

2019

Labour Force Survey Report





Republic of Zambia

2019 Labour Force Survey Report

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FOREWORD

This report presents the 2019 Labour Force Survey (LFS) annual results, arising from an analysis of a combined dataset drawn from the quarterly 2019 LFSs. The primary objective of the LFS is to provide labour market statistics for planning and policy formulation for development. Many Government documents 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.

The Labour Force report is enriched with social and demographic indicators such as employment to-population ratio, labour force participation rate, unemployment rate and working conditions.

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

I would like to take this opportunity to extend my appreciation to all households in the country who rendered their cooperation in providing responses to our data collectors during the implementation of the survey.

Further, I wish to thank the International Labour Organization (ILO), particularly the Lusaka Office for the continuous support in providing capacity building among Labour statisticians and technical assistance during the different phases in the implementation of the LFSs.

Our government partner, Ministry of Labour and Social Security (MLSS) and the provincial ZAMSTATS 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 effectively used by policy makers, programme managers, researchers and other data users.

Mulenga J.J. Musepa
Interim Statistician-General

ACRONYMS

ASCII	American Standard Code for Information Interchange
CAPI	Computer Assisted Personal Interviews
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

EXECUTIVE SUMMARY

In 2019, the estimated total population was 17,381,166, with 57.2 percent of that residing in rural areas and 42.8 percent residing in urban areas. Survey results further indicate that female population accounted for 51.2 percent compared to the male population at 48.8 percent.

The working age population (15 years or older) was estimated at 9,706,101. The labour force population was 3,423,486 and the youth labour force accounted 1,828,753. The population outside the labour force was 6,282,615. Of the total population outside the labour force, 1,688,980 was the estimated potential labour force.

In 2019, the employed persons was estimated at 2,995,103. The employment to population ratio was 30.9 percent. The male and female employment to population ratio was 39.4 percent and 23.4 percent, respectively. The number of formally employed persons was 941,292 while that of informally employed persons was 2,053,811. The number of employed persons in the formal sector was 901,321. The employed persons in the informal and household sectors were 1,301,491 and 792,291, respectively.

The number of the unemployed population was 428,383. Of the total unemployed persons, 173,109 persons were in rural areas and 255,275 were in urban areas.

The indicators of labour underutilization include unemployment rate and combined rate of unemployment and potential labour force. The unemployment rate was 12.5 percent. The male unemployment rate was 12.1 percent and that of females was 13.1 percent. The youth unemployment was 17.9 percent. The male youth unemployment rate was 17.4 percent and that of females was 18.6 percent. The national combined rate of unemployment and the potential labour force was 41.4 percent. It was higher for females at 47.3 percent and 36.8 percent for males.

The estimated average weekly hours of work was 42 hours, with rural areas reporting lower average of 35 hours compared to 45 hours in urban areas. Males had higher average weekly hours worked than females at 44 hours and 37 hours, respectively.

A total of 164,436 workers worked for less than 40 hours per week and were willing to work for additional hours giving a time related underemployment rate of 5.5 percent.

In 2019, the number of persons that were involved in own use production work was 4,058,187. The rural areas accounted for 72.6 percent and the urban areas was 26.4 percent. Of the total persons involved in own use production work, 2,908,861 persons were involved in the production of goods and 1,149,326 persons were involved in the provision of services.

Highlights of the 2019 Labour Force Survey Results

Table 2.1: Selected Key Indicators of the Labour Market by Sex and Rural/Urban					
Item	Total	Male	Female	Rural	Urban
Population	17,381,166	8,446,355	8,934,811	9,897,229	7,483,937
Working Age Population 15 yrs or older	9,706,101	4,599,358	5,106,743	5,167,414	4,538,687
Labour force	3,423,486	2,059,965	1,363,521	1,259,910	2,163,576
Youth (LF)	1,828,753	1,096,184	732,569	684,226	1,144,526
Employed (Market production activities)	2,995,103	1,811,243	1,183,860	1,086,801	1,908,302
Formal/Informal Sector					
Formal sector	901,321	627,787	273,533	210,175	691,146
Informal sector	1,301,491	791,828	509,664	527,041	774,450
Household	792,291	391,629	400,663	349,585	442,706
Type of Employment					
Formal Employment	941,292	658,604	282,688	214,203	727,090
Informal Employment	2,053,811	1,152,639	901,172	872,599	1,181,212
Agriculture/Non Agriculture Sector					
Agriculture	667,582	432,682	234,900	484,171	183,411
Non agriculture	2,327,521	1,378,562	948,960	602,631	1,724,890
Unemployed	428,383	248,722	179,661	173,109	255,275
Youth Unemployment	327,238	190,682	136,556	120,442	206,796
Not in the Labour Force					
Potential Labour Force	1,688,980	807,281	881,699	1,153,573	535,407
Youth Potential Labour Force	1,203,244	546,475	656,769	793,647	409,597
Outside the Labour Force	6,282,615	2,539,393	3,743,222	3,907,504	2,375,111
Rates					
Employment to Population Ratio	30.9	39.4	23.4	21.0	42.0
Labour Force Participation Rate	35.3	44.8	26.7	24.4	47.7
Unemployment Rate	12.5	12.1	13.1	13.7	11.8
Youth Unemployment Rate	17.9	17.4	18.6	17.6	18.1
Combined Rate of Unemployment and Potential Labour Force (CRUPLF)					
CRUPLF	41.4	36.8	47.3	55.0	29.3
Youth CRUPLF	50.5	44.9	57.1	61.9	39.7

Chapter 1: Background and Methodology

1. Background

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

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

This report presents the key findings of the 2019 LFS based on the annual data set, arising from combining the quarterly datasets. This report will, among other things, present the methodology used, Key indicators of Labour Market (KILM) which include: labour force participation rate, employment-to-population ratio, employment, unemployment rate, time-related underemployment rate, working condition related indicators and income.

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

2. Methodology

Sample Design and Coverage

The sample design applied on the 2019 Labour Force Survey (LFS) is the Split-Panel Design. The

design involves the selection of a master sample of Enumeration Areas (EAs) or non-institutionalized 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 2019 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 520 EAs were selected for the 2019 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, 2019

Province	Number of EAs	Number of Households
Central	32	640
Copperbelt	53	1060
Eastern	32	640
Luapula	27	540
Lusaka	58	1160
Muchinga	27	540
Northern	32	640
North Western	26	520
Southern	29	580
Western	27	540
Total	343	6,860

Sample Selection

The QLFS employed a two-stage stratified cluster sampling design whereby 520 EAs as shown in Table 1.1 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 2019 QLFS were adjusted so that the population obtained was comparable to ZamStats projected mid-year population for 2019. 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 2019 was done during the first two weeks of the last month of the quarter. A well-structured electronic questionnaire configured on tablets (Computer Assisted Personal Interviewing - CAPI) was used to collect information from respondents through face-to-face interview process. A total of 66 enumerators were hired to collect the data countrywide.

Data Processing

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

Limitation

The enumeration coverage (343/520) couldn't allow us to generate provincial level indicators. The scope of indicators are confined to rural/urban level and are national representative.

Chapter 2: Definition and Concepts

This section presents concepts and definitions used in the report.

Population: Is the total number of 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.

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 Sector 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 employment during a given reference period.

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

Youth Unemployment: Refers to share of the labour force aged 15 to 35 years without work but available 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:

1. 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
2. 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.

Chapter 3: Demographic Characteristics

3.1 Introduction

This chapter provides an overview of the demographic characteristics of the survey population. It presents an analysis of the population size, composition and distribution, marital status, relationship to the head of the household and distribution of households

The Demographic information is important as it is the basis for analysing population characteristics and their relationship with other determinants of population change. Data on the demographic characteristics provide background information and

the necessary framework that allows determination of the thresholds for defining the working-age population as well as the labour force.

3.2 Population Size, Composition and Distribution

Table 3.1 shows the number and percentage distribution of the population by rural/urban and sex. The table shows that in 2019, the population was estimated at 17,381,166. Out of the total population, 56.9 percent were in rural areas and 43.1 percent were in urban areas.

Table 3.1: Number and Percentage Distribution of Population by Rural/Urban and Sex, Zambia 2019

Rural/Urban	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	17,381,168	100	8,446,356	8,934,812
Rural	9,897,231	56.9	4,853,057	5,044,174
Urban	7,483,937	43.1	3,593,300	3,890,637

Figure 3.1 shows the percentage distribution of the population by rural/urban and sex. At national level there were more females than males at 51.4 percent and 48.6 percent, respectively. In rural areas, females accounted for 51.0 percent while males accounted for 49.0 percent. The results further show that 52 percent of the population in urban areas were females and 48.0 percent were males.

Figure 3.1: Percentage Distribution of Population by Rural/Urban and Sex, Zambia 2019

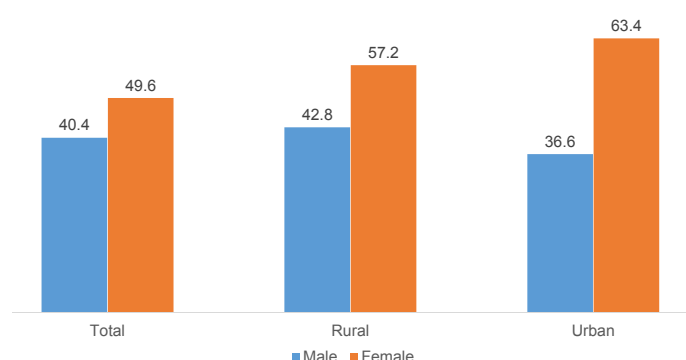


Table 3.2 shows the number and percentage distribution of the population by province, and sex. At provincial level all provinces had more females than males except for Muchinga and Northern provinces which had more males than females. In Muchinga province, males accounted for 50.1 percent while females 49.9 percent. Of the population in Northern province, 50.3 percent were males and 49.7 percent were females.

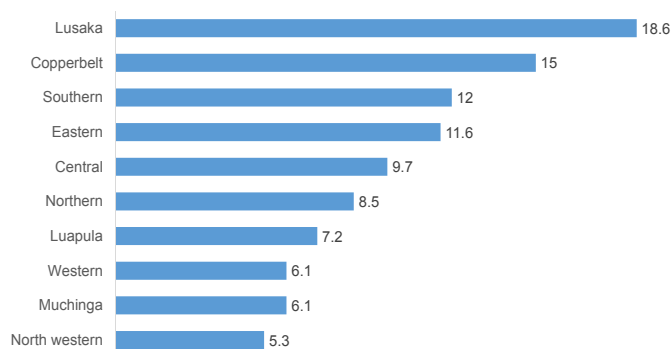
Table 3.2: Number and Percentage Distribution of Population by Province and Sex, Zambia 2019

Province	Both Sexes	Male		Female	
	Number	Number	Percent	Number	Percent
Total	17,381,168	8,446,356	48.6	8,934,812	51.4
Central	1,688,726	836,511	49.5	852,215	50.5
Copperbelt	2,605,116	1,248,345	47.9	1,356,771	52.1
Eastern	2,012,895	970,942	48.2	1,041,953	51.8
Luapula	1,245,682	611,282	49.1	634,400	50.9
Lusaka	3,238,430	1,528,176	47.2	1,710,254	52.8
Muchinga	1,052,996	527,223	50.1	525,773	49.9
Northern	1,474,730	742,369	50.3	732,361	49.7
North Western	926,485	456,368	49.3	470,117	50.7
Southern	2,077,229	1,008,841	48.6	1,068,388	51.4
Western	1,058,879	516,299	48.8	542,580	51.2

Figure 3.2 shows the percentage share of the population by province. According to figure 3.2, Lusaka Province recorded the highest percentage share of the population at 18.6 percent, followed by Copperbelt Province at 15.0 percent. North-western Province had the lowest percentage share of the population at 5.3 percent.

Table 3.3 shows the number and percentage distribution of the population by age group and sex.

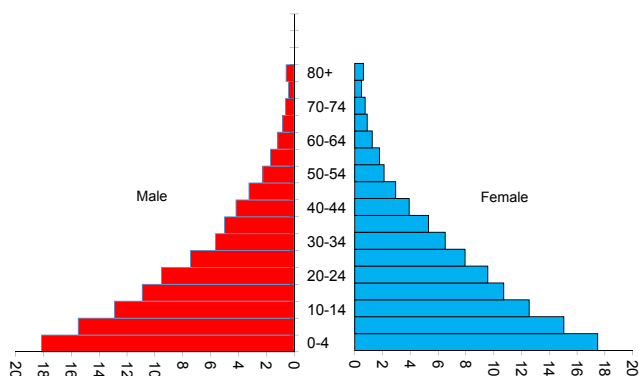
The table shows that the age group 0-4 years had the highest proportion of the population at 17.7 percent while the age group 75-79 years had the lowest at 0.4 percent.

Figure 3.2: Percentage Share of Population by Province, Zambia 2019**Table 3.3: Number and Percentage Distribution of Population by Age Group and Sex, Zambia 2019**

Age Group	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	17,381,168	100	8,602,112	8,779,056
0-4	3,069,839	17.7	1,547,434	1,522,405
5-9	2,641,809	15.2	1,327,193	1,314,616
10-14	2,231,890	12.8	1,119,107	1,112,783
15-19	1,865,551	10.7	933,078	932,473
20-24	1,649,920	9.5	814,881	835,039
25-29	1,363,260	7.8	659,879	703,381
30-34	1,045,773	6.0	480,107	565,666
35-39	901,565	5.2	426,302	475,263
40-44	701,612	4.0	354,680	346,932
45-49	554,324	3.2	285,789	268,535
50-54	380,936	2.2	195,603	185,333
55-59	304,344	1.8	147,309	157,035
60-64	219,903	1.3	103,844	116,059
65-69	147,329	0.8	70,311	77,018
70-74	119,926	0.7	53,039	66,887
75-79	77,301	0.4	34,227	43,074
80+	105,886	0.6	49,329	56,557

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 2019



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 the person who normally makes day-to-day decisions governing the running of the household and he/she is acknowledged as such by the other members 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 48.0 percent of the total population. The head of household constituted the second highest proportion at 20.8 percent, while the lowest proportion of relationship to the head of the household was father/mother in law, uncle/aunt and grandparent at 0.1 percent each.

Table 3.4: Number and Percentage Distribution of Population by Relationship to the Head of Household, Zambia 2019

Relationship to the Head of Household	Total	Percent
Total	17,381,166	100.0
Head	3,614,037	20.8
Spouse (husband/wife)	2,332,049	13.4
Son/daughter	8,344,662	48.0
Step child	231,113	1.3
Brother/sister	295,276	1.7
Brother/sister in law	158,052	0.9
Grandchild	1,398,008	8.0
Nephew/niece	651,044	3.7
Cousin	56,098	0.3
Parent	58,129	0.3
Father/mother in law	20,205	0.1
Uncle/aunt	23,179	0.1
Grandparent	13,606	0.1
Son/daughter in law	26,269	0.2
Other relative	101,315	0.6
Non relative	58,124	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. Results show that 49.4 percent of persons aged 12 years or older have never been married while 40.3 percent are married. Less than 1 percent of persons aged 12 years or older were cohabiting.

In rural areas, 47.8 percent have never been married while, 42.1 percent were married. Urban areas had 51.3 percent never married persons and 38.1 percent were married.

Analysis by sex shows that 54.3 percent of males had never been married compared to 44.9 percent of their female counterpart. A higher percentage of males (41.3 percent) were married than females at 39.3 percent

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

Rural/Urban and Sex	Marital Status						
	Total	Never married	Cohabiting	married	Separated	Divorced	Widowed
Total	12,258,034	49.4	0.1	40.3	1.4	4.2	4.7
Rural	6,712,096	47.8	0.1	42.1	1.4	4.3	4.3
Urban	5,545,938	51.3	0.0	38.1	1.3	4.1	5.1
Sex							
Male	5,875,383	54.3	0.0	41.3	1.0	2.1	1.3
Female	6,382,651	44.9	0.1	39.3	1.7	6.2	7.8

3.5 Number of Households

Table 3.6 shows the number and percentage distribution of households by province and rural/urban. Of the 3,614,037 estimated number of households in 2019, 54.9 were living in rural areas

while 45.1 were in urban areas. Lusaka Province had the largest share of households with 20.5 percent followed by Copperbelt with 15.6 percent. North western Province had the smallest share of households at 4.9 percent.

Table 3.6: Number and Percentage Distribution of Households by Province and Rural/Urban, Zambia 2019

Province	Distribution of Households					
	Total		Rural		Urban	
	Number	Percent	Number	Percent	Number	Percent
Total	3,614,037	100.0	1,985,829	54.9	1,628,208	45.1
Central	359,814	10.0	272,141	75.6	87,673	24.4
Copperbelt	562,814	15.6	92,427	16.4	470,387	83.6
Eastern	405,847	11.2	353,295	87.1	52,551	12.9
Luapula	248,422	6.9	193,143	77.7	55,280	22.3
Lusaka	742,476	20.5	94,558	12.7	647,918	87.3
Muchinga	199,723	5.5	141,675	70.9	58,048	29.1
Northern	276,023	7.6	218,530	79.2	57,493	20.8
North Western	175,700	4.9	124,541	70.9	51,159	29.1
Southern	440,314	12.2	317,514	72.1	122,799	27.9
Western	202,904	5.6	178,005	87.7	24,899	12.3

Chapter 4: Working Age Population

4.1 Introduction

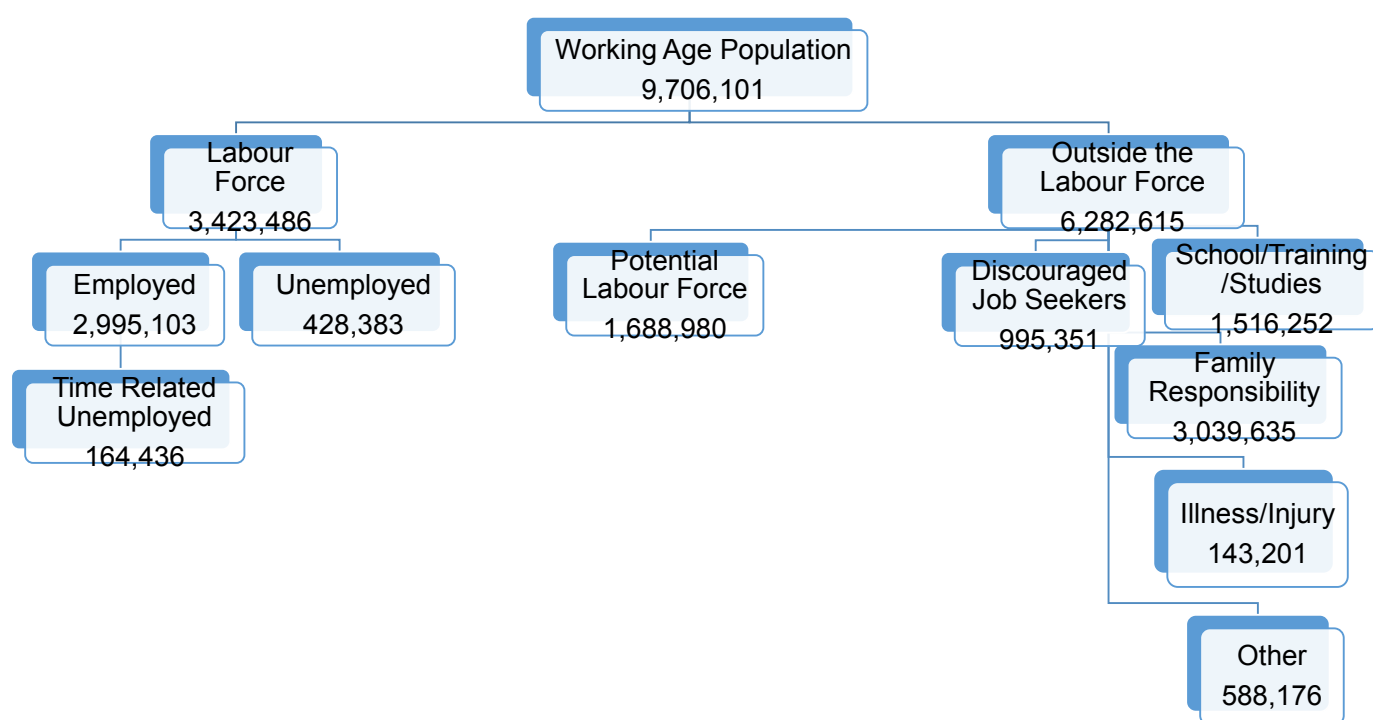
This chapter presents information on working age population and its categorization in the analysis of labour market indicators. The working-age population refers to all persons above a specified minimum age which varies from country to country.

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 Categorization of the Working Age Population (15 Years or Older)

Figure 4.1 shows the main categories of the labour force framework. In 2019, the working-age population was 9 706 101 of which 3,423,486 persons were in the labour force and 6,282,615 were outside the labour force.

Figure 4.1: Categorization of the Working Age Population, 15 Years or Older, Zambia 2019



4.3 Working-Age Population by Rural/Urban and Sex.

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 9,706,101 of which 53.2 percent were in the rural areas and 46.8 percent were in the urban areas.

Table 4.1: Number and Percentage Distribution of the working Age Population (15 years or older) by Rural/Urban and Sex, Zambia 2019

Rural/Urban	Working Age Population (15 years or older)			
	Total		Male	Female
	Number	Percent	Number	Number
Total	9,706,101	100.0	4,599,358	5,106,743
Rural	5,167,414	53.2	2,468,260	2,699,154
Urban	4,538,687	46.8	2,131,098	2,407,589

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 percentage of the working-age population than males at 52.2 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 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 2019

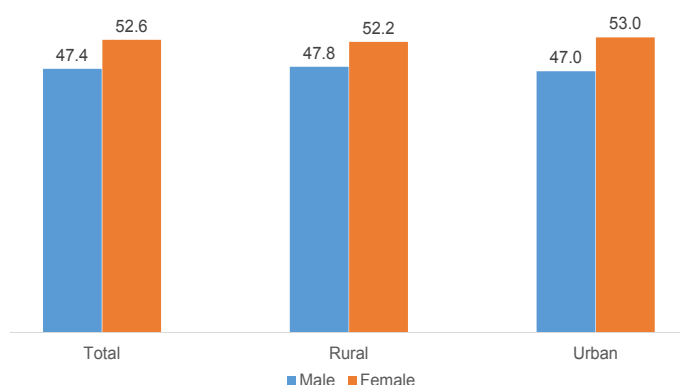
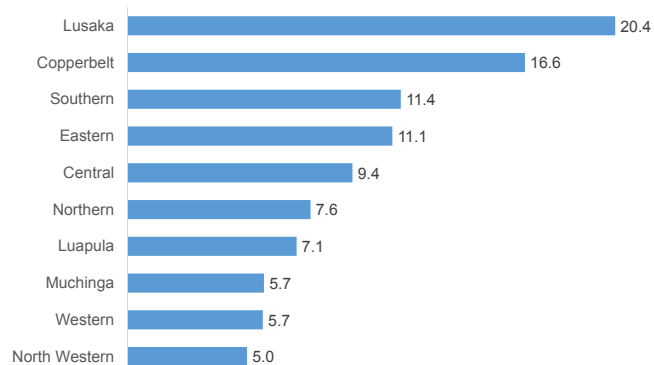


Table 4.2: Number and Percentage Distribution of the Working-Age Population (15 years or older) by Province and Sex

Province	Working Age Population (15 years or older)				
	Total	Male	Percent	Female	Percent
Total	9,706,101	4,599,358	47.4	5,106,743	52.6
Central	912,765	450,498	49.4	462,267	50.6
Copperbelt	1,613,876	768,330	47.6	845,546	52.4
Eastern	1,075,168	503,791	46.9	571,377	53.1
Luapula	685,613	329,056	48.0	356,556	52.0
Lusaka	1,980,851	924,294	46.7	1,056,557	53.3
Muchinga	553,307	264,988	47.9	288,319	52.1
Northern	742,339	353,908	47.7	388,431	52.3
North Western	484,257	233,546	48.2	250,711	51.8
Southern	1,109,288	520,949	47.0	588,339	53.0
Western	548,637	249,998	45.6	298,639	54.4

Figure 4.2 shows the percentage share of the working age population by province. Lusaka provincial had the highest percentage share of the working age population with 20.4 percent while North Western had the least share at 5.0 percent.

Figure 4.3: Percentage Share of the Working Age Population by Province, Zambia 2019



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 2019, the labour force was estimated at 3,423,486 persons of which 63.2 percent were in urban areas while 36.8 percent were in rural areas.

Table 4.1.1: Number and percentage Distribution of the Labour Force by Rural/Urban and Sex, Zambia 2019

Rural/Urban	Total	Percent	Male	Female
Total	3,423,486	100.0	2,059,965	1,363,521
Rural	1,259,910	36.8	797,355	462,555
Urban	2,163,576	63.2	1,262,610	900,966

Figure 4.1 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 60.2 percent and 39.8 percent, respectively. The same pattern of having more males than females was also observed in both rural and urban areas.

Figure 4.4: Percentage Distribution of the Labour Force by Rural/Urban and Sex, Zambia 2019

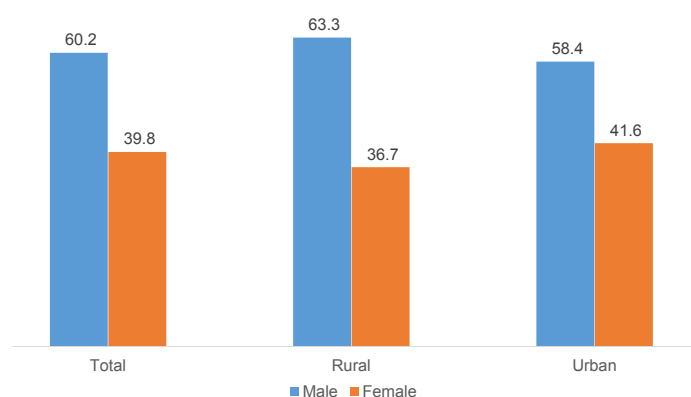


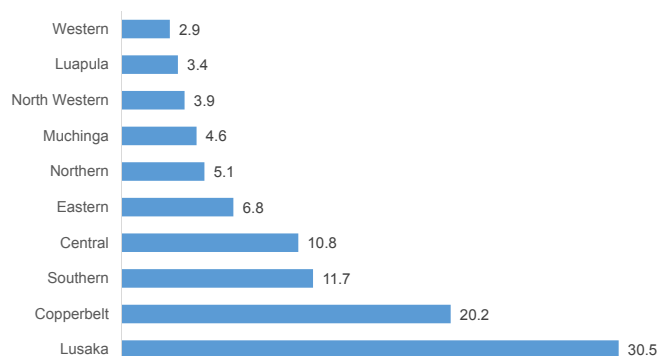
Table 4.2 shows the number and percentage distribution of the population in labour force by rural/urban, sex and province. At all levels, rural, urban and provincial there were more males than females in the labour force.

Table 4.2: Number and Percentage distribution of the Labour Force (15 years or older) by Province, Rural/Urban and Sex, Zambia 2019

Province and Rural/Urban	Total Labour Force		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	3,423,486	100.0	2,059,965	60.2	1,363,521	39.8
Rural	1,259,910	100.0	797,355	63.3	462,555	36.7
Urban	2,163,576	100.0	1,262,610	58.4	900,966	41.6
Province						
Central	370,925	100.0	238,131	64.2	132,794	35.8
Copperbelt	691,065	100.0	416,733	60.3	274,332	39.7
Eastern	234,475	100.0	137,624	58.7	96,851	41.3
Luapula	117,874	100.0	78,149	66.3	39,725	33.7
Lusaka	1,044,052	100.0	607,258	58.2	436,794	41.8
Muchinga	157,018	100.0	92,635	59.0	64,383	41.0
Northern	173,476	100.0	108,434	62.5	65,042	37.5
North Western	131,892	100.0	84,986	64.4	46,906	35.6
Southern	401,888	100.0	238,000	59.2	163,888	40.8
Western	100,822	100.0	58,016	57.5	42,806	42.5

Figure 4.5 shows the percentage share of the labour force by province. Lusaka and Copperbelt provinces had the highest percentage share of the labour force with 30.5 percent and 20.2 percent respectively, while Western had the least share of 2.6 percent.

Figure 4.5: Percentage Share of the Labour force (15 years or older) by Province, Zambia 2019



Labour Force by Age Group

Figure 4.6 shows the percentage distribution of the labour force by rural/urban and age group. Analysis at age group shows that in age groups 15-24 years the proportion of persons in the labour force was higher in rural areas than urban areas. While in the age group 25-44 years, the proportion of persons in the labour force was higher in the urban areas than in rural areas.

Figure 4.6: Percentage Distribution of the Labour Force (15 years or order) by Rural/Urban, Zambia 2019

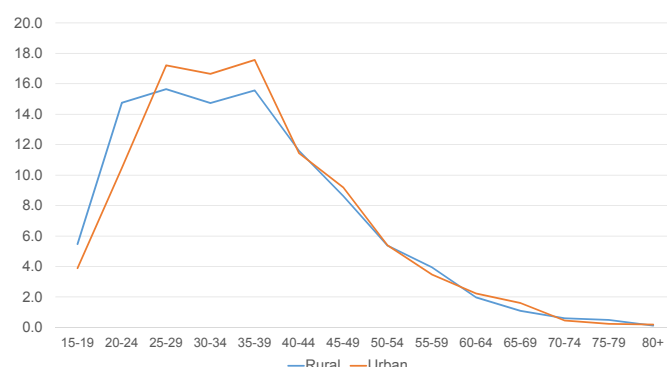
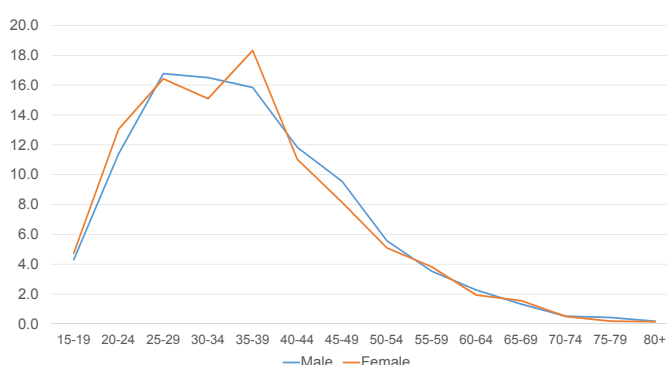


Figure 4.7 shows the percentage distribution of the labour force by age group and sex. In the age group 15-29, 35-44, 55-59 and 65-69, the proportion of males was higher than that of females.

Figure 4.7: Percentage Distribution of the labour Force (15 years or order) by Age Group and Sex, Zambia 2019



4.2 Labour Force Participation Rate (Activity Rate)

Labour force participation rate measures the proportion of the labour force in relation to the working-age population. It is a ratio of the labour force to the working-age population expressed as a percentage. Low activity rate implies that a large proportion of persons are not participating in the labour market.

Figure 4.8 shows the labour force participation rate by rural/urban and sex. In 2019, the overall labour force participation rate was 35.3 percent. Males had a higher participation rate at 44.8 compared to females at 26.7 percent. The urban participation was higher than that of the rural at 47.7 percent and 24.4 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 2019

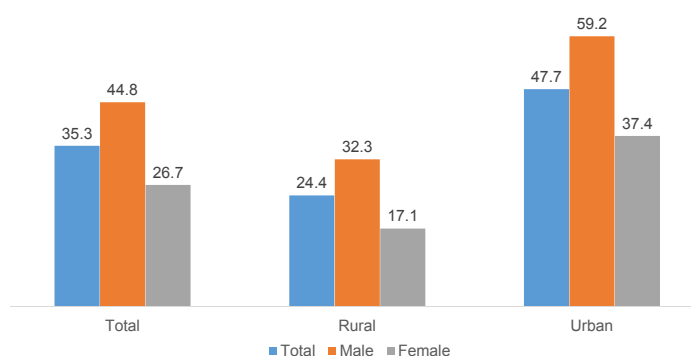


Figure 4.9 shows age-specific labour force participation rate by sex. Labour force participation rates were lower in younger ages and older ages. In all the age groups, the age-specific labour force participation rate for males was higher than that of females.

Figure 4.9: Labour Force Participation Rate by Sex and Age Group, Zambia 2019

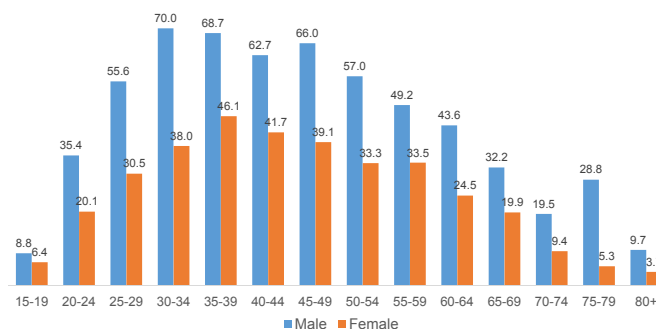


Figure 4.10 shows age-specific labour force participation rate in rural and urban areas. The age-specific labour force participation rate in urban areas was higher than that of rural areas in all the age groups. In both rural and urban areas, the participation rate was highest in the age group 35-39 at 37.8 percent and 76.3 percent, respectively.

Figure 4.10: Labour Force Participation Rate by Rural/Urban and Age Group, 2019

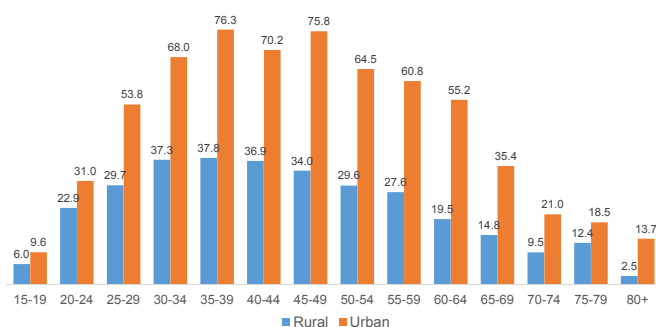


Table 4.2.1 shows the labour force participation rate for persons aged 15 years or older by province and sex. In all the provinces the participation rate for males was higher than that of females. Lusaka Province had the highest participation rate at 51.9 percent while Western had the lowest at 23.3 percent.

Table 4.2.1 Labour Force Participation Rate for persons (Age 15 years or older) by Province and Sex

Province	Participation Rate		
	Both Sexes	Male	Female
Total	35.1	45.1	26.0
Central	32.6	43.7	22.6
Copperbelt	42.6	53.8	32.2
Eastern	30.6	39.3	22.3
Luapula	18.1	25.3	11.6
Lusaka	51.9	65.7	38.9
Muchinga	25.3	34.2	17.1
Northern	19.7	26.8	12.8
North Western	36.2	45.7	27.8
Southern	32.1	39.9	25.4
Western	23.3	28.1	19.8

Chapter 5: Employment

Introduction

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

Employed Population

Table 5.1 shows the number and percentage distribution of employed persons by rural/urban and sex. In 2019, the employed population was estimated at 2,995,103, of which 63.7 percent were in the urban areas and 36.3 percent were in rural areas.

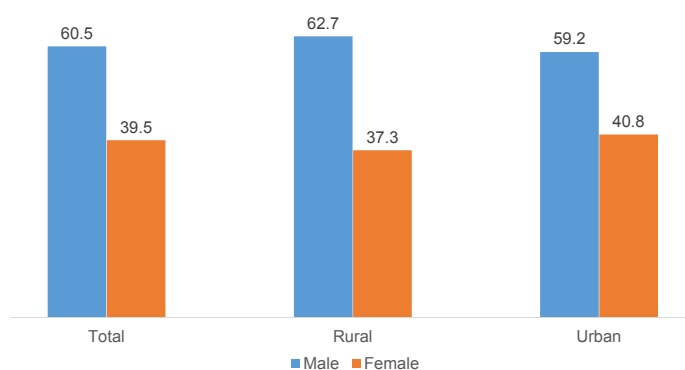
Table 5.1: Number and Percentage Distribution of Employed Persons by Rural/Urban and Sex, Zambia 2019

Rural/Urban	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	2,995,103	100.0	1,811,243	1,183,860
Rural	1,086,801	36.3	681,527	405,274
Urban	1,908,302	63.7	1,129,716	778,586

Employed Persons by Sex

Figure 5.1. Shows the percentage distribution of the employed persons by rural/urban and sex. 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 2019



Employed Persons by Province

Figure 5.2 shows the percentage share of the employed persons by province. Lusaka and Copperbelt Provinces had the highest percentage share of the employed persons at 31.8 percent and 19.8 percent, respectively. The province with the lowest percentage share was western at 2.4 percent.

Figure 5.2: Percentage Share of Employed Persons by Province, Zambia 2019

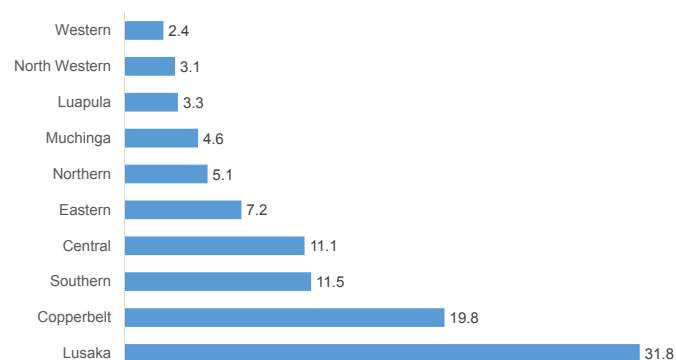


Table 5.2: Percentage Distribution of Employed Persons (15 years or older) by Age Group, Rural/Urban, Sex and Age Group, Zambia 2019

Age Group	Total			Rural			Urban		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
	Number	Percent	Percent	Number	Percent	Percent	Number	Percent	Percent
Total	2,995,103	60.5	39.5	1,086,801	62.7	37.3	1,908,302	59.2	40.8
15-19	103,745	58.0	42.0	51,583	63.9	36.1	52,163	52.1	47.9
20-24	291,401	54.7	45.3	141,323	57.9	42.1	150,078	51.7	48.3
25-29	476,669	62.3	37.7	163,437	62.5	37.5	313,233	62.2	37.8
30-34	491,676	62.6	37.4	164,833	62.8	37.2	326,843	62.5	37.5
35-39	535,155	57.1	42.9	177,854	59.5	40.5	357,301	55.9	44.1
40-44	365,021	61.0	39.0	131,061	68.5	31.5	233,960	56.7	43.3
45-49	287,300	64.0	36.0	97,549	68.0	32.0	189,751	62.0	38.0
50-54	178,297	63.3	36.7	63,917	59.3	40.7	114,380	65.6	34.4
55-59	119,142	58.4	41.6	47,285	58.7	41.3	71,856	58.1	41.9
60-64	67,333	65.2	34.8	20,099	70.5	29.5	47,234	63.0	37.0
65-69	46,839	55.7	44.3	13,742	64.9	35.1	33,097	51.9	48.1
70-74	17,289	61.3	38.7	7,569	74.3	25.7	9,721	51.2	48.8
75-79	9,720	82.3	17.7	5,086	76.3	23.7	4,634	89.0	11.0
80+	5,515	64.8	35.2	1,464	50.7	49.3	4,051	69.9	30.1

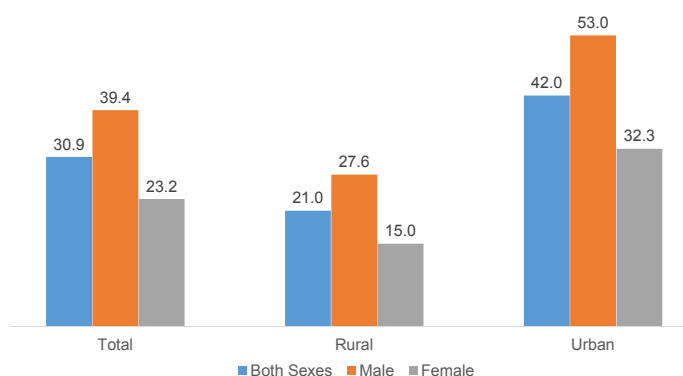
Employment-to-Population Ratio

The employment-to-population ratio is defined as the proportion of a country's working-age population that is employed. A high ratio means that a large proportion of a country's population is employed, while a low ratio means that a large share of the population is not involved directly in market-related activities, because they are either unemployed or (more likely) out of the labour force altogether.

Employment-to-Population Ratio by Rural/Urban and Sex

Figure 5.3 shows the employment-to-population ratio by rural/urban and sex. The overall employment-to-population ratio was 30.9 percent with males at 39.4 percent and females at 23.2 percent. The ratio for urban areas was higher than that of rural areas at 42.0 percent and 21.0 percent, respectively. In both rural and urban areas, the ratio for males was higher than that of females.

Figure 5.3: Employment-to-Population Ratio by Rural/Urban and Sex, Zambia 2019



Employment-to-Population Ratio by Province

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 48.1 percent while Western had the lowest at 13.2 percent. In all the provinces the employment to population ratio was higher for males than females.

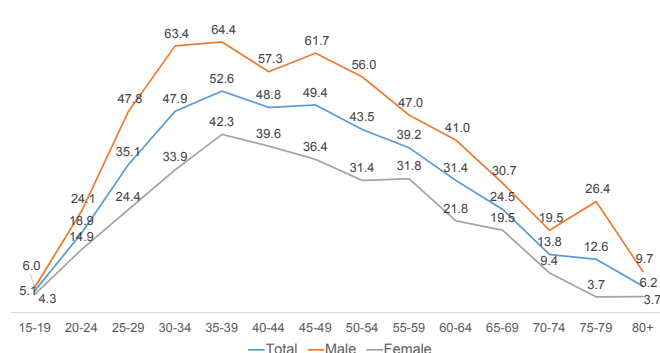
Table 5.3 Employment-to-Population Ratio by Sex and Province, Zambia 2019

Province	Employment-to-Population Ratio		
	Both Sexes	Male	Female
Total	30.9	39.4	23.2
Central	36.5	47.0	26.2
Copperbelt	36.7	47.0	27.2
Eastern	20.1	25.0	15.9
Luapula	14.5	20.4	9.0
Lusaka	48.1	60.4	37.3
Muchinga	24.7	30.3	19.4
Northern	20.7	27.2	14.9
North Western	19.4	26.3	12.9
Southern	31.1	39.1	24.1
Western	13.2	18.0	9.3

Employment-to-Population Ratio by Sex and Age Group

Figure 5.4 shows the employment-to-population ratio by sex and age group. Across all age groups the employment to population ratio was higher for males than females. Among males and females, the employment to population ratio was highest in the age group 35-39 years at 64.4 percent and 42.3 percent, respectively.

Figure: 5.4 Employment-to-Population Ratio by Sex and Age Group, Zambia 2019



Employed Persons by Status in Employment

Figure 5.5 shows the percentage share of the employed persons by status in employment. In 2019, the own account workers (self-employed) had the highest percentage share of the total employed persons at 45.8 percent. The paid employees had 43.8 percent while the paid interns had the lowest share of 0.2 percent.

Figure 5.5: Percentage Distribution of the Employed Persons by Status in Employment, 2019

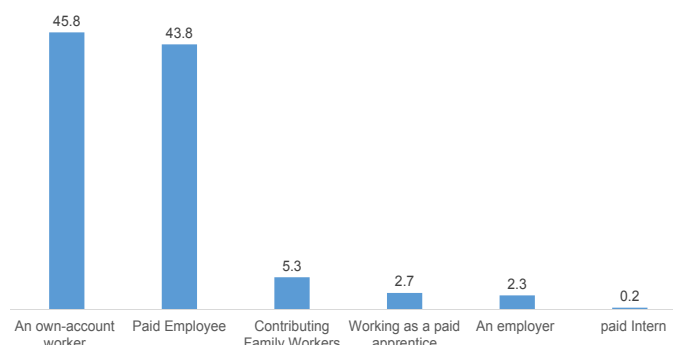
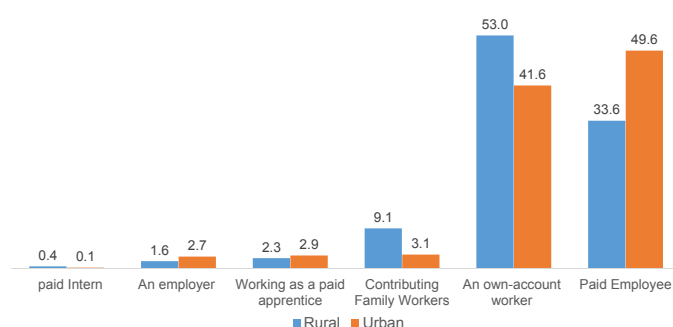


Figure 5.6 shows the percentage distribution of the employed persons by status in employment and rural/urban. In rural areas, the own account workers (self-employed) accounted for the highest percentage of the total employed persons at 53.0 percent while the paid interns had the lowest at 0.4 percent. In urban areas the paid employees had the highest percentage of the total employed persons at 49.6 percent while the paid interns had the lowest at 0.1 percent.

Figure 5.6: Percentage Distribution of the Employed Persons by Status in Employment and Rural/Urban, 2019



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

Table 5.4 shows the percentage distribution of the employed persons by status in employment, rural/urban and sex. Analysis by sex shows that in all statuses of employment there were more males than females except the category of contributing family workers which had 73.2 percent females and 26.8 percent males. The pattern of having more females than males among the contributing family workers was observed in both rural and urban areas.

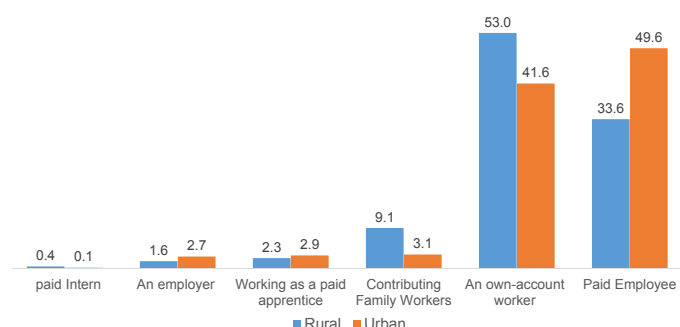
Table 5.4: Percentage Distribution of the Employed persons by Status in Employment, Rural/Urban and Sex, 2019

Status in Employment	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
	Number	Percent		Number	Percent		Number	Percent	
Total	2,995,103	60.5	39.5	1,086,801	62.7	37.3	1,908,302	59.2	40.8
Paid Employees	1,311,288	69.4	30.6	365,211	75.4	24.6	946,076	67.1	32.9
Paid Apprentice	79,952	70.1	29.9	24,827	69.3	30.7	55,125	70.5	29.5
Paid Intern	7,135	75.3	24.7	4,646	74.5	25.5	2,489	76.7	23.3
Own Account Worker (Employer)	67,952	75.5	24.5	17,327	84.8	15.2	50,625	72.3	27.7
Own Account Worker (Self Employed)	1,370,923	54.4	45.6	576,300	60.2	39.8	794,623	50.2	49.8
Contributing Family Worker	157,853	26.8	73.2	98,489	24.4	75.6	59,364	30.8	69.2

Employed Persons by Institutional Sector

Figure 5.8 shows trends in percentage distribution of the employed persons by institutional sector. In 2019, the private business/farm had the highest percentage share of employed persons at 61.2 percent while the Embassy/International organization and Producer cooperatives had the lowest share at 0.1 percent each.

Figure 5.7: Percentage Distribution of the Employed Persons by Institutional Sector, Zambia 2019



Employed Persons by Institutional Sector, Rural/Urban and Sex

Table 5.5 shows the percentage distribution of the employed persons by institutional sector, rural/urban and sex. In 2019, all the institutional sectors had more males than females except the Embassy/International organisations, NGOs, and Producer Cooperatives which had more females than males. In rural areas, only in the NGO sector had more females at 62.5 percent compared to males at 37.5 percent. In urban areas, the Embassy/International organisations, NGOs, and Producer Cooperatives and Households had more females than males.

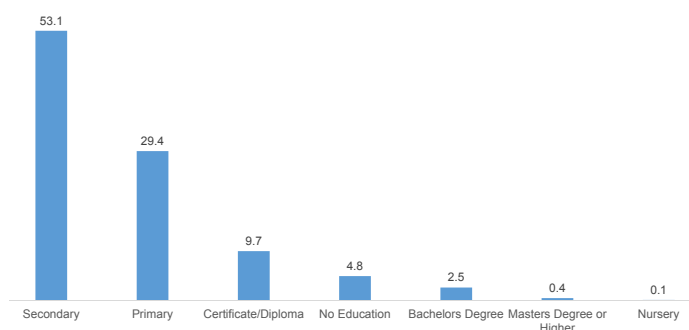
Table 5.5: Percentage Distribution of the Employed Persons by Institutional Sector, Rural/Urban and Sex, Zambia 2019

Institutional Sector	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
	Number	Percent		Number	Percent		Number	Percent	
Total	2,995,103	60	40	1,086,801	62.7	37.3	1,908,302	59.2	40.8
Central Government	264,477	58	42	80,283	66.2	33.8	184,194	54.6	45.4
Local Government	32,179	72	28	9,802	62.7	37.3	22,377	75.6	24.4
Parastatal/State-owned firm	61,064	79	21	20,969	78.2	21.8	40,095	79.4	20.6
Embassy/International org.	1,785	28	72	0			1,785	28.5	71.5
NGO	13,406	40	60	2,685	37.5	62.5	10,721	40.1	59.9
Faith-Based organization	26,472	75	25	7,350	82.8	17.2	19,121	72.6	27.4
Private Business / Farms	1,833,594	64	36	620,137	66.5	33.5	1,213,457	63.3	36.7
Producers cooperatives	3,284	39	61	2,241	56.8	43.2	1,044	0.0	100.0
Households	758,840	50	50	343,333	53.8	46.2	415,508	46.5	53.5

Employed Persons by Educational Attainment

Figure 5.8 shows trends in percentage share of the employed persons by educational attainment. In 2019, employed persons who attained secondary school (grade 8-12) had the highest percentage share at 53.1 percent while those with nursery education as the highest level attained had the lowest share of the employed persons at 0.1 percent.

Figure 5.8: Percentage Share of the Employed Persons by Highest Educational Attainment, 2019



Employed Persons by Education Attainment, Rural/urban and sex

Table 5.6 shows the percentage distribution of the employed persons by educational attainment. In all the levels of education attainment, there were more males than females that were employed except those with no education and nursery education who had more females at 60.5 percent and 56.2 percent, respectively. In rural areas only those with no education had more females at 54.9 percent compared to males at 45.1 percent, while in urban areas employed persons without education, with nursery and those with primary education had more females at 67.2 percent, 100 percent and 51.0 percent, respectively.

Table 5.6: Percentage Distribution of the Employed Persons by Educational Attainment, Rural/Urban and Sex, 2019

Highest Education Attained	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
	Number	Percent		Number	Percent		Number	Percent	
Total Employed Persons	2,995,103	60.5	39.5	1,086,801	62.7	37.3	1,908,302	59.2	40.8
No Education	143,327	39.5	60.5	78,140	45.1	54.9	65,187	32.8	67.2
Nursery	2,863	43.8	56.2	2,037	61.6	38.4	825	0.0	100.0
Primary	880,043	53.0	47.0	469,584	56.5	43.5	410,459	49.0	51.0
Secondary	1,589,426	66.7	33.3	452,699	71.9	28.1	1,136,726	64.7	35.3
Certificate/Diploma	290,273	58.4	41.6	63,466	63.3	36.7	226,807	57.0	43.0
Bachelor's Degree	75,789	62.1	37.9	18,174	64.3	35.7	57,615	61.4	38.6
Master's Degree or Higher	13,383	74.2	25.8	2,701	79.1	20.9	10,682	72.9	27.1

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:

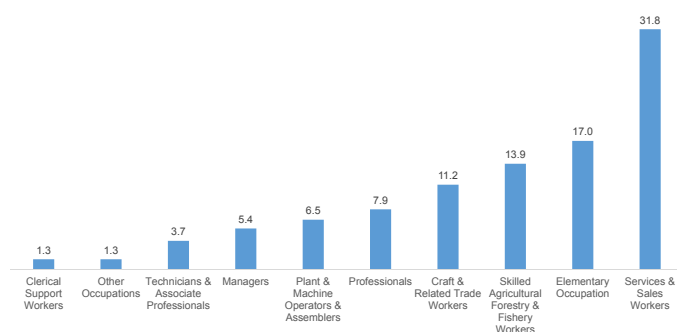
- Managers
- Professionals
- Technicians and associate professionals
- Clerical support workers
- Service and sales workers
- Skilled agricultural forestry and fisheries workers
- Craft and related trades workers
- Plant and machine operators and assemblers

- Elementary occupations
- Other

Percentage Share of Employed Persons by Occupation, Zambia 2019

Figure 5.9 shows the percentage share of the employed persons by occupation. The service and sales workers had the highest percentage share of the employed persons with 31.8 percent while the clerical support workers and other occupations not elsewhere classified had the lowest share at 1.3 percent each.

Figure 5.9: Percentage Share of Employed Persons by Occupation, Zambia 2019



Employed Persons by Occupation, Rural/Urban and Sex

Table 5.7 shows the percentage distribution of employed persons by occupation, sex and rural/urban. In all the occupations, the male employed persons accounted for the highest percent accounting for over 50 percent compared to females except in the Service and Sales Workers which had more females than males at 57.3 percent and 42.7 percent, respectively. In rural areas, the same pattern of having more males than females in all occupations except in the Service and Sales Workers which had more females at 53.9 percent. In urban areas, Professionals and Service and Sales Workers occupations had more females at 51.1 percent and 58.4 percent, respectively.

Table 5.7: Number and Percentage Distribution of Employed Persons (15 years or older) by Occupation, Rural/urban and Sex, Zambia 2019

Occupation	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
	Number	Percent	Percent	Number	Percent	Percent	Number	Percent	Percent
Total	2,995,103	60.5	39.5	1,086,801	62.7	37.3	1,908,302	59.2	40.8
Managers	161,136	64.8	35.2	37,488	62.6	37.4	123,648	65.5	34.5
Professionals	236,879	53.3	46.7	70,170	63.9	36.1	166,709	48.9	51.1
Technicians & Associate Professionals	112,000	66.6	33.4	23,801	69.8	30.2	88,200	65.8	34.2
Clerical Support Workers	38,827	62.7	37.3	3,841	58.4	41.6	34,986	63.2	36.8
Services & Sales Workers	950,951	42.7	57.3	232,739	46.1	53.9	718,213	41.6	58.4
Skilled Agricultural Forestry & Fishery Workers	417,669	62.0	38.0	325,987	61.9	38.1	91,681	62.3	37.7
Craft & Related Trade Workers	334,705	85.2	14.8	98,316	80.5	19.5	236,388	87.1	12.9
Plant & Machine Operators & Assemblers	195,753	94.8	5.2	46,402	90.7	9.3	149,351	96.1	3.9
Elementary Occupation	508,157	63.7	36.3	239,550	66.1	33.9	268,607	61.6	38.4
Other Occupations	39,027	56.6	43.4	8,507	68.2	31.8	30,520	53.4	46.6

Employed Persons by Industry

The classification of employed persons by industry is important in the analysis of the labour market of any given country.

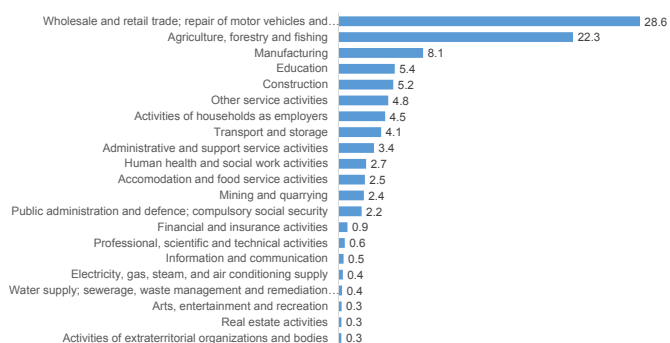
The broad structure of the ISIC revision 4 was used to classify the employed persons in Zambia as follows:

- 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 defense; compulsory social security
- Education
- Human health and social work activities
- Arts, entertainment and recreation
- Other service activities
- Activities of households as employers; undifferentiated goods and services producing activities of households for own use
- Activities of extraterritorial organizations and bodies

Employed Persons by Industry

Figure 5.10 shows the percentage share of the employed persons by industry. The industry with the highest percentage share was the Wholesale and retail trade; repair of motor vehicles and motorcycles at 28.6 percent followed by the Agriculture, Forestry and fishing at 22.3 percent. The arts, entertainment and recreation, Real Estate Activities and Activities of Extraterritorial Bodies had the least at 0.3 percent each.

Figure 5.10: Percentage Share of Employed Persons by Industry, Zambia 2019



Employed Persons by Industry and Sex

Table 5.8 shows the percentage distribution of employed persons by industry and sex. In all the industries the proportion of males was higher than that of females except in the Wholesale and retail, Accommodation and food service activities, Financial and insurance activities, Real estate, Human health and social work activities, Activities of households as employers and Activities of extraterritorial organizations and bodies which had more females than males.

Table 5.8: Percentage Distribution of Employed Persons (15 years or older) by Industry and Sex, Zambia 2019

Industry	Total		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	2,995,103		1,811,243	60.5	1,183,860	39.5
Agriculture, forestry and fishing	667,582	100	432,682	64.8	234,900	35.2
Mining and quarrying	73,203	100	62,741	85.7	10,462	14.3
Manufacturing	241,618	100	182,519	75.5	59,099	24.5
Electricity, gas, steam, and air conditioning supply	13,341	100	8,951	67.1	4389.35469	32.9
Water supply; sewerage, waste management and remediation activities	11,350	100	10,876	95.8	474	4.2
Construction	156,814	100	155,398	99.1	1,416	0.9
Wholesale and retail trade; repair of motor vehicles and motorcycles	857,834	100	383,273	44.7	474,561	55.3
Transport and storage	122,320	100	121,330	99.2	991	0.8
Accommodation and food service activities	76,028	100	32,096	42.2	43,932	57.8
Information and communication	15,461	100	12,890	83.4	2,571	16.6
Financial and insurance activities	26,779	100	12,666	47.3	14,113	52.7
Real estate activities	9,429	100	4,662	49.4	4,767	50.6
Professional, scientific and technical activities	18,963	100	15,173	80.0	3,790	20.0
Administrative and support service activities	101,876	100	66,361	65.1	35,515	34.9
Public administration and defense; compulsory social security	66,730	100	46,785	70.1	19,944	29.9
Education	160,872	100	83,417	51.9	77,454	48.1
Human health and social work activities	79,472	100	39,564	49.8	39,908	50.2
Arts, entertainment and recreation	9,989	100	9,989	100.0	0	0.0
Other service activities	142,335	100	73,829	51.9	68,506	48.1
Activities of households as employers	133,861	100	52,208	39.0	81,653	61.0
Activities of extraterritorial organizations and bodies	9,248	100	3,833	41.4	5,415	58.6

Employed Persons by Type of Employment

Employment can either be formal or informal. Is the type of employment in which employees are entitled to social security coverage and contract in addition to annual paid leave, or any such entitlement and any legal registration for own account workers/ employers whereas informal employment relates to employment in which the job holder is not entitled to any social security.

Figure 5.11 shows the percentage distribution of employed population by type of employment. In 2019, formal employment was estimated at 31.4 percent while informal employment was at 68.6 percent

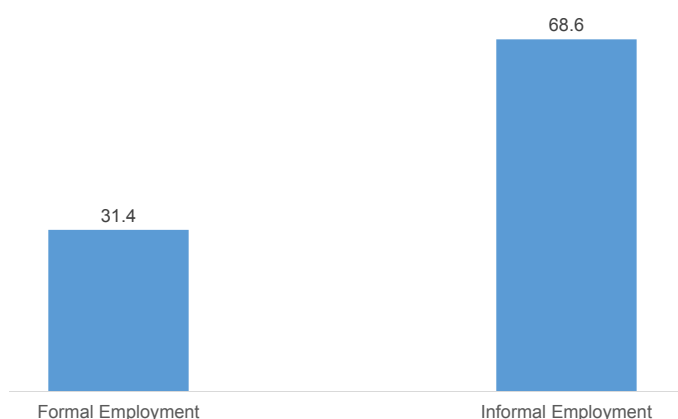
Figure 5.11: Percentage Distribution of the Employed Persons by Type of Employment, 2019

Table 5.10 shows the percentage distribution of the employed persons by type of employment, rural/urban and sex. Among the formally employed persons, males accounted for 71.3 percent while females had 28.7

percent. The informally employed persons had 57.6 percent male and 42.4 percent female. The pattern of having more males than females was the same in both rural and urban as well as formal and informal.

Table 5.10: Percentage Distribution of the employed persons by Type of employment Rural/Urban and Sex, Zambia 2019

Type of Employment	Total			Rural			Urban		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
	Number	Percent		Number	Percent		Number	Percent	
Total	2,995,103	60.5	39.5	1,086,801	62.7	37.3	1,908,302	59.2	40.8
Formal Employment	941,292	70.0	30	214,203	72	28	727,090	69.4	30.6
Informal Employment	2,053,811	56.1	43.9	872,599	60.4	39.6	1,181,212	52.9	47.1

Employed Persons by Type of Employment and Industry

Table 5.11 shows the percentage distribution of employed persons by industry and type of employment. The proportion of all employed persons who were formally employed was higher than the informally employed in all the industries except the Agriculture, forestry and fishing, Manufacturing,

construction, wholesale and retail trade, transport, accommodation, Information and Communication, real estate, Financial and Insurance Activities, Arts, entertainment and recreation activities of household as employers, other service activities and Activities of extraterritorial organizations and bodies Industries which had more than 52.0 percent or more of the informally employed persons.

Table 5.11: Percentage Distribution of the Employed Persons by Industry and Type of Employment (Formal/ Informal), Zambia 2019

Industry	Type of Employment					
	Total Employed Persons		Formal Employment		Informal Employment	
	Number	Percent	Number	Percent	Number	Percent
Total	2,995,103	100.0	941,292	31.4	2,053,811	68.6
Agriculture, forestry and fishing	667,582	100.0	128,472	19.2	539,110	80.8
Mining and quarrying	73,203	100.0	47,727	65.2	25,476	34.8
Manufacturing	241,618	100.0	83,882	34.7	157,736	65.3
Electricity, gas, steam, and air conditioning supply	13,341	100.0	11,876	89.0	1,465	11.0
Water supply; sewerage, waste management and remediation activities	11,350	100.0	8,274	72.9	3,076	27.1
Construction	156,814	100.0	22,100	14.1	134,714	85.9
Wholesale and retail trade; repair of motor vehicles and motorcycles	857,834	100.0	173,186	20.2	684,648	79.8
Transport and storage	122,320	100.0	40,992	33.5	81,329	66.5
Accommodation and food service activities	76,028	100.0	22,140	29.1	53,888	70.9
Information and communication	15,461	100.0	7,647	49.5	7,814	50.5
Financial and insurance activities	26,779	100.0	12,086	45.1	14,693	54.9
Real estate activities	9,429	100.0	0	0.0	9,429	100.0
Professional, scientific and technical activities	18,963	100.0	15,161	79.9	3,803	20.1
Administrative and support service activities	101,876	100.0	63,007	61.8	38,869	38.2
Public administration and defense; compulsory social security	66,730	100.0	62,279	93.3	4,450	6.7
Education	160,872	100.0	140,408	87.3	20,464	12.7
Human health and social work activities	79,472	100.0	58,810	74.0	20,662	26.0
Arts, entertainment and recreation	9,989	100.0	4,782	47.9	5,207	52.1
Other service activities	142,335	100.0	25,910	18.2	116,424	81.8
Activities of households as employers	133,861	100.0	11,434	8.5	122,427	91.5
Activities of extraterritorial organizations and bodies	9,248	100.0	1,121	12.1	8,127	87.9

Sector of Employment

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

Employed Persons by Sector of Employment

Figure 5.12 shows the percentage distribution of employed population by sector of employment. In 2019, the proportion of the informal Sector was higher than that of the formal and household sectors at 43.5 percent, 30.1 percent and 26.5 percent, respectively.

Figure 5.12: Percentage Distribution of the Employed Persons by Sector of Employment, 2019

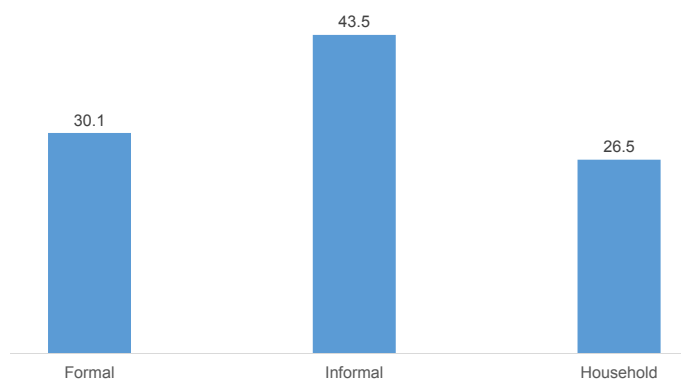


Table 5.12 shows the percentage distribution of the employed persons 15 years or older by sector of employment, rural/urban and sex. The proportions of males was higher in formal and informal sectors at 65.9 percent and 61.3 percent apart from household sector where females accounted for 51.0 while males accounted for 49.0 percent. In urban areas, the proportions of males were higher in the formal and informal sectors at 66.5 percent and 60.2 percent apart from household sector, where females accounted for 57.1 while males accounted for 42.9 percent. In rural areas the proportions of males were higher than that of females in all sector of employment.

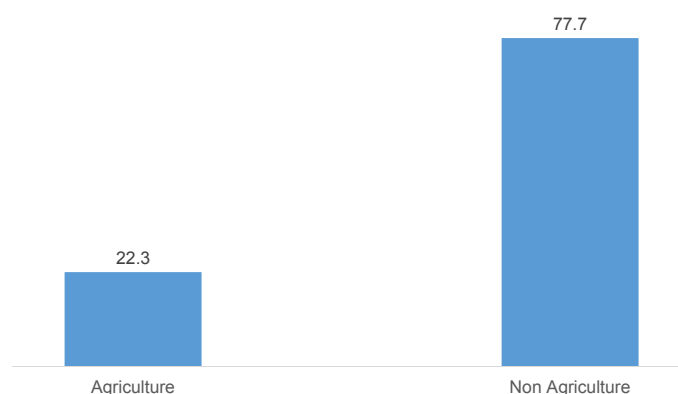
Table 5.12: Percentage Distribution of the employed persons by Sector of employment Rural Urban and Sex, 2019

Sector Of Employment	Total			Rural			Urban		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
	Number	Percent		Number	Percent		Number	Percent	
Total	2,995,103	60.5	39.5	1,086,801	62.7	37.3	1,908,302	59.2	40.8
Formal Sector	901,321	69.7	30.3	210,175	69.7	30.3	691,146	69.6	30.4
Informal Sector	1,301,491	60.8	39.2	527,041	65.7	34.3	774,450	57.5	42.5
Household Sector	792,291	49.4	50.6	349,585	53.9	46.1	442,706	45.9	54.1

Employed Persons in the Agriculture and Non-Agriculture Sectors

Figure 5.13 shows the percentage distribution of employed persons by agriculture and non-agriculture sectors. In 2019, there were 77.7 percent employed persons in non-agriculture sector while 22.3 percent were in the agriculture sector.

Figure 5.13: Percentage Distribution of employed persons by Agriculture and Non-Agriculture sectors, 2019



Employed Persons by Province, Agriculture and Non Agriculture Sectors

Table 5.13 shows the number and percentage distribution of employed persons by Province,

agriculture and non-agriculture sectors. In 2019, all the provinces had more than 60 percent of persons employed in the non-agriculture sector.

Table 5.13: Number and Percentage Distribution of Employed persons by Province, Agriculture and Non-Agriculture Sector, Zambia 2019

Province	Total	Agriculture Sector		Non-Agriculture Sector	
Total	2,995,103	667,582	22.3	2,327,521	77.7
Central	333,236	108,287	32.5	224,950	67.5
Copperbelt	591,673	98,143	16.6	493,530	83.4
Eastern	216,507	59,675	27.6	156,832	72.4
Luapula	99,205	23,775	24.0	75,431	76.0
Lusaka	952,274	119,724	12.6	832,551	87.4
Muchinga	136,430	40,122	29.4	96,308	70.6
Northern	154,016	49,964	32.4	104,052	67.6
North western	93,978	13,901	14.8	80,077	85.2
Southern	345,237	135,812	39.3	209,425	60.7
Western	72,546	18,180	25.1	54,366	74.9

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

Table 5.14 shows the number and percentage distribution of employed persons by type of employment, sex and agriculture and non-agriculture sectors. Both agriculture and non-agriculture sectors

had more males than females. Males in agriculture and non-agriculture sectors accounted for 78.0 percent and 68.7 percent of formally employed persons, respectively. Among the informally employed, males accounted for 61.7 percent in the agriculture sector and 54.1 percent in the non-agriculture sector.

Table 5.14: Number and Percentage distribution of Employed Persons by Type of Employment, Agriculture/ Non-Agriculture Sectors and Sex, Zambia 2019

Type of Employment	Total Employed Persons	Agriculture Sector			Non Agriculture Sector		
		Both Sexes	Male	Female	Both Sexes	Male	Female
	Number	Number	Percent		Number	Percent	
Total	2,995,103	667,582	64.8	35.2	2,327,521	59.2	40.8
Formal Employment	941,292	128,472	78.0	22.0	812,821	68.7	31.3
Informal Employment	2,017,065	539,110	61.7	38.3	1,514,700	54.1	45.9

Chapter 6: Youth Employment

Introduction

This chapter provides information on youth employment. According to the National Youth Policy, a youth is a person aged 15 - 35 years old. Analysis of this section is based on persons in the labour force in the reference age group.

6.1 Youth Labour Force

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 1,828,753 youths in the labour force of this; Age group 30-35 had the highest percentage of the youth in the labour force at 37.9 percent while age group 15-19 had the lowest at 8.4 percent. Across all age groups, males made up the majority of youth labour force.

Table 6.1: Number and Percentage Distribution of Youth Labour Force by Age Group and Sex and Rural/Urban, Zambia 2019

Age Group	Total				Rural			Urban		
	Total	Percent	Male	Female	Total	Male	Female	Total	Male	Female
Total	1,828,753	100	1,096,184	732,569	684,226	428,298	255,928	1,144,526	667,886	476,640
15-19	153,068	8.4	88,534	64,534	68,908	44,617	24,291	84,160	43,917	40,243
20-24	412,527	22.6	234,639	177,888	185,911	112,760	73,151	226,616	121,879	104,736
25-29	569,583	31.1	345,547	224,036	197,182	126,246	70,936	372,401	219,301	153,099
30-35	693,575	37.9	427,464	266,111	232,225	144,675	87,550	461,350	282,788	178,561

6.2 Youth Employment

Table 6.2 shows number and percentage distribution of employed youth by rural/urban, age group and sex. In 2018, there were 1,501,514 youths in employment

of which males accounted for 60.3 percent and females 39.7 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 2019

Rural/Urban and Age Group	Total		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	1,501,514	100.0	905,502	60.3	596,012	39.7
Rural	563,784	100.0	344,611	61.1	219,173	38.9
Urban	937,730	100.0	560,891	59.8	376,839	40.2
15-19	103,745	100.0	60,168	58.0	43,577	42.0
20-24	291,401	100.0	159,433	54.7	131,968	45.3
25-29	476,669	100.0	297,021	62.3	179,648	37.7
30-35	629,699	100.0	388,880	61.8	240,819	38.2

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 62.5 percent and 37.5 percent, respectively.

Figure 6.1: Percentage Distribution of Youth Employment by Rural/Urban, Zambia 2019

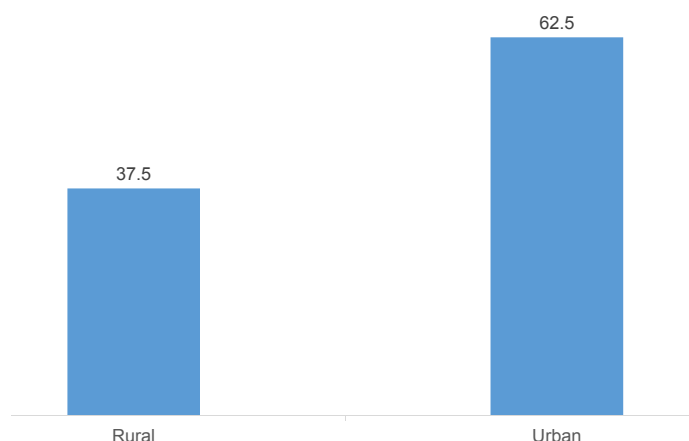
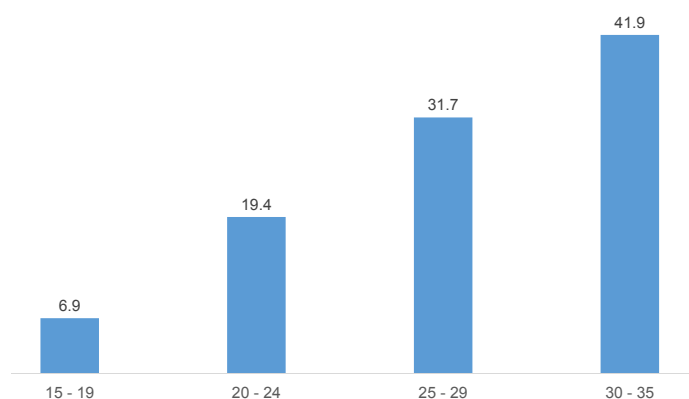


Figure 6.2 shows the percentage distribution of youth employment by age group. The age group 30-35 years had the highest percentage of employed youths at 41.9 percent while the age group 15-19 years had the lowest at 6.9 percent.

Figure 6.2: Percentage Distribution of Youth Employment by Age Group, Zambia 2019



6.3 Youth Employment by Sector

Figure 6.3 shows the distribution of youth employment by sector. At national level 44.4 percent of the youths were employed in the informal sector while 29.7 percent were in the formal sector and 25.9 percent were working in the household sector.

Figure 6.3 Percentage Distribution of the Youths in Employment by Sector; Zambia 2019

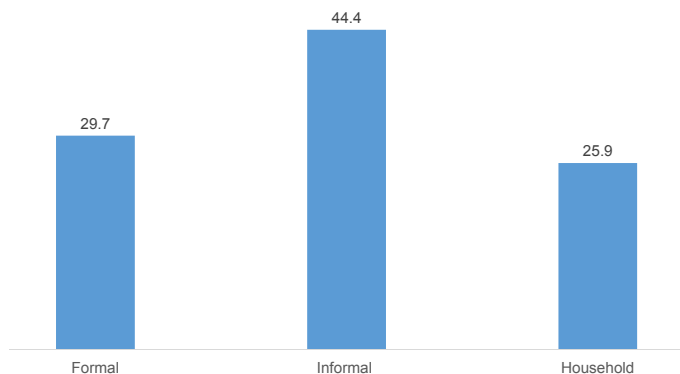


Table 6.3 shows the distribution of youth employment by sector. Of the total 1,501,514 employed youths, 60.3 percent were male and 39.7 percent were female. In the formal sector, 65.8 percent were male and 34.2 percent were female while in the informal sector the males accounted for 63.5 percent and females had 36.5 percent. The household sector had 51.3 percent and 48.6 percent for males and females, respectively. In both rural and urban areas, all sectors of employment had a higher proportion of males except the household sector in urban area which had a higher female proportion.

Table 6.3: Number and Percentage Distribution of Youth Employment by Sector of Employment by Rural/Urban and Sex, Zambia 2019

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	1,501,514	60.3	39.7	563,784	61.1	38.9	937,730	59.8	40.2
Formal	445,869	65.8	34.2	110,319	65.9	34.1	335,550	65.8	34.2
Informal	666,813	63.5	36.5	274,037	65.1	34.9	392,775	62.3	37.7
Household	388,832	51.3	48.6	179,427	52.1	47.9	209,405	45.5	54.5

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 were paid employees at 49.7 percent while 39.8 percent were own account workers and the lowest were paid interns at 0.5 percent.

Table 6.4 shows the percentage distribution of employed youth by status in employment and sex in rural and urban areas. There were more male employed youths than female in all employment statuses except in the category of the contributing family workers which had 73.0 percent females while males were at 27.0 percent.

Figure 6.4 Percentage Distribution of Youth Employment by Status in Employment, Zambia 2019

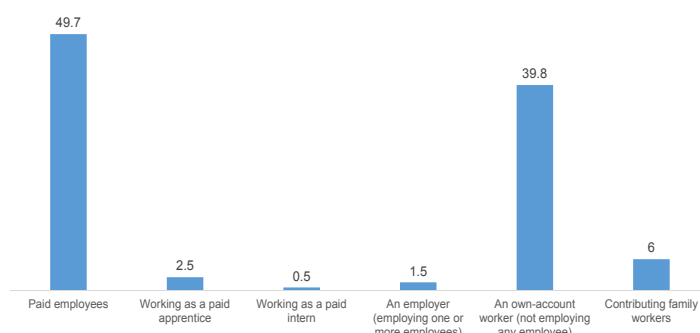


Table 6.4: Number and Percentage Distribution of Youth Employment by Status in Employment, Sex and Rural/Urban, Zambia 2019

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	1,501,514	60.3	39.7	563,784	61.1	38.9	937,730	59.8	40.2
Paid employees	745,873	67.1	32.9	214,407	73.4	26.6	531,466	64.5	35.5
Working as a paid apprentice	37,160	60.7	39.3	14,153	60.7	39.3	23,007	60.7	39.3
Working as a paid intern	7,135	75.3	24.7	4,646	74.5	25.5	2,489	76.7	23.3
An employer (employing one or more employees)	23,180	76.8	23.2	7,258	89.2	10.8	15,922	71.2	28.8
An own-account worker (not employing any employee)	598,348	56.0	44.0	265,075	59.0	41.0	333,273	53.6	46.4
Contributing family workers	89,818	27.0	73.0	58,245	21.0	79.0	31,573	38.1	61.9

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 28.6 percent followed by the Agriculture, Forestry and Fishing at 22.0 percent. The industry with the lowest percentage was the Real Estate Activities with 0.1 percent.

Figure 6.5: Percentage Distribution of Youth Employment by Industry, Zambia 2019



Table 6.5 shows the percentage distribution of employed youths by industry and sex. Wholesale trade, human health, activities of household as employers, Financial and Insurance activities, Other service activities and Real estate activities industries all had a higher proportion of females than males.

Table 6.5: Number and Percentage Distribution of Youth Employment by Industry, Sex and Rural/Urban, Zambia 2019

Industry	Total			Rural			Urban		
	Number	Percent		Number	Percent		Number	Percent	
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	1,501,514	60.3	39.7	563,784	61.1	38.9	937,730	59.8	40.2
Agriculture, forestry and fishing	329,953	65.4	34.6	245,075	64.5	35.5	84,878	67.8	32.2
Mining and quarrying	35,915	84.0	16.0	8,723	74.9	25.1	27,192	86.9	13.1
Manufacturing	102,300	72.2	27.8	32,353	75.2	24.8	69,947	70.7	29.3
Electricity, gas, steam, and air conditioning supply	7,453	53.6	46.4	1,327	69.8	30.2	6,125	50.1	49.9
Water supply; sewerage, waste management and remediation activities	6,018	92.1	7.9	321	100.0	0.0	5,697	91.7	8.3
Construction	79,558	98.7	1.3	24,150	100.0	0.0	55,408	98.1	1.9
Wholesale and retail trade; repair of motor vehicles and motorcycles	429,715	49.3	50.7	127,670	45.9	54.1	302,046	50.8	49.2
Transport and storage	67,194	99.2	0.8	9,176	93.9	6.1	58,017	100.0	0.0
Accommodation and food service activities	39,530	42.7	57.3	7,526	20.3	79.7	32,003	48.0	52.0
Information and communication	9,634	79.7	20.3	1,505	100.0	0.0	8,129	76.0	24.0
Financial and insurance activities	16,788	40.9	59.1	1,121	100.0	0.0	15,667	36.6	63.4
Real estate activities	1,147	0.0	100.0	-	-	-	1,147	0.0	100.0
Professional, scientific and technical activities	7,529	86.4	13.6	2,085	100.0	0.0	5,444	81.2	18.8
Administrative and support service activities	46,440	56.0	44.0	8,374	57.1	42.9	38,066	55.8	44.2
Public administration and defence; compulsory social security	37,800	62.6	37.4	5,300	71.1	28.9	32,500	61.2	38.8
Education	78,097	52.1	47.9	34,351	65.0	35.0	43,746	42.0	58.0
Human health and social work activities	29,997	35.4	64.6	10,109	24.2	75.8	19,888	41.1	58.9
Arts, entertainment and recreation	5,900	100.0	0.0	963	100.0	0.0	4,937	100.0	0.0
Other service activities	91,723	47.4	52.6	23,254	48.6	51.4	68,469	46.9	53.1
Activities of households as employers	75,249	40.4	59.6	18,762	59.0	41.0	56,487	34.3	65.7
Activities of extraterritorial organizations and bodies	3,572	16.2	83.8	1,636	7.0	93.0	1,937	24.0	76.0

6.6 Youth Employment by Occupation

Figure 6.6 shows percentage share of youth employment by occupation. The figure shows that 34.2 percent of youths were employed as Services and Sales workers. Those employed as Plant and machine operators and assemblers accounted for 6.2 percent of the total employed youths. Craft and related trade workers accounted for 10.8 percent of the total employed youths while Technicians and associated professions accounted for 3.5 percent of the total employed youths.

Table 6.6 shows percentage distribution of employed youths by occupation in rural/ urban and sex. All the occupations except Managers and Service and Sales workers occupation had a higher male proportion of employed youths than females.

Figure 6.6: Percentage Share of Youth Employment by Occupation, Zambia 2019

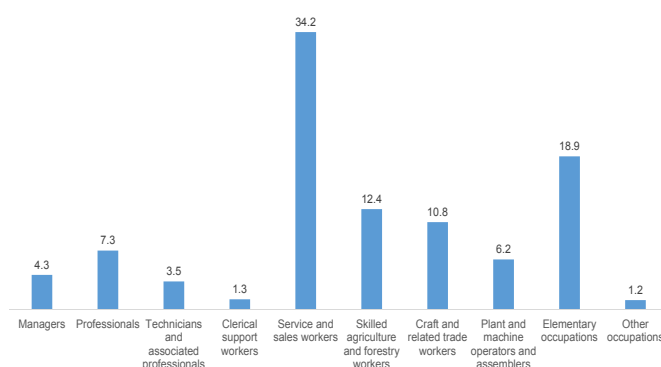


Table 6.6: Percentage Distribution of Employed Youth by Occupation, Rural/Urban and Sex, Zambia 2019

Occupation	Total			Rural			Urban		
	Number	Percent	Number	Percent	Number	Percent			
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
All Zambia	1,501,514	60.3	39.7	563,784	61.1	38.9	937,730	59.8	40.2
Officers	64,058	63.3	36.7	13,928	64.9	35.1	50,130	62.9	37.1
Managers	109,085	48.7	51.3	37,798	55.1	44.9	71,287	45.3	54.7
Technicians and associated professionals	52,060	66.2	33.8	12,405	64.6	35.4	39,655	66.8	33.2
Clerical support workers	19,885	55.8	44.2	2,188	41.6	58.4	17,697	57.6	42.4
Service and sales workers	512,946	44.1	55.9	129,918	45.8	54.2	383,028	43.5	56.5
Skilled agriculture and forestry workers	185,966	61.0	39.0	160,300	60.1	39.9	25,666	66.7	33.3
Craft and related trade workers	162,007	83.6	16.4	47,463	76.2	23.8	114,543	86.6	13.4
Plant and machine operators and assemblers	93,094	96.0	4.0	21,200	91.3	8.7	71,894	97.4	2.6
Elementary occupations	283,868	67.3	32.7	133,582	68.3	31.7	150,286	66.5	33.5
Other occupations	18,546	57.2	42.8	5,002	65.7	34.3	13,545	54.0	46.0

6.7 Youth Employment by Institutional Sector

Figure 6.7 shows the percentage distribution of youth employment by institutional sector. The private business / farm had the highest percentage of youth employment at 63.4 percent while the Producers' Cooperative had the lowest at 0.1 percent.

Table 6.7 shows the percentage distribution of youth employment by institutional sector rural/urban and sex. At national level, all the institution sectors had a higher percentage of males than females except in the category of NGOs and Household which had more females than males.

Fig 6.7: Percentage Distribution of Youth Employment by Institutional Sector, Zambia 2019

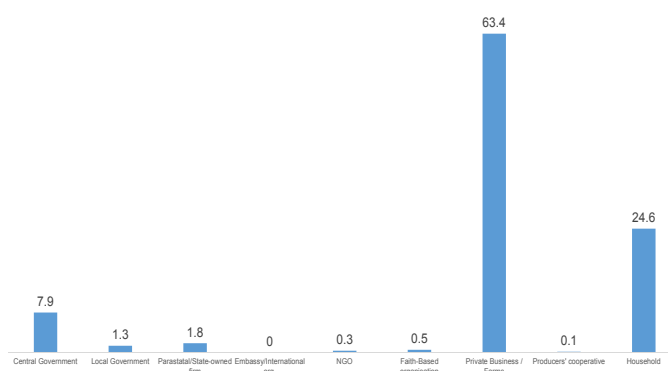


Table 6.7: Number and Percentage Distribution of Youth Employment by Institutional Sector, Rural/Urban and Sex, Zambia 2019

Institutional Sector	Total			Rural			Urban		
	Number	Percent		Number	Percent		Number	Percent	
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	1,501,514	60.3	39.7	563,784	61.1	38.9	937,730	59.8	40.2
Central Government	118,884	53.8	46.2	45,130	60.9	39.1	73,754	49.5	50.5
Local Government	19,499	69.2	30.8	7,108	72.1	27.9	12,391	67.6	32.4
Parastatal/State-owned firm	27,000	72.1	27.9	8,805	69.2	30.8	18,195	73.6	26.4
Embassy/International org.	509	100.0	-	-	-	-	509	100.0	-
NGO	4,448	33.4	66.6	1,688	46.0	54.0	2,760	25.7	74.3
Faith-Based organisation	8,036	54.1	45.9	2,590	78.2	21.8	5,445	42.7	57.3
Private Business / Farms	952,100	65.3	34.7	323,078	65.7	34.3	629,021	65.1	34.9
Producers' cooperative	1,240	60.3	39.7	747	100.0	-	493	-	100.0
Household	369,799	48.5	51.5	174,636	51.5	48.5	195,163	45.8	54.2

6.8 Youth Employment by Highest Education Level Attained

Figure 6.8 shows the percentage distribution of youth employment by highest level of education attained. The youths whose highest level of education attained was Secondary had the highest percentage share of youth employment at 58.2 percent while those with Master's Degree and Higher had the lowest at 0.2 percent.

Figure 6.8: Percentage Distribution of Youth Employment by Highest Level of Education Attained, Zambia 2019

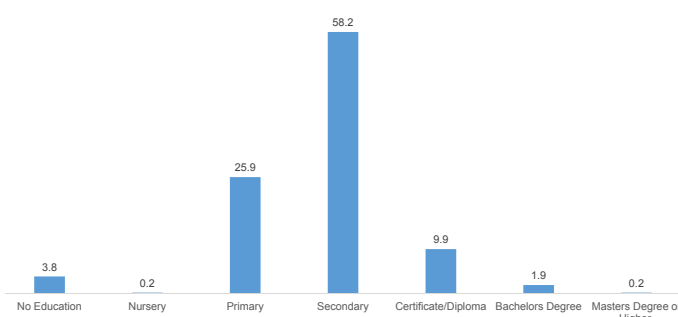


Table 6.8 shows the percentage distribution of youth employment by highest level of education attained, sex and region. For the employed youths whose highest level of education attained was Secondary,

males accounted for 65.2 percent while females accounted for 34.8 percent. The pattern was similar across all other levels of education.

Table 6.8: Number and Percentage Distribution of Youth Employment by Highest Level of Education Attained, Rural/Urban and Sex, Zambia 2019

Highest level of Education	Total			Rural			Urban		
	Number	Percent		Number	Percent		Number	Percent	
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	1,501,514	60.3	39.7	563,784	61.1	38.9	937,730	59.8	40.2
No Education	57,123	48.3	51.7	30,838	49.8	50.2	26,285	46.6	53.4
Nursery	2,332	31.0	69.0	1,506	48.0	52.0	825	-	100.0
Primary	388,527	52.6	47.4	223,868	54.3	45.7	164,659	50.4	49.6
Secondary	874,527	65.2	34.8	263,381	68.9	31.1	611,146	63.7	36.3
Certificate/ Diploma	147,930	55.7	44.3	34,061	55.1	44.9	113,869	55.9	44.1
Bachelors Degree	28,432	62.2	37.8	9,352	63.8	36.2	19,080	61.4	38.6
Masters Degree or Higher	2,642	78.5	21.5	777	100.0	-	1,865	69.6	30.4

Chapter 7: Informal Economy Employment

7.1 Introduction

This chapter presents statistics on the informal economy in Zambia. The term “Informal Economy” refers to all economic activities by workers and economic units that are – in law or in practice – not covered or insufficiently covered by formal arrangements. This implies workers who are employed in the informal sector and those in informal employment.

7.2 Employment 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. Of the total employed persons, 73.7 percent were in the informal economy. The proportion of employed persons in the informal economy in rural areas was 84.7 percent and 67.5 percent in urban areas.

Table 7.1: Number and Percentage Distribution of Employed Persons by Sector of Economy and Rural/Urban, Zambia 2019

Rural/Urban	Number	Percent	
	Employed Persons	Formal Economy	Informal Economy
Total	2,995,103	26.3	73.7
Rural	1,086,801	15.3	84.7
Urban	1,908,302	32.5	67.5

7.3 Employment in the Informal Economy

Table 7.2 shows the number and percentage distribution of employed persons in the informal economy by rural/urban areas and sex. Of the total

employed persons in the informal economy, 36.3 percent were in rural areas and 63.7 percent were in urban areas.

Table 7.2: Number and Percentage Distribution of Employed Persons in the Informal Economy by Rural/Urban and Sex, Zambia 2019

Rural/Urban	Both Sexes	Percent	Male	Female
Total	2,995,103	100	1,811,243	1,183,860
Rural	1,086,801	36.3	681,527	405,274
Urban	1,908,302	63.7	1,129,716	778,586

Figure 7.1 shows the percentage distribution of employed persons in informal economy by rural/urban areas and sex. At national level, 60.5 percent of employed persons in informal economy were male and 39.5 percent were female. In rural areas, 62.7 percent of employed persons in informal economy were male and 37.3 percent were female while in urban areas 59.2 percent were male and 40.8 percent were female.

Figure 7.1: Percentage Distribution of Persons working in the Informal Economy by Rural/Urban and Sex, Zambia 2019

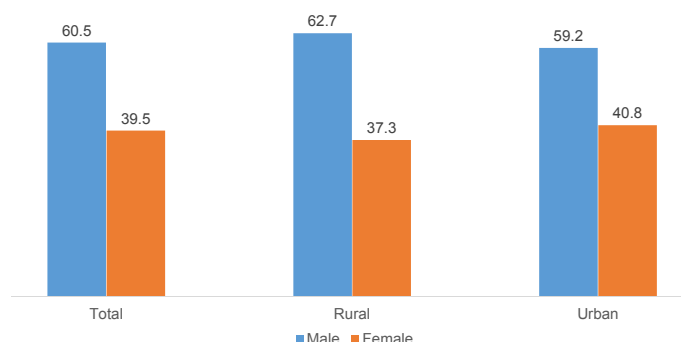


Figure 7.2 shows the percentage distribution of employed persons in informal economy by province. Lusaka and Copperbelt provinces had the highest percentage shares of employed persons working in the informal economy with 29.2 percent and 17.5 percent, respectively. Western province had the lowest share at 2.2 percent.

Figure 7.2: Percentage Distribution of Persons working in the Informal Economy by Province, Zambia 2019

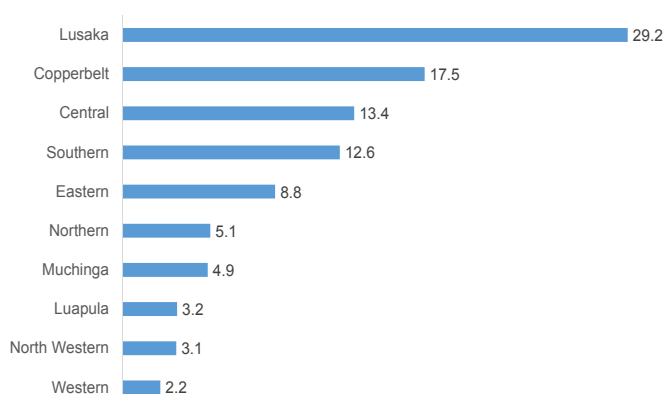
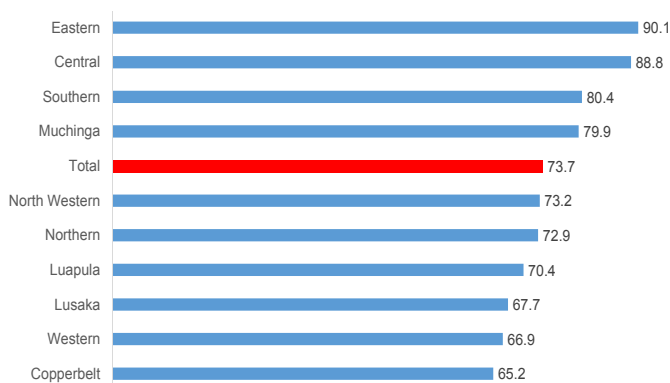


Figure 7.3 shows the proportion of employed persons in the informal economy by province. Eastern Province had the highest proportion of employed persons in the informal economy at 90.1 percent. Copperbelt Province had the lowest proportion of employed persons in the informal economy at 65.2 percent.

Figure 7.3: Proportion of Persons working in the Informal Economy by Province, Zambia 2019



7.4 Employment in the Informal Economy by Industry

Figure 7.4 shows the percentage share of employed persons in the informal economy by industry. The Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles Industry had the highest percentage share at 33.4 percent followed by Agriculture,

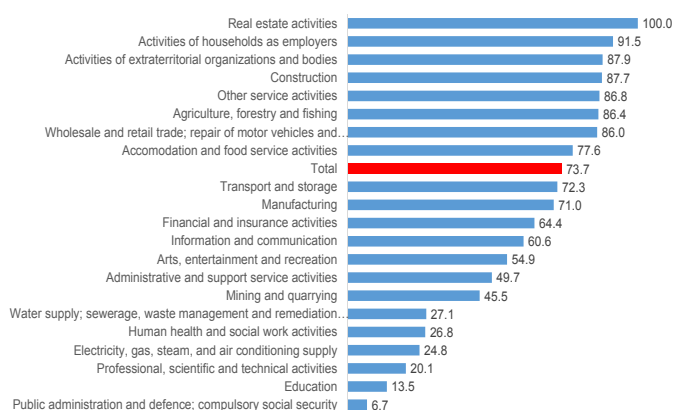
Forestry and Fishing Industry at 26.1 percent, while the Water supply; sewerage, waste management and remediation activities industry had the lowest percentage at 0.1 percent.

Figure 7.4: Percentage Distribution of Persons working in the Informal Economy by Industry, Zambia 2019



Figure 7.5 shows the proportion of employed persons in the informal economy by industry. The figure shows that eight industries had proportions of employed persons in the informal economy above the national average (73.7 percent). Check this part

Figure 7.5: Proportion of Employed Population in informal Economy by Industry, Zambia 2019



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, women representation in employment at management level and collective bargaining.

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

8.2 Trade Union Density Membership

Table 8.1: Shows The Number And Percentage Distribution Of Trade Union Members By Rural/Urban And Sex. There Were 334,464 Trade Union Members In The Labour Market, Of Which 66.6 Percent Were Male And 33.4 Percent Female. A Total Of 76,295 Member Were In Rural Areas While A Total Of 258,169 Were In Urban Areas

Table 8.1: Number And Percentage Distribution Of Trade Union Members By Sex And Rural/Urban, Zambia 2019

Sex	Total		Rural	Urban
	Number	Percent	Number	Number
Total	334,464	100.0	76,295	258,169
Male	222,762	66.6	50,953	171,809
Female	111,702	33.4	25,342	86,360

Figure 8.1 shows the percentage distribution of union members by rural/urban and sex. In 2019, there were more males that belonged to a union in rural areas at 66.8 percent and compared to 66.5 percent males in urban areas. In both rural and urban areas, the percentage of females was lower than that of males at 33.2 percent in rural and 33.5 percent in urban areas.

Figure 8.1: Percentage Distribution of Union Members by Rural /Urban and Sex, Zambia 2019

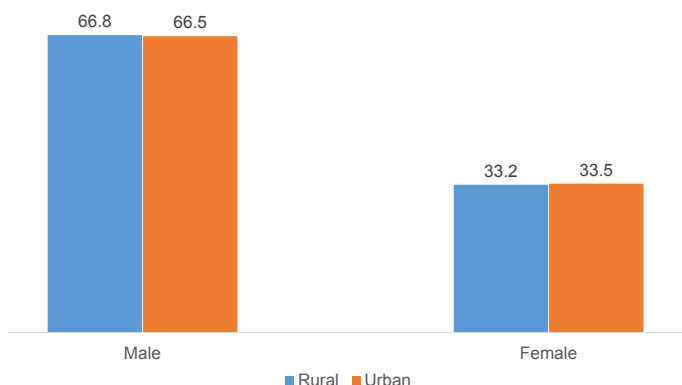
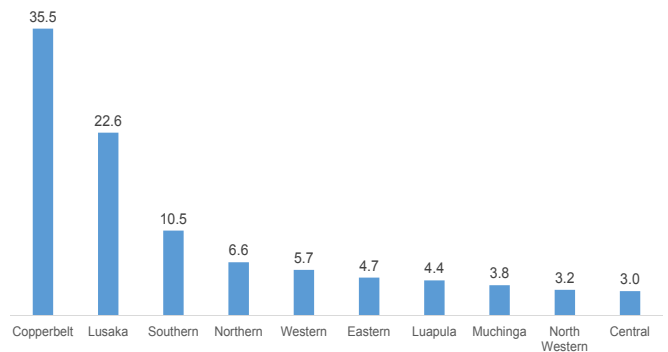


Figure 8.2 shows percentage share of trade union members by province. Copperbelt Province had the highest percentage of trade union member at 35.5 percent, followed by Lusaka Province at 22.6 percent. Central Province had the lowest percentage at 3.0 percent.

Figure 8.2: Percentage Distribution of Trade Union Members by Province, Zambia 2019



8.4 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 8.3 shows the trade union density rate distribution by rural/urban. In 2019, the trade union density rate was at 11.2 percent. The urban areas had a higher density rate of 13.5 percent compared to rural areas at 7.0 percent.

Figure 8.3: Trade Union Density Rate distribution by Rural/Urban, Zambia 2019

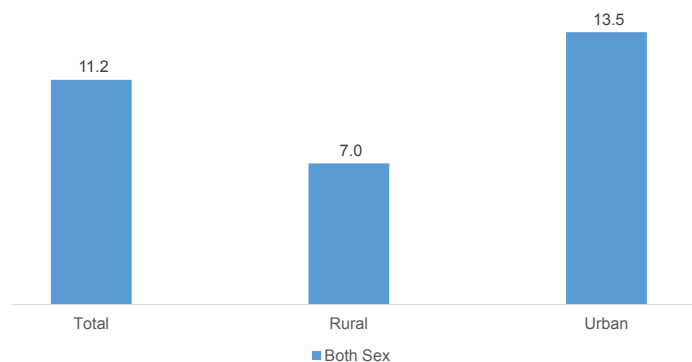
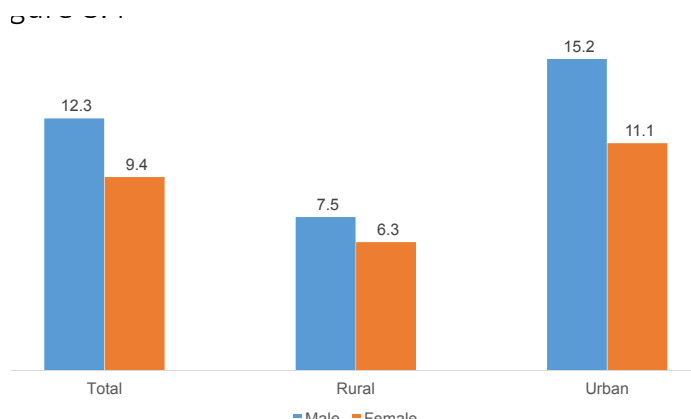


Figure 8.4 shows the trade union density rate distribution by sex. In 2019, the trade union density rate among the males was higher at 12.3 percent compared to the females at 9.4 percent. The same trend was observed in the urban and rural areas.

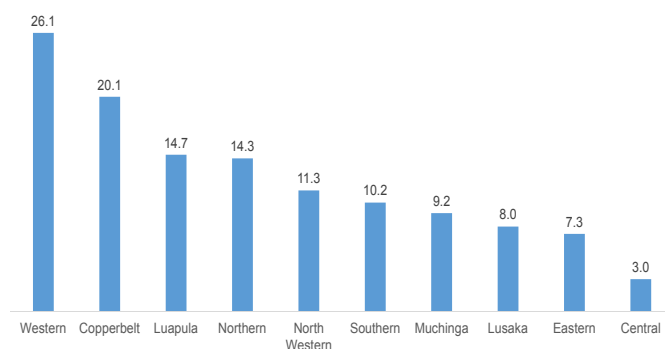
Figure 8.4: Trade Union Density Rate distribution by Rural/Urban and Sex, Zambia 2019



Trade Union Density Rate by Province

Figure 8.5 shows trade union density rate by province. Western Province had the highest Trade Union Density rate at 26.1 percent, followed by Copperbelt province at 20.1 percent and Central Province had the lowest Trade Union Density rate at 3.0 percent.

Figure 8.4: Trade Union Density Rate (Percent) by Province, Zambia 2019



8.5 Precarious Employment

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 rural/urban and sex. There were 613,204 persons in precarious employment of which 36.0 percent were in rural areas and 64.0 percent in urban areas.

Table 8.2: Number and Percentage Distribution of Persons in Precarious Employment by Rural/Urban and Sex, Zambia 2019

Rural/Urban	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	613,204	100.0	410,672	202,533
Rural	220,944	36.0	166,851	54,093
Urban	392,260	64.0	243,820	148,440

Figure 8.6 shows the percentage distribution of persons in precarious employment by rural/urban and sex. There were 67.0 percent males and 33.0 percent females in precarious employment. In both rural and urban areas, the percentage of males was higher than that of females.

Figure 8.6: Percentage Distribution of Persons in Precarious Employment by Rural/Urban and Sex, Zambia 2019

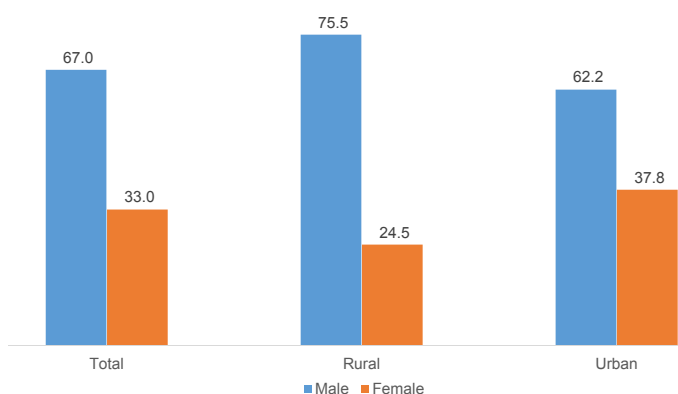
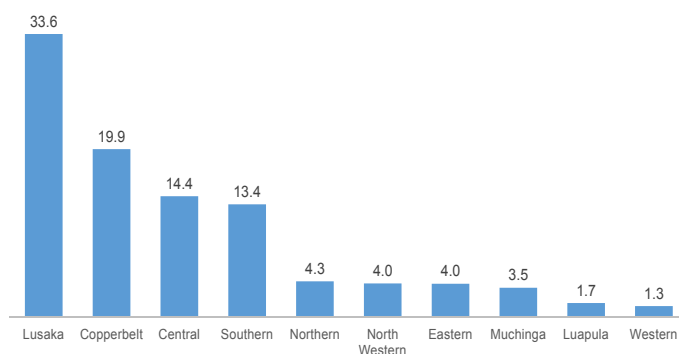


Figure 8.7 shows the percentage distribution of persons in precarious employment by province. Lusaka Province had the highest percentage of persons in precarious employment at 33.6 percent followed by Copperbelt Province at 19.9 percent. The province with the lowest percentage share of persons in precarious employment was western at 1.3 percent.

Figure 8.7: Percentage Distribution of Persons in Precarious Employment by Province, Zambia 2019



Precarious Employment Rate

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

Figure 8.8 shows the precarious employment rate by rural/urban and sex. Precarious employment rate was at 20.5 percent. The precarious employment rate for males was higher than that of females at 24.5 percent and 21.6 percent, respectively. Urban areas had a higher rate than rural areas at 20.6 percent and 20.3 percent, respectively.

Figure 8.8: Precarious Employment Rate by Rural/Urban and Sex, Zambia 2019

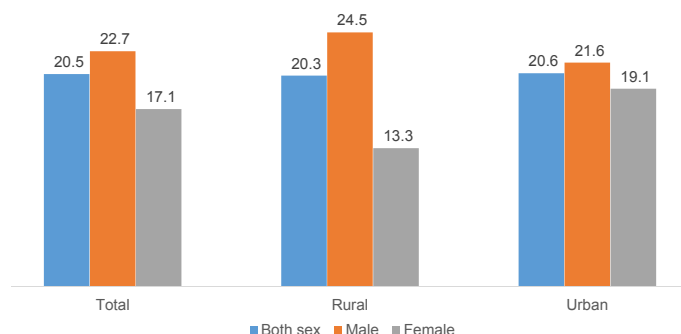
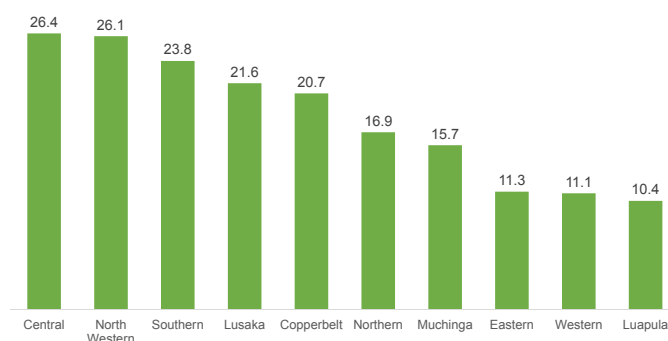


Figure 8.9 shows the precarious employment rate by province. Central province had the highest precarious employment rate at 26.4 percent while Luapula province had the lowest rate at 10.4 percent.

Figure 8.9: Precarious Employment Rate by Province, Zambia 2019



8.6 Youths in Precarious Employment

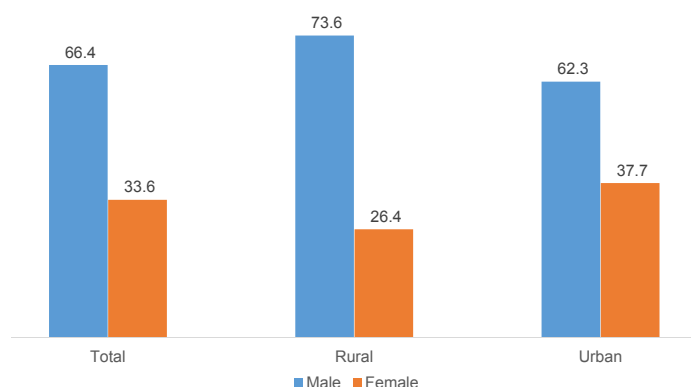
Table 8.3 shows the number and percentage distribution of youths in precarious employment aged 15 to 35 years by rural/urban and sex. There were 395,922 youths aged 15 to 35 years in precarious employment representing 64.6 percent of the total persons in precarious employment. Of these, 36.1 percent were in the rural areas and 63.9 percent in the urban areas.

Table 8.3: Number and Percentage Distribution of Youths in Precarious Employment by Rural/Urban and Sex, Zambia 2019

Rural/Urban	Both Sexes	Percent	Male	Female
Total	395,922	100.0	262,881	133,041
Rural	143,014	36.1	105,219	37,796
Urban	252,908	63.9	157,662	95,245

Figure 8.9 shows the percentage distribution of youths in precarious employment by rural/urban and sex. At national level, there were more male than female youths in precarious employment at 66.4 percent and 33.6 percent, respectively. The same pattern of having more males than females was observed in both rural and urban areas.

Figure 8.10: Percentage Distribution of Youths in Precarious Employment by Rural/Urban and Sex, Zambia 2019



Youth Precarious Employment Rate

Figure 8.11 shows the youth precarious employment rate by rural/urban and sex. The overall youth precarious employment rate was estimated at 19.1 percent. The youth precarious employment rate for males was higher than that of females at 22.0 percent and 18.0 percent, respectively. Urban areas had a higher rate than rural areas at 20.8 percent and 16.4 percent, respectively.

Figure 8.11: Youth Precarious employment rate by Rural/Urban and sex, Zambia 2019

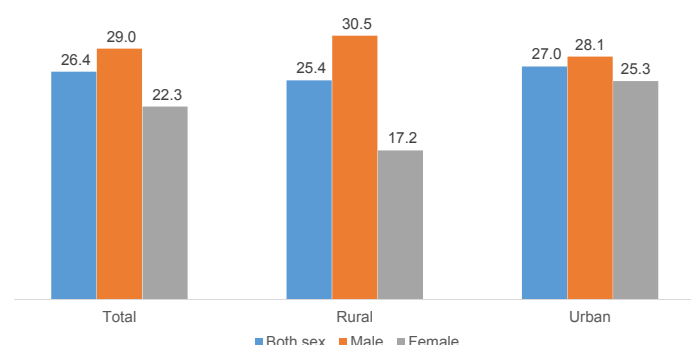
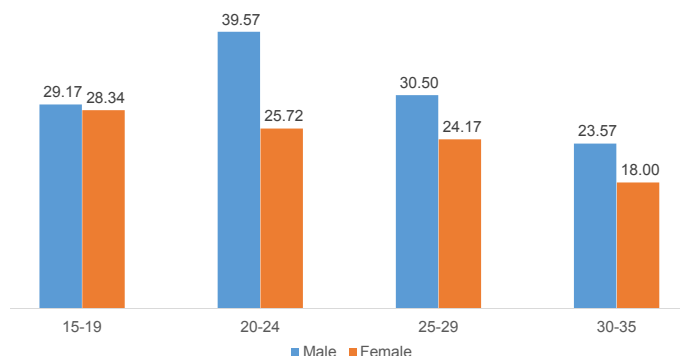


Figure 8.12 Shows age-specific precarious employment rate for youth by sex. Across all the age groups of youths, the precarious employment rate was higher for males than females. Among females, the age group 15-19 years had the highest precarious employment rate at 28.3 percent and age group 20-24 years had the highest rate for males at 39.6 percent. Age group 30-35 years had the lowest youth precarious employment rate among the males and females at 23.6 percent and 18.0 percent respectively.

Figure 8.12: Age-Specific Youth Precarious Employment Rate by Sex, Zambia 2019



8.8 Weekly Hours of Work

Table 8.4 shows average weekly hours of work by sector of employment and sex. The average weekly hours of work for employed persons was estimated at 42 hours. Males worked for more hours at 44 hours than female at 37 hours. Employed persons in the formal sector worked more hours at 48 hours per week than in the informal sector and household Sectors which recorded 41 hours and 36 hours, respectively.

Table 8.4: Weekly Hours of Work by Sector of Employment and Sex, Zambia 2019

Sector of Employment	Total	Male	Female
Total	42	44	37
Formal	48	50	43
Informal	41	44	37
Household	36	37	35

Table 8.5 shows actual weekly hours of work by industry and rural/urban areas. Employed persons in the Transport and storage industry had the highest number of average weekly hours of work at 58 hours, followed by those in the Arts, entertainment and recreation industry at 53 hours. The lowest actual weekly hours of work were recorded in the Real estate industry at 14 hours.

Table 8.5: Weekly Hours of Work by Industry and Rural/Urban, Zambia 2019

Industry	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	42	44	37	35	39	30	45	47	41
Agriculture, forestry and fishing	33	36	27	31	35	25	36	39	30
Mining and quarrying	49	50	41	47	49	40	50	51	41
Manufacturing	43	45	37	35	40	22	47	47	44
Electricity, gas, steam, and air conditioning supply	46	42	54	49	55	45	45	40	58
Water supply; sewerage, waste management and remediation activities	47	46	50	35	35		49	49	50
Construction	41	41	39	43	43	25	41	41	44
Wholesale and retail trade; repair of motor vehicles and motorcycles	45	49	41	38	45	32	47	51	45
Transport and storage	58	58	40	50	50	50	59	59	0
Accommodation and food service activities	44	46	42	40	36	42	45	48	43
Information and communication	45	46	40	62	62		42	42	40
Financial and insurance activities	42	42	42	26	22	48	44	48	42
Real estate activities	14	10	18	2	2		14	10	18
Professional, scientific and technical activities	47	50	35	51	51		46	50	35
Administrative and support service activities	51	55	43	47	48	45	51	56	42
Public administration and defence; compulsory social security	45	46	42	47	47	49	44	46	41
Education	38	40	35	40	43	34	36	37	36
Human health and social work activities	44	45	44	43	42	44	45	46	44
Arts, entertainment and recreation	53	53		63	63		51	51	
Other service activities	39	42	36	32	32	31	42	47	38
Activities of households as employers	41	37	43	37	30	46	42	40	43
Activities of extraterritorial organizations and bodies	30	42	21	11	0	12	41	43	37

8.9 Excessive Hours of Work

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

8.10 Excessive Hours of Work by Rural/Urban and Sex

Table 8.6 shows the number and percentage distribution of employed persons in excessive hours of work by sex in rural and urban areas. Of the total 2,995,103 employed persons, 1,038,676 were involved in excessive hours of work in 2019. This accounted of 25.7 percent in the rural areas and 74.3 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 2019

Rural/Urban	Both Sexes	Percent	Male	Female
Total	1,038,676	100.0	702,220	336,456
Rural	267,159	25.7	197,831	69,328
Urban	771,517	74.3	504,389	267,128

Figure 8.13 shows the percentage distribution of employed persons involved in excessive hours of work by rural/urban and sex. There were more employed males than females in excessive hours of work at 67.6 percent and 32.4 percent, respectively. Rural and urban areas had a similar pattern of having more males than females in excessive hours of work; however there were more males in rural areas in precarious employment at 74.0 percent compared to males in urban areas at 65.4 percent.

8.11 Excessive Hours of Work by Type of Contract

Table 8.5 shows the number and percentage distribution of employed persons involved in excessive hours of work by type of contract and rural/urban. Of the total employed persons with excessive hours of work those who did not state had the highest percentage share at 47.7 percent while those with seasonal contracts had the least 2.3 percent.

Figure 8.13 Percentage Distribution of Employed Persons in Excessive Hours of Work by Rural/ Urban and Sex, Zambia 2019

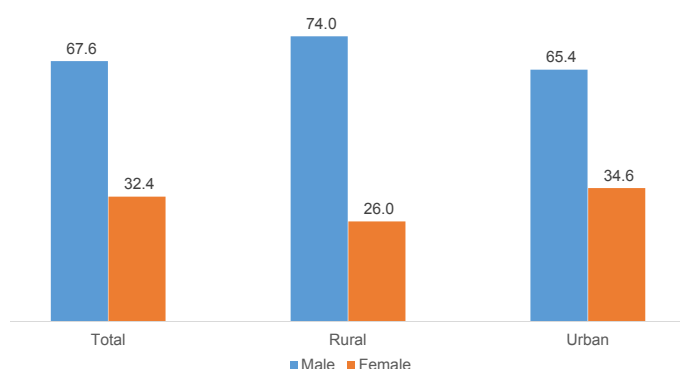


Table 8.5: Number and Percentage Distribution of Employed Persons in Excessive Hours of Work by Type of Contract and Rural/ Urban, Zambia 2019

Type of Contract	Total		Rural	Urban
	Number	Percent	Number	Number
Total	1,038,676	100	267,159	771,517
Fixed period contract	233,145	22.4	49,427	183,717
Open ended Contract	286,077	27.5	78,905	207,172
Seasonal	23,872	2.3	13,429	10,443
Not Stated	495,582	47.7	125,398	370,184

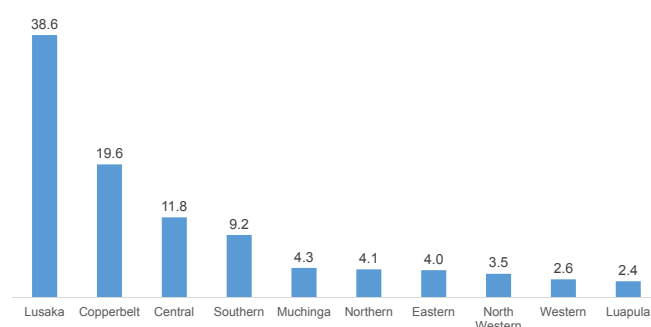
Figure 8.14 shows the percentage distribution of employed persons in excessive hours of work by type of contracts and rural/urban. In both rural and urban areas, the majority of employed persons in excessive hours of work had no contracts. Employed persons in excessive hours of work that did not state the type of contract accounted for 48.3 percent in rural areas and 46.0 percent in urban areas.

Among employed persons in excessive hours of work with contracts, those with open ended contracts in urban areas constituted the highest percentage at 27.5 percent while those with seasonal contracts accounted for the lowest percentage at 0.6 percent. In rural areas employed persons in excessive hours of work with fixed period contracts constituted the highest percentage at 26.1 percent followed by those with open ended contracts accounting for 23.8 and the lowest being those with seasonal contracts accounting for 1.8 percent.

Figure 8.14: Percentage Distribution of Employed Persons in Excessive Hours of Work by Type of Contract and Rural/ Urban, Zambia 2019

Figure 8.15 shows the percentage distribution of persons in excessive hours of work by province. Lusaka Province had the highest percentage at 38.6 percent followed by Copperbelt Province at 19.6 percent. The province with the lowest percentage share was Luapula at 2.4 percent.

Figure 8.15: Percent Distribution of Persons in Excessive Hours of Work by Province, Zambia 2019



8.12 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 155,774 persons working in senior and middle management positions of which 33.3 percent were females.

Table 8.7: Number and Percentage Distribution of Female Managers by Rural/Urban, Zambia 2019

Rural/Urban	Both Sexes	Male		Female	
	Number	Number	Percent	Number	Percent
Total	155,774	103,874	66.7	51,900	33.3
Rural	38,662	26,388	68.3	12,274	31.7
Urban	117,112	77,486	66.2	39,626	33.8

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 rural/urban and sex. Of the total 2,995,103 employed persons, 645,356 employees had Trade union representation in collective bargaining. Of these, 74.7 percent were in urban areas and 25.3 percent were in rural areas.

Table 8.8: Number and Percentage Distribution of Employed Persons in Collective Bargaining by Rural/Urban and Sex, Zambia 2019				
Rural/Urban	Both Sexes	Percent	Male	Female
Total	645,356	100.0	445,093	200,264
Rural	163,390	25.3	122,684	40,705
Urban	481,967	74.7	322,408	159,558

Figure 8.17 shows the percentage distribution of persons in collective bargaining by and rural/urban. At national level, males among the paid employees had a higher trade union representation in collective bargaining than females at 69.0 percent and 31.0 percent, respectively.

Figure 8.17: Percentage Distribution of Employed Persons in Collective Bargaining by Rural/Urban and Sex, Zambia 2019

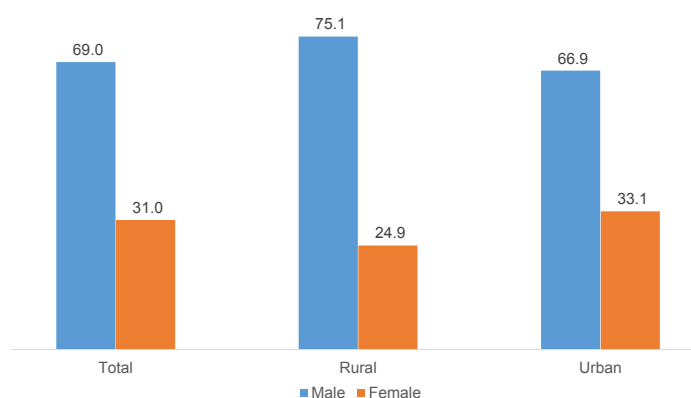
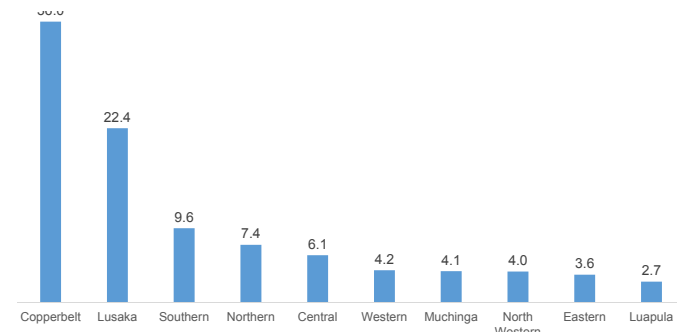


Figure 8.18 shows the percentage distribution of employed persons in collective bargaining by province. Copperbelt province had the highest percentage of employed persons with trade union representation in collective bargaining at 36.0 percent while Luapula had the lowest at 2.7 percent.

Figure 8.18: Percentage Distribution of Employed Persons in Collective Bargaining Coverage by Province, Zambia 2017



Chapter 9: Own Use Production Work

9.1 Introduction

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 in terms of its contribution to the Gross Domestic Product (GDP), its separate analysis becomes crucial.

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

9.2 Own Use Production Workers

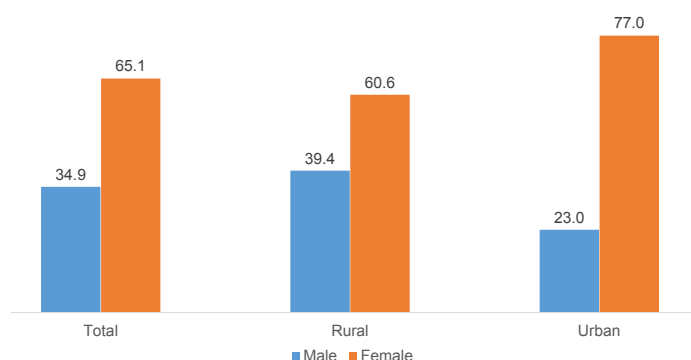
Table 9.1 shows the number and percentage distribution of own use production workers by rural/urban and sex. Results show that 4,058,187 persons were engaged in own use production work, of which 72.6 percent were in rural areas and 27.4 percent were in urban areas.

Table 9.1: Number and Percentage Distribution of Own-use Production Workers by Rural/Urban and Sex, Zambia 2019

Rural/Urban	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	4,058,187	100	1,417,270	2,640,917
Rural	2,946,479	72.6	1,161,689	1,784,790
Urban	1,111,708	27.4	255,580	856,127

Figure 9.1 shows the percentage distribution of own use production workers by rural/urban and sex. Overall, there more females than males in own use production work at 65.1 percent and 34.9 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 2019



9.3 Own Use Production by Type of Own Use

Table 9.2 shows the number and percentage distribution of own use production workers by rural/urban, sex and type of own use production work. In 2019, there were more own use production workers that were producing goods at 2,908,861 persons compared to those that were providing services at 1,149,326. At national level, males accounted for 44.4 percent of own use production workers in goods compared to females at 55.6 percent. In both rural and urban areas, males had a lower percentage of own use production workers of goods than females. Among own use production workers providing services, females accounted for 89.1 percent compared to males at 10.9 percent.

Table 9.2: Number and Percentage Distribution of Own Use Production Workers by Rural/urban, Sex and Type of Own Use, Zambia 2019

Rural/Urban	Goods Producers			Service Providers		
	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	2,908,861	44.4	55.6	1,149,326	10.9	89.1
Rural	2,513,393	44.6	55.4	433,086	9.4	90.6
Urban	395,468	43.3	56.7	716,240	11.8	88.2

Figure 9.2 shows the percentage distribution of own use production workers by type of own use work and rural/urban. Results show that 71.7 percent of own use production workers produced goods while 28.3 percent provided services. In rural areas, producers of goods was higher at 85.3 percent. In urban areas, service providers were a majority accounting for 64.4 percent.

Figure 9.2: Percentage Distribution of Own use Production Workers by Type of Own Use and Rural/Urban, Zambia 2019

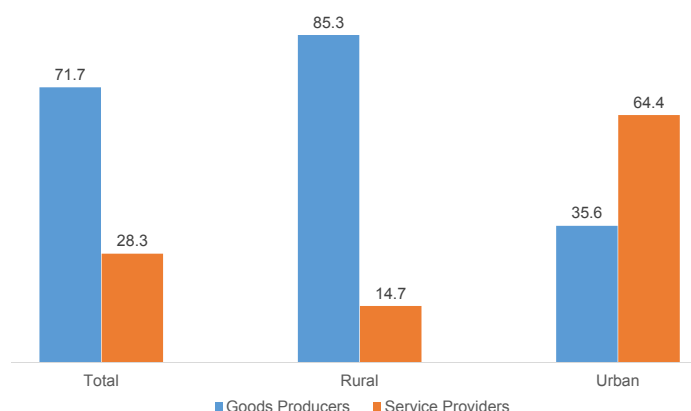
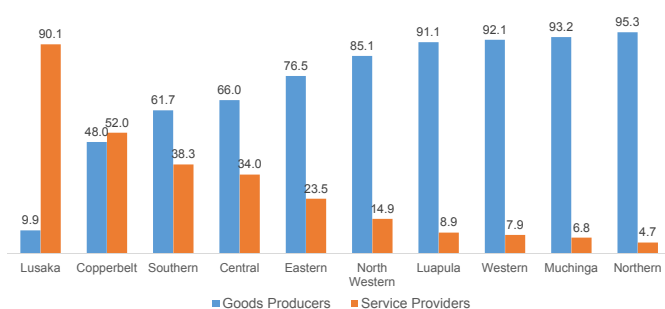


Figure 9.3 shows the percentage distribution of own use production workers by type of own use work and province. Results show that Northern Province had 95.3 percent of own use production workers as producers of goods and 4.7 percent were services providers. Lusaka Province had a higher proportion of service providers at 90.1 percent.

Figure 9.3: Percentage Distribution of Own use Production Workers by Type of Own Use and Province, Zambia 2019



9.4 Youth Own Use Production Workers

Table 9.3 shows the number and percentage distribution of youth own use production workers by rural/urban and sex. In 2019, there were 2,573,914 youths in own use production work of which 69.9 percent were in the rural areas and 30.1 percent in urban areas.

Table 9.3: Number and Percentage Distribution of Youth Own Use Production Workers by Rural/urban and Sex, Zambia 2019

Rural/Urban	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	2,573,914	100	862,721	1,711,193
Rural	1,800,066	69.9	700,663	1,099,403
Urban	773,848	30.1	162,058	611,790

Figure 9.4 shows the percentage distribution of youth own use production workers by rural/urban and sex. Overall, there were more female than male youths in own use production at 66.5 percent and 33.5 percent, respectively. 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 2019

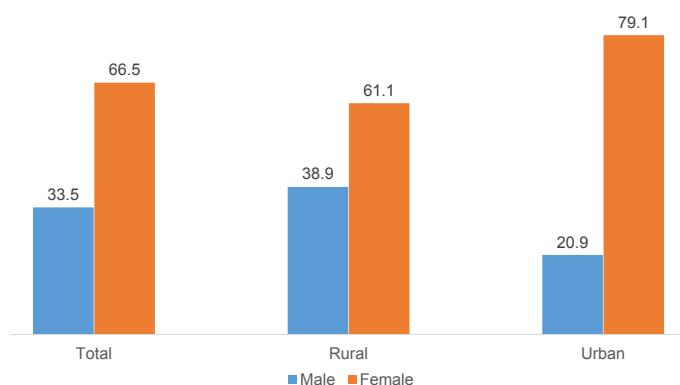
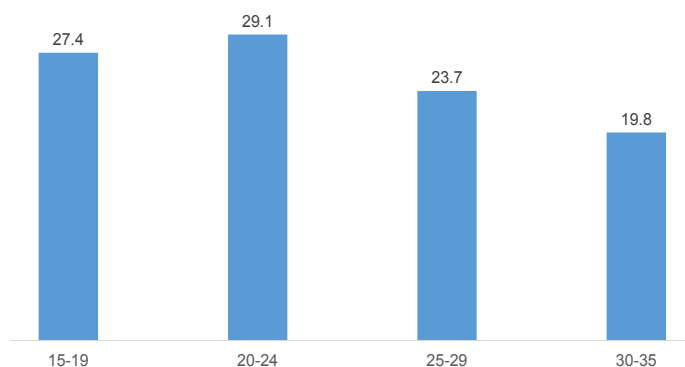


Figure 9.5 shows the percentage distribution of youth own use production workers by age group. The age group 20-24 years had the highest percentage share of youths in own use production work at 29.1 percent while the age group 30-35 years had the lowest at 19.8 percent.

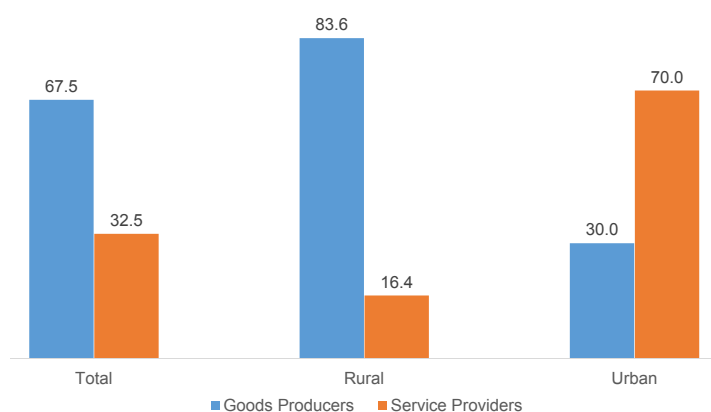
Figure 9.5: Percentage Share of Youth Own Use Production Workers by Age Group, Zambia 2019



9.5 Youth Own Use Production by Type of Own Use

Figure 9.6 shows the percentage distribution of youth own use production workers by rural/urban, and type of own use work. At national level, youths producing goods had a higher percentage than those providing services at 67.5 percent and 32.5 percent, respectively. In rural areas youths in own use production work producing goods accounted for 83.6 percent while those providing services accounted for 16.4 percent. In urban areas 70.0 percent of youths in own use production work were providing services while 30.0 percent were producers of goods.

Figure 9.6: Percentage Distribution of Youths Own Use Production Workers by Rural/urban, and Type of Own Use Work, Zambia 2019



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.

10.2 Unemployed Population

Table 10.1 shows number and percentage distribution of unemployed persons by rural/ urban and sex. In 2019, the total number of the unemployed persons was estimated at 428,383. Of the total unemployed persons, 40.4 percent were in rural areas and 59.6 percent in urban areas.

Table 10.1: Number and Percent Distribution of Unemployed Persons by Rural/Urban and Sex, Zambia 2019

Rural/Urban	Both Sexes	Percent	Male	Female
Total	428,383	100	248,722	179,661
Rural	173,109	40.4	115,828	57,281
Urban	255,275	59.6	132,894	122,380

Figure 10.1 shows the percentage distribution of the unemployed persons by rural/urban and sex. At national level, the percentage distribution of the unemployed persons by sex shows that 58.1 percent were males while 41.9 percent were females.

In rural areas, 66.9 percent were males while 33.1 percent were females. In urban areas, 52.1 percent were males while 47.9 percent were females.

Table 10.2: Percent Distribution of Unemployed Persons by rural/urban and Sex, Zambia 2019

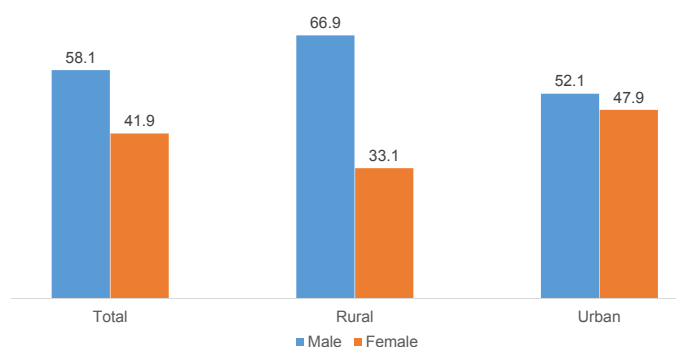


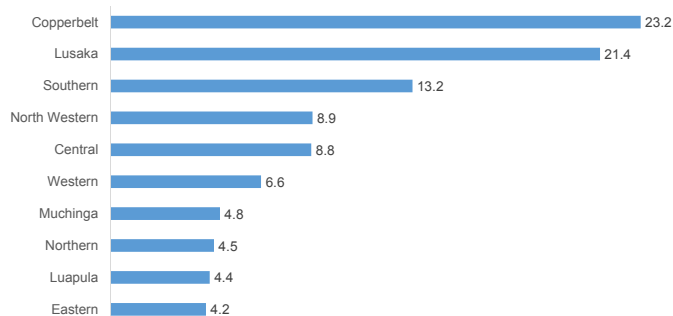
Table 10.2 shows the number and percentage distribution of unemployed persons by province and sex. In all the provinces, there were more unemployed male persons than females except in Central and Western provinces which had more females than males at 53.6 percent and 46.4 percent, respectively.

Table 10.2: Number and percentage distribution of Unemployed Population by Province and Sex, Zambia 2019

Province	Total		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	428,383	100	248,722	58.1	179,661	41.9
Central	37,689	100	26,192	69.5	11,496	30.5
Copperbelt	99,392	100	55,361	55.7	44,031	44.3
Eastern	17,969	100	11,802	65.7	6,166	34.3
Luapula	18,669	100	11,106	59.5	7,563	40.5
Lusaka	91,777	100	48,739	53.1	43,038	46.9
Muchinga	20,589	100	12,219	59.3	8,370	40.7
Northern	19,459	100	12,165	62.5	7,295	37.5
North Western	37,914	100	23,448	61.8	14,466	38.2
Southern	56,651	100	34,567	61.0	22,084	39.0
Western	28,275	100	13,123	46.4	15,152	53.6

Figure 10.2 shows the percentage share of unemployed population by province. The Copperbelt Province had the highest percentage share of the unemployed population at 23.2 percent, followed by Lusaka Province with 21.4 percent. Eastern Province had the lowest percentage share of the unemployed population at 4.2 percent.

Figure 10.2: Percentage share of Unemployed Population by Province, Zambia 2019



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 10.3 shows the unemployment rate by rural/urban and sex. The unemployment rate was estimated at 12.5 percent. Unemployment rate was higher in rural areas at 13.7 percent than in urban areas at 11.8 percent. Unemployment rate for males was estimated at 12.1 percent while that of females was estimated at 13.2 percent.

Figure 10.3: Unemployment Rate by Rural/Urban and Sex, Zambia 2019

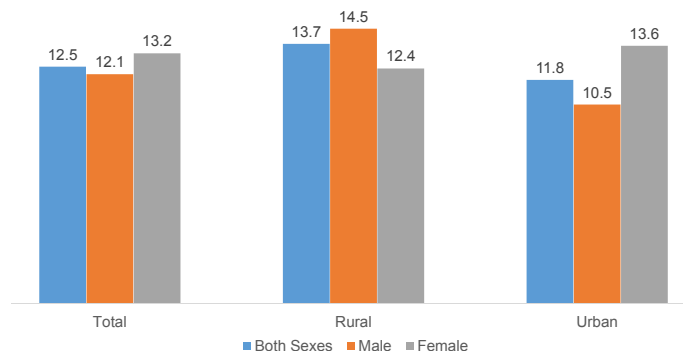


Figure 10.4 shows the age-specific unemployment rate by rural and urban areas. The unemployment rate was higher in rural than in urban areas in all age groups except age groups 15-19 and 20-24 where it was higher in urban areas at 38.0 and 33.8 respectively.

Figure 10.4: Age-Specific Unemployment Rate by Rural/Urban, Zambia 2019

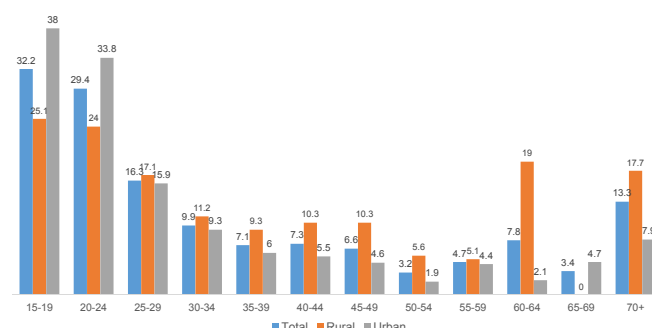


Figure 10.5 shows age-specific unemployment rate by sex. Unemployment rate was higher among males than females at all age group except age groups 20-24, 40-44 and 65-69.

Figure 10.5: Age-Specific Unemployment Rate by Sex, Zambia 2019

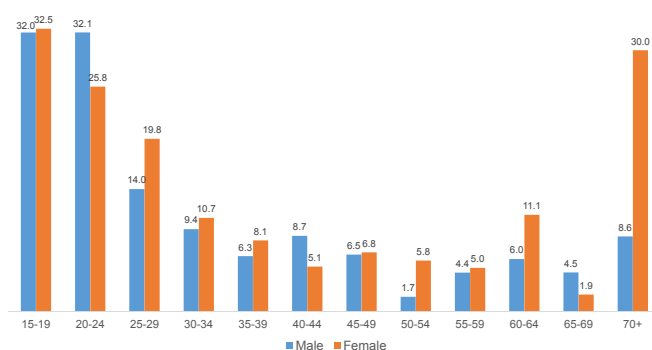
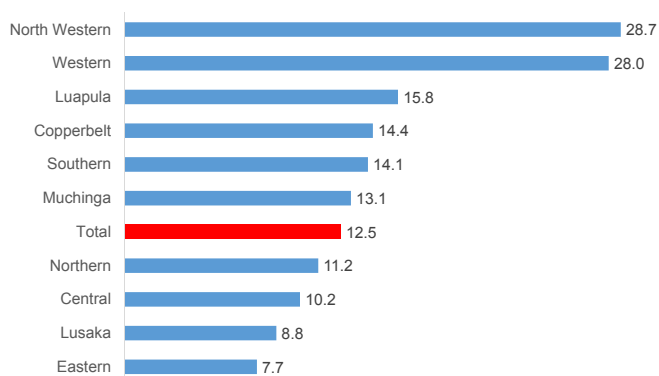


Figure 10.6 shows the unemployment rate by province. North Western and Western Provinces had the highest unemployment rate at 28.7 and 28 respectively. Eastern Province had the lowest unemployment rate at 7.7 percent.

Figure 10.6: Unemployment Rate by Province, Zambia 2019



10.4. Youth Unemployed Persons

Table 10.3 shows the number and percentage distribution of unemployed youth population by rural/urban and sex. The total number of the unemployed youths was estimated at 428,383. Of the total unemployed youths, 40.4 percent were in the rural areas and 59.6 percent were in urban areas.

Table 10.3: Number and Percent Distribution of the Youth Unemployed Persons by Rural/Urban and Sex, Zambia 2019

Rural/Urban	Both Sexes	Percent	Male	Female
Total	428,383	100	248,722	179,661
Rural	173,109	40.4	115,828	57,281
Urban	255,275	59.6	132,894	122,380

Figure 10.7 shows the percentage distribution of the unemployed youths by rural/urban and sex. At national level, 58.1 percent of unemployed youths were males while 41.9 percent were females. In rural areas, 66.9 percent were males while 33.1 percent were females. In urban areas, 52.1 percent were males while 47.9 percent were females.

Figure 10.7: Percent Distribution of Youth Unemployed Persons by Rural/Urban and Sex, Zambia 2019

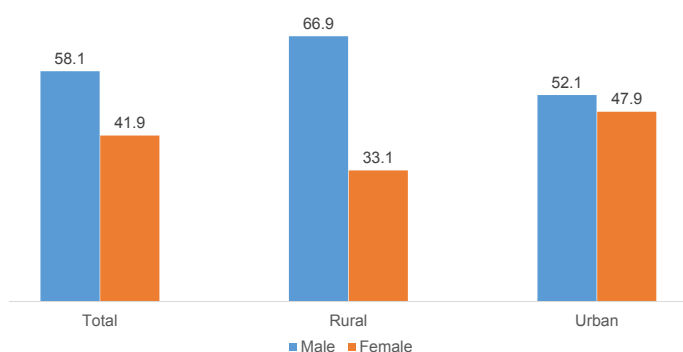


Figure 10.8: Youth Unemployment Rate by Rural/Urban and Sex, Zambia 2019

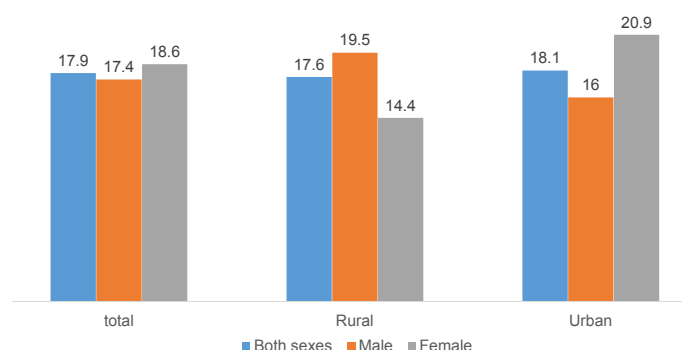


Figure 10.9 shows age-specific youth unemployment rate by rural and urban areas. The age group 15-19 years had the highest unemployment rate at 32.2 percent while age group 30-35 years had the lowest at 9.2 percent. Youth unemployment rate was higher in urban areas for the younger age groups of 15-19 and 20-24 than was in the older age groups.

10.5. Youth Unemployment Rate

Figure 10.8 shows youth unemployment rate by rural/urban and sex. Youth unemployment rate was estimated at 17.9 percent. Youth unemployment rate was higher in urban areas at 18.1 percent than in rural areas at 17.6 percent. Youth unemployment rate among females was higher in urban areas at 20.9 percent than in rural areas at 14.4 percent

Figure 10.9: Age-Specific Youth Unemployment Rate by Rural/Urban, Zambia 2019

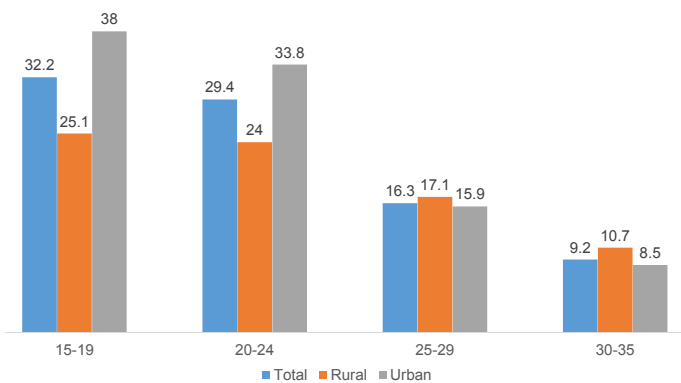


Figure 10.10 shows age-specific youth unemployment rate by sex. Youth unemployment rate in the age group 20-24 had the widest variation between males and females at 32.1 and 25.8 for the respective sexes.

Figure 10.10: Age-Specific Youth Unemployment Rate by Sex, Zambia 2019

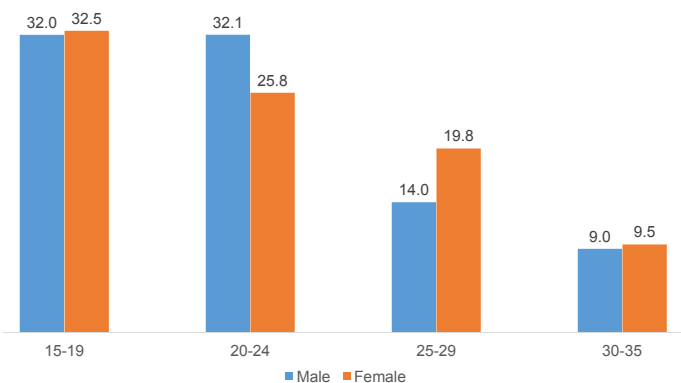


Figure 10.11 shows youth unemployment rate by province. Luapula Province had the highest youth unemployment rate at 27.0 percent. Eastern province had the lowest youth unemployment rate at 7.8 percent.

Figure 10.11: Youth Unemployment Rate by Province, Zambia 2019

10.6 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. This indicator measures the incidence of long-term unemployment.

10.6.1 Long-Term Unemployed Population

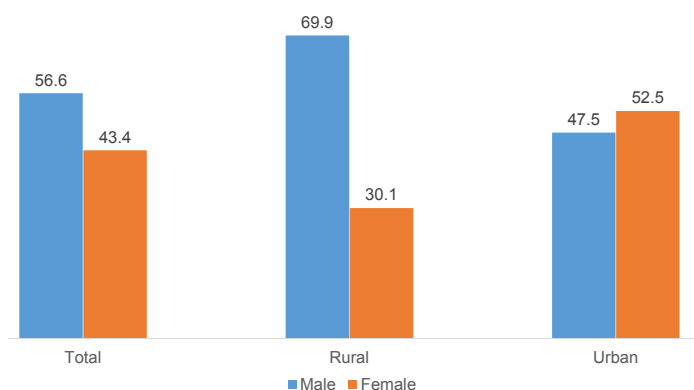
Table 10.4 shows the number and percentage distribution of long-term unemployed population by rural/urban and sex. The total number of persons in long-term unemployment was estimated at 300,660. Of these, 40.5 percent were in rural areas and 59.5 percent were in urban areas.

Table 10.4: Number and Percentage Distribution of Long Term Unemployed Persons by Rural/Urban and Sex, Zambia 2019

Rural/Urban	Both Sexes	Percent	Male	Female
Total	300,660	100	170,175	130,485
Rural	121,884	40.5	85,236	36,648
Urban	178,776	59.5	84,939	93,837

Figure 10.12 shows the percentage distribution of persons in long-term unemployment by rural /urban and sex. Overall, results show that 56.6 percent of persons in long-term unemployment were males while 43.4 percent were females. In rural areas, 69.9 percent were males while 30.1 percent were females. In urban areas, 47.5 percent were males while 52.5 percent were females.

Figure 10.12: Percentage Distribution of Long-Term Unemployed Persons by Rural/Urban and Sex, Zambia 2019



10.7 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 persons and is given by the following formula;

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

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

Figure 10.13 shows the incidence of long term unemployment by rural/urban and sex. Incidence of long-term unemployment rate was 70.2 percent. It was higher for females in urban areas at 76.7 percent than for females in rural areas at 64.0 percent. For the males, it was higher in rural areas at 73.6 than in urban areas at 63.9 percent.

Figure 10.13: Incidence of Long-Term Unemployment by Rural/Urban and Sex, Zambia 2019

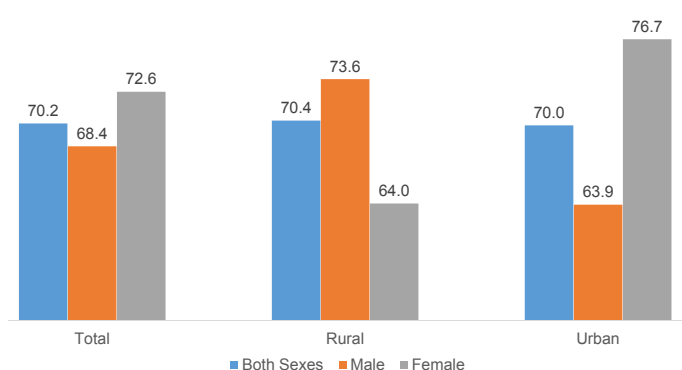
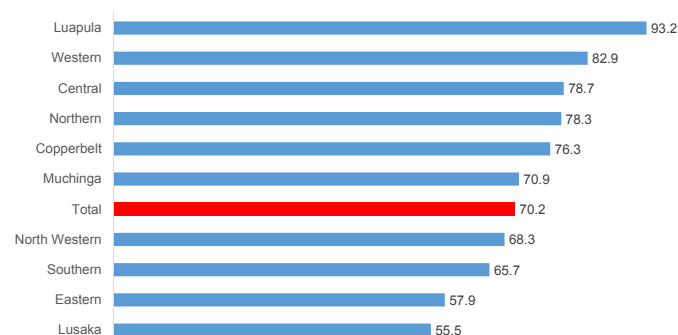


Figure 10.14 shows the incidence of long-term unemployment by province. Luapula Province had the highest incidence of long-term unemployment rate at 93.2 percent. There were six (6) provinces with the incidence of long term unemployment rate above the national average of 70.2 percent. Lusaka Province had the lowest incidence of long term unemployment at 27.7 percent.

Figure 10.14: Incidence of Long-Term Unemployment by Province, Zambia 2019



10.8 Incidence of Youth Long-Term Unemployment

Figure 10.15 shows the incidence of youth long-term unemployment by rural/urban and sex. The incidence of long-term youth unemployment was 71.4 percent. It was higher in females than in males at 74.4 and 69.2 percent. The incidence of long-term youth unemployment was higher for males in rural areas at 75.3 percent than for males in urban areas at 64.4 percent.

Figure 10.15: Incidence of Long-Term Unemployment for Youths by Rural/Urban and Sex, Zambia 2019

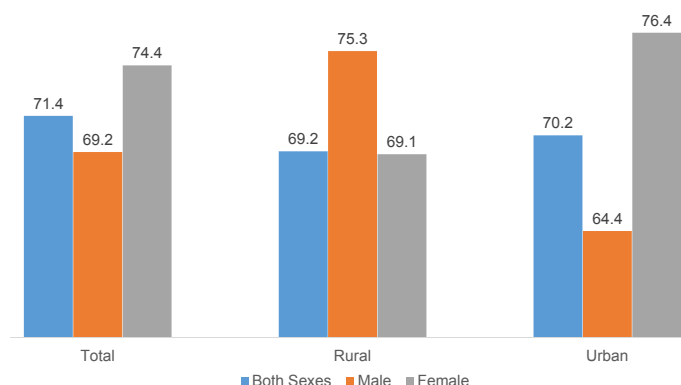


Figure 10.16 shows the incidence of long-term youth unemployment by province. Incidence of youth long-term unemployment was highest in Central Province at 78.4 percent and lowest in Luapula Province at 27.2 percent.

Figure 10.16: Incidence of Long-Term Youth Unemployment by Province, Zambia 2019

Chapter 11: Population Outside the Labour Force

11.1 Introduction

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

11.2 Population outside Labour Force

Table 11.1 shows the number and percentage distribution of the population outside the labour force by rural/urban and sex. The population outside the labour force was estimated at 6,282,615 of which 62.2 percent were in rural areas and 37.8 percent were in urban areas.

Table: 11.1 Number and Percentage Distribution of Population Outside the Labour Force by Rural/urban and Sex, Zambia 2019

Rural/Urban	Total		Male	Female
	Number	Percent	Number	Number
Total	6,282,615	100	2,539,393	3,743,222
Rural	3,907,504	62.2	1,670,905	2,236,599
Urban	2,375,111	37.8	868,488	1,506,623

Figure 11.1 shows the percentage distribution of the population outside labour force by rural/urban and sex. The results show that 40.4 percent of the population outside the labor force were males while 59.6 percent were females. In rural areas, females accounted for 57.2 percent and males 42.8 percent. In the urban areas males and females accounted for 36.6 percent and 63.4 percent, respectively.

Figure. 11.1: Percentage Distribution of the Population Outside Labour Force by Rural/Urban and Sex, Zambia 2019

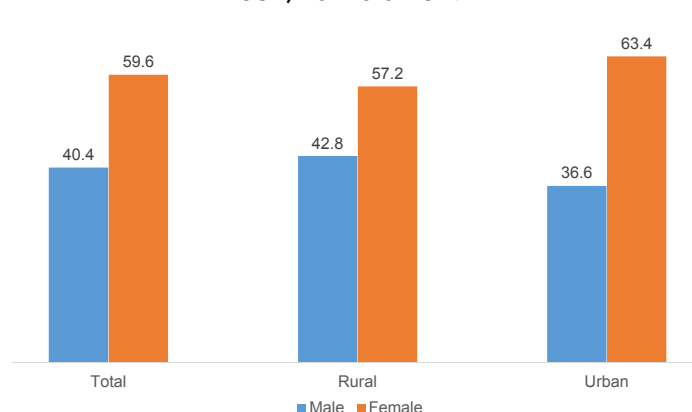


Figure 11.2 shows the percentage share of the population outside the labour force by province. Lusaka and Copperbelt Provinces had the largest share at 14.9 and 14.7 percent respectively. North Western Province recorded the smallest percentage share of the country's population outside the labour force at 5.6 percent.

Figure 11.2: Percentage Share of the Population Outside the Labour Force by Province, Zambia 2019

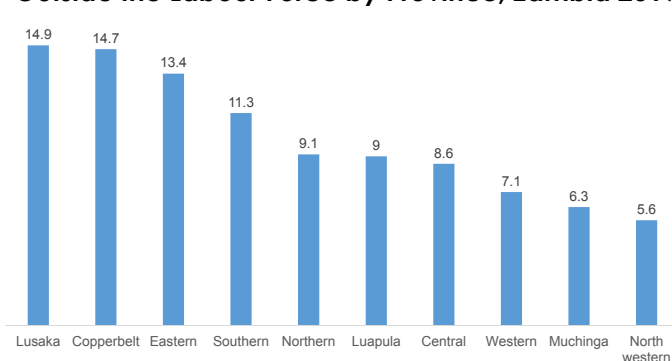


Figure 11.3 shows the percentage distribution of population outside the labour force by province and sex. The results show that in all the provinces, females had higher percentages of the population outside the labour force than males.

Figure: 11.3 Percentage Distribution of Population Outside the Labour Force by Province and Sex, Zambia 2019

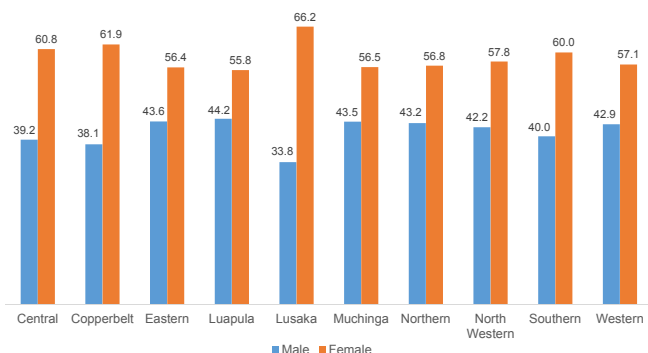


Figure 11.4 shows the percentage distribution of population outside the labour force by rural/urban and province. The results show that all the provinces except Lusaka and Copperbelt provinces had over 70 percent of people outside the labour force residing in rural areas. Lusaka and Copperbelt provinces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

Figure 11.4 Percentage Distribution of Population Outside the Labour Force by Rural/urban and Province, Zambia 2019

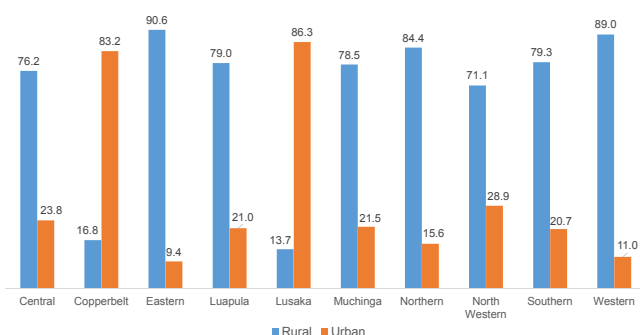
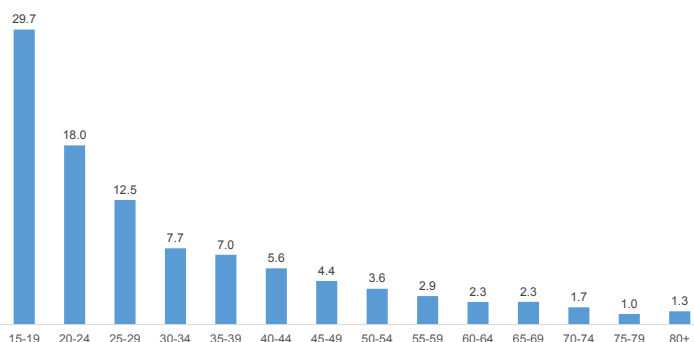


Figure 11.5 shows the percentage distribution of population outside the labour force by age group. The age group 15-19 had the highest percentage share of the population outside the labour force at 29.7 percent followed by the age group 20-24 at 18 percent. The age groups 75-79 years had the least percentage share of the population outside the labour force at 1.0 percent.

Figure : 11.5 Percentage Share of Population Outside the Labour Force by Age Group, Zambia 2019



11.4: Population Outside the Labour Force by Reason

Figure 11.6 shows the percentage distribution of the population outside the labour force by reason. Of the total population outside the labour force, 48.4 percent reported that the reason was that they had family responsibilities while 24.1 were in school or training. The least reported reason for being outside the labour force was disability or injury at 2.3 percent.

Figure 11.6: Percentage Distribution of Population Outside the Labour Force by Reason, Zambia 2019

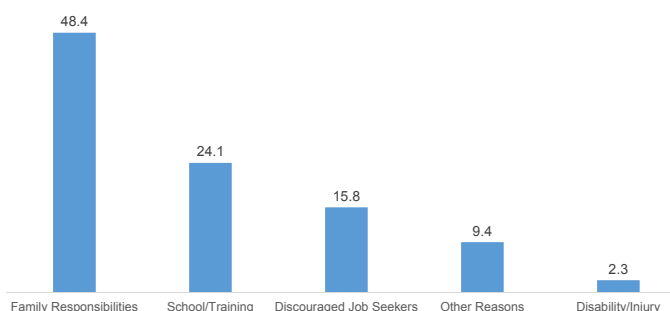
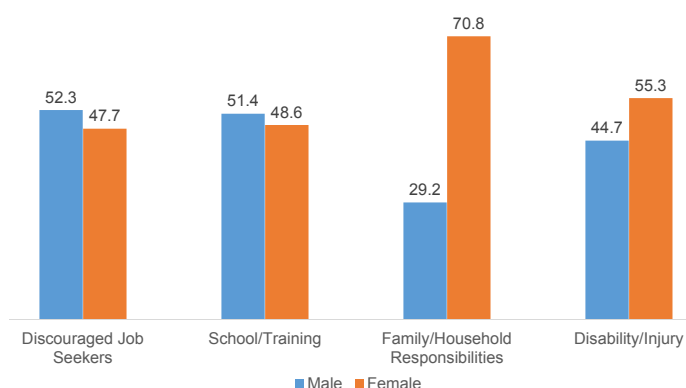


Figure 11.7 shows the percentage distribution of the population outside the labour force by reason and sex. Analysis by sex shows that being outside the labour force due to family responsibilities was higher for females at 70.8 percent than for males at 29.2 percent. However, more males than females were in school/training at 51.4 percent and 48.6 percent respectively.

Figure 11.7: Percentage Distribution of Population Outside the Labour Force by Reason and Sex, Zambia 2019



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

Table 11.2. shows the number and percentage distribution of population in the potential labour force aged 15 years or older by rural/urban and sex. The population in the potential labour force was estimated at 1,688,980. The rural areas accounted for 68.3 percent while the urban areas accounted for 31.7 percent.

11.3 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 channels of seeking employment.

Table 11.2: Number and Percentage Distribution of the Potential Labour Force by Rural/Urban and Sex, Zambia 2019

Rural/Urban	Total		Male	Female
	Number	Percent	Number	Number
Total	1,688,980	100	807,281	881,699
Rural	1,153,573	68.3	582,265	571,308
Urban	535,407	31.7	225,016	310,392

Figure 11.6 shows the percentage distribution of population in the potential labour force aged 15 years or older by rural/urban and sex. There were more females than males in the potential labour force at 52.2 percent and 47.8 percent, respectively. In rural areas, 50.5 percent of the potential labour force were males and 49.5 percent females. In urban areas females accounted for 58.0 percent while males had 42.0 percent.

Figure 11.6 Percentage Distribution of the Potential Labour Force by Rural/Urban and Sex, Zambia 2019

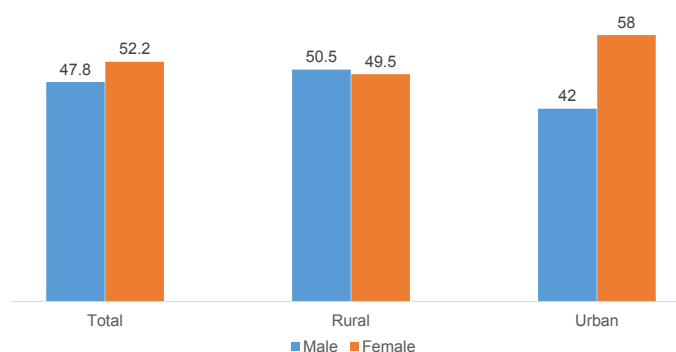


Figure. 11.7 shows the percentage distribution of population outside the labour force by age group and sex. The highest percentage of potential labour force was in the age group 20-24 years while the age group 80+ had the lowest.

Figure 11.7: Percentage Distribution of the Potential Labour Force by Age Group and Sex, Zambia 2019

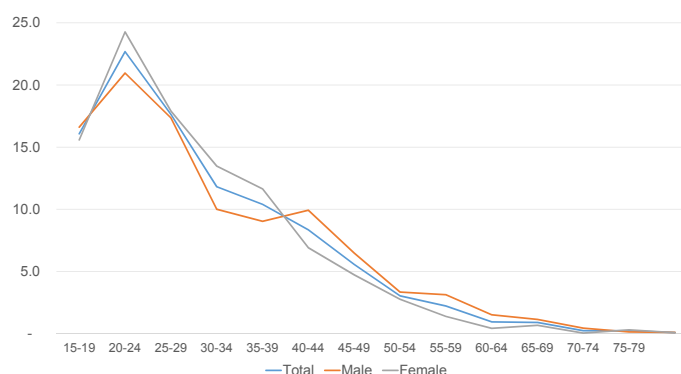
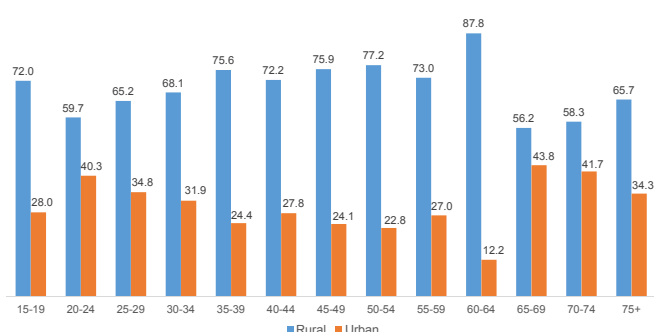


Figure 11.9 shows the percentage distribution of the potential labour force by age group and rural/urban. Across all age groups, there were more people in the potential labour force in the rural areas than in urban areas

Figure 11.9: Percentage Distribution of the Potential Labour Force by Age Group and Rural/Urban, Zambia 2019



11.3 Composition of The Potential Labour Force

Figure 11.3 shows the composition of the potential labour force by rural/urban. The table shows that 99.1 percent persons of the potential labour force were not seeking but available for work and 0.9 percent were seeking but not available for work. In rural areas and urban areas, 99.7 percent and 97.9 percent, respectively of the potential labour force were not seeking but available for work.

Table 11.3: Composition of the Potential Labour Force Rural/Urban, Zambia 2019

Rural/ Urban	Seeking but not available		Not seeking but available	
	Number	Percent	Number	Percent
Total	14,790	0.9	1,674,190	99.1
Rural	3,458	0.3	1,150,115	99.7
Urban	11,332	2.1	524,075	97.9

11.4 Youth Potential Labour Force

Table 11.4 shows the number and percentage distribution of the potential youth labour force by rural/urban and sex. The potential youth labour force was estimated at 1,203,244 of which 64.4 percent were in the rural areas while 35.6 percent were in urban areas

Table 11.4 Number and Percentage Distribution of the Youth (15-35 years) Potential Labour Force by Rural/Urban and Sex, Zambia 2019

Rural/ Urban	Total		Male	Female
	Number	Percent	Number	Number
Total	1,203,244	100	546,475	656,769
Rural	793,647	64.4	377,772	415,875
Urban	409,597	35.6	168,703	240,894

Figure 11.10 shows the percentage distribution of youths (15 to 35 years) in the potential labour force by rural/urban and sex. Overall, the proportion of youths in the potential labour force was 45.4 percent for males and 54.6 percent females. In both rural and urban areas, the proportion of youths in the potential labour force was higher for females than males.

Figure 11.10 :Percentage Distribution of Youths in the Potential Labour Force by Rural/Urban and Sex, Zambia 2019

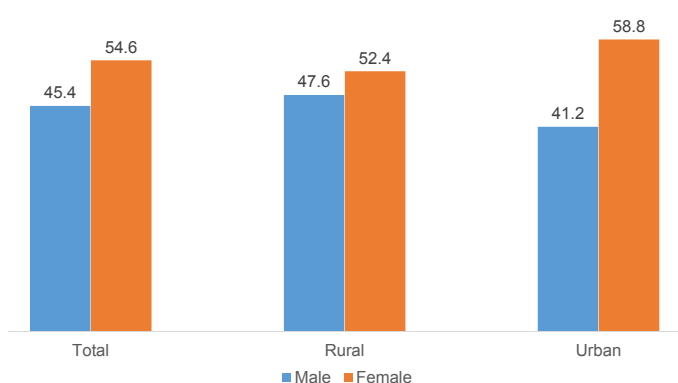
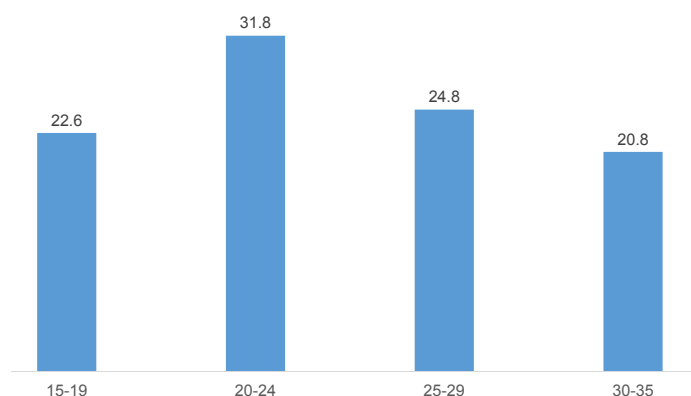


Figure 11.11 shows the percentage share of youths (15 to 35 years) in the potential labour force by age group. The age group 20-24 years had the largest percentage share of the youth in the potential labour force at 31.8 percent while the age group 30-35 years had the smallest share at 20.8 percent.

Figure:11.11 Percentage Share of Youths in the Potential Labour Force by Age Group, Zambia 2019



11.5 Discouraged Job Seekers

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

- Past failure in finding a job, gave up looking for jobs
- Lack of experience, qualifications or jobs matching skills
- Lack of jobs in the area
- Considered too young or too old by prospective employers

Table 11.5 shows the number and percentage distribution of the discouraged job seekers by rural/urban and sex. In 2019, there were 995,351 discouraged job seekers, of which 601.7 percent were in rural areas while 38.3 percent were in urban areas.

Table 11.5: Number and Percentage Distribution of the Discouraged Job Seekers by Rural/Urban and Sex, Zambia 2019

Rural/Urban	Total		Male	Female
	Number	Percent	Number	Number
Total	995,351	100	520,940	474,412
Rural	614,376	61.7	322,558	291,818
Urban	380,976	38.3	198,382	182,594

Figure 11.12: shows the Percentage distribution of the discouraged job seekers by, rural/urban and sex. At national level, there were more male discourage job seekers than females at 52.3 and 47.7 percent respectively. In rural areas, males had 52.5 percent discouraged job seekers while females had 47.5 percent. In urban areas males accounted for 52.1 percent compared to females at 47.9 percent.

Figure 11.12: Percentage Distribution of the Discouraged Job Seekers by rural/urban and sex, Zambia 2019

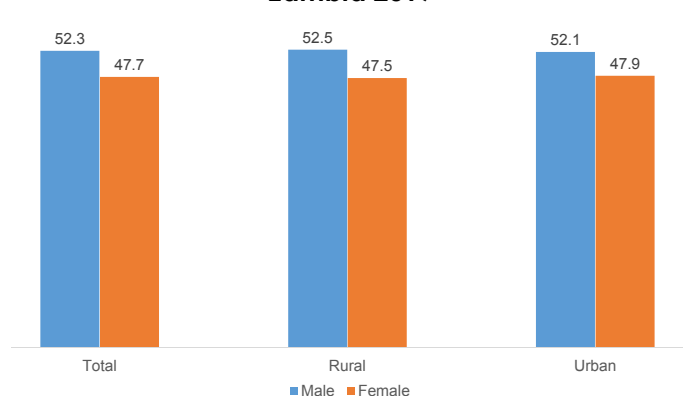


Figure 11.13 shows the percentage share of the discouraged job seekers by province. Luapula province had the highest percentage share of discouraged job seekers at 21.5 percent while Muchinga had the lowest at 3.6 percent.

Figure 11.13: Percentage Share of the Discouraged Job Seekers by Province, Zambia 2019

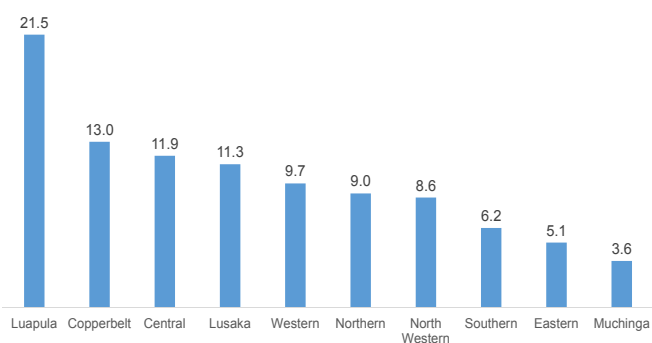
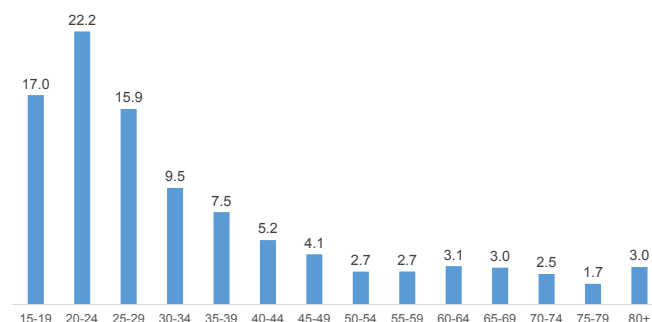


Figure 11.14 shows the percentage share of the discouraged job seekers by Age Group. The highest percentage share of discouraged job seekers was in the age group 20-24 years at 22.2 percent. The age group 75-79 years had the smallest share of the discouraged job seekers at 1.7 percent.

Figure 11.14: Percentage Share of the Discouraged Job Seekers by Age Group, Zambia 2019



11.6 Combined Rate of Unemployment and Potential Labour Force (CRUPLF).

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

11.7 Unemployed Population + Potential Labour Force.

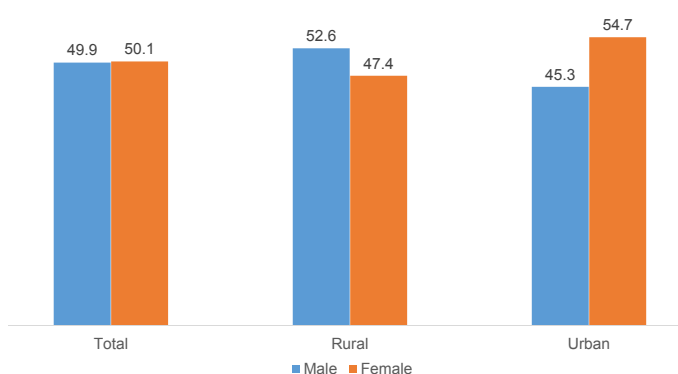
Table 11.6 shows the number and percentage distribution of the unemployed and potential labour force by rural/urban and sex. In 2019, the total number of unemployed plus the potential labour force was estimated at 2,117,363. Of these, 62.7 percent were in rural areas and 37.3 percent were in urban areas.

Table 11.6: Number and Percentage Distribution of the Unemployed Persons Plus the Potential Labour Force by Rural/Urban and Sex, Zambia 2019

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

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

Figure: 11.15: Number and Percent Distribution of the Unemployed Persons Plus the Potential Labour Force by Rural/Urban and Sex, Zambia 2019



11.7 Combined Rate of Unemployment and Potential Labour Force

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

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

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

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

Figure 11.16: Combined Rate of Unemployment Plus Potential Labour Force by Rural/Urban and Sex, Zambia 2019

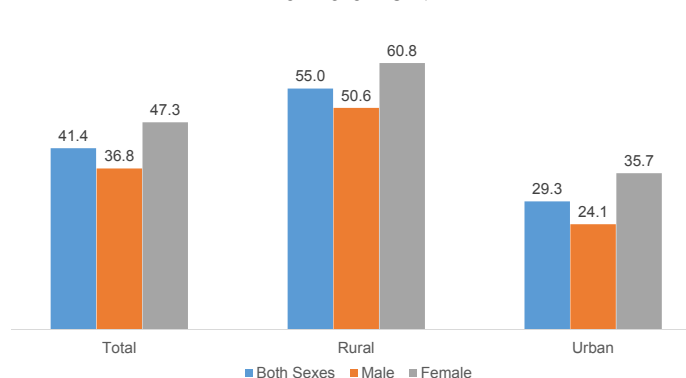


Figure 11.17 shows the combined rate of unemployment plus potential labour force by rural/urban and age group.

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

Figure 11.17: Combined Rate of Unemployment and the Potential Labour Force by Rural/Urban and Age Group, Zambia 2019

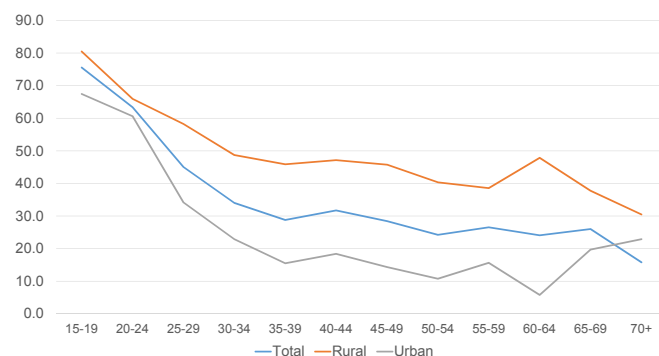
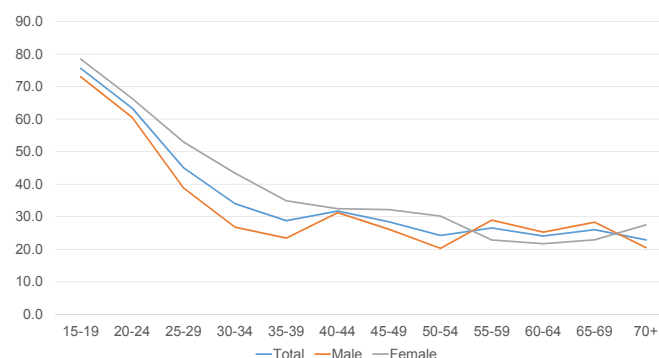


Figure 11.18 shows the combined rate of unemployment plus potential labour force by age group and sex.

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

Figure: 11.18 Combined Rate of Unemployment Plus Potential Labour Force by Age Group and Sex, Zambia 2019



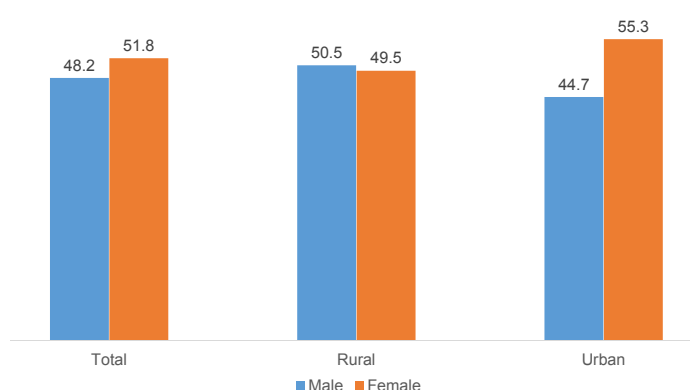
11.8 Youth Unemployed Plus Potential Labour Force
Table 11.8 shows number and percentage distribution of youth combined rate of unemployment and potential labour force by rural/urban and sex. The total number of unemployed youths and the youths in the potential labour force was estimated at 1,530,483.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

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

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

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

Figure 11.19 Percentage Distribution of the Unemployed Youth Plus Youth Potential Labour Force by Rural/Urban and Sex, Zambia 2019



Combined Rate Of Youth Unemployment And Potential Labour Force

Figure 11.20 shows the youth combined rate of unemployment plus potential labour force by rural/urban and sex. The 2019 combined rate of youth unemployment plus potential labour force was estimated at 50.5 percent. The combined rate of youth unemployment plus potential labour force was higher for females at 57.1 percent compared to males at 44.9 percent. A similar pattern was observed in both rural and urban areas with females having a higher combined rate of youth employment plus potential labour force than males.

Figure 11.20: Youth Combined Rate of Unemployment and Potential Labour Force by Rural/Urban and Sex, Zambia 2019

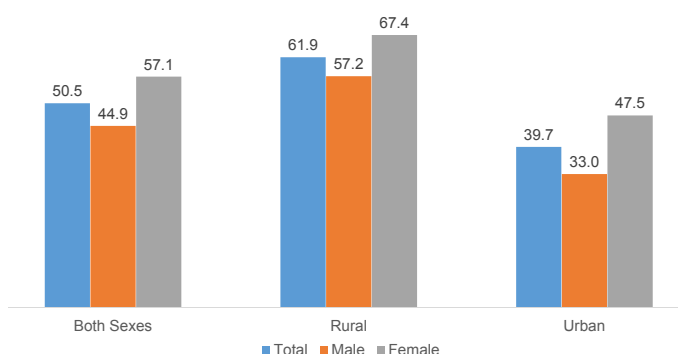


Figure 11.21 shows the youth combined rate of unemployment plus potential labour force. The youth combined rate of unemployment plus potential labour force in rural areas was higher than that of the urban areas across all age groups. The youth combined rate of unemployment plus potential labour force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

Figure 11.21: Youth Combined Rate of Unemployment Plus Potential Labour Force by Rural/Urban and Age Group, Zambia 2018

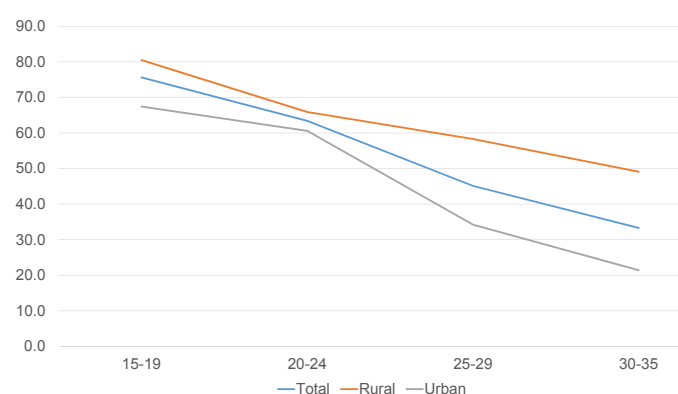
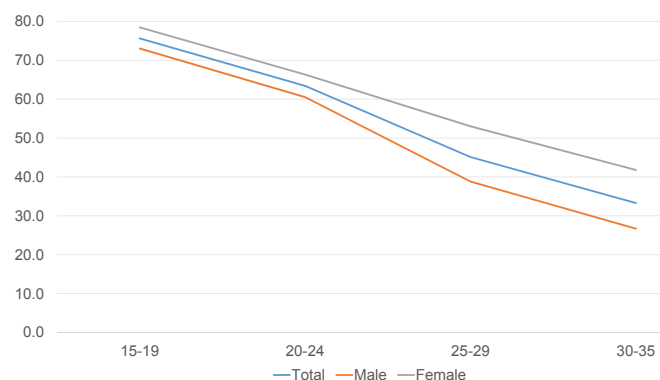


Figure 11.22 shows the youth combined rate of unemployment plus potential labour force by age group and sex. The combined rate of youth unemployment plus potential labour force was higher for females than males across all age groups.

Figure: 11.22 Youth Combined Rate of Unemployment Plus Potential Labour Force by Age Group and Sex, Zambia 2019



Chapter 12: Not in Employment or Education and Training

12.1 Introduction

This chapter presents information on the youth 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 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 sustainable employment such as the expansion of the apprenticeship scheme and reforms to technical education and improved career advice.

In Addition, government uses 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 youth (15 to 35 years) who were not in employment, education or training (NEET) by sex. A total of 2,895,712 youth were NEET representing 46.6 percent of all youth while 53.4 percent were outside the NEET. Among the male youths 37.6 percent were NEET while 62.4 were outside the NEET population. Among female youths 54.5 percent were in NEET while 45.5 percent were outside the NEET population.

Table 12.1: Number and Percentage Distribution of Youths (15-35 years) Not in Employment, Education or Training (NEET) by Sex, Zambia 2019

Sex	Total Youth		Youth NEET		Youth Outside NEET	
	Number	Percent	Number	Percent	Number	Percent
Total	6,211,930	100	2,895,712	46.6	3,316,218	53.4
Male	2,901,573	100	1,091,818	37.6	1,809,756	62.4
Female	3,310,356	100	1,803,894	54.5	1,506,463	45.5

Figure 12.1 shows the percentage distribution of youth NEET by age group. The graph shows that the age group 20-24 years had the highest share of NEET at 32.9 percent followed by the 25-29 year age group with 26.3 percent. The lowest share of the NEET was in the age group 30-35 year at 20.0 percent.

Figure 12.1: Percentage Distribution of Youth NEET by Age Group, Zambia 2019

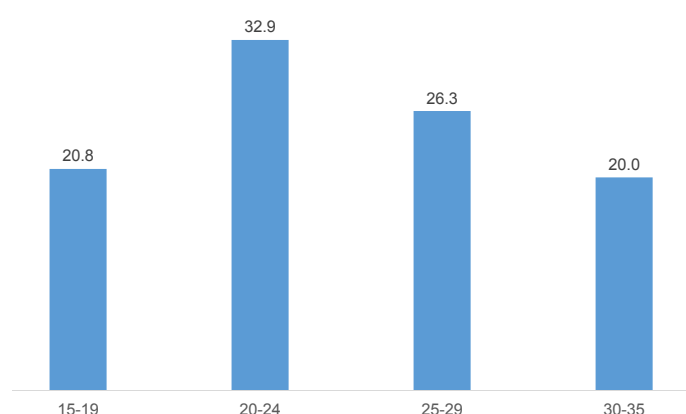
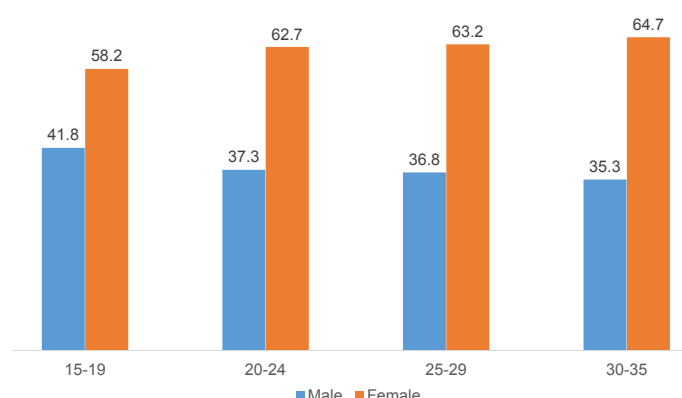


Figure 12.2 shows the age specific percentage of youths NEET by sex. The graph shows that overall there were more females than males NEET.

Figure 12.2: Percentage Distribution of Youth NEET by Age Group and Sex, Zambia 2019



12.2 Number of Youth NEET

Table 12.2 shows the number and percentage distribution of youth NEET by rural/urban and sex. The table shows that of the youth NEET, 37.7 percent were male and 62.3 percent were female. The results further show that 1,674,163 were in rural areas while 1,221,548 were in urban areas.

Table 12.2: Number and Percentage Distribution of Youth NEET by Rural/Urban and Sex, Zambia 2019

Sex	Total		Rural	Urban
	Number	Percent	Number	Number
Both Sexes	2,895,712	100	1,674,163	1,221,548
Male	1,091,818	37.7	687,569	404,248
Female	1,803,894	62.3	986,594	817,300

Figure 12.3 shows the percentage distribution of youth NEET by rural/urban and sex. In rural areas 41.1 percent of youth NEET were male and 58.9 were female while in urban areas 33.1 were male and 66.9 were female.

Figure 12.3: Percentage Distribution of Youth NEET by Rural/Urban and Sex, Zambia 2019

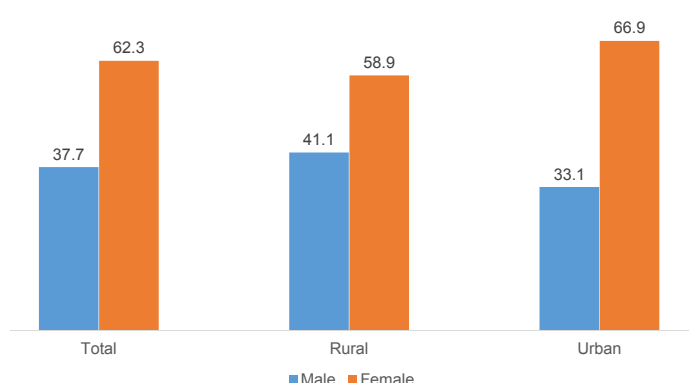


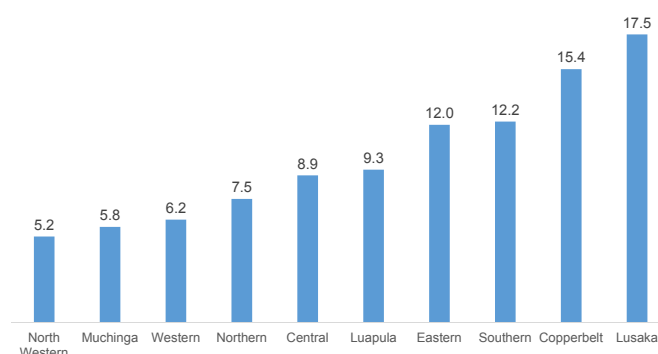
Table 12.3 shows number and percentage distribution of youth NEET by rural/urban and age group. In rural areas, the 20-24 year age group accounted for the highest proportion with 31.0 percent and the 30-35 year age group recorded the lowest proportion with 21.0 percent. In urban areas, the 20-24 age group recorded the highest proportion at 35.6 percent while the 30-35 year age group accounted for the lowest proportion with 18.6 percent.

Table 12.3: Number and Percentage Distribution of Youth NEET by Rural/Urban and Age Group, Zambia 2019

Age Group	Total		Rural		Urban	
	Number	Percent	Number	Percent	Number	Percent
Total	2,895,712	100	1,674,163	100	1,221,548	100
15-19	602,483	20.8	373,855	22.3	228,628	18.7
20-24	953,830	32.9	518,903	31.0	434,927	35.6
25-29	760,151	26.3	429,187	25.6	330,964	27.1
30-35	579,248	20.0	352,218	21.0	227,029	18.6

Figure 12.4 shows percentage share of youth NEET by province. Lusaka Province had the highest percentage share at 17.5 percent followed by Copperbelt and Southern Provinces with 15.4 percent and 12.2 percent, respectively. North Western Province had the lowest at 5.2 percent.

Figure 12.4: Percentage Share of the Youth NEET by Province, Zambia 2019



12.3 Number of Youth (15-24) NEET

For planning purposes, the youth group 15-24 year age group is also analysed separately and reported. Table 12.6 shows number and percentage distribution of youth (15-24 years) NEET by rural/urban and

sex. The results show that there were an estimated 1,556,313 persons in NEET of which 57.4 percent were in rural areas while 42.6 percent were in urban areas.

Table 12.4: Number and Percentage Distribution Youth (15-24) Neet by Rural/Urban and Sex, Zambia 2019

Rural/Urban	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	1,556,313	100	607,823	948,491
Rural	892,758	57.4	362,986	529,772
Urban	663,555	42.6	244,837	418,718

Figure 12.5 shows the percentage distribution of youth (15-24) neet by rural/urban and sex. At national level, females had the highest percentage of youth neet than males at 60.9 percent and 39.1 percent, respectively.

Figure 12.5: Percentage Distribution of Youth (15-24) NEET by Rural/Urban and Sex, Zambia 2019

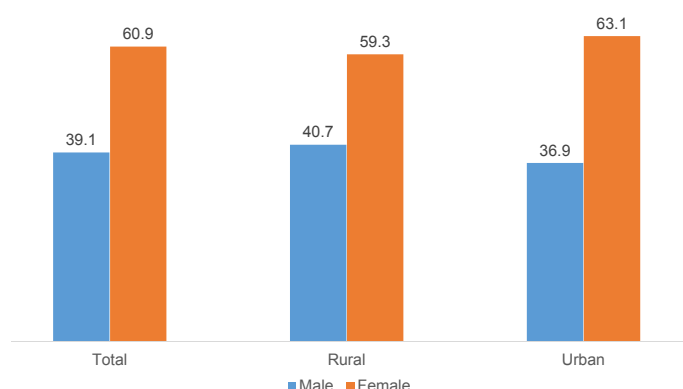
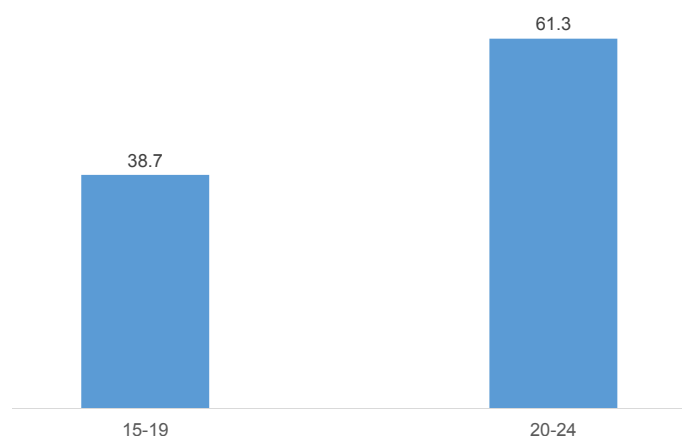


Figure 12.5 shows the share distribution of youth (15-24) NEET by age group. The age group 20-24 years had the highest share at 61.3 percent compared to 38.7 percent in the age group 15-19 years.

Figure 12.5: Percentage Distribution of Youth (15-24) NEET by Age Group, Zambia 2019



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 the threshold (eight hours) relating to weekly working time.

14.2 Time-Related Underemployment

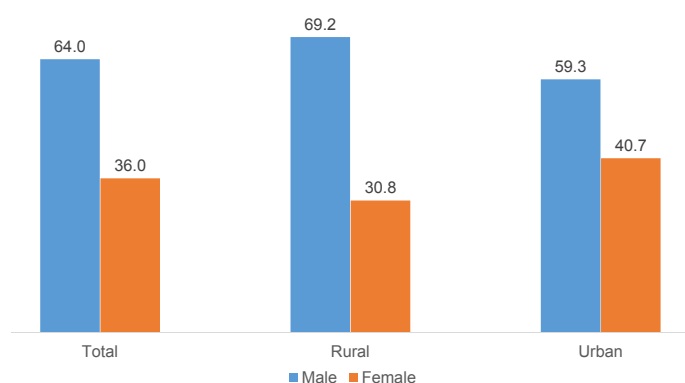
Table 14.1 shows the number and percentage distribution of time-related underemployed persons by rural/urban and sex. In 2019, there were an estimated 164,436 persons in time-related underemployment of which 47.5 percent were in the rural areas and 52.5 percent were in urban areas.

Table 14.1: Number and Percentage Distribution of Time-Related Underemployed Persons by Rural/Urban and Sex, Zambia 2019

Rural/Urban	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	164,436	100	105,185	59,251
Rural	78,141	47.5	54,050	24,091
Urban	86,295	52.5	51,135	35,159

Figure 14.1 shows the percentage distribution of time-related underemployed persons by rural/urban and sex. At national level, there were 64.0 percent males and 36.0 percent females in time-related underemployment. In both rural and urban areas, the percentage of male was higher than that of female underemployed persons.

Figure 14.1: Percentage Distribution of Time-Related Underemployed Persons, by Rural/Urban and Sex, Zambia 2019



14.2 Time-Related Underemployment by Occupation

Figure 14.2 shows the percentage share of time-related underemployed persons by occupation. The elementary occupations accounted for the highest percentage share at 27.5 percent while the Clerical Support Workers accounted for the lowest share at 0.5 percent.

Figure 14.2 Percentage Distribution of Time-Related Underemployed Persons by Occupation, Zambia 2019



14.4 Time-Related Underemployment by Industry

Figure 14.3 shows the percentage distribution of time-related underemployed persons by industry. The Agriculture, Forestry and Fisheries industry accounted for the highest at 30.9 percent while the electricity, gas, steam and air conditioning had the lowest number of underemployed persons.

Table 14.2 shows the percentage distribution of time-related underemployed persons by occupation and sex. In all the occupations, there were more males than females that were in time-related underemployment except in the service and sales workers, Managers and clerical support workers occupations which had a higher proportion of females.

Table 14.2: Number and Percentage Distribution of Time-Related Underemployed Persons by Occupation and Sex, Zambia 2019

Occupation	Both Sexes	Male	Female
Total	164,436	64.0	36.0
Managers	2,633	0.0	100.0
Professionals	9,498	61.1	38.9
Technicians & Associate Professionals	4,018	70.3	29.7
Clerical Support Workers	875	0.0	100.0
Services & Sales Workers	39,128	38.9	61.1
Skilled Agricultural Forestry & Fishery Workers	33,279	69.7	30.3
Craft & Related Trade Workers	21,736	90.0	10.0
Plant & Machine Operators & Assemblers	6,068	100.0	0.0
Elementary Occupation	45,210	71.4	28.6
Other Occupations	1,991	10.2	89.8

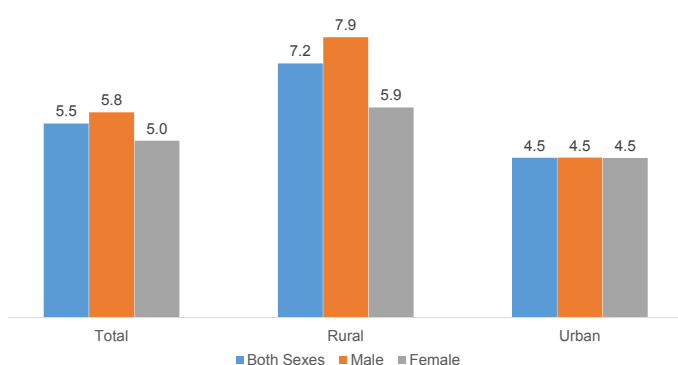
14.4 Time-Related Underemployment Rate

Figure 14.4 shows the time-related underemployment rate by rural/urban and sex. In 2019, time-related underemployment rate was estimated at 5.5 percent. Males had a higher rate than females at 5.8 percent and 5.0 percent, respectively. Rural areas had a higher rate at 7.2 percent than urban areas at 4.5 percent.

Figure 14.3 Percentage Distribution of Time-Related Underemployed Persons by Industry, Zambia 2019



Figure 14.4: Time-Related Underemployment Rate by Rural/Urban and Sex, Zambia 2019



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 by rural /urban and sex. In 2019, the national average monthly earnings were estimated at K4,010. The average monthly earnings in the formal sector was higher at K5,873 while the lowest was in the household sector at K1,146.

Average earnings per month in urban areas were higher at K4,463 than in rural areas at K2,887. Males in all sectors of employment earned more than females.

Table 15.1: Distribution of Average Monthly Earnings by Sex, Sector of Employment and Rural/Urban, Zambia 2019

Sector of Employment	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	4,010	4,342	3,263	2,887	2,907	2,826	4,463	4,987	3,397
Formal	5,873	6,234	5,035	4,856	5,037	4,422	6,191	6,612	5,222
Informal	1,597	1,718	1,115	1,102	1,162	747	1,924	2,131	1,264
Household	1,146	1,562	811	936	1,066	755	1,220	1,817	825

15.1 Average Monthly Earnings by Type of Employment

Table 15.2 shows the distribution of average earnings per month by type of employment rural/urban and sex. The average monthly earnings for the formally employed persons was estimated at K6,025 while for the informally employed persons it was estimated at K1,468.

In rural areas formally employed persons earned K4,714 per month while their urban counterparts earned K6,470 per month. In rural areas informally employed persons earned K1,111 per month while their urban counterparts earned K1,644 per month.

Table 15.2: Distribution of Average Monthly Earnings by Type of Employment Rural/Urban and Sex, Zambia 2019

Type of Employment	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	4,010	4,342	3,263	2,887	2,907	2,826	4,463	4,987	3,397
Formal	6,025	6,350	5,241	4,714	4,812	4,454	6,470	6,893	5,484
Informal	1,468	1,689	1,010	1,111	1,158	953	1,644	2,008	1,027

15.2 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 K4,403 and K2,038, respectively. In the agriculture sector, females had higher average earnings at K2,389 compared to K1,954 for males. In the non-agriculture sector, males had higher average earnings at K4,913 compared to K3,366 for females.

15.3 Average Monthly Earnings by Occupation

Figure 15.1 shows the average monthly earnings by occupation. Professionals had the highest average monthly earnings at K11,654 while persons with elementary occupations had lowest average monthly earnings at K1,691.

Table 15.4 shows the average monthly earnings by occupation rural/urban and sex. In all the occupations, males had higher average monthly earnings than females except in the Skilled Agricultural Forestry & Fishery Workers and Craft & Related Trade Workers occupations which had females with higher average monthly earnings than that of males.

Table 15.1: Average Monthly Earnings by Occupation, Zambia 2019



Table 15.4: Average Monthly Earnings by Occupation, Rural/Urban and Sex, Zambia 2019

Occupation	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	4,010	4,342	3,263	2,887	2,907	2,826	4,463	4,987	3,397
Managers	8,188	8,814	6,117	5,334	5,070	5,832	8,900	9,580	6,238
Professionals	7,915	9,143	6,682	8,537	10,745	4,970	7,663	8,257	7,169
Technicians & Associate Professionals	11,654	13,647	5,639	4,235	4,038	4,835	13,558	16,121	5,844
Clerical Support Workers	4,263	4,490	3,944	4,166	2,135	7,014	4,278	4,835	3,493
Services & Sales Workers	2,142	2,666	1,477	1,293	1,280	1,314	2,338	3,022	1,509
Skilled Agricultural Forestry & Fishery Workers	1,906	1,561	5,064	1,771	1,288	7,967	2,376	2,646	1,226
Craft & Related Trade Workers	2,858	2,806	3,674	1,555	1,504	2,235	3,270	3,212	4,225
Plant & Machine Operators & Assemblers	3,160	3,163	2,983	2,168	2,186	1,542	3,416	3,411	3,819
Elementary Occupation	1,691	1,954	1,104	1,386	1,521	988	1,936	2,360	1,170
Other Occupations	7,145	8,409	4,788	4,795	2,512	12,360	7,617	9,856	3,843

APPENDICES

Appendix I Methodology

Sample Design and Coverage

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

Sample Stratification and Allocation

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

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

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

Sample Selection

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

Estimation Procedure

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

The probability of selecting an EA was calculated as follows:

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

Where:

- P_{hi}^1 = the first selection probability of EAs
- a_h = the number of EAs selected in stratum h
- M_{hi} = the size of the ith EA in stratum h
- $\sum_i M_{hi}$ = the total size of stratum h

The selection probability of the household was calculated as follows:

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

Where:

- P_{hi}^2 = the second selection probability of households
- n_{hi} = the number of households selected from the ith EA of stratum h
- N_{hi} = the total number of households listed in an EA

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

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

Post-Stratification Adjustment

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

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

Where:

- r = adjustment factor, which represents growth in the population
- Y_{proj} = the Projected Population of the domain (Province) from the 2010 Census Projections Report
- Y_{QLFS} = the estimated population using base weights

Therefore, the final weight was obtained as follows;

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

Estimation Process

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

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

Where:

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

$i = 1$ to a_h : the number of selected clustered in the stratum

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

The national estimate is obtained using the following estimator:

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

Where:

Y_T = the national total estimate

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

Data Collection

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

Data Processing

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

Appendix II Persons Involved in the Production of the Report

Name	Designation	Institution
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Daniel Daka	Assistant Director	CSO
Frank Kakungu	IT Manager	CSO
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Mundia Muyakwa	Statistician	CSO
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