



Republic of Zambia
Ministry of Labour and Social Security

Situational Analysis of Current Practices in Labour Market Information Systems in Zambia

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ACRONYMNS AND ABBREVIATIONS

CLS	-Child Labour Survey
CSO	-Central Statistical Office
DTEVT	-Department of Technical Education, Vocational and Entrepreneurship Training
EAZ	-Economics Association of Zambia
ECZ	-Examinations Council of Zambia
EMIS	-Education Management Information System
FFTUZ	-Federation of Free Trade Unions
FHANIS	-Household Food Security, Health and Nutrition Information System
GDP	-Gross Domestic Product
GRZ	-Government of the Republic of Zambia
GTZ	-German Technical Assistance to Zambia
HIPC	-Highly Indebted Poor Country
ICFTU	-International Confederation of Free Trade Unions
ILO	-International Labour Organisation
KILM	-Key Indicators of the Labour Market
LCMS	-Living Conditions Monitoring Survey
LFS	-Labour Force Survey
LMI	-Labour Market Information
LMIS	- Labour Market Information System
MDG	-Millennium Development Goals
MLSS	-Ministry of Labour and Social Security
MOE	-Ministry of Education
MOFNP	-Ministry of Finance and National Planning
MSME	-Micro, Small and Medium Enterprise
MSTVT	-Ministry of Science, Technology and Vocational Training
MUZ	-Mine Workers' Union of Zambia
NAPSA	-National Pension Scheme Authority
NAS	-National Accounts Statistics
NEPAD	-New Partnership for African Development
PRSP	-Poverty Reduction Strategy Paper
RAMCOZ	-Roan Antelope Mining Corporation of Zambia
SADC	-Southern African Development Community
SAMAT	-Southern African Multi Advisory Team (ILO Technical Team)
SAP	-Structural Adjustment Programme
SIMPOC	-Statistical Information Monitoring Programme on Child Labour
TEVET	-Technical Education, Vocational and Entrepreneurship Training
TEVETA	- Technical Education, Vocational and Entrepreneurship Training Authority
TFP	-Total Factor Productivity
TNDP	-Transitional National Development Plan
UNDP	-United Nations Development Programme
UNECA	-United Nations Economic Commission for Africa
UNESCO	-United Nations Educational Scientific Cultural Organisation
UNICEF	-United Nations International Children's Education Fund
UNZA	-University of Zambia
VAT	-Value Added Tax
WSSD	-World Summit for Social Development
ZCCM	-Zambia Consolidated Copper Mines
ZCTU	-Zambia Congress of Trade Unions
ZECAB	-Zambia Educational Capacity Building Project
ZFE	-Zambia Federation of Employers
ZPA	-Zambia Privatisation Agency

Chapter 1

Overview of Zambia's Labour Market

1.0 Introduction

Zambia inherited a strong economy at independence, which was primarily based on mining. The economy began to deteriorate in the mid-1970s following a sharp decline in world copper prices and compounded by the oil shock. Zambia delayed to make policy adjustments in response to the declining economic environment. Instead foreign borrowing was increased to minimize the decline in living standards (MoFNP, 2002b).

Although macroeconomic measures were taken in the last decade to boost the economy, the declining mining industry's effect was to shrink the economy. With a stagnant economy and a population that had more than doubled to near 10 million from independence, Zambia found it difficult to maintain the social advances she had made since independence (MoFNP, 2002a).

Table 1. Zambia's Employment Structure, 1998.

	Number	% of total labour force	% of total employed	% of total IS employed
<i>Size of labour force</i>	4,712,500	100.0%		
Unemployed	681,500	14.5%		
Total employed	4,032,000	85.5%	100.0%	
--- of which:				
Formal sector employment	465,000	10.0%	11.5%	
Informal sector employment	3,566,000	75.5%	88.5%	100.0%
of which:				
Informal sector agriculture	2,807,000	59.6%	69.6%	79.0%
Informal sector non-agriculture	795,000	16.9%	19.7%	21.0%

Source: Ministry of Finance and Economic Development, Economic Report 1998:24.

Table 1 gives an overview of the employment structure, though no reliable data are available for assessing the magnitude of underemployment. Many (semi-) subsistence farming and urban informal sector activities would cover high levels of underemployment due to low productivity and weak markets. It would be a mistake, however, to believe that all informal sector operators are underemployed, despite the lack of any recording of this indicator. Some do have gainful employment, and the big challenge is to expand that group of informal sector entrepreneurs.

An Economic Association of Zambia (EAZ) study (The Post: Zambia's Informal Sector Faces declining Business, October 6, 1998) found that 63% of businesses were contracting. Reasons given by entrepreneurs are increased competition, inadequate working capital, inadequate markets, and high taxation rates.¹

The vast majority of informal sector operators seem to be poorly educated/trained survivalists. Productivity is generally low. In the face of a critical lack of tools, materials, and training, as well as of the isolation of activities in the sense that they are performed by only a single operator, the

¹ <http://www.jacaranda.suite.dk/labour%20market%20trends%20in%20zambia.htm>

innovative abilities, especially on a technical level, are very few. It is thus all the more admirable that operators actually do succeed in providing consumers with many goods and services, and make a living out of it.

Formal wage employment has continued to decline, forcing more people to seek refuge in the rapidly expanding informal sector or to rely on relatives for subsistence or become simply destitute. The picture has been worsened by the labour rationalization measures in both the public and parastatal sectors that have resulted in massive job layoffs. The two major policy measures responsible for these trends are the Public Sector Reform Programme and the Privatization Programme.

Experience has shown that jobs are usually lost in the process of privatization. Almost all of the companies privatised have reduced their employment. A study by the Zambia Privatisation Agency (ZPA) in 1997 shows that privatisation resulted in some 6,000 layoffs. It further estimated a total loss of formal sector employment of 61,000 between 1992 and 1995 (ZCTU, 2001).

As employment in the formal sector has declined in absolute terms, the quality of employment in the formal sector has also declined. Real wages for most categories of workers have continued to fall as the purchasing power gets eroded. Wages for workers in Zambia are very low compared to some neighbouring countries and the developed world. Even though nominal wages have increased over the years, corresponding real wage levels have actually declined over the same period. (See table 1.2 below.)

Table 1.2. Trends in average earnings per month (Kwacha), 1997-2000*

	1997	1998	1999	2000	% Change 1999-2000 1999 as base year
Average Nominal Earnings by sector **	150,230	184,281	233,687	245,265	5.0
Central Government (civilian)	134,154	154,850	194,377	205,265	5.6
Local Authorities	152,328	124,536	189,792	197,681	4.2
Parastatal Companies	291,176	341,564	467,001	501,612	7.4
Private Sector Companies	103,264	141,780	187,661	206,771	10.2
Real Average Earnings by Sector	625.4	616.5	616.6	513.4	-16.4
Central Government (civilian)	566.5	524.0	515.9	429.7	-16.7
Local Authorities	643.3	421.4	503.7	413.8	-17.8
Parastatal Companies	1,229.6	1,155.9	1,239.4	1,050.1	-15.3
Private Sector Companies	436.1	479.8	498.0	432.8	-13.1

* Estimates as at June 2000.

** Totals do not add up as a result of weighted averaging.

Source: Central Statistical Office and Ministry of Finance and National Planning.

Based on the latest economic developments and the impact on the trends of key indicators of the labour market, it is possible to list some of the most severe problems facing the Zambian labour market, which need to be solved in order to improve the employment prospect:

- The high youth unemployment rates, which are having major consequences for the behaviour of young people in the labour market.

- The Labour market is too skewed towards agriculture. Improved labour productivity would ultimately liberate the redundant and underemployed surplus labour in the rural areas.²
- The size of the informal sector is very large and increasing. This alarming phenomenon is not captured by the Living Condition and Monitoring Survey (LCMS), which basically only goes to the households.
- With regards to the level of education, it is still not high enough to build up the required level of human capital. Very few people have access to tertiary education.
- Reliable Labour Market Information (LMI) is usually unavailable.

² Agriculture accounting for 14% of formal employment can significantly contribute to employment if promoted (ZCTU, 2001).

Chapter 2

The Role of Statistics in Labour Markets and Employment

2.0 Introduction

Zambia as a member of the International Labour Organisation (ILO) has ratified the ILO Convention 122 on employment policies. However, despite this commitment, Zambia has since independence operated without well documented and coordinated Employment and Labour Market Policies. The need for an Employment and Labour Market Policy is therefore for the Government to have a clear roadmap as it puts in place projects and programmes aimed at tackling a number of problems, which have emerged on the Labour Market, that have contributed significantly to the current high levels of poverty among Zambians (GRZ, 2003).

Adequate, accurate and up-to-date information is essential for effective economic and social development and planning. Labour and employment are integral parts of the Zambian economy yet the mechanism for collecting and disseminating information aimed at formulating better labour market policies remains inadequate. The absence of an efficient and effective mechanism necessary for collecting, processing and disseminating labour market data and information may affect policy formulation, planning and the decision making processes (GRZ, 2003).

An expert group meeting on labour markets and employment, convened by the Economic Commission for Africa (ECA) recommended that African Governments:

- Give priority to the development of Labour Markets and Information Statistics (LMIS) at national and sub-regional levels;
- Strengthen Labour Market Information Systems and conduct periodic labour markets and information surveys which need to be integrated with Poverty Assessment Surveys;
- Promote consensus building on Labour Markets and Information Statistics through consultation with key stakeholders;
- Ensure harmonization of definitions and methodologies;
- Develop national and sub-regional data bases and build on the International Labour Organization/Southern Africa Multidisciplinary Advisory Team (ILO/SAMAT) experience;
- Strengthen compilation, analysis and dissemination capacity needs; and share information with sub-regional, regional and international bodies.

Institutional and organisational requirements: The measures being recommended above require a specific policy environment for their adequate formulation, implementation and periodic monitoring. In particular a top down and bottom up institutional structure of policy co-ordination implementation is needed that links national and central level activities to local and sectoral level initiatives. The implications of such institutional requirements need to be addressed and appropriate recommendations made accordingly. In addition, it is necessary that whatever package of measures is arrived at should be directly incorporated into annual budgetary provisions so that the measures are mandatory and assured of implementation. Among the

recommendations that recur in many member state policy documents on employment strategies are e.g. the following:

- Establishment of systems to formulate, co-ordinate monitor and evaluate employment policies being implemented;
- Establishment of a Labour Market Information and Statistics System;
- Promotion of capacity building in employment and development policy making and implementation for Ministers of Labour and other sectoral ministries and departments, as well as for top officials in government. The importance of the Ministries of Labour in spearheading employment promotion should be stressed.
- Upgrading labour market systems,
- Introduction of data bases on job vacancies,
- Working conditions and pay,
- Introduction of computer systems linking all labour offices in the country (GRZ, 2003).

In order to achieve the goal for having adequate, accurate and up to date labour market for policy and planning, Zambia's new National Employment and Labour Market Policy propose the following strategies:

- Improve the existing employment services into modern and effective labour market information centers;
- Create and maintain an up-to-date data bank of labour market information;
- Undertake regular labour market surveys, and
- Disseminate on a regular basis labour market information for those who need it (GRZ, 2003).

Based on a well functioning LMIS, "manpower planning [should be] conceived as a mechanism for matching skills requirements (labour demand) to development plan targets." The objectives are twofold:

- Assessment of needs for skilled human resources of the economy within a certain period in order to determine to what extent the production of skills will satisfy the anticipated demand and suggest possible measures for reducing the supply/demand imbalances;
- Provide an analytical framework within which human resource planning will serve as a guideline for educational planning and investment allocation.

Chapter 3

Current Practices in Labour Market Information Systems in Zambia

3.0 Introduction

The ten commitments of the 1995 World Summit for Social Development (WSSD), which brought into focus global problems and prospects at the core of humanity's social development, cover issues of poverty, employment, gender, health and education, governance and human rights, structural adjustment programmes and social development, mobilization of resources for social development and their efficient use. An evaluation of progress in the implementation in Africa of the WSSD, undertaken in 2000 by the UNECA, showed that poverty continued to increase in most countries in Southern Africa. The evaluation of the WSSD showed that employment creation rates did not keep up with labour force growth. The evaluation identified constraints to employment creation. The major challenge was the design of comprehensive, integrated and coherent employment policies and strategies to facilitate the attainment of employment generation objectives.³

Recently, poverty and employment issues featured in the United Nations Millennium Declaration, the ILO Global Employment Forum 2001, and the World Summit on Sustainable Development 2002. In Africa, the New Partnership for Africa's Development (NEPAD) 2001 has included a section on Human Resource Development Initiative.⁴

An Employment Strategy needs to be located in such an enabling context in order to maximise the probability of its being implemented and the assurance of its effectiveness, and the certainty of its outcomes. An Employment Promotion policy framework should address the following aspects:

First, it should be able to pose the employment problem holistically in the context of the overall socio-economic policy and strategies in order to realize growth and development of a given country. In this respect, the manner in which the promotion of employment as a labour market objective relates to other key markets should be made explicit, and the appropriate policy requirements deduced accordingly.

Second, the policy framework, while concentrating on employment, should stipulate the policy requirements that should complement employment promotion in other policy areas.

Third, it is necessary that the approach be such that it locates employment promotion within a larger development project aimed at making the economy broader and more inclusive.

Fourth, it is necessary that the policy framework should provide guidelines as to how the various structural inefficiencies, namely, distributive, allocative, microeconomic and dynamic, may be dealt with individually and holistically such that a virtuous cycle of interactions in all key markets is kick-started to underpin a newly defined growth and development path.

³ <http://www.sarpn.org.za/documents/d0000283/index.php>

⁴ <http://www.sarpn.org.za/documents/d0000283/index.php>

Finally, the dangers of an over-enthusiastic state that becomes a burden to itself and the people it seeks to benefit through mismanagement of the economy are avoided by the manner in which the policy measures are formulated and implemented and by taking into account the considerations discussed above and others, which may not have been covered. In addition, it is important that lessons are learnt from past and present efforts aimed at promoting growth, development and employment.⁵

3.2 Zambia's National Employment and Labour Market Policy and Labour Market Information

The Government of Zambia also recognizes the fact that information plays a vital role in the operation of the Labour Market. Players in the Labour Market need timely and reliable data to enable them to make accurate and informed decisions. The extent to which mobility of labour can be realized largely depends on the availability and maintenance of an efficient and effective Labour Market Information System in the country. To this effect according to Zambia's new National Employment and Labour Market Policy, the GRZ shall endeavour through this policy to provide a labour market management mechanism that will be able to respond effectively and efficiently to the demands of a liberalized market economy (GRZ, 2003).

3.2.1. Major Producers of LMI

The labour market information in Zambia, encompassing the ILO 20 key indicators of the labour market (KILM), is produced by different public institutions. This section intends to provide a quick overview of the major producers of this information.

3.2.1.1. Central Statistical Office

The Department of Census and Statistics, commonly known, as the Central Statistical Office (CSO), is a Government Department under the Ministry of Finance and National Planning (MoFNP). The department is responsible for coordinating all statistical activities in the country and is a major source of official statistics.⁶

The Selected Socio-Economic Indicators has attempted to cover the major sectors of social and economic development in a relatively balanced manner. The final selected set of indicators was determined by data availability, national development goals and international comparability. In this report, the data are primarily at the national level with urban/rural and male/female comparisons. Some indicators are available on a regular basis, while others are only on ad-hoc basis. National Accounts Statistics (NAS), for instance, are collected annually, while other data are collected with long intervals, like Census data (CSO, 1999).

So far the monitoring of living conditions and poverty, which started in 1991, has been conducted and through five surveys. These are the Social Dimension of Adjustment Priority Survey conducted in 1991 and 1993; the Living Conditions Monitoring Surveys (LCMS II) conducted in 1996 and 1998 (CSO, 1999) and LCMS III whose results were disseminated in November 2004.

The Living Conditions Monitoring Survey (LCMS) is intended to highlight and monitor the living conditions of the Zambian society. The survey includes a set of priority indicators on

⁵ http://www.sarpn.org.za/documents/d0000283/P291_SADC.pdf

⁶ <http://www.zamstats.gov.zm/>

poverty and living conditions to be repeated regularly. The Living Conditions Monitoring surveys are built-upon the Priority surveys conducted in 1991 (PSI) and 1993 (PSII), by the Central Statistical Office. Since the LCMS gets its funding from the World Bank, this is the main reason why it is being held more frequently than any other survey conducted in Zambia.

The LCMS has a normative point of departure, that is, describing the living conditions as good or bad, as improving or deteriorating and identifying those, which require policy action. The survey will provide a basis on which to: Monitor the impact of government policies and donor support on the well being of the Zambian population.

The LCMS also provides various users with a set of reliable socio-economic indicators against which to monitor development. However, the survey is not a full-fledged survey on any of the topics covered, it is concerned with information necessary to monitor living conditions.

The following topics were covered in the 1998 LCMS: Demography and migration; Orphan hood; Health; Education; Current economic activities; Income; Anthropometrics; Household amenities and housing conditions; Household access to facilities; Household assets; Self-assessed poverty and household coping strategies; Household expenditure; Community developmental issues; Household food production; and Deaths in the household.

The survey has a nationwide coverage on a sample basis. It covers both rural and urban areas in all the nine provinces. The survey is also able to provide data for each and every district in Zambia. Hence a very big sample size of about 18,000 households is drawn.

Two types of questionnaires are used in the survey. These are:

1. The Listing Booklet - to be used for listing all the households residing in the selected Standard Enumeration Areas (SEAs);
2. The Main questionnaire - to be used for collecting detailed information on all household members (CSO, 1998).⁷

The *Zambian Census of Industrial Production* is, in principle, held every year in the second quarter of the year. It covers all manufacturing establishments in the country with 10 or more employees. The census data are collected on a calendar year basis with few exceptions where data supplied is on a financial year basis. The financial year runs from 1st April to 31st March. Employment figures refer to the total number of persons employed on the last payday or last working day of the year. The Census classifies industries and branches of industry according to the 1968 United Nations International Standard Industrial Classification (ISIC). Each industry is basically defined in terms of its principal product(s) or service(s). The census report provides information on major characteristics of industries at two, three and four-digit ISIC levels. It does not list products or groups of products *per se*, and shows fewer details than the US census.

The *Zambian Quarterly Returns of Industrial Production* is held every quarter of the year and covers a representative sample of 50 plus enterprises. The product class estimates in the 1990 *Zambian Quarterly Returns of Industrial Production* are based on reports from a sample of about 290 manufacturing establishments, representing about 79 percent of the total gross value output of 10 plus enterprises (Szirmai et al., 2002).

⁷ <http://www4.worldbank.org/afr/poverty/pdf/docnav/02885.pdf>

The Quarterly Employment and Earnings Inquiry is conducted every quarter. Data is collected from a continuing panel of the largest formal sector employment establishment and a sample of smaller formal sector employment establishments. The sample is based on the register of formal business establishments compiled by CSO (Mayaka & Moyo, 1999).

The CSO report from June 2000 presents Employment and Earnings statistics from the First and Second quarter of 1998 in the formal sector. Where necessary, data for the previous quarters and years have been included as time series for trend analysis. The report also includes estimates for 1999 and the projected figures for the year, 2000. However, the Central Government payroll does not enable the disaggregation of employment by sex (CSO, 2000).

The 2000 Census of population and housing selected core indicators report covers the following core indicators: population size, growth and composition, fertility, mortality, labour force and employment, household characteristics, migration and urbanization, disability and education characteristics. These indicators only constitute country and provincial information. Detailed district and constituency information will be covered in subsequent final analytical reports. A review of surveys done by CSO and time when the last one was done is given as Annex at the end of this report.

3.2.1.2. Ministry of Labour and Social Security

The mission of this Ministry is to give a new vision of the relationships between employers and workers and to build a social security system. It comprises various departments, such as the Productivity Development Department or the Occupational Health and Safety Department, Labour Department, Social Security etc.

The Ministry operates labour inspections through its Department of Labour. Labour Officers (under the responsibility of the Labour Commissioner) are required to visit establishments to examine wages and other conditions of employment to ensure that employers comply with the law. Specifically, according to Section 6 of the *Employment Act, 1965*, Labour Officers have the following powers:

- to enter freely at any reasonable time, whether by day or by night, any workplace or conveyance where they may have reasonable cause to believe persons are being employed and to inspect such workplace or conveyance;
- to enter by day any premises in order to carry out any examination, test or inquiry to determine compliance with the provisions of the Act; and,
- Labour Officers may interrogate any employer or employee, require the production for examination of any document, and enforce the posting of notices as may be prescribed.

The following kinds of disputes may also be referred to a Labour Officer:

- Whenever an employer or employee neglects or refuses to comply with the terms of any contract of service; or,
- Whenever any question, difference or dispute arises as to the rights or liabilities of any party to such contract; or,
- Any misconduct, neglect or ill treatment of any such party.

The party aggrieved may report the matter to a Labour Officer who take steps to effect a settlement between the parties (s. 64 of the *Employment Act, 1965*). If the Labour Officer

considers that a breach of the Act has been disclosed, he/she may refer the matter to the High Court or a subordinate court (s. 65).⁸

The MLSS does provide labour market information on:

- Trade unions registered;
- Trade union activities;
- Employers activities;
- Man-hours lost in relation to strikes by sector;
- Occupational Accidents;
- Available Social Security Schemes;
- Labour Laws;
- Labour Productivity

With regards to Employment Exchanges, MLSS provides data on:

- Register of the officially unemployed in the district based on their qualifications /skills;⁹
- How many jobs were filled within a certain reference period;
- How many vacancies position were reported per district;

This information is published in the MLSS's *Annual report*. The coverage is not very comprehensive as it does not include data from private employment agencies, which have arising since the start of the liberalisation of the economy in 1991, doing the same functions. It has been difficult to monitor them, because some of those private agencies are operating without having received a license from MLSS. On the other hand, those private agencies, which are registered under the MLSS are requested to submit their monthly/quarterly records.

MLSS has a countrywide network of field employment exchange services in all provinces and most districts. The employment exchange services are used by both micro, small and medium sized enterprises (MSMEs) as well as big enterprises. However, in reality most employers do not seek services from the public employment exchange services. Instead they would rather send their job advertisement / vacancies to newspapers because they find it easier to employ the workers they need themselves. One of the reasons might be that the public employment service network is not computerised which makes it difficult to optimise the job matching of labour demand and supply. Nonetheless, the MLSS is trying to evaluate the monthly performance of the employment services, based on the following success criteria:

- Registry of unemployed;
- The vacancies notified and how many of those were filled within a reference period;
- The vacancies left unfilled;
- Feedbacks from the field offices on the constraints they are confronted with.

Data on redundancies, job seekers and vacancies are extracted from ***administrative records*** at the ministry and only related to what is reported to the MLSS. Therefore, information on establishments that do not notify the MLSS on redundancies, existing vacancies and vacancies

⁸ <http://www.ilo.org/public/english/employment/gems/eo/law/zambia/mlsa.htm>

⁹ When an employee gets retrenched it is not mandatory to get registered with the Employment Exchange Agencies and many job seekers don't have any incentives to do so. The majority of job seekers using the employment exchange services are the unskilled and the semi-skilled. Most people with higher education used other sources such the newspaper adds, private employment exchange agencies (where staff is more qualified and service oriented and where the interior decoration is much more attractive the many dilapidated public exchange bureaus) and personal networks.

filled is not included. Figures on job seekers who do not register themselves with the MLSS are also not included (CSO, 2000).

Records concerning employment programmes (The Zambianisation Programme) are likewise from the Labour Department of the MLSS. There has been a tendency that foreign investors taking over formerly owned Zambian institutions/enterprises are putting new arrangements and new organisational systems in place. The Labour Department would like to see how many jobs are being created for the local Zambians. What training programmes are being introduced for those Zambians that would allow them to adjust to the new systems. Are there any skills transfers, if so how many Zambians are benefiting from these skill transfer per expatriate. In the Labour Department's *Action Plan for 2004* the target is to have programmes in place for up to 1,000 firms. The Department has been asking those companies to submit:

- their training programmes;
- how many people they are employing;

Concerning the identification of those 1,000 companies from the registry of employers, the Labour Department has requested each labour officer in every district to send a list of employers located in their districts. Based on that information, they can be classified according to sectors: manufacturing; agriculture; mining and then allocate a reasonable number of firms within each sector, and finally try to come up with a monitoring programme.

MLSS also has a full-fledged ***Department of Productivity Development***. The department has been undertaking some research on productivity indices. The Department receive the GDP figures and employment levels from CSO, from which they come up with these productivity indices.

3.2.1.3. Ministry of Education

The Ministry of Education with the financial and technical assistance of the United States Assistance for International Development (USAID) is developing an Education Management Information System (EMIS), which will assist in building capacity to collect timely education data. It is envisaged that information from the database will be used in planning and decision-making at headquarters, provincial and district levels and, to a degree, zonal and community levels. Although the USAID financial resources are focused on piloting and implementing EMIS in Southern and Eastern Provinces, technical assistance is available to the Ministry of Education to plan for the rollout of EMIS in all provinces. Thus far, technical assistance has helped the Ministry of Education set up an EMIS platform, build capacity to monitor the collection and input of the school census data, and prepare the 1996-1999 education trends report and the Annual Basic Education Sector Support Investment Programme (BESSIP) Indicators Performance Reports as well as install a computer training lab and training key EMIS personnel in Ministry of Education headquarters and in all districts of two provinces.

Additionally, the activity assists the Ministry of Education in redesigning the Annual School Census instrument and training of head teachers from all schools in Zambia. The same technical assistance package has also assisted the Examination Council in competency test development to measure pupil learning for Grade Four.

Zambia DHS Education Survey (ZDES)

The Central Statistical Office conducted the Zambia Demographic and Education Survey (ZDES) in 2003. This survey builds on the Demographic and Health Survey reported in 2003. This survey focused on collecting education data from households to supplement the Ministry of Education's annual school survey data (e.g., major factors that influence household demand for schooling and perceived benefits of schooling). The ZDES was conducted with a sub-sample of about 5000 households interviewed during the DHS who have school-aged children from 7 to 13 years. The survey instrument especially focused on household information needs identified by the SHN, equity and gender and HIV/AIDS components. The ZDES report provides a rich, scientific set of information on school-age children, including basic literacy, numeracy, and anthropometrical information from households across the nation for the first time. Among its findings is that the Ministry Of Education's Education Management Information System (EMIS).

3.2.1.4. Ministry of Science, Technology and Vocational Training (MSTVT)

Besides the Ministry of Education (MoE), which is in charge of Primary, Secondary and University Education, the Ministry of Science, Technology and Vocational Training (MSTVT) is in charge of Technical Education, Vocational and Entrepreneurship Training (TEVET).

At the moment there are a few technical secondary schools where pupils are introduced to skills training. But such a system should be implemented in a co-ordinated manner so that the curricula for secondary schools including primary schools are developed in collaboration with TVET Institutions. This will enable potential students to easily get enrolled in TVET Institutions. Unfortunately strong linkages between the education system and TVET systems are not yet in place.

It is important to incorporate training for survival in the curricula for both TVET and secondary education. This is the only way to ensure that the Zambian population will survive the harsh economic conditions and contribute positively to the development. This is the policy of the GRZ, but again the implementation of this will call for resources. Resources are needed to train the teachers in survival and entrepreneurial skills, to set up appropriate workshops e.g. carpentry, plumbing workshops and also to develop the appropriate curricula.

Generally speaking, there are a number of steps that the Government, non Governmental organizations (NGOs) and private companies have taken in trying to address the issue of TVET and Entrepreneurship education. For example, the Netherlands Government working with the then DTEVT assisted to set up Entrepreneurship Development Centres (EDCs) where people were being assisted, and Germany Government supported the introduction of the Integrated Skills training for employment promotion (STEP-IN). There is currently the Zambia Chamber of Small and Medium Business Associations (ZCSMBA) supported by USAID, Friedrich Ebert Stiftung and Private Sector Development Programme (PSDP) whose vision is *“to be the foremost provider of quality and suitable business development services and linkages to and within the small and medium business sector”*.¹⁰

3.2.1.5. Training Institutions

In 1995, the Government introduced a new policy called *Technical Education, Vocational and Entrepreneurship Training (TEVET) Policy*” instead of the “Technical Education and Vocational Training (TEVT).

In 1998, an Act of Parliament called *Technical Education, Vocational and Entrepreneurship Training (TEVET) Act* followed the Policy. Under this Act an autonomous Authority has been created and entrepreneurship education is supposed to be part and parcel of all TEVET in the country. The Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA) is an institution created under this *Technical Education, Vocational and Entrepreneurship Training Act (No.13 of 1998)*. TEVETA came into being in 2000 and it does not own any training institution. Training Providers vary in terms of ownership. The functions of TEVETA are to regulate, monitor and coordinate technical education, vocational and entrepreneurship training in consultation with industry, employers, workers and other stakeholders. In order to improve the quality of TVET delivery, the following are some of the strategies that are being used: Development programme creation, sector skills development strategy, sector training focal point, inspection and registration, stakeholder involvement and financing (Kazonga, 2003; SIDA, 2002).¹¹ Under PRSP, TEVETA will identify training needs and skills gaps, develop courses and train staff members.¹² But as is always the case in many countries with poor economies, the wonderful ideas usually do not become realities. Zambia is no exception in this matter as entrepreneurship is talked about everyday but what is on the ground is very much different. It is not yet institutionalised.

Zambia has reformed its Technical Education, Vocational and Entrepreneurship Training (TEVET) policy to make it more responsive to the socio-economic pressure facing the skills training system on both its supply and demand sides. Characteristics of the pressure on the demand side include a shrinking formal labour market, a high rate of technological change (compounded by globalisation) and an increasing informal sector, which accounts for over 80% of the active labour force. On its supply side, the skills training system is besieged by a severe shortage of competent staff, dilapidated facilities and inadequate supply of training materials.

This dismal picture notwithstanding, the training system has to face the challenges of designing appropriate interventions for entrepreneurship education and skills training for the informal sector. The rationale for the interventions is that TEVET can contribute to poverty alleviation and economic growth (Mukuni, 2002).

In order to strengthen the TEVET system, the Zambian Government has put together a five-year Technical Education, Vocational and Entrepreneurship Training (TEVET) Development Programme (TDP) jointly funded by some external partners. The programme aims at building capacities in the following components of TEVET:

- a) Organisation and Management of TEVET;
- b) Training and Examinations Systems;
- c) Human Resource Development;
- d) Entrepreneurship and Informal Sector Training;

- e) Information Systems;
- f) Infrastructure, Equipment and Training Materials;
- g) TEVET Financing;
- h) Cross cutting Issues (HIV/AIDS, Gender, Disabilities). (Mukuni, 2002).

The collection of labour information is a strategy in improving the quality of TVET. The purpose of such information is to match the provision of training with the needs of the labour market. It is expected that: as far as possible the current and future skill needs of both individual companies and the economy as a whole are identified; labour market entrants leave the TVET systems with the type and level of skills and qualifications required in the economy; adequate training and development systems are in place to facilitate the updating and upgrading of the skills of those already in the labour market in response to changing economic requirements. This applies to both the employed and unemployed members of the labour market; adequate information is available to assist individuals both entering and moving around the labour market to identify changing skill needs and related TVET provision and qualifications. Zambia is approaching the issue of labour market information from two angles i.e. sectors and regions. The Sector Focal Points are responsible for determining skills requirements in their particular sectors where as addressing the regional demands so that training providers are also able to answer the needs of the local labour market (Kazonga, 2003)

The proposed strategy is intended to offer means of translating Government policy on the TEVET system, as elaborated in *the Policy Paper of 1995* and *the TEVET Act No.13 of 1998*. The strategies discussed in this paper may be applicable not only to Zambia but to the SADC region as a whole (Kazonga, 2003).

3.2.1.6. Social Partners (Zambia Federation of Employers and Zambia Congress of Trade Unions).

3.2.1.6.1. Zambia Federation of Employers (ZFE)

The Zambia Federation of Employers (ZFE) was founded in 1955 and is recognised by *the Act of Parliament Section 55 of the Industrial and Labour Relations Act, No 27 of 1993*, as the official organisation representing employers. The first employers' organisation called "The Chambers of Mines," was formed in 1952 representing all mining companies in then Northern Rhodesia. In 1955 the first central organisation of employers was formed which was called the Federation of Employers of Northern Rhodesia. This Organisation eventually changed its name in 1965 to the present Zambia Federation of Employers (ZFE).¹³

The principal functions of ZFE are: establishment, promotion, development and maintenance of good relations between employers and employees throughout the Republic of Zambia, and to be the highest and central Organisation representing employers to the Government.

Membership to the Federation is in three categories:

- (a) Member Associations: Associations of Employers of whatever description, provided that, on dissolution of an association, constituent Employers of that association can be individual members of ZFE.

¹³ ZFE is a member of the International Organisations of Employers (IOE) and represents Zambian employers in ILO activities.

- (b) Individual Members: Employers who are individuals, firms, companies, groups or groups of companies; religious, medical or charitable organisations can be Members provided that the holding company of a group of companies or group of firms decides that its subsidiaries should seek individual membership.
- (c) Associate Members: These are employers who are statutory bodies provided that they maintain separate accounts, which do not form part of the general budget of the country. Such statutory bodies may however exercise the right to be individual members if they so desire.

Membership of the Federation is 800 Organisations employing over 250,000 employees.

3.2.1.7.2. Zambia Congress of Trade Unions (ZCTU)

Until recently, the International Confederation of Free Trade Unions (ICFTU)-affiliated Zambia Congress of Trade Unions (ZCTU) was the sole national federation to which all national unions were affiliated. There are 29 registered national unions out of which 25 are affiliated with the ZCTU, 4 are affiliated to the Federation of Free Trade Unions of Zambia (FFTUZ). Representing fewer than 250,000 workers, union membership is about 10 percent of the non-agricultural labor force.¹⁴

The unions in Zambia currently organize workers that are employed in the formal sector. Workers in the informal sector and the unemployed in the labour force are not organized by the unions. The decline in unionization rates is another factor often ignored by unions, allowing the decline to worsen. Unionization rates in the 1970s and 1980s were around 70% to 80%, but currently they have dropped to around 50%. The decline in trade union membership can also be attributed to lack of capacity by unions to organize in the new and increasingly hostile environment, particularly in the emerging private sector after privatization. The new private industry is more anti-union and some investors/employers are even refusing to recognize unions. Workers showing union sympathy are usually intimidated and threatened with dismissals. The new investors are encouraging part-time, temporary, and casual employment in an attempt to lower costs and avoid unions.

This assertion is supported by the low levels of unionization in the sectors that are predominantly private such as transport and communication (28.1%), agriculture (26.7%), manufacturing, trade, and distribution and hotels (27.8%), and finance (22.6%). The only exception is the mining sector, which, despite recent privatization, unionization rates are still at a high 88.3%. This can be attributed to the presence of a strong national union (MUZ) that enjoys both local and international support. On the other hand unionization is still high in public dominated entities such as electricity and water (79.2%) and construction (88.3%). Unionization in the public sector is moderate at 63.7%. This can be attributed to the current public sector reform programme that has placed a number of workers on contract employment as well as the casualization of the bulk of the Classified Daily Employees (CDEs).

Another interesting trend is the increase in the number of trade union registered over the years despite general trade union membership declining. In 1995 there were only 20 registered unions out of which 18 were affiliated to ZCTU with a combined membership of 289,322. At present

¹⁴

[http://wbln0018.worldbank.org/HDNet/HDDocs.nsf/vtlw/7c0e13915df5451885256d6d00617c85/\\$FILE/ZambiaTU-PRSP.doc](http://wbln0018.worldbank.org/HDNet/HDDocs.nsf/vtlw/7c0e13915df5451885256d6d00617c85/$FILE/ZambiaTU-PRSP.doc)

there are 29 registered unions out of which 25 are affiliated to ZCTU, for a combined membership of 234,522. However, the increase in the number of affiliates has not resulted in any significant increase in actual trade union membership. The reason behind this is that most of the new unions are splinters from existing unions, and as such, they have continued to share the already declining membership among them. It is only a few unions that have been established in new areas that were previously unorganized, such as the University of Zambia Researchers and Lecturers Union (UNZARALU), and the Zambian Union of Journalists (ZUJ).

3.2.1.7. Social Security Organisations (National Provident Scheme Authority (NAPSA))

The desire to strengthen pension provision in Zambia culminated in the enactment of legislation to establish a new national pension scheme, to regulate both existing and new occupational pension schemes; and to amend the Civil Service and Local Authority Pension Schemes to strengthen their administration and financing.

The National Pension Scheme Act No. 40 of 1996 authorised the conversion of the Zambia

National Provident Fund into a new National Pension Scheme under the National Pension Scheme Authority (NAPSA).

The Pension Scheme Regulation Act of 1996 established a regulatory framework for all pension schemes in Zambia except the new National Pension Scheme. It therefore applies to the Civil Service Pension Fund, Local Authorities Superannuation Fund as well as the numerous private pension scheme.

The Public Service Pension Act of 1996 formally merged the pensions scheme for Teachers and Armed Forces with the Civil Service Pensions Fund, thereby extending its coverage to all pensionable civil servants.

The Local Authorities Superannuation Amendment Act of 1996 eliminated the requirement for retirement after 22 years of service.¹⁵

Scope of Coverage of the Workforce scheme covers all regularly employed persons in the Private, Parastatal sectors and new Civil Servants.

Voluntary Coverage of employees in the Informal Sector is a policy framework that has been provided for workers in the informal sector to voluntarily register for membership as long as they satisfy the specified conditions.

Main Provisions of the National Pension Scheme Act is a Pension benefit to be determined on a defined basis, related to both earnings and length of services (as measured by contributions paid). Contributions to be shared between employees (members) and their employers (with no subvention by Government) determined on the basis of a percentage of those earnings taken into account for the calculation of benefits.

¹⁵ <http://www.napsa.co.zm/Policy.htm>
<http://www.lrf.org.zm/Newsletter/May99/napsa.html>

Existing members of NPF to join NAPSAs from outset; future new employees to join as and when qualifying, including all new employees of the civil service and local authorities. Normal retirement (men and women) is at age 55. Retirement benefit paid on the basis of a minimum contributory period of 180 months (i.e. 15 years). Existing members of NPF are to have an option (but not an obligation) to exchange their rights to lump sum benefits under NPF for enhanced pension benefits under NAPSAs. Benefits to be protected against inflation by indexing to a measure of National Average Earnings. Minimum pension benefits are of 20% of National Average Earnings.¹⁶

The above has revealed that different institutions generate LMI. However, an analysis of the situation shows that the institutions are not coordinated. Each one produces LMI for its purposes.

3.3. Current Practices for Dissemination of Labour Market Information

There is currently no well functioning LMI distribution network in place in Zambia. In order to get hold of the CSO publication, one would have to show up at the Publication Unit at CSO to collect and buy the report. CSO does have a website, which has been developed with the assistance of the Canadian International Development Agency and Statistics Canada. On this website CSO has a section with quick links to e.g. labour and employment or the monthly statistical bulletin. There is also a section on latest releases: census reports; other survey reports and Zambia's Socio-Economic database. Most of these uploaded releases can be downloaded in a pdf format.

However, CSO is an exception. Most of the other key stakeholders, producers as well as user of LMI in Zambia, either do not have a website, or they have one, but it is not being used for disseminating the latest news and statistics.

3.4 Barriers to Labour Market Information Systems Development in Zambia

As earlier mentioned, the data collecting activities are hampered by the lack of resources allocated to this activity through the national budget, which is the main funding source. CSO's Labour Branch does not receive any funding from external sources apart from Government's budget.

However, concerning the LCMS, this is usually designed for poverty assessment purposes. Very limited or narrow question on labour and employment are included in questionnaires for the LCMS, worse still it is household based so it does not collect data on the informal sector. But if CSO and MLSS had adequate resources, a LFS would be the ideal point of departure in developing an LMIS.

As far as formal sector employment estimates are concerned, CSO's Labour Branch is sometimes funded when parliament exerts pressure to know what the employment situation is in the country.

Several years ago a SADC meeting was held in South Africa, where it was agreed that a LFS should be conducted at least once every year. South Africa has a LFS twice a year, but does receive, unlike Zambia, external support from the World Bank.

¹⁶ <http://www.napsa.co.zm/Policy.htm>

MLSS doesn't really use the outdated statistics being published by CSO, because they are simply too old to service the requests from e.g. the Parliament. Instead, MLSS's work is based upon its consultation with the Social Partners on what is really prevailing on the ground. For instance, MLSS reviews statutory instruments on minimum wages based on consultations with its social partners and not using LMI signals.

One of the major limitations in producing a situational analysis that is adequate for the identification of policy issues is the fact that CSO is only covering the formal sector establishments.

There is a very weak link between the demand for the labour market information and the supply side of these labour statistics. Both the MoE and the MSTVT are supposed to supply the MLSS with LMI in terms of the skills they are producing and the level of demand for those skills on the labour market. The linkage was missing and therefore if MLSS want education data or skills data, they have to follow up with these responsible institutions.

The MoFNP's section coordinating the PRSP process, and the other providing poverty monitoring and analysis are not coordinating with MLSS's Labour Department. If this was resolved, it would help in forging the way forward in terms of strengthening LMI for poverty monitoring.

Concerning the identification of the constraints in the production and use of LMI in relation to MLSS's polices, the major problem identified is largely related to the communication between headquarter and the field stations. The field offices are not computerised and the district offices have no access to email, so the Ministry is faced with a situation where reports arrive 6 months later than scheduled, which complicates the production of a quarterly report. So, the various district offices are submitting information at different times.

Some field stations are very active, whereas others are not. Others have closed due to death/retirement of officers who have not been replaced, So from a time series methodological perspective the quarterly data are not comparable due to the missing data and the lagged data.

3.7 Good Practices in Labour Market Information Systems Development

The integration between the labour market and employment policy processes and the labour market information system should be in existence on a permanent basis, that is collecting data and actually using those data to allow MLSS to plan and come up with new policies.

To collect data CSO use a standard procedure. For instance with regards to undertaking a survey, CSO has a framework from which a sample is selected. CSO send out the questionnaire and train people to go out and collect the filled out questionnaires. CSO's provincial offices also have trained staff and CSO also have procedures concerning the functioning of those field branches.

Currently CSO is collaborating with a number of major LMI producers such as the National Pension Authority (NAPSA), which uses CSO's data (employment and earnings) for the payment of pension benefits to the retired workers, MLSS, TEVETA. A National Steering committee on Improving quality of LMI is now in place under the chairpersonship of the Permanent Secretary, Ministry of Labour.

With regards to realizing the employment generation objectives of the PRSP there has been some collaboration between the MoFNP and CSO at the highest level (Directors). MoFNP needs the employment data to monitor and evaluate the progress of the implementation of the sectoral (economic) and social programmes of the PRSP.

Chapter 4

Conclusion And Recommendations On Ways Of Improving The Gathering Of Documents And Information, And On Ways Of Refining LMIL

It is clear that various institutions produce LMI which if collected and analysed would resolve the problem of information. However, these have not been linked. The new collaboration forged among TEVETA, CSO, MLSS, MOE and others is expected to resolve this problem.

Recommendations are made as follows:

MLSS should undertake a strategic shift of its attention from the issue of industrial dispute, which the MLSS is only known for, to the issue of generating labour market information. In that way the MLSS would be in a much better position to give guidance with regards to which best policies to put in place.

Collaboration between MLSS and the institutions that are supposed to capture LMI, that is, CSO's labour branch, and the Ministry of Education (MoE) and MSTVT should further be strengthened.

The newly approved Labour Market and Employment Policy should have its Implementation Plan quickly finalised and launched.

The adoption of the new Labour Market and Employment Policy will be very important, in the sense that it will assist the MLSS operating the LMIS. More specifically, the MLSS will be able to answer questions about the unemployment levels, employment levels, whether the markets is providing decent wages, which in the end also has an impact on the Poverty Reduction Strategy. The monitoring system will be helping the MLSS in terms of reducing poverty levels with the available LMIS. Bearing in mind the labour market policies, which MLSS is trying to implement, the check list will mainly depend on the indicators provided by the system and by doing that MLSS will be addressing some of the issues addressed under the PRSP. That is, if employment is being created then MLSS can check how this is reducing poverty levels.

The field labour officers need to be sensitized, because they are not statisticians and they just prepare reports based upon consultations or on interviews. MLSS doesn't have a technical enumerators manual to guide the labour inspectors. On the other hand, the MLSS has some formats and tables where the inspectors are supposed to fill in numbers based on their consultation. But in most cases it is seldom that they fill in those tables, but instead they submit written reports from where the Department of Labour have to extract the data. The labour officers need to be trained on the collection of data.

LITERATURE REVIEW FOR THE LABOUR MARKET INFORMATION SYSTEM

Title of Publication or Information	Brief Profile				Who Collects the Data/Author	Frequency of Data Collection or Publication	Latest Data Available
	Nature of Data Collected	Method of Data Collection	Outputs	Limitations/Comments			
1. Employment Trends	Trends in: Employment, Labour force, unemployment, From 1985 to 1993 By rural/urban, province and gender	1. From Household surveys on Living conditions 2. From the quarterly employment enquiry 3. From the Labour Force survey 1986.	1. A Synopsis of the Economy and selected social-economic indicators. 3. Labour force, size, growth and distribution and composition. Labour force participation rates. 4. Unemployment trends by age, gender, province etc 5. Employment Trends by industry, status, occupation formal /informal and sector of ownership. 6. Secondary jobs 7 secondary data from MOL on. Registered unemployment, redundancies. Industrial disputes etc	Stopped producing. It was a one time product. It is necessary to resume production	CSO	Ad hoc	1993

Title of Publication or Information	Brief Profile				Who Collects the Data/Author	Frequency of Data Collection or Publication	Latest Data Available
	Nature of Data Collected	Method of Data Collection	Outputs	Limitations/Comments			
2.Labour Force Survey 1986.	Employment, unemployment, Underemployment, Labourforce	Household survey	<p>1.Labourforce size, growth, Distribution and composition. Labour force participation rates.</p> <p>2.Population size, growth, Distribution and composition. Other Demographic characteristics.</p> <p>3.Employment by formal / informal sector. By industry, Employment status, sector of ownership, Occupation, age, province and gender. By education and training etc</p> <p>4.Underemployment and underemployment rates by industry, occupation, employment status, reason, etc</p> <p>5.Unemployment levels and unemployment rates by age, gender, province. whether seeking or not seeking work but available for work. By industry, occupation, employment status, sector of last job, if ever worked. By education and training. By Duration of unemployment etc</p> <p>By reason for leaving last job, if ever worked.</p> <p>6.Earnings from main job and total household income etc</p>	Out of date. Never conducted another one since 1986. There is an urgent need for another Labour force survey as part of LMI. Need to conduct labour force surveys every two years. Need to include more variables related to LMI Such as Labour Demand and skills which can be used to assess current and project future manpower requirements	CSO	Ad hoc	1993

Title of Publication or Information	Brief Profile				Who Collects the Data/Author	Frequency of Data Collection or Publication	Latest Data Available
	Nature of Data Collected	Method of Data Collection	Outputs	Limitations/Comments			
3.Living Conditions Monitoring Surveys	Employment, unemployment, household incomes and expenditure, poverty, etc	Household survey	1.Population, size, growth, Distribution and composition. Other Demographic characteristics. 2.Labourforce, size, growth, distribution and composition. Labour force participation rates. 3.Employment by formal and informal sectors, By industry, employment status, sector of ownership, province, occupation, employment status, gender etc 3.Secondary jobs by occupation, industry, employment status, sector of ownership of main job. etc 4.Unemployment levels and rates by age, gender, province, etc 5.Household incomes and expenditure by province. a 6.Poverty levels by province and district and coping	Need to decompose Earnings from main job from total household income	CSO	A/d hoc	2002/2003

			<p>strategies.</p> <p>7.Education and training characteristics of the general population and of the employed and the unemployed population.</p> <p>8.Household Non-farm enterprises</p> <p>9.Previous employment and reasons for changing jobs i.e. job mobility etc</p>				
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Title of Publication or Information	Brief Profile				Who Collects the Data/Author	Frequency of Data Collection or Publication	Latest Data Available
	Nature of Data Collected	Method of Data Collection	Outputs	Limitations/Comments			
4. Quartely Employment And Earnings Inquiry	Formal sector Employment and Earnings.	Establishment survey conducted quarterly	1. Formal sector employment by industry, sector of ownership ,Nationality and gender. 2. Earnings by industry, sector of ownership, Nationality and gender	Need to expand to include other critical information for LMI such as Labour Demand and other Variables Such as training and assessment of current manpower needs and forecasting future manpower requirements. Need to collect information quarterly on time	CSO	Quarterly	1 st Quarter 2004
5. Manpower Surveys In The Formal Sector	Number of employees according to various occupational categories in each major industry sector for Zambians and Non; Zambians. It also gives reported number of vacant positions in each occupational category.	It was an establishment survey. It was conducted once a year and attached to the 4 th quarter Employment Inquiry	1. Number of employees and vacant positions by occupation within an industry and nationality. 2. Number of employees by occupation within an industry and vacant positions by sector of ownership and nationality 3. Number of employees and vacant positions by occupation ,industry and province. Etc	Stopped producing these figures in the 1980's. There is urgent need to resume production and to conduct a comprehensive manpower survey	CSO	No longer being produced	1985
6. Manpower Survey In The Mining Sector (Copper)	This report provides information on number of employees and vacant positions in the mining sector by various occupational	It was an establishment survey done periodically and attached to the 4 th quarter employment inquiry	1. Number of employees and vacant positions in the copper mining sector by occupation province, Zambian	Stopped producing it. There is need to resume production of sectoral manpower surveys	CSO	No longer being produced. Need to re-introduce the series	1980

	categories in accordance with the International Standard Classification of occupations.		and non-Zambian. 2. Trends in copper mining employment and copper production .etc				
7. Labour force Projections 1969 to 1984	1. Labour force size, growth and distribution by age (1969-1984) 2. labour force Participation rates by province, age group and gender 1969 to 1984	Based on 1969 Census	1. Labour force size, growth and distribution by age province 1969-1984 2. Labour force participation Rates by age, gender and province 1969-1984	Out of date Need to resume production	CSO	Not updated	1990

Title of Publication or Information	Brief Profile				Who Collects the Data/Author	Frequency of Data Collection or Publication	Latest Data Available
	Nature of Data Collected	Method of Data Collection	Outputs	Limitations/Comments			
8. Manpower Survey In The Private Manufacturing Sector	Provides information on Number of employees in the private Manufacturing sector according to various occupational Categories in accordance with the Zambian version of ISCO 1968 and by ISIC classification	Enterprise Survey by mailed Questionnaire Method	1. Total formal wage employed 2. Employment in the manufacturing sector by occupation and province 3. Employment in the private manufacturing sector by detailed occupation and province 4. Children in prostitution and street children	Does not have vacancies No longer being done Need to re-introduce the survey	CSO	Used to be done Annually	1980
9. Trends And Characteristics Of Youth Unemployment In Zambia	1. Youth Population trends 1986 to 1996 2. Youth Labour force trends (1986 to 1996) 3. Youth	Secondary Data mainly from the Living Conditions (1991 to 1996) Labour force Survey (1986) and	1. General Levels Trends, characteristics of youth in the population, Labour force and in unemployment, age, gender, rural/urban/province	Out of data needs to be updated need for analysis to be done at District level	Data derived from CSO by Two Consultants W.C. Mayaka and G.	Once Done	Data series from 1986 to 1996 available in the 1999 Report

	unemployment trends (1986 to 1996)	the Census of Population 1980 to 2000	(1986 to 1996) 2. Econometric evidence of factors affecting youth unemployment		Moyo as a Zamsif study fund Research Project		
10. Zambia 1999 Child Labour Survey Report	1. Size, growth distribution and composition of Child Labour in Zambia. 2. Factors contributing to emergence and growth of Child Labour in Zambia	Mixed household and Enterprise Survey. Personal Interview approach	1. Demographic Characteristics 2. Size, composition and distribution of working children by age, sex, occupation industry, employment status etc. 3. Work and School attendance 4. Children involved in household chores 5. Health and Children 6. Child hazardous work 7. Worsened form of Child labour	Out of date Needs to be Updated	CSO in Conjunction With I.L.O.	Adhoc	1999
Title of Publication or Information	Brief Profile				Who Collects the Data/Author	Frequency of Data Collection or Publication	Latest Data Available
	Nature of Data Collected	Method of Data Collection	Outputs	Limitations/Comments			
11. The census of Population and Housing for 1969, 1980, 1990, 2000	Economic Activity of the Population	Census of Population	1. Labour force size growth distribution and composition by provinces, age, sex district etc 2. The employed by occupation industry employment status, training Age, Sex rural/urban province district etc 3. The unemplo	1. Does not disaggregate by formal/informal 2. Out of date	CSO	Every Ten years	2000 Census

			<p>yed by age, sex rural/urban province district etc</p> <p>4. Demographic Information. Population size, growth, composition and distributor by age, sex, province district.</p> <p>5. Labour force participation rates by age, sex, province district rural/urban</p>				
12. The Register of Formal Sector Business Establishments	Complete listing of all formal sector business establishments in the country	By Personal interview and Establishment based Census	<ol style="list-style-type: none"> 1. Name, postal and physical location of the establishments 2. Operational status 3. Type of goods produced or service rendered 4. Employment 5. Ownership status 6. Legal status 7. Whether trades with outside world 8. Number of branches 	<ol style="list-style-type: none"> 1. Not comprehensively updated since 2001 2. Poor coverage 3. Data base software is outdated 4. There is need to comprehensively update the register and to modernise the software. 	CSO	Not updated since 2001	2001 should be as on going process but has logistical problems

	Brief Profile	Who	Frequenc	
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Title of Publication or Information	Nature of Data Collected	Method of Data Collection	Outputs	Limitations/Comments	Collects the Data/Author	Frequency of Data Collection or Publication	Latest Data Available
13. Informal sector Activities in Zambia (Household Budget Survey 1993 to 1995)	Characteristics of the Informal Sector Enterprises	Household Budget Survey. Identifying enterprises from Households	<ol style="list-style-type: none"> 1. Economic Activities 2. Operational Characteristics employment by Industry occupation etc <ul style="list-style-type: none"> • Duration of business • Revenue and cost of Raw materials 	<ol style="list-style-type: none"> 1. Did not measure size of informal sector because it was a small sample. 2. it did not provide detailed Analysis of Informal sector 	CSO	Adhoc	1993 to 1995
14. Education Data for Decision Making	Characteristics of Schooling in Zambia	Household Survey based on the Demographic and Health Survey Sample	School Attendance Rates, Proximity to Schools, Factors affecting Attendance, Household Expenditure on Schooling, Perceived School Quality, Perceived Value of Schooling, Sexual Matters and AIDS	Small sample size	CSO	Adhoc	2003
15. Demographic and Health Survey	Demographic and Health Information	Household Survey	Educational Attainment, Literacy, Men's Employment, Women's Employment, Employment Status, Occupation and Earnings	Small sample size	CSO	Once in every five years	1992, 1996 & 2002

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