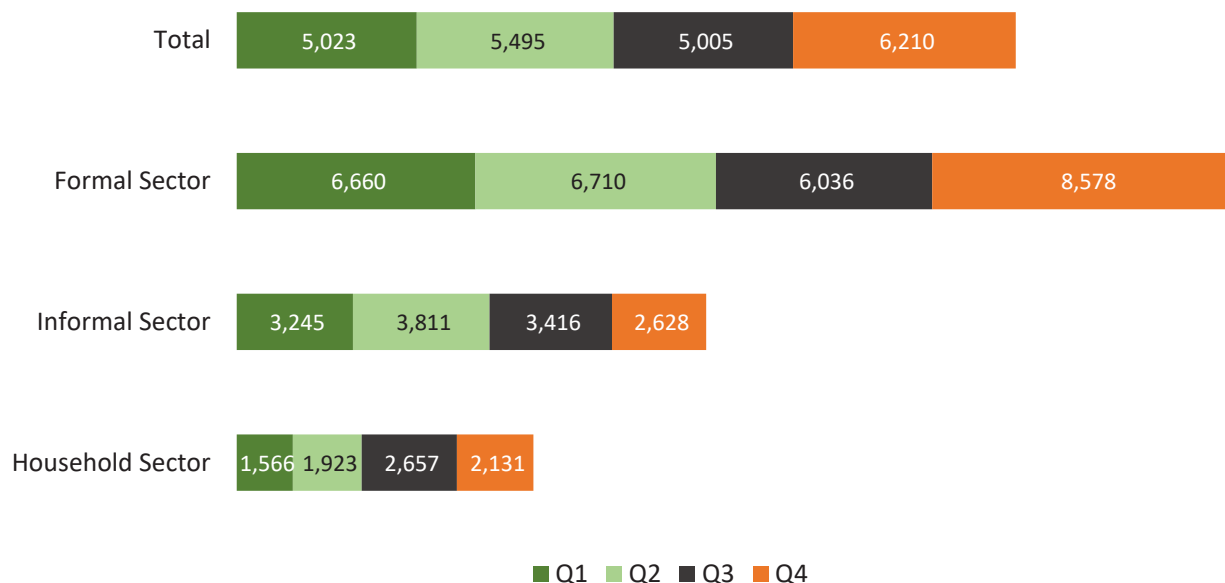
Figure 14.2: Average Monthly Earnings by Occupation and Sex, Zambia 2022



14.5 Average Monthly Earnings by Quarter and Sector of Employment

Figure 14.3 shows the average monthly earnings by quarter and sector of employment. The national average monthly earnings increased from K5, 023 in the first quarter to K5, 495 in the second quarter, decreased to K5, 005 in the third quarter and increased to K6, 210 in the fourth quarter. For detailed disaggregation of earnings, see appendix B

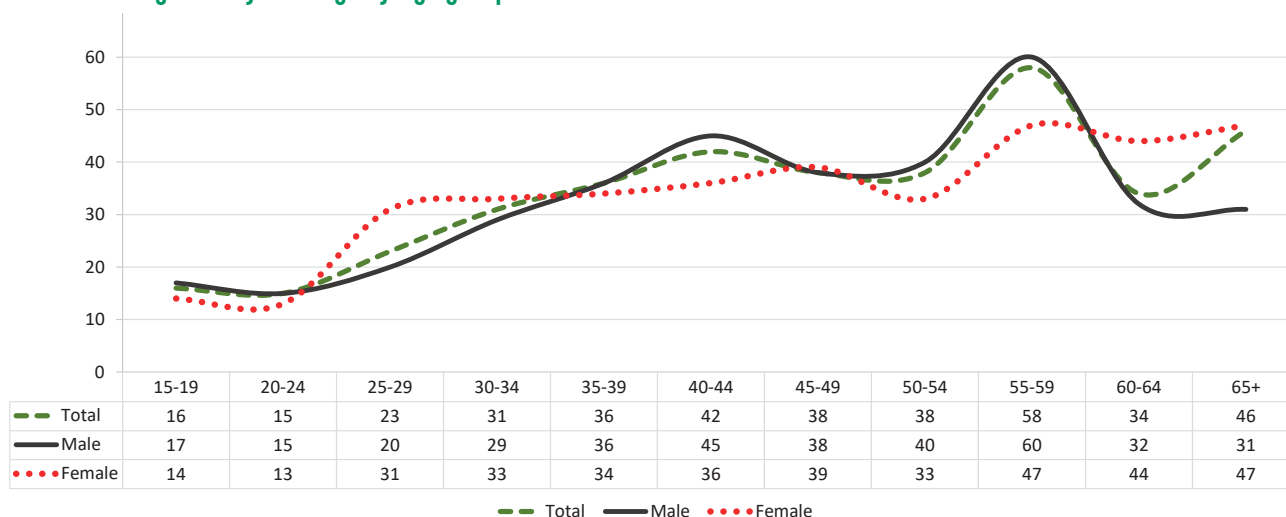
Figure 14.3: Average Monthly Earnings by Sector of Employment and Quarter Zambia, 2022



14.6 Average hourly earnings by Age Group and Sex

Figure 14.4 shows average earnings by age and sex. There was a general steady increase in average hourly earnings with age with some variation between male and females at every age. Those aged 55-59 years earned the highest at K58 per hour. The age group (20-24) recorded the least average hourly earnings of K15, while the oldest age group (65+) had a record of K46 per hour. Across all age groups, males had a higher hourly earnings at K60 than females at K47.

Figure 14.4: Average hourly earnings by Age group and Sex Zambia 2022



14.7 Average Hourly Earnings by Highest Level of Education Attained

Table 14.2 shows average hourly earnings by highest level of education attained by Rural/urban and Sex. Results show that average hourly earnings increased with an increase in the number of years spent in school/training, the highest being K150 for persons with Masters' degree as the highest level of education attained and the lowest being K16 for those with grade 1-7 as the highest educational level attained. The inconsistent variations in hourly earnings for rural and urban residents could be attributed more to hours of work rather than labour market conditions, as there are more hours of work in urban areas than in rural areas.

Table 14.2: Average hourly earnings by highest Level of Education Attained, Zambia 2022

highest Level of Education Attained	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	32	31	33	29	29	28	32	31	33
Grade 1-7	16	16	15	16	16	14	15	15	15
Grade 8-12	24	24	22	24	24	20	23	23	22
Certificate/Diploma	54	53	57	58	56	61	53	51	56
Bachelors' degree	97	98	95	115	143	62	95	92	99
Masters' degree or higher	150	175	56	42	42	-	155	183	56
Not stated	14	15	12	18	17	20	11	13	8

14.8 Average Hourly Earnings by Province and Rural/Urban

Table 14.3 shows average hourly earnings by province and rural/urban. Results show that Northern Province had the highest average hourly earnings at K45 per hour while Southern Province had the lowest at K26 per hour. There were significant variations in average hourly earnings between rural and urban areas, largely due to differences in the number of hours of work than due to labour market conditions.

Table 14.3: Average Hourly Earnings by Province and Rural/Urban, Zambia 2022

Province	Total	Rural	Urban
Total	32	29	32
Central	27	29	25
Copperbelt	29	22	29
Eastern	31	42	20
Luapula	31	34	26
Lusaka	31	18	33
Muchinga	40	45	33
Northern	45	55	37
North Western	39	29	50
Southern	26	25	27
Western	41	46	33

Appendix A

Sector of Employment	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	3,273,123	1,954,722	1,318,401	1,134,524	702,944	431,580	2,138,600	1,251,778	886,822
Formal	1,094,004	736,750	357,254	240,669	169,305	71,364	853,335	567,446	285,890
Informal	1,470,785	881,870	588,915	550,271	351,308	198,963	920,514	530,563	389,952
Household	708,334	336,101	372,233	343,584	182,332	161,252	364,750	153,769	210,981

Sector of Employment	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	3,273,123	1,954,722	1,318,401	1,134,524	702,944	431,580	2,138,600	1,251,778	886,822
Formal employment	776,160	538,043	238,117	154,917	118,126	36,791	621,243	419,917	201,326
Informal employment	2,496,963	1,416,678	1,080,284	979,606	584,818	394,788	1,517,357	831,861	685,496

Occupation	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	3,273,123	1,954,722	1,318,401	1,134,524	702,944	431,580	2,138,600	1,251,778	886,822
Managers	306,827	162,938	143,890	45,878	23,967	21,910	260,950	138,970	121,979
Professionals	252,622	148,926	103,696	70,329	46,992	23,337	182,292	101,934	80,359
Technician and Associated professionals	162,532	110,823	51,709	29,506	19,663	9,843	133,026	91,161	41,865
Clerical support workers	52,093	28,189	23,903	4,076	2,842	1,234	48,016	25,347	22,669
Service and sales workers	958,177	401,925	556,252	231,261	109,182	122,079	726,916	292,744	434,173
Skilled agriculture and forestry workers	432,484	283,379	149,104	362,309	235,716	126,593	70,174	47,663	22,511
Craft and related trade workers	335,229	270,313	64,915	90,562	62,380	28,182	244,667	207,933	36,734
Plant and machine operators and assemblers	201,150	193,320	7,830	29,502	27,695	1,807	171,649	165,625	6,024
Elementary occupations	523,883	326,441	197,442	253,477	162,262	91,216	270,406	164,179	106,226
Other	48,127	28,466	19,661	17,624	12,245	5,379	30,503	16,222	14,282

Institutional Sector	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	3,273,123	1,954,722	1,318,401	1,134,524	702,944	431,580	2,138,600	1,251,778	886,822
Central Government	255,918	146,087	109,831	74,760	48,272	26,488	181,158	97,815	83,343
Local Government	58,025	28,568	29,457	8,134	6,161	1,973	49,891	22,406	27,485
Parastatal/State-owned firm	57,168	44,535	12,633	12,157	9,150	3,007	45,012	35,385	9,626
Embassy/International org.	3,698	3,193	505	642	642	-	3,056	2,551	505
NGO	15,908	11,196	4,712	5,225	5,118	107	10,684	6,078	4,605
Faith-Based organisation	17,937	8,653	9,284	3,594	1,228	2,366	14,343	7,425	6,918
Private Business / Farms	2,147,115	1,370,587	776,527	683,389	448,360	235,029	1,463,726	922,228	541,498
Producers co-operative	9,020	5,801	3,219	3,039	1,681	1,358	5,981	4,120	1,861
Household	708,334	336,101	372,233	343,584	182,332	161,252	364,750	153,769	210,981

Industrial Sector	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	3,273,123	1,954,722	1,318,401	1,134,524	702,944	431,580	2,138,600	1,251,778	886,822
Agriculture, forestry and fishing	721,446	485,354	236,092	577,663	391,597	186,066	143,783	93,757	50,026
Mining and quarrying	65,409	60,870	4,539	12,333	10,396	1,936	53,076	50,474	2,602
Manufacturing	325,539	235,161	90,377	100,817	56,908	43,909	224,722	178,253	46,469
Electricity, gas, steam and air conditioning supply	5,079	3,902	1,177	607	607	-	4,471	3,295	1,177
Water Supply Sewerage, waste management and remediation activities	9,833	8,530	1,303	1,165	1,165	-	8,668	7,365	1,303
Construction	158,931	156,663	2,267	33,902	33,902	-	125,028	122,761	2,267
Trade, wholesale and retail distribution	913,967	391,684	522,283	227,899	102,284	125,615	686,069	289,400	396,668
Transportation and storage	174,891	166,740	8,151	16,265	15,448	817	158,626	151,291	7,334
Accommodation and food service activities	96,342	36,125	60,217	18,385	5,716	12,669	77,957	30,409	47,548
Information and communication	16,641	10,809	5,832	1,919	1,552	368	14,722	9,258	5,464
Financial and Insurance Activities	41,022	21,878	19,144	2,907	765	2,142	38,114	21,113	17,002
Real estate Activities	18,469	9,094	9,375	1,485	1,485	-	16,984	7,608	9,375
Professional, Scientific and technical activities	26,906	19,011	7,895	2,389	863	1,526	24,517	18,148	6,369
Administrative and support services	144,325	97,599	46,726	19,814	14,014	5,800	124,511	83,585	40,926
Public Administration and Defence, Compulsory social security	73,620	43,495	30,125	15,894	7,002	8,892	57,726	36,493	21,233
Education	159,952	74,371	85,582	57,635	35,458	22,177	102,318	38,913	63,405
Human Health and Social Work	66,744	35,561	31,183	14,107	8,295	5,813	52,637	27,267	25,370
Arts, Entertainment and Recreation	18,486	13,604	4,882	2,576	2,361	215	15,909	11,242	4,667
Other service activities	127,880	57,579	70,301	16,808	9,190	7,619	111,072	48,390	62,682

Province	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	3,273,123	1,954,722	1,318,401	1,134,524	702,944	431,580	2,138,600	1,251,778	886,822
Central	386,555	233,786	152,769	247,435	150,672	96,763	139,119	83,114	56,006
Copperbelt	703,884	427,116	276,768	98,736	60,293	38,443	605,148	366,823	238,325
Eastern	159,865	108,968	50,897	110,722	74,262	36,460	49,143	34,706	14,437
Luapula	101,844	64,715	37,129	73,687	47,732	25,956	28,157	16,984	11,173
Lusaka	1,086,114	636,053	450,062	119,758	79,469	40,289	966,356	556,584	409,772
Muchinga	79,729	50,690	29,040	50,253	32,217	18,036	29,476	18,472	11,004
Northern	133,037	80,431	52,606	67,429	43,635	23,793	65,608	36,796	28,812
North Western	131,924	76,623	55,301	85,829	50,292	35,538	46,095	26,331	19,764
Southern	336,559	200,817	135,742	168,357	107,937	60,419	168,202	92,880	75,323
Western	153,613	75,523	78,090	112,318	56,435	55,883	41,295	19,088	22,207

Appendix B

Province	Amount - ZMW		
	Average earnings	95% Confidence interval	
		Lower Bound	Upper Bound
Central	4,024	3,972	4,076
Copperbelt	5,203	5,181	5,224
Eastern	4,493	4,448	4,537
Luapula	4,008	3,966	4,050
Lusaka	5,798	5,774	5,821
Muchinga	5,884	5,815	5,952
Northern	6,266	6,176	6,356
North Western	6,849	6,781	6,916
Southern	4,055	4,032	4,079
Western	5,410	5,361	5,459

Institutional sector	Amount - ZMW		
	Average earnings	95% Confidence interval	
		Lower Bound	Upper Bound
Central government	9,948	9,914	9,983
Local government	7,389	7,336	7,441
Parastatal or state-owned firm	10,779	10,659	10,900
Embassy/international org.	15,136	14,528	15,744
NGO	16,513	14,528	15,744
Faith-based organisation	5,132	5,061	5,202
Private business / farms	4,064	4,050	4,077
Producers co-operative	3,280	3,239	3,322
Household	2,085	2,071	2,100

Occupation	Amount - ZMW		
	Average earnings	95% Confidence interval	
		Lower Bound	Upper Bound
Managers	9,869	9,770	9,969
Professionals	9,790	9,760	9,820
Technician and Associated professionals	8,987	8,903	9,071
Clerical support workers	5,735	5,693	5,776
Service and sales workers	3,077	3,059	3,096
Skilled agriculture and forestry workers	3,117	3,038	3,196
Craft and related trade workers	4,518	4,474	4,563
Plant and machine operators and assemblers	5,229	5,203	5,256
Elementary occupations	2,657	2,643	2,670
Other	8,757	8,635	8,878

Industrial sector	Amount - ZMW		
	Average earnings	95% Confidence interval	
		Lower Bound	Upper Bound
Agriculture, forestry and fishing	2,846	2,825	2,867
Mining and quarrying	9,086	9,021	9,151
Manufacturing	4,452	4,419	4,485
Electricity, gas, steam and air conditioning supply	11,596	11,375	11,817
Water Supply Sewerage, waste management and remediation activities	4,080	4,018	4,141
Construction	4,594	4,555	4,634
Wholesale and retail trade	3,640	3,604	3,677
Transportation and storage	5,261	5,215	5,307
Accommodation and food service activities	3,458	3,430	3,487
Information and communication	6,648	6,554	6,743
Financial & insurance activities	14,323	14,109	14,537
Real estate activities	941	941	941
Professional, Scientific and technical activities	14,586	14,343	14,830
Administrative and support services	3,973	3,937	4,008
Public administration and defence, compulsory social security	9,633	9,550	9,717
Education	9,131	9,085	9,177
Human health and social work	8,567	8,511	8,623
Arts, entertainment and recreation	2,843	2,788	2,898
Other service activities	4,019	3,914	4,124
Activities of household as employers	1,774	1,764	1,783
Activities of extraterritorial organization and bodies	8,319	8,145	8,493

Appendix C: 2022 QUARTERLY LABOUR FORCE SURVEY QUESTIONNAIRE

STRICTLY CONFIDENTIAL



Zambia Statistics Agency
P.O. Box 31908, Lusaka, Zambia
Tel No.: +260 211 256973/+260 211 253468
Fax No.: +260211253468/+260211253908
Email: info@zamstats.gov.zm
<http://www.zamstats.gov.zm>

Republic of Zambia
Zambia Statistics Agency
Ministry of Finance and National Planning
Ministry of Labour and Social Security

Ministry of Labour and Social Security
P.O. Box 32186, Lusaka, Zambia
Tel No.: +260 211 225722
Fax No.: +260 211 225169
Email: mlss@mlss.gov.zm
<http://www.mlss.gov.zm>

Ministry of Finance and National Planning
P.O Box 50062, Lusaka, Zambia
Tel: +260 211 251843/ +260 211 250657
Fax No: +260 211 251078/ +260 211 254995
Email: info@mof.gov.zm
[http:// www.mof.gov.zm](http://www.mof.gov.zm)

2022 QUARTERLY LABOUR FORCE SURVEY QUESTIONNAIRE

HOUSEHOLD IDENTIFICATION PARTICULARS			CODE	
1	Province:			
2	District:			
3	Constituency:			
4	Ward:			
5	Region 1. Rural 2. Urban			
6	CSA			
7	EA			
8	Cluster Number			
9	SBN			
10	HUN			
11	HHN			
12	Locality Name			
Physical address of Households: Phone Number (if any):				

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

Total Number of Persons in the Household		
--	--	--

ID	QUESTIONS & INSTRUCTIONS	CODING CATEGORIES		SKIPS	LABEL
PIN	PERSON IDENTIFICATION NUMBER				
SECTION A: DEMOGRAPHIC CHARACTERISTICS					
THESE QUESTIONS SHOULD BE ADDRESSED TO THE MOST KNOWLEDGEABLE MEMBER OF THE HOUSEHOLD					
A1	Can you please provide the (NAMES) of all persons who are usual members of this household, beginning with the Head of the Household? Household Roster <i>(INCLUDING THOSE WHO ARE TEMPORARILY ABSENT FOR ANY REASON BUT NOT EXCEEDING SIX MONTHS)</i>				
A2	Is (NAME) male or female?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Male Female		Sex
A3	How old was (NAME) at (his/her) last birthday?				Age at last Birthday

	ENTER AGE IN COMPLETED YEARS. IF LESS THAN 1 YEAR ENTER '00'. IF AGED 90 YEARS OR OLDER ENTER 90.				
A4	What is (NAME)'s relationship to the head of the household?	01 <input type="checkbox"/> Head 02 <input type="checkbox"/> Spouse Husband/Wife 03 <input type="checkbox"/> Son/ Daughter 04 <input type="checkbox"/> Step Child 05 <input type="checkbox"/> Brother/Sister 06 <input type="checkbox"/> Brother/Sister in-law 07 <input type="checkbox"/> Grandchild 08 <input type="checkbox"/> Nephew/Niece 09 <input type="checkbox"/> Cousin 10 <input type="checkbox"/> Parent 11 <input type="checkbox"/> Father/Mother -in-law 12 <input type="checkbox"/> Uncle/Aunt 13 <input type="checkbox"/> Grand Parent 14 <input type="checkbox"/> Son/Daughter- in-law 15 <input type="checkbox"/> Other Relative 16 <input type="checkbox"/> Non- relative			Relationship
A5	FOR PERSONS AGED 10 YEARS OR OLDER What is (NAME)'s current marital status?	1 <input type="checkbox"/> Never married 2 <input type="checkbox"/> Cohabiting 3 <input type="checkbox"/> Monogamously married 4 <input type="checkbox"/> Polygamous married 5 <input type="checkbox"/> Separated 6 <input type="checkbox"/> Divorced 7 <input type="checkbox"/> Widowed		→>>A7	Marital Status
A6	What was (NAME)'s age at first marriage?		<div style="border-bottom: 1px solid black; width: 100px; margin: 0 auto;"></div> Age at first marriage		Age at first marriage
A7	FOR PERSONS BELOW 18 YEARS Is the biological mother of (NAME) still alive?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Yes No Don't know		Living biological mother
A7a	Is the biological father of (NAME) still alive? SKIP TO A9 of both A7 and A8 are Yes	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Yes No Don't know		Living biological father
A8	Has (NAME)'s parent(s) been very sick for at least three months during the past 12 months, that he/she has been too sick to work or do normal activities?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Yes No Don't know		Parents sick for a period of time

ID	QUESTIONS & INSTRUCTIONS	CODING CATEGORIES	SKIPS	LABEL
SECTION A: DEMOGRAPHIC CHARACTERISTICS - DISABILITY				
READ: Now I am going to ask you some questions on disability about household members aged 5 years or older				
A10	Does (NAME) have difficulty seeing, even if wearing glasses? (For permanent condition)	1 <input type="checkbox"/> No, no difficulty 2 <input type="checkbox"/> Yes, Some difficulty 3 <input type="checkbox"/> Yes, a lot of difficulty 4 <input type="checkbox"/> Cannot do it at all		Difficulty Seeing
A11	Does (NAME) have difficulty hearing, even if using hearing aid?	1 <input type="checkbox"/> No, no difficulty 2 <input type="checkbox"/> Yes, Some difficulty		Difficulty Hearing

	(For permanent condition)	3 <input type="checkbox"/> 4 <input type="checkbox"/>	Yes, a lot of difficulty Cannot do it at all		
A12	Does (NAME) have difficulty walking or climbing steps?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/>	No, no difficulty Yes, Some difficulty Yes, a lot of difficulty Cannot do it at all		Difficulty Walking
A13	Does (NAME) have difficulty remembering or concentrating? (For permanent condition)	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/>	No, no difficulty Yes, Some difficulty Yes, a lot of difficulty Cannot do it at all		Difficulty remembering or concentrating
A14	Does (NAME) have difficulty with self-care such as (washing all over or dressing)? (For permanent condition)	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/>	No, no difficulty Yes, Some difficulty Yes, a lot of difficulty Cannot do it at all		Difficulty with self-care
A15	Does (NAME) have difficulty communicating for example understanding or being understood by others? (For permanent condition)	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/>	No, no difficulty Yes, Some difficulty Yes, a lot of difficulty Cannot do it at all		Difficulty communicating
A16	(NAME) , you mentioned having a lot of difficulties doing some things. When did the first of these difficulties start?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/>	At birth Between the birth and the age of 15 Between the ages of 15 and 29 Between the ages of 30 and 65 After age 65 Refused Don't know		When difficulties started

ID	QUESTIONS & INSTRUCTIONS	CODING CATEGORIES		SKIPS	LABEL
SECTION B: EDUCATION AND LITERACY					
READ: Now I am going to ask you questions about Education and Literacy for all household members aged 5 years or older					
B1	Can (NAME) read and write in any language?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No		Read and write
B2	Has (NAME) ever attended school?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→>>B8	Ever attended school
B3a	At what age did (NAME) begin school?		_____		Age begun school
B3b	Has (NAME) ever repeated any level of schooling any point in time?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No		Ever repeated level of school
B3c	Is (NAME) currently attending school? FOR PERSONS AGED 26 YEARS OR OLDER WHOSE RESPONSE IS <u>NO</u> SKIP TO B6	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→>>B6	currently attending school
B4	ONLY FOR PERSONS AGED 5 YEARS TO 25 YEARS OLD What is the main reason (NAME) is not currently attending school?	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 12 <input type="checkbox"/> 13 <input type="checkbox"/> 14 <input type="checkbox"/> 15 <input type="checkbox"/> 16 <input type="checkbox"/>	Differently abled (Disabled) Illness Injury School is too far Cannot afford school cost Family does not allow schooling Not interested in school/ poor in studies School not considered valuable by family School environment not conducive/ not safe Family responsibilities Completed school Pregnancy Started work for pay or family business or farm Got Married Help at home with household chores Other(specify)...	Any →Skip to B6	Reason not currently attending school
B5	What grade/level is (NAME) currently attending? SEE CODES IN THE MANUAL	_____			Grade Currently Attending
		Enter current level/grade			
B6	What is the highest grade/level of education that (NAME) has successfully completed? FOR PERSONS WITH CODES 00 TO 12 (NURSERY, PRIMARY AND SECONDARY) SKIP TO B9	_____			Highest Grade/Level of Education
		Enter highest grade completed			
B7	ONLY FOR PERSONS WITH TERTIARY EDUCATION What is the field of study for the highest professional qualification (NAME) successfully completed?		→>> B9	Highest professional qualification successfully completed	
B8	What is/was the main reason (NAME) never attended school?	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/>	Under age / too young Differently abled (Disabled) Illness		Reason never attended school

		04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 12 <input type="checkbox"/>	School was too far Cannot afford school cost Family does not allow schooling Not interested in school/poor in studies School not considered valuable School environment not conducive/ not safe Family responsibilities/ help at home with household chores To work for pay or family business or farm Other (Specify)	
B9	Did (NAME) participate in any business, entrepreneurship or microenterprise development training in the last 5 years?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	Business or entrepreneurship training
B10	Did (NAME) learn a trade or technical skill?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→>> C1a Trade or technical skill
B11	What type of trade or technical skill did (NAME) learn?	(SEE CODES IN THE MANUAL AND INSERTED IN THE CAPI) Type of skill		
B12	How did (NAME) acquire this trade or skill?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	Vocational School/ Course Apprenticeship or on the job training Learned from a friend or family member From an NGO or community organisation Other (Specify)	How trade or skill acquired

2

ID	QUESTIONS & INSTRUCTIONS	CODING CATEGORIES		SKIPS	LABEL
SECTION C: ECONOMIC ACTIVITY IDENTIFICATION					
This section covers economic activities in the last 7 days for all household members aged 5 years or older .					
READ: Now, I am going to ask you some questions about economic activity in the last 7 days for each household member aged 5 years or older					
C1a	In the last 7 days, that is from [DATE] up to [DATE/yesterday] , did (NAME) do any work for a wage, salary, or any other pay, even if only for one hour?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→>>D1A	Work for a wage, salary
C1b	In the last 7 days, did (NAME) run or do any kind of business, farming or other activity to generate income, even if only for one hour? <i>READ ONLY IF NEEDED:</i> <i>For example: growing produce for sale, making things for sale, buying and reselling things, providing services for pay, raising or catching animals or fish for sale</i>	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→>>C3a	Run or do any kind of business, farming or other activity to generate income
C1c	In the last 7 days, did (NAME) help a member of the household or family with his/her paid job or business?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→>>C3a	Help a member of the household
C2a	In the last (7 days), did (NAME) have a paid job or a business to which (NAME) expects to return?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→>> C2C	Paid job or a business expects to return
C2b	Does (NAME) usually help in any business run by the household or family but was absent for the last (7 days)?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→>> C3b	Help in any business run by the household

C2c	Why was (NAME) absent from work during the last (7 days)? READ OUT	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 12 <input type="checkbox"/> 13 <input type="checkbox"/> 14 <input type="checkbox"/> 15 <input type="checkbox"/> 16 <input type="checkbox"/> 17 <input type="checkbox"/> 18 <input type="checkbox"/>	Shift work, flexi time, nature of work Vacation, holidays Sickness, illness, accident Maternity, paternity leave Education leave or training Other personal leave (care for family, civic duties, ...) Temporary layoff, reduction in clients, work break Bad weather, natural disaster Strike or labour dispute Long-term disability Seasonal work Mandatory Leave Suspension Lack of clients, capital or materials Lock down due to Covid 19 Quarantine due to Covid 19 Insecurity due to Covid 19 Other (specify)....	→>>C3a →>>C3a →>>C3a →>>C3a →>>C3b	Absent from work during the last 7 days
C2d	Including the time that (NAME) has been absent, will (NAME) return to that same job / business within 3 months or less?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→>>D1A	Return to that same job
C2e	Does (NAME) (continue to) receive an income from his/her job during this absence?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→>>D1A →>>C3b	Receive an income during absence from work

SECTION C: MARKET ACTIVITY IDENTIFICATION

This section covers work related activities in the last 7 days for all household members **aged 5 years or older**

READ: Now am going to ask you questions related to work activities in the **last 7 days** for all household members aged 5 years or older

C3a	Was this work that you mentioned in...? READ (SINGLE RESPONSE)	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Farming or Rearing Animals →>> C3c Fishing →>> C3c Other (Specify) →>> D1A	Type of work
C3b	In the last 7 days did (NAME) do any work in farming, rearing animals or fishing?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→>> G1 Work in farming, rearing animals or fishing
C3c	Thinking about the products (NAME) worked on, are they mainly intended for sale or for family use?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/>	Only for sale Mainly for sale Mainly for family use Only for family use	→>> D1A →>> D1A →>> G1 →>> G1 Intended for sale or for family use

SECTION D: CHARACTERISTICS OF THE MAIN JOB FOR PERSONS AGED 5 YEARS OR OLDER IN THE LAST 7 DAYS

READ: I am now going to ask you some questions about **(NAME)**'s main job. The main job is the one where **(NAME)** usually works the highest number of hours even if **(NAME)** was temporarily absent in the last 7 days.

D1a	During the last 7 days did (NAME) have more than one job/business?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→>>D1c	More than one job/business
-----	---	--	-----------	--------	----------------------------

D1b	How many jobs/business did (Name) have in the last 7 days?	<input type="text"/>		Number of jobs in last 7 days	
D1c	In his/her main job/business, what kind of work does (NAME) usually do? WRITE: -OCCUPATIONAL TITLE, IF ANY -MAIN TASKS AND DUTIES (e.g.: Cattle farmer –breed, raise and sell cattle; Policeman –patrol the streets; Cook –plan and prepare meals; Primary school teacher –teach children how to read and write)	_____ (OCCUPATIONAL TITLE, IF ANY) _____ (MAIN TASKS AND DUTIES) _____ (ISCO CODE)		Occupation	
D2	In (NAME) workplace, what kind of business/activity is mainly carried out? WRITE: -NAME, IF ANY -MAIN ACTIVITY, GOODS OR SERVICES (e.g.: Police Department - public safety; Restaurant - preparing and serving meals; Transport Company - long distance transport of goods)	_____ (NAME OF ESTABLISHMENT, IF ANY) _____ (MAIN ACTIVITY, GOODS OR SERVICES) _____ (ISIC CODE)		Industry	
D3	GIVE MONTH AND YEAR	MONTH (MM)	YEAR (YYYY)	start working	
D4	Where is (NAME)'s place of work located?	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/>	In a formal business place At a market/ shop/ kiosk On the street/ by the road side At the client's premises No fixed location/ different places (mobile) At home/ family dwelling Employer's home Industry/ factory Plantation/ farm/ garden Construction/ Quarrying sites Other (Specify)		Location of place of work
D5	Does (NAME) work in.....? READ OUT	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Central Government Local Government Parastatal/State-owned firm Embassy/International org. NGO or faith-based org.	Work	

		3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/>	Private Enterprise Producers' cooperative Private household		
D6	How many persons, including (NAME) work at this place of work/business?	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/>	1 2 to 4 5 to 9 10 to 23 24 or 49 50 to 99 100 or more		Number of persons at work
D7	In the main job/business that (NAME) has, are you....?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/>	Working for someone else for pay Working as a paid apprentice Working as a paid intern An employer (employing one or more employees) An own-account worker (not employing any employee) Helping without pay in a household business Domestic paid worker Casual employee	→>>D19 →>>D19 →>>D19	Work status
D7a	At what age did NAME start work for the first time in his /her life		Month	Year	Age started work
	FOR CHILDREN AGED 5 TO 17 YEARS				
D7b	What is the main reason that (NAME) is doing this work? FOR CHILDREN AGED 5 TO 17 YEARS	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 10 <input type="checkbox"/>	Supplement family income Pay outstanding family debt Help in household enterprise Learn skills Schooling is irrelevant School too far Cannot afford school fees Not interested in school To replace adult who is working away from home For socialisation		Reason for working
D7c	Thinking about the last 7 days did (NAME) usually carry out these activities: READ FOR ALL CHILDREN (Including children attending school)	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	During the day (between 06:00 hrs and 18:00 hours) In the evening or at night (after 18:00 hours) During both the day and the evening (for the entire day) On the week-end Sometimes during the day, sometimes in the evening		Working time for children
D7d	During the last 7 days when did (NAME) usually carry out these activities: Read Out Responses FOR CHILDREN ATTENDING SCHOOL	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/>	After school Before school Both before and after school On the week-end During missed school hours/days During the day after other work		School going children working time
D8	Is (NAME) 's work...?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Fixed period contract Open ended contract Seasonal		Type of Work

	READ OUT TO THE RESPONDENT					
D9	What is the total duration of [NAME]'s contract/agreement with his/her employer? READ OUT	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/>	Daily Contract Agreement Less than 1 Months 1 Month to less than 3 months 3 Months to less than 6 months 6 Months to less than 1 Year 1 Year or more		Total Duration Contract/Agreement	
D10	Does the employer contribute to any social security scheme for (NAME)? e.g. NAPSA, WORKERS COMPENSATION, PSPF, Other Pension Scheme	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Yes No Don't know		Employer contribution	
D11	Is (NAME) entitled to paid leave in (NAME)'s main job?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Yes No Don't know		Paid leave	
D12	Is (NAME) entitled to paid sick leave in case of illness or injury?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Yes No Don't know		Sick Leave	
D13	Is (NAME) entitled to paid paternity/ maternity leave?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Yes No Don't know		Paid Paternity/ Maternity Leave	
D14	On this job, is (NAME) a member of any trade union?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Yes No Don't know		Trade Union	
D15	Who determines (NAME) annual salary increments?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/>	Negotiation with myself and the employer at company Negotiation between union and employers Bargaining council or other bargaining arrangement Employer only No regular annual salary increment Other (Specify)...		Annual Salary Increments	
D16	Does (NAME)'s employer deduct income tax from his/her salary?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Yes No Don't know		Income Tax deduction	
D17	Is (NAME) entitled to medical insurance benefits from his/her employer?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Yes No Don't know		Medical Insurance benefits	
D18	Is (NAME) employed on the basis of a written contract or an oral agreement?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	A written contract An oral agreement		Nature of contract	
D19	Is the establishment/business where (NAME) works registered with...? READ OUT TO THE RESPONDENT	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/>	Registrar of Societies Registered with PACRA Local Authority (Council) Registrar for NGOs Registrar for cooperatives Not registered with any. Don't know		Registration of establishment	
D20	Is the establishment/business where (NAME) works registered with Zambia Revenue Authority (ZRA)?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No		Registration with ZRA	
D21	Does (NAME)'s place of work keep books of accounts?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Yes No Don't know		Books of accounts	

D2 2	Was (NAME) employed or started a business for the first time in the last three (3) months and is still working?	Yes 1 <input type="checkbox"/> No 2 <input type="checkbox"/>	Newly employed persons
-----------------------	--	---	------------------------

SECTION E: WORKING TIME

This section covers the working time for all persons aged 5 years or older

READ: Now I am going to ask you some questions about the working time for all working persons aged 5 years or older

E1	Thinking about the last 7 days, how many hours did (NAME) work in his/her job?	Write the day and number of hours E.g. Main Job other jobs Day Hour -----		Number of hours in job	
E2	Is [NAME] 's main job/business.....?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Full-time Part-time	Full/Part Time	
E3	How many hours does (NAME) usually work per week in his/her...?	a. Main job <input type="text"/> b. All <input type="text"/> <input type="text"/> <input type="text"/> other jobs c. OVERALL TOTAL <input type="text"/> <i>Interviewer: add the total and confirm with the respondent - note that the total may not equal the sum of the jobs</i>			Hours per week
E4	During the last 30 days, that is from [DATE] up to [yesterday], did (NAME) look for additional or other paid work?				Look for Additional Work
E5	Would (NAME) want to work more hours per week than usually worked, provided the extra hours are paid?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→>>E8	Paid extra hours
E6	Could (NAME) start working more hours within the next two weeks?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→>>E8	Hours within Two Weeks
E7	How many additional hours could (NAME) work?	----- Number of hours		Additional Hours	
E8	Does (NAME) want to change his/her current employment situation?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→>>FA1	Want to change current employment situation
E9	What is the main reason why (NAME) wants to change his/her current employment situation? READ OUT	1 <input type="checkbox"/> Present job(s) is/are temporary 2 <input type="checkbox"/> To have better paid job 3 <input type="checkbox"/> To have more clients/business 4 <input type="checkbox"/> To work more hours 5 <input type="checkbox"/> To work fewer hours 6 <input type="checkbox"/> To better match skills 7 <input type="checkbox"/> To work closer to home 8 <input type="checkbox"/> To improve other working conditions			Reason to change employment

		9 <input type="checkbox"/>	Other (Specify)...		
E10	What is the main reason why (NAME) worked less hours last week/7days? READ OUT	01 <input type="checkbox"/> Shift work, flexi time, nature of work 02 <input type="checkbox"/> Vacation, holidays 03 <input type="checkbox"/> Sickness, illness, accident 04 <input type="checkbox"/> Education or training 05 <input type="checkbox"/> Other personal leave (care for family, civic duties, ...) 06 <input type="checkbox"/> Temporary layoff, reduction in clients, work break 07 <input type="checkbox"/> Bad weather, natural disaster 08 <input type="checkbox"/> Strike or labour dispute 09 <input type="checkbox"/> Seasonal work 10 <input type="checkbox"/> Mandatory Leave 11 <input type="checkbox"/> Suspension 12 <input type="checkbox"/> Lack of clients, capital or materials 13 <input type="checkbox"/> Lock down due to Covid 19 14 <input type="checkbox"/> Quarantine due to Covid 19 15 <input type="checkbox"/> Insecurity due to Covid 19 16 <input type="checkbox"/> Reduction in work hours by employer due to covid 17 <input type="checkbox"/> Other (specify)....			Reasons for working less hours in the reference week

SECTION F: FOR PAID EMPLOYEES – PART A

The following questions apply to only persons such as **paid employees, paid interns and paid apprentices**.

READ: Now I am going to ask you some questions for persons in paid employment, paid internship and paid apprentices.

FA1	How often does [NAME] receive earnings in his/her main job?	01 <input type="checkbox"/> Annually 02 <input type="checkbox"/> Monthly 03 <input type="checkbox"/> Every two weeks 04 <input type="checkbox"/> Weekly 05 <input type="checkbox"/> Daily 06 <input type="checkbox"/> Hourly 07 <input type="checkbox"/> Don't Know> 08 <input type="checkbox"/> Refused 09 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 12 <input type="checkbox"/> 13 <input type="checkbox"/> 14 <input type="checkbox"/> 15 <input type="checkbox"/> 16 <input type="checkbox"/> 17 <input type="checkbox"/> 18 <input type="checkbox"/> 19 <input type="checkbox"/> 20 <input type="checkbox"/>		→>>FB3 →>>H1	Frequency of earnings
-----	--	---	--	-----------------	-----------------------

FA2	Does [NAME] usually receive any tips or commission?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No		Tips or commissions										
FA3	What is [NAME] 's annual/monthly/weekly/daily/hourly earnings before deductions?	(Include tips and commission) <table border="1"> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>													Earnings before deductions
FA4	If amount not stated	>> FB4 (Table of Ranges)			Amount unstated										

SECTION F: FOR EMPLOYERS AND OWN-ACCOUNT WORKERS – PART B

The following questions apply to only persons in EMPLOYERS AND OWN ACCOUNT WORK

Attention: Section F is preferably to be answered by the individual respondents themselves and not by any household member.

FB1	[NAME] , what is the easiest way for you to tell us your earnings after expenses? Would it be.....? Read out responses	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/>	Annually Monthly Every two weeks Weekly Daily Hourly Don't Know> Refused	→>>FB3 →>>H1	Periodicity of Earnings											
FB2	What is [NAME] 's earnings after expenses?	(Include tips and commission) <table border="1"> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table> range in FB3													If amount not stated provide	Earnings
FB3	FOR THOSE WHO DO NOT KNOW OR REFUSE, PLEASE PROVIDE A RANGE AS GUIDED BELOW (Include tips and commission)		Ranges is in the CAPI		Don't know earnings											

SECTION G: UNEMPLOYMENT AND JOB SEARCH

This section covers unemployment and job search

READ: Now I am going to ask you some questions about employment and job search

G1	During the last 30 days, which is from [DATE] up to	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→>>G3	Did to find paid work
----	---	--	-----------	-------	-----------------------

	[DATE/yesterday], did (NAME) do anything to find a paid job/business?				
G2	What did (NAME) do in the last 30 days to find a job or start a business? READ OUT (Multiple response)	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 12 <input type="checkbox"/> 13 <input type="checkbox"/> 14 <input type="checkbox"/>	Apply to prospective employers Place or answer job advertisements Study or read job advertisements Register with (employment centre) Register with private recruitment offices Take a test or interview Seek help from relatives, friends, others Check at factories, work sites Wait on the street to be recruited Seek financial help to start a business Look for land, building, equipment, materials to start a business Apply for permit or license to start a business Website/ Job portal Other (specify)...	All responses should skip to G4 →>> G4	Efforts to find a job 30 days
G3	What is the main reason why (NAME) did not try to find a paid job or start a business in the last 30 days? READ OUT	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/>	Waiting for results of a previous search Awaiting recall from a previous job Waiting for the season to start Tired of looking for jobs, no jobs in area No jobs matching skills, lacks experience Considered too young/old by employers In studies, training Family / household responsibilities In agriculture / fishing for family use Disability, injury, illness Other sources of income		Not trying to find paid job

		09 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 12 <input type="checkbox"/> 13 <input type="checkbox"/> 14 <input type="checkbox"/> 15 <input type="checkbox"/>	Lock down due to Covid 19 Quarantine due to Covid 19 Insecurity due to Covid 19 Other (Specify)...		
G4	If (a/the) job or business opportunity had been available could (NAME) have started working last week or in the next two weeks?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Yes, last week Yes, next two weeks No	→>>G6 →>>G6	Availability
G5	What is the main reason why (NAME) is not available to start working? READ OUT	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/>	Awaiting recall from a previous job Waiting for the season to start In studies, training Family / household responsibilities In agriculture / fishing for family use Retired, pensioner Disability, injury, illness Lock down due to Covid 19 Quarantine due to Covid 19 Insecurity due to Covid 19 Other (specify)		Reason not available to start working
G6	For how long has (NAME) been without a paid work or a business? READ OUT	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Less than 1 month 1 month to < 3 months 3 months to < 6 months 6 months to < 12 months 1 year to < 2 years		How long without paid work

		4 <input type="checkbox"/>	2 years or more		
		5 <input type="checkbox"/>			
		6 <input type="checkbox"/>			

SECTION H: OWN-USE PRODUCTION

These questions are about own-use production activities that people engage in **without any pay** to care for or maintain their household

H1	During the last 7 days, that is from [DATE] up to [DATE/yesterday], did (NAME) do any of the following activities to produce foodstuff <u>intended mainly</u> for consumption by the household? READ OUT A. Grow any crops, vegetables or fruits B. Gather other foodstuff such as [wild fruits, mushrooms] C. Rear or tend animals D. Fish/ Kapenta E. Hunting If any item = Yes continue	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→ H4	Own use activities in last 7 days
H2	How many hours did (NAME) spend on these activities in the last 7 days?	No. of Hrs		Hours In the last 7 days	
H3	Which type of animals or products mainly for consumption by the household was (NAME) working on?	SEE ISIC IN THE MANUAL ((e.g.: fish, cattle, chicken, maize, potatoes, rice) <div style="border: 1px solid black; width: 100px; height: 30px; margin: 0 auto;"></div> (ISIC CODE)			Type of animals or products
H4	During the last 7 days, did (NAME) spend any time providing care, help or assistance to household members aged 18 years or older because of a disability, illness, or problems related to old age? READ For example: Administering medication, feeding, helping them with bathing, and personal hygiene, etc.	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→> H6	Assistance to 18 years or older

H5	How many hours did (NAME) spend on these activities during the last 7 days?	----- ----- Number of Hours		How many hours	
H6	Did (NAME) spend any time looking after children aged 17 years or younger living in this household? <i>READ</i> For example: Bathing playing with children, taking children to school, sports or other activities, instructing, tutoring or helping children with homework, advising or talking with teens about their problems, etc	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→>11	Looking after children
H7	How many hours did (NAME) spend on these activities during the last 7 days?		----- ----- Number of Hours		Number of hours looking after children

SECTION H: OWN-USE PRODUCTION- WOMEN/MEN TIME USE

These questions are about own-use production activities that women and men engage in without any pay to care for or maintain their household

H8a	During the last 7 days how much time did (NAME) spend on Cleaning the house, washing clothes, cooking or shopping for the household	----- Number of Hours		Number of hours spent cleaning
H8b	During the last 7 days how much time did (NAME) spend on Preparing and preserving food, such as [Mealie meal, dried fish/meat, cassava].	----- Number of Hours		Number of hours spent preparing meals
H8c	During the last 7 days how much time did (NAME) spend on Making goods for use by the household, such as [furniture, pottery, baskets, clothing, mats].	----- Number of Hours		Number of hours spent making goods
H8d	During the last 7 days how much time did (NAME) spend on Paying household bills or arranging services to fix or maintain the household's dwelling or car	----- Number of Hours		Number of hours spent paying household bills

H8e	During the last 7 days how much time did (NAME) spend on doing repairs or maintenance works, such as [fixing broken appliances or fixtures, painting walls, etc]	----- Number of Hours		Number of hours spent doing repairs
H8f	During the last 7 days how much time did (NAME) spend on Doing construction work to renovate, extend or build the household's dwelling.	----- Number of Hours		Number of hours spent doing construction
H8g	During the last 7 days how much time did (NAME) spend on Fetching water from natural or public sources for use by the household	----- Number of Hours		Number of hours spent fetching water
H8h	During the last 7 days how much time did (NAME) spend on Collecting firewood or other natural products for use as fuel by the household	----- Number of Hours		Number of hours spent collecting firewood

SECTION I: OCCUPATIONAL SAFETY AND HEALTH

This section covers occupational safety and health issues for all persons aged 5 years and above

READ: Now I am going to ask your questions about occupational safety and health for all persons 5 years or older

I1a	Has (NAME) fallen ill or been injured in the last 12 months?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→>I9	Ill or injured in the past 12 months
I1b	How often was (NAME) injured or ill in the last twelve months?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Once or twice 3 to 5 times More than five times		Number of times injured or ill
I1c	How serious was most recent illness or injury (NAME) got?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/>	<u>Consequences on work</u> Permanently disabled Prevented from work permanently Stopped work temporarily Changed jobs <u>Consequences in schooling</u> Stopped school temporarily Prevented from schooling permanently Not serious		Seriousness of illness or injury
I2	Thinking of the Past 12 months has (NAME) suffered any occupational injury/ Disease (personal injury or	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→>I9	occupational injury in Past 12 months

	disease) resulting from an accident at work or in the course of your work?					
I3	Which of the following did (NAME) suffer? (Multiple response)	01 <input type="checkbox"/> Superficial injuries or open wounds 02 <input type="checkbox"/> Fractures 03 <input type="checkbox"/> Dislocations, sprains or strains 04 <input type="checkbox"/> Burns, corrosions, scalds or frostbite 05 <input type="checkbox"/> Breathing problems 06 <input type="checkbox"/> Eye problems 07 <input type="checkbox"/> Skin problems 08 <input type="checkbox"/> Stomach problems/diarrhoea 09 <input type="checkbox"/> Fever 10 <input type="checkbox"/> Extreme fatigue 11 <input type="checkbox"/> Other (specify)..			Type of occupational accident or injury	
I4	Thinking about (NAME)'s most serious illness/injury, how did this/ these affect (NAME)'s work/schooling?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	Not Serious- did not stop schooling/ work Stopped work while Stopped work completely Stopped school for a short while Stopped school completely		Duration of effect of injury	
I5	How many occupational injuries has (NAME) had in the last 12 months that have kept (NAME) away from normal job for more than one day not counting the day of the accident?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Once or twice 3 to 5 times More than five times		How many occupational injuries	
I6	Where was (NAME) when the accident took place? Was She/He? ...	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	In your usual work area in the establishment/unit Somewhere else in the establishment/unit In your usual work area away from the establishment/no fixed work area On work-related travel Other (Specify).. Not known.		Where when accident took place	

		4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/>		
I7	How soon was (Name) able to resume work or normal duty after the accident?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/>	Still off paid work Was casual Employee Self Employed Same day Less than three consecutive days after the accident More than three consecutive days after the accident	ability to resume work
I8	Specify Number of days that (NAME) was able to resume normal duty after the accident.	<div style="border: 1px solid black; width: 40px; height: 20px; display: inline-block;"></div> <div style="border: 1px solid black; width: 40px; height: 20px; display: inline-block;"></div>		Number of days
I9	Does (NAME) carry heavy loads in Her/his daily activities (work, school, etc)?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/>	Always/ often Sometimes Selfdom/Rare Never	Heavy loads carriage
I10	Has (NAME) ever operated machinery/ equipment in any activity (NAME) was involved?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Yes No Don't know	Machine operation
I11	What type of tools, equipment or machines does (NAME) use at work?		List the 2 tools mostly used	Types of tools
I12	Is (NAME) exposed to any of the following at work?	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/>	Dust, fumes Fire, gas, flames, extreme temperatures, humidity Loud noise levels or damaging vibrations Snake bite/ insect stings (poisonous) Dangerous tools (knives etc) Work underground Work at dangerous heights Work in water/ lake/ pond/ river Workplace too dark or in confined spaces Insufficient ventilation Chemicals (pesticides, glues, etc) Explosives	Exposure

		07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 12 <input type="checkbox"/> 13 <input type="checkbox"/> 14 <input type="checkbox"/>	Other things, processes or conditions bad for your health or safety Not applicable	
I13	Has (NAME) ever been subject to the following at work? (Multiple response)	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/>	Constantly shouted at Repeatedly insulted Beaten/ physically hurt Sexually abused (touched or done things that you don't want) Other, specify....	Abuse at work

SECTION J_A: LABOUR MIGRATION

This section covers migration for all persons

READ: Now I am going to ask you questions about the migration for all persons in the household

J1_A	In which country was (NAME) born?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Within Zambia>>> J2_A Outside Zambia		Country of birth
J1B_A	Specify the country in which (NAME) was born?		List of Country		Country of birth
J2_A	What is (NAME) Nationality?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Zambian Non-Zambian>>> J3_A	IF J1_A=1 & J2_A=2 SKIP J3_A.	Nationality
J2B_A	Does (NAME) have another nationality?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No		Dual Nationality
J3_A	Has (NAME) moved from another country to Zambia in the last twelve months?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No>>> (SKIP TO J8_A IF J1_A=1 & J2_A=1)		Moved internationally in the last 12 months (Period Migration)

J4_A	When did (NAME) move to Zambia		1. State the year moved 2. Not Applicable		Country of Origin (Lifetime Migration)
J5_A	In which country was (NAME) living before he/she moved to Zambia		List of countries 1. State the country 2. Not Applicable		Country moved from
J6_A	What was the main reason for (NAME) moving to Zambia? READ OUT	01 <input type="checkbox"/> To work 02 <input type="checkbox"/> Other income reasons 03 <input type="checkbox"/> Drought, flood or other weather conditions 04 <input type="checkbox"/> Eviction 05 <input type="checkbox"/> Land related problems 06 <input type="checkbox"/> Follow family 07 <input type="checkbox"/> Marriage 08 <input type="checkbox"/> School/training 09 <input type="checkbox"/> Illness, injury 10 <input type="checkbox"/> Divorce/separation 11 <input type="checkbox"/> To escape insecurity 12 <input type="checkbox"/> To return home from displacement 13 <input type="checkbox"/> Abduction 14 <input type="checkbox"/> To be a refugee 15 <input type="checkbox"/> To be an asylum seeker 16 <input type="checkbox"/> Other (Specify)... 17 <input type="checkbox"/> Not Applicable			Reason for Moving
J7_A	With whom did (NAME) move?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	Head of household Member of Household Unaccompanied None household member Not Applicable	IF J1_A=1 & J2_A=2 SKIP J13_B.	Persons moved with
J8_A	In the past 12 months, has (NAME) travelled abroad for work?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No>>> J13_B IF J1_A=1 & J2_A=1		
J9_A	How many trips has (NAME) made?		Number.....		
J10_A	Did (NAME) travel abroad to provide a service in the destination country?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No>>> J13_B		

J11_A	What type of service did (NAME) provide?				
J12_A	Approximately, what was the cost of the service?				
SECTION J_B: CASH REMITTANCES TO RELATIVES ABROAD					
J13_B	Does (NAME) send money to relatives abroad	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→>> J2_C IF J2_A=2 SKIP & J13_B=2 SKIP TO J2_C.	Send remittances
J14_B	How much does (NAME) send?		State amount		Amount sent
J15_B	How does (NAME) send this money?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/>	Western Union Bank Transfer Money Gram Relative or Friend travelling home Mobile Money Other (Specify.....)		Method of sending
J16_B	How much, on average, does (NAME) pay as fees for the money sent?		State amount		Sending fees
J17_B	How often does (NAME) send?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	Weekly Every two weeks Monthly Quarterly Annually	ANY RESPONSE SKIP J2_C	Frequency of sending

SECTION J_C: LABOUR MIGRATION- PART B – INTERNAL MIGRATION

This section covers migration for all persons born in Zambia

READ: Now I am going to ask you questions about the migration for all persons in the household

J1_C	In which district was (NAME) born?	1. List of Districts		State the District	District of birth	
J2_C	Has (NAME) moved from one district to another in the last 12 months?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	>>>SECTION K		
J3_C	When did (NAME) move to this district?	<i>Give year and month</i> State year in four figures, e.g 2019 State month in two figures, e.g 12			When moved	
J4_C	In which district was (NAME) living before he/she moved to the district (NAME) presently resides in?	List of District	State the District	District of origin		
J5_C	What was the main reason for (NAME) moving to where (NAME) presently resides? READ OUT	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 12 <input type="checkbox"/> 13 <input type="checkbox"/> 14 <input type="checkbox"/>	To work Other income reasons Drought, flood or other weather conditions Eviction Land related problems Follow family Marriage School/training Illness, injury Divorce/separation To escape insecurity To return home from displacement Abduction To be a refugee To be an asylum seeker Other (Specify)...			Reason for moving

		15 <input type="checkbox"/>		
		16 <input type="checkbox"/>		
J6_C	With whom did (NAME) move	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/>	Head of household Member of Household Unaccompanied None household member	Person with whom moved

SECTION K: SOCIAL PROTECTION

This section covers social protection for all household members

K1	Is any member of this household a beneficiary of Social cash transfer program?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No		Social cash transfer program
K2	Is any member of this household a beneficiary of Public welfare assistance scheme?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No		Public welfare assistance scheme
K3	Is any member of this household a beneficiary of FERTILISER INPUT SUPPORT PROGRAM (FISP)?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No		Fertilizer input support program (FISP)?
K4	Is any member of this household a beneficiary of Food Security Pack (FSP)?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No		Food Security Pack (FSP)
K5	Is any member of this household a beneficiary of School feeding program?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No		School feeding program
K6	Is any member of this household a beneficiary of Women empowerment program?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No		Women empowerment program
K7	Is any member of this household a beneficiary of Orphans and Vulnerable Children (OVC) bursary?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No		Orphans and Vulnerable Children (OVC) bursary

SECTION L: HOUSEHOLD TASKS- For all children 5-17 years

I' am now going to ask you questions about household chores for children aged 5-17 years

L1	During the last 7 days did (NAME) do any of the household chores below for the household? (Multiple response)	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/>	Fetching water Fetching firewood Cooking Cleaning utensils/ house Washing clothes Caring for children/ old/ sick Shopping		Household chores
----	--	--	---	--	------------------


		8 <input type="checkbox"/>	Selling Items		
		9 <input type="checkbox"/>	Other household tasks		
L2	During each day of the last 7 days how many hours did you do such household tasks?	1 <input type="checkbox"/>	Monday	Hours per day	Hours per day spent on household chores
		2 <input type="checkbox"/>	Tuesday	_____	
		3 <input type="checkbox"/>	Wednesday	_____	
		4 <input type="checkbox"/>	Thursday	_____	
		5 <input type="checkbox"/>	Friday	_____	
		6 <input type="checkbox"/>	Saturday	_____	
		7 <input type="checkbox"/>	Sunday	_____	
L3	During the last 7 days when did (NAME) usually carry out these activities? <i>Read Out Responses</i> FOR CHILDREN ALL AGED 15-17	1 <input type="checkbox"/>	In the morning only		Children working time
		2 <input type="checkbox"/>	In the afternoon only		
		3 <input type="checkbox"/>	In the evening only		
		4 <input type="checkbox"/>	Both Morning and afternoon		
		5 <input type="checkbox"/>	The whole day		
L4	During the last 7 days when did (NAME) usually carry out these activities? <i>Read Out Responses</i> FOR CHILDREN ATTENDING SCHOOL	1 <input type="checkbox"/>	After school		School going children working time
		2 <input type="checkbox"/>	Before school		
		3 <input type="checkbox"/>	Both before and after school		
		4 <input type="checkbox"/>	On the week-end		
		5 <input type="checkbox"/>	During missed school hours/days		
		6 <input type="checkbox"/>	During the day after other work		

SECTION M: FOOD SECURITY

This section covers food and access to food

READ: Now I am going to ask you questions about food and access to food for this household during the last 12 months

M1	During the last 12 months , was there a time when, because of lack of money or other resources, YOU were worried you would not have enough to eat?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No		Enough to eat
M2	During the last 12 months , was there a time when, because of lack of money or other resources, YOU were unable to eat healthy and nutritious food?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No		Unable to eat healthy
M3	During the last 12 months , was there a time when, because of lack of money or other resources, YOU ate only a few kinds of foods?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No		Ate few kinds of food
M4	During the last 12 months , was there a time when, because of lack of money or other resources, YOU had to skip a meal?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No		Skip meal
M5	During the last 12 months , was there a time when, because of lack of money or other resources, YOU ate less than you thought you should?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No		Ate less
M6	During the last 12 months , was there a time when, because of lack of money or other resources, YOUR household ran out of food?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No		Ran out of food
M7	During the last 12 months , was there a time when, because of lack of money or other resources, YOU were hungry but did not eat?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No		Hungry
M8	During the last 12 months , was there a time when, because of lack of money or other resources, YOU went without eating for a whole day?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No		Day without eating

SECTION N: HOUSING AND HOUSEHOLD CHARACTERISTICS									
This section covers household and household characteristics									
READ: Now I am going to ask you questions about the housing and household characteristics									
N1	In what type of dwelling does the household live?	01 <input type="checkbox"/>	Traditional hut					Type of housing	
		02 <input type="checkbox"/>	Improved traditional house						
		03 <input type="checkbox"/>	Detached house						
		04 <input type="checkbox"/>	Flat/ apartment/ multi-unit						
		05 <input type="checkbox"/>	Servants quarters						
		06 <input type="checkbox"/>	Guest wing						
		07 <input type="checkbox"/>	Cottage						
		08 <input type="checkbox"/>	House attached to /on top of shop etc						
		09 <input type="checkbox"/>	Hostel						
		10 <input type="checkbox"/>	Non-residential building (classroom etc.)						
		11 <input type="checkbox"/>	Unconventional (e.g. katemba, storage container etc)						
		12 <input type="checkbox"/>	Other (Specify)...						
N2	On what basis does your household occupy the dwelling you are living in?	1 <input type="checkbox"/>	Owner occupied					Housing occupancy status	
		2 <input type="checkbox"/>	Rented from Local Government (Council)						
		3 <input type="checkbox"/>	Rented from Central Government						
		4 <input type="checkbox"/>	Rented from Private Company						
		5 <input type="checkbox"/>	Rented from parastatal (e.g. ZSIC, NAPSA, ...)						
		6 <input type="checkbox"/>	Rented from private persons (Landlords)						
		7 <input type="checkbox"/>	Free from employer						
		8 <input type="checkbox"/>	Other free housing						
		9 <input type="checkbox"/>	Other (Specify)...						
N3	How many rooms are occupied by this household excluding bathrooms and toilets? (For rural areas count the number of rooms in each hut belonging to the household collectively)							Number of rooms in the housing unit	
				Number of rooms					
N4	Are any of these facilities available in the household housing unit?	1 Inside house and exclusive	Kitchen <input type="checkbox"/>	Bathroom <input type="checkbox"/>	Toilet <input type="checkbox"/>	Household amenities			
		2 exclusive	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
		3 Inside house and shared	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
		4 shared	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
		5 Outside house and exclusive	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
		Outside and shared							
		Not Available							
N5	What is the main source of energy for lighting and cooking in your household?	01 Kerosene /Paraffin	Lighting <input type="checkbox"/>		Cooking <input type="checkbox"/>		Energy for lighting and cooking		
		02 Electricity	<input type="checkbox"/>		<input type="checkbox"/>				
		03 Solar	<input type="checkbox"/>		<input type="checkbox"/>				
		04 Candle	<input type="checkbox"/>		<input type="checkbox"/>				
		05 Diesel	<input type="checkbox"/>		<input type="checkbox"/>				
		06 Firewood	<input type="checkbox"/>		<input type="checkbox"/>				

		07	Charcoal	<input type="checkbox"/>	<input type="checkbox"/>	
		08	Torch	<input type="checkbox"/>	<input type="checkbox"/>	
		09	Gas	<input type="checkbox"/>	<input type="checkbox"/>	
		10	Crop/livestock residues	<input type="checkbox"/>	<input type="checkbox"/>	
		11	None	<input type="checkbox"/>	<input type="checkbox"/>	
			Other (Specify)			
N6	What is the main source of drinking water?	01	<input type="checkbox"/> Directly from river/lake/stream/dam			Source of drinking water
		02	<input type="checkbox"/> Rainwater			
		03	<input type="checkbox"/> Unprotected well			
		04	<input type="checkbox"/> Protected well			
		05	<input type="checkbox"/> Borehole			
		06	<input type="checkbox"/> Unprotected spring			
		07	<input type="checkbox"/> Protected spring			
		08	<input type="checkbox"/> Bottled/Mineral water			
		09	<input type="checkbox"/> Public tap			
		10	<input type="checkbox"/> Own tap			
		11	<input type="checkbox"/> Other tap (e.g. from nearby building)			
		12	<input type="checkbox"/> Water kiosk			
		13	<input type="checkbox"/> Bought from other vendor			
		13	<input type="checkbox"/> Other (Specify)...			

SECTION P: FINANCIAL INCLUSION										
This section covers Financial Inclusion for all household members 15 years and older.										
READ: Now I am going to ask you questions about Financial Inclusion										
P1	Which of the following are you aware of? Read out; Multiple mention possible	1 <input type="checkbox"/>	Savings							Financial Awareness
		2 <input type="checkbox"/>	Warehouse receipt							
		3 <input type="checkbox"/>	Insurance							
		4 <input type="checkbox"/>	Bank Accounts							
		5 <input type="checkbox"/>	Different uses of debt							
		6 <input type="checkbox"/>	Credit Guarantee Scheme							
		7 <input type="checkbox"/>	Movable Collateral Facilities							
		8 <input type="checkbox"/>	mobile money services							
		9 <input type="checkbox"/>	Credit Reference Bureau							
		10 <input type="checkbox"/>	Investments							
		11 <input type="checkbox"/>	Savings groups/ village savings							
		12 <input type="checkbox"/>	Pensions/ Micro Pensions							
P2	Which of the following documents do you have? Read out; Multiple mentions possible	01 <input type="checkbox"/>	National registration card							Documents possessed
		02 <input type="checkbox"/>	Valid Driver's license							
		03 <input type="checkbox"/>	Valid Passport							
		04 <input type="checkbox"/>	Payslip from employer							
		05 <input type="checkbox"/>	Lease or rental agreement in your name							
		06 <input type="checkbox"/>	Subscription (e.g. satellite TV) in your name							
		07 <input type="checkbox"/>	Tax Payer Identification Number/certificate in your name							
		08 <input type="checkbox"/>	Electricity/water bill in your name							
		09 <input type="checkbox"/>	Insurance policy							
		10 <input type="checkbox"/>	Telephone/Zamtel bill in your name							
		11 <input type="checkbox"/>	Title deed in your name							
		12 <input type="checkbox"/>	White book in your name							
			Skip if below 16 years							
P3	In the last 3 months, did you? Read out; Multiple mention possible	1 Yes 2 No		Pay all bills on time 1 <input type="checkbox"/> 2 <input type="checkbox"/>	Use a spending plan or budget 1 <input type="checkbox"/> 2 <input type="checkbox"/>	Have a financial emergency plan 1 <input type="checkbox"/> 2 <input type="checkbox"/>	Have a Financial plan and set goals for the future 1 <input type="checkbox"/> 2 <input type="checkbox"/>		Financial Behavior	
P4	In the past 12 months, about how often did you use the following	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	Never Daily Weekly Monthly Less than monthly	Cash 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	ATM/ Debit Card 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	Credit Card 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	Bank Transfer 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	Mobile Money 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	Method of paying	

	for paying bills? Multiple Response								
P5	Which one of these is the most important to have to be able to manage your finances Read out; Single mention	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 12 <input type="checkbox"/> 13 <input type="checkbox"/>	Savings account at a bank Savings at a microfinance institution Loan at a microfinance institution Savings at a savings and credit cooperative (SACCO) or Financial Cooperative Loan at a savings and credit cooperative (SACCO) or Financial Cooperative Chilimba Savings in a savings group Village Bank services Loan from a Village Bank Loan from a savings group Loan from a kaloba/shylock Mobile money services – remittances Don't Know	Manage finances					
P6	Which of the following do you use to help you manage your money? Read out; Multiple mentions possible	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/>	Bank Microfinance institutions (MFIs) Lender Insurance services Pensions Fund Manager Chilimba Saving groups Savings and credit cooperative (SACCO) Village Banking Mobile money services Someone in the community Family/friends Other specify	Managing money					

		9 <input type="checkbox"/> 11 <input type="checkbox"/> 12 <input type="checkbox"/> 13 <input type="checkbox"/> 14 <input type="checkbox"/> 15		
P7	When you use a bank do you use it ...single mention	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/>	As an account holder In your name only As a joint account holder As an account holder through a group/association you belong to an account in somebody else's name As a non-account holder using OTC services I don't use a bank If answer, is I don't use the bank, then skip to P9	Use of banks
P8	Which of the following products or services do you use with a bank? Read out; Multiple mention	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9	ATM/debit card Money transfer (without using a mobile phone) Mobile banking Current/cheque account Savings account Fixed deposit account Internet Banking Credit Any other products / services not mentioned here (specify)	Services used
P9	What method do you mainly use to pay for food/groceries? Read out; Single mention. 1. By using your own cash 2. By cheque 3. Bank transfer 4. By debit card/ATM card			

	<ul style="list-style-type: none"> 5. By credit card 6. Mobile banking 7. Mobile money 8. Internet banking 9. Barter system (exchange of goods) 10. By providing services or doing piece work 11. Not Applicable 12. Other Specify, 	
P10	<p>What method do you mainly use to pay for utility bills (e.g water, electricity)</p> <ul style="list-style-type: none"> 1. By using your own cash 2. By cheque 3. Bank transfer 4. By debit card/ATM card 5. By credit card 6. Mobile banking 7. Mobile money 8. Internet banking 9. barter system (exchange of goods) 10. By providing services or doing piece work 11. Not Applicable 12. Other Specify, 	
P11	<p>How do you usually pay for school fees? Read out; Single mention</p> <ul style="list-style-type: none"> 1. By using your own cash 2. By cheque 3. Bank transfer 4. By debit card/ATM card 5. By credit card 6. Mobile banking 7. Mobile money 8. Internet banking 9. Barter system (exchange of goods) 10. By providing services or doing piece work 11. Not Applicable 12. Other Specify 	
P12	<p>How would you mainly pay for larger goods/appliances such as a radio, TV, furniture or a bicycle? Read out; Single mention</p> <ul style="list-style-type: none"> 1. By using your own cash 2. By cheque 3. Bank transfer 4. By debit card/ATM card 5. By credit card 6. Mobile banking 7. Mobile money 8. Internet Banking 9. Barter system (exchange of goods) 10. By providing services or doing piece work 11. Not Applicable 12. Other Specify, 	

P13	<p>If you needed (K500 FOR RURAL / K1,000 FOR URBAN) within three days in case of an emergency, were would you get it from? (minimum values of amount)</p> <p>Single Response</p>	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 12 <input type="checkbox"/> 13 <input type="checkbox"/> 14 <input type="checkbox"/> 15 <input type="checkbox"/> 16 <input type="checkbox"/> 17 <input type="checkbox"/> 18 <input type="checkbox"/> 19 <input type="checkbox"/>	Savings Rely on savings group social fund Borrow from a bank Borrow from microfinance institutions Borrow from microlender such as Innovate Borrow from a savings and credit cooperative (SACCO) Borrow from savings group Borrow from moneylender/kaloba/shylock Borrow from family/friends Rely on family and friends for gifts Rely on the community for gifts Sell something that I bought for this purpose Sell something not intentionally bought for this purpose Cut back on expenses Borrow from mobile money Claim insurance Other, specify Don't know (Do not read out) Will not be able get it	Sources of funding						
P14	<p>How will you mainly ensure that you have money to meet your needs when you are old and cannot work?</p> <p>Do not read out; Single response</p>	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 12 <input type="checkbox"/>	Savings Rely on support from children Land/property Own business Rental income Shares Farming/agriculture/livestock Pension Insurance policy Government securities (Treasury bills/bonds) Don't know/have no plans Other specify	Pension and insurance						
P15	<p>How often does this statement apply to you?</p> <p>Read out; Multiple mention possible</p>	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	<p>Always Often Sometimes Rarely Never</p>	<p>I know how much money I need to meet my monthly expenses.</p> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	<p>I keep track of my monthly expenses</p> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	<p>I split my monthly earnings on consumption, savings and investment.</p> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	Financial Skills			

P16	Do you understand why Financial Service Providers request for personal information when registering for a service?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No				Know your customer
P17	Do you understand fully the terms and conditions for the services offered by your financial service provider?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No				Disclosure and transparency
P18	Are you satisfied with the quality of services that you receive from your financial service provider? Link this to the specific service provider.	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No				Fair Treatment and Business Conduct

P19	Do you understand the procedure for lodging complaints in case of a dispute with your financial service provider?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	Dispute Resolution
P20	Do you own a mobile phone? Yes 1 <input type="checkbox"/> No 2 <input type="checkbox"/>			Mobile Money
P20B	Do you own a sim card?) Yes 1 <input type="checkbox"/> No 2 <input type="checkbox"/> IF NO >>>> P22			
P21	Do you have a mobile money account in your own name? Yes 1 <input type="checkbox"/> No 2 <input type="checkbox"/>			
P22	In the last three (3) Months have you used mobile money? Yes 1 <input type="checkbox"/> No 2 <input type="checkbox"/> IF NO>>>>P26			
P23	In the last three (3) months, how often have you used mobile money? Read out; Single mention	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/>	Daily Weekly Monthly Never >>>>>>>> P26	Mobile Money
P24	What type of mobile money transaction do you typically make? Read out; Multiple mention	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/>	Airtime Recharge Fund Transfer Savings Bill Payments Cash Withdrawal/ deposit Investment Loan insurance	Mobile Moneys

P25	On a scale of 1 to 4, Do you find mobile money services to be cheap or expensive? Read out; Single mention	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/>	Very Cheap Cheap Expensive Very Expensive	Mobile Money
P26	If you save, please specify reasons for saving? Read out; Multiple mention	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/>	Purchase of Property For Children's Education For Agricultural Purposes Starting new business Emergencies Repaying Debts Household Expenses Other, please specify. _____.	Savings Group Attributes
P27	In the last 3 months, have you sent money to anyone? Read out; Single mention 1. Yes 2. No>>>>P28			Remittances
P27a	How did you mostly send the money? Read out; Multiple mention Bank transfer/ pay into bank account Through post office Mobile banking International Money Transfer (Western Union/money gram/swift cash/union pay) Mobile money Through friends or family Through bus/taxi driver Other? please specify			
P28	In the last 3 months, have you received money from anyone? Read out; Single mention 1. Yes 2. No>>>>>P29			
P28a	How do you mostly receive the money? Read out; Multiple mention Bank transfer/ pay into bank account Through post office Mobile banking International Money Transfer (Western Union/money gram/swift cash/union pay) Mobile money Through friends or family Through bus/taxi driver Other? please specify			
P29	In the past 3 months, has	1 <input type="checkbox"/> 2 <input type="checkbox"/>	A bank A microfinance institution	Source

	(Name) borrowed money from....? Read out; Multiple mention	3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 12 <input type="checkbox"/> 13 <input type="checkbox"/> 14 <input type="checkbox"/> 15 <input type="checkbox"/>	A micro-lender A Savings and Credit Cooperative (SACCO) A Government Scheme/Institution Your employer A family/friend A saving group A village bank A moneylender (Kaloba/shylock) A church or other community based that you belong to An insurance policy A Pension Fund Building Societies (ZNBS, Pan African Building Society) Other, specify. _____.	
P30	Which of the following does (Name) have? Read out; Multiple mention	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 12 <input type="checkbox"/> 13 <input type="checkbox"/> 14 <input type="checkbox"/> 15 <input type="checkbox"/> 16 <input type="checkbox"/> 17 <input type="checkbox"/> 18 <input type="checkbox"/>	Savings at a bank Savings at a microfinance Savings at a Savings and Credit Cooperative (SACCO) Savings that you keep on your mobile money account Savings with your employer Savings with chilimba Savings with savings group Savings with a community group or church Savings in the form of cash at home or in a secret hiding place that you are not using for everyday living expenses Savings in the form of cash kept safe by carrying it around (e.g. in waist band/chitenge)- not using it for everyday living expenses Savings by means of money given to a household or family member or friend to keep safe for you Savings by means of money given to someone else for safe keeping (e.g. money guards) Investments in Treasury Bills or Government Bonds Investments in unit trusts Shares on the stock exchange Pension e.g. NAPSA Other, specify. _____.	Methods of savings/Investment
P31a	Is your savings group linked to a formal financial service provider?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No>>>P32	Savings group attribute
P31b	What kind of financial services and products do you use? Read out; Multiple mention	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/>	Savings account Credit Insurance Mobile banking Investment Other, specify. _____.	Savings group attributes

P32	Does (NAME) Have any form of investment?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No>>>SKIP TO NEXT SECTION.	Methods of savings/1
P33	What is your source of funds for investment? Read out; Multiple mention	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/>	Remittances Salary Savings Borrowing Rental income Proceeds from agriculture produce Other, specify._____.	Source of Investment

KEY PERSONS INVOLVED IN THE PRODUCTION OF THE REPORT

Name	Designation	Institution
Mulenga J.J. Musepa	Statistician General	ZamStats
Moffat Bili	Director - Planning and Research	MLSS
Collins C. Kaputo	Chief Planner	MLSS
Chipalo Kaliki	Assistant Director - Social Statistics	ZamStats
Gerson Banda	Principal Statistician	ZamStats
Francis K Mwinsa	Demographer	ZamStats
Oliver Chitalu	Statistician	ZamStats
Bruce Sianyeuka	Demographer/Labour Statistician	ZamStats
Morris Mubita	Statistician	ZamStats
Mundia Muyakwa	Statistician	ZamStats
Bubala Moonga	Statistician	ZamStats
Chibeza Magolo	Senior Statistician	ZamStats
Cephas Sitali	Statistician	ZamStats
Abraham Banda	Statistician	ZamStats
Lucy Nyangu	Statistician	ZamStats
George Mhango	Senior Statistical Officer	ZamStats
Juliet Mumba	Librarian	ZamStats
Juliet Malambo	Programmer Analyst	ZamStats
Chenela Nkhowani	Programmer Analyst	ZamStats
Anthony Nkole	Desktop Publishing Officer	ZamStats
Priscilla Mali	Senior Planner	MLSS
Ngao Nambao	Principal Planner	MLSS
Musadabwe Chulu	Principal Planner	MLSS
Auxilia Kambani	Principal Planner	MLSS
Jean Phiri	Senior Planner	MLSS
Mbomena Vundamina	Senior Planner	MLSS
Daniel Makomeno	Senior Planner	MLSS
Chipo Banda	Planner	MLSS
Ruth Zulu	Planner	MLSS
Lasty J. Mwiinga	Planner	MLSS
Raymond Kanyemba	Statistician	MLSS



REPUBLIC OF ZAMBIA
MINISTRY OF LABOUR AND
SOCIAL SECURITY

