Full list of Decent Work Indicators that are relevant for <u>Zambia</u>, data sources and data availability (for use in a Decent Work Country Profile)

Vote(S)	Ref. #	Indicator	Source	Available
		Employment opportunities		
13	EMPL-1	M – Employment-to-population ratio, 15-64 years (S)	LFS; LCMS	Yes
1	EMPL-2	M – Unemployment rate (S)	LFS; LCMS	Yes
7	EMPL-3	M – Youth not in education and not in employment, 15-24 years (S)	LFS; LCMS	(Yes)
10	EMPL-4	M – Informal employment (S)	LFS (Informal employment module)	(Yes)
0	EMPL	M – Share of employment by sector (agriculture, industry, services) (S)	LFS; LCMS	Yes
–	EMPL-5	A – Labour force participation rate, 15-64 years (S)	LFS; LCMS	Yes
–	EMPL-6	A – Youth unemployment rate, 15-24 years (S)	LFS; LCMS	Yes
–	EMPL-7	A – Unemployment by level of education (S)	LFS; LCMS	Yes
–	EMPL-8	A – Employment by status in employment (S)	LFS; LCMS	Yes
–	EMPL-9	A – Proportion of own-account and contributing family workers in total employment (S)	LFS; LCMS	Yes
–	See: HOURS	A – Time-related underemployment rate (S)	LFS (Working-time module)	(Yes)
		Adequate earnings and productive work		
11	EARN-1	M – Working poor (S)	LCMS	(Yes)
–	EARN-2	M – Low-pay rate (below 2/3 of median hourly earnings) (S)		–
2	EARN-4	M – Average real wages/earnings, by sector/industry (S)	LFS (Wage module); Employment and Earnings Inquiry	– / (Yes, formal sector)
7	EARN-5	A – Minimum wage as per cent of average/median wage	LFS (Wage module); Employment and Earnings Inquiry	– / (Yes, formal sector)
		Decent hours		
3	HOUR-1	M – Excessive hours (more than 48 hours per week, 'usual' hours), by economic activity, occupation and sex (S)	LFS (Working-time module)	(Yes)
4	HOUR-4	A – Time-related underemployment rate (S)	LFS (Working-time module)	Yes
–	HOUR	A – Asocial hours / Shift work (S)	LFS (Working-time module)	–
		Combining work, family and personal life		
–	See: HOUR-1	M – Excessive hours (more than 48 hours per week, 'usual' hours), by economic activity, occupation and sex (S)	LFS (Working-time module)	(Yes)
–	See DWIs under SECU	M – Number of workers covered by social security scheme	LFS; Social security institutions (PIA NAPSA, PSPF, LASF)	(Yes)/(Yes)
0	COMB	M – Number of signed collective agreements that include provisions for combining work and family, by industry in a year	MLSS; Trade unions	(Yes)/(Yes)

Vote(S)	Ref. #	Indicator	Source	Available
Work to be abolished				
6	ABOL-1	M – Child Labour as defined by ICLS resolution, by age, sex and economic activity (S)	Child Labour Survey; LFS (CL module)	Yes
3	ABOL-2	M – Hazardous child labour, by age, sex and economic activity (S)	Child Labour Survey; LFS (CL module)	(Yes)
5	ABOL	M – Number of children withdrawn from child labour, by age, sex, economic activity and province	Child Labour Survey; MoH/MCDSS/Child Labour Committee/MLSS	–/(Yes)
–	ABOL	M – Forced labour, by age, sex, economic activity and province	LFS (Forced labour module)	(Yes)
Stability and security of work				
2	STAB-1	M – Precarious work	LFS (Expanded employment module)	(Yes)
4	STAB-2	M – Employment tenure (S)	LFS (Expanded employment module)	(Yes)
–	See EMPL-4	M – Informal employment (S)	LFS (Informal employment module)	(Yes)
–	STAB	A – Average real wages for causal workers	LFS (Wage module)	
–	STAB	A – Share of causal/daily workers in total employment	LFS (Employment module)	
Equal opportunity and treatment in employment				
9	EQUA-2	M – Female share of employment in ISCO-88 groups 11 and 12 [Legislators and senior officials; Corporate managers]	LFS	(Yes)
–	EQUA-3	M – Gender wage gap	LFS (Wage module); Employment and Earnings Inquiry	–/–
–	EQUA	M – Female share of employment by major occupational group	LFS; Government Employment Census	Yes/(Yes)
–	EQUA	A – Female share of employment in ISCO-88 group 13 [General managers]	LFS	(Yes)
11	EQUA	A – Measure of discrimination by disability	LFS	–
Safe work environment				
9	SAFE-1	M – Occupational injury rate, fatal	Administrative data sources (Mine Safety Department, OOHS at MLSS, Workers' Compensation Fund)	(Yes)
1	SAFE-2	M – Occupational injury rate, non-fatal	LFS; administrative data sources (Mine Safety Department, OOHS at MLSS, Workers' Compensation Fund)	(Yes)/(Yes)
–	SAFE-3	M – Time lost due to occupational injuries	LFS; administrative data sources (Mine Safety Department, OOHS at MLSS, Workers' Compensation Fund)	(Yes)/(Yes)
–	SAFE-4	A – Number of labour inspectors per 10,000 employees	OHSS (MLSS) combined with LFS	(Yes)
–	SAFE	A – Number of cases of occupation diseases by industry	LFS; administrative data sources (Mine Safety	(Yes)/(Yes)

Vote(S)	Ref. #	Indicator	Source	Available
			Department, OOHS at MLSS, Workers' Compen-sation Fund)	
7	SAFE	A – Labour inspection rate	OHSS (MLSS) combined with LFS	(Yes)
Social security				
6	SECU-1	M – Share population aged 55 years and above benefiting from a pension (S)	LFS; Social security institutions (PIA NAPSA, PSPF, LASF)	(Yes)/–
4	SECU	M – Share of economically active population contributing to pension scheme (S)	LFS; Social security institutions (PIA NAPSA, PSPF, LASF)	(Yes)/–
2	SECU	M – Public and private social security expenditure, in % of GDP	MoFNP; Social security institutions (PIA NAPSA, PSPF, LASF)	(Yes) /–
–		A – Government expenditure on health care, in % of GDP	MoFNP	(Yes)
2	SECU-4	A – Share of population covered by (basic) health care provision (S)	MoH	(Yes)
Social dialogue, workers' and employers' representation				
8	DIAL-1	M – Union density rate (S)	MLSS, ZCTU, FFTUZ combined with LFS	(Yes)
5	DIAL-2	M – Enterprises belonging to employer organizations (rate)	ZFE, combined with LFS	(Yes)
–	DIAL-3	M – Collective bargaining coverage rate (S)	MLSS, ZCTU, FFTUZ, combined with LFS	(Yes)
–	DIAL-4	M – Indicators for Fundamental Principles and Rights at Work (Freedom of Association and Collective Bargaining) to be developed by the ILO	ILO	(Yes)
–	DIAL-5	A – Strikes and lock-outs (rates of days not worked)	MLSS, ZCTU, FFTUZ, ZFE	(Yes)

Key:

Different Types of Indicators

Main indicator (M): parsimonious core set of indicators to monitor progress towards decent work

Additional indicators (A): to be used where appropriate and where data is available

Context indicators (C): provide information on the economic and social context for decent work

Future indications (F): currently not feasible, but to be included as data became more widely available

Information included under Legal framework (L)

(S) means that an indicator should be disaggregated by sex.

(Yes) means that the raw data for an indicator are available, but that some work needs to be done to calculate the indicator.

Notes: Votes highlighted in **bold** were the priority indicators identified by the Z-DWCP Advisory Committee. Reference numbers correspond to those listed in the background study (see footnote 1).