Republic of Zambia
Ministry of Labour
and Social Security

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ZAMBIA LABOUR MIGRATION REPORT

2022

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ZAMBIA LABOUR MIGRATION REPORT 2022

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CONTENTS

ACRONYMS AND ABBREVIATIONS

CAPI	Computer Assisted Personal Interviews
CRUPLF	Combined Rate of Unemployed and Potential Labour Force
CSPro	Census and Survey Processing System
EA	Enumeration Area
FISP	Fertilizer Input Support Programme
ICF	International Classification of Functioning, Disability and Health
ICLS	International Conference of Labour Statisticians
ILO	International Labour Organization
IOM	International Organization for Migration
KILM	Key Indicators of Labour Market
LFS	Labour Force Survey
MLSS	Ministry of Labour and Social Security
NDP	National Development Plan
OVC	Orphans and Vulnerable Children
PACRA	Patents and Companies Registration Agency
PLF	Potential Labour Force
PPES	Probability Proportional to Estimated Size
PM	Period Migration
PSU	Primary Sampling Units
QLFS	Quarterly Labour Force Survey
SPSS	Statistical Package in Social Sciences
SRS	Systematic Random Sampling
UN	United Nations
ZamStats	Zambia Statistics Agency
ZRA	Zambia Revenue Authority

FOREWORD

The importance of labour migration statistics and data cannot be over- emphasized in an ever-expanding global world. Labour Migration is the movement of persons from one state to another, or within their own country of residence, for purposes of employment. In 2019, there were 169 million labour migrants in the world constituting 4.9 percent of the global labour force (ILO, 2021). Migrant workers contribute to growth and development in their countries of destination while countries of origin greatly benefit from their remittances and the skills acquired during migration experience.

Labour migration statistics and data are used by a broad-range of stakeholders including policy makers, international organizations and the academia, among others. Therefore, this report has come at the most opportune time as Zambia is in the process of developing a labour migration strategy. The report contains statistics and data on International Labour Migration in Zambia for the year 2022. The statistics and data were drawn from a Labour Migration Module in the Quarterly Labour Force Survey conducted by the Ministry of Labour and Social and Security and the Zambia Statistics Agency.

This analytical report will go a long way in informing available viable policy options and decision-making in relation to skills transfer, knowledge sharing, infrastructure development and other social amenities. It is my sincere hope that the statistics and information will effectively be useful for decision-making.

Shiela S. Mudenda
ACTING STATISTICIAN GENERAL

EXECUTIVE SUMMARY

This report is divided into ten (10) chapters. Chapter one is the introduction and background while Chapter two looks at the methodology. Chapter three is dedicated to concepts and definitions used in the report. Chapter four provides a general demographic profile of the country's population based on the 2022 Census data. Life time migration is dealt within Chapter five. Chapter six introduces the concept of period migration. Migrant labour force in general terms is discussed in Chapter seven while Chapters eight and nine provides employment and unemployment characteristics of migrants, respectively. Chapter ten deals with time-related underemployment of migrant workers. The Reports ends by highlighting key issues in the conclusion section.

In 2022, Zambia's total population was 19,693,423, of which 55.3 percent lived in rural areas while 44.7 percent lived in urban areas. Of the total population, 51 percent were female and 49.0 percent were male.

A total of 78, 009 persons were identified as international migrants, accounting for 0.8 percent of the population aged 15 years or older in the country. Survey results show that 60.6 percent of international migrants had settled in rural areas while 39.4 percent were in urban areas. Results also show that 57.7 percent of international migrants were male. The Democratic Republic of Congo (DRC) (29.7 percent) and Angola (29.0 percent) were reported by the majority of international migrants as their countries of birth while India, Ethiopia, Tanzania, Burundi and Zimbabwe were collectively reported by 31.6 percent of the migrants, only 16.3 percent of international migrants had acquired Zambian citizenship. A paltry 7.7 percent had attained at least a university degree in terms of highest level of education.

Lusaka and North Western provinces hosted the largest proportions of international migrants at 32.4 percent and 31.5 percent, respectively, while Muchinga and Southern provinces had the lowest proportions accounting for less than 1 percent each.

Six in every ten (or 59.0 percent) migrants moved into the country as refugees, representing the most common reason for migrating followed by those who moved in to join their family , accounting for 14.5 percent. Eviction from their countries of origin and pursuing school or training programs were the least reported reasons for migrating to Zambia at less than 1 percent each.

In 2022, Zambia hosted an estimated 43,493 second generation migrants of which 72.9 percent were in rural areas and 27.1 percent were in urban areas. Of the total second generation migrant population, 51.9 percent were female   while 48.1 percent were male. Results further show that an estimated migrant population of 9,248 had moved into the country during a 12 month-period prior to the survey, out of whom 56.0 percent were male and 44.0 percent were female. Income-generation and work-related activities were the first top two reasons for period migrants to come to Zambia at 31.0 percent and 27.2 percent, respectively.

 At the time of the survey, 36,309 international migrants were in the labour force of which 56.9 percent were in rural areas while 43.1 percent were in urban areas. North-western province, followed by Lusaka (33.6 percent) and Central provinces (17.7 percent), had the highest proportion of migrant population in the labour force with 35.8 percent. Migrants' labour force participation rate was high in both rural and urban areas at 46.5 percent and 43.7 percent, respectively. In addition, female migrants' participation rate was higher at 28.8 percent than that of non-migrants (18.8 percent).

An estimated 31,058 migrants were in employment, giving rise to a relatively higher employment-to-population ratio of 39.8 percent compared to 31.5 percent for non-migrants. Employment to population ratio for male migrants was 67.3 percent while that of females was 18.2 percent.

Not all migrants were in employment. The findings show that 5,251 migrants were without jobs and were in search of employment as at 2022. Overall, migrants' unemployment rate was 12.6 percent while non-migrants unemployment rate was 14.5 percent. In addition, 2,145 migrants worked for fewer of hours than what they were willing to work. Compared to non-migrants, migrants' underemployment rate was higher at 6.9 percent.

Chapter ONE: Introduction and Background

Migration is a global phenomenon that has grown to be one of the key policy areas, prompting countries to develop standard policy frameworks aimed at promoting rights and dignity of migrants. Most people migrate within their countries and across international boundaries for various reasons, but key among these reasons is the desire for self -actualization and peaceful existence.

Migration is a response to global imbalances, such as large welfare differences, and to shocks such as conflict and violence. According to the World Development Report 2023, about 184 million people (representing 2.3 percent of the world's population) live outside their country of nationality, of which 20 percent are refugees and 43 percent live in low and middle-income countries. Many countries at all levels of income are now both countries of origin and destination.

Migration in Africa involves large numbers of migrants moving both within and from the region. In 2020, around 21 million Africans were living in another African country other than their countries of birth, a significant increase from the 18 million recorded in 2015 (UN DESA, 2020).

Migration to and from countries in Southern Africa is driven largely by the pursuit of economic opportunities, political instability and increasingly, environmental hazards. In a region with an estimated population of 363.2 million and 6.4 million international migrants at mid-year 2020 (UN DESA, 2020), a few countries serve as the economic pillars of the region. Industrial developments in South Africa and the oil wealth of Angola have been magnets for both skilled and unskilled labour migrants from within the region and elsewhere. An estimated 2.9 million migrants resided in South Africa at mid-year 2020 (UN DESA, 2020). In the eastern part of the region, Comoros, Madagascar, Malawi, Mozambique and other countries are frequently affected by natural hazards such as cyclones and flooding impact the lives of people and migration patterns (SADC, 2019).

Understanding the types, causes, effects and extent of migration for any country is crucial in formulating sound policies by governments. Given the various facets, migration provides avenues to deal with its challenges and to benefit from its opportunities. Zambia has a complex migration pattern, as it is a country of origin, transit and destination for mixed migration flows mainly from neighboring countries within Africa and beyond.

In 2010, Zambia had 43,867 immigrants, representing 0.4 percent of the total population. Most of these immigrants were from the Democratic Republic of Congo, Angola, Zimbabwe, India, Rwanda, the United Republic of Tanzania, South Africa, Somalia, the United Kingdom, and Burundi (UN DESA, 2020).

As the world struggles to cope with global economic imbalances, diverging demographic trends, and climate change, migration will become a necessity in the decades to come for countries at all levels of income. If managed well, migration can be a force for prosperity and can help achieve the United Nations' Sustainable Development Goals.

Cross-border migration has proved to be a powerful force for poverty reduction for people in low and middle-income countries. Destination countries gain significantly from the contributions of migrants whose skills and attributes strongly match their needs-even more so if migrants are allowed and able to work formally at the level of their qualifications. But there are costs too for the use of public services, support for nationals who are negatively affected, and social integration. Destination countries can adopt policies that increase their gains, by facilitating economic and social inclusion. (Reference)

Making migration better will require countries to adopt policies that enhance the development effects of migration on their societies. The benefits of cross-border movements can also be increased (and the costs mitigated) through international cooperation. Bilateral and multilateral approaches are needed, as are better data, fit-for-purpose financing instruments, and bringing underrepresented voices to the debate. (Reference)

Calls to improve migration data to formulate evidence-based migration policies and inform public discourse have become increasingly strong. However, basic data on the stocks, flows, and characteristics of international migrants, as well as on the causes and impacts of international migration remain scarce or are not utilized to their full potential in many countries. The 2022 Labour Migration Survey provided an opportunity to improve the collection, analysis, and use of migration data nationally, to fill existing migration data gaps and to better inform policy making. (Reference)

Chapter TWO:

2. Introduction
The 2022 International Labour Migration Report is based on a modular measurement in which a series of questions/variables relating to migration were integrated into the Labour Force survey (LFS). Modular measurements of specific phenomenon have become popular in several household sample surveys in place of stand-alone household sample surveys.

The LFS is a household-based sample survey conducted by the Zambia Statistics Agency (ZamStats) in collaboration with the Ministry of Labour and Social Security (MLSS) to collect data on labour market activities for eligible individuals in the population. All persons 15 years or older were eligible for interviews during the survey. The LFS was primarily designed to measure the size of the labour force and its characteristics including but not limited to age, sex, location, education, status in employment, migration status, among others.

2.1. Methodology

2.1.1. Sample design and coverage
The sample design applied to the LFS is referred to Split-Panel Design. The design involves selection of a master sample of enumeration areas (EAs) or non-institutionalized private households in rural and urban areas across the country. Four non-overlapping probability equal samples of EAs, forming a panel, are selected from the master sample to be surveyed. One panel is surveyed in each quarter. A quarterly dataset gives estimates that are only reliable at national and rural/urban levels while the combined dataset of the quarterly samples allows for the production of reliable estimates at provincial levels and other domains as well.

2.2.2. Sample stratification and allocation
The sampling frame for the Quarterly Labour Force Surveys (QLFSs) was developed from the 2010 Census of Population and Housing. The frame provides details of Enumeration Areas (EAs) in terms of province, district, constituency and ward as well as number of households and population. For the purposes of undertaking surveys, the number of households and/or population is used in selecting EAs as primary sampling units (PSU) for the survey. As at the time of implementing 2022 LFS, the 2010 sampling frame had a total of 27,499 EAs, from which 520 EAs were selected for the LFS. It is at the core of the sample design that equal precision of estimates as well as size variation at domain level are maintained through application of square root sample allocation method.

2.2.3. Sample Selection
The QLFS employs a two-stage stratified cluster sampling design whereby 520 EAs as shown in Table 2.1, are selected with Probability Proportional to Estimated Size (PPES) in the first stage. In the second stage, 20 households are selected from an updated list of households in an enumeration area through a systematic random sampling (SRS).

Table 2.1: Sample allocation by Province, 2022

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

2.2.4. Data collection process

Data collection is done in the first two weeks of the last month of each quarter by 66 adequately trained enumerators who are deployed across the country. A well-structured questionnaire configured onto a tablet system (i.e. Computer Assisted Personal Interviewing - CAPI) on a Census and Survey Processing System (CSPro) platform is used to capture information from respondents through face-to-face interview process. All usual members of the household aged 15 years or older were interviewed on their migratory status.

2.2.5. Data processing

The data was later exported to SPSS files for cleaning, editing and analysis. Raw tables and charts were generated for purposes of analysis and presentation in the report.

2.2.6. Estimation procedure

Sampling or design weights and final weights were developed to attain representative estimates at national and sub-national levels. Calculation of weights entailed obtaining the product of the inverses of the probabilities of selecting EAs in the first-stage sampling and of selecting households in the second stage, taking into account disproportional allocation of the sample to the different strata (i.e. provinces). For detailed description of sampling, see 2022 Labour Force Survey Report.

2.2.7. Limitation

The LFS is a household sample survey whose findings on migration statistics may be prone to sampling errors.

Chapter THREE: Concept and Definitions

3.1. INTRODUCTION

This chapter presents concepts and definitions used in this report, with the meaning set forth in the standards and norms of international bodies on labour and migration.

Lifetime migrant	Refers to an individual whose place of usual residence at the census/survey date differs from his/her country of birth.
Migrant stock	Refers the total number of migrants living in a country at a particular point in time.
Long-term migrant	Refers to an individual who has moved more than five years before enumeration.
Migrant flow	Is the number of migrants entering or leaving during a specified period.
Period migrant	Refers to an individual who was born in another country, but who was enumerated within the borders of a different country for a specific period. For this report, the period refers to the last 12 months prior to the survey. Recent-migrant may be used interchangeably with period migrant.
Migrant	Refers to an individual who was enumerated in Zambia, but indicated that they were born outside Zambia.
Non-migrant	Refers to a person who was born in Zambia and has never moved out of the country.
Second generation migrant	Refers to a person who was born and is residing in a country that at least one of their parents previously entered as a migrant.
Labour Migration	Refers to the movement of persons from one state to another, or within their own country of residence, for purposes of employment.
Labour force/economically active population	Refers to working-age population who are either employed or unemployed at a given point in time.
Discouraged job-seekers	Refers to persons who are not in employment, wanted to work but did not try to find work or start a business because they believed that no jobs were available in their area, or they were unable to find jobs requiring their skills or they had lost hope of finding any kind of work.
Formal employment	Refers to 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	Refers to the type of employment characterized by lack of an entitlement to annual paid leave and absence of social security. This type of employment could be found in both the formal sector and informal sector production units.
Formal sector employment	Refers to employment, whether formal or informal, in a registered production unit.
Informal sector employment	Refers to employment, whether formal or informal, in an unregistered production unit.
Unemployed population	Refers to all persons in the labour force who are completely jobless and are available and actively looking for work during a given reference period.
Unemployment rate	Refers to the ratio of the unemployed population to the total population in the labour force expressed as a percentage
Youth (United Nations)	Refers to all persons aged 15-24 years.
Youth (Zambian constitution)	Refers to all persons aged 19-34 years.
Youth unemployment	Refers to the proportion of unemployed youth in the labour force who are without work but available and seeking employment.
Youth unemployment rate	Refers to the number of unemployed youth expressed as a percentage of the youth labour force.
Labour force participation rate	Refers to the ratio of the labour force to the working-age population expressed as a percentage.
Working-age population	Refers to the number of population above a specified minimum age in a given territory/state at a specified point in time. In Zambia, the minimum age for working-age population is set at 15 years.
Occupation	Refers to a type of activity/work undertaken by persons working in a business/establishment/factory, etc.
Time-related underemployment	Refers to the number of employed population whose hours of work in the reference period are insufficient in relation to a more desirable employment situation in which the person is willing and available to engage.
Time-related underemployment rate	Refers to the ratio of the underemployed population to the total employed population expressed as a percentage.
Citizen	Refers to a person who legally belongs to a country and has the rights and protection of that country.

Employed population	Refers to the number of persons who have a paid job either in cash, in kind or both; are in self-employment or are in contributing family work (either currently at work or not). Workers who have a paid job and are on leave, as well as those in self-employment but are absent from work during the reference period due to various reasons such as inadequate raw materials, labour dispute, absence of business opportunities, etc., are considered employed.
Employment-to-population ratio	Refers to the ratio of the employed population to the working-age population expressed as a percentage.
Industry	Refers to a group of manufacturers or businesses that produce a particular kind of goods or services.

Chapter 4: Demographic Characteristics

4.1 INTRODUCTION

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. Therefore, this chapter provides information on demographic characteristics of the Zambian population. Variables presented include population size, sex, age, provincial distribution and highest level of education completed.

4.2 POPULATION SIZE AND DISTRIBUTION

Figure 4.1 shows the percentage distribution of the total population by sex. The total population was 19,693,423 of which 51.0 percent were female and 49.0 percent were male.

Figure 4.1: Percentage Distribution of Total Population by Sex, 2022

Figure 4.2 shows the percentage distribution of the population by rural/urban. The population was higher in rural areas than in urban areas at 60.0 percent and 40.0 percent, respectively.

Figure 4.2: Percentage Distribution of Population Rural/Urban, 2022

Figure 4.3 shows the percentage distribution of the total population by age group and Sex. Results show that the age group 00-04 years had the highest proportion of the population for both male and female at 8.7 percent and 8.5 percent respectively. While age group 75-79 and 80+ years had the lowest proportion among females at 0.3 percent. Among males the age group 75-79 had the lowest proportion at 0.2 percent.

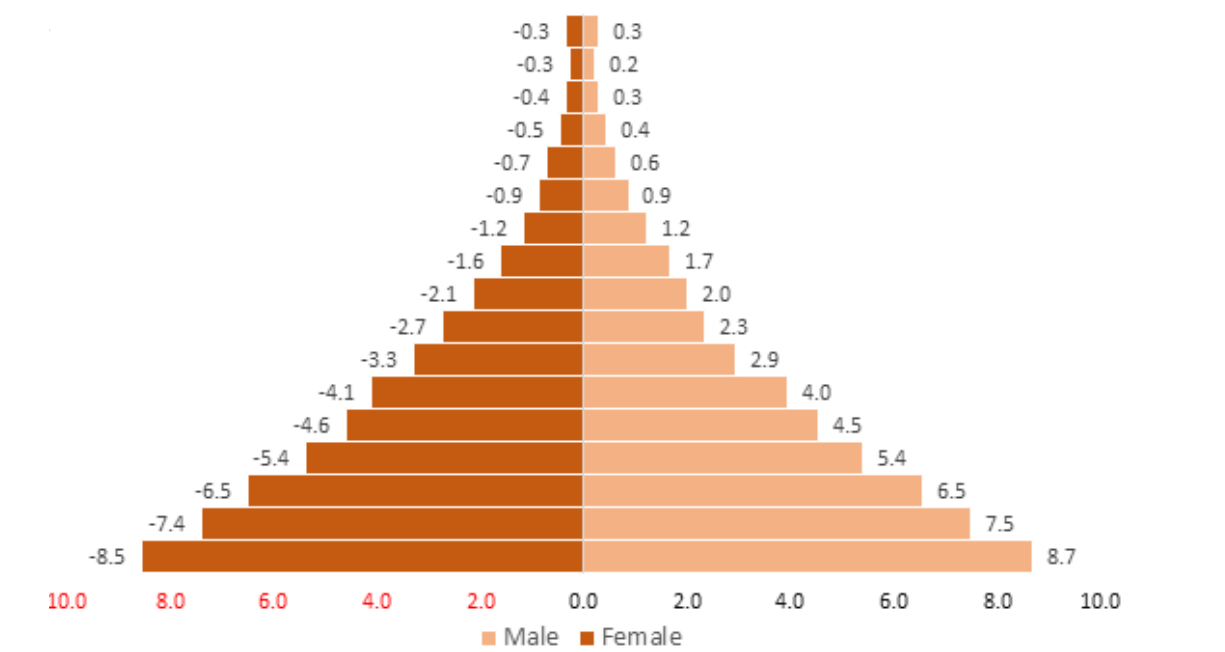**Figure 4.3: Percentage distribution of the total population by age group, Zambia 2022**

Figure 4.4 shows the percentage distribution of the total population by province. Lusaka Province had the highest percentage share of the total population at 15.7 percent followed by Copperbelt Province at 14.1 percent. Muchinga Province had the lowest at 4.7 percent.

Figure 4.4: Percentage Distribution of the Total Population by Province, 2022
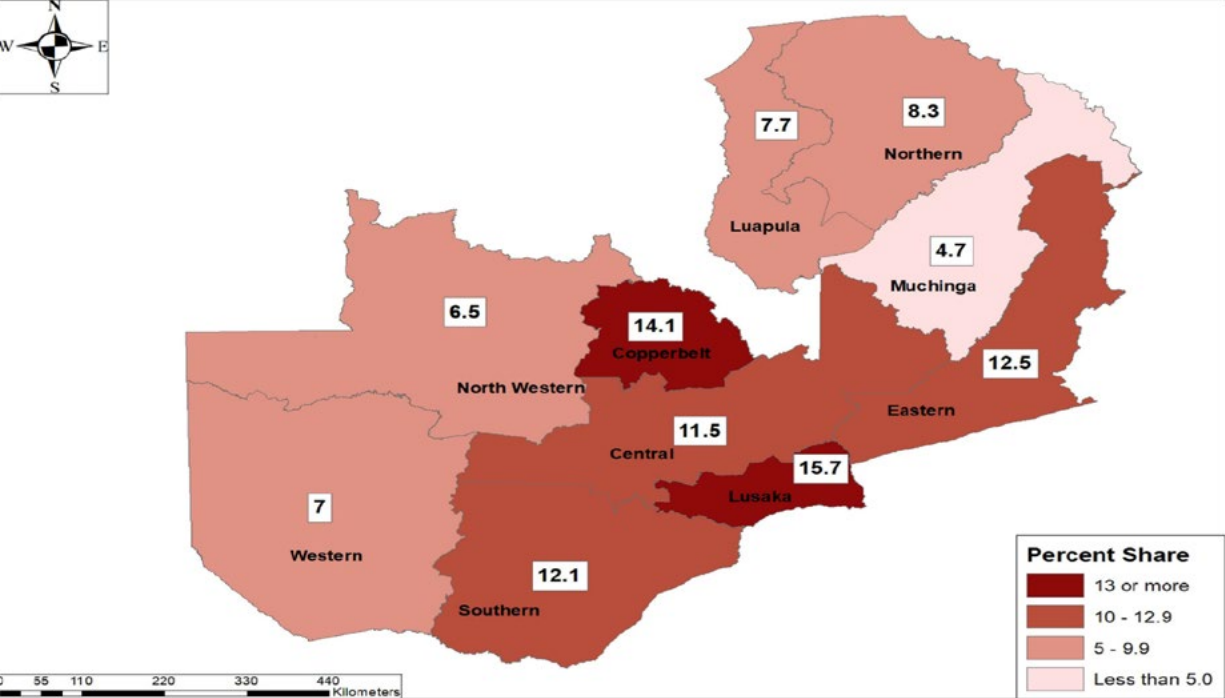
5.1. INTRODUCTION

A lifetime migrant is an individual whose place of usual residence at the census/survey date differs from his/her country of birth. This section provides an analysis on the migration status of the Working-Age population (15years or older) i.e. Non migrants and migrants.

Table 5.1: Number and Percentage Distribution of the Working-Age Population by Migration Status, 2022

	Number	Percent
Working Age population	10,377,385	100.0
Non-migrants	10,299,376	99.2
Migrants	78,009	0.8

Table 5.1 shows the number and percentage distribution of the working age population by rural/urban and migration status. There were 10,377,385 persons in the working age of which non-migrants accounted for 99.2 percent while migrants accounted for 0.8 percent.

Table 5.2 shows the number and percentage distribution of the working-age population by rural/urban and migration status. There were more persons in rural areas for both non-migrants and migrants at 52.5 percent and 60.6 percent, respectively.

Table 5.2: Number and Percentage Distribution of the Working -Age Population by Rural/Urban and Migration Status, 2022

	Non-Migrant	Percent	Migrants	Percent
Total	10,299,376	100.0	78,009	100.0
Rural	5,412,103	52.5	47,259	60.6
Urban	4,887,273	47.5	30,750	39.4

Figure 5.1 shows the percentage distribution of the working-age population by migration status and sex. Among non-migrants, males accounted for 48.8 percent and females 51.2 percent while among migrants males accounted for 57.7 percent and females accounted for 42.3 percent.

Figure 5.1: Percentage Distribution of the working-age population by Sex and Migration status, 2022
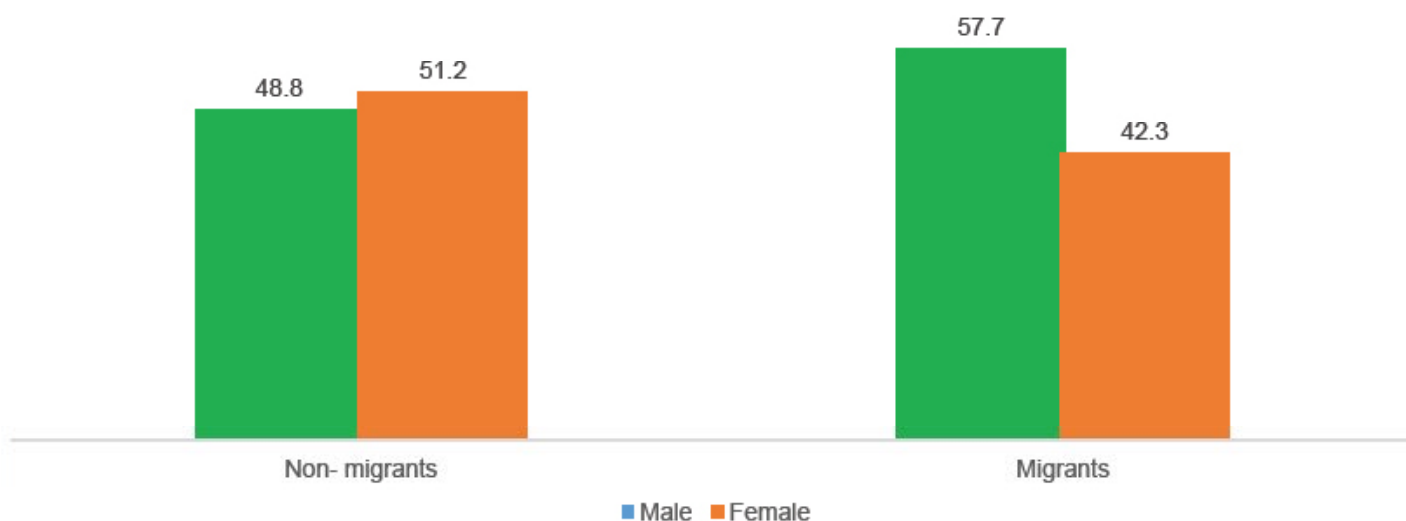

Figure 5.2 shows the percentage distribution of the working-age population by province and migration status. Lusaka province had the highest percentage share of International migrants at 32.4 percent followed by North Western had the second highest at 31.5 percent. Southern Province had the lowest share at 0.6 percent. Lusaka province had the highest percentage share of Non-migrants at 23.0 percent while Muchinga had the lowest percentage share at 4.1 percent.

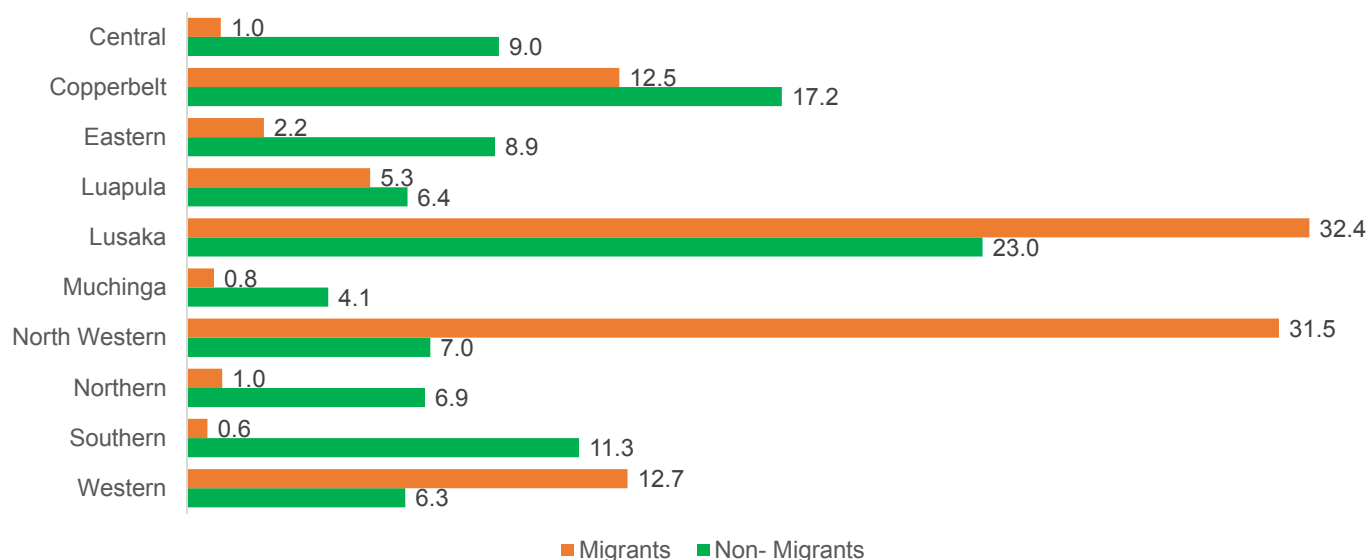**Figure 5.2: Percentage Distribution of the working-age population by Province and Migration status, 2022**

Province	Migrants	Non-Migrants
Central	1.0	9.0
Copperbelt	12.5	17.2
Eastern	2.2	8.9
Luapula	5.3	6.4
Lusaka	32.4	23.0
Muchinga	0.8	4.1
North Western	31.5	7.0
Northern	1.0	6.9
Southern	0.6	11.3
Western	12.7	6.3

■ Migrants ■ Non- Migrants

Figure 5.3 shows the percentage distribution of migrants by province. Results how that Lusaka province had the highest percentage share of international migrants accounting for 32.4 percent followed by North Western province accounting for 31.5 percent. Southern Province has the lowest percentage share at 0.6 percent.

Figure 5.3: Percentage distribution of Migrants by Province, 2022
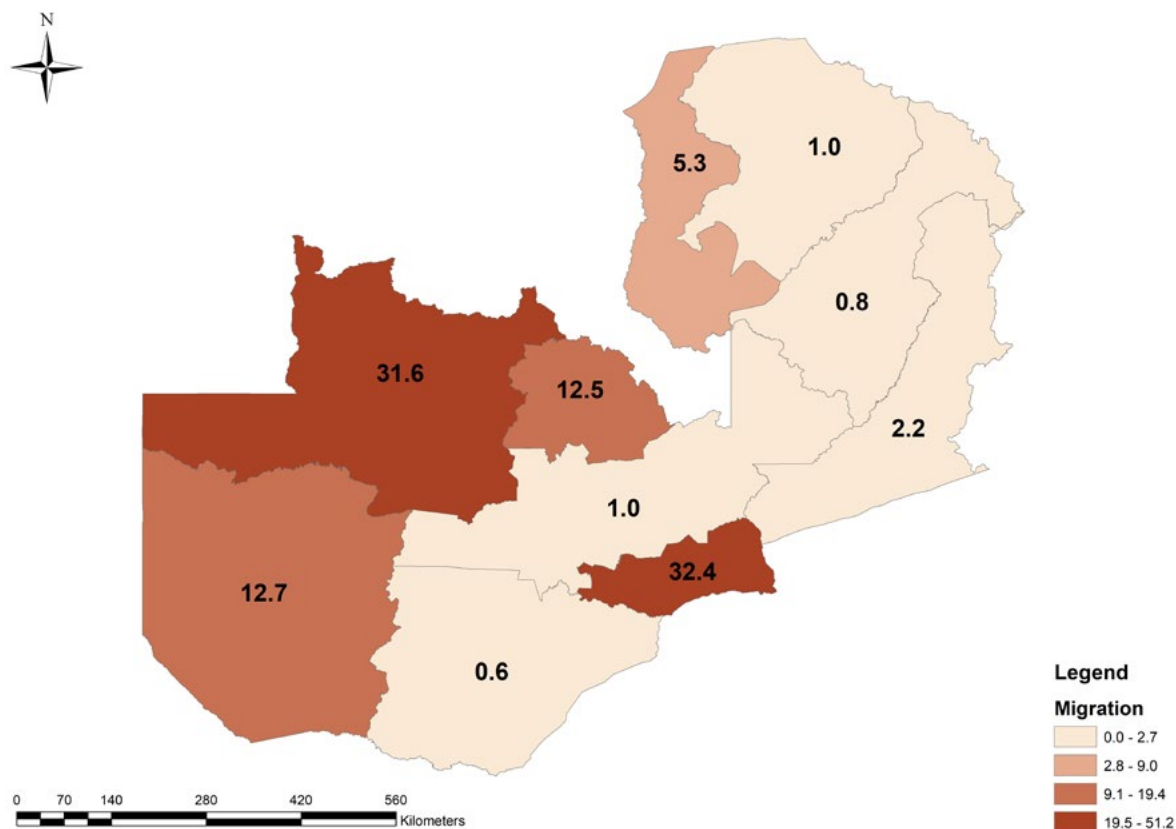
Figure 5.4 shows the percentage distribution of the working-age population by age group and migration status. The age group 15-19 years accounted for the highest percentage share of non-migrants, at 19.7 percent whereas age group 75-79 years had the lowest share at 0.8 percent. Among the migrants, the age group 25-29 years had the highest percentage share of migrants at 18.2 percent while the age group 75-79 years had the lowest share at 0.2 percent.

Figure 5.4: Percentage Distribution of the working age population by Age Group and Migration status, 2022
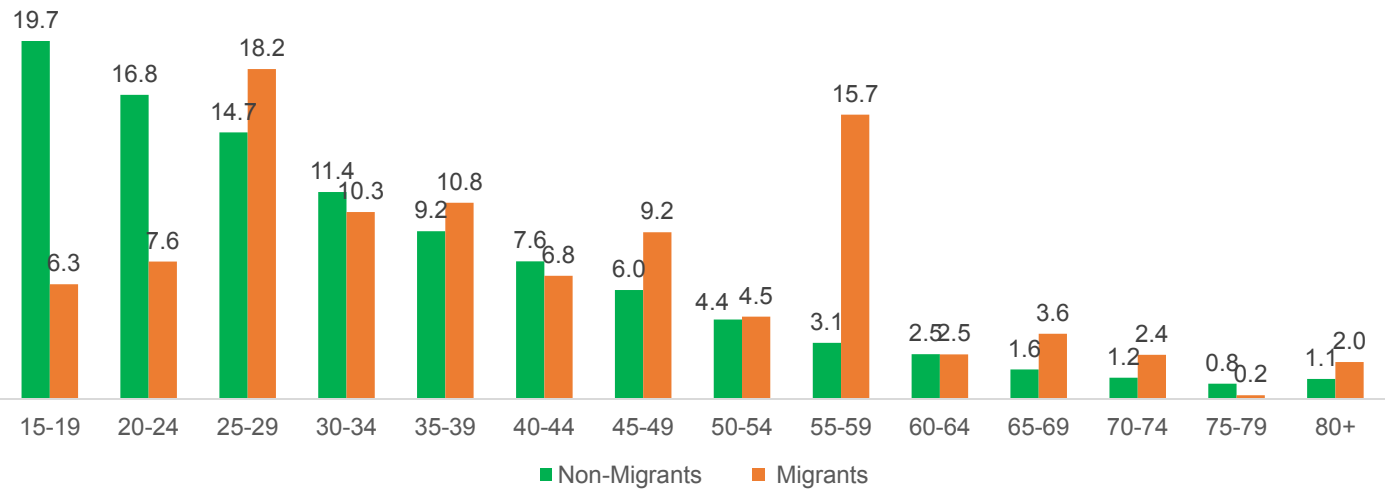
Table 5.3 shows the number and percentage distribution of the working-age population by sex, highest level of education and migration status. There were more females with primary school or lower as their highest level of education completed for both non-migrants and migrants at 56.2 percent and 63.6 percent, respectively. Among those with masters or higher, there more males for both non-migrants and migrants at 73.1 percent and 82.1 percent, respectively.

Table 5.3: Number and Percentage Distribution of the Working-Age Population by Highest Level of Education Completed, Sex and Migration Status, 2022

| Highest Level Education Completed	Non-Migrants				Migrants			
	Total		Male	Female	Total		Male	Female
	Number	Percent	Percent		Number	Percent	Percent	
Total	10,299,376	100.0	48.8	51.2	78,009	100.0	57.7	42.3
Primary/lower	3,879,535	100.0	43.8	56.2	21,027	100.0	36.4	63.6
Secondary	5,163,882	100.0	54.3	45.7	33,853	100.0	66.8	33.2
Certificate/ Diploma	371,375	100.0	52.7	47.3	10,260	100.0	91.1	8.9
Bachelors' degree	125,556	100.0	60.9	39.1	5,434	100.0	65.2	34.8
Masters' degree or higher	15,860	100.0	73.1	26.9	548	100.0	82.1	17.9
Not stated	743,167	100.0	31.5	68.5	6,887	100.0	20.5	79.5

Figure 5.5 shows the percentage distribution of the working-age population by highest level of education completed and migration status. Persons with secondary education as their highest level of education completed had the highest percentage share of the working-age for both non-migrants and migrants at 50.1 percent and 43.4 percent, respectively. Persons with a master's degree or higher had the lowest percentage share for both non migrants and migrants at 0.2 percent and 0.7 percent, respectively.

Figure 5.5: Percentage Distribution of the Working-Age Population by Highest Level of Education Completed and Migration status, 2022
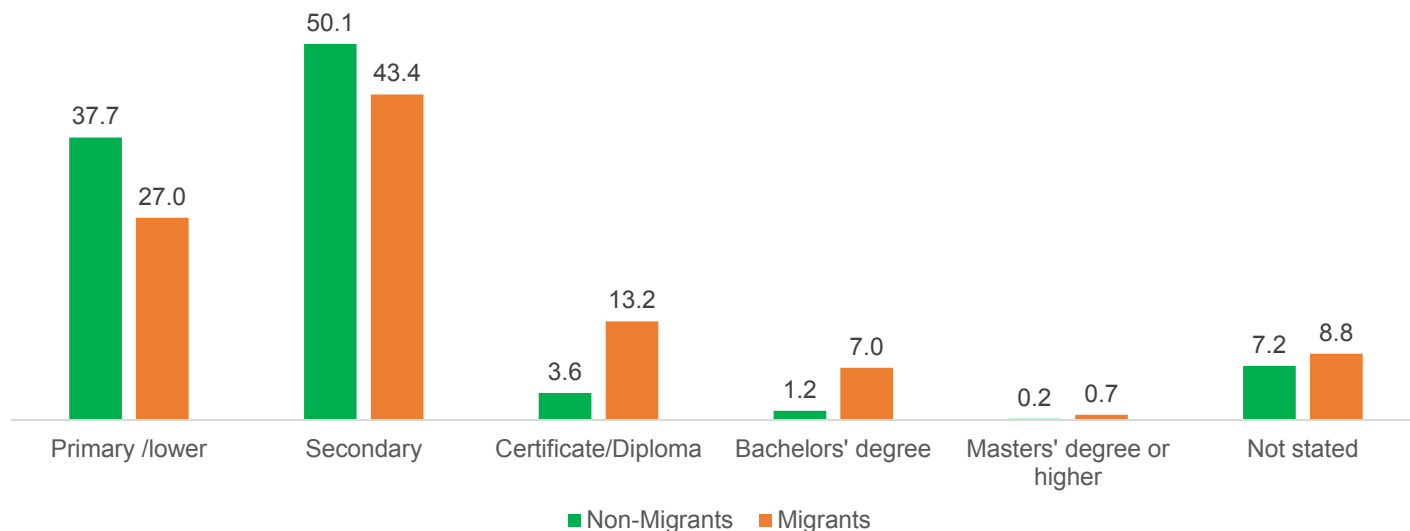
5.2. COUNTRY OF BIRTH

Figure 5.6 shows the percentage distribution of migrants by country of birth. The highest percentage share of migrants were born in the Democratic republic of Congo accounting for 29.7 percent followed by Angola with 29.0 percent. The lowest share of migrants were born in Australia accounting for 0.1 percent.

Figure 5.6: Percentage Distribution of Migrants by Country of Birth, 2022
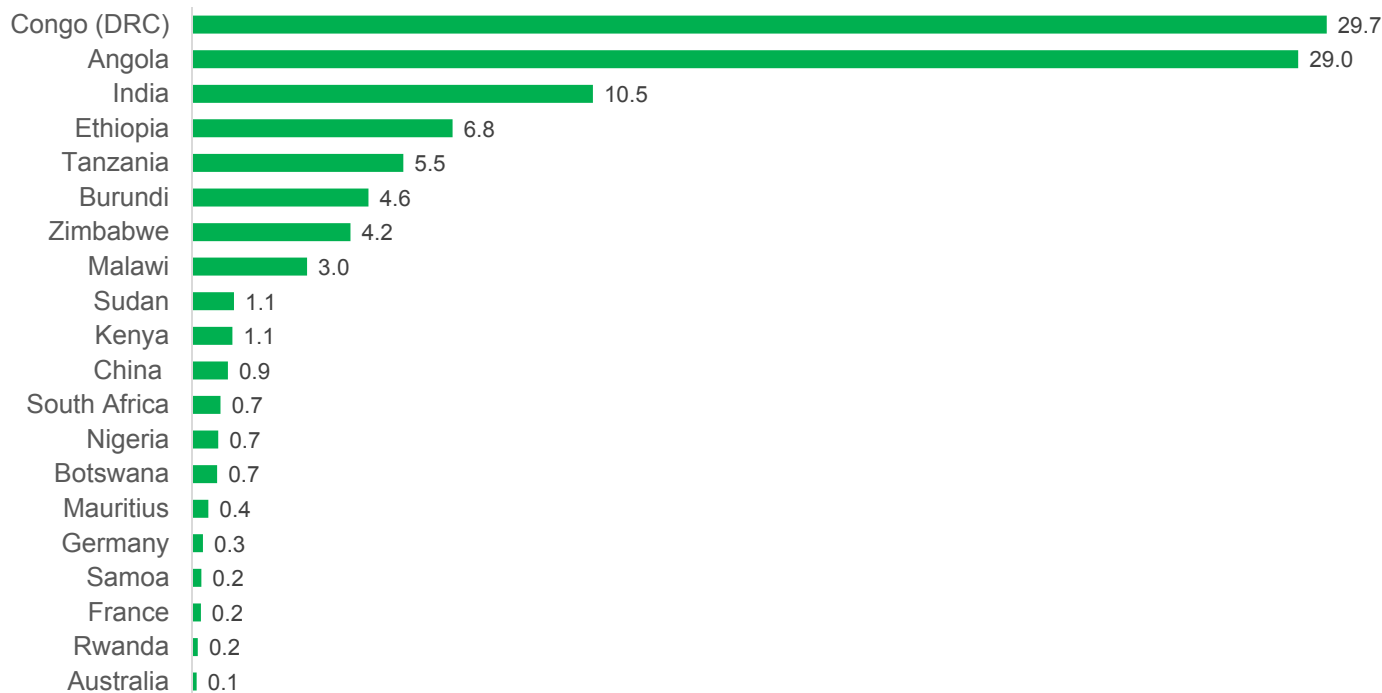
5.3. YOUTH POPULATION

According to the United Nations, a Youth is defined as a person aged 15-24 years whereas the Zambian constitution defines a youth as a person aged 19-34 years.

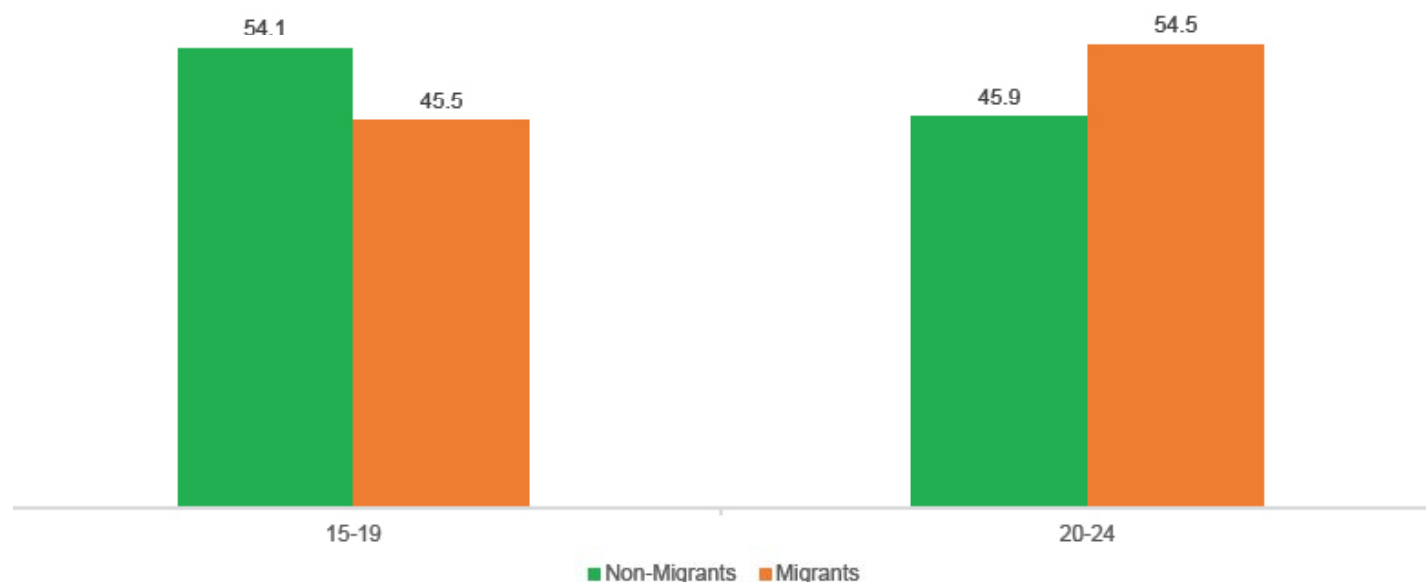### 5.3.1. Youth Working-age Population (15-24 years)

Table 5.4 shows the number and percentage distribution of the youth (15-24 years) working age population by migration status, age group and sex. The age group 15- 19 years had more male non migrants with 50.1 percent while migrants accounted for 72.4 percent female and 27.6 percent male.

Table 5.4: Number and Percentage Distribution of the Youth (15-24 years) Working Age Population by Age group, Sex and Migration Status, 2022

	Non-Migrants			Migrants		
	Total	Male	Female	Total	Male	Female
Age Group	Number	Percent	Percent	Number	Percent	Percent
Total	3,755,415	49.9	50.1	10,824	41.3	58.7
15-19	2,030,143	50.1	49.9	4,926	27.6	72.4
20-24	1,725,272	49.6	50.4	5,898	52.7	47.3

Figure 5.7 shows the number and percentage distribution of the youth (15-24 years) working-age population by age group and migration status. Among non-migrants, there were more youths in the age group 15-19 years at 54.1 percent than the age group 20-24 years at 45.9 percent. Lifetime migrants who were youth accounted for the highest proportion in the age group 20-24 years at 54.5 percent.

Figure 5.7: Percentage Distribution of the Youth (15-24 years) population Age Group and Migration status, 2022

### 5.3.2. Youth Working-age Population (19-34 years)

Table 5.5 shows the number and percentage distribution of the youth (19-34 years) working age population by age group, sex and migration status. The age group 30-34 years had more female non migrants accounting for 53.0 percent while migrants accounted for 73.9 percent male and 26.1 percent female. All the age groups had more male than female international migrants except the age 19 years which had 100.0 percent female migrants.

Table 5.5: Number and Percentage Distribution of Youth Working-age Population (19-34) by Age group, Sex and Migration Status, 2022

	Non-Migrants			Migrants		
	Total	Male	Female	Total	Male	Female
	Number	Percent	Percent	Number	Percent	Percent
Total	4,779,307	48.7	51.3	29,270	56.2	43.8
19	368,525	47.6	52.4	1,168	0.0	100.0
20-24	1,725,272	49.6	50.4	5,898	52.7	47.3
25-29	1,511,582	49.1	50.9	14,173	52.4	47.6
30-34	1,173,929	47.0	53.0	8,032	73.9	26.1

Figure 5.8 shows the percentage distribution of the youth (19 - 34 years) by age group and migration status. The age group 25-29 years had the highest percentage share of migrants at 48.4 percent while those aged 19 years had the lowest percentage at 4.0 percent. Among non-migrants, the age group 20-24 years had the highest share at 36.1 percent while those aged 19 years had the lowest at 7.7 percent.

Figure 5.8: Percentage Distribution of the Youth Working-age Population (19-34 years) by Age Group and Migration status, 2022
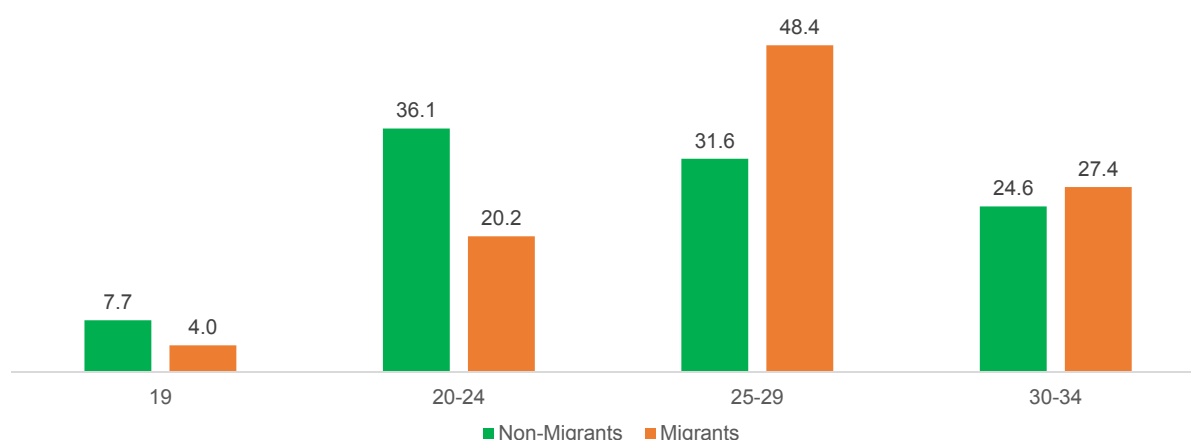
5.4. Reasons for Migrating

Table 5.6 shows the number and percentage share of migrants by reason for migrating. The survey revealed that there were 78,009 International migrants in Zambia. The highest percentage share of reasons for migrating was that of being refugees at 59.0 percent, while school/training was the lowest at 0.4 percent.

Table 5.6: Number and Percentage distribution of Migrants by Reason for Migrating

	Number	Percent
Reasons for migrating	**78,009**	**100.0**
To work	3,891	5.0
Other income reasons	4,755	6.1
Eviction	290	0.4
Follow family	11,341	14.5
Marriage	2,791	3.6
School/training	335	0.4
To escape insecurity	6,492	8.3
To be refugee	46,040	59.0
To be an Asylum seeker	1,248	1.6
Other reasons	825	1.1

Figure 5.9 shows percentage share of reasons for migrating by sex. Overall, results show that the highest reasons for migrating was to be Refugee at 59.0 percent, followed by to follow family at 14.5 percent while the lowest reasons of migrating were school/training and eviction both at 0.4 Percent.

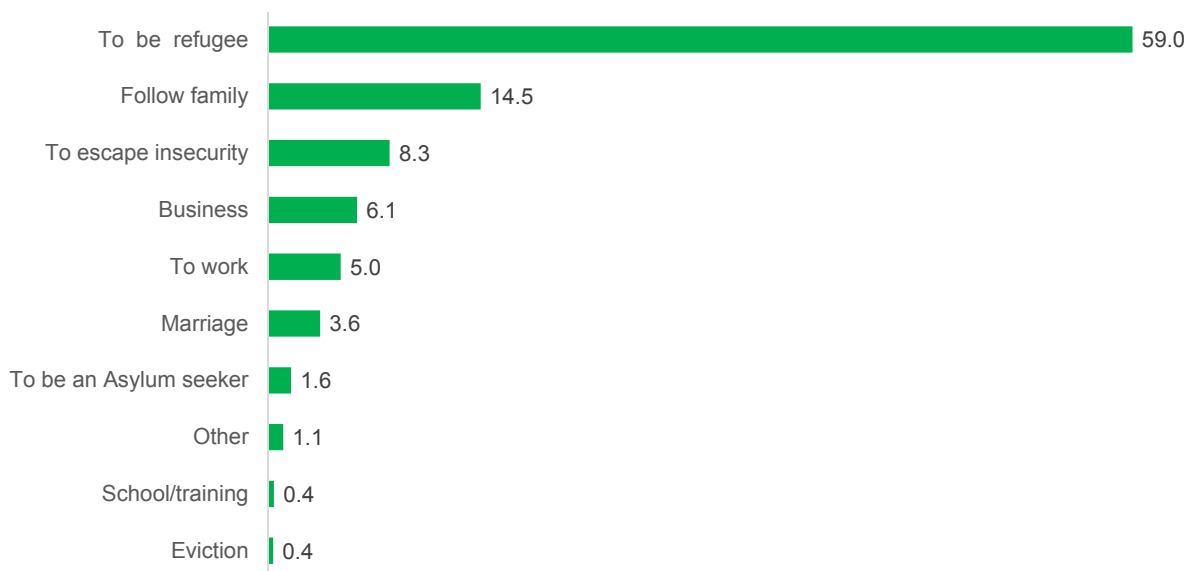**Figure 5.9: Percentage Distribution of Reasons for Migrating By Sex**

Figure 5.10: shows percentage distribution of reasons for migrating by rural/urban. Overall, results show that the highest percentage share of reasons to migrate for males in the rural areas was to escape insecurity at 100.0 percent, while the highest percentage share for females was eviction and school/training at 100.0 percent. However, eviction and school/training accounted for the lowest percentage share of reasons for migrating for males at 0.0 percent and escaping insecurity for females at 0.0 percent.

Figure 5.10: Percentage Distribution of Reasons for Migrating By Rural/Urban
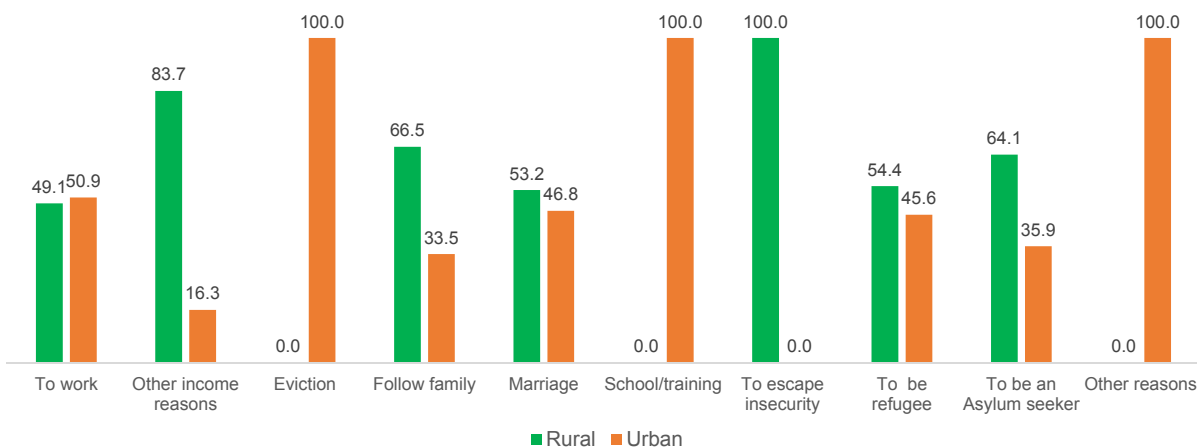
5.5. SECOND-GENERATION MIGRATION

A second-generation migrant is a person who was born and is residing in a country that at least one of their parents previously entered as a migrant. This section analyses second-generation migrants by province, rural/urban, age group and sex.

Table 5.7 shows the number and percentage distribution of second-generation migrants by rural/urban and sex. The total number of second-generation migrants was 43,493 of which 72.9 percent were in rural areas and 27.1 percent in urban areas.

Table 5.7: Number and Percentage Distribution of Second-Generation Migrants (15 years or older) by Rural/Urban and Sex, 2022

Region	Both sexes		Male	Female
	Number	Percent	Number	Number
Total	43,493	100	20,908	22,585
Rural	31,721	72.9	15,925	15,796
Urban	11,772	27.1	4,983	6,789

Figure 5.11 shows the percentage distribution of second generation migrants by rural/urban and sex. There were more female than male second generation migrants at 51.9 percent and 48.1 percent, respectively. In rural areas, males had a higher percentage of second generation migrants than females at 50.2 percent and 49.8 percent, respectively. Urban areas had more female second generation migrants than males at 57.7 percent and 42.3 percent, respectively.

Figure 5.11: Percentage Distribution of Second-Generation Migrants (15 years or older) by Rural/Urban and Sex, 2022
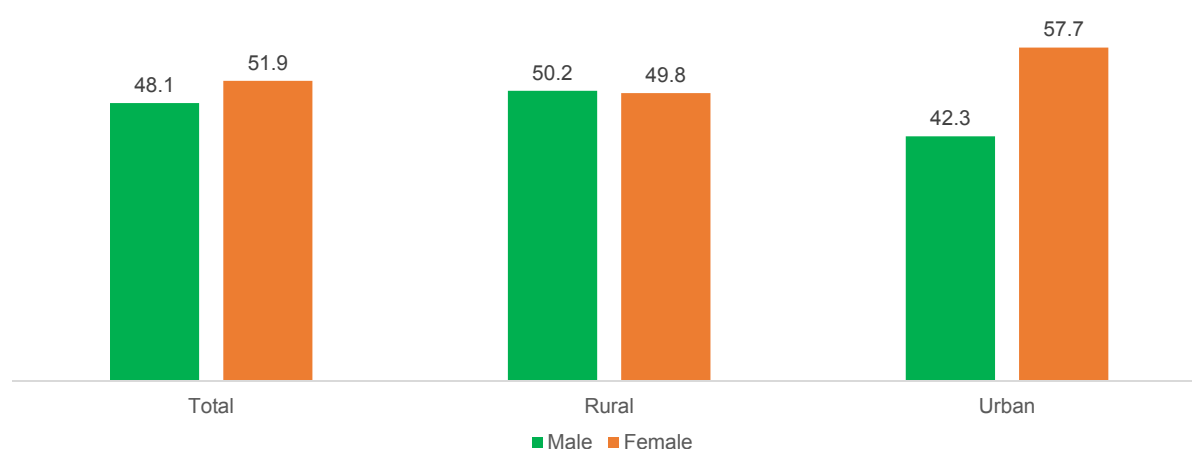
Table 5.8 shows the number and percentage distribution of second generation migrants by age-group and sex. The age-group 55-59 had the highest percentage share of second generation migrants at 22.7 percent while age group 70-74 had the lowest percentage share of second generation migrants at 0.0 percent.

Table 5.8: Number and Percentage Distribution of the second generation migrants (15 years or older) by Age group and Sex, 2022

Age-Group	Total		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	43,493	100.0	20,908	100.0	22,585	100.0
15-19	8,843	20.3	3,447	16.5	5,397	23.9
20-24	6,794	15.6	3,508	16.8	3,287	14.6
25-29	2,611	6.0	355	1.7	2,257	10.0
30-34	1,868	4.3	966	4.6	903	4.0
35-39	2,096	4.8	1,911	9.1	185	0.8
40-44	3,505	8.1	2,100	10.0	1,405	6.2
45-49	841	1.9	579	2.8	261	1.2
50-54	589	1.4	471	2.3	117	0.5
55-59	9,884	22.7	1,917	9.2	7,966	35.3
60-64	380	0.9	0.0	0.0	380	1.7
65-69	5,232	12.0	5,232	25.0	0	0.0
70-74	0	0.0	0	0.0	0	0.0
75-79	427	1.0	0	0.0	427	1.9
80+	423	1.0	423	2.0	0	0.0

Figure 5.12 shows the percentage distribution of second generation migrants by sex and age-group. The age-groups 65-69 years and 80 years or older had more second generation male migrants than females at 100.0 percent. The age groups 60-64 and 75-79 had more second generation female migrants than males at 100.0 percent. The age group 70-74 had no second generation migrants.

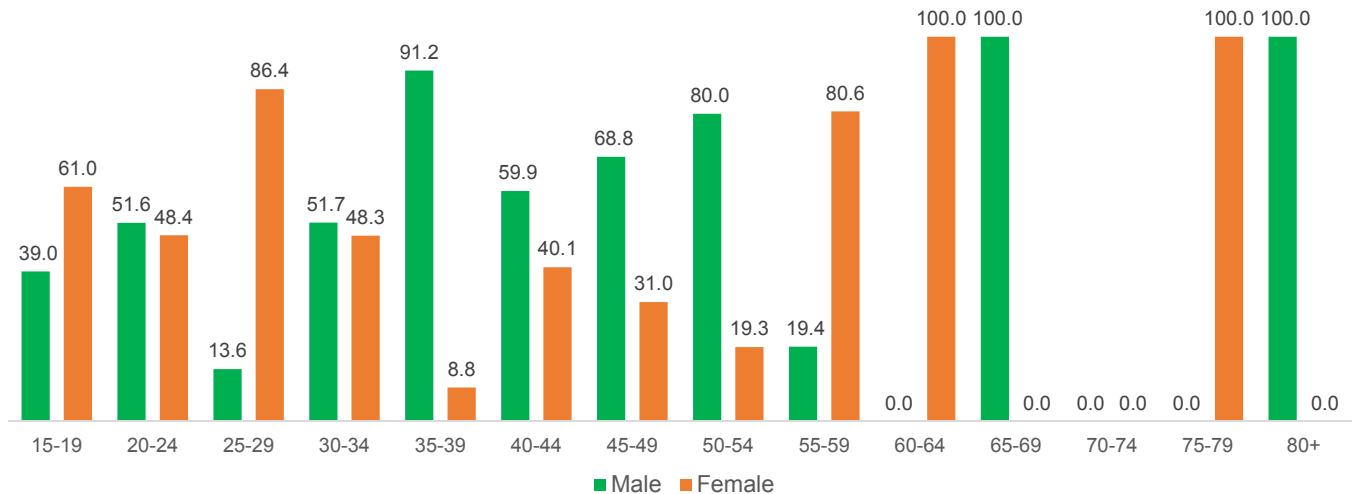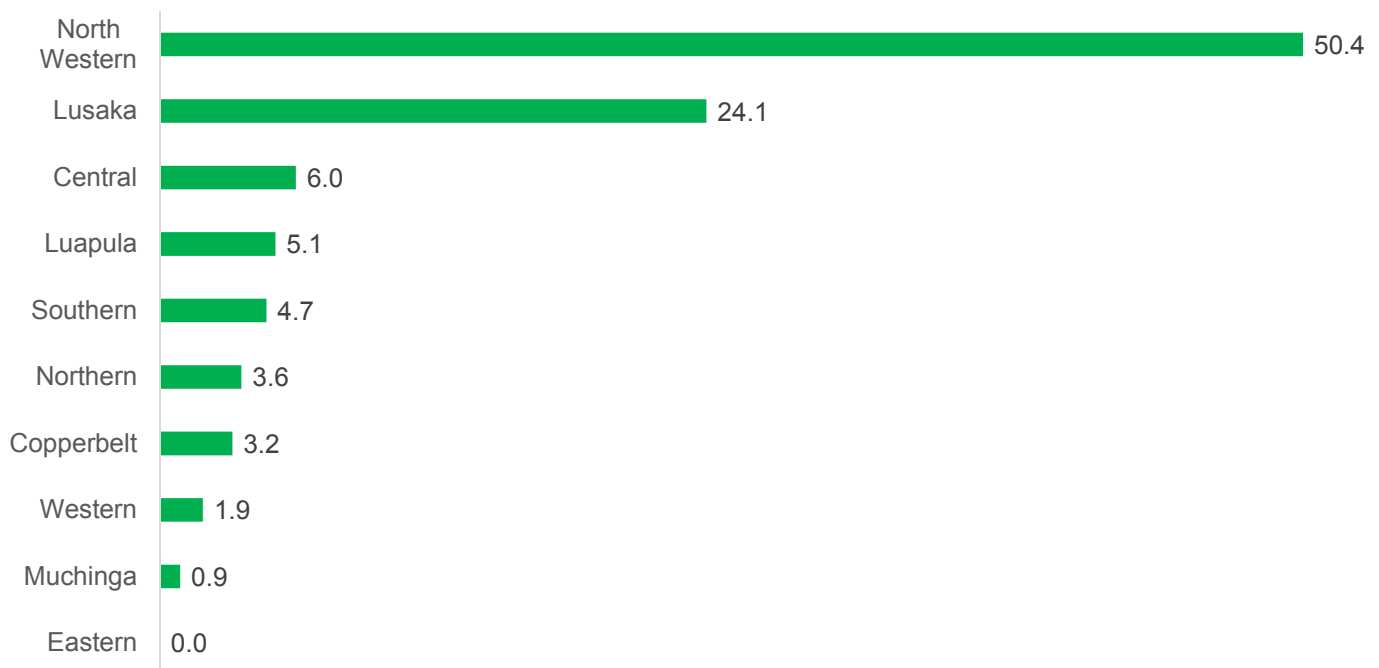**Figure 5.12: Percentage Distribution of the second generation migrants (15 years or older) by Sex and Age group, 2022**

Figure 5.13 shows the percentage distribution of second generation migrants by province. North-western province had the highest percentage share of second generation migrants at 50.4 percent followed by Lusaka province at 24.1 percent.

Figure 5.13: Percentage Distribution of the second generation migrants (15 years or older) by Province, 2022

5.6 CITIZENSHIP

Table 5.9 shows the number and percentage distribution of the working age population (15 years or older) by Citizenship and Migration status. Of the 10,299,376 non-migrants, 99.6 percent were Zambian and 0.4 percent were non-Zambian. Among the migrants, 16.3 percent were Zambian and 83.7 percent were Non-Zambian.

Table 5.9: Number and percentage distribution of working age population (15 years or older) by Citizenship and Migration status, 2022

Citizenship	Non-Migrants		Migrants	
	Number	Percent	Number	Percent
Total	10,299,376	100.0	78,009	100.0
Zambian	10,255,884	99.6	12,699	16.3
Non-Zambian	43,493	0.4	65,310	83.7

Figure 5.14 shows the percentage distribution of migrants (15 years or older) by Citizenship and Rural/Urban. Rural areas had higher percentage of both Zambians and non-Zambians migrants at 60.1 percent and 60.7 percent, respectively.

Figure 5.14: Percentage distribution of Migrants by Citizenship and Rural/Urban, 2022
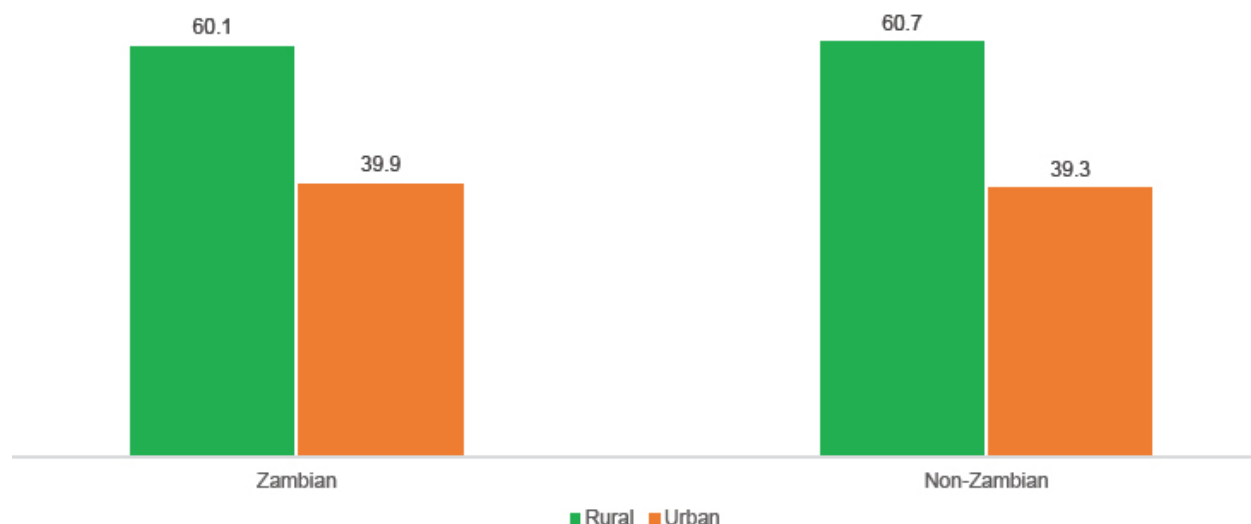
Figure 5.15 shows the percentage distribution of migrants (15years or older) by Citizenship and sex. Overall 57.7 percent of migrants were male while 42.3 percent were female. Males accounted for a higher percentage of migrants who were Zambian by citizenship than females at 51.2 percent and 48.8 percent, respectively. Similarly, there were more male migrants than females who were Non Zambian by citizenship accounting for 59.0 percent and 41.0 percent, respectively.

Figure 5.15: Percentage Distribution of Migrants by Citizenship and Sex, 2022
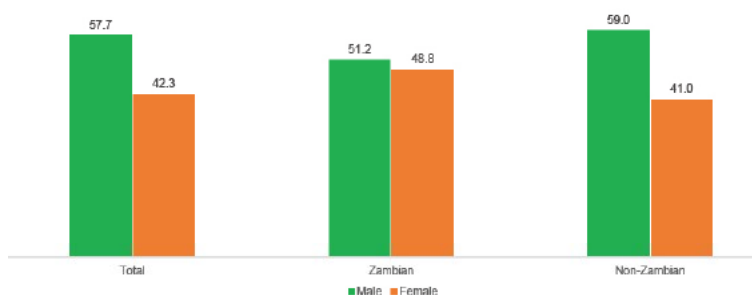
6.1 INTRODUCTION

Period migration is the flow of migrants over the course of a specific duration. In this view, the specific reference period is twelve months preceding the survey. Data on period migration is needed to study the push and pull factors of migration between countries of origin and destination and the deterrence effects of distance, costs, and cultural differences, (Raymer, J. 2017, Measuring flows of international migration: IZA World of Labor, Volume 354). Period migration data is also essential for understanding policies designed to regulate migration.

This chapter highlights the distribution of period migrants by the working age, citizenship, education attainment, country of origin and reason for migrating.

Table 6.1 shows the number and percentage distribution of period migrants (15 years or older) by Sex. There were 9,248 period migrants of which 56.0 percent were male and 44.0 percent were female.

Table 6.1: Number and percentage distribution of period migrants (15 years or older) by Sex, 2022

Sex	Number	Percent	Rural	Urban
Total	9,248	100.0	5,993	3,255
Male	5,176	56.0	2,853	2,323
Female	4,072	44.0	3,140	932

Figure 6.1 shows the percentage distribution of period migrants (15 years or older) by rural/urban. There were more period migrants in rural areas than urban areas at 64.8 percent and 35.2 percent, respectively.

Figure 6.1: Percentage Distribution of Period Migrants (15 years or older) by Rural/Urban, 2022
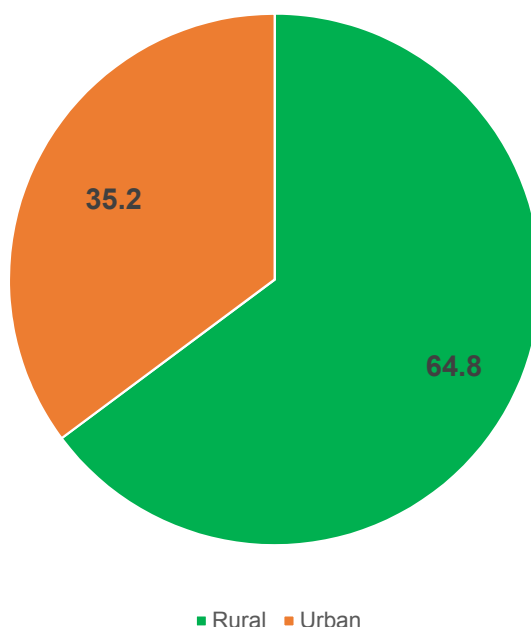

■ Rural ■ Urban

Figure 6.2 shows the percentage distribution of period migrants (15 years or older) by rural/urban and sex. There were more female period migrants in rural areas than males at 52.4 percent and 47.6 percent, respectively. The results also shows that there were more males in urban areas than females at 71.4 percent and 28.6 percent, respectively.
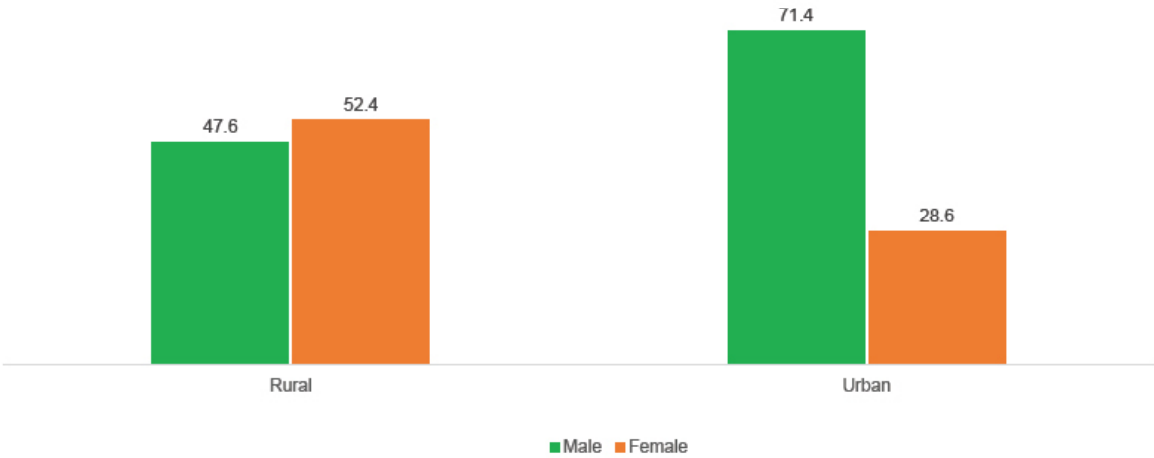
Figure 6.3 shows the percentage distribution of period migrants (15 years or older) by province. Copperbelt province had the highest percentage share of period migrants at 51.2 percent while Western, Southern, Muchinga, Central and Northern provinces had the lowest share at 0.0 percent.

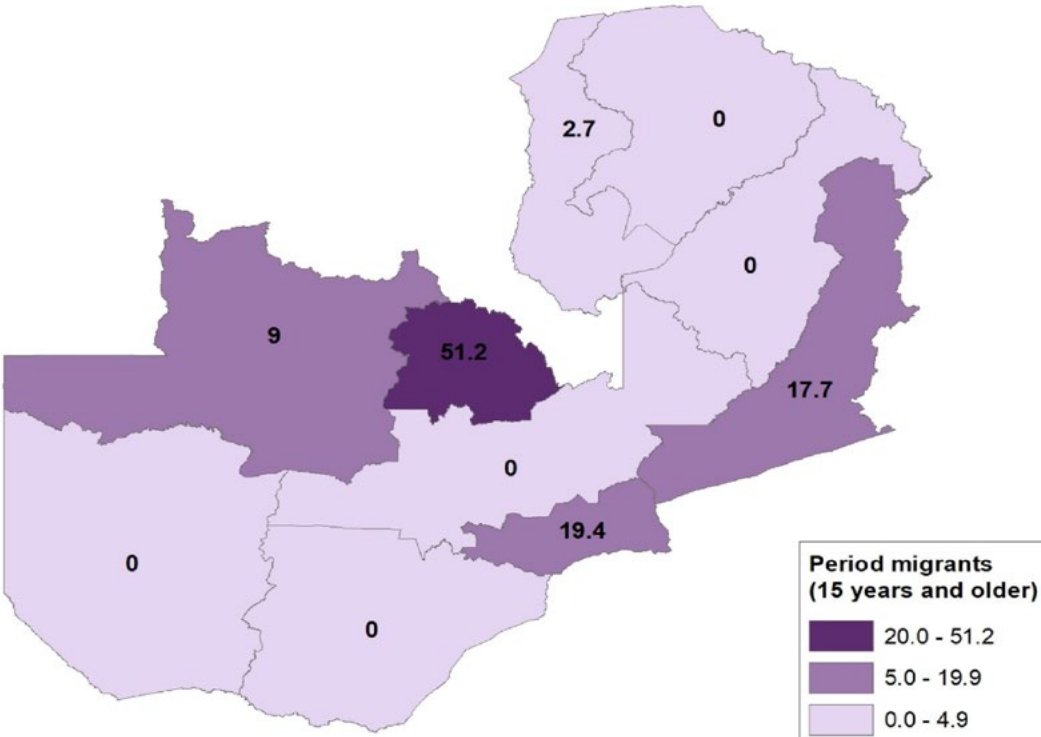**Figure 6.3: Percentage Distribution of Period Migrants (15 Years or Older) by Province, 2022**

Figure 6.4 shows the percentage distribution of period migrants (15 years or older) by age group and sex. The age group 25-29 years accounted for the highest percentage share of male period migrants at 43.9 percent while age group 35-39 years had the highest share of females at 27.6 percent.

Figure 6.4: Percentage Distribution of Period Migrants by Age group and Sex, 2022
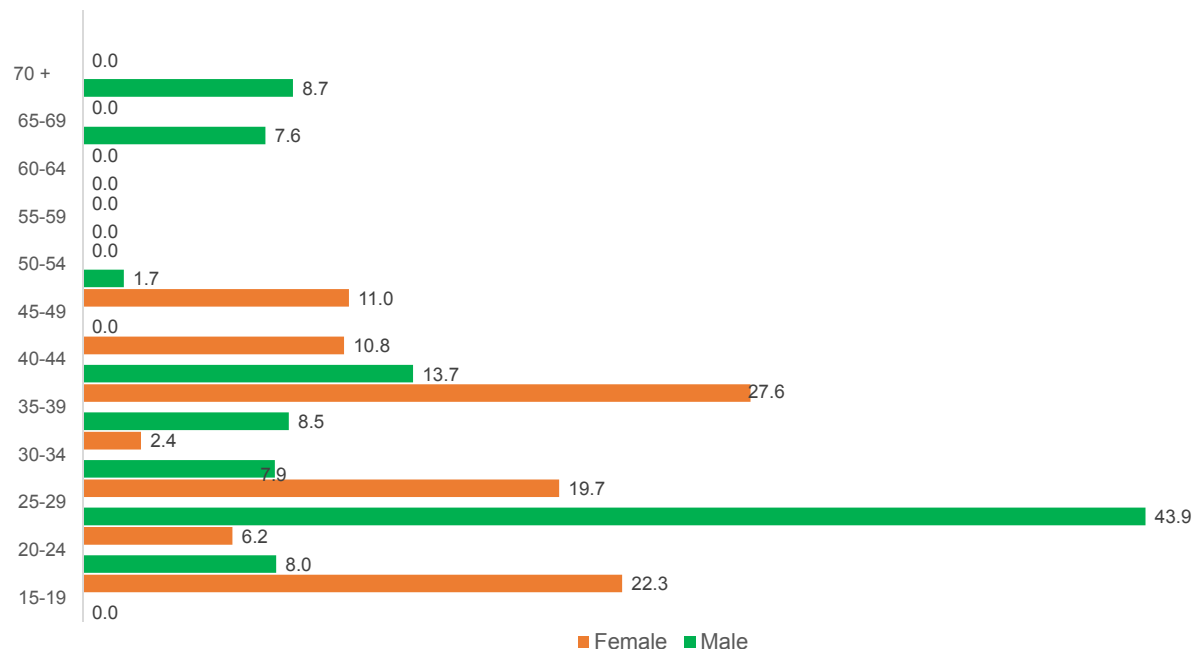
Figure 6.5 shows the percentage distribution of period migrants by highest level of education completed. 81.9 percent of period migrants completed secondary education whereas bachelors' degree had the lowest percent share at 0.0 percent.

Figure 6.5: Percentage distribution of Period Migrants by Highest Level of Education Completed, Zambia 2022
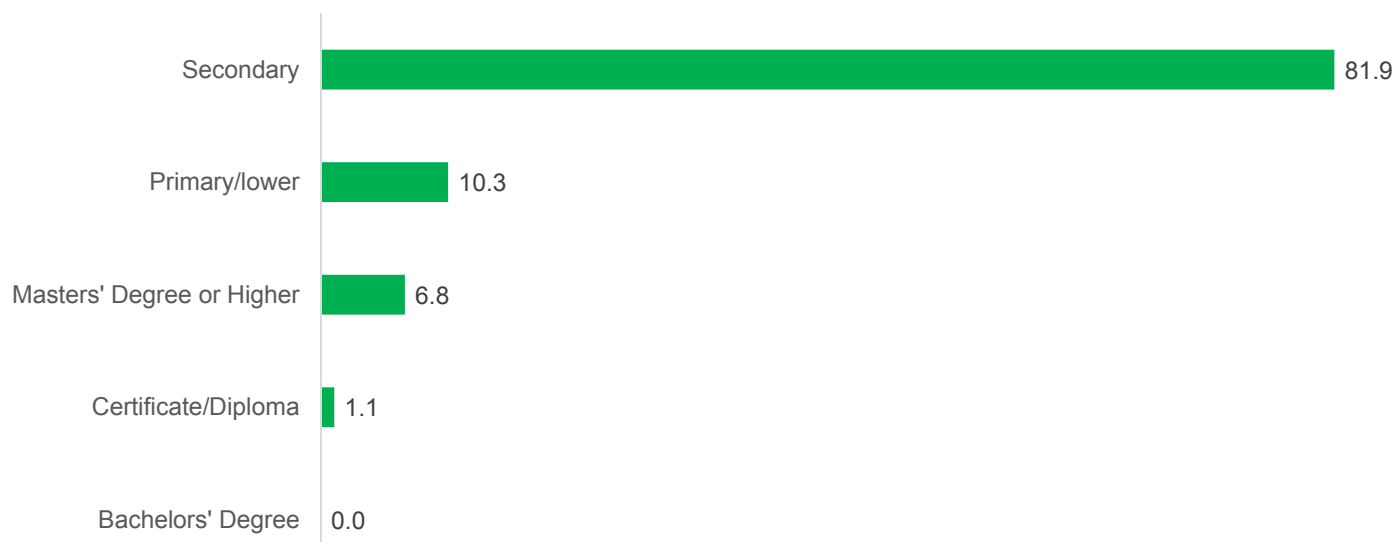

Figure 6.6 shows the percentage distribution of period migrants by highest educational attainment and sex. There were more male than female period migrants in all highest levels of education completed except primary/lower education at 47.1 percent.
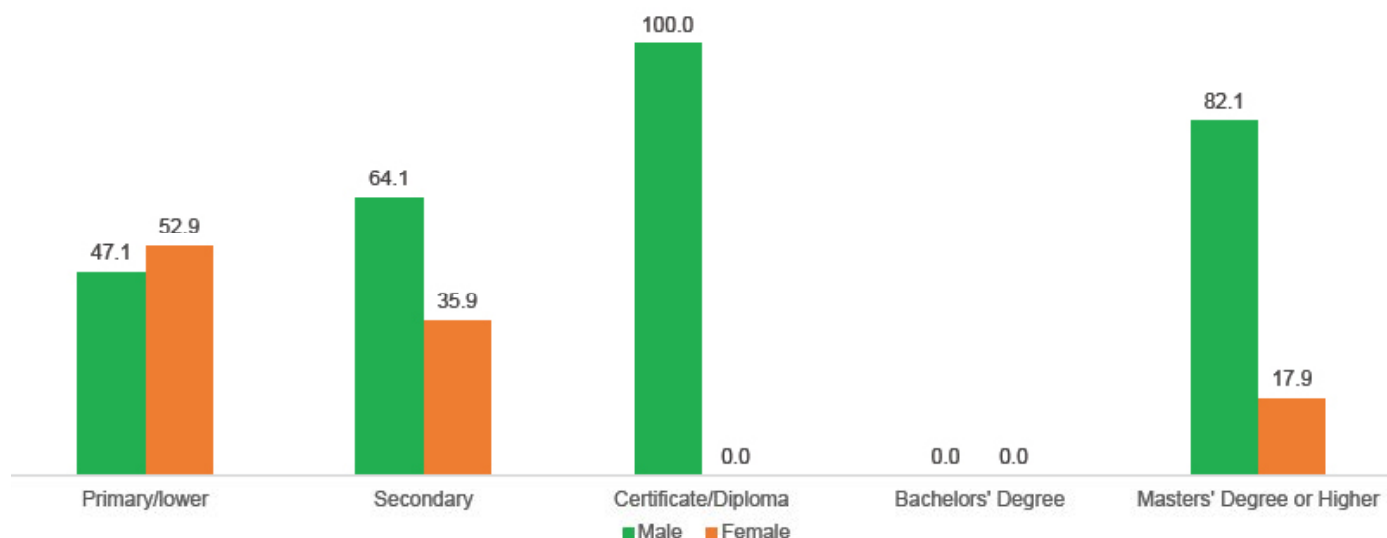
Figure 6.7 shows the percentage distribution of period and lifetime migrants by highest level of education completed. Period migrants with secondary education as the highest level of education completed had the highest percentage share at 73.6 percent. Lifetime migrants with primary/lower education as the highest level of education completed had the highest percentage share at 40.1 percent.

Figure 6.7: Percentage Distribution of Period and Lifetime Migrants by Highest Level of Education Completed, Zambia 2022
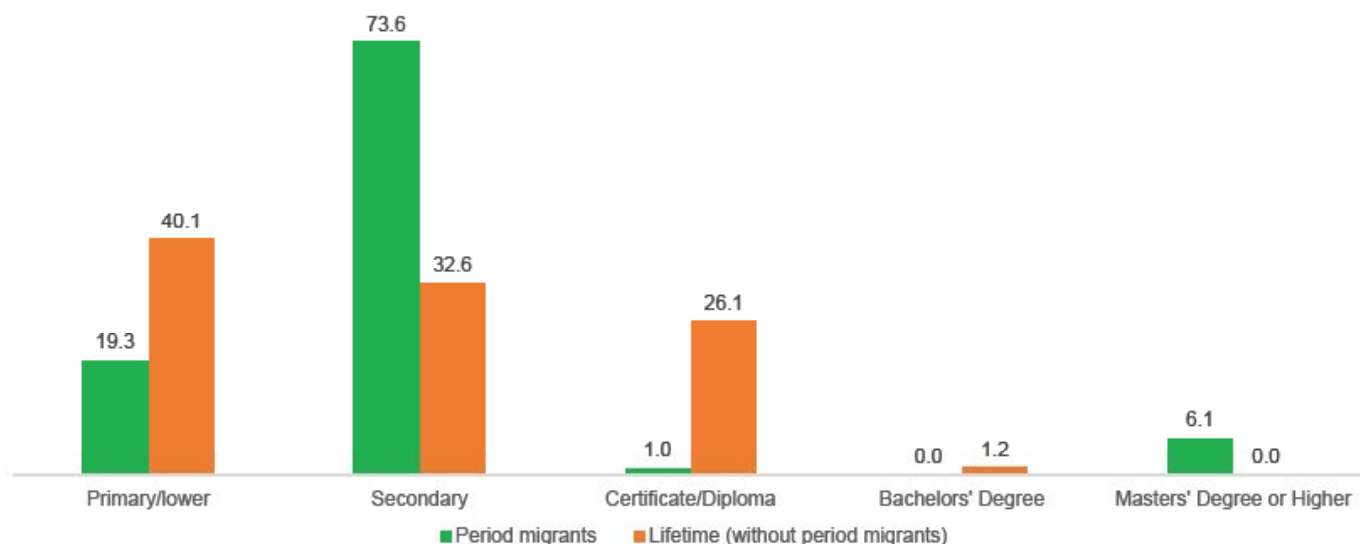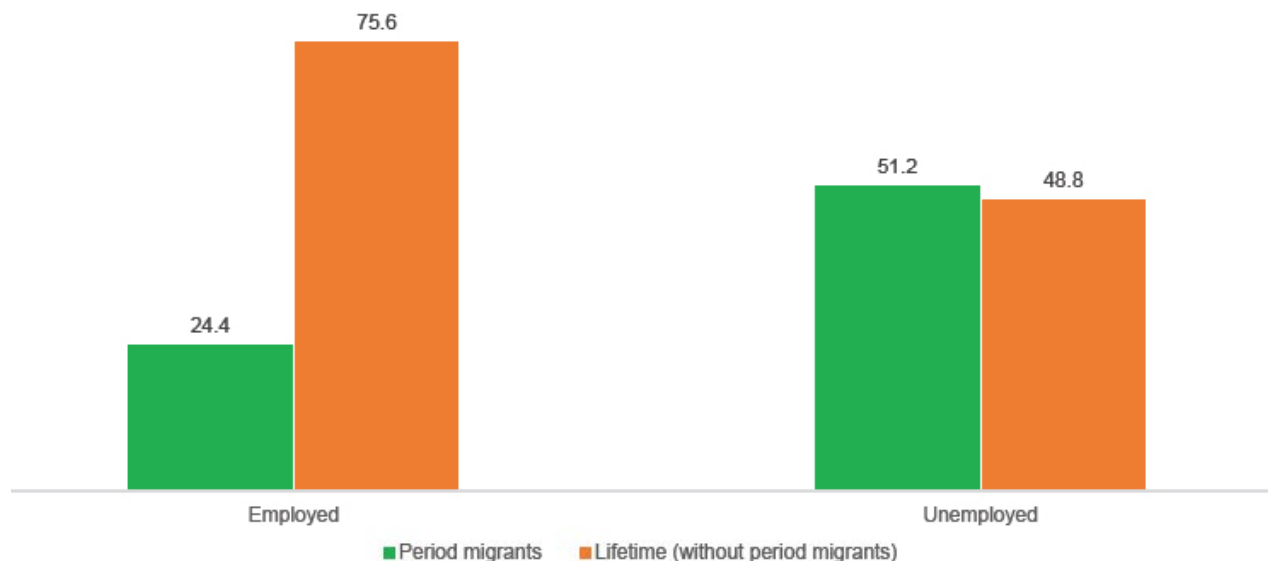

Figure 6.8 shows the percentage distribution of period and lifetime migrants by labour force status. Among the employed migrants, there were more lifetime migrants than period migrants at 75.6 percent and 24.4 percent, respectively. There were more period than lifetime migrants among unemployed migrants at 51.2 percent and 48.8 percent, respectively.

Figure 6.8: Percentage Distribution of Period and Lifetime Migrants by Labour Force Status

6.2 YOUTH PERIOD MIGRANTS

6.2.1 Youth Period Migrants (15-24 years)

Table 6.2 shows the number and percentage distribution of youth period migrants (15-24 years) by age group and sex. The age group 15-19 years had a higher percentage of youth period migrants at 57.7 percent than age group 20-24 years at 42.3 percent.

Table 6.2: Number and Percentage Distribution of Youth (15-24 years) Period Migrants by Age Group and Sex, 2022

Age Group	Both Sexes		Male		Female	
	Number	Percent	Number	Percent	Number	Percent
Total	1,574	100.0	414	100.0	1,160	100.0
15-19	908	57.7	0	0.0	908	78.3
20-24	666	42.3	414	100.0	252	21.7

6.2.2 Youth Period Migrants (19-34 years)

Table 6.3 shows the number and percentage distribution of youth period migrants (19-34 years) by age group and sex. The age group 25-29 years had the highest percentage share of youth period migrants at 71.4 percent while the age 19 had no period migrants (0.0 percent).

Table 6.3: Number and Percentage Distribution of Youth Period Migrants (19-34 years) by Age Group and Sex, 2022

Age Group	Both Sexes		Male	Female
	Number	Percent	Number	Number
Total	4,308	100	3101	1,207
19	0	0	0	0
20-24	667	15.5	415	252
25-29	3,076	71.4	2,274	802
30-34	565	13.1	412	153

Figure 6.9 shows the percentage distribution of youth period migrants (19-34 years) by age group and sex. Males had a higher percentage share in age groups 25-29 years and 30-34 years at 73.4 percent and 13.3 percent, respectively while females had a higher percentage than males in age group 20-24 years at 21.9 percent.

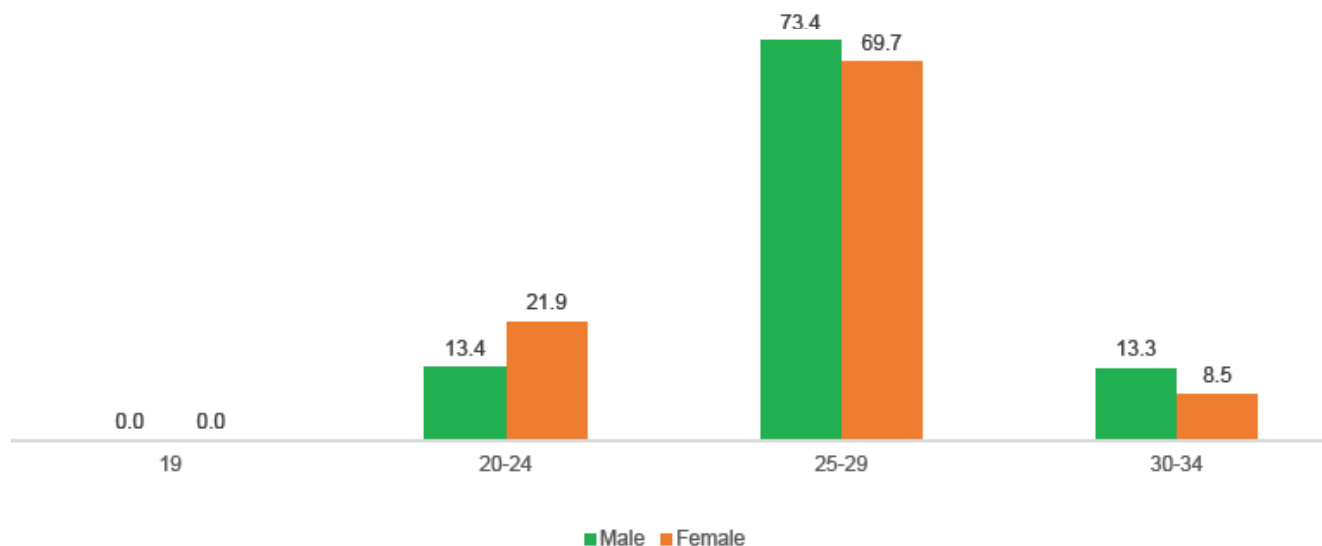**Figure 6.9: Percentage distribution of youth Period Migrants by Age group and Sex, 2022**
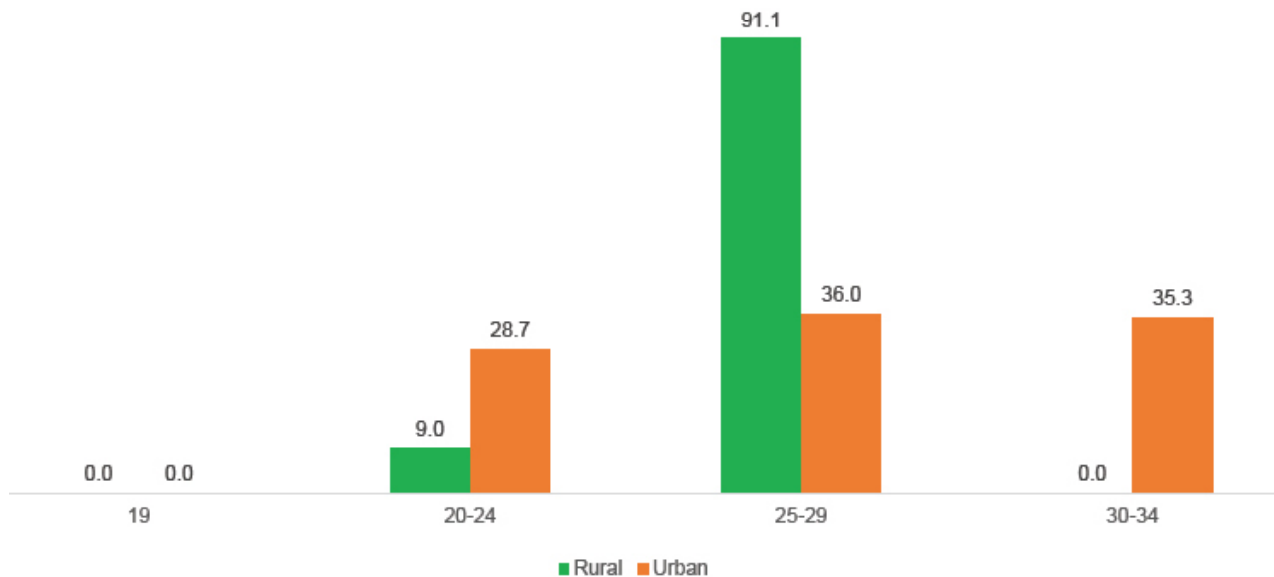

Figure 6.10 shows the percentage distribution of youth period migrants (19-34 years) by age group and rural/urban. The age group 25-29 years had the highest percentage share of youth period migrants in both rural and urban areas at 91.1 percent and 36.0 percent, respectively.

Figure 6.10: Percentage Distribution of Youth Period Migrants (19-34 years) by Age group and Rural/Urban, 2022


6.3 CITIZENSHIP

Table 6.4 shows the number and percentage distribution of period migrants by citizenship and sex. Of the 9,248 period migrants, 90.4 percent were non Zambians while 9.6 percent were Zambian citizens

Table 6.4 Number and Percentage Distribution of Period Migrants by Citizenship and Sex, Zambia 2022

Citizenship	Total		Male	Female
	Number	Percent	Number	Number
Total	9,248	100.0	5,176	4,072
Zambian	888	9.6	0	888
Non Zambian	8,360	90.4	5,176	3,184

Figure 6.11 shows the percentage distribution of period migrants by rural/urban and citizenship. There were more non Zambian citizens than Zambians in both rural and urban areas at 92.7 percent and 86.2 percent, respectively.

Figure 6.11: Percentage Distribution of Period Migrants by Rural/Urban and Citizenship, Zambia 2022
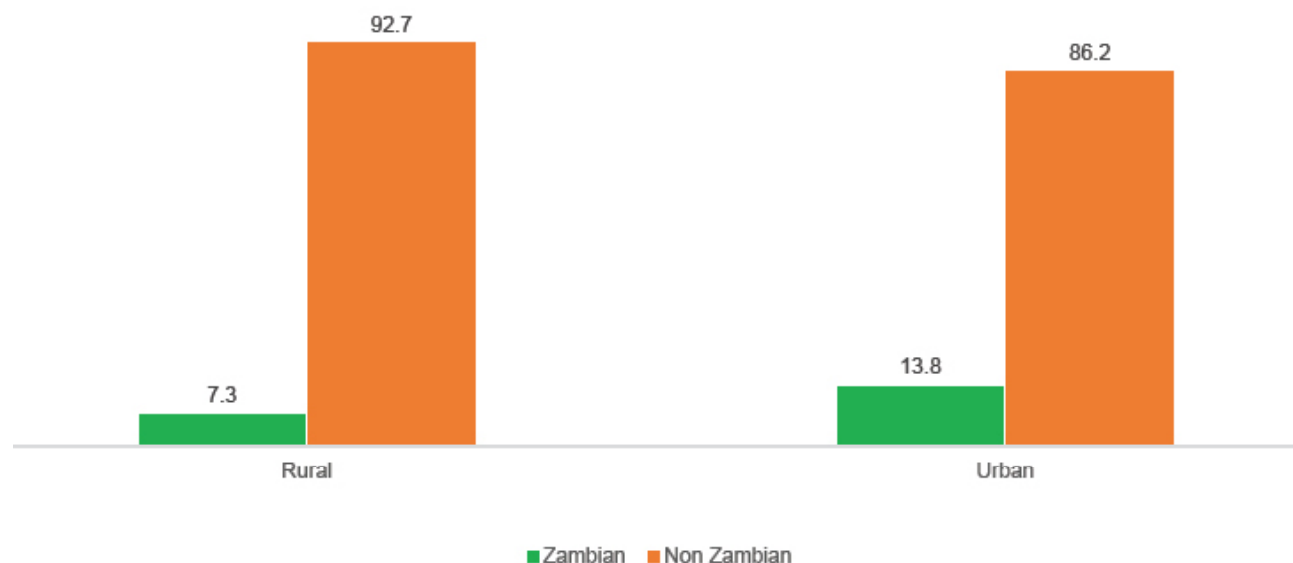
6.4 COUNTRY OF ORIGIN

A country of origin refers to the country where someone was residing before moving to Zambia.

Figure 6.12 shows the number and percentage distribution of period migrants by country of origin. Congo DR had the highest percentage share of period migrants at 31.7 percent while Kenya had the lowest share at 1.0 percent.
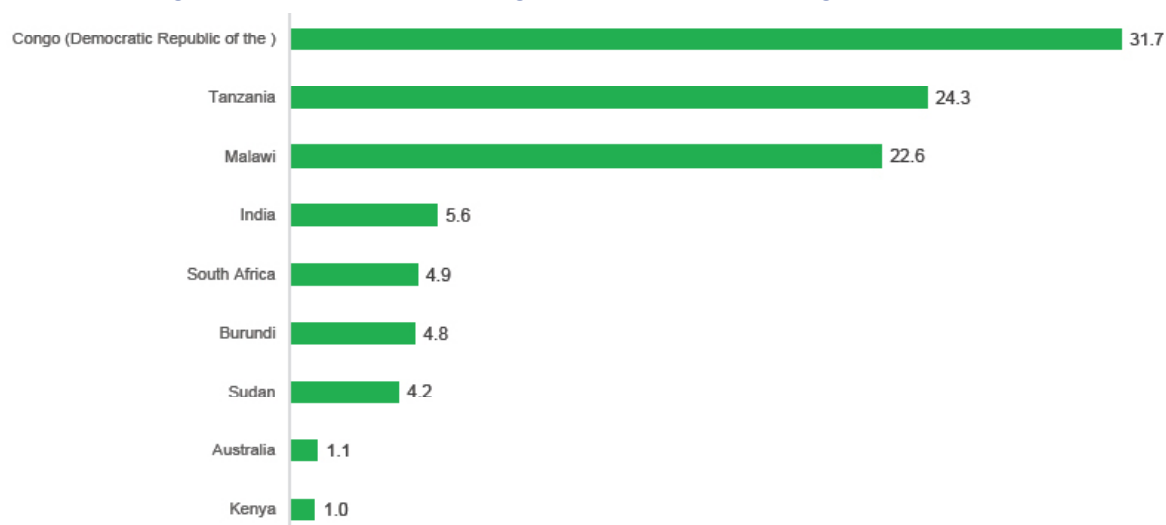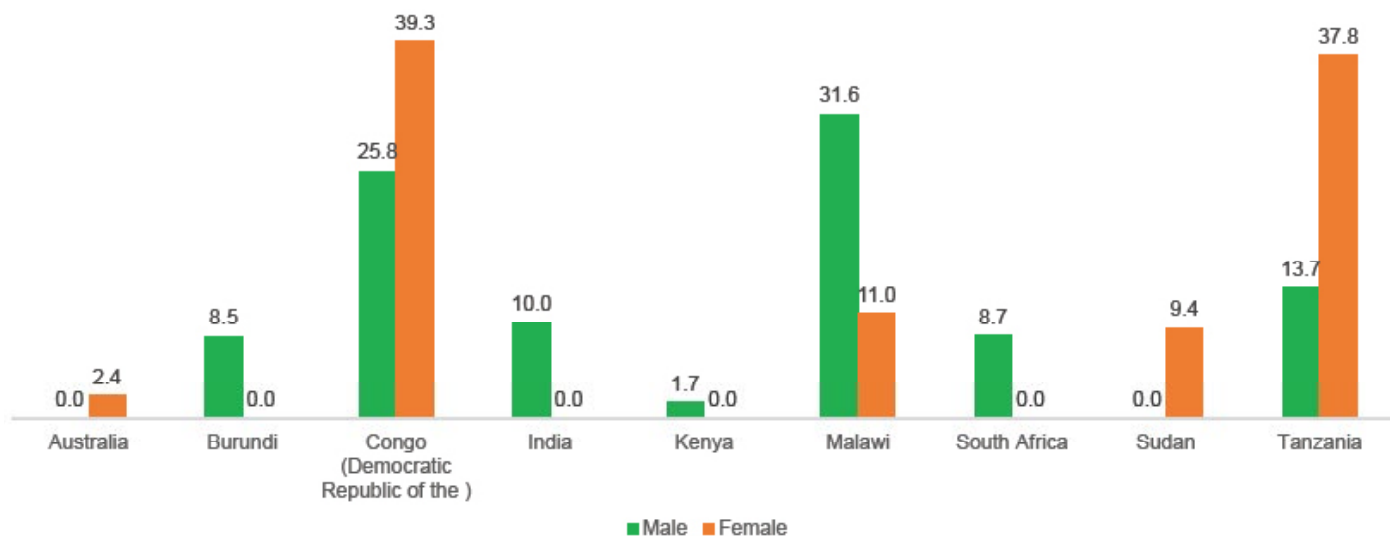
Figure 6.12: Percentage Distribution of Period Migrants by Country of Origin, 2022

Figure 6.13 shows the percentage distribution of period migrants by country of origin and sex. The Democratic Republic of Congo accounted for the highest proportion of female period migrants at 39.3 percent while Malawi accounted for the highest proportion of male period migrants at 31.6 percent.

Figure 6.13: Percentage Distribution of Period Migrants by country of Origin and Sex 2022

6.5 Reasons for Migration

Figure 6.14 shows the percentage distribution of period migrants by the reason for migrating to Zambia. The most cited reason for period migrants was other income reasons at 31.0 percent followed by those who migrated for work purposes at 27.2 percent. Those who migrated as refugees accounted for 4.8 percent.

Figure 6.14: Percentage Distribution of Period Migrants by Reason for Migration, Zambia 2022
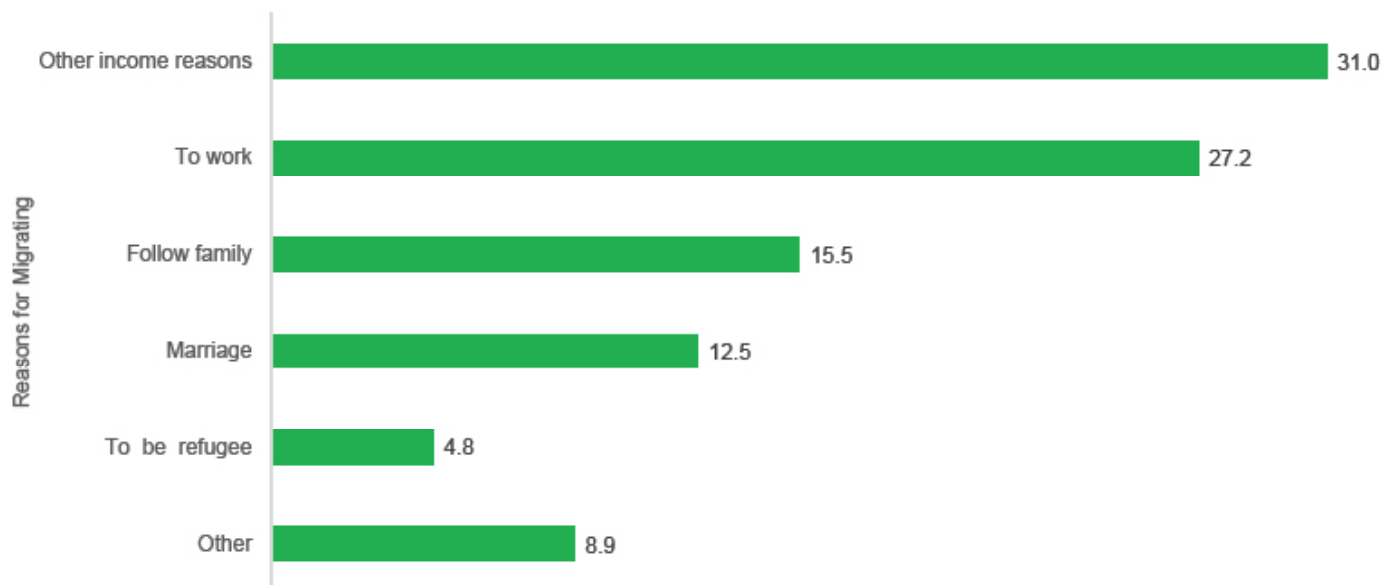

Figure 6.15 shows the percentage distribution of period migrants by reasons for migration and sex. Among the male period migrants, the most cited reason for migrating was to work accounting for 48.7 percent whereas females had other income reasons as the most cited accounting for 47.3 percent.

Figure 6.15: Percentage Distribution of Period Migrants by Reasons for Migration and Sex, 2022
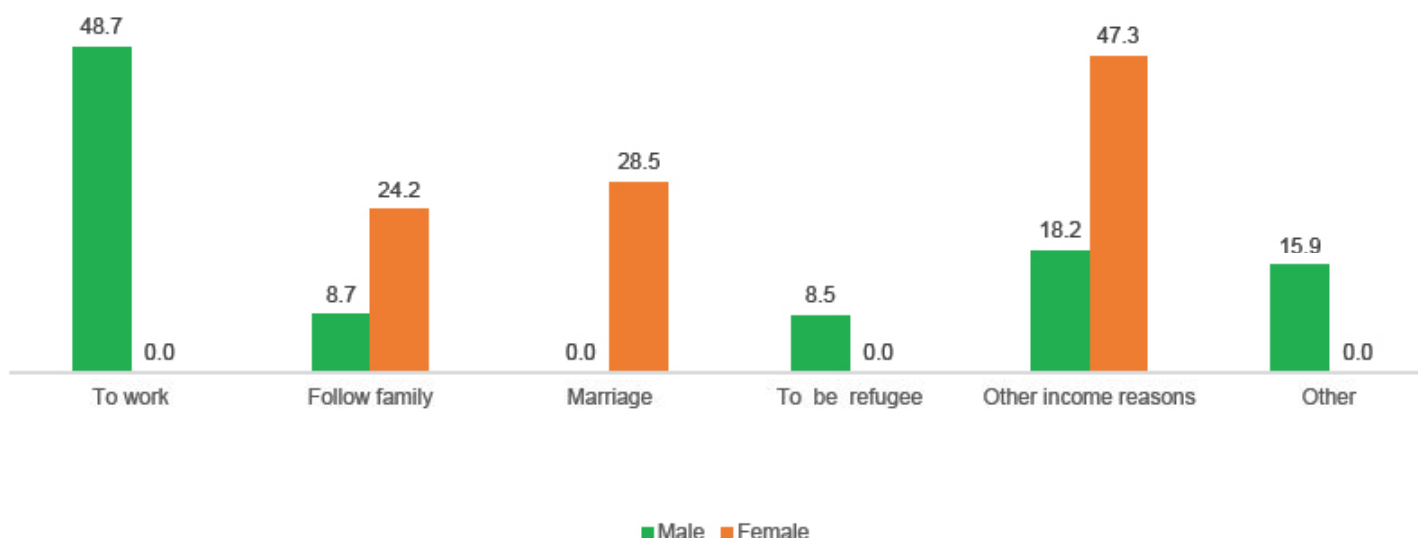

Table 6.5 shows the percentage distribution of period migrants by reasons for migration and rural/urban. Of the 9,248 period migrants, 64.8 percent were in rural areas and 35.2 percent in urban areas. All period migrants who cited marriage as their reason for migrating were in rural areas while all migrants who moved to be refugees were in urban areas.

Table 6.5: Percentage Distribution of Period Migrants by Reason of Migration and Rural/Urban, Zambia 2022

Reasons for Migration	Total	Rural		Urban	
	Number	Number	Percent	Number	Percent
Total	**9248**	**5993**	**64.8**	**3254**	**35.2**
To work	2519	1911	75.9	607	24.1
Follow family	1436	440	30.6	997	69.4
Marriage	1160	1160	100.0	0	0.0
To be refugee	441	0	0.0	441	100.0
Other income reasons	2867	2483	86.6	384	13.4
Other	825	0	0.0	825	100.0

Figure 6.16: Percentage Distribution of Period Migrants by Reasons for Migration and Rural/Urban, Zambia 2022

Chapter SEVEN: Migrant Labour Force
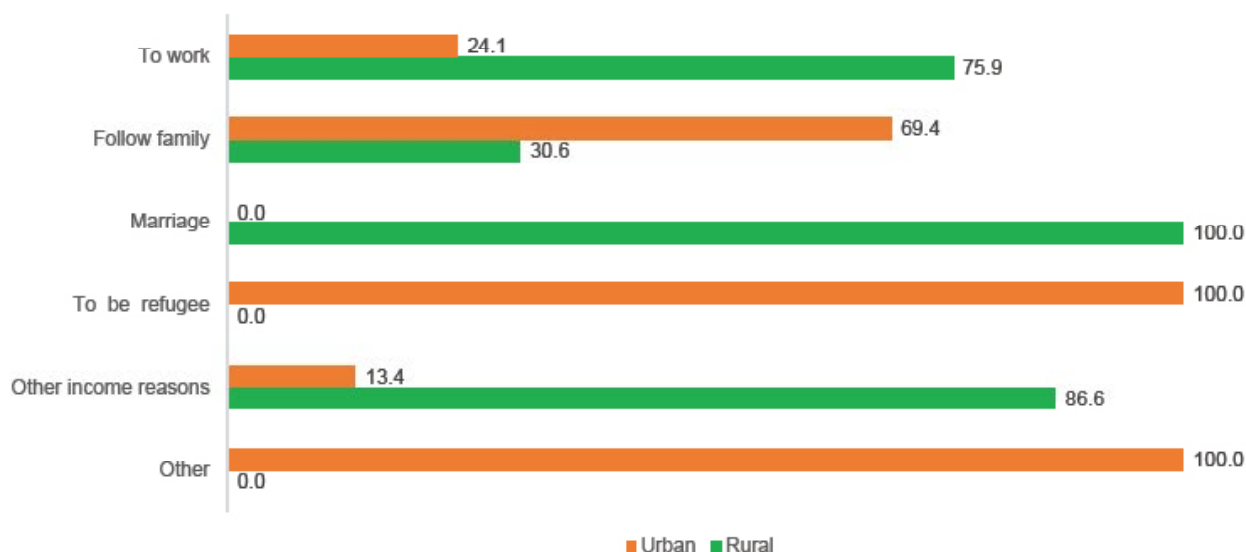
7.1 Introduction

The labour force is a combination of the employed and the unemployed persons. It is an important indicator that gives a picture of how migrants are participating in the labour economy of the country. The employed are people who have a paid job; running a business (i.e., farm or non-farm) or are contributing family workers within a specified short reference period (i.e., last 7 days). The unemployed are those who are not in employment but are actively seeking paid work and/ business opportunities and are available for paid work and/ business opportunities.

Table 7.1 shows the number and percentage distribution of the labour force by rural/ urban and migration status. There were more non migrants than migrants in the labour force in both rural and urban areas at 98.4 percent and 99.4 percent, respectively.

Table 7.1: Number and Percentage Distribution of the Migrant Labour Force by Rural/Urban and Sex, Zambia 2022

Rural/Urban	Total		Non migrants		Migrants	
	`Number	Percent	Number	Percent	Number	Percent
Total	3,746,685	100.0	3,710,376	99.0	36,309	1.0
Rural	1,282,259	100.0	1,261,606	98.4	20,653	1.6
Urban	2,464,426	100.0	2,448,770	99.4	15,656	0.6

Figure 7.1 shows the percentage distribution of the labour force by migration status and rural/urban. There were more non migrants in the urban areas than rural areas at 66.0 percent and 34.0 percent, respectively while migrants had a higher percentage in rural areas than urban areas at 56.9 percent and 43.1 percent, respectively.

Figure 7.1: Percentage Distribution of the Labour Force by Migration Status and Rural/Urban, 2022
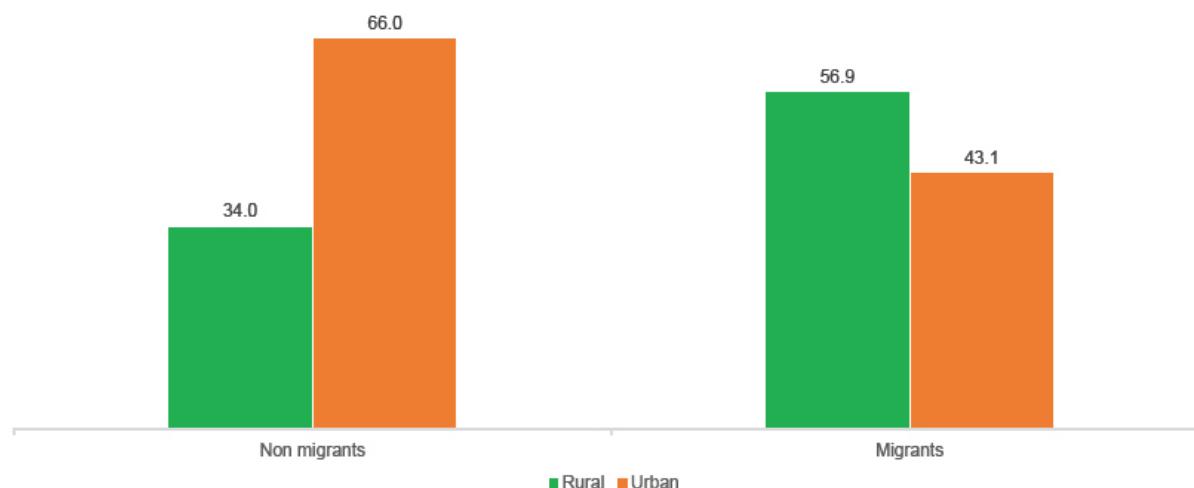

Figure 7.2 shows the percentage distribution of the labour force by migration status and sex. There were more males than females in the labour force for both non migrants and migrants at 59.0 percent and 83.5 percent, respectively.

Figure 7.2: Percentage Distribution of the Labour Force by Migration Status and Sex, 2022
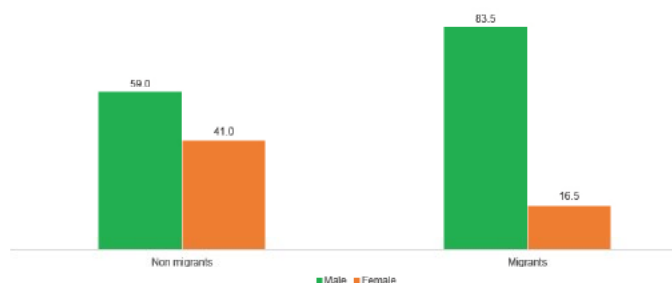
Figure 7.3 shows the percentage distribution of the labour force by province and migration status. Among the non-migrants, Lusaka province had the highest percentage share at 32.4 percent while Muchinga province had the lowest share at 2.5 percent. Among the migrants, North western province had the highest percentage share at 35.8 percent while Central and Muchinga provinces had the lowest share at 0.0 percent.

Figure 7.3: Percentage Distribution of the Labour force by Province and Migration Status, 2022
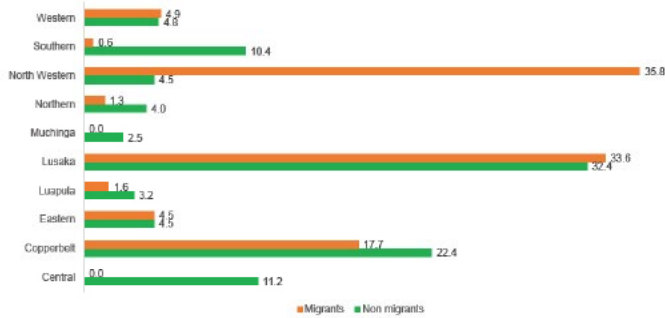
7.2. LABOUR FORCE PARTICIPATION RATE (ACTIVITY RATE)

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

Figure 7.4: Shows the labour force participation rate by rural/urban and migration status. The labour force participation rate for migrants was higher than non-migrants at 46.5 percent and 36.0 percent, respectively.

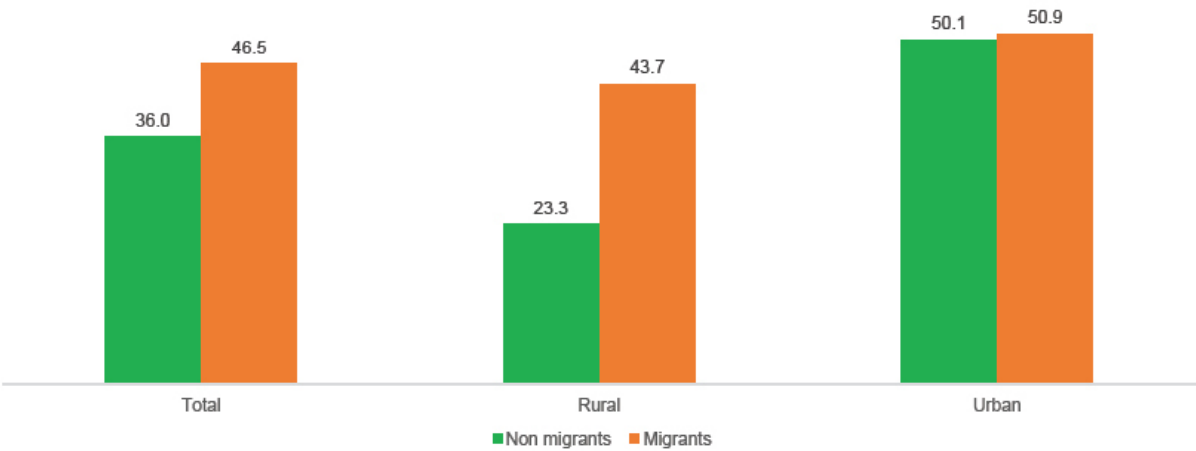**Figure 7:4: Labour Force Participation Rate by Rural/Urban and Migration Status, 2022**

Figure 7.5: Shows the labour force participation rate by migration status and sex. The labour force participation rate for non-migrants was higher for males than females at 43.6 percent and 28.8 percent, respectively. Similarly, among migrants the rate was higher for males at 67.3 percent than females at 18.2 percent.

Figure 7.5: Labour Participation Rate by Migration Status and Sex, 2022
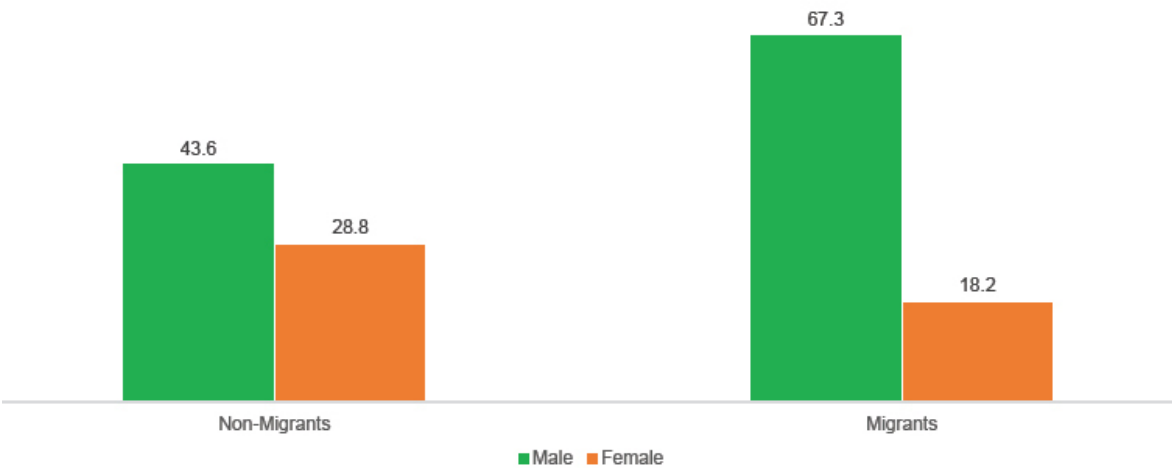
Figure 7.6 shows the labour force participation rate by age group and migration status. The labour force participation rate for non-migrants was highest in the age group 40-44 years at 58.7 percent and lowest in the age group 80+ years at 6.1 percent. Among the migrants, the participation rate was highest in the age group 55-59 years at 73.6 percent and lowest in the age groups 60-64 and 75-79 years at 0.0 percent.

Figure 7.6: Labour Force Participation Rate by Age Group and Migration Status, 2022
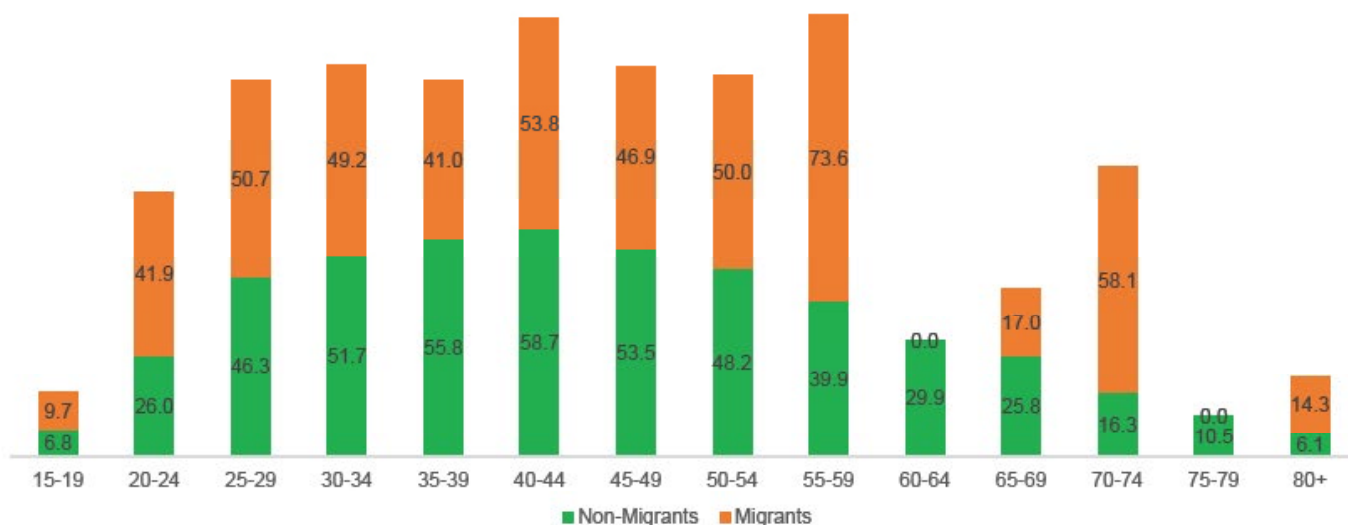

Figure 7.7 shows the labour force participation rate by province and migration status. Lusaka province had the highest participation rate for non-migrants at 50.8 percent followed by Copperbelt province at 47.0 percent, while Eastern and Luapula had the lowest at 18.2 percent. Eastern Province had the highest participation rate for migrants at 94.7 percent, with the lowest being Central and Muchinga Provinces at 0.0 percent.

Figure 7.7: Labour Force Participation Rate by Province and Migration Status, 2022
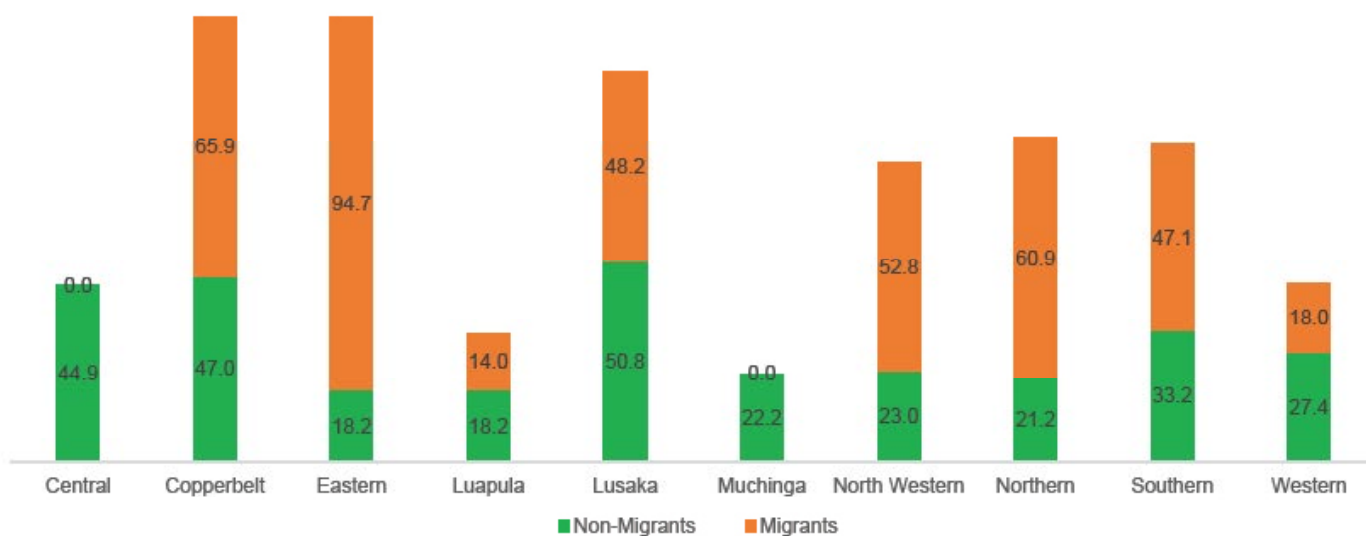
7.3. EMPLOYMENT

7.3.1. Introduction

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

Figure 7.8 shows percentage distribution of non-migrants and migrants. Of the 3,273,123 employed persons, 99.1 percent were non-migrants while 0.9 percent were migrants.

Table 7.2 shows the number and percentage distribution of employed persons by rural/urban and migration status. There were more employed non-migrants in the urban areas than rural areas at 65.6 percent and 34.4 percent, respectively while migrants had a higher percentage in rural areas at 57.7 percent than urban areas at 42.3 percent.

Figure 7.8: Percentage distribution of Employed Persons by Migration Status, 2022
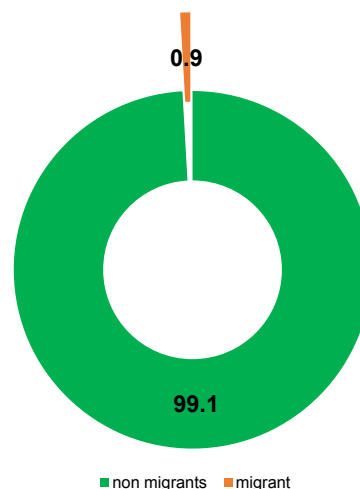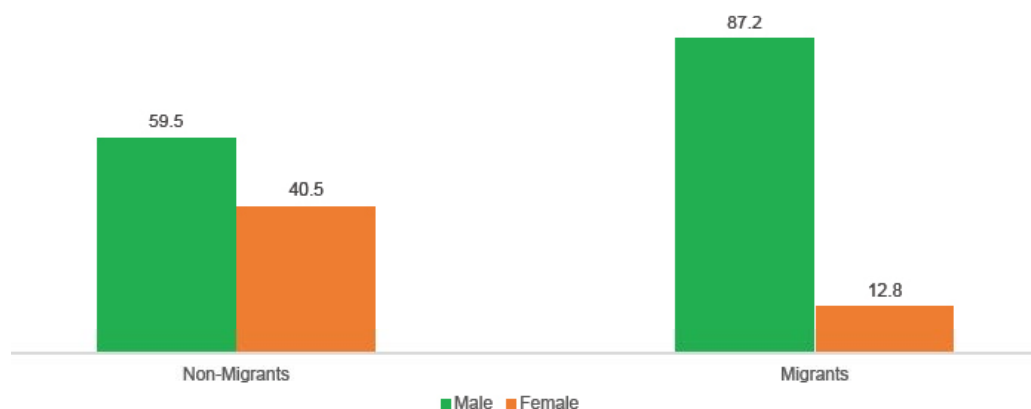

■ non migrants ■ migrant

Table 7.2: Number and Percentage Distribution of Employed Persons by Migration Status and Sex, 2022

Region	Total		Non-Migrants		Migrants	
	Number	Percent	Number	Male	Number	Male
Total	3,273,123	100.0	3,242,065	100.0	31,058	100.0
Rural	1,134,523	34.7	1,116,613	34.4	17,910	57.7
Urban	2,138,600	65.3	2,125,452	65.6	13,148	42.3

Figure 7.9 shows percentage distribution of employed persons by migration status and sex. There were more employed males for both non migrants and migrants at 59.5 percent and 87.2 percent, respectively.

Figure 7.9: Percentage Distribution of Employed Persons by Migration Status and Sex, 2022

■ Male ■ Female

7.3.2. Type of Employment (Formal and Informal)

This section looks at the type of employment in which the migrants are employed in. Formal employment is the type of employment in which employees are entitled to social security coverage, annual paid leave and paid sick leave, or any legal registration for own account workers/employers. Informal employment relates to the type of employment characterized by lack of an entitlement to social security coverage, annual paid leave and paid sick leave.

Figure 7.10 shows the percentage distribution of the employed persons by type of employment and migration status. Among the employed migrant population, 13.3 percent were employed in the formal sector while 86.7 percent were in the informal sector. The employed non-migrants accounted for 23.8 percent in formal employment and 76.2 percent in informal employment.

Figure 7.10: Percentage Distribution of the Employed Persons by Type of Employment and Migration Status, 2022
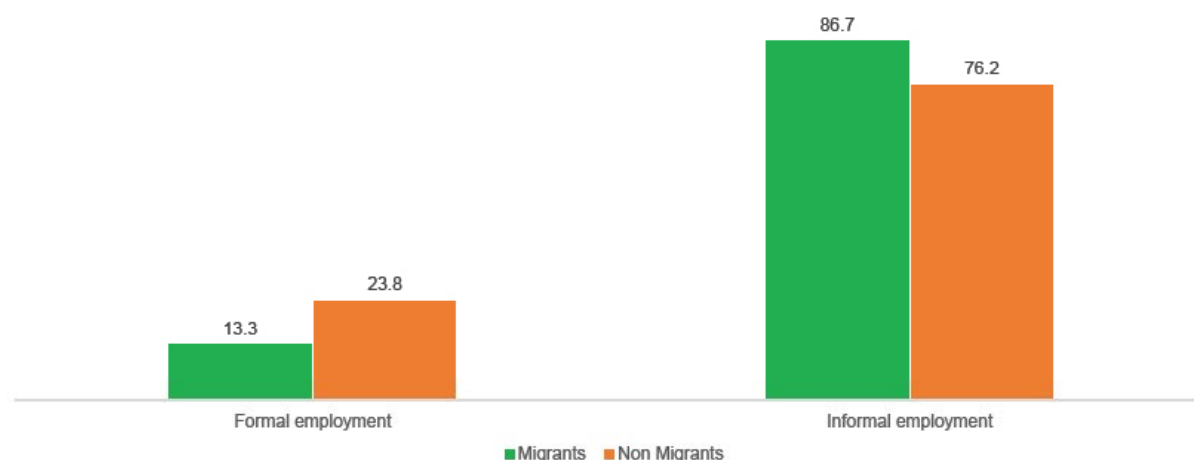

Table 7.3 shows the number and percentage distribution of employed persons by type of employment, sex and migration status. Among the formally employed migrants, 97.6 percent were males while 2.4 percent were females. Males accounted for 85.6 percent while females accounted for 14.4 percent among the informally employed migrants.

Table 7.3: Number and Percentage Distribution of Employed Persons by Type of employment, Sex and Migration Status, 2022

Type	Non-Migrants			Migrants		
	Number	Male	Female	Number	Male	Female
Total	3,242,065	59.5	40.5	31,058	87.2	12.8
Formal employment	772,033	69.2	30.8	4,127	97.6	2.4
Informal employment	2,470,032	56.4	43.6	26,931	85.6	14.4

Figure 7.11 shows the percentage distribution of employed persons by occupation. The service and sales workers occupations had the highest percentage share of employed migrants at 47.7 percent while managers had the second highest at 16.4 percent. Other occupations accounted for the lowest percentage share at 1.8 percent.

Figure 7.11: Percentage Distribution of Employed Migrants by Occupation, Zambia 2022

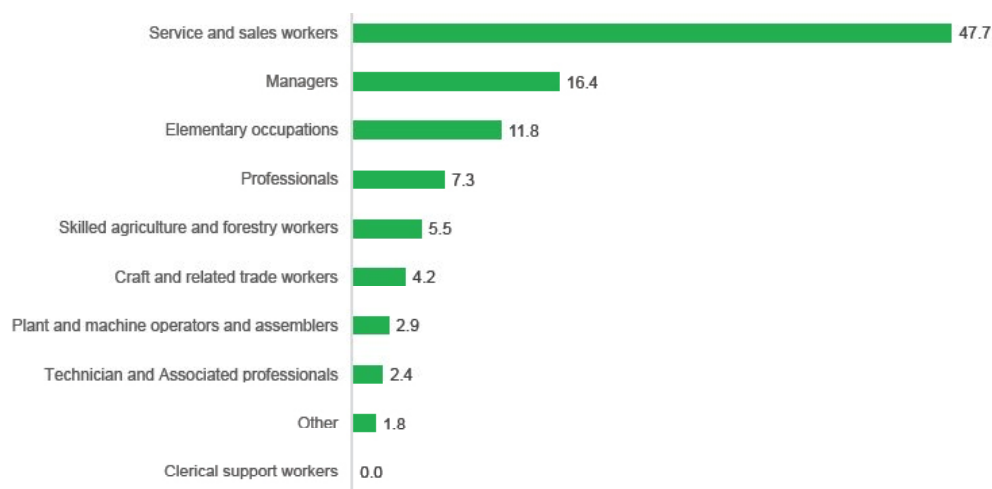| Occupation	Percentage
Service and sales workers	47.7
Managers	16.4
Elementary occupations	11.8
Professionals	7.3
Skilled agriculture and forestry workers	5.5
Craft and related trade workers	4.2
Plant and machine operators and assemblers	2.9
Technician and Associated professionals	2.4
Other	1.8
Clerical support workers	0.0

Figure 7.12 shows percentage distribution of employed migrants by occupation and sex. The service and sales workers had the highest percentage share for both female and male employed migrants at 46.2 percent and 47.9 percent, respectively.

Figure 7.12: Percentage Distribution of Employed Migrants by Occupation and Sex 2022

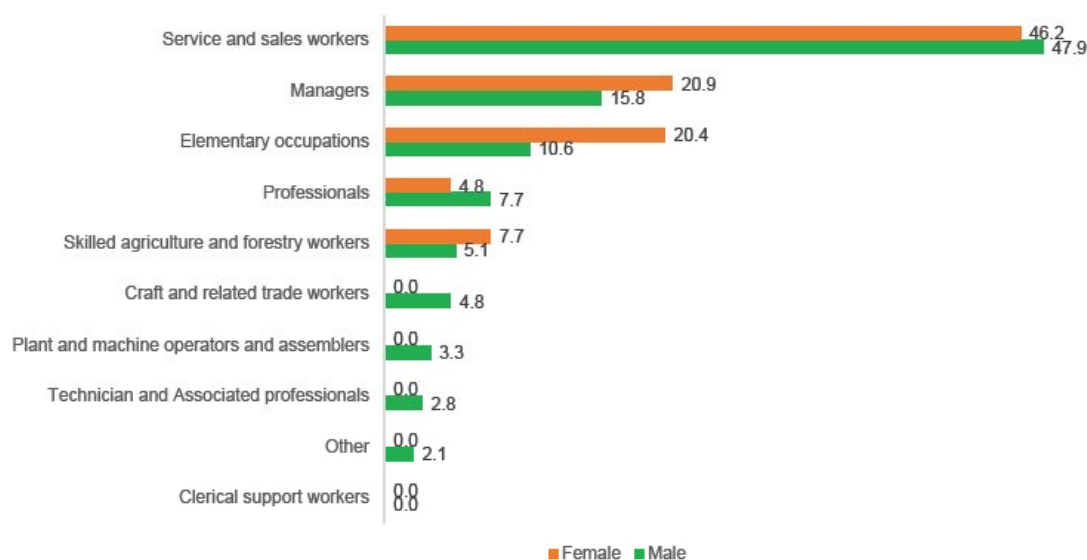| Occupation	Female	Male
Service and sales workers	46.2	47.9
Managers	20.9	15.8
Elementary occupations	20.4	10.6
Professionals	4.8	7.7
Skilled agriculture and forestry workers	7.7	5.1
Craft and related trade workers	0.0	4.8
Plant and machine operators and assemblers	0.0	3.3
Technician and Associated professionals	0.0	2.8
Other	0.0	2.1
Clerical support workers	0.0	0.0

■ Female ■ Male

Figure 7.13 shows the percentage distribution of employed migrants by province. North Western province had the highest percentage share of employed migrants at 37.9 percent followed by Lusaka province at 33.3 percent while Central and Muchinga provinces recorded 0.0 percent.

Figure 7.13: Percentage Distribution of Employed Migrants by Province, 2022

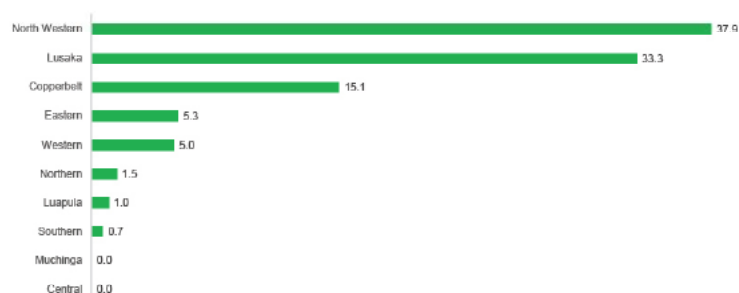| Province	Percentage
North Western	37.9
Lusaka	33.3
Copperbelt	15.1
Eastern	5.3
Western	5.0
Northern	1.5
Luapula	1.0
Southern	0.7
Muchinga	0.0
Central	0.0

Figure 7.14 shows the percentage distribution of employed migrants by age group. The age-group 55-59 had the highest percentage share of employed migrants at 28.9 percent whereas the age groups 60-64 years and 75-79 years had the lowest percentage at 0.0 percent.

Figure 7.14: Percentage Distribution of Employed Migrants by Age Group, Zambia 2022
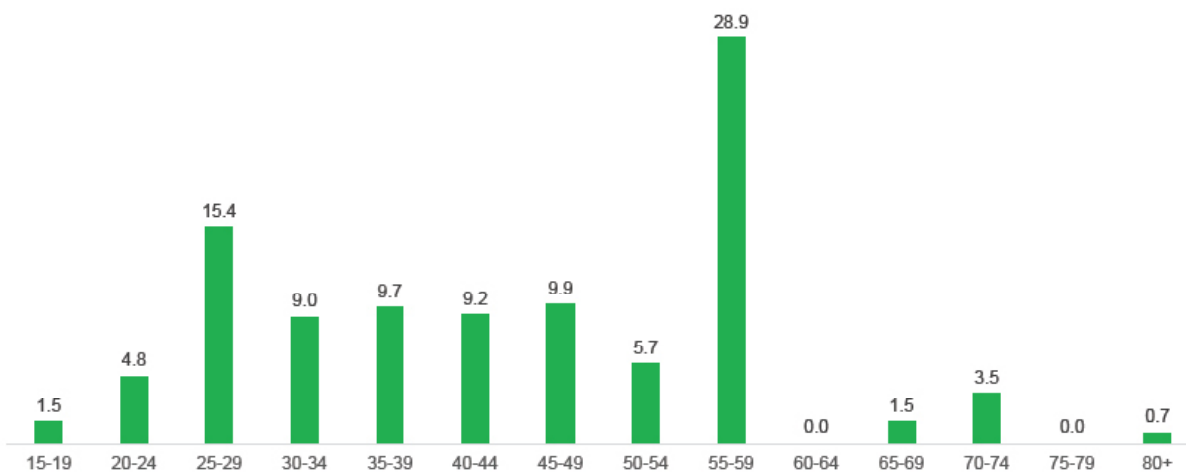
7.3.3 Youth Employment

According to the United Nations, a Youth is defined as a person aged 15-24 years whereas the Zambian constitution defines a youth as a person aged 19-34 years.
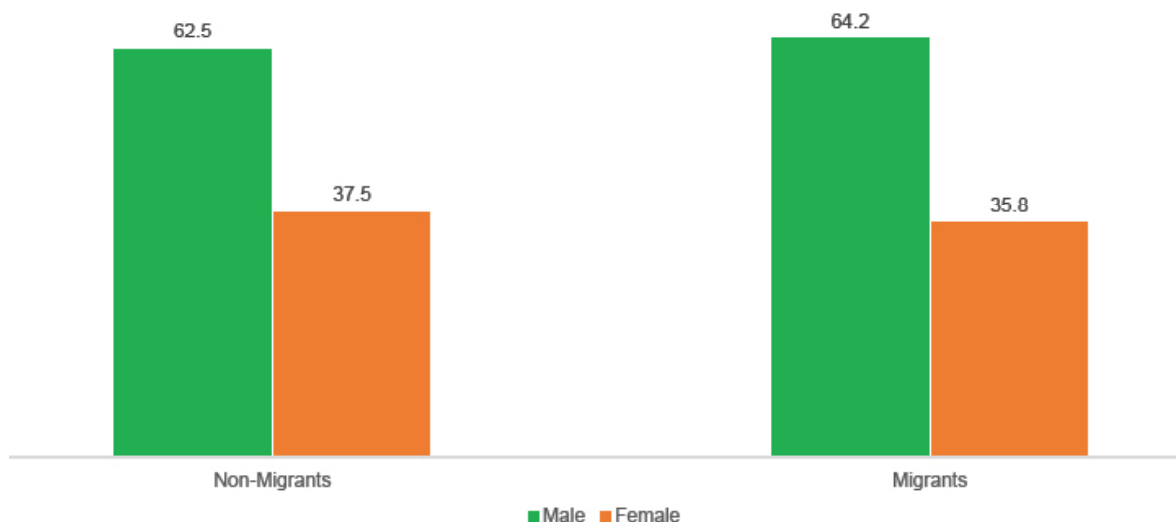
7.3.3.1 Youth Employment (15-24 years)

Table 7.4 shows the number and percentage distribution of employed youth (15-24 years) by age group, migration status and sex. The age group 20-24 years had the highest percentage distribution of employed youth (15-24 years) for both non migrants and migrants at 77.2 percent and 75.7 percent, respectively.

Table 7.4: Number and Percent Distribution of Employed Youth (15-24 years) by Age Group, Migration Status and Sex, Zambia 2022

| | Non- Migrants | | | | Migrants | | | |
| | Both Sexes | | Male | Female | Both Sexes | | Male | Female |
Age Group	Number	Percent	Number	Number	Number	Percent	Number	Number
Total	424,421	100.0	265351	159,070	1,972	100.0	1266	706
15-19	96,746	22.8	63176	33,570	480	24.3	0	480
20-24	327,675	77.2	202175	125,500	1,492	75.7	1266	226

Figure 7.15 shows the percentage distribution of employed youth (15-24 years) by migration status and Sex. Males had a higher percentage share of employed youth for both non-migrants and migrants at 62.5 percent and 64.2 percent, respectively.

7.3.3.2 Youth Employment (19-34 years)

Figure 7.16 shows the percentage distribution of employed youths by age group and migration status. Age group 25-29 had the highest proportion of employed youths for both non-migrants and migrants at 39.5 percent and 51.7 percent while age 19 had the lowest proportion at 2.0 percent and 1.9 percent, respectively.

Figure 7.16: Percentage Distribution of Employed Youths (19-34 years) by Age Group and Migration Status, Zambia 2022
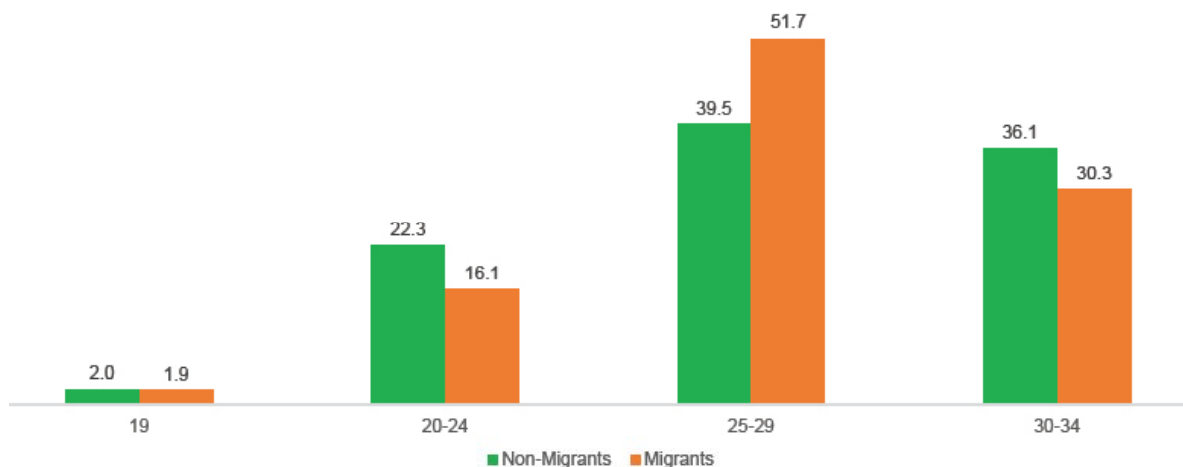

Table 7.5 shows the number and percentage distribution of employed youth (19-34 years) by age group, migration status and sex. There were more males than females employed for both non-migrants and migrants in all the age groups except age 19 which only had females for the migrants.

Table 7.5: Number and Percentage Distribution of Employed Youth (19-34 years) by Age Group, Migration Status and Sex, Zambia 2022

	Non-Migrants			Migrants		
	Both Sexes	Male	Female	Both Sexes	Male	Female
Age Group	Number	Percent	Percent	Number	Percent	Percent
Total	**1,466,213**	**61.7**	**38.3**	**9,258**	**83.3**	**16.7**
19	29,753	69.1	30.9	174	0.0	100.0
20-24	327,675	61.7	38.3	1,492	84.9	15.1
25-29	579,452	63.6	36.4	4,789	80.5	19.5
30-34	529,332	59.1	40.9	2,803	92.3	7.7

7.3.4. Employment-to-Population Ratio

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

Figure 7.17 shows the employment-to-population ratio by migration status and sex. Overall, males had a higher employment-to-population ratio than females at 38.6 percent. Among the non-migrants females had a higher employment-to-population ratio than males at 60.2 percent and 38.4 percent, respectively.

Figure 7.17: Employment-to-Population Ratio by Migration Status and Sex, Zambia 2022
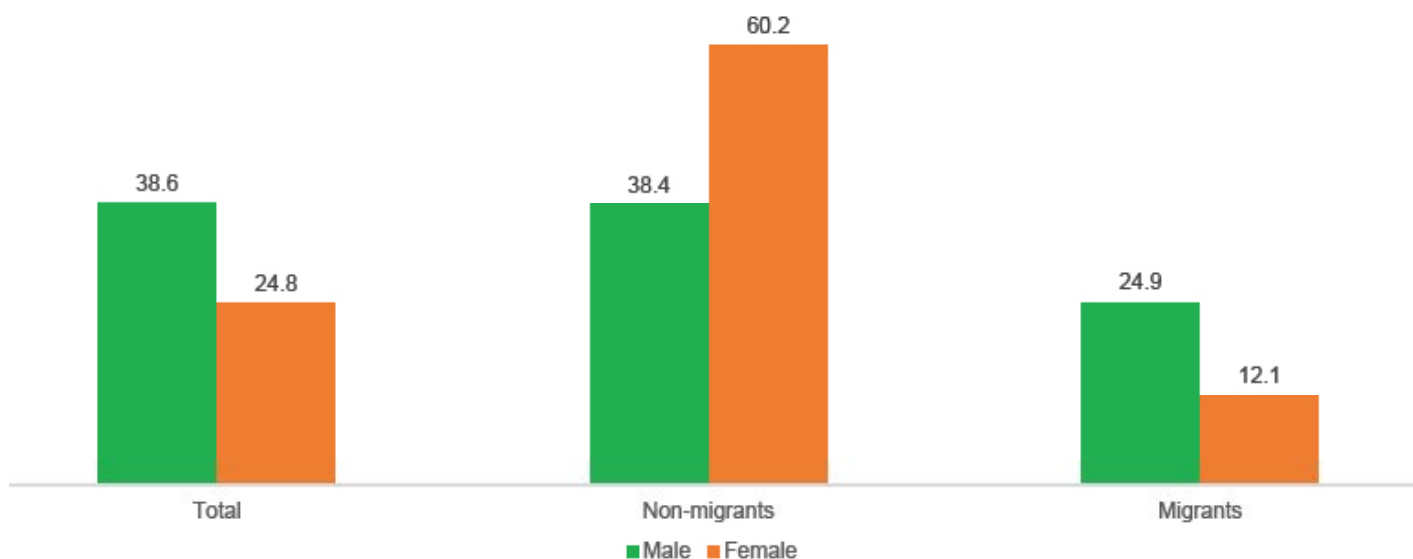

Figure 7.18 shows the employment-to-population ratio by migration status and rural/urban. The employment-to-population ratio was higher in urban areas than rural areas for both non-migrants and migrants at 43.5 percent and 42.8 percent, respectively.

Figure 7.18: Employment-to-Population Ratio by Migration Status and Rural/Urban, Zambia 2022
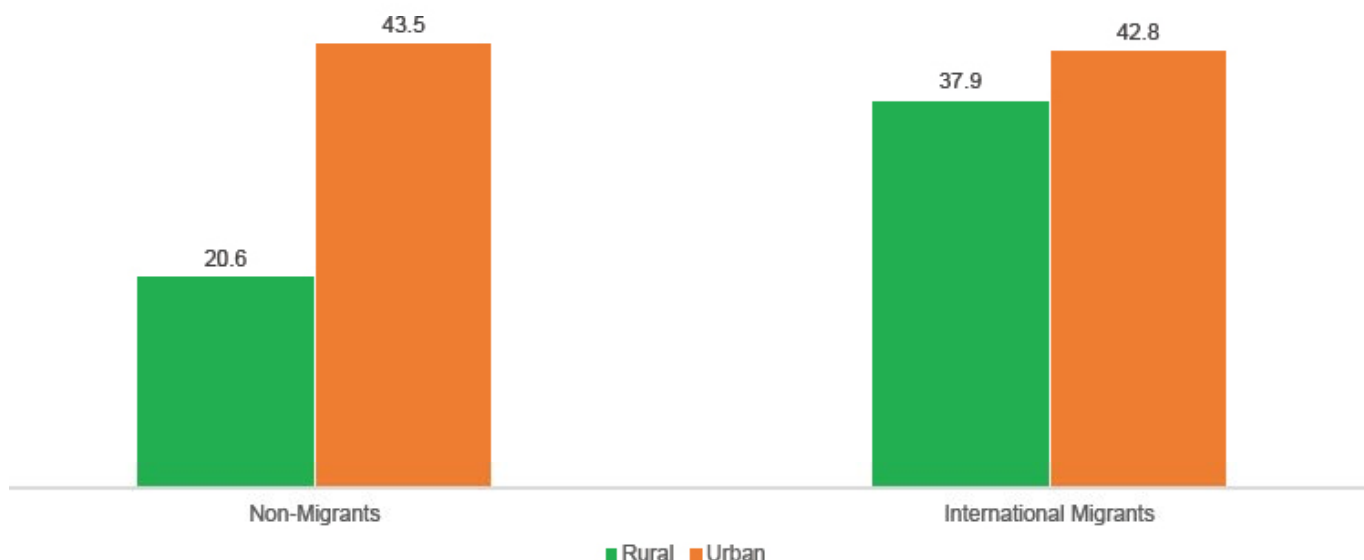
Table 7.6 shows the employment-to-population ratio by province, migration status and sex. Lusaka province had the highest employment-to-population ratio for non-migrants at 55.5 percent for males and 36.3 percent for females. Among the migrants, Eastern province had the highest ratio at 100.0 percent for males while Northern province had the highest ratio for females at 60.9 percent.

Table 7.6: Employment-to-Population Ratio by Province, Migration Status and Sex, Zambia 2022

Province	Non-Migrants			Migrants		
	Both Sexes	Male	Female	Both sexes	Male	Female
Total	**31.5**	**38.4**	**24.9**	**39.8**	**60.2**	**12.1**
Central	41.7	49.9	33.3	0.0	0.0	0.0
Copperbelt	39.5	47.9	31.1	48.3	64.6	34.1
Eastern	17.3	24.2	10.8	94.7	100.0	0.0
Luapula	15.5	20.2	11.0	7.9	19.4	0.0
Lusaka	45.5	55.5	36.3	41.0	63.8	7.8
Muchinga	19.0	25.3	13.2	0.0	0.0	0.0
Northern	18.7	22.9	14.7	60.9	0.0	60.9
North Western	16.6	19.2	14.3	47.9	69.7	4.9
Southern	28.8	35.0	22.9	47.1	47.1	0.0
Western	23.4	23.6	23.2	15.8	22.3	10.0

Figure 7.19 shows the employment-to-population ratio for migrants by age group and sex. Generally, across all age groups, the employment to population ratio was higher for males than females except the age group 15-19 years.

Figure: 7.19 Employment-to-Population Ratio for Migrants by Age Group and Sex, Zambia 2022
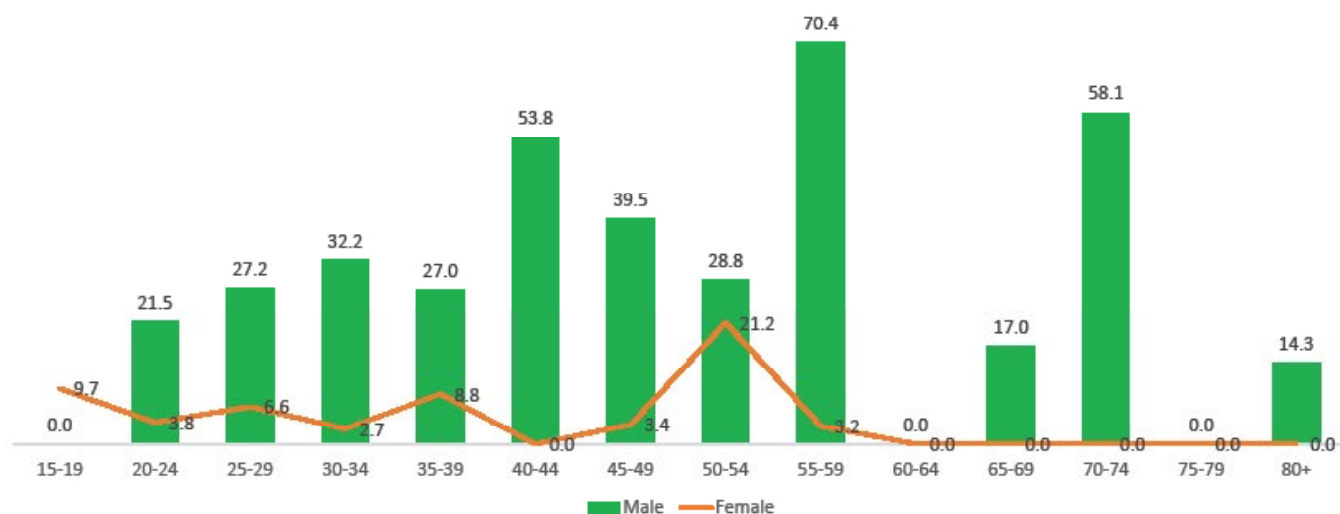
7.4 UNEMPLOYMENT

7.4.1 Introduction

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.

This chapter presents unemployment among the non-Migrants and Migrants and their socio-demographic characteristics such as Sex, Age, Rural/ Urban, Province, Education attainment and Duration of Unemployment. It also presents unemployment rate for various sub-categories.

Table 7.7 shows the number and percentage distribution of unemployed population by rural/urban, migration status and sex. Of the 5,251, unemployed migrants, 61.5 percent were male and 38.5 percent were female. In the rural areas there were more female unemployed migrants than males at 73.7 percent and 26.3 percent, respectively. However, all unemployed migrants in urban areas were male.

Table 7.7: Number and Percentage Distribution of Unemployed population by Rural/Urban, Migration Status and Sex, Zambia 2022

	Non - Migrants			Migrants		
	Both Sexes	Male	Female	Both Sexes	Male	Female
Rural/Urban	Number	percent	percent	Number	percent	percent
Total	468,311	55.9	44.1	5,251	61.5	38.5
Rural	144,993	66.5	33.5	2,742	26.3	73.7
Urban	323,318	51.1	48.9	2,509	100.0	0.0

Figure 7.20 shows the percentage distribution of unemployed population by rural/urban and migration status. There were more non-migrants than migrants in both rural and urban areas at 98.1 percent and 99.2 percent, respectively.

Figure 7.20: Percent Distribution of Unemployed population by Rural/Urban and Migration Status, Zambia 2022
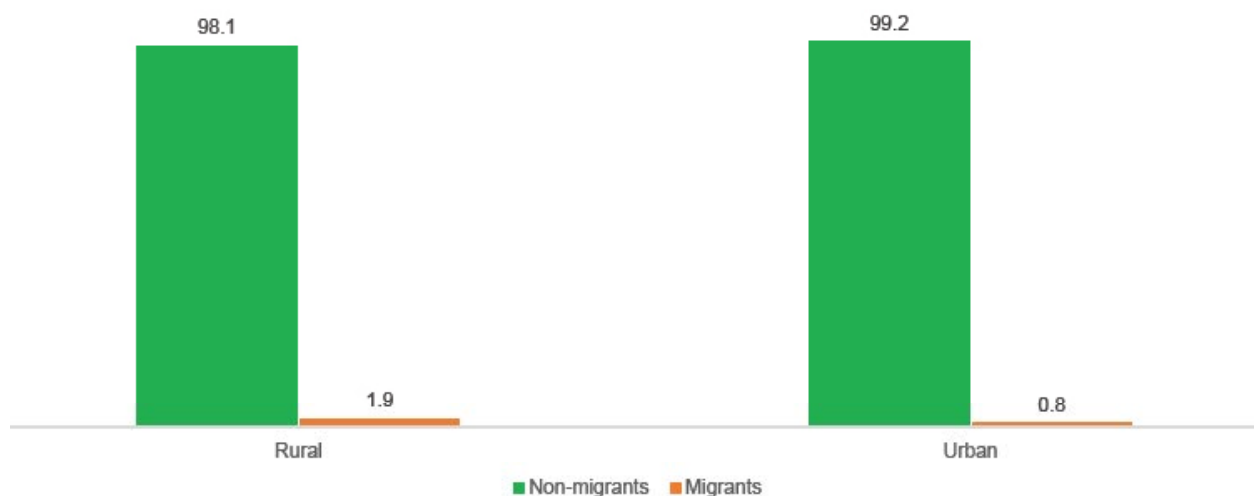

Figure 7.21 shows the percentage distribution for unemployed population by migration status and sex. There were more unemployed males than females for both non migrants and migrants at 55.9 percent and 61.5 percent, respectively.

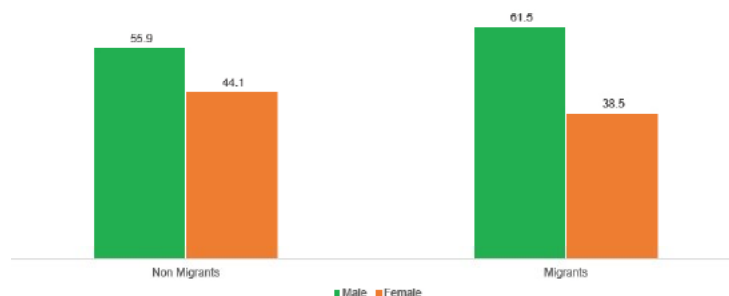**Figure 7.21: Percent Distribution of Unemployed Population by Migration Status and Sex, Zambia 2022**

Table 7.8 shows the distribution of unemployed population by province and migration status. Copperbelt province had the highest percentage share of unemployed non migrants at 28.1 percent while Lusaka province had the highest percentage share of unemployed migrants at 35.0 percent.

Table 7.8: Number and Percentage Distribution of Unemployed Population by Province and Migration Status, Zambia 2022

Province	Non- Migrants		Migrants	
	Number	Percent	Number	Percent
Central	29,629	6.3	0	0.0
Copperbelt	131,812	28.1	1,709	32.5
Eastern	8,253	1.8	0	0.0
Luapula	17,898	3.8	252	4.8
Lusaka	127,319	27.2	1,839	35.0
Muchinga	13,447	2.9	0	0.0
Northern	17,613	3.8	0	0.0
North Western	46,263	9.9	1,226	23.3
Southern	50,578	10.8	0	0.0
Western	25,499	5.4	226	4.3

Figure 7.22 shows the percentage distribution of unemployed population by highest level of education completed and Migration status. Secondary level (grade 8-12) had the highest percentage share of unemployed Migrants and Non-Migrants at 78.1 percent and 64.1 percent respectively. This was followed by those in lower Primary level (Grade 1-7) at 14.6 and 21.2 percent, respectively.

Figure 7.22: Percentage Distribution of Unemployed population by Highest Level of Education Completed and Migration status, Zambia 2022
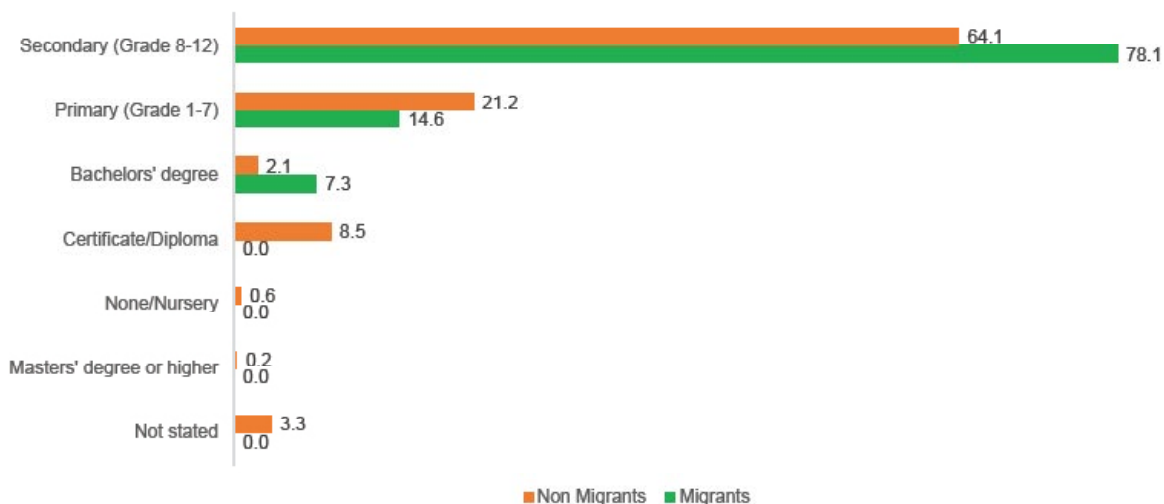
7.4.2 Unemployment Rate
Unemployment rate is expressed as a percentage of unemployed persons to the total labour force.

Figure 7.23 shows the unemployment rate by sex and migration status. The unemployment rate was higher for the non-migrants than migrants among the males at 12.0 percent and 10.7 percent, respectively whereas migrants had a higher unemployment rate than non-migrants among the females at 33.7 percent and 13.6 percent, respectively.

Figure 7.23: Percentage Distribution of Unemployment Rate by Sex and Migration Status, Zambia 2022
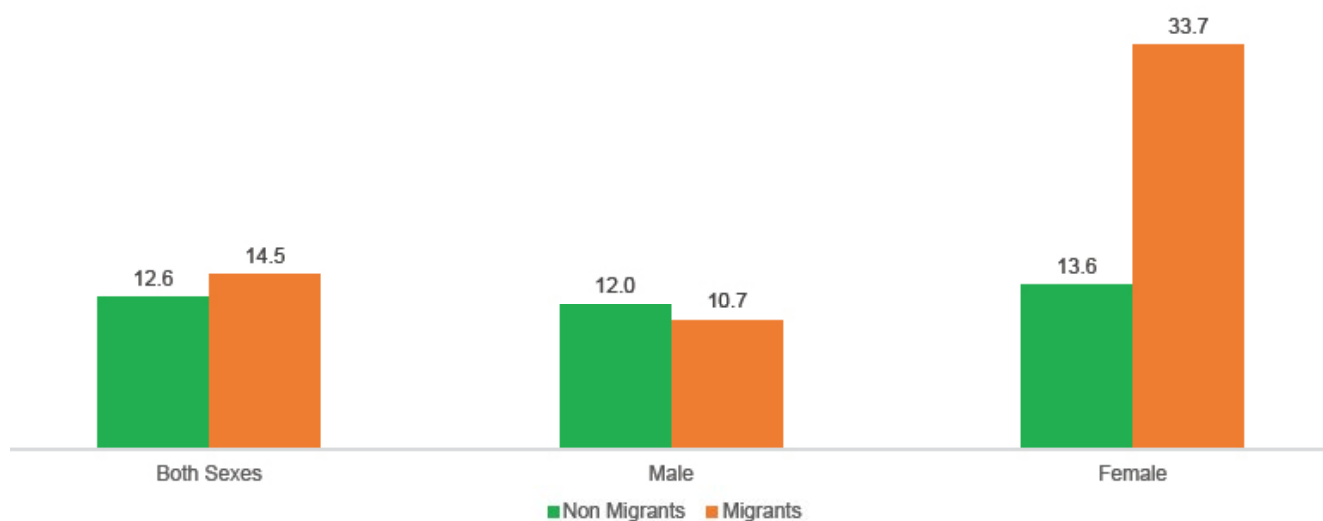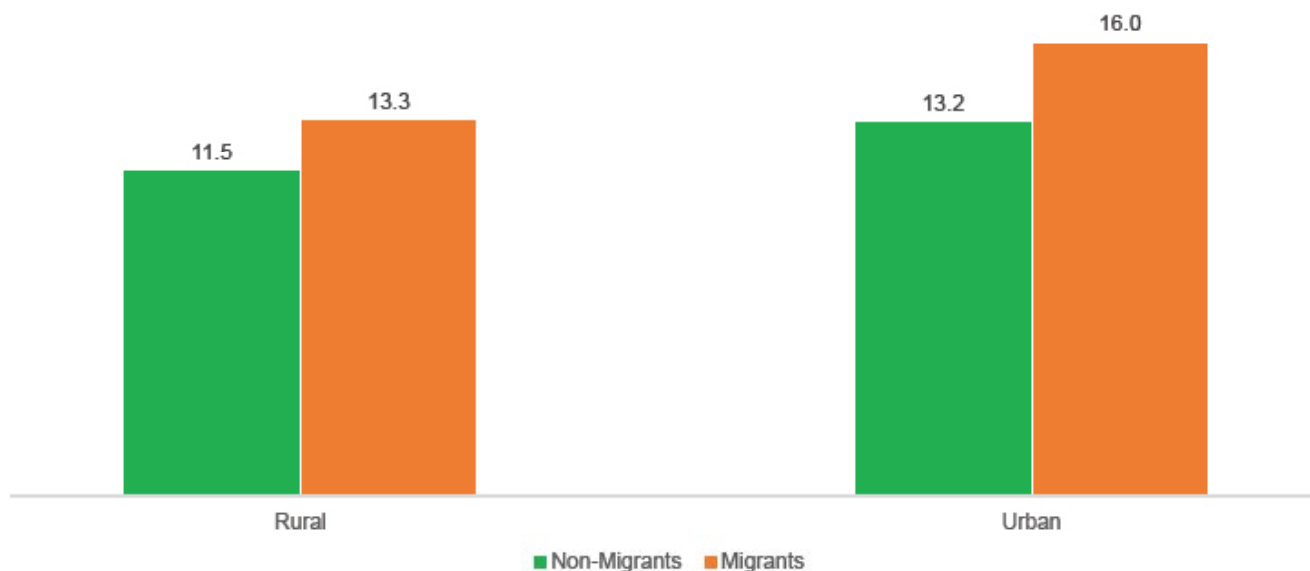

Figure 7.24 shows the unemployment rate by rural/urban and migration status. The unemployment rate was higher among the migrants than non-migrants in both rural and urban areas at 13.3 percent and 16.0 percent, respectively.

Figure 7.24: Unemployment rate by rural/urban and Migration Status, Zambia 2022

7.4.3 Youth Unemployment
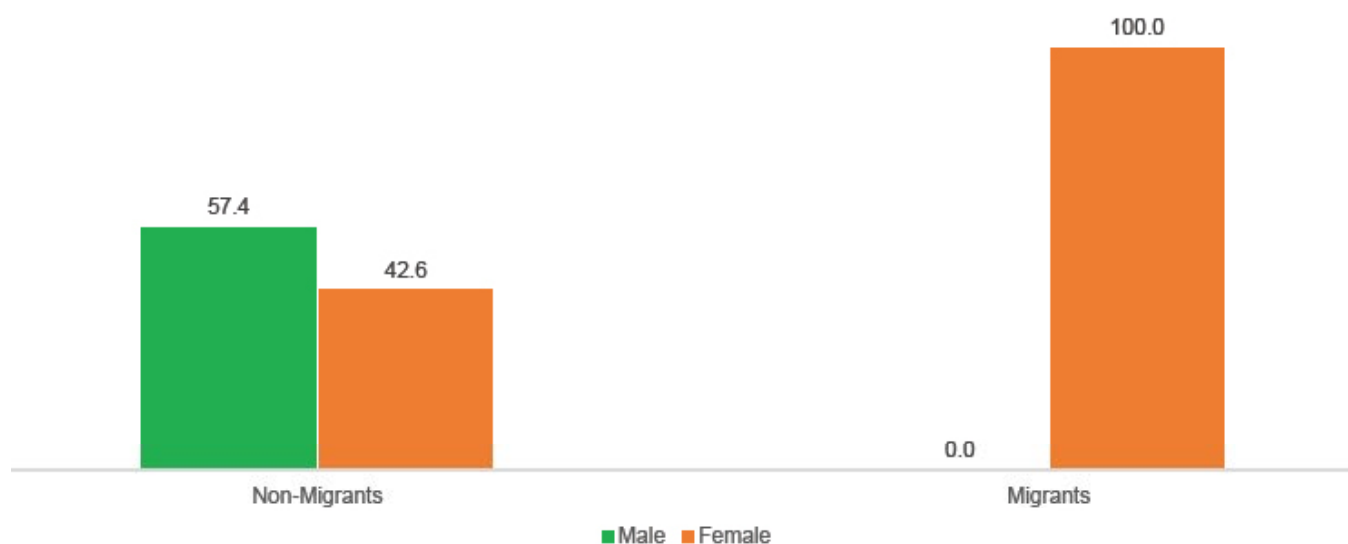
7.4.3.1 Youth Unemployment (15-24 years)

Table 7.9 shows the number and percentage distribution of unemployed youth (15-24 years) by age group, migration status and Sex. There were more unemployed males than females among the non-migrants in both age groups at 61.3 percent and 56.1 percent, respectively. There were no unemployed males in both age groups among the migrants.

Table 7.9: Number and Percentage Distribution of Unemployed Youth (15-24 years) by Age Group, Migration Status and Sex, Zambia 2022

| | Non- Migrants | | | | Migrants | | | |
| | Both Sexes | | Male | Female | Both Sexes | | Male | Female |
Age Group	Number	Percent	Number	Number	Number	Percent	Number	Number
Total	161,289	100.0	92,580	68,709	982	100.0	0	982
15-19	41,071	25.5	25,178	15,893	0	0.0	0	0
20-24	120,218	74.5	67,402	52,816	982	100.0	0	982

Figure 7.25 shows the percentage distribution of unemployed youth (15-24 years) by migration status and Sex. Males had a higher percentage share than females of unemployed youth among non-migrants at 57.4 percent and 42.6 percent, respectively while the unemployed youth migrants only had females.
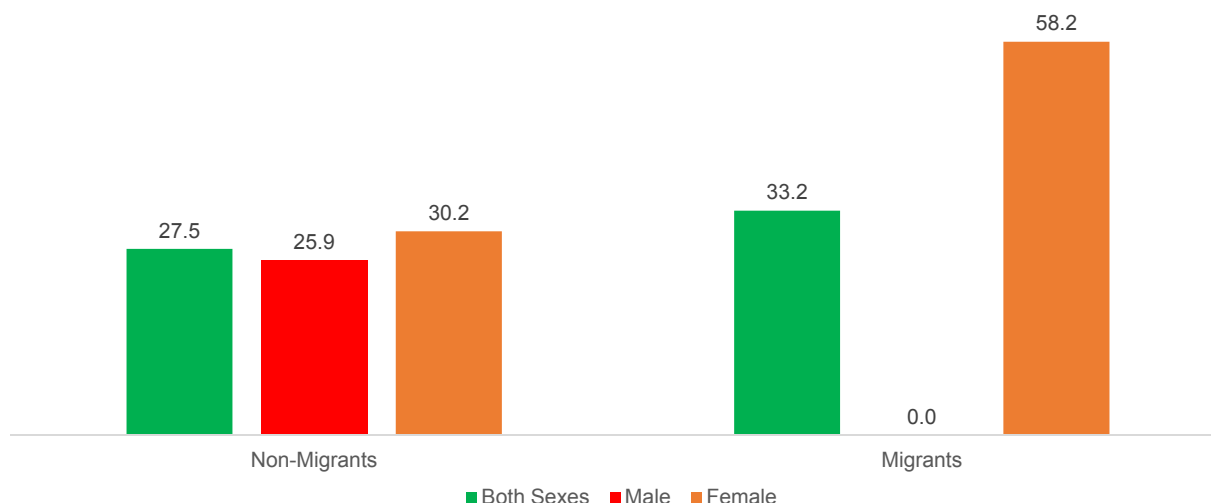
Figure 7.25: Percentage Distribution of Unemployed Youth (15-24 Years) by Migration Status, and Sex 2022

7.4.3.2 Youth unemployment rate (15-24 years)

Figure 7.26 shows the youth unemployment rate (15-24 years) by migration status and Sex. Females had a higher youth unemployment rate among non-migrants at 30.2 percent than males at 25.9 percent. Youth unemployment rate for females among migrants was recorded at 58.2 percent while that of males was recorded at 0.0 percent.

Figure 7.26: Percentage Distribution of Unemployed Youths by Age Group and Migration Status, Zambia 2022

7.4.3.3 Youth Unemployment (19-34 years)

Figure 7.27 shows the percentage distribution of unemployed youths by age group and migration status. Age group 20-24 years had the highest proportion of unemployed youths at 35.8 percent among the non-migrants while age group 25-29 years had the highest proportion of unemployed migrant youths at 52.9 percent.

Figure 7.27: Percentage Distribution of Unemployed Youths by Age Group and Migration Status, Zambia 2022
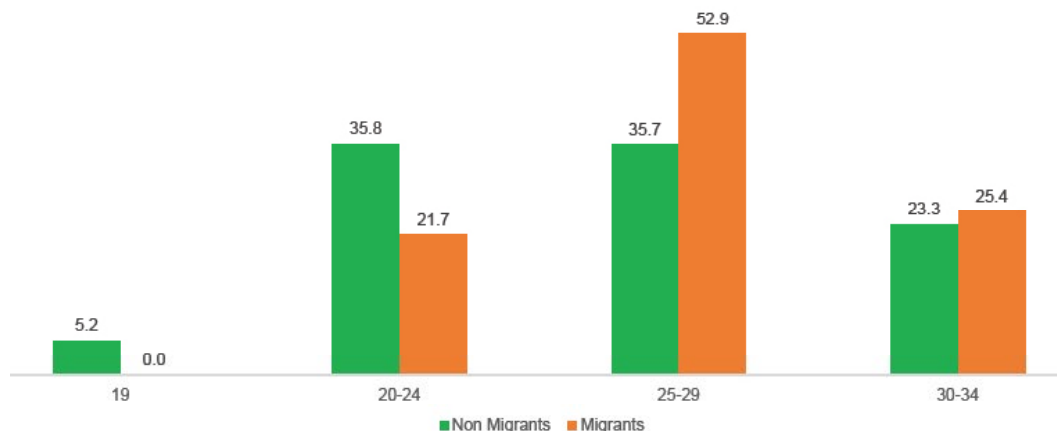

Table 7.10 shows the number and percentage distribution of unemployed youths by age group, migration status and sex. Males had a higher percentage share of unemployed youths than females among the non-migrants across all age groups. Among the migrants, age group 20-24 years only had female unemployed youths while age group 30-34 years only had male unemployed youths.

Table 7.10: Number and Percentage Distribution of Unemployed Youths (19-34 years) by Age Group, Migration Status and Sex, Zambia 2022

	Non Migrants			Migrants		
	Both Sexes	Male	Female	Both Sexes	Male	Female
Age Groups	Number	Percent	Percent	Number	Percent	Percent
Total	335,959	53.8	46.2	4,520	55.3	44.7
19	17,574	55.9	44.1	0	0.0	0.0
20-24	120,218	56.1	43.9	982	0.0	100.0
25-29	120,025	52.4	47.6	2,392	56.6	43.4
30-34	78,142	51.9	48.1	1,146	100.0	0.0

Figure 7.28 shows the youth unemployment rate (19-34 years) by sex and migration status. Females had a higher youth unemployment rate among non-migrants and migrants at 21.7 percent and 56.6 percent, respectively.

Figure 7.28: Youth Unemployment Rate (19-34 years) by Sex and Migration Status, Zambia 2022
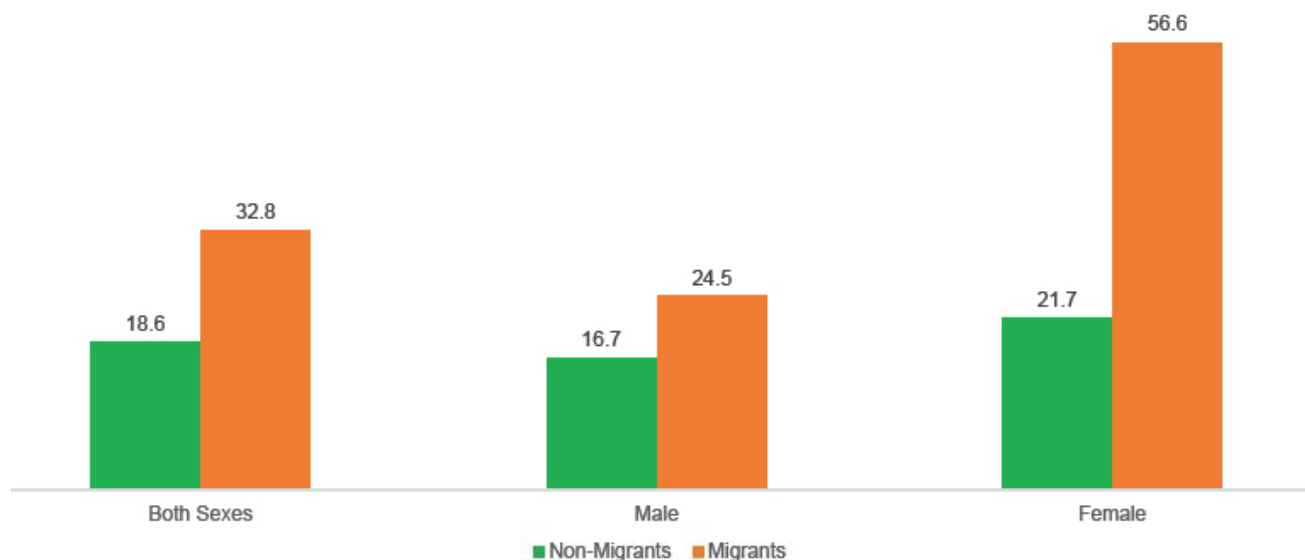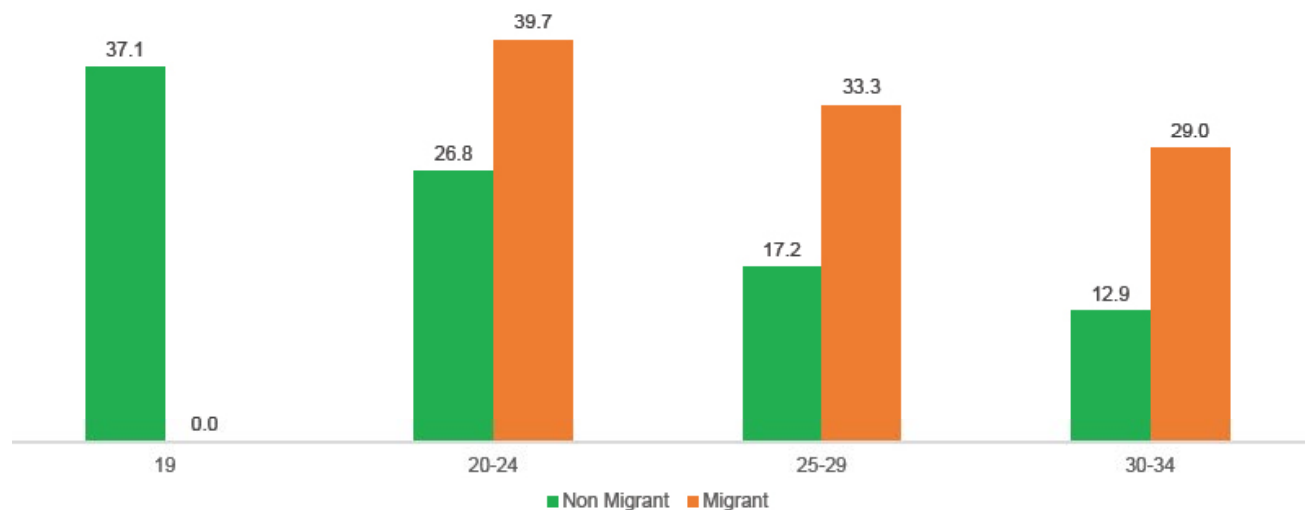

Figure 7.29 shows the youth unemployment rate (19-34 years) by age group and migration status. Age 19 had the highest youth unemployment rate among the non-migrants at 37.1 percent while age group 20-24 years had the highest rate among the migrants at 39.7 percent.

Figure 7.29: Youth Unemployment Rate (19-34 years) by Age Group and Migration Status, Zambia 2022

7.4.4 Time-Related Underemployment

7.4.4.1 Introduction

Time-related underemployment reflects the underutilization of the productive capacity of the labour force. Its definition in this report is based on migrants who were in employment and who satisfied the three criteria of persons in employment, during a specified short reference period. The three criterion included persons who were willing, available to work and had worked less hours than the weekly eight-hour threshold.

Table 7.11 shows the number and percentage distribution of time-related underemployed persons by rural/ urban and migration status. Of the total 208,527 underemployed non-migrants, 42.1 percent were in rural areas and 57.9 percent in urban areas. All the underemployed migrants were in rural areas.

Rural/Urban	Non-Migrants		Migrants	
	Number	**Percent**	**Number**	**Percent**
Total	208,527	100.0	2,145	100.0
Rural	87,854	42.1	2,145	100.0
Urban	120,673	57.9	0	0.0

Figure 7.30 shows the percentage distribution of time-related underemployed persons by sex and migration status. Males had a higher proportion of time-related underemployed persons than females for both non-migrants and migrants at 57.4 percent and 81.2 percent, respectively.

Figure 7.30: Percentage Distribution of Time-Related Underemployed Persons by Sex and Migration Status, Zambia 2022
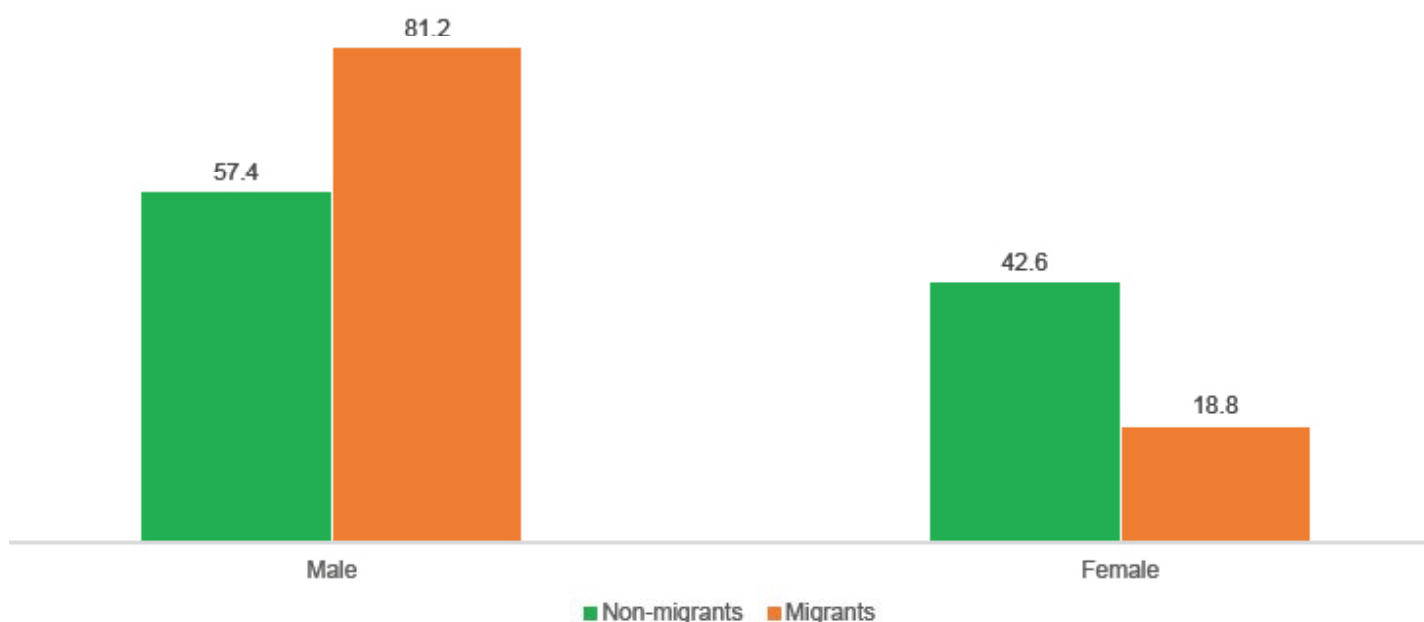
7.4.4.2: Time-Related Underemployment Rate

Figure 7.31 shows the time-related underemployment rate by rural/urban and migration status. The overall time-related underemployment rate for non-migrants and migrants was 6.4 percent and 6.9 percent, respectively. The migrants had a higher rate than the non-migrants in the rural areas at 12.0 percent and 7.9 percent, respectively. There were no time-related underemployed migrants in urban areas.

Figure 7.31: Time-Related Underemployment Rate by Rural/Urban and Migration Status, Zambia 2022
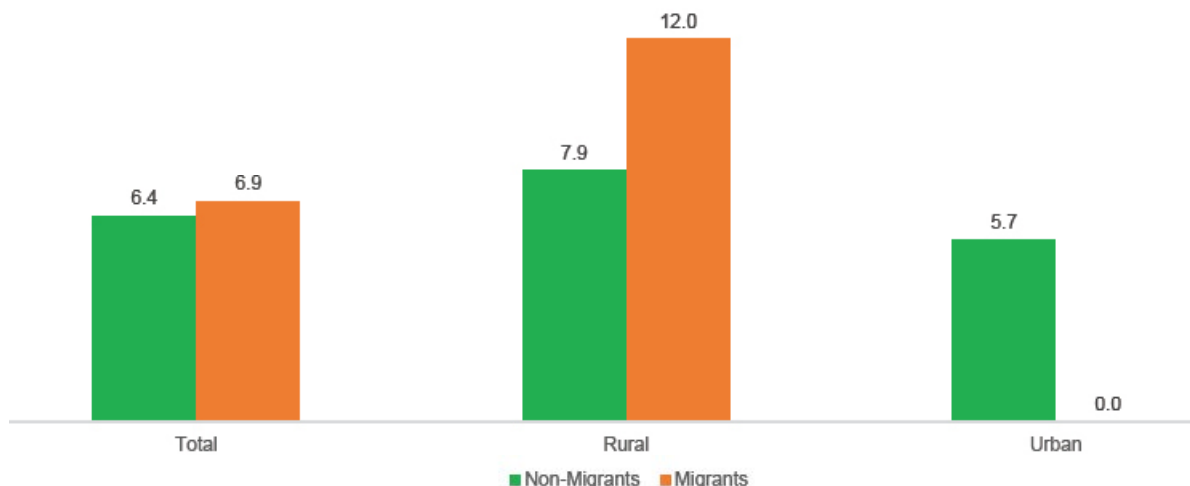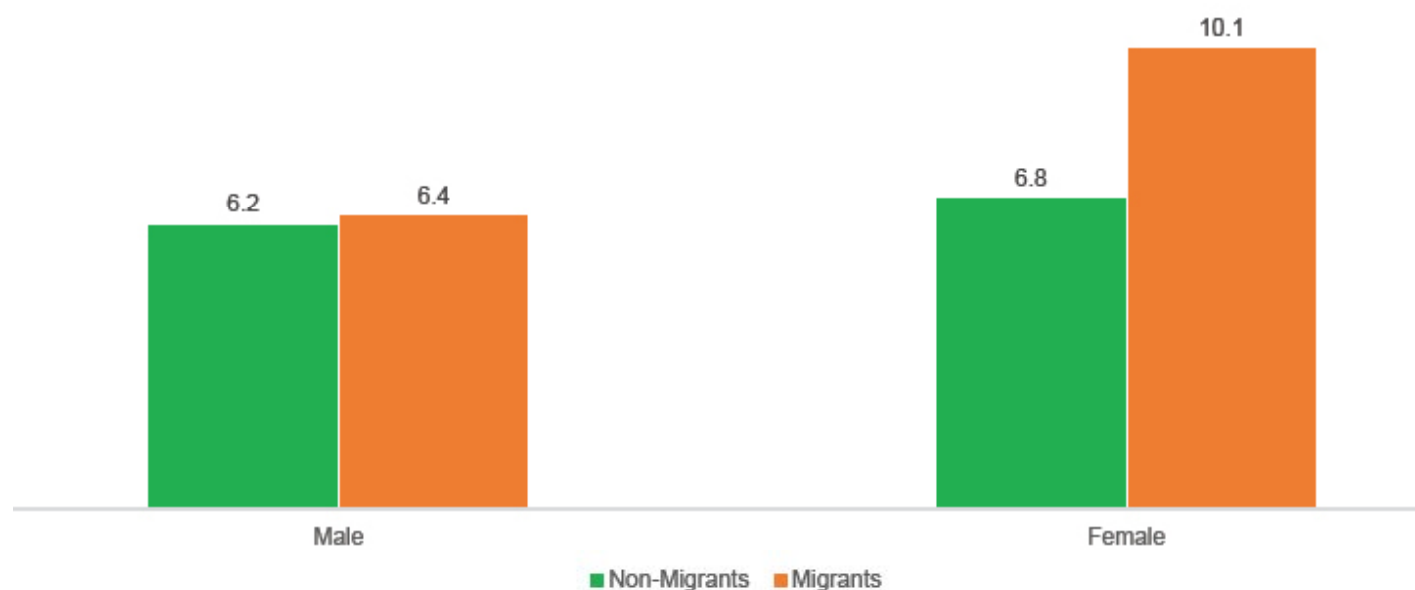

Figure 7.32 shows the time-related underemployment rate by sex and migration status. The migrants had a higher time-related underemployment rate than non-migrants for both males and females at 6.4 percent and 10.1 percent, respectively.

Figure 7.32: Time-Related Underemployment Rate by Sex and Migration Status, Zambia 2022

APPENDIX

PERSONS INVOLVED IN THE PRODUCTION OF THE REPORT

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