



# Zambia Labour Force Survey Report 2018







# 2018 Labour Force Survey Report

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## ACRONYMS

ASCII	American Standard Code for Information Interchange
CAPI	Computer Assisted Personal Interviews
CRUPLF	Combined Rate of Unemployed and Potential Labour Force
CSPro	Census and Survey Processing System
CSA	Census Supervisory Area
CSO	Central Statistical Office
EA	Enumeration Area
FISP	Fertilizer Input Support Programme
ICLS	International Conference of Labour Statisticians
ILO	International Labour Organization
KILM	Key Indicators of Labour Market
LFS	Labour Force Survey
MLSS	Ministry of Labour and Social Security
PACRA	Patents and Companies Registration Agency
PLF	Potential Labour Force
PPES	Probability Proportional to Estimated Size
PSU	Primary Sampling Units
PWAS	Public Welfare Assistance Scheme
QLFS	Quarterly Labour Force Survey
OVC	Orphans and Vulnerable Children
SCT	Social Cash Transfer
SFP	School Feeding Programme
SPSS	Statistical Package in Social Sciences
UN	United Nations
WEP	Women Empowerment Program
ZRA	Zambia Revenue Authority



## FOREWORD

This report presents the 2018 Labour Force Survey (LFS) annual results, arising from an analysis of a combined dataset drawn from the quarterly 2018 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 Central Statistical Offices are appreciated for ensuring a successful implementation of the survey. I hope the results contained in this report and the rich datasets upon which they are based will be effectively used by policy makers, programme managers, researchers and other data users.



Goodson Sinyenga

**Acting Director of Census and Statistics**



## EXECUTIVE SUMMARY

The 2018 Labour Force Survey (LFS) covered a total of 520 Enumeration Areas across the ten provinces of Zambia. The survey estimated a total population of 16,887,720, 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 9,483,400. The labour force population was 3,329,147 and the youth labour force accounted 1,825,628. The population outside the labour force was 6,154,252. Of the total population outside the labour force, 1,684,317 was the estimated potential labour force. The employed persons accounted for 2,948,971. The number of employed persons in the formal sector was 917,011. The employed persons in the informal and household sectors were 1,340,154 and 690,648, respectively.

The number of formally employed persons was 931,906 while that of informally employed persons was 2,017,065.

The employment to population ratio was 31.1 percent. The male and female employment to population ratio was 40.4 percent and 22.6 percent, respectively. The number of the unemployed population was 380,176. Of the total unemployed persons, 133,686 persons were in rural areas and 246,490 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 11.4 percent. The male unemployment rate was 10.5 percent and that of females was 12.9 percent.

The youth unemployment was 16.0 percent. The male youth unemployment rate was 14.6 percent and that of females was 18.2 percent.

The national combined rate of unemployment and the potential labour force was 41.2 percent. It was higher for females at 49.0 percent and 35.1 percent for males.

The estimated average weekly hours of work was 40 hours, with rural areas reporting lower average of 33.5 hours compared to 43.6 hours in urban areas. Males had higher average weekly hours worked than females at 42 hours and 36.3 hours, respectively.

A total of 210,421 workers worked for less than 40 hours per week and were willing to work for additional hours giving a time related underemployment rate of 7.1 percent.

In 2018, the number of persons that were involved in own use production work was 3,891,274. The rural areas accounted for 70.9 percent and the urban areas at 29.1 percent. Of the total persons involved in own use production work, 2,669,003 persons were involved in the production of goods and 1,222,270 persons were involved in the provision of services.

# Chapter I: An Overview of Zambia

## 1.1 Introduction

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

## 1.2 Administration

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

## 1.3 Population

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

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

## 1.4 Economy

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

## 1.5 Education

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

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

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

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

## 1.6 Labour Force

Trends in the labour force since 1986 - 2014 Zambia's labour force has been increasing. In 2005, the population in the labour force was estimated at 4,918,788, giving rise to a labour force participation rate of 80.0 percent. The Labour Force grew to 5,003,871 in 2008 and 5,966,199 in 2012 giving participation rates of 74.5 percent and 75.9 percent, respectively. In 2014, the population in the labour force was 6,329,076 which gave rise to the participation rate of 77.7 percent. The employed population has slowly been moving from agriculture industries to non-agriculture industry between 2005 to 2014. In 2005, agriculture industry accounted for 73.0 percent of the employed population rate in 2012, the industry accounted for 52.2 percent. In 2014, agriculture industry accounted for 48.9 percent. The formal sector accounted for 16.4 percent of the employed population while the informal sector accounted for 88.6 percent. Paid employees accounted for 26.1 percent of the employed population while Own account workers (self employed and employers) accounted for 46.3 percent. However, the 2017 LFS was analyzed on the basis of new definitions of employment and unemployment, following the adoption of the resolution of the 19th International Conference of Labour Statisticians (19th ICLS) of 2013, and thus provides a different labour force profile for the economy. While the population in the labour force has remained comparatively stable, the size of the employed population has reduced as it

only accounts for persons involved in work for pay or profit while persons in own use production work are no longer deemed as employed as the case was based on the previous resolution. In 2017, Agriculture industries accounts for 25.9 percent of the employed population.

## 1.7 Poverty

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

## 1.8 Natural Resources

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

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



## Chapter 2: Background and Methodology

### 2.1 Background

The Labour Force Survey (LFS) is a household-based sample survey conducted by Central Statistical Office (CSO) 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 2018 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.

### 2.2 Methodology

#### 2.2.1 Sample Design and Coverage

The sample design applied on the 2018 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.

#### 2.2.2 Sample Stratification and Allocation

The sampling frame for the 2018 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 2018 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 2.1: Sample Allocation by Province**

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

### 2.2.3 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).

### 2.2.4 Estimation Procedure

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

The probability of selecting an EA was calculated as follows:

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

Where:

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

The selection probability of the household is calculated as follows:

Where:

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

- $P_{hi}^2$  = 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:

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

### 2.2.5 Post-Stratification Adjustment

The base weights for the 2018 QLFS were adjusted so that the population obtained was comparable to CSO projected mid-year population for 2018.

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

Therefore, the final weight was obtained and applied accordingly.

### 2.2.6 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:

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

Where:

- $Y_{hT}$  = the estimated total for the hth 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)

### **2.2.7 Data Collection**

Data collection for the QLFS 2018 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.

### **2.2.8 Data Processing**

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

## Chapter 3: Definitions and Concepts

This section presents concepts and definitions used in the report.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

### 3.1 Highlights of the 2018 Labour Force Survey Results

<b>Table 3.1: Selected Key Indicators of Labour Market by Sex and Rural/Urban</b>					
	Total	Male	Female	Rural	Urban
<b>Total Population</b>	<b>16,887,720</b>	<b>8,204,853</b>	<b>8,682,867</b>	<b>9,666,402</b>	<b>7,221,318</b>
Working Age Population 15 years or older	9,483,400	4,524,441	4,958,959	5,088,115	4,395,285
Labour force	3,329,147	2,040,650	1,288,498	1,262,141	2,067,006
Youth (LF)	1,825,628	1,116,607	709,021	703,734	1,121,894
Employed (Market production activities)	2,948,971	1,826,418	1,122,553	1,128,455	1,820,516
<b>Sector of Employment</b>					
Formal sector	917,011	664,925	252,086	200,004	717,008
Informal sector	1,340,154	805,150	535,005	568,875	771,279
Household sector	690,648	355,491	335,157	359,014	331,634
<b>Type of Employment</b>					
Formal Employment	931,906	664,192	267,714	208,474	723,431
Informal Employment	2,017,065	1,162,226	854,839	919,981	1,097,084
<b>Agriculture/Non Agriculture Sector</b>					
Agriculture	830,858	523,045	307,812	666,075	164,782
Non agriculture	2,118,113	1,303,373	814,741	462,380	1,655,733
<b>Population not in employment</b>					
Total unemployed persons	380,176	214,232	165,945	133,686	246,490
Total unemployed persons plus potential la-bour force	2,077,889	961,141	1,116,748	1,232,173	845,717
Youth Unemployment	291,695	162,844	128,850	95,744	195,951
Potential Labour Force	1,684,317	772,778	911,539	1,126,381	557,936
Youth Potential Labour Force	1,237,622	542,136	695,486	796,430	441,192
Outside the Labour Force	6,154,252	2,483,791	3,670,461	3,825,974	2,328,279
<b>Rates</b>					
Employment to Population Ratio	31.1	40.4	22.6	22.2	41.4
Labour Force Participation Rate	35.1	45.1	26.0	24.8	47.0
Unemployment Rate	11.4	10.5	12.9	10.6	11.9
Youth Unemployment Rate	16.0	14.6	18.2	13.6	17.5
<b>Combined rate of Unemployment and Potential Labour Force</b>					
CRUPLF	41.2	35.1	49.0	52.8	30.6
Youth CRUPLF	49.9	42.5	58.7	59.5	40.8

## Chapter 4: Demographic Characteristics

### 4.1 Introduction

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

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

### 4.2 Population Size and Distribution

Table 4.1 shows the number and percentage distribution of the population by sex in rural and urban areas. In 2018, the population was estimated at 16,887,720 of which 57.2 percent were in rural areas and 42.8 percent were in urban areas.

**Table 4.1: Number and Percentage Distribution of Population by Rural/Urban and Sex, Zambia 2018**

Rural/Urban	Total	Percent	Male	Female
Total	16,887,720	100.0	8,233,795	8,653,925
Rural	9,666,402	57.2	4,738,177	4,928,225
Urban	7,221,318	42.8	3,495,618	3,725,700

Figure 4.1 shows the percentage distribution of the population by sex in rural and urban areas. At national level there were more females than males at 51.2 percent and 48.8 percent, respectively. The pattern of having more females than males was observed in both rural and urban areas.

**Figure 4.1: Percentage Distribution of Population by Rural/Urban and Sex, Zambia 2018**

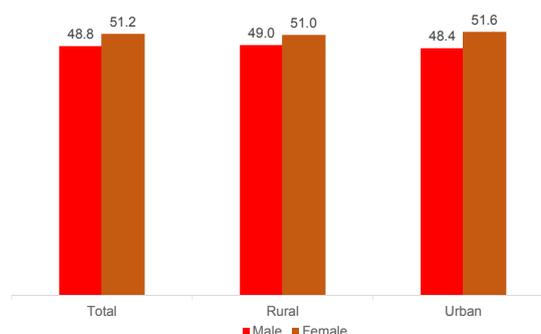


Table 4.2 shows the number and percentage distribution of the population by province, and sex. At provincial level all provinces had more females than males except for Northern Province which had 50.0 percent males and 50.0 percent females.

**Table 4.2: Number and Percentage Distribution of Population by Province and Sex, Zambia 2018**

Province	Both Sexes	Male		Female	
		Number	Percent	Number	Percent
<b>Total Population</b>	<b>1,643,810</b>	<b>786,774</b>	<b>47.9</b>	<b>857,036</b>	<b>52.1</b>
Central	2,542,132	1,249,127	49.1	1,293,005	50.9
Copperbelt	1,961,269	971,858	49.6	989,411	50.4
Eastern	1,215,294	593,452	48.8	621,842	51.2
Luapula	3,119,190	1,538,260	49.3	1,580,930	50.7
Lusaka	1,011,655	492,908	48.7	518,747	51.3
Muchinga	1,430,543	715,952	50.0	714,591	50.0
Northern	902,631	425,846	47.2	476,785	52.8
North Western	2,019,696	970,417	48.0	1,049,279	52.0
Southern	1,041,500	489,200	47.0	552,300	53.0
Western	1,024,505	479,421	46.8	545,083	53.2

Figure 4.2 shows the percentage share of the population by province. Lusaka Province had the highest percentage at 18.5 percent, followed by Copperbelt Province with 15.1 percent. The lowest percentage share was recorded in North Western Province at 5.3 percent.

**Figure 4.2: Percentage Share of Population by Province, Zambia 2018**

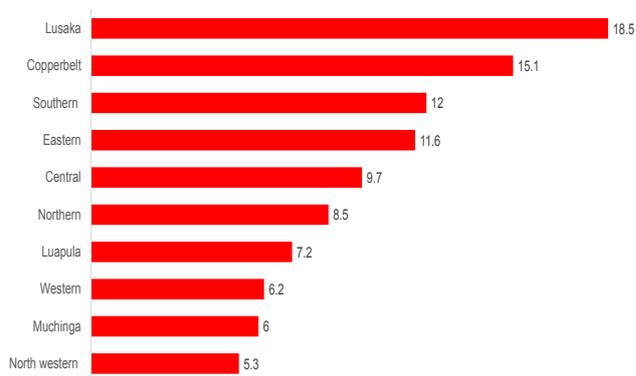


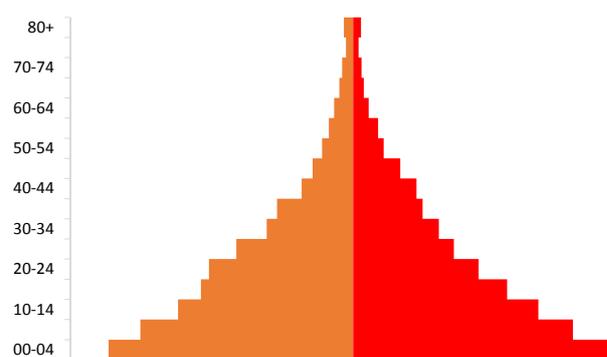
Table 4.3 shows the number and percentage distribution of the population by age group and sex. The table shows that the age group 0-4 years had the highest proportion of the population at 17.8 percent while the age group 75-79 years had the lowest at 0.4 percent.

**Table 4.3: Number and Percentage Distribution of Population by Age Group and Sex, Zambia 2018**

Age Group	Both Sexes	Percent	Male	Female
<b>Total Population</b>	<b>16,887,720</b>	<b>100</b>	<b>8,242,405</b>	<b>8,645,315</b>
0-4	3,007,844	17.8	1,513,789	1,494,055
5-9	2,579,490	15.3	1,280,120	1,299,370
10-14	2,148,691	12.7	1,079,172	1,069,519
15-19	1,826,529	10.8	897,123	929,406
20-24	1,612,918	9.6	731,695	881,223
25-29	1,300,275	7.7	587,384	712,891
30-34	1,027,320	6.1	499,756	527,564
35-39	870,438	5.2	405,311	465,127
40-44	683,612	4.0	368,967	314,645
45-49	522,513	3.1	274,972	247,541
50-54	368,128	2.2	178,467	189,661
55-59	293,917	1.7	145,492	148,425
60-64	206,349	1.2	90,720	115,629
65-69	146,037	0.9	62,557	83,480
70-74	115,976	0.7	49,409	66,567
75-79	75,710	0.4	31,917	43,793
80+	101,973	0.6	45,553	56,420

Figure 4.3 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 4.3: Population Structure by Age Group and Sex, Zambia 2018**



### 4.3 Relationship to Head of Household

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

Table 4.4 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 49.1 percent of the total population.

The head of household constituted the second highest proportion at 20.2 percent, while the lowest proportion of relationship to the head of the household was father/mother in law and grandparent at 0.1 percent each.

**Table 4.4: Number and Percentage Distribution of Population by Relationship to Heads of Household, Zambia 2018**

Relationship to Household Head	Total	Percent
<b>Total</b>	<b>16,887,720</b>	<b>100</b>
Head	3,405,173	20.2
Spouse (husband/wife)	2,219,259	13.1
Son/daughter	8,285,210	49.1
Step child	223,655	1.3
Brother/sister	320,139	1.9
Brother/sister in law	165,523	1.0
Grandchild	1,346,909	8.0
Nephew/niece	534,012	3.2
Cousin	60,456	0.4
Parent	52,713	0.3
Father/mother in law	18,659	0.1
Uncle/aunt	26,568	0.2
Grandparent	36,561	0.2
Son/daughter in law	29,888	0.2
Other relative	115,377	0.7
Non relative	47,618	0.3

### 4.4 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 4.5 shows the number and percentage distribution of the population aged 12 years or older by sex, rural/urban and marital status. Of the total population 12 years or older, the never married accounted for the highest proportion at 48.4 percent

while those that were cohabiting had the lowest at 0.1 percent.

The same pattern of having more never married and least cohabiting persons was observed in both rural and urban areas. Among males, the never married had the highest proportion at 53.6 percent. Similarly, among females the highest proportion was the never married at 43.5 percent.

**Table 4.5: Number and Percentage Distribution of the Population Aged 12 years or Older by Rural/Urban, Sex and Marital Status, Zambia 2018**

Rural/Urban and Sex	Total	Marital Status					
		Never married	Cohabiting	Married	Separated	Divorced	Widowed
<b>Total</b>	<b>11,866,258</b>	<b>48.4</b>	<b>0.1</b>	<b>41.3</b>	<b>1.3</b>	<b>4.1</b>	<b>4.8</b>
Rural	6,548,140	46.6	0.1	42.9	1.1	4.5	4.8
Urban	5,318,118	50.5	0.1	39.3	1.6	3.7	4.7
<b>Sex</b>							
Male	5,725,791	53.6	0.1	42.1	0.9	2.1	1.3
Female	6,140,467	43.5	0.1	40.5	1.8	6.0	8.1

## 4.5 Number of Households

Table 4.6 shows the number and percentage distribution of households by rural/urban and province. In 2018, the estimated number of households were 3,576,629 of which 55.6 percent of the households were in rural areas while 44.4 percent were in urban

areas. All the provinces had more households in the rural areas than in urban areas except for Lusaka and Copperbelt provinces which had more households in urban areas at 86.7 percent and 83.5 percent, respectively.

**Table 4.6: Number and Percentage Distribution of Households by Province and Rural/Urban, Zambia 2018**

Province	Total Households		Distribution of Households			
			Rural		Urban	
	Number	Percent	Number	Percent	Number	Percent
<b>Total</b>	<b>3,576,629</b>	<b>100.0</b>	<b>1,987,276</b>	<b>55.6</b>	<b>1,589,353</b>	<b>44.4</b>
Central	366,919	100.0	271,693	74.0	95,226	26.0
Copperbelt	541,449	100.0	89,217	16.5	452,232	83.5
Eastern	396,891	100.0	342,852	86.4	54,039	13.6
Luapula	292,441	100.0	224,258	76.7	68,183	23.3
Lusaka	690,863	100.0	92,177	13.3	598,686	86.7
Muchinga	203,406	100.0	146,397	72.0	57,009	28.0
Northern	274,000	100.0	219,562	80.1	54,438	19.9
North Western	168,753	100.0	115,557	68.5	53,196	31.5
Southern	414,303	100.0	290,656	70.2	123,647	29.8
Western	227,603	100.0	194,906	85.6	32,697	14.4

# Chapter 5: Working Age Population

## 5.1 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.

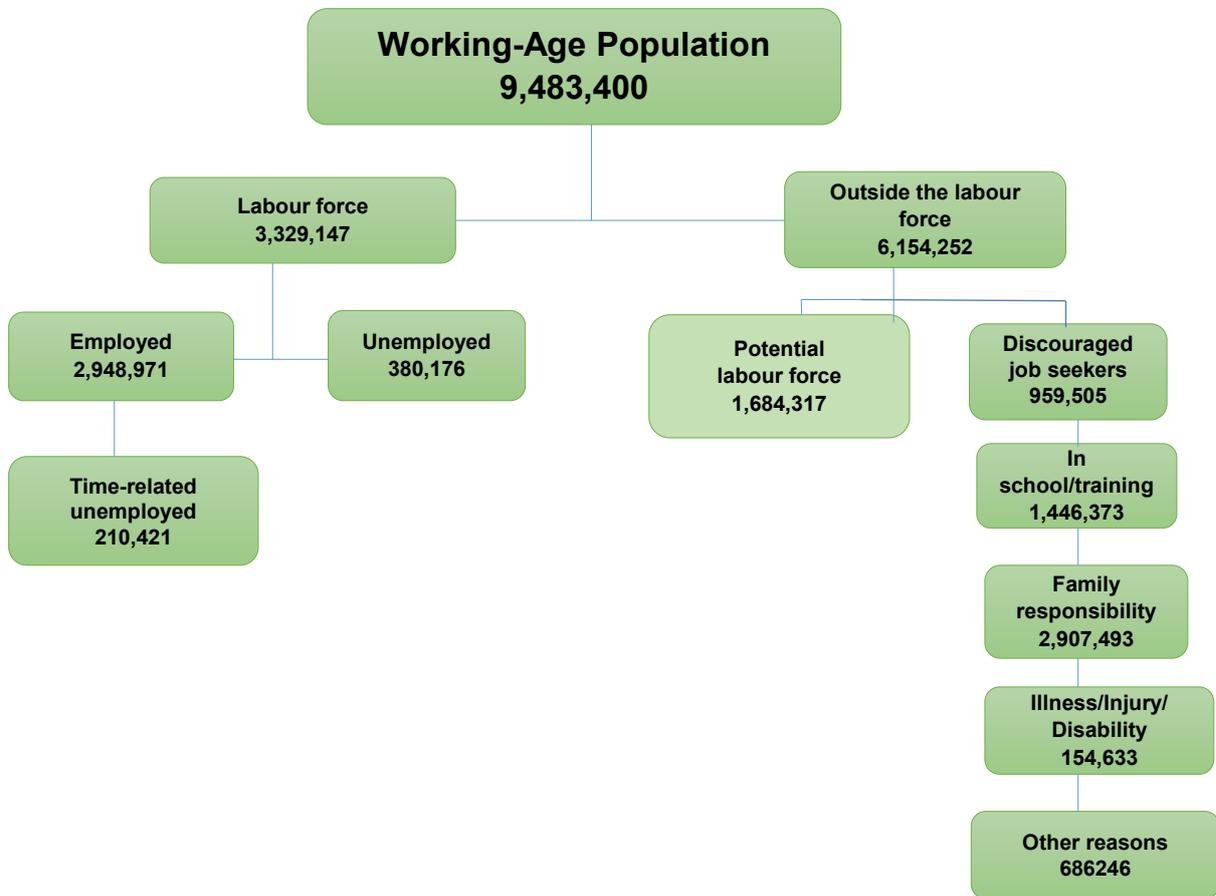
In Zambia, the minimum age of persons in the working-age population is 15 years. From the working age population two main categories are derived mainly

the population Labour force and population outside the Labour force.

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

Figure 5.1 shows the main categories of the labour force framework. In 2018, the working-age population was 9 483 400 of which 3,329,147 persons were in the labour force and 6,154,252 were outside the labour force.

Figure 5.1: Categorisation of the Working Age Population, Zambia 2018



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

Table 5.1 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 9,483,400 of which 53.7 percent were in the rural areas and 46.3 percent were in the urban areas.

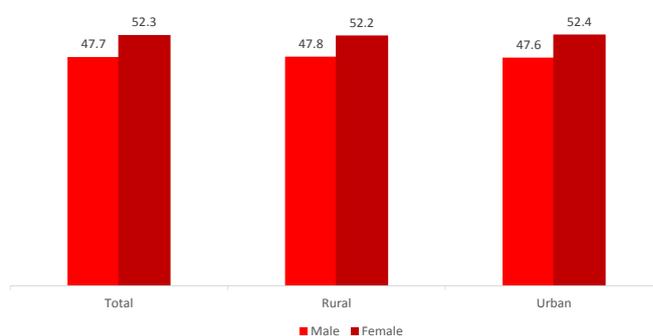
Table 5.1: Number and Percentage Distribution of the working Age Population (15 years or older) by Rural/Urban and Sex, Zambia 2018

Rural/ Urban	Working-Age Population (15 years or older)			
	Total	Percent	Male	Female
Total	9,483,400	100.0	4,524,441	4,958,959
Rural	5,088,115	53.7	2,433,198	2,654,917
Urban	4,395,285	46.3	2,091,243	2,304,042

Figure 5.2 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 5.2 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 5.2: Percentage Distribution of Working-Age Population by Rural/Urban and Sex, Zambia 2018**

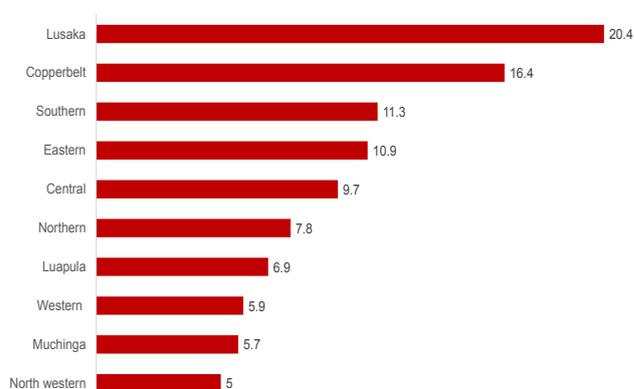


**Table 5.2: Number and Percentage Distribution of the Working-Age Population (15 years or older) by Province and Sex, Zambia 2018**

Province	Working-Age Population (15 years or older)				
	Total	Male	Percent	Female	Percent
Total	9,483,400	4,524,441	47.7	4 958,959	52.3
Central	920,676	437,830	47.6	482,846	52.4
Copperbelt	1,553,484	744,822	47.9	808,662	52.1
Eastern	1,034,064	503,317	48.7	530,747	51.3
Luapula	656,535	309,909	47.2	346,626	52.8
Lusaka	1,935,394	937,303	48.4	998,092	51.6
Muchinga	542,518	259,054	47.8	283,463	52.2
Northern	739,422	365,865	49.5	373,557	50.5
North Western	473,947	223,421	47.1	250,526	52.9
Southern	1,071,603	501,004	46.8	570,599	53.2
Western	555,757	241,915	43.5	313,841	56.5

Figure 5.3 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 5.3: Percentage Share of the Working Age Population by Province, Zambia 2018**



## 5.4 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 5.3 shows number and percentage distribution of the labour force by rural/urban and sex. In 2018, the labour force was estimated at 3,329,147 persons of which 62.1 percent were in urban areas while 37.9 percent were in rural areas.

Rural/Urban	Both Sexes	Percent	Male	Female
Total	3,329,147	100.0	2,040,650	1,288,498
Rural	1,262,141	37.9	794,868	467,273
Urban	2,067,006	62.1	1,245,781	821,225

Figure 5.4 shows the percentage distribution of the labour force by rural/urban and sex. At national level, the percentage of males in the labour force was higher than that of females at 61.3 percent and 38.7 percent, respectively. The same pattern of having more males than females was also observed in both rural and urban areas.

**Figure 5.4: Percentage Distribution of the Labour Force by Rural/Urban and Sex, Zambia 2018**

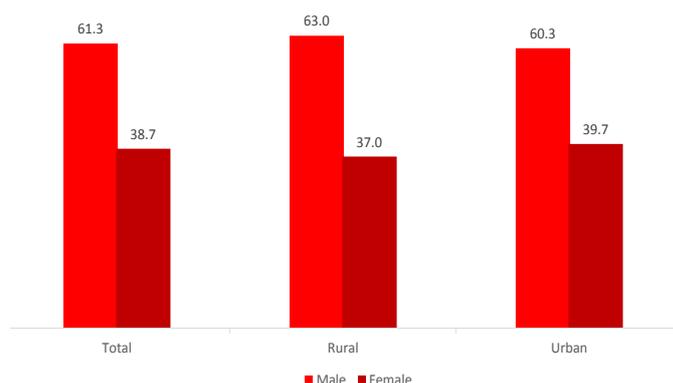
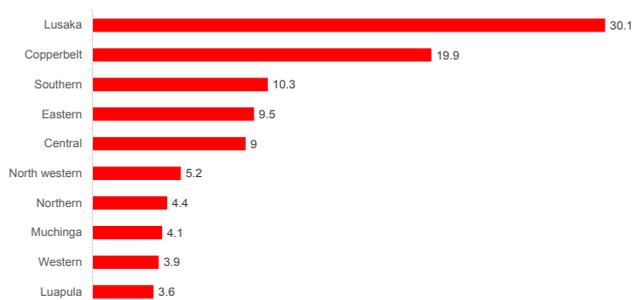


Table 5.4 shows the number and percentage distribution of the population in labour force by rural/urban, sex and province. At all levels, rural, urban and provincial there were more males than females in the labour force.

Province and Rural/Urban	Total Labour Force		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	3,329,147	100.0	2,040,650	61.3	1,288,498	38.7
Rural	1,262,141	100.0	794,868	63.0	467,273	37.0
Urban	2,067,006	100.0	1,245,781	60.3	821,225	39.7
<b>Province</b>						
Central	300,433	100.0	191,202	63.6	109,231	36.4
Copperbelt	661,669	100.0	401,011	60.6	260,658	39.4
Eastern	316,040	100.0	197,942	62.6	118,099	37.4
Luapula	118,556	100.0	78,421	66.1	40,135	33.9
Lusaka	1,003,636	100.0	615,536	61.3	388,100	38.7
Muchinga	137,203	100.0	88,635	64.6	48,568	35.4
Northern	146,001	100.0	98,134	67.2	47,867	32.8
North Western	171,725	100.0	102,033	59.4	69,693	40.6
Southern	344,393	100.0	199,717	58.0	144,676	42.0
Western	129,492	100.0	68,020	52.5	61,472	47.5

Figure 5.5 shows the percentage share of the labour force by province. Lusaka and Copperbelt provinces had the highest percentage share of the labour force with 30.1 percent and 19.9 percent respectively, while Luapula had the least share of 3.6 percent.

**Figure 5.5: Percentage Share of the Labour force (15 years or older) by Province, Zambia 2018**



## 5.5 Labour Force by Age Group

Figure 5.6 shows the percentage distribution of the labour force by rural/urban and age group. Analysis at age group shows that in age groups 15-64 years the proportion of persons in the labour force was higher in urban areas than rural areas.

**Figure 5.6: Percentage Distribution of the labour Force (15 years or order) by Rural/Urban, Zambia 2018**

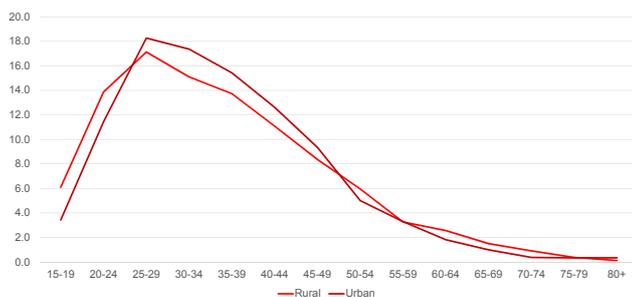
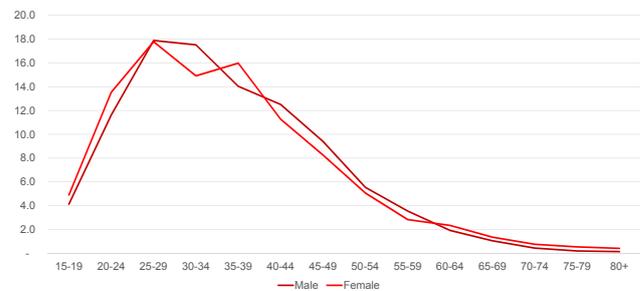


Figure 5.7 shows the percentage distribution of the labour force by age group and sex. In the age group 15-64, the proportion of males was higher than that of females.

**Figure 5.7: Percentage Distribution of the labour Force (15 years or order) by Age Group and Sex, Zambia 2018**



## 5.6 Labour Force Participation 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 5.8 shows the labour force participation rate by rural/urban and sex. In 2018, the overall labour force participation rate was 35.1 percent. Males had a higher participation rate at 45.1 compared to females at 26.0 percent. The urban participation was higher than that of the rural at 47.0 percent and 24.8 percent, respectively. The pattern of having higher participation rate for males than females was observed in both rural and urban areas.

**Figure 5.8: Labour Force Participation Rate by Rural/Urban and Sex, Zambia 2018**

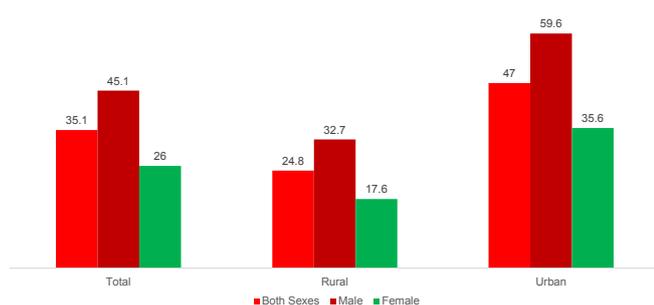


Figure 5.9 shows age-specific labour force participation rate by sex. Labour force participation rates were lower in younger ages and older ages. The age-specific labour force participation rate for males was higher than that of females in all age groups except the age groups 75-79 years and 80 years or older which had more females than males.

**Figure 5.9: Age-specific Labour Force Participation Rate by Sex, Zambia 2018**

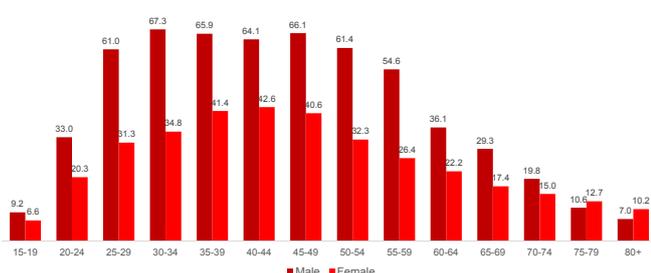


Figure 5.10 shows age-specific labour force participation rate in rural and urban areas. The age-specific labour force participation rate in urban areas was higher than that of rural areas. In rural areas the participation rate was highest in the age group 35-39 at 36.9 percent while in the urban areas the participation rate was highest in the age group 45-49 years at 75.1 Percent.

**Figure 5.10: Labour Force Participation Rate by Rural/Urban and Age Group, Zambia 2018**

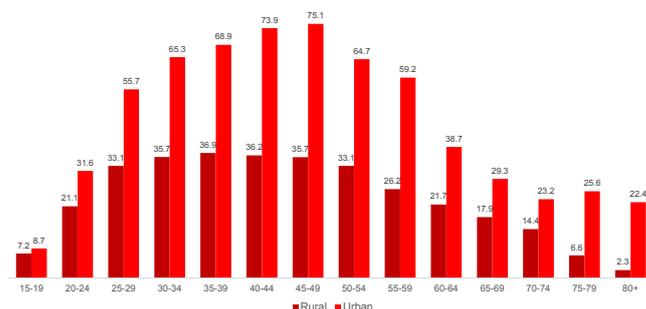


Table 5.5 shows the labour force participation rate for persons aged 15 years or older by province and sex. In all the provinces the participation rate for males was higher than that of females. Lusaka Province had the highest participation rate at 51.9 percent while Western had the lowest at 23.3 percent.

**Table 5.5: Labour Force Participation Rate for persons (Age 15 years or older) by Province and Sex, Zambia 2018.**

Province	Participation rate		
	Both Sexes	Male	Female
<b>Total</b>	<b>35.1</b>	<b>45.1</b>	<b>26.0</b>
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 6: Employment

## 6.1 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.

## 6.2 Employed Population

Table 6.1 shows the number and percentage distribution of employed persons by rural/urban and sex. In 2018, the employed population was estimated at 2,948,971, of which 61.7 percent were in the urban areas and 38.3 percent were in rural areas.

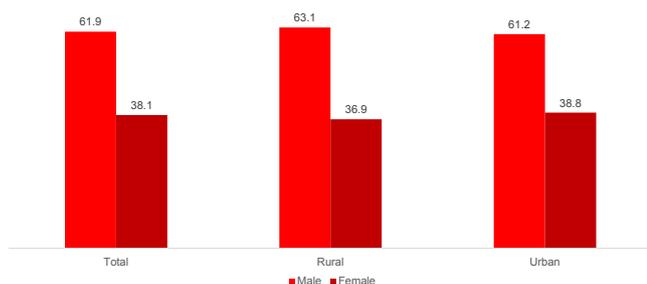
**Table 6.1: Number and Percentage Distribution of Employed Persons by Rural/Urban and Sex, Zambia 2018**

Rural/Urban	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	2, 948, 971	100.0	1, 826, 418	1, 122, 553
Rural	1, 128, 455	38.3	711, 868	416, 588
Urban	1, 820 ,516	61.7	1, 114, 551	705, 965

## 6.3 Employed Persons by Sex

Figure 6.1 shows the percentage distribution of the employed persons by rural/urban and sex. There were more employed males than females at 61.9 percent and 38.1 percent, respectively. The same pattern of having more males than females in employment was observed in both the rural and urban areas.

**Figure 6.1: Percentage Distribution of Employed Persons by Rural/Urban and Sex, Zambia 2018**



## 6.4 Employed Persons by Province

Figure 6.2 shows the percentage share of the employed persons by province. Lusaka and Copperbelt Provinces had the highest percentage share of the employed persons at 30.3 percent and 19.9 percent,

respectively. The province with the lowest percentage share was Luapula at 3.2 percent.

**Figure 6.2: Percentage Share of Employed Persons by Province, Zambia 2018**

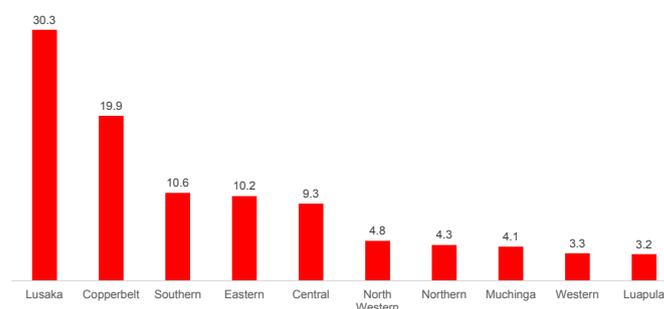


Table 6.2 shows the percentage distribution of employed persons (15 years or older) by rural/urban, sex and age group. In all the age groups there were more employed males than females except age group 70-74 to 80 years or older. In the rural areas, there were more females than males in the age groups 65-69 to 80 years or older at 52.5, 60.7, 76.9 and 56.4 percent, respectively. In urban areas there were more females than males in age groups 75-79 and 80 years or older at 57.0 and 61.7 percent, respectively.

**Table 6.2: Percentage Distribution of Employed Persons (15 years or older) by Age Group, Rural/Urban, Sex and Age Group, Zambia 2018**

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	2 948 971	61.9	38.1	1 128 455	63.1	36.9	1 820 516	61.2	38.8
15-19	102 912	56.7	43.3	58 069	59.8	40.2	44 843	52.7	47.3
20-24	316 153	59.2	40.8	145 602	57.3	42.7	170 550	60.9	39.1
25-29	500 876	62.7	37.3	183 935	65.8	34.2	316 941	60.9	39.1
30-34	498 483	65.5	34.5	178 537	67.2	32.8	319 946	64.5	35.5
35-39	459 420	58.8	41.2	160 757	57.6	42.4	298 663	59.4	40.6
40-44	372 103	64.5	35.5	126 890	68.4	31.6	245 213	62.4	37.6
45-49	282 611	63.8	36.2	98 951	63.2	36.8	183 659	64.1	35.9
50-54	169 706	63.2	36.8	71 377	67.1	32.9	98 329	60.4	39.6
55-59	103 833	65.8	34.2	38 365	71.4	28.6	65 468	62.4	37.6
60-64	67 713	56.6	43.4	30 986	67.8	32.2	36 727	47.2	52.8
65-69	38 692	56.0	44.0	18 840	47.5	52.5	19 852	64.1	35.9
70-74	17 685	44.1	55.9	10 024	39.3	60.7	7 661	50.5	49.5
75-79	10 858	34.5	65.5	4 617	23.1	76.9	6 241	43.0	57.0
80+	7 927	39.3	60.7	1 504	43.6	56.4	6 423	38.3	61.7

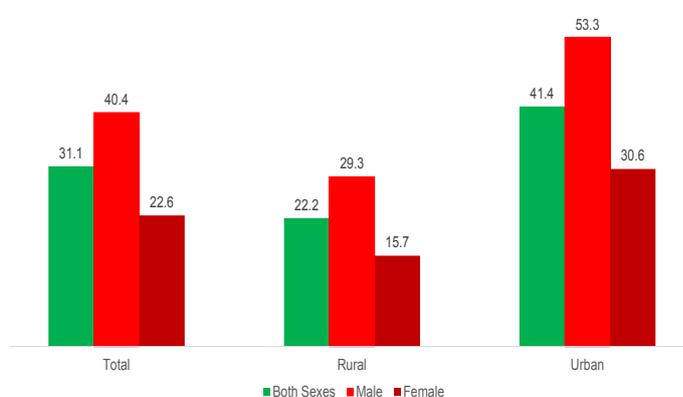
## 6.5 Employment-to-Population Ratio

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

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

Figure 6.3 shows the employment-to-population ratio by rural/urban and sex. The overall employment-to-population ratio was 35.1 percent with males at 45.1 percent and females at 26.0 percent. The ratio for urban areas was higher than that of rural areas at 47.0 percent and 24.8 percent, respectively.

**Figure 6.3: Employment-to-Population Ratio by Rural/Urban and Sex, Zambia 2018**



### 6.5.2 Employment-to-Population Ratio by Province

Table 6.3 shows the employment-to-population ratio by Province and sex. The province with the highest employment-to-population ratio was Lusaka at 51.9 percent while Luapula had the lowest at 18.1 percent. In all the provinces the employment to population ratio was higher for males than females.

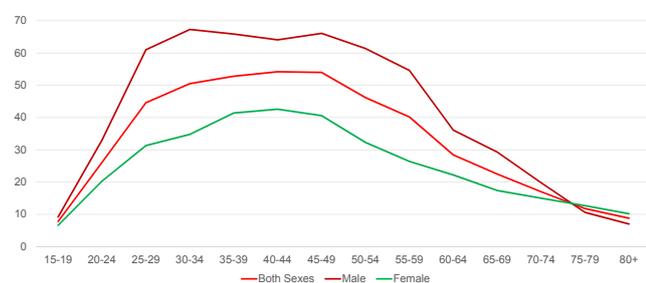
**Table 6.3: Employment-to-Population Ratio by Sex and Province, Zambia 2018**

Province	Employment-to-Population Ratio		
	Total	Male	Female
<b>Total</b>	<b>35.1</b>	<b>45.1</b>	<b>26.0</b>
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	19.6

### 6.5.3 Employment-to-Population Ratio by Sex and Age Group

Figure 6.4 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, the employment to population ratio was highest in the age group 35-39 years while that of females was highest in the age group 45-49 years.

**Figure 6.4 Employment-to-Population Ratio by Sex and Age Group, Zambia 2018**



### 6.6 Employed Persons by Status in Employment

Figure 6.5 shows trends in percentage distribution of the employed persons by status in employment. In 2018, the own account workers (self-employed) had the highest percentage share of the total employed persons at 43.6 percent. The paid employees had 42.7 percent while the paid interns had the lowest share of 0.7 percent. Between 2017 and 2018, the

categories of paid employees, paid interns and paid apprentices increased from 41.2 percent to 42.7 percent, 0.9 percent to 2.8 percent and 0.1 percent to 0.7 percent, respectively.

**Figure 6.5: Trends in Percentage Distribution of the Employed Persons by Status in Employment, Zambia 2018 and 2018**

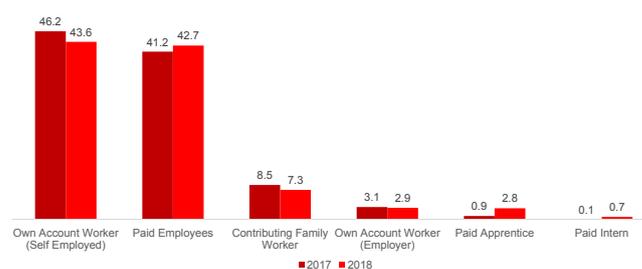
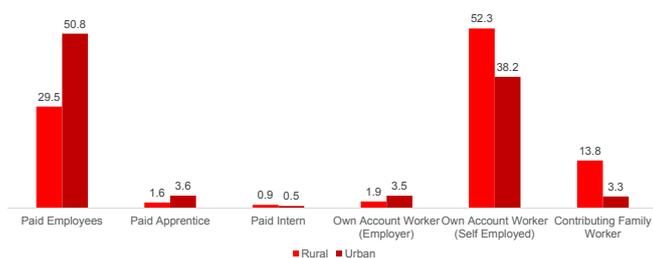


Figure 6.6 shows the percentage distribution of the employed persons by status in employment and rural/urban. In rural areas, the own account workers (self-employed) accounted for the highest percentage of the total employed persons at 52.3 percent while the paid interns had the lowest at 0.9 percent. In urban areas the paid employees had the highest percentage of the total employed persons at 50.8 percent while the paid interns had the lowest at 0.5 percent.

**Figure 6.6: Percentage Distribution of the Employed Persons by Status in Employment and Rural/Urban, 2018**



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

Table 6.4 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 59.1 percent females and 40.9 percent males. The pattern of having more females than males among the contributing family workers was observed in both rural and urban areas.

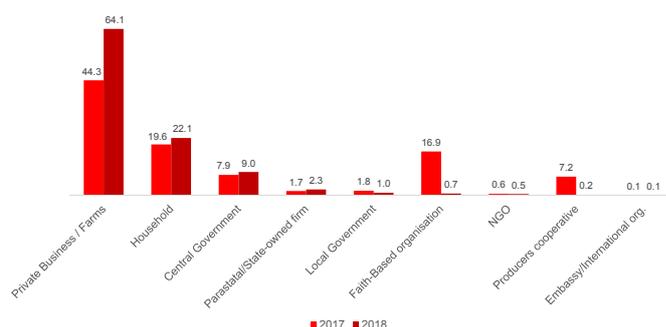
**Table 6.4: Percentage Distribution of the Employed persons by Status in Employment, Rural/Urban and Sex, 2018**

Status in Employment	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
	Number	Percent		Number	Percent		Number	Percent	
Total	2,948,971	61.9	38.1	1,128,455	63.1	36.9	1,820,516	61.2	38.8
Paid Employees	1,258,731	71.8	28.2	333,451	74.9	25.1	925,280	70.7	29.3
Paid Apprentice	82,393	74.8	25.2	17,581	78.3	21.7	64,812	73.9	26.1
Paid Intern	19,703	76.3	23.7	9,845	80.8	19.2	9,858	71.9	28.1
Own Account Worker (Employer)	85,586	79.2	20.8	21,091	88.8	11.2	64,495	76.1	23.9
Own Account Worker (Self Employed)	1,286,321	53.6	46.4	590,461	61.5	38.5	695,860	47.0	53.0
Contributing Family Worker	216,237	40.9	59.1	156,026	37.6	62.4	60,210	49.4	50.6

## 6.8 Employed Persons by Institutional Sector

Figure 6.7 shows trends in percentage distribution of the employed persons by institutional sector. In 2018, the private business/farm had the highest percentage share of employed persons at 64.1 percent while the Embassy/International organization had the lowest share at 0.1 percent. Between 2017 and 2018, all the institution sectors recorded an increase except the local government, faith based organizations, NGOs and producers cooperatives which recorded a decline.

**Figure 6.7: Trends in Percentage Distribution of the Employed Persons by Institutional Sector, Zambia 2017 and 2018**



## 6.9 Employed Persons by Institutional Sector, Rural/Urban and Sex

Table 6.5 shows the percentage distribution of the employed persons by institutional sector, rural/urban and sex. In 2018, all the sectors had more males than

females except the NGOs which had 47.4 percent males and 52.6 percent females. In urban areas, a similar pattern was observed of having more females than males only in the NGO sector.

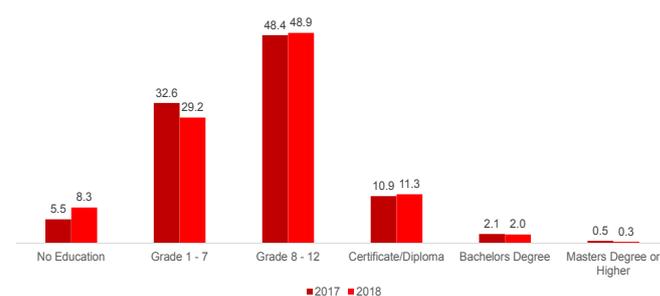
**Table 6.5: Percentage Distribution of the Employed Persons by Institutional Sector, Rural/Urban and Sex, Zambia 2018**

Institutional Sector	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
	Number	Percent		Number	Percent		Number	Percent	
Total	2,948,971	61.9	38.1	1,128,455	63.1	36.9	1,820,516	61.2	38.8
Central Government	266,052	59.7	40.3	77,081	62.2	37.8	188,971	58.8	41.2
Local Government	29,937	66.5	33.5	6,407	75.2	24.8	23,530	64.1	35.9
Parastatal/State-owned firm	66,942	79.4	20.6	11,936	67.6	32.4	55,006	81.9	18.1
Embassy/International Organization.	2,182	82.0	18.0	-			2,182	82.0	18.0
NGO	14,663	47.4	52.6	3,883	64.8	35.2	10,780	41.1	58.9
Faith-Based organization	20,533	78.0	22.0	5,473	91.0	9.0	15,060	73.3	26.7
Private Business/Farms	1,891,534	64.8	35.2	673,681	66.1	33.9	1,217,854	64.1	35.9
Producers cooperative	5,844	76.8	23.2	1,826	83.3	16.7	4,018	73.8	26.2
Household	651,284	52.0	48.0	348,169	56.5	43.5	303,115	46.9	53.1

## 6.10 Employed Persons by Educational Attainment

Figure 6.8 shows trends in percentage share of the employed persons by educational attainment. In 2018, employed persons who attained secondary school (grade 8-12) had the highest percentage share at 48.9 percent while those with master's degree had the lowest share of the employed persons at 0.3 percent. Between 2017 and 2018, all the categories of educational attainment recorded a decline in the percentage of employed persons except for those who had no education increasing from 5.5 percent to 8.3 percent and those who attained grade 8-12 (secondary education) from 48.4 percent to 48.9 percent.

**Figure 6.8: Trends in Percentage Share of the Employed Persons by Highest Educational Attainment, Zambia 2017 and 2018**



**Table 6.6: Percentage Distribution of the Employed Persons by Educational Attainment, Rural/Urban and Sex, Zambia 2018**

Highest Education Attained	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
	Number	Percent		Number	Percent		Number	Percent	
Total	2,948,971	61.9	38.1	1,128,455	63.1	36.9	1,820,516	61.2	38.8
No Education	243,820	55.7	44.3	175,504	57.6	42.4	68,316	50.9	49.1
Grade 1 - 7	861,851	51.4	48.6	474,011	58.7	41.3	387,840	42.5	57.5
Grade 8 - 12	1,442,664	69.5	30.5	395,520	71.6	28.4	1,047,144	68.7	31.3
Certificate/Diploma	334,281	59.3	40.7	70,369	57.5	42.5	263,912	59.8	40.2
Bachelors Degree	58,405	67.8	32.2	12,024	64.8	35.2	46,381	68.6	31.4
Masters Degree or Higher	7,950	81.8	18.2	1,028	100.0	-	6,922	79.1	20.9

## 6.11 Employed Persons by Occupation

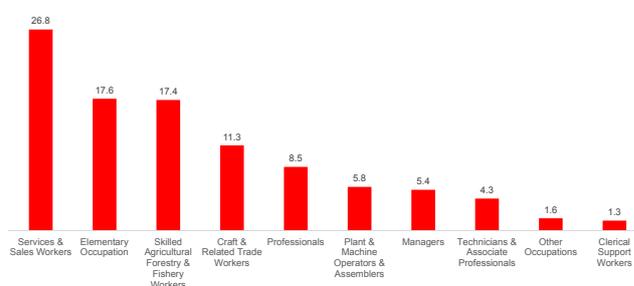
Occupation is a person’s principal task or job in his/her workplace. The ISCO-08 categorizes workers into 10 major groups as follows:

- 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

### 6.11.1 Percentage Share of Employed Persons by Occupation, Zambia 2018

Figure 6.9 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 26.8 percent while the clerical support workers had the lowest share at 1.3 percent.

**Figure 6.9: Percentage Share of Employed Persons by Occupation, Zambia 2018**



### 6.11.2 Employed Persons by Occupation, Rural/Urban and Sex

Table 6.7 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. The only occupation which had more females than males was the services and sales workers accounting for 53.6 percent and 46.4 percent, respectively.

**Table 6.7: Number and Percentage Distribution of Employed Persons (15 years or older) by Occupation, Rural/urban and Sex, Zambia 2018**

Occupation	Total				Rural				Urban			
	Total Employed Persons	Both Sexes	Male	Female	Total	Both Sexes	Male	Female	Total	Both Sexes	Male	Female
<b>Total</b>	<b>2,948,971</b>	<b>61.9</b>	<b>38.1</b>	<b>1,128,455</b>	<b>63.1</b>	<b>36.9</b>	<b>1,820,516</b>	<b>61.2</b>	<b>38.8</b>	<b>100</b>	<b>100</b>	<b>100</b>
Managers	103,763	57.7	42.3	32,328	59.2	40.8	71,434	56.9	43.1	2.6	2.8	2.3
Professionals	246,868	55.4	44.6	82,991	59.9	40.1	163,877	53.1	46.9	8.7	6.9	11.4
Technicians & Associate Professionals	112,831	67.8	32.2	14,974	74.2	25.8	97,857	66.8	33.2	5.3	6.1	4
Clerical Support Workers	39,659	55.9	44.1	2,615	96.8	3.2	37,044	53.0	47.0	2	1.4	2.8
Services & Sales Workers	795,219	47.0	53.0	156,895	48.6	51.4	638,324	46.6	53.4	41.2	30.5	57.6
Skilled Agricultural Forestry & Fishery Workers	511,270	62.7	37.3	435,494	64.4	35.6	75,776	53.1	46.9	5.1	4.6	5.9
Craft & Related Trade Workers	385,596	82.8	17.2	108,838	71.0	29.0	276,758	87.4	12.6	13.2	19.7	3.3
Plant & Machine Operators & Assemblers	193,966	96.8	3.2	35,730	95.7	4.3	158,236	97.1	2.9	7.7	12.5	0.5
Elementary Occupation	536,383	58.9	41.1	256,692	62.4	37.6	279,691	55.6	44.4	13.9	14.9	12.2
Other Occupations	23,418	61.2	38.8	1,899	62.2	37.8	21,519	61.1	38.9	0.4	0.6	0.1

## 6.12 Employment by Industry

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

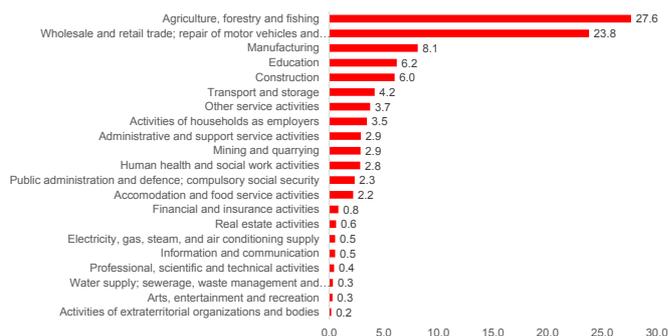
The broad structure of the ISIC revision 4 was used to classify the employed persons in Zambia as follows:

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

### 6.12.1 Employed Persons by Industry

Figure 6.10 shows the share distribution of the employed persons by industry. The industry with the highest percentage share was Agriculture, forestry and fishing at 28.2 percent followed by the wholesale and retail at 23.4 percent. The arts, entertainment and recreation had the least at 0.2 percent.

**Figure 6.10: Percentage Share of Employed Persons by Industry, Zambia 2018**



### 6.12.2 Employed Persons by Industry and Sex

Table 6.8 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, real estate, human health and social work activities and activities of households as employers which had more females than males.

**Table 6.8: Percentage Distribution of Employed Persons (15 years or older) by Industry and Sex, Zambia 2018**

Industry	Total		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
<b>Total</b>	<b>2,948,971</b>	<b>100</b>	<b>1,826,418</b>	<b>61.9</b>	<b>1,122,553</b>	<b>38.1</b>
Agriculture, forestry and fishing	814,693	100	515,332	63.3	299,360	36.7
Mining and quarrying	84,536	100	74,515	88.1	10,021	11.9
Manufacturing	239,046	100	168,743	70.6	70,302	29.4
Electricity, gas, steam, and air conditioning supply	16,047	100	15,124	94.2	923	5.8
Water supply; sewerage, waste management and remediation activities	10,106	100	7,189	71.1	2,918	28.9
Construction	176,708	100	174,504	98.8	2,204	1.2
Wholesale and retail trade; repair of motor vehicles and motorcycles	701,252	100	326,725	46.6	374,526	53.4
Transport and storage	122,696	100	119,426	97.3	3,270	2.7
Accommodation and food service activities	64,637	100	34,360	53.2	30,277	46.8
Information and communication	15,986	100	13,258	82.9	2,727	17.1
Financial and insurance activities	24,637	100	14,651	59.5	9,986	40.5
Real estate activities	18,658	100	7,948	42.6	10,710	57.4
Professional, scientific and technical activities	13,092	100	8,249	63.0	4,844	37.0
Administrative and support service activities	85,254	100	59,334	69.6	25,920	30.4
Public administration and defence; compulsory social security	68,702	100	51,591	75.1	17,111	24.9
Education	182,415	100	93,416	51.2	88,999	48.8
Human health and social work activities	83,829	100	35,227	42.0	48,602	58.0
Arts, entertainment and recreation	8,843	100	5,878	66.5	2,964	33.5
Other service activities	110,501	100	58,748	53.2	51,754	46.8
Activities of households as employers	101,894	100	38,209	37.5	63,685	62.5
Activities of extraterritorial organizations and bodies	5,440	100	3,991	73.4	1,449	26.6

### 6.12.3 Employed Persons by Industry and Rural/Urban

Table 6.9 shows the percentage distribution of employed persons by industry and rural/urban. In rural areas, the Agriculture, forestry and fishing industry accounted for the highest proportions of employed persons at 59.0 percent while wholesale

and retail trade; repair of motor vehicles and motorcycles accounted for the highest proportions in urban areas 30.0 percent. In rural areas, the lowest proportion accounting for less than 0.0 percent were for the Electricity and real estate. In urban areas, the lowest proportion of 0.3 percent were for arts, entertainment and recreation.

**Table 6.9: Number and Percentage Distribution of Employed Persons by Industry and Rural/Urban, Zambia 2018**

Industry	Total Employed Persons		Rural		Urban	
	Number	Percent	Number	Percent	Number	Percent
<b>Total</b>	<b>2,948,971</b>	<b>100</b>	<b>1,128,455</b>	<b>100</b>	<b>1,820,516</b>	<b>100</b>
Agriculture, forestry and fishing	814,693	27.6	672,368	59.6	142,325	7.8
Mining and quarrying	84,536	2.9	13,083	1.2	71,452	3.9
Manufacturing	239,046	8.1	68,586	6.1	170,460	9.4
Electricity, gas, steam, and air conditioning supply	16,047	0.5	1,106	0.1	14,941	0.8
Water supply; sewerage, waste management and remediation activities	10,106	0.3	770	0.1	9,337	0.5
Construction	176,708	6.0	45,619	4.0	131,089	7.2
Wholesale and retail trade; repair of motor vehicles and motorcycles	701,252	23.8	145,913	12.9	555,339	30.5
Transport and storage	122,696	4.2	15,030	1.3	107,666	5.9
Accommodation and food service activities	64,637	2.2	8,327	0.7	56,310	3.1
Information and communication	15,986	0.5	4,205	0.4	11,781	0.6
Financial and insurance activities	24,637	0.8	2,751	0.2	21,886	1.2
Real estate activities	18,658	0.6	118	0.0	18,540	1.0
Professional, scientific and technical activities	13,092	0.4	1,368	0.1	11,724	0.6
Administrative and support service activities	85,254	2.9	11,820	1.0	73,434	4.0
Public administration and defence; compulsory social security	68,702	2.3	4,648	0.4	64,054	3.5
Education	182,415	6.2	70,329	6.2	112,086	6.2
Human health and social work activities	83,829	2.8	20,348	1.8	63,481	3.5
Arts, entertainment and recreation	8,843	0.3	1,457	0.1	7,385	0.4
Other service activities	110,501	3.7	19,356	1.7	91,145	5.0
Activities of households as employers	101,894	3.5	20,697	1.8	81,198	4.5
Activities of extraterritorial organizations and bodies	5,440	0.2	556	0.0	4,884	0.3

### 6.13 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 6.11 shows the percentage distribution of employed population by type of employment. In 2018, formal employment was estimated at 31.6 percent compared to 25.6 percent recorded in 2017. Informal employment declined from 74.4 percent in 2017 to 68.4 percent in 2018.

**Figure 6.11: Percentage Distribution of the Employed Persons by Type of Employment, Zambia 2017 and 2018**

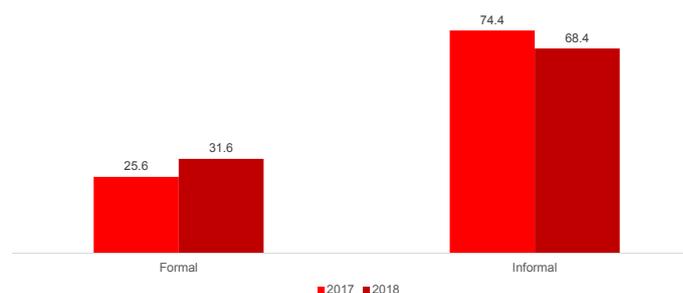


Table 6.10 shows the percentage distribution of the employed persons by type of employment, rural/urban and sex. Among the formally employed persons, males accounted for 71.3 percent while females had 28.7

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 6.10: Percentage Distribution of the employed persons by Type of employment Rural/Urban and Sex, Zambia 2018**

Type of Employment	Total			Rural			Urban		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	2,948,971	61.9	38.1	1,128,455	63.1	36.9	1,820,516	61.2	38.8
Formal Employment	931,906	71.3	28.7	208,474	74.1	25.9	723,431	70.4	29.6
Informal Employment	2,017,065	57.6	42.4	919,981	60.6	39.4	1,097,084	55.1	44.9

### 6.13.1 Employed Persons by Type of Employment and Industry

Table 6.11 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 Manufacturing, construction, wholesale and retail trade, transport, accommodation, real estate, activities of household as employers and other service activities industries which had more than 60.0 percent or more of the informally employed persons.

**Table 6.11: : Percentage Distribution of the Employed Persons by Industry and Type of Employment (Formal/ Informal), Zambia 2018**

Industry	Total Employed Persons		Type of Employment			
	Number	Percent	Formal Employment		Informal Employment	
			Number	Percent	Number	Percent
<b>Total</b>	<b>2,948,971</b>	<b>100</b>	<b>931,906</b>	<b>31.6</b>	<b>2,017,065</b>	<b>68.4</b>
Agriculture, forestry and fishing	814,693	100	93,688	11.5	721,004	88.5
Mining and quarrying	84,536	100	67,852	80.3	16,683	19.7
Manufacturing	239,046	100	79,275	33.2	159,771	66.8
Electricity, gas, steam, and air conditioning supply	16,047	100	14,043	87.5	2,004	12.5
Water supply; sewerage, waste management and remediation activities	10,106	100	7,962	78.8	2,144	21.2
Construction	176,708	100	40,666	23.0	136,042	77.0
Wholesale and retail trade; repair of motor vehicles and motorcycles	701,252	100	146,336	20.9	554,916	79.1
Transport and storage	122,696	100	38,720	31.6	83,976	68.4
Accommodation and food service activities	64,637	100	23,829	36.9	40,808	63.1
Information and communication	15,986	100	12,187	76.2	3,799	23.8
Financial and insurance activities	24,637	100	13,227	53.7	11,409	46.3
Real estate activities	18,658	100	4,947	26.5	13,711	73.5
Professional, scientific and technical activities	13,092	100	10,770	82.3	2,323	17.7
Administrative and support service activities	85,254	100	53,758	63.1	31,496	36.9
Public administration and defence; compulsory social security	68,702	100	66,025	96.1	2,678	3.9
Education	182,415	100	153,105	83.9	29,310	16.1
Human health and social work activities	83,829	100	65,873	78.6	17,955	21.4
Arts, entertainment and recreation	8,843	100	4,142	46.8	4,700	53.2
Other service activities	110,501	100	18,576	16.8	91,925	83.2
Activities of households as employers	101,894	100	14,047	13.8	87,848	86.2
Activities of extraterritorial organizations and bodies	5,440	100	2,878	52.9	2,562	47.1

## 6.14 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.

### 6.14.1 Employed Persons by Sector of Employment

Figure 6.12 shows the percentage distribution of employed population by sector of employment. In 2018, the proportion of the informal Sector was higher than that of the formal and household sectors at 45.4 percent, 31.1 percent and 23.4 percent, respectively. Between 2017 and 2018 formal sector employment declined from 45.7 percent to 31.1 percent while informal sector employment increased from 31.0 percent to 45.4 percent in the same period.

**Figure 6.12: Percentage Distribution of the Employed Persons by Sector of Employment, 2017 and 2018**

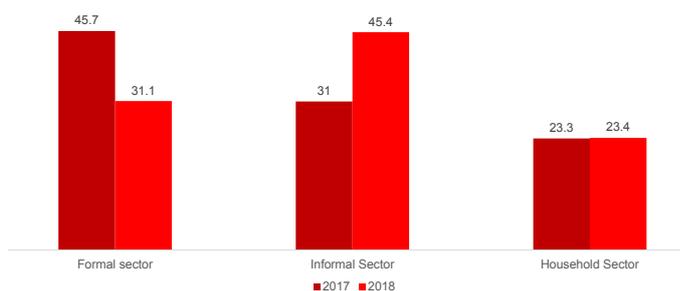


Table 6.12 shows the percentage distribution of employed persons by sector of employment and rural/urban. The informal sector had the highest proportion of employed population at 45.4 percent, followed by the formal sector at 31.1 percent. Household sector made up 23.4 percent.

The predominant sector in both rural and urban areas was the formal sector with 50.4 percent and 42.4 percent, respectively. The second predominant sector in urban areas was the formal sector with 39.4 percent of the employed persons, while that of the rural areas was the household sector with 31.8 percent.

**Table 6.12: Number and Percentage Distribution of Employed Persons by Sector of Employment, Rural Urban and Sex, Zambia 2018**

Sector of employment	Total		Rural		Urban	
	Number	Percent	Number	Percent	Number	Percent
<b>Total</b>	<b>2,947,812</b>	<b>100.0</b>	<b>1,192,712</b>	<b>100.0</b>	<b>1,778,458</b>	<b>100</b>
Formal Sector	917,011	31.1	394,730	33.1	962,456	54.1
Informal sector	1,340,153	45.4	448,344	37.6	474,132	26.7
House Hold Sector	690,648	23.4	349,368	29.3	341,869	19.2

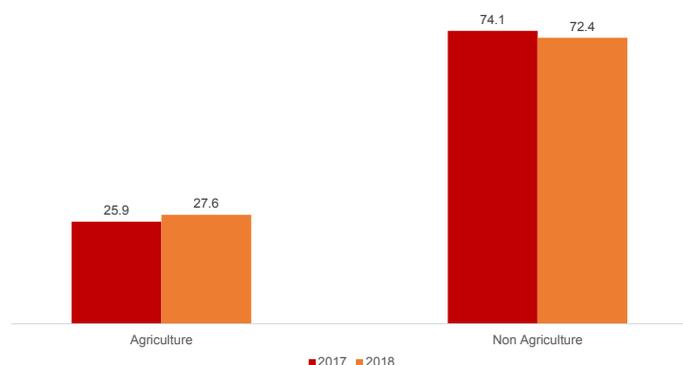
## 6.15 Employed Persons in the Agriculture and Non-Agriculture Sectors

Figure 6.13 shows the percentage distribution of employed persons by agriculture and non-agriculture sectors. In 2018, there were 71.8 percent employed persons in non-agriculture sector while 28.2 percent were in the agriculture sector. The percentage of employed persons in the agriculture sector increased from 25.9 percent in 2017 to 28.2 percent in 2018 while that of the non-agriculture sector declined from 74.1 percent to 71.8 percent in the same period.

### 6.15.1 Employed Persons by Province, Agriculture and Non Agriculture Sectors

Table 6.13 shows the number and percentage distribution of employed persons by Province, agriculture and non-agriculture sectors. There were

Figure 6.13: Percentage Distribution of employed persons by Agriculture and Non-Agriculture sectors, 2017 and 2018



more employed persons in the Non- Agriculture sector in all the provinces except Eastern province which had 61.6 percent of employed persons in the Agriculture sector.

Table 6.13: Number and Percentage Distribution of Employed persons by Province, Agriculture and Non-Agriculture Sector, Zambia 2018

Province	Both Sector	Agriculture Sector		Non-Agriculture Sector	
Total	2,948,971	814,693	27.6	2,134,278	72.4
Central	275,489	115,728	42.0	159,760	58.0
Copperbelt	587,600	76,682	13.0	510,918	87.0
Eastern	300,860	187,762	62.4	113,098	37.6
Luapula	92,964	40,712	43.8	52,252	56.2
Lusaka	892,907	89,481	10.0	803,426	90.0
Muchinga	120,752	56,966	47.2	63,785	52.8
Northern	127,194	48,159	37.9	79,035	62.1
North Western	141,626	43,862	31.0	97,764	69.0
Southern	312,196	127,680	40.9	184,516	59.1
Western	97,385	27,662	28.4	69,723	71.6

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

Table 6.14 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 sector accounted for 81.6 percent and 60.2 percent of formally and informally employed persons, respectively. Males in non-agriculture accounted for 69.9 percent and 56.2 percent of formally and informally employed persons, respectively.

**Table 6.14: Number and Percentage distribution of Employed Persons by Type of Employment, Agriculture/ Non- Agriculture Sectors and Sex, Zambia 2018**

Type of Employment	Total Employed Persons	Agriculture Sector			Non-Agriculture Sector		
	Both Sexes	Both Sexes	Male	Female	Both Sexes	Male	Female
<b>Total</b>	<b>2,948,971</b>	<b>814,693</b>	<b>63.3</b>	<b>36.7</b>	<b>2,134,278</b>	<b>61.4</b>	<b>38.6</b>
Formal Employment	931,906	93,688	82.3	17.7	838,218	70.0	30.0
Informal Employment	2,017,065	721,004	60.8	39.2	1,296,061	55.9	44.1

## Chapter 7: Youth Employment

### 7.1 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.

### 7.2 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 7.1 shows the number and percentage distribution of youth labour force by age group and sex in rural and urban areas. There were 1,825,628 youths in the labour force of this; Age group 30-35 had the highest percentage of the youth in the labour force at 36.8 percent while age group 15-19 had the lowest at 8.1 percent.

**Table 7.1: Number and Percentage Distribution of Youth Labour Force by Age Group and Sex and Rural/Urban, Zambia 2018**

Age Group	Total				Rural			Urban		
	Total	Percent Share	Male	Female	Total	Male	Female	Total	Male	Female
Total	1,825,628	100.0	1,116,607	709,021	703,734	439,719	264,015	1,121,894	676,888	445,006
15-19	147,705	8.1	84,514	63,191	76,952	45,429	31,523	70,753	39,085	31,668
20-24	411,556	22.5	237,164	174,393	175,058	101,686	73,372	236,498	135,478	101,020
25-29	593,780	32.5	364,743	229,037	216,183	140,068	76,115	377,597	224,675	152,922
30-35	672,586	36.8	430,186	242,400	235,541	152,536	83,004	437,046	277,650	159,396

### 7.3 Youth Employment

Table 7.2 shows number and percentage distribution of employed youth by rural/urban, age group and sex. In 2018, there were 1,533,933 youths in employment

of which males accounted for 62.2 percent and females 37.8 percent. The same pattern of having more males than females was observed in both rural and urban areas and for all age groups.

**Table 7.2: Number and Percentage Distribution of Employed Youth by Rural/Urban, Age Group and Sex, Zambia 2018**

Rural/Urban and Age-Group	Total		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	1,533,933	100.0	953,762	62.2	580,171	37.8
Rural	607,990	100.0	380,903	62.6	227,087	37.4
Urban	925,943	100.0	572,859	61.9	353,084	38.1
15-19	102,912	100.0	58,351	56.7	44,560	43.3
20-24	316,153	100.0	187,318	59.2	128,835	40.8
25-29	500,876	100.0	313,835	62.7	187,041	37.3
30-35	613,993	100.0	394,258	64.2	219,735	35.8

Figure 7.1 shows the percentage distribution of youth employment by rural/urban. There were more employed youths in the urban areas than rural areas at 60.4 percent and 39.5 percent, respectively.

**Figure 7.1: Percentage Distribution of Youth Employment by Rural/Urban, Zambia 2018**

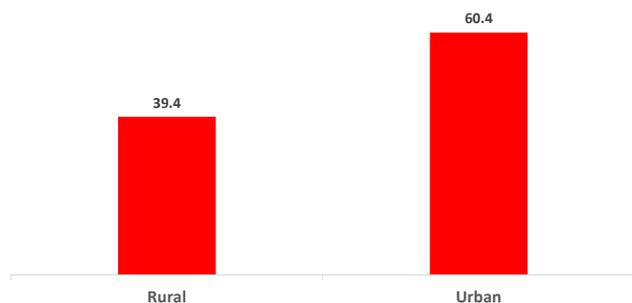
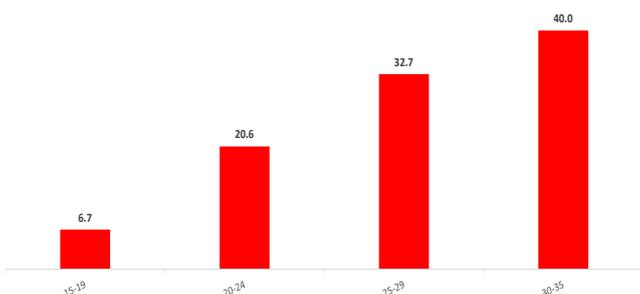


Figure 7.2 shows the percentage distribution of youth employment by age group. The age group 30-35 years had the highest percentage of employed youths at 40.0 percent while the age group 15-19 years had the lowest at 6.7 percent.

**Figure 7.2: Percentage Distribution of Youth Employment by Age Group, Zambia 2018**



## 7.4 Youth Employment by Sector

Figure 7.3 shows the distribution of youth employment by sector. At national level 46.6 percent of the youths were employed in the informal sector while 30.5 percent were in the formal sector and 22.9 percent were working in the household sector.

**Figure 7.3: Percentage Distribution of Youths in Employment by Sector, Zambia 2018**

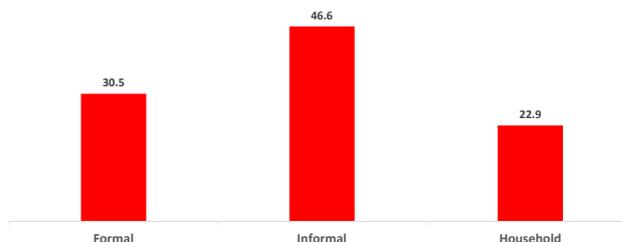


Table 7.3 shows the distribution of youth employment by sector. Of the total 1,533,933 employed youths, 62.2 percent were male and 37.8 percent were female. In the formal sector, 69.6 percent were male and 30.4 percent were female while in the informal sector the males accounted for 62.7 percent and females had 37.3 percent. The household sector had 51.3 percent and 48.7 percent for males and females, respectively.

**Table 7.3: Number and Percentage Distribution of Youth Employment by Sector of Employment by Rural/Urban and Sex, Zambia 2018**

Sector of Employment	Total			Rural			Urban		
	Number Both Sexes	Percent		Number Both Sexes	Percent		Number Both Sexes	Percent	
		Male	Female		Male	Female		Male	Female
Total	1,533,933	62.2	37.8	607,846	62.7	37.3	926,087	61.9	38.1
Formal	467,612	69.6	30.4	113,159	69.2	30.8	354,452	69.7	30.3
Informal	714,457	62.7	37.3	311,724	65.2	34.8	402,733	60.8	39.2
Household	351,865	51.3	48.7	182,963	54.4	45.6	168,902	47.9	52.1

## 7.5 Youth Status in Employment

Figure 7.4 shows the percentage distribution of employed youth by status in employment. The highest percent of employed youths were paid employees at

42.0 percent while 38.3 percent were own account workers and the lowest were paid interns at 0.9 percent.

**Figure 7.4: Percentage Distribution of Youth Employment by Status in Employment, Zambia 2018**

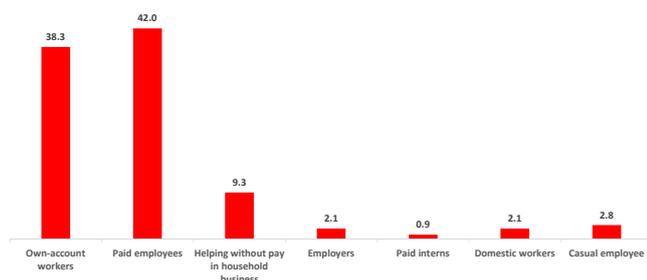


Table 7.4 shows the percentage distribution of employed youth by status in employment and sex in rural and urban areas. There were more male employed youths than female in all employment status except in the category of the contributing family workers which had 58.2 percent females while males were at 41.8 percent.

**Table 7.4: Number and Percentage Distribution of Youth Employment by Status in Employment, Sex and Rural/Urban, Zambia 2018**

Status in Employment	Total			Rural			Urban		
	Number Both Sexes	Percent		Number Both Sexes	Percent		Number Both Sexes	Percent	
		Male	Female		Male	Female		Male	Female
Total	1,533,933	62.2	37.8	607,665	62.7	37.3	926,268	61.9	38.1
Paid employees	644,775	71.0	29.0	167,465	74.9	25.1	477,310	69.6	30.4
Working as a paid apprentice	39,111	72.7	27.3	8,598	74.5	25.5	30,513	72.2	27.8
Working as a paid intern	13,161	73.6	26.4	6,730	89.5	10.5	6,431	56.9	43.1
An employer (employing one or more employees)	31,829	75.3	24.7	7,979	86.1	13.9	23,850	71.7	28.3
An own-account worker (not employing any employee)	587,517	54.5	45.5	278,920	61.9	38.1	308,597	47.8	52.2
Contributing family workers	142,589	41.8	58.2	105,192	37.7	62.3	37,397	53.6	46.4
Domestic paid worker	31,989	58.2	41.8	15,266	67.9	32.1	16,723	49.4	50.6
Casual employee	42,962	82.3	17.7	17,515	76.0	24.0	25,447	86.7	13.3

## 7.6 Youth Employment by Industry

Figure 7.5 shows the percentage distribution of employed youths by industry. The highest percentage of the employed youths was in the Agriculture, Forestry and Fishing at 28.7 percent followed by the Wholesale and Retail Trade, Repair of Motor Vehicles at 23.1 percent. The industry with the lowest percentage was the Real Estate Activities with 0.1 percent.

**Figure 7.5: Percentage Distribution of Youth Employment by Industry, Zambia 2018**

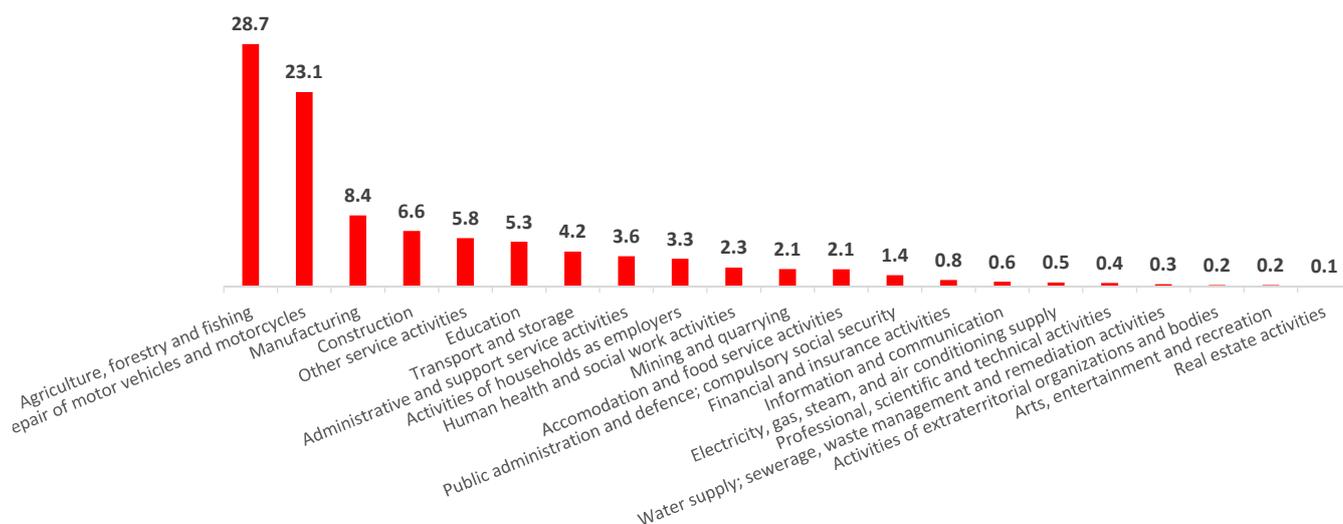


Table 7.5 shows the percentage distribution of employed youths by industry and sex. Wholesale trade, human health, activities of household as employers, professional, scientific and technical activities, Financial

and Insurance activities, Other service activities, Real estate activities and Education industries which had more females than males.

**Table 7.5: Number and Percentage Distribution of Youth Employment by Industry, Sex and Rural/Urban, Zambia 2018**

Industry	Total			Rural			Urban		
	Number	Percent		Number	Percent		Number	Percent	
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	1,533,933	62.2	37.8	607,990	62.6	37.4	925,943	61.9	38.1
Agriculture, Forestry And Fishing	440,680	62.4	37.6	370,325	63.1	36.9	70,355	58.8	41.2
Mining And Quarrying	32,327	92.4	7.6	5,675	74.9	25.1	26,652	96.1	3.9
Manufacturing	129,589	72.4	27.6	34,437	66.2	33.8	95,152	74.7	25.3
Electricity, Gas, Steam And Air Conditioning Supply	7,601	95.1	4.9	466	73.1	26.9	7,134	96.5	3.5
Water Supply; Sewerage, Waste Management And Remediation Activities	4,502	86.7	13.3	770	100.0	-	3,732	83.9	16.1
Construction	101,452	98.6	1.4	21,428	100.0	-	80,024	98.2	1.8
Wholesale And Retail Trade; Repair Of Motor Vehicles And Motorcycles	353,603	49.0	51.0	70,850	48.1	51.9	282,753	49.2	50.8
Transportation And Storage	63,805	95.3	4.7	9,513	94.7	5.3	54,292	95.4	4.6
Accommodation And Food Service Activities	31,802	58.3	41.7	3,821	38.7	61.3	27,981	61.0	39.0
Information And Communication	9,199	79.3	20.7	1,291	81.5	18.5	7,908	78.9	21.1
Financial And Insurance Activities	12,226	43.9	56.1	1,177	59.5	40.5	11,049	42.2	57.8
Real Estate Activities	1,650	47.2	52.8	-	-	-	1,650	47.2	52.8
Professional, Scientific And Technical Activities	6,896	42.0	58.0	225	-	100.0	6,670	43.4	56.6
Administrative And Support Service Activities	55,313	70.5	29.5	9,967	66.2	33.8	45,346	71.4	28.6
Public Administration And Defence; Compulsory Social Security	21,157	75.5	24.5	2,447	80.1	19.9	18,710	74.9	25.1
Education	81,796	48.4	51.6	37,088	61.6	38.4	44,708	37.5	62.5
Human Health And Social Work Activities	35,005	39.6	60.4	7,680	38.0	62.0	27,325	40.1	59.9
Arts, Entertainment And Recreation	3,144	61.7	38.3	978	69.0	31.0	2,165	58.4	41.6
Other Service Activities	88,214	46.8	53.2	17,012	59.6	40.4	71,202	43.8	56.2
Activities Of Households As Employers; Undifferentiated Goods- and Services Producing Activities Of Households For Own Use	50,690	40.2	59.8	12,602	46.7	53.3	38,088	38.1	61.9
Activities Of Extraterritorial Organizations And Bodies	3,283	80.6	19.4	238	100.0	-	3,045	79.1	20.9

Table 7.6 shows the percentage distribution of employed youths by industry and province. Eight provinces showed that Agriculture, Forestry and Fishing was the major industry where youths were employed as follows Central (39.8 percent), Eastern (62.7 percent), Luapula, (44.9 percent) Muchinga (47.7 percent), Northern (40.6 percent), North-Western (31.4 percent), Southern (45.0 percent) and Western (27.2 percent), respectively. Copperbelt and Lusaka provinces recorded Wholesale and Retail Trade, Repair of Motor Vehicles and Motorcycles as the major industry in which youths were employed with 25.4 percent and 31.2 percent respectively.

Table 7.6: Number and Percent Distribution of Youth Employment by Industry and Province, Zambia 2018

Industry	Zambia	Central	Copper-belt	Eastern	Luapula	Lusaka	Muchinga	North		Western	
								Western	Southern		
Total	1,533,933	147,212	270,562	170,058	51,672	459,865	59,153	62,938	78,941	176,153	57,379
Agriculture, Forestry And Fishing	440,680	39.8	11.5	62.7	44.9	10.3	47.7	40.6	31.4	45.0	27.5
Mining And Quarrying	353,603	24.1	25.4	11.7	16.2	31.2	18.6	16.3	17.6	17.2	21.3
Manufacturing	101,452	6.9	8.0	3.0	1.0	9.7	3.2	3.9	7.3	4.6	2.3
Electricity, Gas, Steam And Air Conditioning Supply	81,796	6.0	6.3	5.5	7.3	3.7	4.2	9.4	5.4	4.6	8.4
Water Supply; Sewerage, Waste Management And Remediation Activities	55,313	4.8	3.7	1.3	7.8	4.7	1.9	5.2	2.2	1.9	1.2
Construction	88,214	4.3	8.0	7.1	-	5.7	2.8	2.4	5.9	6.5	4.8
Wholesale And Retail Trade; Repair Of Motor Vehicles And Motorcycles	129,589	4.0	8.2	3.6	5.6	12.9	7.9	7.1	7.8	5.3	15.1
Transportation And Storage	63,805	3.2	6.6	0.8	0.8	5.6	3.6	3.1	2.6	3.5	2.5
Accommodation And Food Service Activities	31,802	2.3	1.4	0.4	3.4	3.2	1.6	-	3.1	1.8	1.6
Information And Communication	35,005	1.7	1.8	1.2	9.4	1.8	2.1	4.1	2.9	2.4	3.9
Financial And Insurance Activities	50,690	1.2	5.6	0.5	-	5.1	2.1	1.1	2.6	2.2	2.8
Real Estate Activities	21,157	0.9	1.1	-	2.2	1.7	2.8	3.0	1.3	0.4	4.7
Professional, Scientific And Technical Activities	6.	0.2	0.6	-	-	0.7	-	-	0.9	0.3	0.8
Administrative And Support Service Activities	3,144	0.2	0.2	-	-	0.4	-	-	0.4	0.1	-
Public Administration And Defence; Compulsory Social Security	32,327	0.1	7.1	0.3	-	0.7	-	0.7	7.0	1.3	1.6
Education	12,226	0.1	1.4	1.2	0.0	0.8	0.5	1.3	0.8	0.6	-
Human Health And Social Work Activities	7,601	-	0.8	0.1	0.7	0.6	-	0.7	-	0.8	0.0
Arts, Entertainment And Recreation	9,199	-	0.7	0.6	0.8	0.7	1.0	1.1	-	0.5	1.4
Other Service Activities	3,283	-	0.6	-	-	0.3	-	-	0.6	-	-
Activities Households As Employers; Undifferentiated Goods And Services Producing Activities Of Households For Own Use	4,502	-	0.5	-	-	0.3	-	-	0.4	0.9	0.3
Activities Of Extraterritorial Organizations And Bodies	1,650	-	0.3	-	-	0.2	-	-	-	-	-

## 7.7 Youth Employment by Type of Contract

Figure 7.6 shows the percentage distribution of youth employment by type of contract. The percentage of employed youths with a written contract was higher than those with an oral agreement at 56.9 percent and 43.1 percent, respectively.

Table 7.7 shows the number and percentage distribution of the youth employment by type of contract, rural/urban and sex. Males with written contracts had a higher percentage than females at 70.6 percent and 28.5 percent, respectively. Among the employed youths with an oral agreement, 72.8 percent were males while 27.2 percent were female.

Figure 7.6 Percentage Distribution of Youth Employment by Type of Contract, Zambia 2018

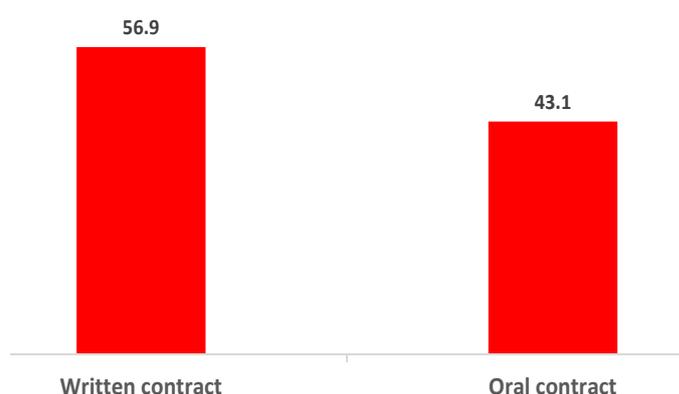


Table 7.7 Number and Percentage Distribution of Youth Employment by Type of Contract, Rural/Urban and Sex, Zambia 2018

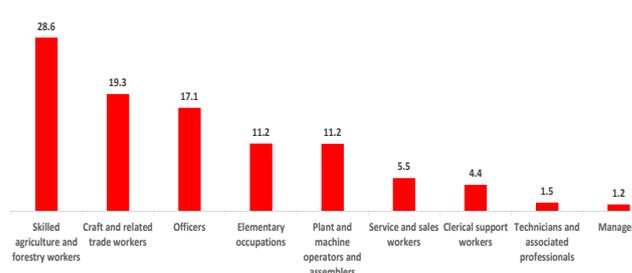
Type of Contract	Total			Rural			Urban		
	Number Both Sexes	Percent		Number Both Sexes	Percent		Number Both Sexes	Percent	
		Male	Female		Male	Female		Male	Female
Total	1,533,933	71.5	28.5	425,072	74.9	25.1	1,108,861	70.2	29.8
A written contract	872,600	70.6	29.4	222,239	72.3	27.7	650,361	70.0	30.0
An oral agreement	661,333	72.8	27.2	202,833	77.8	22.2	458,500	70.6	29.4

## 7.8 Youth Employment by Occupation

Figure 7.7 shows percentage share of youth employment by occupation. The figure shows that 28.6 percent of youths were employed as skilled agriculture and forestry workers while 19.3 percent were craft and related trade workers. Managers accounted for 1.2 percent of employed youths.

Table 7.8 shows percentage distribution of employed youths by occupation in rural/ urban and sex. In all the occupations, the percentage of males was higher than that of females except in the Service and sales workers occupation which had 51.6 percent female and 48.4 percent male.

Figure 7.7: Percentage Distribution of Youth Employment by Occupation, Zambia 2018



**Table 7.8: Percentage Distribution of Employed Youth by Occupation, Rural/Urban and Sex, Zambia 2018**

Occupation	Total			Rural			Urban		
	Number	Percent		Number	Percent		Number	Percent	
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
All Zambia	1,533,933	62.2	37.8	607,990	62.6	37.4	925,943	61.9	38.1
Officers	22,848	66.1	33.9	1,545	67.5	32.5	21,303	66.0	34.0
Managers	67,722	57.3	42.7	21,551	52.4	47.6	46,171	59.5	40.5
Technicians and associated professionals	171,210	60.2	39.8	54,027	63.0	37.0	117,184	58.9	41.1
Clerical support workers	18,016	55.2	44.8	1,470	55.6	44.4	16,546	55.2	44.8
Service and sales workers	439,104	48.4	51.6	79,450	51.3	48.7	359,654	47.7	52.3
Skilled agriculture and forestry workers	262,005	59.4	40.6	235,945	60.8	39.2	26,060	47.0	53.0
Craft and related trade workers	171,856	84.1	15.9	44,423	69.5	30.5	127,433	89.2	10.8
Plant and machine operators and assemblers	84,587	98.0	2.0	19,876	95.0	5.0	64,711	98.9	1.1
Elementary occupations	296,585	64.6	35.4	149,703	66.7	33.3	146,882	62.4	37.6

### 7.9 Youth Employment by Institutional Sector

Figure 7.8 shows the percentage distribution of youth employment by institutional sector. The private business / farm had the highest percentage of youth

employment at 66.3 percent while the Embassy/ International organizations had the lowest at 0.1 percent.

**Figure 7.8: Percentage Distribution of Youth Employment by Institutional Sector, Zambia 2018**

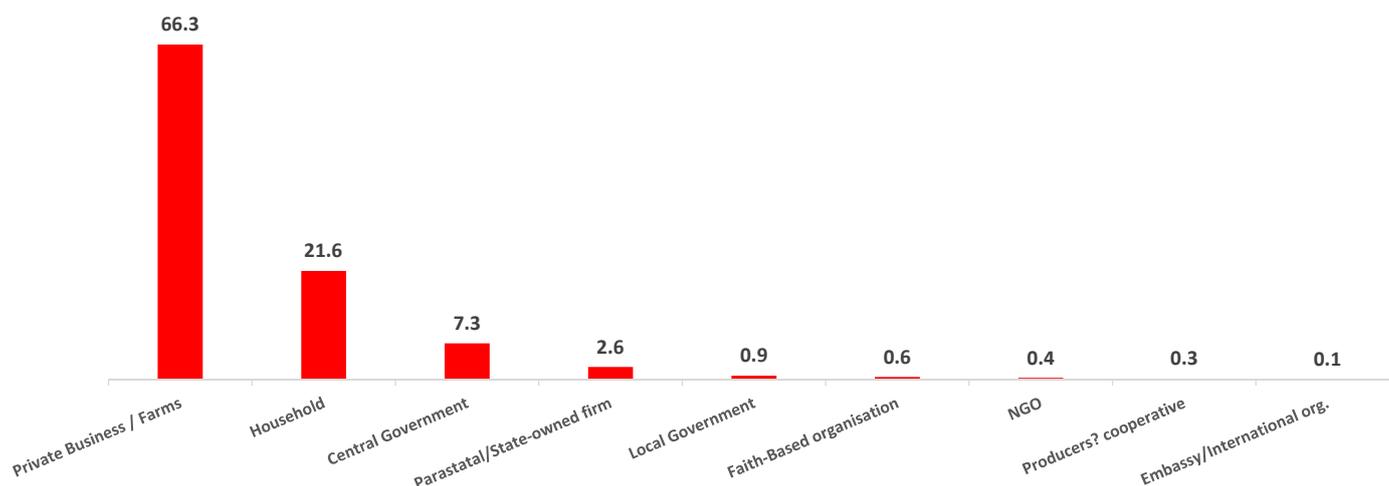


Table 7.9 shows the percentage distribution of youth employment by institutional sector rural/urban and sex. At national level, all the institution sectors had

a higher percentage of males than females except in the category of NGOs which had more females than males at 65.2 percent and 34.8 percent, respectively.

**Table 7.9: Number and Percentage Distribution of Youth Employment by Institutional Sector, Rural/Urban and Sex, Zambia 2018**

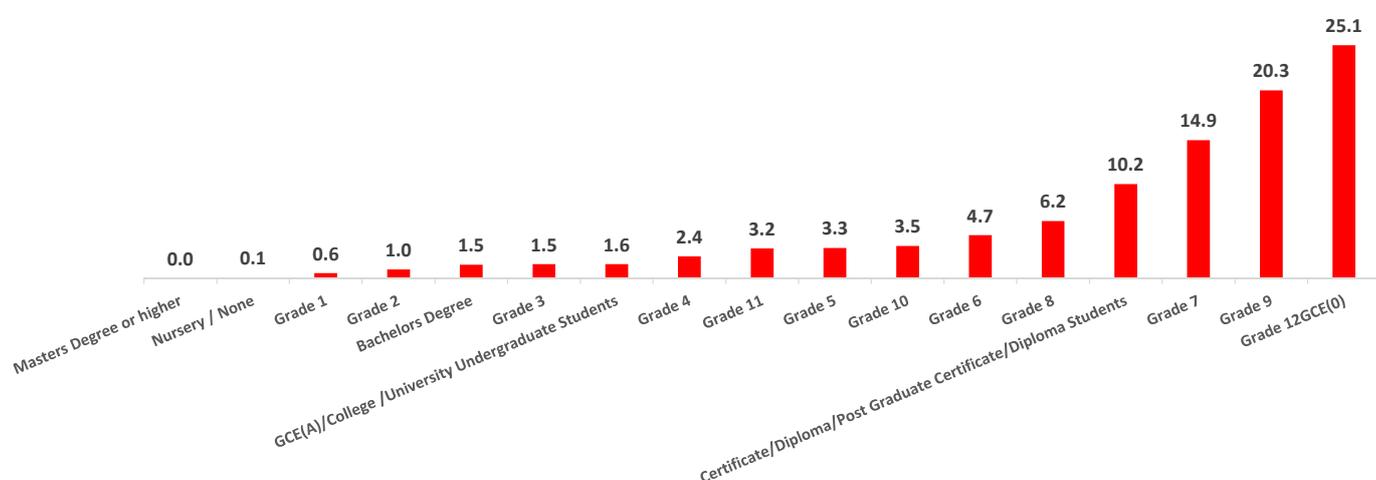
Institutional Sector	Total			Rural			Urban		
	Number	Percent		Number	Percent		Number	Percent	
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	1,533,933	62.2	37.8	607,846	62.7	37.3	926,087	61.9	38.1
Central Government	111,400	57.5	42.5	39,104	61.4	38.6	72,296	55.4	44.6
Local Government	13,381	68.5	31.5	3,611	65.8	34.2	9,771	69.5	30.5
Parastatal/State-owned firm	39,328	74.6	25.4	8,496	61.3	38.7	30,832	78.2	21.8
Embassy/International organisation.	1,180	66.7	33.3	-	-	-	1,180	66.7	33.3
NGO	6,848	34.8	65.2	1,095	78.2	21.8	5,753	26.6	73.4
Faith-Based organisation	9,117	65.3	34.7	2,903	94.3	5.7	6,214	51.8	48.2
Private Business/Farms	1,017,958	65.6	34.4	375,059	66.2	33.8	642,899	65.1	34.9
Producers? cooperative	4,253	92.8	7.2	1,713	82.2	17.8	2,540	100.0	-
Household	331,199	51.7	48.3	176,157	54.5	45.5	155,042	48.5	51.5

## 7.10 Youth Employment by Highest Education Level Attained

Figure 7.9 shows the percentage distribution of youth employment by level of education attained. The youths with grade 12 GCE (O) level as the highest level of education attained had the highest percentage of youth employment at 25.1 percent while those with no education had the lowest at 0.1 percent.

Table 7.10 shows the percentage distribution of youth employment by level of education attained and sex in rural and urban areas. Employed persons with no education had 70.4 percent males and 29.6 percent females. There were more employed females than males with primary level of education except in grades 4 and 7 which had more males than females. Among employed person with secondary education as highest level attained, there were more males than females.

**Figure 7.9: Percentage Distribution of Youth Employment by Highest Level of Education Attained, Zambia 2018**



**Table 7.10: Number and Percentage Distribution of Youth Employment by Highest Level of Education Attained, Rural/Urban and Sex, Zambia 2018**

Highest level of Education	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	1,533,933	62.3	37.7	567,183	62.9	37.1	966,750	62.0	38.0
Nursery / None	1,576	70.4	29.6	1,007	53.7	46.3	569	100.0	-
Grade 1	8,794	47.6	52.4	7,337	47.3	52.7	1,457	48.8	51.2
Grade 2	15,117	49.6	50.4	10,463	57.9	42.1	4,655	30.9	69.1
Grade 3	23,749	45.5	54.5	16,764	47.8	52.2	6,985	40.0	60.0
Grade 4	36,439	53.8	46.2	25,553	58.6	41.4	10,886	42.3	57.7
Grade 5	50,346	49.4	50.6	32,388	54.2	45.8	17,958	40.7	59.3
Grade 6	71,703	46.9	53.1	46,098	50.5	49.5	25,605	40.6	59.4
Grade 7	228,752	56.1	43.9	124,686	63.8	36.2	104,066	47.0	53.0
Grade 8	94,864	56.7	43.3	47,136	56.9	43.1	47,728	56.6	43.4
Grade 9	310,987	66.0	34.0	112,722	67.4	32.6	198,266	65.2	34.8
Grade 10	53,679	58.0	42.0	10,958	58.3	41.7	42,721	57.9	42.1
Grade 11	49,672	73.3	26.7	16,047	70.9	29.1	33,625	74.4	25.6
Grade 12GCE(0)	385,594	73.7	26.3	69,104	84.6	15.4	316,490	71.3	28.7
GCE(A)/College / University Undergraduate Students	23,816	50.9	49.1	3,989	54.7	45.3	19,827	50.1	49.9
Certificate/Diploma/Post Graduate Certificate/ Diploma Students	156,010	55.7	44.3	39,363	49.2	50.8	116,646	57.8	42.2
Bachelors Degree	22,653	71.3	28.7	3,570	79.7	20.3	19,084	69.7	30.3
Masters Degree or higher	183	100.0	-	-	-	-	183	100.0	-

## Chapter 8: Informal Economy

### 8.1 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.

### 8.2 Employment in Informal Economy

Table 8.1 shows the number and percentage distribution of employed persons by sector of the economy in rural and urban areas. Of the total employed persons, 73.4 percent were in the informal economy. The proportion of employed persons in the informal economy in rural areas was 85.8 percent and 65.7 percent in urban areas.

**Table 8.1: Number and Percentage Distribution of Employed Persons by Sector of Economy and Rural/Urban, Zambia 2018**

Rural/Urban	Employed Persons	Formal Economy	Informal Economy
Total	2,948,971	26.6	73.4
Rural	1,128,455	14.2	85.8
Urban	1,820,516	34.3	65.7

### 8.3 Employment in the Informal Economy

Table 8.2 shows the number and percentage distribution of employed persons by sector of the economy in rural and urban areas. Of the total employed persons in the informal economy, 44.7 percent were in rural areas and 55.3 percent were in urban areas.

**Table 8.2: Number and Percentage Distribution of Employed Persons by Sector of Economy and Rural/Urban, Zambia 2018**

Rural/Urban	Both Sexes	Percent	Male	Female
Total	2,165,016	100	1,274,013	891,003
Rural	968,326	44.7	597,906	370,419
Urban	1,196,690	55.3	676,106	520,584

Figure 8.1 shows the percentage distribution of employed persons in informal economy by sex in rural and urban areas. At national level, 58.8 percent of employed persons in informal economy were male and 41.2 percent were female. In rural areas, 61.7 percent of employed persons in informal economy were male and 38.3 percent were female while in urban areas 56.5 percent were male and 43.5 percent were female.

**Figure 8.1: Percentage Distribution of Persons working in the Informal Economy by Rural/Urban and Sex, Zambia 2018**

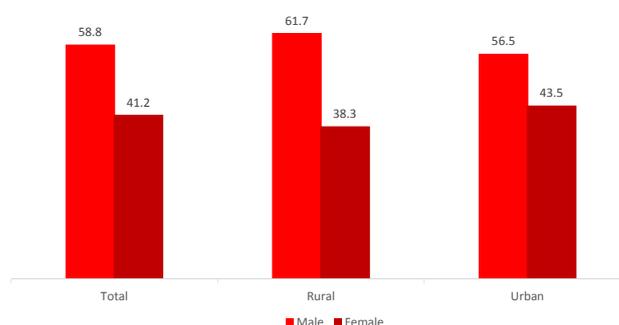


Figure 8.2 shows the percentage distribution of employed persons in informal economy by province. Lusaka and Copperbelt provinces had the highest percentage shares of employed persons working in the informal economy with 27.9 percent and 17.5 percent, respectively. Western province had the lowest share at 3.8 percent.

**Figure 8.2: Percentage Distribution of Persons working in the Informal Economy by Province, Zambia 2018**

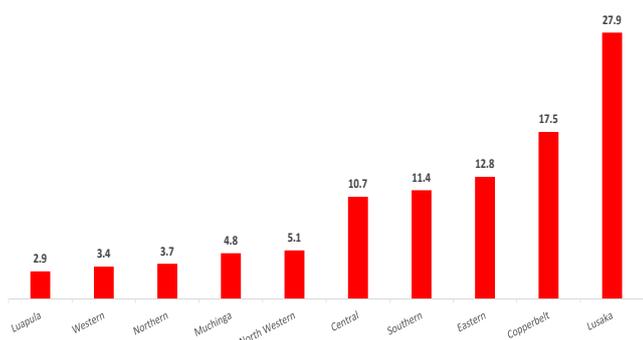
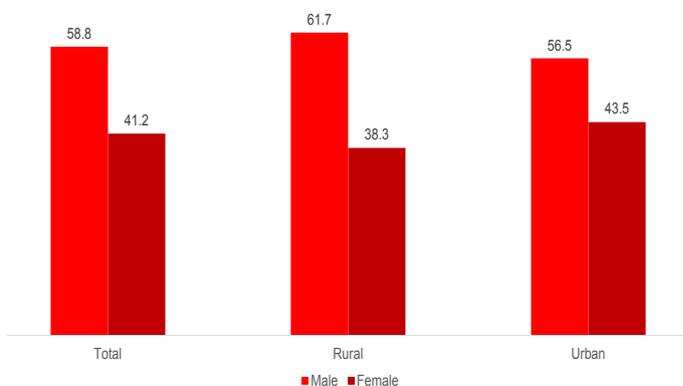


Figure 8.3 shows the percentage distribution of employed persons in the informal economy by province. The highest percentage of persons in the

informal economy within a particular province was eastern at 91.9 percent while Northern had 63.3 percent.

**Figure 8.3: Percentage Distribution of Persons working in the Informal Economy by Province, Zambia 2018**



## 8.4 Employment in the Informal Economy by Industry

Figure 8.4 shows the percentage share of employed persons in informal economy by industry. The Agriculture, Forestry and Fishing Industry had the highest percentage share at 35.2 percent followed by Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles at 27.1 percent, while Electricity and water supply industries had the lowest percentage at 0.1 percent each.

**Figure 8.4: Percentage Distribution of Persons working in the Informal Economy by Industry, Zambia 2018**

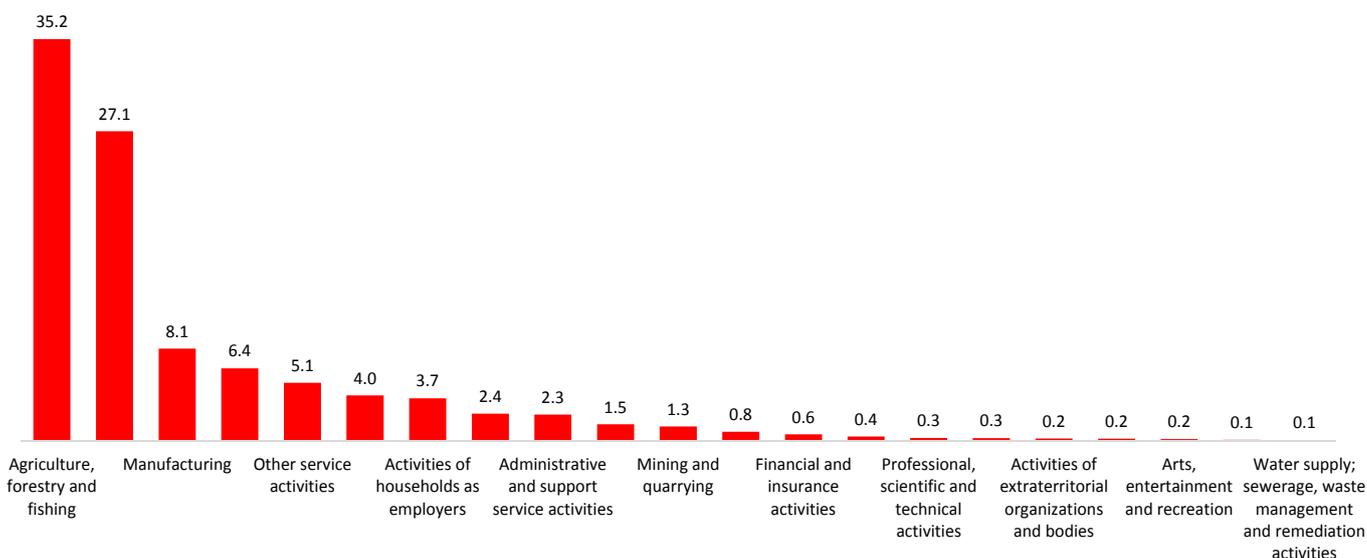
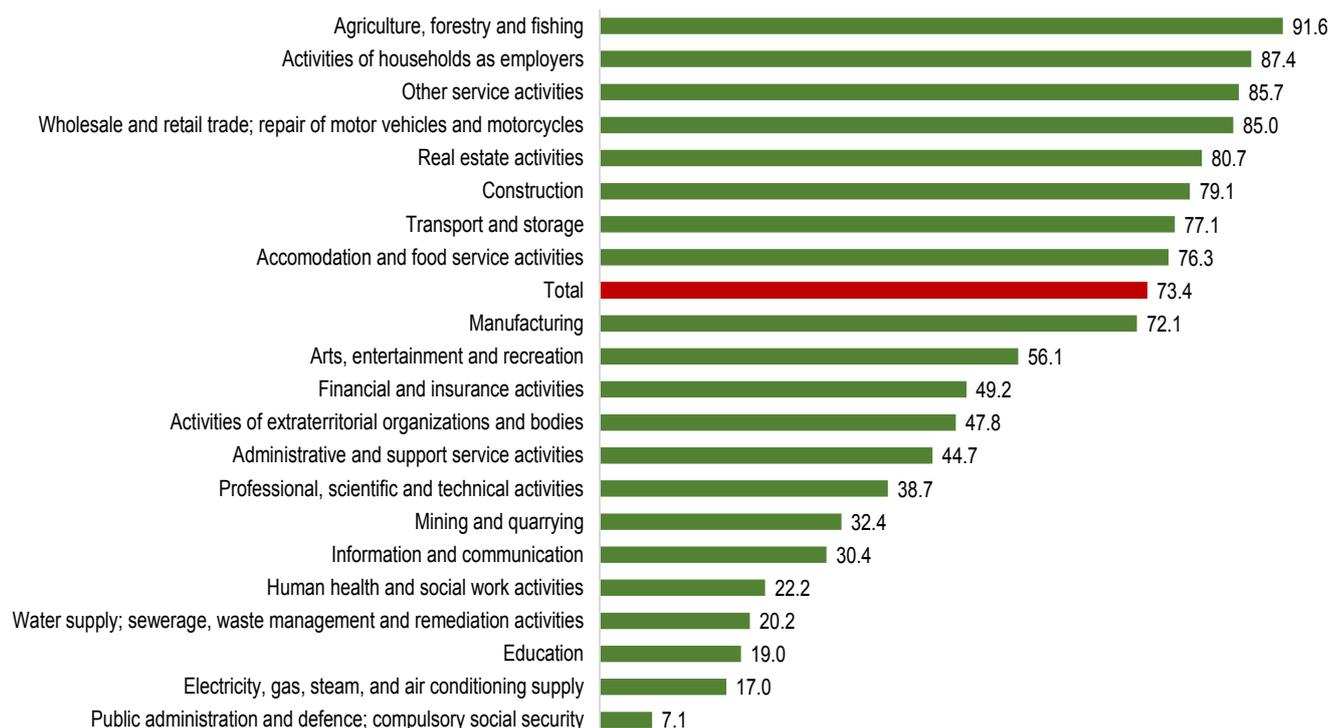


Figure 8.5 shows the proportion of employed persons in the informal economy by industry. The figure shows that eight industries had proportions of employed persons in the informal economy above the national average (73.4 percent). The Agriculture, forestry and fishing industry had the highest proportion of persons

employed in the informal economy at 91.6 percent. The Public Administration and Defence; Compulsory Social Security industry had the lowest proportion of employed persons in the informal economy at 7.1 percent.

**Figure 8.5: Proportion of Employed Population in Informal Economy by Industry, Zambia 2018**





## Chapter 9: Working Conditions

### 9.1 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.

### 9.2 Trade Union Density Membership

Table 9.1 shows number and percentage distribution of trade union members by rural/urban and sex. Results show that there was an estimated 344,707 trade union members in the labour market, of which 65.4 percent were male and 34.6 percent female. A total of 262,586 member were in urban areas while a total of 82,121 were in rural areas.

**Table 9.1: Number and Percentage Distribution of Trade Union Members by Sex and Rural/urban, Zambia 2018**

Sex	Total		Rural	Urban
	Number	Percent	Number	Number
<b>Total</b>	<b>344,707</b>	<b>100.0</b>	<b>82,121</b>	<b>262,586</b>
Male	119,303	34.6	25,658	93,645
Female	225,404	65.4	56,464	168,940

Figure 9.1 shows the percentage distribution of union members by rural/urban and sex. In 2018, there were 65.4 percent female union members compared to 34.6 percent males. In both rural and urban areas, the percentage of females was higher than that of males.

**Figure 9.1: Percentage Distribution of Union Members by Rural /Urban and Sex, Zambia 2018**

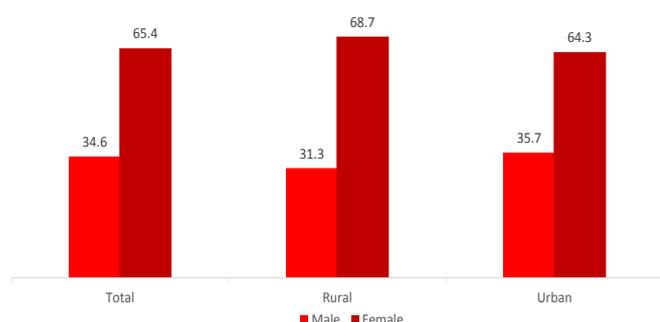
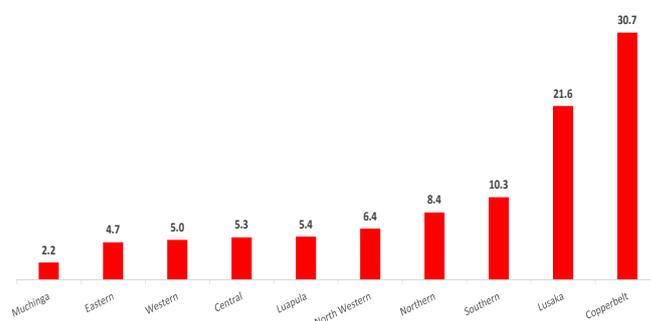


Figure 9.2 shows percentage share of trade union members by province. Copperbelt Province had the highest percentage of trade union member with 30.7 percent, followed by Lusaka Province with 21.6 percent. Muchinga Province had the lowest percentage share of 2.2 percent.

**Figure 9.2: Percentage Distribution of Trade Union Members by Province, Zambia 2018**

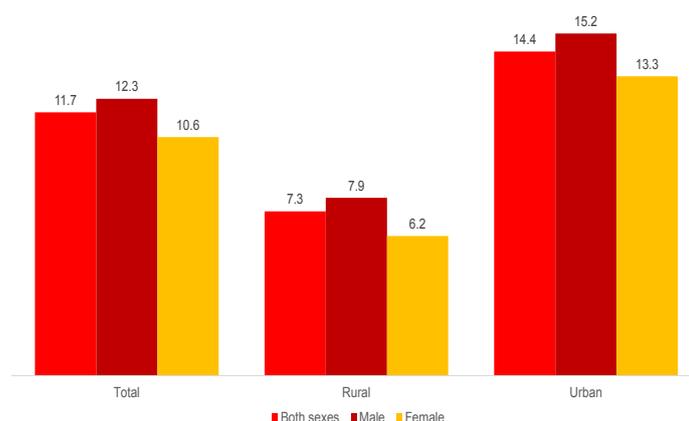


### 9.3 Trade Union Density Rate

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

Figure 9.3 shows the trade union rate by rural/urban and sex. In 2018, the trade union density rate was estimated at 11.7 percent. The male and female density rates were estimated at 12.3 percent and 10.6 percent, respectively. Urban areas had a higher density rate at 14.4 percent compared to rural areas at 7.3 percent.

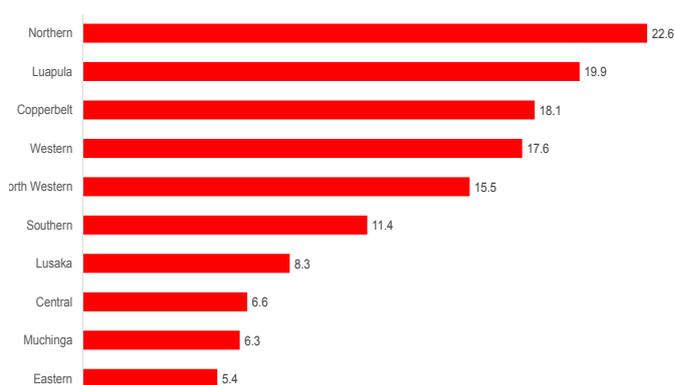
**Figure 9.3: Trade Union Density Rate (Percent) by Rural/Urban and Sex, Zambia 2018**



### 9.3.1 Trade Union Density Rate by Province

Figure 9.4 shows trade union density rate by province. Northern Province had the highest Trade Union Density rate at 22.6 percent, followed by Luapula and Copperbelt provinces at 19.9 percent and 18.1 percent, respectively. Eastern Province had the lowest Trade Union Density rate at 5.4 percent.

**Figure 9.4: Trade Union Density Rate (Percent) by Province, Zambia 2018**



### 9.4 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 9.2 shows the number and percentage distribution of persons in precarious employment by rural/urban and sex. There were 563,726 persons in precarious employment of which 32.8 percent were in rural areas and 67.2 percent in urban areas.

**Table 9.2: : Number and Percentage Distribution of Persons in Precarious Employment by Rural/Urban and Sex, Zambia 2018**

Rural/Urban	Both Sexes		Male	Female
	Number	Percent		
Total	563,726	100.0	402,443	161,283
Rural	184,656	32.8	139,554	45,102
Urban	379,070	67.2	262,889	116,181

Figure 9.5 shows the percentage distribution of persons in precarious employment by rural/urban and sex. There were 71.4 percent males and 28.6 percent females in precarious employment. In both rural and urban areas, the percentage of males was higher than that of females.

**Figure 9.5: Percentage Distribution of Persons in Precarious Employment by Rural/Urban and Sex, Zambia 2018**

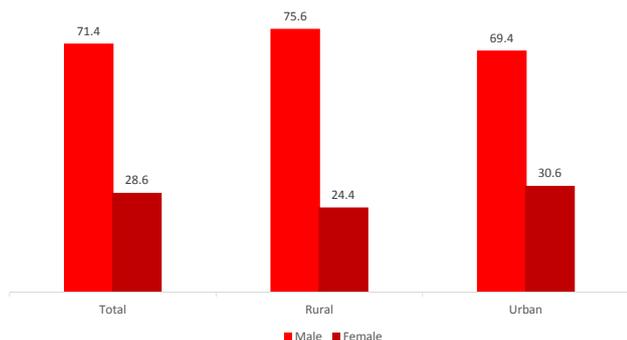
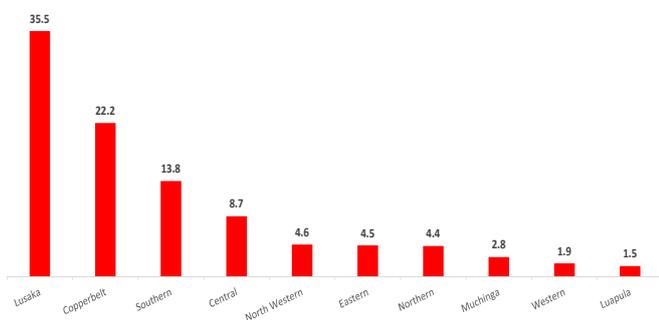


Figure 9.6 shows the percentage distribution of persons in precarious employment by province. Lusaka Province had the highest percentage of persons in precarious employment at 35.5 percent followed by Copperbelt Province at 22.2 percent. The province with the lowest percentage share of persons in precarious employment was Luapula at 1.5 percent.

**Figure 9.6: Percentage Distribution of Persons in Precarious Employment by Province, Zambia 2018**



### 9.4.1 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 9.7 shows the precarious employment rate by rural/urban and sex. Precarious employment rate was estimated at 19.1 percent. The precarious employment rate for males was higher than that of females at 22.0 percent and 14.4 percent, respectively. Urban areas had a higher rate than rural areas at 20.8 percent and 16.4 percent, respectively.

**Figure 9.7: Precarious Employment Rate by Rural/Urban and Sex, Zambia 2018**

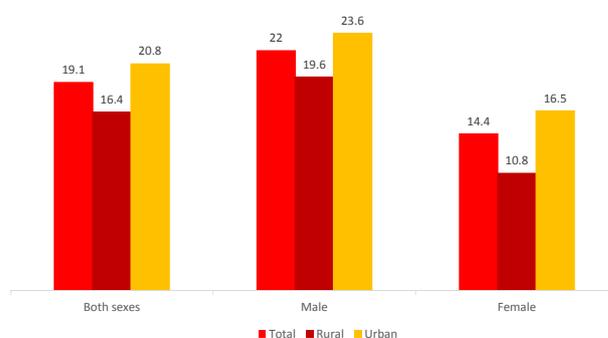
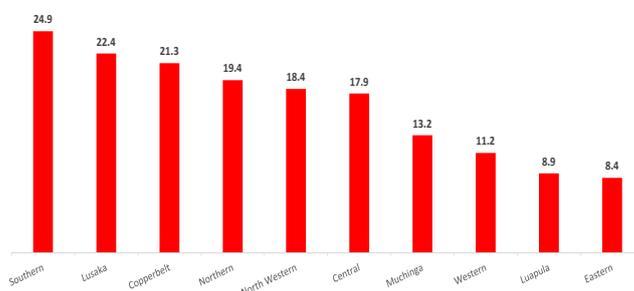


Figure 9.8 shows the precarious employment rate by province. Southern Province had the highest precarious employment rate at 24.9 percent while Eastern had the lowest rate at 8.4 percent.

**Figure 9.8: Precarious Employment Rate by Province, Zambia 2018**



## 9.5 Youths in Precarious Employment

Table 8.3 shows the number and percentage distribution of youths in precarious employment by rural/urban and sex. There were 362,385 youths in

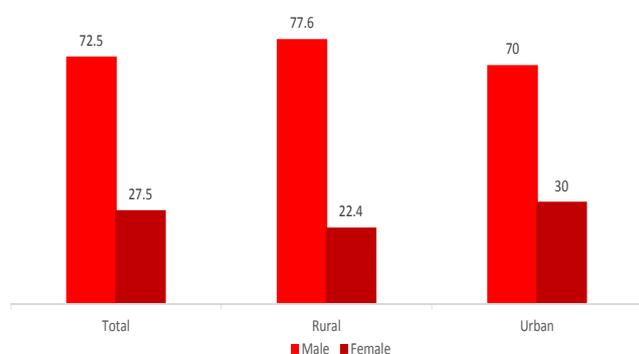
precarious employment representing 64.3 percent of the total persons in precarious employment. Of these, 32.7 percent were in the rural areas and 67.3 percent in the urban areas.

**Table 9.3: Number and Percentage Distribution of Youths in Precarious Employment by Rural/Urban and Sex, Zambia 2018**

Rural/Urban	Both Sexes	Percent	Male	Female
Total	362,385	100.0	262,673	99,712
Rural	118,403	32.7	91,900	26,503
Urban	243,982	67.3	170,773	73,209

Figure 9.9 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 69.1 percent and 30.9 percent, respectively. The same pattern of having more males than females was observed in both rural and urban areas.

**Figure 9.9: Percentage Distribution of Youths in Precarious Employment by Rural/Urban and Sex, Zambia 2018**



### 9.5.1 Youth Precarious Employment Rate

Figure 9.10 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 9.10: Youth Precarious employment rate by rural/urban and sex, Zambia 2018**

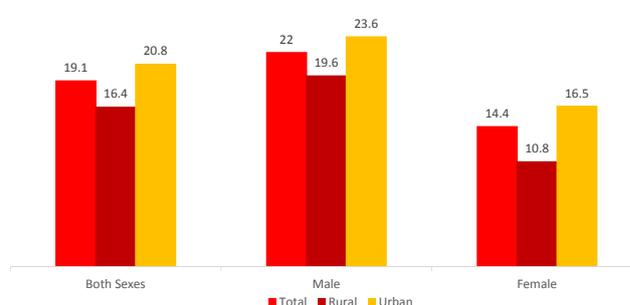
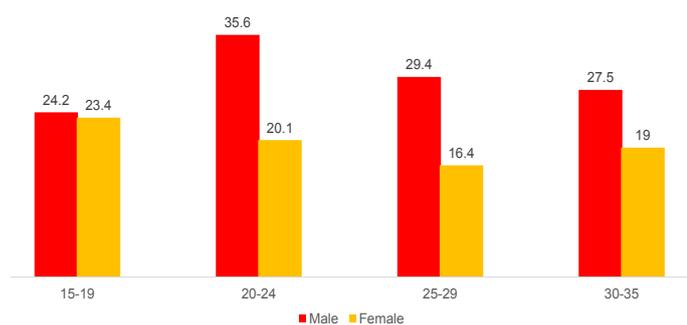


Figure 9.11 Shows age-specific precarious employment rate for youth by sex. Across all the age groups of youths, the precarious employment rate was higher for males than females. Among females, the age group 15-19 years had the highest precarious employment rate females at 23.4 percent and age group 20 -24 years had the highest for males at 35.6 percent. Age group 15-19 years had the lowest youth precarious employment rate for males at 24.2 percent whereas for females the lowest was recorded in age group 25-29 years at 16.4 percent.

**Figure 9.11: Age-Specific Youth Precarious Employment Rate by Sex, Zambia 2018**



## 9.6 Weekly Hours of Work

Table 8.4 shows actual weekly hours of work by sector of employment and sex. The weekly actual hours of work for employed persons was estimated at 39.9 hours. Males worked for more hours at 42.0 hours than female at 36.3 hours. Employed persons in the formal sector worked more hours at 46.0 hours per week than informal sector and household Sectors which recorded 39.5 hours and 32.3 hours, respectively.

**Table 9.4: Weekly Hours of Work by Sector of Employment and Sex, Zambia 2018**

Sector of Employment	Total	Male	Female
Total	39.9	42.0	36.3
Formal Sector	46.0	47.4	42.3
Informal Sector	39.5	41.7	36.1
Household Sector	32.3	32.6	31.9

Table 9.5 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 actual weekly hours of work at 56.6 hours, followed by those in the Information and Communication industry at 47.8 hours. The lowest actual weekly hours of work were recorded in the Real estate industry at 14.1 hours. Analysis by sex

shows that in all the industries males had more actual weekly hours worked than females except in the Water supply; sewerage, waste management and remediation activities (48.0), Construction (40.7), Financial and insurance activities (43.0), Arts, entertainment and recreation(45.4) and Activities of households as employers(43.9) which had females with more actual weekly hours of work.

Table 9.5: Weekly Hours of Work by Industry and Rural/Urban, Zambia 2018

Industry	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	39.9	42.0	36.3	33.5	35.6	29.7	43.6	45.9	39.8
Agriculture, forestry and fishing	29.4	31.5	25.7	27.6	30.1	23.0	35.9	37.5	33.8
Mining and quarrying	45.0	46.2	35.5	42.8	46.1	28.1	45.4	46.2	38.2
Manufacturing	41.2	43.9	33.0	34.2	38.6	25.1	43.6	45.6	37.0
Electricity, gas, steam, and air conditioning supply	43.4	44.4	24.6	25.3	15.4	52.0	44.1	45.2	18.3
Water supply; sewerage, waste management and remediation activities	39.5	36.3	48.0	22.0	22.0		41.2	38.4	48.0
Construction	39.5	39.5	40.7	39.2	39.2	40.0	39.6	39.6	40.8
Wholesale and retail trade; repair of motor vehicles and motorcycles	44.6	48.8	41.1	41.5	45.9	37.7	45.5	49.6	41.9
Transport and storage	56.6	57.2	39.5	55.4	55.7	47.1	56.7	57.4	38.3
Accommodation and food service activities	45.7	50.4	40.7	41.3	51.7	34.6	46.5	50.2	42.2
Information and communication	47.8	47.9	47.2	43.4	43.0	50.0	49.3	49.9	46.9
Financial and insurance activities	42.8	42.7	43.0	39.4	37.8	47.0	43.2	43.5	42.7
Real estate activities	14.1	23.7	5.8	40.3	65.0	12.0	13.4	22.5	5.6
Professional, scientific and technical activities	46.2	46.5	45.6	48.3	43.2	54.1	45.9	46.8	44.3
Administrative and support service activities	46.5	50.2	38.8	51.2	61.6	36.4	45.5	48.1	39.5
Public administration and defence; compulsory social security	45.3	47.1	40.4	43.3	46.5	34.9	45.5	47.2	41.1
Education	39.3	40.5	38.2	42.2	41.3	43.7	37.6	39.9	36.0
Human health and social work activities	42.6	43.3	42.1	47.3	49.8	45.7	41.0	41.2	40.9
Arts, entertainment and recreation	39.8	37.1	45.4	43.0	44.1	41.0	38.7	34.8	46.9
Other service activities	40.0	42.4	37.3	35.0	36.5	33.1	41.3	44.1	38.3
Activities of households as employers	42.0	39.1	43.9	35.1	29.7	42.1	44.0	43.4	44.2
Activities of extraterritorial organizations and bodies	43.2	44.2	40.8	55.8	55.8		40.9	40.9	40.8

## 9.7 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.

### 9.7.1 Excessive Hours of Work by Rural/Urban and Sex

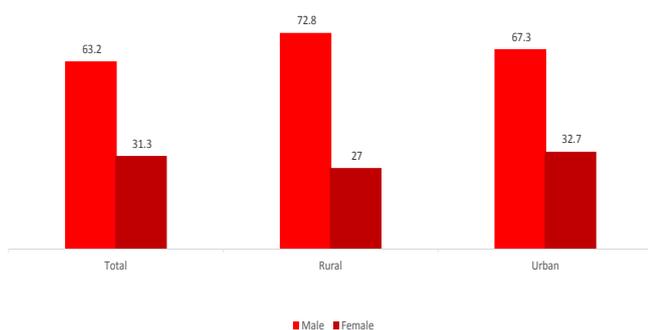
Table 9.6 shows the number and percentage distribution of employed persons in excessive hours of work by sex in rural and urban areas. Of the total 2,948,971 employed persons, 816,611 were involved in excessive hours of work. Of these, 25.5 percent were in the rural areas and 74.5 percent in urban areas.

**Table 9.6: Number and Percentage Distribution of Employed Persons in Excessive Hours of Work by Rural/Urban and Sex, Zambia 2018**

Rural/Urban	Both Sexes	Percent	Male	Female
Total	816,611	100.0	561,187	255,425
Rural	208,597	25.5	151,922	56,675
Urban	608,015	74.5	409,265	198,750

Figure 9.12 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 63.2 percent and 31.3 percent, respectively. Rural and urban areas had a similar pattern of having more males than females in excessive hours of work.

**Figure 9.12 Percentage Distribution of Employed Persons in Excessive Hours of Work by Rural/Urban and Sex, Zambia 2018**



### 9.7.2 Excessive Hours of Work by Type of Contract

Table 9.7 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 46.6 percent while those with seasonal contracts had the least 1.0 percent.

**Table 9.7: Number and Percentage Distribution of Employed Persons in Excessive Hours of Work by Type of Contract and Rural/Urban, Zambia 2018**

	Total	Percent	Rural	Urban
Total	816,611	100.0	208,597	608,015
Fixed Period	211,584	25.9	54,373	157,211
Open Ended	216,934	26.6	49,733	167,200
Seasonal	7,905	1.0	3,840	4,064
Not Stated	380,189	46.6	100,650	279,539

Figure 9.13 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 9.13: Percentage Distribution of Employed Persons in Excessive Hours of Work by Type of Contract and Rural/ Urban, Zambia 2018**

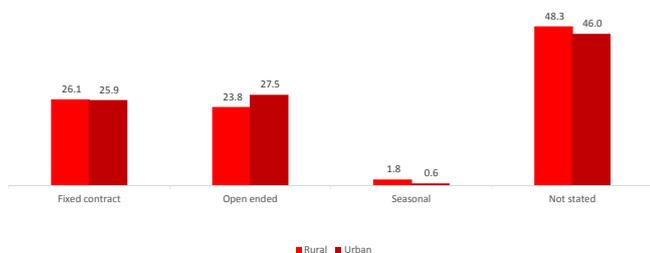
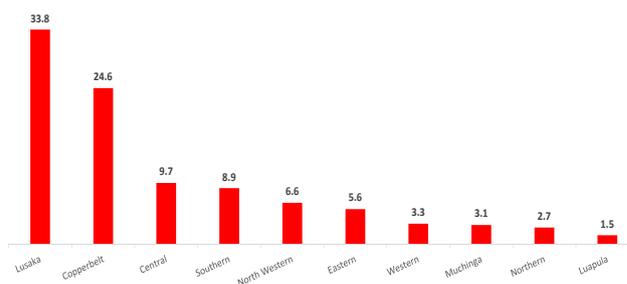


Figure 9.14 shows the percentage distribution of persons in excessive hours of work by province. Lusaka Province had the highest percent share of 33.8 percent followed by Copperbelt Province at 24.6 percent. The province with the lowest percentage share was Luapula at 1.5 percent.

**Figure 9.14: Percent Distribution of Persons in Excessive Hours of Work by Province, Zambia 2018**



### 9.7.3 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 9.8 shows the number and percentage distribution of the female managers in rural and urban areas. There were 159,939 persons in managerial positions of which 40.5 percent were female.

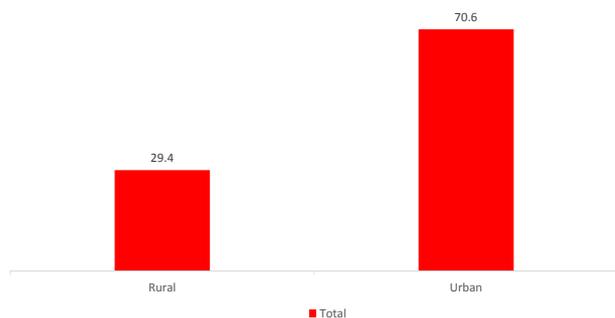
**Table 9.8: Number and Percentage Distribution of Female Managers by Rural/Urban, Zambia 2018**

Occupation	Total			Rural			Urban		
	Total	Female	Percent	Total	Female	Percent	Total	Female	Percent
Managers	159,939	64,739	40.5	49,350	19,062	38.6	110,589	45,677	41.3

Figure 9.15 shows the percentage distribution of female managers in rural and urban areas. The percentage of female managers was higher in urban

than in rural areas at 70.6 percent and 29.4 percent, respectively.

**Figure 9.15: Percentage Distribution of Female Managers by Rural/Urban, Zambia 2018**



### 9.8 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 9.9 shows the number and percentage distribution of employed persons in collective bargaining by rural/urban and sex. Of the total 2,948,971 employed persons, 676,161 employees had trade union representation in collective bargaining. Of these, 74.4 percent were in urban areas and 25.6 percent were in rural areas.

Rural/Urban	Persons in Collective bargaining			
	Both Sexes	Percent	Male	Female
Total	676,161	100.0	471,944	204,216
Rural	172,817	25.6	129,533	43,284
Urban	503,343	74.4	342,411	160,933

Figure 9.16 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 69.8 percent and 30.2 percent, respectively.

**Figure 9.16: Percentage Distribution of Employed Persons in Collective Bargaining by Rural/Urban and Sex, Zambia 2018**

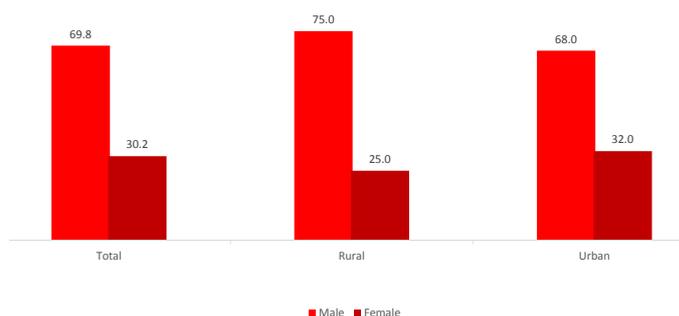
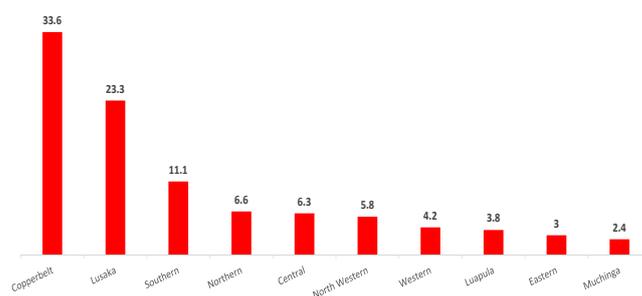


Figure 9.17 shows the percentage distribution of employed persons in collective bargaining by province. Lusaka province had the highest percentage of employed persons with trade union representation in collective bargaining at 34.9 percent while Luapula had the lowest at 2.2 percent.

**Figure 9.17: Percentage Distribution of Employed Persons in Collective Bargaining Coverage by Province, Zambia 2018**





## Chapter 10: Own Use Production Work

### 10.1 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.

### 10.2 Own Use Production Workers

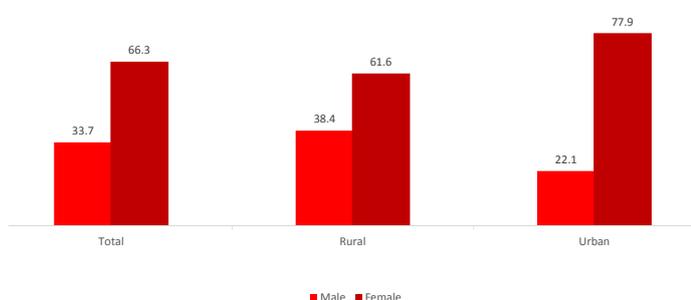
Table 10.1 shows the number and percentage distribution of own use production workers by rural/urban and sex. Results show that 3,891,274 persons were engaged in own use production work, of which 70.9 percent were in rural areas and 29.1 percent were in urban areas.

**Table 10.1: Number and Percentage Distribution of Own-use Production Workers by Rural/Urban and Sex, Zambia 2018**

Rural/Urban	Own Use Production Workers			
	Both Sexes	Percent	Male	Female
Total	3,891,274	100.0	1,309,636	2,581,637
Rural	2,760,392	70.9	1,060,061	1,700,332
Urban	1,130,882	29.1	249,576	881,306

Figure 10.1 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 66.3 percent and 33.7 percent, respectively. In both rural and urban areas, the percentage of females in own use production work was higher than that of males.

**Figure 10.1 Percentage Distribution of Own Use Production Workers by Rural/Urban and Sex, Zambia 2018**



### 10.3 Own Use Production by Type of Own Use

Table 10.2 shows the number and percentage distribution of own use production workers by rural/urban, sex and type of own use production work. In 2018, there were more own use production workers that were producing goods at 2,669,003 persons compared to those that were providing services at 1,222,270. At national level, males accounted for 42.8 percent of own use production workers in goods compared to 57.2 percent female. 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 in services, females accounted for 86.3 percent compared to 13.7 percent males. The same pattern of having more females than males in own use production work of services provided was observed in both rural and urban areas.

**Table 10.2: Number and Percentage Distribution of Own Use Production Workers by Rural/urban, Sex and Type of Own Use, Zambia 2018**

Rural/Urban	Goods producers			Service providers		
	Both Sexes	Male percent	Female Percent	Both Sexes	Male percent	Female Percent
Total	2,669,003	42.8	57.2	1,222,270	13.7	86.3
Rural	2,281,948	43.1	56.9	478,444	16.1	83.9
Urban	387,055	41.2	58.8	743,827	12.1	87.9

Figure 10.2 shows the percentage distribution of own use production workers by type of own use and rural/urban. Results show that 68.6 percent of own use production workers produced goods while 31.7 percent provided services. In rural areas, producers of goods had higher proportion at 82.7 percent. In urban areas, service providers had a higher proportion at 65.8 percent.

**Figure 10.2: Percentage Distribution of Own use Production Workers by Type of Own Use and Rural/Urban, Zambia 2018**

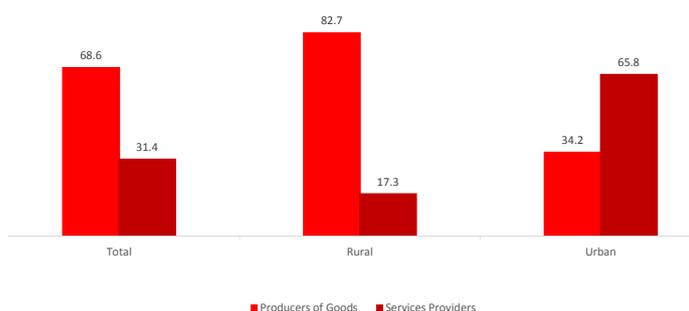
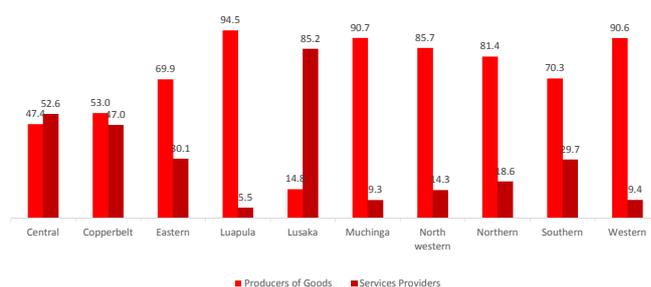


Figure 10.3 shows the percentage distribution of own use production workers by type of own use and province. Results show that Luapula Province had 94.5 percent of own use production work as producers of goods and 5.5 percent were services providers. Lusaka and Central Provinces had a higher proportion of service providers at 85.2 percent and 52.6 percent, respectively.

**Figure 10.3: Percentage Distribution of Own use Production Workers by Type of Own Use and Province, Zambia 2018**



## 10.4 Own Use Production Youth Workers

Table 10.3 shows the number and percentage distribution of own use production youth workers by rural/urban and sex. There were 2,466,287 youths in own use production work of which 67.9 percent were in the rural areas and 32.1 percent in urban areas.

**Table 10.3: Number and Percentage Distribution of Own Use Production Youth Workers by Rural/urban and Sex, Zambia 2018**

Rural/Urban	Both Sexes	Percent	Male	Female
Total	2,466,287	100.0	785,884	1,680,404
Rural	1,675,656	67.9	627,461	1,048,194
Urban	790,632	32.1	158,423	632,209

Figure 10.4 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 68.1 percent and 31.9 percent, respectively. In both rural and urban areas, the percentage of females in own use production work was higher than that of males.

**Figure 10.4: Percentage Distribution of Own Use Production Youth Workers by Rural/Urban and Sex, Zambia 2018**

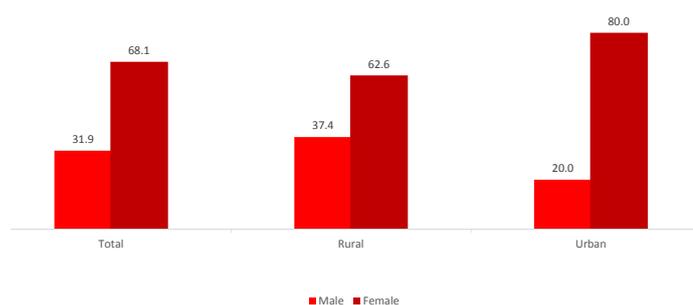
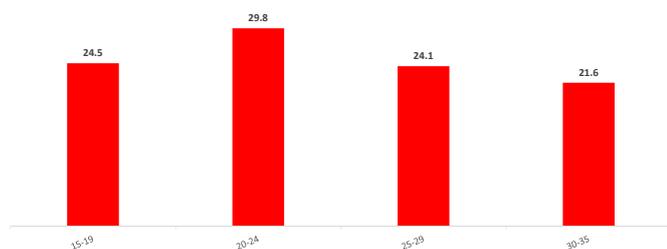


Figure 10.5 shows the share distribution of own use production youth workers by age group. The age group 20-24 years had the highest percentage share of youths in own use production work at 29.8 percent while the age group 30-35 years had the lowest at 21.6 percent.

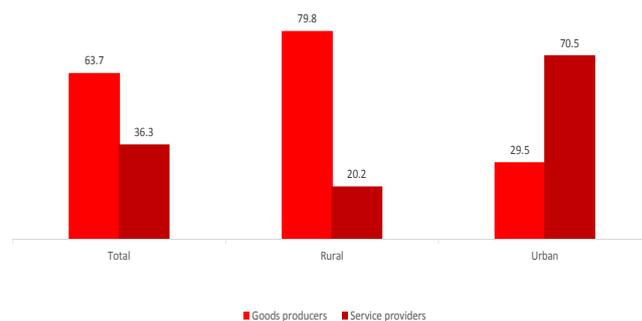
**Figure 10.5: Percentage Share of Own Use Production Youth Workers by Age Group, Zambia 2018**



## 10.5 Own Use Production Youth by Type of Own Use

Figure 10.6 shows the percentage distribution of own use production youth workers by rural/urban, sex and type of own use production work. At national level, youths producing goods had a higher percentage than those providing services at 63.7 percent and 36.3 percent, respectively. In rural areas youths in own use production work producing goods accounted for 79.8 percent while those providing services accounted for 20.2 percent. In urban areas 70.5 percent of youths in own use production work were providing services while 29.5 percent were producers of goods.

**Figure 10.6: Percentage Distribution of Youths Own Use Production Workers by Rural/urban, Sex and Type of Own Use, Zambia 2018**





# Chapter 11: Unemployment

## 11.1 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.

## 11.2 Unemployed Population

Table 10.1 shows number and percentage distribution of unemployed persons by rural/ urban and sex. In 2018, the total number of the unemployed persons was estimated at 380,176. Of the total unemployed persons, 35.2 percent were in rural areas and 64.8 percent in urban areas.

**Table 11.1: Number and Percent Distribution of Unemployed Persons by Rural/Urban and Sex, Zambia 2018**

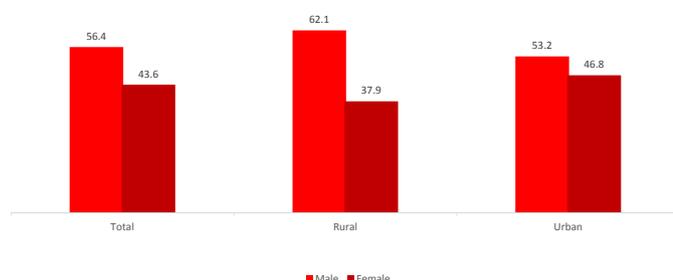
Rural/Urban	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	380,176	100	214,232	165,945
Rural	133,686	35.2	83,001	50,685
Urban	246,490	64.8	131,231	115,260

Figure 11.1 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 56.4 percent were males while 43.6 percent were females.

In rural areas, 62.1 percent were males while 37.9 percent were females. In urban areas, 53.2 percent were males while 46.8 percent were females.

Table 11.2 shows the number and percentage distribution of unemployed persons by province and sex. In all the provinces, there were more male unemployed persons than females except in Central and Western provinces which had more females than males at 53.3 percent and 70.3 percent, respectively.

**Figure 11.1: Percent Distribution of Unemployed Persons by rural/urban and Sex, Zambia 2018**



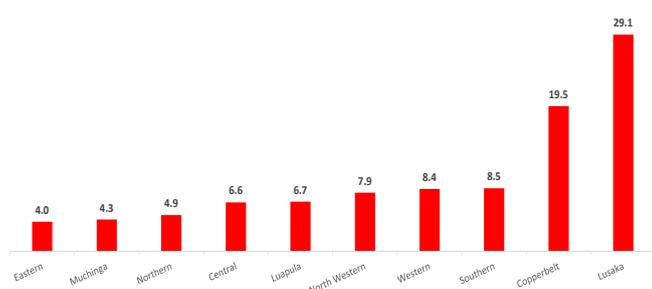
**Table 11.2: Number and percentage distribution of Unemployed Population by Province and Sex, Zambia 2018**

Province	Total		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	380,176	100.0	214,232	56.4	165,945	43.6
Central	24,944	100.0	11,643	46.7	13,301	53.3
Copperbelt	74,069	100.0	42,432	57.3	31,637	42.7
Eastern	15,181	100.0	9,754	64.3	5,427	35.7
Luapula	25,592	100.0	18,853	73.7	6,739	26.3
Lusaka	110,728	100.0	59,702	53.9	51,026	46.1
Muchinga	16,451	100.0	12,099	73.5	4,352	26.5
Northern	18,807	100.0	14,758	78.5	4,050	21.5
North western	30,100	100.0	19,297	64.1	10,802	35.9
Southern	32,197	100.0	16,157	50.2	16,041	49.8
Western	32,107	100.0	9,536	29.7	22,571	70.3

### 11.3 Share of Unemployed Population by Province

Figure 11.2 shows the percentage share of unemployed population by province. Lusaka Province had the highest Percentage share of the unemployed persons at 29.1 percent, followed by Copperbelt with 19.5 percent. Muchinga Province had the lowest percentage share of the unemployed persons at 4.3 percent.

**Figure 11.2: Percentage share of Unemployed Population by Province, Zambia 2018**



#### 11.3.1 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 11.3 shows unemployment rate by rural/urban and sex. The unemployment rate was estimated at 11.4 percent. Unemployment rate was higher in urban areas at 11.9 percent than in rural areas at 10.6 percent. Unemployment rate for females was estimated at 12.9 percent while that of males was estimated at 10.5 percent. Unemployment rate was higher among females than among males in both the rural and urban areas.

**Figure 11.3: Unemployment Rate by Rural/Urban and Sex, Zambia 2018**

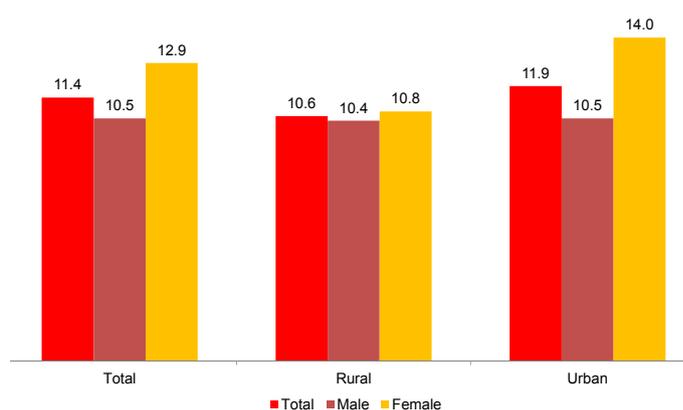


Figure 11.4 shows the age-specific unemployment rate by rural and urban areas. Unemployment rate was higher in urban areas than in rural areas in the age group 15 to 34 years. In the age group 35 - 64 years, the unemployment rate was higher in rural areas than in urban areas.

**Figure 11.4: Age-Specific Unemployment Rate by Rural/Urban, Zambia 2018**

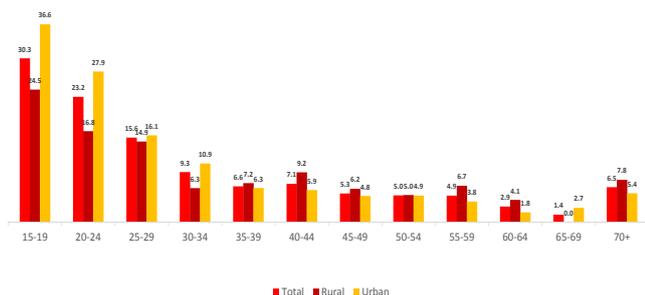


Figure 11.5 shows age-specific unemployment rate by sex. Unemployment rate was higher among males than females at age group 15 to 19 years. Unemployment rate among females aged 20 to 44 years was higher than that of males in the same age group.

**Figure 11.5: Age-Specific Unemployment Rate by Sex, Zambia 2018**

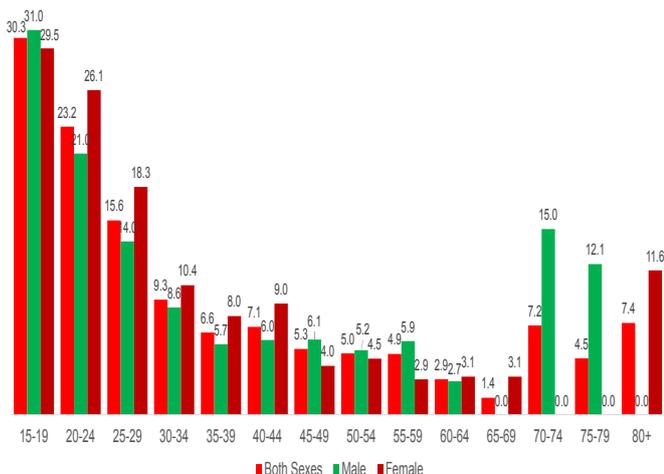
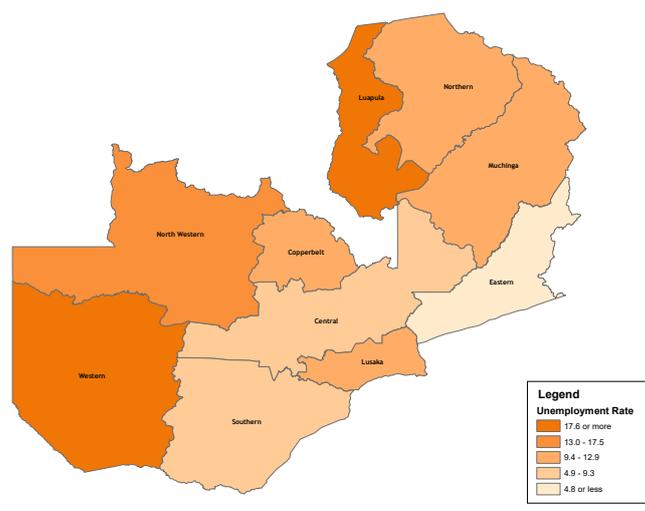


Figure 11.6 shows the unemployment rate by province. Western Province had the highest unemployment rate at 24.8 percent. Eastern Province had the lowest unemployment rate at 4.8 percent.

**Figure 11.6: Unemployment Rate by Province, Zambia 2018**



### 11.4 Youth Unemployed Population

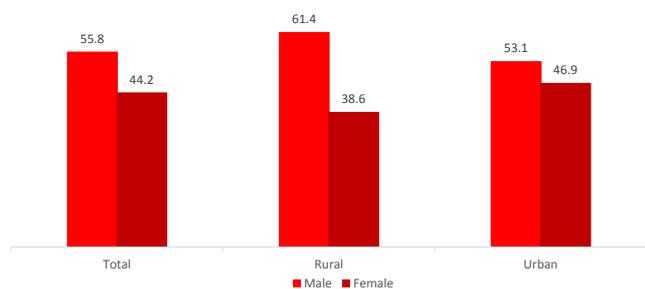
Table 11.3 shows the number and percentage distribution of unemployed youth population by rural/urban and sex. The total number of the unemployed youths was estimated at 291,695. Of the total unemployed youths, 32.8 percent were in the rural areas and 67.2 percent were in urban areas.

**Table 11.3: Number and Percent Distribution of the Youth Unemployed Persons by Rural/Urban and Sex, Zambia 2018**

Rural/Urban	Both Sexes	Percent	Male	Female
Total	291,695	100	162,844	128,850
Rural	95,744	32.8	58,816	36,928
Urban	195,951	67.2	104,028	91,923

Figure 11.7 shows the percentage distribution of the unemployed youths by rural/urban and sex. At national level, 55.8 percent of unemployed youths were males while 44.2 percent were females. In rural areas, 61.4 percent were males while 38.6 percent were females. In urban areas, 53.1 percent were males while 46.9 percent were females.

**Figure 11.7: Percent Distribution of Youth Unemployed Persons by Rural/Urban and Sex, Zambia 2018**



### 11.4.1 Youth Unemployment Rate

Figure 11.8 shows youth unemployment rate by rural/urban and sex. Youth unemployment rate was estimated at 16.0 percent. Youth unemployment rate was higher in urban areas at 17.5 percent than in rural areas at 13.6 percent. Youth unemployment rate among females was higher at 18.2 percent than among males at 14.6 percent. Youth unemployment rate was higher among females compared to the males in both the rural and urban areas.

**Figure 11.8: Youth Unemployment Rate by Rural/Urban and Sex, Zambia 2018**

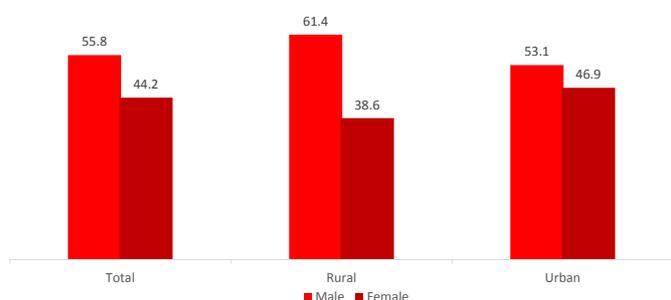


Figure 11.9 shows age-specific youth unemployment rate by rural/urban areas. The age group 15-19 years had the highest unemployment rate at 30.3 percent while age group 30-35 years had the lowest rate at 8.7 percent. Youth unemployment rate in all age groups was higher in urban areas than was in rural areas.

**Figure 11.9: Age-Specific Youth Unemployment Rate by Rural/Urban, Zambia 2018**

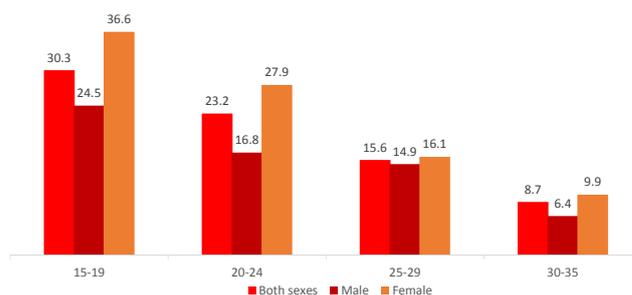


Figure 11.10 shows age-specific youth unemployment rate by sex. Youth unemployment rate in the age group 15 to 19 years was higher among males at 31.0 percent than females at 29.5 percent. Youth unemployment rate from age 20 to 35 years was higher among females than males.

**Figure 11.10: Age-Specific Youth Unemployment Rate by Sex, Zambia 2018**

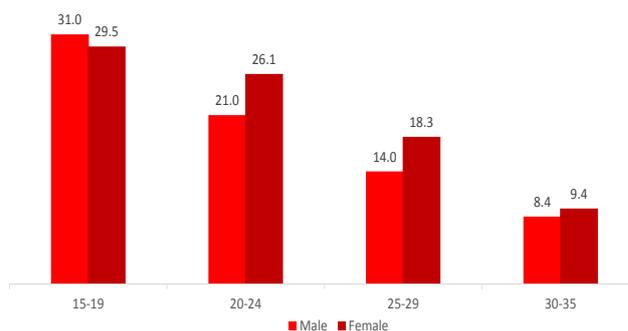
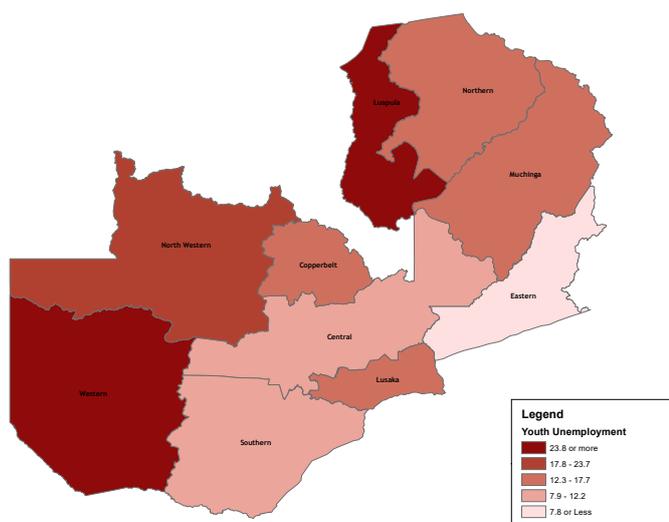


Figure 11.11 shows youth unemployment rate by province. Luapula Province had the highest youth unemployment rate at 27.0 percent. Eastern province had the lowest youth unemployment rate at 7.8 percent.

**Figure 11.11: Youth Unemployment Rate by Province, Zambia 2018**



## 11.5 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.

### 11.5.1 Long-Term Unemployed Population

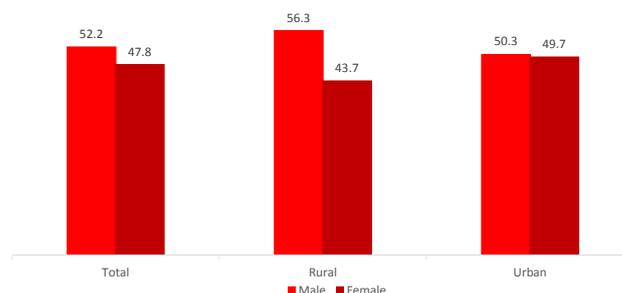
Table 11.4 shows the number and percentage distribution of long-term unemployed population by rural/urban and sex. The total number of persons in long-term unemployment was estimated at 244,863. Of these, 31.8 percent were in rural areas and 68.2 percent were in urban areas.

**Table 11.4: Number and Percentage Distribution of Long Term Unemployed Persons by Rural/Urban and Sex, Zambia 2018**

Rural/Urban	Both Sexes	Percent	Male	Female
Total	244,863	100.0	127,790	117,074
Rural	77,830	31.8	43,791	34,039
Urban	167,033	68.2	83,998	83,035

Figure 11.12 shows the percentage distribution of persons in long-term unemployment by rural /urban and sex. Overall, results show that 52.2 percent of persons in long-term unemployment were males while 47.8 percent were females. In rural areas, 56.3 percent were males while 43.7 percent were females. In urban areas, 50.3 percent were males while 49.7 percent were females.

**Figure 11.12: Percentage Distribution of Long-Term Unemployed Persons by Rural/Urban and Sex, Zambia 2018**



### 11.5.2 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;

1. 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 11.13 shows the incidence of long term unemployment by rural/urban and sex. Incidence of long-term unemployment rate was 64.4 percent. It was higher in urban areas at 67.8 percent than in rural areas at 58.2 percent. It was higher among females at 70.5 percent than males at 59.7 percent. The incidence of long-term unemployment was higher among females compared to males in both rural and urban areas.

**Figure 11.13: Incidence of Long-Term Unemployment by Rural/Urban and Sex, Zambia 2018**

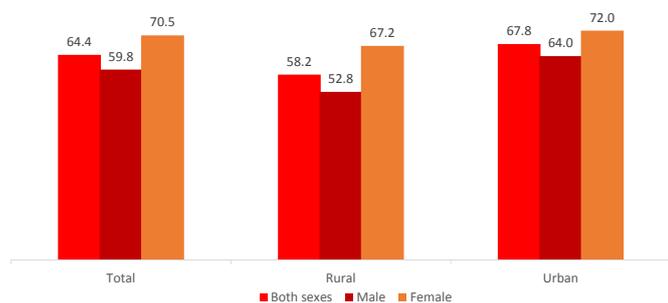
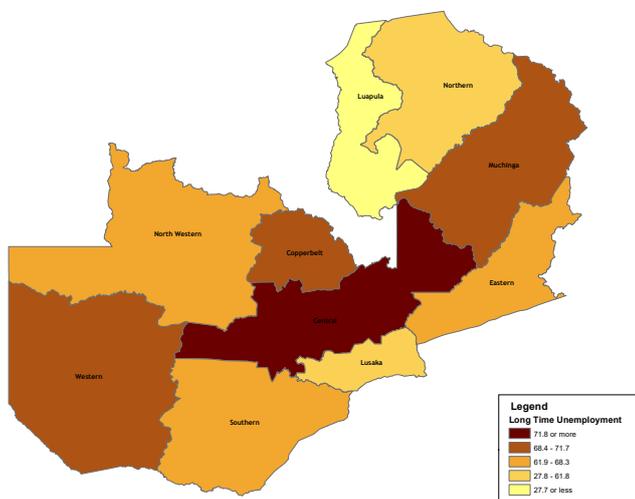


Figure 11.14 shows the incidence of long-term unemployment by province. Central Province had the highest incidence of long-term unemployment rate at 78.9 percent. There were seven (7) provinces with the incidence of long term unemployment rate above the national average of 64.4 percent. Luapula Province had the lowest incidence of long term unemployment at 27.7 percent.

**Figure 11.14: Incidence of Long-Term Unemployment by Province, Zambia 2018**



### 11.5.3 Incidence of Youth Long-Term Unemployment

Figure 11.15 shows the incidence of youth long-term unemployment by rural/urban and sex. The incidence of long-term youth unemployment was 65.7 percent. It was higher in urban areas at 69.8 percent than in rural areas at 57.4 percent. The incidence of long-

term youth unemployment was 60.9 percent for males while that of females was 71.9 percent. The incidence of long-term youth unemployment was higher among females compared to the males in rural and urban areas.

**Figure 11.15: Incidence of Long-Term Unemployment for Youths by Rural/Urban and Sex, Zambia 2018**

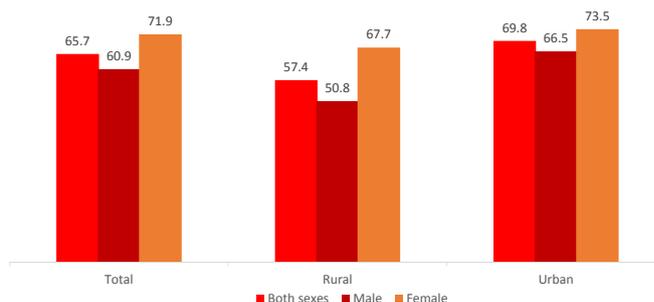
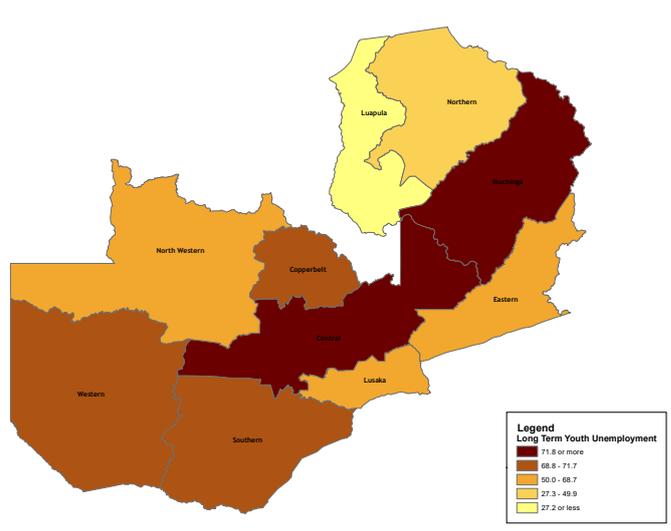


Figure 11.16 shows the incidence of long-term youth unemployment by province. Incidence of youth long-term unemployment was highest in Central Province at 78.4 percent and lowest in Luapula Province at 27.2 percent.

**Figure 11.16: Incidence of Long-Term Youth Unemployment by Province, Zambia 2018**



## Chapter 12: Population Outside the Labour Force

### 12.1 Introduction

The population outside the labour force is a sub group of the working age population. It 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.

### 12.2 Population outside Labour Force

Table 12.1 shows the number and percentage distribution of population outside the labour force by rural/urban and sex. The population outside the labour force was estimated at 6,154,252 of which 62.2 percent were in rural areas and 37.8 percent were in the urban areas.

**Table 12.1: Number and Percentage Distribution of Population Outside the Labour Force by Rural/urban and Sex, Zambia 2018**

Rural/Urban	Total		Male	Female
	Number	Percent	Number	Number
Total	6,154,252	100.0	2,483,791	3,670,461
Rural	3,825,974	62.2	1,638,330	2,187,644
Urban	2,328,279	37.8	845,461	1,482,817

Figure 12.1 shows the percentage distribution of the population outside labour force by rural/urban and sex. Overall, there were more females than males in the population outside labour force at 59.6 percent and 40.4 percent, respectively. In both rural and urban areas there were more females than males outside the labour force.

**Figure 12.1: Percentage Distribution of the Population Outside Labour Force by Rural/Urban and Sex, Zambia 2018**

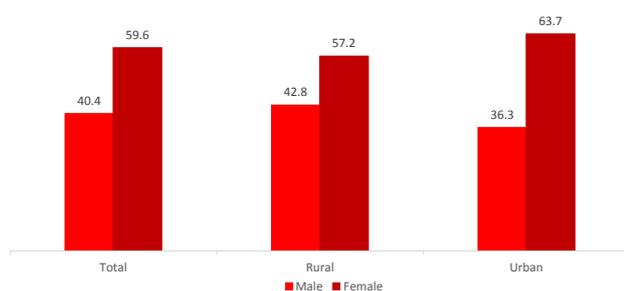


Figure 12.2 shows the percentage share of the population outside the labour force by province. Lusaka and Copperbelt Provinces had the largest share at 15.1 and 14.6 percent respectively. North Western Province recorded the smallest percentage share of the country's population outside the labour force at 4.9 percent.

**Figure 12.2: Percentage Share of the Population Outside the Labour Force by Province, Zambia 2018**

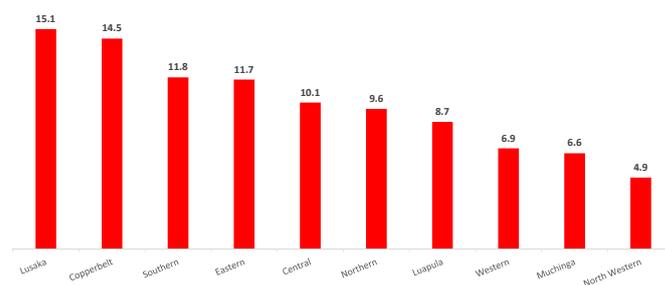


Figure 12.3 shows the percentage distribution of population outside the labour force by province and sex. All the provinces recorded a higher percentage of females in the population outside the labour force than males.

**Figure: 12.3 Percentage Distribution of Population Outside the Labour Force by Province and Sex, Zambia 2018**

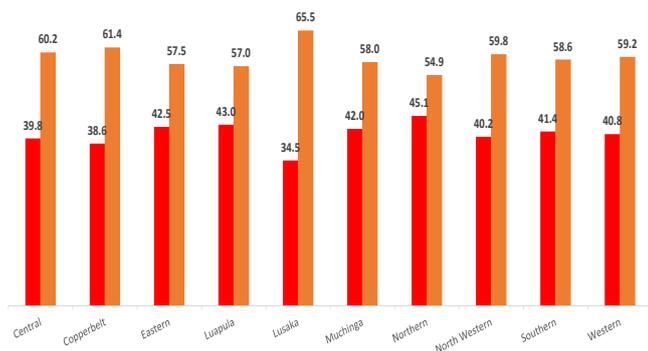


Figure 12.4 shows the percentage distribution of population outside the labour force by rural/urban and province. All the provinces had over 70 percent of people outside the labour force residing in rural areas except Lusaka and Copperbelt Provinces that had 13.7 percent and 18.4 percent, respectively.

**Figure 12.4 Percentage Distribution of Population Outside the Labour Force by Rural/urban and Province, Zambia 2018**

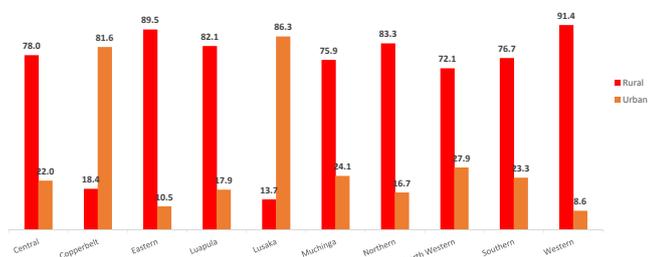
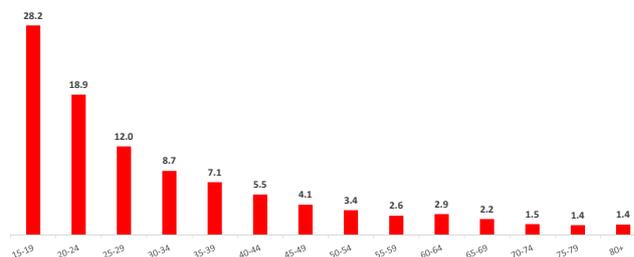


Figure 12.5 shows the percentage distribution of population outside the labour force by age group. The age group 15-19 had the highest percentage share of the population at 28.2 percent while the age groups 75-79 years and 80+ years had the least at 1.4 percent each.

**Figure 12.5 Percentage Share of Population Outside the Labour Force by Age Group, Zambia 2018**



## 12.3 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.

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 12.2 shows the 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 1,684,317. The rural areas accounted for 66.9 percent while the urban areas accounted for 33.1 percent.

**Table 12.2: Number and Percentage Distribution of the Potential Labour Force by Rural/Urban and Sex, Zambia 2018**

Rural/Urban	Total		Male	Female
	Number	Percent	Number	Number
Total	1,684,317	100.0	772,778	911,539
Rural	1,126,381	66.9	560,032	566,349
Urban	557,936	33.1	212,746	345,190

Figure 12.6 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 54.1 percent and 45.1 percent, respectively. In rural areas, 49.7 percent of the potential labour force were males and 50.3 percent females. In urban areas females accounted for 61.9 percent while males had 38.1 percent.

**Figure 12.6 Percentage Distribution of the Potential Labour Force by Rural/Urban and Sex, Zambia 2018**

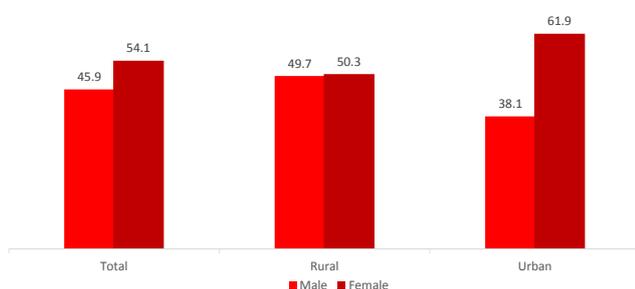


Table 12.3 shows the number and percentage distribution of the population in the potential labour force aged 15 years or older by province and sex. In all the provinces, there were more females than males in the potential labour force except in Eastern, Luapula and Muchinga Provinces which had more males at 58.5 percent, 53.2 percent and 57.3 percent, respectively.

**Table 12.3 Number of the Potential Labour Force by Province and Sex, Zambia 2018**

Province	Total	Male	Female
	Number	Percent	
<b>Total</b>	<b>1,684,317</b>	<b>45.9</b>	<b>54.1</b>
Central	199,103	45.8	54.2
Copperbelt	206,065	40.4	59.6
Eastern	111,812	58.5	41.5
Luapula	192,950	53.2	46.8
Lusaka	195,264	35.7	64.3
Muchinga	77,972	57.3	42.7
Northern	210,410	48.6	51.4
North Western	93,008	47.8	52.2
Southern	177,127	43.9	56.1
Western	220,606	41.4	58.6

Figure 12.7 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 12.7: Percentage Distribution of the Potential Labour Force by Age Group and Sex, Zambia 2018**

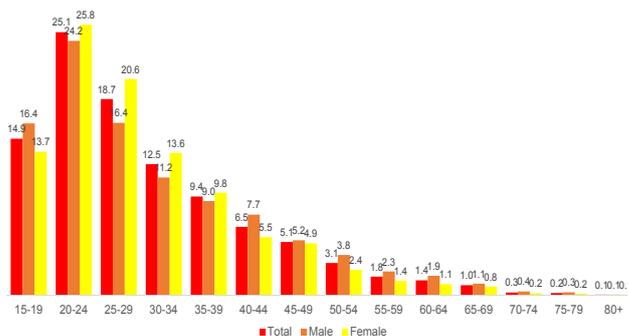


Figure 12.8 shows the percentage distribution of the potential labour force by age group and rural/urban. Across all age groups, there were more people in the potential labour force in the rural areas except age groups 20-24, 25-29 and 30-34.

**Figure 12.8: Percentage Distribution of the Potential Labour Force by Age Group and Rural/Urban, Zambia 2018**

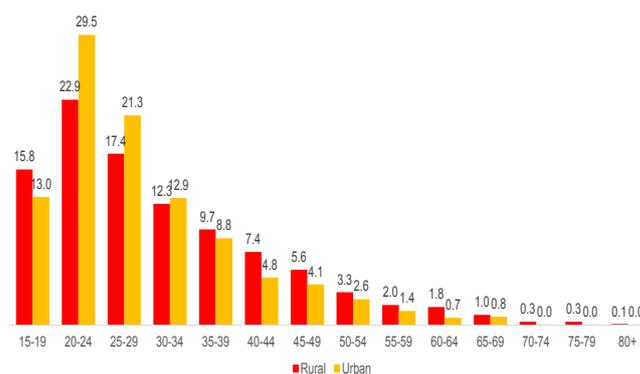
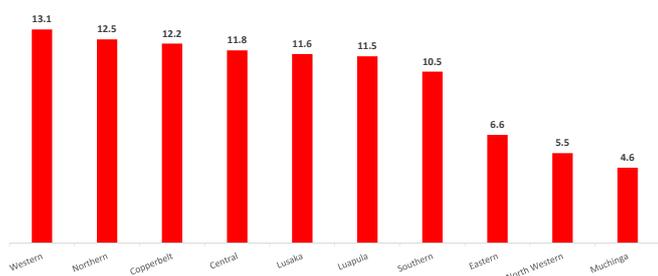


Figure 12.9 shows percentage distribution of the potential labour force by province. Western and Northern Provinces had the highest percentage shares of the country's potential labour force at 13.1 and 12.5 percent respectively. Muchinga Province had the lowest percent share of the country's potential labour force at 4.6 percent.

**Figure 12.9: Percentage Distribution of the Potential Labour Force by Province, Zambia 2018**



## 12.4 Composition of The Potential Labour Force

Figure 12.10 shows the composition of the potential labour force by rural/urban. The graph shows that 99.3 percent of the potential labour force were not seeking but available for work and 0.7 percent were seeking but not available for work. Rural areas had 99.6 percent while urban areas had 98.6 percent of the potential labour force who were not seeking but available for work.

**Figure 12.10: Composition of the Potential Labour Force by Rural/Urban, Zambia 2018**

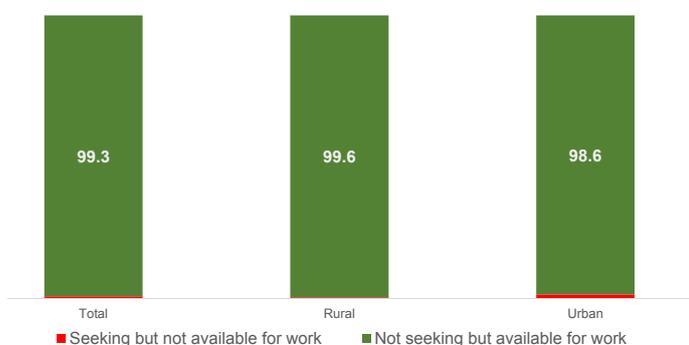
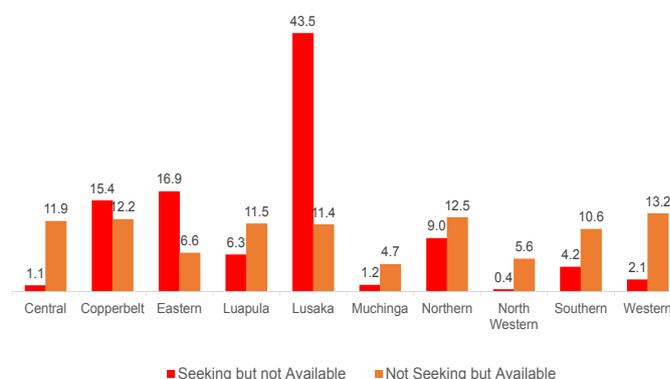


Figure 12.11 shows the percentage distribution of potential labour force who were seeking but not available for work by province and reason for being in the potential labour force. Lusaka Province had the highest percentage share of those that were seeking but not available for employment at 43.5 percent while North Western had the lowest at 0.4 percent. Among persons that were not seeking but available for employment, Western Province had the highest percentage share at 13.2 while Muchinga had the lowest at 4.7 percent.

**Figure 12.11: Composition of the Potential Labour Force by Province, Zambia 2018**



## 12.5 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 1,237,622 of which 64.4 percent were in the rural areas while 35.6 percent were in urban areas.

**Table 12.4 Number and Percentage Distribution of the Youth Potential Labour Force by Rural/Urban and Sex, Zambia 2018**

Rural/Urban	Total		Male	Female
	Number	Percent	Number	Number
Total	1,237,622	100.0	542,136	695,486
Rural	796,430	64.4	380,196	416,234
Urban	441,192	35.6	161,940	279,252

Figure 12.12 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 43.8 percent for males and 56.2 percent females. In both rural and urban areas, the proportion of youths in the potential labour force was higher for females than males.

**Figure 12.12 :Percentage Distribution of Youths in the Potential Labour Force by Rural/Urban and Sex, Zambia 2018**

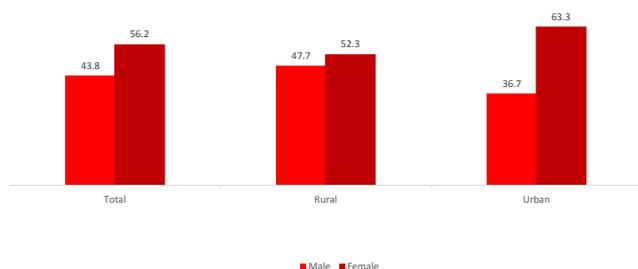
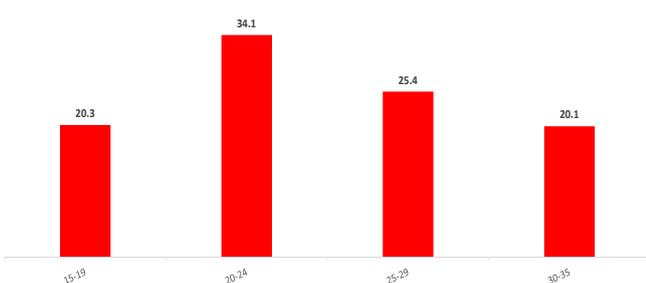


Figure 12.13 shows the percentage share of youths (15 to 34 years) in the potential labour force by age group. The age group 20-24 years had the largest percentage share of the youth in the potential labour force at 34.1 percent while the age group 30-34 years had the smallest share at 20.1 percent.

**Figure:12:3 Percentage Share of Youths in the Potential Labour Force by Age Group, Zambia 2018**



## 12.6 Discouraged Job Seekers

One of the subpopulation in the population outside the 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 12.5 shows the number and percentage distribution of the discouraged job seekers by rural/urban and sex. In 2018, there were 959,505 discouraged job seekers, of which 60.1 percent were in rural areas while 39.9 percent were in urban areas.

**Table 12.5: Number and Percentage Distribution of the Discouraged Job Seekers by Rural/Urban and Sex, Zambia 2018**

Rural/Urban	Total		Male	Female
	Number	Percent	Number	Number
Total	959 505	100.0	509 909	449 595
Rural	576 379	60,1	324 541	251 838
Urban	383 126	39,9	185 369	197 757

Figure 12.14: 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 53.1 and 46.9 percent respectively. In rural areas the percentage of males was higher than that of females at 56.3 percent and 43.7 percent, respectively. In urban areas males accounted for 48.4 percent compared to females at 51.6 percent.

**Figure 12.14: Percentage Distribution of the Discouraged Job Seekers by Rural/Urban and Sex, Zambia 2018**



Figure 12.15 shows the percentage share of the discouraged job seekers by province. Lusaka province had the highest percentage share of discouraged job seekers at 15.7 percent while Muchinga had the lowest at 3.8 percent.

**Figure 12.15: Percentage Share of the Discouraged Job Seekers by Province, Zambia 2018**

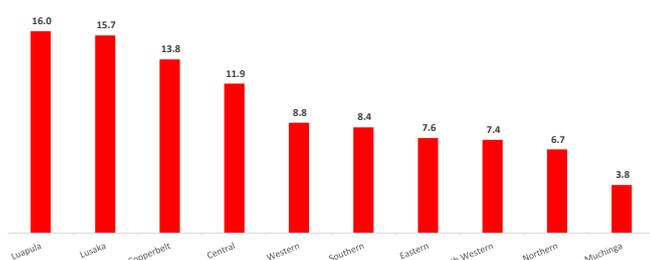
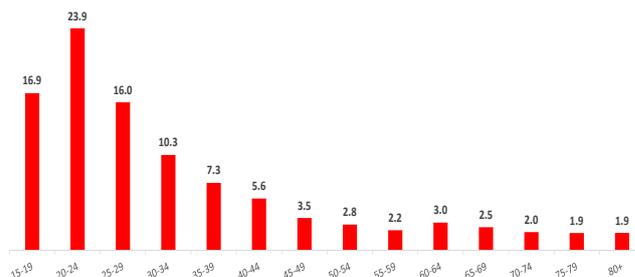


Figure 12.16 shows the percentage share of the discouraged job seekers by Age Group. The highest percentage share of discouraged job seekers was in the age group 20-24 years at 23.9 percent. The age group 75 years and above had the smallest share of the discouraged job seekers at 1.9 percent.

**Figure 12.16: Percentage Share of the Discouraged Job Seekers by Age Group, Zambia 2018**



## 12.7 Unemployed Population + Potential Labour Force.

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

Table 12.6 shows the number and percentage distribution of the unemployed and potential labour force by rural/urban and sex. In 2018, the total number of unemployed plus the potential labour force was estimated at 2,064,493. Of this number, 61.0 percent were in rural areas and 39.0 percent were in urban areas.

**Table 12.6: Number and Percentage Distribution of the Unemployed Persons Plus the Potential Labour Force by Rural/Urban and Sex, Zambia 2018**

Rural/Urban	Total		Male	Female
	Number	Percent	Number	Number
Total	2,064,493	100.0	987,009	1,077,483
Rural	1,260,067	61.0	643,032	617,034
Urban	804,426	39.0	343,977	460,449

Figure 12.17 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 47.8 percent were males while 52.2 percent were females. In rural areas, 51.0 percent were males while 49.0 percent were females. In urban areas, 42.8 percent were males while 57.2 percent were females.

**Figure: 12.17: Number and Percent Distribution of the Unemployed Persons Plus the Potential Labour Force by Rural/Urban and Sex, Zambia 2018**

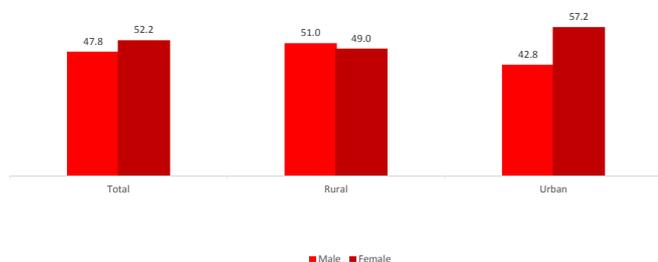


Table 12.7 shows the number and percentage distribution of the unemployed persons plus the potential labour force by province and sex.

Eastern, Luapula, Muchinga, Northern and North Western provinces had the highest percentage of males than females while Central, Copperbelt, Lusaka, Southern and Western provinces had the highest percentage of females than males

**Table 12.7: Number and Percentage Distribution of the Unemployed Plus the Potential Labour Force by Province and Sex, Zambia 2018**

Province	Both Sexes	Male		Female	
	Number	Number	Percent	Number	Percent
Total	2,064,494	987,010	47.8	1,077,484	52.2
Central	224,047	102,782	45.9	121,265	54.1
Copperbelt	280,134	125,739	44.9	154,395	55.1
Eastern	126,993	75,176	59.2	51,817	40.8
Luapula	218,542	121,539	55.6	97,003	44.4
Lusaka	305,992	129,484	42.3	176,509	57.7
Muchinga	94,423	56,753	60.1	37,670	39.9
Northern	229,218	117,092	51.1	112,126	48.9
North Western	123,108	63,794	51.8	59,314	48.2
Southern	209,325	93,829	44.8	115,496	55.2
Western	252,713	100,823	39.9	151,890	60.1

## 12.8 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, there are limited employment opportunities.

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

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

Figure 12.18 shows the combined rate of unemployment and the potential labour force by province. Western Province had the highest combined rate of unemployment plus potential labour force at 72.2 percent. Eastern and Lusaka provinces had the lowest combined rate of unemployment and the potential labour force at 29.7 percent and 25.5 percent, respectively. There were 5 provinces with the combined rate of unemployment and the potential labour force above the national average of 41.2 percent namely; Western, Luapula, Northern, North Western and Eastern provinces.

**Figure 12.18: Combined Rate of Unemployment Plus Potential Labour Force by Province, Zambia 2018**

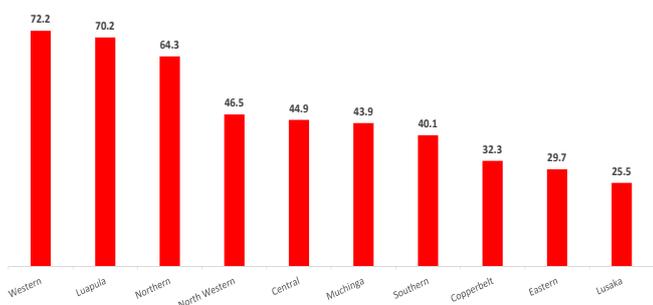


Figure 12.19 shows the combined rate of unemployment plus potential labour force by rural/urban and sex. The combined rate of unemployment plus potential labour force was estimated at 41.2 percent. The combined rate of unemployment plus potential labour force for males was 35.1 percent while for females it was 49.0 percent. The combined rate of unemployment plus potential labour force was higher among females compared to the males in both rural/urban areas.

**Figure 12.19: Combined Rate of Unemployment Plus Potential Labour Force by Rural/Urban and Sex, Zambia 2018**

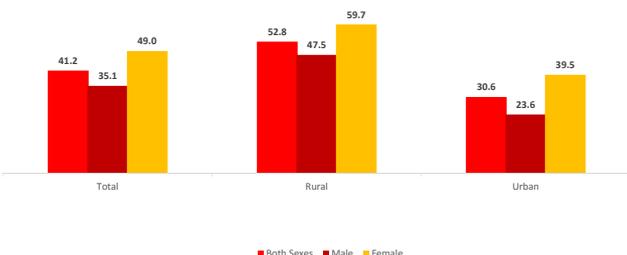


Figure 12.20 shows the combined rate of unemployment and the potential labour force by rural/urban and province. The combined unemployment rate was higher in rural areas in almost all the provinces except in Lusaka Province which had urban combined unemployment rate of 25.6 percent and 25.3 percent for rural.

**Figure 12.20: Combined Rate of Unemployment and the Potential Labour Force by Rural/Urban and Province, Zambia 2018**

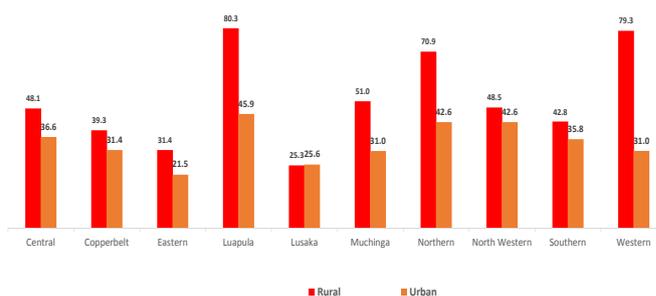


Figure 12.21 shows the combined rate of unemployment plus potential labour force by province and sex. The unemployment rate was higher among females than males across all provinces with the highest difference observed in Lusaka Province at 34.4 percent for female and 18.9 percent for males.

**Figure 12.21 Combined Rate of Unemployment Plus Potential Labour Force by Sex and Province, Zambia 2018**

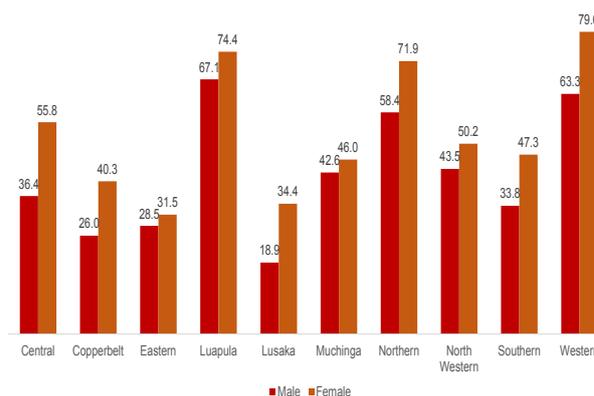


Figure 12.22 shows the combined rate of unemployment plus potential labour force by rural/urban and age group.

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 12.22: Age Specific Combined Rate of Unemployment and the Potential Labour Force by Rural/Urban and Age Group, Zambia 2018**

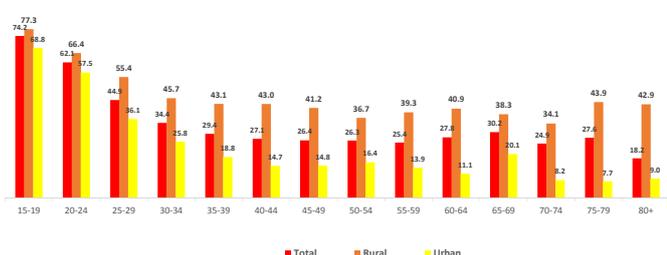
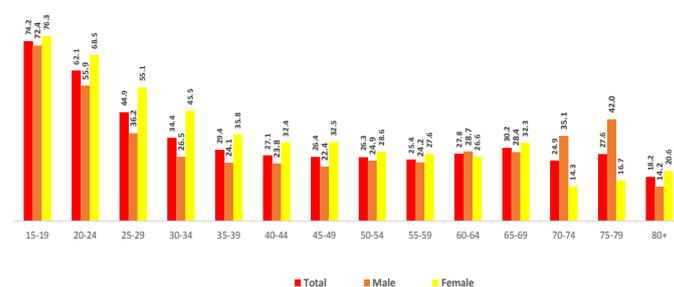


Figure 12.23 shows the combined rate of unemployment plus potential labour force by rural/urban and age group.

The combined rate of unemployment plus potential labour force was higher in younger ages and lower in older ages for both males and females.

**Figure: 12.23 Age Specific Combined Rate of Unemployment Plus Potential Labour Force by Sex, Zambia 2018**



## 12.9 Youth Unemployed Plus Potential Labour Force

Table 12.8 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 1,529,317. Of the total unemployed youth and potential labour force, 58.3 percent were in rural areas and 41.7 percent are in urban areas. There were more females than males among the unemployed youth and the potential labour force at 824,336 and 704,981, respectively.

**Table 12.8: Number and Distribution of the Unemployed Youth Plus Youth Potential Labour Force by Rural/Urban and Sex, Zambia 2018**

Rural/Urban	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	1,529,317	100	704,981	824,336
Rural	892,174	58,3	439,012	453,162
Urban	637,143	41,7	265,969	371,174

Figure 12.24 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 46.1 percent were males while 53.9 percent were females. In rural areas, 49.2 percent were males while 50.8 percent were females. In urban areas, 41.7 percent were males while 58.3 percent were females.

**Figure 12.24 Percentage Distribution of the Unemployed Youth Plus Youth Potential Labour Force by Rural/Urban and Sex, Zambia 2018**

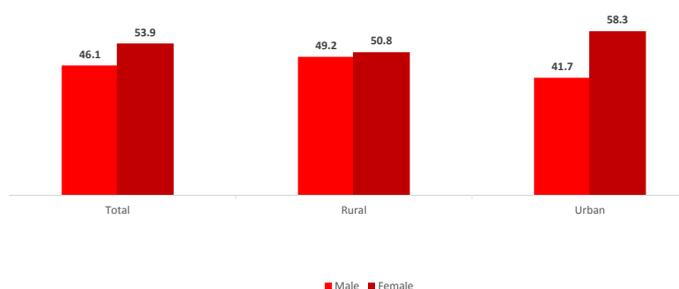


Table 12.9 shows the percentage share of the unemployed youths plus the youth potential labour force by province. Lusaka Province had the highest percentage share of the unemployed youth and

potential youth population at 16.0 percent followed by Copperbelt at 14.7 percent. The lowest percentage share of the unemployed youth plus potential youth population was Luapula Province at 6.2 percent.

**Figure 12.9: Number and Percentage Distribution of the Unemployed Youth Plus Youth Potential Labour Force Population by Province, Zambia 2018**

Province	Number	Percent
Total	1,529,317	100.0
Central	163,203	10.7
Copperbelt	224,525	14.7
Eastern	104,660	6.8
Luapula	151,559	9.9
Lusaka	245,103	16.0
Muchinga	63,218	4.1
Northern	145,432	9.5
North Western	95,513	6.2
Southern	162,457	10.6
Western	173,646	11.4

Figure 12.25 shows combined rate of youth unemployment and potential labour force by rural/urban and sex. The 2018 combined rate of youth unemployment plus potential labour force was estimated at 49.9 percent. The combined rate of youth unemployment plus potential labour force was higher for females at 58.7 percent compared to males at 42.5 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 12.25: Combined Rate of Youth Unemployment and Potential Labour Force by Rural/Urban and Sex, Zambia 2018**

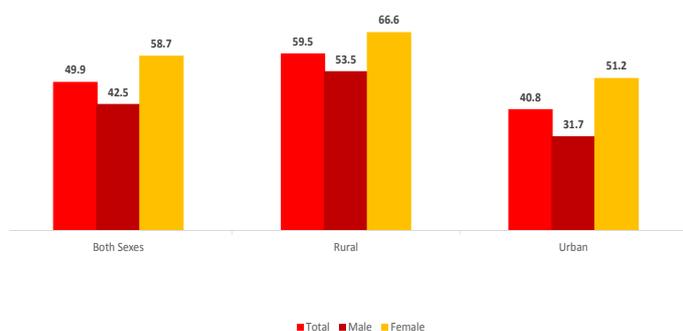


Figure 12.26 shows age-specific combined rate of youth unemployment and potential labour force by rural/urban. The youth combined rate of unemployment plus potential labour force in rural areas was higher than that of the urban areas across all age groups with notable difference in the age groups 25-29 years and 30 to 35 years.

**Figure 12.26: Age Specific Combined Rate of Unemployment Plus Potential Labour Force Youth by Rural/Urban, Zambia 2018**

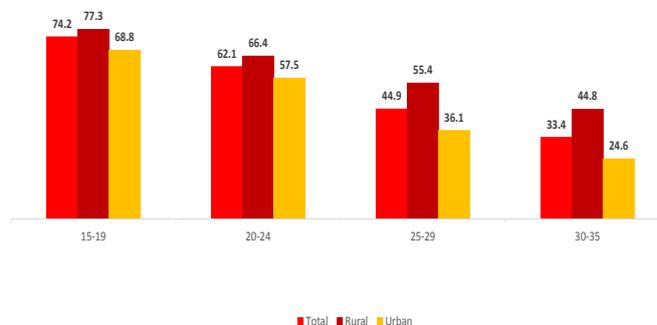


Figure 12.27 shows combined rate of youth unemployment and potential labour force by sex. The combined rate of youth unemployment plus potential labour force was higher for females than males across all age groups.

**Figure 12.27: Youth Combined Rate of Unemployment Plus Potential Labour Force by Age Group and Sex, Zambia 2018**

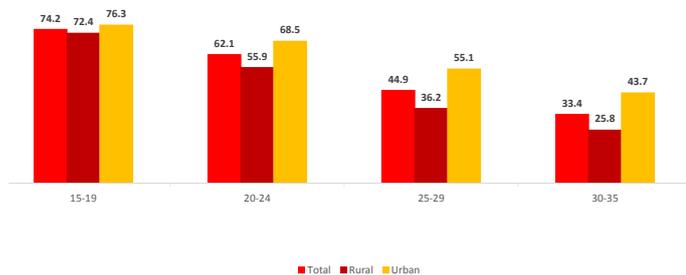


Figure 12.28 shows the combined rate of youth unemployment plus potential labour force by province. Western Province had the highest rate at 75.2 percent while Lusaka had the lowest combined rate of youth unemployment plus potential labour force at 34.8 percent.

**Figure 12.28: Combined Rate of Youth Unemployment and Potential Labour Force by Province, Zambia 2018**

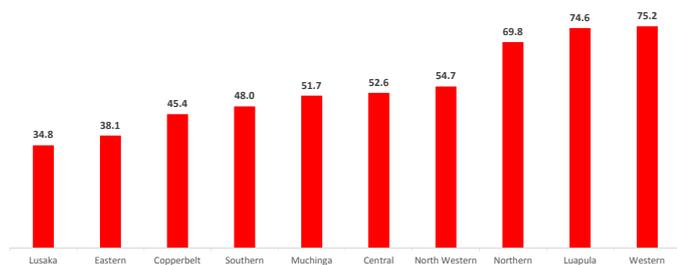


Figure 12.29 shows the combined rate of youth unemployment plus potential labour force by province and rural/urban. The combined rate of youth unemployment and potential labour force was higher in rural areas in all the provinces except in Lusaka Province.

**Figure 12.29: Combined Rate of Youth Unemployment and Potential Labour Force by Province and Rural/Urban, Zambia 2018**

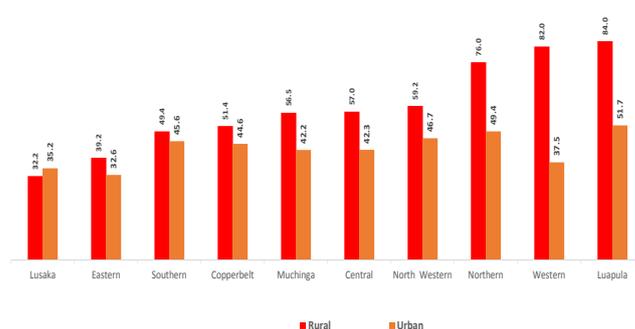
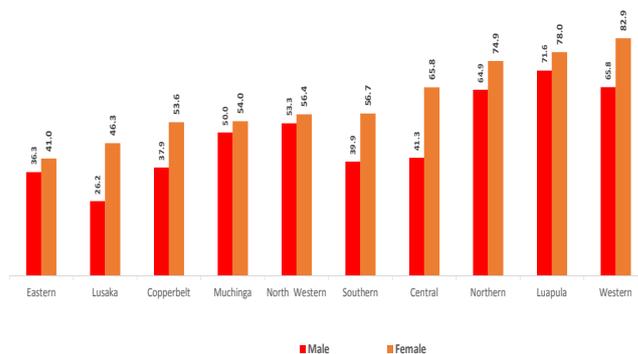


Figure 12.30 shows the combined rate of youth unemployment plus potential labour force by province and sex. Female youths recorded a higher combined rate of unemployment and potential labour force than that of males across all provinces.

**Figure 12.30: Youth Combined Rate of Unemployment and Potential Labour Force by Province and Sex, Zambia 2018**





## Chapter 13: Not in Employment or Education and Training

### 13.1 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.

### 13.2 Proportion of Youth NEET

Table 13.1 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 2,753,095 youth were NEET representing 45.1 percent of all youth while 54.9 percent were outside the NEET. Among the males 63.7 percent were outside the NEET while 36.3 were in NEET. Among female youth 53.0 percent were in NEET while 47.0 percent were outside.

**Table 13.1: Number and Percentage Distribution of Youths (15-35 years) Not in Employment, Education or Training (NEET) by Sex, Zambia 2018**

Sex	Total Youth		Youth NEET		Youth Outside NEET	
	Number	Percent	Number	Percent	Number	Percent
Total	6,106,349	100.0	2,753,095	45.1	3,353,254	54.9
Male	2,879,747	100.0	1,044,593	36.3	1,835,153	63.7
Female	3,226,603	100.0	1,708,502	53.0	1,518,101	47.0

Figure 13.1 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 33.2 percent followed by the 25-29 year age group with 25.4 percent. The lowest share of the NEET was in the age group 15-19 year at 20.4 percent.

**Figure 13.1: Percentage Distribution of Youth NEET by Age Group, Zambia 2018**

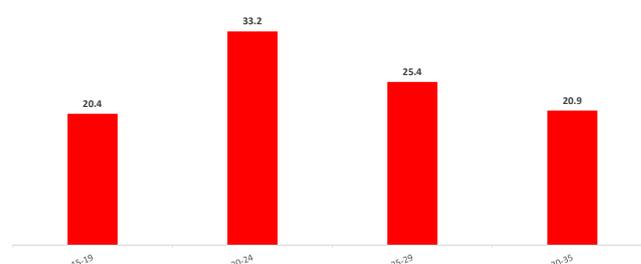
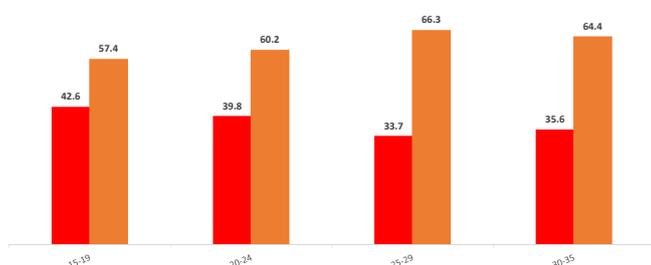


Figure 13.2 shows the age specific percentage of youth NEET by sex. The graph shows that overall there were more females than males in NEET.

**Figure 13.2: Percentage Distribution of Youth NEET by Age Group and Sex, Zambia 2018**



### 13.3 Number of Youth NEET

Table 13.2 shows the number and percentage distribution of youth NEET by rural/urban and sex. The table shows that of the youth NEET, 37.9 percent were male and 62.1 percent were female. The results further show that 1,560,794 were in rural areas while 1,192,301 were in urban areas.

Sex	Total		Rural	Urban
	Number	Percent	Number	Number
Total	2,753,095	100.0	1,560,794	1,192,301
Male	1,044,593	37.9	650,889	393,704
Female	1,708,502	62.1	909,905	798,596

Figure 13.3 shows the percentage distribution of youth NEET by rural/urban and sex. In rural areas 41.7 percent of youth NEET were male and 58.3 were female while in urban areas 33.0 were male and 67.0 were female.

**Figure 13.3: Percentage Distribution of Youth NEET by Rural/Urban and Sex, Zambia 2018**

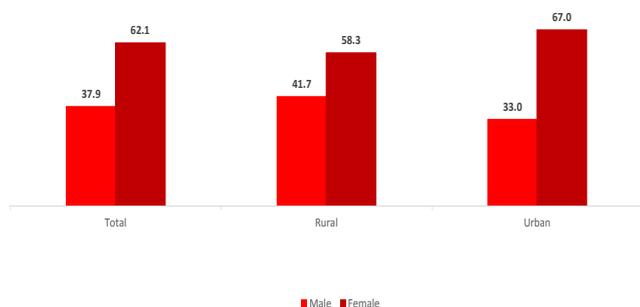


Table 13.3 shows number and percentage distribution of youth NEET by rural/urban and age group.

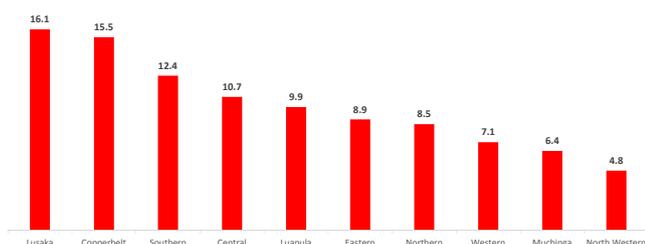
In rural areas, the 20-24 year age group accounted for the highest proportion with 31.6 percent and the 30-35 year age group recorded the lowest proportion with 21.4 percent. In urban areas, the 20-24 age group recorded the highest proportion at 35.3 percent while the 15-19 year age group accounted for the lowest proportion with 17.6 percent.

**Table 13.3: Number and Percentage Distribution of Youth NEET by Rural/Urban and Age Group, Zambia 2018**

Age Group	Total		Rural		Urban	
	Number	Percent	Number	Percent	Number	Percent
Total	2,753,095	100.0	1,560,794	100.0	1,192,301	100.0
15-19	562,655	20.4	353,036	22.6	209,619	17.6
20-24	915,384	33.2	493,954	31.6	421,430	35.3
25-29	699,064	25.4	379,600	24.3	319,464	26.8
30-35	575,992	20.9	334,205	21.4	241,787	20.3

Figure 13.4 shows percentage share of youth NEET by province. Lusaka Province had the highest percentage share at 16.1 percent followed by Copperbelt and Southern Provinces with 15.5 percent and 12.4 percent, respectively. North Western Province had the lowest at 4.8 percent.

**Figure 13.4: Percentage Share of the Youth NEET by Province, Zambia 2018**



### 13.4 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 1,478,039 persons in NEET of which 57.3 percent were in rural areas while 42.7 percent were in urban areas.

**Table 13.4: Number and Percentage Distribution Youth (15-24) NEET by Rural/Urban and Sex, Zambia 2018**

Rural/Urban	Total		Male	Female
	Number	Percent	Number	Number
Total	1,478,039	100.0	603,994	874,045
Rural	846,990	57.3	366,623	480,367
Urban	631,049	42.7	237,371	393,678

Figure 13.5 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 59.1 percent and 40.9 percent, respectively.

**Figure 13.5: Percentage Distribution of Youth (15-24) NEET by Rural/Urban and Sex, Zambia 2018**

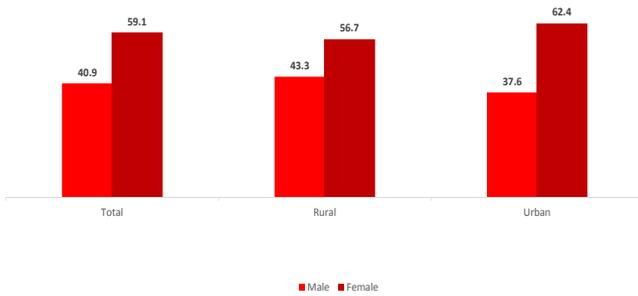
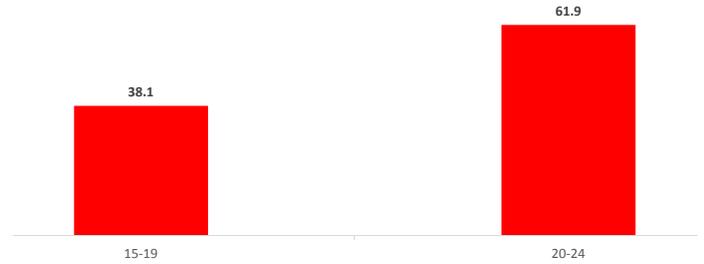


Figure 13.6 shows the share distribution of youth (15-24) neet by age group. The age group 20-24 years had the highest share at 61.9 percent compared to 38.1 percent in the age group 15-19 years.

**Figure 13.6: Percentage Share of Youth (15-24) NEET by Age Group, Zambia 2018**



## Chapter 14: Social Protection

### 14.1 Introduction

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

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

In 2018, all households were asked whether any of their members had benefitted from any of the following programs; Social cash transfer; Public Welfare Assistance Scheme, Farmer Input Support Program; Food Security Pack; School Feeding Program; Women Empowerment Program and Orphan and vulnerable children bursary.

There was an estimated 3,361,465 households in Zambia in 2018. Among the determinants of eligibility for various benefits are; age of household members (65+ years), Labour market status of household members (unemployed persons), and disability, among others.

### 14.2 Beneficiaries of Social Protection.

Figure 14.1 shows the proportion of households benefitting in a particular program. Results show that the most widely benefitted program was the Farmer Input Support Program (FISP) with 44.0 percent, followed by the Social Cash Transfer Program (SCT) at 29.2 percent. The public welfare assistance scheme (PWAS) was the least benefitted scheme at 2.3 percent.

**Figure 14.1: Proportion of Households Benefitting from a Social Protection Program, Zambia 2018**

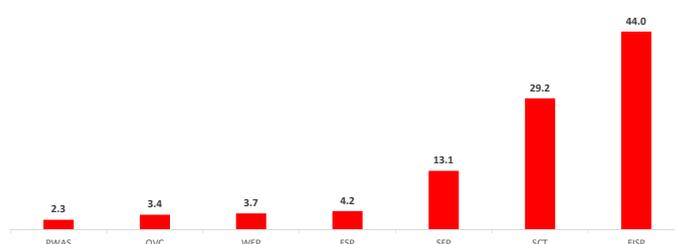


Table 14.1 shows number and percentage distribution beneficiaries of Social Cash Transfer Program by rural/urban and sex of head of households. Results show that 246,609 households benefitted from social cash transfer program, of which 49.6 percent were male-headed households while 50.4 percent were female-headed households. Further, results show that of the total households that benefitted, 204,523 households were in rural areas and 42,087 households were in urban areas.

**Table 14.1: Percentage Distribution of Beneficiaries of Social Cash Transfer Program, Zambia 2018**

Sex	Total	Percent	Rural	Urban
Both Sexes	246,609	100.0	204,523	42,087
Male	122,221	49.6	100,662	21,560
Female	124,388	50.4	103,861	20,527

Figure 14.2 shows the percentage distribution of households benefitting from SCT program by rural/urban and sex of household head. In rural areas, there were more female-headed households benefitting from SCT program at 50.8 percent compared to males at 49.2 percent. While in urban areas, the male-headed households had more beneficiaries at 51.2 percent than female headed households at 48.8 percent.

**Figure 14.2 Percentage Distribution of households benefitting from SCT program by rural/urban and sex of household head, Zambia 2018**

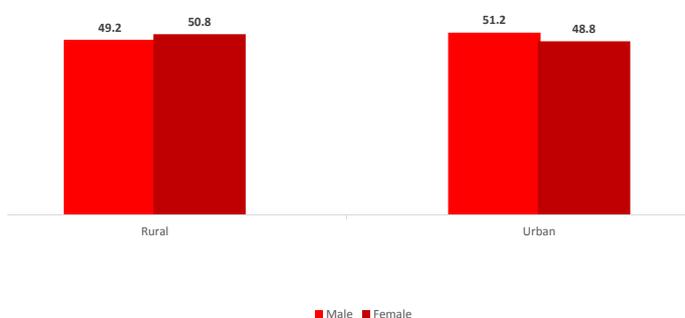
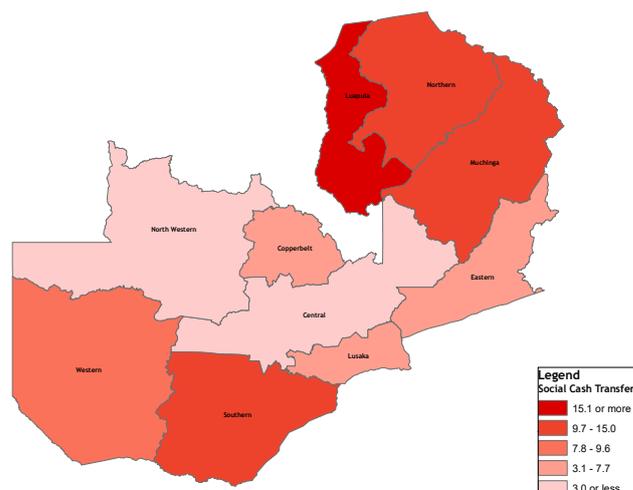


Figure 14.3 shows percentage share of households benefitting from SCT program by province. Luapula Province had the highest percentage share of households benefitting from SCT program at 24.4 percent, followed by Muchinga Province with 15.0 percent. The province with lowest percentage share was North Western Province at 1.7 percent.

**Figure 14.3: Percentage Share of Households benefitting from SCT by Province, Zambia 2018**



### 14.3 Public Welfare Assistance Scheme

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

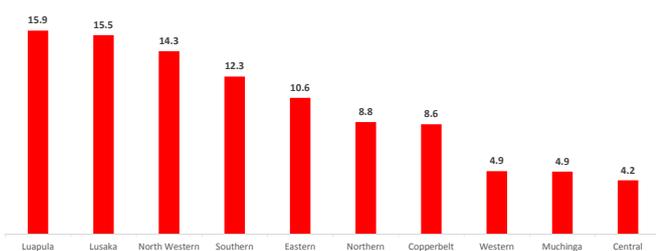
Clients are provided with rations and other welfare needs. In this scheme, clients are not given cash, instead they are provided with the needed goods (materials) and services.

Table 14.2 shows number and percentage distribution of households by rural/urban and sex of household heads. A total of 19,394 households had benefitted from the public welfare assistance scheme (PWAS), of which 52.0 percent were male-headed Households while 48.0 percent were female-headed households.

Sex	Total	Percent	Rural	Urban
Both Sexes	19,394	100.0	13,120	6,275
Male	10,093	52.0	7,318	2,774
Female	9,302	48.0	5,801	3,501

Figure 14.4 shows the percentage share of households benefitting from public welfare assistance scheme by province. Luapula Province had the highest percentage share of households benefitting from PWAS at 15.9 percent, followed by Lusaka at 15.5 percent. Central Province had the lowest share of households benefitting from PWAS at 4.2 percent.

**Figure 14.4: Percentage Share of Households benefitting Public Welfare Assistance Scheme by Province, Zambia 2018**



## 14.4 Farmer Input Support Program

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

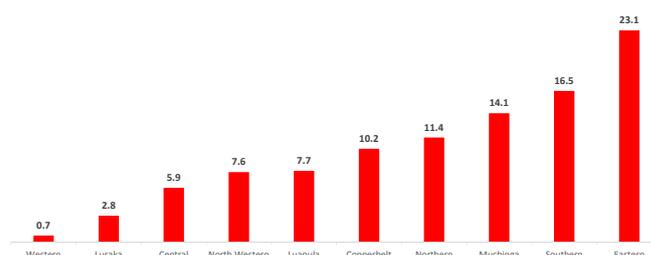
Table 14.3 shows number and percentage distribution of households benefitting from FISP by rural/urban and sex of head of households. A total of 371,532 households had benefitted from FISP, of which 80.0 percent were male-headed households while 20.0 percent were female-headed households. There were 318,777 households in rural areas and 52,755 households in urban areas that benefitted from FISP.

**Table 14.3: Number and Percentage Distribution of Households benefitting from Farmer Input Support Program by Rural/Urban and Sex of Household Head, Zambia 2018**

Sex	Total		Rural	Urban
	Number	Percent	Number	Number
Total	371,532	100.0	318,777	52,755
Male	297,390	80.0	255,840	41,550
Female	74,142	20.0	62,937	11,205

Figure 14.5 shows the percentage share of households benefitting from farmer input support program by province. Eastern Province had the highest percentage share of households benefitting from FISP at 23.1 percent, followed by Southern at 16.5 percent. Western Province had the lowest percentage share of households benefitting from FISP at 0.7 percent.

**Figure 14.5: Percentage Distribution of Households benefitting from Farmer Input Support Program by Province, Zambia 2018**



## 14.5 Food Security Pack

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

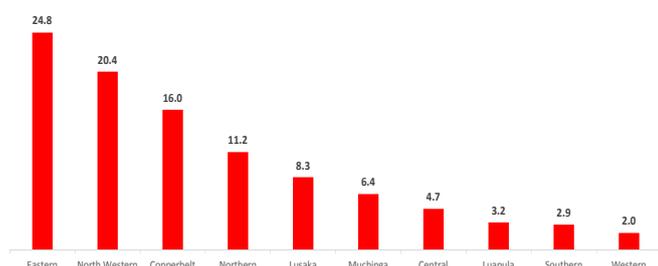
Table 14.4 shows number and percentage distribution of households benefitting from Food Security Pack (FSP) by rural/urban and sex of head of households. A total of 35,737 households had benefitted from FSP, of which 79.2 percent were male-headed households while 20.8 percent were female-headed households. There were 26,508 households in rural areas and 9,229 households in urban areas that benefitted from FSP.

**Table 14.4: Number and Percentage Distribution of Households benefitting from Food Security Pack by Rural/Urban and Sex of Household Head, Zambia 2018**

Sex	Total		Rural	Urban
	Number	Percent		
Total	35,737	100.0	26,508	9,229
Male	28,303	79.2	20,724	7,579
Female	7,434	20.8	5,784	1,650

Figure 14.6 shows the percentage share of households benefitting from Food Security Pack (FSP) by province. Eastern Province had the highest percentage share of households benefitting from FSP at 24.8 percent, followed by North Western at 20.4 percent. Western Province had the lowest percentage share of households benefitting from FSP at 2.0 percent.

**Figure 14.6: Percentage Share of Households benefitting from Food Security Pack Program by Province, Zambia 2018**



## 14.6 School Feeding Program

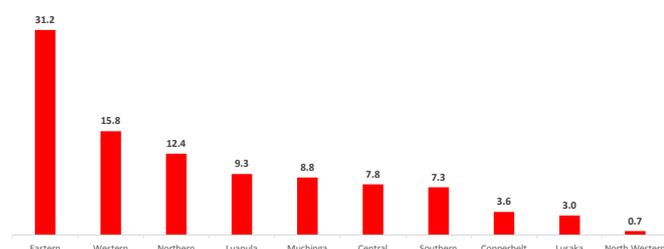
Table 14.5 shows number and percentage distribution of households benefitting from School Feeding Program (SFP) by rural/urban and sex of head of households. A total of 110,872 households had benefitted from SFP, of which 70.6 percent were male-headed households while 29.4 percent were female-headed households. There were 95,035 households in rural areas and 15,837 households in urban areas that benefitted from SFP.

**Table 14.5: Number and Percentage Distribution Beneficiaries of School Feeding Program by Rural/Urban and Sex of Household Head, Zambia 2018**

Sex	Total		Rural	Urban
	Number	Percent	Number	Number
Total	110,872	100.0	95,035	15,837
Male	78,311	70.6	65,512	12,799
Female	32,561	29.4	29,523	3,038

Figure 14.7 shows the percentage Share of households benefitting from School Feeding Program (SFP) by province. Eastern Province had the highest percentage share of households benefitting from SFP at 31.2 percent, followed by Western at 15.8 percent. North Western Province had the lowest percentage share of households benefitting from SFP at 0.7 percent.

**Figure 14.7: Percentage Share of Households benefitting from School Feeding Program (SFP) by Province, Zambia 2018**



## 14.7 Women Empowerment Program

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

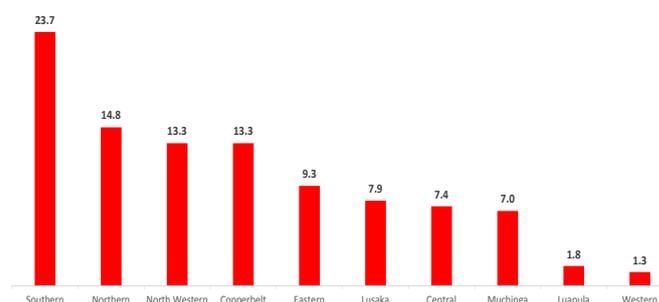
Table 14.6 shows number and percentage distribution of households benefitting from women empowerment program by rural/urban and sex of head of household. A total of 31,290 households had benefitted from WEP of which 68.6 percent were male-headed households while 31.4 percent were female-headed households. There were 18,387 households in rural areas and 12,902 households in urban areas that benefitted from WEP.

**Table 14.6: Number and Percentage Distribution of Households benefitting from Women Empowerment Program by Rural/Urban and Sex of Household Head, Zambia 2018**

Sex	Total		Rural	Urban
	Number	Percent	Number	Number
Total	31,290	100.0	18,387	12,902
Male	21,474	68.6	11,968	9,505
Female	9,816	31.4	6,419	3,397

Figure 14.8 shows the percentage share of beneficiaries of Women Empowerment Program (WEP) by province. Southern Province had the highest percentage share of beneficiaries at 14.8 percent, followed by Northern at 14.8 percent. Western Province had the lowest percentage share of beneficiaries at 1.3 percent.

**Figure 14.8: Percentage Distribution of Households benefitting from Women Empowerment Program by Province, Zambia 2018**



## 14.8 Orphans and Vulnerable Children Bursary

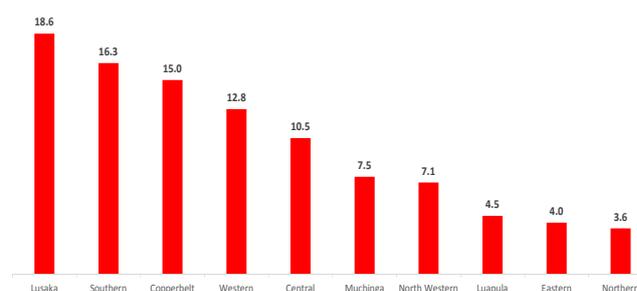
The objectives of orphan and vulnerable children bursary are to: improve access to secondary and teacher education for vulnerable groups (i.e. females, orphans and the poor); improve retention, progression and completion rates for vulnerable learners at secondary and teacher education levels; and accelerating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

Table 14.7 shows number and percentage distribution of beneficiaries of the orphans and vulnerable children (OVC) bursary by rural/urban and sex of household head. A total of 28,924 households had benefitted from OVC bursary, of which 66.8 percent were male-headed households while 33.2 percent were female-headed households. There were 14,798 households in rural areas and 14,127 households in urban areas that benefitted from the OVC.

Sex	Total		Rural	Urban
	Number	Percent	Number	Number
Total	28,924	100.0	14,798	14,127
Male	19,330	66.8	9,142	10,189
Female	9,594	33.2	5,656	3,938

Figure 14.9 shows the percentage share of beneficiaries of Orphans and Vulnerable Children (OVC) Bursary by province. Lusaka Province had the highest percentage share of beneficiaries at 18.6 percent, followed by Southern at 16.3 percent. Northern Province had the lowest share at 3.6 percent.

**Figure 14.9: Percentage Distribution of Beneficiaries of Orphans and Vulnerable Children (OVC) Bursary by Province, Zambia 2018**



# Chapter 15: Time-Related Underemployment

## 15.1 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.

## 15.2 Time-Related Underemployment

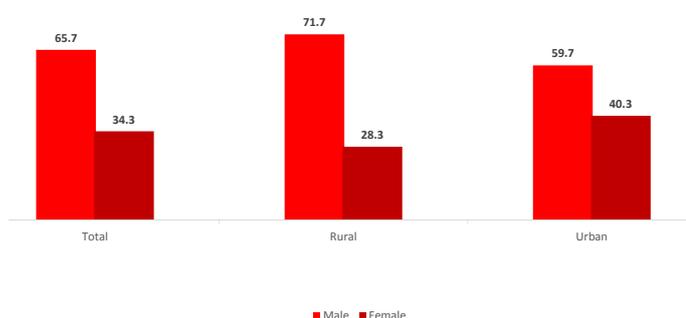
Table 15.1 shows the number and percentage distribution of time-related underemployed persons by rural/urban and sex. In 2018, there were an estimated 210,421 persons in time-related underemployment of which 50.1 percent were in the rural areas and 49.9 percent were in urban areas.

**Table 15.1: Number and Percentage Distribution of Time-Related Underemployed Persons by Rural/Urban and Sex, Zambia 2018**

Rural/Urban	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	210,420	100	138,285	72,135
Rural	105,410	50.1	75,572	29,838
Urban	105,010	49.9	62,713	42,297

Figure 15.1 shows the percentage distribution of time-related underemployed persons by rural/urban and sex. At national level, there were 65.7 percent males and 34.3 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 15.1: Percentage Distribution of Time-Related Underemployed Persons, by Rural/Urban and Sex, Zambia 2018**



## 15.3 Time-Related Underemployment by Occupation

Figure 15.2 shows the percentage share of time-related underemployed persons by occupation. The Skilled Agriculture, Forestry and Fisheries accounted for the highest percentage share at 34.3 percent while the Clerical Support Workers had the lowest share at 0.4 percent.

**Figure 15.2 Percentage Share of Time-Related Underemployed Persons by Occupation, Zambia 2018**

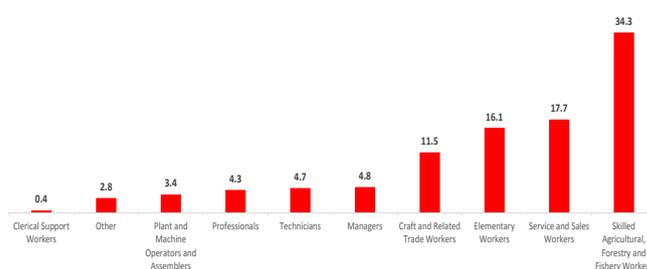


Table 15.2 shows the percentage distribution of time-related underemployed persons by occupation and sex. In all the occupations, there were more males than females that were in time-related underemployment

except in the service and sales workers occupation which had 70.6 percent females and 29.4 percent males.

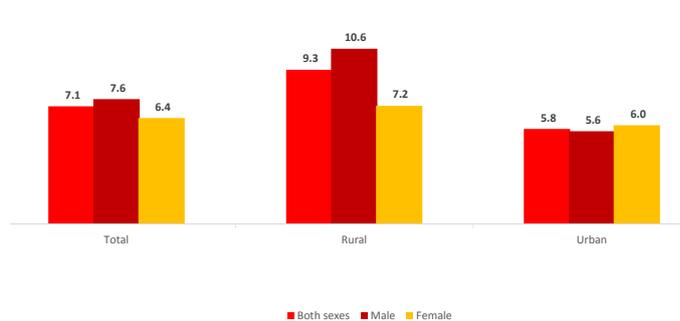
**Table 15.2: Number and Percentage Distribution of Time-Related Underemployed Persons by Occupation and Sex, Zambia 2018**

Occupation	Total	Male	Female
Total	210,421	65.7	34.3
Managers	10,191	61.3	38.7
Professionals	9,069	65.8	34.2
Technicians	9,817	84.8	15.2
Clerical Support Workers	831	100.0	-
Service and Sales Workers	37,284	29.4	70.6
Skilled Agricultural, Forestry and Fishery Workers	72,146	74.0	26.0
Craft and Related Trade Workers	24,113	81.7	18.3
Plant and Machine Operators and Assemblers	7,203	95.4	4.6
Elementary Workers	33,958	66.7	33.3
Other	5,810	57.2	42.8

## 15.4 Time-Related Underemployment Rate

Figure 15.3 shows the time-related underemployment rate by rural/urban and sex. In 2018, time-related underemployment rate was estimated at 7.1 percent. Males had a higher rate than females at 7.6 percent and 6.4 percent, respectively. Rural areas had a higher rate at 9.3 percent than urban areas at 5.8 percent.

**Figure 15.3: Time-Related Underemployment Rate by Rural/Urban and Sex, Zambia 2018**



## Chapter 16: Average Monthly Earnings for Paid Employees, Paid Interns and Apprentices

### 16.1 Introduction

Table 16.1 shows the distribution of average monthly earnings by sector of employment by rural /urban and sex. In 2018, the national average monthly earnings were estimated at K3,215. The average monthly earnings in the formal sector was higher at K4,387 while the lowest was in the household sector at K1,122.

Average earnings per month in urban areas were higher at K3,249 than in rural areas at K3,121. Males in all sectors of employment earned more than females, except in the formal sector where females earned more at K4,779 compared to K4,234 males at national level.

**Table 16.1: Distribution of Average Monthly Earnings by Sex, Sector of Employment and Rural/Urban, Zambia 2018**

Sector of Employment	Total			Rural			Urban		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	3,215	3,194	3,268	3,121	3,278	2,652	3,249	3,162	3,458
Formal Sector	4,387	4,234	4,779	4,907	5,227	4,045	4,240	3,947	4,977
Informal Sector	1,368	1,449	1,042	1,176	1,181	1,156	1,483	1,615	983
Household Sector	1,122	1,609	589	1,335	1,869	517	1,047	1,498	608

### 16.2 Average Monthly Earnings by Type of Employment

Table 16.2 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 K4,474 while for the informally employed persons it was estimated at K1,434.

In rural areas formally employed persons earned K4,787 per month while their urban counterparts earned K4,372 per month. In rural areas informally employed persons earned K1,160 per month while their urban counterparts earned K1,549 per month.

**Table 16.2: Distribution of Average Monthly Earnings by Type of Employment Rural/Urban and Sex., Zambia 2018**

Type of Employment	Total			Rural			Urban		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	3,215	3,194	3,268	3,121	3,278	2,652	3,249	3,162	3,458
Formal Employment	4,474	4,262	5,003	4,787	5,010	4,151	4,372	4,008	5,248
Informal Employment	1,434	1,699	745	1,160	1,292	741	1,549	1,882	747

### 15.3 Average Monthly Earnings by Agriculture and Non- Agriculture Sectors

Table 16.3 shows the average monthly earnings in agriculture and non-agriculture sectors. The non agriculture sector had higher average monthly

earnings than the agriculture sector at K3,554 and K1,296, respectively. In the agriculture sector, males had higher average earnings at K1,345 compared to K1,100 for females. In the non-agriculture sector, males had higher average earnings at K3,565 compared to K3,529 for females.

**Table 16.3: Average Monthly Earnings in Agriculture and Non-Agriculture Sector, Rural/Urban and Sex, Zambia 2018**

Agric/NonAgric	Total			Rural			Urban		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	3,215	3,194	3,268	3,121	3,278	2,652	3,249	3,162	3,458
Agriculture	1,296	1,345	1,100	1,115	1,189	802	1,745	1,751	1,721
Non Agriculture	3,554	3,565	3,529	4,480	4,893	3,473	3,343	3,258	3,541

## 16.4 Average Monthly Earnings by Occupation

Figure 16.1 shows the average monthly earnings by occupation. Professionals had the highest average monthly earnings at K7,719 while persons with elementary occupations had lowest average monthly earnings at K1,260.

Table 16.4 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 Plant & Machine Operators & Assemblers occupations which had females with higher average monthly earnings than males at K3365 and K2309, respectively.

**Figure 16.1: Average Monthly Earnings by Occupation, Zambia 2018**



**Table 16.4: Average Monthly Earnings by Sex, Rural/Urban and Occupation, Zambia 2018**

Occupation	Total			Rural			Urban		
	Both Sexes	Male	Female	Both Sexes	Male	Female	Both Sexes	Male	Female
Total	3,215	3,194	3,268	3,121	3,278	2,652	3,249	3,162	3,458
Managers	5,286	5,287	5,284	4,328	4,146	4,633	5,592	5,625	5,523
Professionals	7,719	7,937	7,445	8,838	11,182	5,366	7,199	6,264	8,284
Technicians & Associate Professionals	5,063	5,207	4,584	6,022	6,102	5,681	4,888	5,033	4,425
Clerical Support Workers	3,514	3,700	3,224	2,775	3,170	1,040	3,604	3,791	3,343
Services & Sales Workers	1,610	1,916	1,118	1,192	1,381	838	1,696	2,034	1,169
Skilled Agricultural Forestry & Fishery Workers	1,285	1,364	859	1,280	1,367	717	1,315	1,346	1,229
Craft & Related Trade Workers	2,845	2,865	2,320	1,919	1,811	4,172	3,075	3,123	1,672
Plant & Machine Operators & Assemblers	2,321	2,309	3,365	2,086	2,052	4,000	2,376	2,369	3,103
Elementary Occupation	1,260	1,330	1,111	1,087	1,209	712	1,376	1,427	1,288
Other Occupations	3,840	4,489	2,130	1,542	2,817	649	3,933	4,527	2,265

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### 2018 LABOUR FORCE SURVEY

HOUSEHOLD IDENTIFICATION PARTICULARS		CODE			
1	Province:				
2	District:				
3	Constituency:				
4	Ward:				
5	Region1. Rural 2. Urban				
6	CSA				
7	EA				
8	Cluster Number				
9	SBN				
10	HUN				
11	HHN				
12	Locality Name				
Physical address of Households:					
.....					
.....					
.....					
.....					
.....					
Phone Number (if any):					
.....					
.....					
.....					

INTERVIEWER VISITS				
Visit No.	VISITS			
	Date: DD	MM	YY	Starting Time (HH:MM) Ending Time (HH:MM)



		3 <input type="checkbox"/>	Don't know		
A7a	Is the biological father of <b>(NAME)</b> still alive?  <b>SKIP TO A9 of both A7 and A8 are Yes</b>	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Yes No Don't know		Living biological father
A8	Has <b>(NAME)</b> 's parent(s) been very sick for at least three months during the past 12 months, that he/she has been too sick to work or do normal activities?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Yes No Don't know		Parents sick for a period of time

ID	QUESTIONS & INSTRUCTIONS	CODING CATEGORIES	SKIPS	LABEL
<b>SECTION A: DEMOGRAPHIC CHARACTERISTICS - DISABILITY</b>				
<b><i>READ: Now I am going to ask you some questions on disability about household members aged 5 years or older</i></b>				
A10	Does <b>(NAME)</b> have difficulty seeing, even if wearing glasses?  (For permanent condition)	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/>	No, no difficulty Yes, Some difficulty Yes, a lot of difficulty Cannot do it at all	Difficulty Seeing
A11	Does <b>(NAME)</b> have difficulty hearing, even if using hearing aid?  (For permanent condition)	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/>	No, no difficulty Yes, Some difficulty Yes, a lot of difficulty Cannot do it at all	Difficulty Hearing
A12	<b>Does (NAME) have difficulty walking or climbing steps?</b>	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/>	No, no difficulty Yes, Some difficulty Yes, a lot of difficulty Cannot do it at all	Difficulty Walking
A13	Does <b>(NAME)</b> have difficulty remembering or concentrating? (For permanent condition)	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/>	No, no difficulty Yes, Some difficulty Yes, a lot of difficulty Cannot do it at all	Difficulty remembering or concentrating
A14	Does <b>(NAME)</b> have difficulty with self-care such as (washing all over or dressing)? (For permanent condition)	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/>	No, no difficulty Yes, Some difficulty Yes, a lot of difficulty Cannot do it at all	Difficulty with self-care
A15	Does <b>(NAME)</b> have difficulty communicating for example understanding or being understood by others? (For permanent condition)	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/>	No, no difficulty Yes, Some difficulty Yes, a lot of difficulty Cannot do it at all	Difficulty communicating
A16	<b>(NAME)</b> , you mentioned having a lot of difficulties doing some things. When did the first of these difficulties start?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/>	At birth Between the birth and the age of 15 Between the ages of 15 and 29 Between the ages of 30 and 65 After age 65 Refused Don't know	When difficulties started

ID	QUESTIONS & INSTRUCTIONS	CODING CATEGORIES	SKIPS	LABEL
<b>SECTION B: EDUCATION AND LITERACY</b>				
READ: Now I am going to ask you questions about Education and Literacy for all household members aged 5 years or older				
B1	Can <b>(NAME)</b> read and write in any language?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	Read and write
B2	Has <b>(NAME)</b> ever attended school?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	Ever attended school
B3 a	At what age did <b>(NAME)</b> begin school?		<u>                    </u> Age in completed years	Age begun school
B3 b	Has <b>(NAME)</b> ever repeated any level of schooling any point in time?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	Ever repeated level of school
B3 c	Is <b>(NAME)</b> currently attending school? <b>FOR PERSONS AGED 26 YEARS OR OLDER WHOSE RESPONSE IS NO SKIP TO B6</b>	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	currently attending school
B4	<b>ONLY FOR PERSONS AGED 5 YEARS TO 25 YEARS OLD</b> What is the main reason <b>(NAME)</b> is not currently attending school?	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 12 <input type="checkbox"/> 13 <input type="checkbox"/> 14 <input type="checkbox"/> 15 <input type="checkbox"/> 16 <input type="checkbox"/>	Differently abled (Disabled) Illness Injury School is too far Cannot afford school cost Family does not allow schooling Not interested in school/ poor in studies School not considered valuable by family School environment not conducive/ not safe Family responsibilities Completed school Pregnancy Started work for pay or family business or farm Got Married Help at home with household chores Other (specify)...	Any →Skip to <b>B6</b> Reason not currently attending school
B5	What grade/level is <b>(NAME)</b> currently attending?  <b>SEE CODES IN THE MANUAL</b>		<u>                    </u> Enter current level/grade	Grade Currently Attending
B6	What is the highest grade/level of education that <b>(NAME)</b> has successfully completed?  FOR PERSONS WITH CODES 00 TO 12 (NURSERY, PRIMARY AND SECONDARY) SKIP TO <u>B9</u>		<u>                    </u> Enter highest grade completed	Highest Grade/Level of Education
B7	<b>ONLY FOR PERSONS WITH TERTIARY EDUCATION</b> What is the field of study for the highest professional qualification <b>(NAME)</b> successfully completed?	See code	→>> <b>B9</b>	Highest professional qualification successfully completed
B8	What is/was the main reason <b>(NAME)</b> never attended school?	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 12 <input type="checkbox"/>	Under age / too young Differently abled (Disabled) Illness School was too far Cannot afford school cost Family does not allow schooling Not interested in school/poor in studies School not considered valuable School environment not conducive/ not safe Family responsibilities/ help at home with household chores To work for pay or family business or farm Other (Specify)	Reason never attended school

ID	QUESTIONS & INSTRUCTIONS	CODING CATEGORIES		SKIPS	LABEL
B9	Did <b>(NAME)</b> participate in any business, entrepreneurship or microenterprise development training in the last 5 years?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No		Business or entrepreneurship training
B10	Did <b>(NAME)</b> learn a trade or technical skill?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→>> C1a	Trade or technical skill
B11	What type of trade or technical skill did <b>(NAME)</b> learn?	<b>(SEE CODES IN THE MANUAL AND INSERTED IN THE CAPI)</b>			Type of skill
B12	How did <b>(NAME)</b> acquire this trade or skill?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	Vocational School/ Course Apprenticeship or on the job training Learned from a friend or family member From an NGO or community organisation Other (Specify)		How trade or skill acquired

ID	QUESTIONS & INSTRUCTIONS	CODING CATEGORIES		SKIPS	LABEL
<b>SECTION C: ECONOMIC ACTIVITY IDENTIFICATION</b>					
This section covers economic activities in the last 7 days for all household members <b>aged 5 years or older</b> .					
<b>READ:</b> Now, I am going to ask you some questions about economic activity in <u>the last 7 days</u> for each household member aged 5 years or older					
C1a	In the last 7 days, that is from <b>[DATE]</b> up to <b>[DATE/yesterday]</b> , did <b>(NAME)</b> do any work for a wage, salary, or any other pay, even if only for <b>one hour</b> ?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→>>D1A	Work for a wage, salary
C1b	In the last 7 days, did <b>(NAME)</b> run or do any kind of business, farming or other activity to generate income, even if only for <b>one hour</b> ?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→>>C3a	Run or do any kind of business, farming or other activity to generate income
<i>READ ONLY IF NEEDED: For example: growing produce for sale, making things for sale, buying and reselling things, providing services for pay, raising or catching animals or fish for sale</i>					
C1c	In the last 7 days, did <b>(NAME)</b> help a member of the household or family with his/her paid job or business?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→>>C3a	Help a member of the household
C2a	In the last (7 days), did <b>(NAME)</b> have a paid job or a business to which <b>(NAME)</b> expects to return?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→>> C2C	Paid job or a business expects to return
C2b	Does <b>(NAME)</b> usually help in any business run by the household or family but was absent for the last (7 days)?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→>> C3b	Help in any business run by the household
C2c	Why was <b>(NAME)</b> absent from work during the last (7days)?  READ OUT	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 12 <input type="checkbox"/>	Shift work, flexi time, nature of work Vacation, holidays Sickness, illness, accident Maternity, paternity leave Education leave or training Other personal leave (care for family, civic duties, ...) Temporary layoff, reduction in clients, work break Bad weather, natural disaster Strike or labour dispute Long-term disability Seasonal work Other (specify)....	→>>C3a →>>C3a→>>C3a →>>C3a          →>>C3b	Absent from work during the last 7 days
C2d	Including the time that <b>(NAME)</b> has been absent, will <b>(NAME)</b> return to that same job / business within 3 months or less?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→>>D1A	Return to that same job

C2 e	Does (NAME) (continue to) receive an income from his/her job during this absence?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→>> <b>D1A</b> →>> <b>C3b</b>	Receive an income during absence from work
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**SECTION C: MARKET ACTIVITY IDENTIFICATION**

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

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

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

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

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

D1a	During the last 7 days did <b>(NAME)</b> have more than one job/business?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→>>D1 c	More than one job/business
D1b	How many jobs/businesses did <b>(Name)</b> have in the last 7 days?	<input type="text"/>			Number of jobs in last 7 days
D1c	In his/her main job/business, what kind of work does <b>(NAME)</b> usually do?  WRITE: -OCCUPATIONAL TITLE, IF ANY -MAIN TASKS AND DUTIES  <i>(e.g.: Cattle farmer –breed, raise and sell cattle; Policeman –patrol the streets; Cook –plan and prepare meals; Primary school teacher –teach children how to read and write)</i>	(OCCUPATIONAL TITLE, IF ANY)  (MAIN TASKS AND DUTIES)  (ISCO CODE) <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>			Occupation
D2	In <b>(NAME)</b> workplace, what kind of business/activity is mainly carried out? WRITE: -NAME, IF ANY -MAIN ACTIVITY, GOODS OR SERVICES <i>(e.g.: Police Department - public safety; Restaurant - preparing and serving meals; Transport Company - long distance transport of goods)</i>	(NAME OF ESTABLISHMENT, IF ANY)  (MAIN ACTIVITY, GOODS OR SERVICES)  (ISIC CODE) <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>			Industry
D3	When did <b>(NAME)</b> start working for this employer or start this business?  <b>GIVE MONTH AND YEAR</b>	MONTH (MM)	YEAR (YYYY)	start working	
D4	Where is <b>(NAME)</b> 's place of work located?	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/>	In a formal business place At a market/ shop/ kiosk On the street/ by the road side At the client's premises No fixed location/ different places (mobile) At home/ family dwelling Employer's home Industry/ factory Plantation/ farm/ garden Construction/ Quarrying sites Other (Specify)		Location of place of work
D5	Does <b>(NAME)</b> work in.....? READ OUT	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/>	Central Government Local Government Parastatal/State-owned firm Embassy/International org. NGO Faith-based org. Private Enterprise Producers' cooperative Private household		Work

D6	How many persons, <b>including (NAME)</b> work at this place of work/business?	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/>	1 2 to 4 5 to 9 10 to 23 24 to 49 50 to 99 100 or more		Number of persons at work
D7	In the main job/business that <b>(NAME)</b> has, are you....?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/>	Working for someone else for pay Working as a paid apprentice Working as a paid intern An employer (employing one or more employees) An own-account worker (not employing any employee) Helping without pay in a household business Domestic paid worker Casual employee		Work status →>>D19 →>>D19 →>>D19
D7a	At what age did NAME start work for the first time in his /her life		Month	Year	Age started work
<b>FOR CHILDREN AGED 5 TO 17 YEARS</b>					
D7b	What is the main reason that <b>(NAME)</b> is doing this work?  <b>FOR CHILDREN AGED 5 TO 17 YEARS</b>	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 10 <input type="checkbox"/>	Supplement family income Pay outstanding family debt Help in household enterprise Learn skills Schooling is irrelevant School too far Cannot afford school fees Not interested in school To replace adult who is working away from home For socialisation		Reason for working
D7c	Thinking about the last 7 days did <b>(NAME)</b> usually carry out these activities: <b>READ FOR ALL CHILDREN (Including children attending school)</b>	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	During the day (between 06:00 hrs and 18:00 hours) In the evening or at night (after 18:00 hours) During both the day and the evening (for the entire day) On the week-end Sometimes during the day, sometimes in the evening		Working time for children
D7d	During the last 7 days when did <b>(NAME)</b> usually carry out these activities: <b>Read Out Responses FOR CHILDREN ATTENDING SCHOOL</b>	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/>	After school Before school Both before and after school On the week-end During missed school hours/days During the day after other work		School going children working time
D8	Is <b>(NAME)</b> 's work...?  <b>READ OUT TO THE RESPONDENT</b>	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/>	Fixed period contract Open ended contract Seasonal		Type of Work
D9	What is the total duration of [NAME]'s contract/agreement with his/her employer? <b>READ OUT</b>	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/>	Daily Contract Agreement Less than 1 Months 1 Month to less than 3 months 3 Months to less than 6 months 6 Months to less than 1 Year 1 Year or more		Total Duration Contract/Agreement
D10	Does the employer contribute to any social security scheme for (NAME)? <b>e.g. NAPSA, WORKERS COMPENSATION, PSPF, Other Pension Scheme</b>	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Yes No Don't know		Employer contribution
D11	Is <b>(NAME)</b> entitled to paid leave in <b>(NAME)</b> 's main job?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Yes No Don't know		Paid leave
D12	Is <b>(NAME)</b> entitled to paid sick leave in case of illness or injury?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Yes No Don't know		Sick Leave

D13	Is <b>(NAME)</b> entitled to paid paternity/ maternity leave?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Yes No Don't know		Paid Paternity/ Maternity Leave
D14	On this job, is <b>(NAME)</b> a member of any trade union?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Yes No Don't know		Trade Union
D15	Who determines <b>(NAME)</b> annual salary increments?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/>	Negotiation with myself and the employer at company Negotiation between union and employers Bargaining council or other bargaining arrangement Employer only No regular annual salary increment Other (Specify)...		Annual Salary Increments
D16	Does <b>(NAME)</b> 's employer deduct income tax from his/her salary?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Yes No Don't know		Income Tax deduction
D17	Is <b>(NAME)</b> entitled to medical insurance benefits from his/her employer?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Yes No Don't know		Medical Insurance benefits
D18	Is <b>(NAME)</b> employed on the basis of a written contract or an oral agreement?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	A written contract An oral agreement		Nature of contract
D19	Is the establishment/business where <b>(NAME)</b> works registered with...? <b>READ OUT TO THE RESPONDENT</b>	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/>	Registrar of Societies Registered with PACRA Local Authority (Council) Registrar for NGOs Registrar for cooperatives Not registered with any. Don't know		Registration of establishment
D20	Is the establishment/business where <b>(NAME)</b> works registered with Zambia Revenue Authority (ZRA)?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No		Registration with ZRA
D21	Does <b>(NAME)</b> 's place of work keep books of accounts?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Yes No Don't know		Books of accounts

**SECTION E: WORKING TIME**

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

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

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

**SECTION F: FOR PAID EMPLOYEES – PART A**

The following questions apply to only persons such as **paid employees, paid interns and paid apprentices**.  
 READ: Now I am going to ask you some questions for persons in paid employment, paid internship and paid apprentices.

FA 1	How often does <b>[NAME]</b> receive earnings in his/her main job?	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/>	Annually Monthly Every two weeks Weekly Daily Hourly Don't Know> Refused	→>>FB3 →>>H1	Frequency of earnings																				
FA 2	Does <b>[NAME]</b> usually receive any tips or commission?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No		Tips or commissions																				
FA 3	What is <b>[NAME]</b> 's annual/monthly/weekly/daily/hourly earnings before deductions?	<b>(Include tips and commission)</b>			Earnings before deductions																				
		<table border="1" style="width: 100%; height: 20px;"> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>																							
FA 4	If amount not stated	>> FB4 (Table of Ranges)			Amount unstated																				

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

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

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

FB 1	<b>[NAME]</b> , what is the easiest way for you to tell us your earnings after expenses? Would it be.....?  <b>Read out responses</b>	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/>	Annually Monthly Every two weeks Weekly Daily Hourly Don't Know> Refused	→>>FB3 →>>H1	Periodicity of Earnings																				
FB 2	What is <b>[NAME]</b> 's earnings after expenses?	<b>(Include tips and commission)</b>			Earnings																				
		<table border="1" style="width: 100%; height: 20px;"> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>																							If amount not stated provide range in FB3
FB 3	FOR THOSE WHO DO NOT KNOW OR REFUSE, PLEASE PROVIDE A RANGE AS GUIDED BELOW (Include tips and commission)	<b>Ranges is in the CAPI</b>			Don't know earnings																				

**SECTION G: UNEMPLOYMENT AND JOB SEARCH**

This section covers unemployment and job search

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

G1	During the last 30 days, which is from [DATE] up to [DATE/yesterday], did (NAME) do anything to find a paid job/business?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→>>G 3	Did to find paid work
G2	What did (NAME) mainly do in the last 30 days to find a job or start a business? READ OUT	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 12 <input type="checkbox"/> 13 <input type="checkbox"/> 14 <input type="checkbox"/>	Apply to prospective employers Place or answer job advertisements Study or read job advertisements Register with (employment centre) Register with private recruitment offices Take a test or interview Seek help from relatives, friends, others Check at factories, work sites Wait on the street to be recruited Seek financial help to start a business Look for land, building, equipment, materials to start a business Apply for permit or license to start a business Website/ Job portal Other (specify)...	→>> G4	Efforts to find a job 30 days
G3	What is the main reason why (NAME) did not try to find a paid job or start a business in the last 30 days? READ OUT	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 12 <input type="checkbox"/>	Waiting for results of a previous search Awaiting recall from a previous job Waiting for the season to start Tired of looking for jobs, no jobs in area No jobs matching skills, lacks experience Considered too young/old by employers In studies, training Family / household responsibilities In agriculture / fishing for family use Disability, injury, illness Other sources of income Other (Specify)...		Not trying to find paid job
G4	If (a/the) job or business opportunity had been available could (NAME) have started working last week or in the next two weeks?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Yes, last week Yes, next two weeks No	→>>G 6 →>>G 6	Availability
G5	What is the main reason why (NAME) is not available to start working? READ OUT	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/>	Awaiting recall from a previous job Waiting for the season to start In studies, training Family / household responsibilities In agriculture / fishing for family use Retired, pensioner Disability, injury, illness Other (specify)		Reason not available to start working
G6	For how long has (NAME) been without a paid work or a business? READ OUT	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/>	Less than 1 month 1 month to < 3 months 3 months to < 6 months 6 months to < 12 months 1 year to < 2 years 2 years or more		How long without paid work

**SECTION H: OWN-USE PRODUCTION**

These questions are about own-use production activities that persons aged 5 years older engage in **without any pay** to care for or maintain their household

<b>H1</b>	During the last 7 days, that is from <b>[DATE]</b> up to <b>[DATE/yesterday]</b> , did <b>(NAME)</b> do any of the following activities to produce foodstuff <b>intended mainly</b> for consumption by the household?  <b>READ OUT</b> A. Grow any crops, vegetables or fruits B. Gather other foodstuff such as [wild fruits, mushrooms] C. Rear or tend animals D. Fish/ Kapenta E. Hunting If any item = Yes continue	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→ <b>H4</b>	Own use activities in last 7 days
<b>H2</b>	How many hours did <b>(NAME)</b> spend on these activities in the last 7 days?	<b>No. of Hrs</b>			Hours In the last 7 days
<b>H3</b>	Which type of animals or products mainly for consumption by the household was <b>(NAME)</b> working on?	<b>SEE ISIC IN THE MANUAL</b> <i>((e.g.: fish, cattle, chicken, maize, potatoes, rice))</i>  (ISIC CODE)	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>		Type of animals or products
<b>H4</b>	During the last 7 days, did <b>(NAME)</b> spend any time providing care, help or assistance to household members aged 18 years or older because of a disability, illness, or challenges related to old age? <b>READ</b> For example: Administering medication, feeding, helping them with bathing, and personal hygiene, etc.	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→ <b>H6</b>	Assistance to 18 years or older
<b>H5</b>	How many hours did <b>(NAME)</b> spend on these activities during the last 7days?	----- --- <b>Number of Hours</b>			How many hours
<b>H6</b>	Did <b>(NAME)</b> spend any time looking after children aged 17 years or younger living in this household? <b>READ</b> For example: Bathing playing with children, taking children to school, sports or other activities, instructing, tutoring or helping children with homework, advising or talking with teens about their problems, etc	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→ <b>I1</b>	Looking after children
<b>H7</b>	How many hours did <b>(NAME)</b> spend on these activities during the last 7days?	----- - <b>Number of Hours</b>			Number of hours looking after children

**SECTION H: OWN-USE PRODUCTION- TIME USE**

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

<b>H8a</b>	During the last 7 days how much time did <b>(NAME)</b> spend on Cleaning the house, washing clothes, cooking or shopping for the household	----- <b>Number of Hours</b>		Number of hours spent cleaning
<b>H8b</b>	During the last 7 days how much time did <b>(NAME)</b> spend on	-----		Number of hours spent preparing meals

	Preparing and preserving food, such as [ Mealie meal, dried fish/meat, cassava ].	<b>Number of Hours</b>		
<b>H8c</b>	During the last 7 days how much time did <b>(NAME)</b> spend on Making goods for use by the household, such as [furniture, pottery, baskets, clothing, mats].	----- <b>Number of Hours</b>		Number of hours spent making goods
<b>H8d</b>	During the last 7 days how much time did <b>(NAME)</b> spend on Paying household bills or arranging services to fix or maintain the household's dwelling or car	----- <b>Number of Hours</b>		Number of hours spent paying household bills
<b>H8e</b>	During the last 7 days how much time did <b>(NAME)</b> spend on doing repairs or maintenance works, such as [fixing broken appliances or fixtures, painting walls, etc]	----- <b>Number of Hours</b>		Number of hours spent doing repairs
<b>H8f</b>	During the last 7 days how much time did <b>(NAME)</b> spend on Doing construction work to renovate, extend or build the household's dwelling.	----- <b>Number of Hours</b>		Number of hours spent doing construction
<b>H8g</b>	During the last 7 days how much time did <b>(NAME)</b> spend on Fetching water from natural or public sources for use by the household	----- <b>Number of Hours</b>		Number of hours spent fetching water
<b>H8h</b>	During the last 7 days how much time did <b>(NAME)</b> spend on Collecting firewood or other natural products for use as fuel by the household	----- <b>Number of Hours</b>		Number of hours spent collecting firewood

**SECTION I: OCCUPATIONAL SAFETY AND HEALTH**

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

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

<b>I1a</b>	Has (NAME) fallen ill or been injured in the last 12 months?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→>I9	Ill or injured in the past 12 months
<b>I1b</b>	How often was (NAME) injured or ill in the last twelve months?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Once or twice 3 to 5 times More than five times		Number of times injured or ill
<b>I1c</b>	How serious was most recent illness or injury (NAME) got?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/>	<p><b>Consequences on work</b></p> Permanently disabled Prevented from work permanently Stopped work temporarily Changed jobs <p><b>Consequences in schooling</b></p> Stopped school temporarily Prevented from schooling permanently Not serious		Seriousness of illness or injury
<b>I2</b>	Thinking of the Past 12 months has (NAME) suffered any occupational injury/ Disease (personal injury or disease) resulting from an accident at work or in the course of your work?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→>I9	occupational injury in Past 12 months
<b>I3</b>	Which of the following did (NAME) suffer? (Multiple response)	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/>	Superficial injuries or open wounds Fractures Dislocations, sprains or strains Burns, corrosions, scalds or frostbite Breathing problems Eye problems Skin problems Stomach problems/diarrhoea Fever Extreme fatigue Other (specify)..		Type of occupational accident or injury
<b>I4</b>	Thinking about (NAME)'s most serious illness/injury, how did this/ these affect (NAME)'s work/schooling?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	Not Serious- did not stop schooling/ work Stopped work while Stopped work completely Stopped school for a short while Stopped school completely		Duration of effect of injury
<b>I5</b>	How many occupational injuries has (NAME) had in the last 12 months that have kept (NAME) away from normal job for more than one day not counting the day of the accident?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/>	Once or twice 3 to 5 times More than five times		How many occupational injuries
<b>I6</b>	Where was (NAME) when the accident took place? Was She/He? ...	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/>	In your usual work area in the establishment/unit Somewhere else in the establishment/unit In your usual work area away from the establishment/no fixed work area On work-related travel Other (Specify)...		Where when accident took place

		Not known.		
<b>I7</b>	How soon was <b>(Name)</b> able to resume work or normal duty after the accident?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/>	Still off paid work Was casual Employee Self Employed Same day Less than three consecutive days after the accident More than three consecutive days after the accident	ability to resume work
<b>I8</b>	Specify Number of days that <b>(NAME)</b> was able to resume normal duty after the accident.	<div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px; margin-right: 5px;"></div> <div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px; margin-right: 5px;"></div> State Number		Number of days
<b>I9</b>	Does <b>(NAME)</b> carry heavy loads in Her/his daily activities (work, school, etc)?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/>	Always/ often Sometimes Selfdom/Rare Never	Heavy loads carriage
<b>I10</b>	Has <b>(NAME)</b> ever operated machinery/ equipment in any activity <b>(NAME)</b> was involved?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/>	Yes No Don't know	Machine operation
<b>I11</b>	What type of tools, equipment or machines does <b>(NAME)</b> use at work?		List the 2 tools mostly used	Types of tools
<b>I12</b>	Is <b>(NAME)</b> exposed to any of the following at work?	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 12 <input type="checkbox"/> 13 <input type="checkbox"/> 14 <input type="checkbox"/>	Dust, fumes Fire, gas, flames, extreme temperatures, humidity Loud noise levels or damaging vibrations Snake bite/ insect stings (poisonous) Dangerous tools (knives etc) Work underground Work at dangerous heights Work in water/ lake/ pond/ river Workplace too dark or in confined spaces Insufficient ventilation Chemicals (pesticides, glues, etc) Explosives Other things, processes or conditions bad for your health or safety Not applicable	Exposure
<b>I13</b>	Has <b>(NAME)</b> ever been subject to the following at work? (Multiple response)	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/>	Constantly shouted at Repeatedly insulted Beaten/ physically hurt Sexually abused (touched or done things that you don't want) Other, specify....	Abuse at work

<b>SECTION J – PART A AND B: LABOUR MIGRATION: PART A – INTERNATIONAL MIGRATION</b>				
This section covers migration for all persons				
<b>READ: Now I am going to ask you questions about international migration of all persons in this household</b>				
J1_A	In which <b>country</b> was ( <b>NAME</b> ) born?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Within Zambia Outside Zambia	Within/Outside Zambia
J1B_A	Specify the country in which ( <b>NAME</b> ) born?	List of Countries		Country of birth
J2_A	What is ( <b>NAME</b> ) Nationality?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Zambian Non-Zambian	Nationality
J2B_A	Does ( <b>NAME</b> ) have another nationality?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	Another nationality
J3_A	Has ( <b>NAME</b> ) moved from another country to Zambia in the last twelve months?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No>>>>>> J9_A	Moved in 12 Months
J4_A	When did ( <b>NAME</b> ) move to Zambia?			Year Moved
J5_A	In which <b>country</b> was ( <b>NAME</b> ) living before he/she moved to the Zambia?	List of Countries		Country of origin
J6_A	What was the main reason for ( <b>NAME</b> ) moving to Zambia? <b>READ OUT</b>	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 12 <input type="checkbox"/> 13 <input type="checkbox"/> 14 <input type="checkbox"/> 15 <input type="checkbox"/>	To work Other income reasons Drought, flood or other weather conditions Eviction Land related problems Follow family Marriage School/training Illness, injury Divorce/separation To escape insecurity To return home from displacement Abduction To be a refugee To be an asylum seeker	Reason for Moving
J7_A	With whom did ( <b>NAME</b> ) move?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/>	Head of household Member of Household Unaccompanied None household member	Persons moved with
<b>SECTION J1: CASH REMITTANCES TO RELATIVES ABROAD</b>				
J9_A	Does ( <b>NAME</b> ) send money to relatives abroad?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No >>>> SECTION K	
J10_A	How much does ( <b>NAME</b> ) send?			
J11_A	How does ( <b>NAME</b> ) send this money?	1. Western Union 2. Bank Transfer 3. Money Gram 4. Relative or Friend travelling home 5. Other (specify).....		
J12_A	How much, on average, does ( <b>NAME</b> ) pay as fees for the money sent?			
J13_A	How often does ( <b>NAME</b> ) send?	1. Weekly 2. Every two weeks 3. Monthly 4. Quarterly 5. Annually		

<b>SECTION J: LABOUR MIGRATION - PART B – INTERNAL MIGRATION</b>				
This section covers migration for all persons				
<b>READ: Now I am going to ask you questions about the migration for all persons in the household</b>				
J1_B	In which <b>district</b> was <b>(NAME)</b> born?			District of birth
J2_B	Has <b>(NAME)</b> moved from one district to another in the last 12 months?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	→>>K1 Moved in 12 Months
J3_B	When did <b>(NAME)</b> move to this <b>district</b> ?	Give year and month <b>State year in four figures, e.g. 2012</b> <b>State month in two figures, e.g. 10</b>		When Moved
J4_B	In which <b>district</b> was <b>(NAME)</b> living before he/she moved to the <b>district</b> you presently reside in?	List of District		District of Origin
J5_B	What was the main reason for <b>(NAME)</b> moving to where you presently reside? <b>READ OUT</b>	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 12 <input type="checkbox"/> 13 <input type="checkbox"/> 14 <input type="checkbox"/>	To work Other income reasons Drought, flood or other weather conditions Eviction Land related problems Follow family Marriage School/training Illness, injury Divorce/separation To escape insecurity To return home from displacement Abduction Other (Specify)...	Reason for Moving
J6_B	With whom did <b>(NAME)</b> move?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/>	Head of household Member of Household Unaccompanied None household member	<b>All responses</b> →>>K1 Persons moved with

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

**SECTION L: HOUSEHOLD CHORES- For all children 5-17 years**

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

L1	During the last 7 days did <b>(NAME)</b> do any of the household chores below for the household? <i>(Multiple response)</i>	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/>	Fetching water Fetching firewood Cooking Cleaning utensils/ house Washing clothes Caring for children/ old/ sick Shopping Selling Items Other household tasks		Household chores
L2	During each day of the last 7 days how many hours did you do such household chores?	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/>	Monday Tuesday Wednesday Thursday Friday Saturday Sunday	<b>Hours per day</b> _____ _____ _____ _____ _____ _____ _____	Hours per day spent on household chores
L3	During the last 7 days when did <b>(NAME)</b> usually carry out these activities? <i>Read Out Responses</i> FOR CHILDREN ALL AGED 15-17	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>	In the morning only In the afternoon only In the evening only Both Morning and afternoon The whole day	Children working time	
L4	During the last 7 days when did <b>(NAME)</b> usually carry out these activities? <i>Read Out Responses</i> <b>FOR CHILDREN ATTENDING SCHOOL</b>	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/>	After school Before school Both before and after school On the week-end During missed school hours/days During the day after other work	School going children working time	

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

<b>SECTION N: HOUSING AND HOUSEHOLD CHARACTERISTICS</b>	
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This section covers household and household characteristics						
<b>READ: Now I am going to ask you questions about the housing and household characteristics</b>						
<b>N1</b>	In what type of dwelling does the household live?	01 <input type="checkbox"/>	Traditional hut			Type of housing
		02 <input type="checkbox"/>	Improved traditional house			
		03 <input type="checkbox"/>	Detached house			
		04 <input type="checkbox"/>	Flat/ apartment/ multi-unit			
		05 <input type="checkbox"/>	Servants quarters			
		06 <input type="checkbox"/>	Guest wing			
		07 <input type="checkbox"/>	Cottage			
		08 <input type="checkbox"/>	House attached to /on top of shop etc			
		09 <input type="checkbox"/>	Hostel			
		10 <input type="checkbox"/>	Non-residential building (classroom etc.)			
		11 <input type="checkbox"/>	Unconventional (e.g. katemba, storage container etc)			
		12 <input type="checkbox"/>	Other (Specify)...			
<b>N2</b>	On what basis does your household occupy the dwelling you are living in?	1 <input type="checkbox"/>	Owner occupied			Housing occupancy status
		2 <input type="checkbox"/>	Rented from Local Government (Council)			
		3 <input type="checkbox"/>	Rented from Central Government			
		4 <input type="checkbox"/>	Rented from Private Company			
		5 <input type="checkbox"/>	Rented from parastatal (e.g. ZSIC, NAPSA, ...)			
		6 <input type="checkbox"/>	Rented from private persons (Landlords)			
		7 <input type="checkbox"/>	Free from employer			
		8 <input type="checkbox"/>	Other free housing			
		9 <input type="checkbox"/>	Other (Specify)...			
<b>N3</b>	How many rooms are occupied by this household excluding bathrooms and toilets? (For rural areas count the number of rooms in each hut belonging to the household collectively)	<div style="display: inline-block; border: 1px solid black; width: 20px; height: 20px; margin-right: 5px;"></div> <div style="display: inline-block; border: 1px solid black; width: 20px; height: 20px; margin-right: 5px;"></div>			Number of rooms	
<b>N4</b>	Are any of these facilities available in the household housing unit?	1 <input type="checkbox"/>	Inside house and exclusive	<b>Kitchen</b>	<b>Bathroom</b>	<b>Toilet</b>
		2 <input type="checkbox"/>	Inside house and shared	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		3 <input type="checkbox"/>	Outside house and exclusive	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		4 <input type="checkbox"/>	Outside house and shared	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		5 <input type="checkbox"/>	Not Available	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>N5</b>	What is the main source of energy for lighting and cooking in your household?	01 <input type="checkbox"/>	Kerosene /Paraffin	<b>Lighting</b>	<b>Cooking</b>	Energy for lighting and cooking
		02 <input type="checkbox"/>	Electricity	<input type="checkbox"/>	<input type="checkbox"/>	
		03 <input type="checkbox"/>	Solar/Solar panel	<input type="checkbox"/>	<input type="checkbox"/>	
		04 <input type="checkbox"/>	Candle	<input type="checkbox"/>	<input type="checkbox"/>	
		05 <input type="checkbox"/>	Diesel	<input type="checkbox"/>	<input type="checkbox"/>	
		06 <input type="checkbox"/>	Open fire (Firewood)	<input type="checkbox"/>	<input type="checkbox"/>	
		07 <input type="checkbox"/>	Torch	<input type="checkbox"/>	<input type="checkbox"/>	
		08 <input type="checkbox"/>	Gas	<input type="checkbox"/>	<input type="checkbox"/>	
		09 <input type="checkbox"/>	Crop/livestock residues	<input type="checkbox"/>	<input type="checkbox"/>	
		10 <input type="checkbox"/>	None	<input type="checkbox"/>	<input type="checkbox"/>	
		11 <input type="checkbox"/>	Other (Specify)	<input type="checkbox"/>	<input type="checkbox"/>	
<b>N6</b>	What is the main source of drinking water?	01 <input type="checkbox"/>	Directly from river/lake/stream/dam			Source of drinking water
		02 <input type="checkbox"/>	Rainwater			
		03 <input type="checkbox"/>	Unprotected well			
		04 <input type="checkbox"/>	Protected well			
		05 <input type="checkbox"/>	Borehole			
		06 <input type="checkbox"/>	Unprotected spring			
		07 <input type="checkbox"/>	Protected spring			
		08 <input type="checkbox"/>	Public tap			
		09 <input type="checkbox"/>	Own tap			
		10 <input type="checkbox"/>	Other tap (e.g. from nearby building)			
		11 <input type="checkbox"/>	Water kiosk			
		12 <input type="checkbox"/>	Brought from other vendor			
		13 <input type="checkbox"/>	Other (Specify)...			

ID	QUESTIONS & INSTRUCTIONS	CODING	CATEGORIES	SKIPS	LABEL																														
<b>Section O: LAND TENURE</b>																																			
I am now going to ask you questions about Land tenure for your household																																			
O1	Do you or does any member of your household own or hold use rights for any parcel of land, either alone or jointly with someone else, irrespective of whether the parcel is used by your or another household, and irrespective of the use of the parcel (including dwelling plot, agricultural, pastoral, forest and business/commercial plots)?	1 <input type="checkbox"/> 2 <input type="checkbox"/>	Yes No	>> END OF INTERVIEW	Land tenure																														
	<b>Type of Land</b>	<b>O2.</b> Do you or any other member of your household currently own or hold use rights for any [LAND], either alone or jointly with someone else?	<b>O3.</b> Is there a document for any [LAND] you or any other member of your household own or hold use rights to that is issued by the Ministry of Lands or Chiefs, such as a title deed, certificate of ownership, certificate of hereditary acquisition, lease or rental contract?	<b>O4.</b> What type of documents are there for the [LAND] you or any other member of your household own or hold use rights to, and which household member are listed as owner or use rights holders? <b>LIST UP TO 2, SHOW PHOTO AID</b> <b>IF NO HOUSEHOLD MEMBER ON DOCUMENT, ENTER "98"</b> <b>IF DON'T KNOW, ENTER "99"</b> <b>CODES FOR DOCUMENT TYPE:</b> 1. TITLE DEED 2. CHIEF CERTIFICATE 3. LETTER OF OFFER 4. SURVEY PLAN 5. INVITATION TO TREAT 6. RENTAL CONTRACT, REGISTERED 7. LEASE, REGISTERED 8. OTHER (SPECIFY)																															
				<table border="1"> <thead> <tr> <th colspan="5">Document #1</th> <th colspan="5">Document #2</th> </tr> <tr> <th>Doc Type</th> <th>HHID Code #1</th> <th>HHID Code #2</th> <th>HHID Code #3</th> <th>HHID Code #4</th> <th>Doc Type</th> <th>HHID Code #1</th> <th>HHID Code #2</th> <th>HHID Code #3</th> <th>HHID Code #4</th> </tr> </thead> <tbody> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </tbody> </table>		Document #1					Document #2					Doc Type	HHID Code #1	HHID Code #2	HHID Code #3	HHID Code #4	Doc Type	HHID Code #1	HHID Code #2	HHID Code #3	HHID Code #4										
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Doc Type	HHID Code #1	HHID Code #2	HHID Code #3	HHID Code #4	Doc Type	HHID Code #1	HHID Code #2	HHID Code #3	HHID Code #4																										
	1. State land used for residential or commercial purposes	1 <input type="checkbox"/> 2 <input type="checkbox"/> Yes No >>Next land type	1 <input type="checkbox"/> 2 <input type="checkbox"/> Yes No																																
	2. Customary land used for residential or commercial purposes	1 <input type="checkbox"/> 2 <input type="checkbox"/> Yes No >>Next land type	1 <input type="checkbox"/> 2 <input type="checkbox"/> Yes No																																
	3. State land used for agricultural purposes	1 <input type="checkbox"/> 2 <input type="checkbox"/> Yes No >>>>Next land type	1 <input type="checkbox"/> 2 <input type="checkbox"/> Yes No																																
	4. Customary land used for agricultural purposes	1 <input type="checkbox"/> 2 <input type="checkbox"/> Yes No	1 <input type="checkbox"/> 2 <input type="checkbox"/> Yes No																																

Type of Land	O5. Do you or any other member of your household have the right to sell any of the [LAND] you or another member own or hold use rights to, either alone or jointly with someone else?		O6. Do you or any other member of your household have the right to bequeath any of the [LAND] you or another member own or hold use rights to, either alone or jointly with someone else?		O7. On a scale from 1 to 5, where 1 is not at all likely and 5 is extremely likely, how likely is you or another member to involuntarily lose ownership or use rights to any of the [LAND] you or another member own or hold use rights to in the next 5 years?	O8. For RESIDENTIAL LAND, does your household pay any land/property related taxes on this [LAND]?	
1. State land used for residential or commercial purposes	1 <input type="checkbox"/> 2 <input type="checkbox"/> 98 <input type="checkbox"/> 99 <input type="checkbox"/>	Yes No Don't know Refusal	1 <input type="checkbox"/> 2 <input type="checkbox"/> 98 <input type="checkbox"/> 99 <input type="checkbox"/>	Yes No Don't know Refusal	----- Rate	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/>	Yes: Only Property Tax Yes: Only Land Lease Fee Yes: Both Property Tax and Land Lease Fee No >>O10
2. Customary land used for residential or commercial purposes	1 <input type="checkbox"/> 2 <input type="checkbox"/> 98 <input type="checkbox"/> 99 <input type="checkbox"/>	Yes No Don't know Refusal	1 <input type="checkbox"/> 2 <input type="checkbox"/> 98 <input type="checkbox"/> 99 <input type="checkbox"/>	Yes No Don't know Refusal	----- Rate	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/>	Yes: Only Property Tax Yes: Only Land Lease Fee Yes: Both Property Tax and Land Lease Fee No >>O10
3. State land used for agricultural purposes	1 <input type="checkbox"/> 2 <input type="checkbox"/> 98 <input type="checkbox"/> 99 <input type="checkbox"/>	Yes No Don't know Refusal	1 <input type="checkbox"/> 2 <input type="checkbox"/> 98 <input type="checkbox"/> 99 <input type="checkbox"/>	Yes No Don't know Refusal	----- Rate	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/>	Yes: Only Property Tax Yes: Only Land Lease Fee Yes: Both Property Tax and Land Lease Fee No >>O10
4. Customary land used for agricultural purposes	1 <input type="checkbox"/> 2 <input type="checkbox"/> 98 <input type="checkbox"/> 99 <input type="checkbox"/>	Yes No Don't know Refusal	1 <input type="checkbox"/> 2 <input type="checkbox"/> 98 <input type="checkbox"/> 99 <input type="checkbox"/>	Yes No Don't know Refusal	----- Rate	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/>	Yes: Only Property Tax Yes: Only Land Lease Fee Yes: Both Property Tax and Land Lease Fee No >>O10
						4 <input type="checkbox"/>	

Type of Land	O9. Do you owe any arrears of any land/property related taxes?		O10. 'If O4 is not 1, would your household like to apply for/buy a title for any of the [LAND] that you or another member own or hold use rights to?		CAPI Please select one of the amounts randomly from the three options:	
1. State land used for residential or commercial purposes	1 <input type="checkbox"/>	Yes	1 <input type="checkbox"/>	Yes>>O2	1 <input type="checkbox"/>	K 50>> Form 1
	2 <input type="checkbox"/>	No	2 <input type="checkbox"/>	1	2 <input type="checkbox"/>	K500>> Form 2
			99 <input type="checkbox"/>	No>>O21	3 <input type="checkbox"/>	K3000>> Form 3
				Refusal		
2. Customary land used for residential or commercial purposes	1 <input type="checkbox"/>	Yes	1 <input type="checkbox"/>	Yes>>O2	1 <input type="checkbox"/>	K 50>> Form 1
	2 <input type="checkbox"/>	No	2 <input type="checkbox"/>	1	2 <input type="checkbox"/>	K500>> Form 2
			99 <input type="checkbox"/>	No>>O21	3 <input type="checkbox"/>	K3000>> Form 3
				Refusal		
3. State land used for agricultural purposes	1 <input type="checkbox"/>	Yes	1 <input type="checkbox"/>	Yes>>O2	1 <input type="checkbox"/>	K 50>> Form 1
	2 <input type="checkbox"/>	No	2 <input type="checkbox"/>	1	2 <input type="checkbox"/>	K500>> Form 2
			99 <input type="checkbox"/>	No>>O21	3 <input type="checkbox"/>	K3000>> Form 3
				Refusal		
4. Customary land used for agricultural purposes	1 <input type="checkbox"/>	Yes	1 <input type="checkbox"/>	Yes>>O2	1 <input type="checkbox"/>	K 50>> Form 1
	2 <input type="checkbox"/>	No	2 <input type="checkbox"/>	1	2 <input type="checkbox"/>	K500>> Form 2
			99 <input type="checkbox"/>	No>>O21	3 <input type="checkbox"/>	K3000>> Form 3
				Refusal		

FORM 1 (i)

TYPE OF LAND	11	12	13	14	15	16	17	18	19	20	21
	Would you be willing to pay for a title for the [LAND] if the price was 50 Zambian Kwacha?	Would you be willing to pay for a title for the [LAND] if the price was 3000 Zambian Kwacha?	Would you be willing to pay for a title for the [LAND] if the price was 100 Zambian Kwacha?	Would you be willing to pay for a title for the [LAND] if the price was 2500 Zambian Kwacha?	Would you be willing to pay for a title for the [LAND] if the price was 200 Zambian Kwacha?	Would you be willing to pay for a title for the [LAND] if the price was 2000 Zambian Kwacha?	Would you be willing to pay for a title for the [LAND] if the price was 350 Zambian Kwacha?	Would you be willing to pay for a title for the [LAND] if the price was 1300 Zambian Kwacha?	Would you be willing to pay for a title for the [LAND] if the price was 500 Zambian Kwacha?	Would you be willing to pay for a title for the [LAND] if the price was 1000 Zambian Kwacha?	For customary land and if q3 is different from 1 or 2, would your household like to apply for/buy a chief certificate for any of the [LAND] you or another member own or hold use rights to?
	1=YES>>12 2=NO>>STO P	1=YES>>STO P 2=NO>>13	1=YES>>14 2=NO>>STO P	1=YES>>STO P 2=NO>>15	1=YES>>16 2=NO>>STO P	1=YES>>STO P 2=NO>>17	1=YES>>18 2=NO>>STO P	1=YES>>STO P 2=NO>>19	1=YES>>20 2=NO>>STO P	1=YES>>STO P 2=NO>>STOP	YES..... 1 NO..... 2 >> END REFUSAL..... 99 >> END
	50	3000	100	2500	200	2000	350	1300	500	1000	
State land used for residential or commercial purposes											
Customary land used for residential or commercial purposes											

al purposes											
State land used for agricultural purposes											
Customary land used for agricultural purposes											

**Form 1 (ii)**

<b>CAPI</b> Please select one of the amounts randomly from the three options:	22 Would you be willing to pay for a chief certificate for the [LAND] if the price was 50 Zambian Kwacha?	23 Would you be willing to pay for a chief certificate for the [LAND] if the price was 3000 Zambian Kwacha?	24 Would you be willing to pay for a chief certificate for the [LAND] if the price was 100 Zambian Kwacha?	25 Would you be willing to pay for a chief certificate for the [LAND] if the price was 2500 Zambian Kwacha?	26 Would you be willing to pay for a chief certificate for the [LAND] if the price was 200 Zambian Kwacha?	27 Would you be willing to pay for a chief certificate for the [LAND] if the price was 2000 Zambian Kwacha?	28 Would you be willing to pay for a chief certificate for the [LAND] if the price was 350 Zambian Kwacha?	29 Would you be willing to pay for a chief certificate for the [LAND] if the price was 1300 Zambian Kwacha?	30 Would you be willing to pay for a chief certificate for the [LAND] if the price was 500 Zambian Kwacha?	31 Would you be willing to pay for a chief certificate for the [LAND] if the price was 1000 Zambian Kwacha?
	<small>KWACHA 50.....1 &gt;&gt; Form 1 (i)</small> <small>KWACHA 500.....2 &gt;&gt; Form 2 (i)</small> <small>KWACHA 3000...3 &gt;&gt; Form 3 (i)</small>	1=YES>>23 2=NO>>STO P	1=YES>>STO P 2=NO>>24	1=YES>>25 2=NO>>STO P	1=YES>>STO P 2=NO>>26	1=YES>>27 2=NO>>STO P	1=YES>>STO P 2=NO>>28	1=YES>>29 2=NO>>STO P	1=YES>>STO P 2=NO>>30	1=YES>>31 2=NO>>STO P

	50	3000	100	2500	200	2000	350	1300	500	1000
State land used for residential or commercial purposes										
Customary land used for residential or commercial purposes										
State land used for agricultural purposes										
Customary land used for agricultural purposes										

**FORM 2 (i)**

<b>TYPE OF LAND</b>	11 Would you be willing to pay for a title for the [LAND] if the price was 500 Zambian Kwacha? 1=YES>>12 2=NO>>16	12 Would you be willing to pay for a title for the [LAND] if the price was 3000 Zambian Kwacha? 1=YES>>STO P 2=NO>>13	13 Would you be willing to pay for a title for the [LAND] if the price was 1000 Zambian Kwacha? 1=YES>>14 2=NO>>STO P	14 Would you be willing to pay for a title for the [LAND] if the price was 2500 Zambian Kwacha? 1=YES>>STO P 2=NO>>15	15 Would you be willing to pay for a title for the [LAND] if the price was 1300 Zambian Kwacha? 1=YES>>16 2=NO>>STO P	16 Would you be willing to pay for a title for the [LAND] if the price was 2000 Zambian Kwacha? 1=YES>>STO P 2=NO>>STO P	17 Would you be willing to pay for a title for the [LAND] if the price was 50 Zambian Kwacha? 1=YES>>18 2=NO>>STO P	18 Would you be willing to pay for a title for the [LAND] if the price was 350 Zambian Kwacha? 1=YES>>STO P 2=NO>>19	19 Would you be willing to pay for a title for the [LAND] if the price was 100 Zambian Kwacha? 1=YES>>20 2=NO>>STO P	20 Would you be willing to pay for a title for the [LAND] if the price was 200 Zambian Kwacha? 1=YES>>STO P 2=NO>>STO P
		500	3000	1000	2500	1300	2000	50	350	100
State land used for residential or commercial purposes										

Customary land used for residential or commercial purposes										
State land used for agricultural purposes										
Customary land used for agricultural purposes										

**FORM 2 (ii)**

Type of Land	22 Would you be willing to pay for a chief certificate for the [LAND] if the price was 500 Zambian Kwacha? 1=YES>>23 2=NO>>28 500	23 Would you be willing to pay for a chief certificate for the [LAND] if the price was 3000 Zambian Kwacha? 1=YES>>STO P 2=NO>>24 3000	24 Would you be willing to pay for a chief certificate for the [LAND] if the price was 1000 Zambian Kwacha? 1=YES>>25 2=NO>>STO P 1000	25 Would you be willing to pay for a chief certificate for the [LAND] if the price was 2500 Zambian Kwacha? 1=YES>>STO P 2=NO>>26 2500	26 Would you be willing to pay for a chief certificate for the [LAND] if the price was 1300 Zambian Kwacha? 1=YES>>27 2=NO>>STO P 1300	27 Would you be willing to pay for a chief certificate for the [LAND] if the price was 2000 Zambian Kwacha? 1=YES>>STO P 2=NO>>STOP 2000	28 Would you be willing to pay for a chief certificate for the [LAND] if the price was 50 Zambian Kwacha? 1=YES>>29 2=NO>>STO P 50	29 Would you be willing to pay for a chief certificate for the [LAND] if the price was 350 Zambian Kwacha? 1=YES>>STO P 2=NO>>30 350	30 Would you be willing to pay for a chief certificate for the [LAND] if the price was 100 Zambian Kwacha? 1=YES>>31 2=NO>>STO P 100	31 Would you be willing to pay for a chief certificate for the [LAND] if the price was 200 Zambian Kwacha? 1=YES>>STO P 2=NO>>STOP 200
State land used for residential or commercial purposes										

Customary land used for residential or commercial purposes										
State land used for agricultural purposes										
Customary land used for agricultural purposes										

**FORM 3(i)**

<b>TYPE OF LAND</b>	11 Would you be willing to pay for a title for the [LAND] if the price was 3000 Zambian Kwacha? 1=YES>>ST OP 2=NO>>12 3000	12 Would you be willing to pay for a title for the [LAND] if the price was 50 Zambian Kwacha? 1=YES>>13 2=NO>>ST OP 50	13 Would you be willing to pay for a title for the [LAND] if the price was 2500 Zambian Kwacha? 1=YES>>ST OP 2=NO>>14 2500	14 Would you be willing to pay for a title for the [LAND] if the price was 100 Zambian Kwacha? 1=YES>>15 2=NO>>ST OP 100	15 Would you be willing to pay for a title for the [LAND] if the price was 2000 Zambian Kwacha? 1=YES>>ST OP 2=NO>>16 2000	16 Would you be willing to pay for a title for the [LAND] if the price was 200 Zambian Kwacha? 1=YES>>17 2=NO>>ST OP 200	17 Would you be willing to pay for a title for the [LAND] if the price was 1300 Zambian Kwacha? 1=YES>>ST OP 2=NO>>18 1300	18 Would you be willing to pay for a title for the [LAND] if the price was 350 Zambian Kwacha? 1=YES>>19 2=NO>>ST OP 350	19 Would you be willing to pay for a title for the [LAND] if the price was 1000 Zambian Kwacha? 1=YES>>ST OP 2=NO>>20 1000	20 Would you be willing to pay for a title for the [LAND] if the price was 500 Zambian Kwacha? 1=YES>>ST OP 2=NO>>STO P 500
State land used for residential or commercial purposes										

Customary land used for residential or commercial purposes										
State land used for agricultural purposes										
Customary land used for agricultural purposes										

**FORM 3 (ii)**

Type of Land	22 Would you be willing to pay for a chief certificate for the [LAND] if the price was 3000 Zambian Kwacha? 1=YES>>STOP 2=NO>>23 3000	23 Would you be willing to pay for a chief certificate for the [LAND] if the price was 50 Zambian Kwacha? 1=YES>>24 2=NO>>STOP 50	24 Would you be willing to pay for a chief certificate for the [LAND] if the price was 2500 Zambian Kwacha? 1=YES>>STOP 2=NO>>25 2500	25 Would you be willing to pay for a chief certificate for the [LAND] if the price was 100 Zambian Kwacha? 1=YES>>26 2=NO>>STOP 100	26 Would you be willing to pay for a chief certificate for the [LAND] if the price was 2000 Zambian Kwacha? 1=YES>>STOP 2=NO>>27 2000	27 Would you be willing to pay for a chief certificate for the [LAND] if the price was 200 Zambian Kwacha? 1=YES>>28 2=NO>>STOP 200	28 Would you be willing to pay for a chief certificate for the [LAND] if the price was 1300 Zambian Kwacha? 1=YES>>STOP 2=NO>>29 1300	29 Would you be willing to pay for a chief certificate for the [LAND] if the price was 350 Zambian Kwacha? 1=YES>>30 2=NO>>STOP 350	30 Would you be willing to pay for a chief certificate for the [LAND] if the price was 1000 Zambian Kwacha? 1=YES>>STOP 2=NO>>31 1000	31 Would you be willing to pay for a chief certificate for the [LAND] if the price was 500 Zambian Kwacha? 1=YES>>STOP 2=NO>>STOP 500
--------------	--	--	--	--	--	--	--	--	--	--

State land used for residential or commercial purposes										
Customary land used for residential or commercial purposes										
State land used for agricultural purposes										
Customary land used for agricultural purposes										

FIELD STAFF				
	Interviewer	Supervisor	Data coding officer	Data entry officer
Date	/       /	/       /	/       /	/       /
Name				
Signature				

**INTERVIEW RESULT CODE\***  
 (\*) Result codes  
 1 = Completed  
 2 = Partially Completed  
 3 = No knowledgeable respondent  
 4 = Entire household absent for extended period of time  
 5 = Refused  
 6 =Housing Unit (Dwelling) Vacant  
 7 =Housing Unit (Dwelling) destroyed  
 8 = Other (specify).....

**Supervisor's remark:**  
 .....  
 .....  
 .....  
 .....

**Note:** A partially completed interview shall be one in which questions on main topic of the survey have not been fully answered.

**END OF INTERVIEW  
 THANK THE RESPONDENT**

