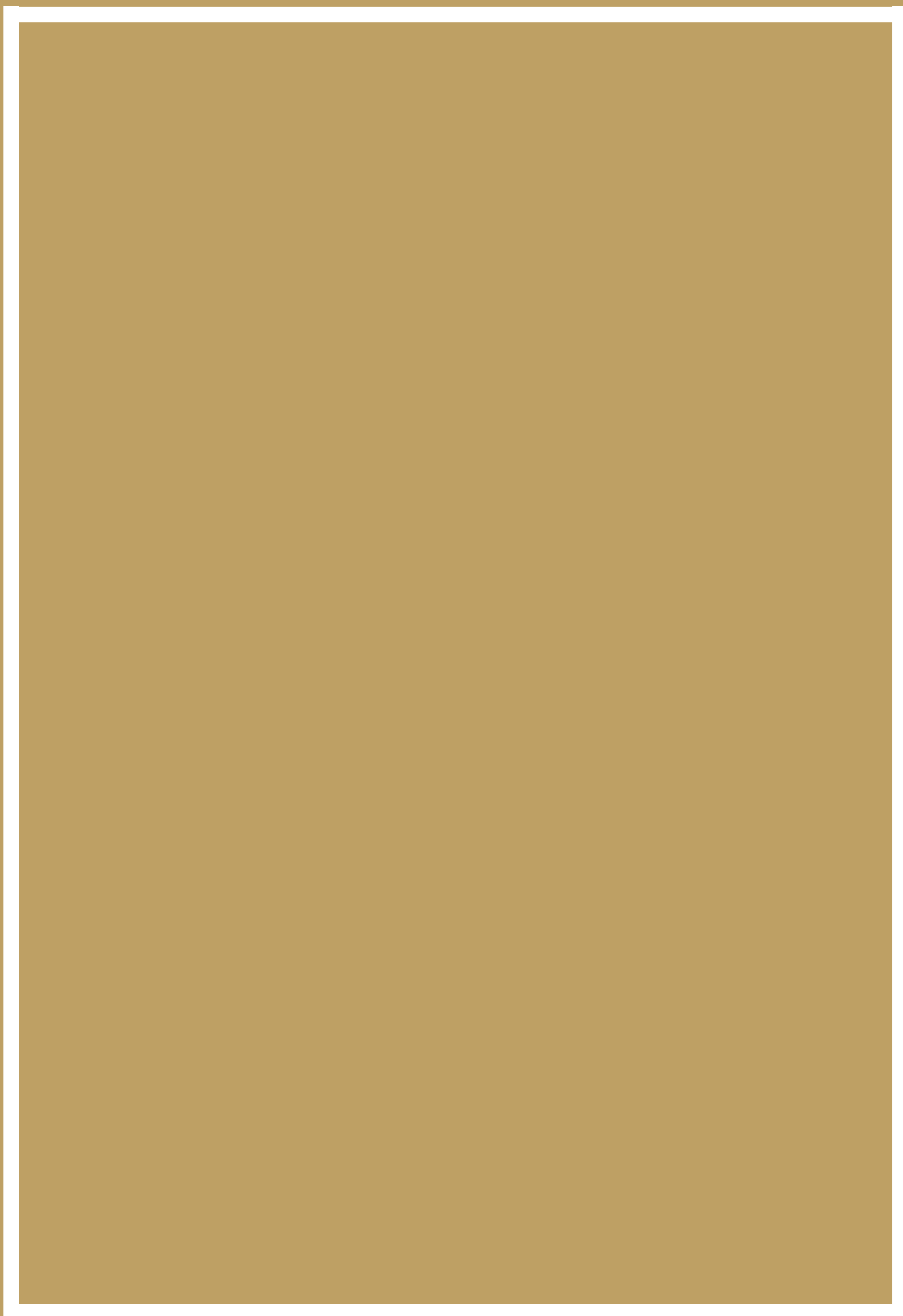




Casualisation Opinion Poll Report

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BACKGROUND

This report is part of ZIPAR's Flagship project on "More and Better Jobs". The Flagship project was launched on 25th June 2015 and is running for around 18 months. It will develop an understanding of Zambia's jobs challenge and policy options for how to respond. It is addressing both the underlying long-term challenge of how to create more and better jobs and also the short-term challenge of protecting jobs during the current economic slowdown. The project is being informed by an Advisory Group, which includes representatives of the private sector, government, civil society, academia and international organisations. This paper, however, represents the views of ZIPAR alone. For further information on the flagship project see <http://tinyurl.com/p2nnhk>.

1

Introduction

Between 29th July, 2015 and 3rd August, 2015, ZIPAR undertook an opinion poll to establish the opinion of Agricultural and Commercial Show (ACS) goers on Casualisation. The main purpose of the poll was twofold: firstly, to test the reliability and usefulness of an internal rapid opinion poll tool developed by ZIPAR; and secondly, to establish the extent of consensus about Casualisation among respondents from a very small purposive sample of ASC goers that visited the ZIPAR stand during the five days of the Show.

Zambia defines a 'casual employee' as any person whose job is not of a continuous nature and whose terms of employment provide for payment at the end of the work assignment or at the end of each day as the case may be; and who is engaged for a period not exceeding six months. This includes individuals hired as temporary, part-time or piece workers. Casualisation, which is often frowned upon, is a practice whereby an employer engages an employee on a short term contract basis for a job of a continuous nature with terms and conditions applicable to a casual employee.

In the weeks preceding the opinion poll, the Minister of Labour and Social Security announced plans to table a Bill to the next session of Parliament. The Bill would seek to abolish Casualisation. This move was however anticipated to possibly have serious cost implications for highly seasonal economic activities such as agriculture where hiring individual workers on a casual or intermittent basis is a business-cycle necessity. On one hand, the Bill has the potential of increasing the cost of doing business if businesses during economic downturns or those whose economic activities are cyclical are barred from any degree of freedom to adjust their labour uptake (and costs) in line with the variations in their business cycles. On the other hand, the Bill could safeguard citizens against being exploited as cheap casual labour, a situation that often does not come with the work benefits (such as leave days, pension, maternity leave, medical schemes and gratuity) which are associated with permanent employment. Clearly, public consensus has not yet been reached on whether or not Casualisation should be outlawed in Zambia. A knowledge gap exists in this respect.

As part of the on-going work under the More and Better Jobs Flagship Project, which seeks to contribute towards public policy that is responsive to the preferences of citizens, ZIPAR carried out an opinion poll on Casualisation. The purpose was to inform the Government, other key stakeholders and the general public about the opinions of various Show goers regarding various issues on Casualisation. Decidedly, while the opinion poll is not representative of the views of the whole nation, it offers some purposive insights on the sentiments of some of the Show goers regarding Casualisation. It can also be used as a basis for designing a

more comprehensive undertaking to understand the views of the general public on this and other important topics to the Zambian economy. This report gives a descriptive analysis of the results of the opinion poll conducted during the 2015 ACS. Before the results are presented however, the design, data and respondent characteristics from the opinion poll are presented in the ensuing section.

Labour Market Highlight

On 26th November, 2016, the President of the Republic of Zambia signed into law the amended Employment Act Cap 268 of the Laws of Zambia that effectively made Casualisation and the unjustifiable termination of contracts of employment illegal. This piece of legislation which was published into law on December 3, 2015 implies that it was now illegal for any employer to engage an employee on a casual basis for any job of a permanent nature. The amendment is aimed at protecting Zambian workers from exploitation and abuse of their rights.

It should be noted that this report does not delve into the amended Employment Act Cap 268 and the discussions brought forth in this paper were premised on the status quo prior to the amendment.

2

Opinion Poll Design, Data and Respondent Characteristics

The opinion poll was conducted over a period of 5 five days during the 2015 Agricultural and Commercial Show. Over this period, ZIPAR staff administered the questionnaire to various Show goers who visited the ZIPAR stand. Questionnaires were administered using the traditional hard copy questionnaires. In addition and as part of its innovation, ZIPAR developed a data entry mask that was used to collect and enter data simultaneously on android cell phones or tablets. A total of 207 soft and hard copy questionnaire were administered over this period. On average, this translated into 35 responses per day. Of the total questionnaires administered:

- Eight (8) questionnaires were invalid, given non-responses or incomplete responses on key aspects about Casualisation.
- A total of 199 responses therefore had sufficiently complete responses to allow for the analysis.

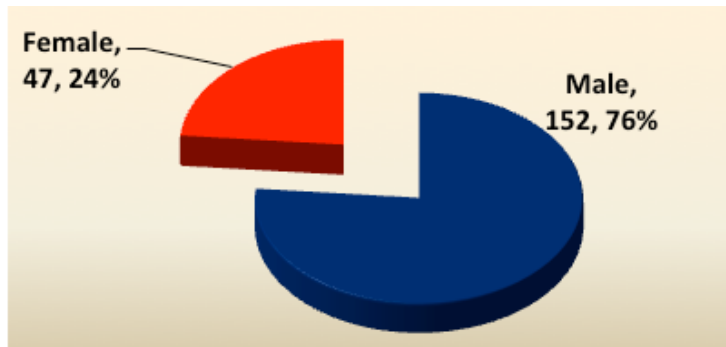


2.1. Descriptive Statistics

2.1.1. Sex

Out of the total sample of 199, the majority of respondents interviewed were male, making up approximately 76% of the total sample (Figure 1). Females constituted only 24% of the total respondents.

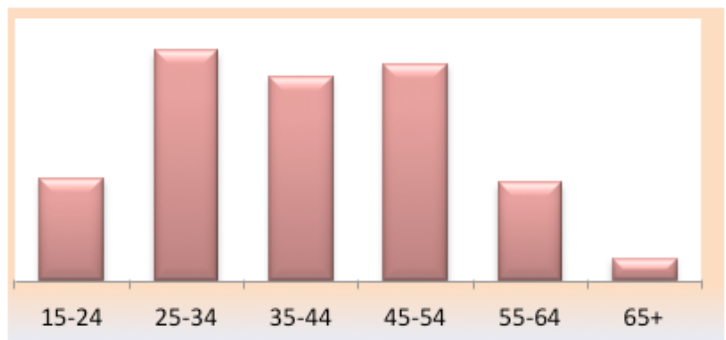
Figure 1: Distribution of Respondents by Sex



2.1.2. Age Distribution

Out of the 199 respondents, 197 gave information on their year of birth. Of these, the youngest respondent was aged 18 years old while the oldest respondent was aged 72 years old. Approximately 38% of the sample constituted of the youth, that is respondents aged between 15 and 34 years old (Figure 2). The definition of a youth is adapted from the definition espoused in the 2015 National Youth Policy.

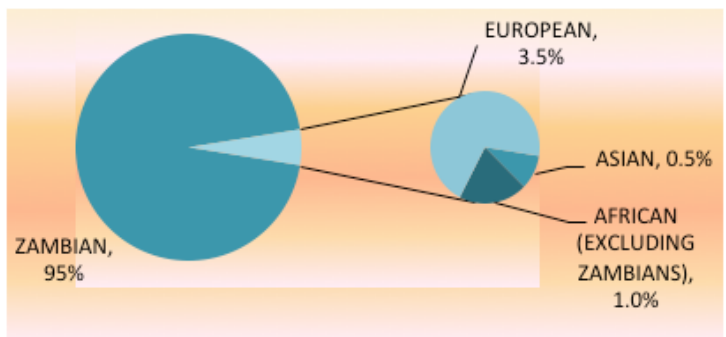
Figure 2: Distribution of Age



2.1.3. Nationality

The majority of respondents as expected were Zambian nationals. These constituted 95% of the respondents. Nearly 4% were nationals of countries in Europe (Figure 3). The other respondents, about 1%, originated from countries within the region and the remainder - approximately 0.5% - were from countries in Asia.

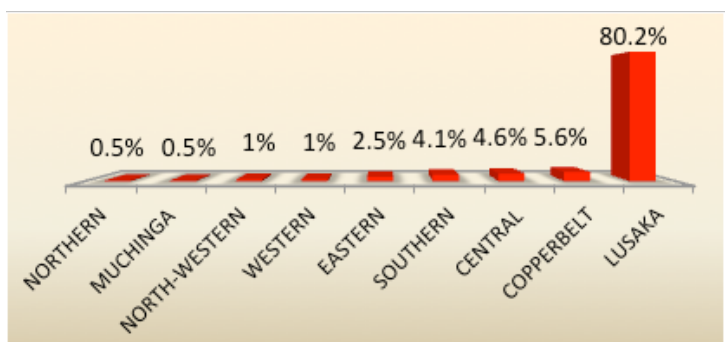
Figure 3: Distribution of Respondents by Nationality



2.1.4. Province of Residence

Over 80% of respondents surveyed were reported to be residents in Lusaka province (Figure 4). Copperbelt province recorded the second largest number of respondents at 5.6%. This was followed by Central and Southern provinces with 4.6% and 4.1% respectively. Annex 3 shows the distribution of respondents by town of residence.

Figure 4: Distribution of Respondents by Province of Residence



3

Opinion Poll Results

3.1. Opinions on how Government Should deal with Casualisation

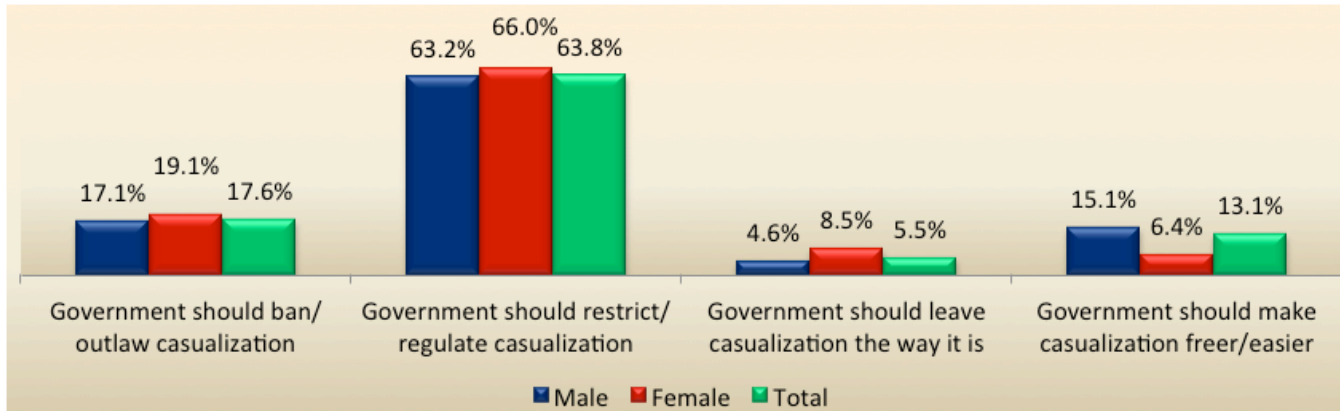
Respondents were asked to give their opinion on how Government should deal with Casualisation in Zambia. The following options were offered to each respondent:

- 1 = Government should ban/outlaw Casualisation
- 2 = Government should restrict/regulate Casualisation
- 3 = Government should leave Casualisation the way it is
- 4 = Government should make Casualisation freer/easier



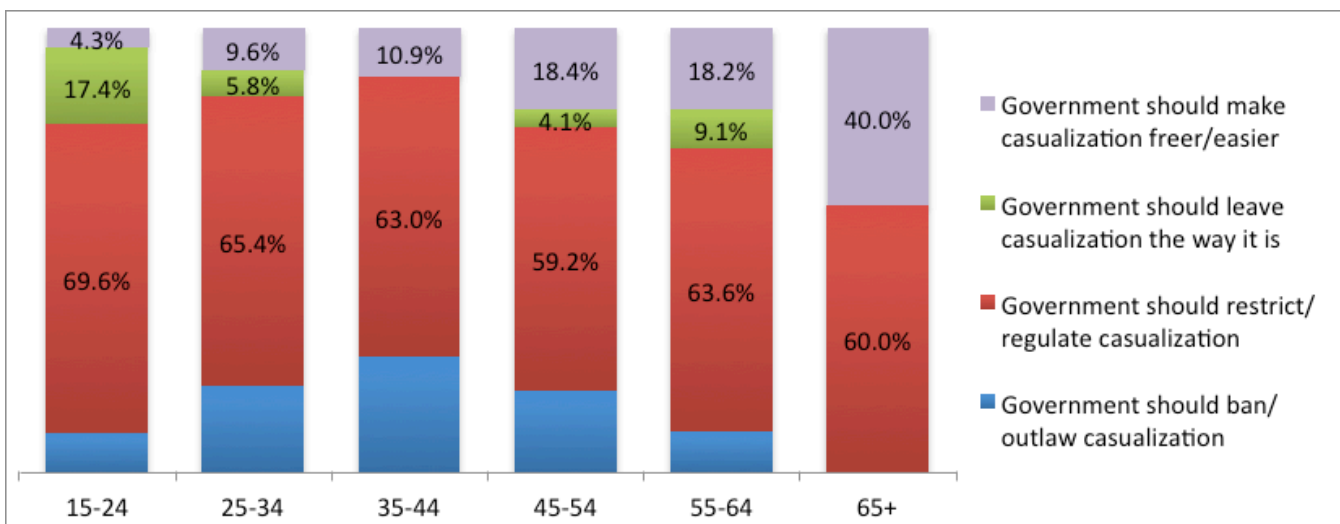
More than half of the respondents, both men and women were of the view that Government should merely restrict or regulate Casualisation. Nearly 20% of women were of the view that Government should ban Casualisation (Figure 5). Only a few males and females thought Government should leave Casualisation the way it is and make it easier.

Figure 5: Opinion on how Government should deal with Casualisation, Overall and by Sex



The opinion poll also cross-tabulated the issue of how to deal with Casualisation according to the age groups of the respondent (Figure 6). More than half of the respondents in all the age groups were of the opinion that Government should regulate Casualisation. The proportion of respondents in favour of banning Casualisation was higher for respondents aged between 25 years and 44 years old; possibly reflecting a period in life during which most individuals would look for more job stability. This proportion was less for respondents who were older and nearing the retirement age. In fact, for respondents aged 65 years or more, none of them felt Government should ban Casualisation at all.

Figure 6: Opinion on how Government should deal with Casualisation by Age



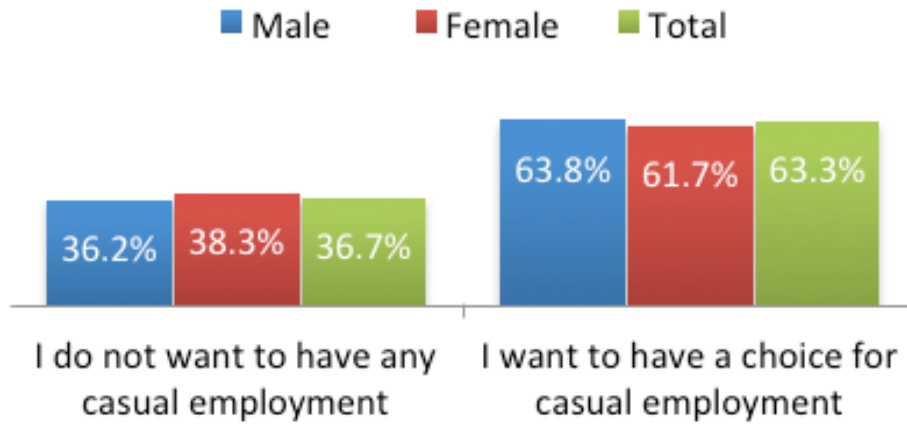
3.2. Opinions about Casual Employment being an option for work

Respondents were also asked to express their opinion on casual employment being an option for them if they were to look for a job in the future. The following response options were offered:

- 1 = I do not want to have any choice for casual employment
- 2 = I want to have a choice to look for casual employment

Nearly two-thirds (63%) of the respondents were open to being employed as casual workers (Figure 7). Both men and women were more inclined towards having an option for casual employed than not having it.

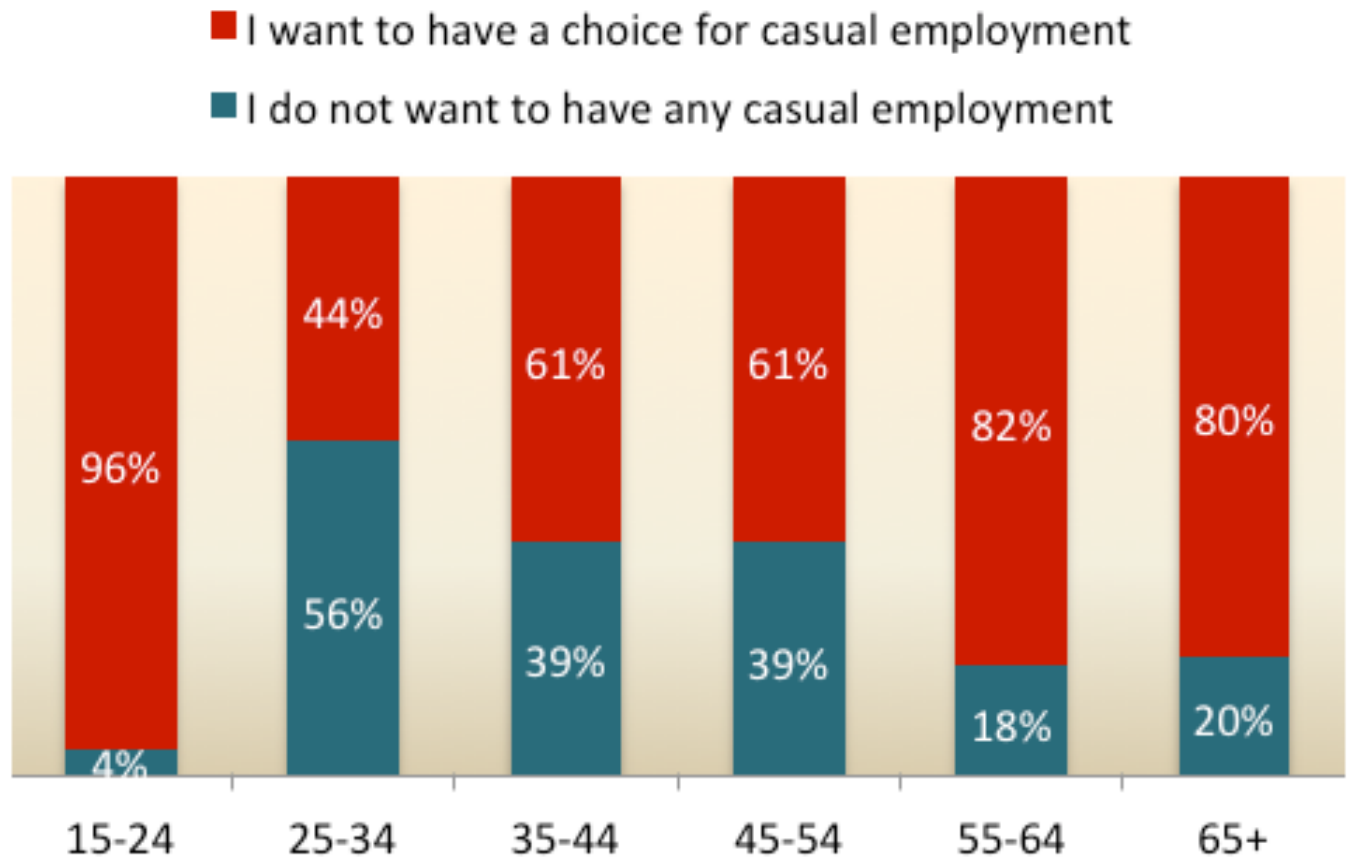
Figure 7: Overall Opinion on Casual Employment being an option for work



3.2.1. Opinions about Casual Employment being an option for work, by Age

The majority of respondents in all the age groups with the exception of those aged between 25 and 34 years, were in favour of the option that allowed them the opportunity to choose casual employment should they want to seek such employment. This proportion was highest for young people (15-24 years old) who are typically relatively new entrants into the labour market, followed by 55-64 year old respondents on the other end of the spectrum whose age bracket is closer to the retirement age.

Figure 8: Opinion on Casual Employment being an option for work by Age Group

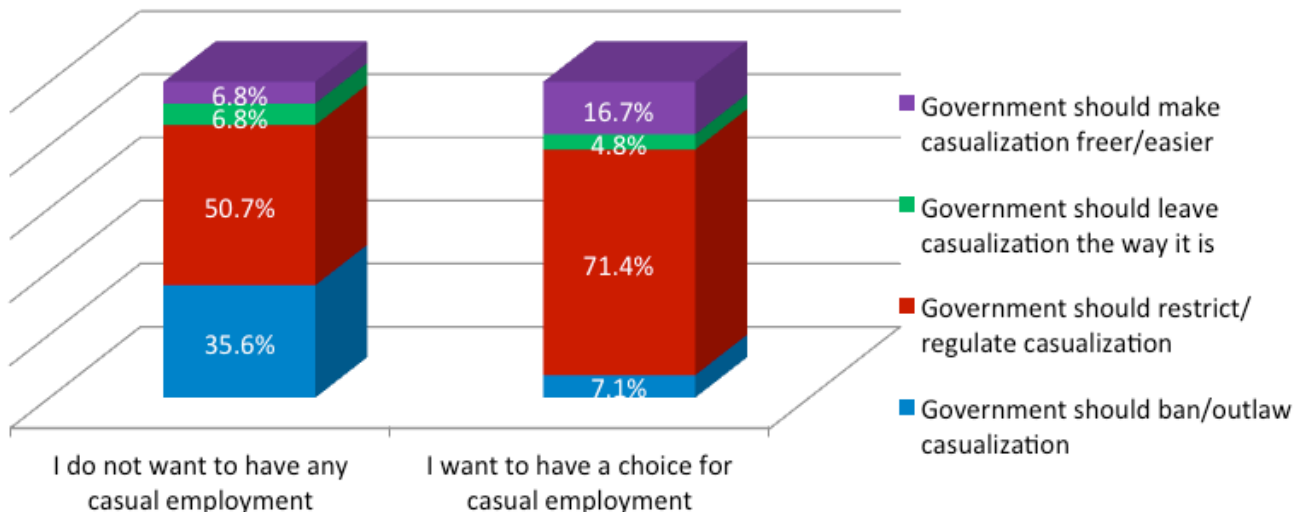




3.2.2. Opinions about Casual Employment being an option for work and how Government should deal with Casualisation

An interaction of the variables pertaining to respondents’ opinion on how government should deal with employment and casual employment being an option for work finds that, the majority of respondents who do not want to have an option for casual work (51%) were of the view that Government should merely restrict or regulate Casualisation (Figure 9). About 36% of the respondents who did not want casual work consistently felt that Government should ban or outlaw Casualisation. A small percentage of respondents, approximately 6.8%, that did not want causal employment, were of the view that Government should make casual work easier and should leave it the way it was.

Figure 9: Casual Employment an option for work and how Government should deal with Casualisation



On the other hand, over 70% of the respondents who were open to casual employment were of the view that Government should only regulate or restrict Casualisation. Equally, 17% of the respondents who felt Government should make Casualisation freer did not mind having the option of casual employment.

3.3. Respondents with an opinion

Nearly 63% of the respondents had additional comments regarding Casualisation. The views were wide-ranging with a number calling on Government to enforce the current regulations on Casualisation. Others expressed the need to allow casual employment in economic sectors that are cyclical such as agriculture as well as for professionals. Other respondents strongly advocated for Government to disallow employers to hire workers on a casual basis as this precluded many workers from enjoying benefits associated with permanent employment.



4

Conclusion

In summary, the opinion poll on Casualisation captured the opinions of 199 Show goers that visited the ZIPAR ASC stand over five days in August 2015. Most of these (95%) were Lusaka residents and the majority of the total respondents (80%) were from Lusaka. The poll captured the views of a biased self-selected urban group of Show goers that stopped at the ZIPAR stand and agreed to take the time to participate in the survey. In addition, a significant proportion (76%) of the total comprised of male respondents. Youths (15-34 years old) comprised 38% of the total sample. Within these limitations, the opinion poll revealed interesting insights about public opinions about Casualisation.

The general view by 64% of all respondents was that the Government should restrict/regulate Casualisation. Among young people (of age 15-24 years old) and those of age 25-34 years old, the proportions that indicated that the practice should be restricted/regulated were higher at 76% and 65%, respectively. On the other hand, only 18% of all respondents felt that the Government should ban/outlaw Casualisation.

Despite this, 63% of all respondents indicated that they would want to have a choice for casual employment. Across all age groups except the ages of 25-34 years old, the majority in the different age groups preferred to have a choice to Casualisation. For the 25-34 years old group, 56% indicated they would not want to have any choice to be hired as casual employees or to hire casual employees in the future.

Among other things, the results suggest that there isn't a general consensus about Casualisation among the respondent, even though this was a very small purposive and biased sample. One of the main observations thus related to the diversity of opinions about this issue within very small groups of people. It would therefore be important, going forward, for policymakers and lawmakers to gather substantially more empirical evidence about the general preferences of most Zambian citizens regarding this and other matter before closing the door to decide one way or the other (i.e., for or against Casualisation) and writing their decision into law. This will ensure that the ensuing laws and policies are responsive to the desires of the citizenry.

As a final observation, the rapid opinion poll tool developed by ZIPAR was reliable and useful for informing the debate on Casualisation, albeit within the limitations of the opinion poll design, including the small sample size. The tool however has potential to be used in a scale-up opinion poll.

Annex 1. Distribution of Respondents by Age

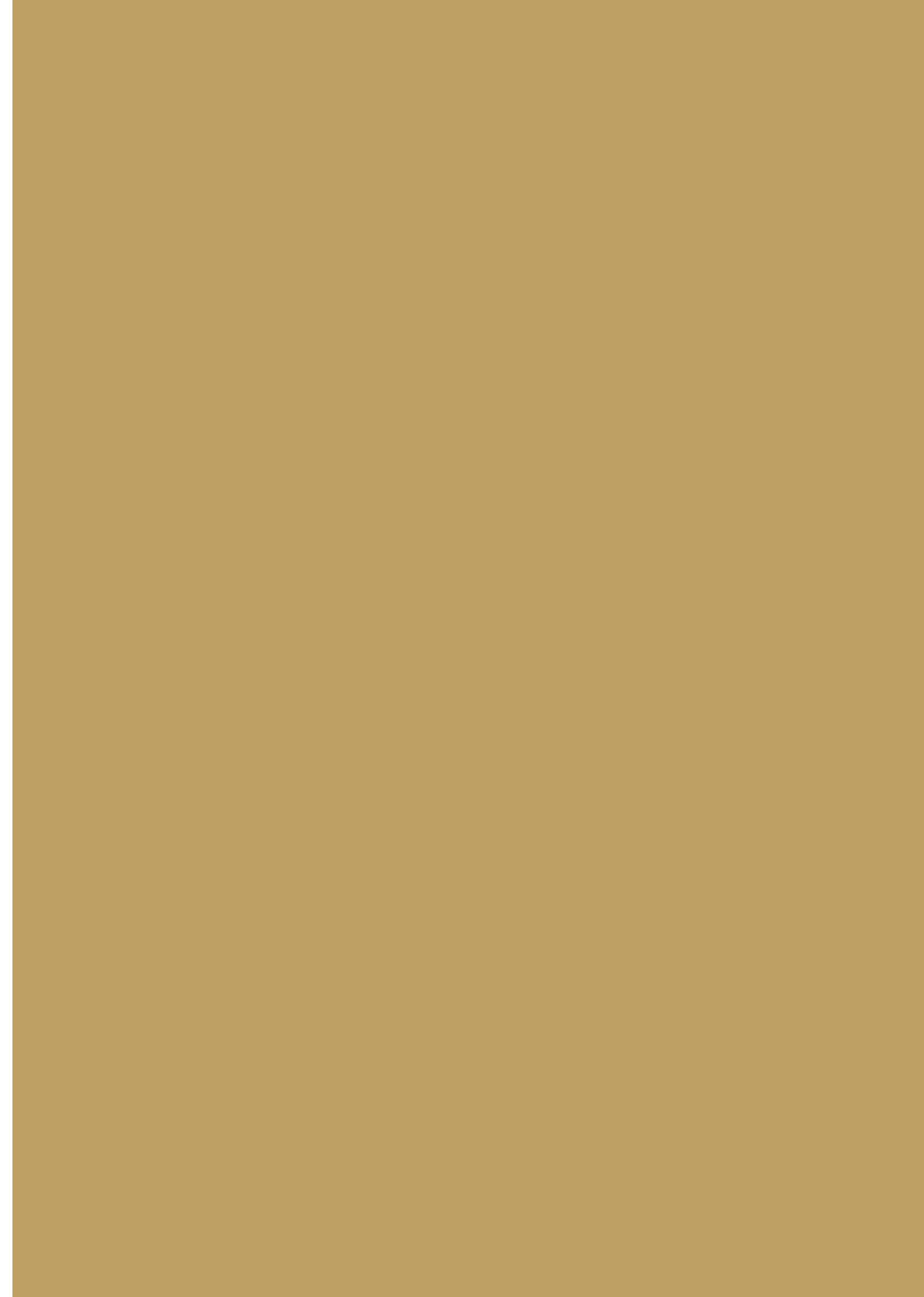
AGE	FREQ.	PERCENT
18	1	0.51
20	4	2.03
21	2	1.02
22	8	4.06
23	3	1.52
24	5	2.54
25	6	3.05
26	6	3.05
27	7	3.55
28	5	2.54
29	6	3.05
30	3	1.52
31	3	1.52
32	4	2.03
33	8	4.06
34	4	2.03
35	6	3.05
36	8	4.06
37	5	2.54
38	6	3.05
39	7	3.55
40	4	2.03
41	2	1.02
42	5	2.54
43	1	0.51
44	2	1.02
45	7	3.55
46	7	3.55
47	6	3.05
48	3	1.52
49	2	1.02
50	6	3.05
51	4	2.03
52	3	1.52
53	6	3.05
54	5	2.54
55	8	4.06
56	2	1.02
57	1	0.51
58	2	1.02
59	5	2.54
60	3	1.52
61	1	0.51
66	1	0.51
68	1	0.51
71	1	0.51
72	2	1.02
Total	197	100.00

Annex 2. Distribution of Respondents by Town

What is your town of residence Zambia?	Freq.	Percent	Cum.
CHINSALI	1	0.51	0.51
CHIPATA	2	1.01	1.52
CHIRUNDU	2	1.01	2.53
CHOMA	1	0.51	3.03
CHONGWE	4	2.02	5.05
Chibombo	1	0.51	5.56
Chililambombwe	1	0.51	6.06
GWEMBE	1	0.51	6.57
ITEZHI TEZHI	1	0.51	7.07
KABWE	4	2.02	9.09
KAFUE	2	1.01	10.10
KALOMO	1	0.51	10.61
KALULUSHI	2	1.01	11.62
KASAMA	1	0.51	12.12
KATETE	1	0.51	12.63
KITWE	4	2.02	14.65
LUANSHYA	3	1.52	16.16
LUNDAZI	2	1.01	17.17
LUSAKA	152	76.77	93.94
MANCHESTER	1	0.51	94.44
MAZABUKA	1	0.51	94.95
MONGU	2	1.01	95.96
MONZE	1	0.51	96.46
MUFULIRA	1	0.51	96.97
MUMBWA	3	1.52	98.48
SIAVONGA	1	0.51	98.99
ZAMBEZI	2	1.01	100.00
Total	198	100.00	

Annex 3. Distribution of Respondents by Nationality

What is your nationality (country of origin)?	Freq.	Percent	Cum.
BRITISH	4	2.01	2.01
DUTCH	1	0.50	2.51
FINNISH	1	0.50	3.02
JAPANESE	1	0.50	3.52
NAMIBIAN	1	0.50	4.02
RUSSIAN	1	0.50	4.52
ZAMBIAN	189	94.97	99.50
ZIMBABWEAN	1	0.50	100.00
Total	199	100.00	





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