Zimbabwe National Statistics Agency

# EMPLOYMENT INDEX

## 4TH QUARTER 2025

JULY 2026

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Labour Statistics Manager

# Employment Index

Economic indicator measuring relative changes in employment and earnings over time in relation to a specified reference period

# About the Index

**Data Source**

based on data from the Quarterly Employment Inquiry (QEI) and SSB

**Methodology**

Laspeyres index methodology, base period Q3 2024

**Weighting**

Weights = QLFS Representativeness of the QLFS

# Index Components

Employment Volume Index 

Earnings Index 

Industrial Sector 

Province 

Nominal V Real 

# Scope

Activities with limited establishment-based reporting e.g.. Agriculture, Forestry and Fishing, as well as Activities of Extraterritorial Organisations and Bodies, were excluded from the computation of the indices due to the unavailability of consistent quarterly establishment data.

Sectoral weights used in the index compilation were redistributed across the covered sectors to ensure that the weights summed to 100 percent

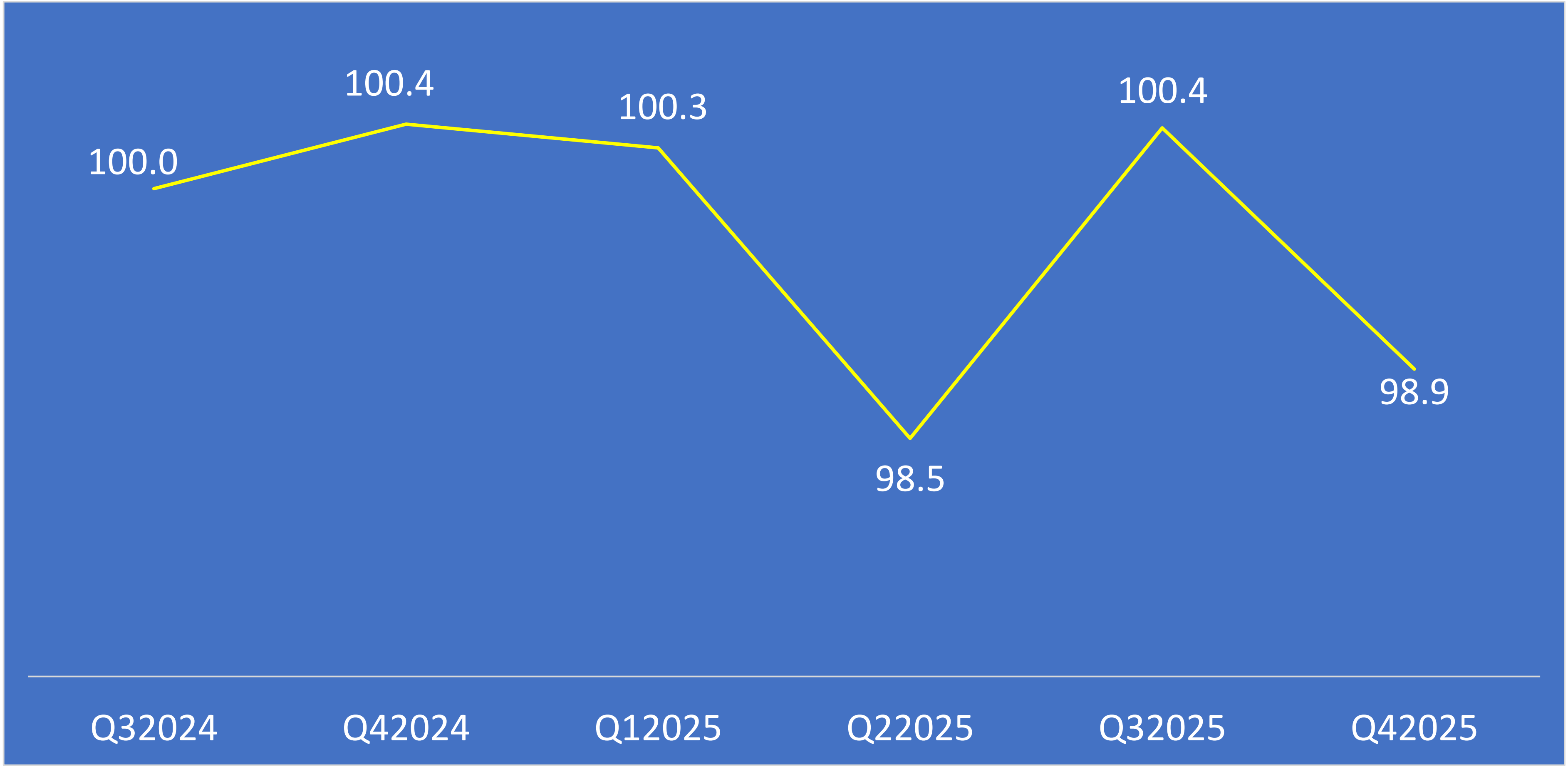
Establishment-based data primarily captures formal sector economic activities and activities of households. As a result, some informal sector activities, may not be fully reflected in the quarterly employment and earnings movements presented in this publication

# Employment Volume Index

# Employment Volume Index (Industry) by Quarter

Employment Volume Index (Industry) for the 4th quarter of 2025 stood at 98.9, reflecting a year-on-year percentage decrease of 1.5 when compared to the 4th quarter 2024 index of 100.4.

On a quarter-on-quarter basis, the index recorded a decline of 1.5 percent from 100.4 recorded in the 3rd quarter of 2025.



# Components of Employment Volume Index (Industry), Q42025

Electricity, gas, steam and air conditioning supply recorded the highest industry index of 213.39, indicating that employment in the sector was more than double its base period level.

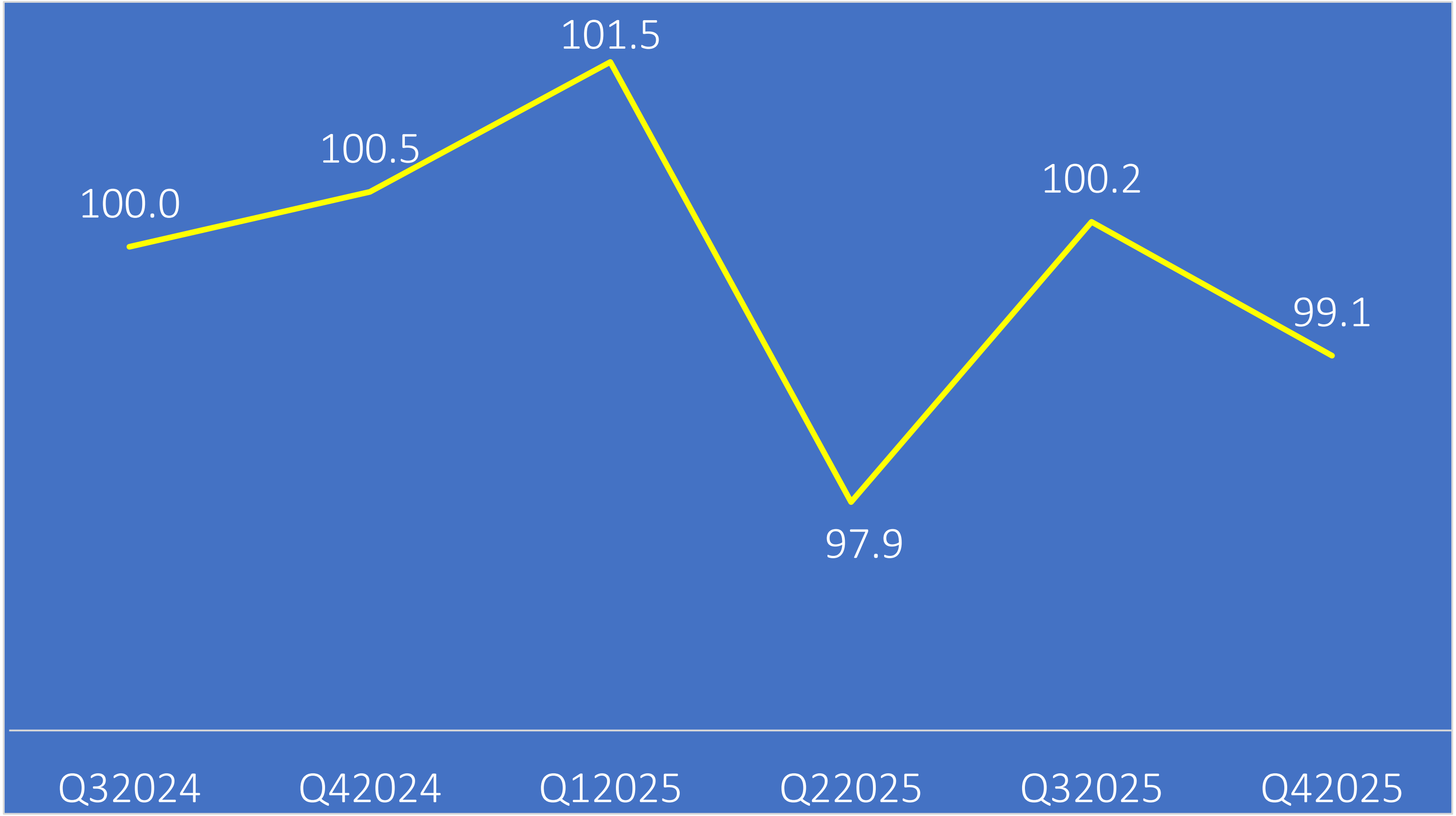
Arts, entertainment and recreation (114.77) and Water supply; sewerage, waste management and remediation activities (113.86) also recorded employment levels above their respective base period levels.

| Industry | Weight | Index |
|---|---|---|
| Mining and quarrying | 0.1177 | 100.07 |
| Manufacturing | 0.1071 | 96.22 |
| Electricity, gas, steam and air conditioning supply | 0.0038 | 213.39 |
| Water supply; sewerage, waste management and remediation activities | 0.0034 | 113.86 |
| Construction | 0.0581 | 94.68 |
| Wholesale and retail trade; sale and repair of motor vehicles and motor cycles | 0.2864 | 96.57 |
| Transportation and storage | 0.0494 | 96.26 |
| Accommodation and food service activities | 0.0255 | 102.14 |
| Information and communication | 0.0062 | 85.02 |
| Financial and insurance activities | 0.0084 | 97.43 |
| Real estate activities | 0.0012 | 94.29 |
| Professional, scientific and technical activities | 0.0121 | 99.73 |
| Administrative and support service activities | 0.0365 | 104.77 |
| Public administration and defence; compulsory social security | 0.0544 | 102.69 |
| Education | 0.0944 | 99.78 |
| Human health and social work activities | 0.0152 | 107.89 |
| Arts, entertainment and recreation | 0.0056 | 114.77 |
| Other service activities | 0.0378 | 103.92 |
| Activities of households as employers of domestic personnel | 0.0770 | 96.17 |
| All Industries | 1 | 98.89 |

# Employment Volume Index (Province) by Quarter

The Provincial Employment Volume Index for the 4th quarter of 2025 was 99.1, representing a year-on-year decrease of 1.4 percent when compared to the 4th quarter 2024 index of 100.5.

Compared to the 3rd quarter of 2025, the index declined by 1.1 percent from 100.2.



# Components to Employment Volume Index (Province), Q42025

Harare recorded the highest provincial index of 102.73, followed by Masvingo (101.71), Manicaland (99.58) and Mashonaland West (99.54).

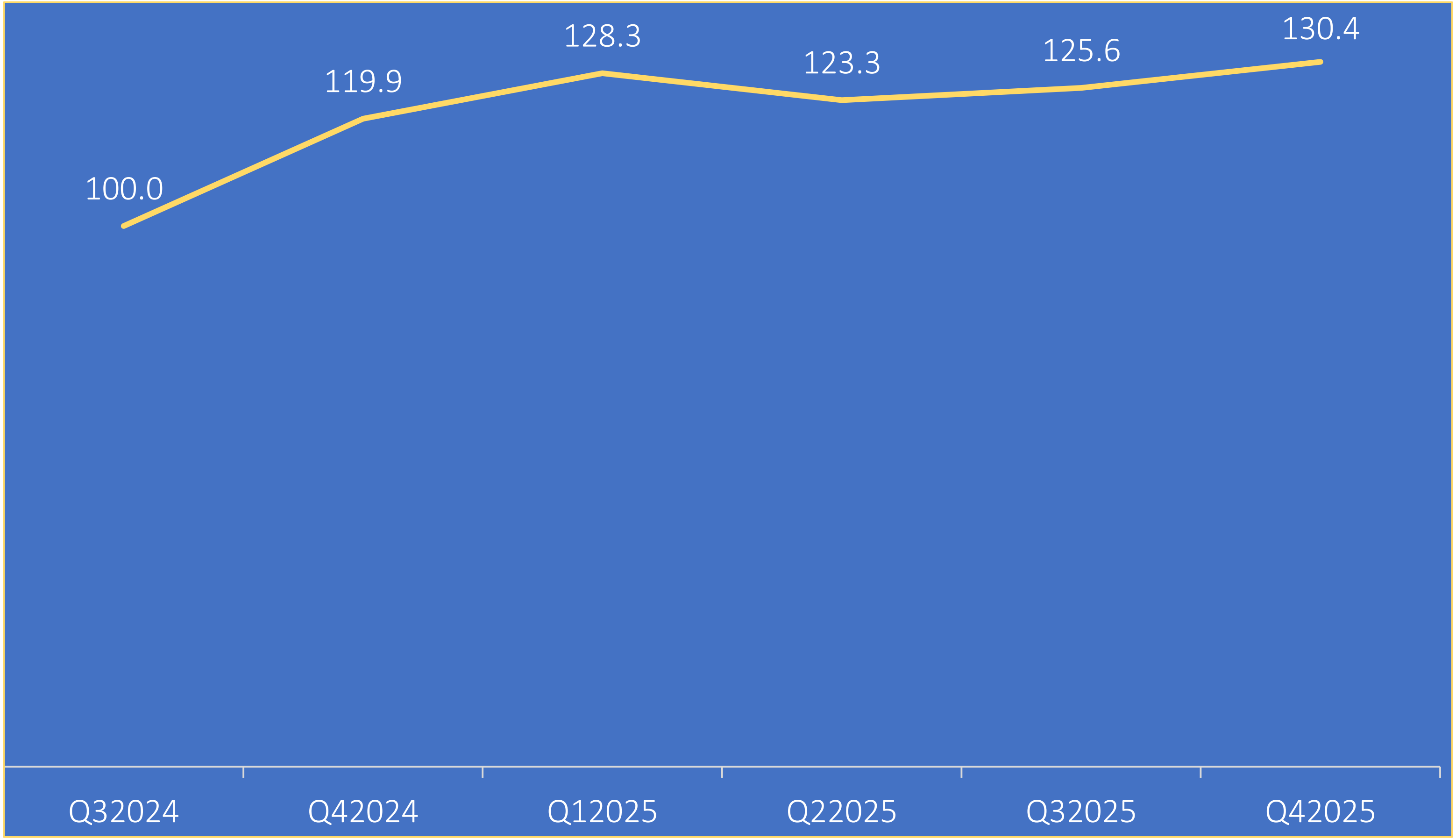
| Province | Weight | Index |
|---|---|---|
| Manicaland | 0.0716 | 99.58 |
| Mashonaland Central | 0.0591 | 99.42 |
| Mashonaland East | 0.1152 | 92.36 |
| Mashonaland West | 0.1049 | 99.54 |
| Matabeleland North | 0.0360 | 98.14 |
| Matabeleland South | 0.0352 | 98.40 |
| Midlands | 0.1105 | 95.72 |
| Masvingo | 0.0901 | 101.71 |
| Harare | 0.3050 | 102.73 |
| Bulawayo | 0.0723 | 95.88 |
| All Provinces | 1.0000 | 99.10 |

# Employment Earnings Index

# Earnings Index (Industry) by Quarter

The Industry Earnings Index for the 4th quarter of 2025 stood at 130.4, reflecting a year-on-year increase of 8.8 percent compared to the index of 119.9 recorded in the 4th quarter of 2024.

On a quarter-on-quarter basis, the index increased by 3.8 percent from 125.6 recorded in the 3rd quarter of 2025.



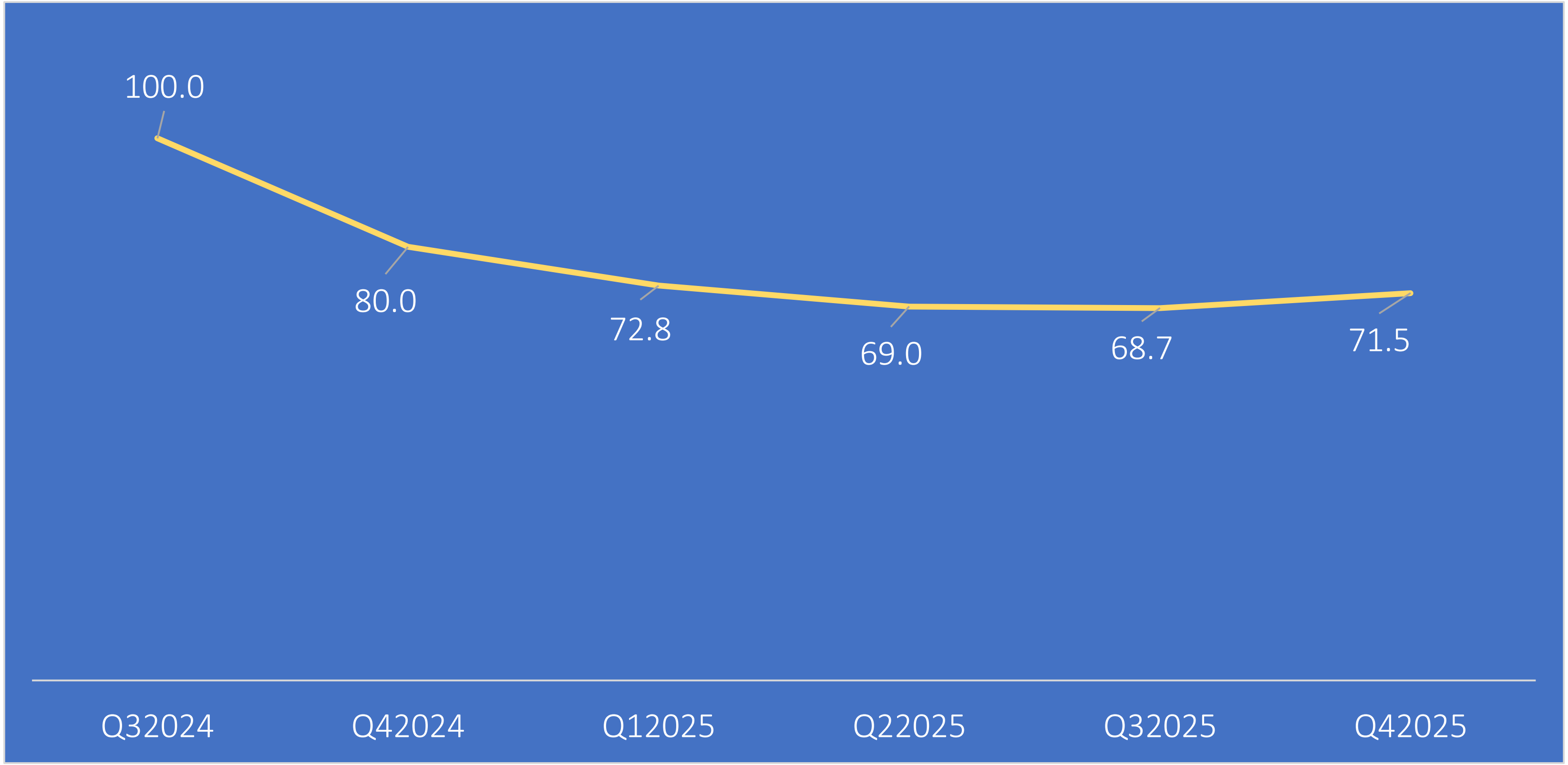
# Components of Earnings Index (Industry), Q42025

Financial and insurance activities recorded the highest industry index of 660.74, followed by Water supply; sewerage, waste management and remediation activities (267.72), Education (248.25), Real estate activities (216.40) and Human health and social work activities (213.68), reflecting substantial earnings growth relative to the base period.

| Industry | Weight | Index |
|---|---|---|
| Mining and quarrying | 0.1177 | 92.34 |
| Manufacturing | 0.1071 | 69.16 |
| Electricity, gas, steam and air conditioning supply | 0.0038 | 78.58 |
| Water supply; sewerage, waste management and remediation activities | 0.0034 | 267.72 |
| Construction | 0.0581 | 149.47 |
| Wholesale and retail trade; sale and repair of motor vehicles and motor cycles | 0.2864 | 102.65 |
| Transportation and storage | 0.0494 | 114.05 |
| Accommodation and food service activities | 0.0255 | 97.12 |
| Information and communication | 0.0062 | 114.45 |
| Financial and insurance activities | 0.0084 | 660.74 |
| Real estate activities | 0.0012 | 216.40 |
| Professional, scientific and technical activities | 0.0121 | 102.85 |
| Administrative and support service activities | 0.0365 | 121.57 |
| Public administration and defence; compulsory social security | 0.0544 | 170.52 |
| Education | 0.0944 | 248.25 |
| Human health and social work activities | 0.0152 | 213.68 |
| Arts, entertainment and recreation | 0.0056 | 60.78 |
| Other service activities | 0.0378 | 148.60 |
| Activities of households as employers of domestic personnel | 0.0770 | 138.37 |
| All Industries | 1.0000 | 130.40 |

# Real Earnings Index (Industry) by Quarter

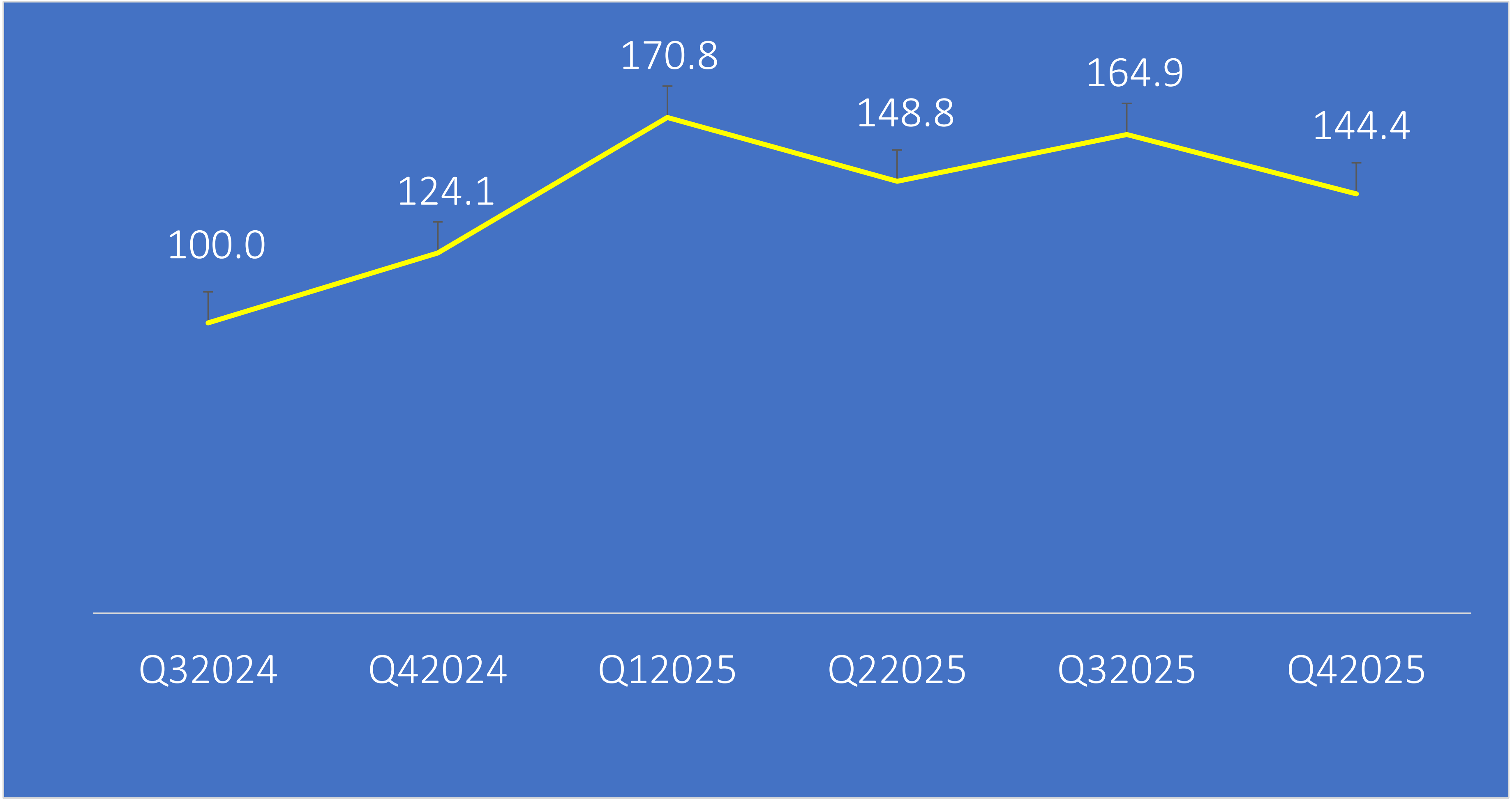
The Real Earnings Index (Industry) for the 4th quarter of 2025 stood at 71.5, reflecting a year-on-year decline of 10.7 percent compared to the index of 80.0 recorded in the 4th quarter of 2024. On a quarter-on-quarter basis, the index increased by 4.0 percent from 69 recorded in the 3rd quarter of 2025.



# Earnings Index (Province) by Quarter

The Provincial Earnings Index for the 4th quarter of 2025 stood at 144.4, representing a year-on-year increase of 16.4 percent when compared to the 4th quarter 2024 index of 124.1.

The index also recorded a quarter-on-quarter decrease of 12.4 percent from 164.9 recorded in the 3rd quarter of 2025.



# Earnings Index (Province), Q42025

Mashonaland East recorded the highest provincial index of 196.72, reflecting earnings that were above the base period level.

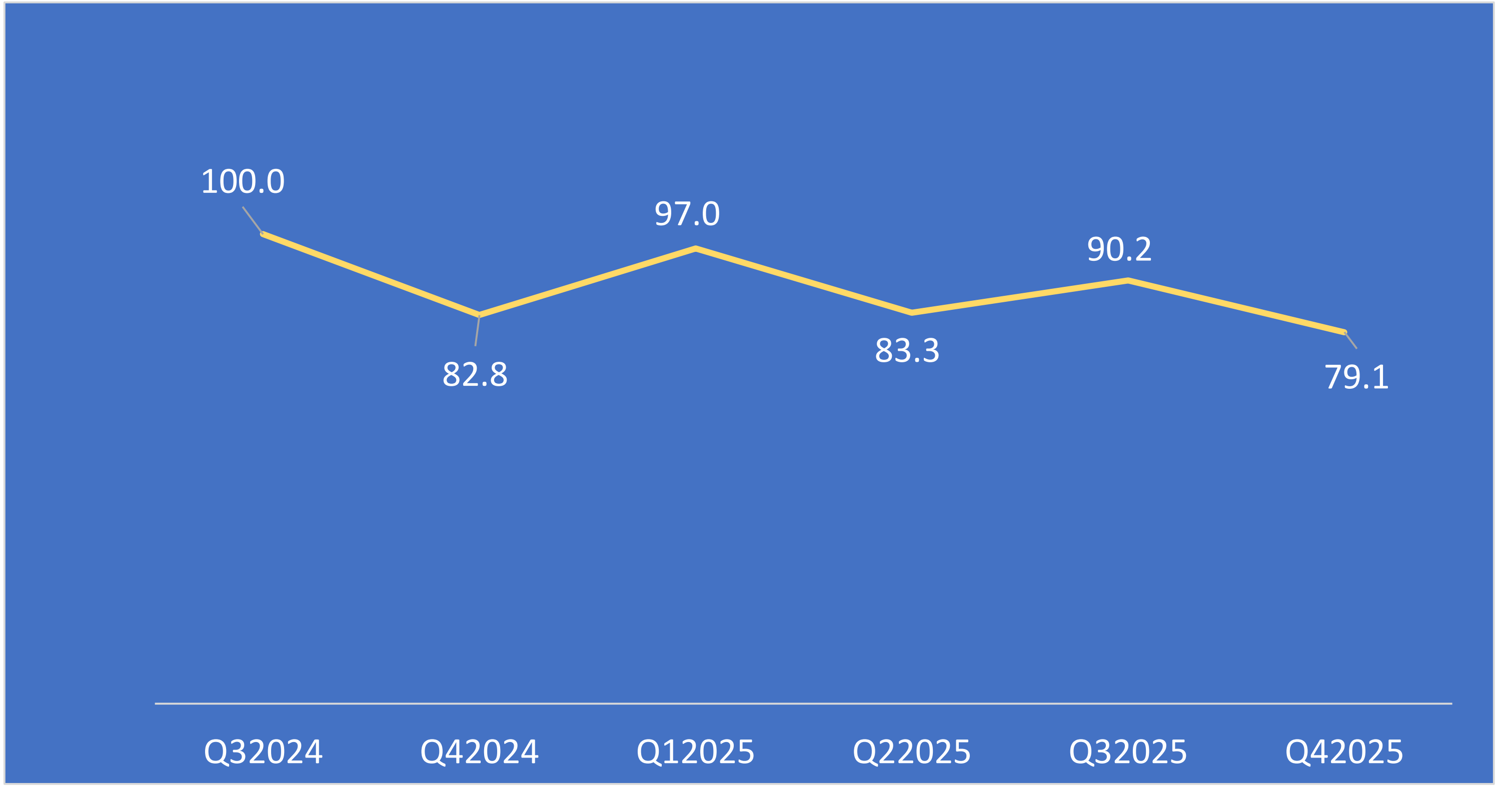
Harare and Midlands recorded index values of 169.86 and 167.60, respectively.

| Province | Weight | Index |
|---|---|---|
| Manicaland | 0.0716 | 116.07 |
| Mashonaland Central | 0.0591 | 57.09 |
| Mashonaland East | 0.1152 | 196.72 |
| Mashonaland West | 0.1049 | 137.01 |
| Matabeleland North | 0.0360 | 146.28 |
| Matabeleland South | 0.0352 | 147.28 |
| Midlands | 0.1105 | 167.60 |
| Masvingo | 0.0901 | 41.92 |
| Harare | 0.3050 | 169.86 |
| Bulawayo | 0.0723 | 153.86 |
| All Provinces | 1.0000 | 144.41 |

# Real Earnings Index (Province) by Quarter

The Real Earnings Index (Province) for the 4th quarter of 2025 stood at 79.14, reflecting a year-on-year decline of 4.41 percent compared to the index of 82.79 recorded in the 4th quarter of 2024. On a quarter-on-quarter basis, the index decreased by 12.25 percent from 90.19 recorded in the 3rd quarter of 2025.

Overall, the real earnings index fluctuated during the review period, indicating that increases in nominal earnings were offset by inflation as measured by the Consumer Price Index (CPI).



# Thank You