REPUBLIC OF ZAMBIA

MINISTRY OF LABOUR AND SOCIAL SECURITY

ZAMBIA STATISTICS AGENCY

"Quality Statistics for Development"

# 2021 LABOUR FORCE SURVEY REPORT

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

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

MINISTRY OF LABOUR AND SOCIAL SECURITY

ZAMBIA STATISTICS AGENCY

# 2021
# LABOUR FORCE SURVEY REPORT

February, 2022

# FOREWORD

This report presents the 2021 Labour Force Survey (LFS) annual results, arising from an analysis of a combined dataset drawn from the quarterly 2021 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 Survey 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 Zambia Statistics Agency offices are appreciated for ensuring a successful implementation of the survey. I hope the results contained in this report and the rich datasets upon which they are based will be effectively used by policy makers, programme managers, researchers and other data users.

Mulenga J. J. Musepa
Interim Statistician General

**February, 2022**

## 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 |
| 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 |
| NDP | National Development Plan |
| PACRA | Patents and Companies Registration Agency |
| PLF | Potential Labour Force |
| PPES | Probability Proportional to Estimated Size |
| PSU | Primary Sampling Units |
| PWAS | Public Welfare Assistance Scheme |
| QLFS | Quarterly Labour Force Survey |
| OVC | Orphans and Vulnerable Children |
| SCT | Social Cash Transfer |
| SFP | School Feeding Programme |
| SPSS | Statistical Package in Social Sciences |
| UN | United Nations |
| WEP | Women Empowerment Program |
| ZamStats | Zambia Statistics Agency |
| ZRA | Zambia Revenue Authority |

## Contents


FOREWORD iv
ACRONYMS v
EXECUTIVE SUMMARY viii
CHAPTER ONE: BACKGROUND AND METHODOLOGY 1
1.1 Background 1
1.2 Methodology 1
1.2.1 Sample Design and Coverage 1
1.2.2 Sample Stratification and Allocation 1
1.2.4 Estimation Procedure 2
1.2.3 Sample Selection 2
1.2.5 Estimation Process 3
1.2.6 Data Collection 3
1.2.7 Data Processing 3

CHAPTER TWO: DEFINITION AND CONCEPTS 4

CHAPTER THREE: DEMOGRAPHIC CHARACTERISTICS 6
3.1 Introduction 6
3.2 Population Size and Distribution 6
3.3 Relationship to Head of Household 9
3.4 Marital Status 9
3.5 Number of Households 11

CHAPTER FOUR: WORKING AGE POPULATION 12
4.1 Introduction 12
4.2 Working-Age Population by Rural/Urban and Sex. 13
4.3 Labour Force 15
4.4 Labour Force by Age Group 17
4.5 Labour Force Participation Rate (Activity Rate) 18

CHAPTER FIVE: EMPLOYMENT 20
5.3 Employed Population by Sex 20
5.4 Employed Population by Province 21
5.5 Employment-to-Population Ratio 22
5.6 Status in Employment 23
5.7 Institutional Sector 25
5.8 Highest Educational Attainment 26
5.9 Occupation 27
5.10 Industry 28
5.11 Type of Employment 31
5.12 Sector of Employment 32
5.13 Employed Population in the Agriculture and Non-Agriculture Sectors 33

CHAPTER SIX: YOUTH EMPLOYMENT 36
6.1 Introduction 36
6.2 Youth Labour Force 36
6.3 Youth Employment 36
6.4 Youth Employment by Sector 38
6.5 Youth Status in Employment 39
6.6 Youth Employment by Industry 39
6.7 Youth Employment by Occupation 41
6.8 Youth Employment by Institutional Sector 42
6.9 Youth Employment by Highest Education Level Attained 43

CHAPTER SEVEN: INFORMAL ECONOMY 44
7.1 Introduction 44
7.2 Employment in Informal Economy 44
7.3 Employment in the Informal Economy 44
7.4 Employment within the Informal Economy by Industry 46

CHAPTER EIGHT: WORKING CONDITIONS 48
8.0 Introduction 48
8.1 Trade Union Density Membership 48
8.3 Trade Union Density Rate 49
Precarious Employment 51
Precarious Employment Rate 52
8.5 Youths in precarious employment 53
8.6 Youth Precarious Employment Rate 54
8.7 Weekly Hours of Work 55

CHAPTER NINE: OWN USE PRODUCTION WORK 57
9.1 Introduction 57
9.2 Own Use Production Work 57
9.3 Own Use Production by Type of Own Use 58
9.4 Youth Own Use Production Work 59
9.5 Youth Own Use Production by Type of Own Use 61

CHAPTER TEN: UNEMPLOYMENT 62
10.1 Introduction 62
10.2 Unemployed population 62
10.3 Unemployment rate 64
10.4 Youth Unemployed Population 66
10.5 Youths (15-24 Years) 66
10.6 Youths (15-35 Years) 67
10.7 Youth Unemployment Rate (15-35 years) 68
10.8 Combined Rate of Unemployment and Potential Labour Force (CRUPLF). 70
10.10 Combined Rate of Unemployment and Potential Labour Force 71

10.11 Youth Unemployed and Potential Labour Force 73
10.12 Combined Rate of Youth Unemployment and Potential Labour Force 73
10.13 Long-Term Unemployment 75
10.14 Long-Term Unemployed Population 75
10.15 Incidence of long-term unemployment rate 76
10. 16 Incidence of Youth (15-35 years) Long-Term Unemployment 78

CHAPTER ELEVEN: POPULATION OUTSIDE LABOUR FORCE 79
11.1 Introduction 79
11.2 Population Outside Labour Force 79
11.3: Population Outside Labour Force by Reason 82
11.4 Potential Labour Force 83
11.5 Composition of the Potential Labour Force 85
11.6 Youth Potential Labour Force 85
11.7 Discouraged Job Seekers 86
11.8 In Agriculture/Fishing for Family Use Job Seekers 88

CHAPTER TWELVE: NOT IN EMPLOYMENT OR EDUCATION AND TRAINING 90
12.1 Introduction 90
12.2 Proportion of Youth NEET 90
12.3 Number of Youth (15-35 years) NEET 91
12.4 Number of Youth (15-24) NEET 93

CHAPTER THIRTEEN: TIME-RELATED UNDEREMPLOYMENT 96
13.1 introduction 96
13.2 Time-Related Underemployment 96
13.3 Time-Related Underemployment by Occupation 97
13.4 Time-Related Underemployment Rate 98

CHAPTER FOURTEEN: AVERAGE MONTHLY EARNINGS FOR PAID EMPLOYEES, PAID INTERNS AND APPRENTICES 99
14.1 Introduction 99
14.2 Average Monthly Earnings by Type of Employment 99
14.3 Average Monthly Earnings by Occupation 99
14.4 Average Monthly Earnings by Industry 101
14.5 Average Monthly Earnings by Province 102
14.6 Average Monthly Earnings by Highest Level of Education Completed 102

ANNEX I: KEY POPULATION INVOLVED IN THE PRODUCTION OF THE REPORT 104

## List of Tables

Highlights of the 2020 Labour Force Survey Results
Table 2.1: Selected Key Indicators of the Labour Market by Sex and Rural/Urban xiii
Table 1.1: Sample allocation by Province, 2021 2
Table 3.1: Number and Percentage Distribution of Population by Rural/Urban and Sex, Zambia 2021 6
Table 3.2: Number and Percentage Distribution of Population by Province and Sex, Zambia 2021 7
Table 3.3: Number and Percentage Distribution of Population by Relationship to Head of Household, Zambia 2021 9
Table 3.4: Number and Percentage Distribution of Marital Status for the Population Aged 10 years or Older by Sex, Zambia 2021 10
Table 3.5: Number and Percentage Distribution of Marital Status for the Population Aged 10 years or Older by Rural/Urban, Zambia 2021 11
Table 3.6: Number and Percentage Distribution of Households by Province and Rural/Urban, Zambia 2021 11
Table 4.1: Number and Percentage Distribution of the working Age Population (15 years or older) by Rural/Urban and Sex, Zambia 2021 13
Table 4.2: Number and Percentage Distribution of the Working-Age Population (15 years or older) by Province and Sex, Zambia 2021 14
Table 4.3: Number and percentage Distribution of the Labour Force by Rural/Urban and Sex, Zambia 2021 15
Table 4.4: Number and Percentage Distribution of the Labour Force (15 years or older) by Province and Sex, Zambia 2021 16
Table 4.5 Labour Force Participation Rate for population (Age 15 years or older) by Province and Sex, Zambia 2021 19
Table 5.1: Number and Percentage Distribution of Employed Population by Rural/Urban and Sex, Zambia 2021 20
Table 5.2: Number and Percentage Distribution of Employed Population (15 years or older) by Age Group, Rural/Urban, Sex and Age Group, Zambia 2021 21
Table 5.3 Employment-to-Population Ratio by Sex and Province, Zambia 2021 22
Table 5.4: Percentage Distribution of the Employed population by Status in Employment and Rural/Urban, Zambia 2021 24
Table 5.5: Percentage Distribution of the Employed Population by Institutional Sector, Rural/ Urban and Sex, Zambia 2021 25
Table 5.6: Number and Percentage Distribution of the Employed Population by Educational Attainment, Rural/Urban and Sex, Zambia 2021 26
Table 5.7: Number and Percentage Distribution of Employed Population (15 years or older) by Occupation, Rural/urban and Sex, Zambia 2021 28
Table 5.8: Number and Percentage Distribution of Employed Population (15 years or older) by Industry and Sex, Zambia 2021 30
Table 5.9: Number and Percentage Distribution of the employed population by Type of employment, Rural/Urban and Sex, Zambia 2021 31
Table 5.10: Number and Percentage Distribution of the Employed Population by Industry and Type of Employment (Formal/ Informal), Zambia 2021 32

Table 5.11: Number and Percentage Distribution of the employed population by Sector of Employment Rural Urban and Sex, Zambia 2021 33
Table 5.12: Number and Percentage Distribution of Employed population by Province, Agriculture and Non-Agriculture Sectors, Zambia 2021 34
Table 5.14: Number and Percentage distribution of Employed Population by Type of Employment, Agriculture and Non- Agriculture Sectors and Sex, Zambia 2021 35
Table 6.1: Number and Percentage Distribution of Youth Labour Force by Age Group and Rural/ Urban, Zambia 2021 36
Table 6.2: Number and Percentage Distribution of Youth Employment by Age Group and Sex, Zambia 2021 37
Table 6.3: Number and Percentage Distribution of Youth Employment by Age Group and Rural/ Urban, Zambia 2021 38
Table 6.4: Number and Percentage Distribution of Youth Employment by Sector of Employment, Rural/Urban and Sex, Zambia 2021 38
Table 6.5: Number and Percentage Distribution of Youth Employment by Status in Employment, Rural/Urban and Sex, Zambia 2021 39
Table 6.6: Number and Percentage Distribution of Youth Employment by Industry, Rural/Urban, Zambia 2021 40
Table 6.7: Number and Percentage Distribution of Employed Youth by Occupation, Rural/Urban and Sex, Zambia 2021 41
Table 6.8: Number and Percentage Distribution of Youth Employment by Institutional Sector, Rural/Urban and Sex, Zambia 2021 42
Table 6.9: Number and Percentage Distribution of Youth Employment by Highest Level of Education Attained, Rural/Urban and Sex, Zambia 2021 43
Table 7.1: Number and Percentage Distribution of Employed Population by Sector of Economy and Sex, Zambia 2021 44
Table 7.2: Number and Percentage Distribution of Employed Population in the Informal Economy by Rural/Urban and Sex, Zambia 2021 44
Table 8.1: Number and Percentage Distribution of Trade Union Members by Rural/Urban and Sex, Zambia 2021 48
Table 8.2: Number and Percentage Distribution of Population in Precarious Employment by Rural/Urban and Sex, Zambia 2021 51
Table 8.3: Number and Percentage Distribution of Youths in Precarious Employment by Rural/ Urban and Sex, Zambia 2021 53
Table 8.4: Weekly Hours of Work by Sex and Rural/Urban, Zambia 2021 55
Table 8.5: Weekly Hours of Work by Sector of Employment and Sex, Zambia 2021 55
Table 8.6: Weekly Hours of Work by Industry and Rural/Urban, Zambia 2021 56
Table 9.1: Number and Percentage Distribution of Own-use Production Work by Rural/Urban and Sex, Zambia 2021 57
Table 9.2: Number and Percentage Distribution of Own Use Production Work by Type of Own Use, Rural/urban, Sex, Zambia 2021 58
Table 9.3: Number and Percentage Distribution of Youth Own Use Production Work by Rural/ urban and Sex, Zambia 2021 59
Table 10.1: Number and Percent Distribution of Unemployed Population by Rural/Urban and Sex, Zambia 2021 62

Table 10.2: Number and percentage distribution of Unemployed Population by Province and Sex, Zambia 2021 63
Table 10.3: Number and Percentage Distribution of the Unemployed Youths (15-24 years) by Rural/Urban and Sex, Zambia 2021 66
Table 10.4: Number and Percentage Distribution of the Unemployed Youths (15-35 years) by Sex and Age Group, Zambia 2021 67
Table 10.5: Number and Percentage Distribution of the Unemployed Population Plus the Potential Labour Force by Rural/Urban and Sex, Zambia 2021 70
Table 10.6: Number and Distribution of the Unemployed Youth and Youth Potential Labour Force by Rural/Urban and Sex, Zambia 2021 73
Table 10.7: Number and Percentage Distribution of Long-Term Unemployed Population by Rural/Urban and Sex, Zambia 2021 75
Table 11.1: Number and Percentage Distribution of Population Outside the Labour Force by Rural/urban and Sex, Zambia 2021 79
Table 11.2: Number and Percentage Distribution of Population Outside Labour Force by Reason and Sex, Zambia 2021 82
Table 11.3: Number and Percentage Distribution of the Potential Labour Force by Rural/Urban and Sex, Zambia 2021 83
Table 11.4: Number and Percentage Distribution of the Potential Labour Force by Age Group and Sex, Zambia 2021 84
Table 11.5: Composition of the Potential Labour Force Rural/Urban, Zambia 2021 85
Table 11.6 Number and Percentage Distribution of the Youth (15-35years) Potential Labour Force by Rural/Urban and Sex, Zambia 2021 85
Table 11.7: Number and Percentage Distribution of the Discouraged Job Seekers by Rural/Urban and Sex, Zambia 2021 86
Table 11.8: Number and Percentage Distribution of the Population in Agriculture/fishing for Family Use Job Seekers by Rural/Urban and Sex, Zambia 2021 88
Table 12.1: Number and Percentage Distribution of Youths (15-35 years) Not in Employment, Education or Training (NEET) by Sex, Zambia 2021 90
Table 12.2: Number and Percentage Distribution of Youths (15-35 years) Not in Employment, Education or Training (NEET) by Sex and Rural/Urban, Zambia 2021 92
Table 12.3: Number and Percentage Distribution of Youth (15-35 years) NEET by Age Group and Rural/Urban, Zambia 2021 92
Table 12.4: Number and Percentage Distribution Youth (15-24) NEET by Rural/Urban and Sex, Zambia 2021 93
Table 13.1: Number and Percentage Distribution of Time-Related Underemployed Population by Rural/Urban and Sex, Zambia 2021 96
Table 13.2: Number and Percentage Distribution of Time-Related Underemployed Population by Occupation and Sex, Zambia 2021 97
Table 14.1: Distribution of Average Monthly Earnings by Sex, Sector of Employment and Rural/Urban, Zambia 2021 99
Table 14.2: Distribution of Average Monthly Earnings by Type of Employment Rural/Urban and Sex, Zambia 2021 (Kwacha) 99
Table 14.3: Average Monthly Earnings by Occupation, Rural/Urban and Sex, Zambia 2021 (Kwacha) 100
Table 14.4 Average Monthly Earnings by Industry, Rural/Urban and Sex, Zambia 2021 (Kwacha) 101

## List of Figures


Figure 3.1: Percentage Distribution of Population by Sex and Rural/Urban, Zambia 2021 6
Figure 3.2: Percentage Share of Population by Province, Zambia 2021 7
Figure 3.3: Percentage Distribution of Population by Age Group, Zambia 2021 8
Figure 3.4: Population Structure by Age Group and Sex, Zambia 2021 8
Figure 3.5: Percentage Distribution of Marital Status of Persons Aged 10 years or Older, Zambia 2021 10
Figure 4.1: Main Categories of the Working Age Population 12
Figure 4.2: Percentage Distribution of Working-Age Population (15 years or older) by Rural/Urban and Sex, Zambia 2021 13
Figure 4.3: Percentage Distribution of Working Age Population by Province, Zambia 2021 14
Figure 4.4: Percentage Distribution of the Labour Force by Sex and Rural/Urban, Zambia 2021 15
Figure 4.5: Percentage Share of the Labour force (15 years or older) by Province, Zambia 2021 16
Figure 4.6: Percentage Distribution of the Labour Force (15 years or order) by Rural/Urban and Age Group, Zambia 2021 17
Figure 4.7: Percentage Distribution of the labour Force (15 years or order) by Sex and Age Group, Zambia 2021 17
Figure 4.8: Labour Force Participation Rate by Sex and Rural/Urban, Zambia 2021 18
Figure: 4.9: Labour Force Participation Rate by Sex and Age Group, Zambia 2021 18
Figure: 4.10: Labour Force Participation Rate by Rural/Urban and Age Group, Zambia 2021 19
Figure 5.1 Percentage Distribution of the Employed Population by Rural/Urban and Sex, Zambia 2021 20
Figure 5.2: Percentage Distribution of Employed Population by Province, Zambia 2021 21
Figure 5.3: Employment-to-Population Ratio by Rural/Urban and Sex, Zambia 2021 22
Figure: 5.4 Employment-to-Population Ratio by Sex and Age Group, Zambia 2021 23
Figure 5.6: Percentage Distribution of the Employed Population by Status in Employment, Zambia 2021 23
Figure 5.7: Percentage Distribution of the Employed Population by Status in Employment and Sex, Zambia 2021 24
Figure 5.8: Percentage Distribution of the Employed Population by Institutional Sector, Zambia 2021 25
Figure 5.9: Percentage Share of the Employed Population by Highest Educational Attainment, Zambia 2021 26
Figure 5.10: Percentage Share of Employed Population by Occupation, Zambia 2021 27
Figure 5.11: Percentage Share of Employed Population by Industry, Zambia 2021 29
Figure 5.11: Percentage Distribution of the Employed Population by Type of Employment, Zambia 2021 31
Figure 5.12: Percentage Distribution of the Employed Population by Sector of Employment, Zambia 2021 33
Figure 5.13: Percentage Distribution of Employed Population by Agriculture and Non-Agriculture Sectors, Zambia 2021 34
Figure 6.1: Percentage Distribution of Youth Employment by Age Group, Zambia 2021 36

Figure 6.2: Percentage Distribution of Youth Employment by Province, Zambia 2021 37
Figure 6.3 Percentage Distribution of the Youth Employment by Sector, Zambia 2021 38
Figure 6.4: Percentage Distribution of Youth Employment by Status in Employment, Zambia 2021 39
Figure 6.5: Percentage Distribution of Youth Employment by Industry, Zambia 2021 40
Figure 6.6: Percentage Share of Youth Employment by Occupation, Zambia 2021 41
Figure 6.7: Percentage Share of Youth Employment by Institutional Sector, Zambia 2021 42
Figure 6.8: Percentage Share of Youth Employment by Highest Level of Education Attained, Zambia 2021 43
Figure 7.1: Percentage Distribution of Employed Population in the Informal Economy by Rural/ Urban and Sex, Zambia 2021 45
Figure 7.2: Percentage distribution of Employed Population within the Informal Economy by Province, Zambia 2021 45
Figure 7.3: Proportion of Employed Population in the Informal Economy by Province, Zambia 2021 46
Figure 7.4: Percentage Distribution of the Employed Population in the Informal Economy by Industry, Zambia 2021 46
Figure 7.5: Percentage distribution of Employed Population in the Informal Economy by Occupation, Zambia 2021 47
Figure 8.1: Percentage Distribution of Union Members by Sex and Rural /Urban, Zambia 2021 48
Figure 8.2: Percentage Share of Trade Union Membership by Province, Zambia 2021 49
Figure 8.3: Trade Union Density Rate by Rural/Urban, Zambia 2021 49
Figure 8.4: Trade Union Density Rate by Sex and Rural/Urban, Zambia 2021 50
Figure 8.4: Trade Union Density Rate by Province, Zambia 2021 50
Figure 8.6: Percentage Distribution of Population in Precarious Employment by Sex and Rural/ Urban, Zambia 2021 51
Figure 8.8: Precarious Employment Rate by Sex and Rural/Urban, Zambia 2021 52
Figure 8.7: Percentage Distribution of Population in Precarious Employment by Province, Zambia 2021 52
Figure 8.9: Precarious Employment Rate by Province, Zambia 2021 53
Figure 8: 11: Youth Precarious employment rate by Sex and Rural/Urban, Zambia 2021 54
Figure 8.10: Percentage Distribution of Youths in Precarious Employment by Sex and Rural/Urban, Zambia 2021 54
Figure 8.12: Age-Specific Youth Precarious Employment Rate by Sex, Zambia 2021 55
Figure 9.1: Percentage Distribution of Own Use Production Work by Sex and Rural/Urban, Zambia 2021 57
Figure 9.2: Percentage Distribution of Own use Production Work by Type of Own Use and Rural/ Urban, Zambia 2021 58
Figure 9.3: Percentage Distribution of Own use Production Work by Type of Own Use and Province, Zambia 2021 59
Figure 9.5: Percentage Share of Youths in Own Use Production Work by Age Group, Zambia 2021 60
Figure 9.4: Percentage Distribution of Youth Own Use Production Work by Rural/Urban and Sex, Zambia 2021 60
Figure 9.6: Percentage Distribution of Youths Own Use Production Work by Rural/urban, and Type of Own Use Work, Zambia 2021 61

Figure 10.1: Percent Distribution of Unemployed Population by Sex and Rural/Urban, Zambia 2021 62
Figure 10.2: Percentage Distribution of Unemployed Persons by Highest Educational Attainment, Zambia 2021 63
Figure 10.3: Unemployment Rate by Sex and Rural/Urban, Zambia 2021 64
Figure 10.4: Age-Specific Unemployment Rate, Zambia 2021 64
Figure 10.5: Age-Specific Unemployment Rate by Rural/Urban, Zambia 2021 65
Figure 10.6: Age-Specific Unemployment Rate by Sex, Zambia 2021 65
Figure 10.7: Percentage share of Unemployment Rate by Province, Zambia 2021 66
Figure 10.8: Percentage Distribution of Unemployed Youths (15-24 years) by Sex and Rural/Urban, Zambia 2021 67
Figure 10.10: Youth Unemployment Rate by Rural/Urban and Sex, Zambia 2021 68
Figure 10.9: Percent Distribution of Unemployed Youths (15-35 years) by Rural/Urban and Sex, Zambia 2021 68
Figure 10.11: Age-Specific Youth Unemployment Rate, Zambia 2021 69
Figure 10.12: Age-Specific Youth Unemployment Rate by Sex, Zambia 2021 69
Figure 10.13: Youth Unemployment Rate by Province, Zambia 2021 70
Figure 10.14: Percentage Distribution of the Unemployed Population Plus the Potential Labour Force by Rural/Urban and Sex, Zambia 2021 71
Figure 10.15: Combined Rate of Unemployment and Potential Labour Force by Rural/Urban and Sex, Zambia 2021 71
Figure 10.16: Combined Rate of Unemployment and the Potential Labour Force by Rural/Urban and Age Group, Zambia 2021 72
Figure: 10.17 Combined Rate of Unemployment and Potential Labour Force by Age Group and Sex, Zambia 2021 72
Figure10.18 Percentage Distribution of the Unemployed Youth and Youth Potential Labour Force by Rural/Urban and Sex, Zambia 2021 73
Figure 10.20: Combined Rate of Youth Unemployment Plus Potential Labour Force by Rural/Urban and Age Group, Zambia 2021 74
Figure 10.19: Youth Combined Rate of Unemployment and Potential Labour Force by Rural/Urban and Sex, Zambia 2021 74
Figure 10.21: Combined Rate of Youth Unemployment and Potential Labour Force by Age Group and Sex, Zambia 2021 75
Figure 10.23: Incidence of Long-Term Unemployment by Rural/Urban and Sex, Zambia 2021 76
Figure 10.22: Percentage Distribution of Long-Term Unemployed Population by Rural/Urban and Sex, Zambia 2021 76
Figure 10.24: Incidence of Long-Term Unemployment by Highest Education Attained, Zambia 2021 77
Figure 10.25: Incidence of Long-Term Unemployment by Province, Zambia 2021 77
Figure 10.26: Incidence of Long-Term Unemployment for Youths by Rural/Urban and Sex, Zambia 2021 78
Figure 10.27: Incidence of Long-Term Youth Unemployment Rate by Province, Zambia 2021 78
Figure 11.1: Percentage Distribution of the Population outside Labour Force by Rural/Urban and Sex, Zambia 2021 79
Figure 11.2: Percentage Share of the Population outside the Labour Force by Province, Zambia 2021 80

Figure 11.3: Percentage Distribution of Population outside the Labour Force by Province and Sex, Zambia 2021 80
Figure 11.4: Percentage Distribution of Population Outside the Labour Force by Rural/urban and Province, Zambia 2021 81
Figure 11.5: Percentage Share of Population Outside Labour Force by Age Group, Zambia 2021 81
Figure 11.6: Percentage Distribution of Population Outside Labour Force by Reason, Zambia 2021 82
Figure 11.7: Percentage Distribution of the Potential Labour Force by Rural/Urban and Sex, Zambia 2021 83
Figure 11.8: Percentage Distribution of the Potential Labour Force by Rural/Urban and Age Group, Zambia 2021 84
Figure 11.9: Percentage Distribution of Youths in the Potential Labour Force by Rural/Urban and Sex, Zambia 2021 85
Figure 11.10: Percentage Share of Youths in the Potential Labour Force by Age Group, Zambia 2021 86
Figure 11.11: Percentage Distribution of the Discouraged Job Seekers by Sex and Rural/Urban, Zambia 2021 87
Figure 11.12: Percentage Share of the Discouraged Job Seekers by Province, Zambia 2021 87
Figure 11.13: Percentage Distribution of the Population in Agriculture/Fishing for Family Use Job Seekers by Sex and Rural/Urban, Zambia 2021 88
Figure 11.14: Percentage Share of the in agriculture/fishing for family use Job Seekers by Province, Zambia 2021 89
Figure 11.15: Percentage Share of the Population in Agriculture/Fishing for Family Use Job Seekers by Sex and Age Group, Zambia 2021 89
Figure 12.1: Percentage Distribution of Youth (15-35 years) NEET by Age Group, Zambia 2021 91
Figure 12.2: Percentage Distribution of Youth (15-35 years) NEET by Age Group and Sex, Zambia 2021 91
Figure 12.3: Percentage Distribution of Youth (15-35 years) NEET by Sex and Rural/Urban, Zambia 2021 92
Figure 12.4: Percentage Distribution of the Youth (15-35 years) NEET by Province, Zambia 2021 93
Figure 12.5: Percentage Distribution of Youth (15-24) NEET by Sex and Rural/Urban, Zambia 2021 94
Figure 12.6: Percentage Share of Youth (15-24) NEET by Age Group, Zambia 2021 94
Figure 12.7: Percentage Distribution of Youth (15-24) NEET by Province, Zambia 2021 95
Figure 13.1: Percentage Distribution of Time-Related Underemployed Population by Sex and Rural/Urban, Zambia 2021 96
Figure 13.2 Percentage Share of Time-Related Underemployed Population by Occupation, Zambia 2021 97
Figure 13.4: Time-Related Underemployment Rate by Rural/Urban and Sex, Zambia 2021 98
Figure 14.1: Average Monthly Earnings by Occupation, Zambia 2021 (Kwacha) 100
Figure 14.2: Average Monthly Earnings by Industry, Zambia 2021 (Kwacha) 101
Figure 14.3: Average Monthly Earnings by Province, Zambia 2021 (Kwacha) 102
Figure 14.4: Average Monthly Earnings by Highest Level of Education Completed, Zambia 2021 (Kwacha) 103

## EXECUTIVE SUMMARY

The 2021 Labour Force Survey (LFS) covered a total of 470 Enumeration Areas across the ten provinces of Zambia. The survey estimated a total population of 18,400,556 with 56.4 percent of the population residing in rural areas and 43.6 percent residing in urban areas. Survey results further indicate that female population accounted for 50.5 percent compared to the male population at 49.5 percent.

The working age population (15 years or older) was estimated at 10,049,191 in 2021. The labour force increased to 3,615,507 in 2020 and Youth labour force was estimated at 2,033,232.

The population outside the labour force was 6,433,68 in 2021. Of this population, 1,558,753 was the estimated potential labour force.

The employed population was estimated at 3,164,748. About a third of the employed population worked in registered firms and institutions (i.e. formal sector), representing an absolute total of 936,941. Employed population in the informal and household sectors were 1,373,657 and 854,151, respectively.

In 2021, 26.8 percent of the employed population had a social security cover on their jobs (formally employed). The number of informally employed population was estimated at 2,316,336.

The employment to population ratio was 31.5 percent. The male and female employment to population ratio was 39.0 percent and 24.3 percent, respectively. The unemployed population was estimated 450,759. Of the total unemployed population, 38.7 percent were in rural areas and 61.3 percent were in urban areas.

The unemployment rate was estimated at 12.5 percent. The male unemployment rate was estimated at 11.4 percent and that of females was 14.1 percent.

The youth unemployment rate was estimated at 17.4 percent. The male youth unemployment rate was lower for males at 14.9 percent compared to that of females at 21.2 percent.

The combined rate of unemployment and the potential labour force was estimated at 38.8 percent. It was higher for females at 45.6 percent and 33.5 percent for males.

A total of 179,988 workers worked for less than 40 hours per week and were willing to work for additional hours giving a time related underemployment rate of 5.7 percent.

The estimated average weekly hours of work was 41.3 hours, with rural areas reporting lower average work hours of 34.5 hours compared to 44.7 hours in urban areas. Males had higher average weekly hours worked than females at 43.2 hours and 38.4 hours, respectively.

The population that was involved in own use production work was 4,175,358 of which, 76.3 percent was in rural areas and 23.7 percent in urban areas. Of the total population involved in own use production work, 1,727,616 was involved in the production of goods while 2,447,742 was involved in service provision.

The average monthly earnings for paid employees were estimated at K4,125, with males earning more at K4, 344 than females at K3,921. Managers earned the highest at K9,809 while the skilled agricultural, forestry and fisheries workers earned the lowest at K2,073.

## Highlights of the 2020 Labour Force Survey Results

### Table 2.1: Selected Key Indicators of the Labour Market by Sex and Rural/Urban

| Item | Total | Male | Female | Rural | Urban |
|---|---|---|---|---|---|
| Population | 17,400,556 | 9,107,546 | 9,293,010 | 10,373,392 | 8,027,164 |
| Working Age Population 15yrs or older | 10,049,191 | 4,909,030 | 5,140,161 | 5,303,886 | 4,745,305 |
| Labour force | 3,615,507 | 2,161,123 | 1,454,385 | 1,240,469 | 2,375,038 |
| Youth (LF) | 2,033,232 | 1,232,010 | 801,222 | 742,003 | 1,291,229 |
| Employed (Market production activities) | 3,164,748 | 1,915,743 | 1,249,006 | 1,065,821 | 2,098,928 |
| Youth Employed (Market production activities) | 1,680,358 | 1,048,651 | 631,707 | 610,003 | 1,070,355 |
| **Formal/Informal Sector** | | | | | |
| Formal sector | 936,941 | 653,048 | 283,293 | 1,065,821 | 2,098,928 |
| Informal sector | 1,373,657 | 855,788 | 517,869 | 513,760 | 859,897 |
| Household | 854,151 | 406,576 | 447,575 | 370,560 | 483,591 |
| Type of Employment | | | | | |
| Formal Employment | 848,413 | 548,557 | 263,856 | 148,190 | 700,222 |
| Informal Employment | 2,316,336 | 1,331,893 | 984,443 | 917,630 | 1,398,706 |
| **Agriculture/Non-Agriculture Sector** | | | | | |
| Agriculture | 747,036 | 477,746 | 269,291 | 569,430 | 187,607 |
| Non agriculture | 2,417,712 | 1,437,997 | 979,715 | 506,391 | 1,911,321 |
| Unemployed | 450,759 | 245,380 | 205,379 | 174,648 | 276,110 |
| Youth Unemployment | 352,874 | 183,359 | 169,515 | 132,000 | 220,874 |
| Not in the Labour Force | | | | | |
| Potential Labour Force | 1,558,753 | 718,389 | 840,363 | 935,947 | 622,806 |
| Youth Potential Labour Force | 1,098,970 | 503,624 | 595,346 | 628,882 | 470,089 |
| Outside the Labour Force | 6,433,684 | 2,747,907 | 3,685,776 | 4,063,417 | 2,370,267 |
| **Rates** | | | | | |
| Employment to Population Ratio | 31.5 | 39.0 | 24.3 | 20.1 | 44.2 |
| Labour Force Participation Rate | 36.0 | 44.0 | 28.3 | 23.4 | 50.1 |
| Unemployment Rate | 12.5 | 11.4 | 14.1 | 14.1 | 11.6 |
| Youth Unemployment Rate | 17.4 | 14.9 | 21.2 | 17.8 | 17.1 |
| **Combined Rate of Unemployment and Potential Labour Force (CRUPLF)** | | | | | |
| CRUPLF | 38.8 | 33.5 | 45.6 | 51.0 | 30.0 |
| Youth CRUPLF | 46.4 | 39.6 | 54.8 | 55.5 | 39.2 |

# CHAPTER ONE
# BACKGROUND AND METHODOLOGY

## 1. Background

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

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

This report presents the key findings of the 2021 LFS based on the annual data set, arising from combining the 2021 quarterly datasets. It will, among other things, outline the methodology used, Key indicators of Labour Market (KILM) which include: labour force participation rate, employment-to-population ratio, employment, unemployment rate, time-related underemployment rate, working condition- related indicators and income.

While quarterly labour statistics serve as early 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.

### 1.2 Methodology

#### *1.2.1 Sample Design and Coverage*

The sample design applied on the 2021 LFS is the Split-Panel Design. The design involves the selection of a master sample of enumeration areas (EAs) or non-institutionalised private households in rural and urban areas across the whole country. Four non-overlapping probability samples of EAs, forming a panel are selected from the master sample. One panel is to be surveyed in each quarter. The sample is divided into 4 cycles, each of which is to be surveyed within 3 months of a given quarter. The quarterly sample gives estimates that are only reliable at national and rural/urban while the combined sample is to give estimates at provincial levels and other domains.

#### *1.2.2 Sample Stratification and Allocation*

The sampling frame for the 2021 QLFS was one developed from the 2010 Census of Population and Housing. The frame provides details of the province, districts, constituency and ward (i.e. names and codes), as well as number of households and population for each EA. For the purposes of undertaking the survey, the number of households and population are used for selecting EAs. The EA is the Primary Sampling Unit (PSU) for this survey. The 2010 sampling frame had a total of 27,499 EAs from which 520 EAs were selected for the 2021 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.

### 1.2.3 Sample Selection

The QLFS employed a two-stage stratified cluster sampling design whereby 520 EAs as shown in Table 1.1 below, were selected with Probability Proportional to Estimated Size (PPES) in the first stage using the number of households as the measure of size. In the second stage, 20 households were selected from an updated list of households in a sampled enumeration area systematic random sampling (SRS).

Table 1.1: Sample allocation by Province, 2021

| 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** |

### 1.2.4 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:

Where:

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

The selection probability of the household is calculated as follows:
Where:

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

Therefore, the EA specific sample weight was calculated as follows:
Post-Stratification Adjustment

The base weights for the 2021 QLFS were adjusted so that the population obtained was comparable to ZamStats projected mid-year population for 2021.

Therefore, the final weight was obtained and applied accordingly.

### *1.2.5 Estimation Process*

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

Where:

= the estimated total for the hth stratum

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

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

The national estimate is obtained using the following estimator:

Where:

= the national total estimate

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

### *1.2.6 Data Collection*

Data collection for the QLFS 2021 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.

### *1.2.7 Data Processing*

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

# CHAPTER TWO
## DEFINITION AND CONCEPTS

This section presents concepts and definitions used in the report.

**Population** is the total number of persons of both sexes 0 years of age or older in a given territory/state at a specified point in time.

**Working-age population** is the number of 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.

**Labour force** refers to population of working-age who are either employed or unemployed at a given point in time.

**Labour force participation rate** is a ratio of the labour force to the working-age population expressed as a percentage. It measures the country's working-age population that engages actively in the labour market, either by working or looking and available for work relative to the population of the working-age.

**Employed population** is the number of persons who have a paid job 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** (also known as employment rate) is a ratio of the employed population to the working-age population expressed as a percentage.

**Formal sector** (in the national context) refers to production units that are registered with any tax or a licensing authority. Legally, registration of production units is a primary responsibility for PACRA, ZRA and local authorities.

**Informal sector** refers to production units that are not registered with any tax or a licensing authority. Often production units in the informal sector are characterized by lack of books of accounts, low investment levels, meager workforce, and high likelihood of falling out of business.

**Household sector** refers to all households as producers of goods and services.

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

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

**Formal sector employment** is the employment, whether formal or informal, in a registered production unit.

**Informal sector employment** is the employment, whether formal or informal, in 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** is the ratio of the unemployed population to the total population in the labour force expressed as a percentage.

**Youth unemployment** refers to proportion of unemployed youth aged 15 to 35 years in the labour force who are without work but available 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 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** 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 expressed as a percentage.*

**Long-term unemployment** refers to persons that have been unemployed continuously for one year or more.

**Precarious work** is the type of work, often for paid employees, whose contract of employment is of relatively short duration or contract that can be terminated at short notice.

# CHAPTER THREE
# DEMOGRAPHIC CHARACTERISTICS

## 3.1 Introduction

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

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

## 3.2 Population Size and Distribution

Table 3.1 shows the number and percentage distribution of the population by sex in rural and urban areas. In 2021, the population was estimated at 18,400,556 of which 56.4 percent were in rural areas and 43.6 percent were in urban areas.

Table 3.1: Number and Percentage Distribution of Population by Rural/Urban and Sex, Zambia 2021

| Region | Total | | Male | Female |
|---|---|---|---|---|
| | Number | Percent | Number | Number |
| **Total** | **18,400,556** | **100.0** | **9,107,546** | **9,293,010** |
| Rural | 10,373,392 | 56.4 | 5,139,855 | 5,233,537 |
| Urban | 8,027,164 | 43.6 | 3,967,691 | 4,059,473 |

Figure 3.1 shows the percentage distribution of the population by sex and rural/urban. At national level there were more females than males at 50.5 percent and 49.5 percent, respectively. This pattern of more females than males was observed in both rural and urban areas.

Figure 3.1: Percentage Distribution of Population by Sex and Rural/Urban, Zambia 2021

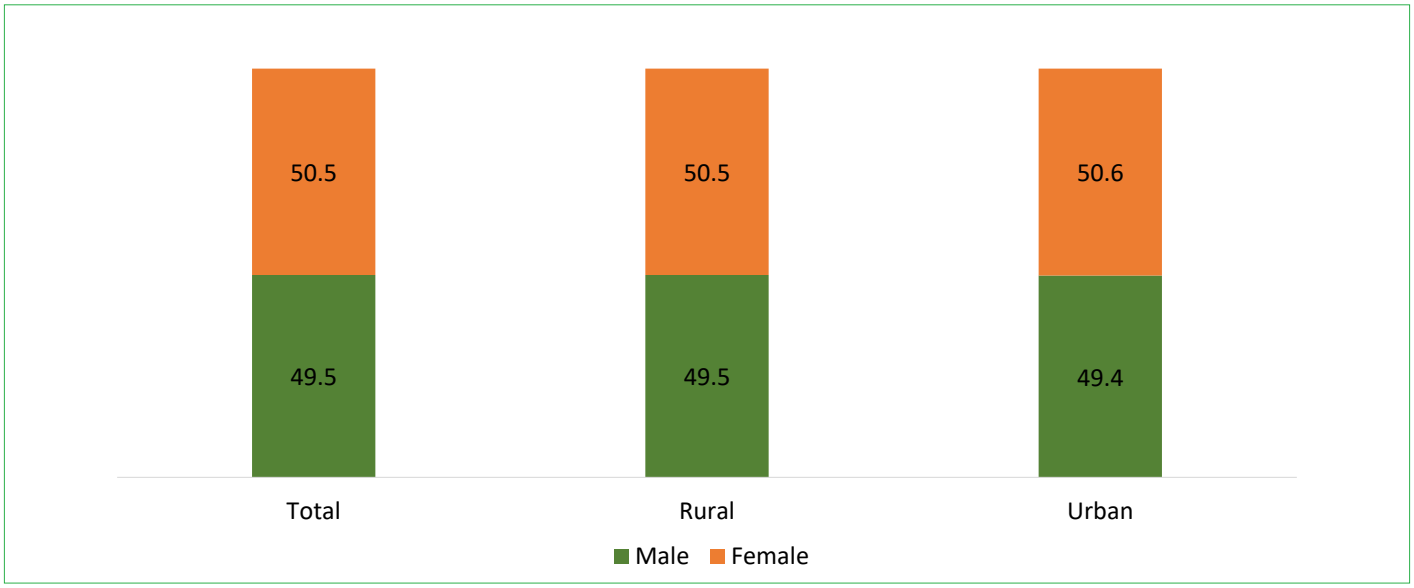


Table 3.2 shows the number and percentage distribution of the population by province and sex. All provinces had more females than males except for North Western Province which had more males than females at 50.1 percent and 49.9 percent, respectively.

**Table 3.2: Number and Percentage Distribution of Population by Province and Sex, Zambia 2021**

| Province | Total | Male | | Female | |
|---|---|---|---|---|---|
| | Number | Number | Percent | Number | Percent |
| **Total** | **18,400,556** | **9,107,546** | **49.5** | **9,293,010** | **50.5** |
| Central | 1,785,144 | 885,303 | 49.6 | 899,841 | 50.4 |
| Copperbelt | 2,737,042 | 1,365,357 | 49.9 | 1,371,686 | 50.1 |
| Eastern | 2,098,942 | 1,039,996 | 49.5 | 1,058,945 | 50.5 |
| Luapula | 1,309,809 | 644,185 | 49.2 | 665,624 | 50.8 |
| Lusaka | 3,478,847 | 1,716,769 | 49.3 | 1,762,077 | 50.7 |
| Muchinga | 1,143,376 | 562,782 | 49.2 | 580,594 | 50.8 |
| Northern | 1,569,832 | 779,798 | 49.7 | 790,034 | 50.3 |
| North Western | 979,698 | 490,464 | 50.1 | 489,234 | 49.9 |
| Southern | 2,198,166 | 1,090,928 | 49.6 | 1,107,238 | 50.4 |
| Western | 1,099,701 | 531,964 | 48.4 | 567,737 | 51.6 |

Figure 3.2 shows the percentage share of the population by province. Lusaka Province had the highest share at 18.9 percent, followed by Copperbelt Province with 14.9 percent. The lowest percentage share was recorded in North Western Province at 5.3 percent.

**Figure 3.2: Percentage Share of Population by Province, Zambia 2021**

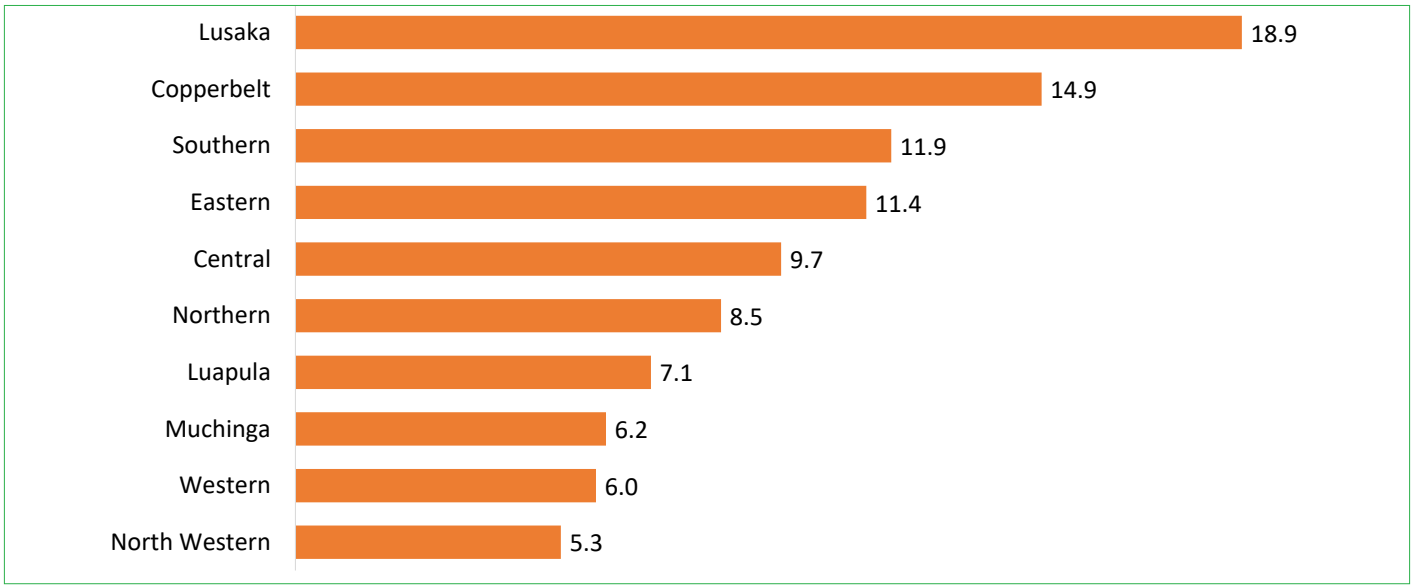


Figure 3.3 shows the number and percentage distribution of the population by age group. Results show that the age group 0-4 years had the highest proportion of the population at 17.4 percent while the age group 75-79 years had the lowest at 0.5 percent.

Figure 3.3: Percentage Distribution of Population by Age Group, Zambia 2021

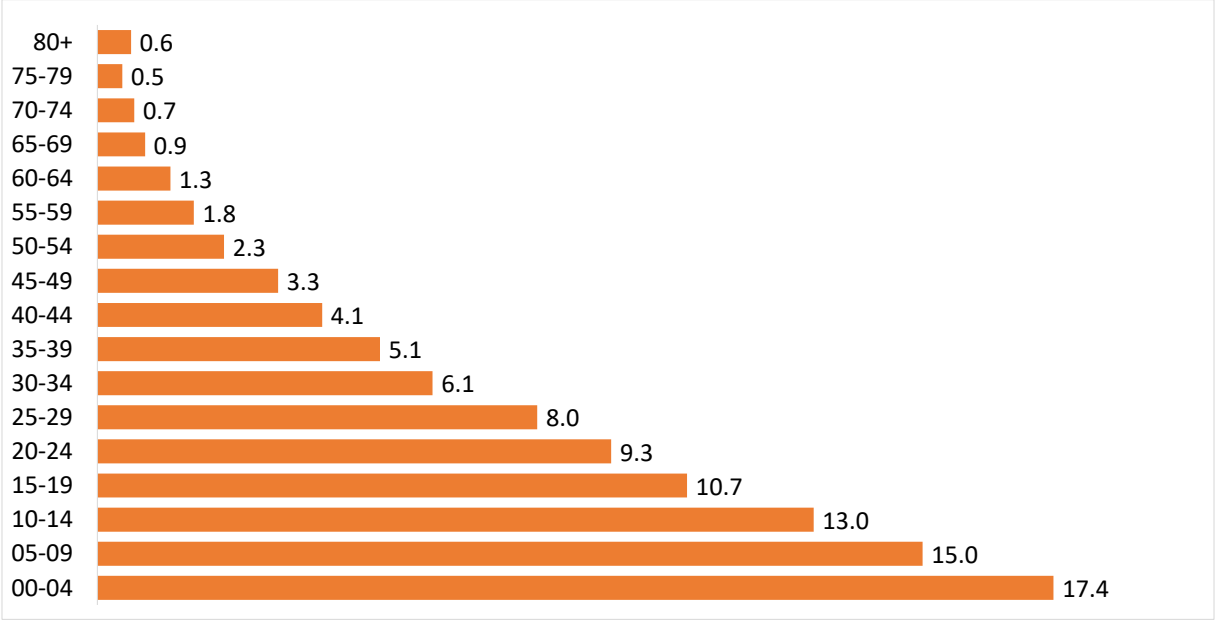
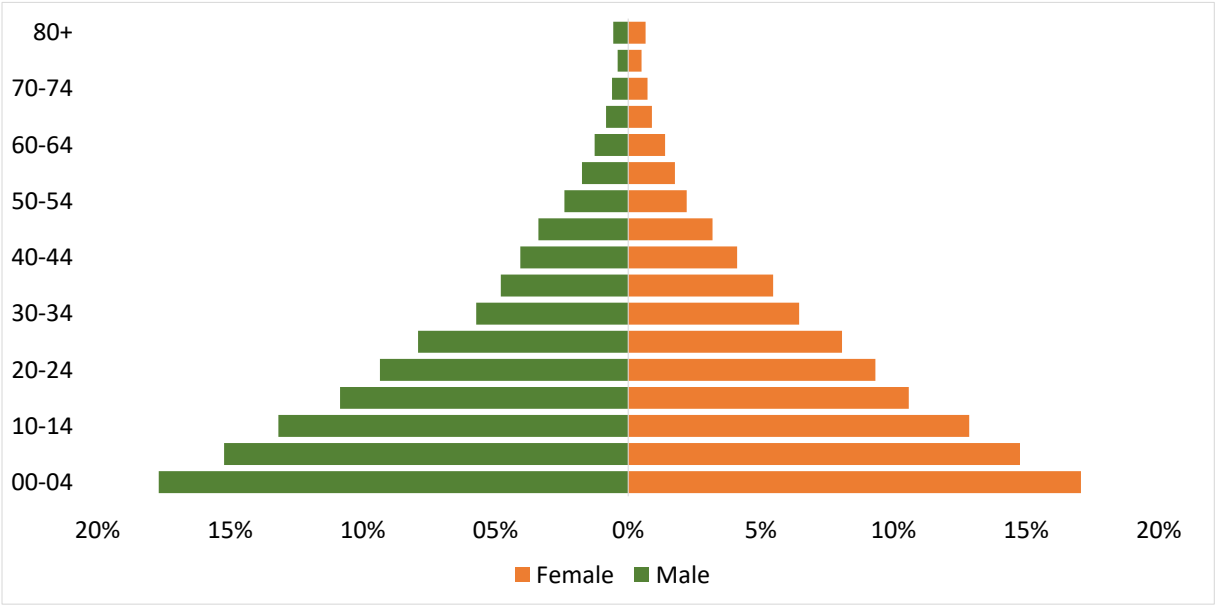



Figure 3.4 shows the population structure by age group and sex. Zambia has a young population as shown by the wider base of the population pyramid. The pyramid contracts as the age increases indicating that there were more people in the younger age groups than in older age groups.

Figure 3.4: Population Structure by Age Group and Sex, Zambia 2021



## 3.3 Relationship to Head of Household

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

Table 3.3 shows the number and percentage distribution of the population by relationship to the head of household. Biological children to the head of household accounted for 48.1 percent of the total population.

The head of household constituted the second highest proportion at 20.9 percent, while the lowest proportion of relationship to the head of the household was father/mother-in-law, grandparent and Uncle/aunt at 0.1 percent each.

Table 3.3: Number and Percentage Distribution of Population by Relationship to Head of Household, Zambia 2021

| Relationship to Head | Total | Percent |
|---|---|---|
| **Total** | **18,400,556** | **100.0** |
| Head | 3,852,777 | 20.9 |
| Spouse (husband/wife) | 2,389,213 | 13.0 |
| Son/daughter | 8,856,199 | 48.1 |
| Step child | 268,435 | 1.5 |
| Brother/sister | 313,621 | 1.7 |
| Brother/sister in law | 161,333 | 0.9 |
| Grandchild | 1,559,680 | 8.5 |
| Nephew/niece | 641,583 | 3.5 |
| Cousin | 64,957 | 0.4 |
| Parent | 56,142 | 0.3 |
| Father/mother in law | 18,198 | 0.1 |
| Uncle/aunt | 26,768 | 0.1 |
| Grandparent | 14,802 | 0.1 |
| Son/daughter in law | 33,803 | 0.2 |
| Other relative | 87,794 | 0.5 |
| Non relative | 55,252 | 0.3 |

## 3.4 Marital Status

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

Figure 3.5 shows the percentage distribution of Marital Status of population aged 10 years or older. Of the total population 10 years or older, the never married accounted for the highest proportion at 48.3 percent while those that were cohabiting had the lowest at 0.1 percent.

Figure 3.5: Percentage Distribution of Marital Status of Persons Aged 10 years or Older, Zambia 2021

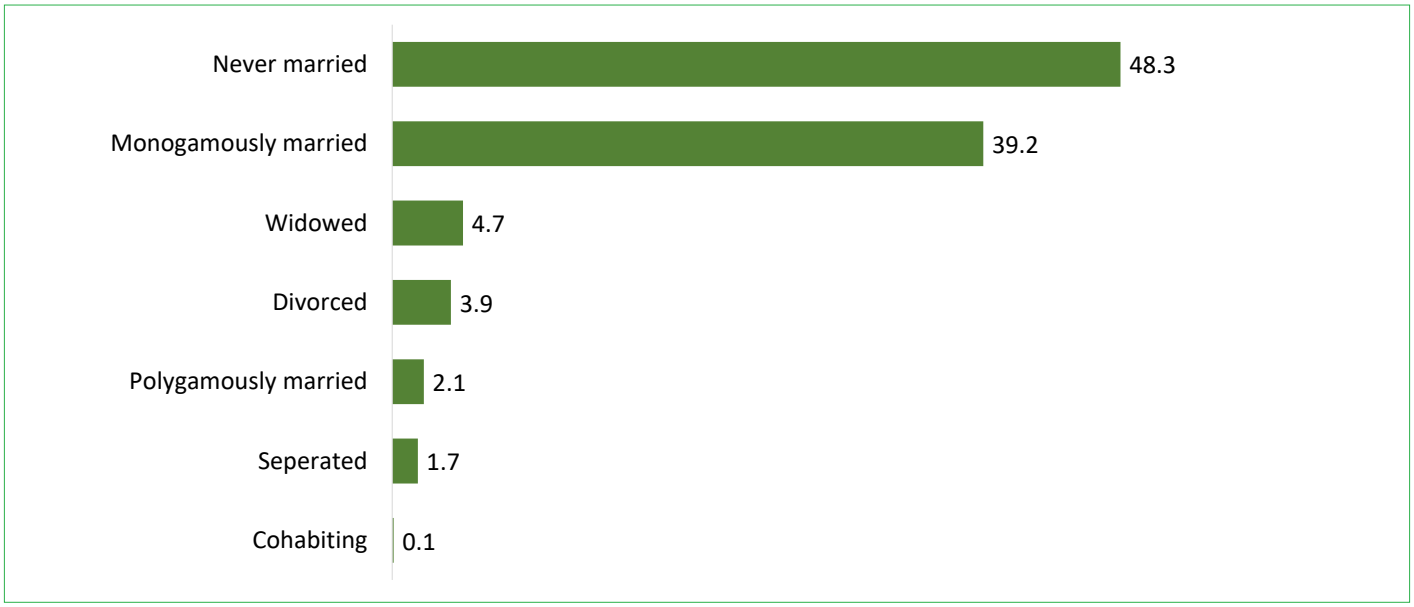



Table 3.4 shows the number and percentage distribution of marital status of population aged 10 years or older by sex. Results show that males accounted for 51.1 percent of the monogamously married while females accounted for 48.9 percent. There were more females who were polygamously married, separated, divorced and widowed than males.

Table 3.4: Number and Percentage Distribution of Marital Status for the Population Aged 10 years or Older by Sex, Zambia 2021

| Marital Status | Total | Male | | Female | |
|---|---|---|---|---|---|
| | Number | Number | Percent | Number | Percent |
| **Total** | **12,444,165** | **6,109,547** | **49.1** | **6,334,618** | **50.9** |
| Never married | 6,007,001 | 3,248,271 | 54.1 | 2,758,730 | 45.9 |
| Cohabiting | 18,307 | 7,720 | 42.2 | 10,587 | 57.8 |
| Monogamously married | 4,883,085 | 2,495,125 | 51.1 | 2,387,960 | 48.9 |
| Polygamously married | 259,910 | 97,218 | 37.4 | 162,692 | 62.6 |
| Separated | 214,366 | 70,957 | 33.1 | 143,408 | 66.9 |
| Divorced | 482,483 | 112,748 | 23.4 | 369,735 | 76.6 |
| Widowed | 579,014 | 77,508 | 13.4 | 501,506 | 86.6 |

Table 3.5 shows the number and percentage distribution of marital status of population aged 10 years or older by rural/urban. Results show that rural areas accounted for 56.1 percent of the monogamously married while urban areas accounted for 43.9 percent. There were more polygamous marriages in rural areas than urban areas at 89.0 percent and 11.0 percent, respectively.

Table 3.5: Number and Percentage Distribution of Marital Status for the Population Aged 10 years or Older by Rural/ Urban, Zambia 2021

| Marital Status | Total | Rural | | Urban | |
|---|---|---|---|---|---|
| | Number | Number | Percent | Number | Percent |
| **Total** | **12,444,165** | **6,788,796** | **54.6** | **5,655,369** | **45.4** |
| Never married | 6,007,001 | 3,161,349 | 52.6 | 2,845,652 | 47.4 |
| Cohabiting | 18,307 | 7,373 | 40.3 | 10,934 | 59.7 |
| Monogamously married | 4,883,085 | 2,737,380 | 56.1 | 2,145,704 | 43.9 |
| Polygamously married | 259,910 | 231,340 | 89.0 | 28,570 | 11.0 |
| Separated | 214,366 | 92,720 | 43.3 | 121,645 | 56.7 |
| Divorced | 482,483 | 246,988 | 51.2 | 235,495 | 48.8 |
| Widowed | 579,014 | 311,645 | 53.8 | 267,369 | 46.2 |

## 3.5 Number of Households

Table 3.6 shows the number and percentage distribution of households by province and rural/urban. The estimated number of households were 3,852,777 of which 54.8 percent of the households were in rural areas while 45.2 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 85.9 percent and 84.9 percent, respectively.

Table 3.6: Number and Percentage Distribution of Households by Province and Rural/Urban, Zambia 2021

| Province | Total | Rural | | Urban | |
|---|---|---|---|---|---|
| | Number | Number | Percent | Number | Percent |
| **Total** | **3,852,777** | **2,111,858** | **54.8** | **1,740,919** | **45.2** |
| Central | 321,621 | 238,994 | 74.3 | 82,626 | 25.7 |
| Copperbelt | 599,265 | 90,559 | 15.1 | 508,705 | 84.9 |
| Eastern | 554,928 | 479,408 | 86.4 | 75,520 | 13.6 |
| Luapula | 248,896 | 186,841 | 75.1 | 62,055 | 24.9 |
| Lusaka | 794,957 | 112,010 | 14.1 | 682,947 | 85.9 |
| Muchinga | 219,222 | 157,177 | 71.7 | 62,045 | 28.3 |
| Northern | 270,530 | 217,440 | 80.4 | 53,090 | 19.6 |
| North Western | 208,833 | 133,415 | 63.9 | 75,418 | 36.1 |
| Southern | 412,008 | 300,204 | 72.9 | 111,805 | 27.1 |
| Western | 222,518 | 195,809 | 88.0 | 26,709 | 12.0 |

# CHAPTER FOUR
# WORKING AGE POPULATION

## 4.1 Introduction

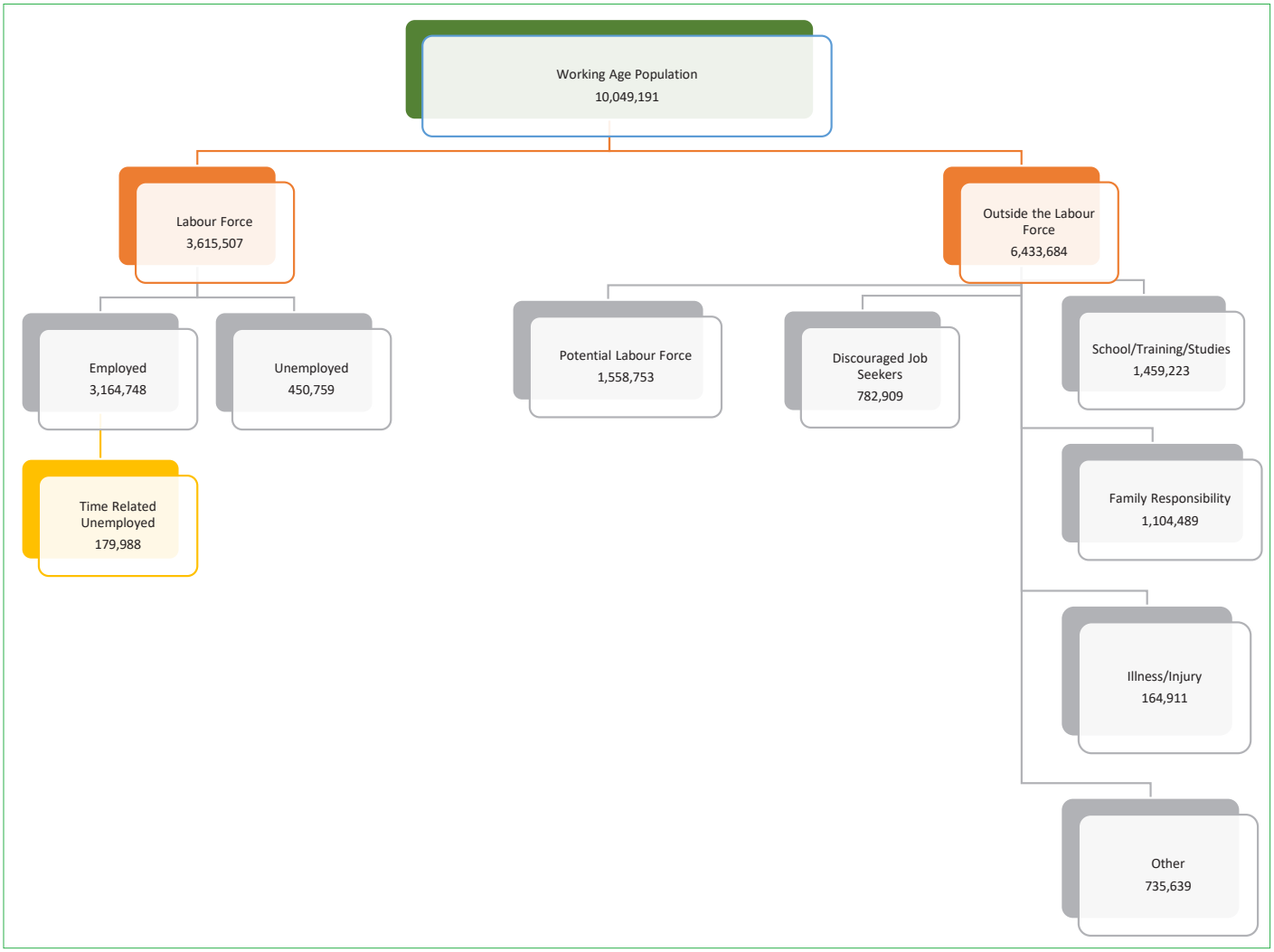
This chapter presents information on the working age population and how it is categorised in the analysis of labour market indicators. The working-age population refers to all persons above a specified minimum age which varies from country to country.

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

4.2 Categorisation of the Working Age Population (15 years or older)

Figure 4.1 shows the main categories of the Working Age Population. In 2021, the working-age population was 10,049,191 of which 3,615,507 persons were in the Labour Force and 6,433,684 were Outside Labour Force.

Figure 4.1: Main Categories of the Working Age Population



## 4.2 Working-Age Population by Rural/Urban and Sex.

Table 4.1 shows the number and percentage distribution of the working age population by rural/urban and sex. The working-age population was 10,049,191 of which 52.8 percent were in rural areas and 47.2 percent were in urban areas.

Table 4.1: Number and Percentage Distribution of the working Age Population (15 years or older) by Rural/Urban and Sex, Zambia 2021

| Region | Both Sexes | | Male | Female |
|---|---|---|---|---|
| | Number | Percent | Number | Number |
| **Total** | **10,049,191** | **100.0** | **4,909,030** | **5,140,161** |
| Rural | 5,303,886 | 52.8 | 2,594,505 | 2,709,381 |
| Urban | 4,745,305 | 47.2 | 2,314,525 | 2,430,780 |

Figure 4.2 shows the percentage distribution of working-age population (15 years or older) by rural/urban and sex. At national level, females accounted for a higher percentage of the working-age population at 51.1 percent compared to males at 48.9 percent. Results by region showed a same pattern as at national level were females had a higher percentage of the working-age population than males. In rural areas, males accounted for 48.9 percent while females accounted for 51.1 percent. In urban areas, males and females accounted for 48.8 percent and 51.2 percent, respectively.

Figure 4.2: Percentage Distribution of Working-Age Population (15 years or older) by Rural/Urban and Sex, Zambia 2021

Figure: 4.3 shows the percentage share of the working age population by province. Lusaka province had the highest percentage share of the working age population at 21.4 percent followed by Copperbelt province at 15.9 percent. Muchinga province had the least share of the working age population at 5.1 percent.

**Figure 4.3: Percentage Distribution of Working Age Population by Province, Zambia 2021**

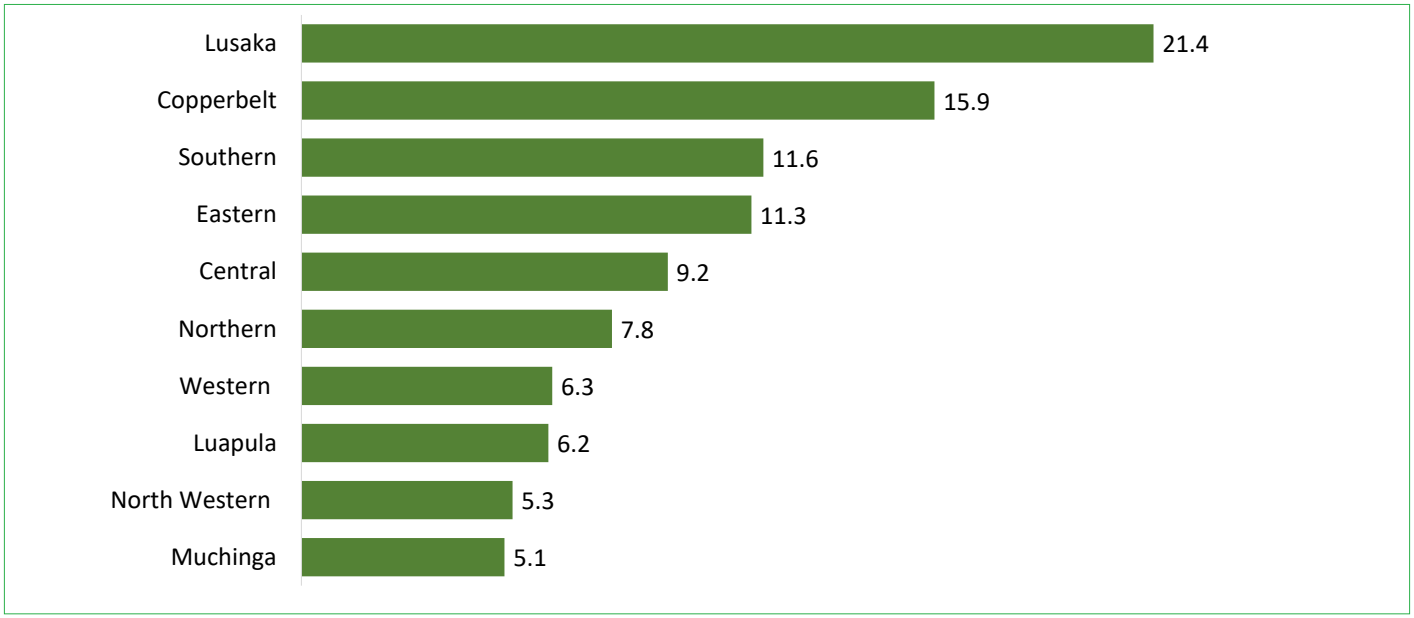



Table 4.2 shows the number and percentage distribution of the working age population by province and sex. All the provinces had more females than males in the working age population except for Southern province.

**Table 4.2: Number and Percentage Distribution of the Working-Age Population (15 years or older) by Province and Sex, Zambia 2021**

| Province | Total | Male | | Female | |
|---|---|---|---|---|---|
| | Number | Number | Percent | Number | Percent |
| **Total** | **10,049,191** | **4,909,030** | **48.9** | **5,140,161** | **51.1** |
| Central | 920,379 | 443,390 | 48.2 | 476,989 | 51.8 |
| Copperbelt | 1,593,475 | 784,814 | 49.3 | 808,662 | 50.7 |
| Eastern | 1,133,200 | 564,917 | 49.9 | 568,283 | 50.1 |
| Luapula | 620,496 | 292,374 | 47.1 | 328,122 | 52.9 |
| Lusaka | 2,155,315 | 1,058,783 | 49.1 | 1,096,532 | 50.9 |
| Muchinga | 511,745 | 236,666 | 46.2 | 275,079 | 53.8 |
| Northern | 779,082 | 378,413 | 48.6 | 400,669 | 51.4 |
| North Western | 535,943 | 265,905 | 49.6 | 270,038 | 50.4 |
| Southern | 1,165,091 | 582,973 | 50.0 | 582,118 | 50.0 |
| Western | 634,465 | 300,797 | 47.4 | 333,669 | 52.6 |

## 4.3 Labour Force

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

Table 4.3 shows number and percentage distribution of the labour force by rural/urban and sex. The labour force was 3,615,507 of which 34.3 percent were in rural areas while 65.7 percent were in urban areas.

Table 4.3: Number and percentage Distribution of the Labour Force by Rural/Urban and Sex, Zambia 2021

| Region | Both Sexes | | Male | Female |
|---|---|---|---|---|
| | Number | Percent | Number | Number |
| **Total** | **3,615,507** | **100.0** | **2,161,123** | **1,454,385** |
| Rural | 1,240,469 | 34.3 | 763,478 | 476,991 |
| Urban | 2,375,038 | 65.7 | 1,397,644 | 977,394 |

Figure 4.4 shows the percentage distribution of the labour force by sex and rural/urban. At national level, the percentage of males in the labour force was higher than that of females at 59.8 percent and 40.2 percent, respectively. The same pattern of having more males than females was observed in both rural and urban areas.

Figure 4.4: Percentage Distribution of the Labour Force by Sex and Rural/Urban, Zambia 2021

Figure 4.5 shows the percentage share of the labour force by province. Lusaka had the highest percentage share of the labour force at 31.9 percent, followed by Copperbelt Province at 19.2 percent. Muchinga Province had the least percent share of the labour force at 4.3 percent.

Figure 4.5: Percentage Share of the Labour force (15 years or older) by Province, Zambia 2021

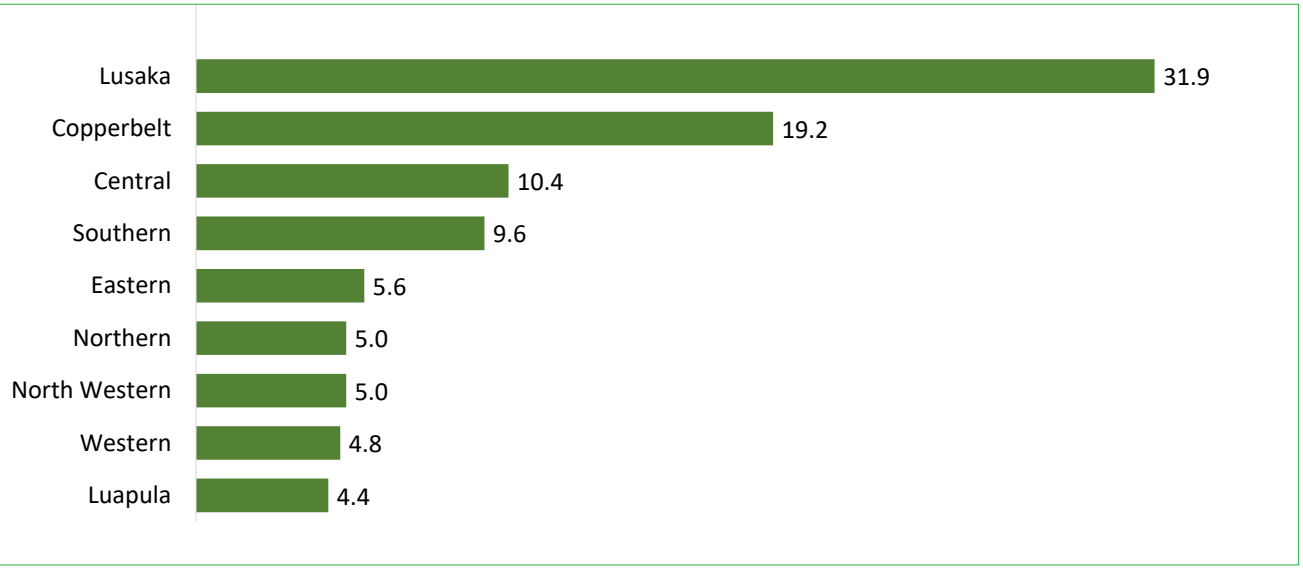



Table 4.4 shows the number and percentage distribution of the population in labour force by province and sex. In all provinces, the males accounted for higher percentages of population in the labour force compared to the females. In Luapula Province, males accounted for 63.7 percent while females accounted for 36.3 percent.

Table 4.4: Number and Percentage Distribution of the Labour Force (15 years or older) by Province and Sex, Zambia 2021

| Province | Total | Male | | Female | |
|---|---|---|---|---|---|
| | Number | Number | Percent | Number | Percent |
| **Total** | **3,615,507** | **2,161,123** | **59.8** | **1,454,385** | **40.2** |
| Central | 374,765 | 213,309 | 56.9 | 161,456 | 43.1 |
| Copperbelt | 693,873 | 426,121 | 61.4 | 267,752 | 38.6 |
| Eastern | 202,847 | 126,802 | 62.5 | 76,045 | 37.5 |
| Luapula | 158,834 | 101,232 | 63.7 | 57,602 | 36.3 |
| Lusaka | 1,151,752 | 680,666 | 59.1 | 471,086 | 40.9 |
| Muchinga | 156,495 | 91,660 | 58.6 | 64,835 | 41.4 |
| Northern | 179,409 | 103,743 | 57.8 | 75,666 | 42.2 |
| North Western | 179,131 | 111,996 | 62.5 | 67,135 | 37.5 |
| Southern | 345,919 | 215,211 | 62.2 | 130,707 | 37.8 |
| Western | 172,482 | 90,383 | 52.4 | 82,100 | 47.6 |

## 4.4 Labour Force by Age Group

Figure 4.6 shows the percentage distribution of the labour force by rural/urban and age group. Results showed that in the age group 15-19 years, urban areas accounted for 3.6 percent of the population in the labour force while rural areas accounted for 9.3 percent. In the age group 30-34 years, urban areas accounted for 17.1 percent while rural areas accounted for 12.5 percent.

Figure 4.6: Percentage Distribution of the Labour Force (15 years or order) by Rural/Urban and Age Group, Zambia 2021

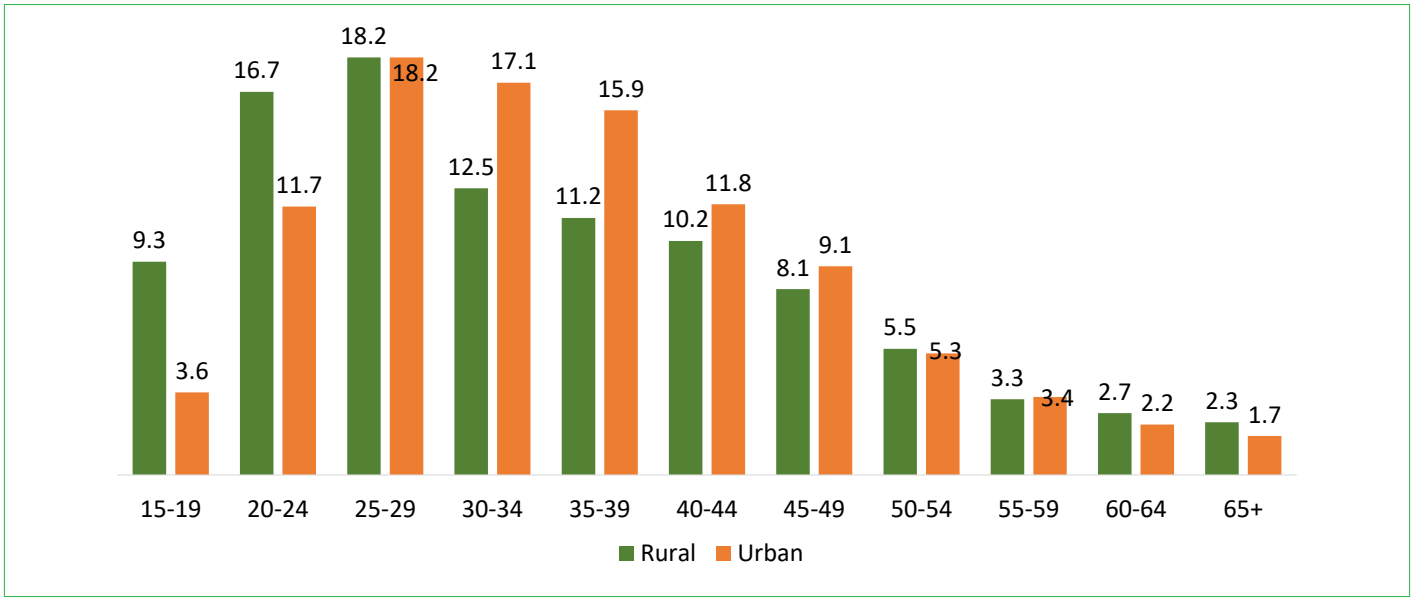
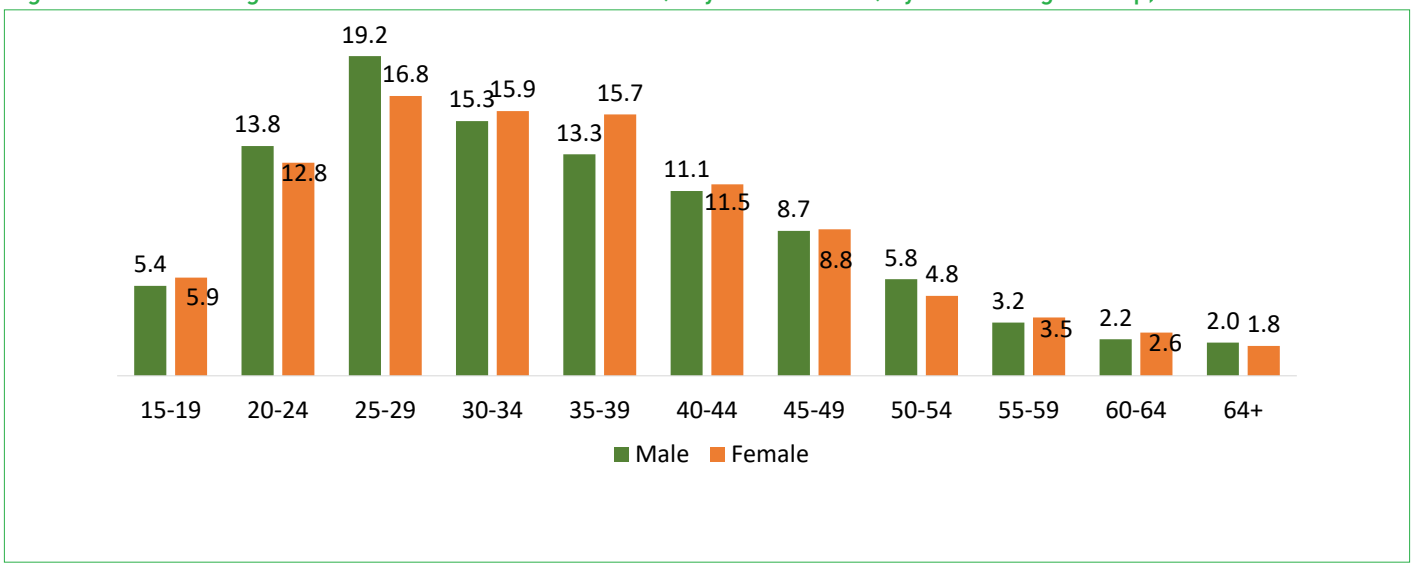



Figure 4.7 shows the percentage distribution of the labour force by sex and age group. In the age group 15-19, males accounted for 5.4 percent of the labour force while females accounted for 5.9 percent. Results also showed that the age group 25-29 had a higher proportion of males than females at 19.2 percent and 16.8 percent, respectively.

Figure 4.7: Percentage Distribution of the labour Force (15 years or order) by Sex and Age Group, Zambia 2021



## 4.5 Labour Force Participation Rate (Activity Rate)

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

Figure 4.8 shows the labour force participation rate by sex and rural/urban. The overall labour force participation rate was 36.0 percent. Males had a higher participation rate at 44.0 percent compared to females at 28.3 percent. The urban participation was higher than that of the rural at 50.1 percent and 23.4 percent, respectively. The pattern of higher participation rate for males than females was observed in both rural and urban areas.

Figure 4.8: Labour Force Participation Rate by Sex and Rural/Urban, Zambia 2021

Figure 4.9 shows age-specific labour force participation rate by sex. The labour force participation rate for males in the age group 25-29 years was 57.4 percent while that of females was 32.6 percent. In the age group 30-34 years, males accounted for 63.2 percent while females accounted for 38.5 percent.

Figure: 4.9: Labour Force Participation Rate by Sex and Age Group, Zambia 2021

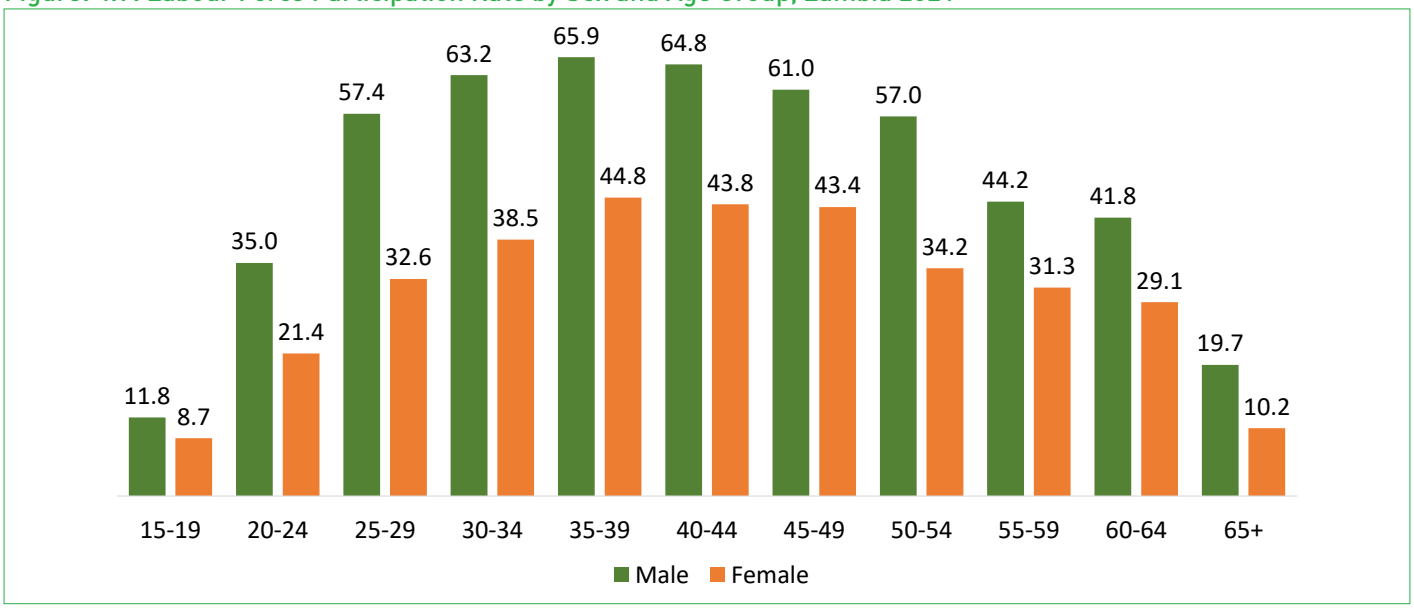


Figure 4.10 shows age-specific labour force participation rate in rural and urban areas. The age-specific labour force participation rate in urban areas was higher than that of rural areas in all the age groups. In urban areas, the participation rate was highest in the age group 35-39 at 75.4 percent. The age group 40-44 had the highest participation rate in rural areas at 34.4 percent.

Figure: 4.10: Labour Force Participation Rate by Rural/Urban and Age Group, Zambia 2021

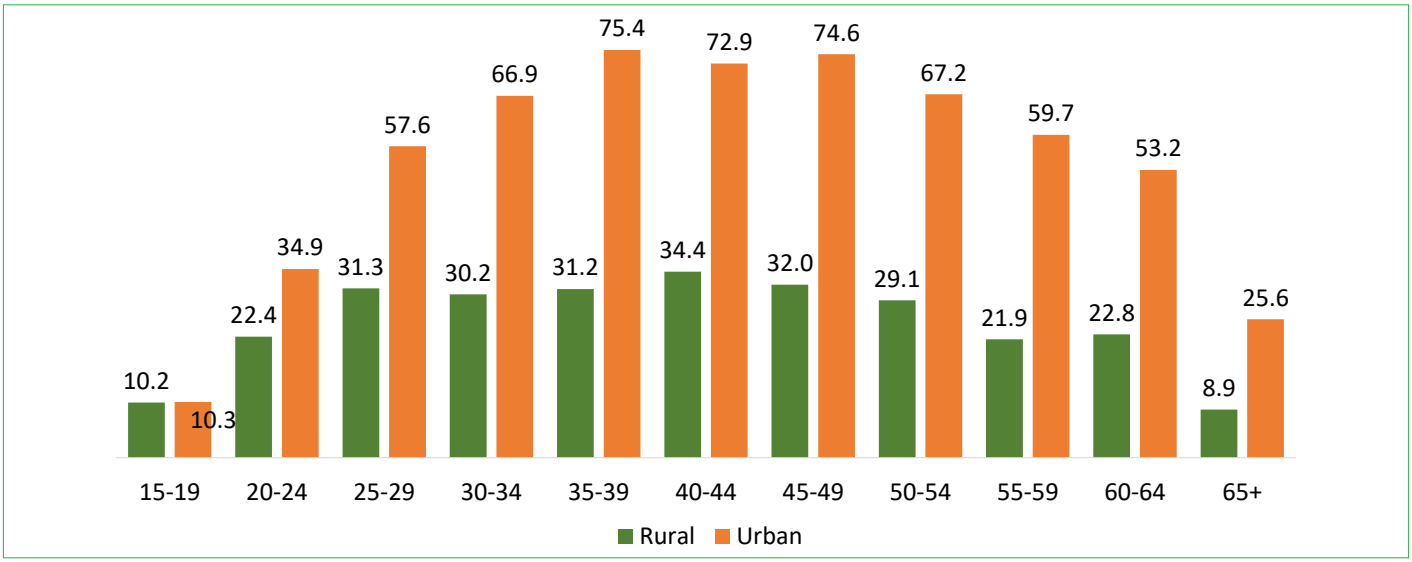



Table 4.5 shows the labour force participation rate for population aged 15 years or older by province and sex. Lusaka province had the highest participation rate at 53.4 percent followed by Copperbelt province at 43.5 percent. Eastern Province had the lowest labour force participation rate at 17.9 percent. In all the provinces the participation rate for males was higher than that of females.

Table 4.5 Labour Force Participation Rate for population (Age 15 years or older) by Province and Sex, Zambia 2021

| Province | Both Sexes | Male | Female |
|---|---|---|---|
| **Total** | **36.0** | **44.0** | **28.3** |
| Central | 40.7 | 48.1 | 33.8 |
| Copperbelt | 43.5 | 54.3 | 33.1 |
| Eastern | 17.9 | 22.4 | 13.4 |
| Luapula | 25.6 | 34.6 | 17.6 |
| Lusaka | 53.4 | 64.3 | 43.0 |
| Muchinga | 30.6 | 38.7 | 23.6 |
| Northern | 23.0 | 27.4 | 18.9 |
| North Western | 33.4 | 42.1 | 24.9 |
| Southern | 29.7 | 36.9 | 22.5 |
| Western | 27.2 | 30.0 | 24.6 |

# CHAPTER FIVE
# EMPLOYMENT

5.1 Introduction

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

5.2 Employed Population

Table 5.1 shows the number and percentage distribution of employed population by rural/urban and sex. Results showed that that employed population was 3,164,748, of which 66.3 percent were in the urban areas and 33.7 percent were in rural areas.

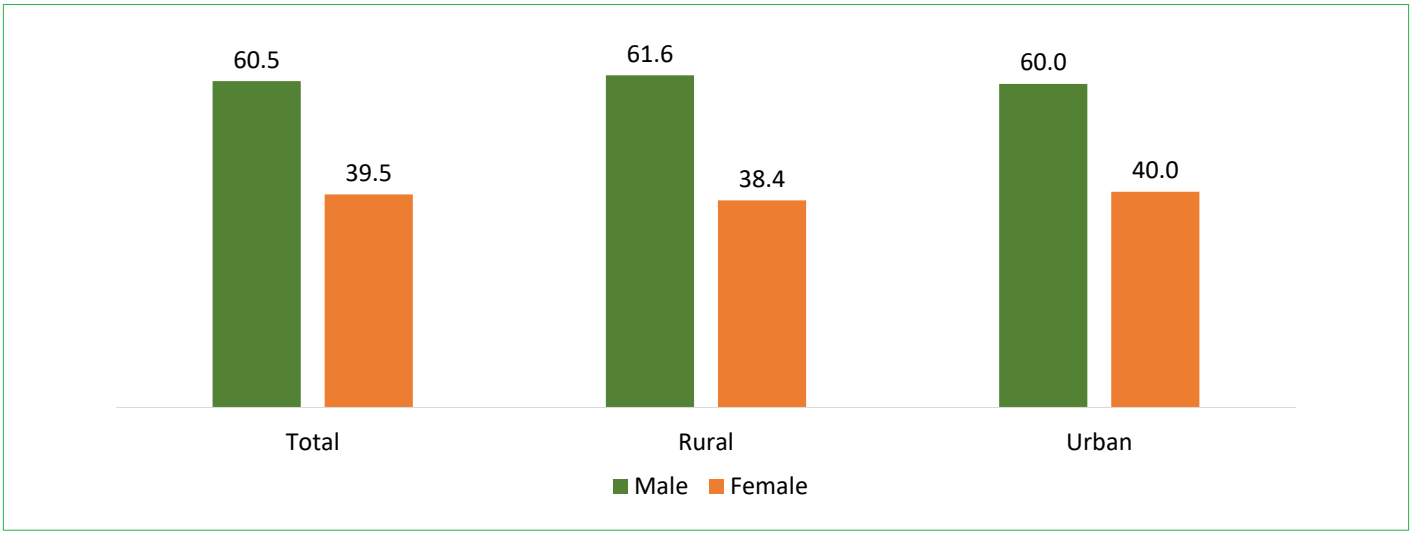
Table 5.1: Number and Percentage Distribution of Employed Population by Rural/Urban and Sex, Zambia 2021

| Rural/Urban | Both Sexes | | Male | Female |
|---|---|---|---|---|
| | Number | Percent | Number | Number |
| **Total** | **3,164,748** | **100** | **1,915,743** | **1,249,006** |
| Rural | 1,065,821 | 33.7 | 656,465 | 409,356 |
| Urban | 2,098,928 | 66.3 | 1,259,278 | 839,650 |

## 5.3 Employed Population by Sex

Figure 5.1 shows the percentage distribution of the employed population by rural/urban and sex. At national level, there were more employed males than females at 60.5 percent and 39.5 percent, respectively. The same pattern was observed in both the rural and urban areas.

Figure 5.1 Percentage Distribution of the Employed Population by Rural/Urban and Sex, Zambia 2021



## 5.4 Employed Population by Province

Figure 5.2 shows the percentage distribution of the employed population by province. Lusaka province had the highest share of the employed population at 33.1 percent followed by Copperbelt province at 19.3 percent. Luapula province had the lowest share at 3.9 percent.

Figure 5.2: Percentage Distribution of Employed Population by Province, Zambia 2021

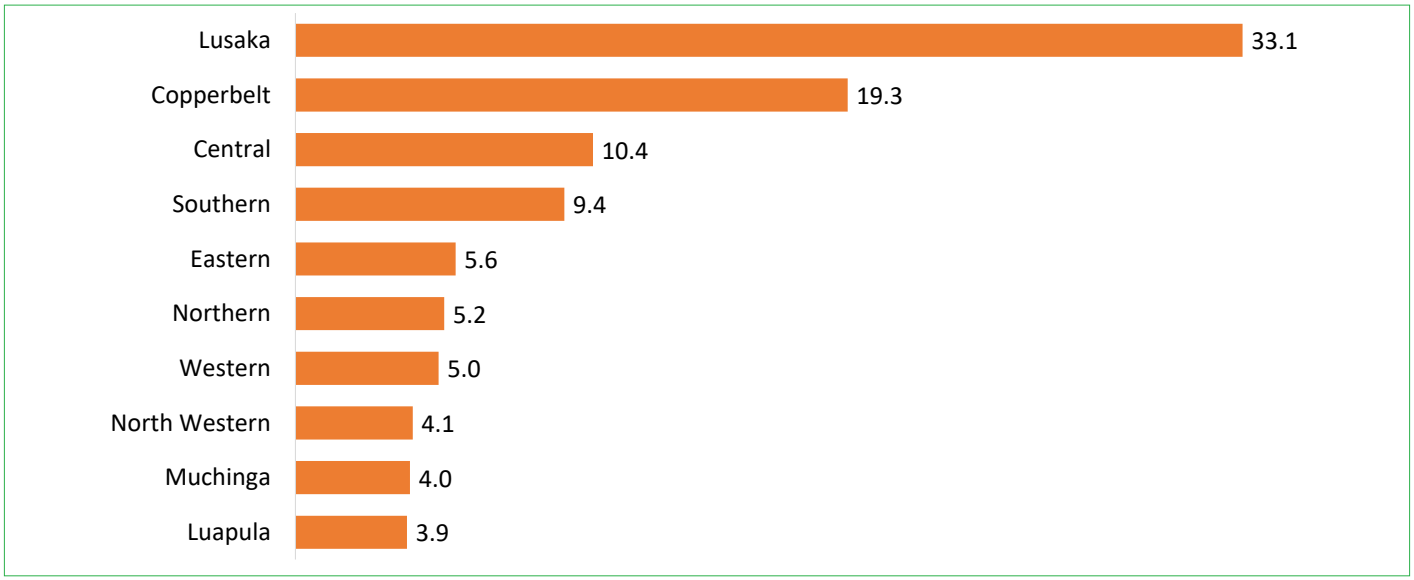



Table 5.2 shows the percentage distribution of employed population (15 years or older) by rural/urban, sex and age group. In all the age groups there were more employed males than females at national level, rural and urban areas. At national level the age group with the biggest difference between males and females was 25-29 years with 65.3 percent and 34.7 percent, respectively.

Table 5.2: Number and Percentage Distribution of Employed Population (15 years or older) by Age Group, Rural/ Urban, Sex and Age Group, Zambia 2021

| Age Group | Total | | | Rural | | | Urban | | |
|---|---|---|---|---|---|---|---|---|---|
| | Total | Male | Female | Total | Male | Female | Total | Male | Female |
| | Number | Percent | Percent | Number | Percent | Percent | Number | Percent | Percent |
| **Total** | **3,164,748** | **60.5** | **39.5** | **1,065,821** | **61.6** | **38.4** | **2,098,928** | **60.0** | **40.0** |
| 15-19 | 154,489 | 60.3 | 39.7 | 95,082 | 59.8 | 40.2 | 59,407 | 61.2 | 38.8 |
| 20-24 | 362,205 | 63.9 | 36.1 | 163,171 | 67.0 | 33.0 | 199,035 | 61.4 | 38.6 |
| 25-29 | 545,975 | 65.3 | 34.7 | 188,792 | 65.4 | 34.6 | 357,183 | 65.2 | 34.8 |
| 30-34 | 503,749 | 59.8 | 40.2 | 129,848 | 59.6 | 40.4 | 373,902 | 59.8 | 40.2 |
| 35-39 | 472,692 | 56.4 | 43.6 | 121,654 | 58.1 | 41.9 | 351,039 | 55.9 | 44.1 |
| 40-44 | 385,953 | 58.7 | 41.3 | 119,834 | 59.0 | 41.0 | 266,119 | 58.5 | 41.5 |
| 45-49 | 293,886 | 58.6 | 41.4 | 91,061 | 57.7 | 42.3 | 202,824 | 59.0 | 41.0 |
| 50-54 | 183,222 | 64.0 | 36.0 | 62,001 | 62.2 | 37.8 | 121,222 | 64.9 | 35.1 |
| 55-59 | 115,908 | 57.3 | 42.7 | 37,833 | 65.7 | 34.3 | 78,075 | 53.2 | 46.8 |
| 60-64 | 79,928 | 54.5 | 45.5 | 29,548 | 55.5 | 44.5 | 50,380 | 53.9 | 46.1 |
| 65-69 | 42,870 | 64.0 | 36.0 | 17,938 | 63.3 | 36.7 | 24,932 | 64.5 | 35.5 |
| 70-74 | 11,275 | 61.6 | 38.4 | 4,233 | 31.4 | 68.6 | 7,042 | 79.8 | 20.2 |
| 75-79 | 7,399 | 55.5 | 44.5 | 3,018 | 73.7 | 26.3 | 4,381 | 43.0 | 57.0 |
| 80+ | 5,197 | 52.6 | 47.4 | 1,809 | 40.2 | 59.8 | 3,388 | 59.2 | 40.8 |

## 5.5 Employment-to-Population Ratio

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

Figure 5.3 shows the employment-to-population ratio by rural/urban and sex. The overall employment-to-population ratio was 31.5 percent with males at 39.0 percent and females at 24.3 percent. The ratio for urban areas was higher at than that of rural areas at 44.2 percent and 20.1 percent, respectively.

Figure 5.3: Employment-to-Population Ratio by Rural/Urban and Sex, Zambia 2021

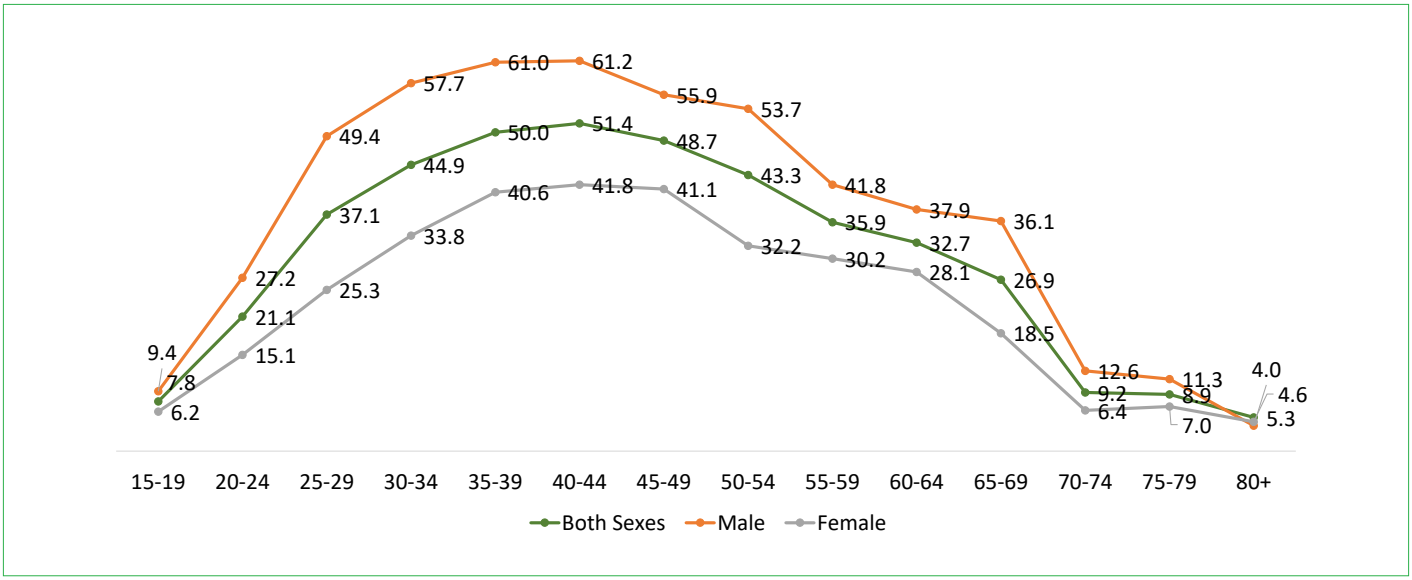
Table 5.3 shows the employment-to-population ratio by province and sex. The province with the highest employment-to-population ratio was Lusaka at 48.6 percent while Eastern had the lowest at 15.6 percent. In all the provinces the employment to population ratio was higher for males than females.

Table 5.3 Employment-to-Population Ratio by Sex and Province, Zambia 2021

| Province | Both Sexes | Male | Female |
|---|---|---|---|
| **Total** | **31.5** | **39.0** | **24.3** |
| Central | 35.9 | 42.3 | 29.9 |
| Copperbelt | 38.3 | 49.0 | 27.9 |
| Eastern | 15.6 | 19.5 | 11.7 |
| Luapula | 19.8 | 27.4 | 13.1 |
| Lusaka | 48.6 | 60.0 | 37.5 |
| Muchinga | 25.0 | 30.3 | 20.4 |
| Northern | 21.0 | 25.1 | 17.1 |
| North Western | 24.2 | 30.3 | 18.1 |
| Southern | 25.6 | 32.1 | 19.2 |
| Western | 25.0 | 28.0 | 22.3 |

Figure 5.4 shows the employment-to-population ratio by sex and age group. Across all age groups the employment to population ratio was higher for males than females. Among males and females, the employment to population ratio was highest in the age group 40-44 years at 61.2 percent and 41.8 percent, respectively.

**Figure: 5.4 Employment-to-Population Ratio by Sex and Age Group, Zambia 2021**




## 5.6 Status in Employment

Figure 5.6 shows the percentage share of the employed population by status in employment. In 2021, majority employed persons were working as employees accounting for 42.2 percent. The own account workers (self-employed) accounted for 38.8 percent of the total employed population. The paid interns accounted for 0.2 percent. Persons employed as casual workers and domestic workers accounted for 2.5 percent and 1.7 percent, respectively.

**Figure 5.6: Percentage Distribution of the Employed Population by Status in Employment, Zambia 2021**

Figure 5.7 shows the percentage distribution of the employed population by status in employment and sex. In all the status of employment categories, there were more males than females except among contributing family workers and domestic paid workers where females accounted for 63.6 percent and 64.8 percent, respectively. The paid interns had the biggest difference between males and females at 78.9 percent and 21.1 percent, respectively.

Figure 5.7: Percentage Distribution of the Employed Population by Status in Employment and Sex, Zambia 2021

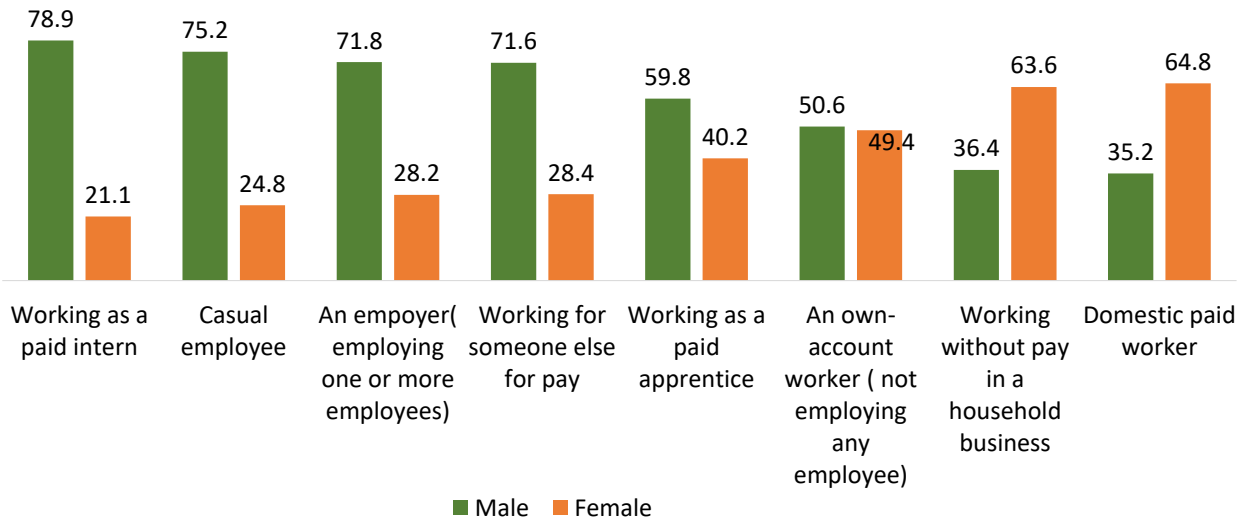



Table 5.4 shows the percentage distribution of the employed population by status in employment and rural/urban. Analysis by rural and urban shows that in all statuses of employment there were more population employed in urban than rural areas except the contributing family workers category which had more employed population working in the rural areas at 72.9 percent.

Table 5.4: Percentage Distribution of the Employed population by Status in Employment and Rural/Urban, Zambia 2021

| Status in Employment | Total | Rural | Urban |
|---|---|---|---|
| | Number | Percent | Percent |
| **Total** | **3,164,748** | **33.7** | **66.3** |
| Working for someone else for pay | 1,336,753 | 24.1 | 75.9 |
| Working as a paid apprentice | 49,426 | 21.9 | 78.1 |
| Working as a paid intern | 5,555 | 42.7 | 57.3 |
| An employer (employing one or more employees) | 210,489 | 25.3 | 74.7 |
| An own-account worker (not employing any employee) | 1,227,004 | 40.3 | 59.7 |
| Helping without pay in a household business | 200,811 | 72.9 | 27.1 |
| Domestic paid worker | 54,326 | 19.9 | 80.1 |
| Casual employee | 80,385 | 32.1 | 67.9 |

## 5.7 Institutional Sector

Figure 5.8 shows in percentage distribution of the employed population by institutional sector. In 2021, the majority of the employed population were working in the private business/farms at 58.8 percent while those working in the Embassy/International organization were in the minority at 0.1 percent.

Figure 5.8: Percentage Distribution of the Employed Population by Institutional Sector, Zambia 2021

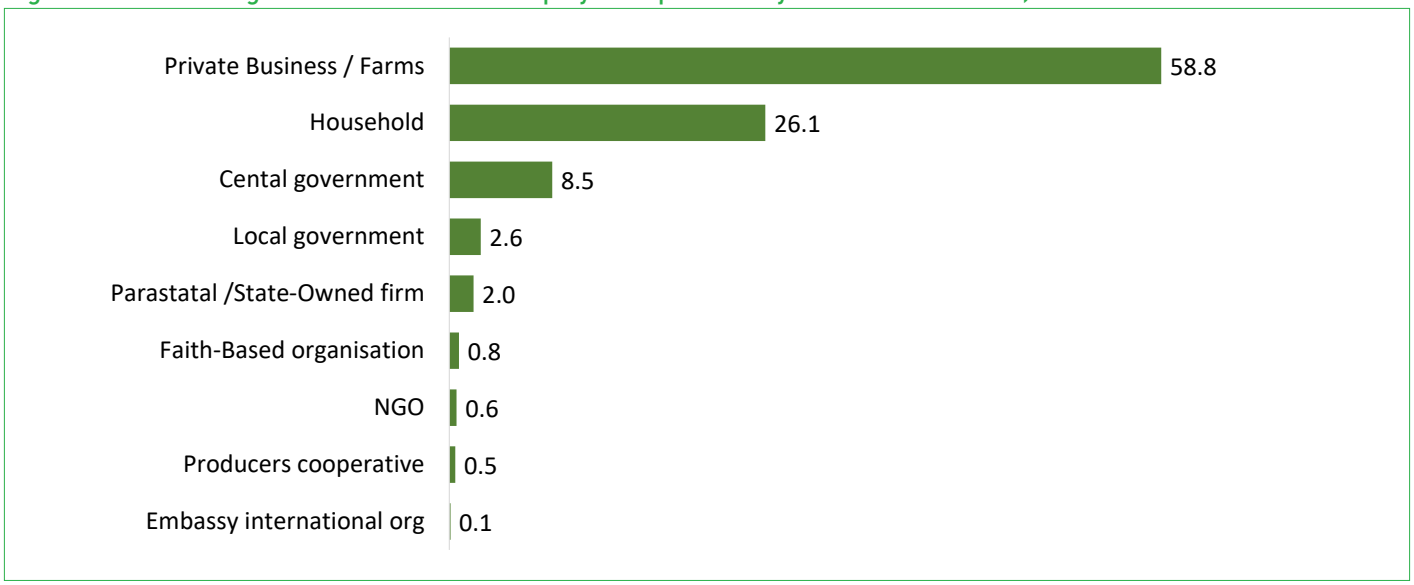



Table 5.5 shows the percentage distribution of the employed population by institutional sector, rural/urban and sex. In 2021, all the institutional sectors had more males than females except the Household sector which had more females than males, at 52.5 percent, and 47.5 percent, respectively.

Table 5.5: Percentage Distribution of the Employed Population by Institutional Sector, Rural/Urban and Sex, Zambia 2021

| Institutional Sector | Total | | | Rural | | | Urban | | |
|---|---|---|---|---|---|---|---|---|---|
| | Both Sexes | Male | Female | Both Sexes | Male | Female | Both Sexes | Male | Female |
| | Number | Percent | Percent | Number | Percent | Percent | Number | Percent | Percent |
| **Total** | **3,164,748** | **60.5** | **39.5** | **1,065,821** | **61.6** | **38.4** | **2,098,928** | **60.0** | **40.0** |
| Central Government | 268,039 | 59.2 | 40.8 | 82,848 | 64.6 | 35.4 | 185,191 | 56.9 | 43.1 |
| Local Government | 81,139 | 56.5 | 43.5 | 13,057 | 44.1 | 55.9 | 68,082 | 58.8 | 41.2 |
| Parastatal/State-owned firm | 64,325 | 79.1 | 20.9 | 15,765 | 84.5 | 15.5 | 48,560 | 77.3 | 22.7 |
| Embassy/International org. | 2,242 | 64.0 | 36.0 | 528 | 100.0 | - | 1,714 | 53.0 | 47.0 |
| NGO | 18,339 | 73.0 | 27.0 | 4,457 | 95.2 | 4.8 | 13,882 | 65.8 | 34.2 |
| Faith-Based organisation | 26,555 | 66.8 | 33.2 | 9,143 | 62.3 | 37.7 | 17,412 | 69.3 | 30.7 |
| Private Business / Farms | 1,862,365 | 65.8 | 34.2 | 569,179 | 64.2 | 35.8 | 1,293,186 | 66.6 | 33.4 |
| Producers cooperative | 15,761 | 59.6 | 40.4 | 4,656 | 44.9 | 55.1 | 11,105 | 65.7 | 34.3 |
| Household | 825,984 | 47.5 | 52.5 | 366,188 | 56.3 | 43.7 | 459,796 | 40.5 | 59.5 |

## 5.8 Highest Educational Attainment

Figure 5.9 shows trends in percentage share of the employed population by educational attainment. In 2021, employed population who attained secondary school (grade 8-12) had the highest percentage share at 56.4 percent while those with nursery education as the highest level attained had the lowest share of the employed population at 0.1 percent.

Figure 5.9: Percentage Share of the Employed Population by Highest Educational Attainment, Zambia 2021

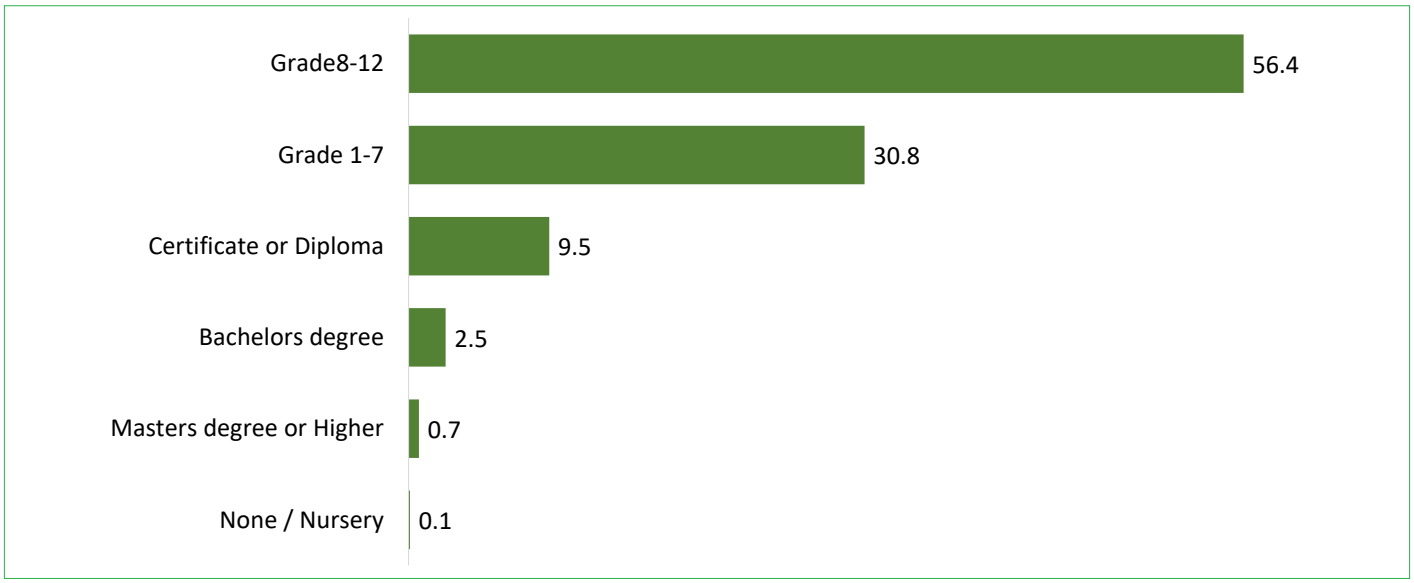



Table 5.6 shows the percentage distribution of the employed population by educational attainment and rural/ urban. In all the levels of education attainment, there were more males than females that were employed in all education levels. In rural areas, only those with no education/ nursery had more females at 61.6 percent compared to males at 38.4 percent, while in urban areas the employed population with primary education had more females than males at 53.2 percent and 46.8 percent, respectively.

Table 5.6: Number and Percentage Distribution of the Employed Population by Educational Attainment, Rural/Urban and Sex, Zambia 2021

| Education Level Attainment | Total | | | Rural | | | Urban | | |
|---|---|---|---|---|---|---|---|---|---|
| | Total | Male | Female | Total | Male | Female | Total | Male | Female |
| | Number | Percent | Percent | Number | Percent | Percent | Number | Percent | Percent |
| **Total** | **3,164,748** | **61.3** | **38.7** | **1,045,419** | **62.7** | **37.3** | **2,119,330** | **60.7** | **39.3** |
| None/Nursery | 2,166 | 56.0 | 44.0 | 1,547 | 38.4 | 61.6 | 619 | 100.0 | - |
| Grade 1-7 | 974,689 | 52.1 | 47.9 | 492,042 | 57.3 | 42.7 | 482,647 | 46.8 | 53.2 |
| Grade 8-12 | 1,785,696 | 66.5 | 33.5 | 473,927 | 68.2 | 31.8 | 1,311,769 | 65.9 | 34.1 |
| Certificate/Diploma | 301,416 | 60.1 | 39.9 | 62,002 | 64.0 | 36.0 | 239,413 | 59.0 | 41.0 |
| Bachelors' degree | 78,891 | 58.5 | 41.5 | 14,051 | 56.2 | 43.8 | 64,840 | 59.0 | 41.0 |
| Masters' degree or higher | 21,891 | 82.3 | 17.7 | 1,850 | 100.0 | - | 20,041 | 80.6 | 19.4 |

## 5.9 Occupation

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

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

Figure 5.10 shows the percentage share of the employed population by occupation. Results showed that the service and sales workers occupation group accounted for the highest share at 29.8 percent, followed by the elementary occupation group at 17.1 percent. The Clerical support workers represented the least share at 1.6 percent.

Figure 5.10: Percentage Share of Employed Population by Occupation, Zambia 2021

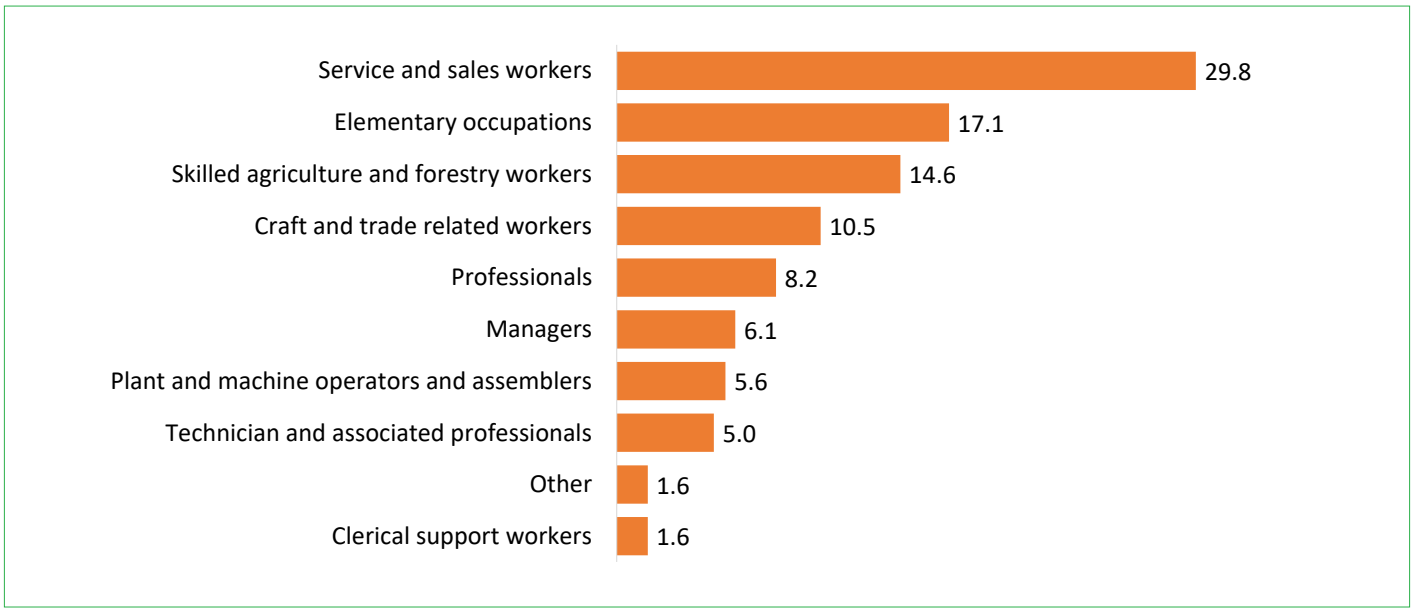



Table 5.7 shows the percentage distribution of employed population by occupation, rural/urban and sex. In all the occupations, the male employed population accounted for a higher percent compared to females except in the Service and Sales Workers which had more females than males at 57.5 percent and 42.5 percent, respectively. The same pattern was observed in rural and urban areas in all occupations except in the Service and Sales Workers.

Table 5.7: Number and Percentage Distribution of Employed Population (15 years or older) by Occupation, Rural/ urban and Sex, Zambia 2021

| Occupation | Total | | | Rural | | | Urban | | |
|---|---|---|---|---|---|---|---|---|---|
| | Both Sexes | Male | Female | Both Sexes | Male | Female | Both Sexes | Male | Female |
| | Number | Percent | Percent | Number | Percent | Percent | Number | Percent | Percent |
| **Total** | **3,164,748** | **60.5** | **39.5** | **1,065,821** | **61.6** | **38.4** | **2,098,928** | **60.0** | **40.0** |
| Managers | 193,010 | 56.7 | 43.3 | 36,235 | 67.5 | 32.5 | 156,775 | 54.2 | 45.8 |
| Professionals | 258,542 | 55.9 | 44.1 | 69,158 | 59.5 | 40.5 | 189,384 | 54.5 | 45.5 |
| Technician and Associated professionals | 157,005 | 60.1 | 39.9 | 20,677 | 50.1 | 49.9 | 136,328 | 61.6 | 38.4 |
| Clerical support workers | 50,887 | 57.9 | 42.1 | 5,986 | 53.5 | 46.5 | 44,902 | 58.5 | 41.5 |
| Service and sales workers | 942,434 | 42.5 | 57.5 | 213,647 | 43.4 | 56.6 | 728,787 | 42.2 | 57.8 |
| Skilled agriculture and forestry workers | 461,392 | 63.2 | 36.8 | 366,923 | 63.3 | 36.7 | 94,468 | 63.0 | 37.0 |
| Craft and related trade workers | 332,357 | 85.3 | 14.7 | 92,871 | 78.2 | 21.8 | 239,486 | 88.1 | 11.9 |
| Plant and machine operators and assemblers | 177,785 | 95.8 | 4.2 | 28,147 | 99.3 | 0.7 | 149,638 | 95.1 | 4.9 |
| Elementary occupations | 539,957 | 66.2 | 33.8 | 199,506 | 66.3 | 33.7 | 340,451 | 66.2 | 33.8 |
| Other | 51,381 | 66.7 | 33.3 | 32,672 | 59.4 | 40.6 | 18,709 | 79.4 | 20.6 |

## 5.10 Industry

The classification of employed population by industry is important in the analysis of the labour market of any given country. The broad structure of the ISIC revision 4 was used to classify the employed population in Zambia as follows:

- Agriculture, forestry and fishing
- Mining and quarrying
- Manufacturing
- Electricity, gas, steam and air conditioning supply
- Water supply; sewerage, waste management and remediation activities
- Construction
- Wholesale and retail trade; repair of motor vehicles and motorcycles
- Transportation and storage
- Accommodation and food service activities
- Information and communication
- Financial and insurance activities
- Real estate activities
- Professional, scientific and technical activities
- Administrative and support service activities
- Public administration and defense; compulsory social security
- Education

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

Figure 5.11 shows the percentage share of the employed population by industry. The industry with the highest share of employed population was the Wholesale and retail trade; repair of motor vehicles and motorcycles at 25.0 percent followed by the Agriculture, Forestry and fishing at 23.6 percent. The Electricity, gas, steam and air conditioning industry had the lowest percentage share at 0.3 percent.

**Figure 5.11: Percentage Share of Employed Population by Industry, Zambia 2021**

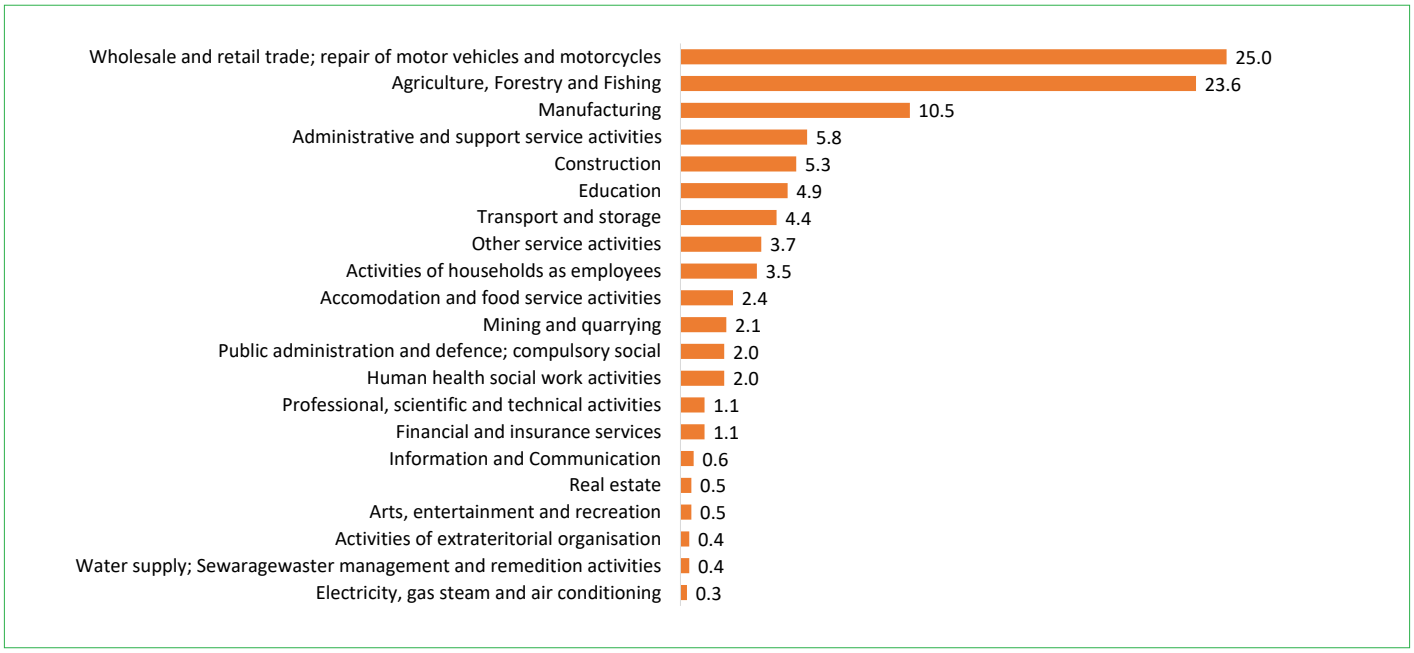



Table 5.8 shows the number and percentage distribution of employed population by industry and sex. In all the industries the proportion of males was higher than that of females except in Wholesale and retail, Accommodation and food service activities, Human health and social work activities, Activities of households as employers, and Other service activities which had more females than males.

Table 5.8: Number and Percentage Distribution of Employed Population (15 years or older) by Industry and Sex, Zambia 2021

| Industry | Total | | | Rural | | | Urban | | |
|---|---|---|---|---|---|---|---|---|---|
| | Total | Male | Female | Total | Male | Female | Total | Male | Female |
| | Number | Percent | Percent | Number | Percent | Percent | Number | Percent | Percent |
| **Total** | **3,164,748** | **60.5** | **39.5** | **1,065,821** | **61.6** | **38.4** | **2,098,928** | **60.0** | **40.0** |
| Agriculture, forestry and fishing | 747,036 | 64.0 | 36.0 | 559,430 | 64.0 | 36.0 | 187,607 | 63.8 | 36.2 |
| Mining and quarrying | 66,478 | 90.4 | 9.6 | 6,398 | 84.8 | 15.2 | 60,079 | 91.0 | 9.0 |
| Manufacturing | 330,933 | 74.6 | 25.4 | 81,867 | 57.5 | 42.5 | 249,065 | 80.2 | 19.8 |
| Electricity, gas, steam and air conditioning | 8,121 | 91.7 | 8.3 | 634 | 100.0 | - | 7,487 | 91.0 | 9.0 |
| Water supply; sewerage waste management and remediation activities | 11,555 | 85.0 | 15.0 | 1,743 | 100.0 | - | 9,812 | 82.3 | 17.7 |
| Construction | 166,331 | 96.6 | 3.4 | 42,737 | 95.9 | 4.1 | 123,595 | 96.8 | 3.2 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 791,873 | 43.6 | 56.4 | 178,863 | 42.0 | 58.0 | 613,009 | 44.0 | 56.0 |
| Transport and storage | 140,674 | 96.2 | 3.8 | 23,926 | 100.0 | - | 116,748 | 95.4 | 4.6 |
| Accommodation and Food service activities | 76,665 | 28.2 | 71.8 | 12,017 | 29.9 | 70.1 | 64,648 | 27.9 | 72.1 |
| Information and communication | 19,215 | 76.8 | 23.2 | 769 | 100.0 | - | 18,446 | 75.8 | 24.2 |
| Financial and insurance services | 33,841 | 55.2 | 44.8 | 3,405 | 88.8 | 11.2 | 30,436 | 51.4 | 48.6 |
| Real estate | 16,481 | 35.0 | 65.0 | 509 | 100.0 | - | 15,971 | 32.9 | 67.1 |
| Professional, scientific and technical activities | 35,574 | 59.2 | 40.8 | 3,714 | 31.2 | 68.8 | 31,860 | 62.4 | 37.6 |
| Administrative and support service activities | 183,035 | 69.4 | 30.6 | 32,327 | 67.4 | 32.6 | 150,707 | 69.8 | 30.2 |
| Public administration and defence; compulsory social security | 63,879 | 70.8 | 29.2 | 13,449 | 66.3 | 33.7 | 50,429 | 72.1 | 27.9 |
| Education | 153,493 | 51.6 | 48.4 | 52,667 | 63.5 | 36.5 | 100,827 | 45.3 | 54.7 |
| Human health social work activities | 61,769 | 44.4 | 55.6 | 15,718 | 55.7 | 44.3 | 46,051 | 40.5 | 59.5 |
| Arts, entertainment and recreation | 16,173 | 77.9 | 22.1 | 1,441 | 87.7 | 12.3 | 14,732 | 76.9 | 23.1 |
| Other service activities | 116,140 | 49.1 | 50.9 | 15,331 | 72.3 | 27.7 | 100,808 | 45.5 | 54.5 |
| Activities of households as employers; | 111,903 | 32.4 | 67.6 | 18,039 | 46.4 | 53.6 | 93,863 | 29.7 | 70.3 |
| Activities of extraterritorial organisations | 13,582 | 46.1 | 53.9 | 834 | 100.0 | - | 12,748 | 42.5 | 57.5 |

## 5.11 Type of Employment

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

Figure 5.11 shows the percentage distribution of employed population by type of employment. In 2021, formal employment was estimated at 26.8 percent while informal employment was at 73.2 percent.

Figure 5.11: Percentage Distribution of the Employed Population by Type of Employment, Zambia 2021

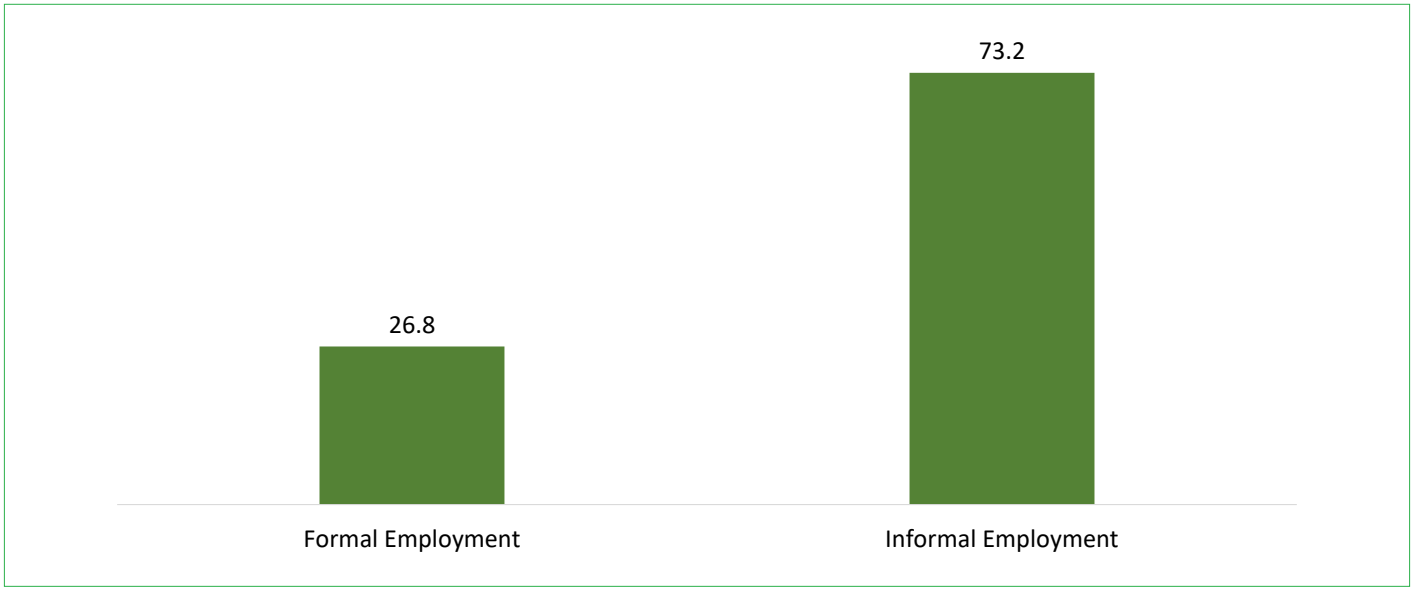



Table 5.9 shows the number and percentage distribution of the employed population by type of employment, rural/urban and sex. Among the formally employed population, males accounted for 68.9 percent while females accounted for 31.1 percent. The informally employed population had 57.5 percent male and 42.5 percent female.

Table 5.9: Number and Percentage Distribution of the employed population by Type of employment, Rural/Urban and Sex, Zambia 2021

| Type of Employment | Total | | | Rural | | | Urban | | |
|---|---|---|---|---|---|---|---|---|---|
| | Both Sexes | Male | Female | Both Sexes | Male | Female | Both Sexes | Male | Female |
| | Number | Percent | Percent | Number | Percent | Percent | Number | Percent | Percent |
| **Total** | **3,164,748** | **60.5** | **39.5** | **1,065,821** | **61.6** | **38.4** | **2,098,928** | **60.0** | **40.0** |
| Formal Employment | 848,413 | 68.9 | 31.1 | 148,190 | 70.6 | 29.4 | 700,222 | 68.5 | 31.5 |
| Informal Employment | 2,316,336 | 57.5 | 42.5 | 917,630 | 60.1 | 39.9 | 1,398,706 | 55.7 | 44.3 |

Table 5.10 shows the number and percentage distribution of the employed population by industry and type of employment. The agriculture, forestry and fishing industry had a higher proportion of informally employed persons than the formal employed persons at 89.2 and 10.8 percent, respectively. Similarly, Wholesale and retail trade; repair of motor vehicles and motorcycles industry had a higher proportion of informally employed persons at 84.9 percent. The Public administration and defence; compulsory social security and Education industries, accounted for a higher proportion of the formally employed persons than the informally employed at 84.7 percent and 84.6 percent, respectively.

**Table 5.10: Number and Percentage Distribution of the Employed Population by Industry and Type of Employment (Formal/ Informal), Zambia 2021**

| Industry | Total | Formal Employment | | Informal Employment | |
|---|---|---|---|---|---|
| | Number | Number | Percent | Number | Percent |
| **Total** | **3,164,748** | **848,413** | **26.8** | **2,316,336** | **73.2** |
| Agriculture, forestry and fishing | 747,036 | 80,796 | 10.8 | 666,240 | 89.2 |
| Mining and quarrying | 66,478 | 53,518 | 80.5 | 12,960 | 19.5 |
| Manufacturing | 330,933 | 84,878 | 25.6 | 246,055 | 74.4 |
| Electricity, gas, steam and air conditioning | 8,121 | 4,247 | 52.3 | 3,874 | 47.7 |
| Water supply; sewerage waste management and remediation activities | 11,555 | 7,278 | 63.0 | 4,277 | 37.0 |
| Construction | 166,331 | 21,106 | 12.7 | 145,226 | 87.3 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 791,873 | 119,924 | 15.1 | 671,948 | 84.9 |
| Transport and storage | 140,674 | 30,203 | 21.5 | 110,471 | 78.5 |
| Accommodation and Food service activities | 76,665 | 20,742 | 27.1 | 55,922 | 72.9 |
| Information and communication | 19,215 | 11,372 | 59.2 | 7,843 | 40.8 |
| Financial and insurance services | 33,841 | 18,170 | 53.7 | 15,671 | 46.3 |
| Real estate | 16,481 | 1,833 | 11.1 | 14,647 | 88.9 |
| Professional, scientific and technical activities | 35,574 | 28,727 | 80.8 | 6,847 | 19.2 |
| Administrative and support service activities | 183,035 | 92,835 | 50.7 | 90,199 | 49.3 |
| Public administration and defence; compulsory social security | 63,879 | 54,133 | 84.7 | 9,745 | 15.3 |
| Education | 153,493 | 129,852 | 84.6 | 23,641 | 15.4 |
| Human health social work activities | 61,769 | 47,134 | 76.3 | 14,635 | 23.7 |
| Arts, entertainment and recreation | 16,173 | 7,781 | 48.1 | 8,391 | 51.9 |
| Other service activities | 116,140 | 22,459 | 19.3 | 93,680 | 80.7 |
| Activities of households as employers; | 111,903 | 9,413 | 8.4 | 102,490 | 91.6 |
| Activities of extraterritorial organisations | 13,582 | 2,010 | 14.8 | 11,572 | 85.2 |

## 5.12 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.

Figure 5.12 shows the percentage distribution of employed population by sector of employment. The proportion of the informal sector was higher than that of the formal and household sectors at 43.3 percent, 29.6 percent and 27.0 percent, respectively.

Figure 5.12: Percentage Distribution of the Employed Population by Sector of Employment, Zambia 2021

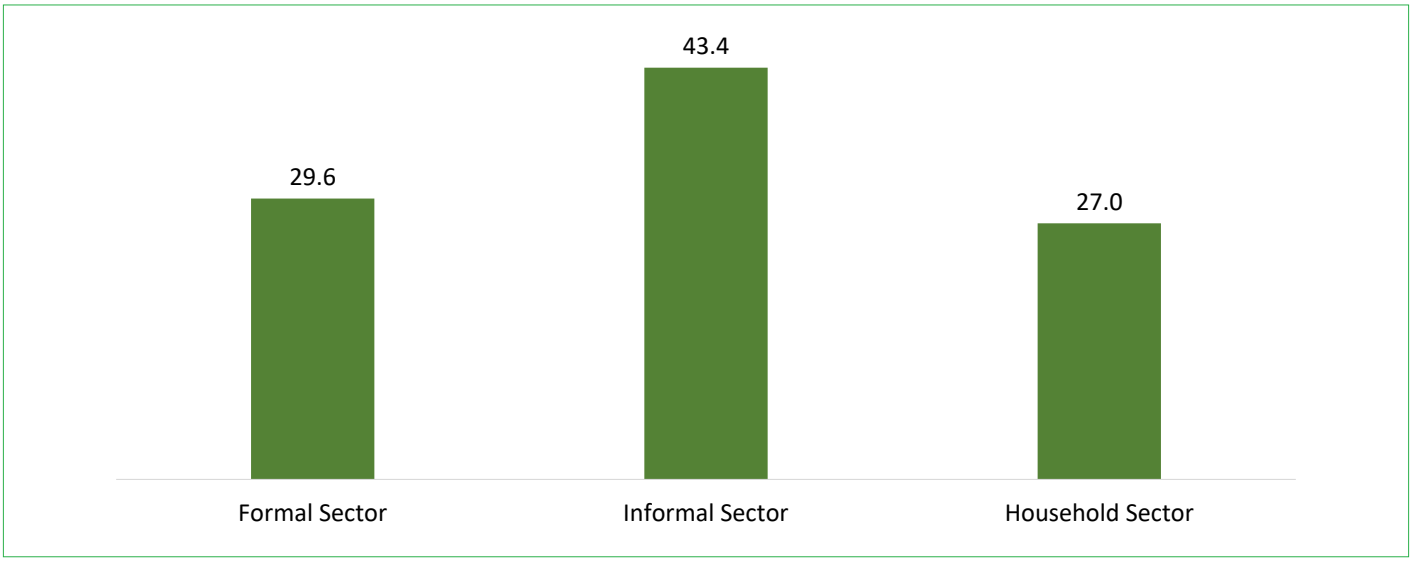



Table 5.11 shows the number and percentage distribution of the employed population 15 years or older by sector of employment, rural/urban and sex. The proportion of males was higher in formal and informal sectors at 69.7 percent and 62.3 percent, respectively. Of the employed population in the household sector, females accounted for 52.4 percent and males accounted for 47.6 percent. In urban areas, the proportion of males was higher in the formal and informal sectors at 70.0 percent and 62.0 percent apart from household sector, where females accounted for 59.1 while males accounted for 40.9 percent. In rural areas the proportions of males were higher than that of females in all sectors of employment.

Table 5.11: Number and Percentage Distribution of the employed population by Sector of Employment Rural Urban and Sex, Zambia 2021

| Sector of Employment | Total | | | Rural | | | Urban | | |
|---|---|---|---|---|---|---|---|---|---|
| | Both Sexes | Male | Female | Both Sexes | Male | Female | Both Sexes | Male | Female |
| | Number | Percent | Percent | Number | Percent | Percent | Number | Percent | Percent |
| **Total** | **3,164,748** | **60.5** | **39.5** | **1,065,821** | **61.6** | **38.4** | **2,098,928** | **60.0** | **40.0** |
| Formal | 936,941 | 69.7 | 30.3 | 181,501 | 68.3 | 31.7 | 755,440 | 70.0 | 30.0 |
| Informal | 1,373,657 | 62.3 | 37.7 | 513,760 | 62.9 | 37.1 | 859,897 | 62.0 | 38.0 |
| Household | 854,151 | 47.6 | 52.4 | 370,560 | 56.5 | 43.5 | 483,591 | 40.9 | 59.1 |

## 5.13 Employed Population in the Agriculture and Non-Agriculture Sectors

Figure 5.13 shows the percentage distribution of employed population by agriculture and non-agriculture sectors. The non-agriculture sector accounted for 76.4 percent of the employed population while the agriculture sectors accounted for 23.6 percent.

Figure 5.13: Percentage Distribution of Employed Population by Agriculture and Non-Agriculture Sectors, Zambia 2021

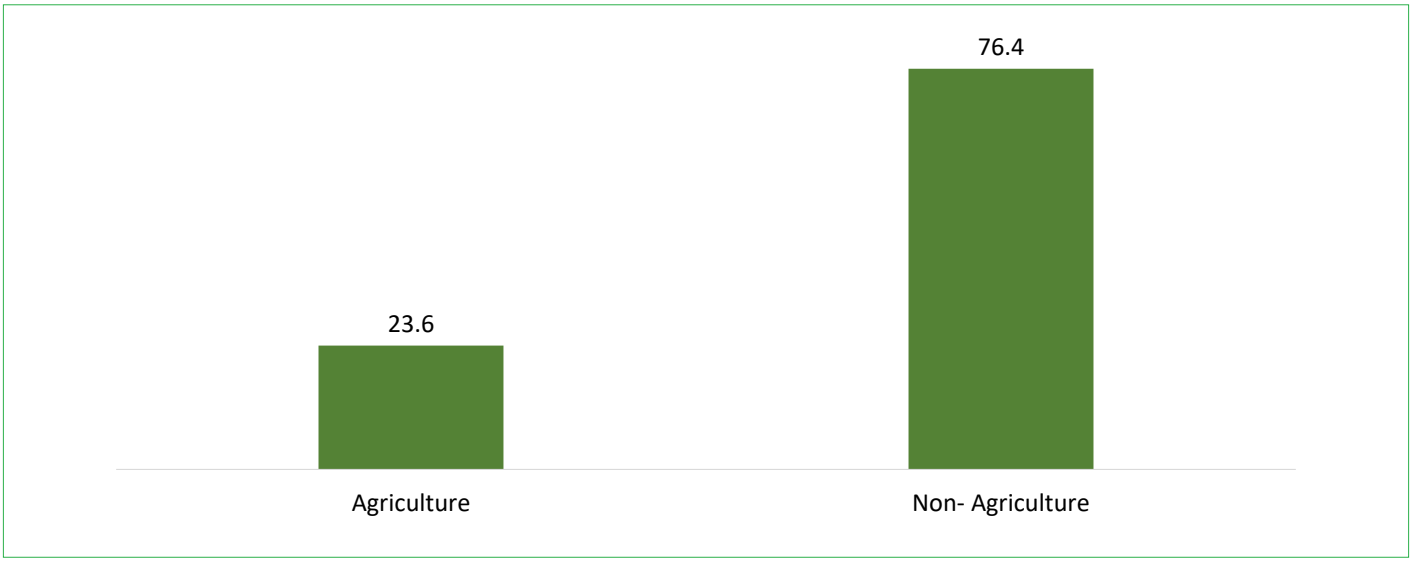



Table 5.12 shows the number and percentage distribution of employed population in agriculture and non-agriculture sectors by province. In Lusaka province, the proportion of employed population in the agriculture sector was lower than in the non-agriculture sector at 9.8 percent and 90.2 percent, respectively. Of the employed population in Northern Province, 52.7 percent were employed in the agriculture sector while 47.3 percent were employed in the non-agriculture sector.

Table 5.12: Number and Percentage Distribution of Employed population by Province, Agriculture and Non-Agriculture Sectors, Zambia 2021

| Province | Total Employed Persons | Agriculture | | Non Agriculture | |
|---|---|---|---|---|---|
| | Number | Number | Percent | Number | Percent |
| **Total** | **3,164,748** | **747,036** | **23.6** | **2,417,712** | **76.4** |
| Central | 330,441 | 129,470 | 39.2 | 200,972 | 60.8 |
| Copperbelt | 609,739 | 78,558 | 12.9 | 531,181 | 87.1 |
| Eastern | 176,660 | 36,395 | 20.6 | 140,266 | 79.4 |
| Luapula | 123,121 | 50,329 | 40.9 | 72,792 | 59.1 |
| Lusaka | 1,046,699 | 102,107 | 9.8 | 944,592 | 90.2 |
| Muchinga | 127,793 | 41,840 | 32.7 | 85,953 | 67.3 |
| Northern | 163,469 | 86,152 | 52.7 | 77,317 | 47.3 |
| North Western | 129,439 | 22,199 | 17.2 | 107,239 | 82.8 |
| Southern | 298,758 | 136,171 | 45.6 | 162,587 | 54.4 |
| Western | 158,629 | 63,815 | 40.2 | 94,814 | 59.8 |

Table 5.14 shows the number and percentage distribution of employed population by type of employment, agriculture and non-agriculture sectors. Employment formalization stands at 10.8 percent in the Agriculture sector compared to 31.7 percent in the Non-Agriculture sector.

**Table 5.14: Number and Percentage distribution of Employed Population by Type of Employment, Agriculture and Non- Agriculture Sectors and Sex, Zambia 2021**

| Type of Employment | Total Employed Persons | Agriculture | | Non-Agriculture | |
|---|---|---|---|---|---|
| | Number | Number | Percent | Number | Percent |
| **Total** | **3,164,748** | **747,036** | **100** | **2,417,712** | **100** |
| Formal Employment | 848,413 | 80,796 | 10.8 | 767,616 | 31.7 |
| Informal Employment | 2,316,336 | 666,240 | 89.2 | 1,650,096 | 68.3 |

# CHAPTER SIX
# YOUTH EMPLOYMENT

## 6.1 Introduction

This chapter provides information on youth employment. According to the National Youth Policy, a youth is a person aged 15 - 35 years old. Therefore, the analysis of this section was based on the age group 15 - 35 years old.

## 6.2 Youth Labour Force

Table 6.1 shows the number and percentage distribution of youth labour force by age group, sex, and rural/urban. The Youth Labour Force was estimated at 2,033,232. Age group 30-35 years had the highest percentage of the youth in the labour force at 33.9 percent while age group 15-19 years had the lowest at 10.0 percent.

Table 6.1: Number and Percentage Distribution of Youth Labour Force by Age Group and Rural/Urban, Zambia 2021

| Age Group | Total | | Rural | Urban |
|---|---|---|---|---|
| | Number | Percent | Number | Number |
| **Total** | **2,033,232** | **100.0** | **742,003** | **1,291,229** |
| 15-19 | 202,339 | 10.0 | 115,858 | 86,481 |
| 20-24 | 483,984 | 23.8 | 207,271 | 276,713 |
| 25-29 | 658,056 | 32.4 | 225,583 | 432,474 |
| 30-35 | 688,853 | 33.9 | 193,292 | 495,561 |

## 6.3 Youth Employment

Figure 6.1 shows the percentage distribution of youth employment by age group. The age group 30-35 years had the highest percentage of employed youths at 36.8 percent while the age group 15-19 years had the lowest at 9.2 percent.

Figure 6.1: Percentage Distribution of Youth Employment by Age Group, Zambia 2021

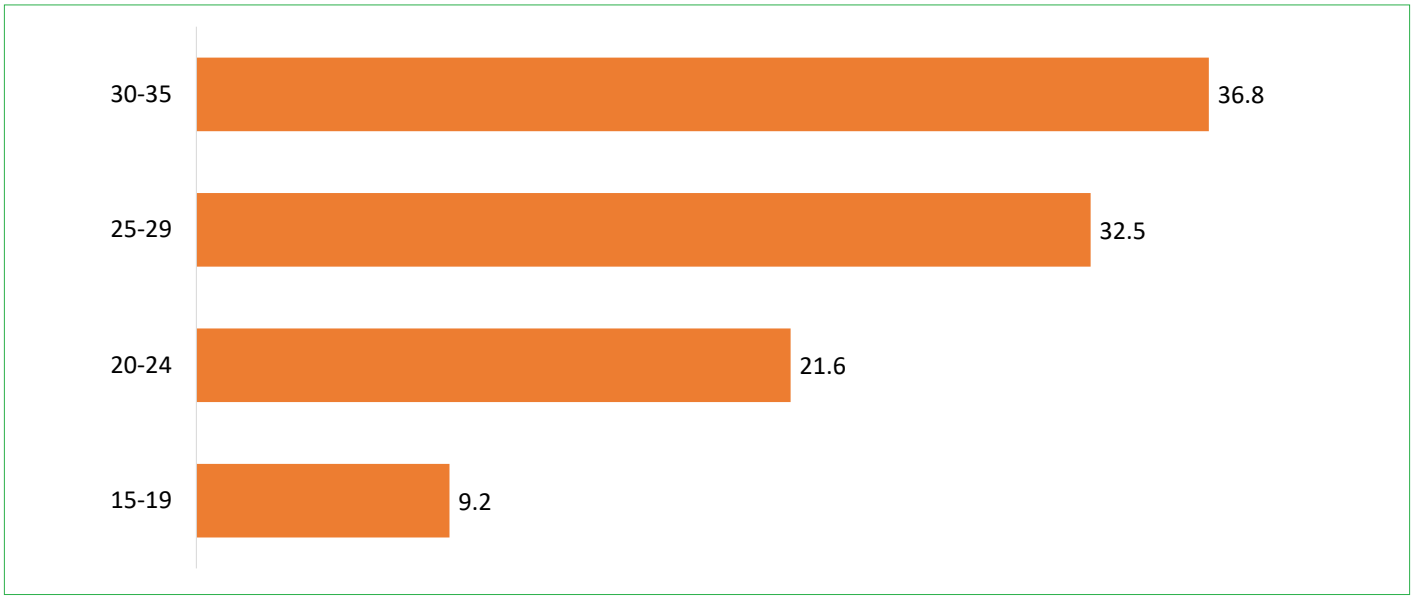


Figure 6.2 shows the percentage distribution of youth employment by province. Results show that Lusaka province had the highest share of employed youths at 33.1 percent while Luapula Province had the lowest share at 3.9 percent.

Figure 6.2: Percentage Distribution of Youth Employment by Province, Zambia 2021

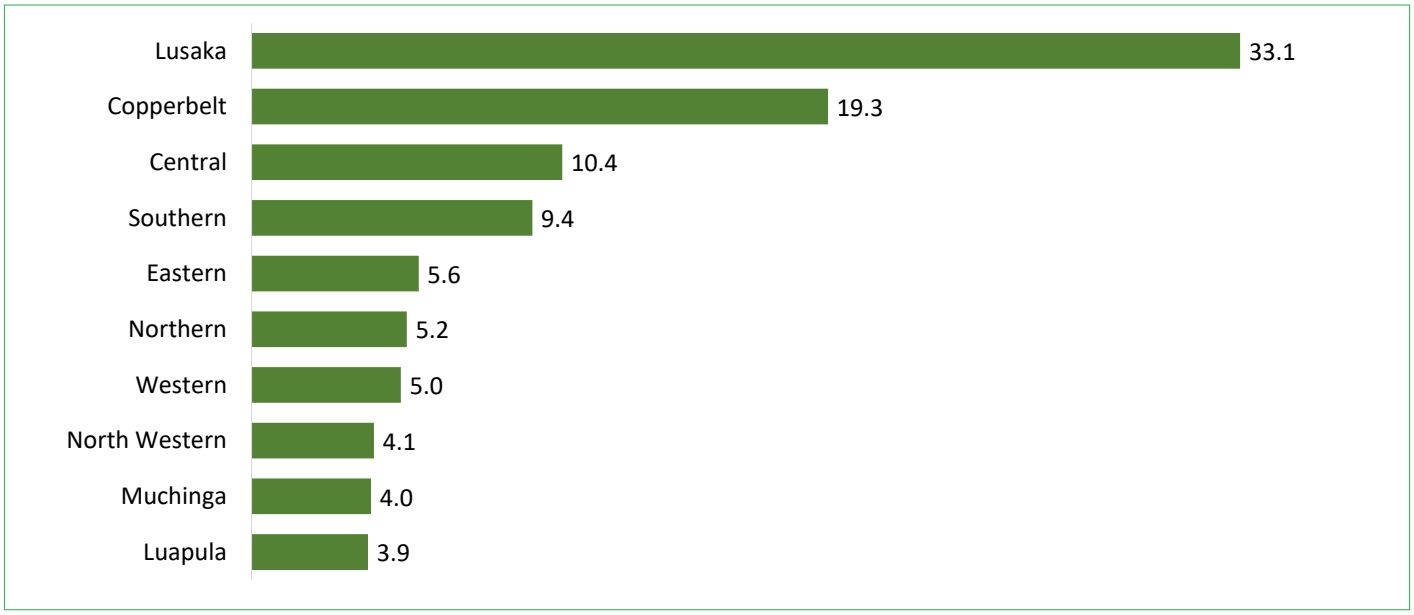



Table 6.2 shows the number and percentage distribution of employed youth by age group and sex. There were 1,680,358 youths in employment of which males accounted for 62.4 percent and females 37.6 percent. There were more males in employment than females across all age groups.

Table 6.2: Number and Percentage Distribution of Youth Employment by Age Group and Sex, Zambia 2021

| Age group | Total | Male | | Female | |
|---|---|---|---|---|---|
| | Number | Number | Percent | Number | Percent |
| **Total** | **1,680,358** | **1,048,651** | **62.4** | **631,707** | **37.6** |
| 15-19 | 154,489 | 93,211 | 60.3 | 61,278 | 39.7 |
| 20-24 | 362,205 | 231,421 | 63.9 | 130,785 | 36.1 |
| 25-29 | 545,975 | 356,255 | 65.3 | 189,720 | 34.7 |
| 30-35 | 617,689 | 367,764 | 59.5 | 249,924 | 40.5 |

Table 6.3 shows number and percentage distribution of employed youth by age group and rural/urban. Of the total employed youths, 36.3 percent were in rural areas while 63.7 percent were in urban areas. The age group 15-19 years had more employed youths residing in rural areas at 61.5 percent than in urban areas at 38.5 percent. In the rest of the age groups, there were more employed youths in urban areas as compared to rural areas.

Table 6.3: Number and Percentage Distribution of Youth Employment by Age Group and Rural/Urban, Zambia 2021

| Age group | Total | Rural | | Urban | |
|---|---|---|---|---|---|
| | Number | Number | Percent | Number | Percent |
| **Total** | **1,680,358** | **610,003** | **36.3** | **1,070,355** | **63.7** |
| 15-19 | 154,489 | 95,082 | 61.5 | 59,407 | 38.5 |
| 20-24 | 362,205 | 163,171 | 45.0 | 199,035 | 55.0 |
| 25-29 | 545,975 | 188,792 | 34.6 | 357,183 | 65.4 |
| 30-35 | 617,689 | 162,958 | 26.4 | 454,730 | 73.6 |

## 6.4 Youth Employment by Sector

Figure 6.3 shows the percentage distribution of youth employment by sector. Results show that 43.2 percent of the youths were employed in the informal sector while 30.3 percent were employed in the formal sector and 26.5 percent were employed in the household sector.

Figure 6.3 Percentage Distribution of the Youth Employment by Sector, Zambia 2021

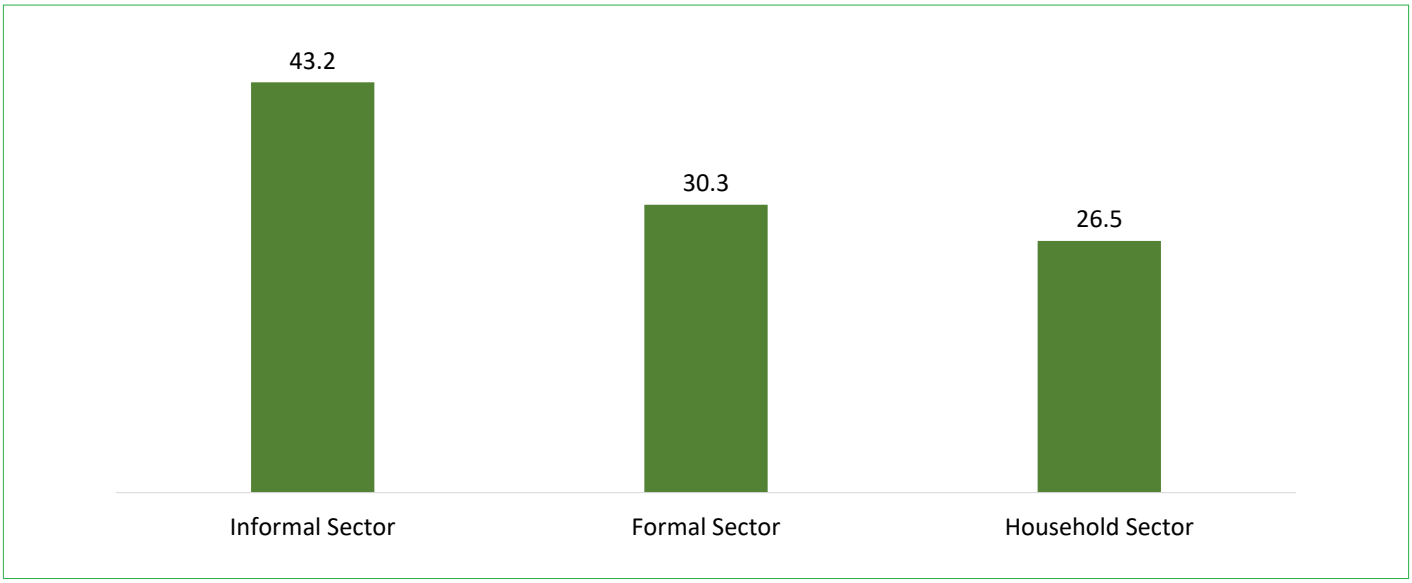



Table 6.4 shows the number and percentage distribution of youth employment by sector of employment, rural/urban and sex. Of the total employed youths, 62.4 percent were male and 37.6 percent were female. In the formal sector, 68.2 percent were male and 31.8 percent were female while in the informal sector, the males and females accounted for 65.4 percent and 34.6 percent, respectively. The household sector had 49.4 percent and 50.6 percent for males and females, respectively.

Table 6.4: Number and Percentage Distribution of Youth Employment by Sector of Employment, Rural/Urban and Sex, Zambia 2021

| Sector of Employment | Total | | | Rural | | | Urban | | |
|---|---|---|---|---|---|---|---|---|---|
| | Both Sexes | Male | Female | Both Sexes | Male | Female | Both Sexes | Male | Female |
| | Number | Percent | Percent | Number | Percent | Percent | Number | Percent | Percent |
| **Total** | **1,680,358** | **62.4** | **37.6** | **610,003** | **63.0** | **37.0** | **1,070,355** | **62.1** | **37.9** |
| Formal Sector | 509,168 | 68.2 | 31.8 | 86,573 | 65.8 | 34.2 | 422,596 | 68.7 | 31.3 |
| Informal Sector | 725,211 | 65.4 | 34.6 | 311,596 | 65.0 | 35.0 | 413,615 | 65.7 | 34.3 |
| Household Sector | 445,979 | 50.9 | 49.1 | 211,834 | 59.0 | 41.0 | 234,144 | 43.6 | 56.4 |

## 6.5 Youth Status in Employment

Figure 6.4 shows the percentage distribution of youth employment by status in employment. Results show that those working for someone else for pay accounted for the highest share at 46.1 percent while paid interns accounted for the lowest share at 0.2 percent.

Figure 6.4: Percentage Distribution of Youth Employment by Status in Employment, Zambia 2021

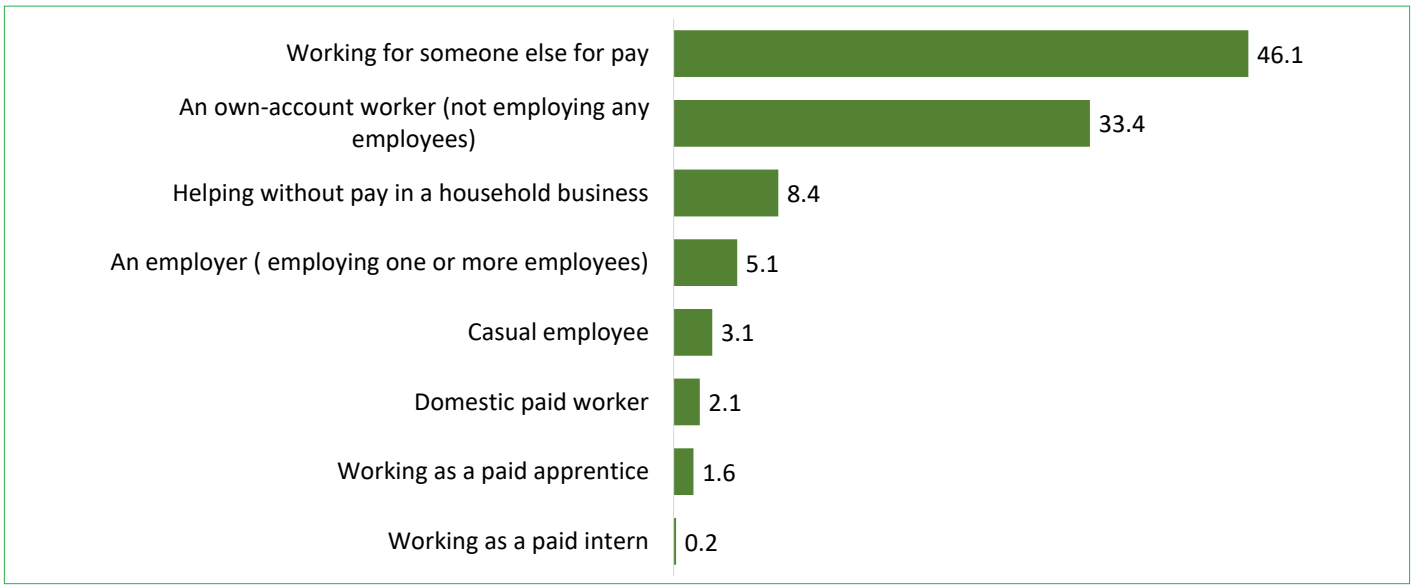



Table 6.5 shows the number and percentage distribution of youth employment by status in employment, rural/urban and sex. Of the employed youths, there were more males than females in all status in employment categories except in the category of the Helping without pay in a household business and domestic paid workers.

Table 6.5: Number and Percentage Distribution of Youth Employment by Status in Employment, Rural/Urban and Sex, Zambia 2021

| Status in Employment | Total | | | Rural | | Urban | |
|---|---|---|---|---|---|---|---|
| | Both Sexes | Male | Female | Male | Female | Male | Female |
| | Number | Percent | Percent | Percent | Percent | Percent | Percent |
| **Total** | **1,680,358** | **62.4** | **37.6** | **63.0** | **37.0** | **62.1** | **37.9** |
| Paid Employees | 774,752 | 72.5 | 27.5 | 75.5 | 24.5 | 71.5 | 28.5 |
| Working as a paid apprentice | 27,484 | 69.6 | 30.4 | 62.6 | 37.4 | 72.2 | 27.8 |
| Working as a paid intern | 2,780 | 72.7 | 27.3 | 100.0 | 0.0 | 47.8 | 52.2 |
| An employer (employing one or more employees) | 85,188 | 68.8 | 31.2 | 74.5 | 25.5 | 66.8 | 33.2 |
| An own-account worker (not employing any employee) | 560,536 | 52.9 | 47.1 | 60.1 | 39.9 | 47.0 | 53.0 |
| Helping without pay in a household business | 141,451 | 40.0 | 60.0 | 42.9 | 57.1 | 31.2 | 68.8 |
| Domestic paid worker | 35,730 | 36.3 | 63.7 | 37.6 | 62.4 | 36.1 | 63.9 |
| Casual employee | 52,437 | 77.6 | 22.4 | 77.8 | 22.2 | 77.5 | 22.5 |

## 6.6 Youth Employment by Industry

Figure 6.5 shows the percentage distribution of youth employment by industry. The highest percentage of the employed youths were in the Wholesale and Retail Trade, Repair of Motor Vehicles and the Agriculture, Forestry and Fishing industries at 25.6 and 25.0 percent. The Real Estate industry had the lowest share of employed youths at 0.2 percent.

Figure 6.5: Percentage Distribution of Youth Employment by Industry, Zambia 2021

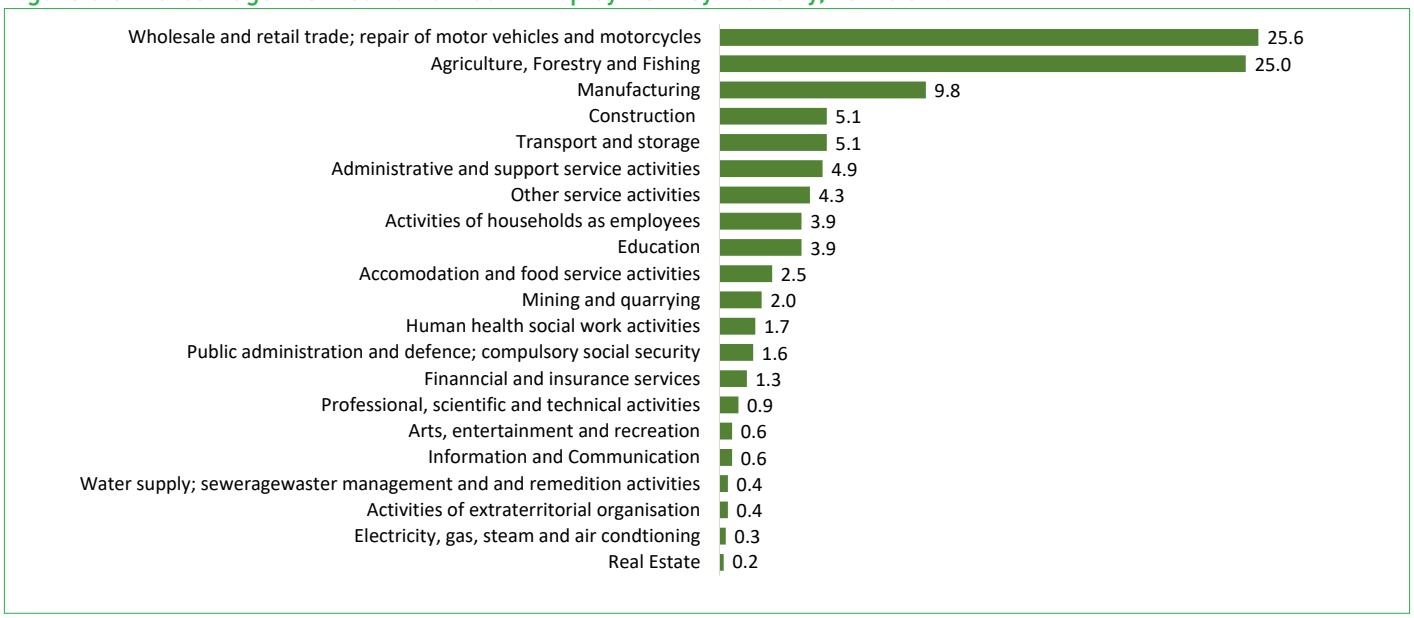



Table 6.6 shows the number and percentage distribution of youth employment by industry, rural/urban. In all the industries, there were more employed youths in urban areas than in rural areas except in the Agriculture, forestry and fishing industry.

Table 6.6: Number and Percentage Distribution of Youth Employment by Industry, Rural/Urban, Zambia 2021

| Industry | Total | | |
|---|---|---|---|
| | Total | Rural | Urban |
| | Number | Percent | Percent |
| **Total** | **1,680,358** | **36.3** | **63.7** |
| Agriculture, forestry and fishing | 419,253 | 79.6 | 20.4 |
| Mining and quarrying | 33,130 | 8.1 | 91.9 |
| Manufacturing | 164,729 | 27.6 | 72.4 |
| Electricity, gas, steam and air conditioning | 4,279 | 11.8 | 88.2 |
| Water supply; sewerage waste management and remediation activities | 7,071 | - | 100.0 |
| Construction | 85,900 | 29.1 | 70.9 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 430,663 | 25.0 | 75.0 |
| Transport and storage | 85,775 | 22.2 | 77.8 |
| Accommodation and Food service activities | 41,417 | 12.4 | 87.6 |
| Information and communication | 9,496 | 2.9 | 97.1 |
| Financial and insurance services | 21,228 | 13.1 | 86.9 |
| Real estate | 4,145 | 12.3 | 87.7 |
| Professional, scientific and technical activities | 15,041 | 8.1 | 91.9 |
| Administrative and support service activities | 81,824 | 18.1 | 81.9 |
| Public administration and defence; compulsory social security | 27,094 | 15.5 | 84.5 |
| Education | 65,178 | 31.5 | 68.5 |
| Human health social work activities | 28,820 | 23.4 | 76.6 |
| Arts, entertainment and recreation | 10,369 | 8.9 | 91.1 |
| Other service activities | 72,935 | 8.8 | 91.2 |
| Activities of households as employers; | 66,006 | 18.1 | 81.9 |
| Activities of extraterritorial organisations | 6,003 | 2.8 | 97.2 |

## 6.7 Youth Employment by Occupation

Figure 6.6 shows percentage share of youth employment by occupation. Results show that 30.7 percent of youths were employed as Services and Sales workers. Those employed as Managers accounted for 5.6 percent. Clerical support workers occupation accounted for the second lowest share at 1.5 percent.

Figure 6.6: Percentage Share of Youth Employment by Occupation, Zambia 2021

Table 6.7 shows number and percentage distribution of employed youths by occupation in rural/ urban and sex. In all the occupations, males had a higher proportion of employed youths except those employed as Service and Sales workers. Of the youths employed in the Plant and Machine Operators, and Assemblers occupation, males accounted for over 90 percent across all the categories.

Table 6.7: Number and Percentage Distribution of Employed Youth by Occupation, Rural/Urban and Sex, Zambia 2021

| Occupation | Total | | | Rural | | Urban | |
|---|---|---|---|---|---|---|---|
| | Both Sexes | Male | Female | Male | Female | Male | Female |
| | Number | Percent | Percent | Percent | Percent | Percent | Percent |
| **Total** | **1,680,358** | **62.4** | **37.6** | **63.0** | **37.0** | **62.1** | **37.9** |
| Managers | 93,647 | 55.2 | 44.8 | 70.1 | 29.9 | 51.5 | 48.5 |
| Professionals | 119,386 | 54.6 | 45.4 | 57.4 | 42.6 | 53.8 | 46.2 |
| Technicians and Associate Professionals | 68,300 | 62.1 | 37.9 | 32.6 | 67.4 | 66.2 | 33.8 |
| Clerical Support Workers | 25,125 | 52.4 | 47.6 | 77.1 | 22.9 | 49.1 | 50.9 |
| Service and Sales Workers | 515,183 | 44.8 | 55.2 | 45.4 | 54.6 | 44.5 | 55.5 |
| Skilled Agricultural, Forestry and Fisheries Workers | 243,826 | 65.1 | 34.9 | 64.1 | 35.9 | 70.2 | 29.8 |
| Craft and Related Trades Workers | 165,828 | 87.3 | 12.7 | 77.0 | 23.0 | 91.9 | 8.1 |
| Plant and Machine Operators, and Assemblers | 95,381 | 97.2 | 2.8 | 98.9 | 1.1 | 96.8 | 3.2 |
| Elementary Occupations | 330,899 | 70.5 | 29.5 | 69.2 | 30.8 | 71.5 | 28.5 |
| Other | 22,783 | 70.3 | 29.7 | 66.9 | 33.1 | 75.6 | 24.4 |

## 6.8 Youth Employment by Institutional Sector

Figure 6.7 shows the percentage share of youth employment by institutional sector. The Private business/ farms had the highest share of youth employment at 61.0 percent while the Faith based organisations. NGOs, Producers' Cooperatives, and Embassies/International sectors all accounted for less than 1.0 percent.

Figure 6.7: Percentage Share of Youth Employment by Institutional Sector, Zambia 2021

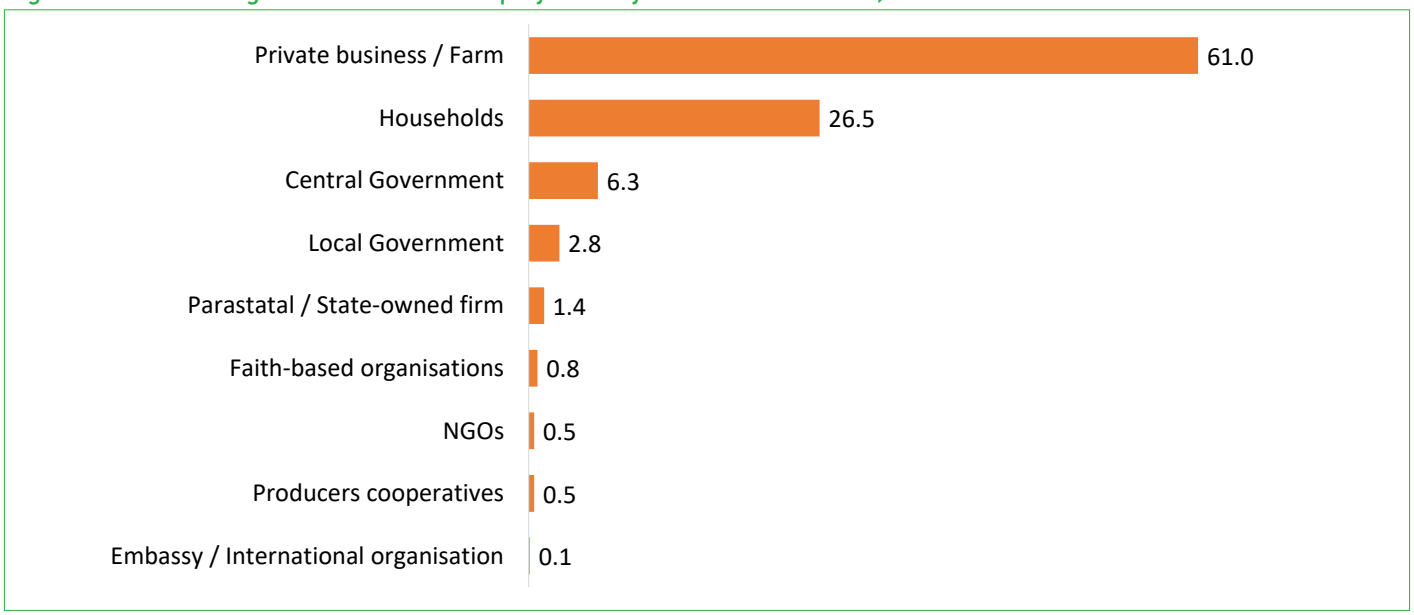



Table 6.8 shows the number and percentage distribution of youth employment by institutional sector rural/ urban and sex. At national level, there were more male than female youths employed in all institutional sectors.

Table 6.8: Number and Percentage Distribution of Youth Employment by Institutional Sector, Rural/Urban and Sex, Zambia 2021

| Institutional Sector | Total | | | Rural | | Urban | |
|---|---|---|---|---|---|---|---|
| | Both Sexes | Male | Female | Male | Female | Male | Female |
| | Number | Percent | Percent | Percent | Percent | Percent | Percent |
| **Total** | **1,680,358** | **62.4** | **37.6** | **63.0** | **37.0** | **62.1** | **37.9** |
| Central Government | 106,504 | 59.4 | 40.6 | 64.6 | 35.4 | 57.3 | 42.7 |
| Local Government | 46,909 | 52.6 | 47.4 | 36.6 | 63.4 | 56.5 | 43.5 |
| Parasternal/State-owned firm | 23,590 | 81.5 | 18.5 | 81.2 | 18.8 | 81.6 | 18.4 |
| Embassy/International org. | 1,325 | 100.0 | 0.0 | 100.0 | 0.0 | 100.0 | 0.0 |
| NGO | 8,517 | 76.5 | 23.5 | 100.0 | 0.0 | 65.1 | 34.9 |
| Faith-Based organisation | 14,268 | 76.8 | 23.2 | 53.0 | 47.0 | 96.0 | 4.0 |
| Private Business / Farms | 1,025,227 | 67.3 | 32.7 | 65.7 | 34.3 | 68.2 | 31.8 |
| Producers' cooperative | 8,039 | 65.1 | 34.9 | 32.2 | 67.8 | 75.5 | 24.5 |
| Household | 445,979 | 50.9 | 49.1 | 59.0 | 41.0 | 43.6 | 56.4 |

## 6.9 Youth Employment by Highest Education Level Attained

Figure 6.8 shows the percentage share of youth employment by highest level of education attained. The employed youths whose highest level of education attained was Secondary (Grade 8-12) had the highest percentage share at 59.6 percent while those with None/Nursery had the lowest share of the employed youths at 0.1 percent.

Figure 6.8: Percentage Share of Youth Employment by Highest Level of Education Attained, Zambia 2021

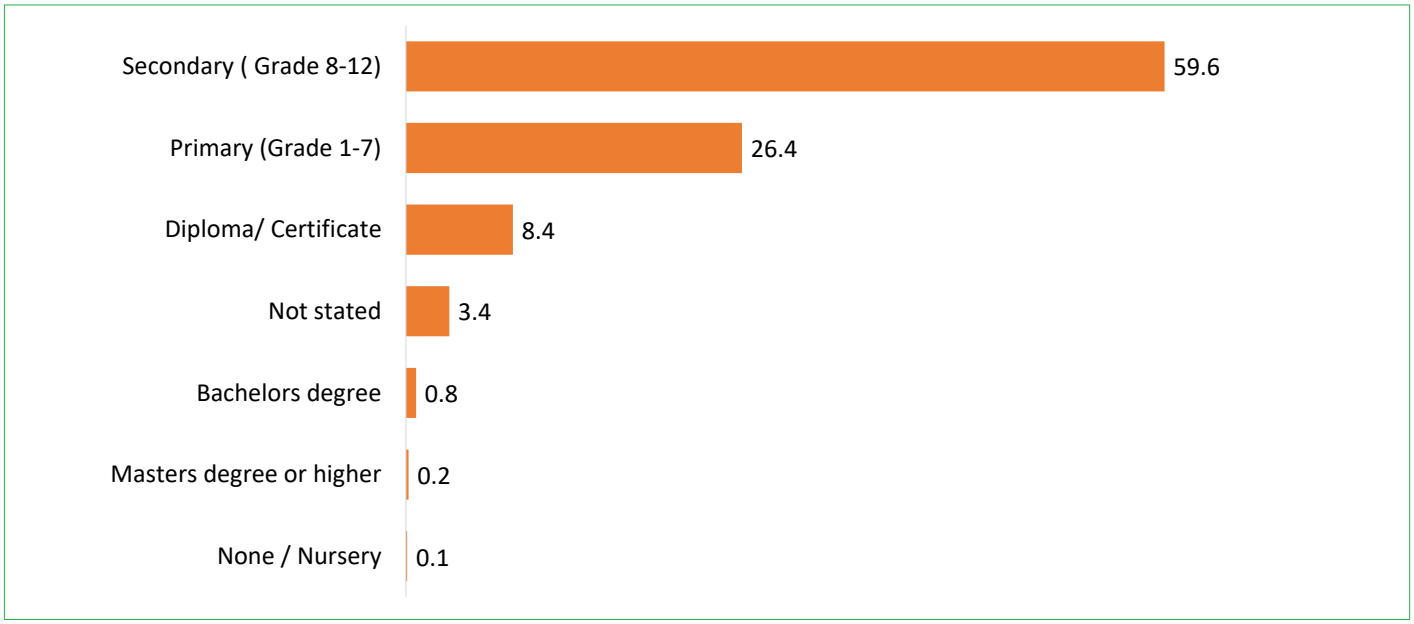



Table 6.9 shows the number and percentage distribution of youth employment by highest level of education attained, rural/urban and sex. Across all levels of education, male youths accounted for the highest proportion of employed youths than females.

Table 6.9: Number and Percentage Distribution of Youth Employment by Highest Level of Education Attained, Rural/ Urban and Sex, Zambia 2021

| Highest Education Level Attained | Total | | | Rural | | Urban | |
|---|---|---|---|---|---|---|---|
| | Both Sexes | Male | Female | Male | Female | Male | Female |
| | Number | Percent | Percent | Percent | Percent | Percent | Percent |
| **Total** | **1,680,358** | **62.4** | **37.6** | **63.0** | **37.0** | **62.1** | **37.9** |
| None/Nursery | 1,511 | 39.4 | 60.6 | 0.0 | 100.0 | 100.0 | 0.0 |
| Primary (Grade 1-7) | 443,918 | 56.6 | 43.4 | 59.1 | 40.9 | 53.5 | 46.5 |
| Secondary (Grade 8-12) | 1,001,746 | 65.8 | 34.2 | 67.1 | 32.9 | 65.2 | 34.8 |
| Certificate/Diploma | 141,476 | 61.4 | 38.6 | 67.5 | 32.5 | 60.0 | 40.0 |
| Bachelors' degree | 30,413 | 59.0 | 41.0 | 57.0 | 43.0 | 59.3 | 40.7 |
| Masters' degree or higher | 3,733 | 52.8 | 47.2 | 0.0 | 0.0 | 52.8 | 47.2 |
| Not stated | 57,561 | 53.4 | 46.6 | 53.1 | 46.9 | 53.7 | 46.3 |

# CHAPTER SEVEN
# INFORMAL ECONOMY

## 7.1 Introduction

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

## 7.2 Employment in Informal Economy

Table 7.1 shows the number and percentage distribution of employed population by sector of the economy and Sex. In 2021 there were 3,164,748 employed persons of which 65.0 percent were in the informal economy while 35.0 percent were in the formal economy.

Table 7.1: Number and Percentage Distribution of Employed Population by Sector of Economy and Sex, Zambia 2021

| Sector | Both Sex | Percent | Male | Female |
|---|---|---|---|---|
| **Total** | **3,164,748** | **100** | **1,915,743** | **1,249,006** |
| Formal economy | 1,108,429 | 35.0 | 771,862 | 336,567 |
| Informal economy | 2,056,320 | 65.0 | 1,143,881 | 912,439 |

## 7.3 Employment in the Informal Economy

Table 7.2 shows the number and percentage distribution of employed population in the informal economy by sex and rural/urban areas. Of the total employed population in the informal economy, 41.9 percent were in rural areas while 58.1 percent were in the urban areas.

Table 7.2: Number and Percentage Distribution of Employed Population in the Informal Economy by Rural/Urban and Sex, Zambia 2021

| Rural/Urban | Both Sexes | Percent | Male | Female |
|---|---|---|---|---|
| **Total** | **2,056,320** | **100.0** | **1,143,881** | **912,439** |
| Rural | 862,012 | 41.9 | 513,366 | 348,646 |
| Urban | 1,194,308 | 58.1 | 630,515 | 563,793 |

Figure 7.1 shows the percentage distribution of employed population in the informal economy by rural/urban and sex. Results show that of the total employed population in the informal economy, 55.6 percent were males while 44.4 percent were females. In rural areas, 59.6 percent of the employed population in informal economy were males and 40.4 percent were females. In urban areas 52.8 percent were males and 47.2 percent were females.

Figure 7.1: Percentage Distribution of Employed Population in the Informal Economy by Rural/Urban and Sex, Zambia 2021

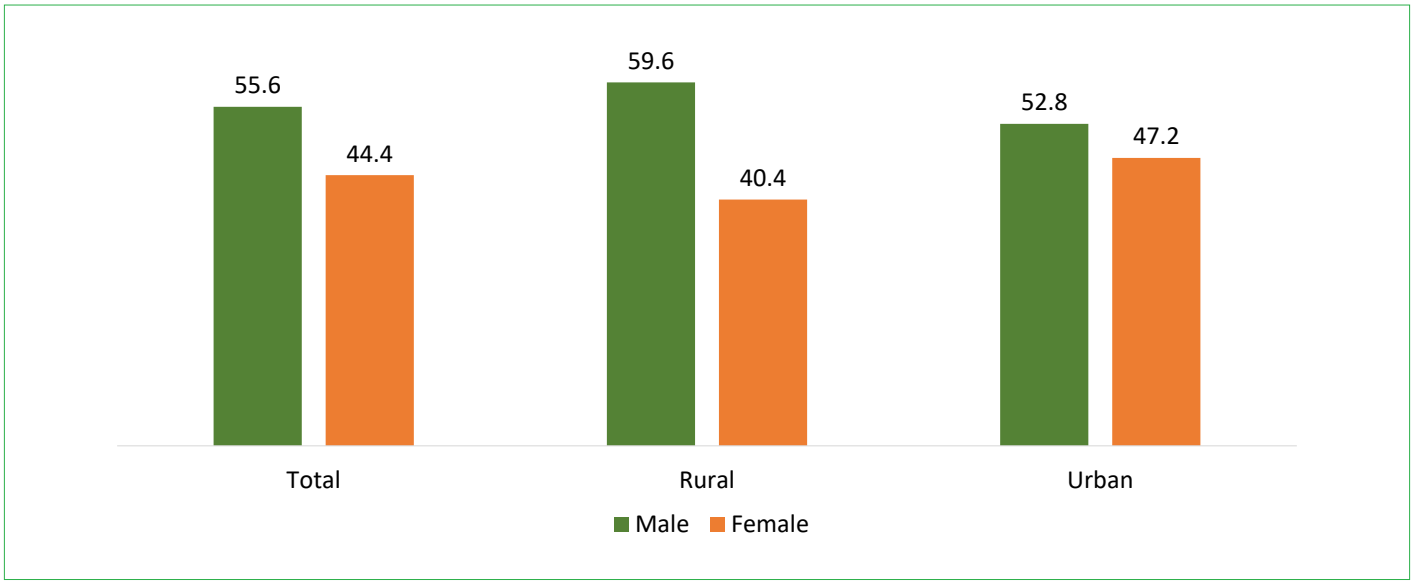



Figure 7.2 shows the percentage distribution of employed population in the informal economy by province. Lusaka Province had the highest share at 27.5 percent followed by Copperbelt Province at 17.5 percent. Muchinga Province had the lowest share at 4.3 percent.

Figure 7.2: Percentage distribution of Employed Population within the Informal Economy by Province, Zambia 2021

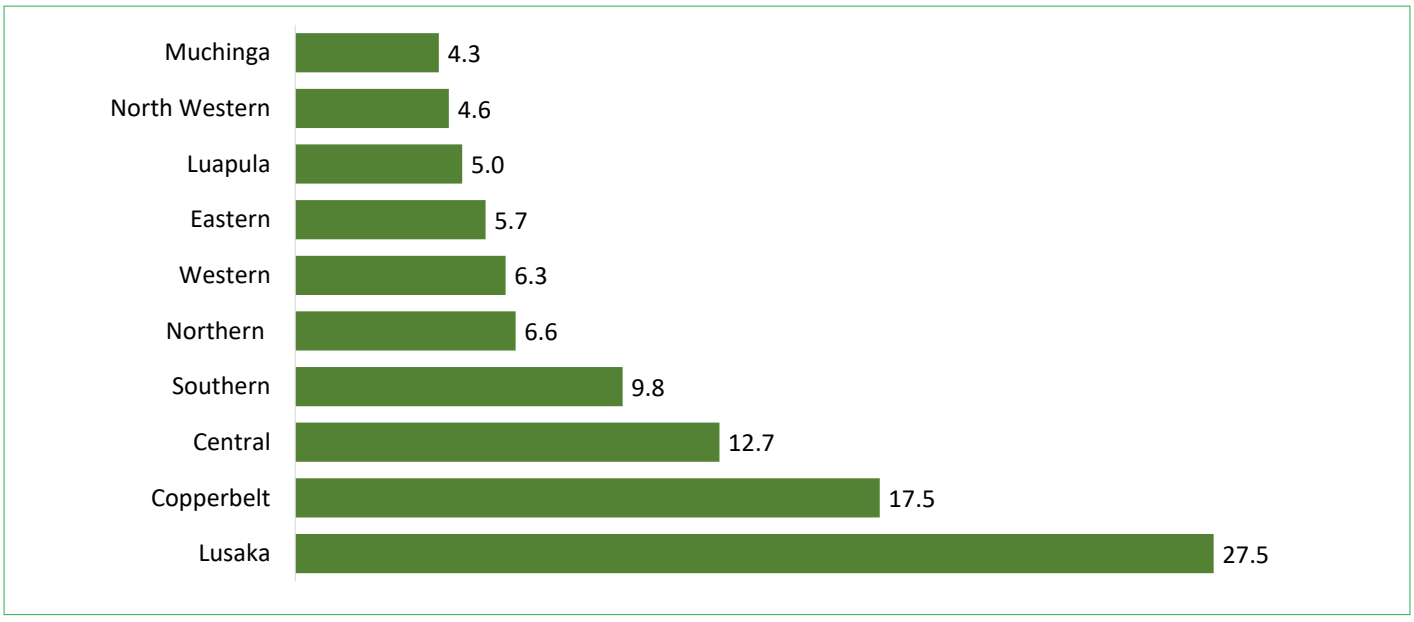
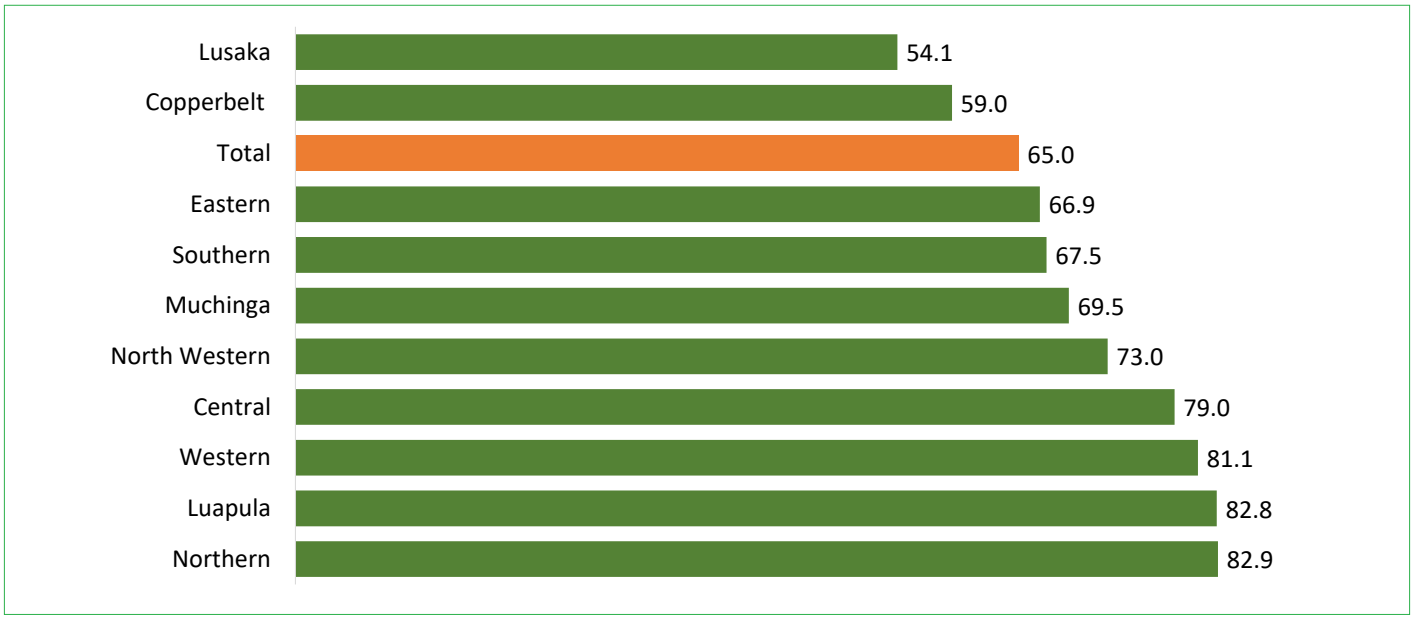


Figure 7.3 shows the proportion of employed population in the informal economy by province. This proportion is derived from the total employed population within the province. Northern Province had the highest proportion of employed population in the informal economy at 82.9 percent. Lusaka Province had the lowest proportion of employed population in the informal economy at 54.1 percent.

Figure 7.3: Proportion of Employed Population in the Informal Economy by Province, Zambia 2021




## 7.4 Employment within the Informal Economy by Industry

Figure 7.4 shows the percentage distribution of employed population in the informal economy by industry. The Agriculture, Forestry and Fishing Industry had the highest percentage share at 30.8 percent followed by Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles Industry at 30.0 percent. The Electricity, gas, steam and air conditioning industry had the lowest percentage share at 0.02 percent.

Figure 7.4: Percentage Distribution of the Employed Population in the Informal Economy by Industry, Zambia 2021

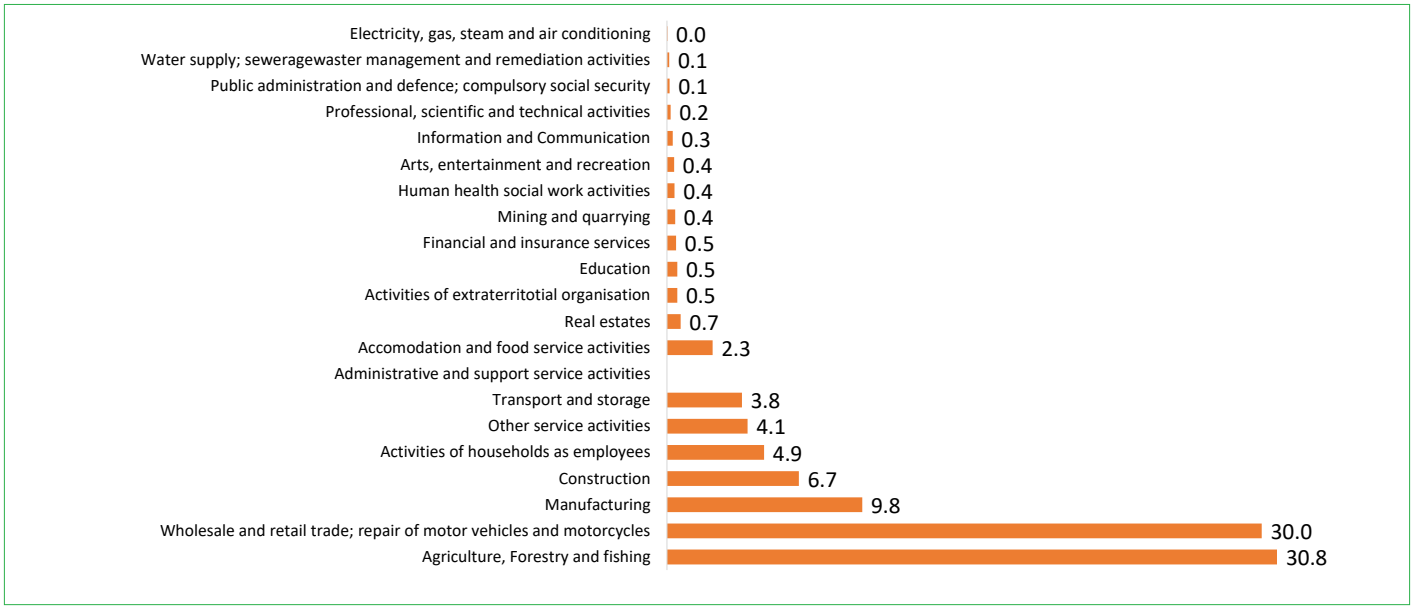


Figure 7.5 shows the percentage distribution of employed population in the informal economy by occupation. Of the total population employed in the informal economy 31.7 percent were Service and sales workers. The clerical workers occupation had the lowest percent share at 0.7 percent.

**Figure 7.5: Percentage distribution of Employed Population in the Informal Economy by Occupation, Zambia 2021**

# CHAPTER EIGHT
# WORKING CONDITIONS

## 8.0 Introduction

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

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

## 8.1 Trade Union Density Membership

Table 8.1 shows the number and percentage distribution of trade union membership by rural/urban and sex. There were 314,235 trade union members in the labour market, of which 21.1 percent were in rural areas while 78.9 percent were in urban areas.

Table 8.1: Number and Percentage Distribution of Trade Union Members by Rural/Urban and Sex, Zambia 2021

| Region | Both Sexes | | Male | Female |
|---|---|---|---|---|
| | Number | Percent | Number | Number |
| **Total** | **314,235** | **100.0** | **207,227** | **107,008** |
| Rural | 66,198 | 21.1 | 44,883 | 21,315 |
| Urban | 248,037 | 78.9 | 162,344 | 85,693 |

Figure 8.1 shows the percentage distribution of union members by sex and rural/urban. In 2021, there were more males that belonged to a trade union at 65.9 percent compared to females at 34.1 percent. In both rural and urban areas, the percentage of females was lower than that of males.

Figure 8.1: Percentage Distribution of Union Members by Sex and Rural /Urban, Zambia 2021

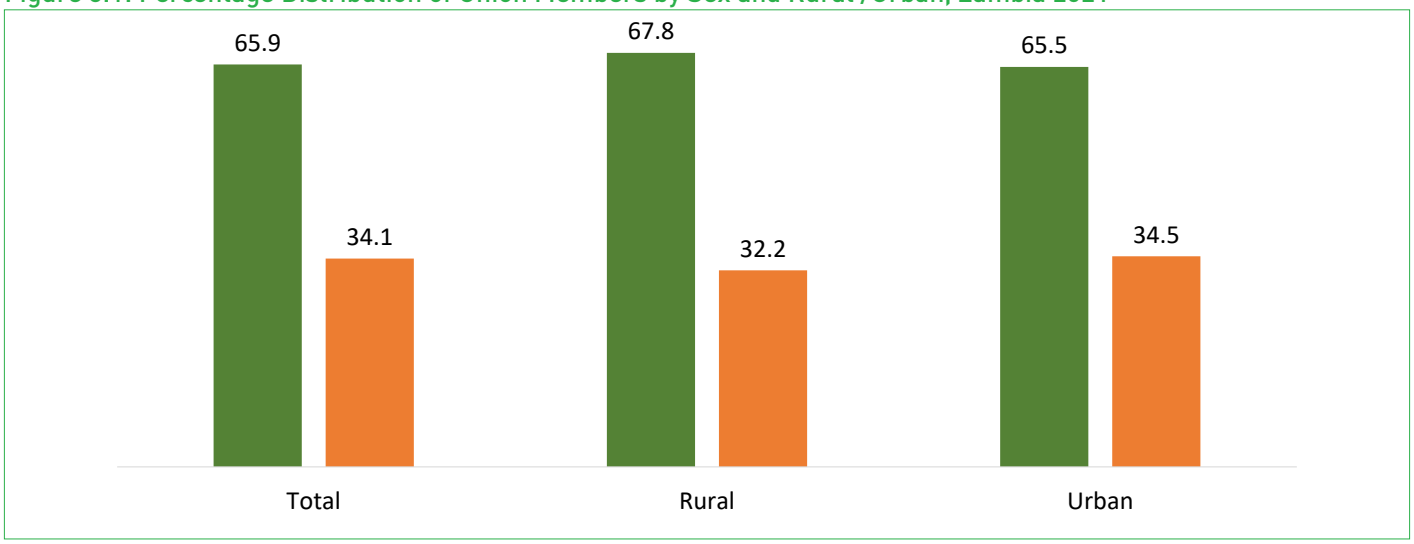
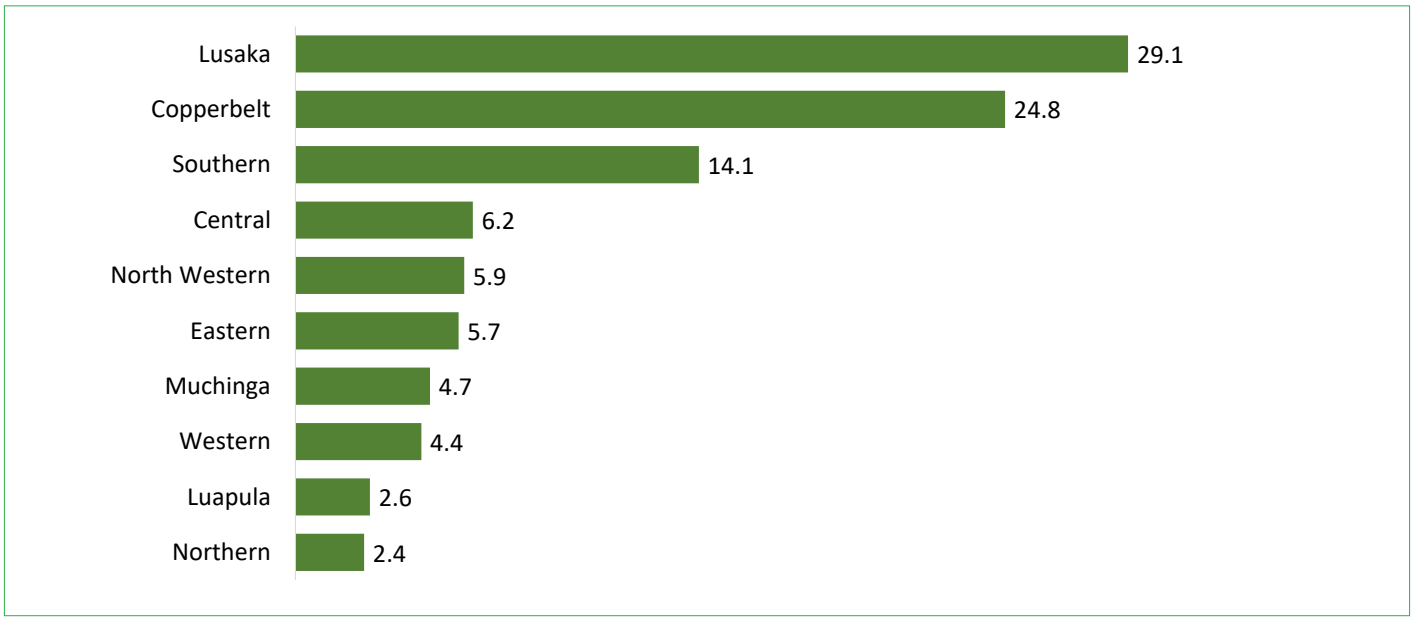


Figure 8.2 shows percentage share of trade union membership by province. Lusaka Province had the highest percentage of Trade union membership at 29.1 percent, followed by Copperbelt Province at 24.8 percent. Northern Province had the lowest percentage at 2.4 percent.

Figure 8.2: Percentage Share of Trade Union Membership by Province, Zambia 2021




## 8.3 Trade Union Density Rate

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

Figure 8.3 shows the trade union density rate by rural/urban. In 2021, the trade union density rate was estimated at 9.9 percent. The rural areas had a density rate of 6.2 percent while urban areas had a density rate of 11.8 percent.

Figure 8.3: Trade Union Density Rate by Rural/Urban, Zambia 2021

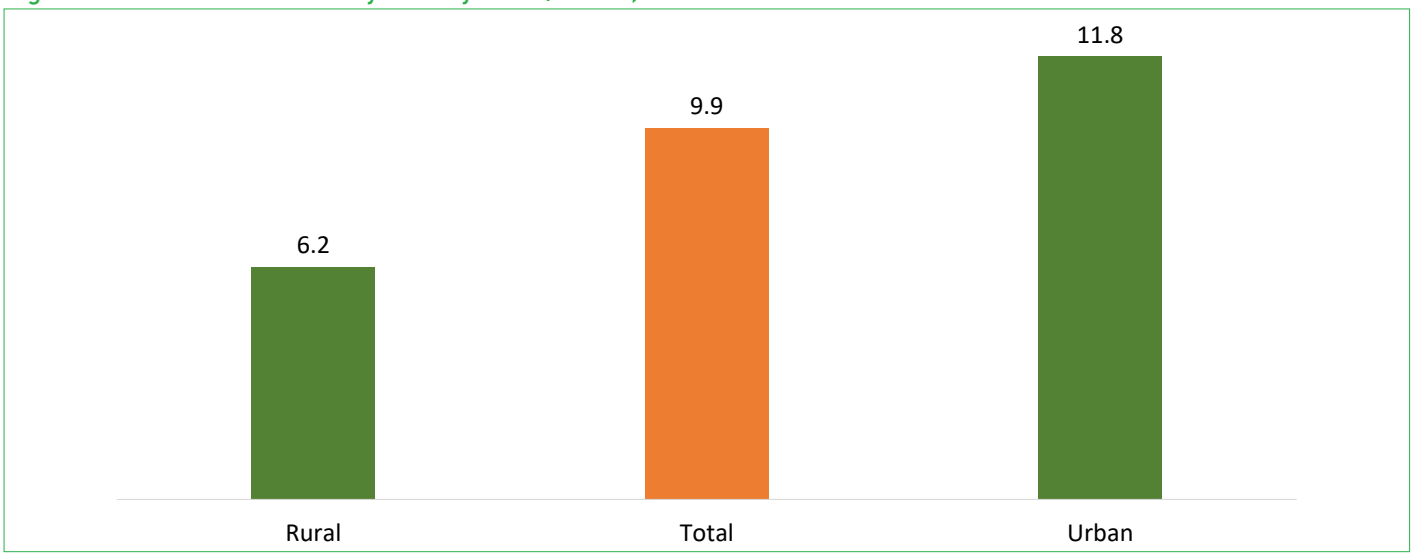


Figure 8.4 shows the trade union density rate by rural/urban and sex. In 2021, the Trade Union Density Rate for males was higher at 10.8 percent compared to the females at 8.6 percent. The same pattern was observed in the urban and rural areas.

Figure 8.4: Trade Union Density Rate by Sex and Rural/Urban, Zambia 2021

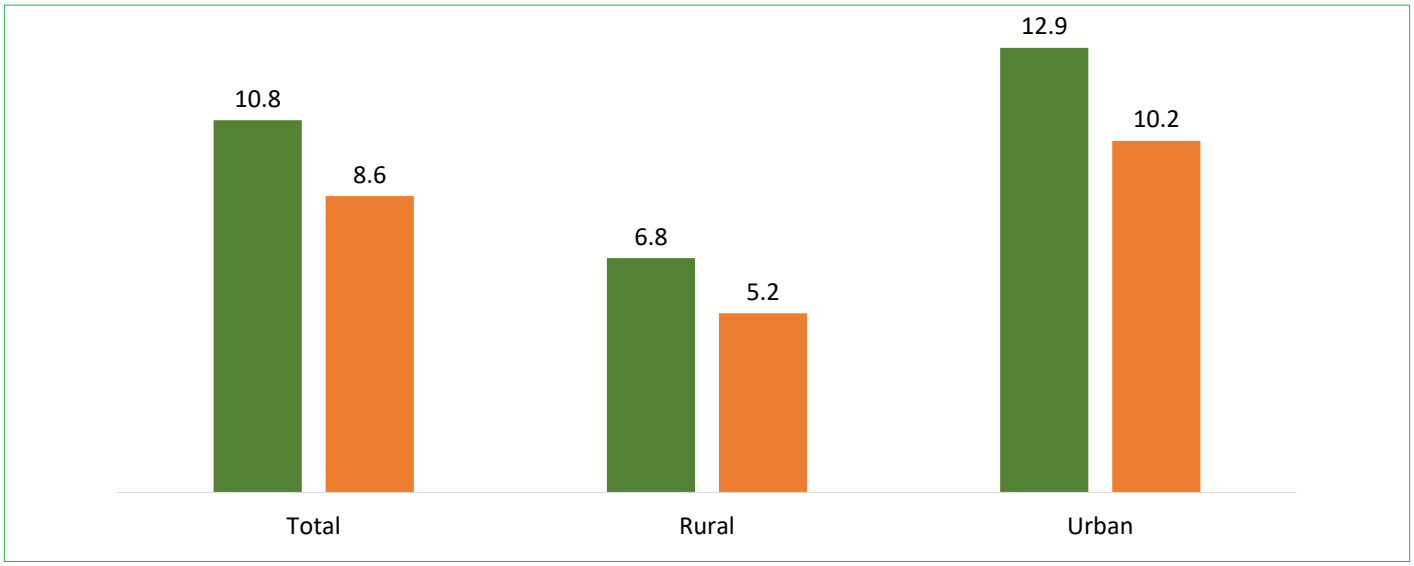
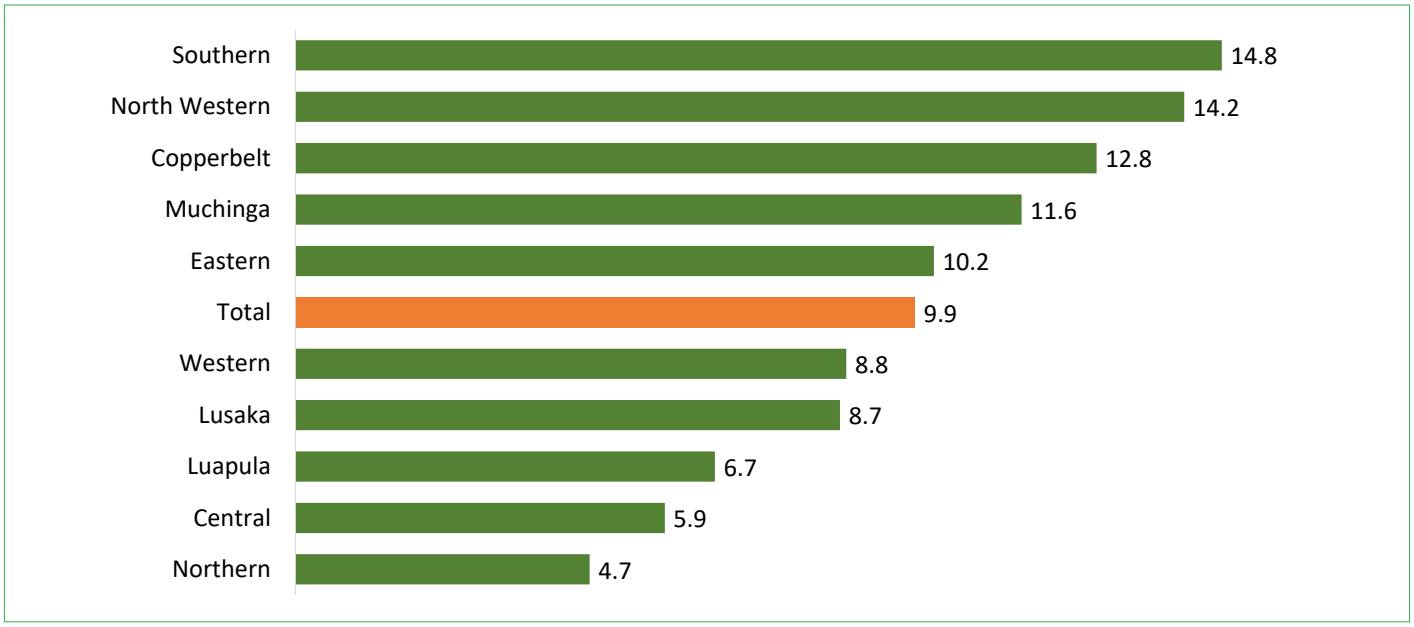



Figure 8.5 shows trade union density rate by province. Southern Province had the highest share of Trade Union Density Rate at 14.8 percent, followed by North-Western Province at 14.2 percent. Northern Province had the lowest share at 4.7 percent.

Figure 8.4: Trade Union Density Rate by Province, Zambia 2021



## Precarious Employment

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

Table 8.2 shows the number and percentage distribution of population in precarious employment by rural/urban and sex. There were 674,944 population in Precarious Employment of which 28.1 percent were in rural areas and 71.9 percent in urban areas.

**Table 8.2: Number and Percentage Distribution of Population in Precarious Employment by Rural/Urban and Sex, Zambia 2021**

| Region | Both Sexes | | Male | Female |
|---|---|---|---|---|
| | Number | Percent | Number | Number |
| **Total** | **674,944** | **100.0** | **472,313** | **202,630** |
| Rural | 189,429 | 28.1 | 137,716 | 51,714 |
| Urban | 485,514 | 71.9 | 334,598 | 150,916 |

Figure 8.6 shows the percentage distribution of population in precarious employment by sex and rural/urban. Results show that 70.0 percent of the population in precarious employment were males while 30.0 percent were females. In both rural and urban areas, the percentage of males was higher than that of females.

**Figure 8.6: Percentage Distribution of Population in Precarious Employment by Sex and Rural/Urban, Zambia 2021**

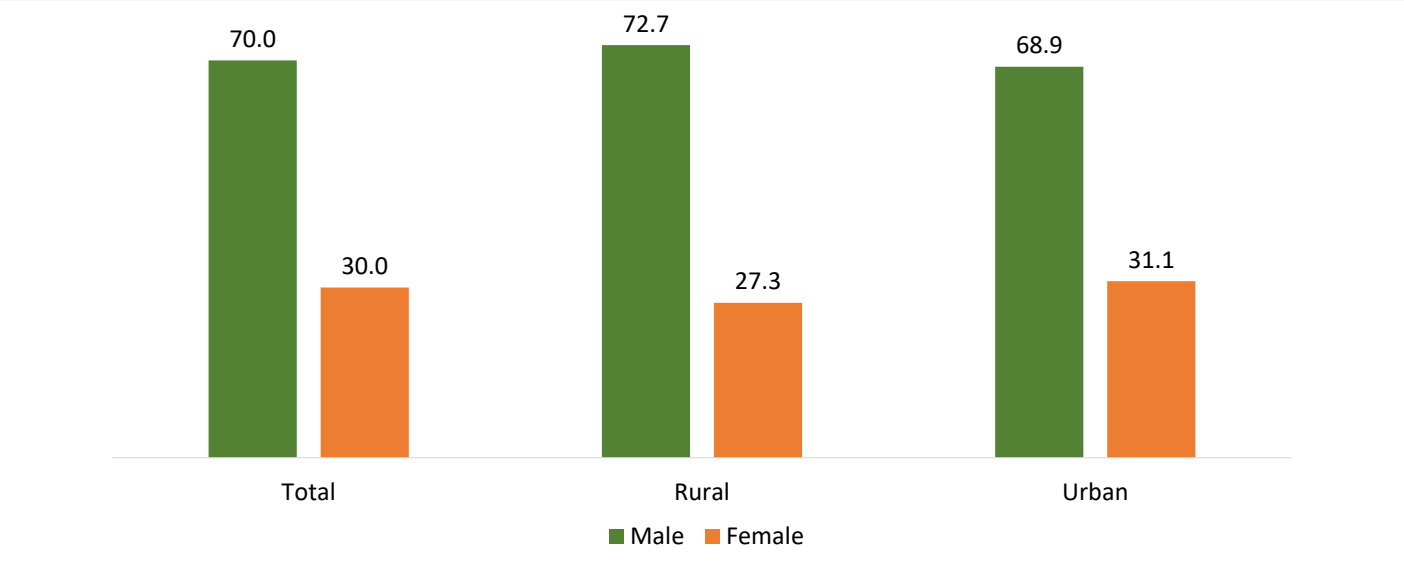
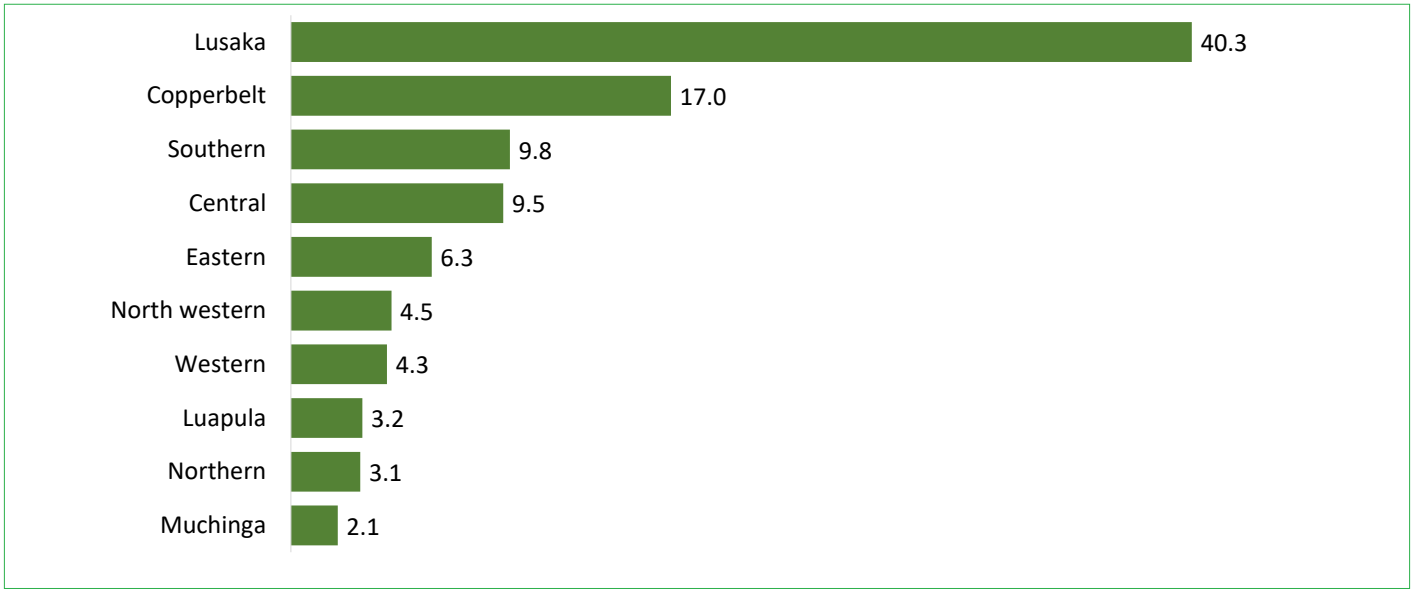



Figure 8.7 shows the percentage distribution of population in precarious employment by province. Lusaka province had the highest share of population in precarious employment at 40.3 percent followed by Copperbelt province at 17.0 percent. Luapula province accounted for the least percentage share at 2.1 percent.

Figure 8.7: Percentage Distribution of Population in Precarious Employment by Province, Zambia 2021




## Precarious Employment Rate

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

Figure 8.8 shows the precarious employment rate by sex and rural/urban. Precarious employment rate was estimated at 21.3 percent. The precarious employment rate for males was higher than that of females at 24.7 percent and 16.2 percent, respectively. Rural areas had a lower rate than urban areas at 17.8 percent and 23.1 percent, respectively.

Figure 8.8: Precarious Employment Rate by Sex and Rural/Urban, Zambia 2021

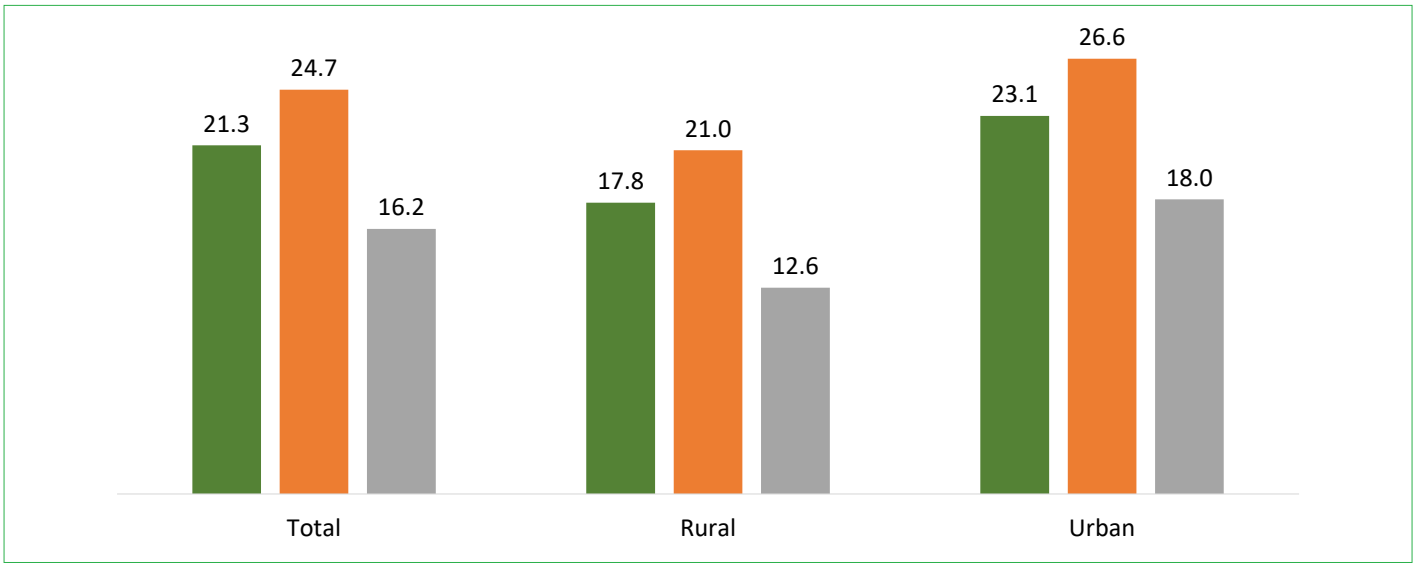
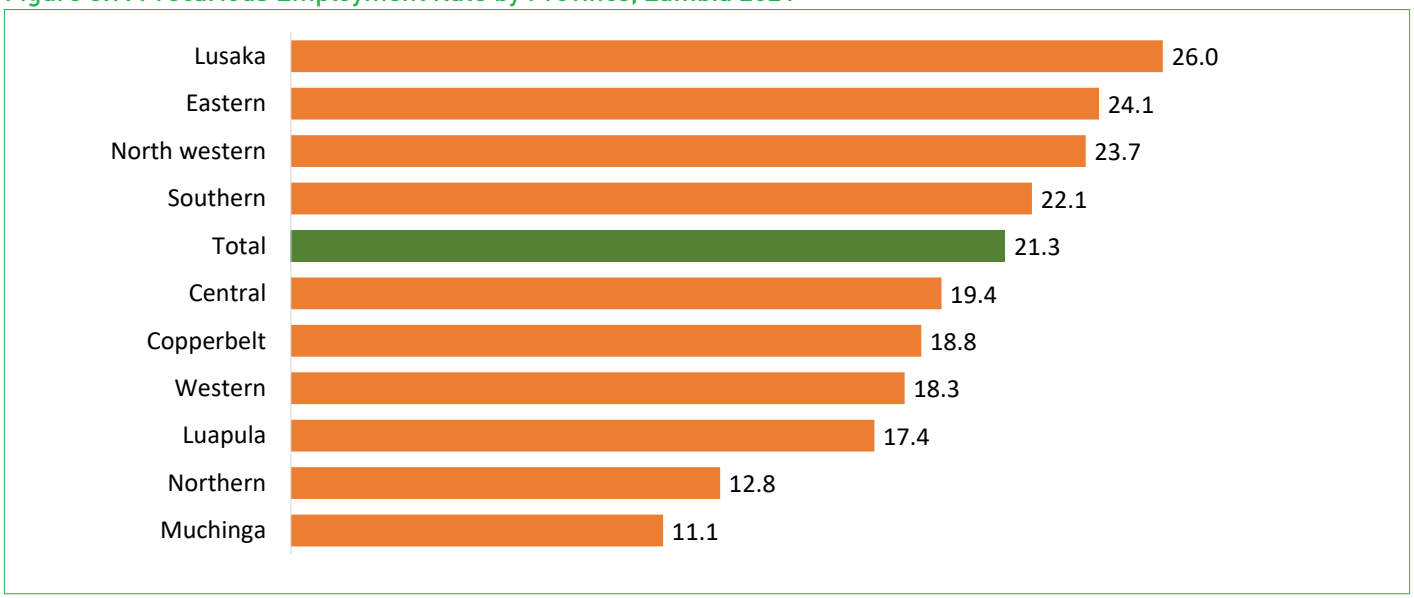


Figure 8.9 shows the precarious employment rate by province. Lusaka province accounted for the highest share of Precarious Employment at 26.0 percent while Muchinga province accounted for the lowest rate at 11.1 percent.

Figure 8.9: Precarious Employment Rate by Province, Zambia 2021




## 8.5 Youths in Precarious Employment

Table 8.3 shows the number and percentage distribution of youths in precarious employment aged 15 to 35 years by rural/urban and sex. There were 458,281 youths aged 15 to 35 years in precarious employment of which 29.2 percent were in rural areas while 70.8 percent were in urban areas.

Table 8.3: Number and Percentage Distribution of Youths in Precarious Employment by Rural/Urban and Sex, Zambia 2021

| Region | Both Sexes | | Male | Female |
|---|---|---|---|---|
| | Number | Percent | Number | Number |
| **Total** | **458,281** | **100.0** | **335,818** | **122,462** |
| Rural | 133,769 | 29.2 | 101,825 | 31,944 |
| Urban | 324,512 | 70.8 | 233,993 | 90,519 |

Figure 8.9 shows the percentage distribution of youths in precarious employment by sex and rural/urban. At national level, there were more male than female youths in precarious employment at 73.3 percent and 26.7 percent, respectively.

Figure 8.10: Percentage Distribution of Youths in Precarious Employment by Sex and Rural/Urban, Zambia 2021

## 8.6 Youth Precarious Employment Rate

Figure 8.11 shows the youth precarious employment rate by sex and rural/urban. The youth Precarious Employment rate was estimated at 27.3 percent. The Youth Precarious Employment rate for males was higher than that of females at 32.0 percent and 19.0 percent, respectively. Rural areas had a lower rate than urban areas at 21.9 percent and 30.3 percent, respectively.

Figure 8: 11: Youth Precarious employment rate by Sex and Rural/Urban, Zambia 2021

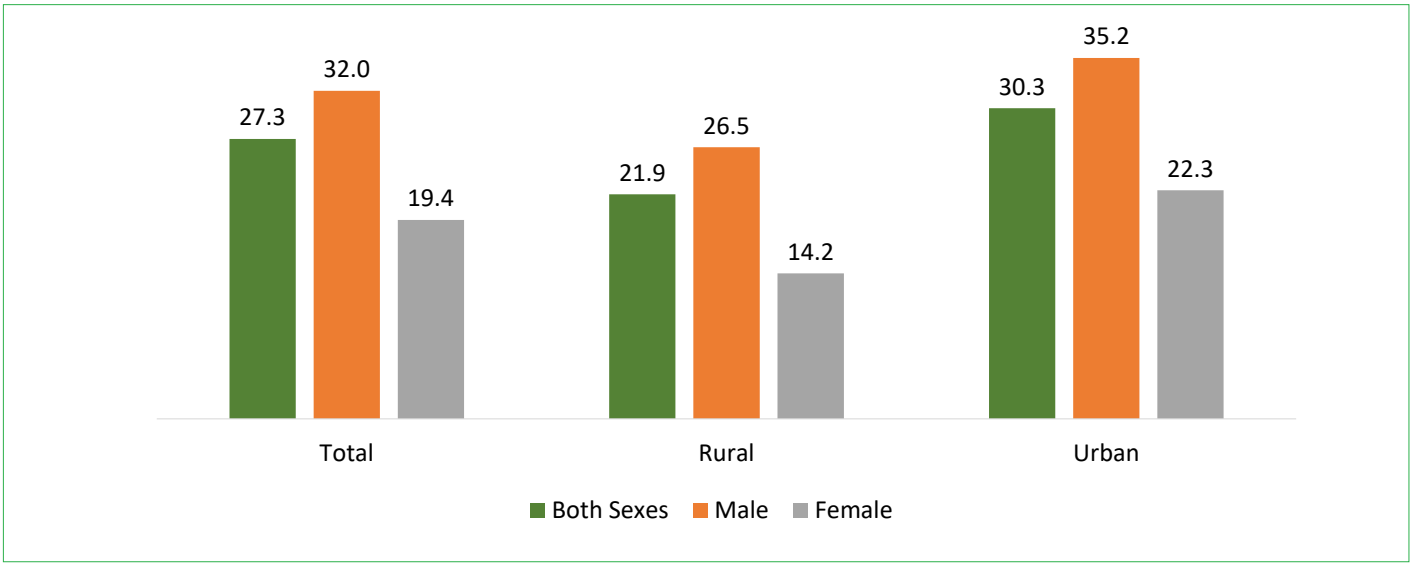
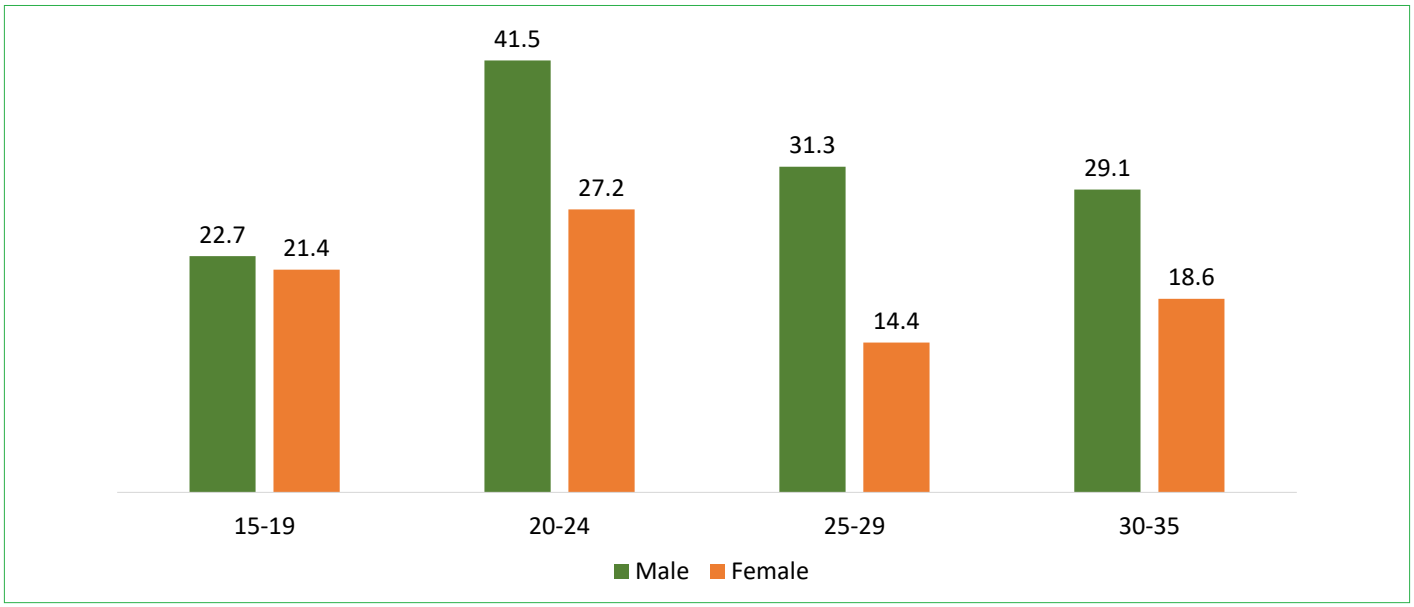


Figure 8.12 shows age-specific precarious employment rate for youth by sex. The Precarious employment rate in the age group 20-24 years for males was 41.5 percent while that of females was 27.2 percent. The Precarious Employment rate in the age group 30-35 years for males was 29.1 percent while that of females was 18.6 percent.

Figure 8.12: Age-Specific Youth Precarious Employment Rate by Sex, Zambia 2021




## 8.7 Weekly Hours of Work

Table 8.4 shows average weekly hours of work by rural/urban and sex. The average weekly hours of work for employed population was 41.3 hours. Males worked for more hours at 43.2 hours than females at 38.4 hours. Urban areas recorded higher weekly hours at 44.7 hours while rural areas recorded 34.5 hours.

Table 8.4: Weekly Hours of Work by Sex and Rural/Urban, Zambia 2021

| Region | Both Sexes | Male | Female |
|---|---|---|---|
| **Total** | **41.3** | **43.2** | **38.4** |
| Rural | 34.5 | 36.3 | 31.6 |
| Urban | 44.7 | 46.8 | 41.7 |

Table 8.5 shows average weekly hours of work by sector of employment and sex. The average weekly hours of work for employed population was 41.3 hours. Males worked for more hours at 43.2 hours than females at 38.4 hours. The Employed population in the Formal Sector worked more hours at 46.6 hours per week than in the informal sector and household sectors which accounted for 40.0 hours and 36.8 hours, respectively.

Table 8.5: Weekly Hours of Work by Sector of Employment and Sex, Zambia 2021

| Sector of Employment | Total | Male | Female |
|---|---|---|---|
| **Total** | **41.3** | **43.2** | **38.4** |
| Formal | 46.6 | 48.0 | 43.4 |
| Informal | 40.0 | 42.4 | 36.1 |
| Household | 36.8 | 36.2 | 37.4 |

Table 8.6 shows actual weekly hours of work by industry and rural/urban areas. Employed population in the Transport and Storage industry had the highest number of average weekly hours of work at 55.3 hours, followed by those in the Administrative and support service activities industry at 40.9 hours. The lowest actual weekly hours of work were recorded in the Real estate industry at 14.2 hours.

Table 8.6: Weekly Hours of Work by Industry and Rural/Urban, Zambia 2021

| Industry | Total | | | Rural | | | Urban | | |
|---|---|---|---|---|---|---|---|---|---|
| | Total | Male | Female | Total | Male | Female | Total | Male | Female |
| **Total** | **41.3** | **43.2** | **38.4** | **34.5** | **36.3** | **31.6** | **44.7** | **46.8** | **41.7** |
| Agriculture, forestry and fishing | 31.1 | 33.4 | 27.0 | 30.0 | 32.0 | 26.5 | 34.1 | 37.5 | 28.2 |
| Mining and quarrying | 46.2 | 46.0 | 47.9 | 42.2 | 41.8 | 44.4 | 46.6 | 46.4 | 48.5 |
| Manufacturing | 42.9 | 45.7 | 34.8 | 33.3 | 37.4 | 27.8 | 46.0 | 47.6 | 39.6 |
| Electricity, gas, steam, and air conditioning supply | 42.6 | 42.9 | 40.0 | 35.2 | 35.2 | | 43.3 | 43.6 | 40.0 |
| Water supply; sewerage, waste management and remediation activities | 41.9 | 43.0 | 35.5 | 44.7 | 44.7 | | 41.4 | 42.6 | 35.5 |
| Construction | 39.5 | 39.6 | 37.8 | 36.8 | 36.9 | 34.7 | 40.5 | 40.5 | 39.2 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 45.1 | 48.0 | 42.8 | 39.7 | 43.3 | 37.1 | 46.6 | 49.3 | 44.6 |
| Transport and storage | 55.3 | 56.0 | 35.2 | 51.4 | 51.4 | | 56.0 | 57.0 | 35.2 |
| Accomodation and food service activities | 48.5 | 49.8 | 48.0 | 44.3 | 42.2 | 45.2 | 49.2 | 51.3 | 48.5 |
| Information and communication | 43.2 | 43.7 | 41.4 | 37.6 | 37.6 | | 43.4 | 44.0 | 41.4 |
| Financial and insurance activities | 46.6 | 50.5 | 41.8 | 43.7 | 45.2 | 31.0 | 46.9 | 51.5 | 42.1 |
| Real estate activities | 14.2 | 22.0 | 10.0 | 63.0 | 63.0 | | 12.6 | 18.0 | 10.0 |
| Professional, scientific and technical activities | 43.5 | 45.4 | 40.9 | 31.9 | 43.1 | 26.8 | 44.9 | 45.5 | 43.9 |
| Administrative and support service activities | 50.9 | 53.4 | 45.0 | 49.3 | 50.6 | 46.6 | 51.2 | 54.0 | 44.7 |
| Public administration and defence; compulsory social security | 42.4 | 43.4 | 40.0 | 38.3 | 38.4 | 38.2 | 43.5 | 44.7 | 40.6 |
| Education | 38.0 | 39.3 | 36.5 | 38.1 | 39.1 | 36.4 | 37.9 | 39.4 | 36.6 |
| Human health and social work activities | 45.3 | 46.4 | 44.4 | 44.5 | 45.9 | 42.7 | 45.6 | 46.6 | 44.8 |
| Arts, entertainment and recreation | 41.6 | 41.1 | 43.4 | 24.5 | 16.0 | 85.0 | 43.2 | 43.8 | 41.2 |
| Other service activities | 42.3 | 41.4 | 43.1 | 30.4 | 30.9 | 29.3 | 44.1 | 43.9 | 44.2 |
| Activities of households as employers | 42.1 | 40.8 | 42.7 | 39.2 | 37.7 | 40.4 | 42.6 | 41.6 | 43.1 |
| Activities of extraterritorial organizations and bodies | 32.6 | 42.3 | 24.2 | 35.2 | 35.2 | | 32.4 | 43.4 | 24.2 |

# CHAPTER NINE
# OWN USE PRODUCTION WORK

## 9.1 Introduction

Own use production work is defined as activities performed to produce goods or provide services intended for final use by the producer, their household and/or family. Own use production work is one of the five forms of work. Other forms of work include employment work; unpaid trainee work; volunteer work; and other work activities. Given the significance of Own Use Production work in terms of its contribution to the Gross Domestic Product., its separate analysis becomes crucial.

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

## 9.2 Own Use Production Work

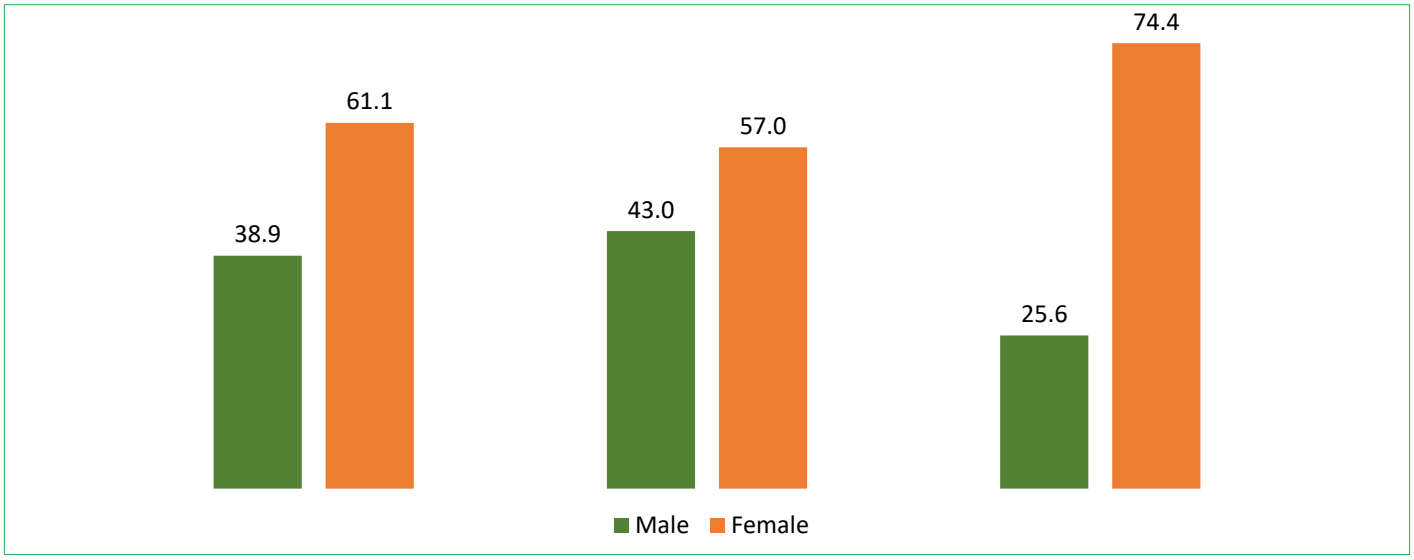
Table 9.1 shows the number and percentage distribution of own use production workers by rural/urban and sex. Results shows that 4,175,358 population were engaged in Own Use Production work of which 76.3 percent were in rural areas and 23.7 percent in urban areas.

Table 9.1: Number and Percentage Distribution of Own-use Production Work by Rural/Urban and Sex, Zambia 2021

| Rural/Urban | Both Sexes | | Male | Female |
|---|---|---|---|---|
| | Number | Percent | Number | Number |
| **Total** | **4,175,358** | **100** | **1,622,817** | **2,552,541** |
| Rural | 3,186,195 | 76.3 | 1,369,529 | 1,816,666 |
| Urban | 989,163 | 23.7 | 253,289 | 735,875 |

Figure 9.1 shows the percentage distribution of own use production workers by sex and rural/urban. Results showed that there were more females at 61.1percent than males at 38.5 percent in own use production work. In both rural and urban areas, the percentage of females in own use production work was higher than that of males.

Figure 9.1: Percentage Distribution of Own Use Production Work by Sex and Rural/Urban, Zambia 2021



## 9.3 Own Use Production by Type of Own Use

Table 9.2 shows the number and percentage distribution of own use production work by type of own use production work, rural/urban and sex. In 2021, there were more Own Use Production workers that were providing services at 2,447,742 compared to those that were producing goods at 1,727,616. Results further showed that there were more males engaged in production of goods at 59.1 percent compared with 40.9 percent for females. There were more females participating in provision of services at 75.4 percent compared with males at 24.6 percent.

Table 9.2: Number and Percentage Distribution of Own Use Production Work by Type of Own Use, Rural/urban, Sex, Zambia 2021

| Rural/Urban | Goods Producers | | | Service Providers | | |
|---|---|---|---|---|---|---|
| | Both Sexes | Male | Female | Both Sexes | Male | Female |
| **Total** | **1,727,616** | **59.1** | **40.9** | **2,447,742** | **24.6** | **75.4** |
| Rural | 1,538,385 | 59.8 | 40.2 | 1,647,810 | 27.3 | 72.7 |
| Urban | 189,230 | 53.3 | 46.7 | 799,933 | 19.1 | 80.9 |

Figure 9.2 shows the percentage distribution of own use production workers by type of own use work and rural/urban. Results show that 58.6 percent of Own Use Production workers were involved in service provision while 41.4 percent were involved in goods producers. In rural areas, provision of services for own use was higher at 51.7 percent than production of goods at 48.3 percent. In urban areas, over three quarters of the own use workers were service providers with 80.9 percent and 19.1 percent were producers of goods.

Figure 9.2: Percentage Distribution of Own use Production Work by Type of Own Use and Rural/Urban, Zambia 2021

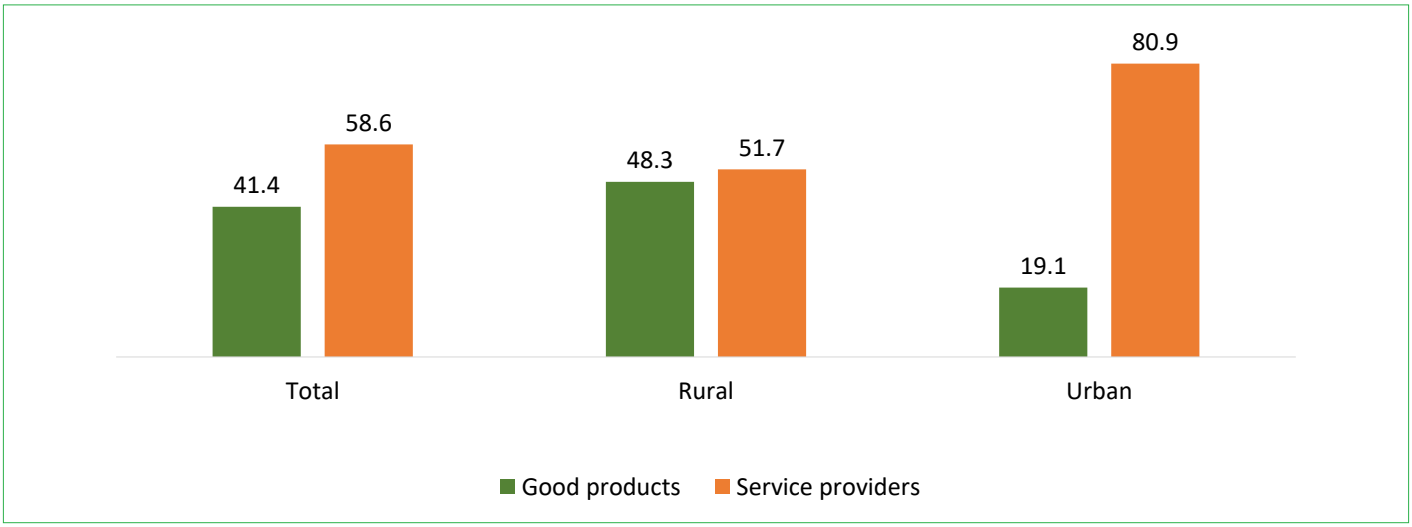
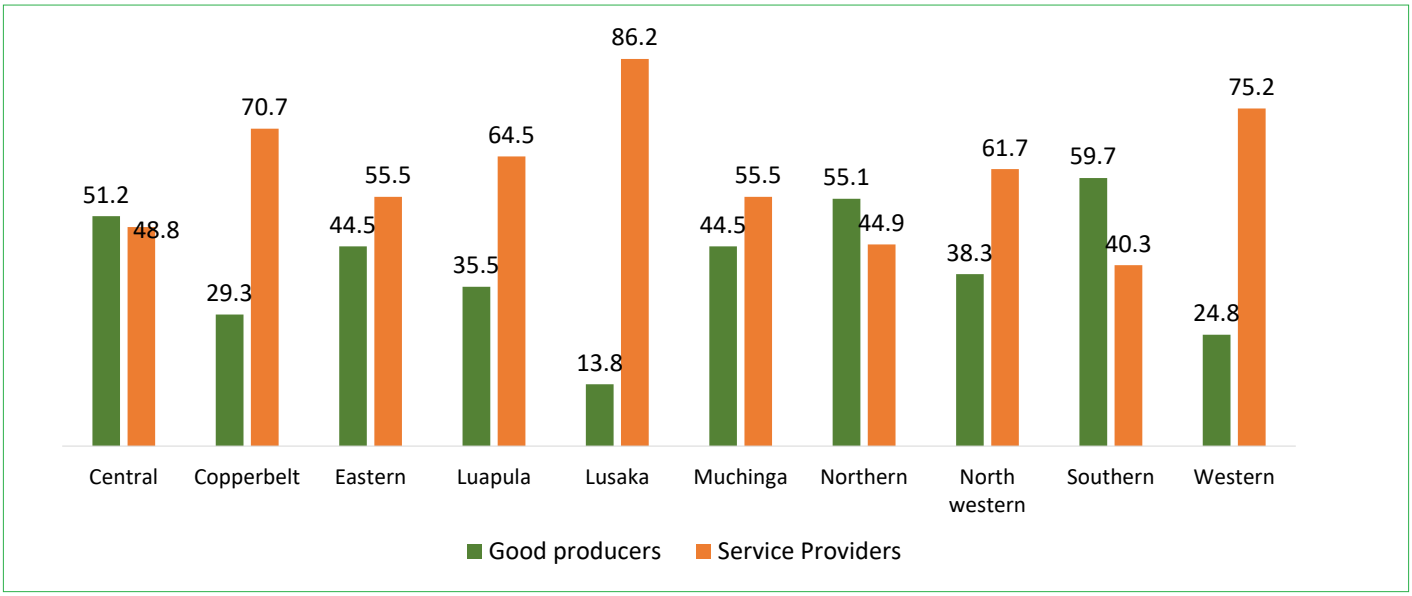



Figure 9.3 shows the percentage distribution of own use production work by type of own use work and province. Results showed that there were more services providers than producers of goods across most provinces among own use workers except for Central, Northern and Southern provinces. Among the provinces that presented more service providers than goods producers, Lusaka province recorded the highest at 86.2 percent of the own use workers whereas 13.8 percent were in goods production. Among provinces with more goods producers, southern province recorded the highest at 59.7 percent whereas service providers was recorded at 40.3 percent.

Figure 9.3: Percentage Distribution of Own use Production Work by Type of Own Use and Province, Zambia 2021




## 9.4 Youth Own Use Production Work

Table 9.3 shows the number and percentage distribution of youth own use production work by rural/urban and sex. Results showed that there were 2,664,783 youths in Own Use Production work of which 74.6 percent were in the rural areas and 25.4 percent in urban areas.

Table 9.3: Number and Percentage Distribution of Youth Own Use Production Work by Rural/urban and Sex, Zambia 2021

| Rural/Urban | Both Sexes | | Male | Female |
|---|---|---|---|---|
| | Number | Percent | Number | Number |
| **Total** | **2,664,783** | **100.0** | **1,028,031** | **1,636,752** |
| Rural | 1,988,915 | 74.6 | 871,187 | 1,117,728 |
| Urban | 675,868 | 25.4 | 156,844 | 519,025 |

Figure 9.4 shows the percentage distribution of youth own use production work by rural/urban and sex. Results showed that there were more female youths in Own Use Production work at 61.4 percent whereas males account for 38.6 percent. In both rural and urban areas, the percentage of females in Own Use Production work was higher than that of males.

Figure 9.4: Percentage Distribution of Youth Own Use Production Work by Rural/Urban and Sex, Zambia 2021

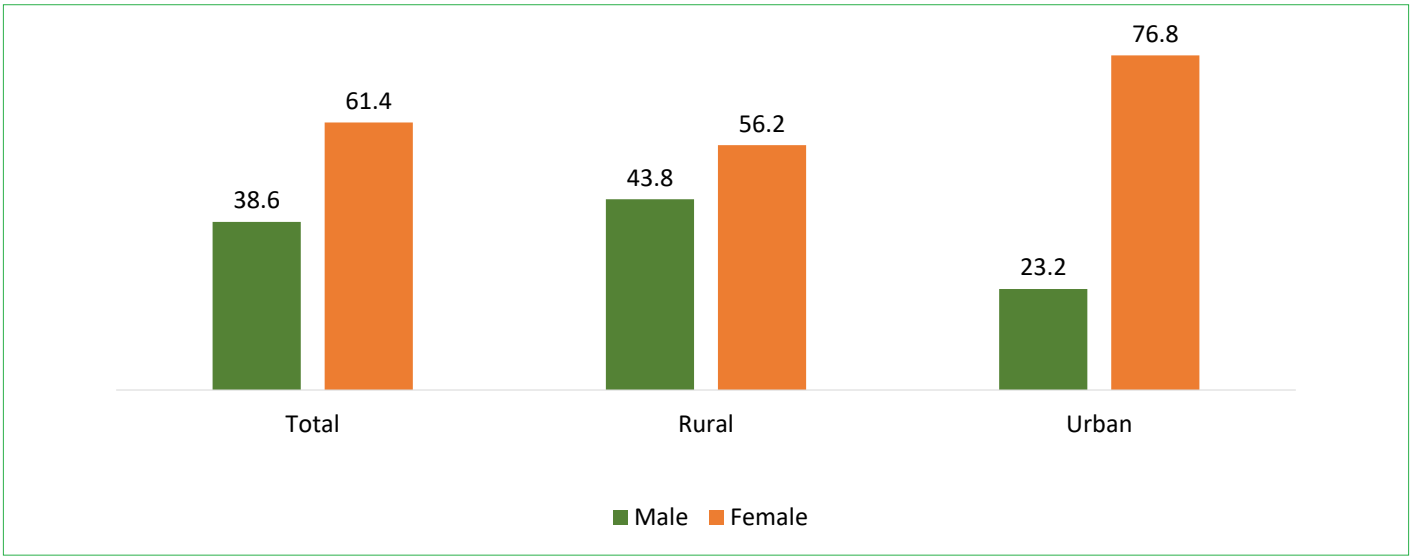
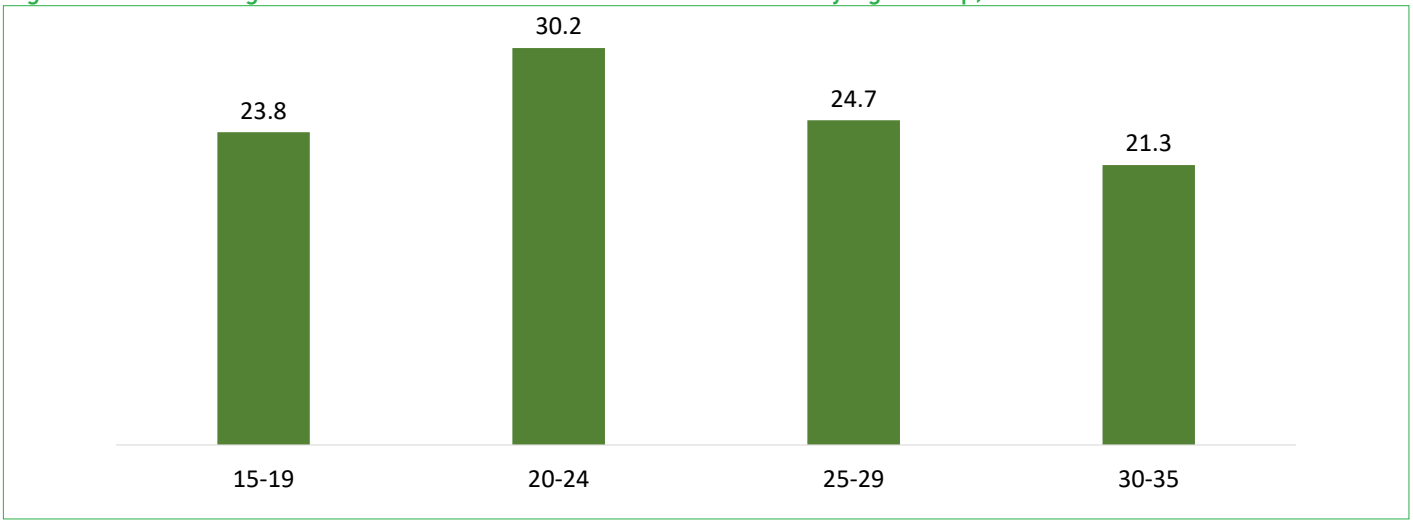



Figure 9.5 shows the percentage distribution of youths in own use production work by age group. The Age group 20-24 years had the highest share of youths in Own Use Production work at 30.2 percent while the Age group 30-35 years had the lowest at 21.3 percent.

Figure 9.5: Percentage Share of Youths in Own Use Production Work by Age Group, Zambia 2021



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

Figure 9.6 shows the percentage distribution of youths in own use production workers by type of own use work and rural/urban. Results showed that youths providing services had a higher percentage than those producing goods at 60.1 percent and 39.9 percent, respectively. In rural areas youths in Own Use Production work providing services accounted for 51.4 percent while those producing goods accounted for 48.6 percent. In urban areas 85.7 percent of youths in Own Use Production work were providing services while 14.3 percent were producers of goods.

Figure 9.6: Percentage Distribution of Youths Own Use Production Work by Rural/urban, and Type of Own Use Work, Zambia 2021

# CHAPTER TEN
# UNEMPLOYMENT

## 10.1 Introduction

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

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

## 10.2 Unemployed population

Table 10.1 shows number and percentage distribution of unemployed population by rural/urban and sex. In 2021, the total number of Unemployed persons was 450,759 of which 38.7 percent were in the rural areas and 61.3 percent in the urban areas.

Table 10.1: Number and Percent Distribution of Unemployed Population by Rural/Urban and Sex, Zambia 2021

| Rural/Urban | Both sexes | Percent | Male | Female |
|---|---|---|---|---|
| **Total** | **450,759** | **100.0** | **245,380** | **205,379** |
| Rural | 174,648 | 38.7 | 107,014 | 67,635 |
| Urban | 276,110 | 61.3 | 138,366 | 137,744 |

Figure 10.1 shows percentage distribution of unemployed population by sex and rural/urban. Results show that 54.4 percent of Unemployed population was male and 45.6 percent was female. In rural areas, 61.3 percent were males while 38.7 percent were females. In urban areas, males and females accounted for 50.1 percent and 49.9 percent, respectively.

Figure 10.1: Percent Distribution of Unemployed Population by Sex and Rural/Urban, Zambia 2021

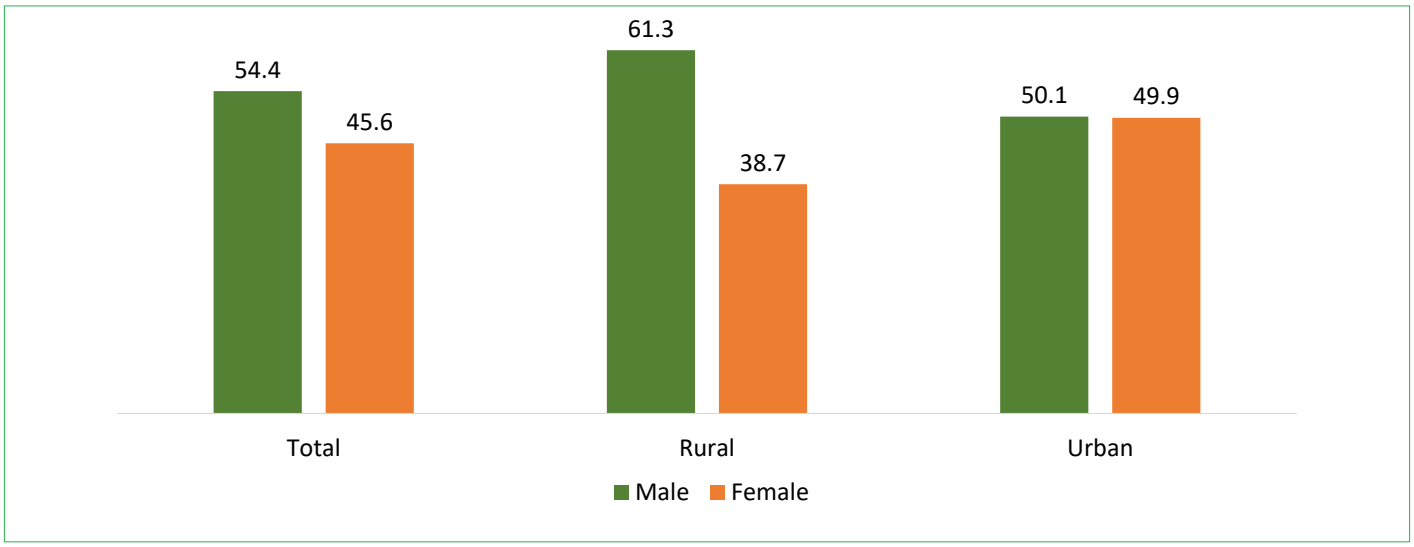


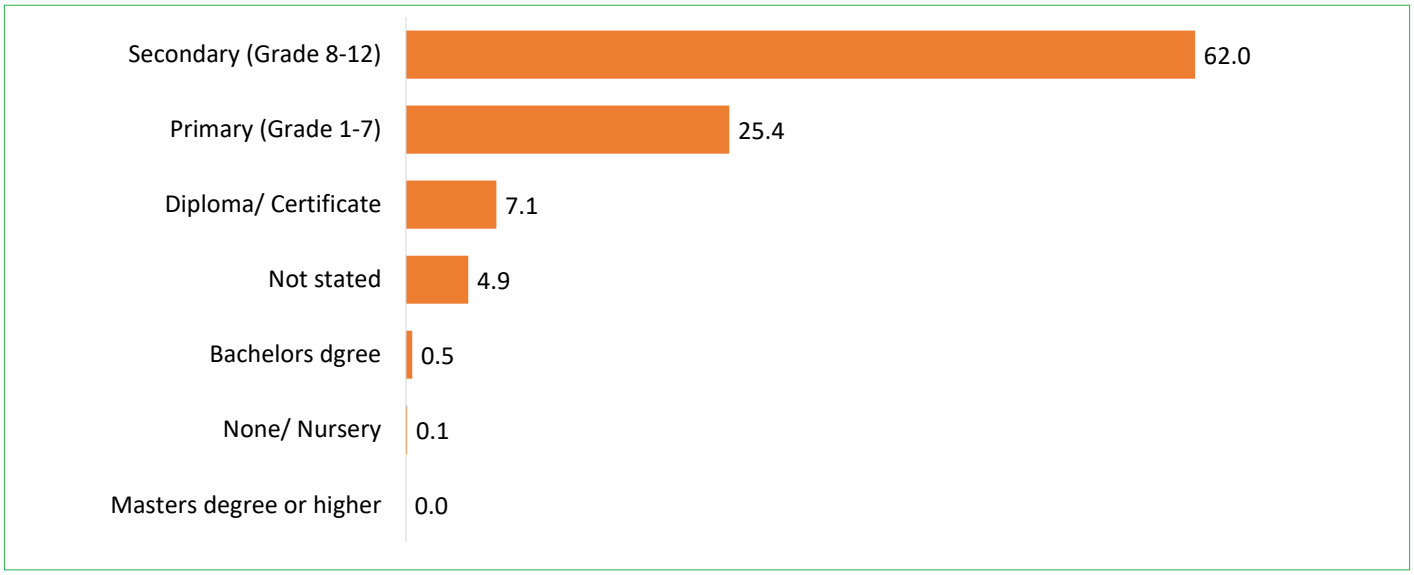
Table 10.2 shows number and percentage distribution of unemployed population by province and sex. Lusaka Province had the highest proportion of unemployed population at 23.3 percent, followed by Copperbelt Province at 18.7 percent. Western Province had the lowest proportion of unemployed population at 3.1 percent.

Table 10.2: Number and percentage distribution of Unemployed Population by Province and Sex, Zambia 2021

| Province | Total | | Male | | Female | |
|---|---|---|---|---|---|---|
| | Number | Percent | Number | Percent | Number | Percent |
| **Total** | **450,759** | **100.0** | **245,380** | **100.0** | **205,379** | **100.0** |
| Central | 44,324 | 9.8 | 25,557 | 10.4 | 18,767 | 9.1 |
| Copperbelt | 84,134 | 18.7 | 41,930 | 17.1 | 42,204 | 20.5 |
| Eastern | 26,187 | 5.8 | 16,735 | 6.8 | 9,452 | 4.6 |
| Luapula | 35,713 | 7.9 | 21,037 | 8.6 | 14,676 | 7.1 |
| Lusaka | 105,053 | 23.3 | 45,538 | 18.6 | 59,515 | 29.0 |
| Muchinga | 28,701 | 6.4 | 19,940 | 8.1 | 8,761 | 4.3 |
| Northern | 15,940 | 3.5 | 8,757 | 3.6 | 7,183 | 3.5 |
| North Western | 49,692 | 11.0 | 31,357 | 12.8 | 18,336 | 8.9 |
| Southern | 47,160 | 10.5 | 28,296 | 11.5 | 18,865 | 9.2 |
| Western | 13,853 | 3.1 | 6,234 | 2.5 | 7,619 | 3.7 |

Figure 10.2 shows the percentage distribution of unemployed persons by highest educational attainment. Secondary level (grade 8-12) had the highest percentage share of Unemployed persons at 62.0 percent, followed by those in Primary level (Grade 1-7) at 25.4 percent. Persons with no Education/Nursery accounted for 0.1 percent.

Figure 10.2: Percentage Distribution of Unemployed Persons by Highest Educational Attainment, Zambia 2021



## 10.3 Unemployment rate

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

Figure 10.3 shows unemployment rate by rural/urban and sex. Results show that Unemployment rate stood at 12.5 percent. It was higher in rural areas at 14.1 percent than in urban areas at 11.6 percent. Unemployment rate for males was 11.4 percent while that of females was 14.1 percent.

Figure 10.3: Unemployment Rate by Sex and Rural/Urban, Zambia 2021

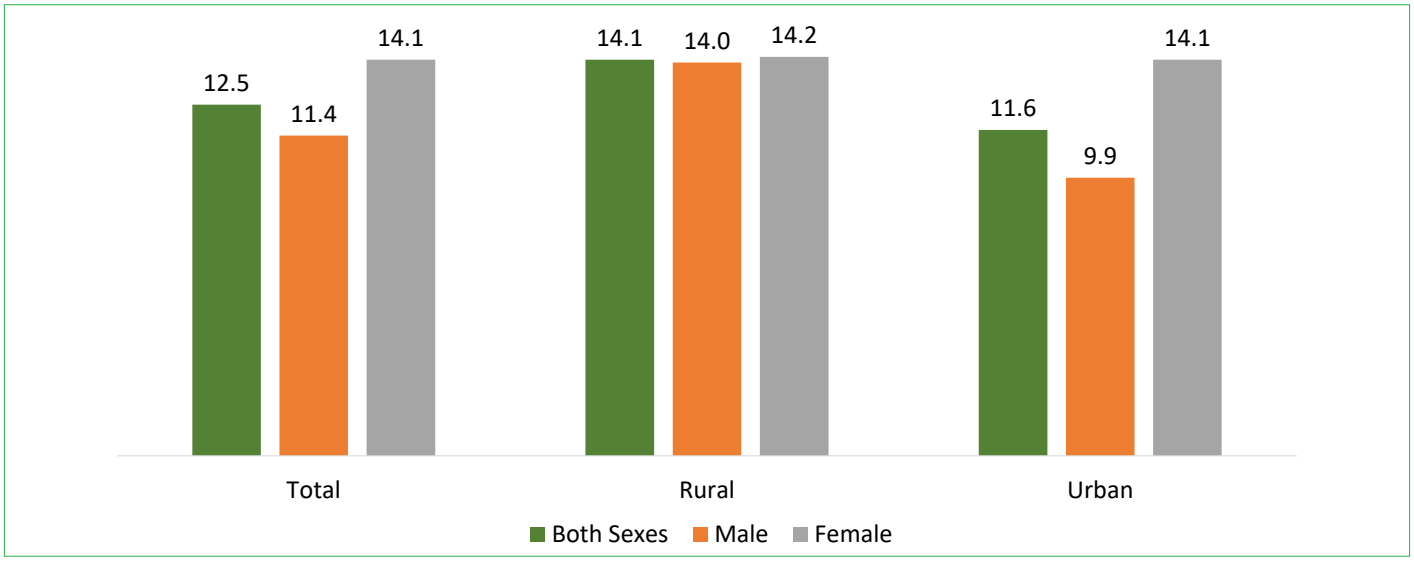



Figure 10.4 shows the age specific unemployment rate. In 2021, the age group 20-24 years had the highest unemployment rate at 25.2 percent, while the age group 15-19 years had the second highest unemployment rate at 23.6 percent. The age group with the lowest unemployment rate was 65-69 years at 2.5 percent.

Figure 10.4: Age-Specific Unemployment Rate, Zambia 2021

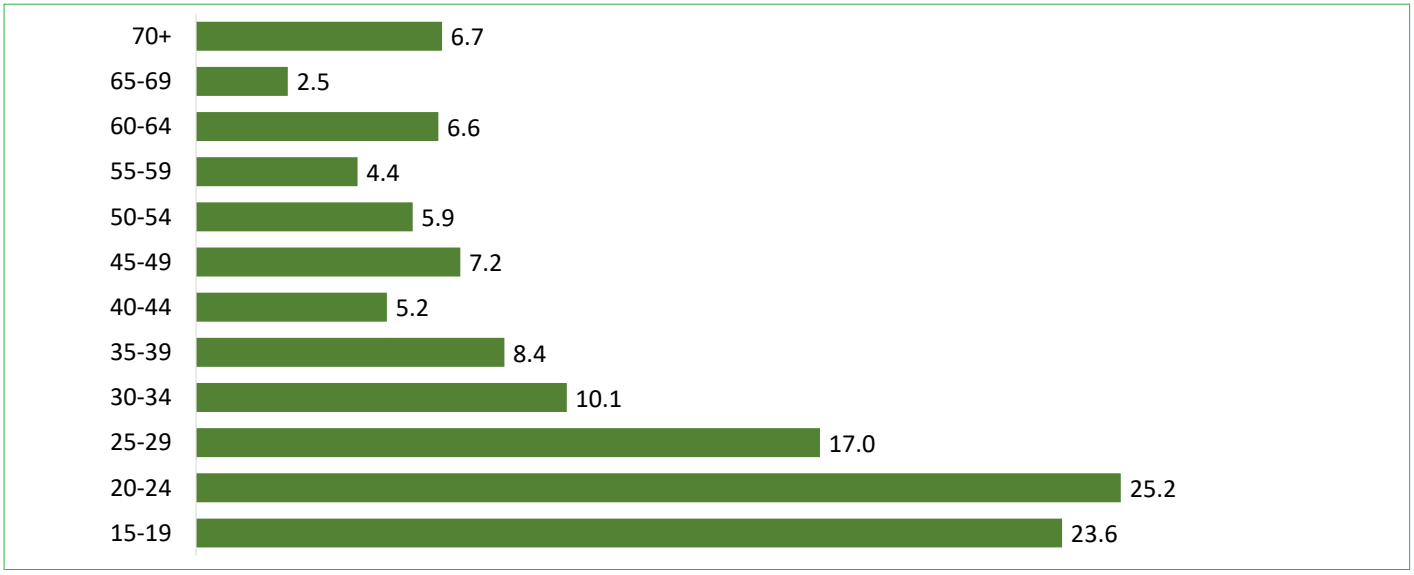


Figure 10.5 shows age-specific unemployment rate by rural/urban. In urban areas, unemployment rate was highest in the age group 15-19 years at 31.3 percent and lowest in the age group 55-59 years at 2.3 percent. In rural areas, the age group 20-24 years had the highest unemployment rate at 21.3 percent while the lowest was in the age group 65-69 years old.

Figure 10.5: Age-Specific Unemployment Rate by Rural/Urban, Zambia 2021

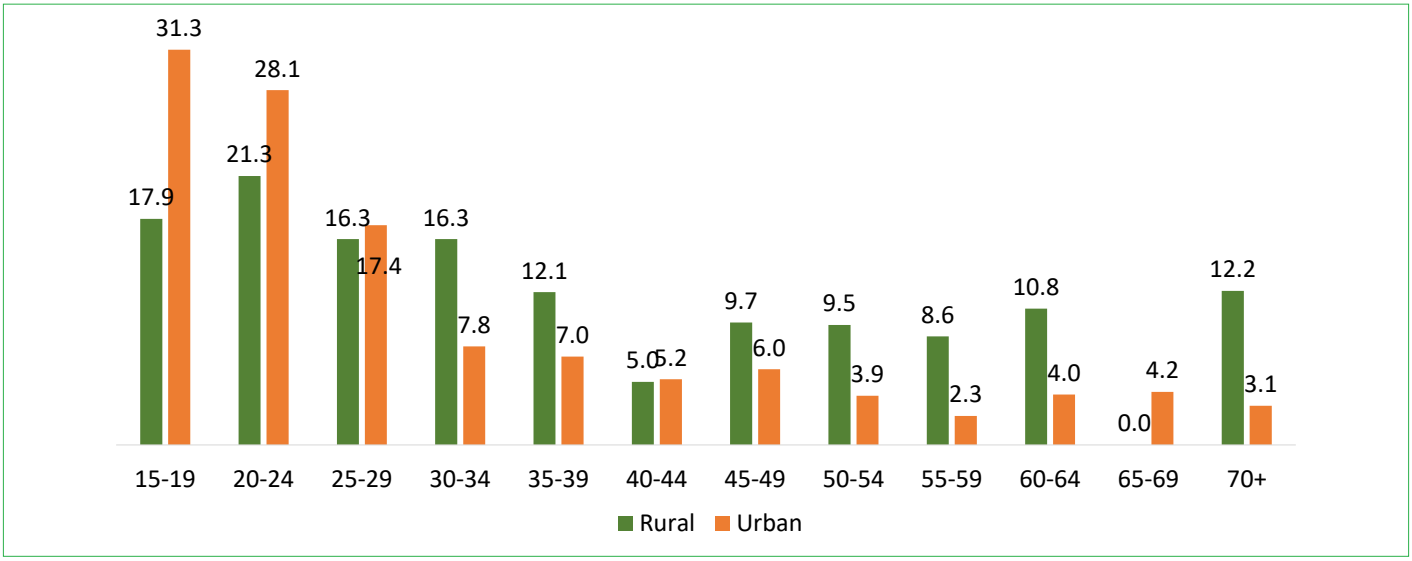



Figure 10.6 shows age-specific unemployment rate by sex. In all the youth age groups, unemployment rate was higher among females than males. Unemployment rates for males and females were highest in the age group 20-24 years at 22.5 percent and 29.5 percent, respectively.

Figure 10.6: Age-Specific Unemployment Rate by Sex, Zambia 2021

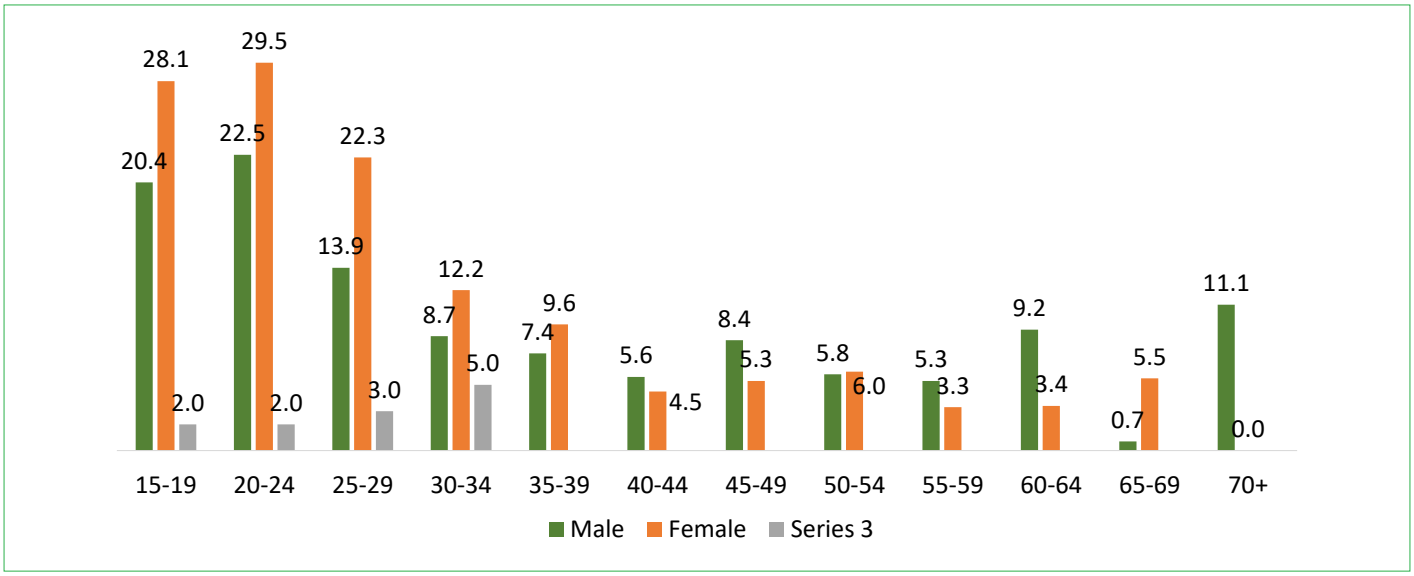
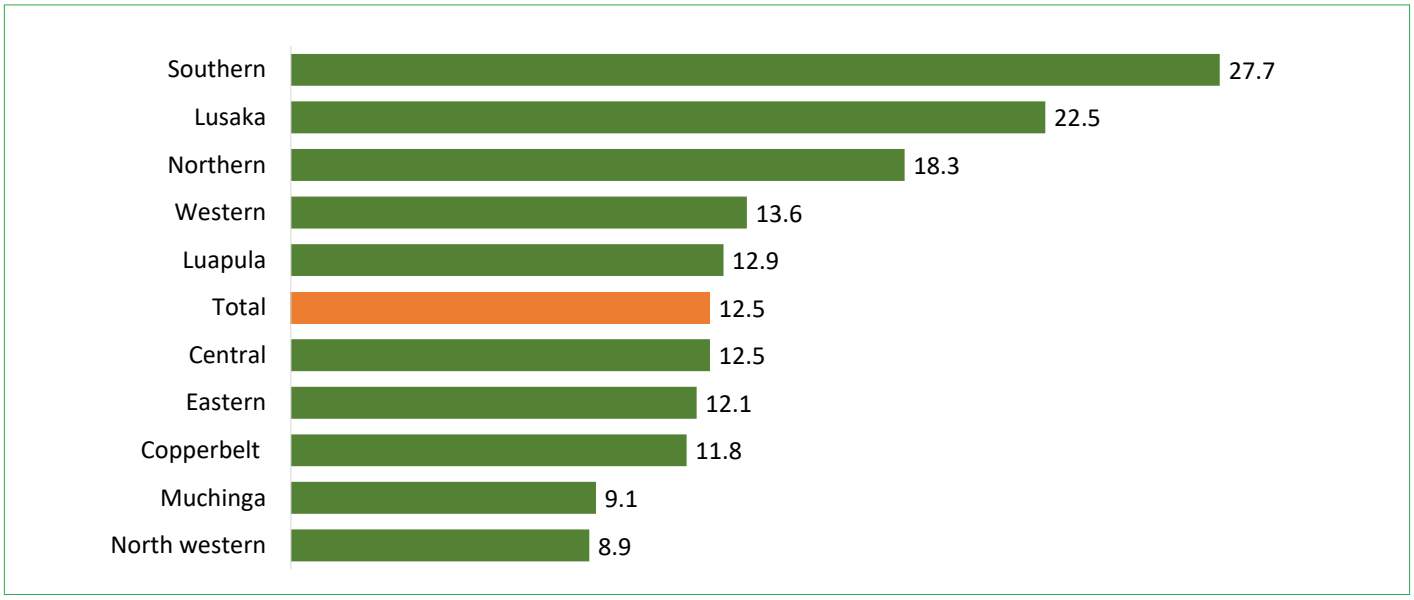


Figure 10.7 shows the percentage share of unemployment rate by province. Southern Province had the highest Unemployment rate at 27.7 percent while Northwestern province had the lowest at 8.9 percent.

Figure 10.7: Percentage share of Unemployment Rate by Province, Zambia 2021




## 10.4 Youth Unemployed Population

A youth is any person 15 to 35 years of age in the Zambian context. However, in accordance with the UN definition a youth is any population 15 to 24 years of age. This section provides analysis based on both definitions of a youth.

## 10.5 Youths (15-24 Years)

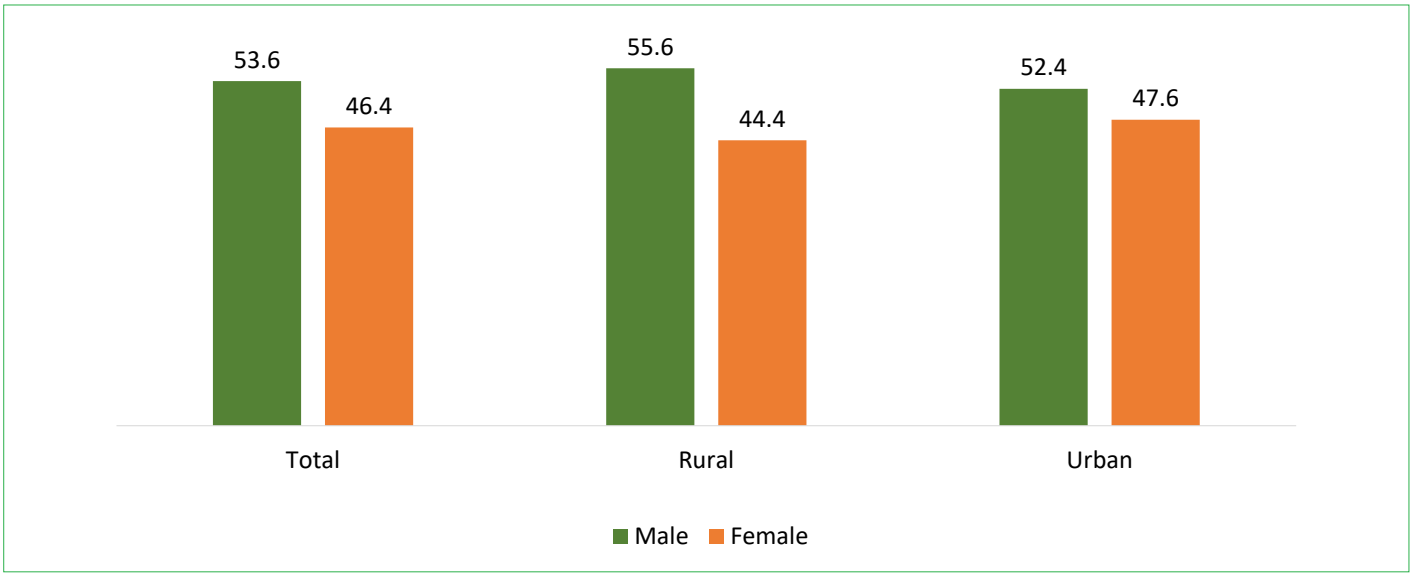
Table 10.3 shows the number and percentage distribution of the unemployed youths (15-24 years) by rural/urban and sex. In 2021, the population of Unemployed youths aged 15-24 years was 169,629 of which 38.2 percent were in the rural areas and 61.8 percent in the urban areas.

Table 10.3: Number and Percentage Distribution of the Unemployed Youths (15-24 years) by Rural/Urban and Sex, Zambia 2021

| Rural/Urban | Total | | Male | Female |
|---|---|---|---|---|
| | Number | Percent | Number | Number |
| **Total** | **169,629** | **100.0** | **90,972** | **78,657** |
| Rural | 64,876 | 38.2 | 36,090 | 28,786 |
| Urban | 104,753 | 61.8 | 54,882 | 49,871 |

Figure 10.8 shows percentage distribution of unemployed youth population by rural/urban and sex. Results show that 53.6 percent of unemployed youths aged 15-24 years were males while 46.4 percent were females. In rural areas, 55.6 percent were males while 44.4 percent were females. In urban areas, 52.4 percent were males while 47.6 percent were females.

Figure 10.8: Percentage Distribution of Unemployed Youths (15-24 years) by Sex and Rural/Urban, Zambia 2021




## 10.6 Youths (15-35 Years)

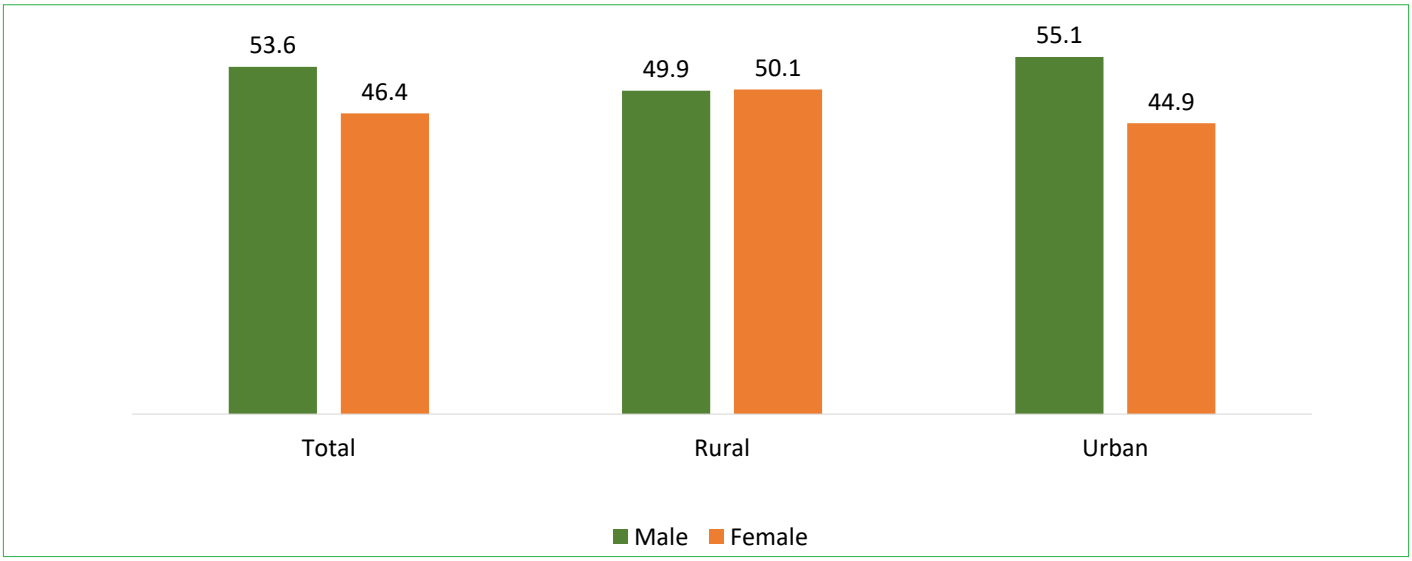
Table 10.4 shows number and percentage distribution of unemployed youths by rural /urban and sex. Results shows that the unemployed youth population was 352,874. Of the total unemployed youths, those in the age group 15-19 years accounted for 13.6 percent, age group 20-24 years accounted for 34.5 percent. The age groups 25-29 years and 30-35 years accounted for 31.8 percent and 20.2 percent, respectively.

Table 10.4: Number and Percentage Distribution of the Unemployed Youths (15-35 years) by Sex and Age Group, Zambia 2021

| Sex | Total | | 15-19 | | 20-24 | | 25-29 | | 30-35 | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent |
| **Total** | **352,874** | **100.0** | **47,850** | **13.6** | **121,779** | **34.5** | **112,081** | **31.8** | **71,164** | **20.2** |
| Male | 183,359 | 100.0 | 23,868 | 13.0 | 67,104 | 36.6 | 57,694 | 31.5 | 34,694 | 18.9 |
| Female | 169,515 | 100.0 | 23,982 | 14.1 | 54,675 | 32.3 | 54,388 | 32.1 | 36,470 | 21.5 |

Figure 10.9 shows percentage distribution of unemployed youths (15-35 years) by rural/urban and sex. Results show that 53.6 percent of unemployed youths were males while 46.4 percent were females. In rural areas, 49.9 percent were males while 50.1 percent were females. In urban areas, 55.1 percent were males while 44.9 percent were females.

Figure 10.9: Percent Distribution of Unemployed Youths (15-35 years) by Rural/Urban and Sex, Zambia 2021




## 10.7 Youth Unemployment Rate (15-35 years)

Figure 10.10 shows youth unemployment rate by rural/urban and sex. In 2021, the youth unemployment rate was 17.4 percent. The female youths had a higher unemployment rate than male youths at 21.2 percent and 14.9 percent, respectively. Rural areas had a higher youth unemployment rate at 17.8 percent compared to urban areas at 17.1 percent.

Figure 10.10: Youth Unemployment Rate by Rural/Urban and Sex, Zambia 2021

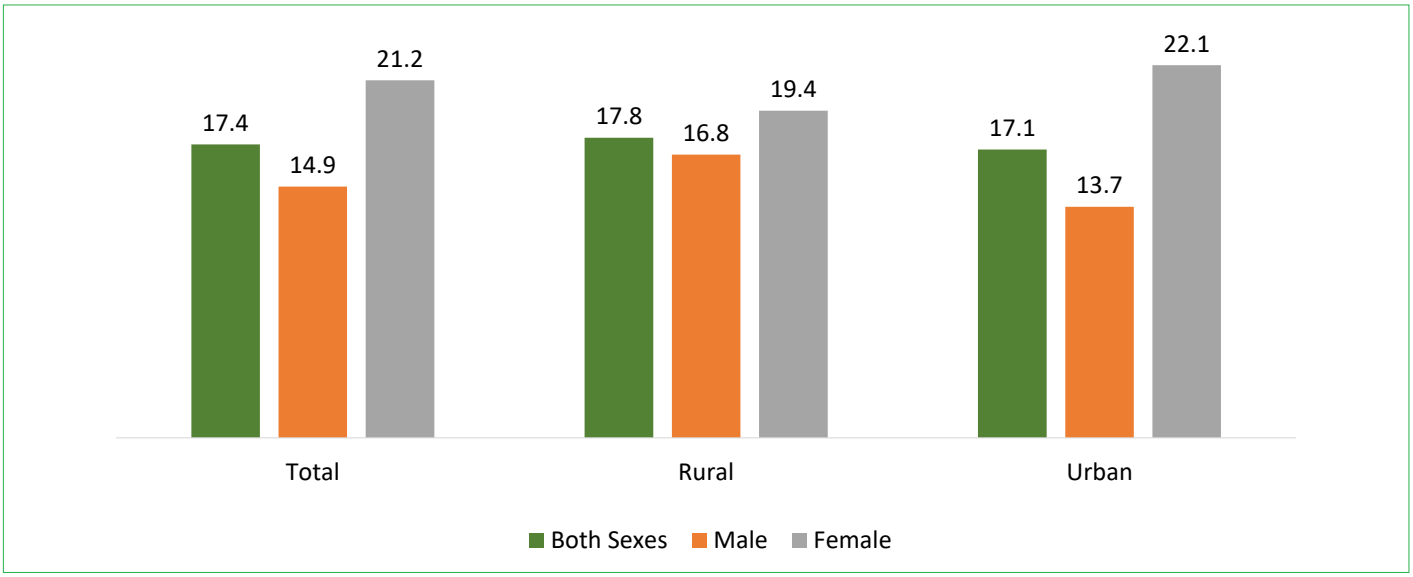


Figure 10.11 shows age-specific youth unemployment rate. The age group 20-24 years had the highest unemployment rate at 25.2 percent while age group 30-35 years had the lowest at 10.3 percent.

Figure 10.11: Age-Specific Youth Unemployment Rate, Zambia 2021

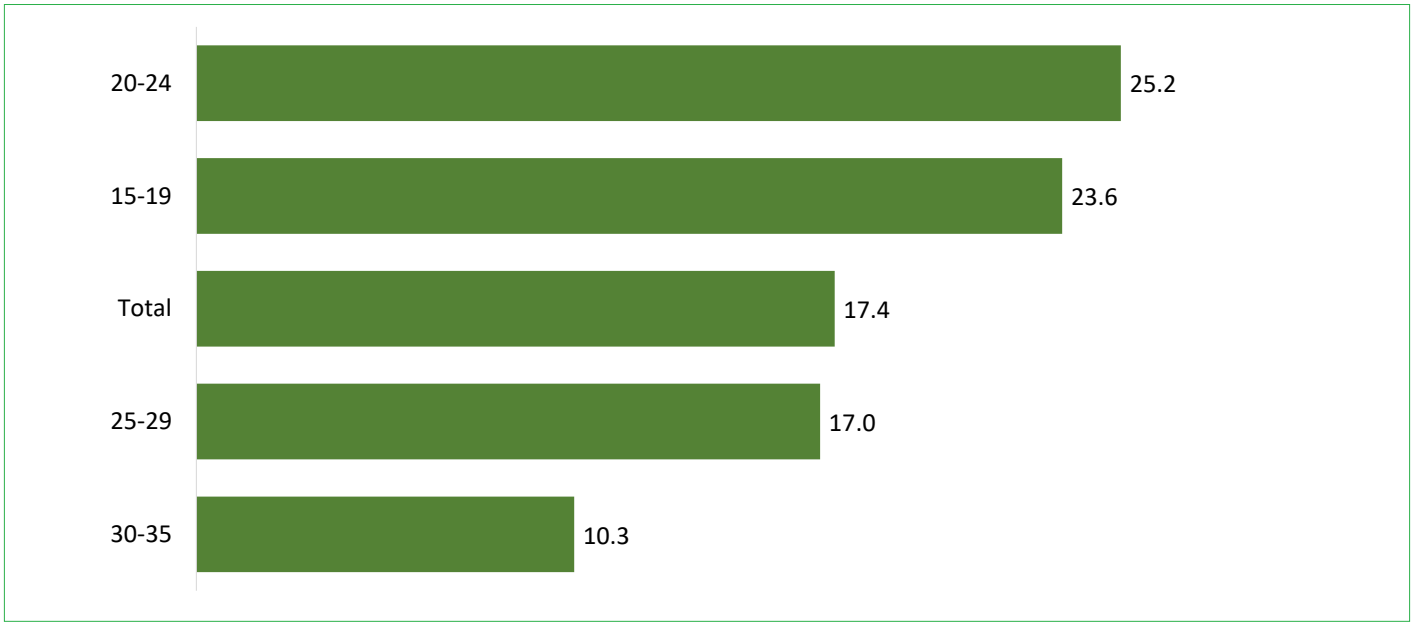



Figure 10.12 shows age-specific youth unemployment rate by sex. Female youth unemployment rate was higher in all age groups. The youth unemployment rate for both males and females was highest in the age group 20-24 years at 22.5 percent and 29.5 percent, respectively.

Figure 10.12: Age-Specific Youth Unemployment Rate by Sex, Zambia 2021

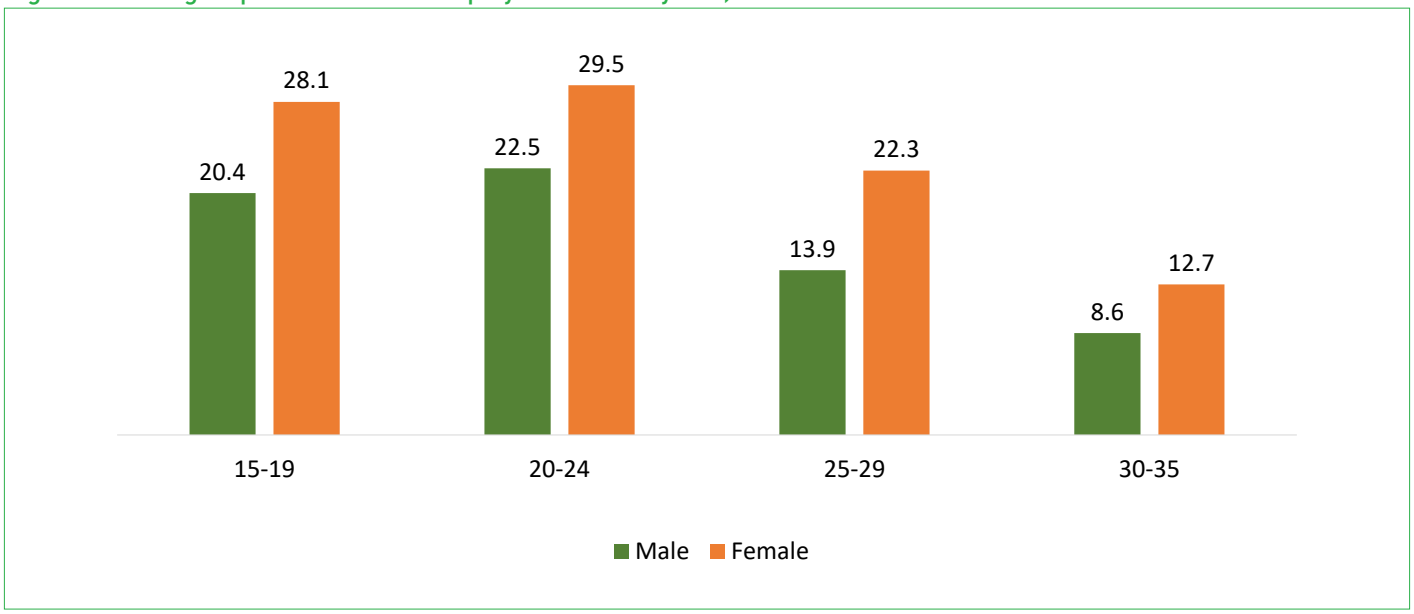
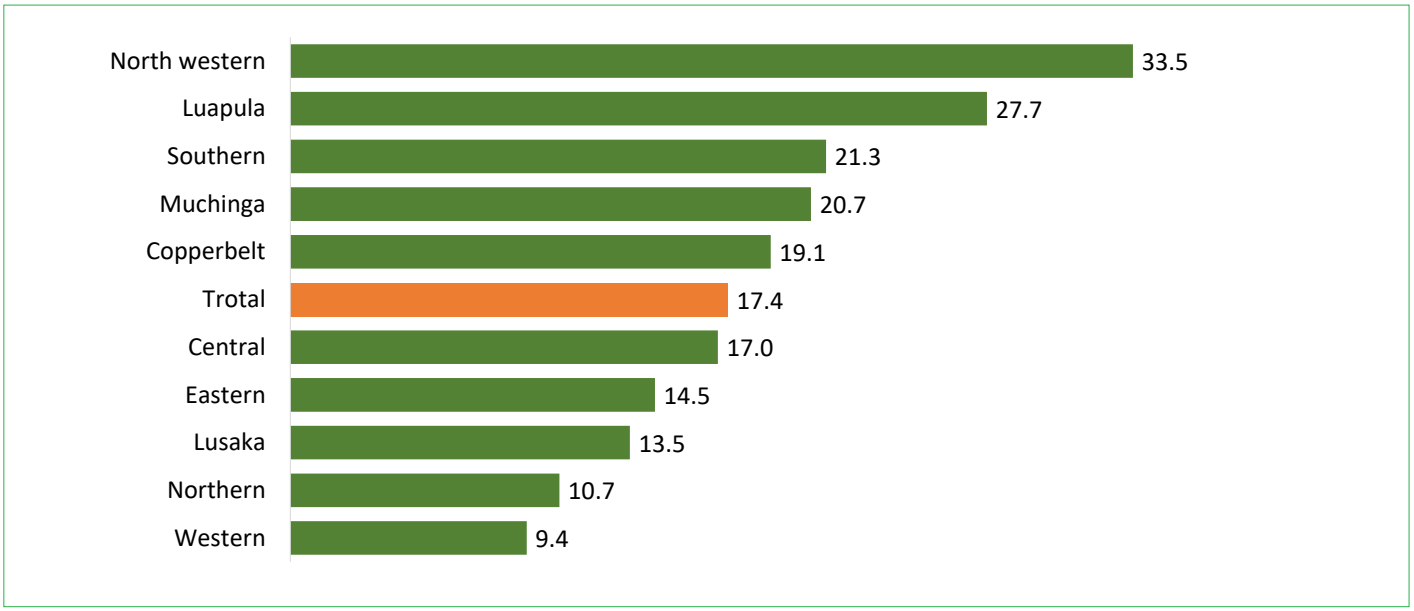



Figure 10.13 shows youth unemployment rate by province. North Western Province had the highest youth unemployment rate at 33.5 percent while Western Province had the lowest youth unemployment rate at 9.4 percent.

Figure 10.13: Youth Unemployment Rate by Province, Zambia 2021




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

This section provides information on the combined rate of unemployment and potential labour force. The indicator shows the extent of unmet need for employment for the unemployed and the potential labour force. 10.9 Unemployed Population + Potential Labour Force.

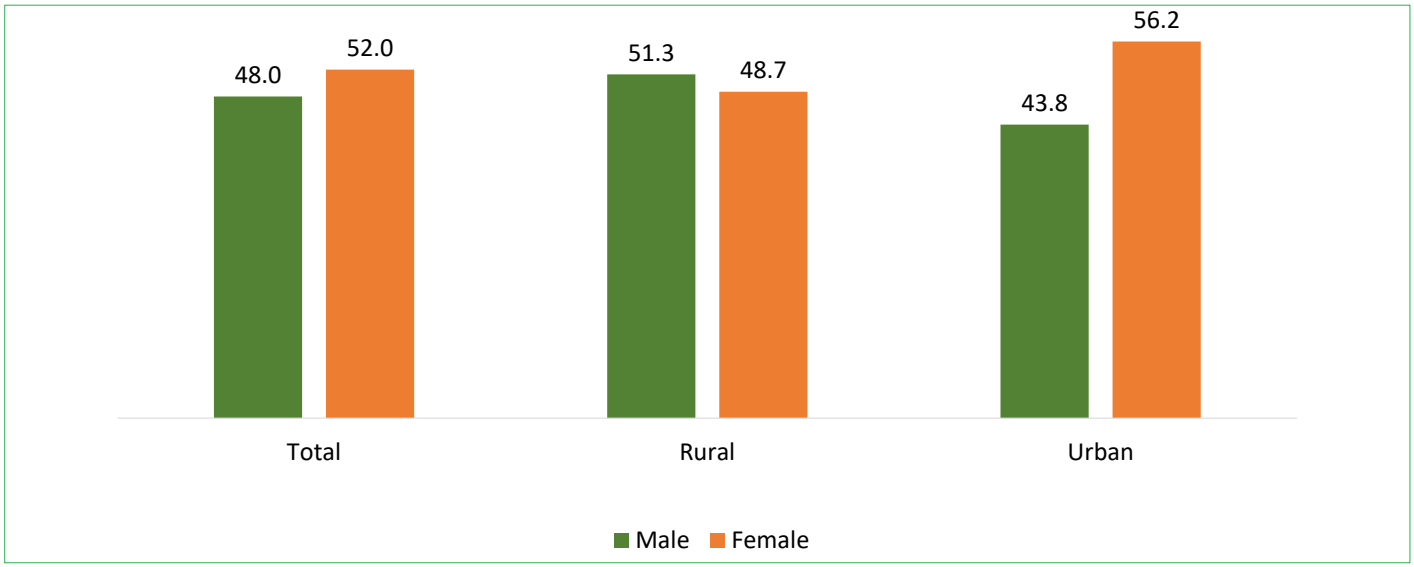
Table 10.5 shows the number and percentage distribution of the unemployed and potential labour force by rural/urban and sex. In 2021, the total number of unemployed plus the potential labour force was 2,009,511 of which 55.3 percent were in rural areas and 44.7 percent were in urban areas.

Table 10.5: Number and Percentage Distribution of the Unemployed Population Plus the Potential Labour Force by Rural/Urban and Sex, Zambia 2021

| Rural/Urban | Total | | Male | Female |
|---|---|---|---|---|
| | Number | Percent | Number | Number |
| **Total** | **2,009,511** | **100.0** | **963,769** | **1,045,742** |
| Rural | 1,110,595 | 55.3 | 569,743 | 540,852 |
| Urban | 898,916 | 44.7 | 394,026 | 504,890 |

Figure 10.14 shows the percentage distribution of the unemployed plus the potential labour force by rural/urban and sex. Results show that the unemployed plus the potential labour force for females was higher at 52.0 percent compared to 48.0 percent for males. In rural areas, 51.3 percent were males while 48.7 percent were females. In urban areas, 43.8 percent were males while 56.2 percent were females.

Figure 10.14: Percentage Distribution of the Unemployed Population Plus the Potential Labour Force by Rural/Urban and Sex, Zambia 2021




## 10.10 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 it includes discouraged job seekers who would have stopped seeking employment after an unsuccessful period of seeking because in many developing economies like Zambia, there are limited employment opportunities.

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

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

Figure 10.15 shows the combined rate of unemployment and potential labour force by rural/urban and sex. The Combined Rate of Unemployment and Potential Labour Force was 38.8 percent. The male Combined Rate was 33.5 percent compared to 45.6 percent for females. Rural areas had a higher combined rate than urban areas at 51.0 percent and 30.0 percent, respectively.

Figure 10.15: Combined Rate of Unemployment and Potential Labour Force by Rural/Urban and Sex, Zambia 2021

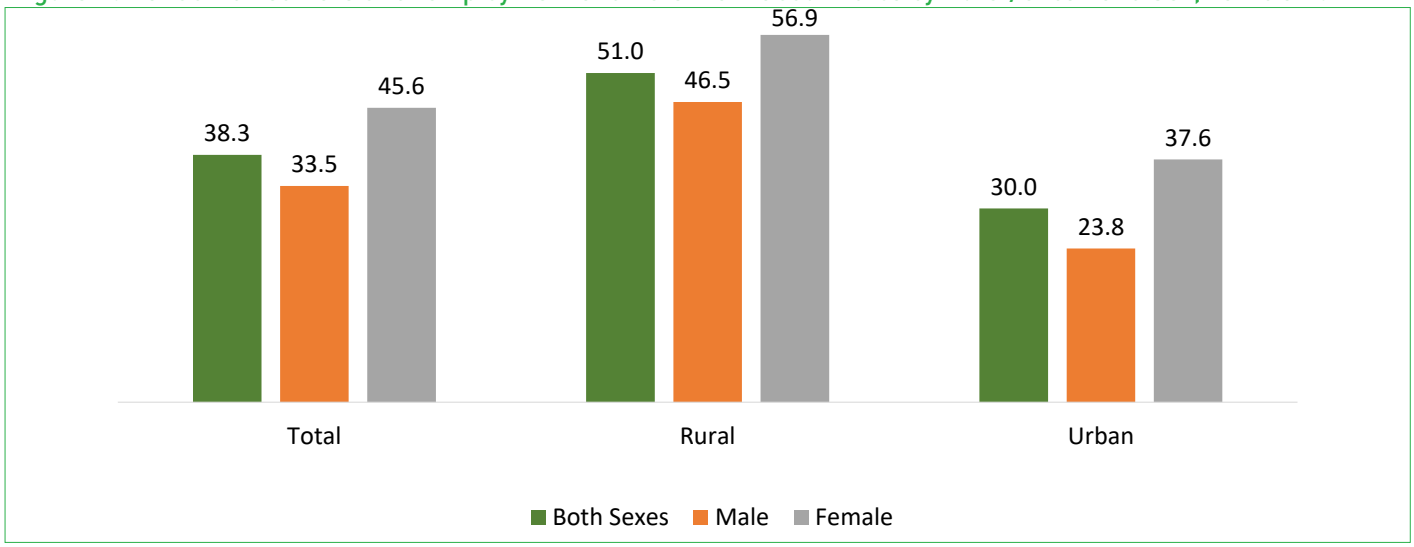


Figure 10.16 shows the combined rate of unemployment and potential labour force by rural/urban and age group. The Combined Rate of Unemployment and Potential Labour Force was higher in rural areas than in urban areas across all the age groups. In both rural and urban areas, the rate was highest in the younger ages (15-19 years).

**Figure 10.16: Combined Rate of Unemployment and the Potential Labour Force by Rural/Urban and Age Group, Zambia 2021**

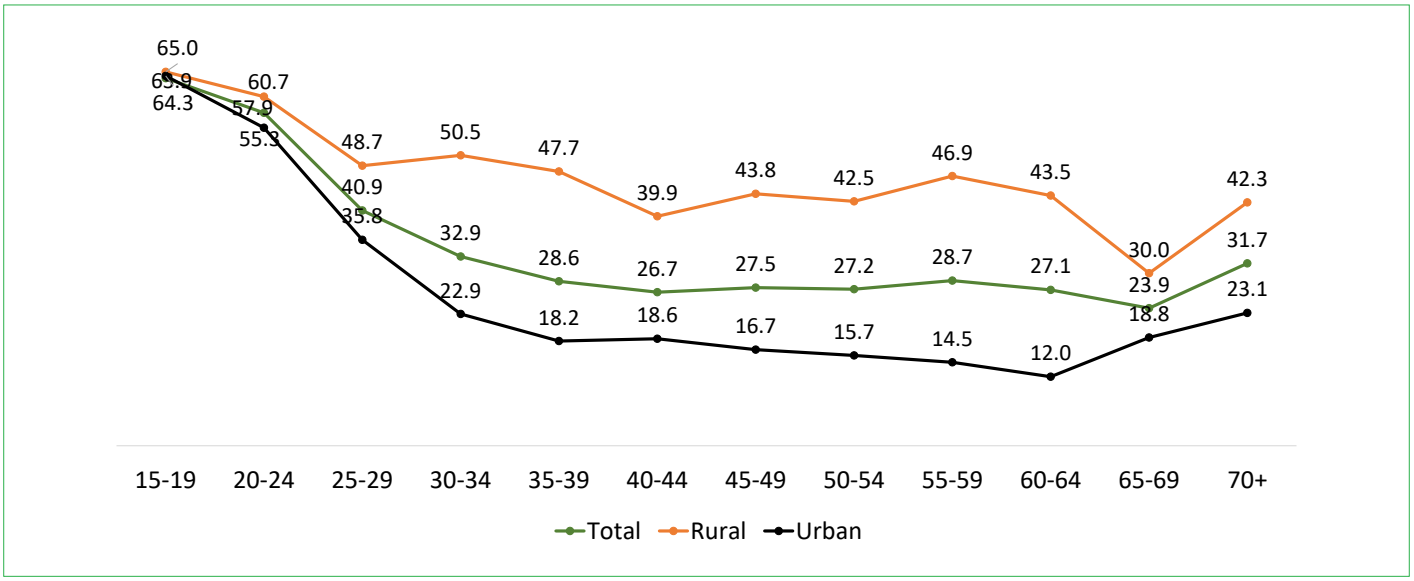
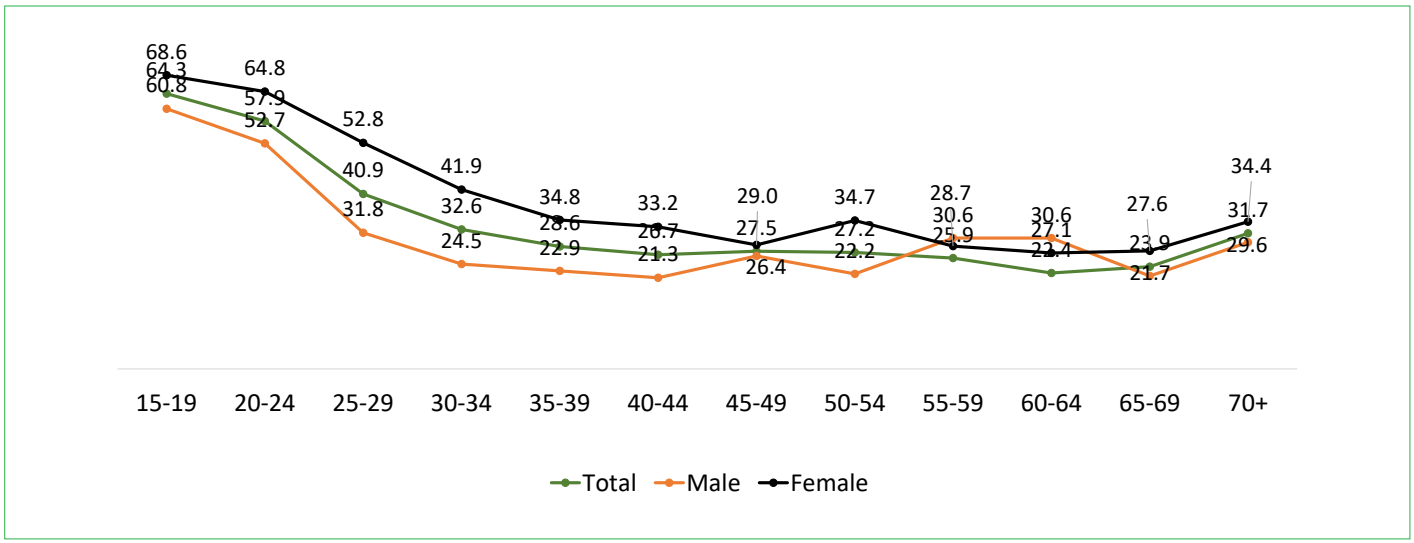



Figure 10.17 shows the combined rate of unemployment plus potential labour force by age group and sex. The Combined Rate of Unemployment and Potential Labour Force was higher in younger ages and lower in older ages for both males and females. The rate was higher for females than males in all age groups except in age groups 55-59 and 60-64 were it was higher for males.

**Figure: 10.17 Combined Rate of Unemployment and Potential Labour Force by Age Group and Sex, Zambia 2021**



## 10.11 Youth Unemployed and Potential Labour Force

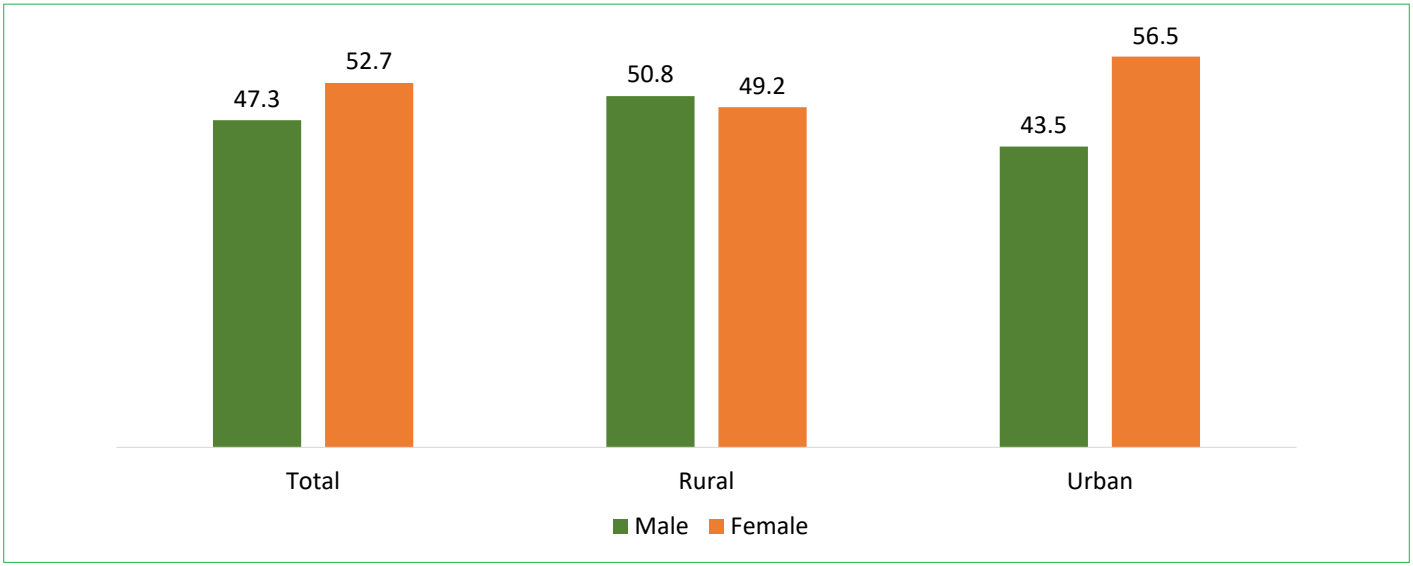
Table 10.6 shows number and percentage distribution of youth combined rate of unemployment plus potential labour force by rural/urban and sex. The total number of youth unemployed plus potential labour force was estimated at 1,451,844 of which 52.4 percent were in rural areas and 47.6 percent were in urban areas.

Table 10.6: Number and Distribution of the Unemployed Youth and Youth Potential Labour Force by Rural/Urban and Sex, Zambia 2021

| Rural/Urban | Both Sexes | | Male | Female |
|---|---|---|---|---|
| | Number | Percent | Number | Number |
| **Total** | **1,451,844** | **100.0** | **686,983** | **764,861** |
| Rural | 760,881 | 52.4 | 386,269 | 374,612 |
| Urban | 690,963 | 47.6 | 300,714 | 390,249 |

Figure 10.18 shows the percentage distribution of the youth unemployed youths and youth potential labour force by rural/urban and sex. The percentage distribution of the youth unemployed plus youth potential labour force shows that 47.3 percent were males while 52.7 percent were females. In rural areas, 50.8 percent were males while 49.2 percent were females. In urban areas, 43.5 percent were males while 56.5 percent were females.

Figure10.18 Percentage Distribution of the Unemployed Youth and Youth Potential Labour Force by Rural/Urban and Sex, Zambia 2021




## 10.12 Combined Rate of Youth Unemployment and Potential Labour Force

Figure 10.19 shows the youth combined rate of unemployment plus potential labour force by rural/urban and sex. The 2021 Combined Rate of Youth Unemployment plus Potential Labour Force was estimated at 46.4 percent. The Combined Rate was higher for females at 54.8 percent compared to males at 39.6 percent. A similar pattern was observed in both rural and urban areas with females having a higher rate than males. Rural areas had a higher rate than urban areas at 55.5 percent and 39.2 percent, respectively.

Figure 10.19: Youth Combined Rate of Unemployment and Potential Labour Force by Rural/Urban and Sex, Zambia 2021

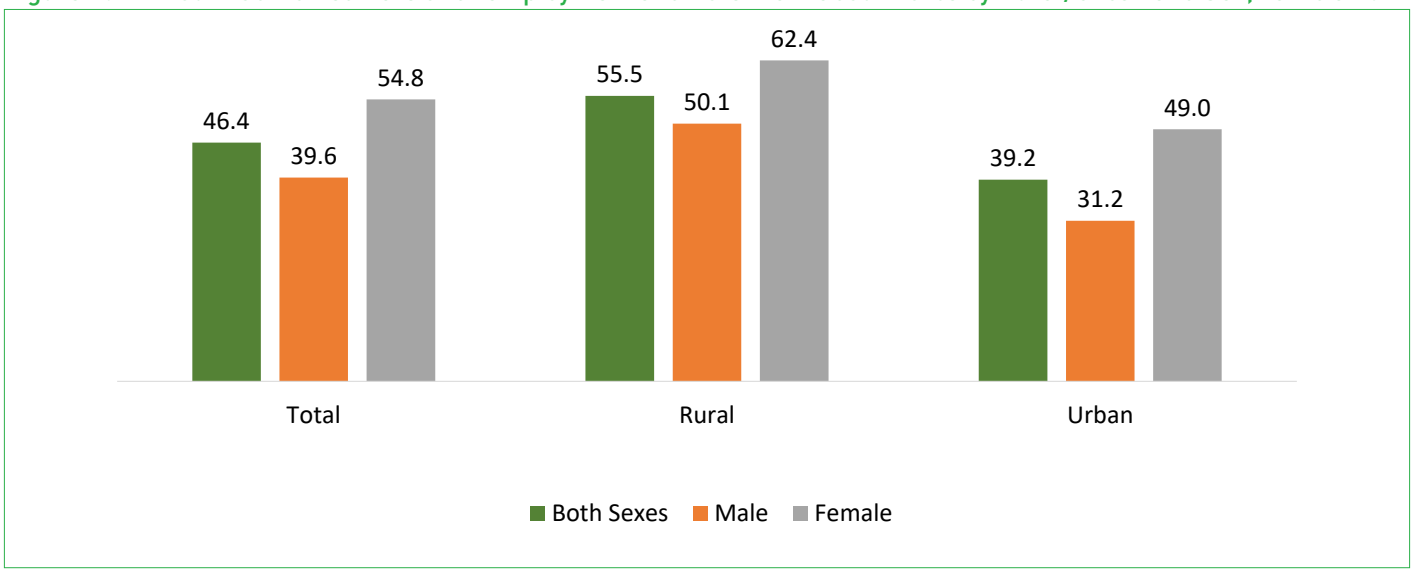



Figure 10.20 shows the combined rate of youth unemployment and potential labour force by rural/urban and age group. The Combined Rate of Youth Unemployment plus Potential Labour Force in rural areas was higher than that of the urban areas across all age groups except in the age group 15-19 years were urban was higher than rural. The Combined Rate of Youth Unemployment and Potential Labour Force was highest in the age group 15-19 and lowest in the age group 30-35 in both rural and urban areas.

Figure 10.20: Combined Rate of Youth Unemployment Plus Potential Labour Force by Rural/Urban and Age Group, Zambia 2021

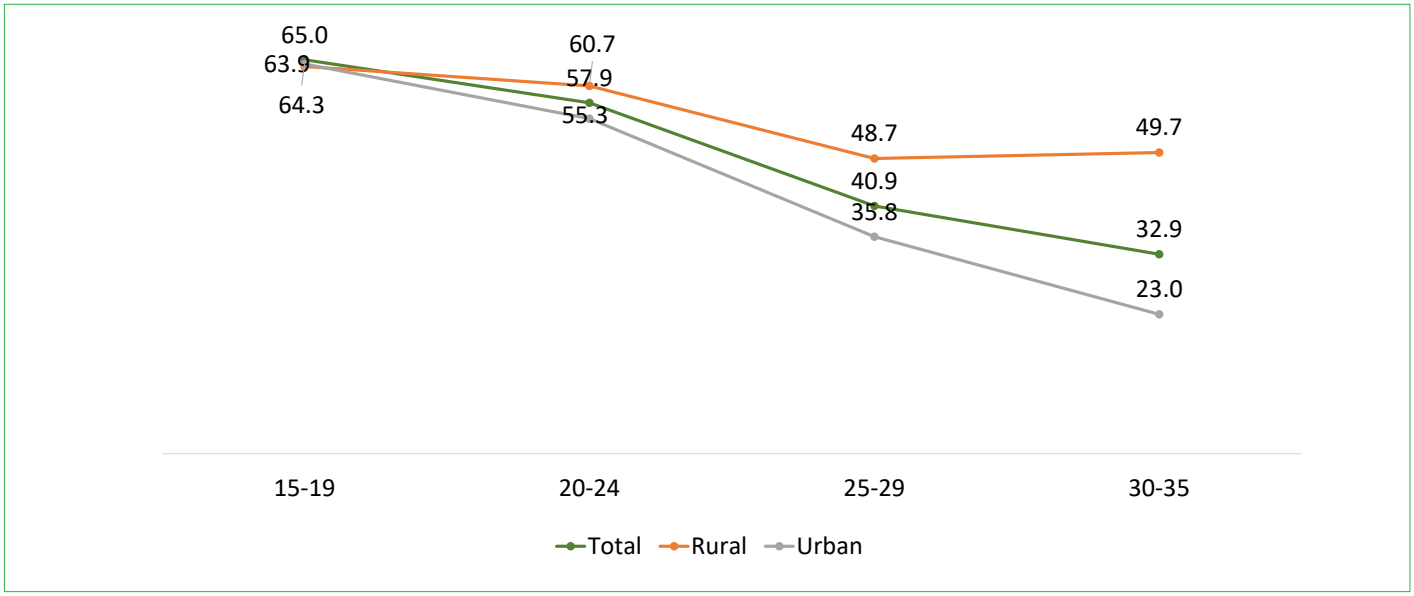
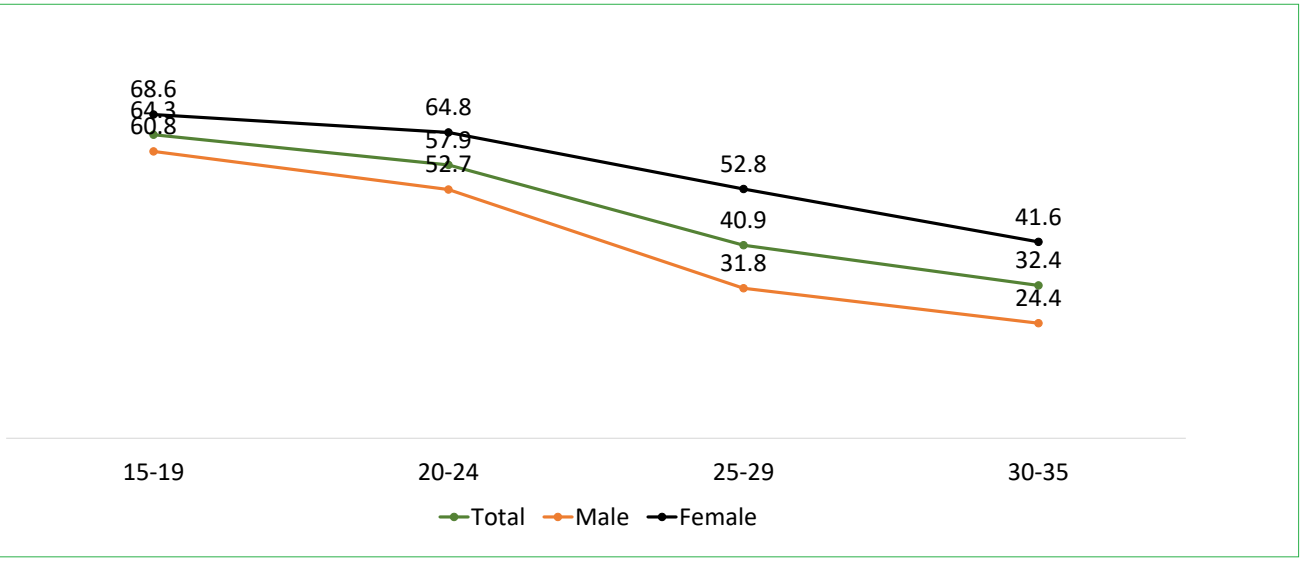


Figure 10.21 shows the combined rate of youth unemployment and potential labour force by age group and sex. The Combined Rate of Youth Unemployment and Potential Labour Force was higher for females than males across all age groups.

Figure 10.21: Combined Rate of Youth Unemployment and Potential Labour Force by Age Group and Sex, Zambia 2021




## 10.13 Long-Term Unemployment

Long-term unemployment is a labour market condition which focuses on the duration of unemployment. The length of time that a person stays without work and is looking for a job is critical in labour market analysis. Long term unemployment denotes an unemployment situation during which individuals are without work and looking for work for a period of one year or longer. The number of long-term unemployed population to the unemployed population expressed as a percentage is a measure of long-term unemployment. This indicator measures the incidence of long-term unemployment.

## 10.14 Long-Term Unemployed Population

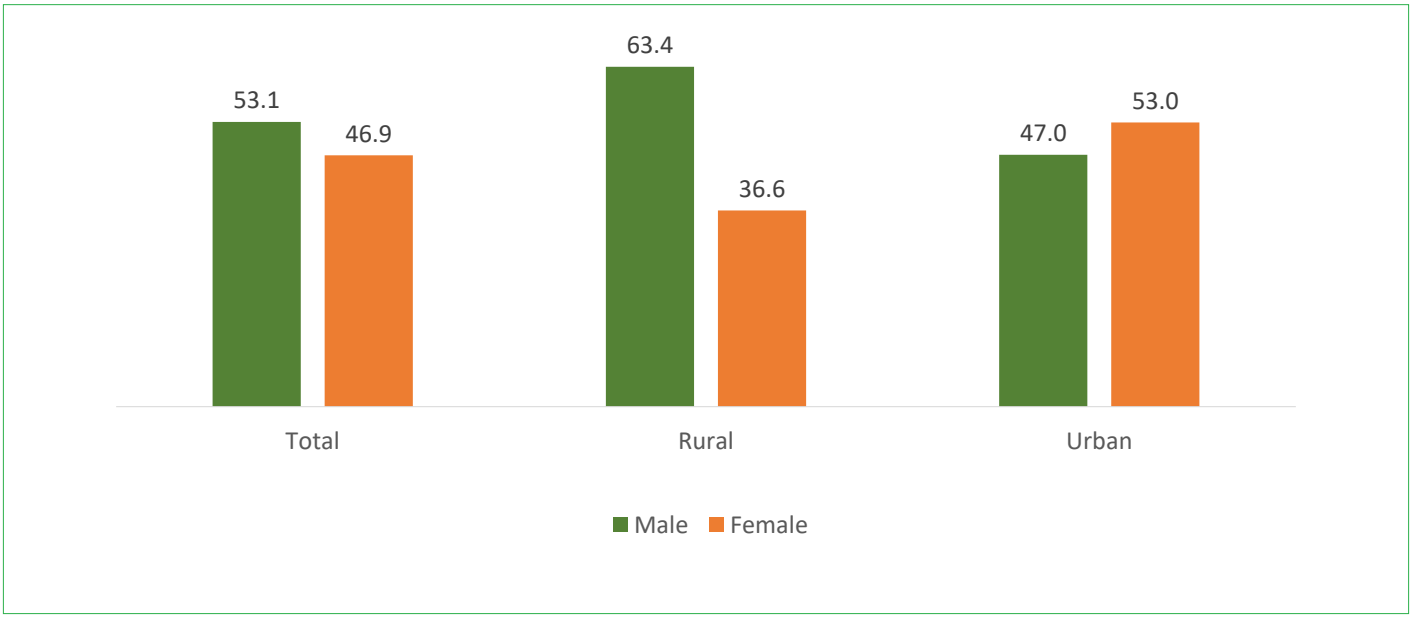
Table 10.7 shows number and percentage distribution of long-term unemployed population by rural/urban and sex. The total number of population in long-term unemployment was 340,767 of which 37.2 percent were in rural areas and 62.8 percent in urban areas.

Table 10.7: Number and Percentage Distribution of Long-Term Unemployed Population by Rural/Urban and Sex, Zambia 2021

| Rural/Urban | Total | | Male | Female |
|---|---|---|---|---|
| **Total** | **340,767** | **100.0** | **180,857** | **159,911** |
| Rural | 126,693 | 37.2 | 80,346 | 46,346 |
| Urban | 214,075 | 62.8 | 100,510 | 113,564 |

Figure 10.22 shows percentage distribution of population in long-term unemployment by rural /urban and sex. Results show that 53.1 percent of population in long-term unemployment were males while 46.9 percent were females. In rural areas, 63.4 percent were males while 36.6 percent were females. In urban areas, 47.0 percent were males while 53.0 percent were females.

Figure 10.22: Percentage Distribution of Long-Term Unemployed Population by Rural/Urban and Sex, Zambia 2021




## 10.15 Incidence of long-term unemployment rate

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

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

Figure 10.23 shows the incidence of long-term unemployment rate by rural/urban and sex. Incidence of long-term unemployment rate was 75.6 percent. It was higher for females at 77.9 percent than males at 73.7 percent. In urban areas, long-term unemployment rate was higher at 77.5 percent compared to 72.5 percent in rural areas.

Figure 10.23: Incidence of Long-Term Unemployment by Rural/Urban and Sex, Zambia 2021

Figure 10.24 shows the incidence of long-term unemployment by highest education attained. All unemployed persons with no education or whose highest education attainment is nursery were seeking and available for work for a period of one year or longer. The incidence of long-term unemployment among unemployed persons with a bachelor's degree was 66.0 percent while among unemployed persons with a certificate/diploma the rate was 84.6 percent.

Figure 10.24: Incidence of Long-Term Unemployment by Highest Education Attained, Zambia 2021

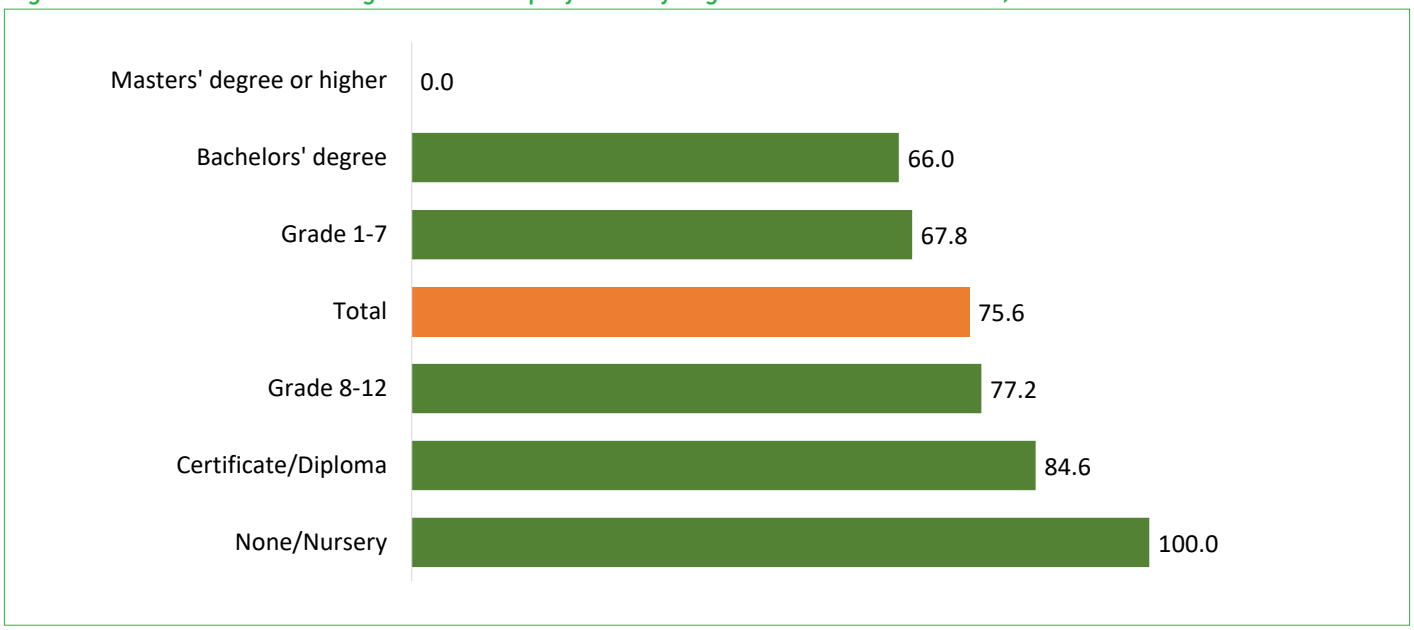
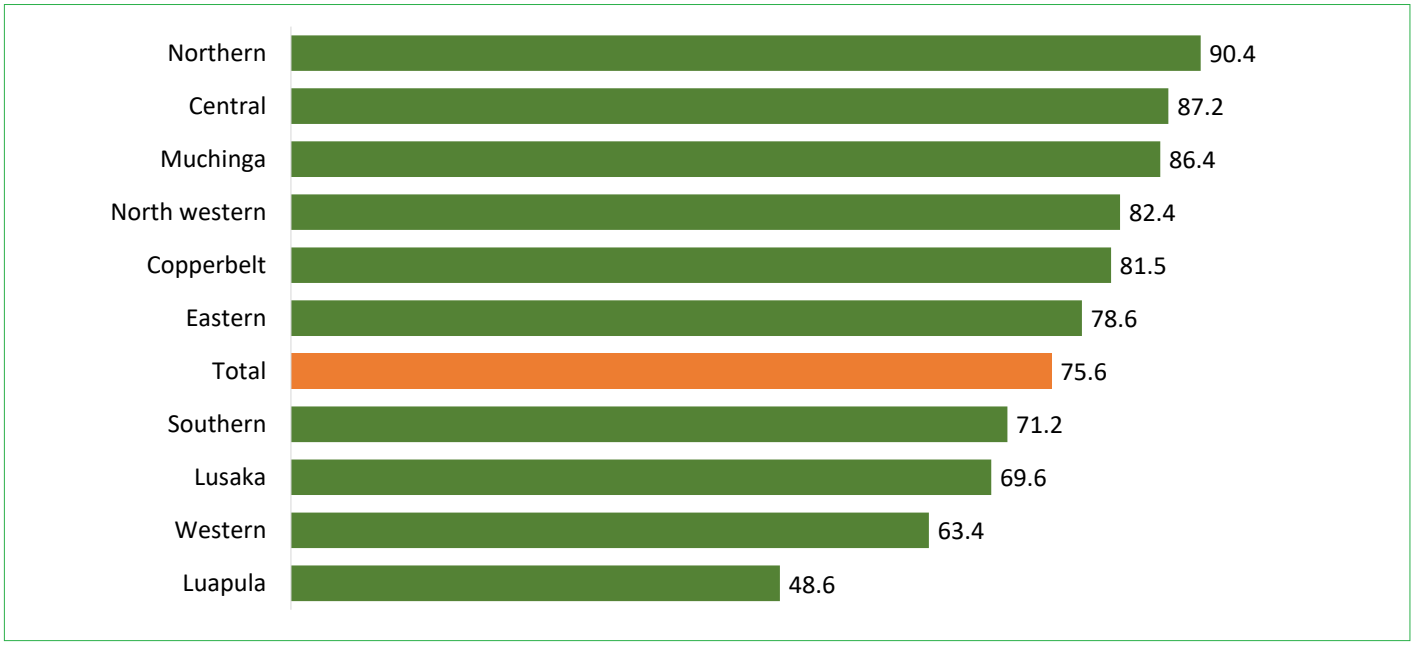



Figure 10.25 shows incidence of long-term unemployment by province. Northern Province had the highest incidence of long-term unemployment rate of 90.4 percent while Central had the second highest incidence rate at 87.2 percent. The province with the lowest incidence rate was Luapula at 48.6 percent.

Figure 10.25: Incidence of Long-Term Unemployment by Province, Zambia 2021



## 10. 16 Incidence of Youth (15-35 years) Long-Term Unemployment

Figure 10.26 shows incidence of youth long-term unemployment by rural/urban and sex. The incidence of long-term youth unemployment rate was estimated at 77.0 percent. It was higher among females at 78.9 percent than males at 75.2 percent. The incidence of youth long-term unemployment was higher in urban areas at 77.8 percent compared to rural areas at 75.5 percent.

Figure 10.26: Incidence of Long-Term Unemployment for Youths by Rural/Urban and Sex, Zambia 2021

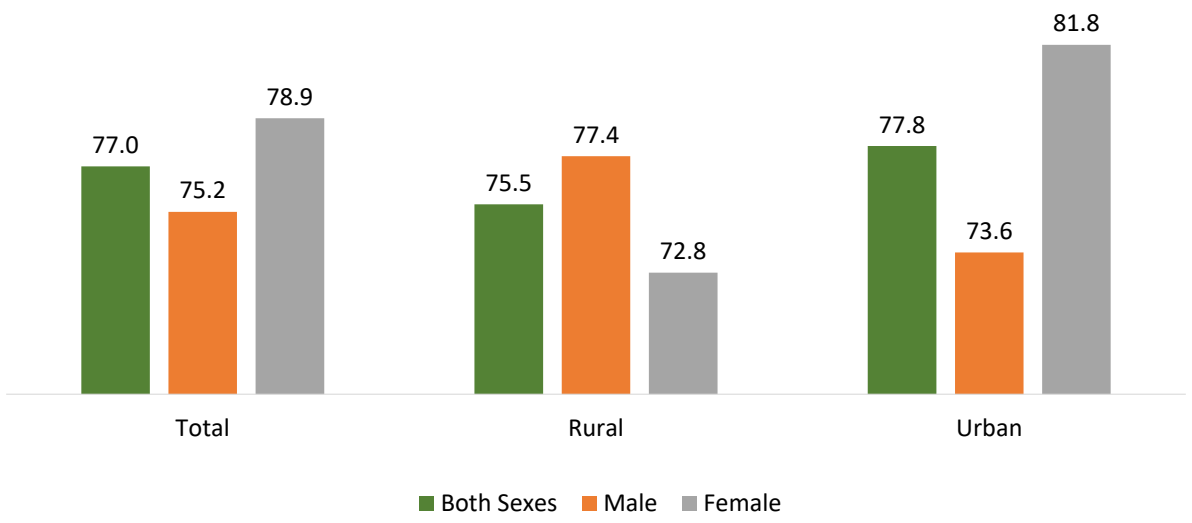
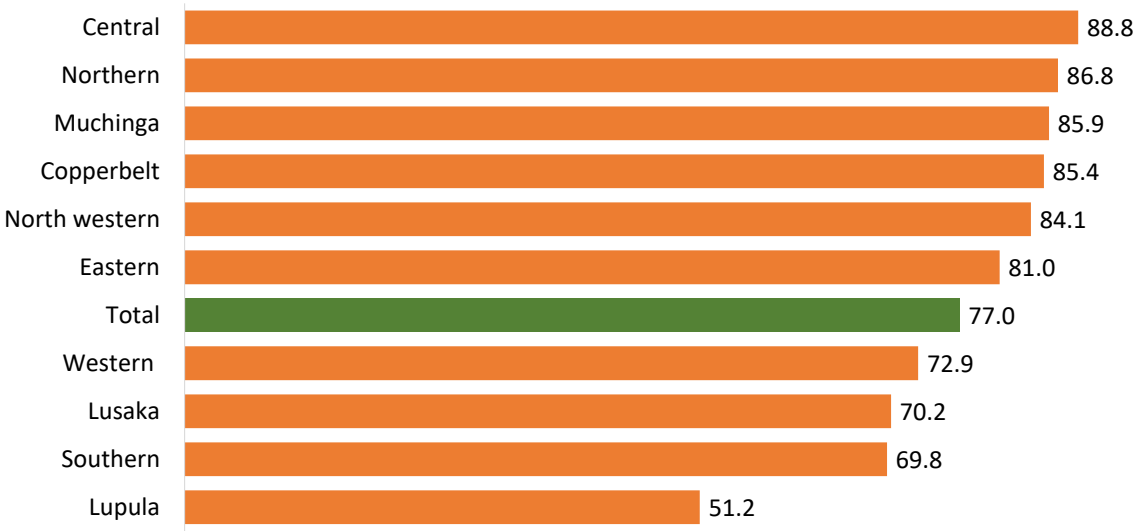



Figure 10.27 shows the incidence of youth long-term unemployment rate by province. Incidence of youth long-term unemployment rate was highest in Central Province at 88.8 percent and lowest in Luapula province at 51.2 percent.

Figure 10.27: Incidence of Long-Term Youth Unemployment Rate by Province, Zambia 2021



# CHAPTER ELEVEN
# POPULATION OUTSIDE LABOUR FORCE

## 11.1 INTRODUCTION

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

## 11.2 Population Outside Labour Force

Table 11.1 shows the number and percentage distribution of the population outside labour force by rural/urban and sex. The population outside the labour force was estimated at 6,433,684 of which 63.2 percent were in rural areas and 36.8 percent were in urban areas.

**Table 11.1: Number and Percentage Distribution of Population Outside the Labour Force by Rural/urban and Sex, Zambia 2021**

| Rural/Urban | Total | | Male | Female |
|---|---|---|---|---|
| | Number | Percent | Number | Number |
| **Total** | **6,433,684** | **100** | **2,747,907** | **3,685,776** |
| Rural | 4,063,417 | 63.2 | 1,831,027 | 2,232,390 |
| Urban | 2,370,267 | 36.8 | 916,881 | 1,453,386 |

Figure 11.1 shows the percentage distribution of the population outside labour force by rural/urban and sex. The results show that 42.7 percent of the population outside the labor force were males while 57.3 percent were females. In rural areas, females accounted for 54.9 percent while males accounted for 45.1 percent. In the urban areas males and females accounted for 38.7 percent and 61.3 percent, respectively.

**Figure 11.1: Percentage Distribution of the Population outside Labour Force by Rural/Urban and Sex, Zambia 2021**

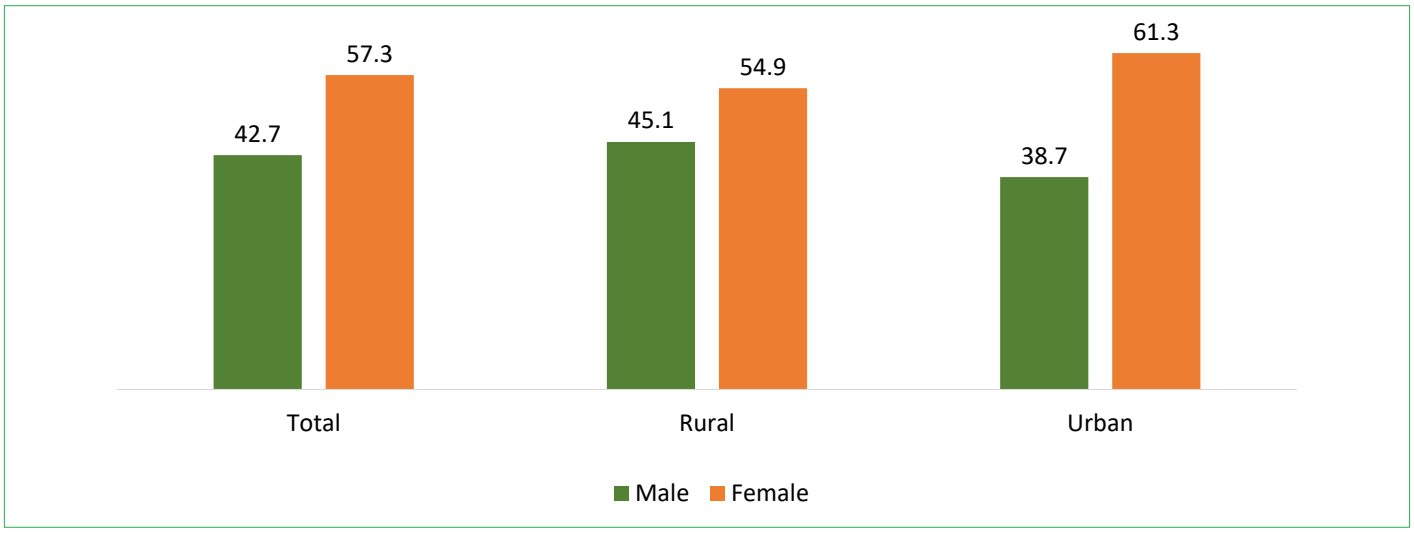


Figure 11.2 shows the percentage share of the population outside the labour force by province. Lusaka Province had the highest share at 15.6 percent while Muchinga and North Western provinces recorded the lowest share of the country's population outside the labour force at 5.5 percent each.

Figure 11.2: Percentage Share of the Population outside the Labour Force by Province, Zambia 2021

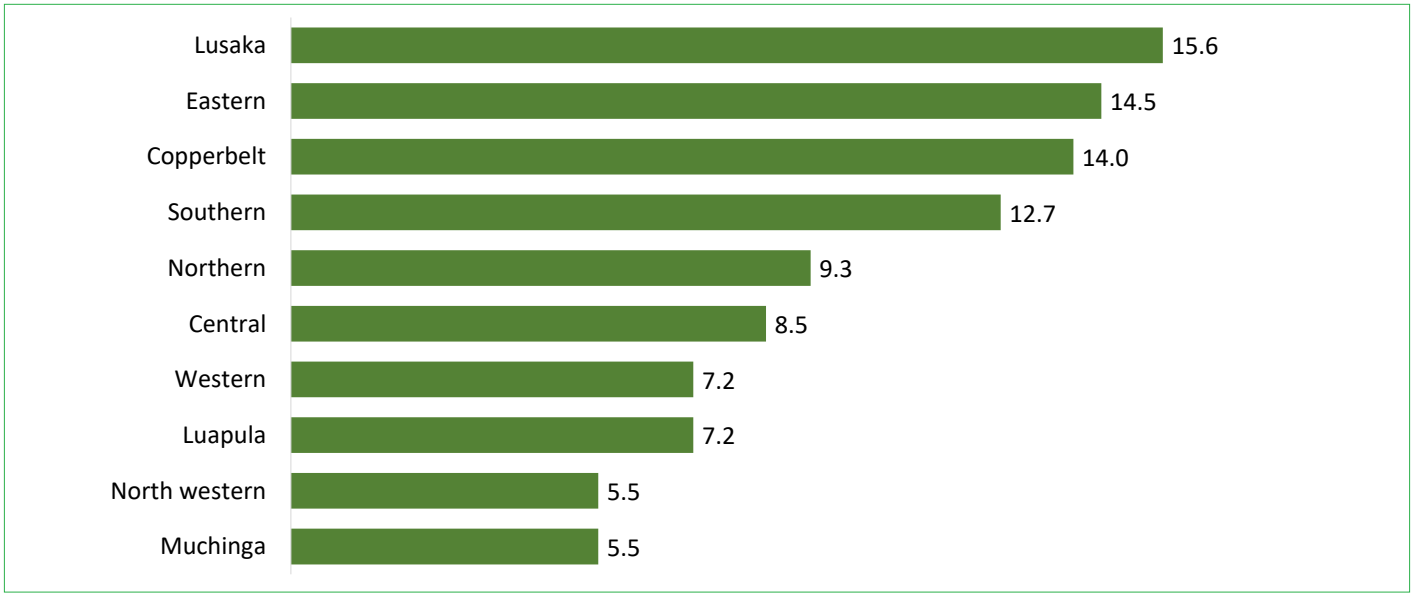



Figure 11.3 shows the percentage distribution of population outside the labour force by province and sex. The results show that in all the provinces, females had higher percentages of the population outside the labour force than males.

Figure 11.3: Percentage Distribution of Population outside the Labour Force by Province and Sex, Zambia 2021

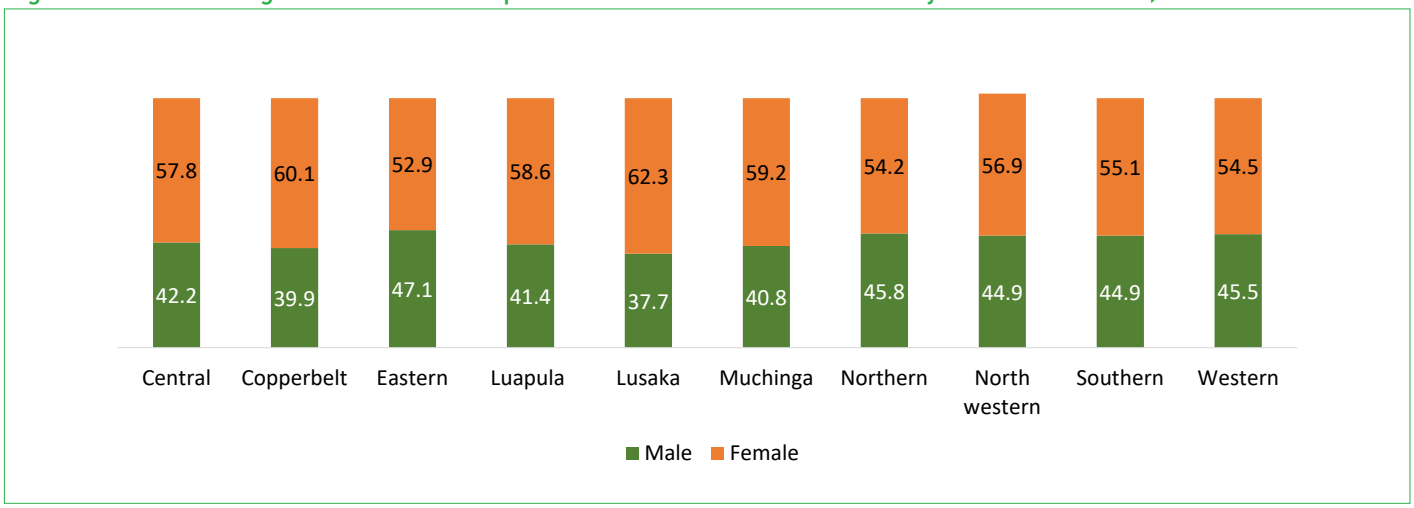


Figure 11.4 shows the percentage distribution of population outside the labour force by rural/urban and province. The results show that all the provinces had over 70 percent of people outside the labour force residing in rural areas.

Figure 11.4: Percentage Distribution of Population Outside the Labour Force by Rural/urban and Province, Zambia 2021

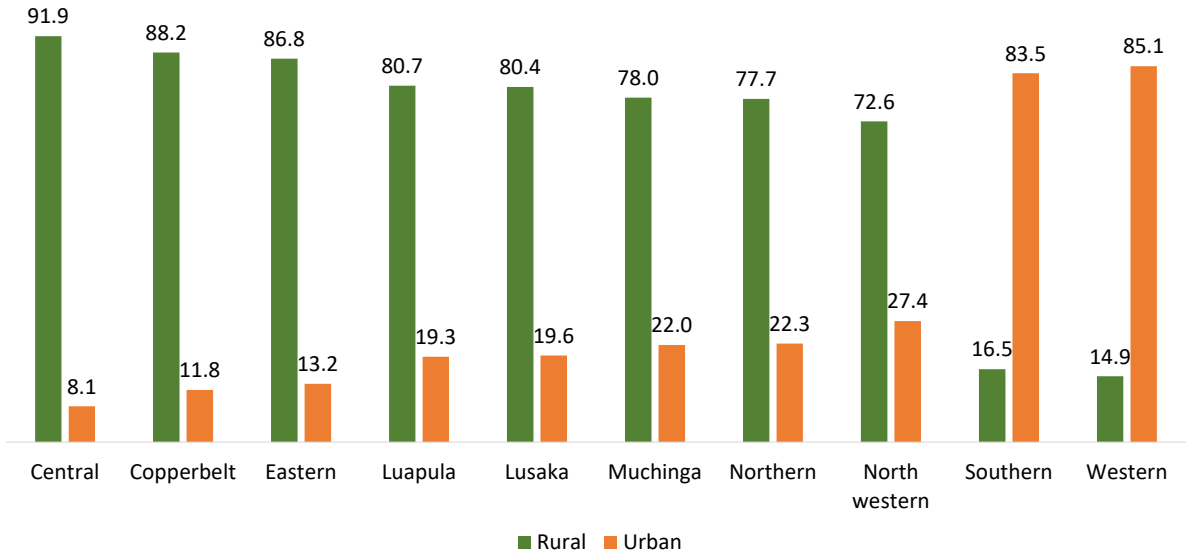
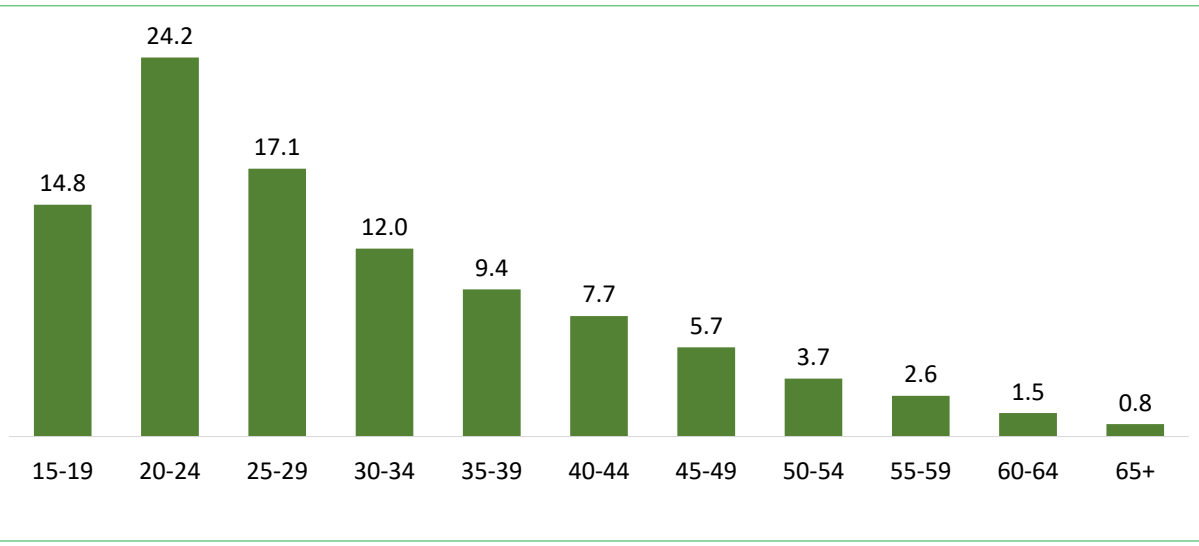



Figure.11.5 shows the percentage distribution of population outside the labour force by age group. The age group 20-24 years had the highest share of the population outside labour force at 24.2 percent followed by the age group 25-29 years at 17.1 percent. The age group 65+ years had the least share of the population outside the labour force at 0.8 percent.

Figure 11.5: Percentage Share of Population Outside Labour Force by Age Group, Zambia 2021



## 11.3: Population Outside Labour Force by Reason

Figure 11.6 shows the percentage distribution of the population outside labour force by reason. Of the total population outside labour force, 31.5 percent reported that they were engaged in agriculture/fish for family use, 22.7 percent were in school/training. The least reported reason for being outside the labour force was Income from other sources at 0.5 percent.

Figure 11.6: Percentage Distribution of Population Outside Labour Force by Reason, Zambia 2021

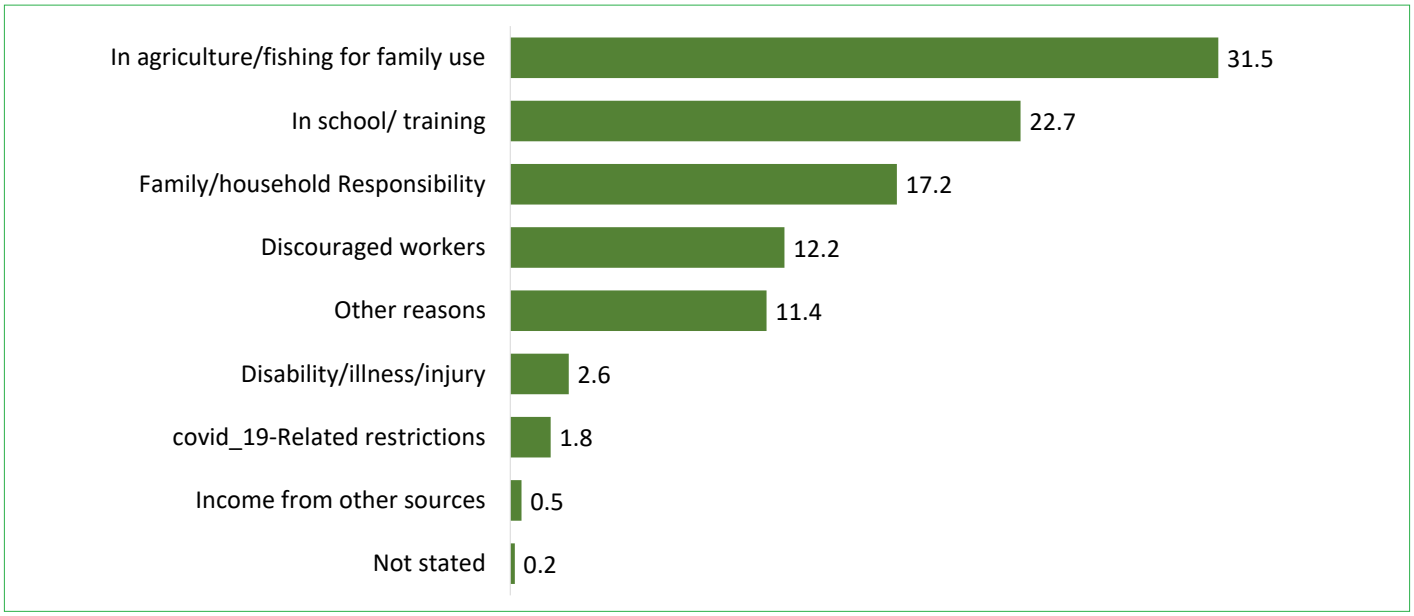



Table 11.2 shows the number and percentage distribution of the population outside labour force by reason and sex. Results show that among those that reported being discouraged, males accounted for 47.9 percent while females accounted for 52.1 percent. For those whose reason was Family/household responsibility, females accounted for 84.2 percent while males accounted for 15.8 percent.

Table 11.2: Number and Percentage Distribution of Population Outside Labour Force by Reason and Sex, Zambia 2021

| Reason | Both Sexes | | | Male | Female |
|---|---|---|---|---|---|
| | Number | Number | Percent | Number | Percent |
| **Total** | **6,433,684** | **2,747,907** | **42.7** | **3,685,776** | **57.3** |
| Family/household responsibility | 1,104,489 | 174,126 | 15.8 | 930,363 | 84.2 |
| In school/training | 1,459,223 | 751,951 | 51.5 | 707,272 | 48.5 |
| Discouraged workers | 782,909 | 375,279 | 47.9 | 407,630 | 52.1 |
| Disability/Illness/Injury | 164,911 | 84,404 | 51.2 | 80,507 | 48.8 |
| Covid_19-related restrictions | 116,101 | 60,224 | 51.9 | 55,876 | 48.1 |
| In agriculture/fishing for family use | 2,026,524 | 911,387 | 45.0 | 1,115,137 | 55.0 |
| Income from other sources | 30,615 | 10,342 | 33.8 | 20,272 | 66.2 |
| Other reasons | 735,639 | 375,532 | 51.0 | 360,107 | 49.0 |
| Not stated | 13,273 | 4,660 | 35.1 | 8,613 | 64.9 |

## 11.4 Potential Labour Force

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

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

Table 11.3 show the number and percentage distribution of the potential labour force aged 15 years or older by rural/urban and sex. Potential Labour Force population was estimated at 1,558,753. The rural areas accounted for 60.0 percent while the urban areas accounted for 40.0 percent.

Table 11.3: Number and Percentage Distribution of the Potential Labour Force by Rural/Urban and Sex, Zambia 2021

| Rural/Urban | Total | | Male | Female |
|---|---|---|---|---|
| | Number | Percent | Number | Number |
| **Total** | **1,558,753** | **100** | **718,389** | **840,363** |
| Rural | 935,947 | 60.0 | 462,729 | 473,217 |
| Urban | 622,806 | 40.0 | 255,660 | 367,146 |

Figure 11.7 shows the percentage distribution of population in the potential labour force aged 15 years or older by rural/urban and sex. There were more males than females in the potential labour force at 60.0 percent and 40.0 percent, respectively. In rural areas, 50.6 percent of the potential labour force were females and 49.4 percent females. In urban areas females accounted for 59.0 percent while males had 41.0 percent.

Figure 11.7: Percentage Distribution of the Potential Labour Force by Rural/Urban and Sex, Zambia 2021

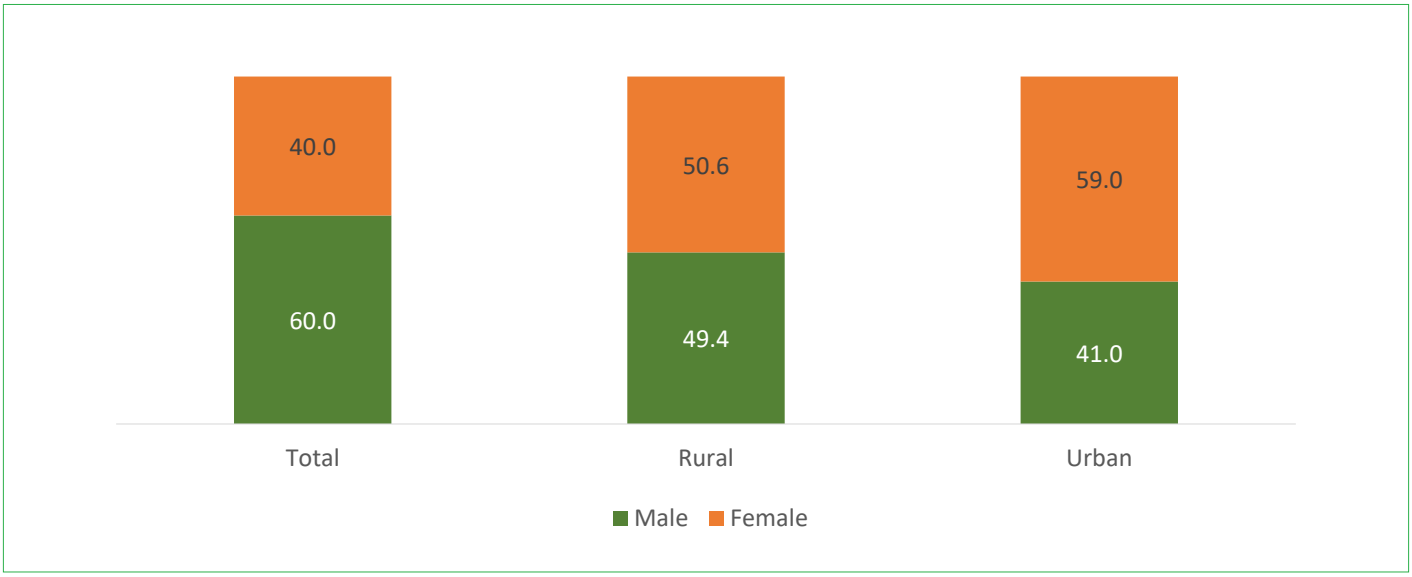


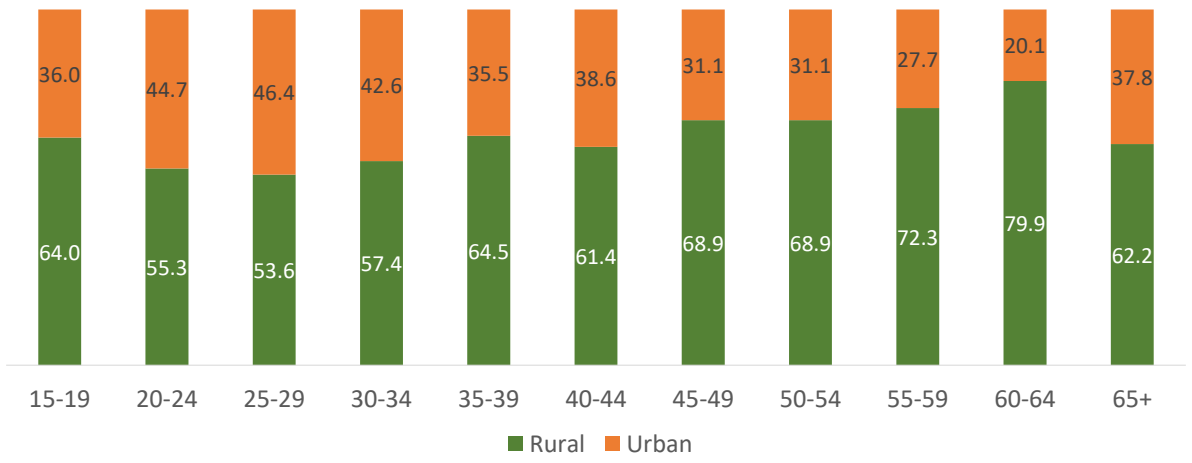
Table 11.4 shows the number and percentage distribution of population outside the labour force by age group and sex. The highest percentage of potential labour force was in the age group 20-24 years at 24.2 for the total, 26.5 percent for males and 22.1 percent for females. The lowest percentage of potential labour force was in the age group 60+ years at 1.4 percent for the both sexes and 1.6 percent for males. Among females, the lowest percentage was in the age group 60-64 years at 1.1 percent.

Table 11.4: Number and Percentage Distribution of the Potential Labour Force by Age Group and Sex, Zambia 2021

| Age Group | Total | | Male | | Female | |
|---|---|---|---|---|---|---|
| | Number | Percent | Number | Percent | Number | Percent |
| **Total** | **1,558,753** | **100.0** | **718,389** | **100.0** | **840,363** | **100.0** |
| 15-19 | 230,618 | 14.8 | 120,965 | 16.8 | 109,653 | 13.0 |
| 20-24 | 376,507 | 24.2 | 190,406 | 26.5 | 186,101 | 22.1 |
| 25-29 | 266,459 | 17.1 | 108,525 | 15.1 | 157,934 | 18.8 |
| 30-34 | 186,932 | 12.0 | 69,044 | 9.6 | 117,887 | 14.0 |
| 35-39 | 145,897 | 9.4 | 57,589 | 8.0 | 88,308 | 10.5 |
| 40-44 | 119,334 | 7.7 | 47,724 | 6.6 | 71,610 | 8.5 |
| 45-49 | 88,920 | 5.7 | 45,991 | 6.4 | 42,929 | 5.1 |
| 50-54 | 57,123 | 3.7 | 26,279 | 3.7 | 30,843 | 3.7 |
| 55-59 | 41,222 | 2.6 | 25,637 | 3.6 | 15,585 | 1.9 |
| 60-64 | 23,976 | 1.5 | 14,750 | 2.1 | 9,225 | 1.1 |
| 65+ | 21,764 | 1.4 | 11,477 | 1.6 | 10,287 | 1.2 |

Figure 11.8 shows the percentage distribution of the potential labour force by rural/urban and age group. Across all age groups, there were more people in the potential labour force in the rural areas than in urban. areas.

Figure 11.8: Percentage Distribution of the Potential Labour Force by Rural/Urban and Age Group, Zambia 2021



## 11.5 Composition of the Potential Labour Force

Table 11.5 shows the composition of the potential labour force by rural/urban. The table shows that 98.2 percent population of the potential labour force were not seeking but available for work and 1.8 percent were seeking but not available for work. In rural areas, 1.3 percent of the Potential Labour Force were seeking but not available while in urban areas, 98.7 percent were not seeking but available.

Table 11.5: Composition of the Potential Labour Force Rural/Urban, Zambia 2021

| Region | Potential Labour Force | Seeking but not available | | Not seeking but available | |
|---|---|---|---|---|---|
| | Number | Number | Percent | Number | Percent |
| **Total** | **1,558,753** | **28,459** | **1.8** | **1,530,294** | **98.2** |
| Rural | 1,164,926 | 14,811 | 1.3 | 1,150,115 | 98.7 |
| Urban | 622,806 | 13,648 | 2.2 | 609,158 | 97.8 |

## 11.6 Youth Potential Labour Force

Table 11.6 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 1,098,970 of which 57.2 percent were in the rural areas while 42.8 percent were in urban areas.

Table 11.6 Number and Percentage Distribution of the Youth (15-35years) Potential Labour Force by Rural/Urban and Sex, Zambia 2021

| Rural/Urban | Total | | Male | Female |
|---|---|---|---|---|
| | Number | Percent | Number | Number |
| **Total** | **1,098,970** | **100** | **503,624** | **595,346** |
| Rural | 628,882 | 57.2 | 308,553 | 320,328 |
| Urban | 470,089 | 42.8 | 195,071 | 275,017 |

Figure 11.9 shows the percentage distribution of youths (15 to 35 years) in the potential labour force by rural/urban and sex. The proportion of youths in the potential labour force was 46.1 percent for males and 53.9 percent females. In both rural and urban areas, the proportion of youths in the potential labour force was higher for females than males.

Figure 11.9: Percentage Distribution of Youths in the Potential Labour Force by Rural/Urban and Sex, Zambia 2021

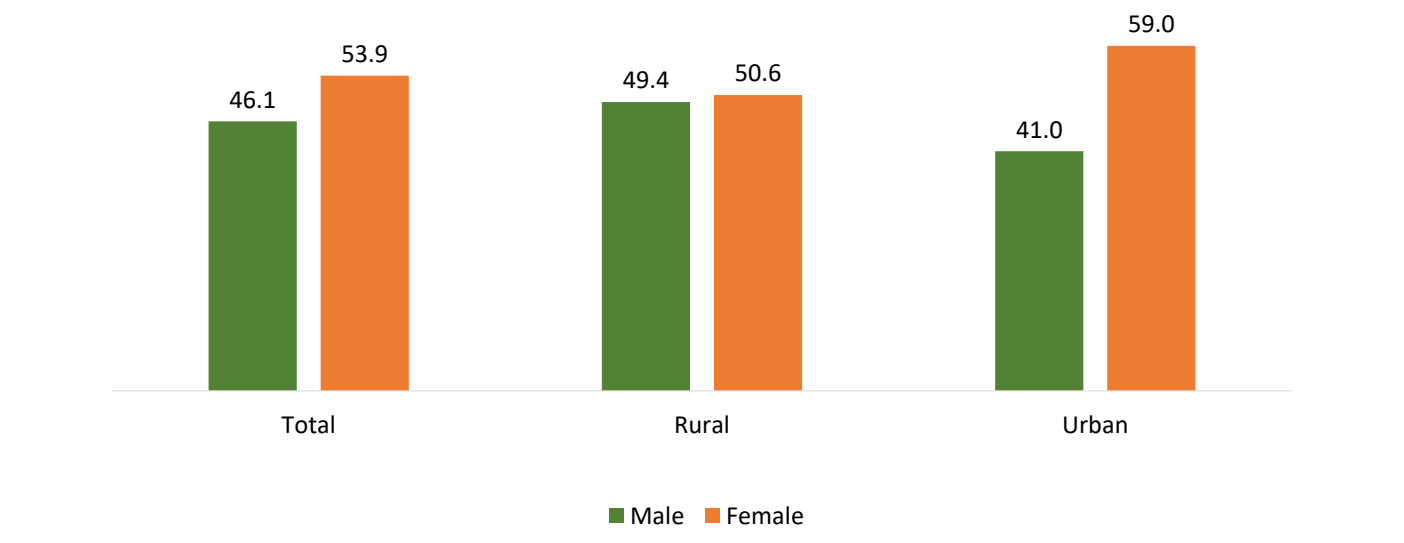
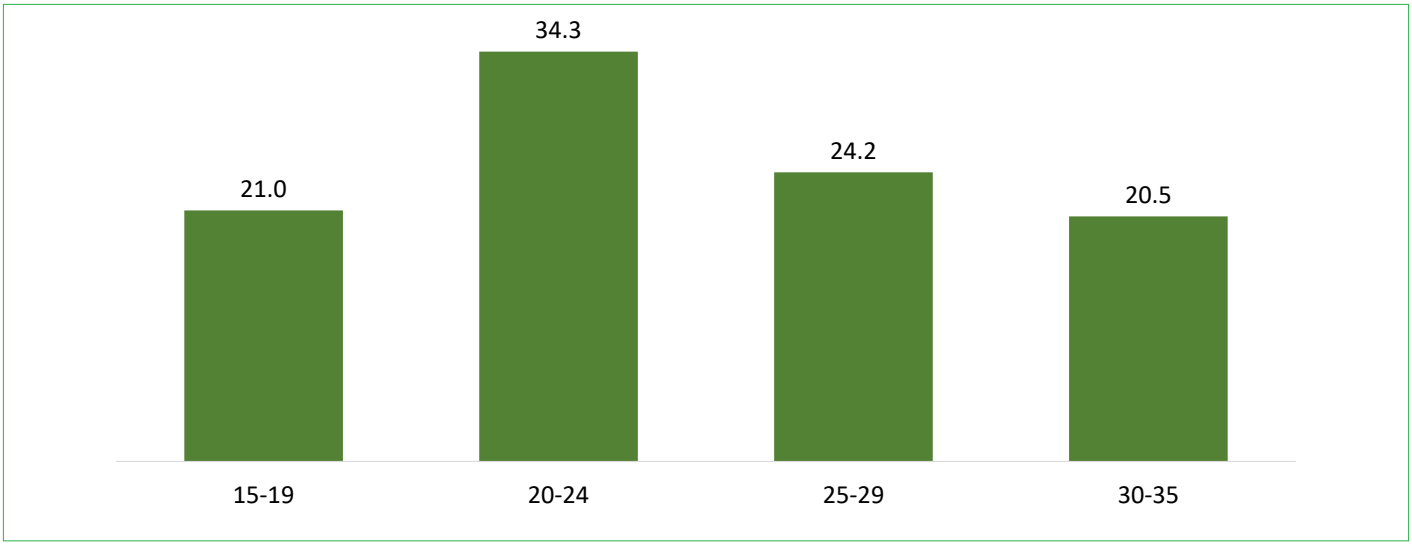


Figure 11.10 shows the percentage share of youths (15 to 35years) in the potential labour force by age group. The age group 20-24 years had the highest percentage share of the youth in the potential labour force at 34.3 percent while the age group 30-35 years had the lowest share at 20.5 percent.

Figure 11.10: Percentage Share of Youths in the Potential Labour Force by Age Group, Zambia 2021




## 11.7 Discouraged Job Seekers

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

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

Table 11.7 shows the number and percentage distribution of the discouraged job seekers by rural/urban and sex. In 2021, there were 782,909 discouraged job seekers, of which 51.8 percent were in rural areas while 48.2 percent were in urban areas.

Table 11.7: Number and Percentage Distribution of the Discouraged Job Seekers by Rural/Urban and Sex, Zambia 2021

| Rural/Rural | Total | | Male | Female |
|---|---|---|---|---|
| | Number | Percent | Number | Number |
| **Total** | **782,909** | **100.0** | **375,279** | **407,630** |
| Rural | 405,804 | 51.8 | 209,511 | 196,293 |
| Urban | 377,104 | 48.2 | 165,768 | 211,336 |

Figure 11.11 shows the percentage distribution of the discouraged job seekers by sex and rural/urban. At national level, there were more females discouraged job seekers than males at 54.5 and 45.5 percent, respectively. In rural areas, males were more discouraged at 66.9 percent than females at 33.1 percent. Similarly, in urban areas males were more discouraged at 57.3 percent than females at 42.7 percent.

Figure 11.11: Percentage Distribution of the Discouraged Job Seekers by Sex and Rural/Urban, Zambia 2021

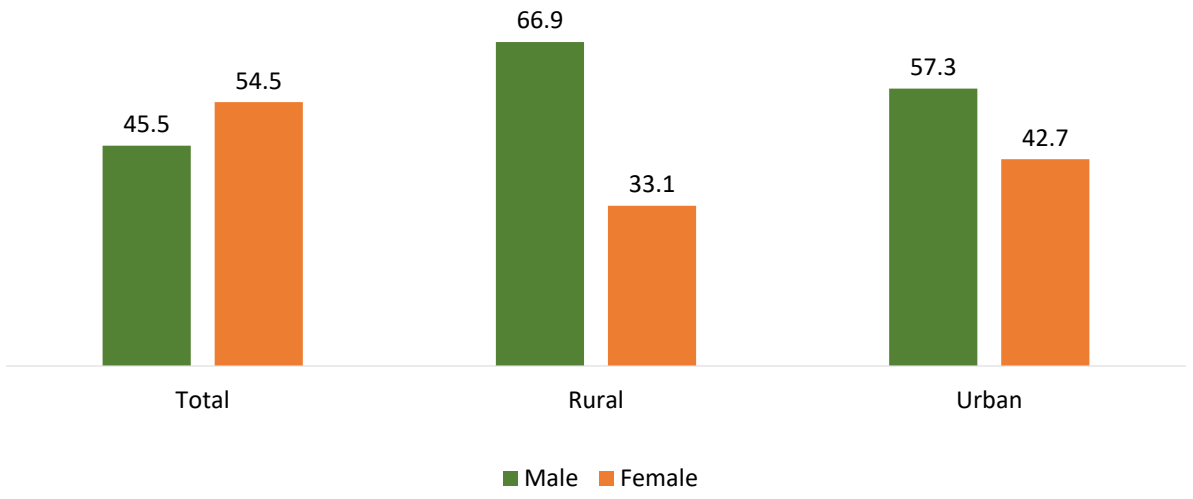
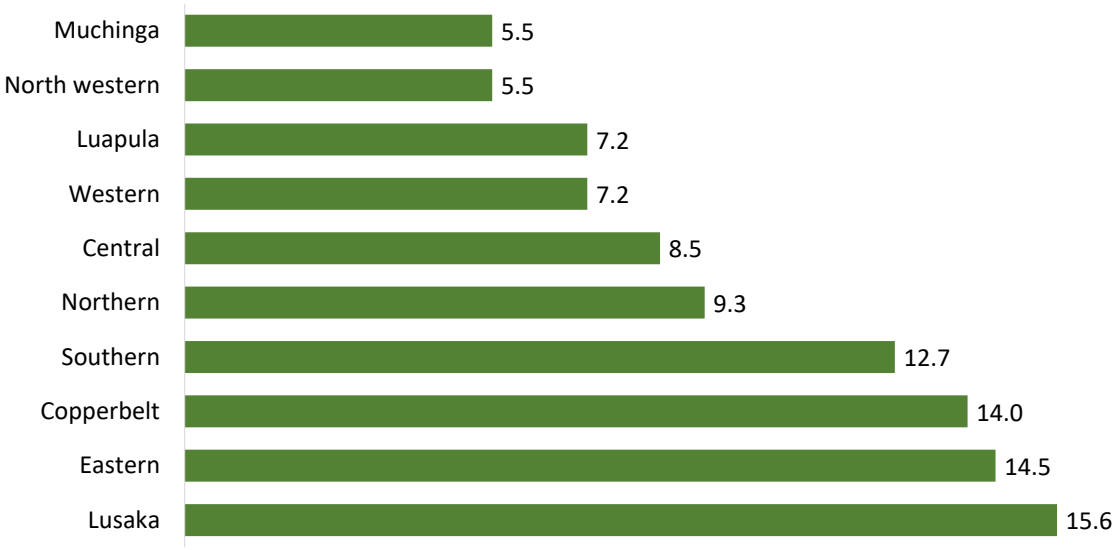



Figure 11.12 shows the percentage share of the discouraged job seekers by province. Lusaka Province had the highest percentage share of discouraged job seekers at 15.6 percent while Muchinga Province had the lowest at 5.5 percent.

Figure 11.12: Percentage Share of the Discouraged Job Seekers by Province, Zambia 2021



## 11.8 In Agriculture/Fishing for Family Use Job Seekers

The other subpopulations in the potential labour force are engaged in agriculture/fishing for family use job seekers. These include population 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 agriculture as the option since there are no jobs available. Regardless of their reasons for being in agriculture/fishing for family use, these potential workers are generally considered underutilized. They are classified as in agriculture/fishing for family use job seekers for exhibiting the following characteristics;

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

Table 11.8 shows the number and percentage distribution of the population in agriculture/fishing for family use job seekers by rural/urban and sex. Results show that there were 2,026,524 people in agriculture/fishing for family use job seekers, of which 93.4 percent were in rural areas while 6.6 percent were in urban areas.

**Table 11.8: Number and Percentage Distribution of the Population in Agriculture/fishing for Family Use Job Seekers by Rural/Urban and Sex, Zambia 2021**

| Rural/Rural | Total | | Male | Female |
|---|---|---|---|---|
| | Number | Percent | Number | Number |
| **Total** | **2,026,524** | **100** | **911,387** | **1,115,137** |
| Rural | 1,893,029 | 93.4 | 856,832 | 1,036,197 |
| Urban | 133,495 | 6.6 | 54,556 | 78,939 |

Figure 11.13 shows the percentage distribution of the population in agriculture/fishing for family use job seekers by sex and rural/urban. At national level, there were more females agriculture/fishing for family use job seekers than males at 93.4 and 6.6 percent respectively. In rural areas, males were more agriculture/fishing for family use at 66.9 percent than females at 33.1 percent. Similarly, in urban areas males were more discouraged at 57.3 percent than females at 42.7 percent.

**Figure 11.13: Percentage Distribution of the Population in Agriculture/Fishing for Family Use Job Seekers by Sex and Rural/Urban, Zambia 2021**

Figure 11.14 shows the percentage share of the population in agriculture/fishing for family use job seekers by province. Southern province had the highest percentage share of the population in agriculture/fishing for family use job seekers at 27.3 percent while North Western had the lowest at 1.5 percent.

Figure 11.14: Percentage Share of the in agriculture/fishing for family use Job Seekers by Province, Zambia 2021

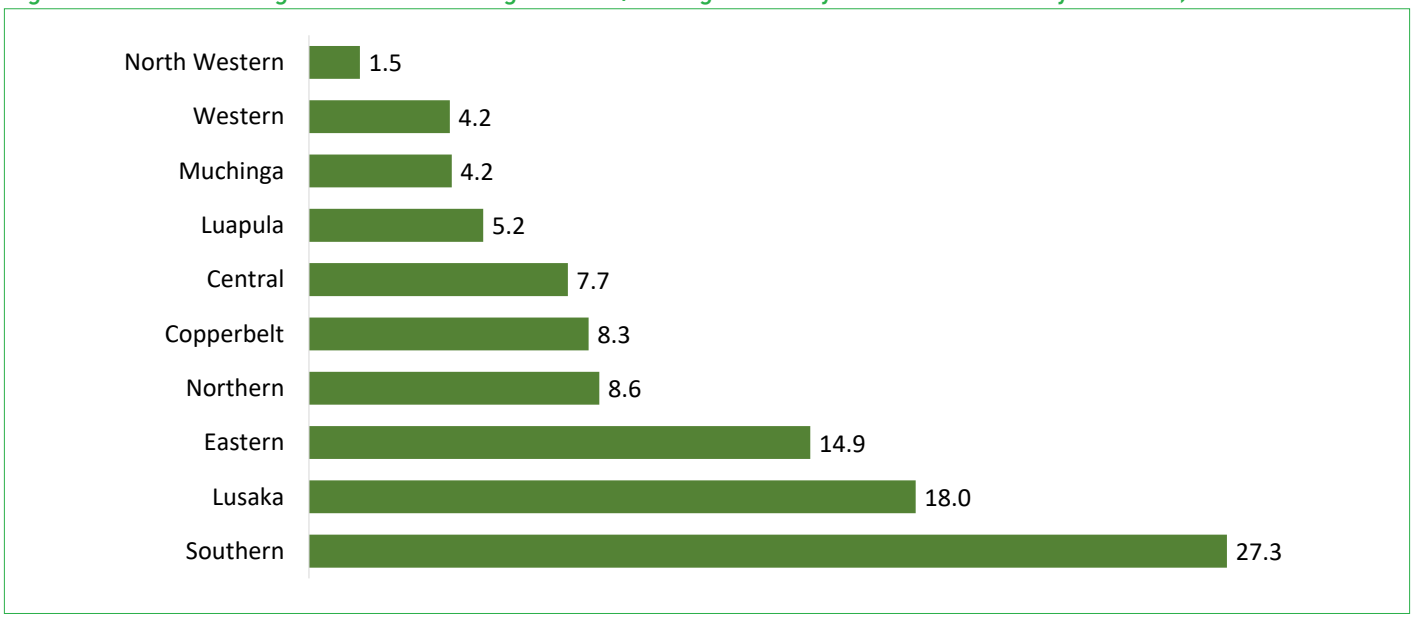
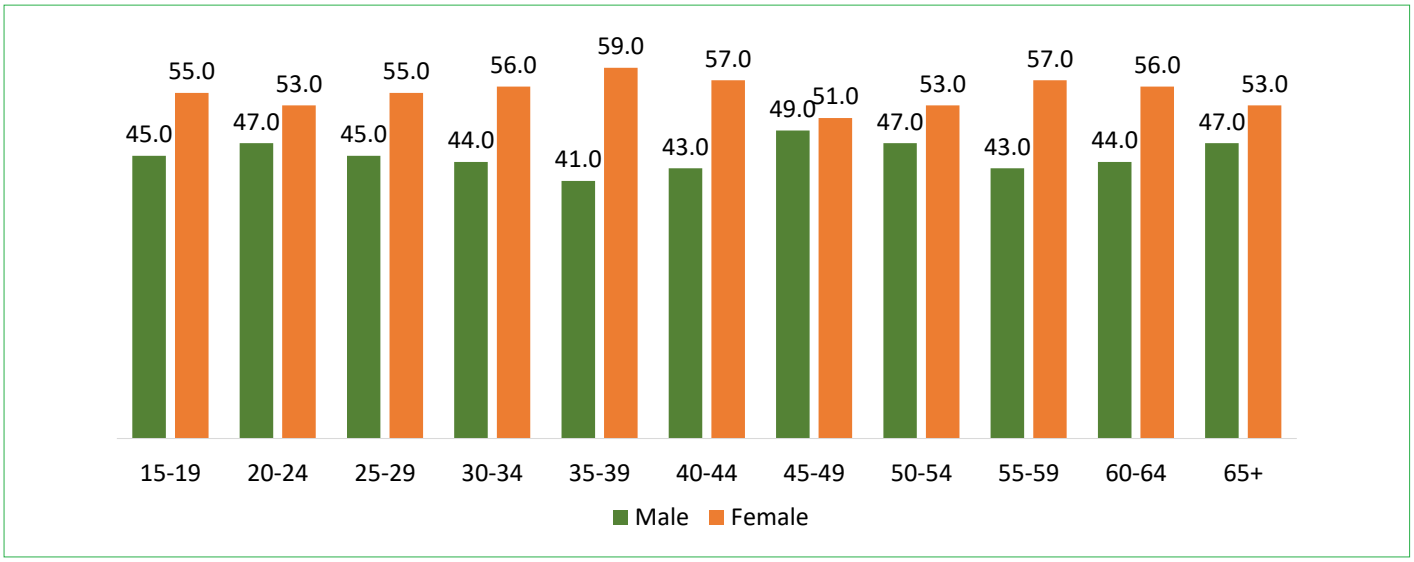



Figure 11.15 shows the percentage share of the population in agriculture/fishing for family use job seekers by sex and age group. Across all age groups, females accounted for the highest proportion of the population in agriculture/fishing for family use job seekers than their male counterparts.

Figure 11.15: Percentage Share of the Population in Agriculture/Fishing for Family Use Job Seekers by Sex and Age Group, Zambia 2021



# CHAPTER TWELVE
# NOT IN EMPLOYMENT OR EDUCATION AND TRAINING

## 12.1 Introduction

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

Youth NEET is a widely used indicator for formulating policies aimed at offering suitable places in education or training as well as determining the participation age for economic activity for young people. Furthermore, youth NEET is used to help young people find sustainable employment such as the expansion of the apprenticeship scheme, and formulating reforms to technical education and improved career advice. In Addition, governments use it for implementing strategic funding in various schemes aimed at improving the education outcomes for disadvantaged young people and those with learning difficulties or disabilities.

## 12.2 Proportion of Youth NEET

Table 12.1 shows number and percentage distribution of youth (15 - 35 years) who were not in employment, education or training (NEET) by sex. Results show that of the total 6,531,816 youths, 51.4 percent were NEET while Youth Outside NEET accounted for 48.6 percent. There were more female Youths in NEET than Outside NEET at 60.0 percent and 40.0 percent, respectively.

Table 12.1: Number and Percentage Distribution of Youths (15-35 years) Not in Employment, Education or Training (NEET) by Sex, Zambia 2021

| Region | Total Youth | Youth NEET | | Youth Outside NEET | |
|---|---|---|---|---|---|
| | Number | Number | Percent | Number | Percent |
| **Total** | **6,531,816** | **3,355,155** | **51.4** | **3,176,661** | **48.6** |
| Male | 3,199,040 | 1,355,613 | 42.4 | 1,843,426 | 57.6 |
| Female | 3,332,777 | 1,999,541 | 60.0 | 1,333,235 | 40.0 |

Figure 12.1 shows percentage distribution of youth (15-35 years) NEET by age group. The figure shows that the age group 20-24 years had the highest share of NEET at 33.2 percent followed by the 25-29 years age group with 26.2 percent. The lowest share of the NEET was in the age group 15-19 at 18.7 percent.

Figure 12.1: Percentage Distribution of Youth (15-35 years) NEET by Age Group, Zambia 2021

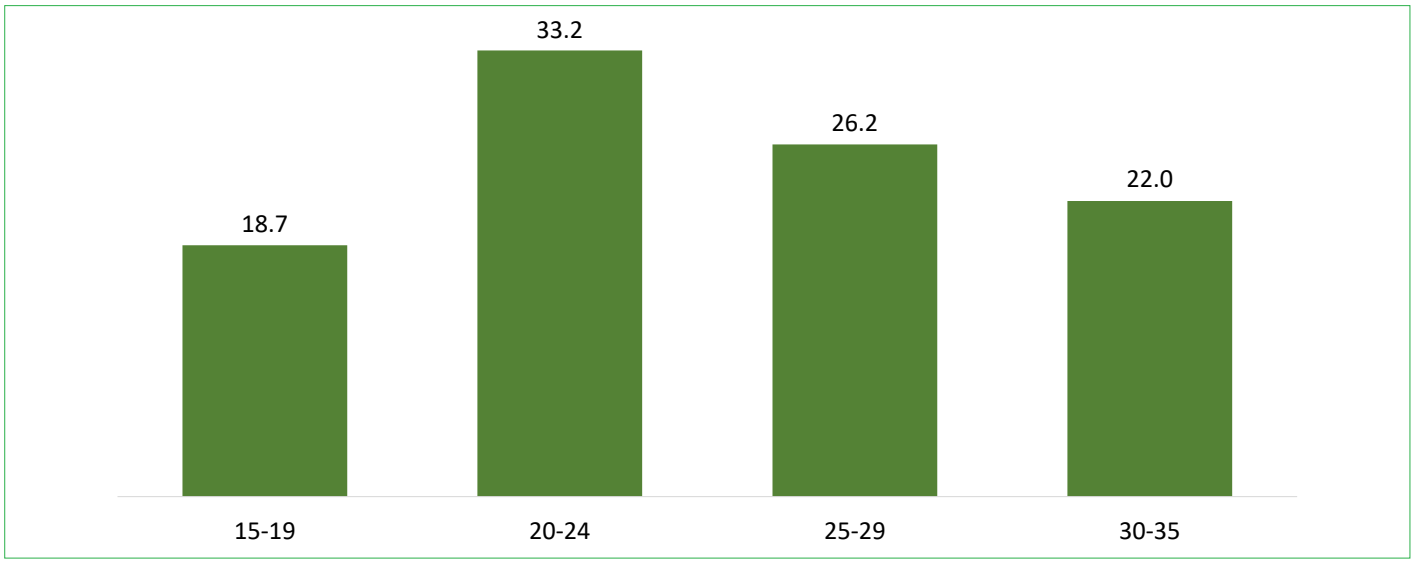
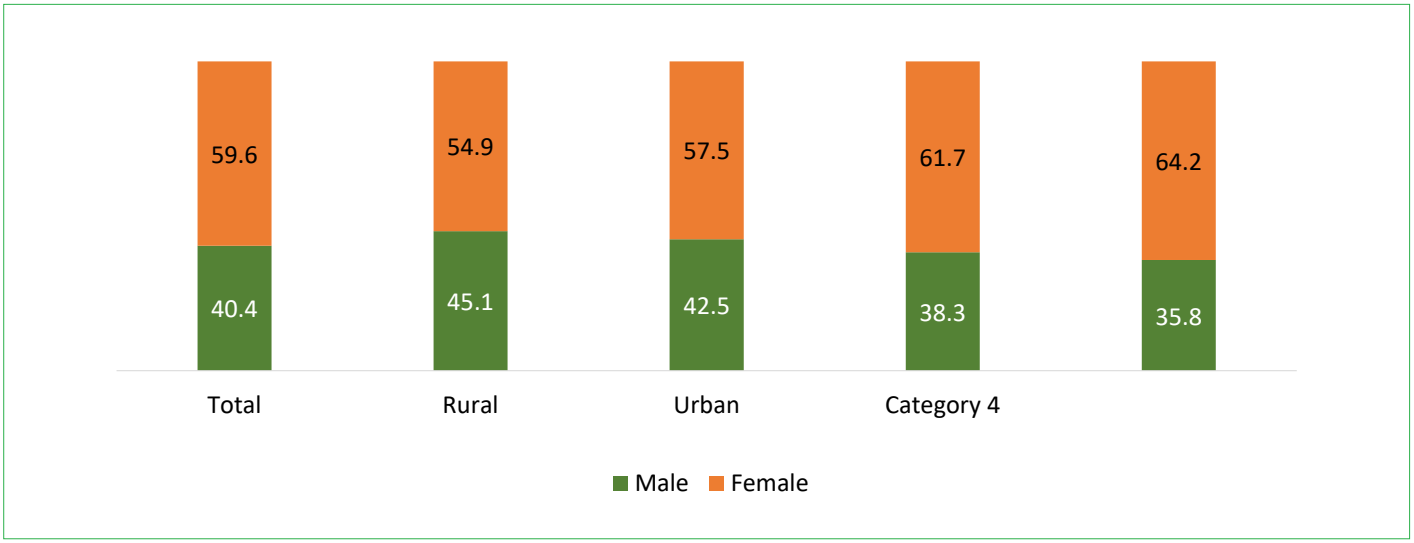



Figure 12.2 shows the age specific percentage of youth (15 - 35 years) NEET by sex. Results show that females had a higher youth NEET than males in all age groups. In the age group 30-35 years, males accounted for 35.8 percent while females accounted for 64.2 percent.

Figure 12.2: Percentage Distribution of Youth (15-35 years) NEET by Age Group and Sex, Zambia 2021




## 12.3 Number of Youth (15-35 years) NEET

Table 12.2 shows the number and percentage distribution of youth (15 - 35 years) who were not in employment, education or training (NEET) by sex and rural/urban. A total of 3,355,155 youths were NEET. Rural areas accounted for a higher proportion of Youth NEET at 60.5 percent and urban areas at 39.5 percent.

Table 12.2: Number and Percentage Distribution of Youths (15-35 years) Not in Employment, Education or Training (NEET) by Sex and Rural/Urban, Zambia 2021

| Region | Both Sexes | | Male | Female |
|---|---|---|---|---|
| | Number | Percent | Number | Number |
| **Total** | **3,355,155** | **100.0** | **1,355,613** | **1,999,541** |
| Rural | 2,029,267 | 60.5 | 882,967 | 1,146,300 |
| Urban | 1,325,887 | 39.5 | 472,646 | 853,241 |

Figure 12.3 shows the percentage distribution of youth (15 - 35 years) NEET by sex and rural/urban. Results show that 40.4 percent of youths NEET were male and 59.6 percent were female. In rural areas 43.7 percent of youth NEET were male and 56.5 were female while in urban areas 35.6 were male and 64.4 were female.

Figure 12.3: Percentage Distribution of Youth (15-35 years) NEET by Sex and Rural/Urban, Zambia 2021

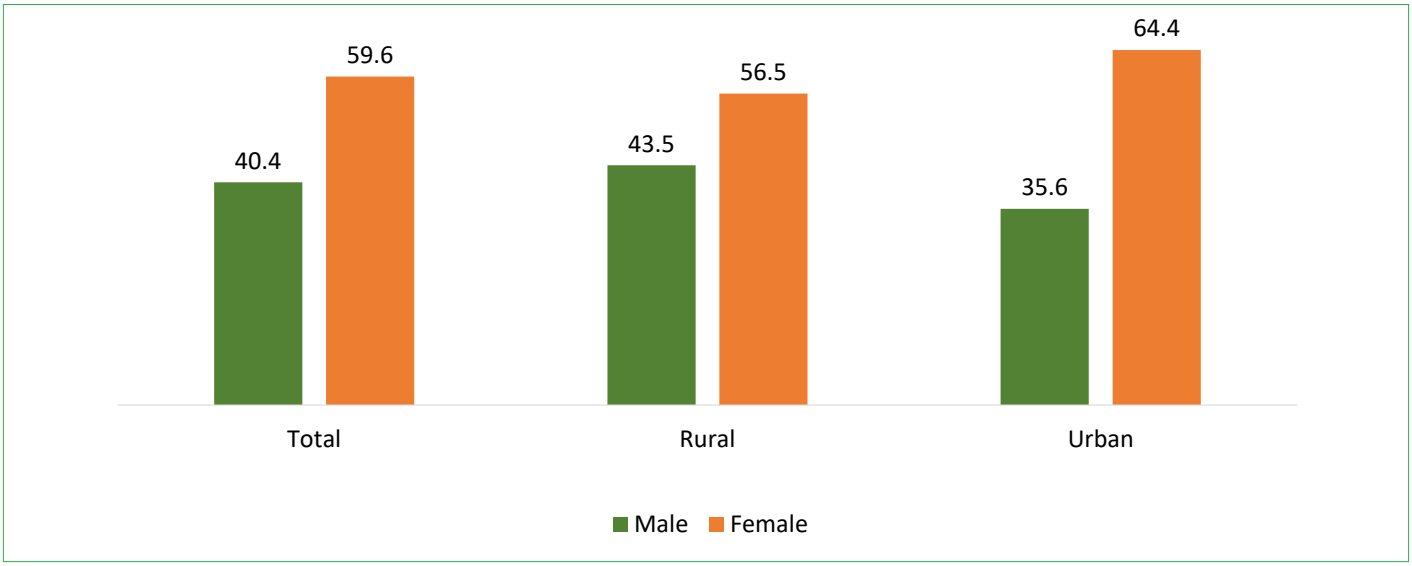


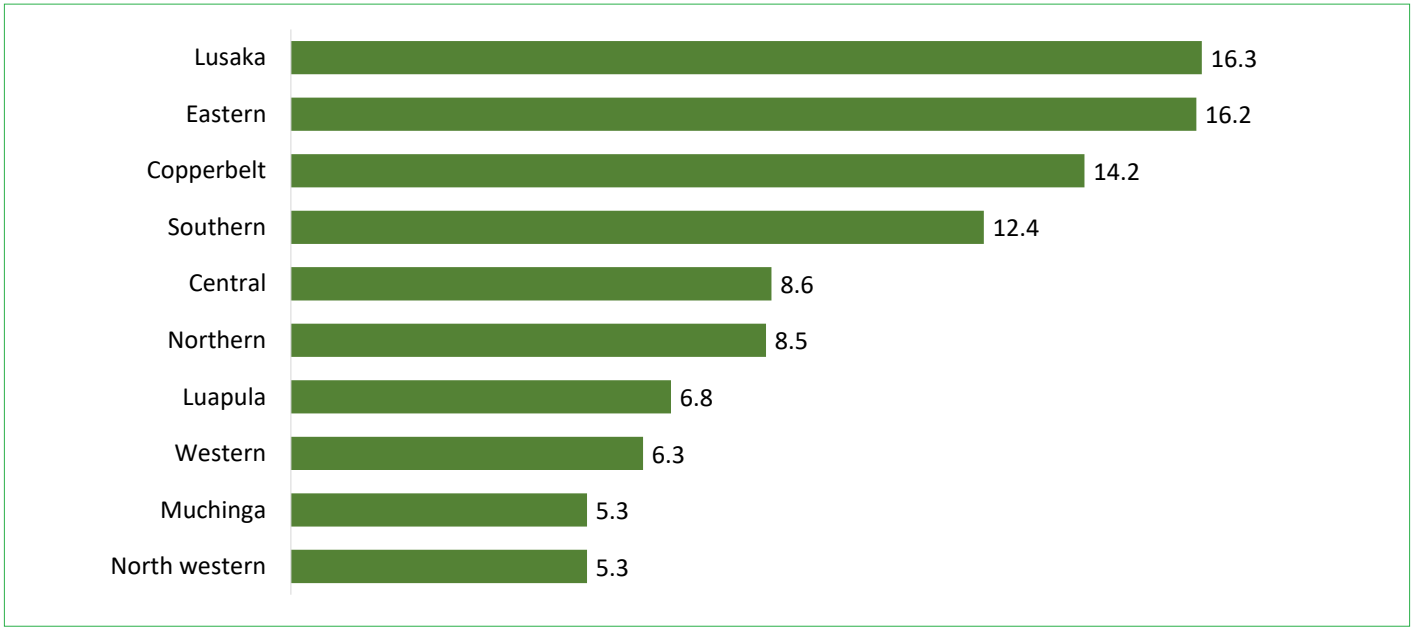

Table 12.3 shows number and percentage distribution of youth (15 - 35 years) NEET by age group and rural/urban. In rural areas, the age group 20-24 years age group accounted for the highest proportion of Youth NEET at 32.5 percent while the age group 15.19 years accounted for the lowest proportion at 19.1 percent. A similar pattern was observed in urban areas.

Table 12.3: Number and Percentage Distribution of Youth (15-35 years) NEET by Age Group and Rural/Urban, Zambia 2021

| Age Group | Total | | Rural | | Urban | |
|---|---|---|---|---|---|---|
| | Number | Percent | Number | Percent | Number | Percent |
| **Total** | **3,355,155** | **100.0** | **2,029,267** | **100.0** | **1,325,887** | **100.0** |
| 15-19 | 626,303 | 18.7 | 387,002 | 19.1 | 239,301 | 18.0 |
| 20-24 | 1,114,436 | 33.2 | 658,925 | 32.5 | 455,510 | 34.4 |
| 25-29 | 877,813 | 26.2 | 518,325 | 25.5 | 359,488 | 27.1 |
| 30-35 | 736,603 | 22.0 | 465,015 | 22.9 | 271,588 | 20.5 |

Figure 12.4 shows percentage distribution of youth (15 - 35 years) NEET by province. Lusaka Province had the highest youth NEET at 16.3 percent, followed by Eastern province at 16.2 percent. North Western province had the lowest youth NEET at 5.3 percent.

Figure 12.4: Percentage Distribution of the Youth (15-35 years) NEET by Province, Zambia 2021




## 12.4 Number of Youth (15-24) NEET

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

Table 12.4 shows the number and percentage distribution of youth (15-24 years) NEET by sex and rural/urban. Results show that there were an estimated 1,740,739 Youth NEET of which 60.1 percent were in rural areas while 39.9 percent were in urban areas.

Table 12.4: Number and Percentage Distribution Youth (15-24) NEET by Rural/Urban and Sex, Zambia 2021

| Region | Both Sexes | | Male | Female |
|---|---|---|---|---|
| | Number | Percent | Number | Number |
| **Total** | **1,740,739** | **100.0** | **755,854** | **984,885** |
| Rural | 1,045,928 | 60.1 | 460,272 | 585,655 |
| Urban | 694,811 | 39.9 | 295,582 | 399,230 |

Figure 12.5 shows the percentage distribution of youth NEET by sex and rural/urban. Results show that of the Youth (15-24 years), 43.4 percent were males while 56.6 percent were females. In rural areas, males accounted for 44.0 percent while females accounted for 56.0 percent of Youth NEET. In urban areas, males accounted for 42.5 percent while females accounted for 57.5 percent.

Figure 12.5: Percentage Distribution of Youth (15-24) NEET by Sex and Rural/Urban, Zambia 2021

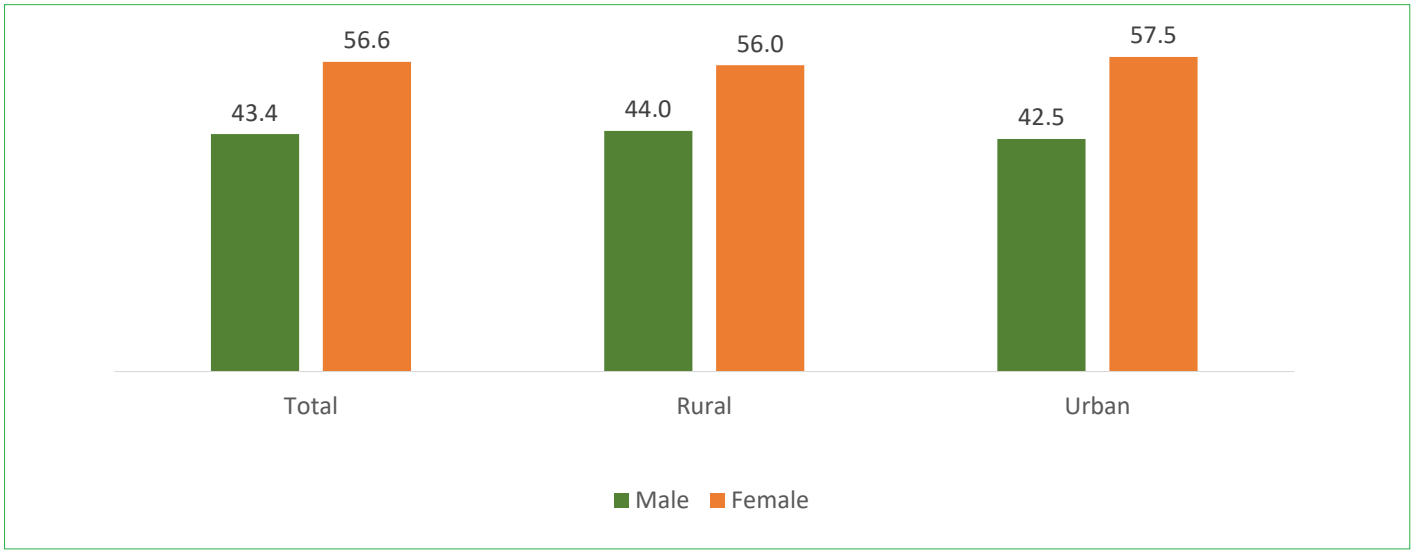



Figure 12.6 shows the percentage distribution of youth (15-24) neet by age group. The age group 20-24 years had the highest share at 64.0 percent while the age group 15-19 years accounted for the lowest share at 36.0 percent.

Figure 12.6: Percentage Share of Youth (15-24) NEET by Age Group, Zambia 2021

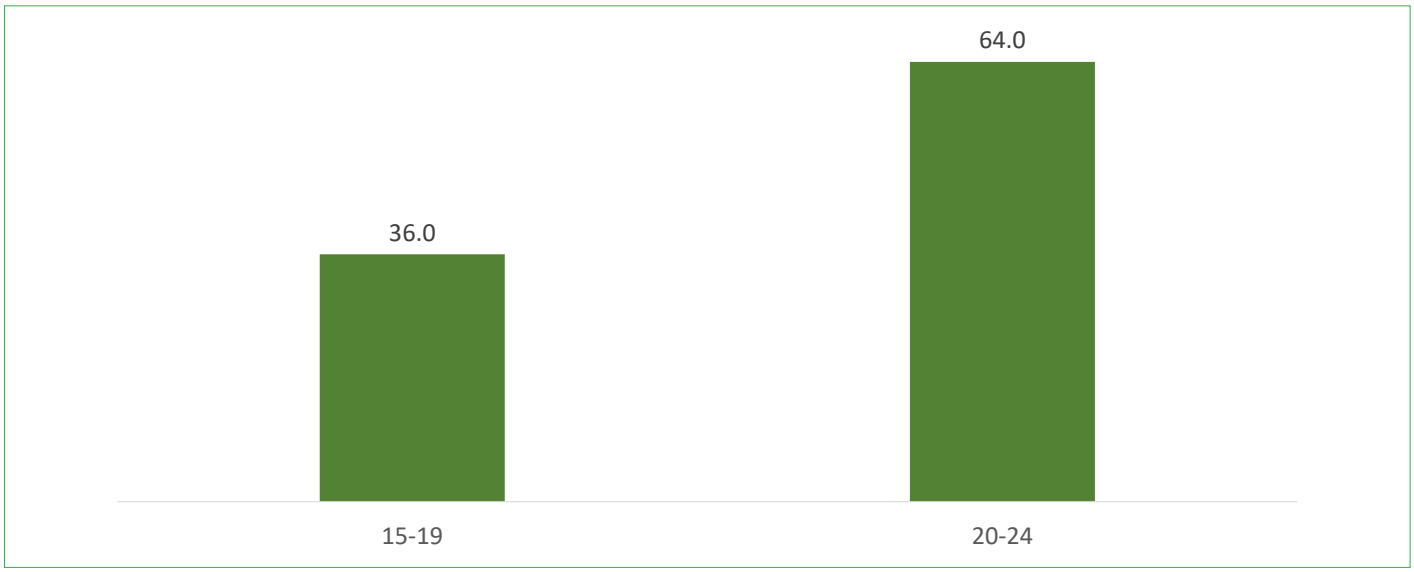
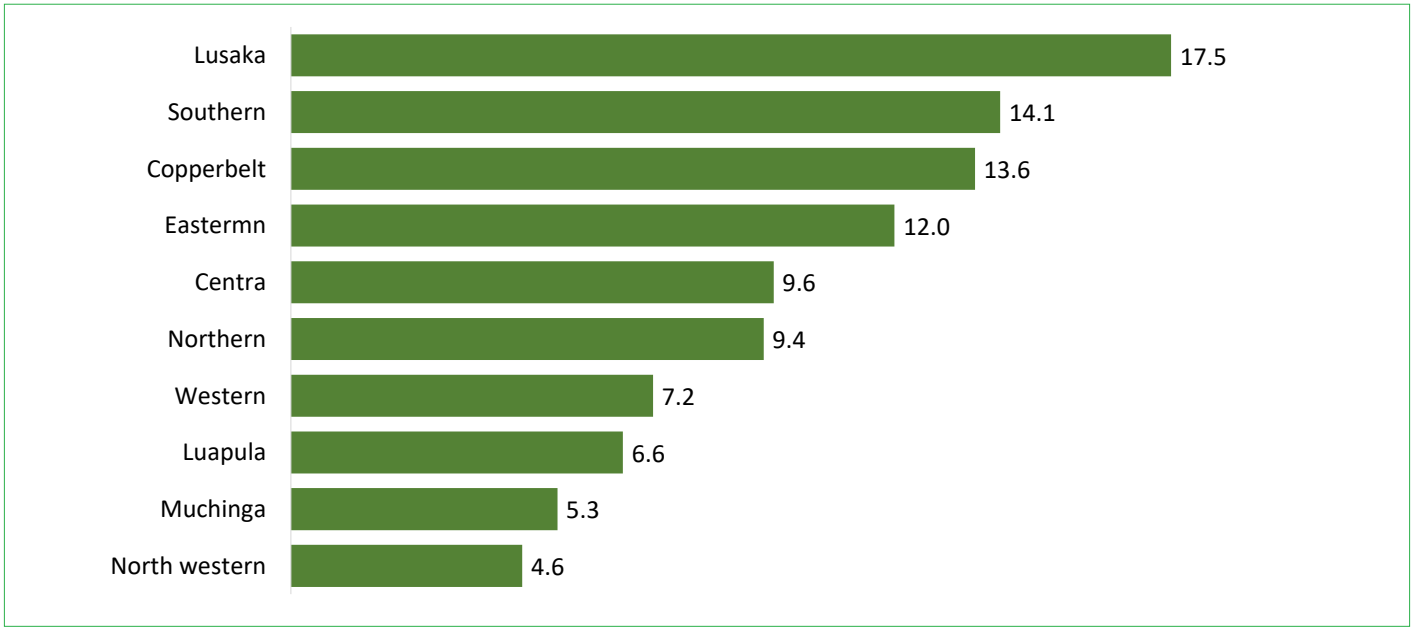


Figure 12.7 shows the percentage distribution of youth NEET by province. Lusaka Province had the highest youth NEET at 17.5 percent while North Western had the lowest share at 4.6 percent.

Figure 12.7: Percentage Distribution of Youth (15-24) NEET by Province, Zambia 2021



# CHAPTER THIRTEEN
# TIME-RELATED UNDEREMPLOYMENT

## 13.1 introduction

Time-related underemployment reflects the underutilization of the productive capacity of the labour force. Its international definition is based on three criteria: it includes all population in employment who, during a specified short reference period:

- Were willing to work additional hours
- Were available to work additional hours and
- Had worked less than the threshold (eight hours) relating to weekly working time.

## 13.2 Time-Related Underemployment

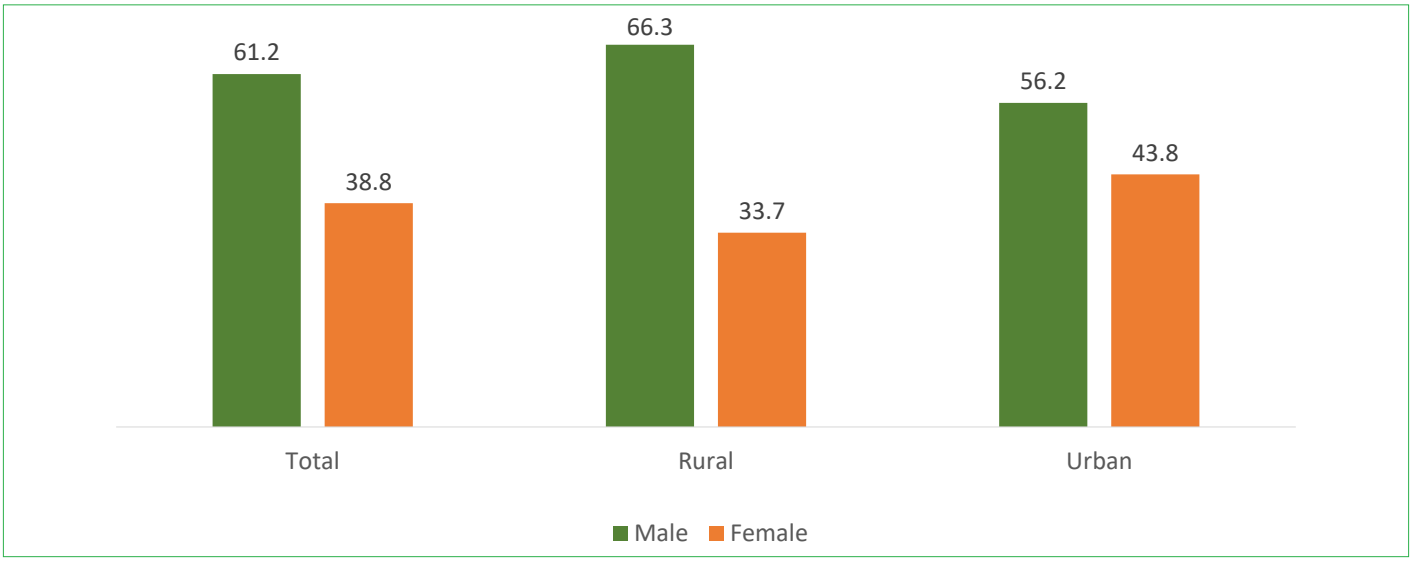
Table 13.1 shows the number and percentage distribution of time-related underemployed population by sex and rural/urban. In 2021, there were an estimated 179,988 population in Time-Related Underemployment of which 49.5 percent were in the rural areas and 50.1 percent were in urban areas.

Table 13.1: Number and Percentage Distribution of Time-Related Underemployed Population by Rural/Urban and Sex, Zambia 2021

| Region | Both Sexes | | Male | Female |
|---|---|---|---|---|
| | Number | Percent | Number | Number |
| **Total** | **179,988** | **100.0** | **110,162** | **69,826** |
| Rural | 89,152 | 49.5 | 59,105 | 30,047 |
| Urban | 90,837 | 50.5 | 51,057 | 39,780 |

Figure 13.1 shows the percentage distribution of time-related underemployed population by sex and rural/urban. Results showed that males accounted for 61.2 percent of the population in Time-Related Underemployment while females accounted for 38.8 percent. In both rural and urban areas, the percentage of males was higher than that of female Time-Related Underemployed population.

Figure 13.1: Percentage Distribution of Time-Related Underemployed Population by Sex and Rural/Urban, Zambia 2021



## 13.3 Time-Related Underemployment by Occupation

Figure 15.2 shows the percentage distribution of time-related underemployed population by occupation. The Skilled Agriculture, Forestry and Fisheries accounted for the highest percentage share at 27.3 percent followed by population employed in Service and Sales Workers at 22.7 percent. Clerical Support Workers had the lowest share accounting for 0.9 percent.

Figure 13.2 Percentage Share of Time-Related Underemployed Population by Occupation, Zambia 2021

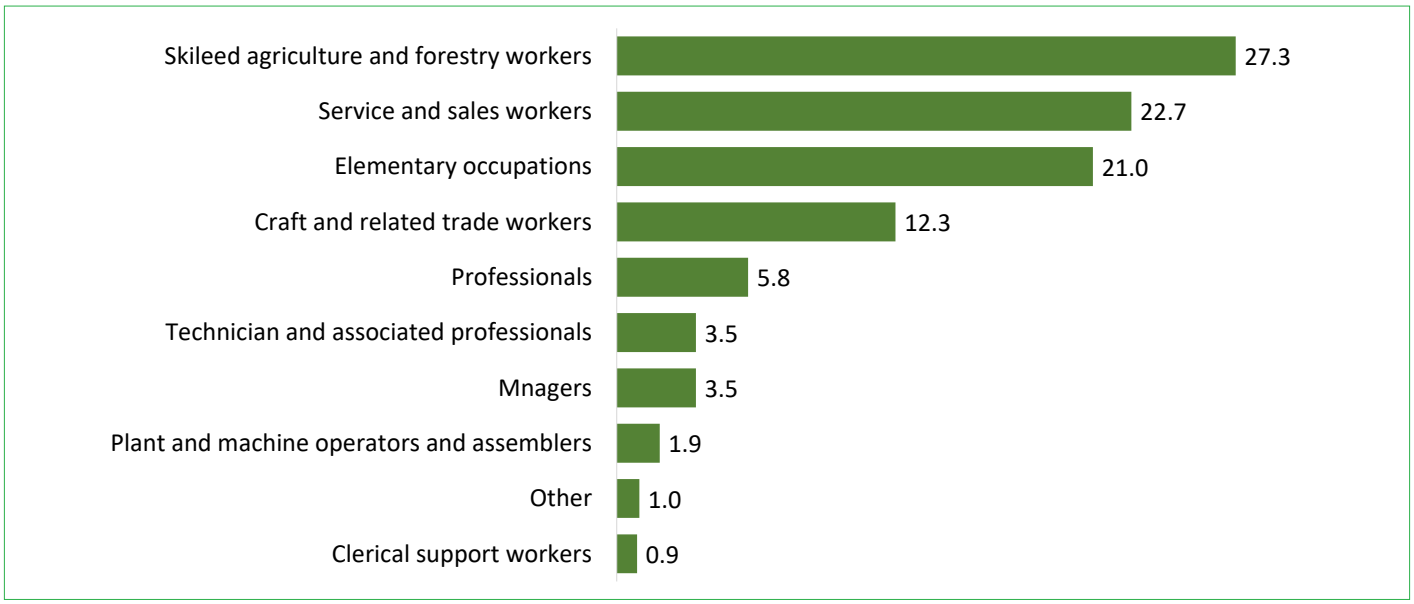



Table 13.2 shows percentage distribution of time related underemployed population by occupation and sex. In all the occupations, there were more males than females that were in Time-Related Underemployment except in the Professionals, Technician and Associated Professionals, Clerical and Support Workers and Service and Sales Workers.

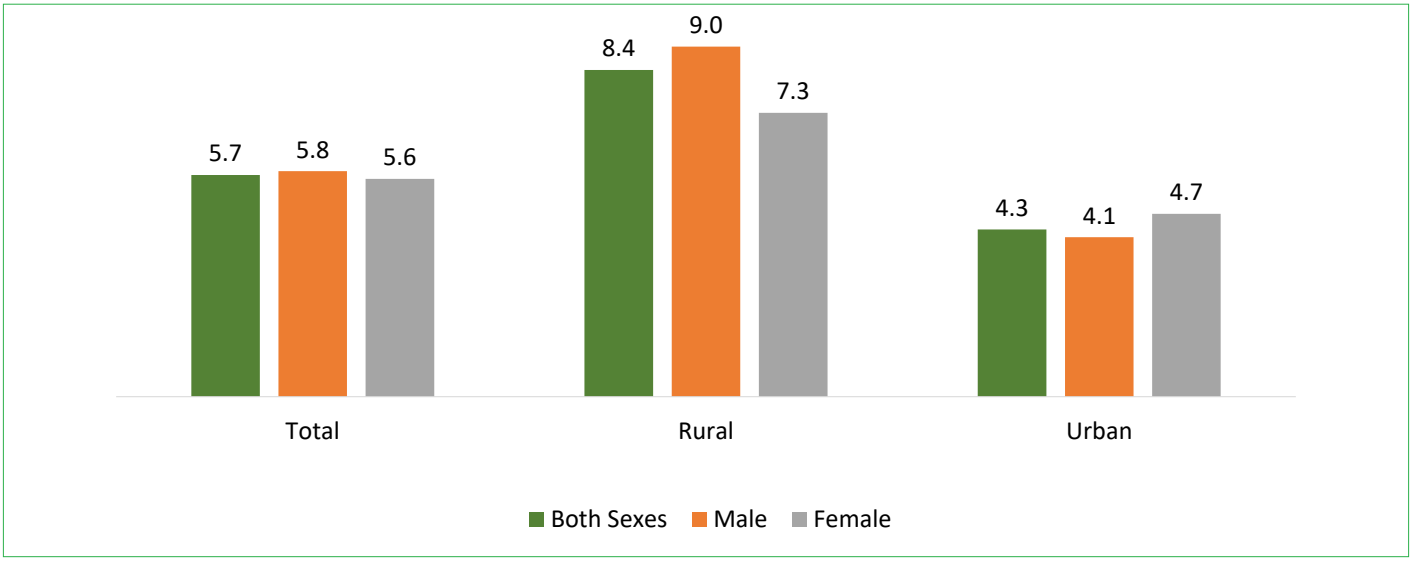
Table 13.2: Number and Percentage Distribution of Time-Related Underemployed Population by Occupation and Sex, Zambia 2021

| Occupations | Total | Male | | Female | |
|---|---|---|---|---|---|
| | Number | Number | Percent | Number | Percent |
| **Total** | **179,988** | **110,162** | **61.2** | **69,826** | **38.8** |
| Managers | 6,229 | 3,256 | 52.3 | 2,973 | 47.7 |
| Professionals | 10,374 | 3,351 | 32.3 | 7,023 | 67.7 |
| Technician and Associated professionals | 6,368 | 2,767 | 43.5 | 3,600 | 56.5 |
| Clerical support workers | 1,668 | 218 | 13.1 | 1,449 | 86.9 |
| Service and sales workers | 40,835 | 10,940 | 26.8 | 29,895 | 73.2 |
| Skilled agriculture and forestry workers | 49,220 | 39,969 | 81.2 | 9,251 | 18.8 |
| Craft and related trade workers | 22,062 | 17,837 | 80.9 | 4,225 | 19.1 |
| Plant and machine operators and assemblers | 3,482 | 3,482 | 100.0 | - | - |
| Elementary occupations | 37,873 | 27,135 | 71.6 | 10,738 | 28.4 |
| Other | 1,877 | 1,206 | 64.2 | 671 | 35.8 |

## 13.4 Time-Related Underemployment Rate

Figure 13.4 shows the time-related underemployment rate by sex and rural/urban. In 2021, Time-Related Underemployment rate was estimated at 5.7 percent. Males had a higher rate than females at 5.8 percent 5.6 percent, respectively. Rural areas had a higher rate at 8.4 percent than urban areas at 4.3 percent.

Figure 13.4: Time-Related Underemployment Rate by Rural/Urban and Sex, Zambia 2021



# CHAPTER FOURTEEN
# AVERAGE MONTHLY EARNINGS FOR PAID EMPLOYEES, PAID INTERNS AND APPRENTICES

## 14.1 Introduction

Table 14.1 shows the distribution of average monthly earnings by sector of employment, rural /urban and sex. In 2021, the national average monthly earnings were estimated at K4, 215. The average monthly earnings in the formal sector was higher at K5, 658 while the lowest was in the household sector at K2, 425.

Average earnings per month in urban areas were higher at K4, 410 than in rural areas at K3, 607 Males in all sectors of employment earned more than females except in the household sector were females earned more than males at national level at K 2679 and K 2,125, respectively. In urban areas, females earned K2, 980 compared to males with K 2,252 in the household sector.

Table 14.1: Distribution of Average Monthly Earnings by Sex, Sector of Employment and Rural/Urban, Zambia 2021

| Sector of Employment | Total | | | Rural | | | Urban | | |
|---|---|---|---|---|---|---|---|---|---|
| | Total | Male | Female | Total | Male | Female | Total | Male | Female |
| **Total** | **4,215** | **4,344** | **3,921** | **3,607** | **3,744** | **3,259** | **4,410** | **4,544** | **4,112** |
| Formal | 5,658 | 5,731 | 5,478 | 6,281 | 6,573 | 5,585 | 5,522 | 5,550 | 5,454 |
| Informal | 2,306 | 2,511 | 1,663 | 1,742 | 1,787 | 1,603 | 2,639 | 2,940 | 1,698 |
| Household | 2,425 | 2,125 | 2,679 | 1,487 | 1,778 | 1,067 | 2,671 | 2,252 | 2,980 |

## 14.2 Average Monthly Earnings by Type of Employment

Table 14.2 shows the distribution of average earnings per month by type of employment rural/urban and sex. The average monthly earnings for the formally employed population was estimated at K6, 441 while that of the informally employed persons was estimated at K2, 191.

In rural areas, formally employed persons earned K6, 804 per month while their urban counterparts earned K6, 356 per month. In rural areas, informally employed persons earned K1, 716 per month while their urban counterparts earned K2, 390 per month.

Table 14.2: Distribution of Average Monthly Earnings by Type of Employment Rural/Urban and Sex, Zambia 2021 (Kwacha)

| Type of Employment | Total | | | Rural | | | Urban | | |
|---|---|---|---|---|---|---|---|---|---|
| | Total | Male | Female | Total | Male | Female | Total | Male | Female |
| **Total** | **4,215** | **4,344** | **3,921** | **3,607** | **3,744** | **3,259** | **4,410** | **4,544** | **4,112** |
| Formal | 6,441 | 6,562 | 6,170 | 6,804 | 7,167 | 5,890 | 6,356 | 6,414 | 6,230 |
| Informal | 2,191 | 2,341 | 1,846 | 1,704 | 1,716 | 1,674 | 2,390 | 2,607 | 1,910 |

## 14.3 Average Monthly Earnings by Occupation

Figure 14.1 shows the average monthly earnings by occupation. Managers had the highest average monthly earnings at K9, 809 while persons working as skilled agricultural, forestry and fisheries workers had the lowest average monthly earnings at K2, 073.

Figure 14.1: Average Monthly Earnings by Occupation, Zambia 2021 (Kwacha)

Table 14.3 shows the average monthly earnings by occupation rural/urban and sex. In all the occupations, males had higher average monthly earnings than females except in the Skilled Agricultural Forestry & Fishery Workers and Clerical support workers occupations in urban areas, which had females with higher average monthly earnings than that of males at K 2,667 and K 2,664, respectively.

Table 14.3: Average Monthly Earnings by Occupation, Rural/Urban and Sex, Zambia 2021 (Kwacha)

| Occupation | Total | | | Rural | | | Urban | | |
|---|---|---|---|---|---|---|---|---|---|
| | Total | Male | Female | Total | Male | Female | Total | Male | Female |
| **Total** | **4,215** | **4,344** | **3,921** | **3,607** | **3,744** | **3,259** | **4,410** | **4,544** | **4,112** |
| Managers | 9,809 | 9,818 | 9,790 | 8,117 | 8,295 | 7,357 | 10,139 | 10,190 | 10,046 |
| Professionals | 7,902 | 8,907 | 6,707 | 7,831 | 8,541 | 6,720 | 7,927 | 9,052 | 6,703 |
| Technicians & Associate Professionals | 6,176 | 7,010 | 4,237 | 6,551 | 7,852 | 4,443 | 6,118 | 6,897 | 4,195 |
| Clerical Support Workers | 5,612 | 6,182 | 4,807 | 9,037 | 13,825 | 4,764 | 5,247 | 5,539 | 4,813 |
| Services & Sales Workers | 2,529 | 2,573 | 2,468 | 1,767 | 2,074 | 1,316 | 2,665 | 2,664 | 2,667 |
| Skilled Agricultural Forestry & Fishery Workers | 2,073 | 2,076 | 2,050 | 1,672 | 1,575 | 2,241 | 2,872 | 2,962 | 632 |
| Craft & Related Trade Workers | 3,943 | 4,006 | 2,846 | 2,892 | 2,939 | 1,237 | 4,184 | 4,258 | 3,018 |
| Plant & Machine Operators & Assemblers | 3,480 | 3,492 | 3,241 | 3,197 | 3,223 | 693 | 3,527 | 3,538 | 3,327 |
| Elementary Occupation | 2,207 | 2,274 | 2,050 | 1,667 | 1,494 | 2,092 | 2,520 | 2,735 | 2,027 |
| Other Occupations | 7,738 | 8,855 | 4,216 | 8,386 | 10,320 | 3,833 | 6,701 | 6,920 | 5,446 |

## 14.4 Average Monthly Earnings by Industry

Figure 14.2 shows the average monthly earnings by industry. The Information and Communication Industry had the highest average monthly earnings at K9, 747 while persons working in the Real estate industry had the lowest average monthly earnings at K1, 694.

Figure 14.2: Average Monthly Earnings by Industry, Zambia 2021 (Kwacha)

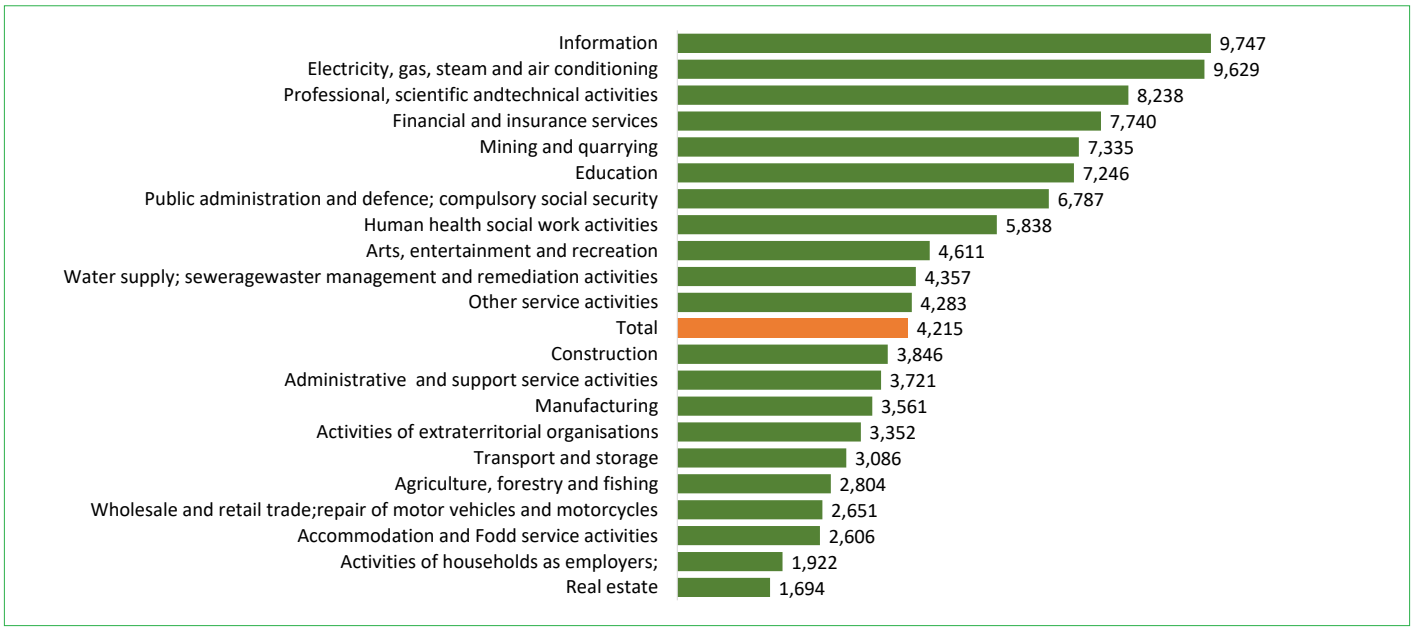



Table 14.4 shows the average monthly earnings by industry rural/urban and sex. In all the industries, males had higher average monthly earnings than females except in the Water supply, Transport and storage, Accommodation, Financial and Insurance services and Real Estate industries in which had females with higher average monthly earnings than that of males.

Table 14.4 Average Monthly Earnings by Industry, Rural/Urban and Sex, Zambia 2021 (Kwacha)

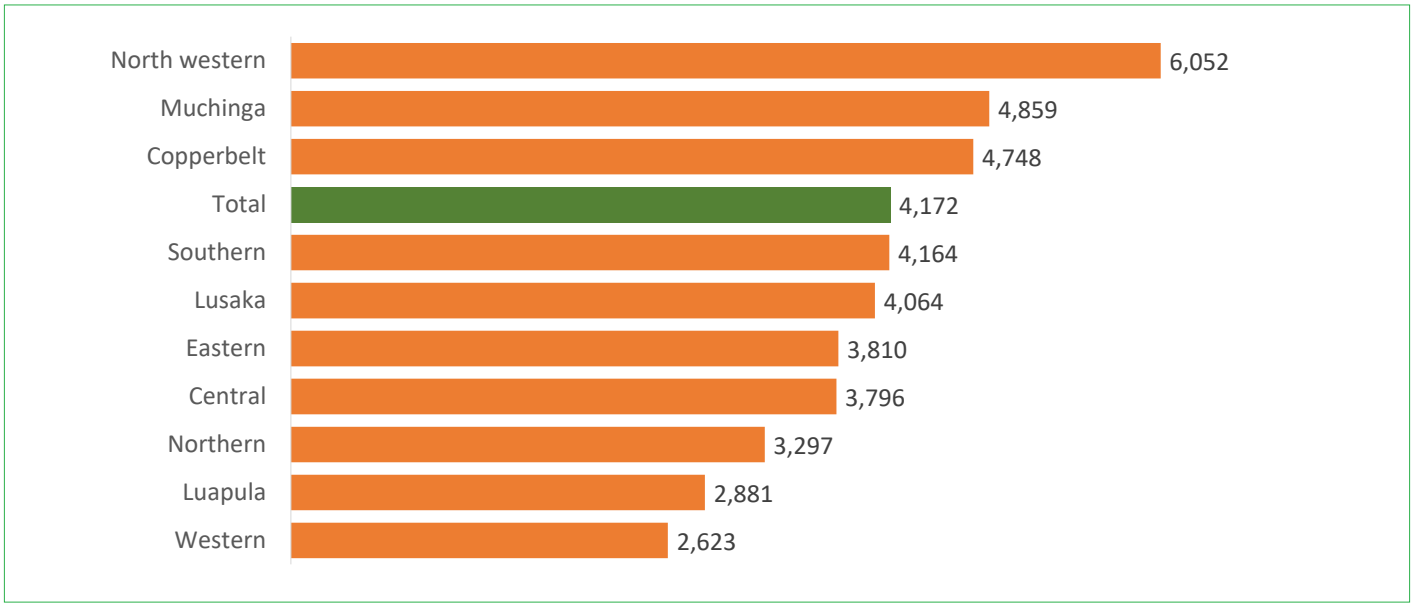
| Industry | Total | | | Rural | | | Urban | | |
|---|---|---|---|---|---|---|---|---|---|
| | Total | Male | Female | Total | Male | Female | Total | Male | Female |
| **Total** | **4,215** | **4,344** | **3,921** | **3,607** | **3,744** | **3,259** | **4,410** | **4,544** | **4,112** |
| Agriculture, forestry and fishing | 2,804 | 2,444 | 3,767 | 1,921 | 1,786 | 2,242 | 4,874 | 3,826 | 8,751 |
| Mining and quarrying | 7,335 | 7,619 | 4,735 | 4,434 | 5,141 | 2,353 | 7,559 | 7,775 | 5,275 |
| Manufacturing | 3,561 | 3,580 | 3,420 | 2,297 | 2,103 | 4,095 | 3,697 | 3,743 | 3,362 |
| Electricity, gas, steam and air conditioning | 9,629 | 10,309 | 2,091 | 1,617 | 1,617 | | 10,308 | 11,118 | 2,091 |
| Water supply; sewerage waste management and remediation activities | 4,357 | 4,031 | 5,767 | 6,636 | 6,636 | | 4,015 | 3,532 | 5,767 |
| Construction | 3,846 | 3,768 | 5,920 | 3,105 | 2,684 | 7,897 | 4,055 | 4,055 | 4,048 |
| Wholesale and retail trade; repair of motor vehicles and motorcycles | 2,651 | 2,593 | 2,779 | 1,620 | 1,902 | 955 | 2,770 | 2,674 | 2,978 |
| Transport and storage | 3,086 | 3,058 | 3,851 | 2,968 | 2,968 | | 3,104 | 3,073 | 3,851 |
| Accommodation and Foo d service activities | 2,606 | 2,233 | 2,803 | 920 | 886 | 984 | 2,673 | 2,338 | 2,841 |
| Information and communication | 9,747 | 11,197 | 4,044 | 3,546 | 3,546 | | 10,064 | 11,694 | 4,044 |

| Industry | Total | | | Rural | | | Urban | | |
|---|---|---|---|---|---|---|---|---|---|
| | Total | Male | Female | Total | Male | Female | Total | Male | Female |
| Financial and insurance services | 7,740 | 5,735 | 9,989 | 1,267 | 1,441 | 693 | 8,241 | 6,235 | 10,329 |
| Real estate | 1,694 | 1,109 | 1,967 | 1,109 | 1,109 | | 1,967 | | 1,967 |
| Professional, scientific and technical activities | 8,234 | 9,306 | 6,926 | 6,212 | 7,201 | 5,567 | 8,492 | 9,493 | 7,169 |
| Administrative and support service activities | 3,721 | 4,163 | 2,519 | 6,677 | 7,752 | 3,703 | 3,106 | 3,413 | 2,277 |
| Public administration and defence; compulsory social security | 6,787 | 6,889 | 6,492 | 9,047 | 9,454 | 7,835 | 6,198 | 6,214 | 6,150 |
| Education | 7,246 | 8,333 | 6,038 | 7,584 | 8,287 | 6,281 | 7,078 | 8,365 | 5,959 |
| Human health social work activities | 5,838 | 7,104 | 4,789 | 6,198 | 7,490 | 3,906 | 5,730 | 6,916 | 4,948 |
| Arts, entertainment and recreation | 4,611 | 5,433 | 2,135 | 1,642 | 1,642 | | 4,782 | 5,730 | 2,135 |
| Other service activities | 4,283 | 4,748 | 3,737 | 4,190 | 4,165 | 4,298 | 4,293 | 4,844 | 3,715 |
| Activities of households as employers; | 1,922 | 2,871 | 1,535 | 1,300 | 1,882 | 887 | 2,041 | 3,167 | 1,634 |
| Activities of extraterritorial organisations | 3,352 | 1,531 | 5,313 | 1,148 | 1,148 | | 3,620 | 1,632 | 5,313 |

## 14.5 Average Monthly Earnings by Province

Figure 14.3 shows the average monthly earnings by province. The province with the highest monthly average earnings was North Western at K6, 052 while Western province had the lowest at K 2,623.

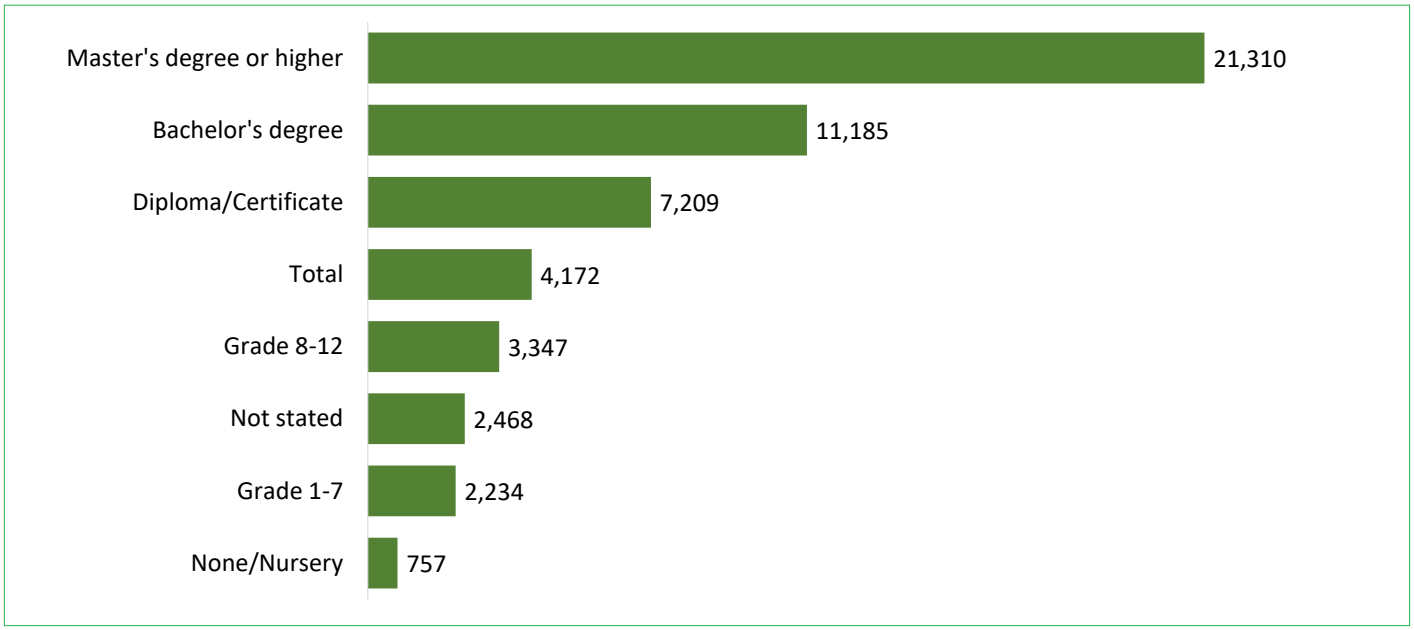
Figure 14.3: Average Monthly Earnings by Province, Zambia 2021 (Kwacha)




## 14.6 Average Monthly Earnings by Highest Level of Education Completed

Figure 14.4 shows the average monthly earnings by highest level of education completed. Employed persons with Masters or higher as their highest level of education completed had the highest average monthly earnings at K 21,310 while those with No education /Nursery had the lowest at K 757.

Figure 14.4: Average Monthly Earnings by Highest Level of Education Completed, Zambia 2021 (Kwacha)



# ANNEX I
## KEY POPULATION INVOLVED IN THE PRODUCTION OF THE REPORT

| No. | Name | Designation | Institution |
|---|---|---|---|
| 1 | Mulenga JJ Musepa | Interim Statistician General | ZAMSTATS |
| 2 | Moffat Bili | Director - Planning and Research | MLSS |
| 3 | Chipalo Kaliki | Assistant Director - Social Statistics | ZAMSTATS |
| 4 | Gerson Banda | Principal Statistician | ZAMSTATS |
| 5 | Francis Mwinsa K | Statistician | ZAMSTATS |
| 6 | Oliver Chitalu | Statistician | ZAMSTATS |
| 7 | Bruce Sianyeuka | Statistician | ZAMSTATS |
| 8 | Mundia Muyakwa | Statistician | ZAMSTATS |
| 9 | Bubala Moonga | Statistician | ZAMSTATS |
| 10 | Chibeza Magolo | Senior Statistician | ZAMSTATS |
| 11 | Cephas Sitali | Statistician | ZAMSTATS |
| 12 | George Mhango | Senior Statistical Officer | ZAMSTATS |
| 13 | Julliet Mumba | Librarian | ZAMSTATS |
| 14 | Julliet Malambo | Programmer Analyst | ZAMSTATS |
| 15 | Chenela Nkhowani | Programmer Analyst | ZAMSTATS |
| 16 | Anthony Nkole | Desktop Publishing Officer | ZAMSTATS |
| 17 | Priscilla Mali | Senior Planner | MLSS |
| 18 | Ngao Nambao | Senior Planner | MLSS |
| 19 | Auxillia Kambani | Principal Planner | MLSS |
| 20 | Jean Phiri | Senior Planner | MLSS |
| 21 | Daniel Makomeno | Planner | MLSS |
| 22 | Chipo Banda | Planner | MLSS |
| 23 | Ruth Zulu | Planner | MLSS |

ZAMBIA STATISTICS AGENCY
"Quality Statistics for Development"

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

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