



2017 Labour Force Survey Report





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ACRONYMS

ASCII	American Standard Code for Information Interchange
CAPI	Computer Assisted Personal Interviews
CRUPLF	Combined Rate of Unemployed and Potential Labour Force
CSPro	Census and Survey Processing System
CSA	Census Supervisory Area
CSO	Central Statistical Office
EA	Enumeration Area
FISP	Fertilizer Input Support Programme
ICLS	International Conference of Labour Statisticians
ILO	International Labour Organization
KILM	Key Indicators of Labour Market
LFS	Labour Force Survey
MLSS	Ministry of Labour and Social Security
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
ZRA	Zambia Revenue Authority

FOREWORD

This report presents the 2017 Labour Force Survey (LFS) annual results, arising from an analysis of a combined dataset drawn from the quarterly 2017 LFSs. The primary objective of the LFS is to provide labour market statistics for development. Many of the Government documents on statistics such as the National Development Plans (NDP), Ministerial Strategic Plans, Budget briefs, etc depend on the LFS data as the main source for labour market statistics.

Apart from social and demographic indicators, the report has statistics, among others, on employment-to-population ratio, labour force participation rate, unemployment rate and working conditions.

The usefulness of labour market statistics and indicators is quite wide, as it enhances planning processes in various aspects including employment creation, skills gap identification and training programmes, as well as in determining the supply and demand of labour. Labour market statistics are critical in setting of global, national and subnational goals and targets.

The labour market statistics herein are derived on the basis of the 2013 labour force framework adopted at the 19th International Conference of Labour Statisticians (ICLS) that provided new guidelines for measuring and compiling work, employment and labour underutilization statistics. It is, therefore, inadvisable to compare current statistics to those derived based on the 1982 labour force framework adopted at the 13th ICLS, which characterized the previous labour force surveys.

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 thank the International Labour Organization (ILO), particularly Dr. Coffi Agossou – a Labour Statistics Specialist - for providing technical assistance and guidance during the different phases in the implementation of the 19th ICLS resolution in Zambia.

Our government partner, Ministry of Labour and Social Security (MLSS) and the provincial Central Statistical Offices are appreciated for ensuring a successful implementation of the survey. I hope the results contained in this report and the rich datasets upon which they are based will be useful to policy makers, programme managers, researchers and other various data users.



Goodson Sinyenga

Acting Director of Census and Statistics

EXECUTIVE SUMMARY

In 2017, the total population was estimated at 16,405,229. Rural areas accounted for 57.5 percent while urban areas accounted for 42.5 percent of the total population.

The female population accounted for 51.5 percent compared to the male population at 48.5 percent.

The working age population (15 years or older) was estimated at 9,056,840. The labour force population was 3,398,294 and the youth labour force accounted 1,886,645. The employed persons accounted for 2,971,170.

The number of employed persons in the formal sector was 1,357,186. The informal and household sectors employed 922,476 and 691,508 persons, respectively.

The number of formally employed persons was 1,096,832 while that of informally employed persons was 1,874,337.

The employment to population ratio was 32.8 percent. The male and female employment to population ratio stood at 41.7 percent and 24.7 percent, respectively.

The population outside the labour force was 5,658,546. Of the total population outside the labour force, 1,650,765 was the estimated potential labour force.

The number of the unemployed population was 427,125. The indicators of labour underutilization include unemployment rate and combined rate of unemployment and potential labour force.

The unemployment rate was 12.6 percent. The male unemployment rate was 11.9 percent and that of females was 13.5 percent.

The youth unemployment was 17.4 percent. The male youth unemployment rate was 16.2 percent and that of females was 19.1 percent.

Combined unemployment and potential Labour Force

The national combined rate of unemployment and the potential labour force was 41.2 percent. It was higher for females at 48.8 percent and 34.8 percent for males.

A total of 230,219 workers worked for less than 40 hours per week and were willing to work for additional hours giving a time related underemployment rate of 27 percent. The estimated average weekly hours of work was 40 hours, with rural areas reporting lower average of 33 hours compared to 44 hours in urban areas. Males had a higher average hours worked than females at 42 hours and 35 hours, respectively.

In 2017, the number of persons that were involved in own use production work was 230,219. The rural areas accounted for 72.0 percent and the urban areas at 28.0 percent. Of the total persons involved in

own use production work, 1,396,504 persons were involved in the production of goods and 2,370,884 persons were involved in the provision of services.

The average monthly earnings for paid employees was K3,330. Females had higher earnings of K3,401 compared to K3,301 for males. The average monthly earnings in urban areas were lower at K3,297 than in rural areas at K3,425. The highest paid employees were persons in the formal sector earning K3,933 while the lowest paid employees were those in the household sector, earning K1,623. In addition, persons with formal jobs earned higher (K4,261) than those with informal jobs (K2,313).

An Overview of Zambia

1.1 Introduction

Zambia is a landlocked country in Southern Africa. It covers a total area of 752,612 square kilometers. It is located between latitudes 8° and 18° south and longitudes 22° and 34° east. Its neighbours include the Democratic Republic of Congo to the north, Tanzania to the north-east, Malawi to the east, Mozambique, Zimbabwe, Botswana and Namibia to the south and Angola to the west.

1.2 Administration

Zambia has ten (10) provinces, namely, Central, Copperbelt, Eastern, Luapula, Lusaka, Muchinga, Northern, North Western, Southern and Western. The provinces are administratively subdivided into districts. In all Zambia has 106 districts, 156 constituencies and over 1,430 wards. Lusaka is the Capital City and seat of the government. The government comprises Central and Local Governments.

1.3 Population

Zambia's population has been increasing at an annual average rate of 2.8 percent during the previous inter-censal period. The population was estimated at 7,383,097 in 1990, and increased to 9,885,591 in 2000 and to 13,092,666 in 2010. This represented a percentage increase of 33.9 percent in the 1990-2000 inter-censal period. Between 2000 and 2010, the percentage increase was 32.4 percent. The 2017 projected population was estimated at 16,405,229.

Zambia has more people living in rural areas than urban areas. Rural population accounted for 60.6 percent in 1990, 65.3 percent in 2000 and 60.5 percent in 2010. Copperbelt and Lusaka Provinces are the highly populated provinces. In 2000, Copperbelt Province had 16.0 percent of the total population while Lusaka Province had 14.1 percent. In 2010, Lusaka Province had 16.7 percent of the total population while Copperbelt Province had 15.1 percent. Muchinga Province accounting for the lowest at 5.4 percent. Furthermore, Zambia has a young population. About 46.6 percent of the total population is below 15 years of age inclusive while persons aged 65 years or older account for 2.6 percent of the total population.

1.4 Economy

Zambia's economy is driven by the Mining, Agriculture, Construction, Transport and Communication industries. However, recent economic data shows that the largest percentage share of the GDP is the Wholesale and Retail trade industry. Between 2015 and 2017, Zambia's real Gross Domestic Product was between K125,003.5 million and K134,998.0 million. The Wholesale and Retail trade sector accounting for 22.9 percent in 2015, 22.1 percent in 2016 and 22.9 percent in 2017. The Mining and Agriculture industries accounted for 10.2 percent and 7.3 percent of the GDP, respectively. In 2010, the annual real GDP growth was 7.6 percent, the highest level ever recorded since 1972, while in 2017, the annual real GDP growth was 4.1 percent. Zambia's annual inflation rate between 2015 and 2017 trended from 10.0 percent in 2015 to 18.2 percent in 2016 and to 6.5 percent in 2017.

1.5 Education

Education is a powerful tool and recipe for economic growth of a nation. As a response to this aspiration, the Seventh National Development Plan (7NDP) identifies education as being instrumental in creating a Zambian society that would be better able to respond to social and economic challenges. The Vision 2030 compounds the emphasis to develop a quality human capital by supporting investment in quality education and skills development. Furthermore, the Government enacted the Teaching Profession Act in 2013, which propels the enhancement of professionalism in the teaching service, and regulation of the teacher training institutions. To further achieve diversification objectives in skills development, the Technical Education, Vocational and Entrepreneurship Training (TEVET) ensures that human capital is built to offset constraints surrounding low access to quality skills training, poor quality of skills training and skills mismatch.

The 2015 primary and secondary education net enrolment rates were 89.0 percent and 28.1 percent, respectively while tertiary net enrolment rate was 7.6 percent of the population by 2010. The Gender Parity Index (GPI), there were 99 girls for every 100 boys at primary school while the GPI at secondary school was 0.84, implying that there were 84 girls for every 100 boys. In 2016, the primary and secondary net enrolment rates were 90.4 percent and 25.4 percent, respectively. The GPI was 1.00 at primary school and 0.86 at secondary school.

In an effort to improve pupil-teacher ratios, Government recruited 5000 teachers in 2016 and a further 2000 in 2017. The number of teachers (stock figure) recorded as at 2016 was 96,228, giving Pupil-Teacher Ratio of 55.3 in 2014 to 43.3 in 2016 at primary level. Pupil-teacher ratio has remained fairly stable at 36.5 at secondary level.

Higher learning institutions offering Technical Education, Vocational and Entrepreneurship, Tertiary Education as well as University education (i.e. University of Zambia, Copperbelt University and Mulungushi University) also recorded an increase in their enrolment rates which stands at 22,753 in 2016, (Source: Ministry of General Education, 2016 Report).

1.6 Labour Force

Trends in the labour force since 1986 - 2014 Zambia's labour force has been increasing. In 2005, the population in the labour force was estimated at 4,918,788, giving rise to a labour force participation rate of 80.0 percent. The Labour Force grew to 5,003,871 in 2008 and 5,966,199 in 2012 giving participation rates of 74.5 percent and 75.9 percent, respectively. In 2014, the population in the labour force was 6,329,076 which gave rise to the participation rate of 77.7 percent. The employed population has slowly been moving from agriculture industries to non-agriculture industry between 2005 to 2014. In 2005, agriculture industry accounted for 73.0 percent of the employed population rate in 2012, the industry accounted for 52.2 percent. In 2014, agriculture industry accounted for 48.9 percent. The formal sector accounted for 16.4 percent of the employed population while the informal sector accounted for 83.6 percent. Paid employees accounted for 26.1 percent of the employed population while Own account workers (self employed and employers) accounted for 46.3 percent.

However, the 2017 LFS was analyzed on the basis of new definitions of employment and unemployment,

following the adoption of the resolution of the 19th International Conference of Labour Statisticians (19th ICLS) of 2013, and thus provides a different labour force profile for the economy. While the population in the labour force has remain comparatively stable, the size of the employed population has reduced as it only accounts for persons involved in work for pay or profit while persons in own use production work are no longer deemed as employed as the case was based on the previous resolution. In 2017, Agriculture industries accounts for 25.9 percent of the employed population.

1.7 Poverty

The 2006 and 2010 Living Conditions Monitoring Surveys (LCMSs) results show that poverty levels have remained high at 62.8 percent in 2006 and 60.5 percent in 2010. Extreme poverty was recorded at 42.7 percent in 2006 and 42.3 percent in 2010. In 2015, extreme poverty was recorded at 54.4 percent. The level of poverty in the rural areas was higher than in urban areas. Rural poverty was estimated at 76.6 percent compared to the urban poverty at 23.4 percent.

1.8 Natural Resources

Zambia's vegetation is mainly made up of savannah woodlands and grasslands. It has a tropical climate with three distinct seasons, namely, the cool and dry season, the hot and dry season and the hot and wet season. The country has abundant natural resources. It has five main rivers, namely; Zambezi, Kafue, Luangwa, Luapula, and Chambeshi rivers. In addition to these rivers, the country has major lakes such as Tanganyika, Mweru, Mweru Wa Ntipa, Bangweulu and the man-made lakes Kariba and Itzhi Tezhi.

Zambia has some of nature's best wildlife and game reserves affording the country with abundant tourism potential. The Luangwa and Kafue National Parks have one of the most prolific animal populations in Africa. The Victoria Falls is a major tourist attraction. The country is also endowed with various minerals and precious stones such as copper, emeralds, zinc, lead and cobalt.

Chapter 1: Background and Methodology

1. Background

The Labour Force Survey (LFS) is a household-based sample survey conducted by Central Statistical Office (CSO) in conjunction with Ministry of Labour and Social Security (MLSS). The LFS collects data on the labour market activities from eligible individuals.

Starting in 2017, the CSO undertook a major revision on the LFS so as to be conducted quarterly moving from a bi annual LFS which the CSO and MLSS have been carrying out since 1986.

More importantly, the LFS methodology was changed, together with introducing a new survey questionnaire and the frequency of data collection and data releases. In addition, the survey data capture and processing systems was changed.

The first Zambia Labour Force Survey was conducted in 1986 to satisfy a need for reliable and timely data on the labour market. Successive labour force surveys were conducted in 2005, 2008, 2012 and 2014.

2. Key changes in reporting

The key changes include;

- The employed population now includes strictly persons engaged in market activities only or work for pay or profit only.
- The unemployed population strictly satisfy the conditions of seeking a paid job and available to take up the job.
- Discouraged work-seekers are persons who did not have work; were available to work but did not seek work or try to start a business in the reference period because: they had lost hope of finding work; or they did not have the requisite skills or qualifications for the job; or they believed that no jobs were available in the market.

The major objective of the LFS has been to measure the size of the labour force by its characteristics (i.e.

age, sex, industry, sector of employment, education, etc.).

This report presents the key findings of the 2017 LFS based on the annual data set, arising from combining the quarterly datasets. This report will, among other things, discuss the methodology used to derive the key labour indicators. Some of the Key Indicators of Labour Market (KILM) that the LFS will provide on an annual basis include: labour force participation rate, employment-to-population ratio, unemployment rate, time-related underemployment rate, working condition related indicators and income, among others.

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

Methodology

Sample Design and Coverage

The sample design applied on the 2017 Labour Force Survey (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

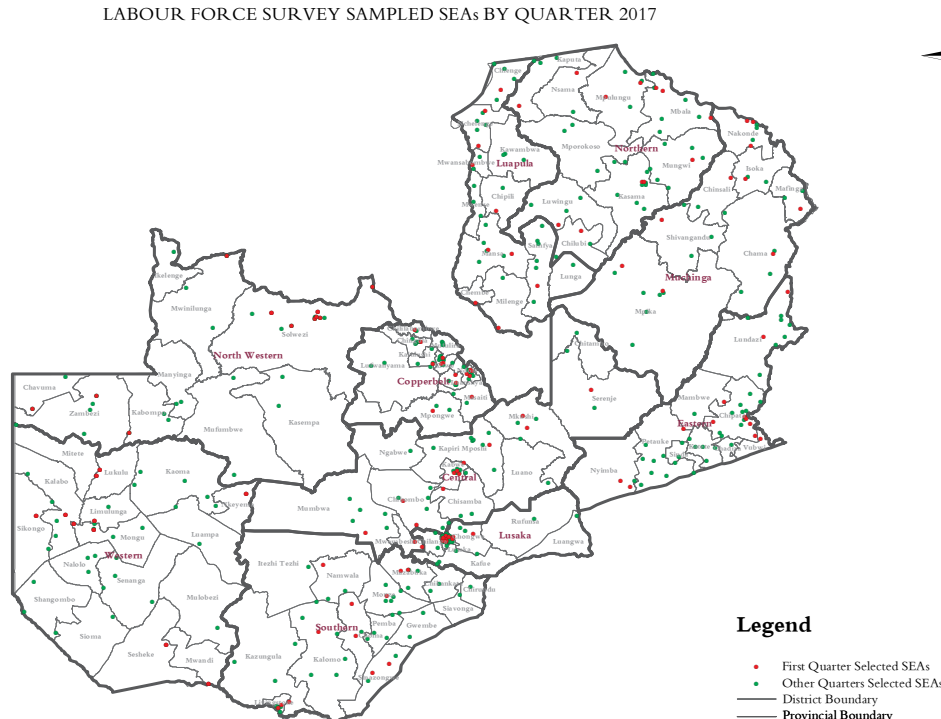
The sampling frame for the 2017 QLFS was one developed from the 2010 Census of Population and Housing. The frame provides details of the province, districts constituency and ward (i.e. names and codes), as well as number of households and population for each EA. For the purposes of survey undertaking, the number of households and population are used for selecting Enumeration Areas (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 464 EAs were selected for the 2017 Labour Force Survey.

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

Table 1.1: Sample Allocation by Province

Province	Number of EAs Per Quarter	Number of EAs Per Year	Number of Households Per Year
Central	12	48	960
Copperbelt	14	56	1,120
Eastern	12	48	960
Luapula	10	40	800
Lusaka	14	56	1,120
Muchinga	10	40	800
Northern	12	48	960
North Western	10	40	800
Southern	12	48	960
Western	10	40	800
Total	116	464	9,280

LABOUR FORCE SURVEY SAMPLED SEAs BY QUARTER 2017



Sample Selection

The QLFS employed a two-stage stratified cluster sampling design whereby 464 EAs as shown in Table I.1 above 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).

Estimation Procedure

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

The probability of selecting an EA was calculated as follows:

Where:

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

The selection probability of the household is calculated as follows:

Where:

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

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

Post-Stratification Adjustment

The base weights for the 2017 QLFS were adjusted so that the population obtained was comparable to

the CSO projected mid-year population for 2017. growth in the population

ince) from the 2010 Census Projections Report

Therefore, the final weight was obtained and applied accordingly.

Estimation Process

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

Where:

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

The national estimate is obtained using the following estimator:

Where:

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

Data Collection

Data collection for the QLFS 2017 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 was hired to collect the data countrywide.

Data Processing

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

Chapter 2: Definition and Concepts

This section presents concepts and definitions used in the report.

Population: Is the total number of all persons of both sexes aged 0 years or older in a given territory at a specified point in time.

Working-Age Population: Refers to all persons aged 15 years or older.

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

Labour Force Participation Rate: Is the ratio of the Labour Force to the overall size of the Working-age population.

It measures the country's working-age population that engages actively in the labour market, either by working or looking for work relative to the population of the working-age.

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

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

Informal Sector: Refers to all production units that are not registered with a tax or a licensing authority.

Household Sector: refers to all households as producers of goods and services

Formal Employment: Is the type of employment in which employees are entitled to social security coverage and contract in addition to annual paid leave, or any such entitlement and any legal registration for own account workers/employers.

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

Formal Employment: Is the employment, whether formal or informal, in a registered production unit.

Unemployed Population: Refers to all persons in the labour force who are completely jobless and are available and actively looking for work during a given reference period. Included also are those not working, not looking for work but are available for work.

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

Youth Unemployment: Refers to share of the labour force aged 15 to 35 years without work but available for and seeking employment.

Youth Unemployment Rate: Is the number of unemployed youth aged 15 to 35 years expressed as a percentage of the youth labour force.

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

Time-related Underemployment Rate: Is the ratio of the underemployed population to the total employed population expressed as a percentage.

Potential Labour Force: Is defined as all persons of working age who during the short reference period were neither in employment nor in unemployment and:

(a) carried out activities to “seek employment”, were not “currently available” but would become available within a short subsequent period established in the light of national circumstances or

(b) did not carry out activities to “seek employment”, but wanted employment and were “currently available”.

Combined Rate of Unemployment and Potential Labour Force: Is the summation of the unemployed and the potential labour force populations.

Highlights of the Results

Table 2.1: Selected Key Indicators of Labour Market by Sex and Rural/Urban					
	Total	Male	Female	Rural	Urban
Total Population	16,405,229	7,951,619	8,453,610	9,440,263	6,964,966
Working Age Population 15 years or older	9,056,840	4,315,697	4,741,143	4,870,262	4,186,579
Labour force	3,398,294	2,041,306	1,356,988	1,357,382	2,040,912
Total Population Not in the Labour Force	5,658,546	2,274,391	3,384,155	3,512,880	2,145,666
Youth Population (age 15-35 years)	5,845,355	2,745,186	3,100,168	3,065,810	2,779,544
Youth Labour Force (15-35 years)	1,886,645	1,118,523	768,122	749,734	1,136,910
Employed (Market production activities)	2,971,170	1,797,957	1,173,213	1,192,712	1,778,458
Sector of Employment					
Formal sector	1,357,186	893,843	463,343	394,730	962,456
Informal sector	922,476	565,579	356,897	448,344	474,132
Household sector	691,508	338,535	352,973	349,638	341,869
Type of Employment					
Formal Employment	1,096,832	735,974	360,858	315,869	780,963
Informal Employment	1,874,337	1,002,741	811,588	876,43	997,495
Agriculture/Non Agriculture Sector					
Agriculture	768,605	470,303	298,303	646,179	122,426
Non agriculture	2,202,564	1,327,654	874,910	546,533	1,656,032
Unemployed Population					
Unemployed Persons	427,125	243,349	183,776	164,670	262,455
Unemployed Plus PLF Persons	2,077,889	961,141	1,116,748	1,232,173	845,717
Population Not in the Labour Force					
Potential Labour Force (PLF)	1,650,765	717,792	932,972	1,067,503	583,262
Youth Potential Labour Force	1,143,835	495,363	648,472	714,149	429,687
Other Outside Labour Force	2,863,946	1,061,236	1,802,710	1,731,228	1,132,718
Youth not in Employment					
Youth Unemployed Persons (15-35 years)	328,256	181,680	146,576	117,968	210,288
Youth Unemployed plus PLF (15-35 years)	1,472,091	677,043	795,048	832,116	639,975
Youth not in Employment, Education or Training NEET (15-35 years)	2,912,198	1,100,538	1,811,660	1,760,678	1,151,520
Youth not in Employment, Education or Training NEET (15-24 years)	1,617,956	616,120	1,001,837	967,338	650,618
Rates					
Employment to Population Ratio	32.8	41.7	24.7	24.5	42.5
Labour Force Participation Rate	37.5	47.3	28.6	27.9	48.7
Unemployment Rate	12.6	11.9	13.5	12.1	12.9
Youth Unemployment Rate	17.4	16.2	19.1	15.7	18.5
Time Related underemployment Rate	7.7	7.1	8.7	8.3	7.4
Combined rate of Unemployment and Potential Labour Force					
CRUPLF	41.2	34.8	48.8	50.8	32.2
Youth CRUPLF	48.6	42.0	56.1	56.8	40.9

Chapter 3: Demographic Characteristics

3.1 Introduction

This chapter provides information on demographic characteristics of the survey population. Variables presented include population size and distribution, marital status, relationship to the head of the household, distribution of households and average household size among others.

Demographic information is important in every survey undertaking as it provides a basis for the analysis of population characteristics and their relationship with other determinants of population change. Specifically, demographic information allows us to determine the thresholds for defining the working-age population as well as the Labour force.

3.2 Population Size and Distribution

Table 3.1 shows the number and percentage distribution of the population by sex in rural and urban areas. In 2017, the population was estimated at 16,405,229 of which 57.5 percent were in rural areas and 42.5 percent were in urban areas.

Table 3.1: Number and Percentage Distribution of Population by Rural/Urban and Sex, Zambia 2017

Rural/ Urban	Total	Percent	Male	Female
Total	16,405,229	100.0	7,951,619	8,453,610
Rural	9,440,263	57.5	4,609,991	4,830,272
Urban	6,964,966	42.5	3,341,628	3,623,338

Figure 3.1 shows the percentage distribution of the population by sex in rural and urban areas. At national level there were more females than males at 51.5 percent and 48.5 percent, respectively. The pattern of having more females than males was observed in both rural and urban areas.

Figure 3.1: Percentage Distribution of Population by Rural/Urban and Sex, Zambia 2017

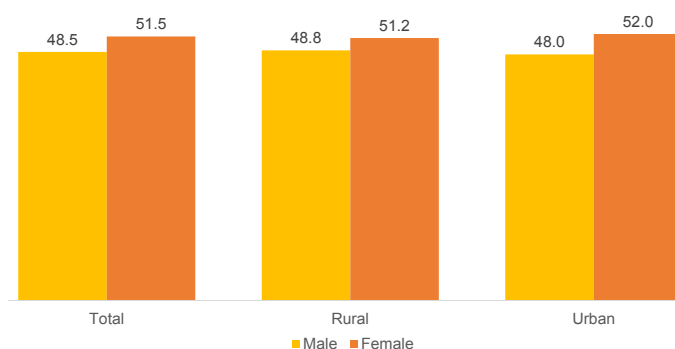


Table 3.2 shows the number and percentage distribution of the population by province, and sex. At provincial level all provinces had more females than males except Eastern Province which had 50.1 percent males and 49.9 percent females.

Table 3.2: Number and Percentage Distribution of Population by Province and Sex, Zambia 2017

Province	Both Sexes	Male		Female	
		Number	Percent	Number	Percent
Total Population	16,405,229	7,951,619	48.5	8,453,610	51.5
Central	1,599,884	789,091	49.3	810,793	50.7
Copperbelt	2,480,657	1,205,472	48.6	1,275,185	51.4
Eastern	1,910,783	956,673	50.1	954,109	49.9
Luapula	1,185,446	566,652	47.8	618,794	52.2
Lusaka	3,002,530	1,449,352	48.3	1,553,178	51.7
Muchinga	971,547	478,748	49.3	492,799	50.7
Northern	1,387,443	664,836	47.9	722,606	52.1
North Western	879,229	423,926	48.2	455,303	51.8
Southern	1,963,206	937,446	47.8	1,025,760	52.2
Western	1,024,505	479,421	46.8	545,083	53.2

Figure 3.2 shows the percentage distribution of the population by province. Lusaka Province had the highest percentage at 18.3 percent, followed by Copperbelt Province with 15.1 percent. The lowest percentage share was recorded in North Western Province at 5.4 percent.

Figure 3.2: Percentage Distribution of Population by Province, Zambia 2017

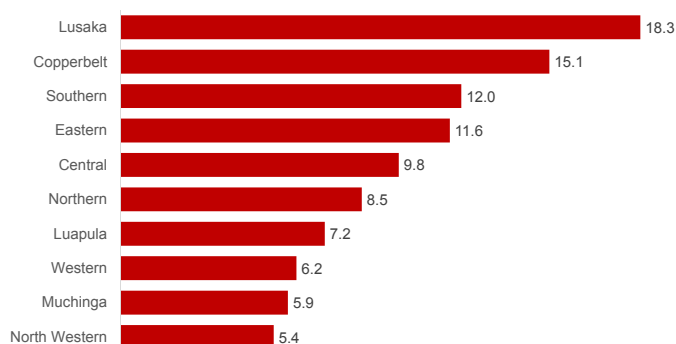


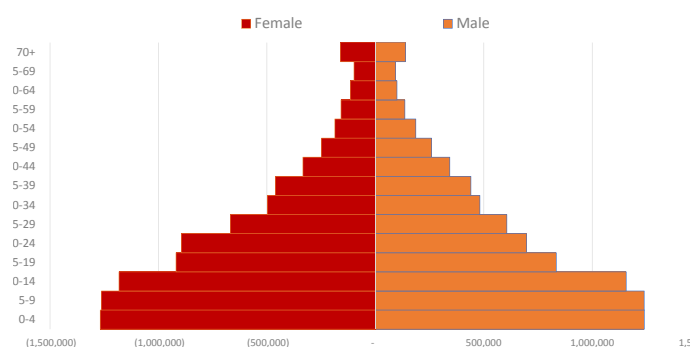
Table 3.3 shows the number and percentage distribution of the population by age group and sex. The table shows that the highest proportion of the population was in the ages group 0-4 and 5-9 years at 15.3 percent each. The lowest proportion of the population was in the age group 65-69 years at 1.2 percent.

Table 3.3: Number and Percentage Distribution of Population by Age Group and Sex, Zambia 2017

Age Group	Both Sexes	Percent	Male	Female
Total Population	16,405,229	100.0	7,951,619	8,453,610
0-4	2,508,103	15.3	1,240,029	1,268,074
5-9	2,501,957	15.3	1,239,246	1,262,711
10-14	2,338,330	14.3	1,156,647	1,181,683
15-19	1,753,416	10.7	834,286	919,130
20-24	1,589,683	9.7	695,720	893,963
25-29	1,273,968	7.8	606,074	667,894
30-34	979,453	6.0	481,778	497,675
35-39	900,338	5.5	440,287	460,051
40-44	676,828	4.1	343,007	333,820
45-49	507,957	3.1	259,508	248,449
50-54	373,395	2.3	186,362	187,033
55-59	294,700	1.8	136,263	158,438
60-64	214,458	1.3	99,435	115,024
65-69	192,256	1.2	93,805	98,451
70+	300,391	1.8	139,173	161,217

Figure 3.3 shows the population structure by age group and sex. Zambia has a young population as shown by the wider base of the population pyramid. The pyramid contracts as the age increases indicating that there were more people in the younger age groups than in older age groups.

Figure 3.3: Population Structure by Age Group and Sex, Zambia



3.3 Relationship to Head of Household

Information on the relationship to the head of the household was collected for all usual members of the household. The head of household is defined as a usual member of the household that all members considers as head and makes most of the day to day decisions regarding the running of the household.

Table 3.4 shows the number and percentage distribution of the population by relationship to the head of household. Biological children to the head of household accounted for 47.9 percent of the total population. The head of household constituted the second highest proportion at 20.6 percent, while the lowest proportion of relationship to the head of the household was father/mother in law and grandparent at 0.1 percent each.

Table 3.4: Number and Percentage Distribution of Population by Relationship to Heads of Household, Zambia 2017

Relationship to Household Head	Total	Percent
Total Population	16,405,229	100.0
Head	3,382,116	20.6
Spouse (Husband/Wife)	22,66,832	13.8
Son/Daughter	7,863,984	47.9
Step Child	268,746	1.6
Brother/Sister	278,589	1.7
Brother/Sister In Law	1628,05	1.0
Grandchild	1,242,629	7.6
Nephew/Niece	583,511	3.6
Cousin	43,840	0.3
Parent	61,167	0.4
Father/Mother In Law	17,367	0.1
Uncle/Aunt	33,047	0.2
Grandparent	17,474	0.1
Son/Daughter In Law	358,53	0.2
Other Relative	91,806	0.6
Non Relative	55,465	0.3

3.4 Marital Status

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

Table 3.5 shows the number and percentage distribution of the population aged 12 years or older by sex, rural/urban and marital status. Of the total population 12 years or older, the married accounted

for the highest proportion at 45.8 percent while those that were cohabiting had the lowest at 0.1 percent. The same pattern of having more married and least cohabiting persons was observed in both rural and urban areas. Among males, the never married had the highest proportion at 48.1 percent while among females the highest proportion was the married at 48.6 percent.

Table 3.5: Number and Percentage Distribution of the Population Aged 12 years or Older by Rural/Urban, Sex and Marital Status, Zambia 2017

Rural/Urban and Sex	Total	Marital Status					
		Never married	Cohabiting	Married	Separated	Divorced	Widowed
Total	10,440,685	43.3	0.1	45.8	1.4	4.3	5.1
Rural	5,706,825	21.9	0.1	26.5	0.6	2.7	2.8
Urban	4,733,860	21.4	0.1	19.3	0.7	1.6	2.3
Sex							
Male	4,990,531	48.1	0.1	47.1	1.0	2.2	1.5
Female	5,450,154	42.5	0.2	48.6	1.9	6.9	9.2

3.5 Number of Households

Table 3.6 shows the number and percentage distribution of households by province in rural and urban. There were 3,382,133 households of which 57.0 percent of the households were in rural areas

while 43.0 percent were in urban areas. All the provinces had more households in the rural areas than in urban areas except Lusaka and Copperbelt provinces which had more households in urban areas at 86.8 percent and 82.9 percent, respectively.

Table 3.6: Number and Percentage Distribution of Households by Province and Rural/Urban, Zambia 2017

Province	Total Households		Distribution of Households			
			Rural		Urban	
	Number	Percent	Number	Percent	Number	Percent
Total	3,382,133	100.0	1,928,344	57.0	1,453,789	43.0
Central	324,635	100.0	233,210	71.8	91,424	28.2
Copperbelt	494,231	100.0	84,563	17.1	409,669	82.9
Eastern	406,585	100.0	355,273	87.4	51,312	12.6
Luapula	236,929	100.0	184,769	78.0	52,159	22.0
Lusaka	638,351	100.0	84,035	13.2	554,316	86.8
Muchinga	185,492	100.0	136,947	73.8	48,545	26.2
Northern	286,236	100.0	232,850	81.3	53,386	18.7
North Western	166,131	100.0	115,631	69.6	50,500	30.4
Southern	436,886	100.0	321,590	73.6	115,296	26.4
Western	206,656	100.0	179,476	86.8	27,181	13.2

3.6 Average Household Size

Table 3.7 shows the average household size by province in rural and urban areas. At national level, the average household size was 4.9 persons. In rural and urban areas, the average household size was at 4.9 persons and 4.8 persons, respectively.

North Western Province had the highest average household size at 5.2 persons while Eastern and Lusaka provinces had the lowest average household size at 4.7 persons each.

Table 3.7: Average Household Size by Province and Rural/Urban, Zambia 2017

Province	Total		Rural		Urban	
	Number	Percent	Number	Percent	Number	Percent
Total	3,382,133	4.9	1,928,344	4.9	1,453,789	4.8
Central	324,635	4.9	233,210	5.1	91,424	4.4
Copperbelt	494,231	5.0	84,563	4.9	409,669	5.1
Eastern	406,585	4.7	355,273	4.7	51,312	4.6
Luapula	236,929	5.0	184,769	5.0	52,159	5.0
Lusaka	638,351	4.7	84,035	5.0	554,316	4.7
Muchinga	185,492	5.2	136,947	5.3	48,545	5.1
Northern	286,236	4.8	232,850	4.8	53,386	5.0
North Western	166,131	5.3	115,631	5.4	50,500	5.1
Southern	436,886	4.5	321,590	4.5	115,296	4.5
Western	206,656	5.0	179,476	5.0	27,181	4.6

Chapter 4: Working Age Population

4.1 Introduction

This chapter presents information on working age population and its categorisation in the analysis of labour market indicators.

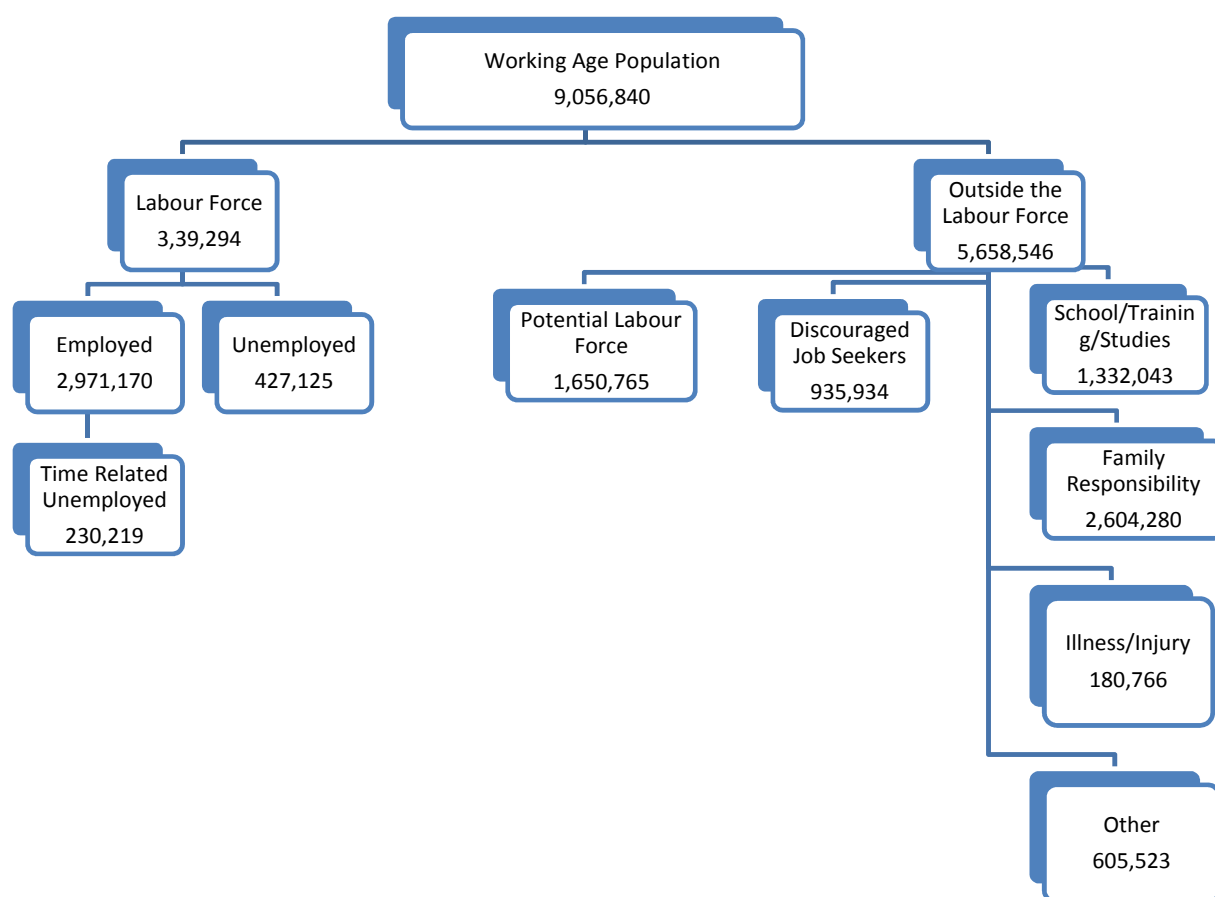
The working-age population refers to all persons above a specified minimum age which varies from country to country. In Zambia, the minimum age of persons in the working-age population is 15 years.

From the working age population two main categories are derived mainly the population Labour force and population outside the Labour force.

4.2 Categorisation of the Working-Age Population (15 Years or Older)

Figure 4.1 shows the main categories of the labour force framework. In 2017, the working-age population was 9,056,840 of which 3,398,294 persons were in the labour force and 5,658,546 were outside the labour force.

Figure 4.1: Categorisation of the Working Age Population, Zambia 2017



4.3 Working-Age Population by Rural/Urban, Sex and Province

Table 4.1 shows the number and percentage distribution of the working age population by sex in rural and urban areas. The working-age population was estimated at 9,056,840 of which 53.8 percent was in the rural areas and 46.2 percent was in the urban areas.

Table 4.1: Number and Percentage Distribution of Working-Age Population (15 years or older) by Rural/Urban and Sex, Zambia 2017

Rural/ Urban	Working-Age Population (15 years or older)			
	Total	Percent	Male	Female
Total	9,056,840	100.0	4,315,697	4,741,143
Rural	4,870,261	53.8	2,324,039	2,546,222
Urban	4,186,579	46.2	1,991,658	2,194,921

Figure 4.2 shows the percentage distribution of working-age population (15 years or older) by rural/urban and sex. At national level, females accounted for a higher percentage of the working-age population at 52.3 percent compared to males at 47.7 percent. In rural and urban areas, females had a higher proportion of the working-age population than males at 52.3 percent and 52.4 percent, respectively.

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

Figure 4.2: Percentage Distribution of Working-Age Population (15 years or older) by Rural/Urban and Sex, Zambia 2017

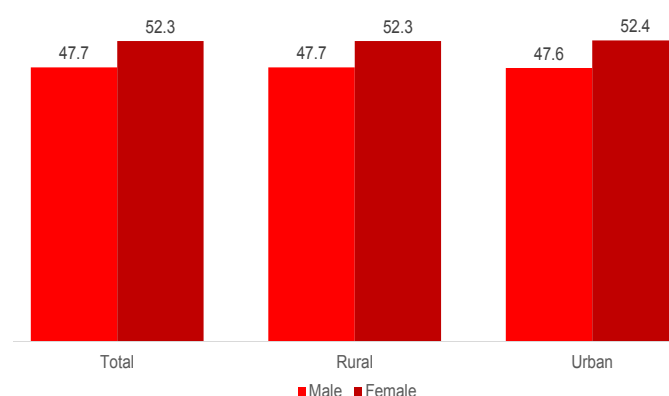
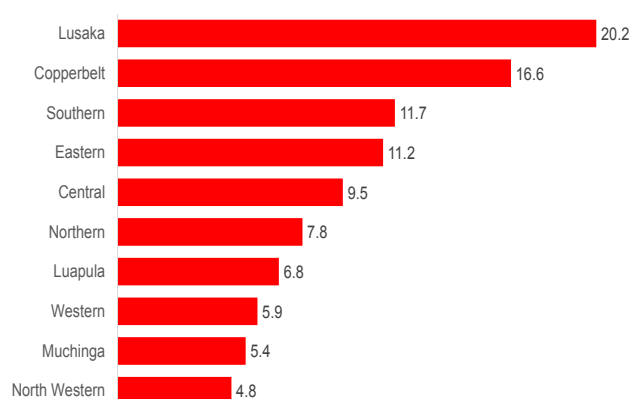


Table 4.2: Number and Percentage Distribution of Working-Age Population (15 years or older) by Province and Sex, Zambia 2017

Province	Working-Age Population (15 years or older)				
	Total	Male	Percent	Female	Percent
Total	9,056,840	4,315,696	47.7	4,741,144	52.3
Central	864,315	414,300	47.9	450,015	52.1
Copperbelt	1,502,678	732,250	48.7	770,428	51.3
Eastern	1,017,708	502,508	49.4	515,200	50.6
Luapula	620,083	288,552	46.5	331,531	53.5
Lusaka	1,828,455	872,134	47.7	956,320	52.3
Muchinga	490,423	237,922	48.5	252,500	51.5
Northern	704,779	339,594	48.2	365,185	51.8
North Western	435,133	205,462	47.2	229,671	52.8
Southern	1,059,390	483,919	45.7	575,472	54.3
Western	533,876	239,055	44.8	294,822	55.2

Figure 4.3 shows the percentage share of the working-age population by province. Lusaka Province had the highest percentage share of the working age population with 20.2 percent while North Western Province had the lowest percentage share at 4.8 percent.

Figure 4.3: Percentage Share of Working-Age Population by Province, Zambia 2017



4.4 Labour Force

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

or business opportunities and are available for paid work and/or business opportunities.

Table 4.3 shows number and percentage distribution of the labour force by rural/urban and sex. In 2017, the labour force was estimated at 3,398,294 persons of which 60.1 percent were in urban areas while 39.9 percent were in rural areas. Out of the labour force, 2,041,306 were male and 1,356,988 were female.

Table 4.3: Number and percentage Distribution of Labour Force by Rural/Urban and Sex, Zambia 2017

Rural/Urban	Both Sexes	Percent	Male	Female
Total	3,398,294	100.0	2,041,306	1,356,988
Rural	1,357,382	39.9	833,569	523,813
Urban	2,040,912	60.1	1,207,737	833,175

Figure 4.4 shows the percentage distribution of the labour force by rural/urban and sex. At national level, the percentage of males in the labour force was higher than that of females at 60.1 percent and 39.9 percent, respectively. The same pattern of having more males than females was also observed in both the rural and urban areas.

Table 4.4 shows the number and percentage distribution of the population in labour force by rural/urban, sex and province. At all levels, provincial, rural and urban the provinces had more males than females in the labour force.

Figure 4.4: Percentage Distribution of Labour Force by Rural/Urban and Sex, Zambia 2017

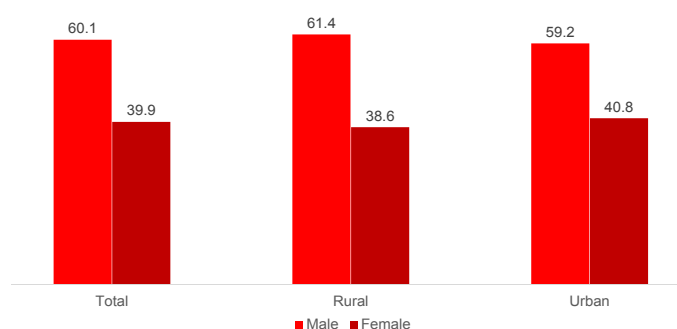
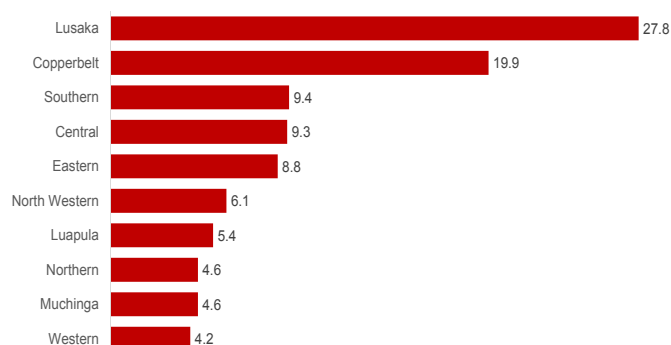


Table 4.4: Number and Percentage Distribution of Labour Force (15 years or older) by Province, Rural/Urban and Sex, Zambia 2017

Province and Rural/Urban	Total Labour Force		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	3,398,294	100.0	2,041,306	60.1	1,356,988	39.9
Rural	1,357,382	100.0	833,569	61.4	523,813	38.6
Urban	2,040,912	100.0	1,207,737	59.2	833,176	40.8
Province						
Central	315,473	100.0	188,782	59.8	126,691	40.2
Copperbelt	677,204	100.0	406,529	60.0	270,675	40.0
Eastern	297,698	100.0	190,602	64.0	107,096	36.0
Luapula	181,898	100.0	109,626	60.3	72,272	39.7
Lusaka	945,346	100.0	558,341	59.1	387,004	40.9
Muchinga	154,740	100.0	96,490	62.4	58,250	37.6
Northern	207,247	100.0	128,005	61.8	79,242	38.2
North Western	157,460	100.0	95,514	60.7	61,946	39.3
Southern	319,040	100.0	190,003	59.6	129,037	40.4
Western	142,191	100.0	77,415	54.4	64,775	45.6

Figure 4.5 shows the percentage share of the population in the Labour force by province. Lusaka and Copperbelt provinces had the highest percentage share of the labour force with 27.8 percent and 19.9 percent respectively, while Western had the least share of 4.3 percent.

Figure 4.5: Percentage Share of the Labour Force by Province, Zambia 2017



4.5 Labour Force by Age Group

Figure 4.6 shows the percentage distribution of the labour force by rural/urban and age group. The age group that accounted for the highest percentage share of the labour force in rural areas was the 25 to 29 years with 17.3 percent, whereas the age group that accounted for the lowest percentage share was the 60 to 64 years with 1.9 percent. On the other hand, the age group that accounted for the highest percentage share in urban areas was the 25 to 29 years with 18.5 percent whereas the age group that accounted for the lowest percentage share was the 70 or more years with 0.8 percent.

Figure 4.6 Percentage Distribution of the Labour Force by Age Group and Rural/Urban, Zambia 2017

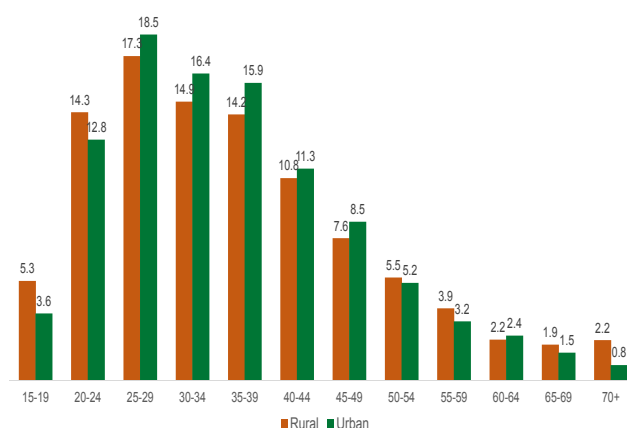
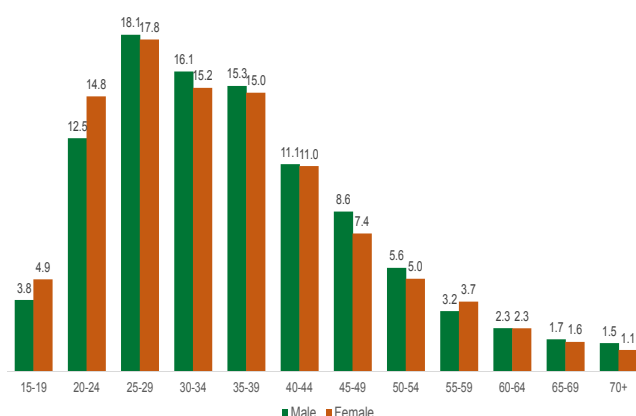


Figure 4.7 shows the percentage distribution of the labour force by age group and sex. In the age group 15-24, the proportion of females was higher than that of males while between the age groups 25-39 and 40-54 years the proportion of males was higher than that of females.

Figure 4.7: Percentage Distribution of the labour Force (15 years or order) by Age Group and Sex, Zambia 2017



4.6 Labour Force Participation Rate

Labour force participation rate or activity rate, measures the proportion of the economically active population in the total working-age population. It is a ratio of the labour force to the working-age population expressed as a percentage. Low activity rate implies that a large proportion of persons do not participate in the labour market.

Figure 4.8 shows the labour force participation rate by rural/urban and sex. In 2017, the overall labour force participation rate was 37.5 percent. The urban participation rate was higher than that of the rural at 48.7 percent and 27.9 percent, respectively. The labour force participation rate for males was higher than that of females at 47.3 percent and 28.6 percent, respectively. The pattern of having higher participation rate for males than females was observed in both rural and urban areas.

Figure 4.8: Labour Force Participation Rate by Rural/Urban and Sex, Zambia 2017

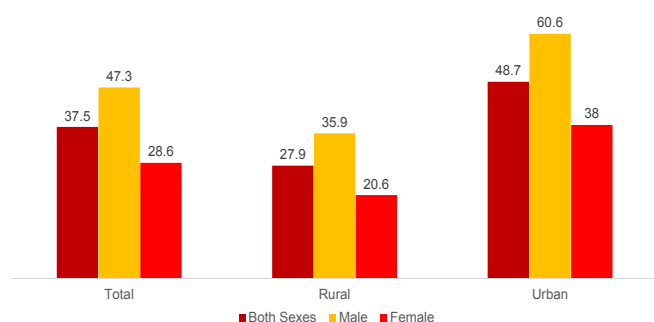


Figure 4.9 shows age-specific labour force participation rate by sex. Labour force participation rates were lower in younger ages and older ages. The age-specific labour force participation rate for males was higher than that of females in all age groups. The 25 to 39 year males recorded the highest participation rate of 71.1 percent while the 15 to 19 year males recorded the lowest participation rate of 9.4 percent

Figure 4.9: Age-Specific Labour Force Participation Rate by Sex, Zambia 2017

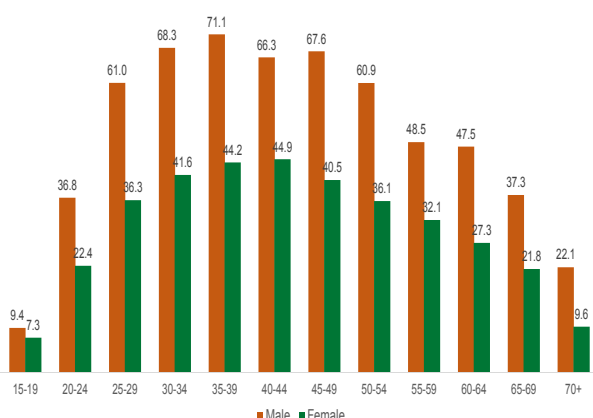


Figure 4.10 shows age-specific labour force participation rate in rural and urban areas. The age-specific labour force participation rate in urban areas was higher than that of rural areas. In rural areas the participation rate was highest in the age group 35-39 at 42.3 percent while in the urban areas the participation rate was highest in the age group 45-49 years at 74.4 percent.

Figure 4.11: Age-Specific Labour Force Participation Rate by Rural/Urban, Zambia 2017

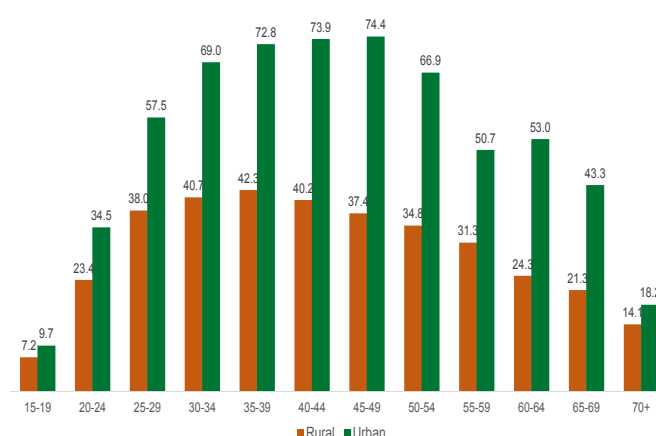


Table 4.12 shows the provincial labour force participation rate by sex. In all the provinces rate for males was higher than that of females. Lusaka Province had the highest participation rate at 51.7 percent while Western Province had the lowest participation rate at 26.6 percent.

Table 4.12: Labour Force Participation Rate by Province and Sex, Zambia 2017.

Province	Participation rate		
	Both Sexes	Male	Female
Total	37.5	47.3	28.6
Central	36.5	45.6	28.2
Copperbelt	45.1	55.5	35.1
Eastern	29.3	37.9	20.8
Luapula	29.3	38.0	21.8
Lusaka	51.7	64.0	40.5
Muchinga	31.6	40.6	23.1
Northern	29.4	37.7	21.7
North Western	36.2	46.5	27.0
Southern	30.1	39.3	22.4
Western	26.6	32.4	22.0

Chapter 5: Employment

5.1 Introduction

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

5.2 Employed Population

Table 5.1 shows the number and percentage distribution of employed persons by sex in rural and urban areas. The employed population was estimated at 2,971,170, of which 59.9 percent were in the urban areas and 40.1 percent were in rural areas. Among males 40.4 percent of the employed were in rural areas while female in rural areas accounted for 39.8 percent of the employed.

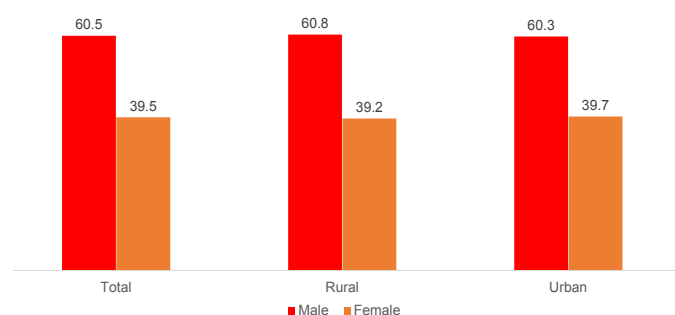
Table 5.1: Number and Percentage Distribution of Employed Persons by Rural/Urban and Sex, Zambia 2017

Rural/Urban	Both Sexes	Total	Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	2,971,170	100.0	1,797,957	100.0	1,173,213	100.0
Rural	1,192,712	40.1	725,739	40.4	466,974	39.8
Urban	1,778,458	59.9	1,072,218	59.6	706,239	60.2

5.3 Employed Persons by Sex

Figure 5.1. shows the percentage distribution of the employed persons by sex in rural and urban areas. There were more employed males than females at 60.5 percent and 39.5 percent, respectively. The same pattern of having more males than females in employment was observed in both the rural and urban areas.

Figure 5.1: Percentage Distribution of the Employed Persons by Rural/Urban and Sex, Zambia 2017



5.4 Employed Persons by Province

Figure 5.2 shows the percentage distribution of the employed persons by province. Lusaka and Copperbelt Provinces had the highest proportion of the employed persons at 28.1 percent and 19.7

percent, respectively. The province with the lowest proportion of the employed people was Western at 3.8 percent.

Figure 5.2: Percentage Distribution of Employed Persons by Province, Zambia 2017

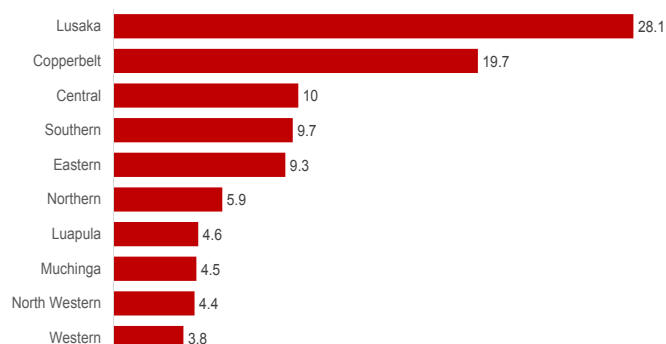


Table 5.2 shows the number and percentage distribution of the employed population by age group, rural/urban and sex. Persons aged 25-34 years of age accounted for the highest proportion of the employed population at 33.7 percent, followed by those aged 35-44 years at 27.7 percent. Persons 55 years of age or more accounted for the lowest proportion of the employed population of 9.5 percent. The pattern is the same in rural and urban areas, and for males and females.

Table 5.2: Number and Percentage Distribution of Employed Population by Age Group, Rural/Urban, and Sex, Zambia 2017

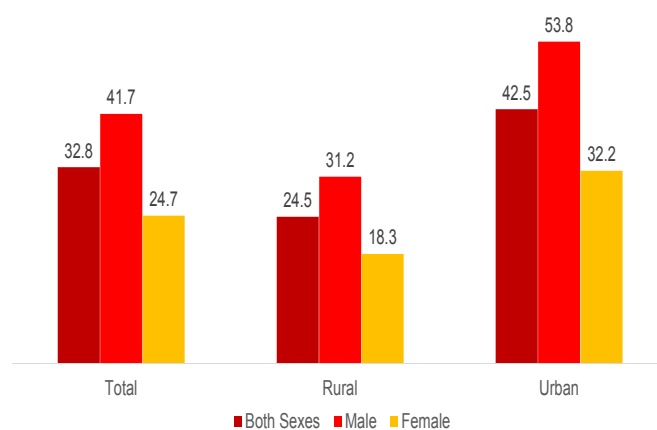
Age-Group	Total		Rural		Urban	
	Number	Percent	Number	Percent	Number	Percent
Total - Both Sexes	2,971,170	100.0	1,192,712	100.0	1,778,458	100.0
15-24	432,557	14.6	208,744	17.5	223,813	12.6
25-34	1,001,723	33.7	383,792	32.2	617,931	34.7
35-44	824,349	27.7	306,092	25.7	518,257	29.1
45-54	428,916	14.4	162,465	13.6	266,451	15.0
55+	283,625	9.5	131,619	11.0	152,006	8.5
Total - Male	1,797,957	100.0	725,739	100.0	1,072,218	100.0
15-24	242,549	13.5	114,614	15.8	127,935	11.9
25-34	617,289	34.3	235,493	32.4	381,796	35.6
35-44	500,776	27.9	186,798	25.7	313,977	29.3
45-54	268,077	14.9	109,622	15.1	158,455	14.8
55+	169,266	9.4	79,211	10.9	90,056	8.4
Total - Female	1,173,213	100.0	466,974	100.0	706,239	100.0
15-24	190,008	16.2	94,130	20.2	95,878	13.6
25-34	384,434	32.8	148,299	31.8	236,135	33.4
35-44	323,573	27.6	119,294	25.5	204,279	28.9
45-54	160,839	13.7	52,843	11.3	107,996	15.3
55+	114,358	9.7	52,408	11.2	61,950	8.8

5.5 Employment-to-Population Ratio

The employment-to-population ratio is the proportion of the employed population to the country's working-age population expressed as percentage. 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 either they are unemployed or (more likely) out of the labour force altogether.

Figure 5.3 shows the employment-to-population ratio by sex in rural and urban areas. The overall employment-to-population ratio was 32.8 percent with males at 41.7 percent and females at 24.7 percent. The ratio in urban areas was higher than that in rural areas at 42.5 percent and 24.5 percent, respectively.

Figure 5.3: Employment-to-Population Ratio by Rural/Urban and Sex, Zambia 2017



5.6 Employment-to-Population Ratio by Province and Sex

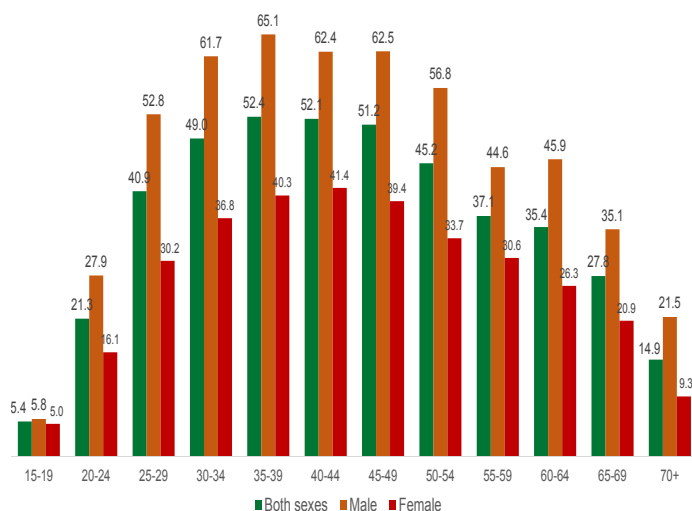
Table 5.3 shows the employment-to-population ratio by province and sex. The province with the highest employment-to-population ratio was Lusaka at 45.7 percent while Western Province had the lowest ratio at 21.4 percent. In all the provinces, the employment to population ratio was higher for males than for females.

Table 5.3: Employment-to-Population Ratio by Sex and Province, Zambia 2017

Province	Ratio		
	Total	Male	Female
Total	32.8	41.7	24.7
Central	34.4	42.9	26.6
Copperbelt	38.9	47.8	30.6
Eastern	27.1	35.1	19.4
Luapula	22.2	28.0	17.2
Lusaka	45.7	58.5	34.0
Muchinga	27.0	34.2	20.1
Northern	24.9	31.8	18.4
North Western	29.9	38.1	22.5
Southern	27.1	35.9	19.7
Western	21.4	25.8	17.8

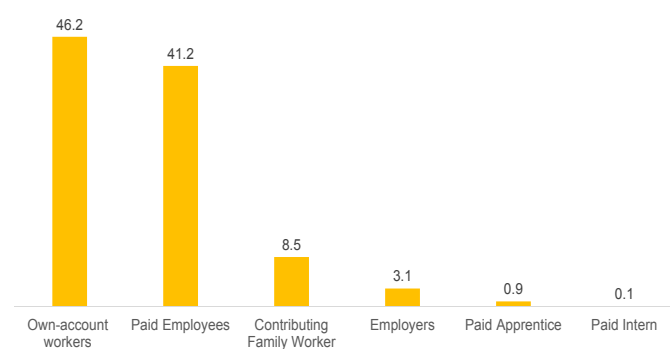
5.7 Age-Specific Employment-to-Population Ratio by Sex

Figure 5.4 shows age-specific employment-to-population ratio by sex. Across all age groups the employment to population ratio was higher for males than females. Among males, the employment to population ratio was highest in the age group 35 to 39 years while that of females was highest in the age group 40 to 44 years.

Figure 5.4: Age-Specific Employment-to-Population Ratio by Sex, Zambia 2017

5.8 Employed Persons by Status in Employment

Figure 5.5 shows the percentage distribution of the employed persons by status in employment. The Own account workers had the highest percentage share of the total employed persons at 46.2 percent. The Paid employees had 41.2 percent while the Paid interns had the lowest percentage share of 0.1 percent.

Figure 5.5: Percentage Distribution of Employed Persons by Status in Employment, Zambia 2017

5.9 Employed Persons by Status in Employment, Rural/Urban and Sex

Table 5.4 shows number and percentage distribution of employed population by status in employment, rural/urban and sex. The Own-account workers made up the largest proportion of the employed population at 46.2 percent, followed by the Paid employees at 41.2 percent.

Unlike in rural areas, slightly more than half (50.8 percent) of employed population in urban areas were Paid employees, whereas 54.3 percent in rural areas were Own-account workers. Furthermore, in the male employed population, the largest proportion was that of Paid employees at 48.4 percent, whereas in the female employed population, Own account workers accounted for the highest proportion at 51.7 percent.

Table 5.4: Number and Percentage Distribution of Employed Population by Status in Employment, Rural/Urban, and Sex, Zambia 2017

	Total		Rural		Urban	
	Number	Percent	Number	Percent	Number	Percent
Total - Both sexes	2,971,170	100.0	1,192,712	100.0	1,778,458	100.0
Paid Employees	1,224,330	41.2	320,900	26.9	903,430	50.8
Paid apprentices	26,293	0.9	6,489	0.5	19,804	1.1
Paid interns	1,743	0.1	1,096	0.1	647	0.0
Employers	92,338	3.1	18,549	1.6	73,788	4.1
Own-account workers	1,373,970	46.2	647,049	54.3	726,921	40.9
Contributing family workers	252,497	8.5	198,629	16.7	53,868	3.0
Total - Male	1,797,957	100.0	725,739	100.0	1,072,218	100.0
Paid Employees	870,816	48.4	233,981	32.2	636,835	59.4
Paid apprentices	16,874	0.9	5,663	0.8	11,211	1.0
Paid interns	1,139	0.1	493	0.1	647	0.1
Employers	65,391	3.6	12,772	1.8	52,619	4.9
Own-account workers	767,416	42.7	413,853	57.0	353,564	33.0
Contributing family workers	76,320	4.2	58,977	8.1	17,343	1.6
Total - Female	1,173,213	100.0	466,974	100.0	706,239	100.0
Paid Employees	353,514	30.1	86,919	18.6	266,595	37.7
Paid apprentices	9,419	0.8	826	0.2	8,593	1.2
Paid interns	603	0.1	603	0.1	-	0.0
Employers	26,947	2.3	5,777	1.2	21,170	3.0
Own-account workers	606,553	51.7	233,196	49.9	373,357	52.9
Contributing family workers	176,176	15.0	139,652	29.9	36,525	5.2

5.10 Employed Persons by Institutional Sector

Figure 5.6 shows the percentage share of the employed persons by institutional sector. The Private businesses/farms had the highest percentage share of employed persons at 44.3 percent while the Embassy/international organization had the lowest share at 0.1 percent.

Figure 5.6: Percentage Share of Employed Persons by Institutional Sector, Zambia 2017

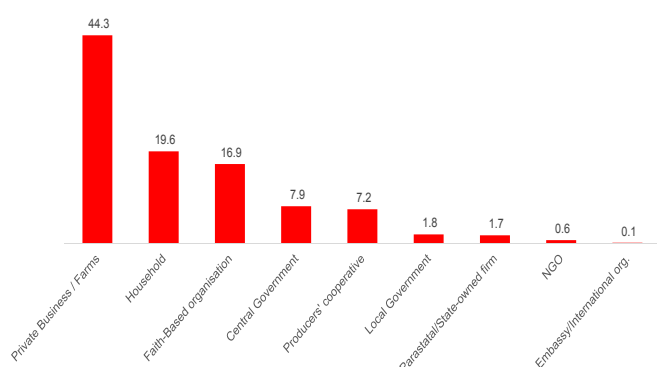


Table 5.5 shows number and percentage distribution of employed population by institutional sector and sex in rural and urban areas. Private businesses/farms' workers made up the largest proportion of employed population of 44.3 percent, followed by Household workers at 19.6 percent and Faith-based organization's workers at 16.9 percent. The lowest percentage of employed population was that of Embassy/international organization's workers at 0.1 percent.

Furthermore, in rural areas, the Private businesses/farms workers constituted 44.6 percent the corresponding figure in urban areas was 44.2 percent. The second highest proportion in rural areas was 26.4 percent for Household workers, while its corresponding proportion in urban areas was 19.7 percent for Faith-based organization workers.

The table further shows that Private businesses/farms workers among males and females accounted for the

highest proportion (47.1 percent in rural areas and 40.6 percent in urban areas, respectively).

Table 5.5: Number and Percentage Distribution of Employed Population by Institutional Sector, Rural/Urban and Sex, Zambia 2017

Institutional sector	Total		Rural		Urban	
	Number	Percent	Number	Percent	Number	Percent
Total - Both sexes	2,971,170	100.0	1,192,712	100.0	1,778,458	100.0
Central Government	233,518	7.9	71,520	6.0	161,998	9.1
Local Government	54,492	1.8	10,142	0.9	44,350	2.5
Parastatal/State-owned firm	49,100	1.7	10,482	0.9	38,618	2.2
Embassy/International org.	1,998	0.1	-	0.0	1,998	0.1
NGO	18,473	0.6	3,457	0.3	15,016	0.8
Faith-Based organization	500,711	16.9	149,671	12.5	351,040	19.7
Private Business / Farms	1,317,304	44.3	531,522	44.6	785,781	44.2
Producers Cooperative	214,229	7.2	101,199	8.5	113,030	6.4
Household	581,345	19.6	314,719	26.4	266,626	15.0
Total – Male	1,797,957	100.0	725,739	100.0	1,072,218	100.0
Central Government	133,728	7.4	42,429	5.8	91,300	8.5
Local Government	34,062	1.9	8,724	1.2	25,338	2.4
Parastatal/State-owned firm	38,223	2.1	7,502	1.0	30,722	2.9
Embassy/International org.	1,001	0.1	-	0.0	1,001	0.1
NGO	10,224	0.6	1,531	0.2	8,693	0.8
Faith-Based organisation	321,230	17.9	93,914	12.9	227,317	21.2
Private Business / Farms	865,618	48.1	342,070	47.1	523,548	48.8
Producers Cooperative	102,550	5.7	53,891	7.4	48,659	4.5
Household	291,321	16.2	175,679	24.2	115,642	10.8
Total - Female	1,173,213	100.0	466,974	100.0	706,239	100.0
Central Government	99,790	8.5	29,092	6.2	70,698	10.0
Local Government	20,430	1.7	1,418	0.3	19,012	2.7
Parastatal/State-owned firm	10,876	0.9	2,980	0.6	7,896	1.1
Embassy/International org.	997	0.1	-	0.0	997	0.1
NGO	8,249	0.7	1,926	0.4	6,323	0.9
Faith-Based organisation	179,481	15.3	55,757	11.9	123,723	17.5
Private Business/Farms	451,686	38.5	189,452	40.6	262,234	37.1
Producers' Cooperative	111,680	9.5	47,308	10.1	64,371	9.1
Household	290,025	24.7	139,040	29.8	150,985	21.4

5.11 Employed Persons by Educational Attainment

Figure 5.7 shows the percentage distribution of the employed persons by educational attainment. The employed persons who attained secondary school had the highest percentage share at 48.4 percent while those with master's degree had the lowest share of the employed persons at 0.5 percent.

Figure 5.7: Percentage Share of the Employed Persons by Highest Educational Attainment, Zambia 2017

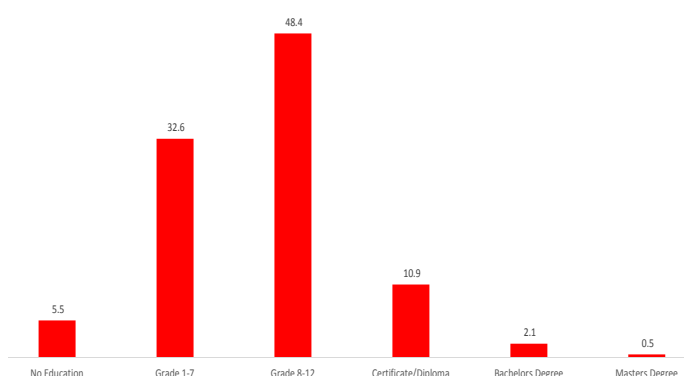


Table 5.6 shows the percentage distribution of the employed persons by educational attainment. in rural and urban areas. In all the levels of education attain-

ment, there were more employed males than females except for those that did not have education at 44.7 percent male and 55.3 percent female.

Table 5.6: Number and Percentage Distribution of the Employed Persons by Highest Educational Attainment, Rural/Urban and Sex, Zambia 2017

Education Attainment	Total			Rural			Urban		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	2,971,170	60.5	39.5	1,192,712	60.8	39.2	1,778,458	60.3	39.7
No Education	164,700	44.7	55.3	107,782	47.4	52.6	56,918	39.5	60.5
Grade 1-7	969,795	52.5	47.5	583,617	57.4	42.6	386,178	45.1	54.9
Grade 8-12	1,436,797	67.3	32.7	414,665	69.1	30.9	1,022,132	67.6	33.4
Certificate/Diploma	324,014	60.4	39.6	75,855	59.9	40.1	248,159	60.5	39.5
Bachelor's Degree	61,488	68.2	31.8	8,674	73.3	26.7	52,815	67.4	32.6
Master's Degree	14,375	77.5	22.5	2,119	74.4	25.6	12,256	78.0	22.0

5.12 Employed Persons by Occupation

Occupation is a person's principal task or job in his/her workplace. The ISCO-08 categorizes workers into 10 major groups as follows:

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

Figure 5.8 shows the percentage distribution of the employed persons by occupation. The service and sales workers had the highest percentage share of the employed persons with 32.0 percent while the other occupations not elsewhere classified had the lowest at 0.2 percent.

Figure 5.8: Percentage Share of Employed Persons by Occupation, Zambia 2017

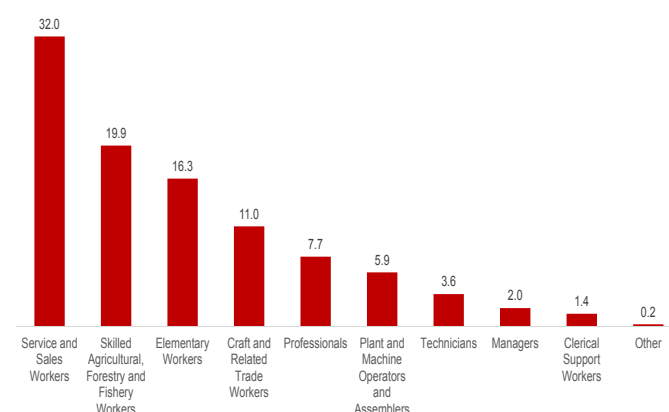


Table 5.7 shows the number and percentage distribution of employed persons by occupation and sex in rural and urban areas. In rural areas, persons who worked as Skilled agricultural, forestry and fisheries workers accounted for the highest proportion at 42.0 percent, while the lowest was for Technician at 0.1 percent. In urban areas, the highest proportion was for Service and sales workers at 41.2 percent while the lowest was for Clerical support workers at 0.2 percent.

Table 5.7: Number and Percentage Distribution of Employed Persons (15 years or older) by Occupation, Rural/urban and Sex, Zambia 2017												
Occupation	Total Employed Persons	Total			Rural			Urban			Both Sexes	Female
		Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female		
Total	2,971,170	100	100	100	100	100	100	100	100	100	100	100
Managers	59,781	2	2.2	1.7	1.1	1.4	0.7	2.6	2.8	2.3		
Professionals	228,349	7.7	6.4	9.6	6.2	5.8	6.8	8.7	6.9	11.4		
Technicians	105,540	3.6	4.2	2.6	1	1.4	0.4	5.3	6.1	4		
Clerical Support Workers	41,146	1.4	1.1	1.9	0.5	0.6	0.5	2	1.4	2.8		
Service and Sales Workers	949,499	32	23.9	44.3	18.1	14.3	24.1	41.2	30.5	57.6		
Skilled Agricultural, Forestry and Fishery Workers	592,080	19.9	19.9	20.0	42	42.5	41.3	5.1	4.6	5.9		
Craft and Related Trade Workers	327,631	11	15.6	4.1	7.8	9.5	5.3	13.2	19.7	3.3		
Plant and Machine Operators and Assemblers	176,660	5.9	9.5	0.5	3.3	5	0.5	7.7	12.5	0.5		
Elementary Workers	483,813	16.3	16.8	15.5	19.9	19.6	20.4	13.9	14.9	12.2		
Other	6,671	0.2	0.3	0.1	0	0	0	0.4	0.6	0.1		

5.13 Employment by Industry

The classification of employed persons 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 employed persons 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 defence; 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 household for own use
- Activities of extraterritorial organizations and bodies.

Figure 5.9 shows the percentage distribution of the employed persons by industry. The industry with the highest percentage share was Wholesale and Retail Trade at 26.9 percent while the Arts and Activities of Extraterritorial Organizations and Bodies had the lowest proportion at 0.1 percent each.

Figure 5.9: Percentage Distribution of Employed Persons by Industry, Zambia 2017

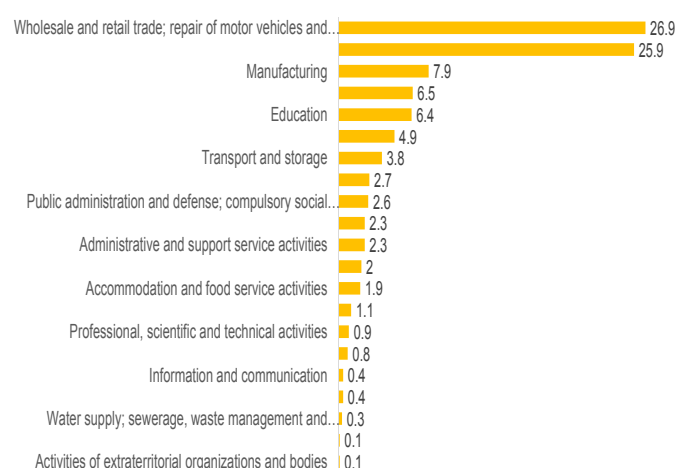


Table 5.8 shows the percentage distribution of employed persons by industry and sex. In all the industries, the percentage of males was higher than that of females except in the Wholesale and Retail, Trade, Accommodation, Education, Other Service Activities and households as employers which had more females at 53.4 percent, 51.9 percent, 50.6 percent and 58.4 percent, respectively.

Table 5.8: Number and Percentage Distribution of Employed Persons by Industry and Sex, Zambia 2017

Industry	Total		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	2,971,170	100.0	1,797,957	60.5	1,173,213	39.5
Agriculture, forestry and fishing	768,605	100.0	470,303	61.2	298,303	38.8
Mining and quarrying	58,007	100.0	54,171	93.4	3,836	6.6
Manufacturing	233,721	100.0	178,306	76.3	55,414	23.7
Electricity, gas, steam, and air conditioning supply	13,077	100.0	10,408	79.6	2,670	20.4
Water supply; sewerage, waste management and remediation activities	9,300	100.0	7,417	79.8	1,883	20.2
Construction	145,211	100.0	138,834	95.6	6,377	4.4
Wholesale and retail trade; repair of motor vehicles and motorcycles	798,012	100.0	370,837	46.5	427,175	53.5
Transport and storage	112,100	100.0	109,969	98.1	2,131	1.9
Accommodation and food service activities	57,247	100.0	26,649	46.6	30,598	53.4
Information and communication	12,493	100.0	9,644	77.2	2,849	22.8
Financial and insurance activities	23,003	100.0	16,602	72.2	6,400	27.8
Real estate activities	32,039	100.0	20,208	63.1	11,831	36.9
Professional, scientific and technical activities	25,693	100.0	15,933	62.0	9,759	38.0
Administrative and support service activities	68,241	100.0	58,427	85.6	9,815	14.4
Public administration and defense; compulsory social security	76,465	100.0	56,890	74.4	19,576	25.6
Education	189,677	100.0	91,178	48.1	98,499	51.9
Human health and social work activities	68,270	100.0	37,487	54.9	30,783	45.1
Arts, entertainment and recreation	3,252	100.0	2,478	76.2	774	23.8
Other service activities	81,535	100.0	40,303	49.4	41,233	50.6
Activities of households as employers	192,921	100.0	80,204	41.6	112,717	58.4
Activities of extraterritorial organizations and bodies	2,300	100.0	1,709	74.3	591	25.7

Table 5.9 shows the number and percentage distribution of employed persons by industry in rural and urban areas. In rural areas, the Agriculture, forestry and fishing industry accounted for the highest proportions of employed persons at 54.2 percent while Wholesale and Retail Trade accounted for the highest proportions in urban areas at 32.0

percent. In both rural and urban areas, the lowest proportion of employed persons was in the Activities of extraterritorial organizations and bodies industries at 0.1 percent or less.

Table 5.9: Number and Percentage Distribution of Employed Persons by Industry and Rural/Urban, Zambia 2017

Industry	Total Employed Persons		Rural		Urban	
	Number	Percent	Number	Percent	Number	Percent
Total	2,971,170	100.0	1,192,712	100.0	1,778,458	100.0
Agriculture, forestry and fishing	768,605	25.9	646,179	54.2	122,426	6.9
Mining and quarrying	58,007	2.0	9,250	0.8	48,757	2.7
Manufacturing	233,721	7.9	68,622	5.8	165,099	9.3
Electricity, gas, steam, and air conditioning supply	13,077	0.4	2,868	0.2	10,209	0.6
Water supply; sewerage, waste management and remediation activities	9,300	0.3	1,014	0.1	8,285	0.5
Construction	145,211	4.9	30,604	2.6	114,607	6.4
Wholesale and retail trade; repair of motor vehicles and motorcycles	798,012	26.9	228,868	19.2	569,144	32.0
Transport and storage	112,100	3.8	20,796	1.7	91,304	5.1
Accommodation and food service activities	57,247	1.9	7,749	0.6	49,498	2.8
Information and communication	12,493	0.4	608	0.1	11,885	0.7
Financial and insurance activities	23,003	0.8	1,600	0.1	21,403	1.2
Real estate activities	32,039	1.1	866	0.1	31,174	1.8
Professional, scientific and technical activities	25,693	0.9	2,753	0.2	22,940	1.3
Administrative and support service activities	68,241	2.3	13,248	1.1	54,993	3.1
Public administration and defense; compulsory social security	76,465	2.6	8,128	0.7	68,337	3.8
Education	189,677	6.4	71,706	6.0	117,972	6.6
Human health and social work activities	68,270	2.3	16,277	1.4	51,992	2.9
Arts, entertainment and recreation	3,252	0.1	303	0.0	2,949	0.2
Other service activities	81,535	2.7	10,427	0.9	71,108	4.0
Activities of households as employers	192,921	6.5	50,844	4.3	142,077	8.0
Activities of extraterritorial organizations and bodies	2,300	0.1	-	0.0	2,300	0.1

5.14 Employed Persons by Type of Employment (Formal/Informal)

Employment can either be formal or informal. Formal employment is defined as employment in which the job holder is entitled to any type of social security or any legal registration on the part of own-account workers and employers, whereas informal employment is defined as employment where the job-holder is not entitled to any type of social security or legal registration.

Figure 5.10 shows the percentage distribution of employed persons by type of employment. Of the total employed persons, formal employment accounted for 36.9 percent while informal employment accounted for 63.1 percent.

Figure 5.10: Percentage Distribution of Employed Persons by Type of Employment, Zambia 2017

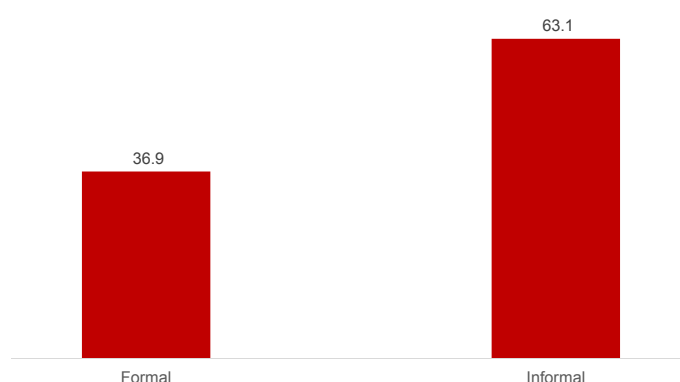


Table 5.10 shows the number and percentage distribution of the employed persons by type of employment and sex in rural and urban areas. Among the formally employed persons, males accounted for 67.1 percent while females accounted for 32.9

percent. The informally employed persons had 56.7 percent male and 43.3 percent female. The pattern of having more males than females was observed in both rural and urban areas.

Table 5.10: Number and Percentage Distribution of Employed Persons by Type of Employment Rural/Urban and Sex, Zambia 2017

Type of Employment	Total			Rural			Urban		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total Employed Persons	2,971,170	60.5	39.5	1,192,712	60.8	39.2	1,778,458	60.3	39.7
Formal Employment	1,096,832	67.1	32.9	315,869	70.1	29.9	780,963	65.8	34.2
Informal Employment	1,874,337	56.7	43.3	876,843	57.5	42.5	997,495	55.9	44.1

5.15 Employed Persons by Type of Employment and Industry

Table 5.11 shows the number and percentage distribution of employed persons by industry and type of employment. The proportion of informally employed persons was higher than that of the formally employed persons in all the industries

except in the Mining and quarrying; Electricity; Water supply, Information and communication; Financial and insurance; Public Administration; Administrative support Services; Education; Human health and Activities of extraterritorial organizations and bodies industries which had 60.0 percent or more.

Table 5.11: Number and Percentage Distribution of Employed Persons by Type of Employment and Industry, Zambia 2017

Industry	Total Employed Persons		Type of Employment			
			Formal Employment		Informal Employment	
	Number	Percent	Number	Percent	Number	Percent
Total	2,971,170	100.0	1,096,832	36.9	1,874,337	63.1
Agriculture, forestry and fishing	768,605	100.0	180,282	23.5	588,324	76.5
Mining and quarrying	58,007	100.0	51,571	88.9	6,436	11.1
Manufacturing	233,721	100.0	92,294	39.5	141,427	60.5
Electricity, gas, steam, and air conditioning supply	13,077	100.0	11,141	85.2	1,937	14.8
Water supply; sewerage, waste management and remediation activities	9,300	100.0	6,620	71.2	2,679	28.8
Construction	145,211	100.0	49,193	33.9	96,018	66.1
Wholesale and retail trade; repair of motor vehicles and motorcycles	798,012	100.0	247,629	31.0	550,383	69.0
Transport and storage	112,100	100.0	34,164	30.5	77,936	69.5
Accommodation and food service activities	57,247	100.0	22,664	39.6	34,583	60.4
Information and communication	12,493	100.0	10,909	87.3	1,583	12.7
Financial and insurance activities	23,003	100.0	18,317	79.6	4,686	20.4
Real estate activities	32,039	100.0	14,065	43.9	17,975	56.1
Professional, scientific and technical activities	25,693	100.0	11,937	46.5	13,756	53.5
Administrative and support service activities	68,241	100.0	44,996	65.9	23,245	34.1
Public administration and defence; compulsory social security	76,465	100.0	70,567	92.3	5,898	7.7
Education	189,677	100.0	150,717	79.5	38,961	20.5
Human health and social work activities	68,270	100.0	52,355	76.7	15,915	23.3
Arts, entertainment and recreation	3,252	100.0	2,303	70.8	949	29.2
Other service activities	81,536	100.0	17,651	21.6	63,885	78.4
Activities of households as employers	192,921	100.0	5,842	3.0	187,079	97.0
Activities of extraterritorial organizations and bodies	2,300	100.0	1,616	70.3	684	29.7

5.16 Employed Persons by Sector of Employment

The labour market has three sectors of employment namely the formal, informal and household sectors. Formal sector employment relates to the totality of jobs in establishments or enterprises that are registered with a tax and/or 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 5.11 shows percentage distribution of employed persons by sector of employment. The proportion of employed persons in the formal sector was higher than that of employed persons in the informal and household sectors at 45.7 percent 31.0 percent and 23.3 percent, respectively.

Figure 5.11: Percentage Distribution of Employed Persons by Sector of Employment, Zambia 2017

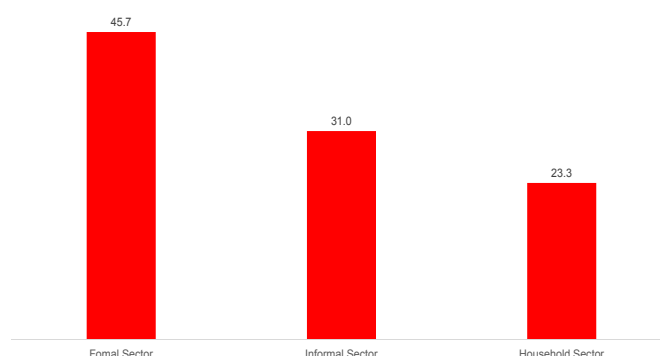


Table 5.12 shows the number and percentage distribution of the employed population by sector of employment and sex in rural and urban areas. The proportion of males was higher in the formal and informal sectors at 65.9 percent and 61.3 percent, respectively. However, in the household sector males accounted for 49.0 percent while females accounted for 51.0 percent. In urban areas, the proportion of males was higher in the formal and informal sectors at 66.5 percent and 60.2 percent, respectively. The household sector had more females at 57.1 percent than males at 42.9 percent. However, in rural areas the proportions of males were higher than that of females in all sectors of employment.

Table 5.12: Number and Percentage Distribution of Employed Persons by Sector of Employment, Rural Urban and Sex, Zambia 2017

Sector of Employment	Total			Rural			Urban		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total Employed Persons	2,971,170	60.5	39.5	1,192,712	60.8	39.2	1,778,458	60.3	39.7
Formal Sector	1,357,186	65.9	34.1	394,730	64.3	35.7	962,456	66.5	33.5
Informal Sector	922,476	61.3	38.7	448,344	62.5	37.5	474,132	60.2	39.8
Household Sector	691,508	49.0	51.0	349,638	54.9	45.1	341,869	42.9	57.1

5.17 Employed Persons in the Agriculture and Non-Agriculture Sectors

Figure 5.12 shows the percentage distribution of employed persons by agriculture and non-agriculture sectors. Of the total employed persons, 74.1 percent were in the non-agriculture sector while 25.9 percent were in the agriculture sector.

Figure 5.12: Percentage Distribution of Employed Persons by Agriculture and Non-agriculture Sectors, Zambia 2017.

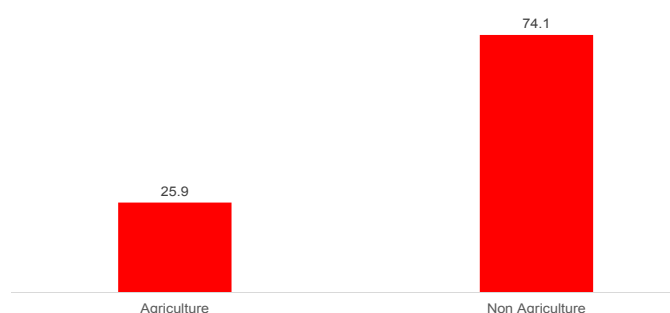


Table 5.13 shows the number and percentage distribution of employed persons by province in the agriculture and non-agriculture sectors. There were more employed persons in the non- agriculture

sector in all the provinces except Central Province which had 50.7 percent and Luapula Province with 50.6 percent in the Agriculture sector.

Table 5.13: Number and Percentage Distribution of Employed persons by Province, Agriculture and Non-Agriculture Sector, Zambia 2017

Province	Both Sector	Agriculture Sector		Non-Agriculture Sector	
Total	2,971,170	768,605	25.9	2,202,564	74.1
Central	297,390	150,830	50.7	146,560	49.3
Copperbelt	585,172	101,582	17.4	483,590	82.6
Eastern	276,283	133,171	48.2	143,113	51.8
Luapula	137,821	69,672	50.6	68,150	49.4
Lusaka	835,644	45,974	5.5	789,671	94.5
Muchinga	132,239	49,023	37.1	83,216	62.9
Northern	175,409	67,333	38.4	108,076	61.6
North Western	130,036	32,360	24.9	97,676	75.1
Southern	286,930	98,645	34.4	188,285	65.6
Western	114,246	20,017	17.5	94,229	82.5

5.16 Employed Persons by Type of Employment, Agriculture and Non-Agriculture Sectors

Table 5.14 shows the number and percentage distribution of employed persons by type of employment and sex in agriculture and non-agriculture sectors. Both agriculture and non-agriculture sectors had more males than females. Males in agriculture sector accounted for 75.5 percent and 56.8 percent

of formally and informally employed persons, respectively. Males in non-agriculture accounted for 65.4 percent and 56.6 percent of formally and informally employed persons, respectively.

Table 5.14: Number and Percentage distribution of Employed Persons by Type of Employment, Agriculture/ Non- Agriculture Sectors and Sex, Zambia 2017

Type of Employment	Total Employed Persons	Agriculture Sector			Non-Agriculture Sector		
	Both Sexes	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	2,971,170	768,605	61.2	38.8	2,202,564	60.3	39.7
Formal Employment	1,096,832	180,282	75.5	24.5	916,551	65.4	34.6
Informal Employment	1,874,337	588,324	56.8	43.2	1,286,014	56.6	43.4

Chapter 6: Youth Employment

6.1 Youth Labour Force

This chapter provides information on youth employment. According to the National Youth Policy, a youth is a person 15 to 35 years of age. Analysis of this section is based on persons in the labour force in the reference age group. The youth labour force gives an indication of the extent to which the youth are

employed or are available to work and are actively seeking employment in the economy.

Table 6.1 shows the number and percentage distribution of youth labour force by age group and sex in rural and urban areas. There were 1,886,645 youths in the labour force. The youth labour force comprised 35.7 percent of persons in the 30-35 year age group and 32.4 percent in the 25 to 29 year age group while 7.7 percent were of the age group 15 to 19 years.

Table 6.1: Number and Percentage Distribution of Youth Labour Force by Age Group and Sex and Rural/Urban, Zambia 2017

Age Group	Total				Rural			Urban		
	Total	Percent Share	Male	Female	Total	Male	Female	Total	Male	Female
Total	1,886,645	100.0	1,118,523	768,122	749,734	450,598	299,136	1,136,911	667,925	468,986
15-19	145,265	7.7	78,184	67,081	72,166	37,741	34,425	73,099	40,443	32,656
20-24	456,457	24.2	255,808	200,649	194,259	114,179	80,081	262,198	141,629	120,568
25-29	611,553	32.4	369,426	242,127	234,903	141,821	93,082	376,650	227,605	149,045
30-35	673,370	35.7	415,105	258,265	248,405	156,857	91,548	424,965	258,248	166,717

6.2 Youth Employment

Table 6.2 shows number and percentage distribution of employed youth by rural/urban, age group and sex. There were 1,558,389 youths in employment, of

which males accounted for 60.1 percent and females accounted for 39.9 percent. The same pattern of having more males than females was observed in both rural and urban areas, and for all age groups.

Table 6.2: Number and Percentage Distribution of Employed Youth by Rural/Urban, Age Group and Sex, Zambia 2017

Rural/Urban and Age-Group	Total		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	1,558,389	100.0	936,843	60.1	621,546	39.9
Rural	631,767	100.0	373,800	59.2	257,966	40.8
Urban	926,622	100.0	563,042	60.8	363,580	39.2
15-19	94,634	100.0	48,293	51.0	46,342	49.0
20-24	337,923	100.0	194,256	57.5	143,666	42.5
25-29	521,379	100.0	319,858	61.3	201,520	38.7
30-35	604,453	100.0	374,436	61.9	230,018	38.1

Figure 6.1 shows the percentage distribution of youth employment by rural/urban. There were more employed youths in the urban areas than rural areas at 59.5 percent and 40.5 percent, respectively.

Figure 6.1: Percentage Distribution of Youth Employment by Rural/Urban, Zambia 2017

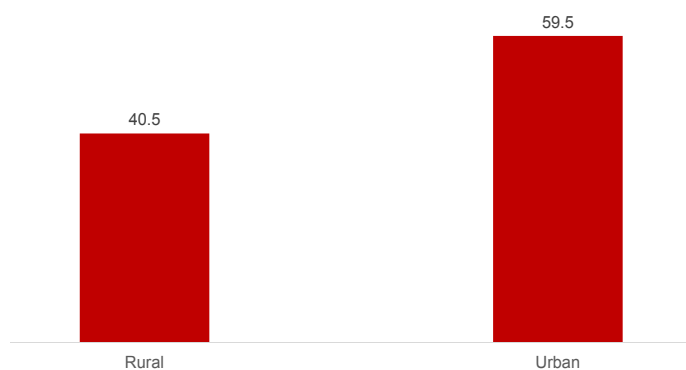
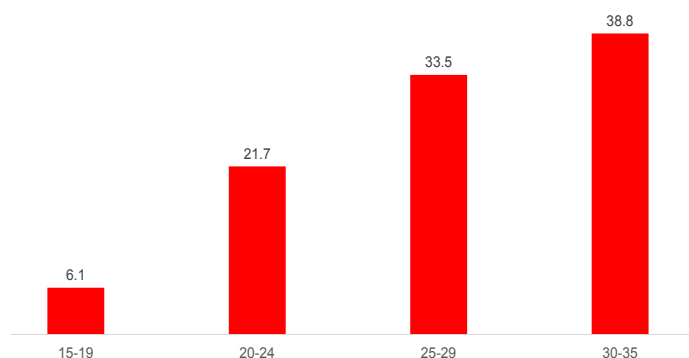


Figure 6.2 shows the percentage distribution of youth employment by age group. The age group 30-35 years had the highest percentage of employed youths at 38.8 percent while the age group 15-19 years had the lowest at 6.1 percent.

Figure 6.2: Percentage Distribution of Youth Employment by Age Group, Zambia 2017



6.3 Youth Employment by Sector

Figure 6.3 shows the distribution of youth employment by sector. At national level, 44.2 percent of the youths were employed in the formal sector while 32.7 percent were in the informal sector and 23.1 percent were employed in the household sector.

Figure 6.3: Percentage Distribution of Youths in Employment by Sector, Zambia 2017

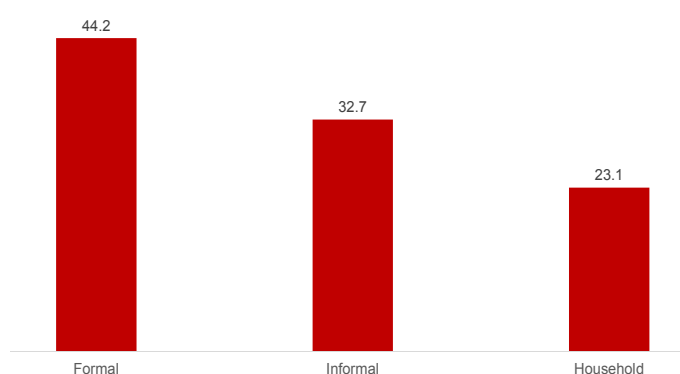


Table 6.3 shows number and percentage distribution of employed youths by sector of employment and sex in rural and urban areas. Out of the 1,558,389 employed youths, 44.3 percent were in the formal sector while 32.7 percent and 22.9 percent were in the informal sector and household sector, respectively. The proportion of the household sector among the female youths was higher at 28.6 percent relative to that of males at 19.2 percent.

Table 6.3: Number and Percentage Distribution of Youth Employment by Sector of Employment by Rural/Urban and Sex, Zambia 2017

Sector of Employment	Total			Rural			Urban		
	Number	Percent		Number	Percent		Number	Percent	
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	1,558,389	100.0	936,843	100.0	621,546	100.0	926,594	61.1	38.9
Formal	690,853	44.3	446,225	47.6	244,629	39.4	494,002	66.7	33.3
Informal	510,224	32.7	311,026	33.2	199,198	32.0	265,261	60.7	39.3
Household	357,311	22.9	179,592	19.2	177,719	28.6	167,331	45.2	54.8

6.4 Youth Status in Employment

Figure 6.4 shows the percentage distribution of employed youth by status in employment. The highest percent of employed youths was for Paid employees at 44.1 percent and the lowest percent was for Paid interns at 0.1 percent.

Figure 6.4: Percentage Distribution of Youth Employment by Status in Employment, Zambia 2017

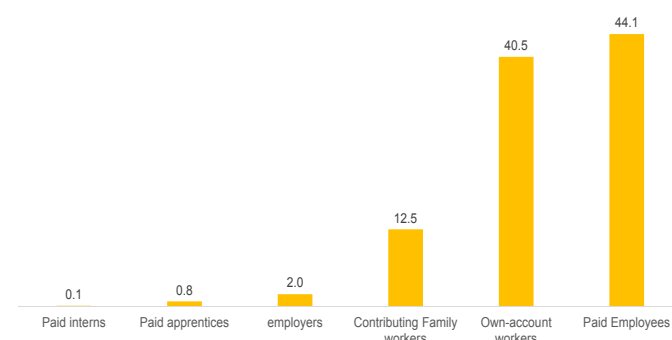


Table 6.4 shows the percentage distribution of employed youths by status in employment by sex in rural and urban areas. There were more male employed youths than females in all employment

status except in the category of contributing family workers which had 33.6 percent males and 66.4 percent females.

Table 6.4: Number and Percentage Distribution of Youth Employment by Status in Employment, Sex and Rural/Urban, Zambia 2017

Status in Employment	Total			Rural			Urban		
	Number	Percent		Number	Percent		Number	Percent	
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	1,558,388	59.7	40.3	644,211	58.4	41.6	914,180	60.6	39.4
Paid Employees	687,961	69.8	30.2	173,797	70.2	29.8	514,164	69.7	30.3
Paid apprentices	12,573	64.4	35.6	2,194	100.0	0.0	10,380	56.9	43.1
Paid interns	1,695	65.4	34.6	1,066	44.9	55.1	629	100.0	-
Employers	30,907	69.3	30.7	6,967	65.2	34.8	23,940	70.5	29.5
Own-account workers (not employing any employee)	630,437	56.2	43.8	307,661	64.2	35.8	322,777	48.6	51.4
Contributing Family Workers	194,815	33.6	66.4	152,526	32.5	67.5	42,290	37.6	62.4

6.5 Youth Employment by Industry

Figure 6.5 shows the percentage distribution of employed youths by industry. The highest percentage of the employed youths was in the Wholesale and Retail Trade, Repair of Motor Vehicles at 27.2

percent followed by the Agriculture, Forestry and Fishing at 25.6 percent. The industries with the lowest percentages were the Art, Entertainment and Recreation and Activities of Extra-terrestrial Organizations and Bodies at 0.1 percent each.

Figure 6.5: Percentage Distribution of Youth Employment by Industry, Zambia 2017

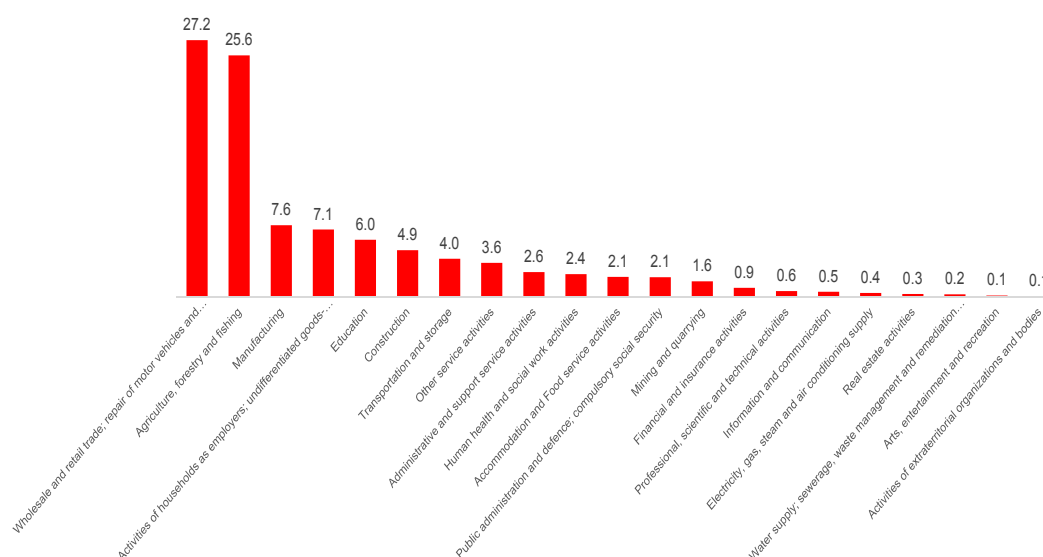


Table 6.5 shows percentage distribution of employed youths by industry and sex in rural and urban areas. The highest percentage of youths were in Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycle industry at 27.8 percent, followed by Agriculture, forestry and fishing industry at 25.2 percent.

Out of all males, 25.4 percent were in Agriculture, forestry and fishing industry accounting for the highest percentage, whereas out of all females, 36.2 percent were in Wholesale and Retail Trade; Repair of Motor Vehicle and motorcycle, accounting for the highest percentage.

In rural areas, 54.1 percent of youths were in Agriculture, forestry and fishing industry, accounting for the highest percentage, whereas in urban areas,

33.3 percent of youths were in Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycle also accounting for the highest percentage.

Table 6.5: Number and Percentage Distribution of Youth Employment by Industry, Sex and Rural/Urban, Zambia 2017

Industry	Total			Rural			Urban		
	Number	Percent		Number	Percent		Number	Percent	
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture, Forestry And Fishing	25.2	25.4	24.8	54.1	55.6	51.8	5.5	5.4	5.6
Mining And Quarrying	1.6	2.5	0.2	0.5	0.7	0.1	2.3	3.6	0.2
Manufacturing	7.8	10.2	4.0	5.5	6.1	4.7	9.3	13.0	3.5
Electricity, Gas, Steam And Air Conditioning Supply	0.4	0.5	0.2	0.1	0.2	0.0	0.6	0.7	0.3
Water Supply; Sewerage, Waste Management And Remediation Activities	0.2	0.3	0.2	0.1	0.1	0.0	0.3	0.4	0.3
Construction	4.9	7.7	0.8	2.2	3.7	0.1	6.8	10.3	1.3
Wholesale And Retail Trade; Repair Of Motor Vehicles And Motorcycles	27.8	22.1	36.2	19.7	16.1	24.9	33.3	26.2	44.3
Transportation And Storage	4.0	6.6	0.1	2.1	3.5	0.0	5.3	8.6	0.1
Accommodation And Food Service Activities	2.2	1.8	2.8	0.7	0.4	1.1	3.2	2.8	3.9
Information And Communication	0.5	0.6	0.4	0.1	0.2	0.0	0.8	0.9	0.6
Financial And Insurance Activities	0.9	1.1	0.7	0.1	0.2	0.0	1.5	1.6	1.2
Real Estate Activities	0.3	0.3	0.2	0.1	0.1	0.1	0.4	0.5	0.3
Professional, Scientific And Technical Activities	0.6	0.6	0.5	0.2	0.2	0.2	0.8	0.9	0.8
Administrative And Support Service Activities	2.6	3.8	0.7	1.0	1.4	0.4	3.7	5.4	1.0
Public Administration And Defence; Compulsory Social Security	2.0	2.4	1.5	0.7	1.0	0.4	2.9	3.3	2.3
Education	6.0	4.2	8.8	5.5	4.3	7.3	6.4	4.1	9.9
Human Health And Social Work Activities	2.3	2.1	2.7	1.5	1.7	1.2	2.9	2.4	3.7
Arts, Entertainment And Recreation	0.1	0.1	0.1	0.0	0.0	0.0	0.2	0.2	0.1
Other Service Activities	3.5	2.5	5.1	1.0	1.1	0.8	5.3	3.4	8.2
Activities Of Households As Employers; Undifferentiated Goods- and Services Producing Activities Of Households For Own Use	7.1	5.1	10.0	4.9	3.5	6.9	8.5	6.2	12.2
Activities Of Extraterritorial Organizations And Bodies	0.1	0.0	0.1	0.0	0.0	0.0	0.1	0.1	0.2

Table 6.8 shows percentage distribution of employed youths by occupation and sex in rural and urban areas. The highest percentage of youths were Service and sales workers at 34.3 percent, followed by Skilled Agriculture, forestry and fishery workers at 18.9 percent and elementary workers at 18.0 percent. Both male and female youths worked predominantly

as Service and sales workers with 25.8 percent and 47.2 percent, respectively.

The table also show that 40.5 percent of youths in rural areas worked as Skilled agricultural, forestry and fishery workers while 44.5 percent of youths in urban areas worked as Service and sales workers.

Table 6.6: Number and Percent Distribution of Youth Employment by Industry and Province, Zambia 2017

Industry	Zambia	Central	Copper-belt	Eastern	Luapula	Lusaka	Much- inga	Northern	North Western	Southern	Western
Total	1,558,389	100	100	100	100	100	100	100	100	100	100
Agriculture, Forestry And Fishing	399,065	54.3	14.5	52.9	54.3	4.1	33.4	35.4	22.0	33.6	14.5
Mining And Quarrying	25,206	-	5.7	0.3	-	0.6	0.2	-	6.6	0.6	-
Manufacturing	117,976	4.2	8.3	6.5	2.0	11.2	5.9	5.5	7.2	4.7	8.4
Electricity, Gas, Steam And Air Conditioning Supply	6,127	0.3	0.2	-	1.2	0.3	-	0.3	0.4	0.7	1.9
Water Supply; Sewerage, Waste Management And Remediation Activities	3,742	0.2	0.2	0.3	-	0.1	-	0.8	-	0.3	1.8
Construction	76,856	1.7	6.6	3.4	2.7	7.0	5.4	3.3	3.2	3.9	3.9
Wholesale And Retail Trade; Repair Of Motor Vehicles And Motorcycles	424,356	16.4	24.4	20.9	23.4	36.4	29.9	26.3	27.6	24.5	28.8
Transportation And Storage	62,589	1.5	3.5	4.0	1.8	5.4	3.4	3.0	5.3	4.9	3.4
Accommodation And Food Service Activities	32,579	0.9	1.6	0.8	2.9	4.0	-	-	1.7	2.6	0.8
Information And Communication	8,071	-	0.9	-	-	0.7	1.3	0.4	1.8	-	-
Financial And Insurance Activities	14,630	0.3	0.8	0.5	-	1.6	1.2	1.3	-	1.2	0.5
Real Estate Activities	4,247	-	-	-	-	0.7	-	0.9	-	0.3	-
Professional, Scientific And Technical Activities	9,133	0.8	0.6	-	0.4	0.8	-	1.3	0.9	-	0.7
Administrative And Support Service Activities	40,697	1.1	2.9	0.6	0.7	3.9	3.5	1.5	3.0	2.2	4.1
Public Administration And Defence; Compulsory Social Security	32,131	2.6	1.1	0.9	2.9	2.8	3.9	1.5	1.8	1.1	3.7
Education	94,087	8.4	7.2	3.4	3.2	5.0	3.9	9.0	6.2	6.0	9.6
Human Health And Social Work Activi- ties	37,083	1.7	4.0	2.0	1.1	1.9	0.7	2.2	1.3	3.9	2.0
Arts, Entertainment And Recreation	1,883	-	0.2	-	-	-	-	1.1	-	-	0.5
Other Service Activities	55,972	2.7	4.1	0.5	0.8	5.9	2.8	3.9	2.3	3.0	1.7
Activities Households As Employers; Undifferentiated Goods And Services Producing Activities Of Households For Own Use	110,948	2.4	13.3	3.1	2.5	7.4	4.5	2.3	9.0	6.6	13.7
Activities Of Extraterritorial Organiza- tions And Bodies	1,011	0.3	-	-	-	0.1	-	-	-	-	-

6.6 Youth Employment by Type of Contract

Figure 6.6 shows the distribution of youth employment by type of contract. The percentage of employed youths with a written contract was higher than those with an oral agreement at 54.6 percent and 45.4 percent, respectively.

Table 6.7 shows the number and percentage distribution of the youth employment by type of contract and sex in rural and urban areas. Males with a written contract had a higher percentage than females at 71.2 percent and 28.8 percent, respectively. Among the employed youths with an oral agreement, 67.9 percent were male while 32.1 percent were female.

Figure 6.6 Percentage Distribution of Youth Employment by Type of Contract, Zambia 2017

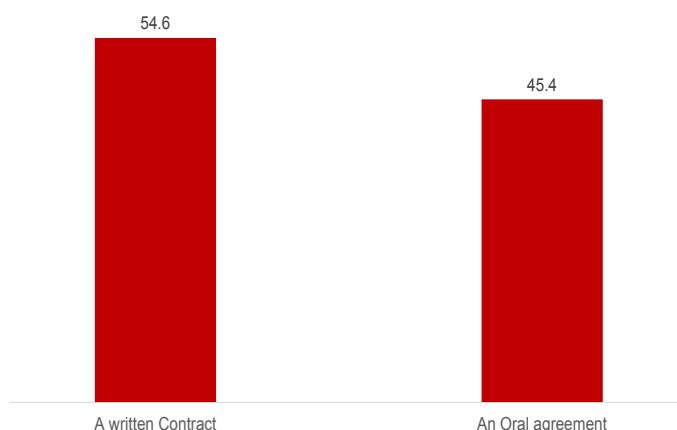


Table 6.7 Number and Distribution of Youth Employment by Type of Contract, Rural/Urban and Sex, Zambia 2017

Type of Contract	Total			Rural			Urban		
	Number	Percent		Number	Percent		Number	Percent	
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	1,558,389	69.7	30.3	392,926	70.4	29.6	1,165,463	69.4	30.6
A written contract	850,487	71.2	28.8	167,794	69.2	30.8	682,693	71.7	28.3
An oral agreement	707,902	67.9	32.1	225,132	71.3	28.7	482,770	66.3	33.7

6.7 Youth Employment by Occupation

Figure 6.7 shows the percentage distribution of youth employment by occupation. The figure shows that 34.0 percent of youths were employed as Services and Sales Workers while 19.1 percent were Skilled Agricultural, Forestry and Fisheries workers. The other Occupations not elsewhere classified accounted for 0.2 percent of the employed youths.

Figure 6.7: Percentage Distribution of Youth Employment by Occupation, Zambia 2017



Table 6.8 shows percentage distribution of employed youths by occupation and sex in rural and urban areas. The highest percentage of youths were Service and sales workers at 34.3 percent, followed by Skilled

Agriculture, forestry and fishery workers at 18.9 percent and elementary workers at 18.0 percent. Both male and female youths worked predominantly as Service and sales workers with 25.8 percent and 47.2 percent, respectively.

The table also show that 40.5 percent of youths in rural areas worked as Skilled agricultural, forestry and fishery workers while 44.5 percent of youths in urban areas worked as Service and sales workers.

Table 6.8: Percentage Distribution of Employed Youths by Occupation, Rural/Urban and Sex, Zambia 2017

Occupation	Total	Male	Female	Rural	Urban
Total	100.0	100.0	100.0	100.0	100.0
Managers	1.1	1.3	0.7	0.5	1.4
Professionals	7.6	5.8	10.4	6.3	8.5
Technicians	2.3	2.9	1.5	0.7	3.4
Clerical Support Workers	1.5	1.2	1.9	0.6	2.1
Service and Sales Workers	34.3	25.8	47.2	19.4	44.5
Skilled Agricultural, Forestry and Fishery Workers	18.9	18.6	19.3	40.5	4.1
Craft and Related Trade Workers	10.7	15.5	3.5	7.1	13.2
Plant and Machine Operators and Assemblers	5.4	8.6	0.6	3.1	6.9
Elementary Workers	18.0	20.1	14.9	21.9	15.4
Other	0.2	0.2	0.1	-	0.3

6.8 Youth Employment by Institutional Sector

Figure 6.8 shows the percentage distribution of youth employment by institutional sector. The Private Business/Farm had the highest percentage of youth employment at 42.3 percent while the Embassy/International organizations had the lowest at 0.1 percent.

Table 6.9 shows percentage distribution of employed youths by institutional sector and sex in rural and urban areas. The largest percentage of youths were

in Private businesses/farms as their places of work at 46.8 percent. This was observed for both males (50.4 percent) and females (40.4 percent). The lowest percentage of youths was observed in the Embassy/International organisations at 0.1 percent.

In rural areas, 44.8 percent of youths were in Private businesses/farms, followed by 26.9 percent in Households. However, 47.5 percent of youths in urban areas were in Private businesses/farms, followed by Faith-based organizations with 20.4 percent.

Figure 6.8: Percentage Distribution of Youth Employment by Institutional Sector, Zambia 2017

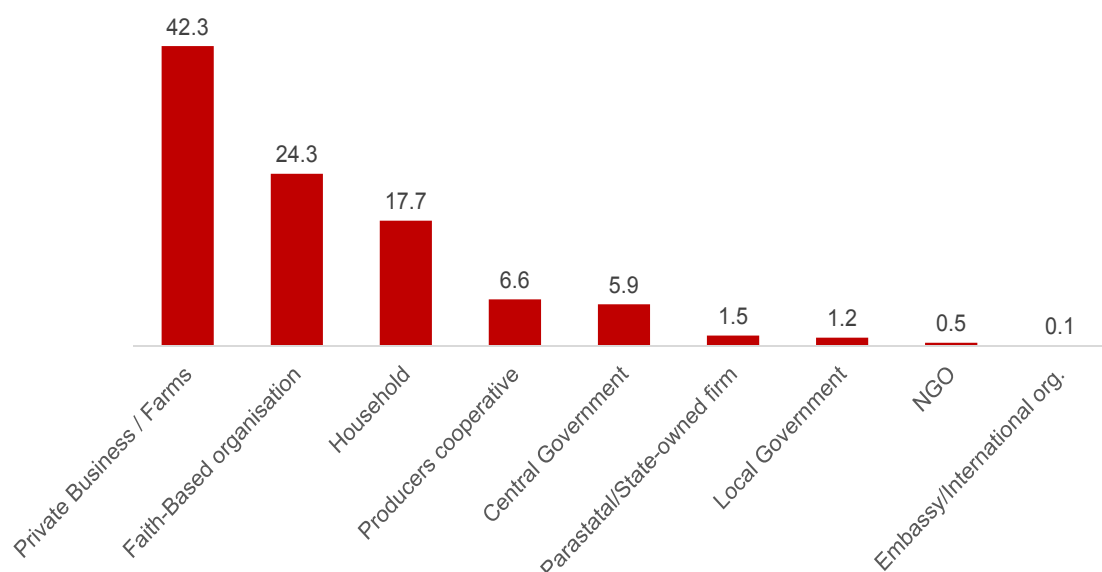


Table 6.9: Percentage Distribution of Employed Youths by Institutional Sector, Rural/Urban and Sex, Zambia 2017

Institutional Sector	Total	Male	Female	Rural	Urban
Total	100.0	100.0	100.0	100.0	100.0
Central Government	6.6	5.7	8.0	5.6	7.3
Local Government	1.4	1.5	1.1	0.8	1.8
Parastatal/State-owned firm	1.6	2.1	1.0	0.9	2.2
Embassy/International org.	0.1	-	0.2	-	0.1
NGO	0.6	0.5	0.7	0.3	0.7
Faith-Based Organisation	16.9	17.8	15.3	11.7	20.4
Private Business / Farms	46.4	50.4	40.4	44.8	47.5
Producers cooperative	7.5	5.7	10.2	9.2	6.4
Household	19.0	16.3	23.0	26.9	13.6

6.9 Youth Employment by Highest Education Level Attained

Figure 6.9 shows the percentage distribution of youth employment by highest level of education attained. The youths with grade 8-12 as the highest level of education attained had the highest percentage of youth employment at 55.0 percent while those with no education had the lowest at 0.2 percent.

In urban areas, 64.1 percent of employed youths, accounting for the highest proportion, had attained grades 8 to 12, accounting for the highest proportion. However, 46.1 percent of employed youths in rural areas, accounting for the highest proportion, had attained grade 1 to 7.

Figure 6.9: Percentage Distribution of Youth Employment by Highest Level of Education Attained, Zambia 2017

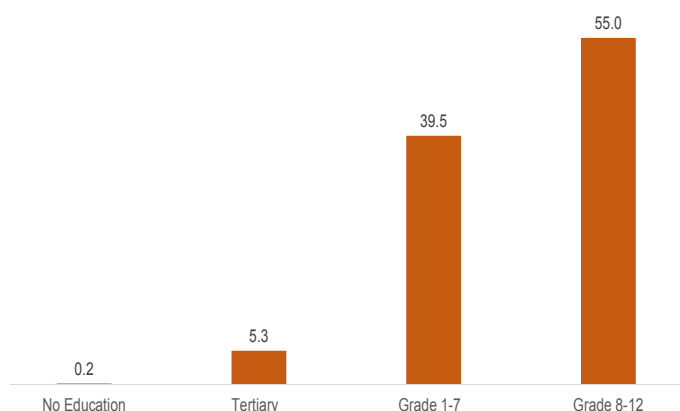


Table 6.10 shows percentage distribution of employed youths by level of education and sex in rural and urban areas. The largest percentage of youths in employment had attained grades 8 to 12 at 54.7 percent. This was observed among both males (60.6 percent) and females (45.7 percent). Youths in employment with Tertiary education accounted for 11.7 percent.

Table 6.10: Percentage Distribution of Employed Youths by Level of Education, Rural/Urban and Sex, Zambia 2017

Level of Education	Total	Male	Female	Rural	Urban
Total	100.0	100.0	100.0	100.0	100.0
None	4.4	3.5	5.8	6.9	2.7
Grade 1-7	29.2	25.1	35.3	46.1	17.7
Grade 8-12	54.7	60.6	45.7	40.8	64.1
Tertiary	11.7	10.8	13.1	6.2	15.5

Chapter 7: 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 outside the informal sector i.e. formal and household sectors.

7.2 Employment in Informal Economy

Table 7.1 shows the number and percentage distribution of employed persons by sector of the economy in rural and urban areas. At national level, 65.4 percent of the total employed persons were in the informal economy. The proportion of employed persons in the informal economy in rural areas was 76.1 percent and 58.2 percent in urban areas.

Table 7.1: Number and Percentage Distribution of Employed Persons by Sector of Economy and Rural/Urban, Zambia 2017

Rural/ Urban	Employed Persons	Informal Economy	Formal Economy
Total	2,971,170	65.4	34.6
Rural	1,192,712	76.1	23.9
Urban	1,778,458	58.2	41.8

Figure 7.1 presents employed persons by sector of the economy by sex in rural and urban areas. At national level, 70.0 percent of females were in the informal economy compared to 62.3 percent of males. In rural areas, 80.6 percent of females were employed in the informal economy compared to 73.2 percent of males.

Figure 7.1: Percentage Distribution of Employed Persons in the Informal Economy by Rural/Urban and Sex, Zambia 2017

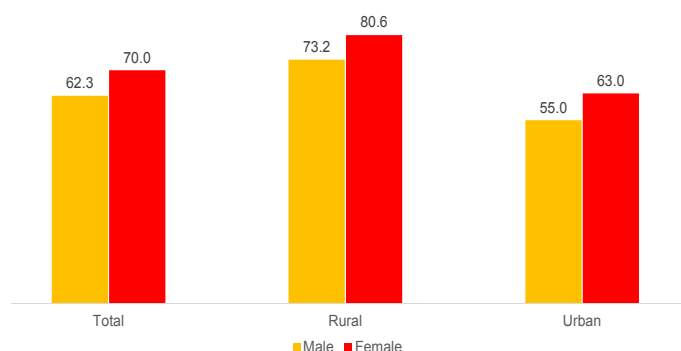


Figure 7.2 shows the proportion of employed persons in the informal economy by industry. The figure shows that seven industries had proportions of employed population in the informal economy above the national average (65.4 percent). However, it is worth noting that 97 percent employed persons in the “Activities of Households as Employers” industry were in the informal economy. This was followed by the “Agriculture, forestry and fishing” industry at 78.9 percent. The Public Administration and Defense; Compulsory Social Security had the lowest proportion of employed persons in the informal economy at 7.7 percent.

Figure 7.2: Proportion of Employed Population in Informal Economy by Industry, Zambia 2017



7.3 Employment In Informal Economy

Figure 7.3 shows the percentage distribution of employed persons in informal economy by sex in rural and urban areas. At national level, 57.7 percent of employed persons in informal economy were male and 42.3 percent were female. In rural areas, 58.5 percent of employed persons in informal economy were male and 41.5 percent were female while in urban areas 57.0 percent were male and 43.0 percent were female.

Figure 7.3: Percentage Distribution of Persons working in the Informal Economy by Rural/Urban and Sex, Zambia 2017

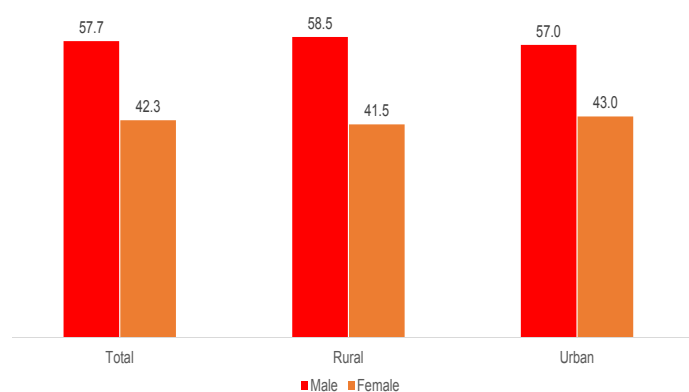
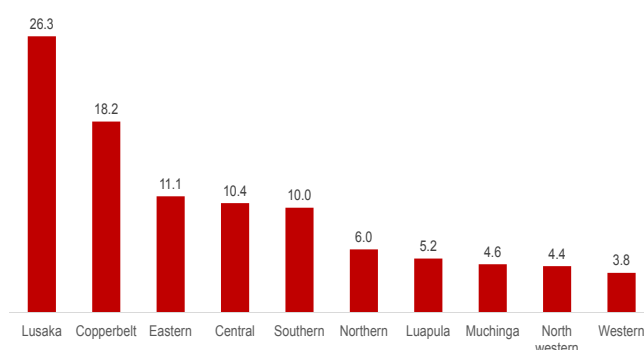


Figure 7.4 shows percentage distribution of employed persons in informal economy by province. Lusaka and Copperbelt provinces had the highest percentage shares of employed persons working in the informal

economy with 26.3 percent and 18.2 percent, respectively. Western province had the lowest share at 3.8 percent.

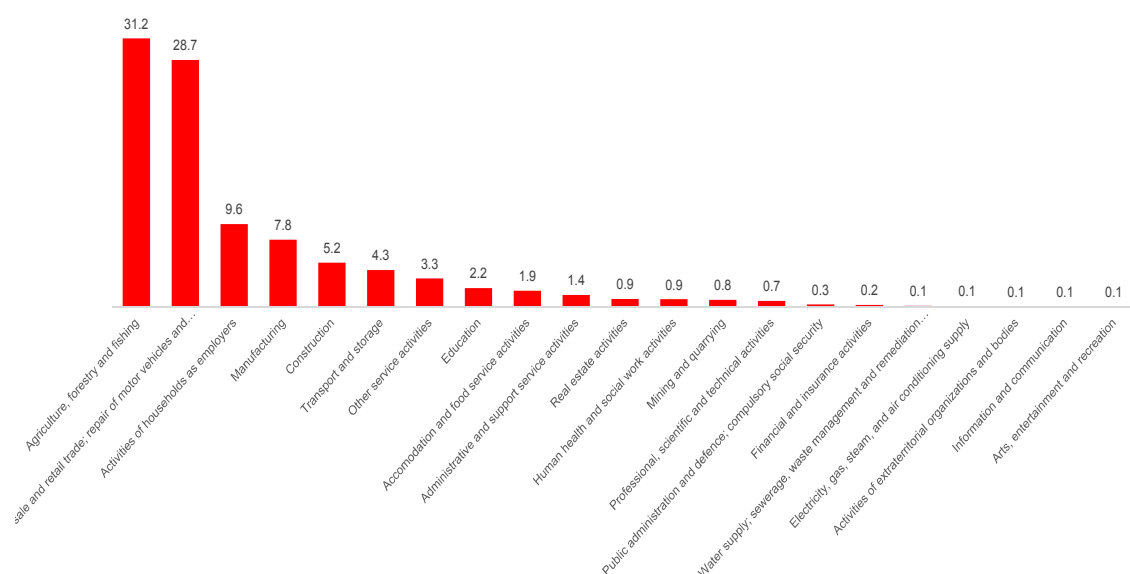
Figure 7.4: Percentage Distribution of Persons working in the Informal Economy by Province, Zambia 2017



7.4 Employment in the Informal Economy by Industry

Figure 7.5 shows the percentage share of employed persons in informal economy by industry. The Agriculture, Forestry and Fishing Industry had the highest percentage share at 31.2 percent followed by Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles at 28.7 percent, while Arts, entertainment and recreation; Water supply; Electricity; Activities of extraterritorial organisations and bodies; Information and communication; had had the lowest proportion of 0.1 percent each.

Figure 7.5: Percentage Distribution of Persons working in the Informal Economy by Industry, Zambia 2017



Chapter 8: Working Conditions

8.1 Introduction

This chapter presents information for some indicators on working conditions. They include trade union membership, precarious employment, excessive hours of work and collective bargaining.

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

8.2 Trade Union Density Membership

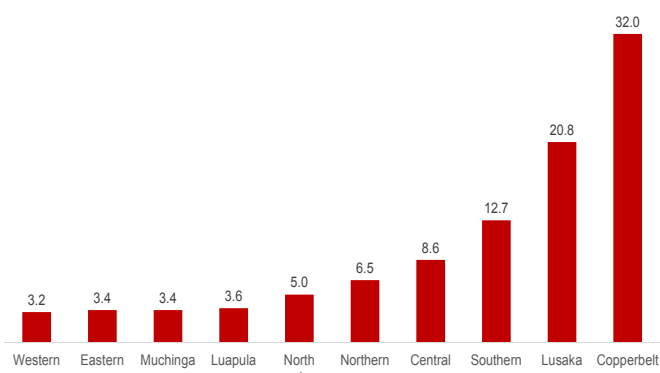
Table 8.1 shows number and percentage distribution of trade union members by sex in rural and urban areas. Results show that there was an estimated 306,118 trade union members in the labour market, of which 64.9 percent were male and 35.1 percent were in rural areas. A total of 231,628 member were in urban areas while a total of 74,490 were in rural areas.

Table 8.1: Number and Percentage Distribution of Trade Union Members by Sex and Rural/urban, Zambia 2017

Sex	Total		Rural	Urban
	Number	Percent	Number	Number
Total	306,118	100.0	74,490	231,628
Male	198,725	64.9	48,629	150,096
Female	107,393	35.1	25,861	81,532

Figure 8.1 shows percentage share of trade union members by province. Copperbelt Province had the highest percentage of trade union member with 32.8 percent, followed by Lusaka Province with 20.8 percent. Western Province had the lowest percentage share of 3.2 percent.

Figure 8.1: Percentage Distribution of Trade Union Members by Province, Zambia 2017



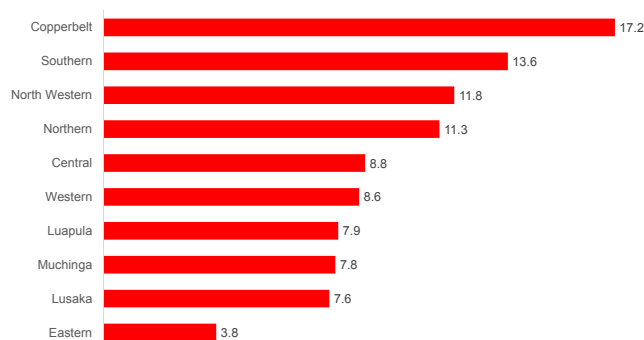
8.3 Trade Union Density Rate

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

Figure 8.2 shows trade union density rate by province. Copperbelt Province had the highest Trade Union Density rate at 17.2 percent, followed by Southern

and North Western provinces at 13.6 percent and 11.8 percent, respectively. Eastern Province had the lowest Trade Union Density rate at 3.8 percent.

Figure 8.2: Trade Union Density Rate (Percent) by Province, Zambia 2017



8.4 Precarious Employment

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

Table 8.2 shows the number and percentage distribution of persons in precarious employment by sex in rural and urban areas. There were 547,765 persons in precarious employment of which 32.3 percent were in rural areas and 67.7 percent in urban areas.

Table 8.2: Number and Percentage Distribution of Persons in Precarious Employment by Rural/Urban and Sex, Zambia 2017

Rural/Urban	Both Sexes		Male	Female
	Number	Percent		
Total	547,765	100.0	377,965	169,799
Rural	176,745	32.3	127,477	49,268
Urban	371,020	67.7	250,488	120,532

Figure 8.2 shows the percentage distribution of persons in precarious employment by rural/urban and sex. There were 69.0 percent males and 31.0

percent females in precarious employment. In both rural and urban areas, the percentage of males was higher than that of females.

Figure 8.2: Percentage Distribution of Persons in Precarious Employment by Rural/Urban and Sex, Zambia 2017

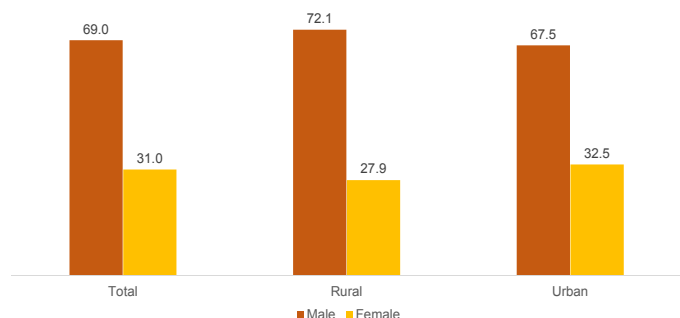
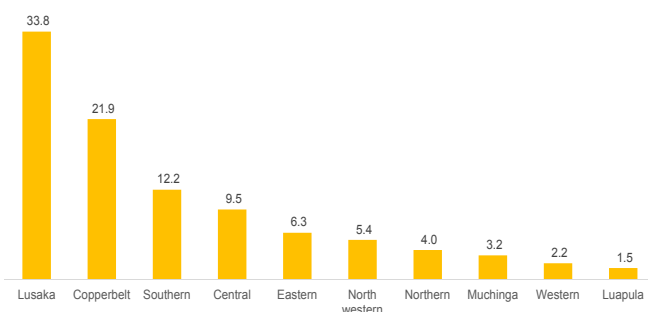


Figure 8.3 shows the percentage distribution of persons in precarious employment by province. Lusaka Province had the highest percentage of persons in precarious employment at 33.8 percent followed by Copperbelt Province at 21.9 percent. The province with the lowest percentage share of persons in precarious employment was Luapula Province at 1.5 percent.

Figure 8.3: Percentage Distribution of Persons in Precarious Employment by Province, Zambia 2017



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

Figure 8.4 shows the precarious employment rate by sex in rural and urban areas. The precarious employment rate was estimated at 18.4 percent. The precarious employment rate for males was higher than that of females at 21.0 percent and 14.5 percent, respectively. Urban areas had a higher rate than rural areas at 20.9 percent and 14.8 percent, respectively.

Figure 8.4: Precarious Employment Rate by Rural/Urban and Sex, Zambia 2017

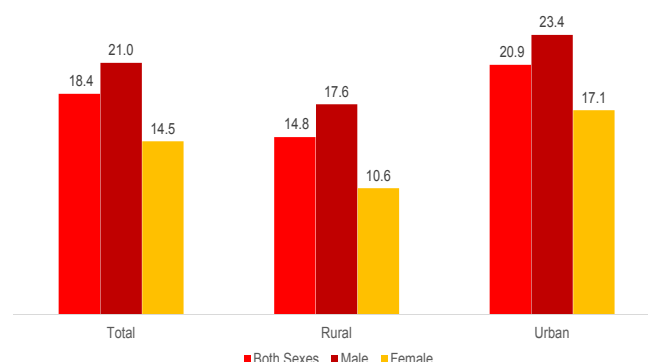
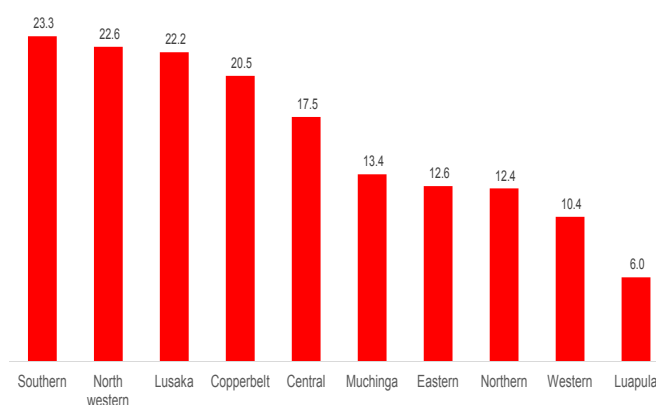


Figure 8.5 shows the precarious employment rate by province. Southern Province had the highest precarious employment rate at 23.3 percent while Luapula Province had the lowest rate at 6.0 percent.

Figure 8.5: Precarious Employment Rate by Province, Zambia 2017



8.5 Youths In Precarious Employment

Table 8.3 shows the number and percentage distribution of youths in precarious employment by sex in rural and urban areas. There were 362,864 youths in precarious employment representing 66.2 percent of the total population in precarious employment. Of these, 31.5 percent were in the rural areas and 68.5 percent in the urban areas.

Table 8.3: Number and Percentage Distribution of Youths in Precarious Employment by Rural/Urban and Sex, Zambia 2017

Rural/Urban	Both sexes	Percent	Male	Female
Total	362,864	100.0	250,816	112,048
Rural	114,127	31.5	81,181	32,946
Urban	248,737	68.5	169,635	79,102

Figure 8.6 shows the percentage distribution of youths in precarious employment by sex in rural and urban areas. There were more male than female youths in precarious employment at 69.1 percent and 30.9 percent, respectively. The same pattern of having more male than females was observed in both rural and urban areas.

Figure 8.6: Percentage Distribution of Youths in Precarious Employment by Rural/Urban and Sex, Zambia 2017

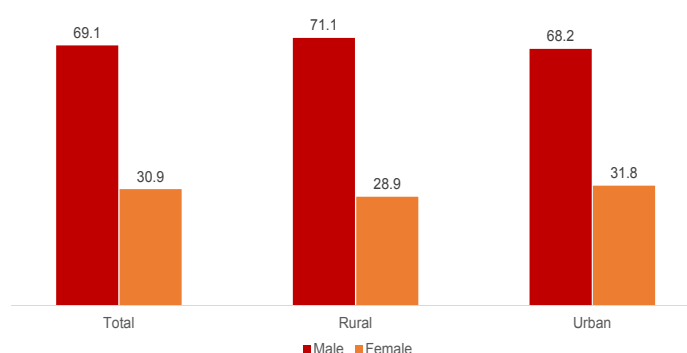


Figure 8.6 shows the youth precarious employment rate by sex in rural and urban areas. The overall youth precarious employment rate was estimated at 23.3 percent. The youth precarious employment rate for males was higher than that of females at 26.8 percent and 18.0 percent, respectively. Urban areas had a higher rate than rural areas at 26.8 percent and 18.1 percent, respectively.

Figure 8.7: Youth Precarious Employment Rate by Rural/Urban and Sex, Zambia 2017

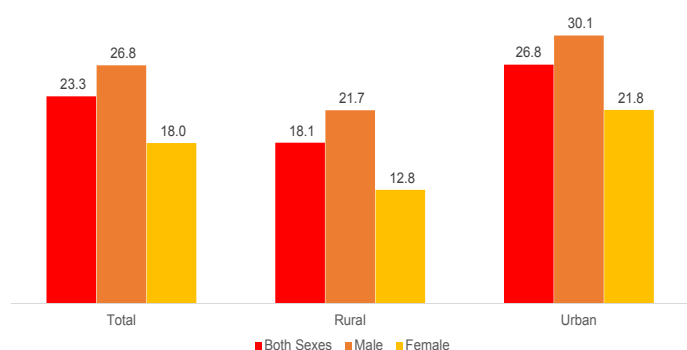


Figure 8.8 shows age-specific precarious employment rate for youth by sex. Across all the age groups of youths, the precarious employment rate was higher for males than females. Age group 15-19 years had the highest precarious employment rate for both males and females at 44.0 percent and 34.0 percent, respectively. Age group 30-35 years had the lowest youth precarious employment rate for males and females at 21.5 percent and 11.1 percent, respectively.

Figure 8.8: Age-Specific Youth Precarious Employment Rate by Sex, Zambia 2017

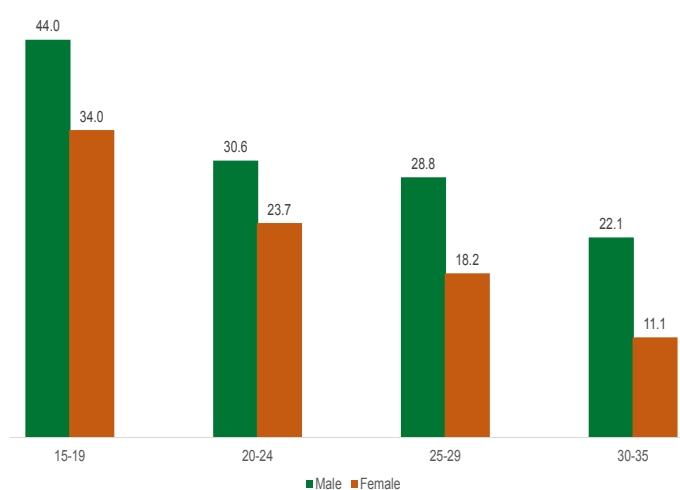


Table 8.4: Weekly Hours of Work by Sector of Employment and Sex, Zambia 2017

Sector of Employment	Total	Male	Female
Total	38.5	41.1	34.6
Formal Sector	41.8	44.1	37.2
Informal Sector	37.9	40.5	33.7
Household Sector	32.9	34.0	31.9

Employed population in formal sector worked more hours of 41.8 hours per week than informal sector (37.9 hours) and household sector (32.9 hours), which was also way above national average weekly hours of work.

Table 8.5 shows actual weekly hours of work by industry of employed persons in rural and urban areas. Employed population in the Transport and storage industry had the highest number of weekly actual hours of work of 54.3 hours, followed by those in the Mining and quarrying industry and the Administrative and support activities industries at 53.4 hours and 53.2 hours, respectively. The lowest weekly actual hours of work were recorded in the Real estate industry of 8.9 hours.

In rural areas, the Information and communication industry had the highest weekly hours of work at 61.8 hours while the Financial and insurance activities industry had the lowest weekly actual hours of work at 21.8 hours. In urban areas, the Transport and storage industry had the highest weekly actual hours of work at 56.5 hours while the Real estate industry had the lowest weekly actual hours of work at 8.5 hours.

8.7 Weekly Hours of Work

Table 8.4 shows weekly actual hours of work by sector of employment and sex of employed persons. The weekly actual hours of work for employed population was estimated at 38.5 hours. Males worked for more hours at 41.1 hours than female at 34.6 hours.

Table 8.5: Weekly Hours of Work by Industry and Rural/Urban, Zambia 2017

Industry	Total	Rural	Urban
Total	38.5	30.9	43.6
Agriculture, forestry and fishing	27.5	27.0	30.0
Mining and quarrying	53.4	47.6	54.5
Manufacturing	39.1	26.9	44.1
Electricity, gas, steam, and air conditioning supply	47.0	44.6	47.6
Water supply; sewerage, waste management and remediation activities	42.8	26.5	44.8
Construction	40.7	37.1	41.7
Wholesale and retail trade; repair of motor vehicles and motorcycles	42.9	35.3	45.9
Transport and storage	54.3	44.7	56.5
Accommodation and food service activities	44.8	48.1	44.3
Information and communication	45.6	61.8	44.8
Financial and insurance activities	42.7	21.8	44.3
Real estate activities	8.9	23.0	8.5
Professional, scientific and technical activities	26.8	36.2	25.7
Administrative and support service activities	53.2	45.3	55.1
Public administration and defense; compulsory social security	45.6	47.1	45.4
Education	39.1	38.8	39.3
Human health and social work activities	41.4	43.0	40.9
Arts, entertainment and recreation	34.7	40.0	34.2
Other service activities	40.7	28.3	42.5
Activities of households as employers	40.5	30.0	44.3
Activities of extraterritorial organizations and bodies	51.9		51.9

8.8 Employment in Excessive Work By Type Of Contract

Table 8.5 shows the number and percentage distribution of employed persons involved excessive

hours of work by type of contract in rural and urban areas. Out of employed persons with excessive hours of work 51.3 percent had a fixed period contract while 3.2 percent had a seasonal contract.

Table 8.5: Number and Percentage Distribution of Employed Persons in Excessive Hours of Work by Type of Contract and Rural/ Urban, Zambia 2017

	Total	Percent	Rural	Urban
Total	439,109	100	100,391	338,718
Fixed period contract	225,377	51.3	43,019	182,357
Open ended Contract	199,745	45.5	48,408	151,337
Seasonal	13,988	3.2	8,964	5,024

Figure 8.10 shows the percentage of employed persons in excessive hours of work by type of contracts in rural and urban areas. In rural areas, employed persons in excessive hours of work with open ended contracts constituted the highest percentage at 48.2 percent while those with seasonal contracts accounted for the lowest percentage at 8.9 percent. In urban areas employed persons in excessive hours of work with fixed period contracts constituted the highest percentage at 53.8 percent while those with seasonal contracts accounted for lowest percentage at 1.5 percent.

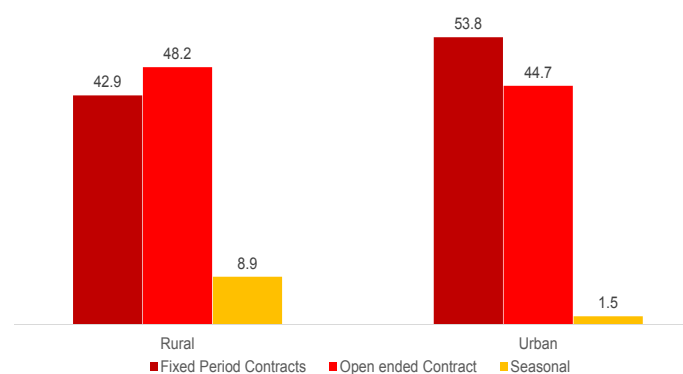
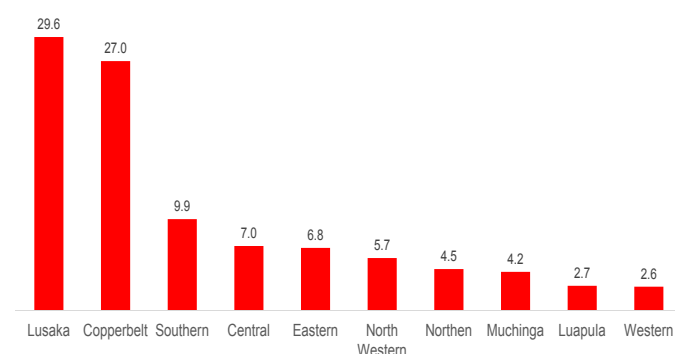
Figure 8.10: Percentage Distribution of Employed Persons in Excessive Hours of Work by Type of Contract and Rural/ Urban, Zambia 2017

Figure 8.11 shows the percentage distribution of persons in excessive hours of work by province. Lusaka Province had the highest percent share of 29.6 percent followed by Copperbelt Province at 27.0 percent. The province with the lowest percentage share was Western Province at 2.6 percent.

Figure 8.11: Percent Distribution of Persons in Excessive Hours of Work by Province, Zambia 2017



8.6 Employment in Excessive Working Time

Employment-related information in excessive working time (EEWT) provides information about the share of employed persons whose actual hours of work exceed 48 hours per week. It is an indicator of exposure to overwork, i.e. an experience in which working time exceeds normal hours of work which have negative effects on not only workers' health, but also on their safety (e.g. increasing injury hazard rates) and on work-life balance.

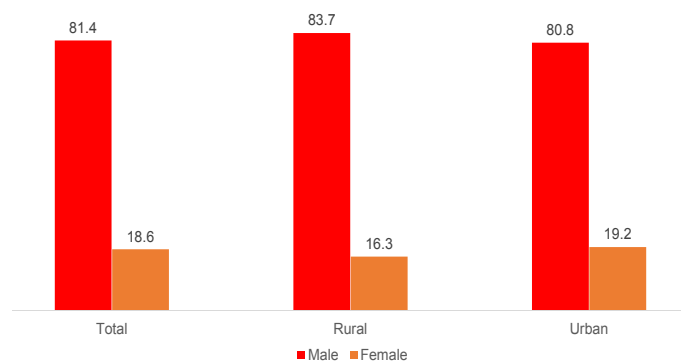
Table 8.6 shows the number and percentage distribution of employed persons in excessive hours of work by sex in rural and urban areas. There were 439,109 employed persons in excessive hours of work representing 14.8 percent of the total employed population. Of these, 22.9 percent were in the rural areas and 77.1 percent in urban areas.

Table 8.6: Number and Percentage Distribution of Employed Persons in Excessive Hours of Work by Rural/Urban and Sex, Zambia 2017

	Both Sex	Percent	Male	Female
Total	439,109	100.0	357,605	81,504
Rural	100,391	22.9	83,997	16,394
Urban	338,718	77.1	273,608	65,110

Figure 8.9 shows the percentage distribution of employed persons involved in excessive hours of work by sex in rural and urban areas. There were more employed males than females in excessive hours of work at 81.4 percent and 18.6 percent, respectively. Rural and urban areas had a similar pattern of having more males than females in excessive hours of work.

Figure 8.9 Percentage Distribution of Employed Persons in Excessive Hours of Work by Rural/Urban and Sex, Zambia 2017



8.9 Female Share of Employment in Senior and Middle Management

This indicator provides information on the tendency for men and women to work in different occupations.

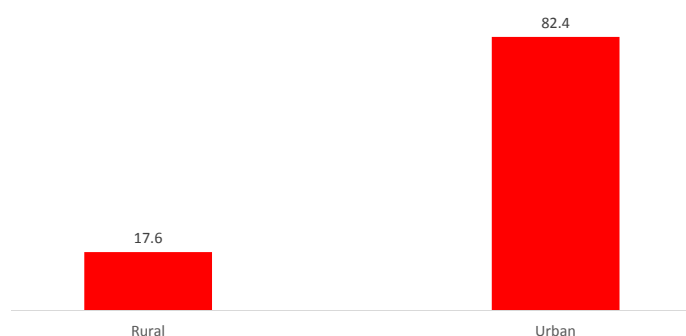
Table 8.7 shows the number and percentage distribution of the female managers in rural and urban areas. There were 59,781 persons in managerial positions of which 32.8 percent were female.

Table 8.7: Number and Percentage Distribution of Female Managers by Rural/Urban, Zambia 2017

Occupation	Total			Rural			Urban		
	Total Managers	Female Managers	Percent	Total Managers	Female Managers	Percent	Total Managers	Female Managers	Percent
Managers	59,781	19,511	32.8	13,557	3,431	25.3	46,224	16,080	34.8

Figure 8.12 shows the percentage distribution of female managers in rural and urban areas. The percentage of female managers was higher in urban than in rural areas at 82.4 percent and 17.6 percent, respectively.

Figure 8.12: Percentage Distribution of Female Managers by Rural/Urban, Zambia 2017



8.10 Collective Bargaining Coverage

This indicator shows the proportion of workers in employment whose pay and conditions of employment are directly or indirectly (e.g. through extension clauses) determined by one or more collective agreement(s). This indicator provides a measure of the reach of collective bargaining agreements and, as such, can help in assessing and monitoring the development of industrial relations.

Table 8.8 shows the number and percentage distribution of employed persons in collective bargaining by sex in rural and urban areas. Of the total employed persons there were 1,224,330 employees representing 41.2 percent of all employed persons who had trade union representation in collective bargaining. Of these, 73.8 percent were in urban areas and 26.2 percent were in rural areas.

Table 8.8: Number and Percentage Distribution of Employed Persons in Collective Bargaining by Sex and Rural/Urban, Zambia 2017

	Persons in Collective bargaining			
	Both Sexes	Percent	Male	Female
Total	1,224,330	100.0	870,816	353,514
Rural	320,900	26.2	233,981	96,919
Urban	903,430	73.8	636,835	266,595

Figure 8.13 shows the percentage distribution of persons in collective bargaining by sex in rural and urban areas. At national level, males among the the paid employees had a higher trade union representation in collective bargaining than females at 71.1 percent and 28.9 percent, respectively.

Figure 8.13: Percentage Distribution of Employed Persons in Collective Bargaining by Rural/Urban and Sex, Zambia 2017

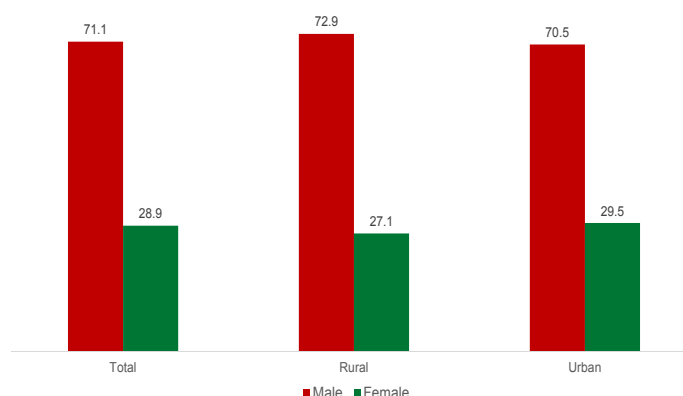
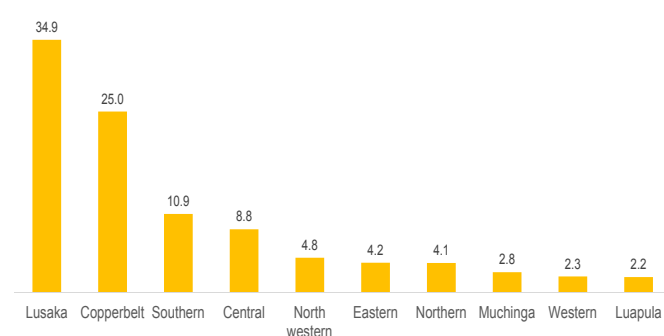


Figure 8.14 shows the percentage distribution of employed persons in collective bargaining by province. Lusaka province had the highest percentage of persons with trade union representation in collective bargaining at 34.9 percent while Luapula had the lowest at 2.2 percent.

Figure 8.14: Percent Distribution of Employed Persons in Collective Bargaining Coverage by Province, Zambia 2017



Chapter 9: Own Use Production Work

9.1 Introduction

This chapter presents information on the demographic characteristics and regional distribution of persons involved in own use production work.

Own use production work is one of the five forms of work. Other forms of work include employment work; unpaid trainee work; volunteer work; and other work activities. Given the significance of own use production work as an input in the Gross Domestic Product (GDP), its separate analysis is important.

Table 9.1 shows the number and percentage distribution of own use production workers by sex in rural and urban areas. Results show that 3,767,388 people were engaged in own use production work, of which 72.0 percent were in rural areas and 28.0 percent were in urban areas.

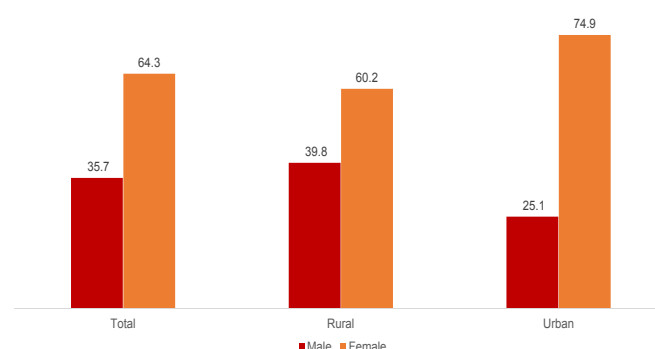
Table 9.1: Number and Percentage Distribution of Own-use Production workers by Goods/Services and Rural/Urban, Zambia 2017

Rural/ Urban	Own Use Production Workers			
	Both Sexes	Percent	Male	Female
Total	3,767,388	100.0	1,345,629	2,421,759
Rural	2,714,011	72.0	1,081,406	1,632,605
Urban	1,053,377	28.0	264,223	789,154

Figure 9.1 shows the percentage distribution of own use production workers by sex in rural and urban areas. Overall, there were more females than males in own use production at 64.3 percent and 35.7

percent, respectively. In both rural and urban areas, the percentage of females in own use production work was higher than that of males.

Figure 9.1. Percentage Distribution of Own Use Production Workers by Rural/Urban and Sex, Zambia 2017



9.2 Type of Own Use Production Work

Table 9.2 shows the number and percentage distribution of own use production workers by sex in rural and urban areas. At national level, males accounted for 62.0 percent of own use production workers in goods compared to 38.0 percent of females. In both rural and urban areas, males had a higher percentage of own use production workers in goods than females. Among own use production workers in services, females accounted for 79.7 percent compared to 20.3 percent males. The same pattern of having more females than males in own use production work in services provided was observed in both rural and urban areas.

Table 9.2: Number and Percentage Distribution of Own Use Production Workers by Rural/urban, Sex and Type of Own Use, Zambia 2017

	Goods producers			Service providers		
	Both Sexes	Male percent	Female Percent	Both Sexes	Male percent	Female Percent
Total	1,396,504	62.0	38.0	2,370,884	20.3	79.7
Rural	1,196,640	62.0	38.0	1,517,371	22.4	77.6
Urban	199,864	61.6	38.4	853,512	16.5	83.5

Figure 9.2 shows the percentage distribution of own use production workers as producers of goods or providers of services in rural and urban areas. Results show that 62.9 percent of own use production workers provided services while 37.1 percent produced goods. In rural and urban areas, service providers had higher proportions at 55.9 percent and 81.0 percent, respectively.

Figure 9.2: Percentage Distribution of Own use Production Workers by Type of Own Use and Rural/Urban, Zambia 2017

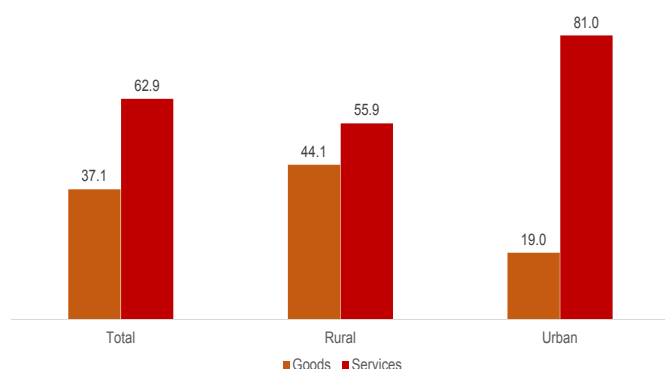
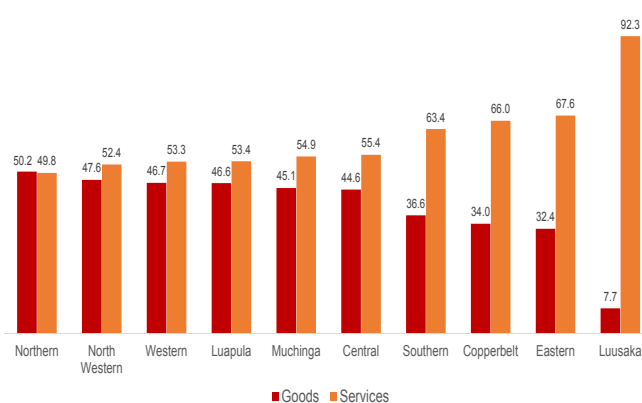


Figure 9.3 shows the percentage distribution of own use production workers as goods producers and service providers and province. Results show that Lusaka Province had 92.3 percent of own use production work as service providers and 7.7 percent were goods producers. Only Northern Province had a higher proportion of goods producers with 50.2 percent compared to the rest of provinces having more service providers than goods producers.

Figure 9.3: Percentage Distribution of Own use Production Workers by Province, Zambia 2017



9.3 Youth Own Use Production Workers

Table 9.3 shows the number and percentage distribution of youth own use production workers by sex in rural and urban areas. There were 2,423,746 youths representing 64.3 percent of total own use production work. Of these, 69.3 percent were in the rural areas and 30.7 percent in urban areas.

Table 9.3: Number and Percentage Distribution of Youth Own Use Production Workers by Rural/urban and Sex, Zambia 2017

	Both Sexes	Percent	Male	Female
Total	2,423,746	100.0	837,764	1,585,982
Rural	1,680,756	69.3	670,370	1,010,386
Urban	742,990	30.7	167,394	575,596

Figure 9.4 shows the percentage distribution of youth own use production workers by sex in rural and urban areas. Overall, there were more female than male youths in own use production at 65.4 percent and 34.6 percent, respectively. 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 Workers by Rural/Urban and Sex, Zambia 2017

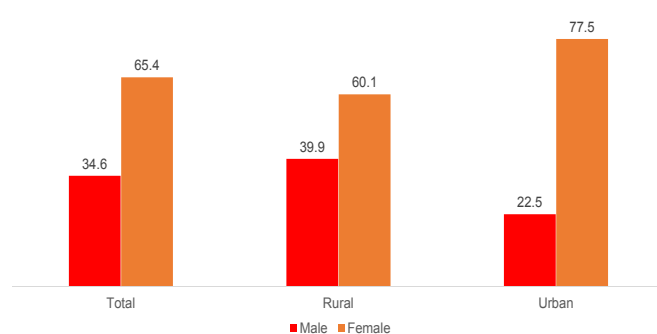
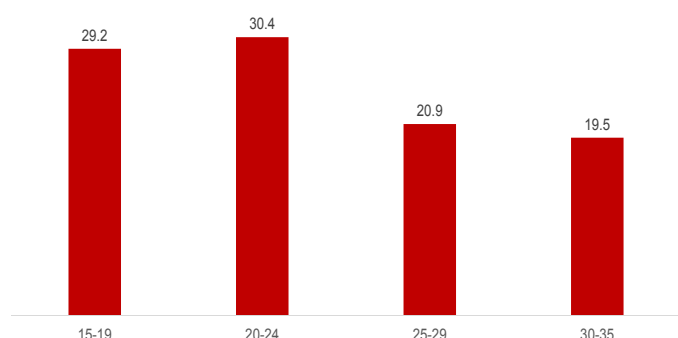


Figure 9.5 shows the percentage distribution of youth own use production workers by age group. The age group 20-24 had the highest percentage share of youths in own use production work at 30.4 percent while the age group 30-35 had the lowest at 19.5 percent.

Figure 9.5: Percentage Distribution of Youth Own Use Production Workers by Age Group, Zambia 2017

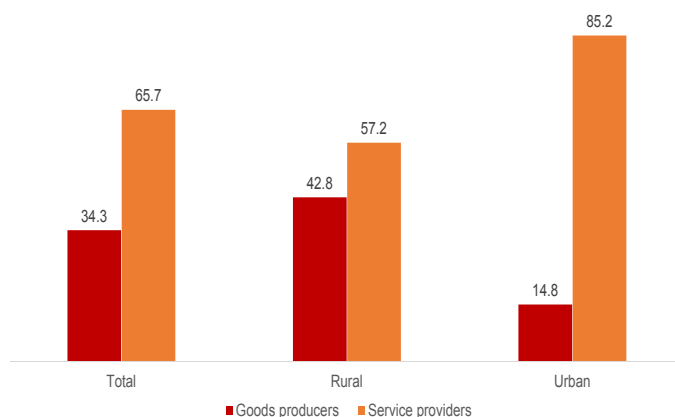


9.4 Type of Own Use Production Work for Youths

Figure 9.6 shows the percentage distribution of youth's own use production workers by sex in rural and urban areas. At national level, youths providing services had a higher percentage than those producing goods at 65.7 percent and 34.6 percent,

respectively. In rural youths in own use production work producing goods accounted for 42.8 percent while those providing services accounted for 57.2 percent. In urban areas, 85.2 percent of youths in own use production were providing services while 14.8 percent were producers of goods.

Figure 9.6: Percentage Distribution of Youths Own Use Production Workers by Rural/urban, Sex and Type of Own Use, Zambia 2017



Chapter 10: Unemployment

10.1 Introduction

This chapter presents characteristics of the unemployed population. It further describes the unemployed persons by age, sex, rural/urban, province, education attainment and duration of unemployment. The unemployed population consists of all persons who are not in employment but actively seeking for work and are available for work during the reference period (the week preceding the interview).

10.2 Unemployed Population

Table 10.1 shows number and percentage distribution of unemployed persons by sex in rural and urban areas. The total number of the unemployed persons was estimated at 427,125. Of the total unemployed persons, 38.6 percent were in rural areas and 61.4 percent are in urban areas..

Table 10.1: Number and Percent Distribution of Unemployed Persons by Rural/Urban and Sex, Zambia 2017

Rural/Urban	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	427,125	100 .0	243,349	183,776
Rural	164,670	38.6	107,831	56,839
Urban	262,455	61.4	135,518	126,936

Figure 10.1 shows the percentage distribution of the unemployed population by sex in rural and urban areas. At national level, the percentage distribution of the unemployed population by sex shows that 57.0 percent were males while 43.0 percent were females. In rural areas, 65.5 percent were males while 34.5 percent were females. In urban areas, 51.6 percent were males while 48.4 percent were females.

Figure 10.1: Percent Distribution of Unemployed Persons by Rural/Urban and Sex, Zambia 2017

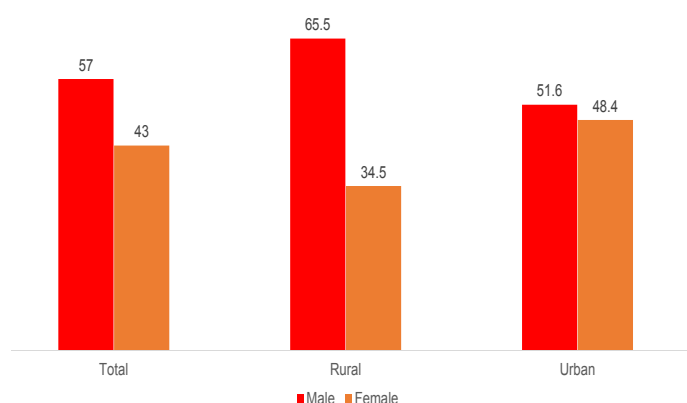


Table 10.2 shows the number and percentage distribution of unemployed persons by province and sex. Lusaka Province had the highest Percentage share of the unemployed population at 25.7 percent, followed by Copperbelt Province with 21.5 percent. Central Province had the lowest percentage share of the unemployed population at 4.2 percent. And while Lusaka Province had the highest percentage share of unemployed females at 33.6 percent, Copperbelt Province had the highest percentage share of unemployed males at 23.3 percent.

Table 10.2: Number and percentage distribution of Unemployed Population by Province and Sex, Zambia 2017

Province	Total		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	427,125	100.0	243,349	100.0	183,776	100.0
Central	18,083	4.2	11,027	4.5	7,056	3.8
Copperbelt	92,032	21.5	56,815	23.3	35,217	19.2
Eastern	21,415	5.0	14,328	5.9	7,087	3.9
Luapula	44,077	10.3	28,946	11.9	15,130	8.2
Lusaka	109,701	25.7	48,009	19.7	61,692	33.6
Muchinga	22,501	5.3	15,004	6.2	7,497	4.1
Northern	31,838	7.5	19,928	8.2	11,910	6.5
North western	27,424	6.4	17,207	7.1	10,217	5.6
Southern	32,110	7.5	16,357	6.7	15,753	8.6
Western	27,945	6.5	15,728	6.5	12,217	6.6

10.3 Unemployment Rate

The unemployment rate is expressed as a percentage of the unemployed persons to the Labour force. The unemployment rate is a key indicator of the labour market. It is a measure that shows the extent the country's labour force is engaged in the economic activities.

Figure 10.2 shows the unemployment rate by sex in rural and urban areas. The unemployment rate was estimated at 12.6 percent. Unemployment rate was slightly higher in urban areas at 12.9 percent than in rural areas at 12.1 percent. Unemployment rate for females was estimated at 13.5 percent while that of males was estimated at 11.9 percent. Unemployment rate was higher among males than among females in rural areas, while in urban areas unemployment rate was higher among females than among males.

Figure 10.2: Unemployment Rate by Rural/Urban and Sex, Zambia 2017

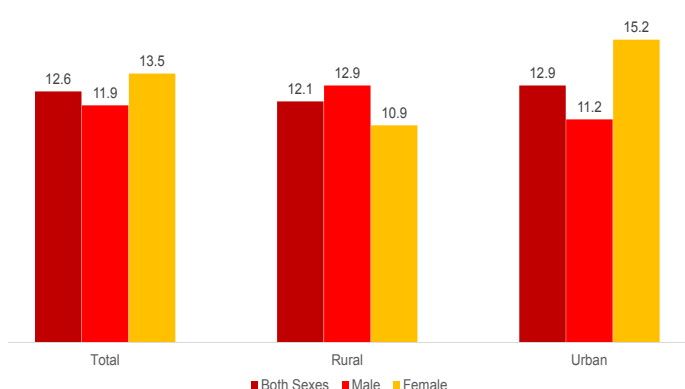


Figure 10.3 shows the age-specific unemployment rate in rural and urban areas. Unemployment rate was higher in urban areas than in rural areas from age group 15 to 29 years. Between ages 30 and 59 years, the unemployment rate was higher in rural areas than in urban areas, and higher in urban above age 59 years.

Figure 10.3: Age-Specific Unemployment Rate by Rural/Urban, Zambia 2017

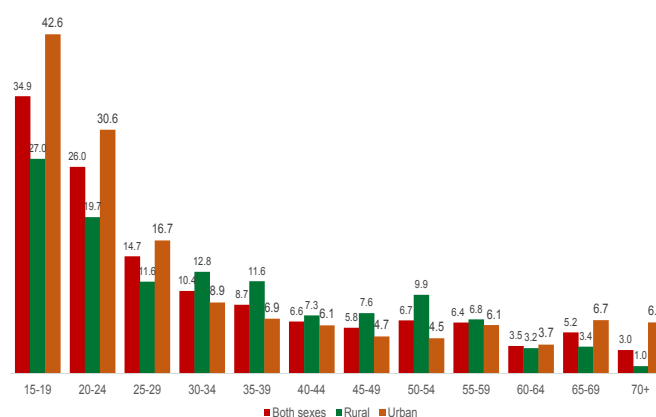


Figure 10.4 shows age-specific unemployment rate by sex. Unemployment rate was higher among males than females at age group 15 to 19 years. Unemployment rate among females 20 to 44 years of age was higher than among males in the same age group, whereas unemployment rate among females 44 years of age or older was lower than among males in the same age group..

Figure 10.4: Age-Specific Unemployment Rate by Sex, Zambia 2017

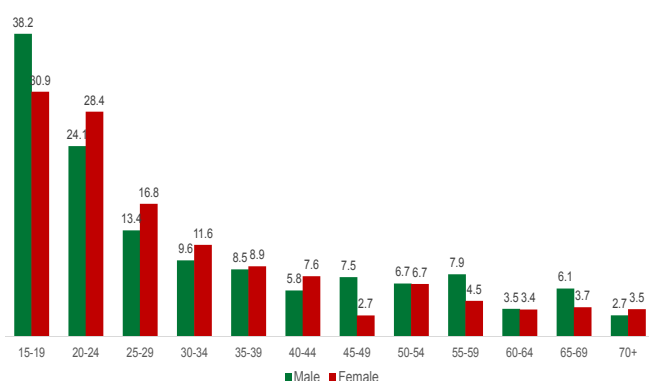
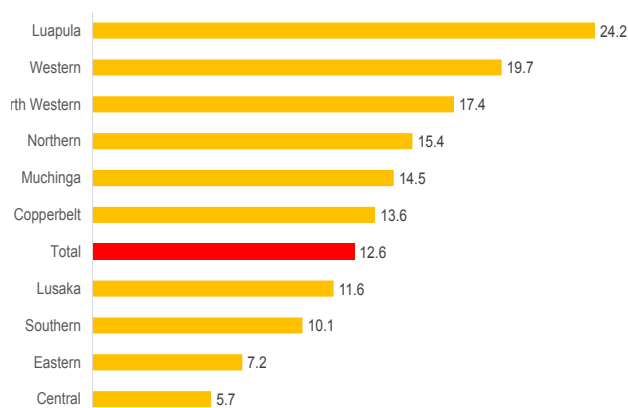


Figure 10.5 shows the unemployment rate by province. Luapula Province had the highest unemployment rate at 24.2 percent. Eastern and Central provinces had the lowest unemployment rate at 7.2 percent and 5.7 percent, respectively.

Figure 10.5: Unemployment Rate by Province, Zambia 2017



10.4. Youth Unemployed Persons

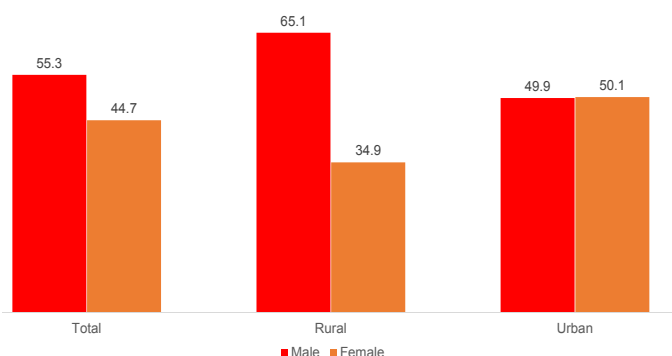
Table 10.3 shows the number and percentage distribution of unemployed youth population by sex in rural and urban areas. The total number of the unemployed youths was estimated at 328,256. Of the total unemployed youths, 35.9 percent were in rural areas and 64.1 percent were in urban areas.

Table: 10.3 Number and Percent Distribution of the Youth Unemployed Persons by Rural/Urban and Sex, Zambia 2017

Rural/ Urban	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	328,256	100	181,680	146,576
Rural	117,968	35.9	76,798	41,170
Urban	210,288	64.1	104,882	105,406

Figure 10.6 shows the percentage distribution of the unemployed youths by sex in rural and urban areas. At national level, 55.3 percent of unemployed youths were males while 44.7 percent were females. In rural areas, 65.1 percent were males while 34.9 percent were females. In urban areas, 49.9 percent were males while 50.1 percent were females.

Figure 10.6: Percent Distribution of Youth Unemployed Persons by Rural/Urban and Sex, Zambia 2017



10.5. Youth Unemployment Rate

Figure 10.7 shows youth unemployment rate by sex in rural and urban areas. Youth unemployment rate was estimated at 17.4 percent. Youth unemployment rate was higher in urban areas at 18.5 percent than in rural areas at 15.7 percent. Youth unemployment rate among females was estimated at 19.1 percent higher than among males at 16.2 percent. Youth unemployment rate was higher among females compared to the males in urban areas while it was higher among males in rural areas.

Figure 10.7: Youth Unemployment Rate by Rural/Urban and Sex, Zambia 2017

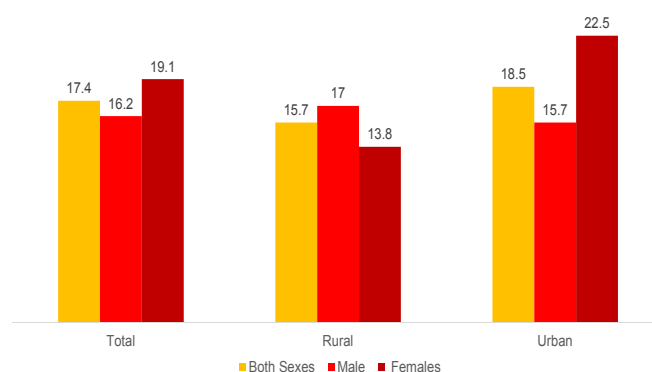


Figure 10.8 shows age-specific youth unemployment rate in rural and urban areas. Youth unemployment rate from age 15 to 29 years was higher in urban areas than was in rural areas. Between ages 30 and 35 years, the youth unemployment rate was higher in rural areas than in urban areas.

Figure 10.8: Age-Specific Youth Unemployment Rate by Rural/Urban, Zambia 2017

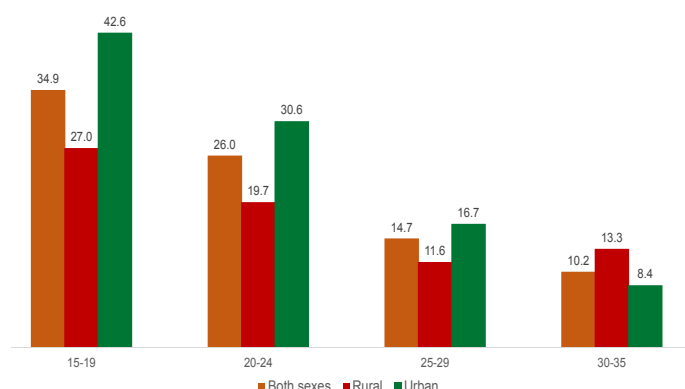
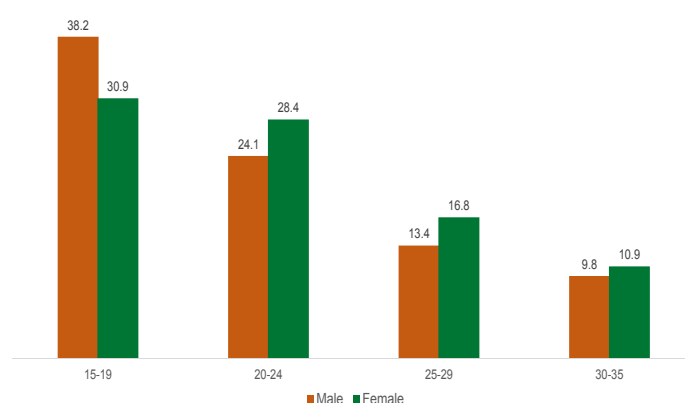


Figure 10.9 shows age-specific youth unemployment rate by sex. Youth unemployment rate in age group 15 to 19 years was higher among males than among females. Youth unemployment rate from age 20 to 35 years was higher among females than males.

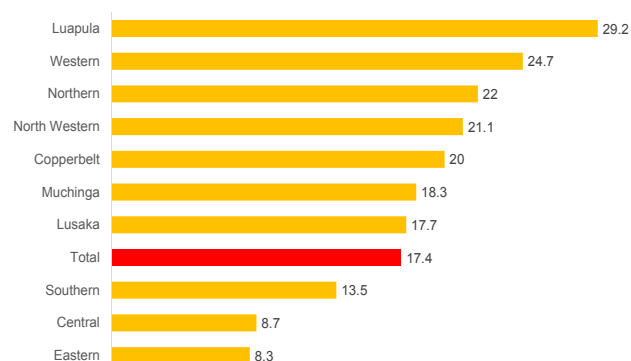
Figure 10.9: Age-Specific Youth Unemployment Rate by Sex, Zambia 2017



10.6 Youth Unemployment Rate by Province

Figure 10.10 shows youth unemployment rate by province. Luapula Province had the highest youth unemployment rate at 29.2 percent. Eastern and Central provinces had the lowest youth unemployment rate at 8.3 percent and 8.7 percent, respectively.

Figure 10.10: Youth Unemployment Rate by Province, Zambia 2017



10.7 Long-Term Unemployment

Long-term unemployment looks at the duration of unemployment, that is, the length of time that an unemployed person has been without work and is looking for a job (ILO, 2014). This indicator measures the incidence of long-term unemployment.

10.8 Long-Term Unemployed Population

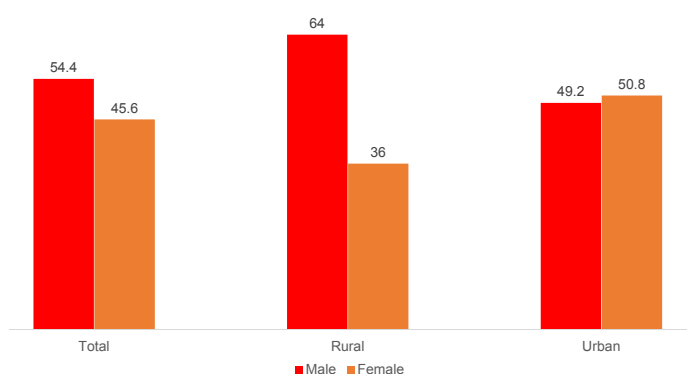
Table 10.4 shows the number and percentage distribution of long-term unemployed population by sex in rural and urban areas. The total number of persons in long-term unemployment was estimated at 210,106. Of these, 35.4 percent were in rural areas and 64.6 percent were in urban areas.

Table 10.4: Number and Percentage Distribution of Long Term Unemployed Persons by Rural/Urban and Sex, Zambia 2017

Rural/Urban	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	210,106	100.0	114,369	95,737
Rural	74,282	35.4	47,508	26,774
Urban	135,824	64.6	66,861	68,963

Figure 10.11 shows the percentage distribution of the persons in long-term unemployment by sex in rural and urban areas. Overall, results show that 54.4 percent of persons in long-term unemployment were males while 45.6 percent were females. In rural areas, 64.0 percent were males while 36.0 percent were females. In urban areas, 49.2 percent were males while 50.8 percent were females.

Figure 10.11: Percentage Distribution of Long-Term Unemployed Persons by Rural/Urban and Sex, Zambia 2017



10.9 Incidence of Long-Term Unemployment Rate

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

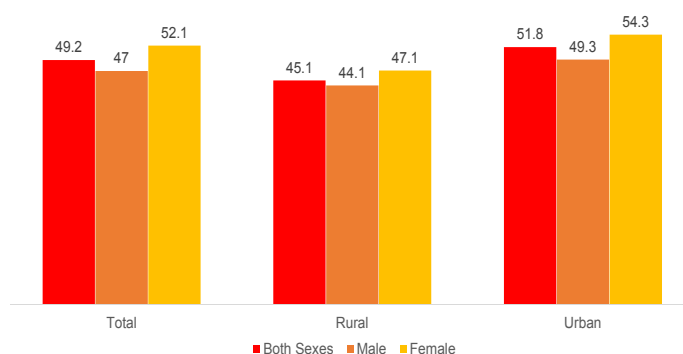
$$\text{Incidence of Longterm Unemployment} = \frac{\text{Unemployed for 1 year or more}}{\text{Total Unemployed Persons}} \times 100$$

10.10 Incidence of Long-Term Unemployment by Rural/Urban

Figure 10.12 shows the incidence of long term unemployment by sex in rural and urban areas. Incidence of long-term unemployment was 49.2 percent. It was higher in urban areas at 51.8 percent

than in rural areas at 45.1 percent. It was higher among females at 52.1 percent than among males at 47.0 percent. The incidence of long-term unemployment was higher among females compared to the males in both rural and urban areas.

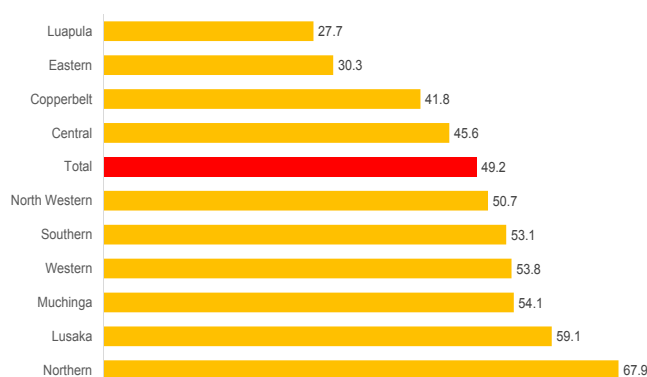
Figure 10.12: Incidence of Long-Term Unemployment by Rural/Urban and Sex, Zambia 2017



10.11 Incidence of Long-Term Unemployment by Province

Figure 10.13 shows the incidence of long-term unemployment by province. Northern and Lusaka provinces had the highest incidence of long-term unemployment at 67.9 percent and 59.1 percent, respectively.

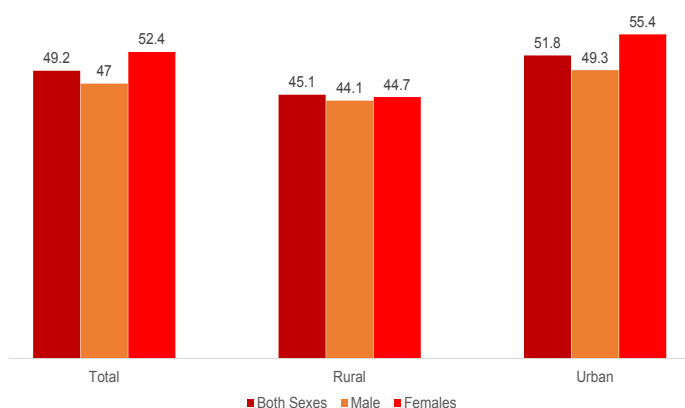
Figure 10.13: Incidence of Long-Term Unemployment by Province, Zambia 2017



10.12 Incidence of Youth Long-Term Unemployment

Figure 10.14 shows the incidence of youth long-term unemployment by sex in rural and urban areas. The youth incidence of long-term unemployment was 51.0 percent. It was higher in urban areas at 54.0 percent than in rural areas at 45.7 percent. The incidence of youth long-term unemployment was 49.8 percent for males while that of females was 52.4 percent. The incidence of youth long-term unemployment was higher among females compared to the males in rural and urban areas.

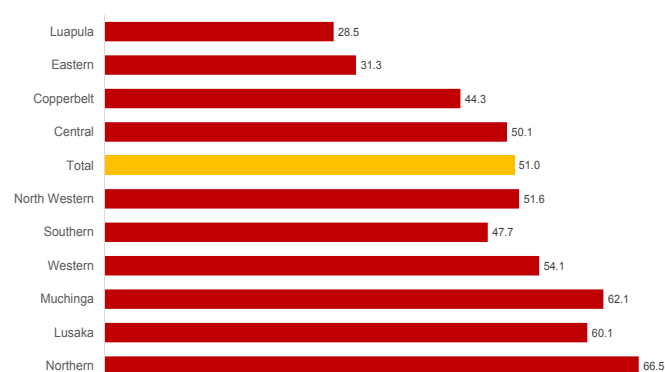
Figure 10.14: Incidence of Long-Term Unemployment for Youths by Rural/Urban and Sex, Zambia 2017



10.13 Incidence of Long-Term Unemployment Rate for Youth by Province

Figure 10.15 shows the incidence of youth long-term unemployment by province. Incidence of youth long-term unemployment was highest in Northern Province at 66.5 percent and lowest in Luapula Province at 28.5 percent.

Figure 10.2: Incidence of Long-Term Unemployment by Province, Zambia 2017



Chapter 11: Population Outside the Labour Force

11.1 Introduction

This chapter presents information on population outside the labour force, its socio-economic characteristics and regional distribution. The population outside the labour force are people who are neither in employment nor unemployment, rather, they are people who are seeking work but not available, plus those who are not seeking work but are available for work, collectively referred to as

potential labour force. They also include people who are not seeking work and are not available for work but want work.

Table 11.1 shows the number and percentage distribution of population outside the labour force by sex in rural and urban areas. The population outside the labour force was estimated at 5,658,546 of which 62.1 percent were in rural areas and 37.9 percent were in the urban areas.

Table 11.1: Number and Percentage Distribution of Population Outside the Labour Force by Rural/urban and Sex, Zambia 2017

Rural/Urban	Total		Male	Female
	Number	Percent	Number	Number
Total	5,658,546	100	2,274,391	3,384,155
Rural	3,512,880	62.1	1,490,470	2,022,409
Urban	2,145,666	37.9	783,921	1,361,745

Figure 11.1 shows the distribution of population outside the labour force sex in rural and urban areas. There were more females than males at 59.9 percent and 40.1 percent, respectively. In both rural and urban areas, females had a higher percentage share than males.

Figure 11.1: Percent Distribution of Population Outside the Labour Force by Province, Rural/urban and Sex, Zambia 2017.

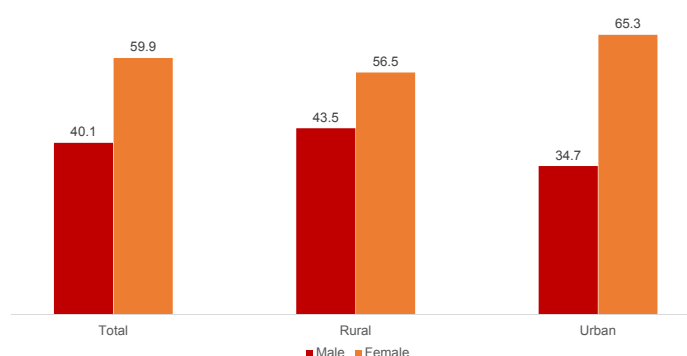


Figure 11.2 shows the percentage share of the population outside the labour force by province. Lusaka and Copperbelt provinces had the largest percentage share at 15.6 and 14.6 percent, respectively. North Western Province recorded the smallest percentage share of the country's population outside the labour force at 4.9 percent.

Figure 11.2: Percentage Distribution of Population Outside the Labour Force by Province, Zambia 2017

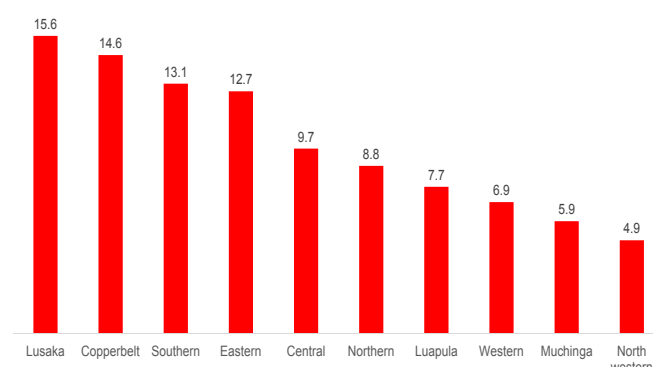


Figure 11.3 shows the percentage distribution of population outside the labour force by province in rural and urban areas. Results show that all the provinces except Lusaka and Copperbelt provinces had over 70 percent of people outside the labour force residing in rural areas. Lusaka and Copperbelt provinces had over 80 percent of their population outside the labour force in the urban areas.

Figure 11.3: Percentage Distribution of Population Outside the Labour Force by Rural/urban and Province, Zambia 2017

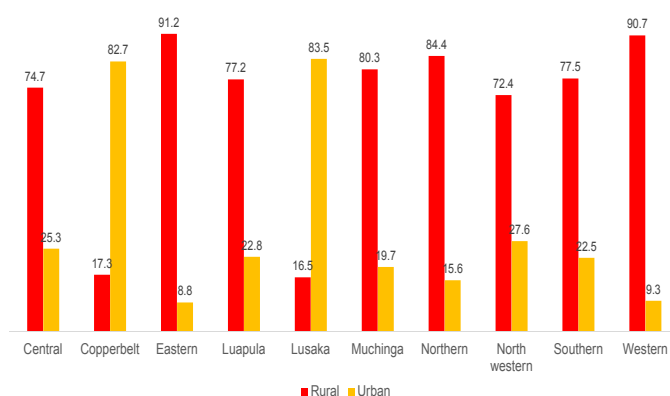
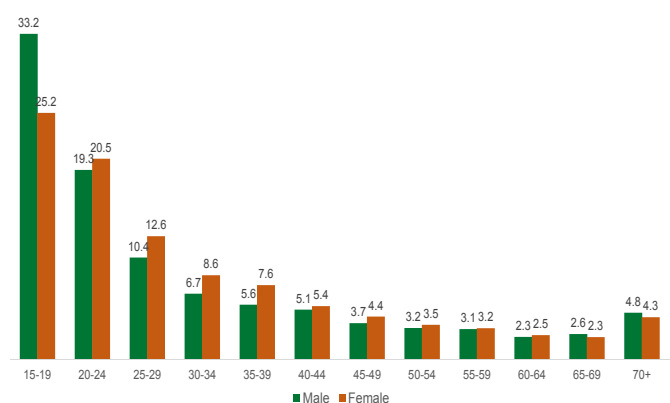


Figure 11.4 shows the percentage distribution of population outside the labour force by age group and sex. There were more people in younger age groups than in older age groups in the population outside the labour force. About one-third (33.2 percent) of males in the labour force were in the age group 15 to 19 years, and one-quarter (25.2 percent) of females in the labour force were in the age 15 to 19 years.

Figure 11.4: Percentage Distribution of Population Outside the Labour Force by Age Group and Sex, Zambia 2017



11.2 Potential Labour Force

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

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

Table 11.2 shows the number and percentage distribution of population in the potential labour force in rural and urban areas. The population in the potential labour force was estimated at 1,650,765. The rural areas accounted for 64.7 percent while the urban areas accounted for 35.3 percent.

Table 11.2: Number and Percentage Distribution of Potential Labour Force by Rural/Urban and Sex, Zambia 2017

Rural/ Urban	Total		Male	Female
	Number	Percent	Number	Number
Total	1,650,765	100.0	717,792	932,972
Rural	1,067,503	64.7	491,915	575,588
Urban	583,262	35.3	225,878	357,384

Figure 11.5 shows the percentage distribution of population in the potential labour force by sex in rural and urban areas. At national level, 56.5 percent of persons in the potential labour force were female while 43.5 percent were males. There were more females than males in both rural and urban areas in the potential labour force.

Table 11.5: Number and Percentage Distribution of the Potential Labour Force by Rural/Urban and Sex, Zambia 2017

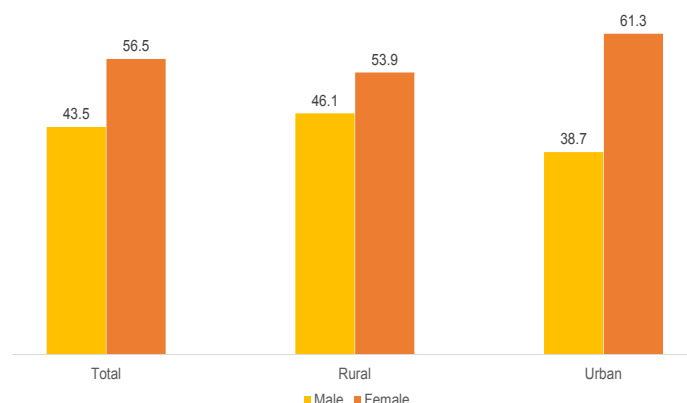


Table 11.3 shows the number and percentage distribution of population in the potential labour force by province and sex. The Copperbelt Province had the highest number of people in the potential labour force at 235,400 followed by Lusaka Province at 233,656 while the lowest population of people in the potential labour force was recorded in Muchinga Province at 63,837.

Table 11.3: Number of the Potential Labour Force by Province, Rural/Urban and Sex, Zambia 2017

Province	Total	Sex	
		Male	Female
Total	1,650,765	717,792	932,972
Central	124,700	64,331	60,369
Copperbelt	235,400	95,209	140,191
Eastern	194,162	94,695	99,466
Luapula	158,282	67,657	90,625
Lusaka	233,656	92,503	141,153
Muchinga	63,837	31,678	32,159
Northern	219,153	93,400	125,752
North western	80,043	33,658	46,385
Southern	133,660	57,363	76,298
Western	207,872	87,298	120,574

Figure 11.6 shows the percentage distribution of potential labour force by age group and sex. There were more younger people in the potential labour force than older people. The 15-19 and 20-24 year-olds of males collectively accounted for 40.3 percent. On the other hand, the 15-19 and 20-24 year-olds of females collectively accounted for 40.0 percent.

Figure 11.6: Percentage Distribution of Potential Labour Force by Age Group and Sex, Zambia 2017

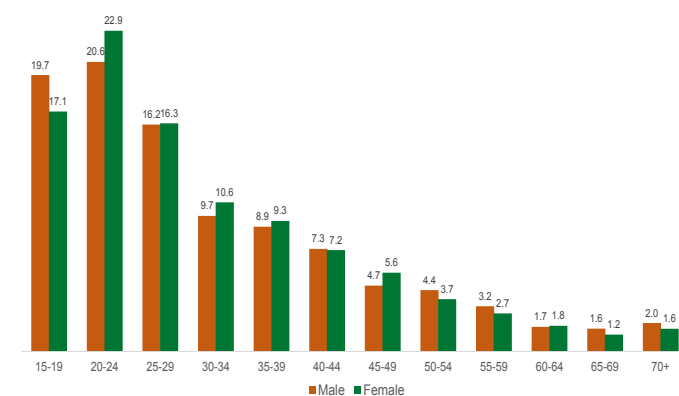


Figure 11.7 shows the percentage distribution of the potential labour force by age group in rural and urban areas. Across all age groups, there were more people in the potential labour force in rural areas than in urban areas.

Figure 11.7: Percentage Distribution of the Potential Labour Force by Age Group and Rural/Urban, Zambia 2017

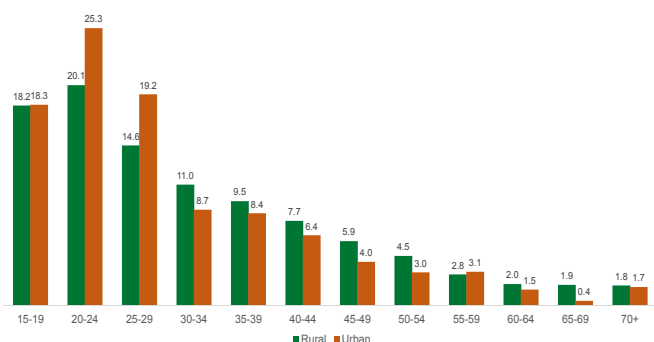
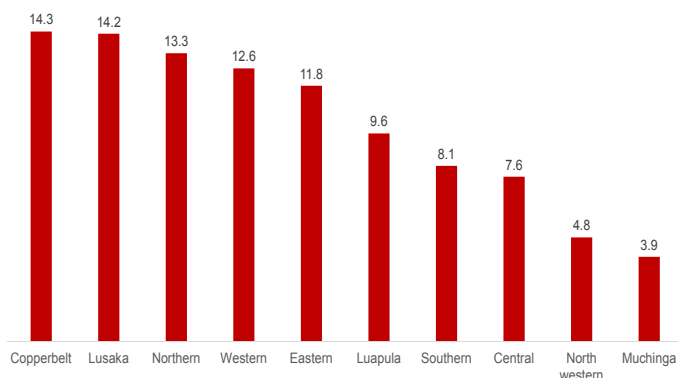


Figure 11.8 shows the percentage distribution of the potential labour force by province. Copperbelt and Lusaka provinces had the highest percentage shares of the country's potential labour force at 14.3 and 14.2 percent respectively. Muchinga Province had the lowest share at 3.9 percent.

Figure 11.8: Percentage Distribution of the Potential Labour Force by Province, Zambia 2017



Potential Labour Force by Reason

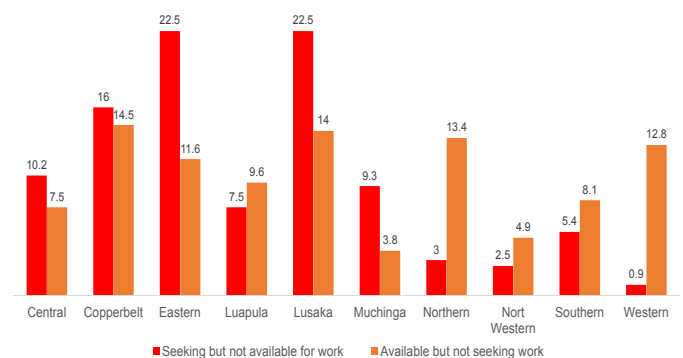
Figure 11.9 shows the percentage distribution of the potential labour force by reason in rural and urban areas. There were 98.4 percent of persons in the potential labour force that were available but not seeking work while 1.6 percent were seeking but not available.

Figure 11.9: Percentage Distribution of Potential Labour Force by Rural/urban and Reason, Zambia 2017



Figure 11.10 shows the percentage distribution of potential labour force by province and reason for being in the potential labour force. Lusaka Province had 22.6 percent of the potential labour force who were exclusively seeking work, accounting for the highest proportion, followed by Eastern Province with 22.5 percent. Western Province had 0.9 percent of the potential labour force who were exclusively seeking work, accounting for the smallest proportion.

Figure 11.10: Potential Labour Force by Reason, Zambia 2017



11.4 Youth Potential Labour Force

Table 11.4 shows the number and percentage distribution of the potential labour force of youth (15 to 35 years) by sex in rural and urban areas. The

potential labour force for the youth was 1,143,835, of which 62.4 percent was in the rural areas while 37.6 percent was in urban areas.

Table 11.4: Number and Percentage Distribution of Youth Potential Labour Force by Rural/Urban and Sex, Zambia 2017

Rural/Urban	Total		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	1,143,835	100	495,363	43.3	648,472	56.7
Rural	714,149	62.4	328,564	46.0	385,585	54.0
Urban	429,687	37.6	166,799	38.8	262,887	61.2

Figure 11.11 shows the percentage distribution of youths in the potential labour force by sex in rural and urban areas. Out of all youths in the potential labour force, 43.3 percent were for males and 56.7 percent were females. In both rural and urban areas, the proportion of youths in the potential labour force was higher for females than males.

Figure 11.12: Percentage Distribution of Youths in the Potential Labour Force by Rural/Urban and Sex, Zambia 2017

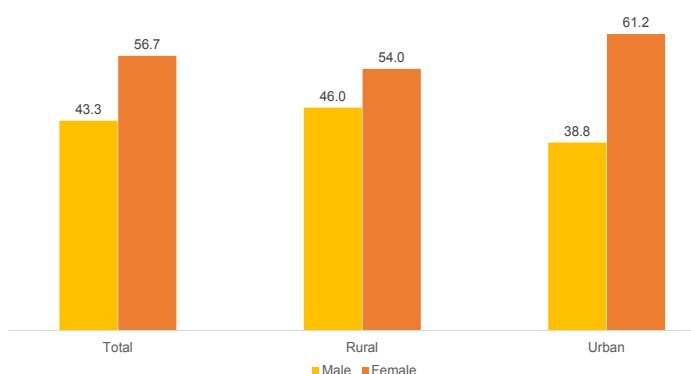
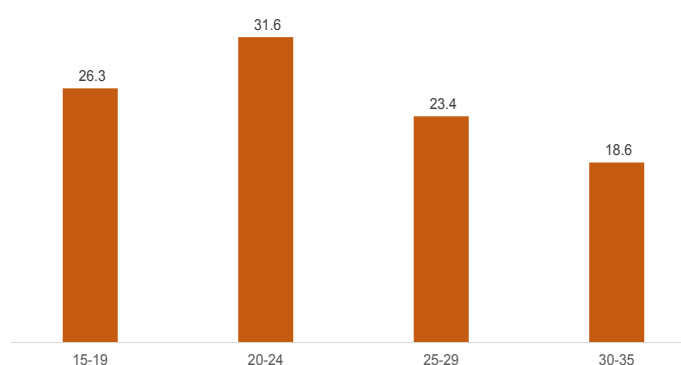


Figure 11.12 shows the proportion of youths in the potential labour force by age group. Age group 20-24 had the largest share of the youths in the potential labour force at 31.6 percent while the age group 30-35 has the lowest share at 18.6 percent.

Figure 11.12: Percentage Distribution of Youths in Potential Labour Force by Age Group, Zambia 2017



11.5 Discouraged Job Seekers

One of the subpopulations in the population outside the labour force is the “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:

- Past failure in finding a job, gave up looking for jobs
- Lack of experience, qualifications or jobs matching their skills
- Lack of jobs in the area

- Considered too young or too old by prospective employers

sex in rural and urban areas. There were 935,934 discouraged job seekers, of which 52.2 percent were in rural areas and 47.8 percent were in urban areas.

Table 11.5 shows the number and percent age distribution of the discouraged job seekers by

Table 11.5: Number and Percentage Distribution of the Discouraged Job Seekers by Rural/Urban and Sex, Zambia 2017

Rural/Urban	Total		Male	Female
	Number	Percent	Number	Number
Total	935,934	100.0	429,096	506,838
Rural	488,664	52.2	242,447	246,217
Urban	447,270	47.8	186,649	260,621

Figure 11.13 shows the percentage distribution of the discouraged job seekers by province. Copperbelt Province had the highest share of discouraged Job seekers at 20.7 percent, followed by Lusaka Province at 18.7 percent. Muchinga Province had the lowest percentage share at 2.0 percent.

Figure 11.13: Percentage Distribution of Discouraged Job Seekers by Province, Zambia 2017

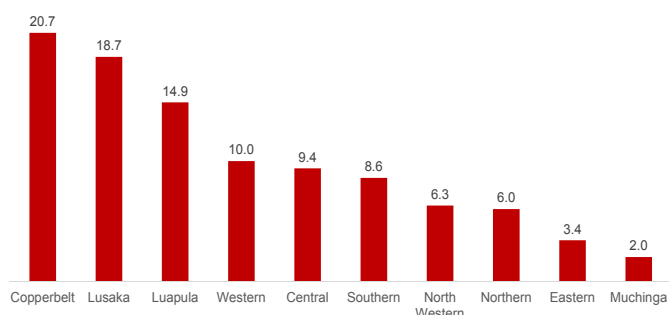


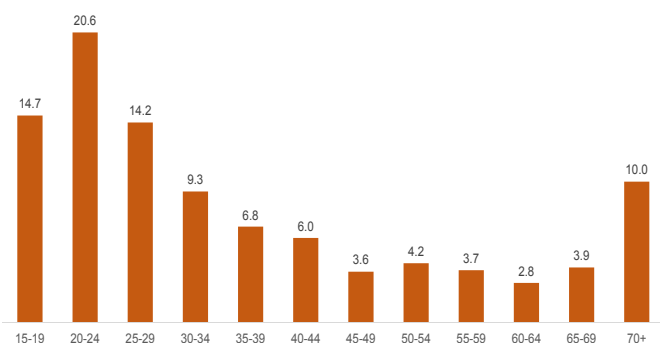
Table 11.6 shows the number and percentage distribution of discouraged job seekers by province and sex. All the provinces had more females than males except Central, Eastern, Muchinga and Northern provinces which had 43.8 percent, 45.8 percent, 47.6 percent and 47.2 percent of females, respectively.

Table 11.6: Number Distribution of Discouraged Job Seekers by Province and Sex, Zambia 2017

	Total	Male	Female
Total	935,934	45.8	54.2
Central	88,190	56.2	43.8
Copperbelt	193,622	39.7	60.3
Eastern	31,938	54.2	45.8
Luapula	139,132	46.8	53.2
Lusaka	175,226	42.8	57.2
Muchinga	18,866	52.4	47.6
Northern	55,851	52.8	47.2
North Western	58,690	47.7	52.3
Southern	80,658	42.5	57.5
Western	93,761	46.5	53.5

Figure 11.14 shows the percentage share of the discouraged job seekers by age group. The discouraged job seekers were more in age group 20 to 24 years at 20.6 percent than any age group of the population. Age group 60 to 64 had the smallest share of the discouraged job seekers at 2.8 percent..

Figure 11.14: Percentage Share of Discouraged Job Seekers by Age Group, Zambia 2017



11.6 Combined Rate Of Unemployment And Potential Labour Force (CRUPLF)

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

The combined rate of unemployment and the potential labour force shows the scenario in the Less Developed Countries context given that it includes discouraged job seekers who would have stopped seeking employment after unsuccessful periods of looking for work because of limited employment opportunities.

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

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

11.7 Unemployed Population and Potential Labour Force

Table 11.7 shows the number and percentage distribution of the unemployed population and potential labour force by sex in rural and urban areas. In 2017, the total number of the unemployed population and the potential labour force was estimated at 2,077,889. Of the total unemployed population and the potential labour force, 59.3 percent were in rural areas and 40.7 percent were in urban areas.

Table 11.7: Number and Percent Distribution of Unemployed Persons and Potential Labour Force by Rural/Urban and Sex, Zambia 2017

Rural/ Urban	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	2,077,889	100	961,141	1,116,748
Rural	1,232,173	59.3	599,745	632,427
Urban	845,717	40.7	361,396	484,321

Figure 11.15 shows the percentage distribution of the unemployed population plus the potential labour force by sex in rural and urban areas. At national level, results show 46.3 percent of the combined unemployed population and potential labour force were male while 53.7 percent were female. In rural areas, 48.7 percent were male while 51.3 percent were female. In urban areas, 42.7 percent were male while 57.3 percent were female.

Figure 11.15: Percent Distribution of Unemployed Persons and Potential Labour Force by Rural/Urban and Sex, Zambia 2017

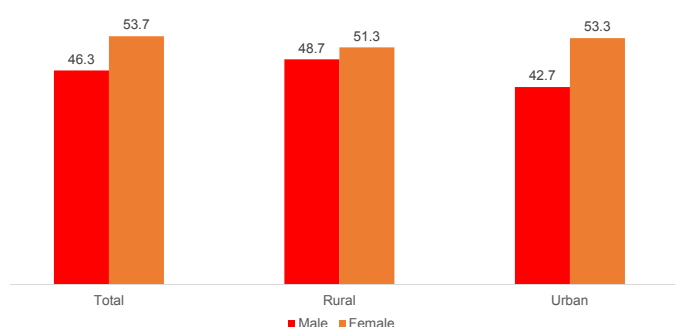


Table 11.8 shows the number and percentage distribution of unemployed population and potential labour force by province and sex. Lusaka and Copperbelt Provinces had the highest number of the unemployed and potential labour force at 343,358 and 327,432, respectively.

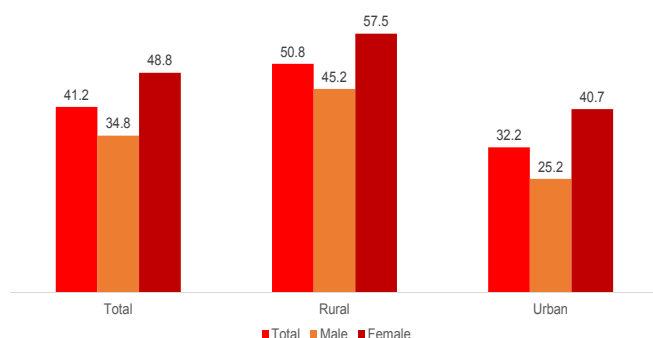
Table: 11.8 Number and Percent Distribution of the Unemployed Persons Plus the Potential Labour Force by Province and Sex, Zambia 2017

Province	Both Sexes	Male		Female	
	Number	Number	Percent	Number	Percent
Total	2,077,889	961,141	46.3	1,116,748	53.7
Central	142,783	75,358	52.8	67,424	47.2
Copperbelt	327,432	152,024	46.4	175,408	53.6
Eastern	215,577	109,023	50.6	106,553	49.4
Luapula	202,358	96,603	47.7	105,756	52.3
Lusaka	343,358	140,513	40.9	202,845	59.1
Muchinga	86,337	46,682	54.1	39,655	45.9
Northern	250,990	113,328	45.2	137,662	54.8
North Western	107,467	50,865	47.3	56,602	52.7
Southern	165,771	73,720	44.5	92,050	55.5
Western	235,817	103,025	43.7	132,792	56.3

11.8 Combined Rate of Unemployment and Potential Labour Force

Figure 11.16 shows the combined rate of unemployment and potential labour force by sex in rural and urban areas. The combined rate of unemployment and the potential labour force was estimated at 41.2 percent at national level. The combined rate of unemployment and the potential labour force was higher in rural areas at 50.8 percent than in urban areas at 32.2 percent. The combined rate of unemployment and the potential labour force was higher among females compared to the males in both rural and urban areas. The combined rate of unemployment and the potential labour force for female was estimated at 48.8 percent while that of males was estimated at 34.8 percent.

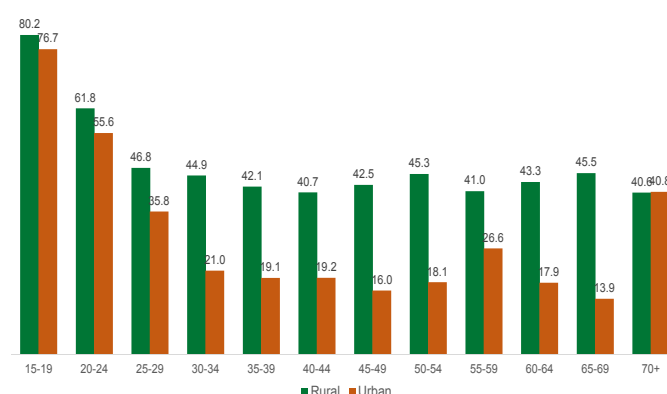
Figure 11.16: Combined Rate of Unemployment and the Potential Labour Force by Rural/Urban and Sex, Zambia 2017



11.9 Age-Specific Combined Rate of Unemployment and Potential Labour Force by Rural/Urban

Figure 11.17 shows the age-specific combined rate of unemployment and potential labour force in rural and urban areas. The age-specific combined rate of unemployment and the potential labour force was higher in rural areas than in urban areas across all age groups with notable differences observed from age 25 to 69 years.

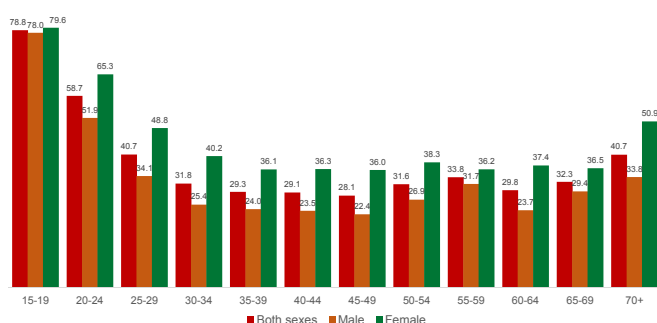
Figure 11.17: Age-Specific Combined Rate of Unemployment and Potential Labour Force by Rural/Urban Zambia 2017



11.10 Age-Specific Combined Rate of Unemployment and the Potential Labour Force by Sex

Figure 11.18 shows the age-specific combined rate of unemployment and potential labour force by sex. The combined rate of unemployment and potential labour force was higher among the females across all age groups than that of the males.

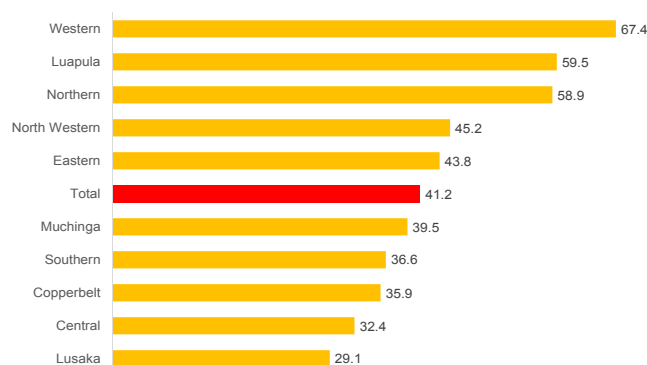
Figure 11.18: Age-specific Combined Rate of Unemployment and Potential Labour Force by Sex, Zambia 2017



11.11 Combined Rate of Unemployment and Potential Labour Force by Province

Figure 11.19 shows the combined rate of unemployment and potential labour force by province. Western Province had the highest combined rate of unemployment and the potential labour force at 67.4 percent. Central and Lusaka provinces had the lowest combined rate of unemployment and the potential labour force at 32.4 percent and 29.1 percent, respectively. There were 5 provinces, namely, Western, Luapula, Northern, North Western and Eastern provinces had a combined rate of unemployment and the potential labour force above the national average of 41.2 percent

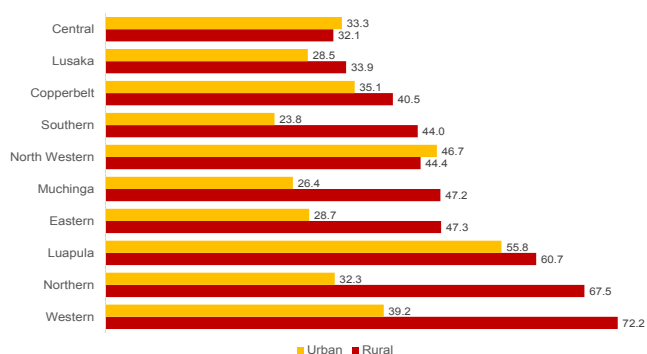
Figure 11.19: Combined Rate of Unemployment and Potential Labour Force by Province, Zambia 2017



11.12 Combined Rate of Unemployment and Potential Labour Force by Rural/Urban and Province

Figure 11.20 shows the combined rate of unemployment and potential labour force by province in rural and urban areas. Combined rate of unemployment and potential labour force was higher in rural areas of all the provinces except Central and North Western provinces.

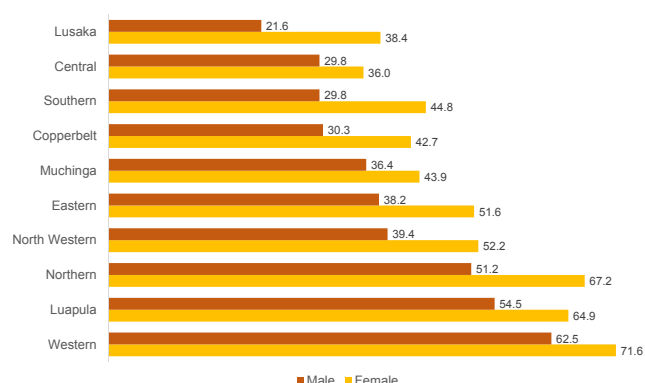
Figure 11.20: Combined Rate of Unemployment and Potential Labour Force by Rural/Urban and Province, Zambia 2017



11.13 Combined Rate of Unemployment and Potential Labour Force by Sex and Province

Figure 11.21 shows the combined rate of unemployment and potential labour force by sex and province. The combined rate of unemployment and potential labour force was higher among females than males across all provinces with the highest difference observed in Lusaka Province (38.4 percent, female and 21.6 percent, male).

Figure 11.21: Combined Rate of Unemployment and Potential Labour Force by Sex and Province, Zambia 2017



11.14 Youth Unemployed Population and Potential Labour Force

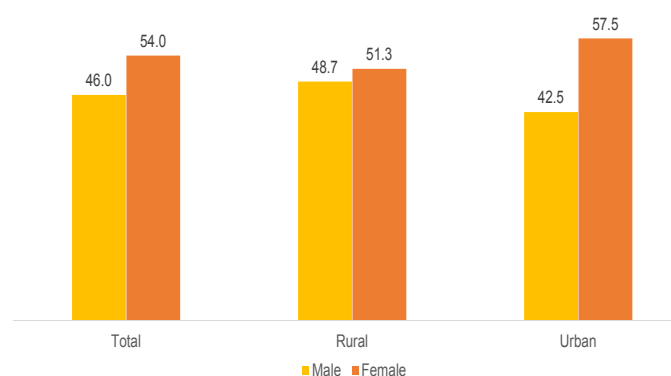
Table 11.9 shows the number and percentage distribution of combined rate of unemployment and potential labour force for youths by sex in rural and areas. The total number of unemployed population and potential labour force for the youths was estimated at 1,472,091. Of the total combined unemployed population and potential labour force, for the youths, 56.5 percent were in rural areas and 43.5 percent are in urban areas.

Table 11.9: Number and Distribution of the Youth Unemployed Population and Potential Labour Force by Rural/Urban and Sex, Zambia 2017

Rural/ Urban	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	1,472,091	100	677,043	795,048
Rural	832,116	56.5	405,362	426,754
Urban	639,975	43.5	271,681	368,293

Figure 11.22 shows the percentage distribution of the combined unemployed population and potential labour force for the youths by sex in rural and urban areas. Results show that 46.0 percent of combined unemployed population and potential labour force were males while 54.0 percent were females. In rural areas, 48.7 percent were males while 51.3 percent were females. In urban areas, 42.5 percent were males while 57.5 percent were females.

Figure 11.22: Percentage Distribution of Youth Unemployed Population and Potential Labour Force by Sex, Zambia 2017



11.15 Youth Unemployed Population and Potential Labour Force by Province and Sex

Table 11.10 shows the percentage distribution of combined unemployed population and potential labour force for the youths by province. Central, Eastern and Muchinga provinces had higher proportions for males than females.

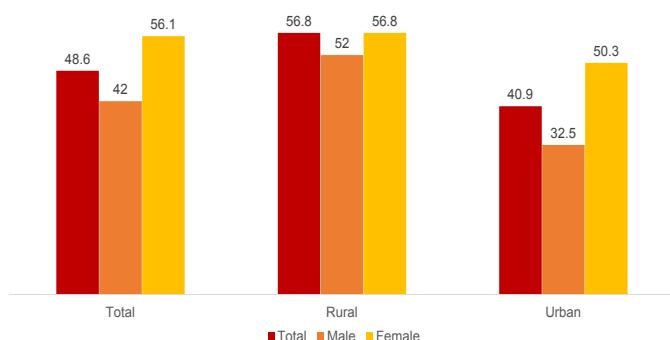
Figure 11.10: Number and Percentage Distribution of Youth Unemployed Population and Potential Labour Force by Province and Sex, Zambia 2017

Province	Total	Male	Female
Total	1,472,091	46.0	54.0
Central	98,160	51.5	48.5
Copperbelt	241,089	46.3	53.7
Eastern	146,543	52.8	47.2
Luapula	138,775	47.1	52.9
Lusaka	276,368	41.5	58.5
Muchinga	61,128	52.8	47.2
Northern	170,814	44.3	55.7
North Western	73,381	43.7	56.3
Southern	113,712	44.6	55.4
Western	152,121	43.8	56.2

11.16 Combined Rate of Unemployment and Potential Labour Force for Youths

Figure 11.23 shows the combined rate of unemployment and potential labour force for the youths by sex in rural and urban areas. The combined rate of unemployment and potential labour force for the youths was estimated at 48.6 percent. The combined rate of unemployment and potential labour force for the youths was higher in rural areas at 56.8 percent than in urban areas at 40.9 percent. The combined rate of unemployment and potential labour force for female youths was estimated at 56.1 percent while that of males was estimated at 42.0 percent. The combined rate of unemployment and potential labour force for female youths was higher among females compared to the males in rural and urban areas.

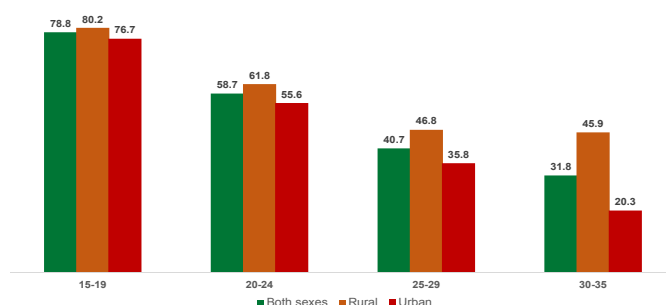
Figure 11.23: Combined Rate of Unemployment and Potential Labour Force for Youths by Rural/Urban and Sex, Zambia 2017



11.17 Age-Specific Combined Rate of Unemployment and Potential Labour Force for Youths by Rural/Urban

Figure 11.24 shows the age-specific youth combined rate of unemployment and potential labour force by age group in rural and urban areas. The youth combined rate of unemployment and potential labour force in rural areas was higher than that of the urban areas across all age groups with notable difference in the age group 25 to 35 years.

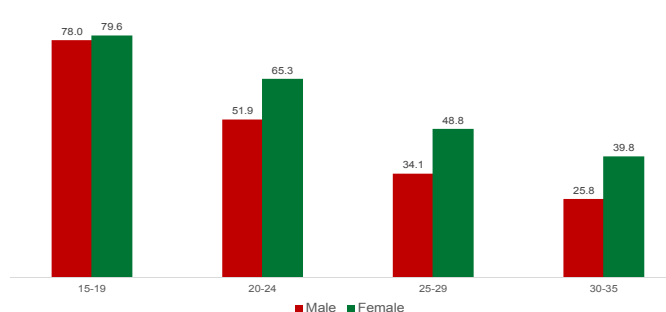
Figure 11.24: Age-Specific Combined Rate of Unemployment and Potential Labour Force for Youths by Rural/Urban, Zambia 2017



11.18 Age-Specific Combined Rate of Unemployment and Potential Labour Force for Youths by Sex

Figure 11.25 shows age-specific combined rate of unemployment and potential labour force for youths for the youths by sex. Combined rate of unemployment and potential labour force for female youths was higher than that of males across all age groups with a notable difference from age 20 to 35 years.

Figure 11.25: Age-Specific Combined Rate of Unemployment and Potential Labour Force for Youths by Sex, Zambia 2017

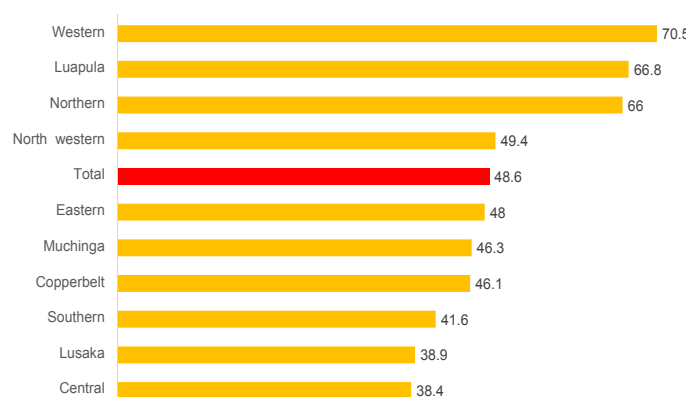


11.19 Combined Rate of Unemployment and Potential Labour Force for Youths by Province

Figure 11.26 shows the youth combined rate of unemployment and potential labour force by province. Western Province had the highest combined rate of unemployment and potential labour force for youths at 70.5 percent. Central and Lusaka provinces had the lowest combined rate of unemployment and potential labour force for the youths at 38.4 percent and 38.9 percent, respectively. There were 4 provinces, namely,

Western, Luapula, Northern, and North Western Provinces, had a combined rate of unemployment and potential labour force for the youths above the youth national average of 48.6 percent

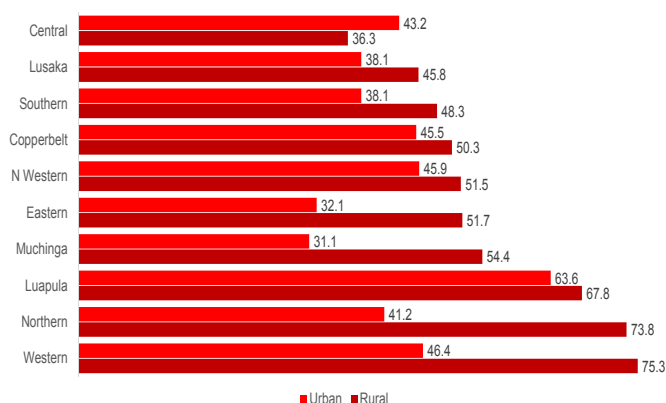
Figure 11.26: Combined Rate of Unemployment and Potential Labour Force for Youths by Province, Zambia 2017



11.20 Combined Rate of Unemployment and Potential Labour Force for Youths by Rural/Urban and Province

The combined rate of unemployment and potential labour force for the youths was higher in rural areas in almost all the provinces except in Central Province. The highest rural-urban combined rate of unemployment and potential labour force gap for the youths was recorded in Northern and Western provinces.

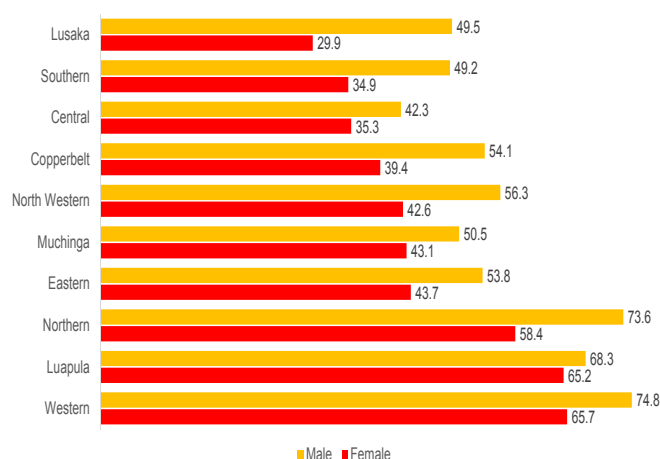
Figure 11.27: Combined Rate of Unemployment and Potential Labour Force for Youths by Province and Rural/Urban, Zambia 2017



11.21 Combined Rate of Unemployment and Potential Labour Force for Youths by Province and Sex

Figure 11.28 shows the combined rate of unemployment and potential labour force for the youths by province and sex. The combined rate of unemployment and potential labour force for female youths was higher than that of male across all provinces. Western Province had the highest combined rate of unemployment and potential labour force for male and female youths at 65.7 percent and 74.8 percent, respectively. The highest youth combined rate of unemployment and potential labour force gap between male and female was in Lusaka province.

Figure 11.28: Combined Rate of Unemployment and Potential Labour Force for Youths by Province and Sex, Zambia 2017



Chapter 12: Not in Employment or Education and Training

12.1 Introduction

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

Youth NEET is a widely used indicator for formulating policies aimed at offering suitable places for young people in education or training as well as determining the participation age for economic activity. Furthermore, youth NEET is used to help young people find sustained employment, such as the

expansion of the apprenticeships scheme, 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 Proportion of Youth NEET

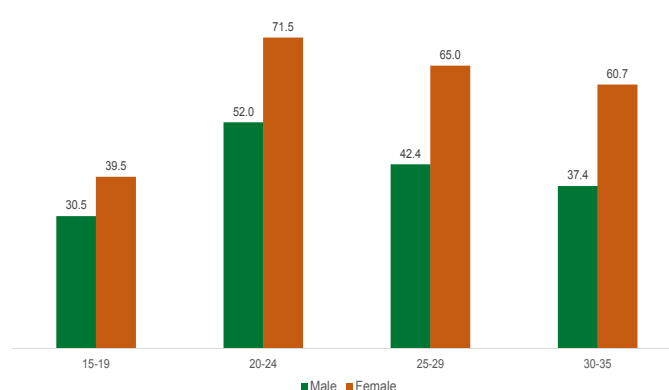
Table 12.1 shows number and percentage distribution of youths (15 to 35 years) who were not in employment, education or training (NEET) by sex. A total of 2,912,198 youths were NEET, representing 49.8 percent of all youths. There were more youth NEET among females at 58.4 percent than among males at 40.1 percent.

Table 12.1: Number and Percentage Distribution of Youths (15-35 years) Not in Employment, Education or Training (NEET) by Sex, Zambia 2017

Sex	Total Youth		Youth NEET		Youth Outside NEET	
	Number	Percent	Number	Percent	Number	Percent
Total	5,845,355	100.0	2,912,198	49.8	2,933,156	50.2
Male	2,745,186	100.0	1,100,538	40.1	1,644,648	59.9
Female	3,100,168	100.0	1,811,660	58.4	1,288,509	41.6

Figure 12.1 shows age-specific percentage of youth NEET by sex. The 20 to 24 year-olds had the highest proportion of youth NEET at 52.0 percent for males and 71.5 percent for female, whereas the 15 to 19 year-olds had the lowest proportion of youth NEET at 30.5 percent and 39.5 percent for male and females, respectively.

Figure 12.1: Age-Specific Percentage of youth NEET by Sex, Zambia 2017



12.2 Number of Youth NEET

Table 12.2 shows number and percentage distribution of youth NEET by sex in rural and urban areas. Out of youth NEET, 37.8 percent were male and 62.2

percent were female. Results further show that 1,760,678 youth NEET were in rural areas while 1,151,520 youth NEET were in urban areas.

Table 12.2: Number and Percentage Distribution of Youth NEET by Sex and Rural/Urban, Zambia 2017

Sex	Total		Rural	Urban
	Number	Percent	Number	Number
Total	2,912,198	100.0	1,760,678	1,151,520
Male	1,100,538	37.8	723,507	377,031
Female	1,811,660	62.2	1,037,171	774,489

Figure 12.2 shows percentage distribution of youth NEET by sex in rural and urban areas. In rural areas, 41.1 percent of youth NEET were male and 58.9 percent were female, while in urban areas, 32.7 percent were male and 67.3 percent were female.

Figure 12.2: Percentage Distribution of Youth NEET by Sex and Rural/Urban, Zambia 2017

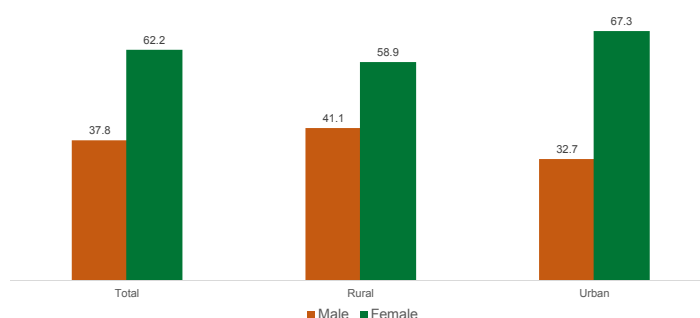


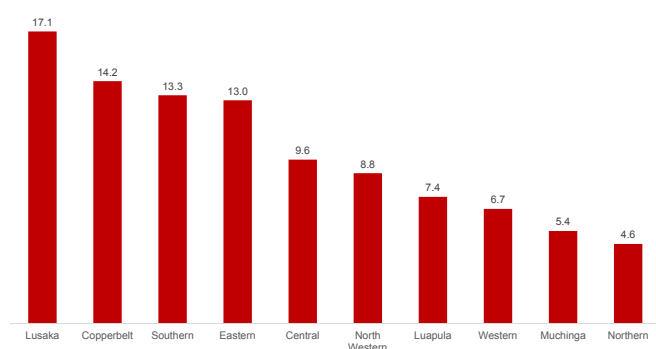
Table 12.3 shows number and percentage distribution of youth NEET by age group in rural and urban areas. The highest percentage of youth NEET were in the age group 20 to 24 years at 34.4 percent while the lowest percentage were those aged 30 to 35 years of age. In rural areas, the 20 to 24 year-olds accounted for the highest proportion at 32.4 percent and the 15 to 19 year-olds accounted for the lowest proportion at 22.6 percent. However, in urban areas those aged 30 to 35 years of age accounted for the lowest percent at 17.6 percent while the highest proportion were the 20 to 24 year-olds at 37.4 percent.

Table 12.3: Number and Percentage Distribution of Youth NEET by Age Group and Rural/Urban, Zambia 2017

Age Group	Total		Rural		Urban	
	Number	Percent	Number	Percent	Number	Percent
Total	2,912,198	100.0	1,760,678	100.0	1,151,520	100.0
15-19	617,297	21.2	397,546	22.6	219,750	19.1
20-24	1,000,660	34.4	569,792	32.4	430,867	37.4
25-29	690,830	23.7	392,835	22.3	297,995	25.9
30-35	603,412	20.7	400,504	22.7	202,907	17.6

Figure 12.3 shows percentage share of youth NEET by province. Lusaka Province had the highest percentage share of youth NEET at 17.1 percent, followed by Copperbelt and Southern provinces at 14.2 percent and 13.3 percent, respectively. Northern Province had the lowest percentage share of youth NEET at 4.6 percent.

Figure 12.3: Percentage Share of Youth NEET by Province, Zambia 2017



12.3 Number of Youth (15-24) NEET

Youths not in employment, education or training were asked to provide reasons for being NEET. Table 12.4 shows proportion of youth NEET by reason. Slightly over one-third (35.1 percent) of youth NEET did not specify. However, the most commonly reported reason for youth NEET was school costs being unaffordable at 21.4 percent, followed by completion of school with 13.4 percent. In both male and female populations, unaffordability of school costs was most reported reason for NEET with 21.6 percent and 21.3 percent, respectively.

The most reported reason for youth NEET in urban areas was completion of school at 25.8 percent whereas the most reported reasons in rural areas was unaffordability of school costs with 23.9 percent.

Table 12.4: Proportion of Youth NEET by Reason, Zambia 2017

Reason for NEET	Total		Male		Female		Rural		Urban	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	2,912,198	100.0	1,100,538	100.0	1,811,660	100.0	1,760,678	100.0	1,151,520	100.0
Under age	448	0.0	-	0.0	448	0.0	448	0.0	-	0.0
Differently abled (Disabled)	12,948	0.4	6,571	0.6	6,377	0.4	8,848	0.5	4,100	0.4
Illness	45,888	1.6	20,405	1.9	25,483	1.4	35,741	2.0	10,147	0.9
Injury	2,640	0.1	2,640	0.2	-	0.0	2,640	0.1	-	0.0
School was too far	51,652	1.8	16,461	1.5	35,191	1.9	47,524	2.7	4,128	0.4
Cannot afford school costs	623,676	21.4	237,348	21.6	386,329	21.3	421,203	23.9	202,473	17.6
Family does not allow schooling	24,064	0.8	8,642	0.8	15,422	0.9	21,605	1.2	2,459	0.2
Not interested in school	368,535	12.7	192,627	17.5	175,908	9.7	293,080	16.6	75,455	6.6
School not considered valuable	54,764	1.9	21,469	2.0	33,295	1.8	42,750	2.4	12,014	1.0
School environment not conducive	1,569	0.1	772	0.1	796	0.0	1,286	0.1	283	0.0
Family responsibilities	38,435	1.3	9,468	0.9	28,968	1.6	23,809	1.4	14,626	1.3
Completed school	389,105	13.4	173,648	15.8	215,456	11.9	92,183	5.2	296,922	25.8
Pregnancy	159,027	5.5	2,961	0.3	156,066	8.6	99,644	5.7	59,383	5.2
Started work	2,866	0.1	2,045	0.2	822	0.0	634	0.0	2,233	0.2
Got married	115,506	4.0	9,574	0.9	105,932	5.8	79,583	4.5	35,923	3.1
Other, specify	1,021,074	35.1	395,907	36.0	625,167	34.5	589,699	33.5	431,375	37.5

Table 12.5 shows proportion of youth NEET by highest level of education attained. The highest proportions of youth NEET at 44.2 percent and 42.2 percent were that of those whose highest level of education attained was secondary and primary school education, respectively. The lowest proportion of youth NEET of less than 0.1 percent was that of

those whose highest level of education attained was masters' degree. In the male population, the highest proportion of 46.4 percent had attained secondary school education while in the female population, the highest proportion of 43.0 percent had attained primary school education.

Table 12.5: Proportion of Youth NEET by Highest Level of Educational Attainment, Zambia 2017

Level of Education	Total		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	2,912,198	100.0	1,100,538	100.0	1,811,660	100.0
None	4,994	0.2	1,507	0.1	3,487	0.2
Primary	1,228,428	42.2	448,785	40.8	779,642	43.0
Secondary	1,288,174	44.2	510,961	46.4	777,213	42.9
Cert/Diploma	76,483	2.6	27,256	2.5	49,228	2.7
Bachelors' Degree	5,893	0.2	2,092	0.2	3,801	0.2
Masters Degrees	540	0.0	540	0.0	-	0.0
Not stated	307,686	10.6	109,398	9.9	198,289	10.9

For purposes of international comparison, a youth is defined as a person in the age group 15 to 24 years. Table 12.6 shows number and percentage distribution of youth NEET by age, rural/urban and sex. Results show that there was an estimated 1,617,956 youth NEET (15-24), of which 59.8 percent were in rural

areas and 40.2 percent were in urban areas. The 15 to 19 year-olds accounted for 38.2 percent of youth NEET while the 20 to 24 year-olds accounted for 61.8 percent. Furthermore, there were more female youth NEET (1,001,837) than male youth NEET (616,120).

Table 12.6: Number and Percentage Distribution of Youth NEET (15-24 years) by Age, Rural/Urban and Sex, Zambia 2017

Rural/Urban and Age Group	Total		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	1,617,956	100.0	616,120	100.0	1,001,837	100.0
Rural	967,338	59.8	388,398	63.0	578,941	57.8
Urban	650,618	40.2	227,722	37.0	422,896	42.2
Age Group						
15-19	617,297	38.2	254,238	41.3	363,059	36.2
20-24	1,000,660	61.8	361,882	58.7	638,778	63.8

Chapter 13: Social Protection

13.1 Introduction

This chapter presents information on various benefits from government programs to eligible households, the eligibility of which is determined by government through stringent use of specific criteria by responsible ministries. These benefits include Social Cash Transfer Program (SCT), Public Welfare Assistance Scheme (PWAS), Farmer Input Support Program (FISP), Food Security Pack (FSP), School Feeding Program (SFP), Women Empowerment Program (WEP) and Orphan and Vulnerable Children (OVC) bursary.

While social security primarily refers to a social insurance program that provides protection against socially recognized conditions for workers in formal employment, social protection is concerned with protection and helping individuals who are poor and vulnerable such as people living with disabilities, displaced people, the unemployed, the sick, women and children.

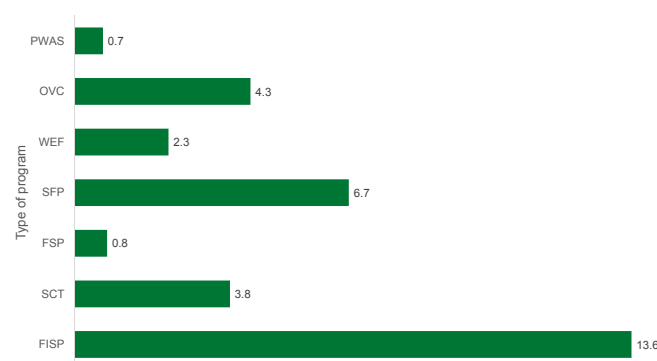
13.2 Benefitting Households

There was an estimated 3,382,116 households in Zambia in 2017, of which some were not eligible for social protection programs based on predetermined criteria by Government. Among the determinants of eligibility for various benefits are; age of household members (65+ years), labour market status of household members (unemployed persons), disability, among others.

In 2017, all households were asked whether any of their members had benefitted from any of the following programs; Social cash transfer; Public Welfare Assistance Scheme, Farmer Input Support Program; Food Security Pack; School Feeding Program; Women Empowerment Program and Orphan and vulnerable children bursary. Figure 13.1 shows the proportion of households benefitting in a particular program. However, each proportion does not indicate exclusive beneficiaries.

Results show that the most widely benefitted program was the Farmer Input Support Program (FISP) with 13.6 percent of all households in the country, followed by the School Feeding Program (SFP) at 6.7 percent.

Figure 13.1: Proportion of Households Benefitting from a Program, Zambia 2017



13.3 Social Cash Transfer Program

Table 13.1 shows number and percentage distribution of households that benefitted from the Social Cash Transfer Program by sex of head of households in rural and urban areas. Results show that 127,453 households benefitted from social cash transfer program, of which 55.8 percent were male-headed households while 44.2 percent were female-headed households. Further, results show that out of the total households, 108,505 households were in rural areas and 18,948 households were in urban areas.

Table 13.1: Number and Percentage Distribution of Households Benefitting from Social Cash Transfer Program, Zambia 2017

Sex	Total		Rural	Urban
	Number	Percent	Number	Number
Total	127,453	100.0	108,505	18,948
Male	71,178	55.8	61,634	9,544
Female	56,276	44.2	46,872	9,404

Figure 13.2 shows the percentage share of households benefitting from SCT program by sex of household head in rural and urban areas. Male-headed households benefitting from SCT program were more at 56.8 percent in rural areas and 50.4 percent in urban areas than female-headed households at 43.2 percent in rural areas and 49.6 percent in urban areas.

Figure 13.2: Percentage Distribution of Households Benefitting from SCT by Sex of Household Head and Rural/Urban, Zambia 2017

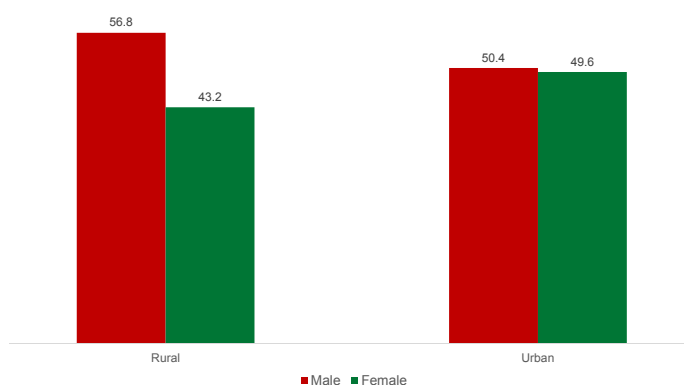
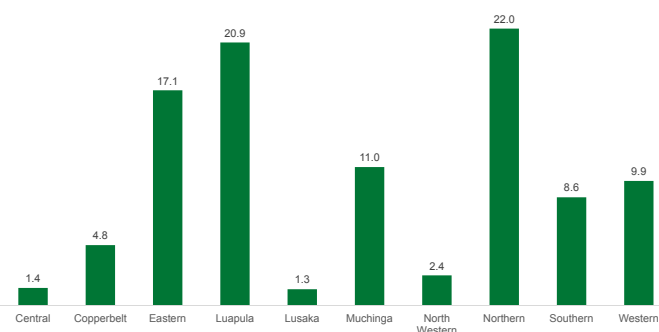


Figure 13.3 shows percentage distribution of households benefitting from SCT program by province. Northern Province had the highest percentage share of households benefitting from SCT program at 22.0 percent, followed by Luapula Province with 20.9 percent. The province with lowest percentage share was Lusaka Province at 1.3 percent.

Figure 13.3: Percentage Distribution of Households benefitting from SCT by Province, Zambia 2017



13.4 Public Welfare Assistance Scheme

The Public Welfare Assistance Scheme (PWAS) is Government's Social Assistance program aimed at mitigating socio-economic shocks and other negative effects such as, poverty and the HIV and AIDS pandemic. PWAS targets extremely poor older persons, orphans or neglected children, chronically ill or disabled persons, single female headed households.

Clients are provided with rations and other welfare needs. In this scheme, clients are not given cash, instead they are provided with the needed goods (materials) and services.

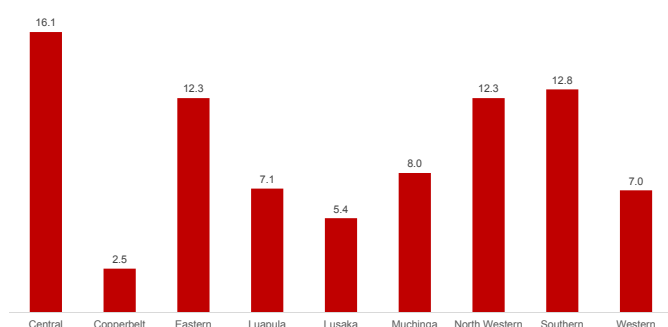
Table 13.3 shows number and percentage distribution of households by sex of household heads in rural and urban areas. A total of 24,465 households had benefitted from the public welfare assistance scheme (PWAS), of which 58.2 percent were male-headed Households while 41.8 percent were female-headed households.

Table 13.3: Number and Percentage Distribution of Households benefitting Public Welfare Assistance Scheme

Sex	Total		Rural	Urban
	Number	Percent	Number	Number
Total	24,465	100.0	17,563	6,902
Male	14,232	58.2	10,414	3,818
Female	10,233	41.8	7,149	3,084

Figure 13.4 shows the percentage distribution of households benefitting from public welfare assistance scheme by province. Copperbelt Province recorded the highest percentage of households benefitting from PWAS at 16.1 percent, followed by Southern Province at 12.8 percent. Western Province recorded the lowest percentage of households benefitting from PWAS at 7.0 percent..

Figure 13.4: Percentage Distribution of Households benefitting Public Welfare Assistance Scheme by Province, Zambia 2017



13.5 Farmer Input Support Program

Farmer input support program (FISP) is a government initiative intended to provide, on an annual basis, fertilizer to [peasant] farmers throughout the country. The farmers are therefore expected to be self-sustaining after few years of receiving support.

Table 13.4 shows number and percentage distribution of households benefitting from FISP by sex of head of households in rural and urban areas. A total of 459,152 households had benefitted from FISP, of which 80.0 percent were male-headed households while 20.0 percent were female-headed households. There were 387,947 households in rural areas and 71,205 households in urban areas.

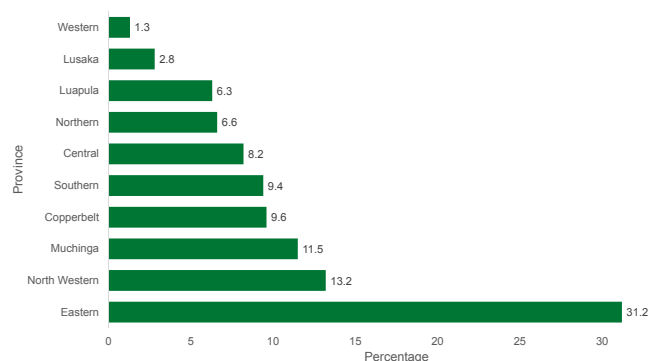
Table 13.4: Number and Percentage Distribution of Households benefitting from Farmer Input Support Program by Sex and Rural/Urban, Zambia 2017

Sex	Total		Rural	Urban
	Number	Percent	Number	Number
Total	459,152	100.0	387,947	71,205
Male	367,384	80.0	308,625	58,759
Female	91,768	20.0	79,322	12,446

Figure 13.5 shows the percentage distribution of households benefitting from farmer input support program by province. Eastern Province had the highest percentage share of households benefitting from FISP

at 31.2 percent, followed by North Western Province at 13.2 percent. Western Province had the lowest percentage share of households benefitting from FISP at 1.3 percent.

Figure 13.5: Percentage Distribution of Households benefitting from Farmer Input Support Program by Province, Zambia 2017.



13.6 Food Security Pack

Food security pack is scheme aimed at targeting the vulnerable but viable individuals and families that seek to engage in agricultural activities by giving them support in form of inputs in order to improve household and national food security.

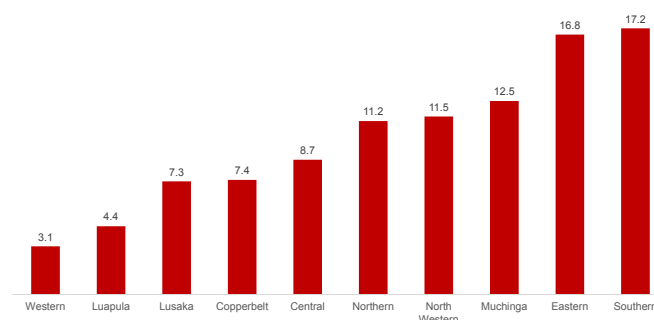
Table 13.5 shows number and percentage distribution of households benefitting from Food Security Pack (FSP) by sex of head of households in rural and urban areas. A total of 20,688 households had benefitted from FSP, of which 74.9 percent were male-headed households while 25.1 percent were female-headed households. There were 17,153 households in rural areas and 3,535 households in urban areas.

Table 13.5: Number and Percentage Distribution of Households benefitting from Food Security Pack by Sex and Rural/Urban, Zambia 2017

Sex	Total		Rural	Urban
	Number	Percent	Number	Number
Total	20,688	100.0	17,153	3,535
Male	15,497	74.9	12,415	3,081
Female	5,191	25.1	4,738	454

Figure 13.6 shows the percentage distribution of households benefitting from food security pack (FSP) by province. Southern Province had the highest percentage share of households benefitting from FSP at 17.2 percent, followed by Eastern Province at 16.8 percent. Western Province had the lowest percentage share of households benefitting from FSP at 3.1 percent.

Figure 13.6: Percentage Distribution of Households benefitting from Food Security Pack by Province, Zambia 2017



13.7 School Feeding Program

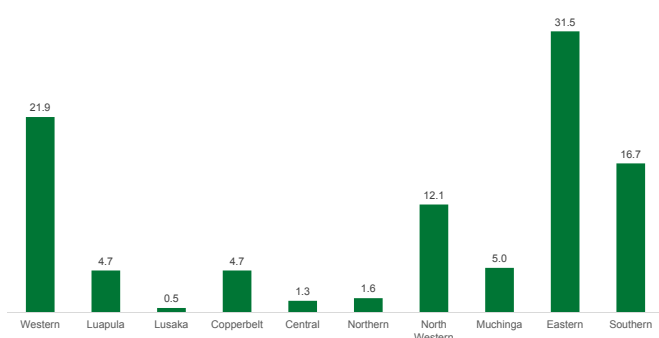
Table 13.6 shows number and percentage distribution of households benefitting from School Feeding Program (SFP) by sex of head of households in rural and urban areas. A total of 226,647 households had benefitted from SFP, of which 71.0 percent were male-headed households while 29.0 percent were female-headed households. There were 199,992 households in rural areas and 26,655 households in urban areas.

Table 13.6: Number and Percentage Distribution of Households benefitting from School Feeding Program by Sex and Rural/Urban, Zambia 2017

Sex	Total		Rural	Urban
	Number	Percent	Number	Number
Total	226,647	100.0	199,992	26,655
Male	160,974	71.0	141,215	19,759
Female	65,673	29.0	58,777	6,896

Figure 13.7 shows the percentage distribution of households benefitting from School Feeding Program (SFP) by province. Eastern Province had the highest percentage share of households benefitting from SFP at 31.5 percent, followed by Western Province at 21.9 percent. Lusaka Province had the lowest percentage share of households benefitting from SFP at 0.5 percent.

Figure 13.7: Percentage Distribution of Households benefitting from School Feeding Program by Province, Zambia 2017



13.8 Women Empowerment Program

Women empowerment program (WEP) is a scheme that encourages women to form clubs and cooperatives through which the support is provided to start and manage economically rewarding businesses.

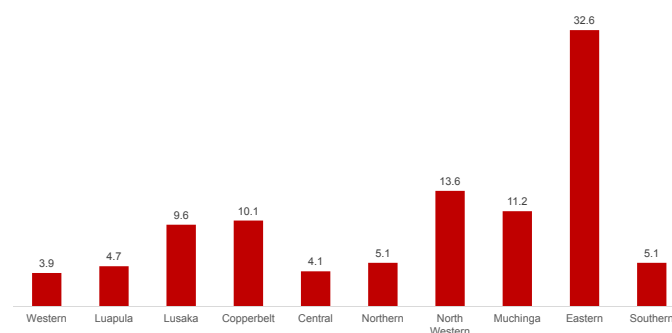
Table 13.7 shows number and percentage distribution of households benefitting from women empowerment program by sex of head of households in rural and urban areas. A total of 79,336 households had benefitted from WEP of which 72.8 percent were male-headed households while 27.2 percent were female-headed households. There were 55,382 households in rural areas and 23,956 households in urban areas.

Table 13.7: Number and Percentage Distribution of Households benefitting from Women Empowerment Program by Sex and Rural/Urban, Zambia 2017

Sex	Total		Rural	Urban
	Number	Percent	Number	Number
Total	79,336	100.0	55,382	23,954
Male	57,723	72.8	40,412	17,311
Female	21,613	27.2	14,970	6,643

Figure 13.8 shows the percentage distribution of households benefitting from Women Empowerment Program (WEP) by province. Eastern Province had the highest percentage share of households benefitting from WEP at 32.6 percent, followed by North Western Province at 13.6 percent. Western Province had the lowest percentage share of households benefitting from WEP at 3.9 percent.

Figure 13.8: Percentage Distribution of Households benefitting from Women Empowerment Program by Province, Zambia 2017



13.9 Orphans and Vulnerable Children Bursary

The objectives of orphan and vulnerable children bursary benefits are, but not limited to, improving access to secondary and teacher education for vulnerable groups (i.e. females, orphans and the poor); improving retention, progression and completion rates for vulnerable learners at secondary and teacher education levels; and accelerating the process of mainstreaming gender equity in the education system. Government has, however, not extended this benefit to learners in grades 1 to 7 because of the implementation of the free education policy. Nonetheless, there are stakeholders who are

providing material support (uniforms, shoes and other requisites) to learners at this level of education delivery.

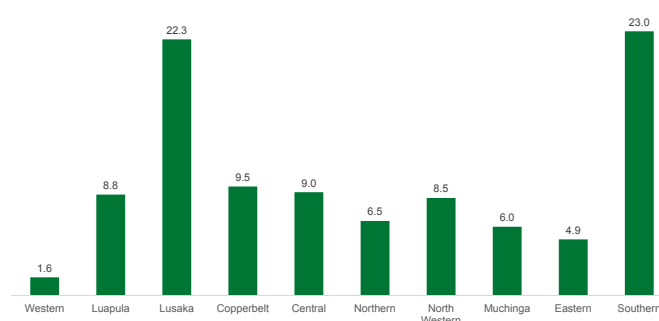
Table 13.8 shows number and percentage distribution of households benefitting from the orphans and vulnerable children (OVC) bursary by sex of head of households in rural and urban areas. A total of 17,415 households had benefitted from OVC bursary, of which 57.5 percent were male-headed households while 42.5 percent were female-headed households. There were 8,547 households in rural areas and 8,868 households in urban areas.

Table 13.8: Number and Percentage Distribution of Households benefitting from Orphans and Vulnerable Children Bursary by Sex and Rural/Urban, Zambia 2017

Sex	Total		Rural	Urban
	Number	Percent	Number	Number
Total	17,415	100.0	8,547	8,868
Male	10,022	57.5	6,546	3,476
Female	7,393	42.5	2,001	5,392

Figure 13.9 shows the percentage distribution of households benefitting from Orphans and Vulnerable Children (OVC) Bursary by province. Southern Province had the highest percentage share of households benefitting from OVC at 23.0 percent, followed by Lusaka Province at 22.3 percent. Western Province had the lowest percentage share of households benefitting from OVC at 1.6 percent.

Figure 13.9: Percentage Distribution of Households benefitting from Orphans and Vulnerable Children (OVC) Bursary by Province, Zambia 2017



Chapter 14: Time-Related Underemployment

14.1 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 a threshold (eight hours) relating to working time (ILO, 2014).

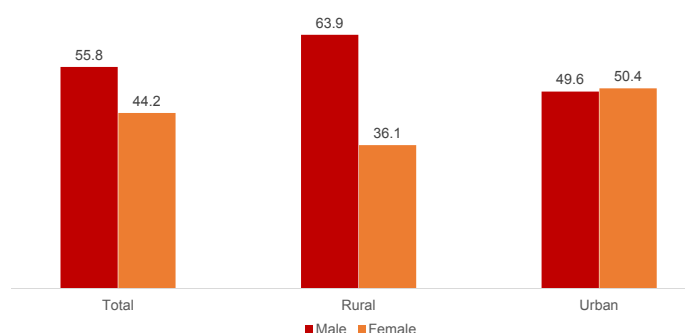
Table 14.1 shows the number and percentage distribution of the underemployed persons by sex in rural and urban areas. There was an estimated 230,219 underemployed persons among the employed population. Of the total underemployed persons, 43.1 percent were in rural areas and 56.9 percent were in urban areas.

Table 14.1: Number and Percentage Distribution of Underemployed Persons by Rural/Urban and Sex, Zambia 2017

Rural/Urban	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	230,219	100	128,370	101,848
Rural	99,232	43.1	63,399	35,833
Urban	130,986	56.9	64,971	66,015

Figure 14.1 shows the percentage distribution of underemployed persons by sex in rural and urban areas. At national level, the percentage of underemployed males was higher than that of females at 55.8 percent and 44.2 percent, respectively. There was a higher proportion of males that were underemployed than females in rural areas at 63.9 percent and 36.1 percent, respectively. In urban areas, the percentage of males was higher at 49.6 percent than 50.4 percent for females..

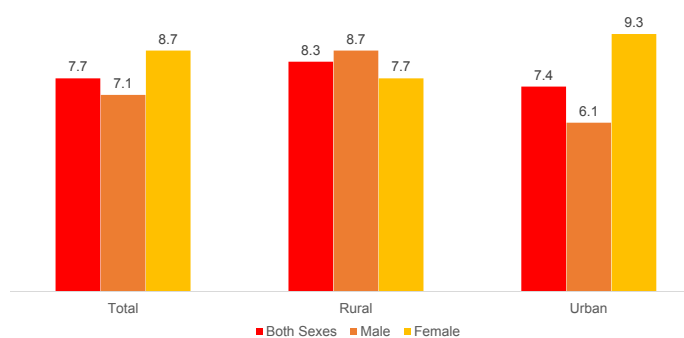
Figure:14.1. Percentage Distribution of Underemployed Persons by Rural/Urban and Sex, Zambia 2017



14.2 Time-Related Underemployment Rate

Figure 14.2 shows the time-related underemployment rate for employed persons by sex in rural and urban areas. In 2017, the time-related underemployment rate was estimated at 7.7 percent. Females had a higher rate of 8.7 percent compared to males at 7.1 percent. Rural areas had a higher rate of 8.3 percent compared to urban areas at 7.4 percent.

Figure 14.2: Underemployment Rate for Employed Persons (15 years or older) by Rural/Urban and Sex, Zambia 2017



14.3 Underemployment by Occupation

Figure 14.3 shows the percentage distribution of underemployed persons by occupation. The Services and sales workers occupation had the highest percentage share of the underemployed persons at 28.8 percent while the lowest was in the clerical support workers at 0.5 percent.

Table 14.2 shows that there were more underemployed males than females across all occupation categories. The Service and sales workers occupation had a higher percentage of females at 71.9 percent than that of males at 28.1 percent. Plant and machine operators and assemblers occupation had a higher percentage of males at 93.7 percent than that of females at 6.3 percent.

Figure: 14.3. Percentage Distribution of Underemployed Persons by Occupation, Zambia 2017

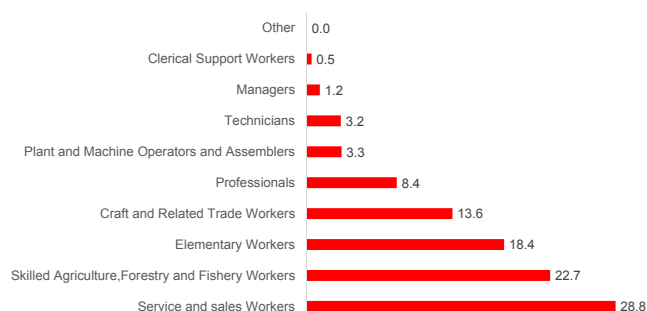


Table 14.2: Number and Percentage Distribution of Underemployed Persons by Occupation and Sex, Zambia 2017

Occupation	Total	Male	Female
Total	230,219	55.8	44.2
Managers	2,823	60.2	39.8
Professionals	19,332	34.8	65.2
Technicians	7,320	76.3	23.7
Clerical Support Workers	1,041	100.0	0.0
Service and Sales Workers	66,295	28.1	71.9
Skilled Agricultural, Forestry and Fishery Workers	52,255	70.6	29.4
Craft and Related Trade Workers	31,290	78.5	21.5
Plant and Machine Operators and Assemblers	7,490	93.7	6.3
Elementary Workers	42,372	61.8	38.2
Other	-	0.0	0.0

Chapter 15: Average Monthly Earnings for Paid Employees, Paid Interns and Apprentices

15.1 Introduction

Table 15.1 shows the distribution of average monthly earnings by sector of employment and sex in rural and urban areas. In 2017, the national average monthly earnings were estimated at K3,330. The average monthly earnings in the formal sector was higher at K3,933 while the lowest was in the household sector at K1,623.

Average earnings per month in rural areas was higher at K3,425 than in urban areas at K3,297. Males in all sectors of employment earned more than females, apart from those in the formal sector who earned K3,710 compared to K4,533 for females at national level. In both rural and urban areas females in the formal sector earned more than males.

Table 15.1: Distribution of Average Monthly Earnings by Sex, Sector of Employment and Rural/Urban, Zambia 2017

Sector of Employment	Total			Rural			Urban		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	3,330	3,301	3,401	3,425	3,299	3,772	3,297	3,301	3,286
Formal Sector	3,933	3,710	4,533	4,394	4,126	5,113	3,805	3,594	4,371
Informal Sector	2,303	2,421	1,869	1,963	1,959	1,977	2,536	2,733	1,792
Household Sector	1,623	2,143	1,119	2,463	2,872	1,691	1,322	1,750	993

15.2 Average Monthly Earnings by Type of Employment

Table 15.2 shows the distribution of average earnings per month by sex in rural and urban areas and type of employment. The average earnings for the formally employed persons was estimated at K4,261 per month while the average earnings for the informally employed persons was estimated at K2,254 per

month.

In rural areas formally employed persons earned K4,758 per month while their urban counterparts earned K4,102 per month. In rural areas informally employed persons earned K2,087 per month while their urban counterparts earned K2,319 per month.

Table 15.2: Distribution of Average Monthly Earnings by Sex, Type of Employment and Rural/Urban, Zambia 2017

Type of Employment	Total			Rural			Urban		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	3,330	3,301	3,401	3,425	3,299	3,772	3,297	3,301	3,286
Formal Employment	4,261	4,098	4,706	4,758	4,450	5,635	4,102	3,984	4,419
Informal Employment	2,254	2,313	2,126	2,087	2,126	1,979	2,319	2,392	2,173

15.3 Average Monthly Earnings by Agriculture and Non-Agriculture Sectors

Table 15.3 shows the average monthly earnings in agriculture and non-agriculture sectors. The non-agriculture sector had higher average monthly

earnings than the agriculture sector at K3,493 and K2,065, respectively. In the agriculture sector, males had higher average earnings at K2,356 compared to K1,999 for females. In the non-agriculture sector, females had higher average earnings at K3,498 compared to K3,483 for males.

Table 15.3: Average Monthly Earnings in Agriculture and Non-Agriculture Sector, Rural/Urban and Sex, Zambia 2017

Agric/NonAgric	Total			Rural			Urban		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	3,330	3,301	3,401	3,425	3,299	3,772	3,297	3,301	3,286
Agriculture	2,065	1,999	2,356	1,931	1,806	2,405	2,587	2,654	1,932
Non Agriculture	3,493	3,498	3,483	4,232	4,207	4,290	3,320	3,329	3,299

15.4 Average Monthly Earnings by Occupation

Figure 15.1 shows the average monthly earnings by occupation. Managers had the highest average monthly earnings at K9,313 while persons with elementary occupations had lowest average monthly earnings at K1,970.

Table 15.4 shows the average monthly earnings by sex and occupation in rural and urban areas. In all the occupations, males had higher average earnings than females except the professionals, craft and related trade workers and clerical support workers occupations which had females with higher average earnings than males.

Figure 15.1: Average Monthly Earnings by Occupation, Zambia 2017



Table 15.4: Average Monthly Earnings by Sex, Rural/Urban and Occupation, Zambia 2017

Occupation	Total			Rural			Urban		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	3,330	3,301	3,401	3,425	3,299	3,772	3,297	3,301	3,286
Managers	9,313	10,091	7,314	15,291	17,606	7,736	6,595	6,350	7,164
Professionals	5,709	5,548	5,865	5,359	5,135	5,638	5,878	5,787	5,957
Technicians	5,877	6,235	4,553	5,076	5,502	2,308	6,021	6,383	4,791
Clerical Support Workers	4,064	3,887	4,223	3,590	2,594	5,210	4,157	4,238	4,092
Service and Sales Workers	2,146	2,245	1,970	2,144	1,551	3,696	2,147	2,373	1,765
Skilled Agricultural, Forestry and Fishery Workers	3,008	3,049	2,711	2,179	2,233	1,725	5,547	5,748	4,573
Craft and Related Trade Workers	2,971	2,941	3,881	2,809	2,817	2,618	3,014	2,974	4,293
Plant and Machine Operators and Assemblers	2,637	2,642	2,433	2,450	2,431	2,841	2,682	2,692	2,190
Elementary Workers	1,970	2,141	1,600	1,968	1,973	1,957	1,972	2,240	1,395
Other	6,447	6,709	3,900				6,447	6,709	3,900

15.5 Average Monthly Earnings by Industry

Figure 15.1 shows the average monthly earnings by industry. The Electricity, gas, steam, and air conditioning supply had higher average monthly earnings at K7,730 while persons employed in households had lower average monthly earnings at K1,317.

Figure 15.2: Average Monthly Earnings by Industry, Zambia 2017



Table 15.5 shows the average monthly earnings by sex and industry in rural and urban areas. In all the industries, females had higher average monthly earnings than males except Manufacturing, Construction, Human health and social work activities, Education, Public administration, Administrative and support service activities, Information and Communication, Accommodation and Wholesale and Retail trade industries which had males with higher average earnings than females.

Table 15.5: Average Monthly Earnings by Sex, Rural/Urban and Industry, Zambia 2017

Industry	Total			Rural			Urban		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	3,330	3,301	3,401	3,425	3,299	3,772	3,297	3,301	3,286
Agriculture, forestry and fishing	2,065	1,999	2,356	1,931	1,806	2,405	2,587	2,654	1,932
Mining and quarrying	6,128	5,922	9,510	8,558	9,133	3,197	5,730	5,421	11,467
Manufacturing	2,913	2,916	2,891	2,459	2,485	2,286	2,992	2,989	3,021
Electricity, gas, steam, and air conditioning supply	7,730	6,129	13,239	6,415	5,175	10,204	8,150	6,422	14,333
Water supply; sewerage, waste management and remediation activities	4,347	4,341	4,370	2,837	2,837		4,469	4,501	4,370
Construction	3,501	3,532	3,160	7,499	7,583	600	2,585	2,515	3,232
Wholesale and retail trade; repair of motor vehicles and motorcycles	2,354	2,545	1,863	1,858	2,356	788	2,450	2,578	2,104
Transport and storage	2,592	2,558	8,470	3,341	3,266	10,000	2,454	2,428	7,800
Accommodation and food service activities	1,462	1,510	1,404	1,427	2,364	719	1,465	1,450	1,483
Information and communication	4,474	4,934	3,222	2,500	2,500		4,509	4,994	3,222
Financial and insurance activities	6,358	6,306	6,470	7,911	4,000	10,126	6,253	6,385	5,937
Real estate activities	2,162	2,134	2,208	1,100	1,300	900	2,342	2,244	2,516
Professional, scientific and technical activities	6,000	4,671	7,644	14,478	3,375	27,387	4,019	4,964	2,832
Administrative and support service activities	2,387	2,443	1,909	1,950	1,889	2,732	2,472	2,555	1,804
Public administration and defence; compulsory social security	4,458	4,592	4,055	4,579	4,720	3,937	4,443	4,576	4,065
Education	4,816	5,078	4,577	5,655	5,638	5,679	4,305	4,622	4,072
Human health and social work activities	5,996	4,726	7,512	3,535	3,228	4,272	6,654	5,291	8,021
Arts, entertainment and recreation	4,277	4,277		1,000	1,000		4,804	4,804	
Other service activities	2,759	2,462	3,154	2,689	2,595	4,800	2,774	2,406	3,124
Activities of households as employers	1,317	1,732	1,062	1,590	1,784	1,422	1,258	1,717	998
Activities of extraterritorial organizations and bodies	1,910	1,533	3,000				1,910	1,533	3,000

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