

2022/2023

**EMPLOYMENT AND
EARNINGS INQUIRY**





FOREWORD

Zambia Statistics Agency (ZamStats) has, within the framework of the second National Strategy for Development of Statistics (NSDS2), conducted Employment and Earnings Inquiry (EEI) between December 2023 and March 2024 with a reference period of 2022 and 2023. The last EEI was conducted in 2015.

The main objective of the 2022/2023 EEI was to collect and disseminate basic statistics in respect of employment stocks and flows, indicative of the newly created jobs in the formal sector of the labour market. In addition, the EEI aimed at providing estimates of monthly earnings for workers in the formal sector. Decent work benefits are crucial elements of the formal sector that needed an assessment. The EEI also assessed the extent by which these benefits had permeated through the sector. The EEI was also implemented to get an insight and overview of the presence of vacancies in the formal sector.

With the rich information in the EEI report, it is our hope that policymakers, planners, researchers, academia, and the general public finds this report valuable in the implementation of their programs.

Finally, I wish to express my appreciation to the project coordination team, provincial coordinators, supervisors, interviewers, and drivers for their active participation in this work. Above all, I appreciate the cooperation of Ministry of Labour and Social Security (MLSS), International Labour Organisation (ILO) and the World Bank for their positive contribution towards the successful accomplishment of the Report.



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February, 2025

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Key Terminologies

1	Average earnings	Refers to remunerations from employer in cash or in kind. It includes direct wages/salaries for the time worked or work done, remuneration for time not worked (example, paid annual leave) as well as bonuses gratuities received.
2	Business establishment	Refers to a single physical location where business is conducted or where services or industrial operations are performed (factory, Mill, Store, Hotel, Movie's theatre, Mine, Farm or Administrative office, etc).
3	Employed population	Refers to people (currently at work or not at work) with a job hired to provide a service to produce a good, usually measured during a specified period.
4	Enterprise	Refers to an actual registered company, government business enterprise, Association, partnership, or trust.
5	Employment flows	Refers to new number of employed persons, measured as at a specified point in time.
6	Formal sector	Refers to all establishments that are registered with any tax or a licencing authority.
7	Institutional sector	Refers to a collection of entities that are, in their own rights, capable of owning assets, incurring liabilities, and engaging in economic activities and in transactions with other entities.
8	Industrial economic sector	Refers to sectors such as Agriculture, Mining, Manufacturing, construction, etc as defined in the international standard industrial classification of all economic activities (ISIC – Rev IV).
9	Employment stocks	Refers to (new and existing) number of employed persons measured as at a given date.

Note: A compendium of statistical concepts and definitions published by ZamStats provides detailed list of concepts and definitions (www.zamstats.gov.zm)

Executive Summary

In 2023, the Zambia Statistics Agency (ZamStats), undertook the Employment and Earnings Inquiry (EEI), which provides a comprehensive snapshot of employment and earnings estimates in the formal sector. This inquiry is pivotal as it generates both stocks (estimates as of a specific date) and flows (estimates at a given point in time) of employment data, which are crucial for informed decision-making.

The total number of workers in the formal sector was estimated at 1,109,592 in 2022, and 1,190,573 in 2023. Notably, private sector employees accounted for 65.5 percent of the workforce in 2022 and 63.4 percent in 2023.

Between 2022 and 2023, a total of 80,981 workers were recruited across various sectors, with 45,413 positions filled in the public sector and 35,567 in the private sector. These numbers underscore the active recruitment efforts in response to labour market demands and economic recovery post-pandemic.

Furthermore, 16.1 percent of surveyed business establishments in the formal sector provided information about job vacancies. Among these, 41.3 percent of vacancies were in private enterprises, while state-owned institutions (parastatals) accounted for 34.6 percent. Faith-based organizations reported the least vacancies at just 1.3 percent, indicating potential job saturation or limited expansion in that sector.

1.	Employment Trends:
	<ul style="list-style-type: none"> Formal sector employees increased from 1,109,592 in 2022 to 1,190,573 in 2023. Private sector employees constituted 65.5% in 2022 and 63.4% in 2023 of the total workforce.
2.	Recruitment Data:
	<ul style="list-style-type: none"> 80,980 workers were recruited between 2022 and 2023: <ul style="list-style-type: none"> - 45,413 in the public sector. - 35,567 in the private sector.
3.	Vacancy Statistics:
	<ul style="list-style-type: none"> 16.1% of establishments reported vacancies: <ul style="list-style-type: none"> - 41.3% in private enterprises. - 34.6% in parastatals. - 1.3% in faith-based organizations.

Chapter One: Survey Overview

1.1 Introduction

The Zambian economy has demonstrated notable resilience over the past decade, achieving an average annual real gross domestic product (GDP) growth rate of 4.2 percent. This stability was only disrupted during the economic shock of the COVID-19 pandemic in the 2019/2020 period. Key sectors contributing to this growth include agriculture, mining, manufacturing, construction, and tourism, with significant support from the energy, information and communication technology, and transport sectors, which contribute 2.1 percent, 12.1 percent, and 5.4 percent, respectively, to the overall

GDP. (ZamStats National Accounts Statistics).

The exchange rate remained relatively stable in the period 2021 to 2023, fluctuating between ZMW18 and ZMW24 per U.S. dollar. This stability in the real exchange rate has positively influenced the balance of payments and export earnings, significantly boosting revenue levels, which reached a record high of 2,425.8 million US dollars in 2022 (BoZ, 2022).

In the labour market, Zambia has implemented reforms aimed at improving conditions for its most vulnerable workers. These reforms include an upward adjustment of the minimum wage and the extension of

social security benefits to the informal economy. Although concerns were raised about potential layoffs due to minimum wage increases, the overall impact on employment has been minimal. Both the public and private sectors have engaged in substantial recruitment efforts, adding over 30,000 teachers and more than 10,000 health workers to the public sector workforce. The government is also focused on developing strategies to extend social protection to the informal sector, which could stabilize jobs, strengthen the formal sector, and attract investment in specialized skill areas.

To monitor the effects of these labour market reforms and job creation initiatives, the government conducts

assessments using the Employment and Earnings Inquiry (EEI). This establishment-based sample survey provides valuable quarterly data on the employed population within the formal sector. The EEI also compiles data from administrative sources, such as the Payroll Management and Establishment Control (PMEC) of the Ministry of Finance and National Planning and the Zambia Revenue Authority (ZRA), ensuring a comprehensive overview of employment statistics.

Key characteristics analysed in the EEI include gender, nationality, earnings, and the overall quality of jobs available in the market. Additionally, the EEI measures existing vacancies, highlighting hard-to-fill positions and

identifying skills shortages within the economy. Since its inception in the late 1960s, the EEI has served as a complementary source of information to the Labour Force Survey regarding new employment. However, its effectiveness has been undermined by inadequate financial support from the government and other stakeholders, impacting its frequency and comprehensiveness.

1.2 Objectives of the Report

The report aims to analyze data collected from selected business establishments, highlighting key findings related to job recruitment. It will also provide a comprehensive overview of vacancies available across various job categories and

sectors. This analysis will enable stakeholders to understand labour demand, identify workforce gaps, and inform policy decisions regarding employment strategies.

1.3 Methodology

For the 2023 Employment and Earnings Inquiry (EEI), the existing business register at Zambia Statistics Agency (ZamStats) supplemented by registers from Zambia Revenue Authority (ZRA), and Patent and Company Registration Authority (PACRA) served as the sampling frame, with a total number of 154,652 business establishments. A total of 2,025 business establishments were selected based on predetermined categories corresponding to the size

of the establishments, as measured by the number of employees.

The stratification (stratums) was based on grouping establishments based on the number of employees. The stratums rank from Stratum 1 which has all establishments with 500 or more employees to Stratum 300 which has establishments with 5 or less employees.

A systematic random sampling design was employed to select establishments from each of the corresponding categories within the sampling frame on a case-by-case basis. All establishments with more than 500 employees as well as all City, Municipal and District Councils were selected using a 100 percent sampling approach to ensure

comprehensive data collection from all large businesses.

The data collection for the EEI utilized paper-based questionnaires, primarily gathered through face-to-face interviews with relevant officials in the sampled establishments. However, a smaller segment of establishments with email addresses opted for electronic questionnaires distributed via email. This mixed-method approach aimed to maximize response rates and improve the accuracy of the collected data. Through this methodology, the EEI sought to provide a reliable measurement of employment trends within the Zambian business landscape for the years in question.

Table 1.1: Summary of the 2023 Sample Allocation by Stratum

Stratum	Number of Employees	Number of Establishments
Stratum 1	500+	423
Stratum 3	Councils	116
Stratum 5	100-499	181
Stratum 30	20-99	282
Stratum 150	11-19	190
Stratum 200	6-10	335
Stratum 300	5 or less	498
Total		2,025

1.3.1 Description of the Sampling Frame

At the time of the survey, the business register maintained by the Patent and Company Registration Authority (PACRA), Zambia Revenue Authority (ZRA) were deemed the most current and suitable for use as a sampling frame, as it is regularly updated. In contrast, the register maintained by the Zambia Statistics Agency

(ZamStats) was constructed from the economic census conducted in 2011 and has undergone only sporadic updates over the years.

The sampling frame was developed by matching entries from the two registers, ensuring that three conditions were met before finalization:

1. Identification of cases present in the ZRA register but absent in the ZamStats register.
2. Identification of cases present in the ZamStats register but absent in the ZRA register.
3. Identification of cases present in both registers.
4. This process led to the creation of a single working business register to serve as the sampling frame for the survey.

Ninety-seven percent of establishments in the sampling frame have fewer than five workers, indicating that only three percent are classified as relatively large establishments. The retail trade sector accounts for the largest share of the smallest establishments employing fewer than five workers. All small business establishments are randomly selected for inclusion in the sample based on probability proportional to size, which is determined by the number of workers employed. Additionally, establishments with more than 500 workers, local councils, and administrative records from Payroll Management and Establishment Control (PMEC) are included in the survey on a 100 percent basis.

A significant number of establishments in the construction, mining, manufacturing, and agriculture sectors employ relatively more workers, with the tourism sector holding potential for further employment growth.

In summary, large firms play a crucial role in determining the overall workforce in the economy; thus, any significant shifts in employment within these firms will affect the overall labour market.

Medium-sized establishments represent a portion of the three percent of establishments in the frame and have the potential to hire a considerable number of workers.

1.4 Employment in the Formal Sector

Employment statistics in the formal sector have continued to be available since 1965 when the EEI was initiated even though the survey was not conducted between 2015 and 2022. In 1986, Government conducted the first Labour force survey to measure and assess the labour market. The primary official source of formal sector employment statistics, the EEI, was designed to be conducted annually while the LFS was undertaken on a bi-annual basis.

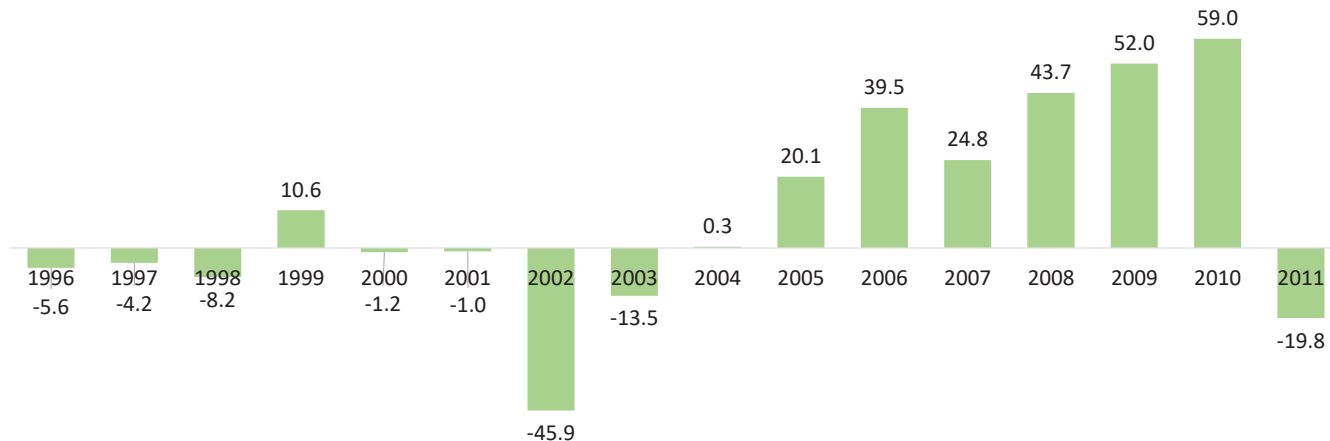
In 1964, the country's economy had an estimated 264,100 people in the formal sector employment.

Figure 1.1 shows changes in employment in the formal sector in Zambia from 1996 to 2011. From 1996 to 2003, the country recorded a reduction in formal sector

employment except in the year 1999. However, there was an increase in the formal sector employment from 2004 up until the year 2010. Of which the

highest increase in the period under review was recorded in 2010 while the worst reduction was recorded in 2002.

Figure 1.1: Changes in Employment, ('000), 1996 - 2011



Chapter Two: Key Findings

2.1 Introduction

The 2023 Employment and Earnings Inquiry results show that a total of 80,981 employees were recruited in the formal sector between 2022 and 2023, representing a 7.3 percent growth in employment. Employment in private institutions increased by 35,568 employees, while public institutions increased by 45,413 employees.

Table 2.1 presents the distribution of the employed population by industrial economic sector for 2022 and 2023. In the formal sector 1,190,573 workers were employed in 2023 as compared to 1,109,592 in 2022.

The table further shows that, the wholesale and retail trade industry recorded a highest reduction in employment of 23,858 employees, followed by the agriculture, forestry, and fishing sector that reduced by 15,036 employees. The arts,

entertainment and recreation sector recorded the least reduction of 1,872 employees between 2022 and 2023.

On the other hand, the human health and social work sector recorded the highest increase in employment of 28,555, followed by financial and insurance services at 14,040 employees and least increase was recorded in information and communication at 100 employees respectively.

Table 2.1: Distribution of Employed Population by Industrial Economic Sector, 2022 and 2023

Industrial Economic Sector	2022	2023	Growth (Number)	% Change
TOTAL - GRZ PLUS PRIVATE SECTOR	1,109,592	1,190,573	80,981	7.3
Total - PRIVATE SECTOR	864,882	900,450	35,568	4.1
GRZ – Central Government	244,710	290,123	45,413	18.6
Agriculture, Forestry and Fishing	85,799	70,763	-15,036	-17.5
Mining and Quarrying	44,505	58,077	13,572	30.5
Manufacturing	110,195	118,565	8,370	7.6
Electricity, Gas, Steam and Air Conditioning Supply	3,744	5,534	1,790	47.8
Water Supply Sewerage, Waste Management and Remediation Activities	6,347	11,314	4,967	78.3
Construction	30,387	25,259	-5,128	-16.9
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	170,188	146,330	-23,858	-14.0
Transportation and Storage	62,482	60,021	-2,461	-3.9
Accommodation and Food Service Activities	40,841	42,797	1,956	4.8
Information and Communication	11,983	12,083	100	0.8
Financial and Insurance Activities	21,499	35,539	14,040	65.3
Real estate Activities	10,291	5,977	-4,314	-41.9
Professional, Scientific and Technical Activities	17,247	26,374	9,127	52.9
Administrative and Support Services	75,030	68,498	-6,532	-8.7
Public Administration (Local Government)	63,188	68,001	4,813	7.6
Education	41,475	45,315	3,840	9.3
Human Health and Social Work	46,852	75,407	28,555	60.9
Arts, Entertainment and Recreation	6,925	5,053	-1,872	-27.0
Other Service Activities	15,904	19,544	3,640	22.9

Table 2.2 presents the distribution of the employed population by industrial economic sector for 2022 and 2023.

In 2023 the public administration accounted for the highest share of employment at 30.1 percent while the

arts, entertainment and recreation industry accounted for the lowest share at 0.4 percent.

Table 2.2: Distribution of Employed Population by Industrial Economic Sector, 2022 and 2023

Industrial Economic Sector	2022		2023	
	Employed Population	Share (%)	Employed Population	Share (%)
TOTAL - GRZ PLUS PRIVATE SECTOR	1,109,592	100	1,190,573	100
Agriculture, Forestry and Fishing	85,799	7.7	70,763	5.9
Mining and Quarrying	44,505	4	58,077	4.9
Manufacturing	110,195	9.9	118,565	10
Electricity, Gas, Steam and Air Conditioning Supply	3,744	0.3	5,534	0.5
Water Supply Sewerage, Waste Management and Remediation Activities	6,347	0.6	11,314	1
Construction	30,387	2.7	25,259	2.1
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	170,188	15.3	146,330	12.3
Transportation and Storage	62,482	5.6	60,021	5
Accommodation and Food Service Activities	40,841	3.7	42,797	3.6
Information and Communication	11,983	1.1	12,083	1
Financial and Insurance Activities	21,499	1.9	35,539	3
Real estate Activities	10,291	0.9	5,977	0.5
Professional, Scientific and Technical Activities	17,247	1.6	26,374	2.2
Administrative and Support Services	75,030	6.8	68,498	5.8
Public Administration (Local Government)	307,898	27.7	358,124	30.1
Education	41,475	3.7	45,315	3.8
Human Health and Social Work	46,852	4.2	75,407	6.3
Arts, Entertainment and Recreation	6,925	0.6	5,053	0.4
Other Service Activities	15,904	1.4	19,544	1.6

Table 2.3 presents the distribution of the employed population by institutional sector for 2022 and 2023. The results indicate that private enterprises comprised the largest

proportion of employees accounting for 65.5 percent in 2022 and 63.4 percent in 2023. Central government employment represented 22.1 percent in 2022 and increased to 24.4

percent in 2023. The share of Faith-based organizations employment dropped from 1.4 percent in 2022 to 1.3 percent in 2023.

Table 2.3: Distribution of Employed Population by Industrial Economic Sector, 2022 and 2023

Institutional Sector	2022		2023	
	Number	Percent	Number	Percent
Total	1,109,592	100.0	1,190,573	100.0
Central Government	244,710	22.1	290,123	24.4
Local government	63,188	5.7	68,001	5.7
Parastatal	25,514	2.3	26,493	2.2
Private enterprise	727,237	65.5	755,134	63.4
Non-governmental organisation	33,516	3.0	34,802	2.9
Faith based	15,428	1.4	16,020	1.3

2.2 Average Earnings

Table 2.4 shows the average earnings by industry. In the formal sector,

average earnings increased from K6,960 in 2022 to K7,731 in 2023. The Mining industry reported the highest average earnings of K14,182,

followed by the Electricity, gas, steam, and air conditioning supply industry, which recorded average earnings of K13,607 in 2023.

Table 2.4: Average Earnings (ZMW) by Industry, 2022 and 2023

Industrial Economic Sector	2022	2023
	ZMW	
Total	6,960	7,731
Agriculture, forestry and fishing	3,508	3,746
Mining and quarrying	11,084	14,182
Manufacturing	4,612	7,201
Electricity, gas, steam and air conditioning supply	12,876	13,607
Water Supply Sewerage, waste management and remediation activities	4,424	7,813
Construction	4,867	4,935
Wholesale and retail trade; repair of motor vehicles and motorcycles	3,895	4,165
Transportation and storage	6,380	5,755
Accommodation and food service activities	3,714	3,955
Information and communication	6,661	6,854
Financial and insurance activities	9,476	11,108
Real estate Activities	8,555	8,279
Professional, scientific and technical activities	15,512	12,262
Administrative and support services	4,925	6,032
Public administration and defence, compulsory social security	10,267	9,058
Education	9,249	9,790
Human health and social work	9,663	8,567
Arts, entertainment and recreation	4,022	4,369
Other service activities	6,155	6,176
Activities of household as employers	2,695	3,419

Chapter Three: Vacancies

3.1 Introduction

Vacancies were one of the several variables that were captured in 2023 employment and Earnings Inquiry.

Vacancy refers to a job position that is available for someone to fill.

Example: *A company has a vacancy for a software engineer.*

Figure 3.1 therefore, shows the percentage distribution of reported vacancies in business establishments by institutional sector. Out of 2,025 establishments surveyed, 16.1 percent gave information about job vacancies. The highest vacancies

were in the private sector at 41.3 percent, followed by state-owned institutions (i.e., parastatals) at 34.6 percent. Vacancies in faith-based organizations and non-governmental organizations accounted for 1.7 percent and 1.3 percent, respectively.

Figure 3.1: Percent Share of reported Vacancies by Institutional Sector, Zambia 2023

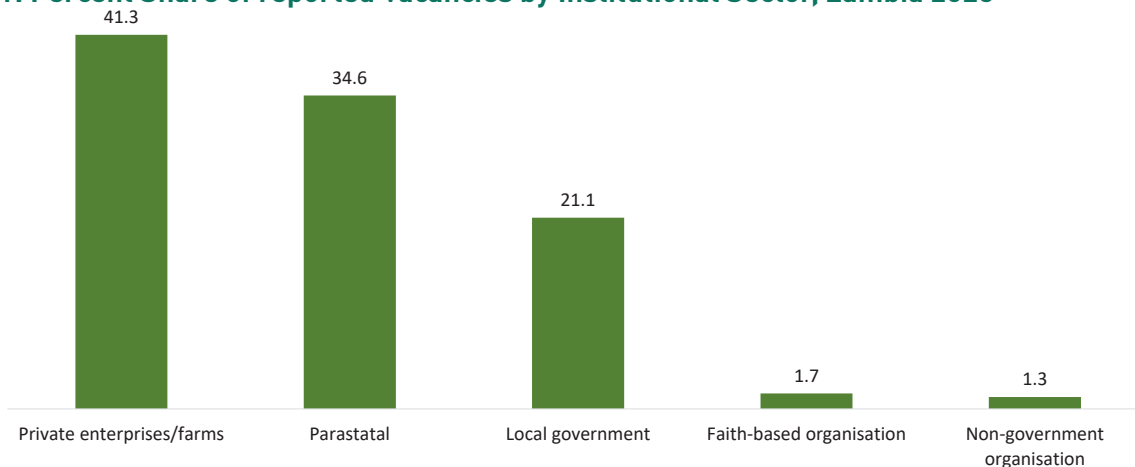


Table 3.1 shows top 19 vacant positions as reported by surveyed business establishments in the local government. Local government

reported six (6) vacant positions of town planners, representing the highest number of vacancies in the sector followed by three positions

for typists and watchman each. The remaining positions reported one (1) each respectively.

Table 3.1: Top 19 Vacant Positions in the Local Government at the time of the Survey, 2023

Local Government	Position	Number of Vacancies
	Town planner	6
	Typist	3
	Watchman	3
	Driver	2
	Land surveyor	2
	Procurement officer	2
	Social economic planner	2
	Deputy council secretary	1
	Deputy director	1
	Deputy director works	1
	District accountant	1
	Farm sales ladies	1
	Foreman electrical	1
	General worker	1
	Hand surveyor	1
	Honey processor	1
	Manager-HR operations	1
	Nurse counsellor	1
Post control superintendent	1	

Table 3.2 shows top 14 vacant positions as reported by business establishments in the state-owned institutions (parastatal). The state-owned institutions reported two

(2) vacant positions of Lecturers, representing the highest number of vacancies in the sector. The lowest number of vacancies reported

was one for managing directors, mine captain, safety health and environmental officer, revenue accountant, among others.

Table 3.2: Top 14 Vacant Positions in State Owned Institutions (Parastatal) at the time of the Survey, 2023

Parastatal	Position	Number of Vacancies
	Lecturer	2
	General cleaners	1
	General worker	1
	Guard	1
	Managing director	1
	Mechanic	1
	Mine captain	1
	Procurement officer	1
	Registry clerk	1
	Revenue accountant	1
	Safety health & env officer	1
	Security assistant	1
	Senior accountant	1
Store officer	1	

Table 3.3 shows top 19 vacant positions as reported by surveyed business establishments in the private enterprises. The private

enterprises reported 7 vacant positions of general workers, representing the highest number of vacancies in the sector. This was

followed by 6 vacant positions of supervisors. The lowest number of vacancies reported was two for fuel attendant and painters each.

Table 3.3: Top 19 Vacant Positions in the Private Institutions at the time of the Survey, 2023

Private Enterprises	Position	Number of Vacancies
	General workers	7
	Supervisor	6
	Truck driver	6
	Security guards	5
	Cashier	3
	Class teacher	3
	Drivers	3
	Receptionist	3
	Sales assistant	3
	Secretary	3
	Waitress	3
	Cook	2
	Fuel attendant	2
	Painter	2

Table 3.4 shows top 19 vacant positions as reported by surveyed business establishments in the sector of non-governmental organisation.

The non-governmental organisations reported 2 vacant positions of field officers, representing the highest number of vacancies in the sector.

The lowest number of vacancies reported in the sector was one for curriculum managers, drillers, fundraising officers among others.

Table 3.4: Top 19 Vacant Positions in the Non-governmental Organisations at the time of the Survey, 2023

Non-Government organizations	Position	Number of vacancies
	Field officer	2
	Curriculum manager	1
	Driller	1
	Fundraising officer	1
	Hub coordinator	1
	Journalist reporter	1
	Procurement officer	1
	Programs manager	1
	Project driver	1
	Resource mobilisation officer	1
	School manager	1
	Security guard	1
	Senior programs officer	1
	Teacher	1
	Technical director	1
	Account handler	1
	Accountant	1
	Belt splicer	1
Broiler makers	1	

Table 3.5 shows top nine (9) vacant positions as reported by surveyed business establishments in the faith-

based organisation sector. Faith-based organisations reported one (1) vacant position for various positions

including Nurse (ZEN), vice principal, among others.

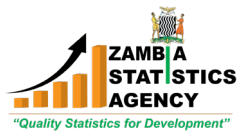
Table 3.5: Top 9 Vacant Positions in the Faith Based Organisations at the time of the Survey, 2023

Faith-based Organisations	Position	Number of vacancies
	Driver	1
	General worker	1
	Livelihood field officer	1
	Security guard	1
	Teacher	1
	Teacher volunteers	1
	Truck driver	1
	Vice principal	1
Nurse (ZEN)	2	

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